ENTERPRISE COMMERCIAL FRAMEWORK

Pilot-to-Production Engagement Model • Success-Aligned Settlement • Zero-Tax Compliance

ENGAGEMENT: **Enterprise Evaluation**
Section 17(2)(viii) Optimized

ENTERPRISE PILOT

Custom Pilot / 90-Day Evaluation

Structured proof-of-value • Up to 500 Employee Advocates

- ✓ Full ATS Webhook Integration (Greenhouse, Lever, Keka, Darwinbox)
- ✓ Automated Slack & MS Teams Advocate Bot Ingestion
- ✓ Instant Digital Brand Gift Voucher Rail (Amazon, Flipkart, Croma)
- ✓ Standard Statutory Section 17(2)(viii) Audit & Perquisite Exports

Includes dedicated onboarding engineer & security review support.

PRODUCTION SCALE

GLOBAL STRATEGIC

Annual Contract / Custom Quote

Full organizational rollout • Unlimited Employee Advocates

- ✓ Dedicated Enterprise VPC (AWS Mumbai / Frankfurt Sovereign Isolation)
- ✓ SAML 2.0 / OIDC Enterprise SSO (Okta, Microsoft Entra ID)
- ✓ Custom Enterprise DPA, Legal Redlines & InfoSec Architecture Audits
- ✓ Multi-entity Ledger Reconciliation & Dedicated Solutions Architect

Tailored SLA (99.9% uptime) & quarterly executive business reviews.

TAX OPTIMIZATION ECONOMICS: PAYROLL BONUS VS. VOUCHIR SETTLEMENT

Traditional Payroll Referral Bonus
Subject to direct TDS withholding under Section 192 (up to 31.2% tax bracket). A ₹15,000 bonus delivers only **~₹10,320 net cash** to the employee, creating dissatisfaction and heavy payroll administration.

VOUCHIR Non-Monetary Gift Voucher
Exempt under Section 17(2)(viii) & Rule 3(7)(iv) up to ₹15,000 annually. The employee receives **100% full ₹15,000 value** instantly in digital brand vouchers with zero tax deducted at source.

PROCUREMENT DIMENSION	ENTERPRISE SPECIFICATION	COMMERCIAL IMPACT
Contract Term	12-month or 24-month Master Services Agreement	Multi-year lock protects platform subscription rates
Voucher Invoicing	Pre-funded Corporate Escrow or Net-30 Settlement	Zero friction instant disbursement to verified advocates
Platform SLA	99.9% Uptime with 4-hour P1 support SLA	Service Credits backed enterprise performance guarantee
Implementation Period	7-10 business days standard rollout	Includes ATS webhook setup, SSO binding, and HR training