



**Human Resource Consulting | Labour Law Compliance
Payroll Management**

We invite you to come & experience the elusive "Peace of Mind" in our company !!



Introduction

Sunshine Consultants aims at providing services in the areas of Human Resource Consulting, Labour Law Compliances, Payroll Management & Recruitment Services. The company's promotor Sunil Gaikwad has been a Human Resource professional for more than a decade of experience with companies like HDFC Mutual Fund & Johnson & Johnson. These companies are known for their benchmark HR practices & strong Corporate Governance & over the years have imbibed core values, ethics and domain-expertise in Sunil. He brings in key competencies to drive this specialized corporate venture.

We aim to provides services in a professional & trust worthy manner. We wish to bridge the gap between the expectations of Corporates & the quality of Consulting available in the market. We are here to provide end-to-end services.



Vision

To become the **Best Service Provider** in the area of Labour Law Compliance known for its Proactive Attitude and Ethical Behaviour while doing business in a Trustworthy & Fair manner.

Mission

To provide "**Peace of Mind**" to our customers & be a strategic partner in their success story
To provide a sense of "**Customer Delight**" by always adding value to our customers.

Values

Speed, Integrity, Passion and Commitment combined with a sense of **Teamwork** are the core values which will take us through our journey.



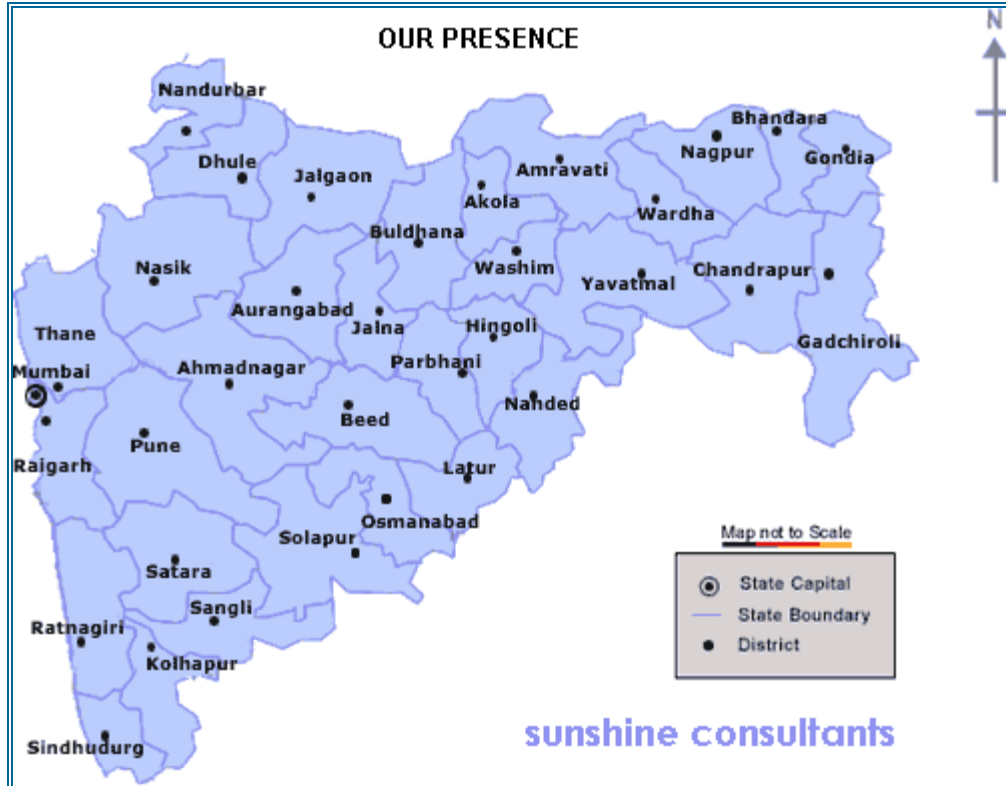
Symbol

"Sun" is symbolic of our endeavour to spread the light of knowledge in the gloomy, intricate, uncertain but fascinating world of Human Resource Management.



Our Presence

Sunshine Consultants is present in all the major districts of Maharashtra through its network of Associates. Its registered office is located at Aurangabad, Maharashtra.



Note: We also undertake PAN India compliance through our Associate Network.



Our Services & Solutions

We are experts in managing statutory obligations under different Indian Labour Laws. A brief of what we do is given below:

- ☀ Human Resource Consulting
- ☀ PF & ESIC Administration
- ☀ Payroll Administration
- ☀ Comprehensive Audit & Gap Assessment for Employers & Contractors
- ☀ Notice Board Compliance Management
- ☀ Management of various Registers, Records & Returns under Labour Laws
- ☀ Basic Hygiene Audits for Principal Employers and Contractors

- ☀ Registration Services for various Certificates & Licenses under Labour Laws
- ☀ Exemptions under various Labour Laws
- ☀ Government Liaisoning on case-to-case basis OR regular basis
- ☀ Draft & Submit Responses to Government Notices & Observations
- ☀ Legal Advice on interpretation & applicability of Labour Laws in India



Value Added Services

- ☀ Information sharing on important changes in Acts and Rules
- ☀ Awareness Mailers for updating recent judgments & happenings in the area of statutory compliances
- ☀ Readymade kits for Notice Board Compliance Management
- ☀ Training modules for HR and Line Managers
- ☀ One time comprehensive Audit for establishing state of current compliance levels
- ☀ Contractor Compliance Audit for complete control & fulfillment of responsibility as a principal employer
- ☀ Expert statutory compliance solutions while formulating alternate channels of employment
- ☀ Expert solutions for management of records (physical & electronic) enabling easy retrieval of data and knowledge management
- ☀ Education & Awareness Series for different stakeholders
- ☀ Expert solutions in the area of Employee Relations
- ☀ Expert solutions for driving statutory compliances through various technology platforms



Why Outsourcing is Necessary

A) From Process Owner perspective (eg-HR/Admin/Facility/Legal/Compliance):

- ☀ Reduces Balancing Act for Process Owners or Functions handling conflicting priorities
- ☀ Partners well with Flat & Lean functions who have very little scope to devote time & resources
- ☀ Fit case for outsourcing due to Highly transactional nature
- ☀ Handholds, the otherwise stagnant learning curve for Process Owners, with the passage of time
- ☀ Helps Process Owner focus more on Business priorities resulting in value for self, business & organisation

B) From Business & Organizational perspective:

- ☀ Overcomes Administrative & Budgetary constraints for specialist manpower deployment
- ☀ Ensures zero non-compliance which may otherwise effect top functionaries & business adversely
- ☀ Strategic Partners in establishing path to Corporate Governance
- ☀ Reduces reliance on internal resources
- ☀ Saves cost of hiring, retaining, training, travelling & valuable man-hours
- ☀ Ensures continuity of knowledge & data management due to contractual obligations year on year
- ☀ Facilitates deployment of freed man-hours in other areas of prime importance to extract more value for business



Advantage

Advantage sunshine

- ☀ Strong HR domain expertise to cater to different challenges
- ☀ Potential strategic partners in Corporate Governance due to strong corporate experience in stride
- ☀ Exceptional rapport with government bodies
- ☀ Expert solutions to save cost & efforts
- ☀ Enable client to concentrate on core areas of business resulting long-term gains
- ☀ “Peace of Mind” from all HR challenges, statutory obligations, non compliances & complexities of payroll management.



Contact Us

Contact : Sunil Gaikwad
Sunshine Consultants, 555, N-3, CIDCO
Aurangabad, Pin-431003, Maharashtra

Website : www.sunshineconsultants.co.in

E-mail ID : sunilg@sunshineconsultants.co.in

Contact No : +91-9890024007



Corporate Details

Company Name : Sunshine Consultants

Formation : Proprietary

Proprietor's Name : Sunil Gaikwad

PAN Details : AGOPG3319A

Bankers : HDFC Bank

Branch : Manjeet Nagar, Opp. Akashwani, Aurangabad

Service Tax No : Not applicable as on date.

Please visit www.sunshineconsultants.co.in for more information

THANK YOU