

# Resource Augmentation Services



**People, Projects & Expertise**

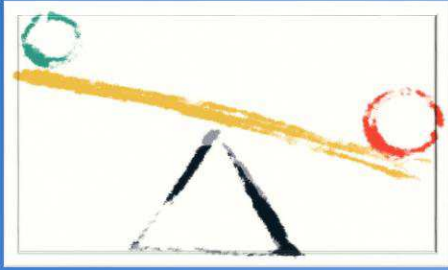
**FSPL excels in offering Resource Augmentation services to recruit and on-board knowledgeable and technically sound experienced resources as per customer requirements on mutually agreeable timelines.**

***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.



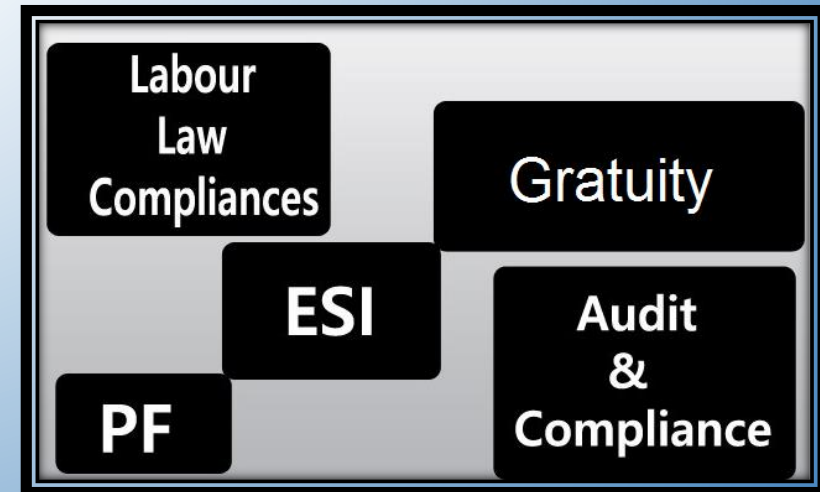
# Business Benefits of Reviews

- 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



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



# Let's Partner for Better Tomorrow



*Thank  
You!*

