

# Acquisitions, Resignation and Terminations

## Acquisition

### Can I be hired directly by the client I'm working on?

Definitely! One of our main benefits as a company for our team members, and as a partners for our clients, is that team members can be directly acquired if all parties agree: Client, Team Member and DevBase.

## Resignations

### Can I quit before the contract's termination notice of 30 days?

Although you can, we believe that this notice is mainly for your team mates rather than *the Company*.

The main focus is for you to think about the KT and onboarding you had in the past, and try to give the best experience to your successor.

## Termination

### Can I get laid off like a contractor from one day to the other?

No! We have at least a 30 days/4 weeks termination notice. We will do our best to avoid reaching to this point 🙏 (e.g. executing performance reviews, coaching sessions, trainings).

In the unlikely case in which a client requests a sudden project departure, and we also consider the same for the company, you will still **get paid for that 30 days/4 weeks notice**.

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# Acquisitions, Resignations and Terminations contract details

## What happens to all the expenses I logged so far?

IF the agreement gets terminated due to an acquisition, resignations or terminations prior to 12 months of the following events:

- Latest signed contract, or contract amendment or Statement of Work update

THEN, DevBase is entitled to deduct all reimbursed expenses from the Personal Development Budget and the Remote Work Equipment.

## What happens to the PDB expenses spent?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to reclaim all PDB used and discount it from your last compensation.

## What happens to the Remote Work Budget spent?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to reclaim all RWB used and discount it from your last compensation.

## I have unused PTOs, what happens with them?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is not to pay them in your last compensation.

## I have unused PTOs, can I take them before leaving?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is not to take them since your current team mates may need you.

## What happens to my referral's bonuses?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to exclude the remaining unpaid ones, from your last compensation.

## What happens with any other bonuses?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to exclude the remaining unpaid ones, from your last compensation.

## What happens with any agreed scheduled increment?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to exclude the remaining unpaid ones, from your last compensation.

## What happens with a scheduled 6th bonus or 13th payment?

- It will depend on each case, and will be reviewed **case by case**, but:
- Standard procedure is to exclude the remaining unpaid ones, from your last compensation.