

**Gwani Software**  
**Human Resource Unit**  
**Service Tariffs**

Effective from 1<sup>st</sup> July 2025 to 31<sup>st</sup> December 2025.

| Service                 | Monetization Type                                                                                                                                                                                                                                                                                                                                    | Cost (N)                                                          | Duration of Service              |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|----------------------------------|
| <b>HR Consulting</b>    | A company coming to HR unit seeking for professional advice and recommendations regarding employment, employees and productivity. Session is to be formed by Head of Unit consisting of 3 to 5 human resource manager and not lasting for more than 5 hours. Per-session fee is charged.                                                             | 10,000                                                            | Maximum of 5 hours               |
| <b>Job Listings</b>     | To allow employer list job vacancy on our recruitment portal for a period of two months and to receive applications on behalf of employer. Service is either charged Pay-per-post or subscription. Pay-per post is charge based on job vacancy while subscription based on bundled of job vacancies having same deadline.                            | 5,000 Pay-per post<br>50,000 subscription                         | Two consecutive months (60 days) |
| <b>Payroll Services</b> | An employer solicits the unit to manage the employees' productivity and draft their payroll based on their productivity on behalf of the employer. The service is charged on Subscription-based or per-employee pricing. Subscription the employer pay for this service while per employee pricing charged is deducted from employees' remuneration. | 2 ½ % of gross pay<br>HRM levy and 2 ½ %<br>of gross pay HRU levy | Monthly                          |

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|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------|
| <b>Training &amp; Certification</b> | Employer solicit HR unit to plan and implement staff training and certifications in order to enhance their productivity. The service is charged as One-time payment or monthly plan. One time payment HR unit will bill the employer the cost of training and certification at once and as soon as bill is settled, training and certification is done. The monthly charge is either 7% of employee's remuneration for permanent staff and 6% for part time. The unit cumulate this amount monthly until money is sufficient for training/certification then staff is trained or certified. | One-time payment as may be billed.<br>7% monthly deduction on permanent staff<br>6% on part time | One time Monthly     |
| <b>Performance Management</b>       | Employer subscribes that HR unit to conduct performance evaluation of employee on fortnight basis and implement policy to improve productivity. While employer subscribe to this service, human resource manager will start assessing employees on daily basis and produces report every two weeks interval. SaaS subscription                                                                                                                                                                                                                                                              | 60,000<br>30,000                                                                                 | Monthly<br>Fortnight |
| <b>Background Checks</b>            | Employer solicits the HR unit to conduct organisational evaluation on productivity index, produce result with relevant recommendation on how productivity can further be enhanced. The service is charged as Per-check pricing i.e. for every check on an organisation at a specific time must be paid.                                                                                                                                                                                                                                                                                     | 50,000                                                                                           | 10 days              |
| <b>Digital Marketing</b>            | An employer after listing job vacancy requests massive advertisement of the job be done so as to get large number of people click to apply. Once enrolled on this service, job link will be made to go viral and every click to apply for the job is charged on employer. This service is charged as Pay-per-click. Employer will deposit the sum of N250,000 to start enjoying this service.                                                                                                                                                                                               | 5,000 per click                                                                                  | 50 clicks            |

|                                                    |                                                                                                                                                                                                                                                                                                                                         |                                |                    |
|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------|
| <b>Outsourced HR Services</b>                      | Employer solicits that HR unit provide outsourced employees to it. The employer is charged the total remuneration of employees + 15% of it charged as HRM, HRU leveies and administrative charge.                                                                                                                                       | Total remuneration + 15% of it | Monthly            |
| <b>CV Screening &amp; Shortlisting</b>             | Employer solicits HR unit to screen CV of applicants and finds its accuracy and how relevant it is to the job in questions. HR unit then conducts background check on all items listed in the CV. This service is charge per CV and service can be taken as alternative to interview for recruitment.                                   | 5,000                          | 10 days            |
| <b>Job Interview</b>                               | Employer solicits HR unit to conduct job interview for its applicants where all original credentials obtained will be sighted and discussion on applicants suitability for the job is rated. This service is charged per session of 7 hours maximum.                                                                                    | 20,000                         | Maximum of 7 hours |
| <b>Job Talk Show</b>                               | Is an alternative to interview, employer solicits that HR unit discuss the requirement of jobs and allows applicants to demonstrate their skills and previous engagements that are relevant to the job requirements. Evidence of skills and previous engagements to be sighted. This service is charged per session of 7 hours maximum. | 16,000                         | Maximum of 7 hours |
| <b>Personality Testing</b>                         | Applicant to conduct personality testing.                                                                                                                                                                                                                                                                                               | FREE                           | Maximu an hour     |
| <b>Mailing brief result of personality test</b>    | Here an applicant solicits that his/her personality test result be mailed confidentially to an employer. Brief result is mailed. The service is charged per e-mail.                                                                                                                                                                     | 5,000                          | Instant            |
| <b>Mailing detailed result of personality test</b> | Here an applicant solicits that his/her personality test result be mailed confidentially to an employer. Detailed result is mailed. The service is charged per e-mail.                                                                                                                                                                  | 10,000                         | Instant            |