

Resource Augmentation Services



People, Projects & Expertise

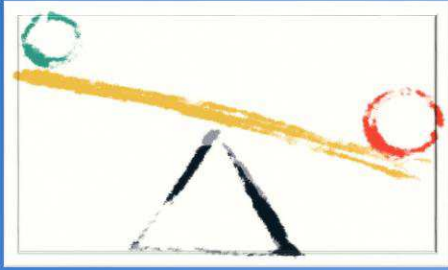
FSPL excels in offering Resource Augmentation services to recruit and on-board knowledgeable and technically sound experienced resources as per customer requirements on mutually agreeable timelines.

Scalability with short TAT:



FSPL has a direct hiring engine based out of primary skills centre of India and have empanelled recruitment partners from more than 20+ Tier 2 & Tier 3 cities that helps us to create reliant Recruitment Engine ensuring Service Quality is maintained at all times with no extra cost and faster TAT.





FSPL Advantage

- **FSPL empowers their clients in over 450+ locations across PAN India, by excelling in providing IT services which are customizable, dynamic and extensible in nature.**
- **We have been an achiever by maintaining 100% TAT on all hiring projects brought on FSPL's table and consistent efforts are put to work on all such high demanding projects with no stone un-turned.**
- **We excel in hiring all employees on direct rolls of FSPL; no subcontracting involved.**
- **Proactive contribution to improve the technology landscape for company & share recommendations within the existing environment during periodic reviews done quarterly at Sr. Leadership level.**
- **We provision our hired team members with excellent opportunity of growth and mentorship for shaping up their future in the field of Information Technologies Infrastructure roles.**
- **We pave platform for aspiring candidates by unlocking promising future and growth opportunities by hiring IT and Non IT professionals on permanent basis across all industry segments.**
- **We offer Resource Infrastructure Management services by managing 2 Lakh incidents in a month.**
- **Ability to hire diverse profiles for a variety of technical projects owing to our 28years of rich experience.**
- **Vastly experienced customer engagement team having served similar or larger scale contracts for long duration with 100% renewal rate & growth of 20% YOY with the same client.**
- **FSPL is amongst the leading SI in the Country and the brand FSPL helps in acquiring and retaining talent, which brings business continuity respectively.**

Employee Training Program

- At FSPL, an extensive training program runs through-out the year.
- Such programs are planned to improve employee performance through continuous learning & development programs by enhancing their skills and knowledge.



Reward & Recognition Program

- Our Reward & Recognition program focuses on recognizing consistent performers.
- It also aims at grooming and guiding others to get higher (optimized) output in future.



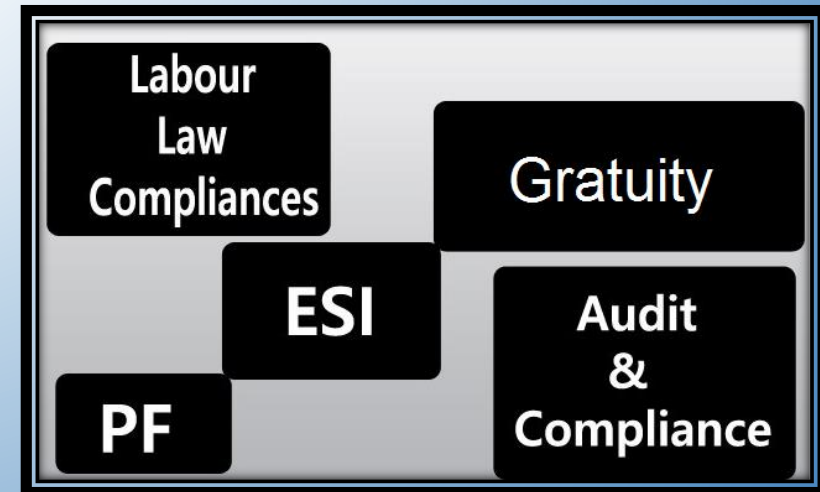
Business Benefits of Reviews

- Clear and Progressive performance path for all resources.
- Increases measurable change in resource productivity.
- Establishes positive connect between employee and organization.
- Extended assistance for making informed business/process decisions.
- Performance based appraisals.



Employment Benefits as per eligibility in the form of:

- PF & Gratuity
- ESIC – Applicable as per the law of the land
- Individual Accidental Insurance
- Medical Insurance with Family Floater – offered to executives who are not covered under ESIC plan.



Business Benefits

- Higher resource sustenance rate.
- Highest level of integrity with which business is being conducted
- Compliant to India & Global Term/Policies while signing contract with customers.
- Predictable engagement (no room for slips or compromise on critical aspect of the contract).



Strong Evaluation Engine

- Experienced Internal Team of Sr. Technical Executives to ensure conversion ratio between resumes submitted vs selected is far better than Industry Standard.
- Multi - OEM Partnership's enables us to upgrade resource skills in short time. This helps retaining the same resource even if the profile undergoes for change over the period of time.
- Candidate Databank with at least 30-50 resources under each skill ensures strong pipeline.



FAQ's



Payroll	FSPL Payroll
Periodic Performance Review of resources	Review method is mutually agreed with client at start of engagement
Presence of FSPL	Direct presence in 25+ cities of India
Declared Holiday calendar	Client holiday calendar followed
Hiring of vendor resources	“No Hire Clause” applicable for first year from project kick off date and post completion of one year at a nominal mutually agreed charge
Annual increment	Mutually agreed
RR Program	Detailed & Elaborative program in place to reward & recognize genuine performers
Project Manager	Shared Services Non-Dedicated Project Manager to track the individual performance and overall engagement reviews basis pre-agreed milestones.
Employee Training	Detailed training programme – Monthly 2 Technical Training, Quarterly 1 Behavioural Training
Leave Process / Management Payment Process / Billing Cycle	Elaborative Monthly invoicing and payment to be released within 2 weeks from date of submission of invoice.
Employee Benefits	PF, Gratuity, ESIC, Accident Insurance, GMC
Background Verification	Available by leading verification agency at one time fixed additional cost.

Let's Partner for
Better
Tomorrow



Thank
You!



Get Connected to Futuresoft,
Stay Connected to Global Success