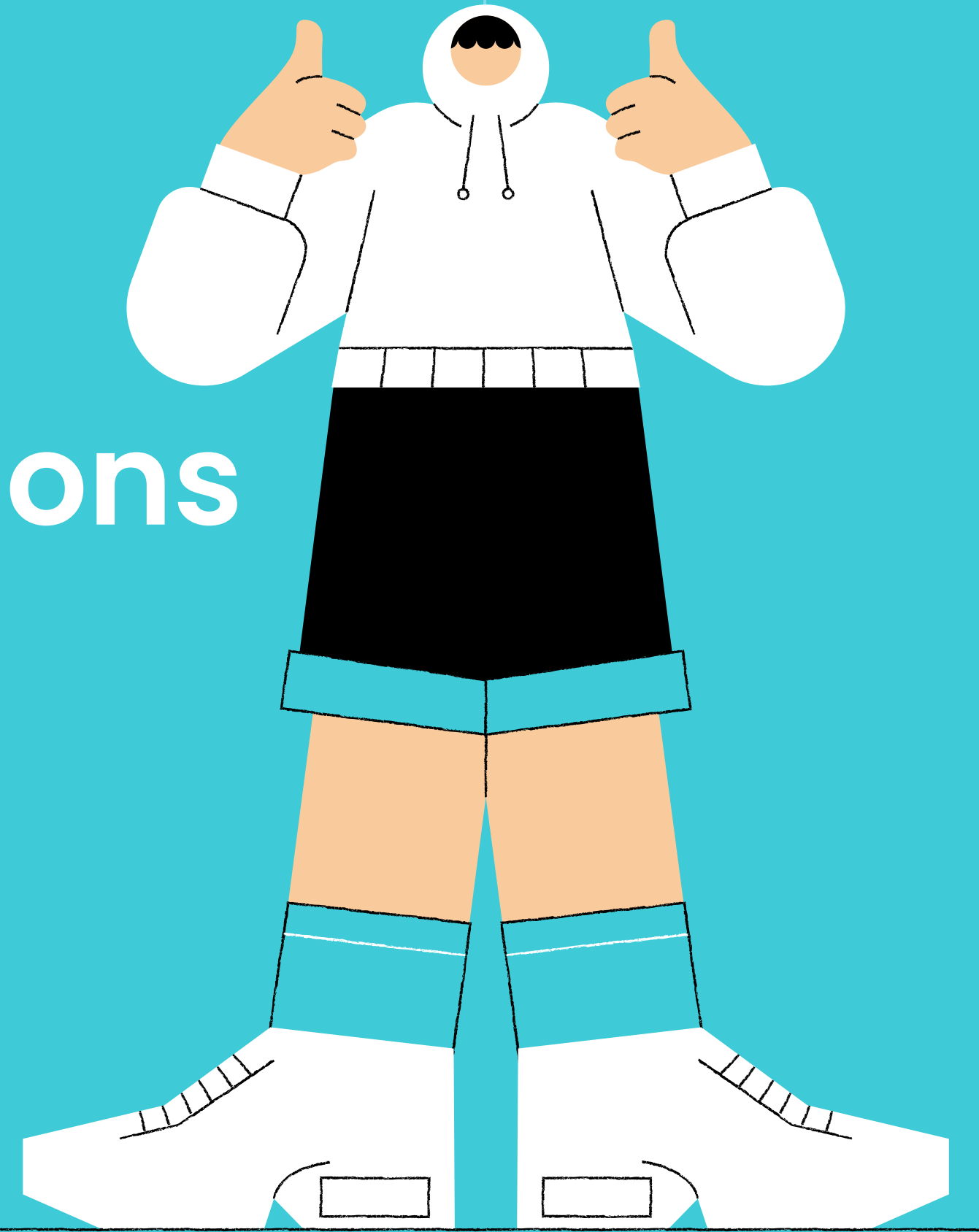


# Frequently Asked Questions





## Are Meraqui's services customizable to fit our specific needs?

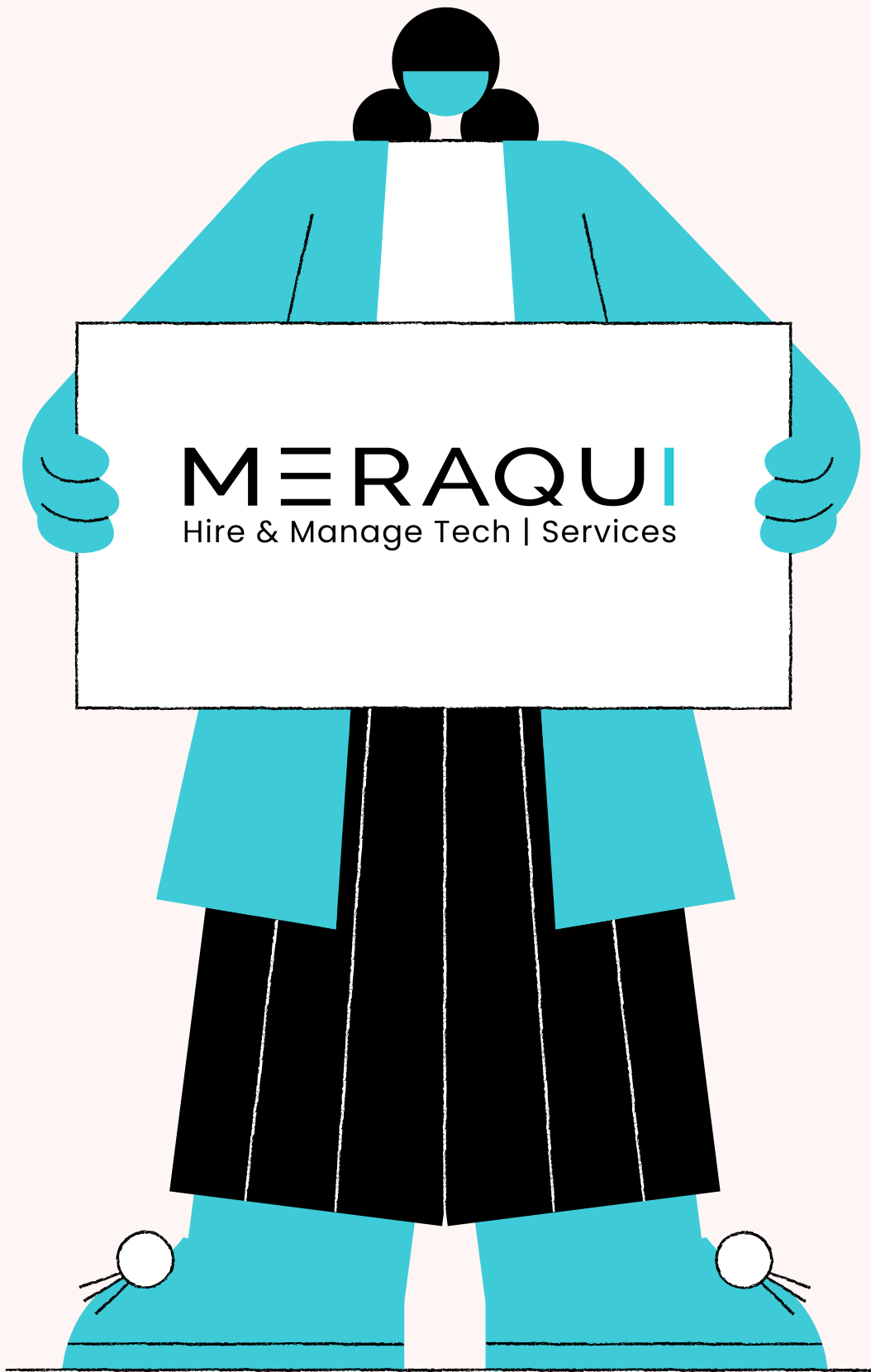
Yes, Meraqui's services are highly customizable to suit your unique requirements. We offer flexibility in areas such as workforce size, contract duration, skill specifications, and geographic locations. Whether you need contingent staffing or managed infrastructure solutions, our tech-enabled platform ensures the adaptability and responsiveness you'd expect from local vendors, while maintaining high standards of service delivery.



## How does Meraqui source its blue-collar workforce?

At Meraqui, we source high-quality blue-collar candidates through a combination of strategies:

- **Live Database:** Continuously updated with candidates, filtered by job roles and skills.
- **Strategic Partnerships:** Tie-ups with colleges and skill centers for a steady talent pool.
- **Local Presence:** Ground teams work closely within specific locations to find the right talent.
- **AI-Powered Platform:** Filters candidates by qualifications, skills, and experience to ensure a perfect match.



## What is the typical timeline for sourcing candidates?

The timeline for sourcing candidates varies based on role complexity, market demand, and organizational requirements. Generally, the process takes 4 to 6 weeks, though we expedite it while ensuring quality. Here's a typical breakdown:

**Initial Sourcing:**  
1-2 weeks to identify and shortlist potential candidates.

**Screening and Interviews:**  
1-3 weeks for conducting initial screenings and interviews.

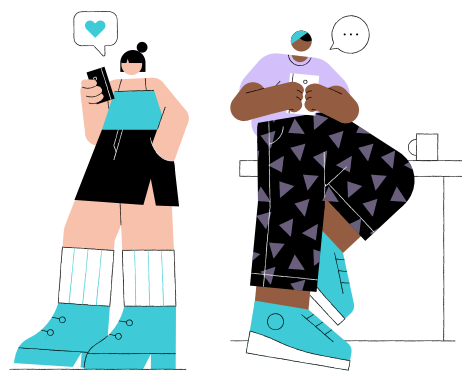
**Final Selection:**  
1 week for final assessments and decision-making.

We always aim to streamline the process, ensuring that you receive the best-fit candidates within your required timeframe.

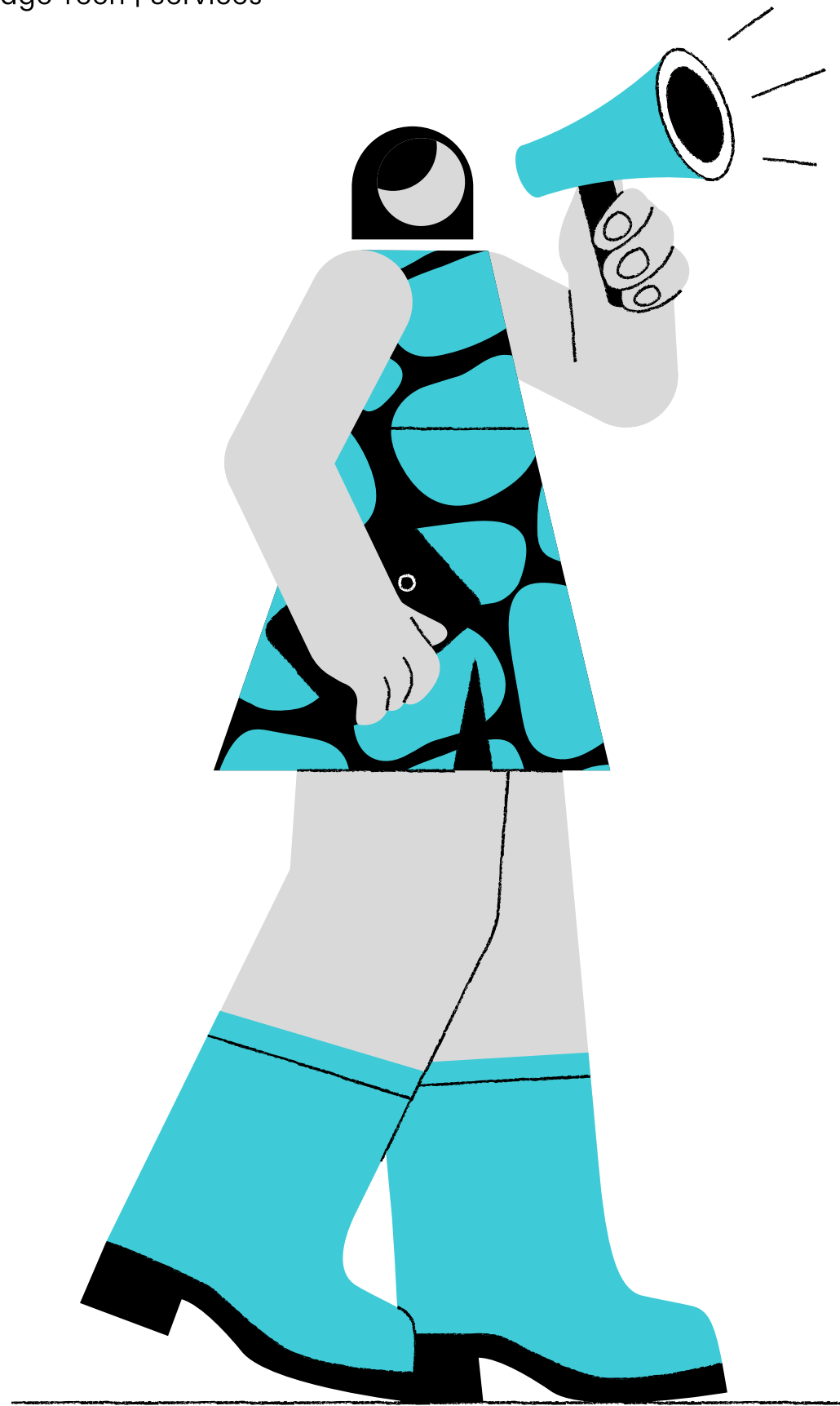
# What is your local presence and client base in our area?



Meraqui operates in 26 states and 135 cities across India, serving 30+ industries like manufacturing, logistics, IT, and BFSI.



Our local teams understand regional hiring landscapes, providing tailored workforce solutions and ensuring consistent, reliable services nationwide.



## How do you ensure the confidentiality of our company and employee data?

- **Advanced Encryption:** We secure sensitive information with top-notch encryption.
- **Regulatory Compliance:** We comply with GDPR and Indian Data Protection Laws.
- **Access Control:** Data access is restricted to authorized personnel only.
- **Regular Audits:** We conduct routine audits to maintain data security.

Your data's confidentiality is our top priority.

# What technology or tools do you use to deliver your services?

Meraqui leverages a sophisticated AI-enabled HR platform, karam.ai, to streamline various HR functions, including hiring, onboarding, and compliance. Key features include:



## **Real-Time Updates:**

Clients can track candidates and view compliance reports instantly

## **Performance Monitoring:**

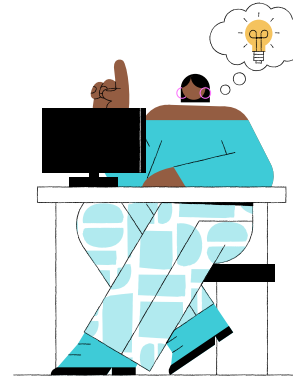
Easily monitor workforce performance.

## **Cloud-Based Integration:**

Seamlessly integrates with your existing HR systems.

Our technology ensures efficient and effective service delivery.

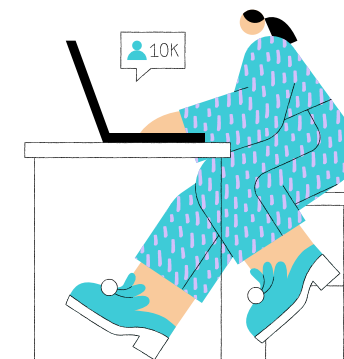
# How does your technology integrate with our existing systems?



Our platform integrates effortlessly with most HR management systems (HRMS) via API for smooth data flow.



We ensure uninterrupted operations by streamlining integration without disrupting your processes.



Our dedicated team provides expert implementation and ongoing support throughout the integration.





# How reliable is your AI-based platform for selecting the right candidates?

Meraqui's AI-powered platform, karam.ai, enhances hiring accuracy by:

- Real-Time Dashboards: Track workforce status and compliance updates instantly.
- Skill Filtering: Filters candidates based on required skills, experience, and location.
- Error Reduction: Minimizes hiring errors, ensuring a strong candidate fit.

With karam.ai, our selection process is both efficient and reliable.



## What measures are in place to protect sensitive information?

Meraqui employs several measures to protect sensitive information:

**Encryption:** All client and employee data are encrypted both at rest and in transit.

**Access Control:** Only authorized personnel have access, with multi-factor authentication (MFA) enforced.

**Data Backup:** Our backup systems ensure minimal data loss, supporting business continuity.

**Continuous Monitoring:** Strict access controls and monitoring prevent unauthorized access.



## How effectively are you in filing compliance on time each month?

Meraqui takes compliance seriously and adheres to all regulatory requirements. We have a dedicated compliance team that ensures:

We have a dedicated compliance team that ensures timely filing of statutory requirements like PF, ESIC, and TDS.

Our platform provides regular updates on the status of compliance.

Automated reminders and filings help us meet deadlines, particularly the 13th of each month for important submissions.



## How effectively do you handle employee attrition?

- We focus on maintaining high employee satisfaction to reduce turnover and conduct exit interviews to identify and address root causes.
- We maintain a strong talent pipeline, ensuring swift replacement of employees when necessary.

# How are we different from other vendors?

Meraqui differentiates itself from other vendors through:

## **Local Expertise:**

Ground-level presence across 26 states and 135 cities, offering a deep understanding of local markets and better recruitment outcomes.

## **Customizability:**

Our services are fully adaptable to each client's specific needs, including hiring flexibility and geographic focus.

## **AI-Enabled HR Platform:**

Technology-driven platform for more efficient hiring, real-time reporting, and compliance management.

## **Comprehensive Services:**

We cover all HR needs, from apprenticeships to full-time hiring, under one roof.



## How would you support us during dry seasons like Diwali, Holi, Chhath, and other festivals?

- We have a dedicated team that works closely with clients to plan ahead and ensure consistent manpower availability during peak and off-peak seasons.
- Utilizing advanced digital sourcing tools, an active candidate database, and extensive sourcing partnerships, we can quickly fill staffing gaps, even during periods of low worker availability.



# MERAQUI

Hire & Manage Tech | Services