

Merger – Mandatory Metrics

Risk Analysis & Assessment – Regulatory, Employment & Labour Legislation

Risk Compliance

Assumption:

1. There exist 3 companies – X, Y and Z
2. The Businesses of “Y” and “Z” are going to be taken over by “X”.
3. After take-over, the entities remain but the businesses are consolidated with “X” only.

Following is required for “X” to look for: .

Risk Assessment of persons engaged in “Y & “Z”	Risk Compliance
<ol style="list-style-type: none">a. Assessment of Employment conditions of such personsb. Assessment of Social Security benefits of such personsc. Dissemination of information with reference to Mergerd. Obtaining willingnesse. Listing appropriate information on Employment condition and Social Security Benefits	<ol style="list-style-type: none">a. Legal Transition of such persons to “X” (who are willing to join)b. All Employment conditions (of such persons from “Y” and “Z”) as per the Employment Legislation is to be completed by “X”c. Legal transition of applicable Social security benefit after such persons (from “Y” and “Z”) join in “X”d. Liabilities of such persons who joins “X”, on Social Security Benefits are transferrede. Amendments according to Regulatory Legislative provisions (of “X)

1. Legal Separation of those persons from “Y” and “Z” who were not willing to join “X”, for various reasons (THIS NEEDS TO BE DONE BY “Y” and “Z”, themselves...which is not the duty of “X”)
2. LIABILITIES OF THOSE EMPLOYEES WHO WERE SEPARATED IN THE ENTITIES “Y” & “Z” WERE TO BE TAKEN CARE BY THE RESPECTIVE ENTITIES