



Epoch Pride Sourcing Solutions

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PAYROLL AND COMPLIANCE

END-TO-END MANAGED WORKFORCE & TALENT SOLUTIONS

1. EXECUTIVE OVERVIEW

At Epoch Pride, we design agile staffing frameworks engineered to reduce organizational liabilities and streamline core administrative workloads. By integrating executive talent acquisition with strict institutional compliance management, we insulate your business from operational risk while scaling your human infrastructure seamlessly.

2. DUAL ENGAGEMENT MODELS

We provide complete structural elasticity tailored to match your specific corporate ecosystem through two core engagement alternatives:

- **Model A (Permanent Placement Sourcing):** Structured permanent recruitment pathways where candidates transition directly onto your organization's internal payroll and benefits infrastructure.
- **Model B (Third-Party Contractual Staffing):** Strategic offsite/onsite workforce deployment where personnel are fully employed on the corporate payroll of Epoch Pride, completely removing your administrative burden.

3. COMMERCIAL ARCHITECTURE & SERVICE SLABS

Our standard baseline commercial rates are structured clearly across two flexible tiers:

Model A: Permanent Sourcing Matrix

SERVICE COMPONENT	STANDARD RATES	REPLACEMENT FRAMEWORK
One-Time Setup Fee	₹25,000/-	Flat setup fee per requirement channel initiated for specialized portal mapping.
Sourcing & Recruitment Fee	8.33% of Annual CTC	Calculated based on the accepted annualized Cost to Company (CTC) of the selected professional.
Onboarding Protection Window	3-Month Guarantee	Provides 1 completely free replacement if a candidate resigns within 90 days of onboarding.

Model B: Managed Third-Party Contractual Staffing

CANDIDATE SLAB (ANNUALIZED)	MONTHLY SERVICE FEE	ONBOARDING, RISK & COMPLIANCE COVERAGE
₹3,000,000 to ₹5,000,000 (3 - 5 LPA)	8.5% of Monthly CTC	<ul style="list-style-type: none"> • Deployment Processing Fee: ₹40,000/- flat commercial setup charge per resource onboarding. • Anytime Replacement: 1 replacement guaranteed at no extra charge at any point during active deployment terms. • Absolute Compliance Coverage: Complete administrative ownership of statutory registrations including PF, ESIC, Professional Tax (PT), Labor Welfare Funds (LWF), and month-on-month processing.
₹5,000,000 to ₹7,000,000 (5 - 7 LPA)	7.5% of Monthly CTC	
₹7,000,000 and Above (> 7 LPA)	8.0% of Monthly CTC	

4. CORE BENEFITS OF MANAGED COMPLIANCE

By selecting our third-party deployment framework, organizations completely offload complex localized workforce burdens:

- **Risk Mitigation:** Complete structural indemnity against employment laws, audits, and statutory non-compliance fines.
- **Administrative Leanness:** Zero internal overhead processing localized payslips, insurance enrollment structures, or employment exits.

- **Operational Agility:** Rapid talent deployment parameters designed to match sudden operational scaling or localized client requirements instantly.

For customized structural solutions, volume placements, or detailed enterprise Master Service Agreements (MSA), get in touch directly via our official platform at www.epochpride.com.