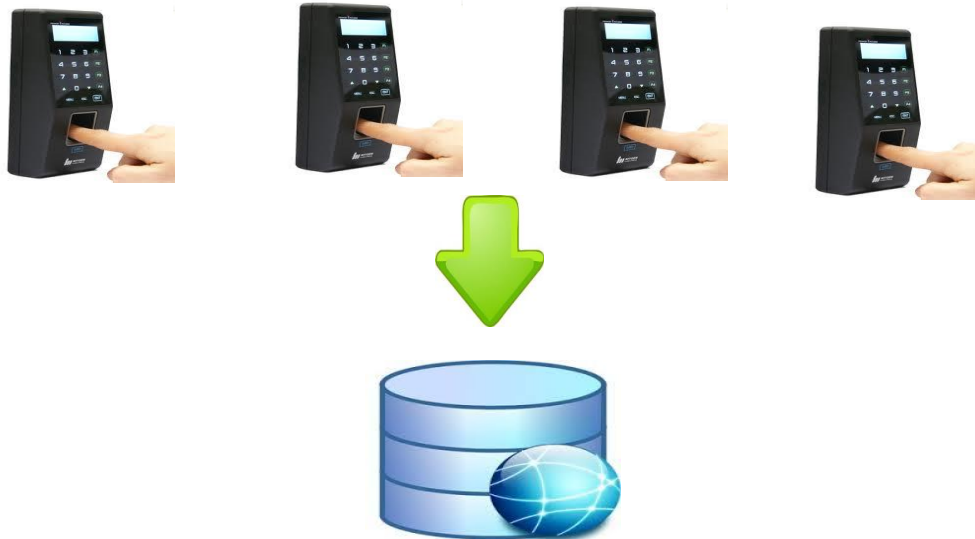




Customer Biometric Integration with ZingHR DB

Process Flow Diagram

ZingHR uses **Microsoft Azure Environment** for the Attendance Integration process. We do the integration with the Biometric databases where raw attendance is stored in the Client Biometric Database. Database can be MS-SQL / MS-Access / Text file. Location-wise Biometric device attendances will be downloaded at Client’s Local Database. This process can be manual / automatic at the client end. When Biometric stores raw attendance at one centralized place, integration will be done with that one location only. If it is decentralized, it will require for us to do the integration with each location separately.



We have 2 (two) options to do the Attendance Integration that a customer can choose from:

CUSTOMER OPTION 1 : **STANDARD PRODUCT OPTION** – For All Cloud Customers - **PULL Mechanism** – Zing HR takes ownership and responsibility of the daily success of the pull process **ONLY IF DAILY DATA IS REAL TIME AVAILABLE** in Client Databases and where/when it does not happen; immediate actions and support to make it successful on that day or the next working day. **This is 0 Cost to Customer.**

We can pull the raw Attendance details from the your database server (where we will require the only

READ access to your database server to read the swipe data and write the pull mechanism accordingly)

CUSTOMER OPTION 2 : **CUSTOM PRODUCT OPTION** – For All Cloud Customers - **PUSH Mechanism** – Responsibility : Customer IT or Customer’s Vendor IT – Zing HR does not take any responsibility of the success or failure of the push process daily (which happens at the customer’s end) and integration is also maintained by the Customer IT or Customer’s VENDOR:

- **Situation 1: Customer’s Bio metric vendor / Customer’s team** (and not ZingHR team) will push the incremental swipes on a daily basis to our ZingHR database. Zing will enable to access of its database to you. This process is for connection with MS-SQL DB type only. **Effort Cost per activity for the customer: is Rs 0 + Taxes.**
- **Situation 2: Where the Customer’s DB type is MS-SQL**, additional effort will be required from ZingHR to CUSTOMIZE and create and then deploy the script to synchronize MS-SQL DB raw data attendance into Zing DB. **This requires a One Time Effort for EACH LOCATION to be done to create custom code. Effort Cost per OTE per location activity is Rs 150000 + Taxes.**
- **Situation 3: Where the Customer’s DB type is MS-ACCESS**, additional effort will be required from ZingHR to CUSTOMIZE and create and then deploy the tool to synchronize MS-ACCESS DB raw data attendance into Zing DB. **This requires a One Time Effort for EACH LOCATION to be done to create custom code. Effort Cost per OTE per location activity is Rs 150000 + Taxes.** There are a total of 7 Effort Steps to be done by multiple Zing teams before it reaches the customer on the 2nd working day for testing and confirmation of a successful data push from Customer to ZingDB.
- **Situation 4: Where the Customer’s DB type is Text File/Flat File**, additional effort is required from ZingHR to CUSTOMIZE to create FTP/SFTP to do the integration steps. A total of 6 Effort Steps are to be done by Zing teams before it reaches the customer on the 3rd working day for testing and confirmation of a successful data push from Customer to ZingDB. **This requires a One Time Effort for generally ONE CUSTOMER CENTRAL LOCATION to be done to create custom code. Effort Cost per OTE per location activity is Rs 100000 + Taxes** .Where the customer insists on this activity to be done for EACH LOCATION, Costs will be multiplied (with no. of locations x Rs 100000 + Taxes).



Raw Attendance transferring to ZingHR Staging / Intermediate database server.



Swipes move to Zing Live DB

Option 2 EXPLAINED IN DETAIL: Modified Customer Architecture Delivery Plan:

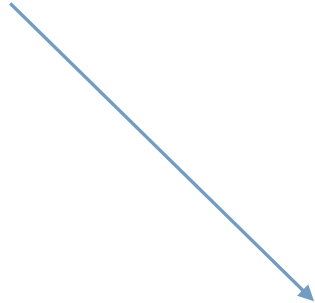


Biometrics Firmware residing on Customer’s Premises (Server) Does Period (Custom Period defined) pull Calls of Data - Connecting Directly to each FIXED IP BIOMETRIC ADDRESS of the Firmware on the BIOMETRIC DEVICE (From Office Server) - Communication Software.



MS-SQL has received the Raw Attendance Data basis frequency set.
Data Transfer Process

[YOUR SQL SERVER SCRIPT (written by your team/VENDOR) will connect to our ZingDB]



OPTION A (Standard Customer PUSH Type - Non VPN Connection) - PER LOCATION BASIS PROCESS OR CENTRAL LOCATION BASIS PROCESS (COSTS)

**Zing Staging Server - Customer Instance Created
Created Public IP (by Zing)
Zing Credentials to connect provided to
Customer. (Zing DB on Staging Server).**

Note:
If FAQ Portal steps applied by customer on self-service basis - Costs Rs 0
If Zing resources required - Costs Rs 5000 + Taxes PER HOUR.

OPTION B (Custom Commercials Apply) - Zing Pull + Push (Type Both) - PER LOCATION BASIS PROCESS OR CENTRAL ONE LOCATION BASIS PROCESS (Costs):

Steps:

1. Implementation Process of VPN Tunneling & Set-Up Options:

Zing IT & Customer IT - One Time Cost - Rs 75,000 + Taxes - **Zing Pull Solution** - Zing Script Runs from Zing Azure Cloud. Customer provides DB Credentials & Table Structure (format given By Zing) to connect. Post Go Live - Cost to Service Rs 5000 + Taxes PER HOUR.

OR

Zing IT & Customer IT]-One Time Cost -Rs 150,000+Taxes- **Zing Push Solution** - Zing will Write a script on Customer Premise DB remotely, Testing, UAT, Go Live. If travel required(3 Days maximum), then Rs 200,000 + Taxes EXTRA. Zing provides DB Credentials & Table Structure to customer, for them to connect to check and confirm. Post Go Live - Cost to Service Rs 5000 + Taxes PER HOUR.

OR

Zing IT & Customer IT - One Time Cost - Rs 50000 + Taxes - **Customer/Biometric Vendor Push Solution** - Zing will provide details of DB, Table Structures .Zing will explain, also test and confirm. Zing provides DB Credentials & Table Structure to customer , for them to connect To check and confirm. Post Go Live - Cost to Service VPN Tunnel Failure Rs 5000 + Taxes PER HOUR.

+

2. PRIVATE IP address to be given to Zing (Customer Investment)

+

3. Customer Dedicated VPN OR Zing Shared Server VPN for Customer - Monthly OPEX applicable :

PER LOCATION COST :

Customer Dedicated VPN Monthly Cost (INR)	Zing Shared Server VPN Monthly Cost (INR)
Rs 25000 + GST	Rs 12000 + GST

Billing Total :
Total Implementation Cost = (1+2+3) x No Of Locations
Monthly OPEX Cost = Choice (CD-VPN OR ZSS-VPN) x No Of Locations

Zing will provide you/your vendor the Table Format in which the data is required to be pushed by them on a daily basis your frequency that is set by you, put in the push script by the vendor.

Annual Renewal of Contract:

This contract is valid for a minimum of 12 months, extendible year on year with a 10% increase in OPEX in Year 2 automatically, payable by the customer.

Termination of Integration Services:

In the event , the customer chooses to terminate the Integration Services contract (outside of the ZingHR contract) within 3 months of issuance of the contract letter, a disengagement fee of 6 subsequent months of OPEX payable will have to be paid to Zing by the customer with a 7 day notice period.

Re-Activation of the Terminated Account by the Customer:

In the event that the customer after termination requests ZingHR formally to re-start the services, it will have to be within 3 months from the date of termination if data has not already by purge requested by the customer at the time of termination.

In such an event, the Cost of activation will be treated as a Re-implementation with discount commercials of 25% applied to the above rates. However if it exceeds 3 months and less than 12 months for this process, a full Re-implementation effort fee is payable by the customer to ZingHR. If the Re-activation/start of service request happens after 12 months, new price quotes will apply basis a new contract note. The customer will have to re-engage with ZingHR to receive these services at new prices.

**Working Days: Monday - Friday (10am-6.30pm), Working Saturdays (10am-2.30pm); Except National-State Holidays (India)
Support on Weekly Offs: Not Available.**