

EMPLOYMENT AGREEMENT

The following agreement is entered into between Mr. Leovelbert Vincent residing at 64/1/23, Pudu Street, Aranthangi, Tamil Nadu and Press Ganey Associates India Private Limited (Formerly Binary Fountain Solutions India Private Limited) having their registered office at L4, Ground Floor (Level -1), Tejaswini, Technopark, Trivandrum – 695581.

With reference to his application, and subsequent interviews he had with us, Mr. Leovelbert is being offered a position in our organization as Software Engineer (please refer annexure for job profile) to the following terms and conditions:

His annual CTC at the start of his employment will be Rs. 5,50,000 (Rs. Five lakhs Fifty Thousand Only). The CTC breakup is shown below:

Pay Structure	Annual	Monthly
Basic Pay	2,05,056.00	17,088.00
HRA	82,020.00	6,835.00
LTA	71,772.00	5,981.00
Project Allowance	51,264.00	4,272.00
Other Allowances	1,02,528.00	8,544.00
Gross Salary- A	5,12,640.00	42,720.00
PF Employer Contribution	21,600.00	1,800.00
Medical Insurance as per company policy	5,902.00	492.00
Gratuity	9,858.00	822.00
Total benefits B	37,360.00	3,114.00
CTC- A+B	5,50,000.00	45,834.00

The company may modify compensation and benefits from time to time, as it deems necessary. The employee will be eligible for salary revisions at the company's discretion.

The Employee's appointment is being made on the basis of the particulars declared by the Employee in the resume forwarded to us and in case any information as given herein is found false or incorrect the appointment will be deemed to be void ab initio and liable for termination without notice or salary in place of notice.

The employee has a maximum of 20 days paid leave per year. Leave benefits can be availed as per the prevailing leave policy.

The employee shall report in our Bangalore office on or before Monday, May 16th, 2022.

The employee will have to bring 5 copies of his latest passport size photograph, the originals and one set of copies of all certificates, Form 12BB, UAN No., if any with the previous employer, latest cancelled cheque leaf of his account or front page of bank passbook containing account number on the joining date.

The first three months of employment is considered as probation and upon successful completion of probation, the employment will be confirmed. There is no notice period during probation and either party can terminate the employment under this agreement at any time. Once confirmed, either party may at any time terminate the employment under this agreement by two months' notice. The employee is not entitled to leave during the notice period.

The employee will be governed by the rules and regulations of service of Press Ganey that may be in force, and which may be framed, amended or extended from time to time.

This offer of employment is conditioned upon the employee executing the attached Proprietary Information, Inventions, and non-competition agreement.

Mr. Leovelbert may please contact us on or before May 16th, 2022, for any further clarifications.

For Press Ganey Associates India Private Limited



Sunil S. Kumar
Managing Director
Date: 16.05.2022

Accepted By:

Leovelbert Vincent
Date:

ANNEXURE

Job Profile: Software Engineer

The candidate will be provided hands-on training on Press Ganey's Business Performance Management software platform. The essential job duties are:

- Independently review the existing software architecture to assess its suitability for various new feature additions as per market needs and specific customer implementations.
- In collaboration with the program manager and technical team, conceive, rationalize and articulate the necessary architectural/design changes that ensure scalability, flexibility and reliability.
- Develop new modules or modify existing modules as required, ensuring that the design is properly implemented
- Work with external development partners to define scope, plan milestones and ensure on time delivery of software modules with high quality.
- Help create proof of concepts for new innovative solutions using cutting edge technologies for customers and internal Product R&D.
- Contribute towards further strengthening of software engineering processes, adoption of best practices and in general spearheading improvements that result in high quality products with optimal time to market.
- Peer and expert reviews of artifacts including source code.
- Performance Analysis and Application Tuning for Improved Performance

Key success parameters:

- Attention to detail
- Ability to think outside the box
- Customer focused with strong analytical skills
- Keeping abreast with the latest developments so that they can leveraged within the work environment
- Ability to organize tasks, prioritize and manage time
- Timely escalations so that issues can be resolved before it becomes critical