TALENT DISTRIBUTION & VERIFIED REFERRAL INFRASTRUCTURE

Automated Workforce Referral Mesh for Enterprise ATS

Great People Know Great People. VOUCHIR is a non-invasive integration layer that turns organic employee networks into a high-conversion recruitment channel with cryptographically verified attribution, statutory tax compliance, and zero multi-tenant candidate data co-mingling.

Traditional Headhunting & Agency Frictions

- Prohibitive Placement Fees: Enterprises pay 15%–25% ($20k+) per hire to external contingent search firms.
- ATS Cold Candidate Black Hole: Inbound portals filter out qualified passive talent via rigid automated screening.
- Zero Attribution Transparency: Referral provenance is disputed, claims collide, and internal advocates lack visibility.
- Manual Reward Overhead: Payroll and TA teams manually track milestone qualification and gift tax compliance.

The VOUCHIR Enterprise Infrastructure Rails

- 70%+ Sourcing Cost Reduction: Replaces contingency search fees with internal workforce advocate activation.
- Cryptographic Provenance Lock: Unique signed referral tokens (?ref=uuid) ensure 90-day dispute-free attribution.
- Pre-Screened Candidate Quality: Referring colleagues provide verified capability ratings before recruiter review.
- 3 Automated Statutory Fulfillment Rails: Instant Sec 17(2)(viii) ₹15,000 tax-free vouchers, payroll sync, or direct UPI.

4-Stage Zero-Trust Integration Pipeline

Stage 1: Requisition Sync	Stage 2: Core Attribution	Stage 3: Workforce Mesh	Stage 4: Milestone Settlement
• Read-only ATS polling • Workday, Greenhouse, Lever • Webhook-based status sync • Zero ATS write permissions	• Single-tenant VPC stack • HMAC-SHA256 token signer • PostgreSQL Row-Level Security • 90-day collision lock	• 1-Click Slack / Teams bot • Signed provenance links • Candidate privacy redaction • Mobile self-scheduling	• Automated HR stage gates • Sec 17(2)(viii) ₹15k vouchers • Payroll TDS tax sync • Dual-authorized bank escrow

10 Days	90 Days	3 Fulfillment Rails	$0 Surge Fees
Median Intake to Decision	Cryptographic Token Lock	Tax-Free / Payroll / UPI	Transparent Tiered Licensing

Enterprise Security & Regulatory Compliance Parity

Standard / Regulation	Enterprise Implementation & Safeguards
DPDP Act 2023 (India)	Operates strictly as a Data Processor. Fiduciary controls remain with employer. Explicit candidate consent captured at application intake. Configurable 60–180 day retention (default: 180 days) with scheduled right-to-be-forgotten PII purging.
GDPR (EU / UK) Compliance	Article 28 Data Processing Agreement (DPA) enforced. Candidate privacy guardrails ensure internal HR evaluation notes and compensation history are completely redacted from referring advocates.
Database Tenant Isolation	PostgreSQL Row-Level Security (RLS) enforces cryptographic tenant key checks on every query. Candidate records, tokens, and audit logs are physically isolated with zero shared table co-mingling.
Encryption at Rest & Transit	All candidate records and referral tokens encrypted at rest via AES-256 (Fernet / AWS KMS). All web and API traffic strictly enforces TLS 1.3 with mandatory HSTS preloading.
Single-Tenant VPC Deployment	Turnkey deployment within customer-isolated cloud clusters (AWS ECS, Azure AKS, GCP Cloud Run). Supports custom VPC peering, non-root execution containers, and customer-managed keys.

3 Statutory Reward Fulfillment Rails

Rail 1: Tax-Free Digital Vouchers	Rail 2: Corporate Payroll Sync	Rail 3: Instant UPI Bank Escrow
• Fully compliant with Section 17(2)(viii) of the Income Tax Act. • Non-monetary gift vouchers tax-free up to ₹15,000/employee/year. • Instant redemption across Amazon, Flipkart, Starbucks, and Apple.	• Automated payroll addition file export. • Synchronizes milestone payouts directly into monthly payroll. • Full TDS tax withholding compliance and Form 16 parity.	• Direct IMPS / UPI bank account disbursements. • Dual-authorization corporate banking approval workflows. • Cryptographic milestone audit trail before disbursement.

Ready to evaluate VOUCHIR for your enterprise?

Schedule a 30-day technical sandbox evaluation or 90-day design partner pilot.

Executive Inquiries: **contact@getvouchir.com** • Interactive Sandbox: **https://www.getvouchir.com**