

NEXT-GEN ENTERPRISE WORKFORCE MANAGEMENT

The Unified HR Operating System for Indian Enterprises.

Consolidate **Core HR, India Statutory Payroll, Biometric & Mobile Attendance, Talent Lifecycle, and Financial Self-Service** into one secure, audit-ready cloud platform. Built from the ground up for Indian compliance conventions, multi-unit governance, and fast-growth agility.

✦ Fluid UI: Apps + Workflows

Dual Presentation Layer

15 Native Modules

EPFO ECR & ESIC File Generation

Web + Native Android App

Field-Level Audit Trail

Multi-Tenant PostgreSQL Architecture

90%

Less Manual Data Re-entry

100%

Statutory Compliance Ready

55+

Real-Time Reports & Dashboards

0

Spreadsheet Reconciliation Errors

THE ENTERPRISE CHALLENGE

Stop stitching spreadsheets together. Run your workforce from a single nest.

Most organizations in India still operate on a fragmented patchwork of point solutions: a disconnected biometric machine, standalone payroll software, leave approvals handled on email threads, annual salary hikes planned in fragile Excel workbooks, and exit clearances chased across corridors. The result is chronic data drift, compliance exposure, and HR teams trapped in low-value administrative fire-fighting.

1. Single Source of Truth

One unified employee record powers downstream workflows across their entire tenure. When an employee is onboarded, their profile instantly drives biometric attendance, leave entitlement, statutory payroll, asset kits, and appraisals without re-keying a single byte.

2. Engineered for Indian Realities

Not an American product with localized labels. Built natively with Aadhaar, PAN, Bank IFSC, and UAN fields, multi-state Professional Tax (PT) structures, Loss of Pay (LOP) integration, and direct generation of official EPFO ECR and ESIC monthly contribution files.

3. Uncompromising Governance

Multi-tenant architectural data isolation ensures complete privacy. Granular Role-Based Access Control (RBAC) enforces security server-side on every API request. An immutable audit trail logs who modified what, exact timestamps, and old-to-new values.

“The org chart, the payroll run, the biometric register, and this month's statutory PF filing should never disagree — because in MY NEST, they read from the exact same live transactional database.”

ARCHITECTURE HIGHLIGHTS

Enterprise

MULTI-TENANT CLOUD

100%

REST API BACKED

Dual UI

CLASSIC GRID + FLUID RAIL

3 Tiers

BASE · GROWTH · ENTERPRISE

NEW: DUAL PRESENTATION LAYER — FLUID UI (APPS + WORKFLOWS)

Switch instantly between **Classic UI** (dense back-office tabular data entry) and **Fluid UI** (fullscreen Springboard Launchpad, horizontal action rail, and glowing floating dock with visible app names). Tasks are structured around action verbs: *Explore Org Structure, Manage Employees, Employee 360, Manage Employee Requests, Support Alumni*.

TOUCH · MOBILE · WEB
1-CLICK SWITCH

STRATEGIC, TACTICAL & OPERATIONAL ROI

Designed for every stakeholder in your HR organization.

MY NEST HR aligns executive oversight, supervisory execution, and daily operational administration into a harmonious, high-velocity workflow. Here is how our platform creates measurable impact for every tier of HR leadership:

STRATEGIC / EXECUTIVE
HR Directors & CHROs
GOVERNANCE, ROI & BOARD VISIBILITY

- ✓ **Strategic Cost Governance:** Model annual compensation budgets with simulation workbenches before committing financial liability.
- ✓ **Zero Statutory Liability:** Complete peace of mind with 100% accurate EPF, ESI, and LOP payroll processing with verifiable audit trails.
- ✓ **Executive Board Intelligence:** Real-time headcount, attrition velocity, open requisition ageing, and cost-center payroll analytics.
- ✓ **Low Total Cost of Ownership:** Rapid deployment, no hardware dependencies, and transparent subscription tiers that scale with growth.

TACTICAL / SUPERVISORY
HR Managers & Specialists
WORKFLOWS, TALENT & CONSISTENCY

- ✓ **Automated Policy Adherence:** Built-in salary band checks automatically flag promotion requests that breach pay grade boundaries.
- ✓ **Hike Cycle Integrity:** Guided Compensation Workbench with peer-group rules and hard 50% increment safety caps.
- ✓ **Holistic Employee 360°:** Unified dossier summarizing team attendance, leaves, loans, assets, and reviews in one screen.
- ✓ **Talent Pipeline Acceleration:** AI-powered resume comparison, structured interview stages, and objective 3-point performance cycles.

OPERATIONAL / ADMINISTRATIVE
HR Executives & Operations
ZERO DRUDGERY & FLAWLESS EXECUTION

- ✓ **No Re-Keying or Excel Chasing:** Biometric device uploads and GPS mobile punch-ins flow directly into automated salary proration.
- ✓ **One-Click Statutory Export:** Generate official EPFO ECR and ESIC monthly contribution files directly from finalized pay runs.
- ✓ **Instant Document Generation:** System auto-generates customized promotion letters, hike notifications, and branded payslips.
- ✓ **Foolproof Separation Clearances:** Digital checklists track asset handovers, loan clearances, and no-dues sign-offs to 100% completion.

Cross-Functional Collaboration: Integrated with accounting suites (Zoho Books & Tally) to bridge HR operations and Finance seamlessly.

**AUDIT
CERTIFIED**

ENTERPRISE FOUNDATION

Dynamic company structure & complete employee dossiers.

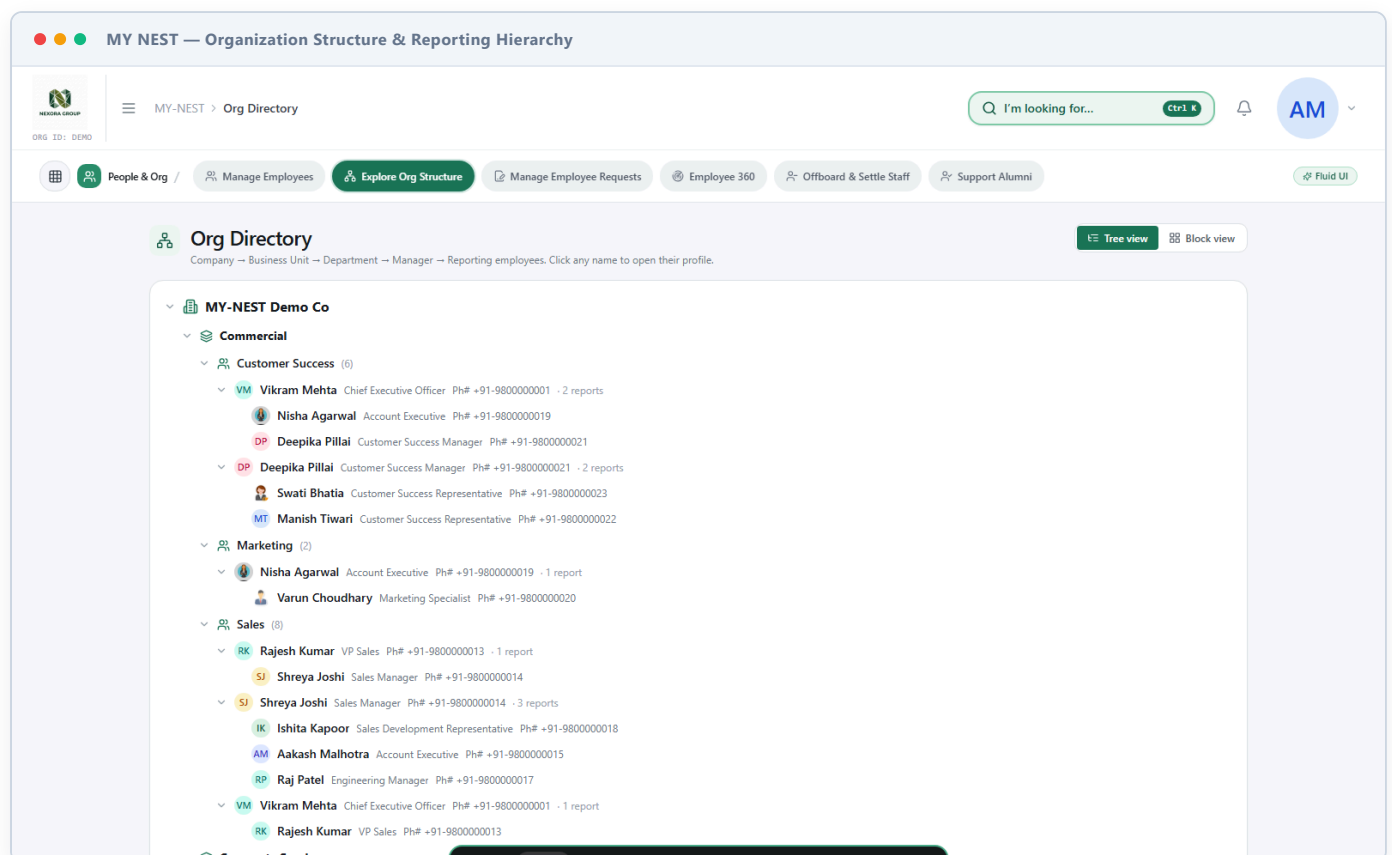
Model your true multi-tiered organizational hierarchy — Company → Business Unit → Department → Cost Center → Manager → Reporting Employees — in an interactive, navigable visual directory.

Interactive Org Tree & Directories

- ✓ **Live Reporting Hierarchy:** Clickable tree structure showing direct and indirect reporting lines across multi-location operations.
- ✓ **One-Click Profile Access:** Jump immediately from any node in the org tree straight to that employee's complete records.
- ✓ **Indian Statutory Attributes:** Pre-built fields for Company PAN, TAN, CIT/TDS Range, and State Labour Welfare Fund (LWF) numbers.

Employee Dossiers & Service Register

- ✓ **Comprehensive Master Profile:** Personal details, emergency contacts, dependents, bank IFSC, Aadhaar, PAN, and UAN tracking.
- ✓ **Immutable Service Register:** Automated ledger of all internal job assignments, department transfers, title changes, and salary grade revisions.
- ✓ **Prior Experience Verification:** Employee-submitted past employment records with supervisor verification and calculated tenure.



Real India demo environment — Company to Department to Manager tree view with immediate employee navigation.

EMPLOYEE 360° INTELLIGENCE

Every module. One employee. A single unified pane.

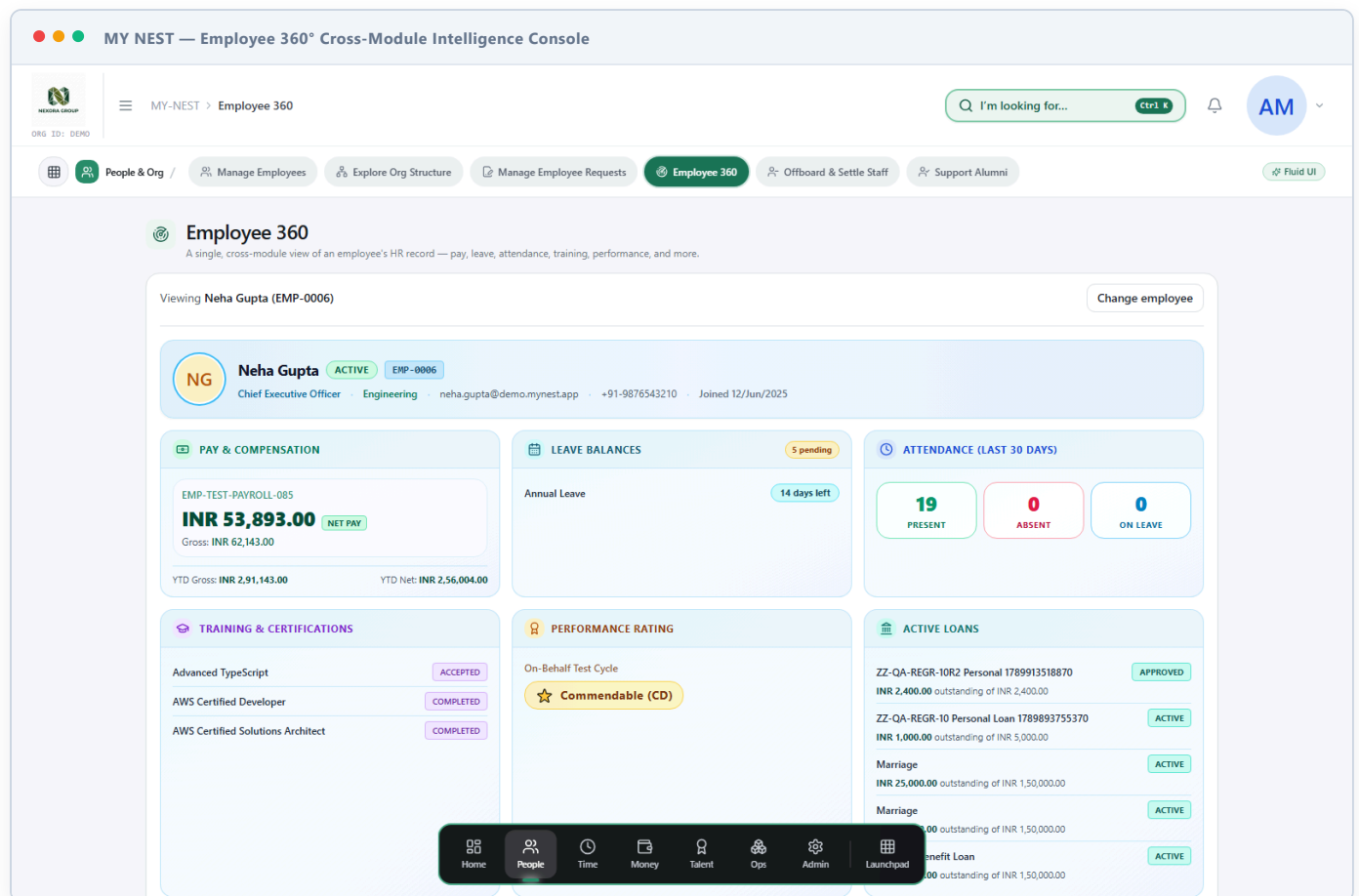
Never open six browser tabs to answer one question about a staff member. Employee 360° aggregates live operational data from every active module into an authoritative, permission-governed digital command center.

12 Cross-Module Live Tiles

Simultaneously inspects current monthly compensation, leave balances, 30-day attendance %, ongoing training certifications, latest performance appraisal rating, active company loans, pending expense claims, issued IT assets, business travel requests, and service tenure.

Three-Way Scoped Permissions

Every user accesses the same interface securely scoped by RBAC: **Myself** for personal self-service, **My Team** for supervisors managing direct reports, and unrestricted global search for HR and System Administrators.



The screenshot displays the 'Employee 360° Cross-Module Intelligence Console' for 'Neha Gupta (EMP-0006)'. The interface is organized into several sections:

- Header:** 'MY NEST — Employee 360° Cross-Module Intelligence Console' with a search bar and user profile 'AM'.
- Navigation:** A horizontal bar with tabs: 'People & Org', 'Manage Employees', 'Explore Org Structure', 'Manage Employee Requests', 'Employee 360' (active), 'Offboard & Settle Staff', and 'Support Alumni'.
- Employee Profile:** 'Neha Gupta' (ACTIVE, EMP-0006), Chief Executive Officer, Engineering, with contact details and join date (12/Jun/2025).
- Key Metrics:**
 - PAY & COMPENSATION:** EMP-TEST-PAYROLL-085, Net Pay: INR 53,893.00, Gross: INR 62,143.00, YTD Gross: INR 2,91,143.00, YTD Net: INR 2,56,004.00.
 - LEAVE BALANCES:** Annual Leave: 14 days left (5 pending).
 - ATTENDANCE (LAST 30 DAYS):** 19 PRESENT, 0 ABSENT, 0 ON LEAVE.
- Performance & Loans:**
 - TRAINING & CERTIFICATIONS:** Advanced TypeScript (ACCEPTED), AWS Certified Developer (COMPLETED), AWS Certified Solutions Architect (COMPLETED).
 - PERFORMANCE RATING:** On-Behalf Test Cycle, Commendable (CD).
 - ACTIVE LOANS:** ZZ-QA-REGR-10R2 Personal 1789913518870 (APPROVED), ZZ-QA-REGR-10 Personal Loan 1789893755370 (ACTIVE), Marriage (ACTIVE), Marriage (ACTIVE), Marriage (ACTIVE), Marriage (ACTIVE).
- Bottom Bar:** A navigation bar with icons for Home, People, Time, Money, Talent, Ops, Admin, and Launchpad.

Real India tenant dossier — Neha Gupta (CEO) showing compensation, performance ratings, loan balances, and asset tags in a unified view.

COMPENSATION GOVERNANCE • TALENT PROGRESSION

Promotions and salary hikes with automated budget guardrails.

Transform opaque email threads and complex spreadsheet formulas into disciplined, audit-ready workflows. Both Employee Promotion and Salary Hike modules empower HR leaders with automated budget guardrails, grade band validation, and letter generation.

Employee Promotion Workflow

- ✓ **Salary Band Enforcement:** Selecting a new Job Title & Pay Grade validates the proposed CTC against the grade's configured min/max band before submission.
- ✓ **Live Computed Increment %:** Clear visual badge displays the exact percentage increase inline for manager review.
- ✓ **Automated Promotion Letters:** Automatically renders, previews, and emails official letters upon approval.

Compensation Workbench (Salary Hike)

- ✓ **Guided 4-Stage Stepper:** Define Peer Group → Configure Hike Cycle → Simulate & Submit → Correct & Finalize.
- ✓ **Simulate Before Committing:** Adjust default hike percentages and immediately observe aggregate annualized CTC impact across the business unit.
- ✓ **Hard Risk Controls:** Strict 50% hard cap prevents accidental entry errors; mandatory Sys Admin approval before pushing to payroll.

Employee Promotion Modal

MY-NEST HR
MY-NEST Demo - India
Org ID: demo

MY-NEST > Employee Promotion

Search employees... Alex Morgan SYS ADMIN Switch to My Workspace Sign out

Employee Promotion
Job Title & Pay Grade change, effective on a future date — chooses out the employee's current Service Register assignment and opens a new one.

Employee Promotion Workbench Approved Promotions

Business Unit Department Project Employee Name / Emp ID

All Business Units All Departments All Projects Nisha Agarwal (EMP-0019)

Go

EMPLOYEE	CURRENT GROSS	NEW JOB TITLE	NEW PAY GRADE	REVISED GROSS SALARY	EFFECTIVE DATE
Nisha Agarwal (EMP-0019) Account Executive - Grade 4	INR 182,500	Sales Manager	Grade 4 (INR 148,750-201,125)	225,000 +6.88%	11/01/2026

1 of 1 employees have a proposed change.

Submit 1 promotion

Band-validated promotion with inline % increase calculation.

Compensation Workbench — Hike Cycle Stepper

MY-NEST HR
MY-NEST Demo - India
Org ID: demo

MY-NEST > Salary Hike

Search employees... Alex Morgan SYS ADMIN Switch to My Workspace Sign out

Salary Hike
Define a Peer Group, run a Hike Cycle, simulate and finalize the decision. Promotional hikes are handled on the Employee Promotion screen; single employee corrections stay on each Employee's Compensation Details tab.

Compensation Workbench Approved Salary Hikes

Define Hike Cycle

Peer Group Define Hike Cycle Simulate & Submit Correct & Finalize

New Hike Cycle

AccountExec-AnnualHike-Oct2026 Applied

AccountExecutive of peer-group - 3 employees - Effective 01/Oct/2026 - Default 10% +65,004

Simulated hike cycle with peer-group budgeting and safety caps.

FRictionless OFFBOARDING • BASE PLAN STANDARD

Digital exit clearances and company asset recovery.

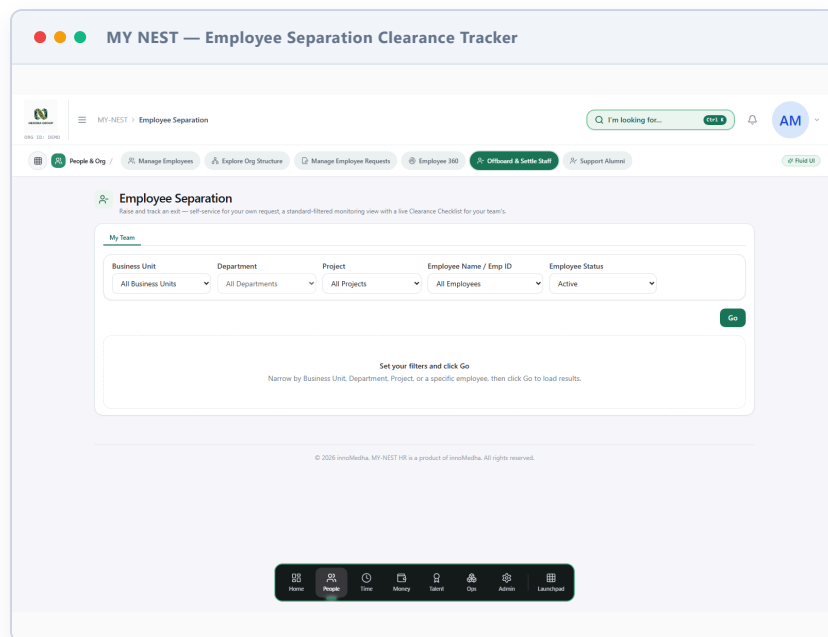
Protect organizational intellectual property, recover company equipment, and ensure accurate Full & Final (F&F) settlements with structured, multi-departmental clearance workflows.

Configurable Clearance Checklists

- ✓ **Role-Grouped Tasks:** Checklist items mapped to IT, Admin, Finance, and HR owners with live % completion tracking.
- ✓ **Direct Termination Guard:** Even an immediate termination raised from the Employee Directory triggers the mandatory clearance workflow — zero bypass loopholes.
- ✓ **Full & Final Integration:** Unrecovered assets or outstanding loan balances are highlighted before F&F pay processing.

Employee Asset Lifecycle Management

- ✓ **Master Asset Register:** Serial numbers, purchase date, warranty, AMC status, and unique Asset IDs across IT, vehicles, and SIM cards.
- ✓ **Role-Based Kit Policies:** Standardized equipment kits automatically recommended upon new employee onboarding.
- ✓ **Chain of Custody:** Timestamped digital acceptance of receipt by staff and clear transfer logs during department reallocations.



My Team separation dashboard showing live clearance progress per employee.

Clearance Milestones

- ✓ **IT Clearance:** Laptop, monitor, badge return & access revocation
- ✓ **Finance Sign-off:** Outstanding advance & loan balance reconciliation
- ✓ **Admin Recovery:** Company SIM, keys & ID cards
- ✓ **HR Finalization:** Relieving & experience letter generation

Zero Asset Leakage:

Clearance status directly bridges into Payroll for final settlement deductions or write-off approvals.

Automated EPF, ESI, LOP proration, and direct file generation.

Live Attendance & LOP Proration

- ✓ **Actual Working Days Sync:** Gross pay automatically prorates against recorded biometric attendance and approved leaves — eliminating flat assumptions.
- ✓ **Loss of Pay (LOP) Flow:** LOP days instantly adjust earned Basic, DA, and PF wage ceilings in accordance with statutory guidelines.
- ✓ **Overtime Engine:** Configurable OT rates calculate hourly increments straight from approved attendance regularizations.

- ✓ **EPFO ECR Text Files:** Generates the exact formatted Electronic Challan cum Return file for direct upload into the EPFO Unified Portal.
- ✓ **ESIC Contribution Files:** Produces monthly ESIC return statements conforming to portal specifications.
- ✓ **Accounting Software Sync:** Export pay registers mapped by Cost Center to Zoho Books or Tally in one click.

India payroll run — Pay Register breakdown with EPF/ESI contributions, LOP deductions, and Payslip generation.

Statutory Deductions Covered: Employees' Provident Fund (EPF), ESI, State Professional Tax (PT), Gratuity provisions, and Labour Welfare Fund (LWF).

**100% AUDIT
READY**

ANY DEVICE • OFFICE & FIELD WORKFORCE

Biometric sync, mobile geofencing, and project timesheets.

Whether your employees work from headquarters, manufacturing shopfloors, remote offices, or field sites, MY NEST captures verifiable attendance and working hours without friction.

Biometric Device Import

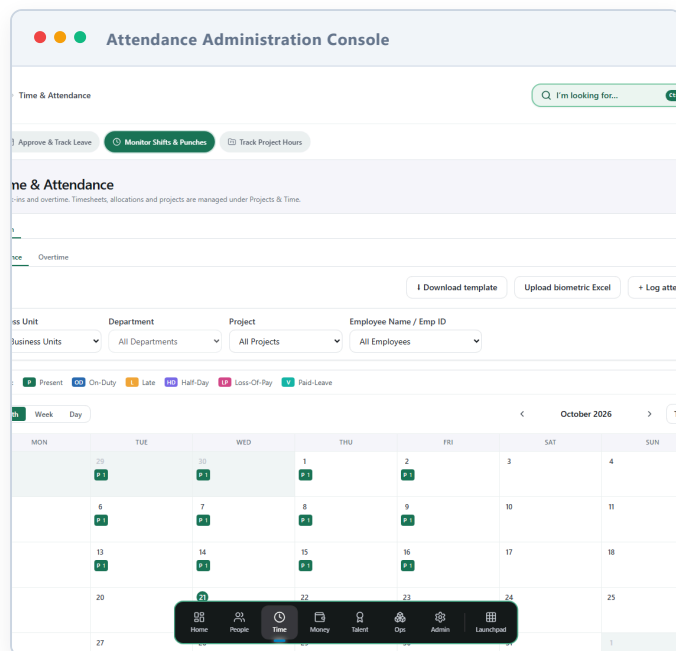
Upload attendance logs in bulk from biometric devices (fingerprint/RFID) via clean Excel import. The engine automatically handles duplicate punches and cross-day shift calculations.

Native Android Geofence

Employees punch-in from their smartphones with GPS geofencing ensuring they are on site. Includes an optional facial selfie verification step for distributed field teams.

Project Timesheets

Employees log weekly working hours against customer-linked projects and specific activities. Supervisors review and approve hours, feeding client billing and utilization reports.



Attendance summary with in/out timestamps, hours worked, and overtime status.

Leave Management Suite

- ✓ **Configurable Leave Types:** Casual, Sick, Privilege/Earned, Maternity, and Loss of Pay (LOP) with rule-based accruals.
- ✓ **Indian Holiday Calendar:** Define national, regional, and restricted holidays per state or office location.
- ✓ **Multi-Level Manager Approvals:** Real-time leave balance validation prevents overdrawn balances.

Mobile Push Notifications:

Instant push alerts deliver approval requests, attendance regularization reminders, and published payslips directly to employees' and managers' phones.

ENTERPRISE PLAN • TALENT SUITE

Hire high performers and conduct objective appraisals.

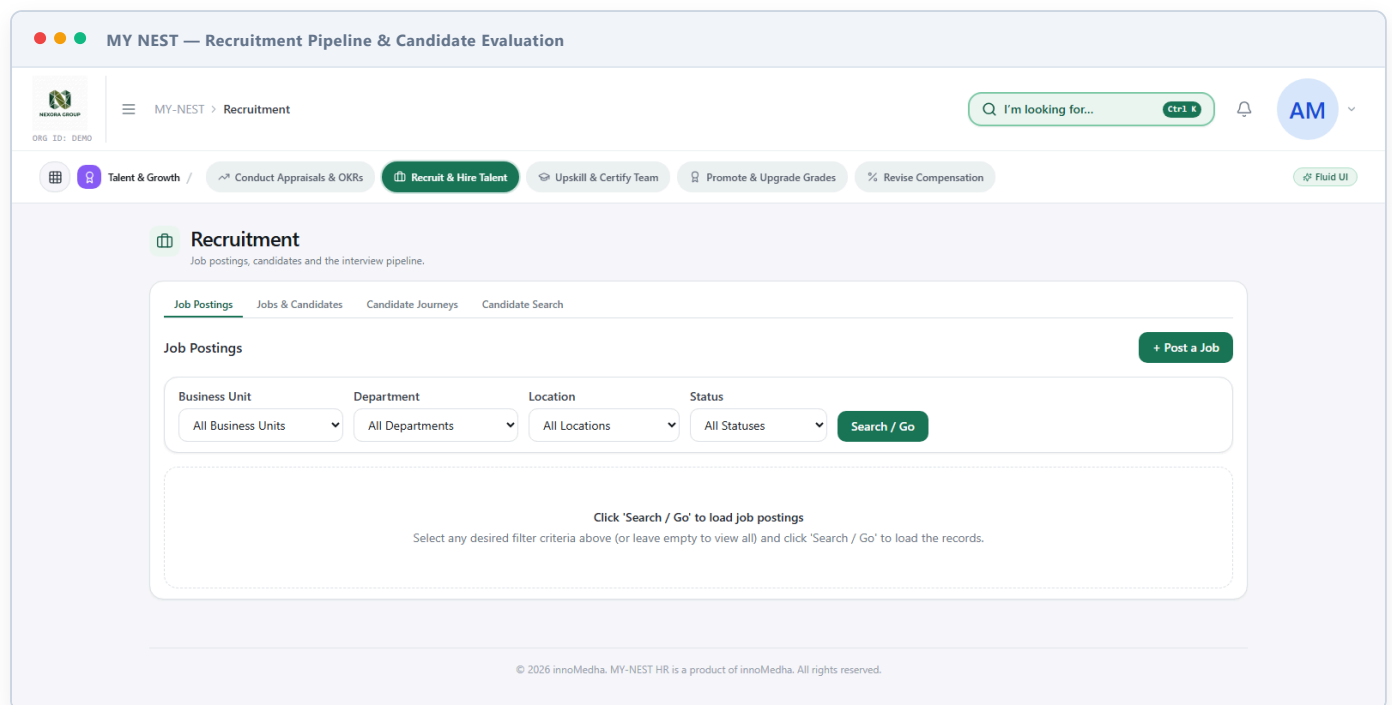
Unify recruitment pipelines and annual performance cycles into an interconnected talent management ecosystem that links hiring evaluations directly to compensation reviews.

Recruitment & AI Resume Analysis

- ✓ **Visual Kanban Pipeline:** Track applicants seamlessly across Applied → Screening → Interview → Offer → Hired stages.
- ✓ **AI Candidate Comparison:** Automatically extracts skills, experience, and education from uploaded resumes into a side-by-side candidate comparison matrix.
- ✓ **Interview Scheduling:** Schedule panel rounds, capture structured evaluator scorecards, and extend digital offer letters.

Objective Performance Appraisals

- ✓ **HR-Defined Review Windows:** Schedule organization-wide appraisal cycles with eligibility criteria filtered by tenure or department.
- ✓ **Clear 3-Point Rating Scale:** Calibrate employees objectively: *Needs Improvement • Meets Expectations • Commendable*.
- ✓ **Integrated Progression:** Top performance ratings directly inform the Compensation Workbench for merit-based promotions and salary hikes.



Hiring pipeline showing candidate stages, resume extractions, and hiring manager review notes.

EMPLOYEE EMPOWERMENT • GROWTH & ENTERPRISE

Upskilling, travel logistics, expense claims, and company loans.

Give your workforce transparent self-service tools for personal development and corporate expenses — fully integrated with supervisor approvals and statutory payroll disbursements.

Training & Certification

- ✓ **6-Month Learning Plans:** Supervisors create structured 6-month skill development plans that employees review and accept.
- ✓ **Self-Enrollment Catalog:** Staff browse internal schedules and enroll in courses to build competencies against the org skill taxonomy.
- ✓ **External Certification Approvals:** Upload completed external credentials for supervisor validation; verified badges reflect on Employee 360°.

Payroll-Linked Loan Management

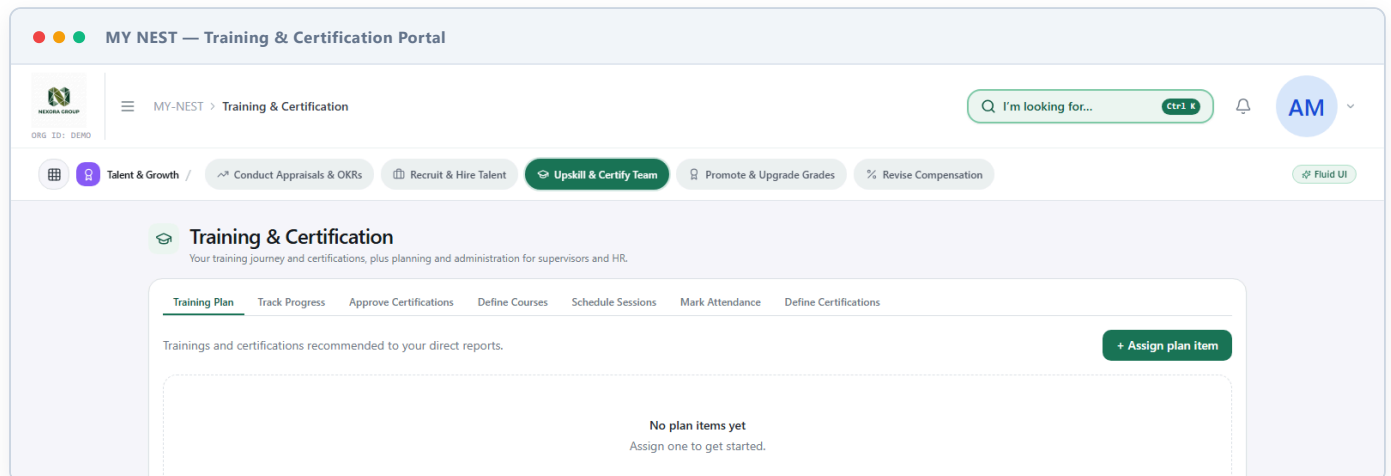
- ✓ **Grade-Based Eligibility:** Maximum loan amounts automatically determined by Job Title & Pay Grade rules in Settings.
- ✓ **Installment Choice:** Employees select monthly repayment tenures; approved amounts disburse via payroll tax-free.
- ✓ **Automated Salary Recovery:** Monthly deduction schedules run automatically, with reminder notices sent on the 1st of every month.

Claims & Expense Reimbursements

- ✓ **Receipt Upload & Verification:** Digital bill capture for travel, software, client entertainment, and certification costs.
- ✓ **Automated Non-Taxable Payroll Payout:** Approved claims automatically bundle into the monthly pay register as non-taxable earnings.

Corporate Travel Requisitions

- ✓ **Multi-City Requisitions:** Request domestic and international flights, trains, hotel stays, and local cabs mapped to Cost Centers.
- ✓ **Linked Expense Reconciliation:** Approved travel requests directly link to post-trip expense submissions for accurate accounting.



The screenshot displays the 'MY NEST — Training & Certification Portal'. The header includes the MY NEST logo, a navigation menu with 'MY-NEST > Training & Certification', a search bar with 'I'm looking for...' and a 'Ctrl K' button, a notification bell, and a user profile 'AM'. Below the header is a horizontal navigation bar with tabs: 'Talent & Growth', 'Conduct Appraisals & OKRs', 'Recruit & Hire Talent', 'Upskill & Certify Team' (highlighted), 'Promote & Upgrade Grades', 'Revise Compensation', and 'Fluid UI'. The main content area is titled 'Training & Certification' with a subtitle 'Your training journey and certifications, plus planning and administration for supervisors and HR.' It features a sub-navigation bar with 'Training Plan' (active), 'Track Progress', 'Approve Certifications', 'Define Courses', 'Schedule Sessions', 'Mark Attendance', and 'Define Certifications'. Below this, it states 'Trainings and certifications recommended to your direct reports.' and includes a '+ Assign plan item' button. A message box indicates 'No plan items yet. Assign one to get started.'

Learning portal with assigned supervisor development plans and certification submissions.

ENTERPRISE INTELLIGENCE & ARCHITECTURE

55+ instant reports, custom branding, and zero data leakage.

Transform raw operational records into actionable executive insight. Re-skin the entire application with your corporate identity and rely on enterprise-grade cloud security.

5-App Reports Taxonomy (55+)

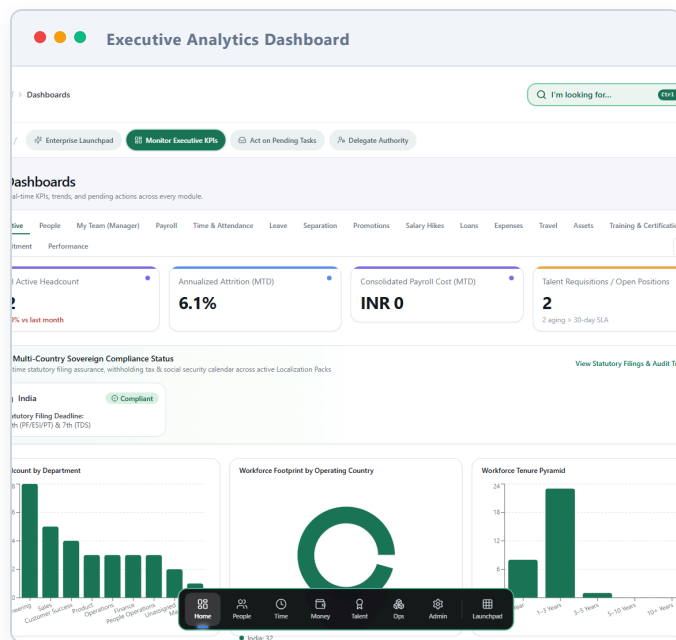
Grouped into 5 intuitive apps: *People & Org*, *Time & Leave*, *Money & Payroll*, *Talent & Growth*, *Operations & Assets*. Instant exports to Excel, CSV, or formatted PDF.

Instant Re-Branding

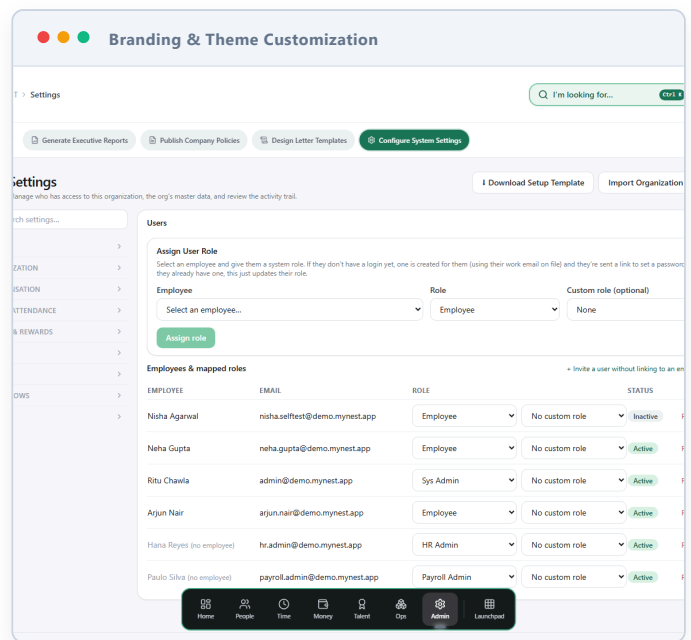
Upload your company logo and choose from eight curated executive themes (Forest, Ocean, Slate, Plum, Crimson, Teal, Violet, Sunset) with full dark mode support.

Field-Level Audit Trail

Every transactional change captures the user name, role, timestamp, field modified, and exact previous-to-current value for watertight compliance audit readiness.



Real-time departmental payroll spend, headcount metrics, and attendance tracking.



Instant organization-wide re-theming and logo customization.

MODULAR GROWTH • SCALABLE PLATFORM ARCHITECTURE

Tailored plans for what you need today. Scale into the rest.

MY NEST features transparent, modular subscription tiers aligned to your workforce operational maturity. Every plan includes the complete People & Attendance foundation — including Org Directory, 360 dossiers, Leave management, Asset management, and Digital Offboarding — ensuring comprehensive coverage for foundational workforce governance.

STARTER TIER

Starter Plan

People, Time & Attendance, Asset Mgmt, Reports

Core HR directory, attendance, leave, asset inventory & separation workflows.

- ✓ **People Apps:** Following workflows covered:
 - **Employee record mgmt**
 - **Org Directory / Company Tree**
 - **Employee 360 dossier**
 - **Employee Separation:** Resignation workflows & clearance lists
- ✓ **Time & Attendance:** Following workflows covered:
 - **Attendance Mgmt:** Biometric data sync, web punches
 - **Leave Management:** Custom leave types, Leave balances & LOP sync
 - **Projects & Timesheets**
- ✓ **Asset Management:** Following workflows covered:
 - **Asset Inventory Mgmt**
 - **Asset Allocation and tracking**
 - **Define kit policies & recovery**
- ✓ **Dashboards & Reports & Mobile:** Analytics & Android ESS / MSS app

MOST POPULAR

GROWTH TIER

Growth Plan

Full Statutory Money (Payroll & Financials) Apps

Starter plus Payroll record-keeping, Loans, Claims & Expenses and Travel.

- ✓ **Everything in Starter Plan**
- ✓ **Full statutory Money Apps, covering following workflows:**
 - **Statutory Payroll:** EPF, ESI, PT, LOP & overtime proration
 - **Filing Exports:** Direct EPFO ECR text & ESIC return file generation
 - **Employee Loans:** Multi-tenure loans & automated salary deductions
 - **Claims & Expenses:** Mobile receipt capture & payroll reimb.
 - **Corporate Travel:** Travel authorisations, advances & reconciliation
 - **Financial Reports:** 40+ exportable payroll & expense reports
 - **Accounting Sync:** General ledger export for Zoho Books & Tally
- ✓ **Dashboards & Reports & Mobile:** Analytics & Android ESS / MSS app

ENTERPRISE TIER

Enterprise Plan

Complete Enterprise HCM & ATS Suite

Everything; payroll, recruitment, training, performance, assets, travel, loans and expenses.

- ✓ **Everything in Growth Plan**
- ✓ **Full suite Talent & Rewards Apps, covering following workflows:**
 - **Recruitment & ATS:** Candidate pipeline & resume parsing
 - **Performance Reviews:** 3-point rating appraisal cycles & goals setting
 - **Training & Certification:** 6-month learning plans & credentials
 - **Employee Promotion:** Merit progression, band validation & letters
 - **Salary Hike Workbench:** Cycle budgeting & peer-group caps
 - **Executive BI Analytics:** Real-time KPI dashboards & spend trends
 - **Advanced Mobility:** Mobile GPS geofencing & facial punch verification
- ✓ **Dashboards & Reports & Mobile:** Analytics & Android ESS / MSS app
- ✓ **Enterprise SLA:** Dedicated Technical Account Manager

Granular Workflow Comparison & Multi-Entity Provisioning

Itemized 55+ capability matrix checklists, custom multi-organization tenancy, and dedicated SLA contracts available separately on request.

[Request Detailed Spec Sheet →](#)

READY TO TRANSFORM YOUR WORKFORCE?

Give your organization one nest, not five disconnected systems.

Experience MY NEST HR configured specifically for your organization — featuring your actual department hierarchies, pay grade structures, and compliance rules. We will walk your HR leadership through a live, tailored walkthrough in under 30 minutes.

SPEAK WITH A HR SPECIALIST

+91 9247470015

BOOK A PERSONALIZED LIVE DEMO

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