



Date: 12th July 2023

To Whom-So-Ever it may Concern

SAGE Associates is an entrepreneurial initiative that carries the charter of provided Business Consultancy, Business Advisory and Technical Solution Services to our clients.

*Pl. note that Team of Professionals at SAGE **does not** qualify as WORKERS / WAGE EARNERS but are Senior Qualified Professionals with experience of 10-50 Years in their area of expertise.*

1: We have highly paid Tax Paying Professionals on board as Associates who provide value added services that vary from case to case. Remuneration to them is subject to Tax Deductions under Section 194J of Income Tax Act.

2: With onboarded associates and employee strength far less than what's prescribed for license under provisions of Factories Act 1948 we do **NOT** qualify for Factory License, ESI, EPF, Contract Labour Act, Shop Act, Minimum Wages Act, Workmen Compensation Policy. Over the coming years as our strength increases then we will comply as required.

3: As we are a startup who does **NOT Qualify** to be registered under provisions of Factory Act / Labour act - so we **DON'T HAVE ANY COMPLAINT** Registered under Labour Laws.

4: We carry **Trade License** Issued by Haldwani Municipal Corporation as per details below:

a: FY 22-23 **Trade License** UK-TL-2022-07-20-022601 &

b: FY 23-24 **Application Number** UK-TL-2023-05-13-054564 due for approval. We can share it as it comes

5: We **comply with Working hours** practices as per land of law & professional commitment expected of us by our clients.

With Warm Regards

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