

Agreement Award



**Indian-Non Judicial Stamp  
Haryana Government**



Date : 25/06/2018

Certificate No. G0Y2018F440

GRN No. 36816696



Stamp Duty Paid : ₹ 101  
(Rs. Only)

Penalty : ₹ 0  
(Rs. Zero Only)

**Seller / First Party Detail**

Name: Peoplestronghrservices Private Limited

H.No/Floor: A10

Sector/Ward: Info

LandMark: Sec34

City/Village: Gurgaon

District: Gurgaon

State: Haryana

Phone: 9953551901



**Buyer / Second Party Detail**

Name: Krishnamaruti Limited

H.No/Floor: 40km

Sector/Ward: Nh8

LandMark: Jaipurhighway

City/Village: Narsinghpur

District: Gurgaon

State: Haryana

Phone: 9953551901

Purpose : The Agreement made between PeopleStrong HR Services Private Limited and Krishna Maruti Limited

The authenticity of this document can be verified by scanning this QR Code Through smart phone or on the website <https://egrashry.nic.in>

*This e-stamp paper forms an integral part of Addendum to Master Service Agreement executed between PeopleStrong HR Services Pvt. Ltd. and Krishna Maruti Limited dated 25<sup>th</sup> June, 2018.*



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**ADDENDUM TO MASTER SERVICE AGREEMENT**

THIS ADDENDUM TO MASTER SERVICE AGREEMENT ("Addendum 'I'") is made on the 25<sup>th</sup> of June, 2018

**By and between:**

**PeopleStrong HR Services Private Limited**, a company registered under the Companies Act, 1956 and having its registered office at Plot Number A-10, First Floor, Infocity, Sector 34, Gurgaon, Haryana-122002 hereinafter referred to as the '**PeopleStrong**' (which expression shall include its successors, and permitted assigns) as the first part,

**And**

**Krishna Maruti Limited**, a company having its Registered Office at 40 KM, NH-8, Delhi Jaipur Highway, Village Narsinghpur, Gurugram 122004, Haryana, India, hereinafter referred to as '**KML**' (which expression shall include its successors and assigns) of the other part,

**KML & PeopleStrong** may, hereinafter sometimes be referred to collectively as "**Parties**" and individually as "**Party**"

**RECITALS:**

- A. WHEREAS **KML** and **PeopleStrong** have entered into a Master Service Agreement dated 21<sup>st</sup> July, 2017 (the "**MSA**") vide which **PeopleStrong** has been providing and will continue to provide the Payroll and Compliance Services to **KML**, as mentioned in the **MSA**;
- B. WHEREAS, the parties have mutually agreed for addition of one entity which is clearly defined below in this addendum;

NOW, therefore, in consideration of the premises and mutual promises, covenants and assurances set forth hereinafter, the Parties hereto agree as follows:

**1. DEFINITIONS AND INTERPRETATION**

- 1.1 Words and expressions used in this Addendum and not defined in this Addendum but defined in the **MSA** shall have, where the context so permits, the meaning assigned to it in the **MSA**.
- 1.2 This Addendum shall be read along with the terms and conditions of the **MSA**.
- 1.3 This addendum will be applicable only on "**Krisumi Corporation Private Limited**" entity.

2. The agreed Scope of Work for above entity is more specifically defined in Annexure A of this Addendum.

3. The agreed commercials for above mentioned services are more specifically defined in Annexure B of this Addendum.

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Stamp Paper No. 36816696, Dated: 25/06/2018 & Amounting to: INR 101/-

4. All other terms and conditions of the MSA remain unchanged and remain in full effect.

IN WITNESS WHEREOF, the parties have executed this ADDENDUM by their representatives on this date first above written.

For Krishna Maruti Limited



Name:

Title:

For PeopleStrong HR Services Pvt. Ltd.

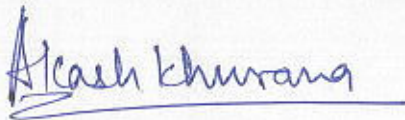


Name: Rajesh Batra

Title: Founding Member & CFO



For Krisumi Corporation Private Limited



Name: Akash Khurana

Title: Chief Operating Officer

**ANNEXURE A  
SCOPE OF SERVICE**

**PAYROLL PROCESSING**

PROCESS GROUP	ACTIVITIES	RESPONSIBILITIES		SYSTEM	
		PEOPLESTRONG	CLIENT	PEOPLESTRONG	CLIENT
	Provide the following data in PeopleStrong Format to set up the Payroll System: - Organization Data - Employee Data - CTC Master - Payhead/Paycode Master		✓		
	Validation of the data received	✓			
	Provide any missing information, resolve query		✓		
Payroll System Set up	Upload the data on the PeopleStrong Payroll system	✓		✓	
	AS IS Understanding of Payheads, calculation logics and process details	✓	✓		
	Finalization of formats, checklists, templates, SLAs, timelines etc.	✓	✓		
	Documentation of Process, logics, other details in client knowledge manual (CKM)	✓			
	Share the CKM for Validation and Sign off	✓			
	Share the inputs on CKM		✓		
	Sign off on CKM	✓			
Payroll Calendar preparation	Preparation of Payroll Calendar- cut off dates, reverse SLA dates, TAT	✓			
	Payroll calendar approval/ Feedback		✓		
Payroll Input data Collection	Provide monthly payroll input in the PeopleStrong Format				

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	1. New Joinee details		✓		✓
	2. Salary revisions		✓		✓
	3. Resignations		✓		✓
	4. Master Changes		✓		✓
	5. Reimbursement payment (if reimbursement process not managed by PeopleStrong)		✓		✓
	6. Attendance		✓		✓
	7. Variable earnings		✓		✓
	8. Variable deductions		✓		✓
	9. Car lease		✓		✓
	10. Hold salary		✓		✓
	11. Release salary		✓		✓
	12. Bank Changes		✓		✓
	13. Transfer details (Inter/intra entity)		✓		✓
	14. Perquisite Details		✓		✓
	15. Investment declaration		✓		✓
	Employee fill the investment declaration at start of financial year; new joiner fill at time of joining during the year		✓	✓	
	Share confirmation to employee on investment details to be considered for tax calculation	✓		✓	
	Download the investment declaration report for payroll processing	✓		✓	
	Verify received monthly Payroll input data for completeness	✓			
	Provide any missing information, resolve query		✓		
	Upload the input data on Peoplestrong system for Payroll processing	✓		✓	
<b>Payroll Processing</b>	Process the first cut salary	✓		✓	

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	Salary register checking by "checker"	✓			
	Share the salary register with client for validation	✓			
	Validate the first cut register and share inputs		✓		
	Share the additional inputs (If any) as per acceptance criteria and cut off dates defined		✓		
	Incorporate additional inputs and process the final salary register	✓		✓	
	Final Register checking by "Checker"	✓			
	Share the final salary register for validation and approval with client	✓			
	Share the sign-off on salary register		✓		
Reporting	Prepare Payslips and publish on Payroll ESS	✓		✓	
	Prepare Payroll Standard/Primary reports and share with client (as per SLA defined)	✓			
	Salary Register <ul style="list-style-type: none"> <li>• Company Code</li> <li>• Posting Date-BU Date</li> <li>• Document Date</li> <li>• Currency Wears</li> <li>• Header</li> <li>• Description</li> <li>• Credit/Debit</li> <li>• Account</li> <li>• Amount</li> <li>• Cost Centre</li> <li>• CO Order</li> <li>• WBS element</li> <li>• Profit Centre</li> <li>• Transaction type</li> <li>• Line item text</li> <li>• Partner profit center</li> <li>• Trading Partner</li> <li>• Assignment field</li> </ul>	✓			

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	<p>CTC Master</p> <ul style="list-style-type: none"> <li>• Employee Code</li> <li>• Employee Name</li> <li>• Father Name</li> <li>• State</li> <li>• Gender</li> <li>• PAN</li> <li>• Official Email id</li> <li>• Cost Center</li> <li>• Location</li> <li>• Unit</li> <li>• Department</li> <li>• Designation</li> <li>• Level</li> <li>• ESI No.</li> <li>• Date of Birth</li> <li>• Joining Date</li> <li>• PF No.</li> <li>• Bank Name</li> <li>• Account Number</li> <li>• PF UAN</li> <li>• Basic</li> <li>• HRA</li> <li>• Conveyance</li> <li>• Children Education Allowance</li> <li>• Dearness Allowance</li> <li>• Interim Bonus</li> <li>• Employee Contribution to NPS</li> <li>• Special Allowance</li> <li>• LTA Allowance</li> <li>• Medical Allowance</li> <li>• Car Lease</li> <li>• Telephone Expense</li> <li>• Books and Periodicals</li> <li>• Computer Maintenance</li> <li>• Uniform Allowance</li> <li>• Helper Allowance</li> </ul>			
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	<ul style="list-style-type: none"> <li>• Festival Gift</li> <li>• Fuel</li> <li>• Repair</li> <li>• Parking</li> <li>• Insurance</li> <li>• Chauffeur Salary</li> <li>• Sodexo voucher</li> <li>• PF Employer</li> <li>• Meal Voucher</li> <li>• Total CTC</li> <li>• Reimbursement Total</li> </ul>				
	<p>Employee Master</p> <ul style="list-style-type: none"> <li>• Emp. Code</li> <li>• Emp Name</li> <li>• DOJ</li> <li>• Father Name</li> <li>• Gender</li> <li>• PAN</li> <li>• Cost Center</li> <li>• Location</li> <li>• State</li> <li>• Unit</li> <li>• Department</li> <li>• Designation</li> <li>• Level</li> <li>• DOB</li> <li>• PF No.</li> <li>• PF UAN</li> <li>• ESI No.</li> <li>• Bank Name</li> <li>• Account No.</li> <li>• Official Email ID</li> </ul>	✓			
	<p>Investment Master</p> <ul style="list-style-type: none"> <li>• Emp Code</li> <li>• Emp Name</li> <li>• PPF</li> <li>• Superannuation Fund</li> <li>• Pension Fund</li> <li>• LIC Direct</li> <li>• ULIP</li> <li>• NSC</li> <li>• Tuition Fee</li> <li>• FD above 5 years</li> <li>• Mutual Fund</li> <li>• Post office savings bank</li> </ul>	✓			

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	<ul style="list-style-type: none"> <li>• Other</li> <li>• Housing Loan</li> <li>• ELSS</li> <li>• NSC Interest</li> <li>• NSS</li> <li>• CT-D</li> <li>• Lic Salary</li> <li>• LIC Pension</li> <li>• Jeevan Akshyaya</li> <li>• Jeevan Dhara</li> <li>• UTI R Plan</li> <li>• National Housing Bank</li> <li>• Previous Employer PF</li> <li>• NPS</li> <li>• Sikanya Samriddhi</li> <li>• 80U-Self (40%-80%)</li> </ul>				
	<ul style="list-style-type: none"> <li>• 80U- Self (above 80%)</li> <li>• 80D</li> <li>• 80DDB</li> <li>• 80DD</li> <li>• 80DDA</li> <li>• 80G</li> <li>• 80TTA</li> <li>• 80CCG</li> <li>• 80CCD2</li> <li>• 80EE</li> <li>• 80GGA</li> <li>• 80CCD1B</li> <li>• 80GG</li> <li>• 80CCC</li> <li>• 80CCD</li> <li>• 80E</li> </ul>				
	<p>PF Report</p> <ul style="list-style-type: none"> <li>• Emp. Code</li> <li>• PF A/c No.</li> <li>• Name of Member</li> <li>• Paid Days</li> <li>• LOP</li> <li>• Arrears Day</li> <li>• PF Base</li> <li>• Arrear PF Base</li> <li>• Pension Wages</li> </ul>	✓			

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	<ul style="list-style-type: none"> <li>• Arrear Pension Wages</li> <li>• EPF</li> <li>• Arrear EPF</li> <li>• VPF</li> <li>• Arrear VPF</li> <li>• EmpTotal</li> <li>• EPF</li> <li>• Arrear EPF</li> <li>• Pension</li> <li>• Arrear Pension</li> <li>• EmprTotal</li> <li>• PF ADMIN</li> <li>• EDLI</li> <li>• EDLI ADMIN</li> <li>• Pension No.</li> <li>• UanNo</li> <li>• Total of Employee and Employer Contribution</li> </ul>				
	<ul style="list-style-type: none"> <li>• SeinerCitizen</li> <li>• ExpatEmployee</li> <li>• Age</li> <li>• EmpStatus</li> </ul>				
	<p>ESIC Report</p> <ul style="list-style-type: none"> <li>• S.No.</li> <li>• ESI NO.</li> <li>• Employee Code</li> <li>• Name of Member</li> <li>• Age</li> <li>• DOL</li> <li>• DOJ</li> <li>• FatherName</li> <li>• EmpStatus</li> <li>• Number of days worked</li> <li>• ESI Gross (Without OT)</li> <li>• ESI Deduction</li> <li>• Employer Contribution</li> <li>• OverTime</li> <li>• ESI Deduction1</li> <li>• Employer Contribution1</li> <li>• Total ESI Wages (With OT)</li> <li>• ESI Deduction2</li> </ul>				

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	<ul style="list-style-type: none"> <li>• Employer Contribution2</li> <li>• Total of Employee and Employer Contribution</li> </ul>			
	<p>PTAX Report</p> <ul style="list-style-type: none"> <li>• Sr.No</li> <li>• EmployeeCode</li> <li>• EmpName</li> <li>• State</li> <li>• ProfTax</li> </ul>	✓		
	<p>LWF Report</p> <ul style="list-style-type: none"> <li>• S.No.</li> <li>• Employee Code</li> <li>• Employee Name</li> <li>• Grade</li> <li>• Branch</li> <li>• Work Location</li> <li>• LWF Employee</li> <li>• LWF Employer</li> <li>• LWF Salary</li> <li>• State</li> </ul>	✓		
	<p>Bank Advice</p> <ul style="list-style-type: none"> <li>• Total Employees</li> <li>• LWF Employee Total</li> <li>• LWF Employer Total</li> <li>• LWF Salary</li> </ul>	✓		
	<p>Income Tax Report</p> <ul style="list-style-type: none"> <li>• SNO</li> <li>• EMPCODE</li> <li>• EMPNAME</li> <li>• DOJ</li> <li>• DOL</li> <li>• PANNO</li> <li>• DEPARTMENT</li> <li>• SUB DEPARTMENT</li> <li>• DESIGNATION</li> <li>• SHIFT</li> <li>• LEVEL</li> <li>• GRADE</li> <li>• COST CENTER</li> <li>• LOCATION</li> <li>• UNIT</li> <li>• CATEGORY</li> <li>• INVESTMENT_D</li> <li>• ECALARATION</li> </ul>	✓		

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	<ul style="list-style-type: none"> <li>• BASIC</li> <li>• CONVEYANCE</li> <li>• HRA</li> <li>• SPECIAL ALLOWANCE</li> <li>• TOTAL</li> <li>• CONVEYANCE_EXP</li> <li>• HRA_EXP</li> <li>• TOTALEXEMP</li> <li>• PT</li> <li>• PRE_PTPAID</li> <li>• OTHER</li> <li>• PF</li> <li>• TOTAL CHAP VIA</li> <li>• TOTALOTHER</li> <li>• TAXABLE_SALARY</li> <li>• NET_TDS</li> <li>• TDPE</li> <li>• TDP</li> <li>• TTD</li> <li>• TDS</li> <li>• BALANCE_TDS</li> </ul>				
	<p>• Tax Computation Report</p>	✓			
	<p>• Salary JV</p> <ul style="list-style-type: none"> <li>• Company CodeBUKRS (4)</li> <li>• Posting DateBUDAT (ddmmyyyy)</li> <li>• Document DateBLDAT (ddmmyyyy)</li> <li>• CurrencyWEARS</li> <li>• Header DescriptionBKTX T</li> <li>• NEWBS (2)</li> <li>• AccountSAKNR</li> <li>• Amount</li> <li>• Cost CentreKOSTL</li> <li>• CO order (not used)AUFNR</li> <li>• WBS elementPOSID</li> <li>• WBS elementPOSID</li> </ul>	✓			

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	<ul style="list-style-type: none"> <li>• Profit center PRCTR</li> <li>• Transaction type NOT USEDRMVCT</li> <li>• SGTXT (50)</li> <li>• Partner Profit center PRPCTR (10)</li> <li>• not usedEBELN(10)</li> <li>• not usedEBELP(5)</li> <li>• Trading PartnerVBUND(6)</li> <li>• Assignment fieldZUONR (18)</li> </ul>				
	• F & F Settlement Details	✓			
	• Hold Salary Details <ul style="list-style-type: none"> <li>• S. No.</li> <li>• Employee ID</li> <li>• Employee Name</li> <li>• Region Name</li> <li>• Net Pay</li> <li>• Remarks</li> </ul>	✓			
	• PAN Details <ul style="list-style-type: none"> <li>• EmpCode</li> <li>• EmpName</li> <li>• Pan_No</li> </ul>	✓			
	• Head Count Details <ul style="list-style-type: none"> <li>• MONTH-YEAR</li> <li>• Caption</li> <li>• Period</li> <li>• No. of Employee</li> <li>• Total_CTC</li> </ul>	✓			
	Prepare Payroll secondary reports and share with client (as per SLA defined)	✓			
	• 24Q and form 27A (Quarterly) <ul style="list-style-type: none"> <li>• Updation Mode</li> <li>• Pan of the Employee</li> <li>• Name of the Employee</li> <li>• Deduction Type</li> </ul>	✓			



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	<ul style="list-style-type: none"> <li>• Date from Which Employee with Current Employer</li> <li>• Date To which Employed with Current Employer</li> <li>• Taxable Amount on which tax is deducted by the current employer</li> <li>• Reported Taxable Amount on which tax is deducted by previous employer(S)</li> <li>• Total Amount of Salary</li> <li>• Deduction under Section 16(ii)</li> <li>• Deduction under Section 16(iii)</li> <li>• Total Deductin Under 16 (ii) and 16(iii)</li> <li>• Income chargeable under the head Salaries</li> <li>• Income(including loss from hous property) under andy Other than the Head "Salaries" offered for the TDS[(section 192(2B)]</li> <li>• Gross Total income</li> <li>• Aggregate Amount of Deductions Under Sections 80C,80CCC and 80CCD(1)(Total to be limited to amount specified in section 80CCE)</li> <li>• Amount deductible under section 80CCF</li> <li>• Amount Deductible Under any other Provision(s) of Chapter VI-A</li> </ul>				
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	<ul style="list-style-type: none"> <li>• Total Amount Deductible Under Chapter VI-A (Total of column 337 and 338 and Amount Deductible under section 80CCF</li> <li>• Total Taxable Income</li> <li>• Total Tax-(i) Income Tax on Total Income</li> <li>• (ii) Surcharge</li> <li>• (iii) Education Cess</li> <li>• Income Tax Relief under 89. When Salary etc is paid in arrear or in advance</li> <li>• Net Tax Payable</li> <li>• Total Tax deducted at source by the current employer for the whole year [aggregate of the amount in column 323 of Annexure I]</li> <li>• Reported amount of Tax deducted by previous employer(s) (income which included in computing total taxable income in column 344)</li> <li>• Total Amount of Tax Deducted at Source for the Whole Year</li> <li>• Shortfall in Tax Deductions(+)/Excess Tax Deductions(-)</li> <li>• TDS deducted in Higher Slab</li> </ul>				
Support	Employee raise a query regarding Payroll / Payroll ESS via email/web		✓	✓	
	Receive the query	✓		✓	
	Resolve the query via email/web	✓		✓	
	Update the status on system	✓		✓	

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	<b>Investment Proof Submission</b>				
	Communication sent to employee for proof submission	✓		✓	
	Fill the form and attach investment proofs on Payroll ESS		✓	✓	
	Validate the proofs submitted and share the status with employee	✓		✓	
	Share confirmation to employee on investment details to be considered for tax calculation				
<b>Year End activities</b>	Query resolution during proof submission period	✓			
	Download the final proof submission report for yearly tax reconciliation	✓		✓	
	Do the yearend Tax reconciliations and share the dummy slips with employees	✓		✓	
	Review the payslips and share the inputs		✓		
	Run the year end payroll	✓		✓	
	<b>Form 16 generation</b>	✓		✓	
	Upload of Form 16 on Payroll ESS	✓		✓	
	FBP Planning on PeopleStrong Payroll ESS (Start of the year for all employees; for new joiners at the time of Joining)		✓	✓	
<b>CTC re-imbursements</b>	Monthly Submission of re-imburement claim details on Payroll ESS		✓	✓	
	Submission of Claim voucher and hard copy claims to PeopleStrong office		✓		
	Receipt of Claim voucher	✓			

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	Validation of Claims received	✓			
	Raising of query in case of any discrepancy	✓			
	Clearing of any discrepancy as highlighted by PeopleStrong		✓		
	Approval of claim on Payroll ESS by PeopleStrong	✓		✓	
	Preparation of consolidated report on CTC re-imbusement related payout to employees as part of Payroll Input	✓		✓	
F'n' F settlement	Share the details of exited employees with PeopleStrong		✓		
	Share the FnF input for FnF settlement in the agreed format as per decided frequency (Fortnightly/Monthly)		✓		
	Receive the input and validate the details	✓			
	Raise query for any discrepancy or missing details	✓			
	Provide the details and clarifications	✓			
	Do the F'n'F processing	✓			
	Prepare the F'n'F register and share with client	✓			
	Validate the register and share inputs		✓		
	Finalize the F'n'F register basis inputs from client	✓			
	Create bank report (online Transfer) / F'n'F Statement (Cheque) and share with client	✓			
	Payout to exited employees		✓		

Payroll ESS Feature List

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<b>Employee Profile</b>	Employee can update his Bank Account and PAN number through ESS portal
<b>Investment Section</b>	Employees can make Investment Declaration & Investment Proof Submission Employees can view status of the Investment proof submitted
<b>View Payslips</b>	Employees can view PDF format of payslips for the period of 12 months Employees can download, save & take print of the payslips for their future reference Admin page to view payslips for any employee for HR
<b>View Form 16</b>	Employees can view the digitally signed form 16 ( as per the Income tax department guidelines) of the previous financial year through ESS portal
<b>CTC Reimbursement Form</b>	Employee will be able to make new claims once a month and view the status and history of the claims done in the current financial year Configuring the reimbursement components as per the financial or calendar year (Medical reimbursement, LTA etc.) Configure Claim reimbursement eligibility on prorated basis with check and balances to ensure no access amount is not processed
<b>Reports</b>	<b>User: Employee</b> Current Fixed CTC structure Salary slip CTC Reimbursement slip Form 16 PF statement Investment declaration Submitted <b>User: HR/Finance</b> Investment declaration Master CTC structure Master PF statement Master Bank Account number Master PAN number Master FnF Statement CTC Reimbursement Master CTC Reimbursement Status
<b>Communication Email/ Alerts</b>	Configure the Communication Templates -Investment submission mail to Employee and Payroll Manager -Investment approval mail to Employee and Payroll Manager, -CTC Reimbursement Submission mail to Employee and Payroll Manager -CTC Reimbursement approval mail to Employee and Payroll Manager

**Compliance Management**

PROCESS GROUP	ACTIVITIES	RESPONSIBILITIES	
		PEOPLESTRONG	CLIENT
<b>Payroll Related Compliances</b>	<b>PF only Remittances</b>		
	Preparation of PF Report from Salary Register	✓	
	Generation of monthly PF ECR & Challan	✓	
	Generation / Linking of UAN	✓	

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	Updation of KYC in UAN portal	✓	
	<b>ESIC only Remittances</b>		
	Preparation of ESIC Report from Salary Register	✓	
	Generation of monthly ESIC Challan	✓	
	Generation / Linking of TIC	✓	
	<b>PT only Report Generation</b>		
	Preparation of Location wise Professional Tax	✓	
	Challan/Covering letter preparation	✓	
	<b>LWF only Report Generation</b>		
	Preparation of Location wise Labour Welfare Fund	✓	
	Challan/Covering letter preparation	✓	

**Out of Scope**

**Payroll Processing:**

1. Any calculations for benefits / incentive payouts
2. Disbursements against any bill to TPA / Service provider.
3. Any direct credit to the bank by PeopleStrong
4. Processing Non CTC reimbursements
5. Compensation restructuring
6. Payroll processing for expats. 15-20 employees
7. Policy restructuring
8. Actuarial valuation
9. ESOP's management
10. Leave and attendance management. Consolidated inputs to be considered for Payroll Processing
11. Voice based helpdesk
12. Accrual report
13. Provisional report
14. Collating/ digitizing payroll related inputs. All input needs to be provided in pre-defined format as mutually agreed by both parties during transitions.
15. Any activity not mentioned in the in scope section.

**Payroll ESS:**

1. Any customization in payroll technology
2. Any Org related structural or assignment change
3. Employee Query Resolution through Helpdesk for any other HR process.
4. Any change in organization compensation structure or policy that requires changes in Payroll ESS processing and requires customization.
5. Data sanctity and Accuracy in database and ALT Worklife related Employee Records
6. Employee Record creation in biometric devices.
7. Issues support and query resolution for biometric devices.
8. Managing, development or maintenance of the Intranet portal of Krishna Maruti Ltd.
9. Integration with any third party tool/application.
10. Any other activity that's not listed as in scope section

**Compliance:**

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1. Any statutory or legal fee and incidental charges thereon for registration/renewal/compliances under the specified compliance activities of Krishna Maruti Ltd. This shall be paid by Krishna Maruti Ltd.;
2. Maintaining registers in hard copy under the above mentioned Acts; PeopleStrong will only guide to Krishna Maruti Ltd. for maintaining registers;
3. Any permission to be taken e.g. working for 24X7, maintaining records in electronic form, etc.
4. Managing any compliance activity under CLRA for contractor of Krishna Maruti Ltd. is not covered in scope;
5. PF Withdrawals and transfers.
6. Representation to any statutory authorities;
7. The Factories Act, 1948
8. Actuarial valuation
9. Audit of contractors under CLRA
10. Notification of vacancies under Employment Exchange Act
11. Managing any other compliance activity not listed in the scope

AK



ANNEXURE B  
CHARGES, INVOICING & PAYMENT TERMS

Ongoing Charges

Table B.1: Recurring fee		
Particulars	Amount	Invoicing schedule
Payroll Management with ESS and Payroll Related Compliances-Remittances	Upto 50 employees: Flat fee of INR 5000 per month	Invoicing to be done at the start of every month basis the number of employees served in the previous month
One Time Registration and Renewal for yearly/regular registration. For Non-Compliant/Multiple years' regn, the out of pocket exp amount will be charged extra	INR 12,500 per Instance/-	As and when activity is done

All other terms like invoicing schedule, price escalation, taxed and duties shall be as per MSA

For Krishna Maruti Limited



Name:  
Title:

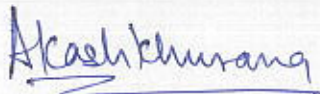
For PeopleStrong HR Services Pvt. Ltd.



Name: Rajesh Batra  
Title: Founding Member & CEO



For Krisumi Corporation Private Limited



Name: Akash Khurana  
Title: Chief Operating Officer

## Tomy Thomas

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**From:** Nagesh Marwaha <nageshmarwaha@krishnagroup.co.in>  
**Sent:** Wednesday, July 18, 2018 11:17 AM  
**To:** 'Tomy Thomas'  
**Subject:** RE: Addition of Krisumi with KML payroll

Dear Tomy,

Please go ahead.

Warm Regards,

Nagesh

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**From:** Tomy Thomas [mailto:tomy.thomas@krisumi.com]  
**Sent:** 18 July 2018 10:59  
**To:** 'Nagesh Marwaha'  
**Subject:** Addition of Krisumi with KML payroll

Dear Marwaha,

As discussed earlier, please approve salary processing through People Strong as part of the KML Group processing.

Warm regards,

Tomy Thomas

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**From:** Nagesh Marwaha [mailto:nageshmarwaha@krishnagroup.co.in]  
**Sent:** Wednesday, June 20, 2018 6:01 PM  
**To:** 'Tomy Thomas'  
**Subject:** RE: Addition of Krisumi with KML payroll

Dear Tomy,

Yes, it is the same.

Warm Regards,

Nagesh

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**From:** Tomy Thomas [mailto:tomy.thomas@krisumi.com]  
**Sent:** 20 June 2018 11:22  
**To:** Nagesh Marwaha  
**Subject:** FW: Addition of Krisumi with KML payroll

Dear Mr. Marwaha,

Please check and confirm, if the above SOW is same as what they have shared with you.

Warm regards,