



DHARM MANPOWER SOLUTION

COMMERCIAL PROPOSAL

INDUSTRIAL & FABRICATION MANPOWER SERVICES



INTRODUCTION

ABOUT THIS PROPOSAL

Dharm Manpower Solution specializes in providing skilled and unskilled industrial manpower with complete workforce management. We focus on timely manpower deployment, statutory compliance, payroll management and dedicated on-site support to ensure uninterrupted production for our clients.

Commercial Structure

Our billing shall include the following components:

- Worker Salary / Wages
- Employer PF Contribution (As Applicable)
- Employer ESI Contribution (As Applicable)
- Bonus (If Applicable)
- Leave Wages (If Applicable)
- Labour Welfare Fund (If Applicable)
- Any Other Statutory Compliance Charges (If Applicable)
- Management & Administration Charges — 10%
- GST (As Applicable)

FINAL INVOICE FORMULA

**Final Invoice = Salary + Statutory Contributions
+ 10% Management & Administration Charges + GST**



COMMERCIAL TERMS

MANAGEMENT & ADMINISTRATION CHARGES

MANAGEMENT & ADMINISTRATION CHARGES

10% (Negotiable)

The Management & Administration Charges are negotiable and may be finalized after mutual discussion depending upon:

Number of Manpower Required

Contract Duration

Scope of Work

Site Location

Client Requirements

Volume of Business

Management & Administration Charges are negotiable and shall be finalized through mutual agreement before commencement of services.



ILLUSTRATIVE EXAMPLE

COMMERCIAL EXAMPLE — ONE MIG WELDER

COMPONENT	AMOUNT
Salary / Wages	₹20,000
Employer PF Contribution	₹2,400
Employer ESI Contribution	₹650
Bonus / Leave / LWF	₹450
Subtotal	₹23,500
Management & Administration Charges (10%)	₹2,350
Total Before GST	₹25,850
GST	As Applicable
Final Invoice	₹25,850 + GST

This is only an illustrative example. Actual statutory contributions shall be calculated as per applicable Government rules.



SCOPE OF ENGAGEMENT

OUR SERVICES



Dedicated Site Supervisor



Single Point of Contact



Recruitment & Hiring



Manpower Deployment



Immediate Worker Replacement



Attendance Monitoring



Payroll Management



Salary Processing



PF & ESI Compliance



Statutory Documentation



Labour Law Compliance



Emergency Manpower Arrangement



Future Recruitment Planning



Worker Discipline Management



Daily Client Coordination



Performance Monitoring



Regular Site Visits



Issue Resolution



Production Support Coordination



Continuous Workforce Availability



ON-SITE SUPPORT

DEDICATED SITE SUPERVISOR

Dedicated Site Supervisor

A dedicated supervisor will be assigned exclusively for your organization to ensure smooth manpower operations and continuous coordination.

Responsibilities

- ✓ Understand daily manpower requirements
- ✓ Coordinate with Production Team
- ✓ Monitor attendance
- ✓ Handle worker grievances
- ✓ Maintain proper communication
- ✓ Provide operational updates whenever required
- ✓ Coordinate with HR Department
- ✓ Ensure workers report on time
- ✓ Maintain discipline
- ✓ Arrange immediate manpower replacement
- ✓ Ensure uninterrupted workforce availability



WHAT SETS US APART

WHY CHOOSE DHARM MANPOWER SOLUTION



Skilled & Verified Workforce



Fast Deployment



Immediate Replacement



Complete Payroll Management



PF & ESI Compliance



Dedicated Site Supervisor



Transparent Billing



Professional Workforce Management



Long-Term Business Partnership



Fast Response Time



Reliable Industrial Manpower



Statutory Compliance Support



OUR COMMITMENT

A LONG-TERM WORKFORCE PARTNER

We are committed to providing reliable, disciplined and productive manpower with complete statutory compliance and operational support. Our objective is not merely to supply manpower but to become a trusted long-term workforce management partner for our clients.

Closing Statement

We don't just supply manpower — we manage your workforce. Our mission is to become your long-term manpower partner by ensuring uninterrupted manpower availability, dedicated site supervision, timely payroll processing, statutory compliance and exceptional client support.

THANK YOU

DHARM MANPOWER SOLUTION

INDUSTRIAL & FABRICATION MANPOWER SUPPLIER

Company Name Dharm Manpower Solution

Office Address Shop No. 10, Tatarpur Chowk, Palwal, Haryana – 121102

Contact Number +91 83979 67169 / +91 74949 87529

Email dharm22233@gmail.com

Website www.dharammanpower.in

GSTIN 06HEEPD6424Q1Z4

Udyam (MSME) No. UDYAM-HR-20-0041443

Company Seal

Dharm Manpower Solution

Authorized Signatory

Dharmender, Proprietor