



Pearlcon Technologies LLP

Staffing Agreement

This is an agreement entered **Date: 17-07-2025** between **Pearlcon Technologies LLP**, 50B Kamaraj Salai, Ashok Nagar, Chennai 600 083 and **GeoVista Technologies Private Limited** located at 4th Floor, Shriya Enclave, 6-3-354/1/2, Hindi Nagar, Panjagutta, Hyderabad- 500082 for the purpose of recruitment for **(CLIENT)** for (hereafter referred to as **(CLIENT)**) in the context of Staffing Agreement.

Pearlcon Technologies shall provide recruitment services in response to requests received from authorized representative(s) of (CLIENT) subject to following terms and conditions:

1. (CLIENT) shall provide details of the skill requirements mentioning the following:
 - The location of the assignment
 - Skill details categorized by Mandatory and Preferred skills along with years of relevant experience required.
 - The position details in terms of role, designation, Cost to Company (hereafter referred to as CTC for the purpose of this Staffing Agreement) and level for which recruitment is planned.
2. Pearlcon Technologies shall provide resumes of those candidates to (CLIENT) who have confirmed their interest and availability for a job with (CLIENT) within 5 working days upon receipt of the requirement from (CLIENT). These resumes shall confirm to the skill requirements detailed in clause 1 above.
3. Pearlcon Technologies shall coordinate with the shortlisted candidates to present them for interviews as applicable.
5. (CLIENT) shall not pay any expenses like telephone call charges, correspondence and travel expense etc. incurred by Pearlcon Technologies towards sourcing / identification / headhunting of candidates.
4. (CLIENT) shall confirm selected / kept pending status of candidates to Pearlcon Technologies.

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6. Pearlcon Technologies shall coordinate with the selected candidates and confirm their decision & tentative joining date to (CLIENT).
7. Pearlcon Technologies shall not refer any candidate who is currently associated with any of the business associates of (CLIENT) at any of the locations.
Pearlcon Technologies shall also not refer any of the current employees of (CLIENT) to any of its other business (CLIENT)s for the purpose of recruitment during the tenure of this agreement.
8. (CLIENT) shall provide Pearlcon Technologies with a copy of the CTC / salary details (softcopy acceptable) offered to the selected candidates referred by Pearlcon Technologies.
9. Pearlcon Technologies shall raise an invoice as a referral fee as soon as candidate joins (CLIENT) as per the following TERMS.

Total Experience (in Years)	Consulting Fee (% on CTC)
	Generic
0 to 5	8.33%
5 to 10	
10+	

10. The aforesaid referral fee(s) and other fees shall be paid within 30 - 45 days of the joining date of the candidate(s). The cheque/Demand Draft is to be drawn in favor of Pearlcon Technologies.

In case candidate(s) placed by Pearlcon Technologies in (CLIENT) is / are not found suitable by the latter within 3 months of his / her / their date of joining for the job / role / function/Department that they / he / she has been selected for and is therefore asked to resign from the services of (CLIENT) or if the candidate(s) leave(s) the services of (CLIENT) within 3 months of joining, then,

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Pearlcon Technologies shall give suitable replacement Within 2 months of the employee's exit from (CLIENT) or refund the fees to (CLIENT) at the end of the second month of replacement search period or adjust the fees collected against another placement done by Pearlcon Technologies in (CLIENT) within the same time - frame of 2 months.

- 12 Resumes of the rejected candidate(s) shall be the property of Pearlcon Technologies and cannot be used by (CLIENT) either directly or indirectly or by anybody known to the (CLIENT) without the written approval of Pearlcon Technologies about the same.
13. (CLIENT) may directly contact any of the candidates referred by Pearlcon Technologies Pearlcon Technologies with prior intimation to Pearlcon Technologies. This is applicable also to those candidates who have been found unsuitable initially by (CLIENT). In either of these cases, in the event of selection of candidate(s), (CLIENT) will inform Pearlcon Technologies for the purpose of the latter raising the applicable bill for the same.
14. In case either of the parties wish to terminate this Staffing Agreement, the same shall be done in writing with 45 days' notice to the other party after clearing all outstanding dues of Pearlcon Technologies.
15. Any changes in this Staffing Agreement between (CLIENT) and PearlconTechnologies will have to be done after mutual consent of both the parties.
16. In the event of any dispute between the Parties, relating to or touching upon this Agreement, the parties agree to submit to the exclusive jurisdiction of the Courts in Chennai to the exclusion of all other courts that may otherwise have had such jurisdiction.

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Pearlcon Technologies LLP

We agree to the above terms of the agreement:

For (CLIENT)

Company Seal with Sign

Name:

Puram Achalesh Kumar

Designation:

Manages - HR & ADMIN

Operations Date:

Achalesh Kumar



For Pearlcon Technologies

Company Seal with Sign



D. Vasanth Kumar

Name: **Mr. D. Vasanth Kumar**

Designation: **CEO & Founder**

Date: **17.07.2025**

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