

6th August, 2019

Proposal for “HRMTHREAD - Payroll on Cloud” (Payroll Software as a Service)”

Software Details	Base	Standard	Enterprise	Ultimate
Employee Database	✓	✓	✓	✓
Salary-Structure Configuration	✓	✓	✓	✓
Automated Payroll Processing	✓	✓	✓	✓
Statutory Compliance for PF / ESI/ PT / LWF / TDS	✓	✓	✓	✓
Loans & Advances	✓	✓	✓	✓
Dashboard	✓	✓	✓	✓
Events & Reminders	✓	✓	✓	✓
Inbuilt MIS Reports + Report Creation tool	✓	✓	✓	✓
Data Import from Excel	✓	✓	✓	✓
User Access Control	✓	✓	✓	✓
Employee Self Service (ESS)		✓	✓	✓
Leave Management / Leave Application Work-flow		✓	✓	✓
Full & Final Settlement Work Flow		✓	✓	✓
Tax Projection / Live Tax Planner		✓	✓	✓
HR-Letters Management		✓	✓	✓
Documents Management		✓	✓	✓
Induction & Exit Management with related Workflows		✓	✓	✓
Reimbursement & Claim Management			✓	✓
Investment Declaration Work Flow			✓	✓
Time & Attendance			✓	✓
Real-time Integration with Biometric Device			✓	✓
Journal-Voucher integration				✓
Mobile Application				✓
Manager Self Service				✓

SYSTECH Softwares Pvt. Ltd.

No. 19/6, 2nd Floor, 10th Cross, Sampige Road, Malleswaram, Bangalore - 560003
 Tel. No. 91-80-46522888 Website: www.systechsoftwares.com Email: sales@systechsoftwares.com
 CIN: U72200KA2000PTC028027. GSTIN: 29AAFCS4012A1ZV

Payroll on Cloud

Pricing Details	Base	Standard	Enterprise	Ultimate
HRMTHREAD - Payroll on Cloud (3 Months Subscription charges paid in advance)	Rs. 1,500/- per month	Rs. 2,000/- per month	Rs. 3,000/- per month	Rs. 4,000/- per month
No. of Employees Covered	50	50	50	50
No. of Company Covered	1	1	1	1
Additional Number of Employees	Rs. 15 per employee per month	Rs. 25 per employee per month	Rs. 45 per employee per month	Rs. 55 per employee per month
Implementation Charges	Rs. 10,000/- or 12 months subscription charges paid in advance	Rs. 15,000/- or 12 months subscription charges paid in advance	Rs. 25,000/- or 12 months subscription charges paid in advance	Rs. 30,000/- or 12 months subscription charges paid in advance
Additional Company if any	Rs. 3500 per company	Rs. 4500 per company	Rs. 5500 per company	Rs. 6500 per company
Attendance Hardware Integration	NA	NA	Rs. 5,000 per machine	Rs. 5,000 per machine
No. of Online Trainings Covered	2	2	2	2
Additional Training if required: Rs. 2500 per training				

Delivery Schedule

- Delivery & Implementation will be an ongoing process to commence within 15 working days of receiving the advance payment from the client
- The expected time span required to implement software is at 15 - 25 working days from the date of purchase order.
- The time span to achieve complete stability & function ability is estimated at around 45 - 60 working days from the date of the purchase order.
- This delivery schedule is excluding for any customization in the software.

Hosting

Application hosted at service providers Amazon Web Services (AWS) infrastructure.

Price

All charges quoted by SYSTECH Softwares are either development charges, or license fees for granting right to use the software or project expenses for customizing, enhancing & other activities like implementation, training, etc.

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Please note by offering this license, SYSTECH Softwares is not transferring any rights other than those that allow the client to use the software exclusively for internal needs. Also please note that nature of services being rendered by SYSTECH are that of the project & not supply of the product.

The pricing is valid for a period one year and will be revised at 10% subsequent every year or in-line with inflationary trend.

Taxes & Duties

Please note that under some circumstances government may decide to levy sales tax or service tax on software as well. If this offer does not explicitly mention any tax or duty component on software please be aware that you will be obliged to pay the duties and taxes as decreed by the government whether at the time of invoicing or ex post facto after the invoice has been raised if **and only if there is a demand from the government for payment of any such tax or duty on the software or services offered by SYSTECH Softwares.** This term will be operative regardless of whether or not it is explicitly mentioned in your order.

Payment Terms

The payment terms for the software & other project development services provided by SYSTECH Softwares Pvt. Ltd. are as under:

1. Monthly charges as per the rates quoted above. Quarterly bill will be raised on the first of every Quarter. Client is expected to pay the billed amount within 10 working days from bill date.
2. Any upfront adjustment on total count of active employees will be adjusted on every subsequent Quarter.
3. Any additional module would be charged at an additional price.

Implementation Support & User Training

Unless explicitly stated in the proposal, all implementation & training services are delivered on charge basis. The basis for billing will be time & material. Time will be charged on the man month rate basis. Prevailing man month rate shall be informed to client whenever needed by the client on the basis of his requirements.

Outstation Visits (outside Bangalore / Mumbai / Delhi)

Client will reimburse traveling expenses, boarding & lodging expenses, out-of-pocket expenses & local conveyance charges incurred by SYSTECH Softwares Pvt. Ltd. for outstation visits of its personnel in connection with system study & analysis, installation of application, user-training & implementation support or any related activity required by the client.

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Confidentiality clause:

- a) Both the client (the term client for this entire agreement includes any of its subsidiaries/associates as may be informed from time to time) and SYSTECH Softwares Pvt. Limited agree to keep in confidence and not disclose to others all knowledge, information and data furnished and claimed by either party to be proprietary, provided such information is given in writing or, if oral, is reduced to writing within thirty (30) days and such writing is marked to indicate the claims of ownership and/or secrecy. The parties agree that they shall not use, nor reproduce for use in any way, any proprietary information of the other except in furtherance of the relationship set forth herein. The parties agree to protect the proprietary information of the other with the same standard of care and procedures used by themselves to protect their own proprietary information of similar importance but at all times using at least a reasonable degree of care.

Exception: The aforesaid shall not be applicable and shall impose no obligation on a party with respect to any portion of confidential information which:

- a) Was at the time received or which thereafter becomes, through no act or failure on the part of such party, generally known or available to the public;
b) Is known to such party at the time of receiving such information as evidenced by documentation then rightfully in the possession of either party;
c) Is furnished to others by the other party without restriction of disclosure;
d) Is thereafter rightfully furnished to such party by a third party without restriction by that third party on disclosure; or
e) Has been disclosed pursuant to the requirements of law or court order without restrictions or other protection against public disclosure; provided, however, that the other party shall have been given a reasonable opportunity to resist disclosure and/or to obtain a suitable protective order.
- b) The covenants of confidentiality set forth herein shall survive and continue and be maintained from the Effective Date hereof until one (1) year after termination of this Agreement.

Termination of this Contract

SYSTECH Softwares or client can terminate this contract with 30 days notice.

Liability

SYSTECH Softwares Pvt. Ltd. is not liable for any consequential loss arising from the use of the implemented system, either monetarily or otherwise, including but not limited to, loss of goodwill and other consequential losses directly or indirectly attributable to the use of the software.

We are looking forward to your valued order, which will have our best & prompt attention at all times.

Thanking You.

Vivek Shah

SYSTECH Softwares Pvt. Ltd

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