

**NO COMPLIANCE –  
NO CLAIMS –  
NO LITIGATION**



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Our setup allows us to remain the employer on record, while you maintain control over team management and other related aspects. Since we are the employer on record, we handle all legal responsibilities, including compliance, claims, and litigation. This arrangement ensures you have zero downside or risk associated with these matters, which is why most firms prefer this approach - it provides both flexibility and peace of mind.

The traditional model of setting up and owning your own entity is becoming outdated. The practical goal now is to have control through agreements while outsourcing non-core activities, enabling you to focus on scaling, expansion, and doing what you excel at. We've provided a list of the major compliances you'd need to manage if you were to set up your own entity.

## LIST OF MAJOR LEGAL COMPLIANCES

Companies Act 2013 or LLP Act 2008 <ul style="list-style-type: none"><li>• Choice of Entity Selection</li><li>• Incorporating Entity</li><li>• Managing Entity Related Filings and Returns</li><li>• Managing Entity Related Documentation &amp; Minutes</li></ul>	Ongoing
Income Tax Act 1961 <ul style="list-style-type: none"><li>• Tax Audit by CA Firm</li><li>• Tax Deduction at Sources (TDS) - Quarterly Return</li><li>• Salary Structuring &amp; Tax Withholding on Salaries</li><li>• Issuance for Form 16A and 16</li><li>• Transfer Pricing Compliance (Applicable to US and Indian Entities)</li><li>• Service Other Compliance Under Income Tax Act</li></ul>	Ongoing
Goods & Service Tax Act 2017	Ongoing
Professional or Commerical Tax Compliance Statewise	Ongoing
Payment of Gratuity Act 1972	Ongoing
Employee Provident Fund Act 1952	Ongoing
Employee State Insurance Act 1948	Ongoing
Shop and Establishment Act 2019 (Statewise)	Ongoing



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Fire Safety Act and Regulations 2005	Ongoing
Workmen Compensation Act 1923	Ongoing
POSH (Prevention of Sexual Harassment) Act 2013	Ongoing
Occupational Safety, Health and Working Conditions Code 2020	Ongoing
Minimum Wages Act 1948	Ongoing
Maternity Benefit Act 1961	Ongoing
Industrial Establishments (National and Festival) Holdings Act, 1974	Ongoing
The Factories Act, 1948	Ongoing
Contract Labour (Regulation and Abolition) Act, 1970	Ongoing
Payment of Wages Act, 1936	Ongoing
Paid Time Off, Public Holidays and Leave Encashment	Ongoing
ISO 27001 Compliance	Ongoing
FCPA Compliance and Disclosure in US	Ongoing
Right of Women to Menstrual Leave and Free Access to Menstrual Health Products (Proposed)	Ongoing
RBI & FEMA (Being Subsidiary to a Foreign Company) <ul style="list-style-type: none"> <li>Submission of US Parent Report</li> <li>Furnishing Yearly AML Compliances</li> </ul>	Ongoing