



KANDOI & CO

Actuaries and Advisors



About Us

KANDOI & CO, ACTUARIES AND ADVISORS

Introducing Kandoi & Co, a leading firm founded by Mr. Kartikey Kandoi, an accomplished Actuary (FIAI, FIA) and Chartered Accountant (FCA) specializing in the Employee Benefits domain. With a decade of experience, including 6 years post-qualification working in the Actuarial field with a specialization in Employee Benefits.

He is an all-India topper in the subjects 'Special Technical – Employee benefits and Pensions' and 'Core Application – Modeling and Documentation' at the Actuary Exam. He has also secured 15th All India Rank & 99% in the Accountancy Paper at the CA IPCC Level. He is one of the youngest professionals in India to qualify as an Actuary at the age of 24 after having qualified as a CA at the age of 21.

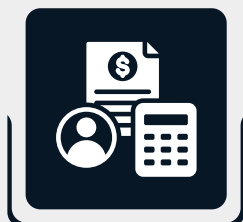
Mr. Kandoi is recognized for his exceptional skills. His expertise lies in providing 360° solutions for Actuarial, Accounting and Advisory globally in Insurance and Employee Benefits including ESOPs. He has consulted more than 100 companies for ESOP advisory.

In addition to being a Fellow Actuary and Chartered Accountant, Mr. Kandoi holds positions such as Council Member of the Institute of Actuaries of India and Special Invitee Member of ICAI - Accounting Standards Board. He is also a faculty member for prestigious courses on Ind AS, Share-based Payment (ESOP), and Actuarial Science.

At Kandoi & Co, the vision is to provide comprehensive Actuarial, Accounting, and Advisory Services across industries with a focus on Actuaries without Borders.



Our Services



Actuarial,
Accounting and
Advisory



ESOP Scheme
Design



Fair Value of
ESOP



Gratuity Funding

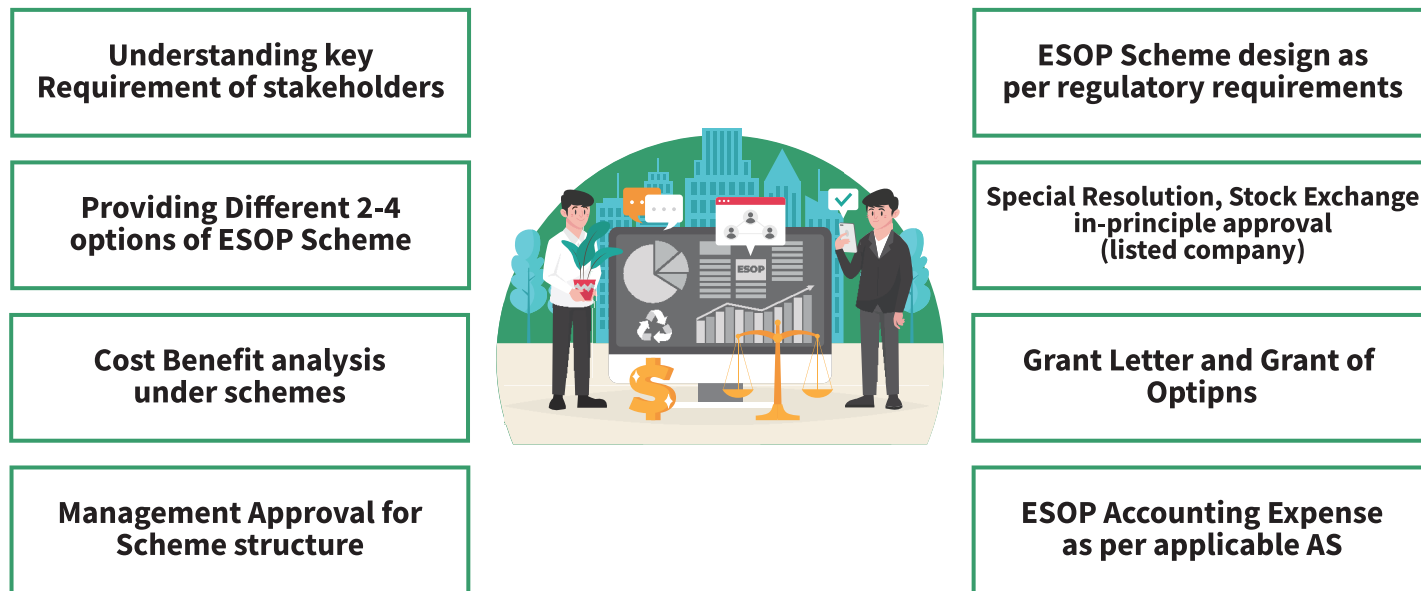


Gratuity Actuarial
Valuation



Leave Actuarial
Valuation

ESOP - Scheme Design and Implementation



Cost-benefit analysis is conducted to provide financial projection of expenses, save cost and efficiently implement policy to give maximum value addition.

ESOP - Regulatory Advisory



Fair Value of Stock Options (ESOP, ESPS, SAR)

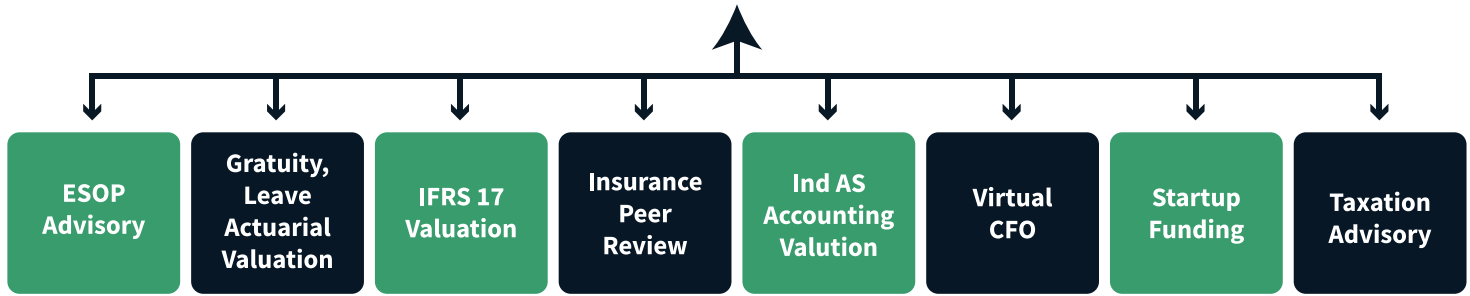
For ESOP Accounting, we typically requires two valuations:	Date of Valuation will depend on type of Stock options:	Fair Value of option can be determined using following methods:
<ul style="list-style-type: none"> ➤ Company's Share price ➤ Fair Value of option 	<ul style="list-style-type: none"> ➤ Equity-settled plan Grant date fair value ➤ Cash-settled plan Grant date and each balance sheet date 	<ul style="list-style-type: none"> ➤ Black- Scholes model ➤ Binomial/Lattice model ➤ Monte- Carlo simulation model

We provide ESOP valuation based on all above methods as applicable based on scheme of company. Amongst the three methods of Fair value of ESOP, Black- Scholes model is a widely used method by Indian listed and non-listed companies.

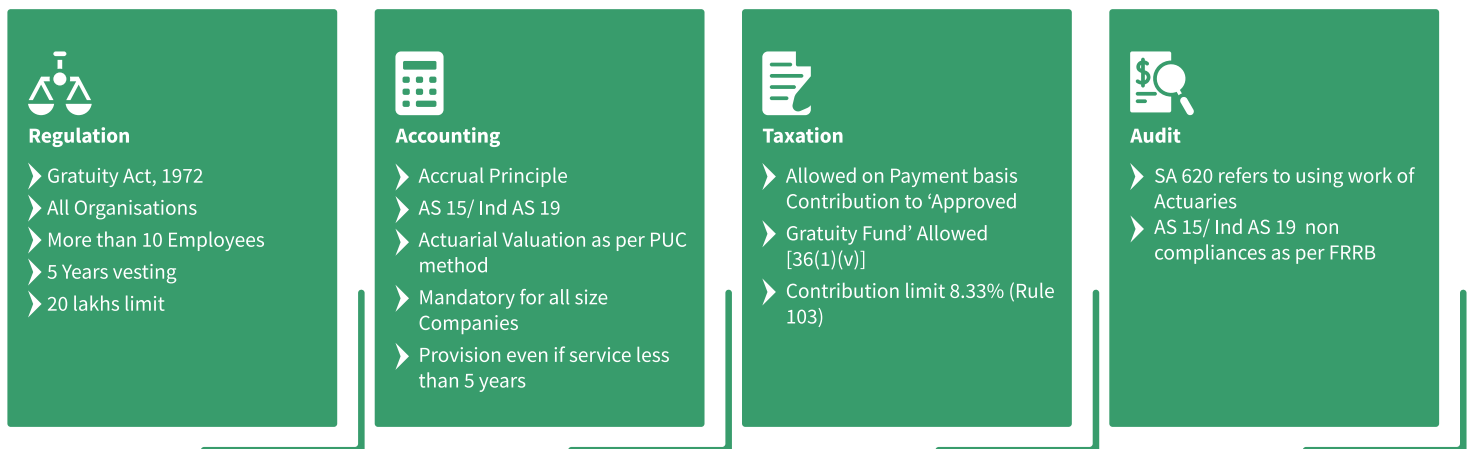
We also arrange to provide Company's share price valuation from Registered Valuer, Merchant Banker as required.

Actuarial, Accounting and Advisory [A^3]

We provide specialised services to listed, unlisted and start-up companies, relating to:



Gratuity Actuarial Valuation



All companies having **10 or more Employees** are mandatorily required to make Provision for Gratuity as per Actuarial Valuation Projected Unit Credit Method (PUCM) to comply with AS15/ Ind AS19.

Leave Actuarial Valuation

Leave provisions are governed by respective state's shop establishment act. As per AS 15, if leave is allowed to be carry forward for long term as per company leave policy, provision for leave will be required as per Actuarial Valuation at every yearend.

*Maharashtra, Karnataka, Delhi shop act – limit 45 days _ Factories Act 1948, Rajasthan shop act – limit 30 days
Gujarat shop act– limit 63 days (encashment in all above)*

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Scan the QR Code
for more Discussion

