

PROFILE



PENTA FOUR SECURITY SERVICES PVT. LTD.

OUR BUSINESS IS PROVIDING :-

- ✓ **SECURITY SERVICES,**
- ✓ **MANPOWER SUPPLY,**
- ✓ **HOUSEKEEPING STAFF,**
- ✓ **OUTSOURCES STAFF,**
- ✓ **E-TENDER,**
- ✓ **DIGITAL SIGNATURE &**
- ✓ **IT SOLUTIONS**



PENTA FOUR SECURITY SERVICES PVT. LTD.

REGT. OFFICE:- KD-72, KAVINAGAR, GHAZIABAD-201002

Specialist in:

Security Arrangement for your Factories, Hostels, Society, Hotels, Offices, Kothies, Bank, Projects etc.

Ref No.: Quotation/2017-18/

Dated/...../2017

To,

The Managing Director,

M/s

.....

SUBJECT: OUR BUSINESS IS PROVIDING SECURITY, HOUSE KEEPING MANPOWER, EVENT MANAGEMENT, IT SOLUTION & DIGITAL SERVICES.

Dear Sir/ Madam,

We take pleasure in introducing ourselves as a reputed and reliable security, man power, and housekeeping agency since 2004. We have a host of satisfied clients some of whom are listed in enclosure to this letter. Our aim is to native you from the burden of security, Housekeeping, manpower, and other related problems.

Our rates for various categories of security and housekeeping personal are complete and as per government guidelines. However, we are prepared to discuss with you for Wages. We shall provide you with highly motivated and smartly trained guards, housekeeping staff and manpower. Our senior field staff will ensure effective vigils of frequent rounds and guidance to the staff time to time.

- We have sufficient staff, infrastructure, manpower and experience to take proper Security care of your location our work has always been appreciated by our clients .Since we provide personal supervision, feedback and coordination with the management by our qualified competent and trained senior management staff. It is this aspect which keeps us ahead of other security Agencies.
- We shall be looking forward for providing contract to us.

Your Faithfully,

OFFICE:- GF-16, ANSAL SUMEDHA BUILDING, RDC, RAJNAGAR, GHAZIABAD.
Mail: pentafourorg@gmail.com **Web:-pentafour.org & pentafoursecurity.com**
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INTRODUCTION

Penta four Security Services Pvt. Ltd. An ISO 9001-2015 certified company was established in 2004 and got incorporated in March, 2008 as a Pvt. Ltd. Company. Ever since its inception it has been covering and strivings to cover greater grounds, staying at the forefront of new technology and garnering cyclopean values.

Today it can boast of trusted partnership with many prestigious clients spread all over Delhi NCR and Uttar Pradesh including Business/Corporate Houses and Industries, it draws its strength from the accumulated knowledge of specialized security establishments of the country and security professionals with years of experience behind them.

Likewise experts from other specified areas are engaged to provide specialized services and though the company has just crossed a period of around 3 years, the staff engaged comes with years of experience in their respective fields.

Besides the philosophy, if there is one asset it is most proud of, is its team. At Devinder Vihar, Gurugram & Narendre Mohan Hospital, Mohan Nagar, Ghaziabad is an amalgamation of talents, knowledge, experience and total commitment of people on its rolls.

It is indeed a diversified organization. Yet all are part of a single team marching towards a common mission serving its customers with almost dedication laid by management, guided by a leader, who places highest value on customer satisfaction. What unifies it and strengthens the bond of its relationship are its core values, which have proved to be timeless and reflect its organizational culture and commitment to its Clients.

CREDENTIAL

- | | | |
|--------------------|---|---|
| 1. CIN | : | U74920DL2008PTC177464 |
| 2. REGT. OFFICE | : | KD-72, KAVINAGAR,
GHAZIABAD-201002 |
| 3. GSTIN | : | 09AAECP7377E1Z3 |
| 4. PAN No. | : | AAECP7377E |
| 5. ESI No. | : | 67-00-038009-00-1001 |
| 6. PF No. | : | UP/44915 |
| 7. Labour Reg. No. | : | UPSA9000526 |
| 8. Our Banker | : | PNB, RDC, Rajnagar, Ghaziabad.
SBI, Kavi Nagar, Ghaziabad. |
| 9. Total Strength | : | Above 125 |

SERVICES AT A GLANCE

- ❖ Security Management Services
- ❖ Electronic Security
- ❖ Employee Verification
- ❖ Facility/Utility Services
- ❖ Outsourcing Staff
- ❖ Digital Signature
- ❖ E-Tendering
- ❖ IT Solutions

SECURITY MANAGEMENT SERVICES

The ever rising menace of organized crime in terms of murder, kidnapping, theft and extortion is a hard fact. The growing dimensions of this phenomenon underline the need for increasingly sophisticated methods and means to counter the danger posed by these elements.

There is only one way to effectively combat organized crime by employing specialized personnel trained and equipped to neutralize the threat. A number of highly effective anti-crime methods and operational tools have been developed and employed by the company at “Devinder Vihar, Gurugram & Narendre Mohan Hospital, Mohan Nagar, Ghaziabad” in its pursuit to achieve this, the company adopts a comprehensive approach from the word “go” and while other aspects of security will be dealt with separately, in its offer of physical security, it offers the following services:-

(a) Installation Security :-

Security officers, Gunmen and trained Guards to safeguard installations against theft, pilferage, vandalism and infiltration. Installations include Factories, Office Building, Shopping Mall and Shops, Diplomatic Missions, Residential Premises, Airport, Hotels, Petrol Pumps, Colonies and Houses etc.

(b) Personal Security :-

Armed/Unarmed Personal Security Officers who are Ex-Men for Government Officials, visiting celebrities and Diplomats, Businessmen and other VIPs.

Recruitment and Selection:-

First and foremost is the Selection and Recruitment for which the following procedure and considerations are kept in mind:-

Field and Parameters/Guidelines for Selection:-

- Minimum education qualification (High School).
- Physical Fitness (Min. height 5’7”, Chest Built)
- Background verification
- Aptitude for the profession

- The strength should be a mix of all age groups with maximum being from age 25 year to 35 years. (Ceiling age for civilian 40 years and ex servicemen 45 years)
- A ratio of 6:10 percent of Ex-Servicemen
- The strength should be a mix of all communities.

Selection Process:-

The recruitment is done on a regular basis from individuals coming to the office, through advertisements, recruitment rallies in neighboring area.

Training and Supervision

The company strongly believes that continuous training is essential to provide quality service to its esteemed clients. It focuses its efforts to understand and identify clients requirements and employ effective techniques for imparting training to its guard force. It also continuously upgrades and updates its system and knowledge in accordance with ever changing security scenario.

(i) Entry Level Training:

The Company rightly believes the dictum that early and initial training is important. Accordingly, after recruitment the selected individuals are put through a 10 days training module, as it believes that proficiency in security is largely a product of the combination of security is largely a product of the combination of experience and a thorough training programmer designed to improve the skills and knowledge of the security personnel and also to keep them trained to be alert and agile in the field. It all amply reflects in the attitude, performance and morale of the individual. The training capsule includes following aspects:-

- (a) Customer Care
- (b) Dealing with people
- (c) Alertness
- (d) Telephone/Radio procedure.
- (e) English speaking
- (f) Fire prevention and Control including live fire demonstration.
- (g) Patrolling the premises
- (h) Drill with emphasis on saluting

- (i) Search procedure
- (j) Access control
- (k) Site instructions
- (l) How to deal with Bomb threat
- (m) Motivation and attitude towards work
- (n) First aid
- (o) Any point of training by customer

(ii) Refresher and Specialized Training :

Each and every guard attends such capsule one in six months. Special emphasis is given on customized training e.g. Banks, Factories etc. Refresher training is provided in fire protection/fighting aspects, customer care, dealing with people and importance of alertness of guards during duty in order to prevent or reduce losses. Practical difficulties if any, are projected by guards and solutions are provided.

The Company in its efforts to strive for the best does not overlook the following:-

On Site Training:-

Prior to the commencement of contract and occasionally later, the training is imparted on site.

On Job Training:-

It brings familiarity with the work expected and raises the confidence level.

Customized Training:-

It takes care of special requirements of any of the clients.

It course, the Company constantly updates job knowledge and skill by keeping liaison with various institution and loss prevention organizations. It remains totally committed to train its guard force to become professionally competent and highly effective.

ELECTRONIC SECURITY

The company takes up turn key projects for supplying and installing a wide array of electronic security equipment and systems, which will complement the presence of guards at any premises and ensure fool-proof, pilfer-proof security.

As part of supplier of electronic security equipment the Company offers the following equipments and of course without any doubt can also cater to any other specific need of its clients

- ✓ CCTV/Remote Surveillance System
- ✓ Access Control/Time Attendance System
- ✓ Fire-Detection System
- ✓ Gate-Automation/Parking System
- ✓ Intrusion Alarm System
- ✓ Door-Communication Systems.
- ✓ Hand-Held/Door-Frame, Metal/Explosive Detectors.
- ✓ Search Equipments
- ✓ Guard Monitoring System
- ✓ Electronic Anti-Shop Lifting System
- ✓ Self-Protection Equipment.

EMPLOYEE VERIFICATION

Pre Employment Checks/Screening of Individuals-it is a common Knowledge that job applicants misrepresent their track records to a lesser or greater extent. There are often signs, in a candidate's background that can indicate towards likely future problems but are often not noticed or ignored considering them to be trivial. Some of the warning signs can be one or combination from the following:-

- (i) False date on an employment application form, missing or inconsistent details.
- (ii) Inflated educational qualifications
- (iii) Reluctance to answer questions or circumventing questions/details.
- (iv) Gaps in employment or frequent job change without good reasons.
- (v) Serious drug or alcohol abuse.
- (vi) History of bad debts, gambling habits.
- (vii) Serious marital or family problems
- (viii) Extravagant expenditure habit
- (ix) Concealed medical problems
- (x) Concealed previous dishonesty or a poor employment record.
- (xi) Bad Company
- (xii) Criminal record etc.

This sensitive and discreet service combines above elements or at the discretion of the serves seeker the elements like (a) family background and address with social reputation (b) verification of educational qualifications, experience, identity paper (c) past record for criminal check and (d) family's connection, if any, with disciplinary forces can form our pre employment background screening service to ensure that the applicant is indeed who one says one is, has the credentials one claims, his financial position is as stated and that he has no known links to criminal activities in his country of origin, etc

Post Employment Checks/Screening of Individuals- Likewise even after employment, Regular Credit Checks, sudden judgments, Criminal convictions are some of the developments, which an employer should be wary of. This would enable the employer to manage risk accordingly by taking necessary corrective measures. Consistent monitoring of reliability of one's employees is also a very crucial matter and hence needs to be done periodically.

Education Verification:-

Confirmation of the applicant's highest level of education, degree earned and the dates of attendance or graduation. All mentioned degrees and diplomas are crosschecked thoroughly with the respective authorities.

FACILITY/UTILITY SERVICES

1. Officers a “one stop solution” to all facility need or Utility Services of an organization / set up. Its trained manpower consistently delivers, in terms of quality, way ahead of expectations of its Clients.

These can be classified as under:-

- A) **House-keeping Services** : Providing Total Cleaning Solutions– Manpower, Machines, Janitorial Supplies (Chemicals & Tools).
- B) **Hospitality Services**: Canteen Management and Pantry Services.
- C) **Maintenance Services**: Building Maintenance–Workers for covering such as: Masonry, Carpentry, Plumbing and Electrical etc.
- D) **Related Services**: Fire Protection System, Pest Control–Effective and Accurate, Gardening/Horticulture/Landscaping

Just to Illustrate, as to how the Company takes care of the services provided so that, “Neither Quality is compromised nor Cost Effectiveness is ignored”, the example of Cleaning Services is given below:-

- It provides improved cleaning methods and maintenance at increased rate of productivity but at reduced costs.
- The company has own its rolls specialist and trained manpower in cleaning and maintenance and supports the on-site manager to improve the performance of work through choosing new cleaning agents required to meet challenges of new furniture, floor, wall covering and ceramics.
- It has the most up-to-date work process and has a commitment to innovation in housekeeping management, the facilities served; meet their basic objectives “ Clean environment is safe environment”.
- Although the proposal always carries details of men, materials, equipment, it would like to reiterate of men, materials, equipment, it would like to reiterate that its cleaning philosophy is to identify the tasks, detail trained men to perform them, improve their productivity by providing equipment and user friendly materials and supervise them. In other words, what it offers you is a contract within board paradigm of cleaning engineering.

- Likewise in every area also, it is always ensured that SMS keeps its commitment of being a Service Provider with Total Quality Services like as follows:-

HOUSE KEEPING

- Consistent & Quality Oriented Services
- Use of state-of-the-art Cleaning Equipment & Technology
- Specialized Cleaning
- Cleaning & Maintenance of external Fencing, Gates & Boundaries
- Complete MIS Reporting Systems
- Operations & Management Schedules
- Supply of Equipment & Machinery
- In-house Training
- Cleaning and upkeep of entire premises including offices, toilets, Pantry, dining rooms, utility rooms, cabins locker area compound,
- Parking area, external corridors and common areas.
- Segregation of Garbage and proper disposal
- Toilet Cleaning and maintenance
- Windows and external glazing cleaning
- Cleaning of all signage
- Cleaning, shampooing of carpets and upholstery.
- Rodent and pest control
- Landscaping and Gardening
- Provision of Machinery, Equipment and Consumables.

Garden & Lawn Maintenance

- Operations & Management of daily Schedules
- Periodic maintenance
- Renewal/ Replanting
- Improvement of Aesthetics
- Periodic Manu ring & Nutrition
- Periodic Pesticide Control
- Maintenance of Indoor Plants

- Hard Landscaping-Footpaths, Road Surfaces, Courtyard Paving, Steps to Entrance, Car Parking Areas, Krebs, Edgings and Pre-formed Channels, Fencing, Gate and Boundaries
- Soft Landscaping-Grassed Areas, Horticultural Works, office Plants and Flowers

PEST CONTROL

- Design Pest Control Schedules
- Plan Control Strategies
- Latest Equipment & Technology
- MIS/Reporting
- Disposal & Removal
- Use of Environment Friendly Chemicals.

WASTE MANAGEMENT

- Waste Treatment
- Classification of waste
- Segregation, handling & disposal of waste
- Health impact of solid waste

HR STAFFING SOLUTIONS

1. Manpower Outsourcing has grown from normal Managed Services capability and has become a specialized field, where the Company has been able to carve a niche. We take a consultative approach by discussing business and output requirements with our clients, and applying our best practices.
2. The primary aim of Manpower Outsourcing is to reduce the client's costs by:
 - (a) Improving productivity levels
 - (b) Designing efficient business processes and
 - (c) Rationalizing supply chain.
3. The outsourcing process begins with a consultative stage, scoping our knowledge of the client's business and determining the best fit for our skills in one's non-core functions. This gives the client improved flexibility and reduced risk as we take over these responsibilities. We offer more effective ways to work.
4. According to client's needs, our people, expenditure and technical infrastructure can turn the burden of managing projects and workforces into a long-term business benefit for an organization.
5. We offer clients the opportunity to a company with unequalled experience and skills in every field connected with the world of work. They benefit from flexible workforces that work seamlessly within the client's organization resulting in reduced employer risks and more time to concentrate on one's core business.
6. Together we assess client's specific needs and tailor a solution across the full spectrum of the Manpower Business Services offering a complete workforce or project management services within Client's infrastructure.
7. It helps in you controlling costs and increasing flexibility; these approaches reduce employer's liability. The result of our consultancy skill and solutions is in the form of advice unskilled that will improve efficiency and productivity. We help our clients convert high level strategies into operational people-management plans and execute them on an ongoing basis.
8. No matter how large the requirement, or for how long, one can transfer the energy one expends on managing one's people for moving one's business forward safely and faster.
9. Some of the Manpower requirement by Corporate /Business Houses and even Diplomatic Mission may be from fields like- Front office/Receptionists/Controller; Secretaries; Computer Operators; Office Assistants/ Accounts – Finance Personnel; Chauffeurs; Dispatch Rider; Cook; Steward; Valet, etc.

The above is merely a suggestive list only and not exhaustive

The company can definitely provide professionals or man serves in other areas also.

The professionals employed constitute the core team and form an integral part of the Organization contracting.

DIGITAL SIGNATURE

The process of digitally signing starts by taking a mathematical summary (called a hash code) of the check. This hash code is a uniquely-identifying digital fingerprint of the check. If even a single bit of the check changes, the hash code will dramatically change. The next step in creating a digital signature is to sign the hash code with your private key. This signed hash code is then appended to the check. How is this a signature? Well, the recipient of your check can verify the hash code sent by you, using your public key. At the same time, a new hash code can be created from the received check and compared with the original signed hash code. If the hash codes match, then the recipient has verified that the check has not been altered. The recipient also knows that only you could have sent the check because only you have the private key that signed the original hash code.

A computerized mark is a scientific plan for showing the realness of advanced messages or archives. A legitimate advanced mark gives a beneficiary motivation to trust that the message was made by a known sender (verification), that the sender can't deny having sent the message (non-revocation), and that the message was not adjusted in travel (honesty). Advanced marks are a standard component of most cryptographic convention suites, and are usually utilized for programming appropriation, monetary exchanges, contract administration programming, and in different situations where it is vital to recognize imitation or altering.

AUTHORITIES RA

Penta Four Security Services Pvt. Ltd. is authorities RA eMudhra Limited hence eMudhra Limited is a Certifying Authority licensed by Controller of Certifying Authorities, under Government of India. eMudhra operates under the guidelines set by Information Technology Act. With more than one million certificates issued, we caters to all kinds of subscribers who use Digital Certificates for Income Tax, MCA (ROC), Tenders, Foreign Trade, Banking, Railways and many other needs.

Using Digital Certificates

MCA (ROC)
Income Tax
E-Tender
Foreign Trade
Employee Provident Fund

Types of Certificates

Signature Certificates
Encryption Certificates
Document Signer Certificates
SSL Certificates
Code Signing Certificates

Class of Certificates

Class 1 Certificates
Class 2 Certificates
Class 3 Certificates

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E-TENDERING SYSTEM

Tendering is a process to invite Bids for a Project, or to accept a formal Offer. Tendering usually refers to the process whereby governments, financial institutions and corporations issue a Tender and invite Bids for large projects that must be submitted in accordance to the requirements specified and within a finite deadline.

Tendering is referred to the procurement process from the perspective of Purchasing Organization or the Procuring Agency. Purchasing Organization may be a corporation interested in procuring material or services for consumption or a department / division of a corporation undertaking a project for which they have to procure material and services. Procuring Agency may be the procurement department of the corporation comprising both; Purchasing Organization and the Procuring Agency, or it may be a Third Party Agency.

Bidding is referred to the procurement process from the perspective of Vendors / Suppliers interested in supplying material or providing services to the Procuring Organization.

Traditionally this process was conducted manually and it would be a very lengthy and cumbersome process involving huge costs in terms of investment of human resources and facilities required to undertake the procurement process in a systematic and fair manner.

But with the advent of technology, this procurement process was improved and made efficient by utilizing Electronic Tendering Systems. Electronic Tendering System is an end-to-end Tendering System which can be used and operated through a Computer System connected to the Internet. All the activities related to processing of Tenders are executed online starting from Tender Preparation to Award of Tenders.

In an e-Tendering System, Bid Documents can be published and downloaded online; Bid Responses can be prepared and signed online using Digital Signatures, payments related to Bid Submission can be done online using Credit Cards, Debit Cards, Internet Banking Accounts and Cash Cards and Tender Opening, Evaluation and Award can be done online.

(for example, iOS, Mac OS X, Windows, or Android). Complex programming intended for use on a PC, for instance, may have a related application intended for use on a cell phone.

- 5. SEO / Digital Marketing:** - The gadget is called "Smart" because there is smarter Mobile Application Inside. iPhone, Android, Windows they are all accessible recently the more quick witted way. An application store is a kind of advanced appropriation stage for PC programming, frequently in a portable setting. Applications give a particular arrangement of capacities which, by definition, do exclude the running of the PC itself. Applications are intended to keep running on particular gadgets, and are composed for a particular working framework, (for example, I.O.S, Mac OS X, Windows, or Android).

OUR CLIENTS

SECURITY SERVICES:-

1. Directorate of Education Delhi,
2. Greater Noida Industrial Development Authority
3. DPSG International Dasna Ghaziabad,
4. Trade Link Pvt. Ltd.
5. Mohan Shakti Trust Mohan Nagar Ghaziabad.
6. Ideal Institute of Technology Govindpuram Ghaziabad,
7. Narinder Mohan Hospital Mohan Nagar, Ghaziabad
8. UP Roadways workshop Ghaziabad,
9. SBI Kavi Nagar, Ghaziabad
10. BSNL Surat,
11. Mohan Meakin Ltd. Mohan Nagar, Ghaziabad
12. Crystal Glass Factory, Ghaziabad.
13. Mittal Hardware Factory Ghaziabad.
14. LS Traders, Ghaziabad.

MANPOWER SERVICES:-

1. Greater Noida Industrial Development Authority
2. Directorate of Education Delhi,
3. Ideal Institute of Technology Govindpuram Ghaziabad,
4. Narinder Mohan Hospital Mohan Nagar, Ghaziabad
5. UP Roadways workshop Ghaziabad,
6. Society of Education Culture and awareness (NGO)

HOUSEKEEPING SERVICES:-

1. Narinder Mohan Hospital Mohan Nagar, Ghaziabad
2. UP Roadways workshop Ghaziabad,
3. Devinder Vihar, Sector 56, Gurgaon.
4. Greater Noida Industrial Development Authority

OUTSOURCING OF STAFF SERVICES:-

1. Greater Noida Industrial Development Authority
2. BSNL, Ghaziabad.
3. NIC Okhla, New Delhi,
4. NISC Parliament Street New Delhi,
5. NISC Jhandewalan, New Delhi
6. NSIC Agra,
7. NSIC Aligarh,
8. NSIC Noida,
9. NISC Branch Office, Parliament Street, New Delhi.
10. NISC Branch Office, Jhandewalan, New Delhi.
11. NISC Branch Office, Sahibabad, Ghaziabad.
12. NISC Branch Office, Bahadurgadh, Hariyana.
13. Zila Panchayat, Gautambudh Nagar
14. Zila Panchayat, Bagpat
15. Zila Panchayat, Bijnor
16. Zila Panchayat, Sambhal

PENTA FOUR SECURITY SERVICES (P.) LTD.

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As per minimum wages in U.P. Revised W.E.F. 01.04.2017 Valid Till 30.09.2017												
S.No.	Designations	BASIC + VDA	ESI (4.7%)	EPF (13.61%)	Bonus 8.33% @ Rs. 7000	Gratuity etc. 4.81%	Dress 7%	Relief (16.67) 1/6 of Basic	Total	CP 10%	G.Total For 8 Hrs	G.Total For 12 Hrs
1	House Keeping Boys	7400.46	347.82	1007.20	583.10	355.96	518.03		10212.58	1021.26	11233.84	16850.75
2	Security Guards (Male/Female)	7400.46	347.82	1007.20	583.10	355.96	518.03	1233.41	11445.99	1144.60	12590.59	18885.88
3	Security Gunman	9176.57	431.30	1248.93	583.10	441.39	642.36	1529.43	14053.08	1405.31	15458.39	23187.58
4	Security Supervisor	9842.61	462.60	1339.58	583.10	473.43	688.98	1640.44	15030.74	1503.07	16533.82	24800.72
5	Ass. Security officer	12580.78	591.30	1712.24	583.10	605.14	880.65	2096.80	19050.01	1905.00	20955.01	31432.52
6	Executive	12580.78	591.30	1712.24	583.10	605.14	880.65	2096.80	19050.01	1905.00	20955.01	
7	Manager	22201.38			583.10	1067.89	1554.10	3700.23	29106.69	2910.67	32017.36	
8	Help Desk	12580.78	591.30	1712.24	583.10	605.14	880.65	2096.80	19050.01	1905.00	20955.01	
9	TECHNICAL/COMP OPT	12580.78	591.30	1712.24	583.10	605.14	880.65	2096.80	19050.01	1905.00	20955.01	
10	Tech. Helper	12204.84	573.63	1661.08	583.10	587.05	854.34	2034.14	18498.18	1849.82	20347.99	
11	MST/Lift Opt.	13090.67	615.26	1781.64	583.10	629.66	916.35	2181.78	19798.46	1979.85	21778.31	
12	Plumbers	9176.57	431.30	1248.93	583.10	441.39	642.36	1529.43	14053.08	1405.31	15458.39	
13	Electrician (DG/RO/Pump Operator)	12580.78	591.30	1712.24	583.10	605.14	880.65	2096.80	19050.01	1905.00	20955.01	

* For IT Solutions, E-Tendering, Digital Signatures & Other Services Charges as per requirements.

** The Above Mention Rates May Vary as per the requirements.

PI Note:-

1. The above Rates for Security and allied staff are competitive and based on Minimum Wages of U.P. Government notification.
2. If any firm/ Company/ Org. required the Ex- Servicemen then they should pay 30% extra.
3. As per Govt. notification GST on total monthly billing will be charges extra.
4. We would like to clarify that payment of EPF, ESI, Bonus and GST are mandatory under statutory rules of state and Central Government and also under the Private Security Agencies Regulation Act 2005.

=====

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******* ===== *THANK YOU* ===== *******

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