SAMPLE · Illustrative numbers for a fictitious client. Not a quote, not advice. Your own review uses your payroll records and your providers' quotes.

India Path Review

Three paths, side by side

hireeasy

CLIENT
Example Client (fictitious UK SaaS company)

PREPARED BECAUSE
The team reached 25 employees

DATE
9 October 2026

TEAM
25 now · 40 in 12 months · 55 in 24 months

PLANNING HORIZON
36 months

EXCHANGE RATE
₹88 per US$

Hireeasy calculates; you decide. This review counts only the costs that differ between the three paths. Salaries and statutory contributions are the same whether Hireeasy or your own entity employs the team, so they are left out of Continue and Convert. It does not recommend a path.

THE THREE TOTALS

	Continue on EOR	Convert to your own entity	Exit India
One-time	$0	$6,250	$194,559
Recurring over 36 months	$157,842	$68,992	–
Total (US$)	**$157,842**	**$75,242**	**$194,559**
Total (₹)	₹1,38,90,096	₹66,21,256	₹1,71,21,206
Average a month	$4,385	$2,090	One-time
Conditions	Open. Larger and longer-tenure teams need an outside tax memo first.	EOR continues for 3 months while the entity is set up. No Hireeasy fee; prior service recognised, leave carried, records handed over.	No wind-down fee (first payroll 12 or more months ago). Employees' dues are paid first and in full.

SAME TOTALS, SAME SCALE



Exit is a one-time cost of leaving and ends the team; the other two keep the team for the whole horizon. The totals answer different questions and are shown together so you can see all three at once.

NOT PRICED — WEIGH THESE YOURSELF

- Control over hiring, pay and policies
- Banking and money flows into India
- Revenue activity in India
- IP and asset ownership
- Permanent-establishment posture
- Employee experience during any change

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HOW EACH TOTAL IS BUILT

Continue on EOR

Year	Employees	Hireeasy fee
Year 1	26–40	$38,946
Year 2	41–55	$55,776
Year 3	55–55	$63,120
Total		**$157,842**

Fee at published marginal slabs: $99 for employees 1–24, $94 for 25–49, $89 from the 50th, set each month on headcount. Headcount grows in a straight line to your 12- and 24-month plan.

Convert to your own entity

Entity set-up and transition (one-time)	₹5,50,000
Hireeasy fee for converting	$0
Hireeasy fee while the entity is set up (3 months)	$8,162
Entity fixed running costs, 36 months	₹37,98,000
Payroll and HR operations per employee, after set-up	₹15,55,000
Total	**$75,242**

Fixed running costs of ₹12.7 lakh a year cover accounting, statutory audit, tax filings, transfer pricing, company secretarial, FEMA filings, GST, a resident director, a registered office and 3 state registrations. See page 3.

Exit India

Item	Basis	Amount
Notice pay in lieu	25 employees × ₹2,00,000 × 2 months	₹1,00,00,000
Leave encashment	12 unused days each, at monthly gross ÷ 30	₹20,00,000
Gratuity	2 eligible employees, 5 years each, 15/26 × wages per year	₹5,76,923
Statutory bonus	0 eligible employees	₹0
Retrenchment compensation*	15 days' wages per completed year, 2 years average	₹28,84,615
Re-skilling fund*	15 days' wages per employee	₹14,42,308
Employees' dues (₹)		**₹1,69,03,846**
Hireeasy wind-down fee	First payroll 20 months ago (fee applies only inside 12 months)	$0
Hireeasy fee for the final payroll month	Full-and-final settlement and filings	$2,470
Total (US$)		**$194,559**

Statutory wages are taken as 50% of gross pay under the Labour Codes. *Whether retrenchment compensation and the re-skilling fund apply to these roles is confirmed in your own review by labour-law counsel; this sample includes them as the cautious case. In a real review these figures come from your payroll records, reconciled to the monthly exit liability statement.

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INPUTS USED IN THIS SAMPLE

Employees now / in 12 months / in 24 months	25 / 40 / 55
Average monthly gross pay per employee	₹2,00,000
Months since the first Hireeasy payroll	20
Indian states the team works in	3
Months for a new entity to run payroll	3
Sells to or contracts with Indian customers; needs a licence	No

ENTITY RUNNING-COST ASSUMPTIONS (₹ A YEAR UNLESS STATED)

Accounting and monthly close	₹3,60,000
Statutory audit	₹1,25,000
Tax audit, advance tax and return	₹75,000
Transfer pricing study and Form 3CEB	₹2,50,000
Company secretarial and ROC filings	₹50,000
FEMA filings (FLA return)	₹25,000
GST compliance	₹75,000
Resident director service	₹2,40,000
Registered office	₹36,000
State registrations and renewals, per state	₹10,000
Payroll processing, per employee a month	₹200
HR operations and employee support, per employee a month	₹800
Incorporation and registrations (one-time)	₹3,00,000
Transition: contracts, policies, payroll set-up (one-time)	₹2,50,000

Sample assumptions are mid-range market figures. In your review they are replaced with written quotes from the provider you would use, whether an Innovalus Group company or anyone else; the hand-over terms are the same either way.

WHAT THIS SAMPLE IS NOT

- It is not a recommendation. Hireeasy never recommends a path.
- It is not tax or legal advice. Permanent establishment, transfer pricing and retrenchment questions go to your advisers.
- It is not a quote. Fees, add-ons and pass-through estimates are confirmed in your proposal.

YOUR NEXT REVIEW

At 50 employees, which your plan reaches around month 20, and every year after that. Also within 30 days of a trigger such as a funding round or a big change in plans. You record your decision; undecided means you continue.

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