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Business Solutions India Pvt. Ltd.

www.kshitijtlconsultancy.com

9987623284

CONSULTANCY

- Labor Laws Advisory
- Statutory Compliance
- Tax Services
- PSAR Act Services
- Background Verification

Services

- ROC
- DSC
- GST



KSHITIJ[®]
← GROUP →

Head Office

D/37, Bhuvangiri,
Shiv Vallabh Road,
Ashokvan,
Borivali East-Mumbai-66

Branch : Mumbai

Jay Hanuman Building
A wing Room no 9 Ground floor
near Jagruti Nagar Station
Ghatkopar West, Mumbai

Branch : Mumbai

2 Swaroop Niketan,
Near Patel Samaj Hall,
Hanuman Tekdi,
Borivali East-Mumbai-66

Branch : Pune

1st Floor Shreepad Complex,
Near nanekarwadi Bridge,
Pune-Nashik Highway,
Chakan, Pune - 410501.

Branch : Nagpur

Plot no. 34,
Narhari Nagar,
Manewada Besa Road,
Nagpur-440027

Branch : Hyderabad

1-2-6/D. Budvel,
Rajendra Nagar
Hyderabad 500030,
Telangana, India.



ABOUT US

Kshitij Business solutions India Pvt. Ltd. is a professional firm with more than thirteen years of hands on experience mainly in to the business of Statutory Compliance, Recruitment, contract staffing, payroll services ,Tax services, legal service, Accounting ,PSAR Act Services.

Through our best-in- class operations, technology and infrastructure, we are uniquely positioned to fulfill the business goal. We pride ourselves on our speed, reliability and confidentiality of services. We focus on reducing our clients' overhead, so that they can focus on the core operations of their business.

Vision

We aims to be among top consultant providing quality services in a highly ethical environment where one stop solution can be provided.

Mission

To provide cost effective services to each organization, achieving it by supporting the new wave of change in raising and developing operational standards, contributing to the success of business enterprises.



- New Company Incorporation???
- Permanent Account Number / Current Account ???
- Registration Under Maharashtra Shop & Est. Act ???
- PSARA License
- 12A & 80G Registration???
- Payrolling & Contract Staffing ???
- PF / ESIC / PT / MLWF / Labour Licence Registration ???
- Accounting ???
- Tax Compliance ???
- GST Compliance ???
- Legal Consultation ???
- Udyam Registration

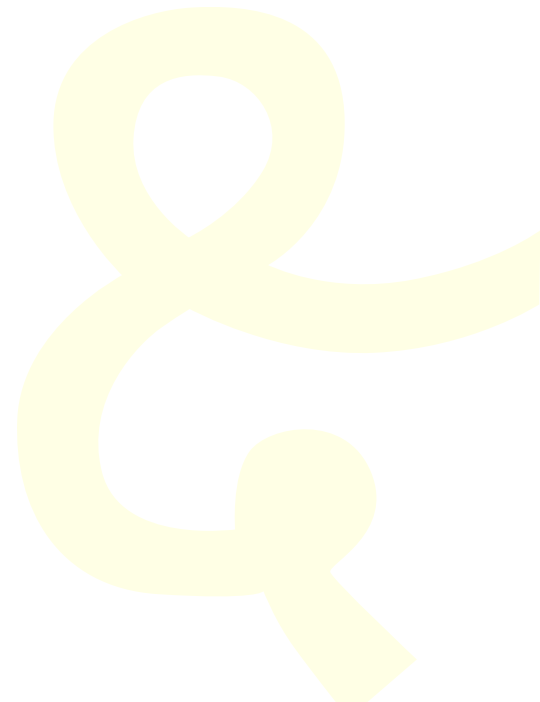
**FOR ALL YOUR PROBLEMS WE HAVE ONE SOLUTION
INTRODUCING**

KSHITIJ BUSINESS SOLUTIONS INDIA PVT. LTD.

Our Business is taking care of your Business

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Director's Page



Mr. Mangesh Pangare (M.B.A. Finance) is the genuine founder of Kshitij Group of Companies. He embarked on his remarkable journey by venturing into various social activities through the "Kshitij Helping Hands Foundation." This esteemed founder is widely recognized for his generosity and charitable contributions. Our foundation is dedicated to assisting deserving orphans, elderly residents in care homes, providing scholarships to underprivileged but promising students and organizing events such as tree planting initiatives, Swachha Bharat Abhiyan, health check-up camps, career guidance seminars, and cultural program prize distributions. With the invaluable support of nature enthusiasts and the general public, the Kshitij Group has been able to nurture its dreams and aspirations.

The second stage of Mr. Mangesh Pangare's journey into social activities led to the launch of his initial two firms, marking his entry into the business world under the name "Kshitij Group of Companies". From that point forward, he never looked back, consistently exploring various business verticals. Consequently, the trajectory of his businesses continues to ascend.

Among these, "Kshitij Business Solutions India Pvt Ltd" has earned a reputation for its exceptional quality services & industry-leading expertise in Statutory Compliance and Taxation. With unwavering determination and dedication, this founding member has achieved remarkable success, rapidly expanding the company's client base to over 1800 satisfied customers, both nationally and internationally.

Today, Kshitij group, initially envisioned as an entity comprising more than eight diverse companies, has made a lasting mark in multiple fields.

However the journey of success for this esteemed founder member doesn't conclude here. Mr.Mangesh Pangare is an expert in Labor laws, Statutory Compliance, Taxation, and the Cooperative field. Furthermore, Kshitij Group has reached new heights, earning recognition from "**The Economic Times-2021**". And as a Founder Member, Mr.Mangesh Pangare has also been honoured with the titles of "**Mid-day Social Youth Icon-2020**" and "**Inspiring Leaders Awards-2023**".

Vision: Kshitij Group of Companies aims to establish itself as a highly preferred and esteemed professional services firm, acknowledged by our clients for delivering excellence. We are honoured to collaborate with you and pledge to provide top-notch services consistently.

---Mr. Mangesh Pangare

EMPLOYEES' PROVIDENT FUND ORGANIZATION (PF)

OBJECT OF THE ACT

- To provide wider terminal benefits to the Workers on completion of their employment.

APPLICABILITY

- Every specified factory OR establishment in which 20 or more persons are employed. Any factory or Establishment can also voluntarily cover under the Act, even if the number of employees are less than 20.
- The employee provident fund and miscellaneous provisions act 1952 applies to the whole India including Jammu and Kashmir.

PRESENT RATES OF CONTRIBUTION

	Contribution	
	Deduction	Example
Gross Salary	-	10,000
Employer Share	12%	1,200
Employee Share	12%	1,200
EDLI Charges (Govt.)	1%	100

- Monthly payable amount under EPF administrative charges is rounded to the nearest rupees and minimum of Rs 500/- payable.
- Pf shall be not deducted on HRA, Washing allowance, Overtime, Bonus and Incentives.

UNIVERSAL ACCOUNT NUMBER (UAN)

The UAN is a 12-digit number allotted to each employee provident fund member by the employee provident fund organization (EPFO) which gives him control of his EPF account and minimize the role of employer.

OUR SERVICES

1. Online Registration for PF code.
2. To receive the data from client office and calculate the amount payable.
3. Wages Register / Salary Register
4. Attendance Sheet / Salary Slip
5. To prepare the necessary challan under the Act.
6. To help the employees to apply for PF Withdrawal /Transfer online.
7. Timely updating and proper Guidelines, if any changes in Act or rules.
8. To attend the inspection, under the act on behalf of the company.
9. To help the employees to resolve any issues relating to Provident Fund.

OUR CLIENTS :

- Bmc Sanstha
- Ramsangam Infotech Private Limited
- Rammaica (i) Ltd.
- Spml Infra Limited
- EFC Ltd.
- Scantech Lazer Pvt. Ltd.

EMPLOYEE'S STATE INSURANCE CORPORATION (ESIC)

OBJECT OF THE ACT

- To provide social insurance for the employees.

APPLICABILITY OF THE ACT & SCHEME

- Is extended in area-wise to factories / establishment employing 10 or more persons .

COVERAGE OF EMPLOYEES

- Employees drawing gross wages **upto Rs.21000/-** per month, engaged either directly or through contractor

BENEFITS TO THE EMPLOYEES UNDER THE ACT

- Medical, sickness, extended sickness for certain diseases, enhanced sickness, dependents maternity, besides funeral expenses, rehabilitation allowance, medical benefit to insured person and his or her spouse.

PRESENT RATES OF CONTRIBUTION

	Contribution	
	Deduction	Example
Gross Salary	-	10,000
Employer Share	3.25%	325
Employee Share	0.75%	75

OUR SERVICES.

- Registration work for ESIC code number.
- Obtaining Sub-code for branch offices.
- To fill up the necessary declaration forms under the Act.
- To get the ESIC code number to all the employees.
- To get the e-pehchan cards for the employees.
- To help the member in availing the benefits under the ESIC Scheme.
- To attend the Inspection and held under the Act. Make the compliance of the queries raised during hearing and inspection.
- To provide Hospital list to the employees.

OUR CLIENTS :

- Suraksha Group
- Dabbawala Association
- ORIGA Lease Pvt Ltd.
- Stone Shippers Ltd
- Suryoday Polymers LLP.
- Satra Properties Ltd.

Professional Tax

Profession Tax is a State level Tax in India on Professions, Trades, Callings and Employments. The purpose is to collect revenue for the purpose of implementing Employment Guarantee Scheme.

PTEC				
Salary		Amount		
Employer Contribution		2500 (P.A.)		

PTRC				
Employee Deduction				
Particular	Below 7,500	7,500 - 10,000	Above 10,000	Above 25,000
For Female	0	0	0	200 (P.M)
For Male	0	175 (P.M)	200 (P.M)	–

Our Services

1. Registration / Enrollment under Professional Tax
2. Prepare Monthly Challan
3. Online Return Filing
4. Updation of Data and rates as per changes in Govt. Rules.
5. Assistance at the time of inspections and enquiries conducted by the Inspector.

THE MAHARASHTRA LABOUR WELFARE FUND ACT, 1953. (MLWF)

The Maharashtra Labour Welfare Fund Act, 1953

APPLICABILITY:

- The act is applicable to factories & establishment covered under shop & establishment act employing 5 or more employees.

PRESENT RATE OF CONTRIBUTION.

Labour Welfare Fund Contribution					
Category	Employee Contribution	Employer Contribution	Total Contribution	Date Of Deduction	Last Date For Submission
All employees except those working in the managerial or supervisory capacity	25.00	75.00	100.00	30th June	15th July
All employees except those working in the managerial or supervisory capacity	25.00	75.00	100.00	31st December	15th January

Note: Latest Amendment as March 2024 (Maharashtra Gazette Notification)

Our Services

1. Registration under MLWF Act
2. Preparing and submitting Half yearly Returns
3. Updation of Rates as per existing in different states
4. Replying to Show Cause Notices & Demand Notices issued under MLWF Act
5. Reparation & Maintenance of Various Registers like Register of Wages, Register of Unclaimed Wages, Register of Fines etc.
6. Assistance at the time of inspections and enquiries conducted by the Inspector.

CONTRACT LABOUR (REGULARATION & ABOLITION) ACT,1970 & THE RULES

OBJECT OF THE ACT

- To regulate the employment of contract labour in certain establishments and to provide for its abolition in certain circumstances and for matters connected therewith.

APPLICABILITY

- Every establishment in which 50 or more workmen are employed or were employed on any day of the preceding 12 months as contract labour. Every contractor who employs or who employed on any day of the preceding twelve months 50 or more workmen.

REGISTRATION OF ESTABLISHMENT

- Every Principal employer employing 50 or more workers through the contractor has to register with the Authority by paying prescribed fees.

LICENSING OF CONTRACTOR

- Every Contractor engaging 50 or more workers should obtain License from the Authority by required fees and keeping specified Security Deposit. The License is issued for specified period.

MSME Registration

Udyam Registration

1. Application & Obtaining of Udyam Registration under the act
2. Renewal of MSME License
3. Providing Consultancy & Guidance Regarding Rules Pertaining to MSME Rules
4. Assistance to Establishments in Complying Various Monthly Compliance under the Act.

Our Clients

- Wai Technology Pvt. Ltd.
- Health Dynamic Solution (I) Pvt. Ltd.
- Taj Sats - Goa
- Emagine People Solution (I) Pvt. Ltd.
- Aelwellz Outdoor Advertising Pvt. Ltd.
- Instacar Technologies

OTHER LABOR LAWS ACTS AND EMPLOYER RESPONSIBILITIES



Minimum Wages Act, 1948

- Wages to be paid at the rate not less than the minimum wages fixed by the Govt.
- Bifurcation of Basic and VDA has to be shown as separate components of earnings.
- To Issue Wages/Pay slips to all employees.

Payment of Wages Act, 1936

- Wages to be paid on or before 7th of Every Month

Payment of Bonus Act, 1965 & Rules 1975

- Bonus has to be paid either on Monthly Basis or Annual Basis
- To Maintain Bonus Register in Form C.
- Annual Return in Form D has to be sent within a month of paying Bonus to all contractor employees deployed.

The Maternity Benefits Act, 1961:

- To Maintain Form A Muster roll under Maternity Benefit Act
- To Maintain Form 10 under Maternity Benefit Act.

THE EQUAL REMUNERATION ACT, 1976

- To Maintain Register in Form D

Payment of Gratuity Act, 1972

- To prepare Form F nomination copies for the deployed employees.



COMPANY FORMATION

Private Limited Company Registration

A private limited company is treated as a business entity dealt completely by private ownership. In this type of company registration, the provisions of company Act 2013 applies. For a private limited company registration, it is mandatory to have four roles defined sorted namely 2 Directors and 2 Shareholders. It is not necessary to have four different people to be part of the pvt ltd company registration, a person can act as both the shareholder and one of the directors. The primary reason to register a private company is the status of separate legal entity i.e. the incorporation of company would be of limited liability company and the shareholders are only accountable for the unpaid amount held by them and the overall procedure of company incorporation is smoother and effective as the costs are considerably reasonable in nature.

Private Limited company Registration is the goto method of company formation for people who are looking into the startup registration route as it is very easy to get the seed funding from the angel investors as all the basics are legally established. The procedures are minimal with regards to documents for setting up private company in India and are ready off the bat to get the investment from ventures hence, many people prefer registering a private business.

What is LLP Registration

LLP stands for Limited Liability Partnership. It is an alternative corporate business form which offers the benefits of limited liability to the partners at low compliance costs. It also allows the partners to organize their internal structure like a traditional partnership. A limited liability partnership is a legal entity, liable for the full extent of its assets. The liability of the partners, however, is limited. Hence, LLP is a hybrid between a company and a partnership. But it should not be confused with Limited Liability Company.

Limited Liability Partnership is managed as per the LLP Agreement, however in the absence of such agreement the LLP would be governed by the framework provided under Limited Liability Partnership Act, 2008 (LLP act). LLP registration process is less complex than other form of business.

ONE PERSON COMPANY (OPC) REGISTRATION

The Companies Act, 2013 completely revolutionized corporate laws in India by introducing several new concepts that did not exist previously. On such game-changer was the introduction of One Person Company concept. This led to the recognition of a completely new way of starting businesses that accorded flexibility which a company form of entity can offer, while also providing the protection of limited liability that sole proprietorship or partnerships lacked.

Section 2(62) of Companies Act defines a one-person company as a company that has only one person as to its member. Furthermore, members of a company are nothing but subscribers to its memorandum of association, or its shareholders. So, an OPC is effectively a company that has only one shareholder as its member.

EMPLOYEE BACKGROUND VERIFICATION

ELEMENT OF BACKGROUND SCREENING

We provide background verification services to individual / corporate / firms

COMPONENTS

1. **ADDRESS VERIFICATION** : This verification involves checking of educational & professional qualifications from the particular university/ college/school.
2. **CRIMINAL RECORD VERIFICATION** : This verification involves the checking from the law enforcement authorities o the possibility of criminal cases/ charges/ litigations/ fir's
3. **EDUCATION QUALIFICATION VERIFICATION** : This verification involves checking of educational & professional qualification from the particular university/college/ school.
4. **PREVIOUS AND CURRENT EMPLOYMENT VERIFICATION**: The verification involves checking of previous and current employment details such as employment duration, designations held , salary, skills exit formalities, conduct etc.
5. **PROFESSIONAL REFERENCE CHECK** : The verification involves checking of candidates personal integrity and professional reference.
6. **IDENTITY CHECK** : Validate the identity of the candidate (involves pan card, license ration card etc. authentication)
7. **DATABASE SEARCHES** : A complete search in conducted on national databases to check any criminal background.
8. **DRUG TEST** : This verification delivers a full range of effective drug screening solutions using only certified and renowned pathology labs.



OUR CLIENTS :

- CTRL M Print Management India Pvt Ltd
- Gloop Interior Design Pvt Ltd
- Ornet Technology
- APN Solar Energies Pvt Ltd.
- Flipspace Technology Labs Pvt Ltd
- Lotus Hospital
- India Lets Skill



Private Security Agencies Regulation ACT LICENSE

PSARA License is prerequisite before any person starts a private Security Agency in India. The Private Security Agency Involves in the business of Providing Security Guards and other related services at an establishment as an alternate to police.

Getting Private Security Agency License in Maharashtra

Private Security Agencies are the organizations involved in offering security services, such as security guard training to any business or industrial undertaking or any person or property or a company. In a private security agency, the operations are governed by “The Private Security Agencies (Regulation) Act, 2005.

The Private Security Agencies Act (PSARA), 2005 governs all the operations of private security agencies across India. The Act is applied to the whole India, except Jammu & Kashmir.

Getting PSARA License

According to the Act, no one can start or operate a private security agency unless they obtain the private security license. Along with it, getting the permission of Controlling Authority for the State is mandatory for a private security agency to offer services out of India. For this permission, they need to consult the Central Government. Every person should be licensed in India to start a security agency.

Eligibility

Only an Indian firm, company, or association or persons can get security agency license. If agency is the company, most of the shareholders should be Indian. Along with the above criteria, here are the conditions that should be met –

- The company or the person cannot be a guilty of offense related to formation, promotion, or management of a company (any misconduct or fraud committed related to the company);
- The individual or company shouldn't be guilty of an offense by a competent court. The punishment for this crime is imprisonment for up to 2 years.
- The individual or company shouldn't be linked to any association or organization which is banned under the law due to their activities which are a threat to public order or national security.

The person shouldn't be removed or dismissed from government services due to moral turpitude or misconduct.

12A & 80G Registration



12A ACT Registration

12A registration is a one-time registration which is granted by the Income Tax Department to trusts and other not for profit organisations. The purpose of the registration is to be exempted from the payment of income tax. 12A registration is generally applied for immediately after incorporation. Section 8 Companies, Trusts and NGOs which have obtained 12A registration enjoy exemption from paying income tax on their surplus income.

BENEFITS

1. The fund used for charitable or religious purposes is considered to be the application of the income. The income application refers to the expenses used for charitable or religious purposes for calculating the taxable income of the not-for-profit organization.
2. The income received will be free from the charge of Income Tax.
3. The accumulation of income which is considered to be the income application shall not be included in the assessor's total income.
4. The registration which is granted under Section 12A shall be treated as a one-time registration. Once the registration is made, the registration will be active until the date of cancellation.

80G Act Registration

80G is a certificate that exempts you part or fully from paying taxes, if you have made donations to charitable trusts or section 8 company or organizations that are registered to offer you exemptions from taxes. For e.g. A charitable organization or trust registered under section 12 A, allows you to avail tax exemption under section 80G. There is however a maximum allowable deduction criteria. The criterion is if the aggregate of the amount you donate exceeds 10% of the total gross income, then the excess amount will not qualify for tax benefit.

Who can avail tax savings under 80G?

1. A person who makes an eligible donation is entitled to avail tax exemption under 80 G.
2. Donations made to listed trust and organizations only qualify for deduction u/s 80G

Who cannot avail tax savings under section 80G?

1. If a donation is made to a foreign trust you cannot qualify for tax savings under section 80G.
2. If donations have been made to one or more political parties you cannot avail or claim deduction for such donations. Deductions cannot be claimed even for printing or publishing of brochures, flyers and pamphlets
3. Donations by NRI if made to eligible institutions and trusts also qualify for tax exemption under section 80G.
4. If donation is made from salary and if the donation receipt carries the name of the employer then employees can claim deduction under section 80G.

Our Clients



Prompt, courteous and competent services with personal attention. We are confident in **KSHITIJ** services, which is why there is longevity in this client relation.



Great personal services at a fair price. I always feel that they are looking out for our best interest.



KSHITIJ GROUP people believe in approaching challenges head on and when these challenges relate to human resources, we relish the opportunity to innovate solutions.



KSHITIJ GROUP Recruitment process is excellent, candidates are sent with the best assessments.



Everybody at **KSHITIJ GROUP** is accessive , reliable and personal. They are always ready to answer questions.





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Business Solutions India Pvt. Ltd.



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