

CREATIVE ASSOCIATES

(HRM Consultant)

(A part of Creative Industries)

A Corporate Profile

CREATIVE ASSOCIATES is one of the most reliable and reputed HRM Consultancy firm engaged in the business of providing a wide range of services such as **Manpower supply/ talent acquisition management, GST, Business Insurances, Compliances, ISO certification, Labour Laws, Legal matters, Registration, returns, notice replies, Audit & Inspection, Maintenance of Statutory Records and Consultation** to various corporate clients.

We provide Labour Law consultation, end-to-end services and support to carryout and implement Labour Law related works, talent acquisition management and complete employee cycle.

We have a team of highly competent, proficient and dedicated professionals and qualified associates backed with rich and varied experience in these fields. Our office is fully equipped with modern technology to deliver prompt and quality results. We have a **team of expert advocates, chartered accountant, Business Advisor, Financial advisors, cost controllers** etc.

We ensure that the customer gets the worth for the money he is spending to avail our services. Our efforts are to provide better services to our clients enabling them to achieve scale by cost minimization.

Every commercial establishment/ factory is liable to implement one or the other Central / State Government enactments in respect of Labour Laws. **CREATIVE ASSOCIATES** provides you a distinctive and absolute way to get rid of all your Labour Law related problems.



CREATIVE ASSOCIATES is a Labour law firm providing one of the best Statutory services in PAN India which expert as well as provides legal & talent management advisory. This firm was established in 2013

The company has clients in addition to corporate bodies and private clients. Our team have been assisting client to realize their goal by offering them sound labour law service/ advices and developing creative solution to address their Statutory needs extensive experiences including labour law experience, afford to his client the benefit to high quality labour law service in a cost effective and personalized manner.

Besides a vibrant and enthusiastic team of young professionals with good academic background, our team of professionals comprises of persons with diverse and rich experience, who have been nationally recognized and honored for their outstanding services in the various fields of law.

CREATIVE ASSOCIATES offer labour laws expertise across a comprehensive range of Labour Laws that are

critical to the business needs of our clients. We render a wide portfolio of legal/Statutory services that are targeted to meeting our clients' needs with efficacy and cost effectiveness.

The firm has an established reputation for providing prompt and dependable services to its clients and is well known for its expertise in Statutory Compliance, Labour Wages management, Legal Audit, Compensation Restructuring, Payroll Management and General Insurance besides other practice areas.



We offer 360 degree solutions for most of the requirements connected with statutory and non statutory obligations.

Our services enable our clients to concentrate on their core business, while doing away their routine, labour intensive investment on non core areas. Firms have realized that its prudent to outsource a part or a whole of it to achieve a greater ROIs outsourcing administrative functions is cheaper comparatively.

We cater to such administrative needs of the HR Department and provide an umbrella service to the HR/IR Department of the organization. We also undertake assignment based tasks thereby offering you door step services around your business cycle.

Services

In the present day when the state dynamics have broadened and with them the laws complexities. We aim to simplify the labour law domain for the efficient and effective working of the organization. We are an organization. Working in the domain of talent management & compliance work in labour laws.



Our 7 year invaluable experience in the Diaspora and commitment towards the clientele in providing the best services differentiate us from the other men in the field. We specialize in service matters, Talent acquisition management, GST, ISO Certification, CLM, WC policy, Recruitment, ESI, PF, Factory license, Labour License and other registration work under

labour laws.

We ensure that the customer gets the worth for money he spends to avail our services. Our legal & statutory solutions are specifically designed to meet the constraints and the objectives of the clientele.

We provide the following services

- **Maintaining registers and records/all statutory compliances** of all the Labour law manually and online required under Provident Fund & M P Act, 1952, Employees State Insurance Corporation Act, 1948, Shops and Commercial Establishment Act, 1962, Payment of bonus Act, 1965, Minimum Wages Act, 1948, Payment of Wages Act, 1936, Equal Remuneration Act, 1976, Contract Labour (R & A) Act, 1970, Industrial Dispute Act, 1947, Factories Act, 1948, and all other Acts.
- Complete consultancy in Industrial Relations/Human Resources/Personnel Management on PAN India basis.
- Participation in the Invitation for the discussion on the existing Industrial disturbance in the establishment or the factories.
- Providing services in **granting all type labour Registrations and licenses** on easy terms.
- Representing in the Labour Disputes on behalf of the Companies / factories/establishments in the events of cases before the Courts and Industrial Tribunals in UP/Delhi/HR/Raj & PAN India
- **All types of General/Business Insurances** like CAR (Contractor All Risk Insurance), WC (Workmen Compensation Insurance), CPM (Contractor Plant & Machinery Insurance), GPA (Group Personal Accident Insurance), PPI (Plant Protection Insurance), TPLI, EAR Policy etc.
- **Drafting of contracts**, by-laws and other essential documents for the corporate.
- **All Compliances related to** Factories, any manufacturing process, Shops and commercial establishment, Construction & Real Estate Company.
- **Liaisoning with all government bodies** like PF, ESI, Labour Department, RLC Office, DLC Office, Pollution department, Factories Director office, Insurances claims and Police department.
- **Talent Acquisition Management:** We are proving and fulfill white collar and Blue collar manpower (staff & workers).
- **ISO Certifications** are providing for all types of industries and services
- **GST registrations & compliances** are providing within time framed along with Quality. **MSME** registration, **Shram Suvidha** Registration, **DSC Token**
- **POSH** policy formulation and drafting as per rule 2013.

Industrial Dispute Act	Payment of Wages Act	Interstate Migrant Workers Act
Payment of Gratuity Act	Child Labour (Prohibition) Act	Contract Labour (Regulation & Prohibition) Act
Employee State Insurance Act	Shop and Commercial Establishment Act	Maternity Benefit Act
Provident Fund & M P Act	Payment of Bonus Act	Minimum Wages ct
Workmen Compensation Act	Trade Union Act	Equal Remuneration Act
B.O.C.W Act	Factory Act	

Target: Client satisfaction is first priority

Our Valuable Existing Clients:

- 1-M/s. Advance Plumbing Solution
- 2-M/s. Austin Infratech Pvt Ltd.
- 3-M/s. Om Constructions
- 4-M/s. Powork Solution Private Limited
- 5-M/s. Seemsan Overseas Private Limited
- 6-M/s. ABCZ Buildcon Private Limited
- 7-M/s. Dan Aluform Consultancy
- 8-M/s. Shri Ram Construction
- 9-M/s. Ali Waris
- 10- M/s. Ajay Singh
- 11- M/s. Shivam
- 12- M/s. J. D. Kitchens
- 13- M/s. Nemko India(Test Lab) Private Limited
- 14- M/s. Vaishnavi Infraproject Co.
- 15- M/s. Rudratech RMC

Our Service remunerations chart		
S. No.	Particulars of Services	Rate (Rs.)
1	PF Registration	1500
2	ESI Registration	1500
3	GST Registration	1500
4	Professional Tax Registration	1000
5	LWF Registration	1000
6	DSC Token(Digital Signature Certificate)	850
7	MSME Registration	2000
8	Labour License(upto 20 manpower & one year)	4000
9	Inter-state migrant workers License(upto 20 manpower & one year)	2500
10	BOCW Registration(upto 20 staff & one year)	5000
11	Factory License (upto 20 staff & one year)	5000
12	Shops & Commercial Est. Act Registration(upto 10 staff & one year)	4000
13	ISO Certificate as per categories	5000
14	Drafting reply letter	1000
15	Maintenance of contract labour registers(upto 20 manpower)	1000
16	Maintenance of PF & ESI monthly compliance (upto 20 manpower)	2000
17	Maintenance of Factory act monthly compliance (upto 20 manpower)	1000
18	Liaisoning with Government bodies like PF, ESI, ADF,DLC(as per visit)	1000
19	GST challan & returns(as per invoice values & challans)	1000
20	Expert advice/opinion fees as per case(CA, Advocate, compliance specialist)	1000
21	Agreement drafting(Lease/business/contract)	1000
22	White collar staff hiring one time fees 6% on annual CTC	
23	Blue collar staff hiring monthly service charges 8% on billing cost	
24	Business Insurance: WC, CAR, CPM, TPL, EAR, GPA, Mediclaim (Fee after negotiated minimum premium amount)	1000
25	PF withdrawal fees	1000
26	PF case like penal damage, 7A, 14B, 7Q etc handling fee per visit	1000
27	HR policies like, leave, POSH, travel, mobile, asset, standing orders etc	1500
28	Brand registration fees on Flipkart, Amazon, shop clues etc	1000

Founder:

Satish Kumar

Statutory Compliance & Recruitment Expert
M.B.A in Human Resources

He is working in the field for the last 14 years. He has an experience that speaks in itself about his excellence and knowledge about the various issues and challenges involved in the field. Has been dealing in service matters and contracts and has a glorious record.

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