Seminar on Tax Deducted at Source

- Payment to non-residents, issues and certifications



TDS Seminar at the Institute of Chartered Accountants of India at ICAI Tower Mumbai BKC

by CA Shailendra Sharma

05 January 2019

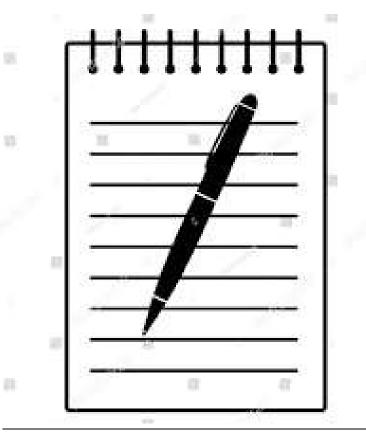
Agenda

Brief overview of the TDS provisions

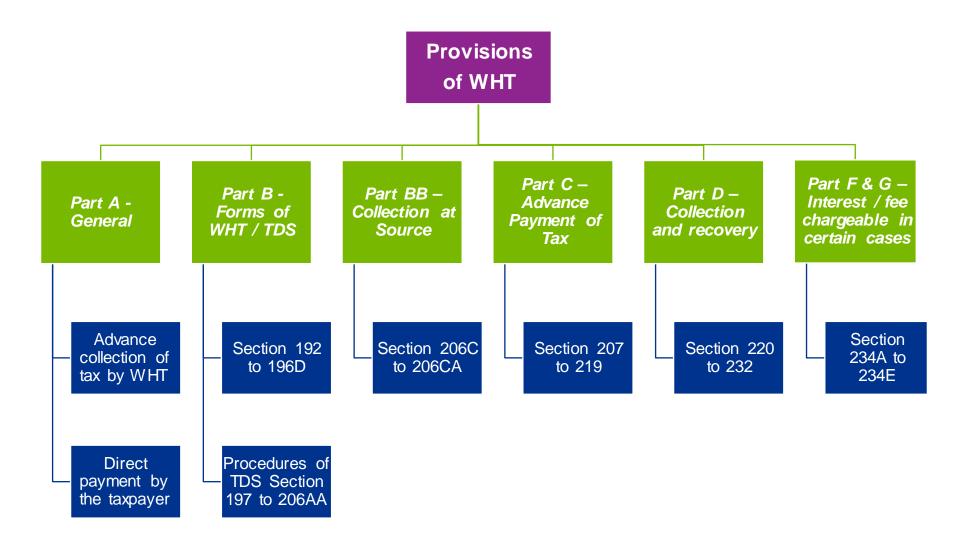
Withholding tax (WHT) concept for nonresident

Lifecycle of WHT provision under Section 195

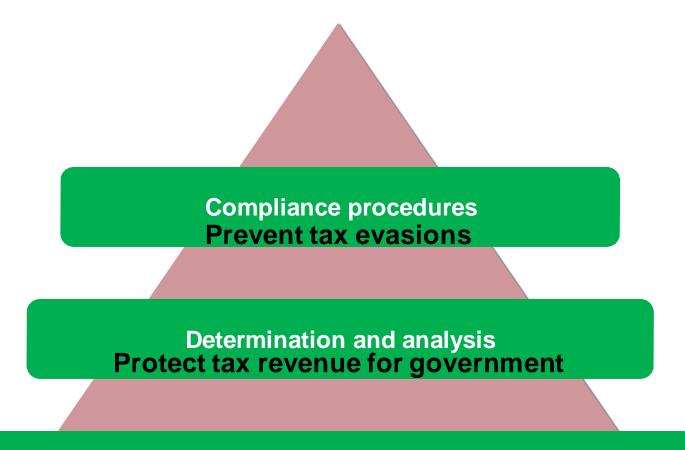




Overview of TDS provisions - Chapter XVII, Collection & Recovery of Tax Deduction at Source

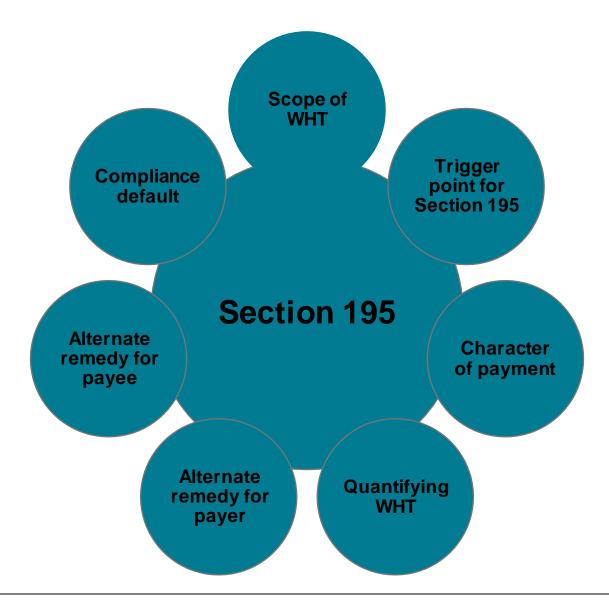


WHT concept for nonresident



Applicability of the provisions Easy tax collection mechanism from the parties

Lifecycle of WHT provisions under Section 195



Scope of WHT (1/2)

Operative provision of Section 195 of the Income-tax Act, 1961 (IT Act)

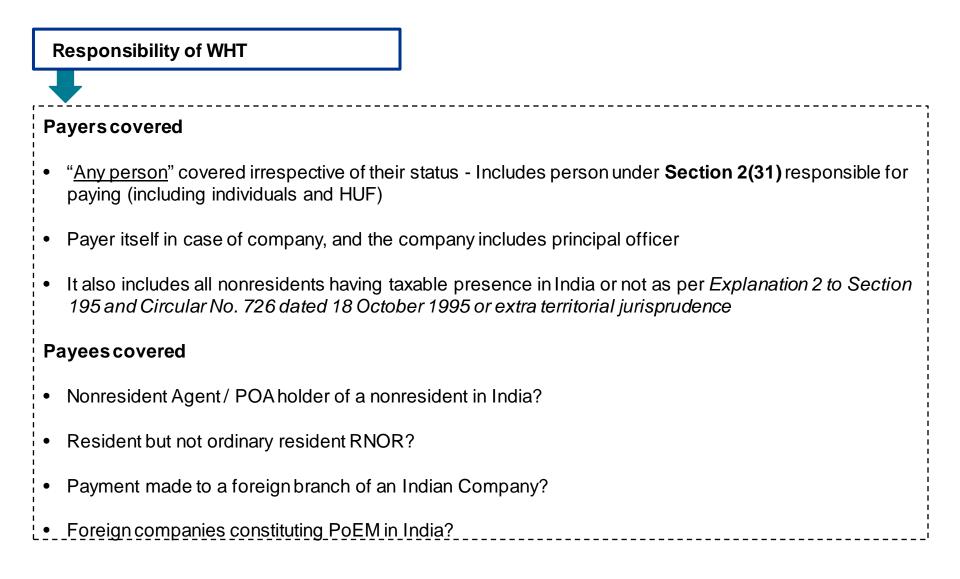
"Other sums.

195. [(1) Any person responsible for paying to a non-resident, not being a company, or to a foreign company, any interest [(not being interest referred to in section 194LB or section 194LC)] [or section 194LD] or any other sum chargeable under the provisions of this Act (not being income chargeable under the head "Salaries") shall, at the time of credit of such income to the account of the payee or at the time of payment thereof in cash or by the issue of a cheque or draft or by any other mode, whichever is earlier, deduct income-tax thereon at the rates in force..."

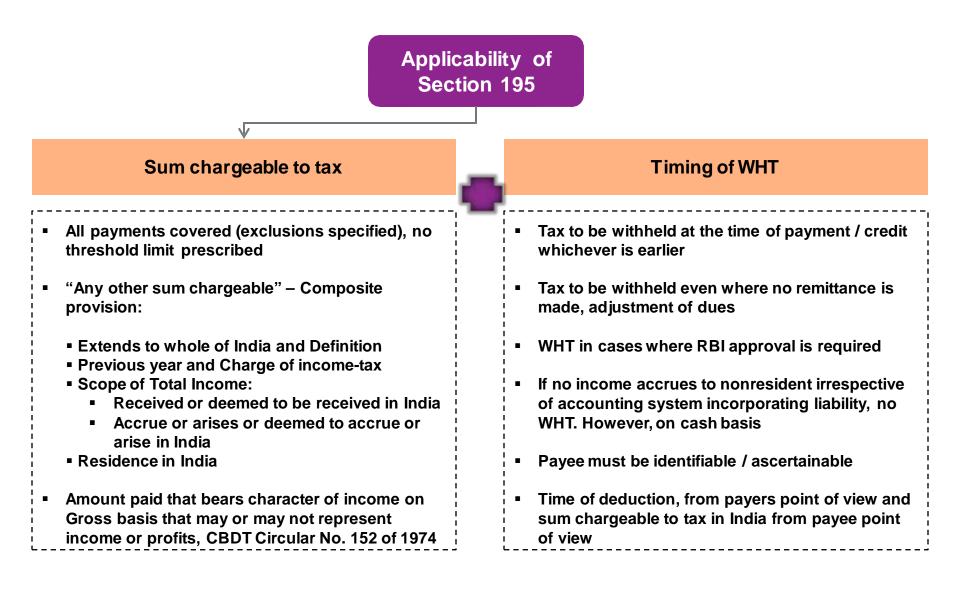
Clauses	Other provisions applicable for Section 195 of IT Act					
195(2)	Application by "Payer" to Tax Authorities (AO) to determine appropriate proportion of income chargeable to tax					
195(3)	Application by "Payee" to AO for NIL WHT certificate					
195(4)	Validity of certificate issued by AO					
195(5)	Powers of CBDT to issue Notifications					
195(6)	Furnishing of information relating to payments					
195(7)*	Authority of board to specify class of person or cases to make application under Section 195(2)					
195A Income payable "net of tax" Grossing-up						

Other clauses of Section 195

Scope of WHT (2/2)



Trigger point for Section 195 (1/3)



Trigger point for Section 195 (2/3)

Sum chargeable to tax..brief insight

 Where, payment made by resident to non-resident, was an amount not chargeable to tax in India, no tax is deductible at source as per CBDT Instruction No. 2/2014

- Assessee liable to deduct TDS under Section 195 on payment made to non-resident even though payment is not made in cash but made in kind
- Payer obligated to WHT, even if the receipt is not taxable in the hands of the payee in the country of residence
- Sums not liable to tax in India on satisfaction of conditions, the principles are enunciated under Circular 23/1969 and 786/2000 (now withdrawn) like (P to P, nonresident operates outside India, contract signed outside India, title of goods passed outside India, payment is directly remitted abroad, etc.). Payments to:
 - Agency commission payable to foreign agents;
 - Off-shore supply of goods and equipments;
 - Consideration paid for outright purchase of designs and drawings is not royalty;
 - Applicability of withholding tax to shipping Company taxed under Section 172; and
 - Does amount paid as penalty to the regulators chargeable to tax under Section 195?

Any significant impact on withdrawal of the Circulars?

Trigger point for Section 195 (3/3)

Specific exclusions for WHT under 195

Sections	Particulars				
115-O	Tax on distributed profits of domestic companies				
192 Income from Salaries					
194LB	Income by way of interest from infrastructure debt fund				
194LBA	Income from units of a business trust				
194LBB	Income from units of investment funds				
194LBC Income of investment in securitization trust					
194LC	Income by way of interest from Indian company				
194LD Income by way of interest on certain bonds and Government securities					
Other specific	sections				
196B	Income from units				
196C	Income from FCCBs or GDRs of Indian companies				
196D	Income from FIIs now FPI except Capital Gains				

Character of payment

Determining the nature of payment

Nature of Income	Basis of tax	Income chargeable under			
(payee perspective)		IT Act	Tax Treaty		
Business / Profession income			Article 5, 7 and 14		
Capital Gain	Taxable if situs of shares/ property is in India	Section 9(1)(i)	Article 6 and 13		
Dividends*	Taxable if paid by an Indian company	Section 9(1)(iv) (subject to DDT)	Article 10		
Interest		Section 9(1)(v)	Article 11		
Royalties	Taxable if sourced in India with certain	Section 9(1)(vi)			
Fees for Technical Services (FTS)	exceptions	Section 9(1)(vii)	Article 12		
Salaries*	Taxable if services are rendered in India	Section 9(1)(ii)	Article 15		

Provisions of the IT Act or Tax Treaty r.w. MLI to the extent more beneficial to the taxpayer to apply

The OECD BEPS Action Plan initiative

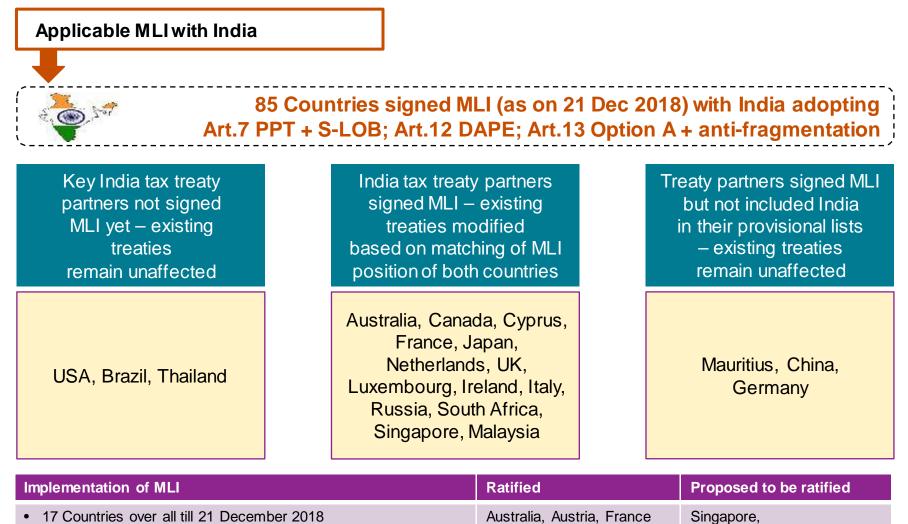
OECD BEPS Action Plan a	nd India
Action Plan 1 – Digital Economy	Introduction of equalization levy on online advertisements
Action Plan 2 – Hybrid mismatch & arrangements	Part of MLI arrangement however, India has not included in its MLI commitment
Action Plan 3 – CFC rules	Introduction of 'Place of Effective Management' Rules for tax residency
Action Plan 4 – Interest deduction	Thin capitalisation regulations introduced under Transfer Pricing Regulations
Action Plan 5 – Harmful tax practices	India not on the OECD harmful tax practices progress report list as update in May 2018
Action Plan 6 – Prevent tax treaty abuse	Included in the MLI arrangement. India has accepted the simplified LOB and PPT rules under the MLI document
Action Plan 7 – Avoiding artificial PE status	Forming part of its provisional MLI commitment

The OECD BEPS Action Plan initiative

OECD BEPS Action Plan a	nd India
↓	
Action Plan 8-10 – Transfer Pricing recommendations	Revised OECD commentary incorporates the recommendations in the Action Plans for intangibles, Risk and Capital, etc.
Action Plan 11 – Measuring and monitoring BEPS	No action taken yet
Action Plan 12 – Disclosure rules	India yet to notify regulations for disclosure of aggressive tax positions
Action Plan 13 – Country- by-Country Reporting	Introduction of CbC reporting as per OECD norms
Action Plan 14 – Dispute resolution	Forming part of its provisional MLI commitment

Action Plan 15 - Multilateral instrument (MLI) India adopted and notified all its 93 DTAAs to be covered under of MLIs with express reservations

Snapshot of India's major trading and investment partner countries

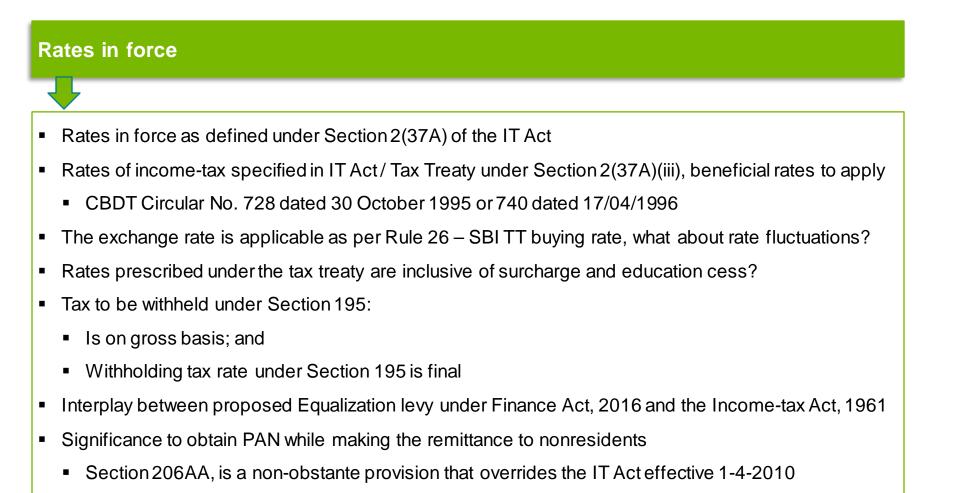


loM, Israel, Japan, New

Zealand, Sweden, UK

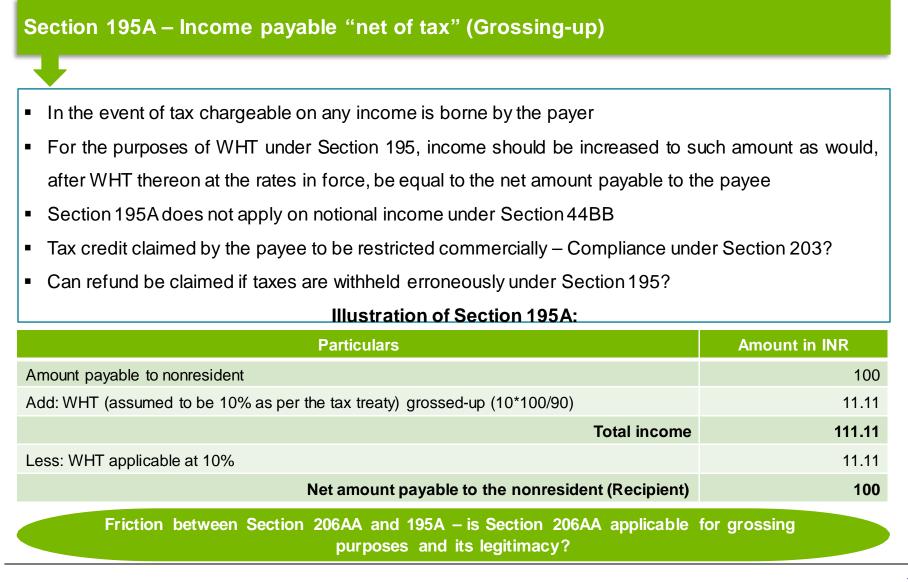
• Notable list of countries making effective are:

Quantifying WHT

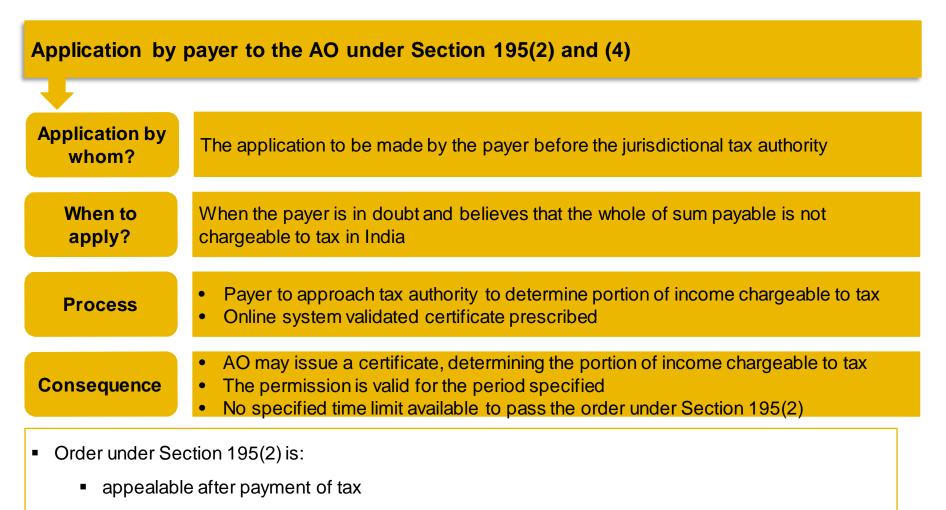


Detailed provision of Section 206AA and nuances discussed in the ensuing slides

Quantifying WHT



Alternate remedy for the payer



- amenable to revision under Section 263
- Decision under Section 195(2) is inconclusive in determination of income in case of foreign entity

Alternate remedy for the payee

Application by payee to the AO under Section 195(3),(4) and (5)

- Payee to make application in the prescribed form (Form 15C or form 15D) for no WHT
- Prescribed conditions under Rule 29B:
 - carries on business / profession in India for 5 years and has prescribed value of assets in India;
 - been regularly assessed to Income-tax;
 - not defaulted in tax, interest, penalty, fine application Details of advance tax, TDS & TCS system rate / rates of tax other sum payable; and
 - Certificate whichever is higher of the following: not been subjected to penalty under Section 27
- AO may issue provisional Nil WHT certificate
- Certificate issued by the AO valid for the Financial tax: or under Year mentioned therein or until cancelled
- Renewal after the expiry or within 3 months before 197 expiry of the certificate
- Certificate issued by AO can be prospective only
- Application after the payment of tax not entertained -Circular 774 dated 17 March 1999

Application by payee to the AO under Section 197(1)

- Application to be made by the payee under Section 197(1) for lower / no WHT online in the prescribed form (Form 13)
- Prescribed conditions under Rule 28AA:
- Advisory for a payable on estimated or existing income;
 - online -Tax paid of last 3 previous years; and

- prescribed 195(3) and Average of average rates of tax paid in last 3 years AO to issue certificate for lower / Nil WHT
 - Certificate issued by the AO valid for such period mentioned therein or until cancelled

Average rate determined on the basis of advance

Application to be made before the payment / credit whichever is earlier

Agenda

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13

11

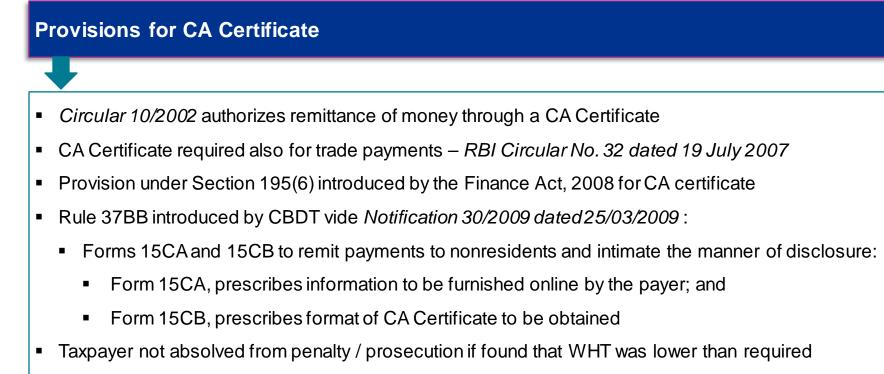
Part B

Practice and Operational rules

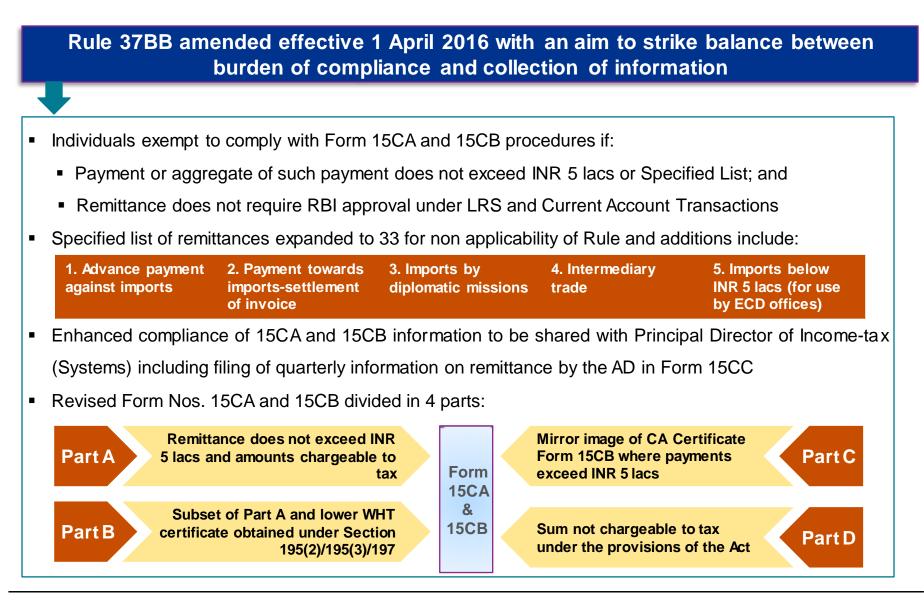
Issues, concerns and Illustrations

Key takeaways

Questions



- CA certificate merely acts as a guidance and is not a substitute to adjudication by the AO
- Procedure for remittance was amended from 01 October 2013, with significant change in the procedure, being more technological robust and detailed
 - Specified list of 28 payments like outbound investments, gifts, etc. exempt from the procedures
- Notification issued on 16 December 2015 to amend Rule 37BB for new forms and compliances
- Remittance certificate issued by CA subject to penal provisions prescribed per default



Amended procedures for CA Certificate

- Only taxable remittances to be reported in Form 15CA
- Select Form 15CA in Parts:
 - <u>Part A:</u> Applicable to remittances chargeable to tax for small payments that does not exceed INR 5 lacs or aggregate of such payments during the Financial
 - <u>Part B:</u> For any other payments chargeable to tax and lower / NIL WHT certificate is obtained
 - <u>Part C:</u> Form 15CA after obtaining CA certificate in Form 15CB for sums chargeable to tax
 - <u>Part D:</u> Information of any sum not chargeable to tax
- Form 15CA to be electronically uploaded on income-tax website. Amended process through generation of digital signatures for every payment
- Specific declaration / indemnity to be obtained by the payer for taxes and interest if payment is liable for WHT
- Undertaking to be obtained from the payee

Sample declaration from the Payee

<< On the letterhead of Payee >>

Date: ____

TO WHOMSOEVER IT MAY CONCERN

- We, the Payee, hereby confirm as follows:
- We are a Limited Company incorporated and registered in ____with Unique Entity Number _____.
- 2. We are a tax resident of ____as per Article 4 of the tax treaty and the place of world assessment of our income is in _____
- 3. We do not have any Permanent Establishment / Fixed place in India as defined under Article 5 of the Treaty. Also we will not have a Permanent Establishment / Fixed place in India within the meaning of the Treaty for the financial year.
- 4. The amount payable and its nature under the tax treaty
- 5. The amount is to be remitted to payee are the beneficiaries hereof.
- 6. In the event there is any income-tax demand (include interest etc) raised in India in respect of this remittance we undertake to pay the demand forthwith and provide _____with all information/documents that may be necessary for any proceedings before income tax/appellate authority in India.
- 7. Indemnity to protect from General Anti-Avoidance Rules For Payee

Suggested method for CA Certificate

Steps	Action plan and approach
Payment covered under Section 195	Payment from resident or from non resident to nonresident
Verify factual documents	Invoice, Contracts, Legal Status, obtain declaration, PAN, etc.
Determine character	Classification of payment, Business profits, Royalty, FTS, etc.
Evalua	ate taxability under the
• IT Act	Income-tax rates, Grossing-up, Section 206AA, Case law update
• Tax treaty	No PE, TP analysis, beneficial owner, entity characterization, Article, LOB clause, <u>Obtain TRC,</u> MFN, Protocol to the DTAA, MLI, OECD BEPS Technical explanation to the DTAA, Model commentaries
Specific orders	Verify specific orders received from tax authorities, 195(2), 195(3), etc.
Follow compliance	Complete the Form to comply with WHT deadlines for deposit

Tax Residency Certificate (TRC)

- TRC requirement for nonresidents to claim tax treaty benefits
- Also confirmed by Circular on Section 206AA
- Furnishing of TRC mandatory to avail tax treaty benefits:
 - SC in the case of UOI v. Azadi Bachao Andolan
 [2003] 263 ITR 706 (SC)
 - Circular 789 dated 13 April 2000
 - Shome Committee report on GAAR recommends that Circular 789 of 2000 should be retained
- Prescribed additional information to be furnished along with TRC
- CBDT clarified that the additional information prescribed may not be required if it already forms part of the TRC

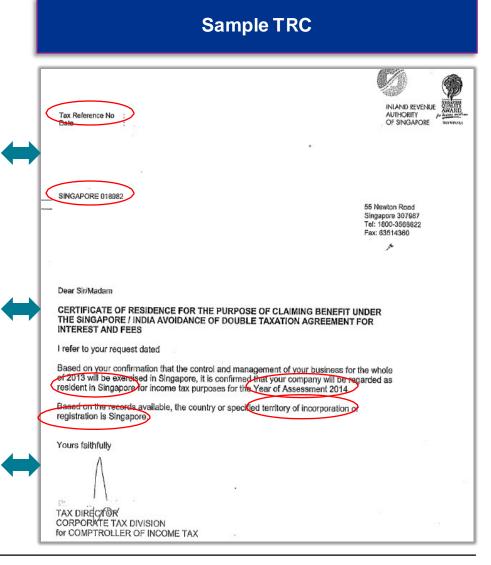
Notification No. 57/2013 dated 1/08/2013 [F.No.142/16/2013-TPL] revised the Rule 21AB

Prescribed Form 10F

The additional details required to be furnished in Form 10F under Rule 21AB:

- 1. Status (Individual, Company, Firm, etc.) of the taxpayer
- 2. PAN of the taxpayer, if allotted
- Nationality (in case of an individual) or country or specified territory of incorporation or registration (in case of others)
- 4. Taxpayer's tax identification number or a unique number, as the case may be
- 5. Period for which the residential status, as mentioned in the TRC, is applicable and
- 6. Address of the taxpayer during the period for which the certificate is applicable

CBDT clarified that declaration may not be required if TRC contains above particulars



Form 15CA – Part A

	ecome-Tax lepartment	TORM NO. 15CA (See role 37BB) Information to be furnished for payments to a non-resident not being a company, or to a foreign company	rk. Na.			
(To be or t	e filled up if the r the aggregate of t	Part A emittance is chargeable to tax under the provisions of the Income tax Art.3 such remittances, as the case may be, does not exceed five lakh report outin	961 and the remittan g the financial year)			
	Name of senat	lles	1			
a 1	PAN of the set	mitter (if available)				
Ē	TAN of the re-	nutter (if available)				
RIMITINE	Complete add	ress, emaid and phone number of the rematter				
	Status of remain					
	Residential sta	due of rematter2				
-		sent of rematance				
RIMITICS NO.	PAN of the re-	cipient of remittance, if available ³				
2	Complete add					
#	Country to wh					
	Amount payable before TDS (In Indian Currency)					
	Aggregate am proposed remains Name of back					
5	Contraction of the second	ranch of the bank	-			
2	Proposed date	An and a base balance the	-			
UNITANG	Nature of semi					
2		the relevant purpose code as per RBI				
	Amount of TI	a de la real de la construction de la const	-			
	Rate of TDS					
	Date of deduct	hon				

Place	Signature of the person responsible for paying to non-resident
Date	Name and Designation of the person responsible for paying to non-resident

Part B (To be filled up if the remittance is chargeable to tax under the provident of the factome tax Act.1961 and the remittance or the aggregate of tack remittance, as the care more by, does not exceed five tasks types; during the financial year and an order certificate or is 195(2) 195(3) 197 of Taylow tax Act has been obtained from the Ascensing Officer.) Name of semattes PAN of the sematter TAN of the rematter Complete address, email and phone number of the rematter Status of rematter? Residential status of rematter² Name of recipient of remittance PAN of the securient of remultance, if available* Complete address, email' and phone number? of the

Form 15CA – Part B

-	seattle or recibient or terminance		
E	PAN of the recipient of remattance.		
INU	Complete address, email' and phone		
•	Section under which order certificate ha	is been obtained	-
88.	Name and designation of the Assessing	Officer who issued the order certificate	
0 AD	Date of order certificate		
	Orden' certificate souther		
_	Country to which resultance is made	Country	Currency
	Amount payable	In foreign currency	In Indian Rs.
	Name of the Bank	Branch of the Bank	
*	BSR Code of the bask branch (7 digst)		
3	Proposed date of resultance	Longer and Longer	(DDMM/1111)
AO.	Nature of remaitance as per agreement		
	Please furnish the relevant purpose		
2	Amount of TD5		
	Rate of TDS		
	Date of deduction		

VERIFICATION

1/We*,		ŵ
 Antipage of the second s	esignation) solemnly declare that the information given above is true to the best of the relevant information has been concealed. L'We* certify that a certificate/order un	
	97 of the Income-tax Act. 1961 has been obtained, particulars of which are given in	
Form L'We* further	intertake to submit the requisite documents for enabling the income-tax authorities	
	d amount of income of the recipient of the above remattance as well as documents requi	
for determining my hab	daty under the Income-tax Act as a person responsible for deduction of tax at source.	
Place	Signature of the person responsible for paying to non-resident	
Date	Name and Designation of the person responsible for paying to non-reside	suf.

	Form 15CA - Part C				For	m 15CB	
send a	Part C the filled up if the remittance is chargeable in tax under the provisions of librane-tax Act, 1941 and the taker or the aggregate of such remittance, as the case may be, exceeds fire table report buring the financial year a certificate in Form No. 15CB from an accountant as befored in the <i>Explanation</i> below sub-section (2) of an 235 has been obtained)				(5	orm No. 15CB See rule 37BB) ite of an accountant ¹	
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NUMBER OF BELLEVILLE	Status* Construction of the second state Address Construction of the Accounting of the second state (a) Name of the proprietoridap films of the accountant		W A S	Natio	by certify the following :- e and address of the beneficiary of the fance Country to which remattance is made	Country.	Careacy.
ACCENTRY NO	(x) Address (d) Registerious no of the accountant (e) Date of cendicate (DD/MM VYV)			2 3 4 5 6	Amount payable Name of the bank BSR Code of the bank branch (7 digit) Proposed date of remattance Nature of remattance as per agreement document	In foreign currency Branch of the bank (DD MM4YYYYY)	In Indean Rs.
ND OR	(a) Whether any order certificate is 199(2) 195(3) 197 of Bacame-tas Act has been abranded from the Assessing (Tick) Yes No (b) Striken under which order vertificate has been obtained for Network and the Assessing Officer who issued the order vertificate (d) No No (d) Otder certificate and the of order conflicate (e) Otder certificate and the of order conflicate (e) No			\langle	In case the remittance is net of taxes, whether tax payable has been ground op? Taxability under the provisions of the <u>Income tax Act</u> (wetsout considering DTAA)	(Tick) Yes No	
	Construct in million in mander (Construction of the sociential) Construct in mander (Construction mander (Construction) Annona provide Annona provid	\leftarrow			 (i) is remattance chargeable to tax in India (ii) if not reasons thereof (iii) if yes, (i) the relevant section of the Act under which the remattance is covered (b) the amount of income chargeable to tax (c) the tax lashshry (d) thesis of determining taxable income and tax lashshry 	(Tick) [Yes No	

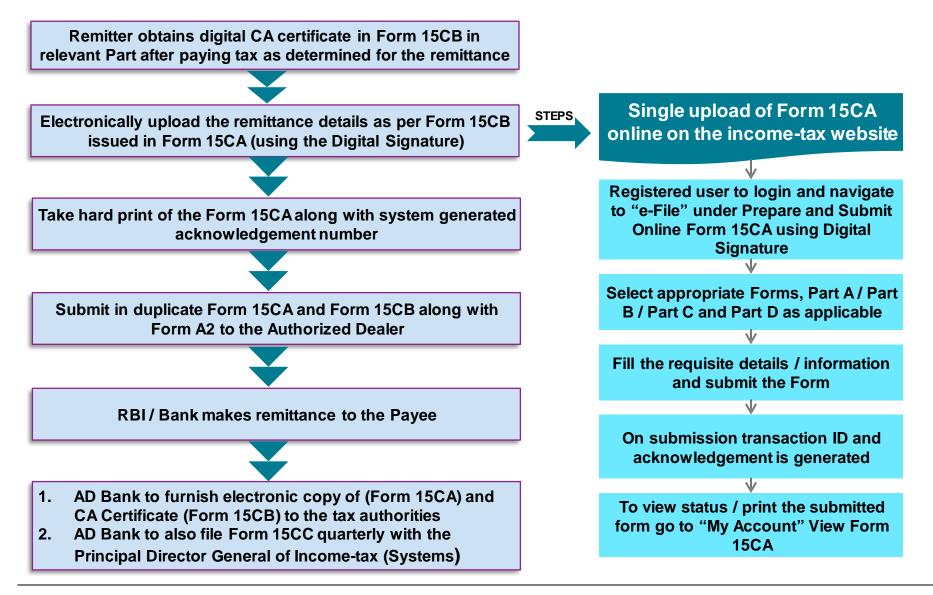
	Form	15CA - Part C			Fo	orm 15CB	
	tax (c) the tax inhibity (d)basis of determining taxable income and tax inhibity			9.	If income is chargeable to tax in India and any relief is claimed under DTAA-		
10	If any relief is claimed under DTAA- (i) whether tax residency certificate is obtained from the recipient of remittance	(Tixk) [Yes] No			(i) whether tax residency certificate is obtained from the recipient of remittance		
	(ii) please specify relevant DTAA (iii) please specify relevant article of DTAA				(ii) please specify relevant DTAA		
	(iv) tauable income as per DTAA	Nature of payment as per SULAA In Indian Rs			(ii) please specify relevant article of DTAA	Nature of payment as per	
	(v) tax liability as per DTAA A If the remainance is for royalties, fee for technical services, interest, dividend, etc.(not connected with permanent	In Indian Ro. (Tack) [] Yes [] No	\leftrightarrow		(m) sacable income as per DTAA	DTAA In Indian Rs.	_
	establishment) please indicate - (a) Article of DTAA (b) Rate of TDS required to be deducted in terms of such article of the applicable DTAA	() • () • () • ()			(rv) tax liability as per DTAA	In Indian Rs.	-
	B in case the remittance is on account of business income, please indicate -	(Tick) Yes No			Alf the remittance is for royalties, fee	(Tick) [Yes] No	7
DTAA	(a) The amount of income liable to tax in India				for technical services, interest, dividend, etc.(not connected with permanent		
	(b) The basis of arriving at the rate of deduction of tax.		1		establishment) please indicate		

Form 15CA - Part C

	Plat	Sugarature of the person responsible for paying to non-evoluted			Address:				
							Name of the pro	prietorship/ firm	
		sponsable for deduction of the of some			Certificat	te No."	Signature : Name:		
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de	discrision ras ded	s of tax at source in case where it is it	reand that the tax actually deductible on the amoun pand or not pand in full, I'We* undertake to pay with interest due, I'We* shall also be subject to the	of remathance has not	13	Date of deduction of tax at source, if any	(DD MM YYYY)		
and a	- marine -	knowledge and belief and so relevant	autormation has been concaded 1/We* certify the h are grown in this Form, certifying the amount, so	a contribute has been are and contractants of	12	Actual amount of resultance after TDS	As per DTAA (%) In foreign currency		
i 1/W/e*					4	Rate of TDS	As per Income-tax Act (%)		
					10	Amount of TDS	In foreign corrency In Indian Rs		
			VERIFICATION			(d) if not please furnals beef reasons thereof, specifying relevant article of DTAA			
	13.	Actual annount of semittance after TDS Date of deduction of tax at source, if any				applicable DTAA			
108			As per DTAA (%)			(c) If yes, rate of TD5 required to be deducted in terms of such article of the			
	12	Rate of TD5	As per Income-tax Act (%)			(b) Whether taxable in India is per DTAA			
	1		In Indum Rs.			(a) Please specify summe of resultance			
	11	DTAA Amount of tax deducted at source	In foreign currency			D In case of other remittance not covered by sub-stems A.B and C	(Tick) Yes No		
		(d) if not please famish beief seasons thereof specifying relevant article of				(c) basis of arriving at taxable income			
						(b) assount of short-terms capital game			
		deducted in terms of such article of the applicable DTAA				capital gains, please indicate - (a) amount of long term capital gains	A CONTRACTOR OF A CONTRACTOR O		
	1.0	DTAA (c) If yes, rate of TDS required to be				DTAA C. Is case the resultance is on account of	(Task) Yes No		
	18	(a) Please specify nature of remattance (b) Whether taxable in India is per-			1	(c) If not, please furnish brief reasons thereof, specifying relevant article of			
		covered by sub-stems A.B and C				(h) If so, the basis of arriving at the rate of deduction of tax.			
	8	(c) basis of arriving at taxable income D. In case of other remattance not	(Tick) [Yes] No			(a) Whether such success a liable to tax, at fishis	(Task) Ves No		
		(b) amount of short-term capital games				basiness income, please indicate -			
		(a) amount of long term capital gains				DTAA B. In case the remattance is on account of	(Tido Yes No		
	1.10	capital gains, please indicate -	C 25 (1995) (1995) (1995)		1	(b) Rate of TDS required to be deducted in terms of such article of the applicable	As pre DTAA (%)		

Form 15CB

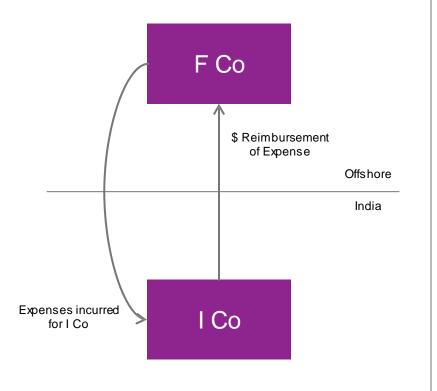
Form 15CA		Form 15CC									
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* Status of rematter ¹ Residential status of the rematter ²	PAN of the rematter, if available TAN of the rematter, if available Complete address, email and phone number of the rematter Status of rematter ²			the quarter of							
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BSR code of the bank branch (7 digit) Proposed date of remittance (DD/MM/YYYY) Nature of remuttance Please formsh the refevant purpose code as per RBI				1				Verification	ster of		eclare that so the
	source JIION k letters), son/daughte	n of in the	Plac Date		vledge and	belief, the	nformation (e correct and com ignature Tame and Designal		-
capacity of (designation) solemaly decla my/out* knowledge and belief and no relevant information i tax actually deductible on the amount of remittance has not not paid in full. I/We* undertake to pay the amount of tax in interest due. I/We* shall also be subject to the provisions of income-tax Act, 1961. I/We* further undertake to submu- authorities to determine the nature and amount of income-	has been concealed. In been deducted or afte of deducted or not pass penalty for the said de t the requisite docume	r deduction has not been paid or d, as the case may be, along with rfault as per the provisions of the runs for enabling the income-tax						[Notifie	ation No. 93-20	015. F No. 133	41/2015-TPL]
documents required for determining my/our* habdity in deduction of tax at source								DIRECT	OR (TAX POI	CALLER AND A REAL AND A	AMBAR DAS) OISLATION)
Place Signature of the person responsible for paying to non-resident Date. Name and Designation of the person responsible for paying to non-resident				Note.— The principal rules were published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (11) vide notification number S.O. 969(E), dated the 26 th March, 1962 and last amended vide notification number S.O.3557 (E), dated the 11 th December, 2015.							



Typical concerns of withholding tax for non-residents

Salary payment of deputed employees	Payment for software, use of / access to database	Reimbursement of actual expenses			
Third party cost sharing reimbursement to parent	Online advertisement or related services	Payment towards significant economic presence			
Tax deduction for transfer of immovable by NRI	Payment for export or supply of equipment's / goods	Marketing survey and testing charges			

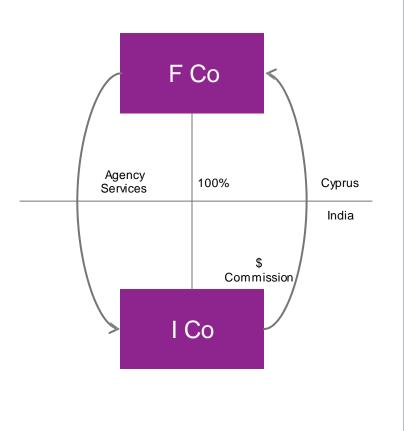
Illustration 1 – Reimbursement of expense



Applicable WHT rate for F Co in absence of PAN

- Section 206AA provides for WHT at the higher of the following rates, namely:
 - Specified rate in the relevant provisions of the IT Act; or
 - Rate / rates in force; or
 - **20%**
- F Co has a valid TRC
- What should be the WHT rate under Section 195?

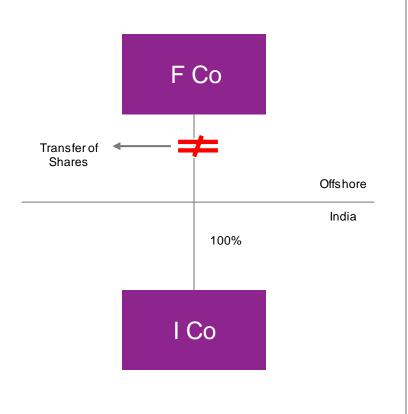
Illustration 2 – Export Commission



Applicable WHT rate for F Co in absence of PAN

- Implications when commission income paid to an associate enterprise?
- If payment is made to Cyprus?

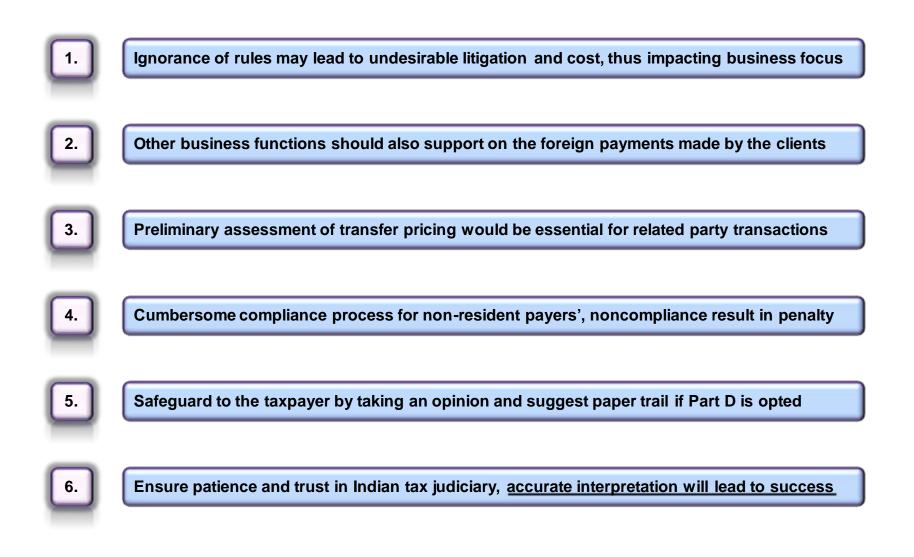
Illustration 3 – Group Restructuring



Applicable WHT provisions for F Co case of share sale

- Gains arising on transfer of shares are exempt under the applicable tax treaty
- Is a PAN required?
- Is withholding tax provisions applicable?
- Does F Co has to file a return of income in India?

Key takeaways and safeguards









Your feedback is valuable and will help me improvise my skill-sets

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