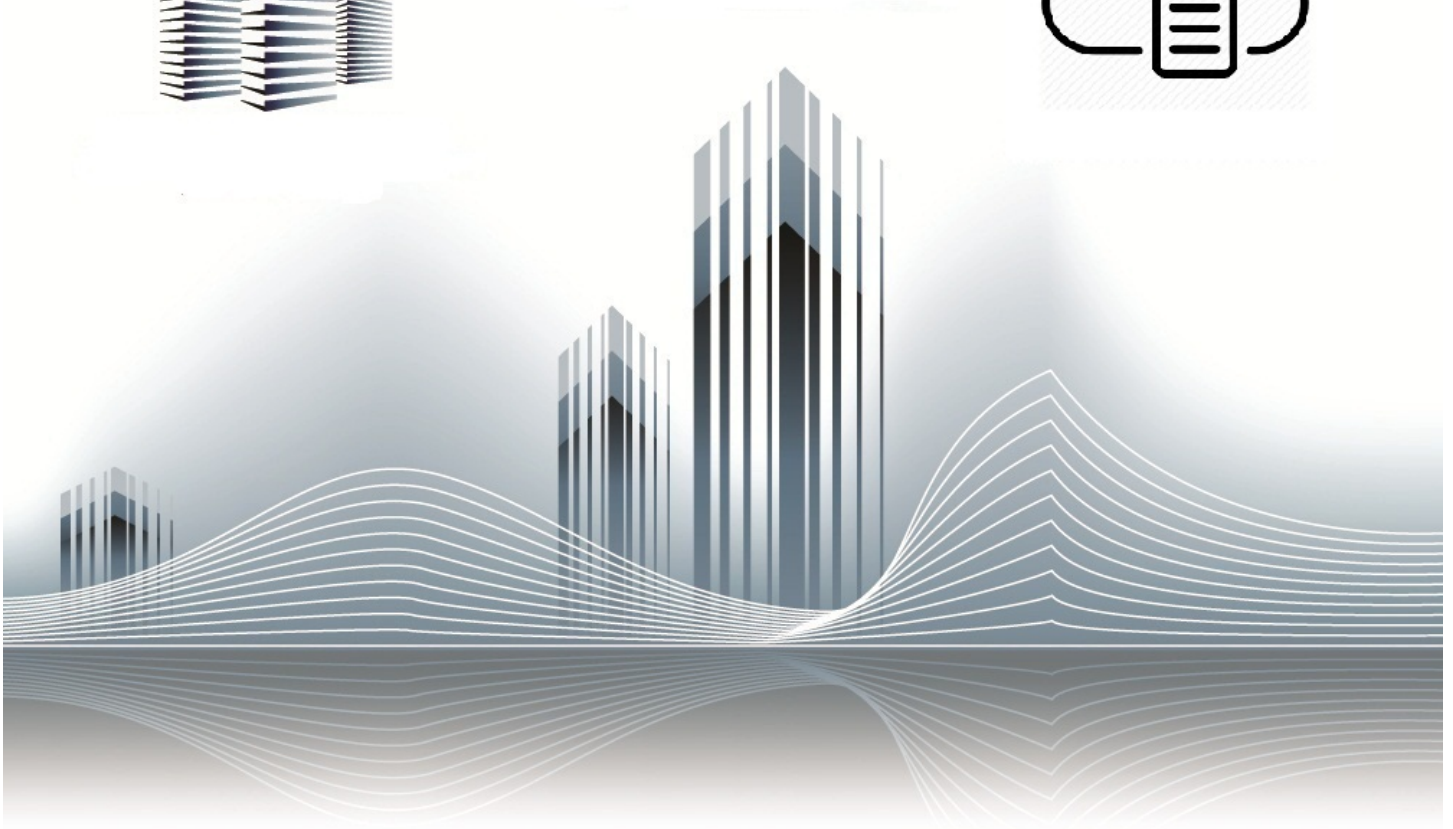




**BHADALE GROUP OF COMPANIES
- IT AND REAL ESTATE**



Dec 25 2019

Managerial services Catalogue

Bhadale IT Developers Pvt. Ltd | Bhadale Real Estate Developers Pvt. Ltd (registration due)

Plot No. 52, Hindwadi, Belgaum, KA, India | Mobile: +91- 9741040195 | Website: TBD

Bhadale Group of Companies**Bhadale Group Pvt. Ltd Programs and Services**

Our group has expertise and experienced staff who offer various managerial services and have served projects of national and international importance. Below are key program related services based on the PMI guidelines and personal learning, managerial courses, licenses and project work

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We offer end to end managerial services, offered by international reputed engineers and managers who have vast experience in managing programs, projects and company services. We have a team of Chartered Accountants, Chartered Engineers, Cost Engineers, Human resource managers, International Payroll managers, network of Govt. and Embassy officials, members of Chamber of Commerce, Lawyers and experts from across the globe who can offer services as per your project needs and your personal interests

We are honest in all our undertakings and offer transparency and an amicable environment for resolving any misunderstanding or cultural uniqueness

Please find below the service offering details of the above mentioned programs. Feel free to reach out to us.

Service details for Bhadale Group Pvt. Ltd Pvt. Ltd

Management Division programs – Managerial services



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We have a large set of offerings; few are mentioned below

No	Name	Key component features / Use cases
1	Program Management services	PMI certified Agile manifesto based program management services Few of our key services: <ul style="list-style-type: none"> a) Analyze your current organizational setup, and need for initiating a program b) Offer high level vision, objectives, expected results of the program as part of your organization strategy c) Identify existing portfolios, programs and projects / proposed projects and arrange them as per priority, time, material and execution capability d) Capture, analyze and define program lifecycle for your organization as part of Organization Governance aligned with your organizational strategy

- e) Draft the program plan with details of program domains, stakeholders , PMO, tenure, objectives, expected benefits and the key staff
- f) Program definition, Program Delivery, Outputs / Outcomes, benefits consolidation & sustainment and Program Closure as part of the Program Life Cycle model
- g) Design of Business case, program charter, and roadmaps and capture them in a detailed plan
- h) Our Program manager, offers effective alignment, integration and control of projects by actions in five domains: Program strategic alignment, Program Benefits Management, Program Stakeholder Engagement, Program Governance, and Program Lifecycle management
- i) Design program components for the five performance domains and related activities
- j) Collaborate with your portfolio managers, project managers, peers, organizational heads, and executives to understand their needs and refine the program staffing, strategies and alignments that ensures maximum benefits are generated
- k) Monitor program dependencies ,assumptions, issues, and risks, document and offer root cause analysis, mitigations and improvements
- l) Establishing of Program management office (PMO) based on need to offer standardization, uniform processes and right set of tools for a group of projects or complex, multi year projects
- m) Leveraging on the agile method, offer incremental and parallel outputs from various modules, projects that offer a subset of the deliverables and benefits that follow an earned value concept and work completion charts
- n) Draft benefits realization charts and facts that allow visualizing work progress and expenditure on the program along with other KPI metrics
- o) Offer stakeholders, and sponsors the required data and benefits delivered to the organization along with any suggestions/ feedbacks for improvements
- p) Engage with external partners, parties to ensure the required help and deliverables are made available as per program needs
- q) Offer standard paper / electronic based forms, technical designs, management letters, change management, benefits delivered, staff instructions, charts and expense management sheets
- r) Oversee the program activities like: Program change management, Program Communications management, Program Financial management, Program Information management, Program Procurement management, Program Quality management, Program resource management, Program Risk Management, Program Schedule management, and Program Scope management

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**Project
Management
services**

Few of our key services:

- a) Engage with the sponsoring team, key stakeholders and understand their concerns/ needs, scope and limitations
- b) Analysis of need of Project Management at your organization various methods
- c) Identify, capture and analyze the Initiating process / process group's objectives, deliverables and processes to be followed
- d) Define and establish the base as specified by the initiating process group by developing Project Charter and identifying the stakeholders
- e) Document the details in Project charter and Stakeholder registry
- f) Define Project planning and develop Stakeholder management plan, Project management plan
- g) Define Scope management plan, Requirements management plan
- h) Draft Requirements documentation, Requirements traceability matrix
- i) Create WBS and document the details of the work, resources
- j) Define and draft Risk management plan, identify risks and generate Risk register
- k) Perform Qualitative/ Quantitative Risk Analysis, draft risk Responses to be updated to project documents
- l) Estimate Activity Resources and generate Activity resource requirements and Resource breakdown structure
- m) Define Schedule baseline, Project schedule, Schedule data and Project calendars
- n) Define Quality management and draft Quality management plan, Process improvement plan, Quality metrics and Quality checklists
- o) Human resource management plan
- p) Define Cost management plan, draft Activity cost estimates and Basis of estimates
- q) Determine project budget and draft Cost baseline and Project funding requirements.
- r) Acquire and Develop and manage Project Team; allocate assignments, measure performance, resolve issues and reward the winners
- s) Direct and Manage Project work to be delivered, with agile based change management process
- t) Define Communications plan, manage stakeholders engagement, and update related project documents
- u) Perform Quality Assurance plans and management
- v) Conduct Procurements by selecting sellers, and drafting agreements
- w) Define and draft monitoring and controlling documents for scope, time, cost, quality, communications, procurements and engagements
- x) Conduct Project closure activities like Final product, service, or result transition, updating Organizational process assets, and Closed procurements
- y) Update project feedbacks , logs and lesson learnt data
- z) Handover project tangible/ intangible assets to initiating process group

<p style="text-align: center;">3</p>	<p style="text-align: center;">Company secretarial services</p>	<p>Our company secretaries are well versed in the basic and advanced concepts are below:</p> <p>Company Types, Company Formation And Conversion, Alterations In The Memorandum And Articles Of Association, Forms, Directors/ MD And Board Of Directors, Shares/ Issue Of Securities, Issue And Redemption Of Debentures, Appointment / Updating Of Directors And Managers, Appointment / Updating Of Auditors, Corporate Books/ Registers/ Registered Office, Company Seals/Letter Heads/ Cards/ Brochures, Minutes, AGM/ Decision Making Forums And Meetings, Resolutions And Notices, Annual Compliances, Auditing, Electronic Records Management, Transactions Management, Tax Management, Risk Management, Company Policies, Labor Laws, Licensing , Preparation & Presentation Of Reports, Governance, Ethics, Social Responsibilities, Accounts Managements, Banking Relations, Partner Management, Company ERP Management, Digital Signatures, Security , Bank Accounts Reconciliation For Auditing, Online Transaction/Inventory Management, List Price/ Discounts Management, Assist Book Keeping For Ledger Entry Verifications, Offering Safer, Easier Means To Conduct Business, Export/Import, International Contract Liaison With Govt. Agencies, Approvals And Management Of Deals / Undertaking That Need Permissions, Or Licenses, Global Developments In Company Law, Avoiding Legal Disputes By Maintaining Healthy Business, Regular And Annual Random Checks , Dividends Management/ Distribution Of Profit, Charges / Govt Fees, Law Management, Insider Trading, Inter-Corporate Loans, Investments, Guarantees And Security, Best Practices, Voting Rights/ Procedures , Dissolution / Filing For Bankruptcy, Shareholders Management/ Communications, Security Of Documents And Assets, Labor Inspection/ Inspectors Records, Display And Management Of Company Polices/ Certifications/ Trade License, Educating / Instructing Of Local Companies Act, Shop Acts, Trade Licenses, Labor Laws, Ceiling Limits, TDS, GST, Payroll Deductions, Federal/ Provincial Laws/ Tax Portions, Social Security, Insurances- Medical, Assets, Fire, Theft, Professional Taxes, GST Credit Claims , Employee - Employers Relations / Policies, Strikes/ Lockout Resolutions, Grievance Addressed, Ensuring Healthy Business Outputs, Availability Of Required Cash Flows / Operations Management , and Bank guarantees</p>
<p style="text-align: center;">4</p>	<p style="text-align: center;">Company registration services (full options)</p>	<p>International expansion services for specific countries where have a presence, like Dubai, Ireland and Canada</p> <p>Few of our services are mentioned below:</p> <ol style="list-style-type: none"> a) Engaging with your team to know your requirements, budget , office type locality, services you will offer and type of support you need from us b) Post analysis, offering you a refined solution with your obligations in an international scenario, your local liabilities, presence of local authorized agent, possible tax rate, licenses, permits, local rules, by laws and possible market

		<p>revenues you can expect</p> <ul style="list-style-type: none"> c) We offer you with the office premises rental / buyout as per your desire d) We will take care of your local communications, form to be filled, need of your physical presence or video chat with officials e) We will fill up forms for you, pay your fees in advance if required and offer you regular work approvals, bills, fax, emails and anything digital you need to send us f) We offer you brokered services who are experts and do job well, few names are Thomson Reuters, Regus International , Engineers Canada, Engineers Australia, ACS to name a few g) We offer your setup, company matters that enable you to apply for faster visa for your workers, and your family members h) We assist you to register professional firms for Engineers/ Doctors / Accountants i) For North America, we offer you to map your services to the local industrial code and related scope of work you are entitled j) We offer you setup bank accounts, obtain various smart cards required for your firm, profession and practice k) We offer your personalized company websites, logo, graphics, cards l) We offer you with required corporate stationeries, register books, digital accounting software, Logins to Govt. websites m) We can help you setup ERP packages for payrolls, HRMS, taxation, POS stations, cash registers, counters n) We help you in your office setup for furniture, fax machines, board rooms, conference facilities as per your needs
<p>5</p>	<p>Company Payroll services</p>	<p>International expansion services, for US, Canada, Australia payroll services. We use various standards like :</p> <p>Indian factories act, Fair Labor Standards Act (FLSA) , Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), Sarbanes-Oxley Act (or SOX), Working Time Directive (WTD), Data Protection Directive , Acquired Rights Directive, Labor Law of the People’s Republic of China , Latin American Employment Contract Law No. 20,744, and The United Arab Emirates’ Wage Protection System</p> <p>Few of our general services include:</p> <ul style="list-style-type: none"> a) Offering clarity for the standard formats, standard deductions, social security cuts, employers / employee contributions, overtime work rates / payments, tax rates (federal / provincial), pension payments etc b) Offering you samples of regional pay stubs, and its variants c) Offering you related software / cloud packages as per number of employees, requirements for audits, company secretary d) We offer services that are most transparent without hidden charges and have no conditions, apart from the End user License agreements, license fees and our service fees e) Appointment of any digital book/ register keeper for your firm on a lease basis

- f) Integration features for reconciliation with bank accounts, salary payment modes and dashboard for MIS reports
- g) Integration with your ERP systems, database migrations, cleaning and remaking of existing payroll systems
- h) Ensure your payments are recorded, stored and archived as per legal needs
- i) Regular submission of reports, tax deducted at source to Govt. banks and any benefits transferred as per policies
- j) Submission of reports to company secretaries, auditors, board and external parties as requested by authorities
- k) Taking care of domestic / international polices, data retention policies, mutual agreements in sharing of pension, social security schemes and taxes

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Company Accounting services

Few of the accounting standard / tasks that we handle are :

IFRS, FOREX, Export / Import Banks, Licenses, Line of credit, settlements, benefits management, tax rates, excise duty, balance sheets management, book keeping and synchronizing partner accounts, AI based solution recommendations, U.S. GAAP, Indian GAAP. We cover most of the market segment where, "IFRS Standards are required or permitted for listings by foreign companies" ; few exceptions like India, China, Middle east, parts of North Africa do not have internal IFRS requirements

Few of our services are:

- a) Book keeping services, ledger entries, single entry / double entry transaction record entry systems (debit, credit), accrual (matching revenues with expenses) and cash systems (sale is recorded when the payment is received and an expense is recorded only when a bill is paid)
- b) Govt. registers / books accounts updating on a annual /quarterly / monthly basis as required by business and rules, GST credits, auditors and experts' fee
- c) Reconciliation of various corporate books like sales expenses book, marketing expenses book, meeting/ travel expenses book, Invoicing and Billing books, Tax books, Goods purchased books, Wages book, Cash books, line of credits, supply in pipeline, sales in pipeline, directors fees / remuneration
- d) Union expenses, part-time, seasonal workers' wages, break-fixes, warranty expenses, lawyers, auditors, lab fees
- e) Transport, toll gate fees, warehouse, freight , port of entry inspectors fees , export / import levies all gathered from relevant books or records
- f) Unwarranted expenses, accident claims/ expenses, health insurance
- g) Differences in actual to budgeted expenses, loss due to attrition, lock outs, natural disaster etc
- h) Opportunity costs, NPV, depreciations, IRR, cost of internal risks, lost opportunities due to bad competition and many more health management

<p>7</p>	<p>Company Employment/ labor services</p>	<p>We handle international labor laws, few are mentioned below:</p> <p>International Labor Organization (ILO) Conventions, Multilateral enforcement like North American Agreement on Labor Cooperation (NAALC), voluntary standards like SA (Social Accountability) 8000 , WTO’s General Agreement on Tariffs and Trade(GATT), European Union laws and treaties, and Indian factories and labor laws</p> <p>Few of the services we offer are:</p> <ul style="list-style-type: none"> a) Analyzing companies needs and use case for working towards international labor management, merit and applicability of the rules and selection of right rules b) We offer services related to The ILO Governing Body’s eight fundamental Conventions , covering subjects that are considered as fundamental principles and rights at work: <ul style="list-style-type: none"> Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87); Right to Organize and Collective Bargaining Convention, 1949 (No. 98); Forced Labor Convention, 1930 (No. 29); Abolition of Forced Labor Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labor Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); and Discrimination (Employment and Occupation) Convention, 1958 (No. 111) c) Equip business organizations when adoption takes place to be in an informed position vis-à-vis ratification and implementation, including by providing perspectives on the legal, social and economic implications of ratification, and setting out the implications for business and private sector employment creation d) Liaising between Govt. agencies, private agents, and decision makers in choosing the right set of policies based on the geography and worker category e) Offering custom solutions to individuals, professionals, freelancers and arbitrating on the issues, like layoffs, wrong dismissals, underemployment, rejections and purposeful damages in labor related transactions f) We offer out of court domestic services and limit ourselves away from any criminal or military cases
<p>8</p>	<p>Company mobility services</p>	<p>Few of our services:</p> <ul style="list-style-type: none"> a) We offer mobility of professionals across intra-company, country borders legally for their better prospectus b) Our services are short term or long term based on the need of individual, laws, and visa policies c) We offer training, remote support for all the documentations, proofs, eligibility , capability building, test preparation and language skill improvement workshops d) On the official side, we assist you in filling relevant forms in full and approaching

		<p>Govt. offices for official letters, Notary, apostille, embassy stampings and test centers for medicals and skills assessments</p> <ul style="list-style-type: none"> e) We assist your professional developments like taking up licensing exams from Engineers Australia, Engineers Canada and other societies f) We work with legal entities and offer eligible merit based offerings g) We help you in developing your mobile kit as an individual or as a firm that ensures you are ready for your relocation h) We assist in temporary and long term accommodation at your target location i) We assist you in interview prep for port of entry and visa interviews that enable you to offer your legal status, purpose of work and true work and return to base as required j) We offer hassle free relocation support for your goods, family and pets k) We offer local help, post landing with all your home office, food, doctor, mobile phones, reaching out to your family back home and other services that enable you to become a resident
<p>9</p>	<p>Company HR services</p>	<p>We follow and offer various international services; few key ones are mentioned below:</p> <ul style="list-style-type: none"> ISO 30408, Human resource management – Guidelines on human governance ISO 30405, Human resource management – Guidelines on recruitment ISO 30409, Human resource management – Workforce planning ISO 30400, Human resource management—Terminology <p>Some of our service offerings are:</p> <ul style="list-style-type: none"> a) We offer skills gap analysis, training and certification needs, employability analysis and resume writing programs b) We help clients, candidates and hiring managers with the right set of tools that enable them to self assess, prepare and apply for human talent resource requests like a job, a skilled labor, visa ready employee c) We analyze human capital/ human assets and offer true value of internal candidates d) We analyze your business, its needs, shortage or under-employed, over-employed mismatches that allow you to arrive at a true baseline for engaging with external resources at right time and right locations e) We assist companies to improve productivity and continuous improvements by way of recycling various internal resources and bringing in new resources f) We offer matured candidates who really achieve results and do not have bars based on age, gaps, age, being a freelancer or anything that is not true g) We offer templates for major HR activities, true appraisal methods (using blind appraisals), and blind hiring that eliminates most of the bias in the system h) We offer AI based collaborative hiring assistants that enables better decision making i) We offer various charts, KPI and MIS reports that enable you to know the various cost factors associated, how well investor money is being used and who is a rotten mango in the basket

		<ul style="list-style-type: none"> j) We offer you assistance to rehire your alumni who really have supported you and they know you well k) Best practices from organizations like Association for Talent Development (ASTD), Human Capital Institute (HCI), International Association for Human Resource Information Management (IHRIM), and Worldwide ERC
<p>10</p>	<p>Company travel / hospitality / visa services</p>	<p>Standards:</p> <ol style="list-style-type: none"> 1. OpenTravel Alliance (OpenTravel) 2. Hospitality Financial and Technology Professionals (HFTP) 3. Hotel and Lodging Associations 4. IATA's ERP modules like Billing and Settlement 5. Digital wallets from Google, Apple 6. Travel planners, city guides <ul style="list-style-type: none"> a) We offer true relationships between a variety of suppliers, products, destination marketing organizations, operators, and travel agents b) We cater to the employers and family needs like transportation, accommodation, food and beverage, recreation and entertainment, and travel services c) We analyze your travel needs, be it a business trip, vacation, short or long term travel, relocation or work related d) We offer you data entry , bookings, ticket management, reservations all based on your needs e) We leverage on our expertise and deep relations with various international agencies, societies, travel agents, forex agents, and offer you in advance travel advisories f) We offer you visa assistances with filling your forms, fixing appointments, interview guide, and culture orientation for those new travelers g) We offer you with tools, apps and data that enable you to manage any situations, emergencies and important contacts that help you resolve any issues during travel h) We provide various insurances for travel like travel, medical, theft, terrorist attacks or any un know risks associated with your travel i) We offer you with short / long term needs of phone / mobile services, internet, and any remote support that will make your travel better j) Better record keeping using auto scan, and auto uploads of various expenses, and non receipt based expenses with real seller- and buying snapshots k) Travel itinerary planning, updating , seat reservations and making related changes to other dependent plans

<p>11</p>	<p>Company stationeries / legal books / logo</p>	<p>Few of our key services:</p> <ul style="list-style-type: none"> a) Internationally accepted corporate registers, books, resolution templates, forms in paper of digital format b) We offer local company books as per law, and compliance needs for various transaction for meetings, resolutions, AGM, sales, audit records, inspection records, online/ in-store inventories, client records and many more c) We offer rubber stamps, digital signatures, logos, combined license show case, service catalogue, T-shirts, cups, caps, bags with company logos d) We offer Company letter heads, prescription pads, forms that you can use for your home –office when your office ERP is offline or you are freelancing e) We help you with blank, ruled papers, various sizes, and daily note pads, clips, folders, covers as paper or alternatives f) We offer you with your business or engineering unit smart sheets that help your workers, supervisors with quick observations, and reporting in paper and digital formats g) We offer scanning and uploading of actual scenarios, real time reporting for compliance h) We offer office products, peer communication forms that enable better productivity i) We offer list of templates, forms that help workers with important schedules, meetings, emergency responders, police, doctors and paramedical services j) We offer books, for self-help, first aid operations, and emergency self care instructions
<p>12</p>	<p>Company International Trade / Banking / Forex services</p>	<p>We offer services that have commitments to various standards and fair trade policies</p> <p>Standards from WTO, Chamber of Commerce, BIS, RBI, Basel III, SOX, Committee on the Global Financial System (CGFS), Financial Action Task Force on Money Laundering (FATF), International Accounting Standards Board (IASB), International Monetary Fund (IMF), World Bank (WB), FX Global Code August 2018, The Financial Conduct Authority (FCA), The Commodity Futures Trading Commission (CTFC), and US The National Futures Association (NFA)</p> <p>Our key services:</p> <ul style="list-style-type: none"> a) Offering you advise in choosing the right standards, policies and agencies to setup your international trading account (intra-company, subsidiaries) b) Offering you a list of Banks , agencies that can help you in the online trade, forex transactions c) Advise on commodity trade (buy/ sell) for your plant’s raw material or high value goods that might be traded using online trading platform d) Offer you advise on the registration of your trading unit at required stock exchanges, prime/ secondary markets

		<ul style="list-style-type: none"> e) Offering you details of trade licenses, related fees, bonds, agreements, MoU, Contracts etc that enable your firm to get the right set of low interest loans, goods at an economical price and stocks that you need for fulfillment of your company's plans f) Offer you tax rates, forex exchange rates, market volatility, equity/ debt markets, long term capital gains, Govt bonds, share purchases, dividends, liquidity management g) Assist your employees with required Bank accounts that are valid across your international trading services h) Assist you in getting the low interest loans for payment of salaries, purchase of goods/ services, and conduct all jobs legally i) Assist you in your plans that allow you better approval rate of your engineering designs, purchase approvals, rent approvals, and any leases or expansion programs that you feel that needs a boost j) Offer you tips on how to design an effective strategy for your global expansion
<p>13</p>	<p>Company Tax services</p>	<p>Standards we handle:</p> <ol style="list-style-type: none"> 1. Global Reporting Initiative (GRI), GRI 207: Tax 2019 2. OECD/G20 Inclusive Framework on Base Erosion and Profit Shifting (BEPS) -2015 3. Transfer Pricing 4. VAT implementation 5. Addis Tax Initiative (ATI) 6. United States' Foreign Account Tax Compliance Act (FATCA) 7. Exchange of Information on Request (EOIR) 8. Automatic Exchange of Information (AEOI) 9. Offshore/ Onsite Asset standards 10. DTAA <p>We offer key services:</p> <ul style="list-style-type: none"> a) Offer you advice on selecting proper policies, frameworks and right set of forms b) Offer you assistance in avoiding multi-tax payments like DTAA c) Offer you paper forms, digital forms that enable you to submit in either way d) Provide you year around filing of tax related submissions around the globe that ensures all your business transactions are recorded, audited and approved by Boards, Company secretaries in time e) Assist you with latest updates, annual compliances f) Offer you reports / return / filing proofs from Govt. g) Offer you Chartered accountant, auditors, and secretarial services h) Offer you with legal, labor, direct / indirect / global tax payments i) Offer you in registering with various tax authorities , open Govt. registry books and related relations and transactions management j) Offer you any plans that allow you to lower your tax burdens through legal investments or offering of company loans to local firms

<p>14</p>	<p>Company Embassy / Consular services</p>	<p>We offer key services for India, Canada, USA, EU, and Australia :</p> <ul style="list-style-type: none"> a) Apostille on originals from Ministry of External Affairs b) Embassy stampings/ approvals from popular countries c) Visa form filing preparation services d) Assist in proof reading of forms and data as per country norms e) Data entry and online submission support f) Related visits to commissioner’s office, labor ministry, HR departments g) Visits to Universities for Official transcripts, course syllabus and accreditation letters h) Background, police, medicals related support i) Pre and post landing services
<p>15</p>	<p>Company Legal services</p>	<p>We offer International legal services for various purposes, few are mentioned below:</p> <p>Standards</p> <ul style="list-style-type: none"> 1. The UN Guiding Principles 2. National Action Plans 3. Foreign Corrupt Practices Act (FCPA) Compliance Program 4. Banking Law 5. Consumer Protection Laws 6. European Business Law 7. Foreign Investments law 8. International Competition Laws 9. International Labor Law 10. Law and Economics of Antitrust Regulations 11. Securities Regulation <p>Few of our key services</p> <ul style="list-style-type: none"> a) Employment legality , Notary , Court approvals , Statutory declarations related to employment gaps, freelance work, non criminal statements b) Declarations related to family relations, onsite assets, income and any court matters related to marriage, separations, child adoption etc c) Legal status of domicile status, resident status, and citizenship d) Offer to support you in dual citizenship, green card/ resident card applications e) Resolving employment / labor acts related issues, settlement or harassments f) Settling non-compliance matter like salary disputes, passport withheld, deportation, non human acts, sexual assaults , work place safety g) Settlement of pensions, gratuity, insurances, policies and IP h) Support your firm in filing for any non standard services offered, pressure from authorities, under-table dealings and corruption i) Approaching various local courts and International court of justice j) Filing for FIR in case of cyber crime, online theft and frauds k) Corporate law, ethics, work place evils, corporate social responsibility

<p>16</p>	<p>Company partnership services-products, services, trainings, university tie-ups</p>	<p>Few of our services based on agreements:</p> <ul style="list-style-type: none"> a) Company ventures, subsidiaries, partnership deals, agreement , MoU b) Research collaboration, ventures, bilateral tie ups c) Trans-Pacific Partnership Negotiations with partners : Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, the United States (U.S.), and Vietnam d) The WTO TBT (Technical Barriers to Trade) Agreement e) World Banks PPP ventures agreements, guides f) The Comprehensive Economic Partnership Agreement (CEPA) is a free trade agreement between India and South Korea g) The Comprehensive Economic Partnership for East Asia (CEPEA) h) Free trade with Nepal, Thailand, Srilanka, Bhutan, Chile and Singapore i) Canada-India Comprehensive Economic Partnership Agreement Negotiations j) Indo-German Joint Declaration of Intent for Joint Cooperation in Research & Development on Artificial Intelligence
<p>17</p>	<p>Company sales / marketing / ERP-CRM services</p>	<p>Few of the standards:</p> <p>ICC’s Advertising and Marketing Communications Code – or the ICC Marketing Code</p> <p>Our key services</p> <ul style="list-style-type: none"> a) We help you develop a great International sales and marketing plan b) We recommend you great products for your sales, field operations management c) We offer you insights and our research details that help you select market segments, locations that will fetch best returns d) We offer you ethical ways of networking, sales and cold calls e) We bring awareness of the local laws on selling in public f) We offer trainings for effective sales pitching, follow up and drawing client’s attention g) We offer you to localize your products based on local preferences h) We assist you in getting the quality mark on your product
<p>18</p>	<p>Company startup services</p>	<p>Few of our services:</p> <ul style="list-style-type: none"> a) Assist you in planning your innovative product or service b) Helping you in getting approvals from Govt. agencies c) Assist you in getting the loans d) Assist you in startup visas e) Assist you in launching your service in international market f) Assist you in adopting digital platforms

New age management services

<p>19</p>	<p>Enterprise Resource management</p>	<p>Priority is managing the resources effectively, efficiently and using true value returns of the incoming resources; all the resolutions will be blink audited by external agencies to ensure that available free resources are not at a disadvantage. Allotment of funds to resources, especially salary, hikes is matched with alternate resources that are available, irrespective of their availability that ensures investors have a clear idea, where the funds are flowing. Even though companies decision is final, they will have to bear the consequence later on if the audit finds that they have hired their near and dears and have made a big hole in the productivity of the project, investors money and country at large</p>
<p>20</p>	<p>Value-driven company</p>	<p>Every person, be it owner, or worker has to generate value, there will be no hierarchical systems and owner also plays a role and guides the project. Clients have full privilege to disqualify the project and re-allotted to another party if found guilty. Value managers will monitor in a 2 way blind audit and report true value delivered. There might be cases where value may be low however worker is honest; it is possible a highly productive worker might be lazy or gives wrong directions(racist, castist) to peers may have to quit</p>
<p>21</p>	<p>Cost-driven management</p>	<p>Based on cost incurred to the productivity ratio, the company generates figures that show that is eating away undeserved money. Owner is also in scope and mere bossing, signing papers does not add value to the economy of the country</p>
<p>22</p>	<p>Agile company</p>	<p>All activities are JIT type, be it hiring, firing, project delivery etc. If resource is wrongly hired, unable to deliver, it will be removed and new one is replaced until best possible is achieved. No favoritism of any sort</p>
<p>23</p>	<p>Borderless company</p>	<p>Company is not a local one; however it is global in nature, not even an MNC. It is borderless and hungry for innovations, expert teams all over the world. A pre- screened pool by international experts/ exams will decide the merit and hiring chances</p>
<p>24</p>	<p>Result-driven company</p>	<p>This is typically for firms that have well defined activities, experts who know what they can do and not relying on hiring managers to offer them good candidates. From a pool of online resources project owners and experts pick up from a blind selection the team. This avoids bias and personal judgment by hirers until they have been offered by the panel.</p>

<p>25</p>	<p>Anonymous projects - 2 way blind jobs</p>	<p>Projects offered / tendered do not have any company name, origins and only base requirements and funding options are offered. At the service provider end, no name origins are given. An intermediate broker who is unaware of anyone does the selections from the applied ones plus any external interested parties not know to him. This ensures granting of projects to right team and never carried away by distractions or avoids race profiling</p>
<p>26</p>	<p>Virtual work</p>	<p>This is an online project work that helps firms to collaborate, live and work virtually with few local system requirements. Cloud based IDE, tools, team, API, ERP, and company assets need to be robust to support this theme. Again bidding process can be blind type</p>
<p>27</p>	<p>Co-working</p>	<p>This can be virtual, near-shore, offshore or local. However, this is post award and post selection, which ensures there are no compatibility issues. Necessary arrangements to support this type of work is to be offered by Govt. or sponsors</p>
<p>28</p>	<p>Operations Research management</p>	<p>We offer Operational research (OR) services for companies to enable them to get the insights of the operational / production environment, not limited to a particular area, can be applied based on need to other areas. OR encompasses the development of mathematical models and the use of a wide range of problem-solving techniques applied in the pursuit to improve decision-making and productivity; we offer services such as simulation, mathematical optimization, queuing theory and other stochastic-process models, Markov decision processes, econometric methods, data envelopment analysis, neural networks, expert systems, decision analysis, and the analytic hierarchy process</p> <p>We initially setup meetings and workshops that allow us to use ethical ways of dealing issues, respecting data and workers' privacy, and any details that might be compromised / leaked.</p> <p>We then scope our work for initial prototypes and proof of concepts and capture the required company details to feed our models. We design mathematical models, What if scenarios, simulations and generate a historical map of events, major milestones and profit/ loss under various setups.</p> <p>We then analyze the models, train and setup ML models to generate future simulations and predictions along with recommendations and various parameters under the conditions</p>
<p>29</p>	<p>Anonymous hiring</p>	<p>Blind fold hiring, right from screening, short listing, interview and offer. Only when the need to offer appointments will the sponsor know the candidate. This avoids unnecessary bias and favoritism of whatsoever. There will be no support to cancel later</p>

		on by HR as these are supported by investors and owner is not allowed to interfere, even after appraisals
30	Sustainable company management	Best practices, external auditing, role management, productivity management , KPIs, resource true value study, non performing asset management all help in sustaining the firm for a long term. If owner is biased, then Govt. in public interest can remove the person. Mostly useful for public sectors and multiyear projects
31	Dynamic company - on demand workers, investors	Similar to agile however applied at top levels like Board, directors, managers and workers, all are chosen by investors on demand. Nothing is permanent, everything is project based. Salaries are based on project grade and work. There is no chance of middle managers corrupting the system. Every time new investors, new members are persuaded to ensure bias is not developed. AI can be used to randomize and select the teams
32	Company-less Peer2Peer, B2B, B2C, B2Investor modes of operations	Using block chains, Investors digital funds, use of AI for best possible matches of online resources, avoiding bias. Internal teams and external peer teams with niche offerings are matched algorithmically and investors' selects best choices of anything that offers best returns. Reliability of resources is pre-built and individual needs to qualify based on pure merit and licenses that demo the skills and capability

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