

18th August 2025
Reference: WAEL/SM/004/07/2025

Mr. Partha Shankar Basu
Managing Director
Scalemaster Adlam Private Limited
3 Praga Colony, 75 E-Pet Basheerabad
Medchal Road, Hyderabad - 500 067
Telangana, India

Dear Mr. Basu,

Letter of Recommendation and Appreciation – Scalemaster Adlam Private Limited

I am delighted to write this letter on behalf of We Are Electric Limited (WeVee) to formally acknowledge and commend the exceptional service that Scalemaster Adlam Private Limited has provided to us since the signing of our service agreement in September 2022.

Over the past three years, Scalemaster has served as our trusted Employer of Record (EOR) partner in India, managing a dedicated team of three full-time virtual assistants. We have been consistently impressed by the professionalism, reliability, and diligence your organisation has demonstrated throughout this period.

In particular, we would like to highlight the following aspects of your service:

Flawless Employer of Record Compliance: You have meticulously handled all statutory, legal, and administrative obligations under Indian labour laws. At no point in the last three years have we encountered any compliance-related issues, giving us complete peace of mind and allowing us to focus entirely on our core business.

Exemplary Payroll Discipline: Salaries and bonuses for all team members have been credited on or before the last Friday of every month without a single exception. This level of consistency is rare and has been greatly appreciated by the employees, all of whom regularly express their satisfaction with the timeliness and transparency of payments.

Proactive and Supportive Employee Management: Whenever employee-related matters have arisen — whether providing financial or technical assistance during personal difficulties, arranging additional support, or issuing formal warnings in cases of under-performance — your team has gone above and beyond to resolve issues swiftly and fairly. Your hands-on yet professional approach has fostered a stable, motivated, and high-performing remote team for WeVee.

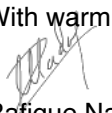
The combination of these factors has made our outsourcing arrangement one of the most successful and stress-free partnerships we have ever entered into. Scalemaster Adlam has proven itself to be far more than a service provider — you are a genuine strategic partner who genuinely cares about the well-being of the staff and the success of your clients.

We have no hesitation in recommending Scalemaster Adlam Private Limited to any organisation seeking a reliable, compliant, and employee-centric Employer of Record and remote staffing partner in India. We look forward to many more years of continued collaboration.

Please feel free to share this letter with prospective clients. I would also be happy to speak directly with anyone considering your services.

Thank you once again for your outstanding support since 2022.

With warm regards,


Rafique Nadaf
Founder & COO
WeVee