Your People Partner

City Heart (13th Floor), Suit-07
67 Naya Paltan, Dhaka-1000

BANGLADESH

Tel: 0088-02-8332935
Fax: 0088-02-8332934
Mobile: 0088-01817094118
     0088-01714069061

E-mail: rdoni_dhaka@yahoo.com
       rdonidhaka@gmail.com
FROM PROPRIETOR’S DESK

This is my pleasure to introduce ourselves as one of the leading & professional recruiting manpower companies in Bangladesh, supply manpower to various countries, especially the Gulf.

I like to bring our valued client’s notice that ProSearch Recruitment Consultants with its competent staff members, stands for quality manpower services in order to meet required demand of clients.

Bangladeshi laborers are in great demand all over the world due to their work ethic and productivity. To meet this existing demand of skilled & unskilled Bangladeshi labors, ProSearch Recruitment Consultants has been providing all related services to recruit manpower from Bangladesh with keeping the best interest of the employers.

We collaborate with our clients to understand their specific needs in detail, enabling us to provide them with the most demanding HR and recruitment solutions, quickly and to budget with ensuring the placement of right person for the right job.

You will be glad for choosing the ProSearch Recruitment Consultants as your people partner. We assure that you will be safe profitable with the quality service and better co-operation in future.

PROPRIETOR
R. D. RONI

Your People Partner
TOPICS

COMPANY PROFILE  02
OFFICE ORGANOGRAM  03
OVERSEAS MANPOWER SUPPLY FROM BANGLADESH  04
SERVICES OFFERED  05
INFRASTRUCTURE  06
HUMAN RESOURCES  07
OPERATION METHOD  08
CATEGORIES OF WORKERS  09
TRAINING CENTER  10
DEMAND LETTERS  16

Your People Partner
COMPANY PROFILE

Company
- ProSearch Recruitment Consultants
- ProSearch Training Center
- Roni Tour & Travels

Proprietor: R.D. Roni

License No: RL - 1027

Address:
City Heart (13th Floor), Suit-07, 67 Naya Paltan, Dhaka-1000, Bangladesh

Tel: 0088-02-8332935

Fax: 0088-02-8332934

Mobile: 0088-01817094118
        0088-01714069061

E-mail: rdroni_dhaka@yahoo.com, rdronidhaka@gmail.com

Membership:
- Bangladesh Association of International Recruiting Agents (BAIRA)
- Association of Travel Agents of Bangladesh (ATAB)

Deployed Countries:
United Arab Emirates (UAE), Saudi Arabia, Qatar, Oman, Bahrain,
Malaysia, Kuwait, Iraq, Libya, Algeria

No. of total available manpower resources: 5,000 Candidates

Capability of manpower mobilization: 3000 per month

No. of engaged staff: 34

Lead time to deployment after completion of interview and after getting visas: 30 working days.
OVERSEAS MANPOWER SUPPLY
FROM BANGLADESH

Bangladesh, a country of 140 million people of moderate Muslim and modern democracy, is a potential market for human resources. Our country has close cultural relation with the Middle Eastern and Gulf countries as well as with Malaysia. Our workers are energetic, law abiding, disciplined and peace loving. They inherit a secular culture of a moderate Muslim and democratic tradition. This helps them to work with the workers of any other country and of any religion. They possess a special quality of adjustment in any situation and atmosphere. Presently Bangladesh has over 100 Technical Training centers. Beside 64 Technical Training Institutes in all the 64 District Head Quarters, there are about 50 Technical Training centers in and around the capital. Some run by private ownership, Some by Government in joint collaboration with ILO. These centers maintain high quality of professional and technical standard.

As such we are capable of supplying all categories of highly skilled, semi-skilled as well as unskilled work forces to any country in the world. Our youths are strong and diligent and can adjust to any environment and conditions.

We are in a position to arrange for recruitment and mobilization of professionally qualified and well-experienced candidates as per your requisition from Bangladesh.
ProSearch prefers selection of workers by the employer representative. For this, ProSearch will extend all facilities to the employer including arrangement of trade test, if require, for selection of technical people. ProSearch may also be entrusted with this responsibility, which can ensure selection of the right person for the right trade as per criteria given by the employer. ProSearch performs the following activities:

- Obtain recruitment permission from the government agencies.
- Advertisement in reputed daily newspaper calling applicants, if necessary.
- Collection of application
- Primary selection by our experts.
- Conduct final interview by employer’s representatives.
- Obtain passports for the selected candidates.
- Medical Examination of the candidates.
- Obtain police clearance.
- Obtain medical fitness certificate, photographs and related documents.
- Stamping of visa from the respective embassy.
- Obtain emigration clearance from the government agency.
- Travel arrangement including confirmation of seats with airlines.
- Constant contact with the employer informing the development of the total arrangement.
- Attend airport to ensure smooth boarding of the passengers.
- Inform employer over fax / telephone / e-mail about the actual number of workers dispatched/boarded finally.
- Arrangement of proper and timely replacement of worker, if anyone is found professionally or medically unfit within the probation period.
- Ensure workers reach the country of work within 15-20 days from the date of receipt of their visa/visa advice/calling from the employer, even earlier in case of emergency of employer.
- Arrangement of flights in groups.
- Proper briefing to the workers about the social, political, legal, cultural and environmental aspects of the host country to boost up moral strength that helps in up keeping the existing relationship between the countries.
- Handover copy of employment contract to the workers before their departure for the country of work.
- Briefing of the workers about the actual terms of employment prior to their departure.
- Attend employer’s call to solve unforeseen problems that may arise within the full contract duration.
Our main office is located at City Heart, 67 Naya Paltan, Dhaka of 13th floor (1000 Sq Ft) and also on 14th floor (1750 Sq Ft).
Moreover, we owe a training center of 30000 Sq Ft land named “ProSearch Training Center” is situated at Barua, Lanjani Para, Khilkhet (Near Airport), Dhaka for skill development of out going workers in various trades.

As our Organizational chart mention, we have an experienced and proved team to handle all recruitment work of any volume, successfully. There are two engineers as consultant to interview and identify candidates against client’s specific requirement. Each branch is equipped with latest communication tools and modern facilities. We maintain our data bank in computerizes way and have plan to apply customized software in this regard. Our operation team has come long way with their prompt and efficient activities.
1. Understanding Your Needs:

We study the client requirement and discuss the details with their representative to obtain a complete understanding of the needs. If clients so desire, our executive may even visit them for formal discussion. We work closely with our customers, to clearly understand what their actual requirement is, so that we can grow our business relationship further. Then we ask the clients to submit documents like Agency Agreement, Demand Letter, Power of Attorney, Employment Service Agreement etc.

2. Evaluation of Personnel:

Our executive team takes over from here. We refer our existing network and receive immediate feedback on the availability of the required personnel. We make special effort to keep our database update and duly supplement it periodically. In order to widen our choices or to locate persons to meet client’s precise specifications, we may also advertise in the media or if necessary, resort to head hunt.

We scrutinize the resume/bio data received and shortlist the candidates based on merit and then invite them for an interview. We carry out an in-depth analysis of the job specification and match the meet the employer-employee equation, to avoid any disappointment due to a mismatch. This final short listed resume/bio data are dispatched to the employer for their final selection.
# Categories of Workers

We provide different categories of workers - Specific Skilled, Semiskilled and Unskilled:

<table>
<thead>
<tr>
<th>Profession</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>Civil, Mechanical, Chemical and Electrical Engineer, Agriculturist Analyst/Specialist in this regard.</td>
</tr>
<tr>
<td>Administrative/Clerical</td>
<td>Manager, Administrative Officer, Accountant, Camp Boss, Administrative Assistant, Store Keeper, Computer Operator / Typist and Time Keeper</td>
</tr>
<tr>
<td>Engineer, Supervisor, Foreman, Chargehand</td>
<td>Land Surveyor, Mechanical, Electrical, Civil, Agricultural, Security etc.</td>
</tr>
<tr>
<td>Carpentry Work</td>
<td>Furniture Carpenter, Joinery/Assembler Shuttering Carpenters and Helpers</td>
</tr>
<tr>
<td>Masonry Work</td>
<td>Marble/ Chips/ Block/ Plaster and Helper</td>
</tr>
<tr>
<td>Steel Fixer</td>
<td>Specialist Steel Fixer and helper</td>
</tr>
<tr>
<td>Piping Work</td>
<td>Plumber Industrial, Plumber Building and Helpers</td>
</tr>
<tr>
<td>Skilled &amp; Unskilled Work</td>
<td>Laundry &amp; Iron Man, General Labour, Cleaner, Construction Labour, Garbage Labour and Gardener, Factory workers</td>
</tr>
<tr>
<td>Electrical Work</td>
<td>Industrial Electrician, Building Wiring Electrician &amp; Helper</td>
</tr>
<tr>
<td>Super Market</td>
<td>Manager, Accountant, Supervisor, Cashier, Store Keeper, Salesman, Computer Operator and Cleaner</td>
</tr>
<tr>
<td>School/College</td>
<td>Teacher/Lecturer, Administrative Officer, Accountant, Store keeper, Secretary/Clerk, Computer Operator, Office Boy.</td>
</tr>
<tr>
<td>Hospital</td>
<td>Specialist General Physician (GP), Nurse (Males/Female), Admin. Officer, Warden, Pharmacists, Accountant, Store Keeper and Cashier.</td>
</tr>
<tr>
<td>Security</td>
<td>Security Personnel and Watchman</td>
</tr>
<tr>
<td>Hotel</td>
<td>Manager, Accountant, Cook (continental/ Indian/ Chinese), Cashier, Store Keeper, Time Keeper, Receptionist Steward, Cleaner, Room Boy, Driver, Cleaners, waiter/waitress</td>
</tr>
<tr>
<td>Agricultural</td>
<td>Skilled &amp; Semiskilled Agriculture Worker, Gardener</td>
</tr>
</tbody>
</table>
We have our own arrangement of training in the following category:

- Carpenter
  - Shuttering
  - Finishing/Furniture
- Mason
  - Plaster
  - Block
  - Tiles
  - Mosaic
  - Marble Tiles
- Steel Fixer
- Plumber
- Pipe Fitter
- Steel Fitter
- Painter
- Electrical
- Welding
  - 1G
  - 3G
  - 4G
  - 6G
  - TIG
  - MIG
- Scaffold
- Aluminum Fabrication
- False Ceiling Fixer
- Pipe Assembling & Installation
- Duct
  - Insulator
  - Fabricator
  - Erector
- Cook
- Timber
- Metal Form Work
- Security Guard
- Driver
- Gardener
- Cleaner
MECHANICAL

- PLUMBING
- DUCTING
- PIPE FITTER
WELDING

SECURITY GUARD TRAINING
DEMAND LETTERS
M/s. Prosearch Recruitment Consultants,
City Heart (13th Floor), Suite 7,
67, Naya Paltan, Dhaka – 1000,
Bangladesh.

Subject: Demand Letter

We are pleased to place a demand order for recruiting workers from Bangladesh for our project in Qatar under the terms and conditions as set forth hereunder:

<table>
<thead>
<tr>
<th>S/N</th>
<th>Job Title</th>
<th>Number of Workers Required</th>
<th>Salary Per Month In Qatari Riyal</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mason</td>
<td>70 [Seventy]</td>
<td>1,100-1,200 [One Thousand One Hundred-One Thousand Two Hundred] Depending on Experience</td>
</tr>
<tr>
<td>2.</td>
<td>Blacksmith/Steel Fitter</td>
<td>60 [Sixty]</td>
<td>1,100-1,200 [One Thousand One Hundred-One Thousand Two Hundred] Depending on Experience</td>
</tr>
<tr>
<td>3.</td>
<td>Plaster Technician</td>
<td>60 [Sixty]</td>
<td>1,100-1,200 [One Thousand One Hundred-One Thousand Two Hundred] Depending on Experience</td>
</tr>
</tbody>
</table>

Terms and Conditions

<table>
<thead>
<tr>
<th>S/N</th>
<th>Item</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Contract Period</td>
<td>Open</td>
</tr>
<tr>
<td>2.</td>
<td>Probation Period</td>
<td>Six Months, as per Qatari labour law</td>
</tr>
<tr>
<td>3.</td>
<td>Working Hours and Days</td>
<td>8 Hours per day, 6 Days per week.</td>
</tr>
<tr>
<td>4.</td>
<td>Weekly Leave</td>
<td>4 Weekly Leaves (Fridays) provided per month</td>
</tr>
<tr>
<td>5.</td>
<td>Air Passage</td>
<td>To and from airfare will be provided by Employer</td>
</tr>
<tr>
<td>6.</td>
<td>Overtime Allowance for overtime work</td>
<td>Payable, as per Local Labour law.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Food</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The monthly salary includes either free food or a food allowance of QR 350.00 per month. The choice between the two options will be at the sole discretion of the Employer.</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Accommodation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Provided free of cost by Employer</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Others</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Free medical care / insurance, worker’s compensation and local transportation shall be provided by the Employer.</td>
<td></td>
</tr>
</tbody>
</table>

Yours truly,

FOR Terna Qatar LLC

Name: Gregory Psychogyios

Designation: Area Manager
POWER OF ATTORNEY

Known by us all present that we M/s. Terna Qatar LLC, P.O. Box No: 47310 - Doha - Qatar hereby appoints M/s. Prosearch Recruitment Consultants, City Heart (13th Floor), Suite 7, 67, Naya Paltan, Dhaka – 1000, Bangladesh, Approved by the Government of Bangladesh, Ministry of Labour, Dhaka, vide Registration No. 1027 valid up to 31.12.2009 (Under renewal), to be our non-exclusive true and lawful recruiting agent for Bangladeshi workers on our behalf as per the demand letter issued in their favor.

They are empowered to sign all necessary documents and arranging employment contract with the recruited worker as far as the recruitment is concerned and as required by the laws and regulations of Bangladesh, to arrange passports visas and all other necessary documents for passage of the required persons to the work visa.

In witness whereof, we have executed this power of attorney on 31st December 2009 and it shall be valid until 30th June 2010.

For Terna Qatar LLC

[Signature]

Gregory Psychogios
Area Manager
Ref: RT/Pert/010
Date: 24th March 2010

M/s. Pro Search Recruitment Consultants
Suit No.07, 13th Floor,
City Heart, 67 Naya Paltan,
Dhaka - 1000,
Bangladesh.

DEMAND LETTER

Dear Sirs,

We request you to recruit the following suitable personnel for our Company from Bangladesh as per the details given below.

<table>
<thead>
<tr>
<th>No</th>
<th>Category</th>
<th>No of Workers</th>
<th>Basic Salary (AED)</th>
<th>Food Allowance (AED)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Electrician</td>
<td>70</td>
<td>728/- per month</td>
<td>150/- per month</td>
</tr>
<tr>
<td>2</td>
<td>Plumber</td>
<td>10</td>
<td>728/- per month</td>
<td>150/- per month</td>
</tr>
<tr>
<td>3</td>
<td>Duct Erector</td>
<td>10</td>
<td>728/- per month</td>
<td>150/- per month</td>
</tr>
<tr>
<td>4</td>
<td>Pipe Fitter</td>
<td>10</td>
<td>728/- per month</td>
<td>150/- per month</td>
</tr>
</tbody>
</table>

The following Terms & Conditions shall be included in the contract:

1) Period of Employment: Unlimited
2) Place of Employment: United Arab Emirates
3) Working Hours: 8 hours per day
4) Overtime: As per UAE Labour Laws
5) Accommodation: Provided
6) Transportation: Provided
7) Food/Food Allowance: AED 150/- per month
8) Joining Ticket: Provided
9) All other Facilities: As per UAE Labour Laws

All other terms & conditions shall be in accordance with the UAE Labour Laws.

For and on behalf of
BK Gulf LLC

[Signature]
Finance & Administration Manager

ZERO HARM

Dubai, UAE
Telephone: +971 4 3391520
Fax: +971 4 3393103
E-mail: info@bkgulf.com www.bkgulf.com
POWER OF ATTORNEY

KNOWN ALL MEN BY THESE PRESENT THAT MIS. BK GULF LLC, P O Box 10679, DUBAI, UAE A COMPANY ORGANISED UNDER THE LAW OF UAE LICENCE No. 224429 (Photocopy attached) DO HEREBY APPOINT MIS. PRO SEARCH RECRUITMENT CONSULTANTS, SUIT No.7, 13 TH FLOOR CITY HEART, 87 NAYA PALTON, DHAKA - 1000, BANGLADESH, APPROVED BY THE GOVERNMENT OF BANGLADESH, MINISTRY OF LABOUR, DHAKA vide registration No. 1027 TO BE THEIR TRUE LAWFUL ATTORNEY, AND AGENT IN BANGLADESH IN RESPECTS OF HANDLING ALL THE AFFAIRS WITH THE PROTECTOR OF EMMIGRANTS, GOVERNMENT OF BANGLADESH AND SIGN ALL REQUIRED DOCUMENTS BY THE SAID OFFICERS IN CONNECTION WITH THE RECRUITMENT OF 100 (ONE HUNDRED) PERSONS AGAINST VISAS AS PER LIST ATTACHED FOR EMPLOYMENT WITH US AND TO ARRANGE ALL MATTERS RELATING THEIR EMMIGRATION ETC.

IN WITNESS WHEREOF WE HAVE EXECUTED THIS POWER OF ATTORNEY ON THIS 24TH MARCH 2010 IN PRESENCE OF THE DUBSCRIBING WITNESSES.

THIS POWER OF ATTORNEY IS RELATED TO OUR DEMAND LETTER NO. Ref. RT/Perinv/10 DATED 24TH MARCH 2010 AND ESPECIALLY TO OUR CONDITION OF SUITABILITY OF CANDIDATES MENTIONED WITH DEMAND LETTER AND THIS POWER OF ATTORNEY WILL EXPIRE ON 22ND MAY 2010.

For end on behalf of BK GULF LLC

[Signature]

Finance & Administration Manager

ZERO HAMH
Date: 08th May 2019

Ms. Pro Search Recruitment Consultants
Suit No: 07, 15th Floor
City Heart (13th Floor),
Suit 7, 67 Nayapalan
Dhaka -1600, Bangladesh

DEMAND LETTER

Dear Sir,

We, Mr. Mr. Hi-Class General Contracting L.L.C, P.O Box 41226, Abu Dhabi, UAE, organized under the law of government of United Arab Emirates, do hereby appoint you to be our lawful attorney and agent for handling of the respective affairs of recruitment of our manpower requirements from Bangladesh.

<table>
<thead>
<tr>
<th>SN</th>
<th>CATEGORY</th>
<th>QTY</th>
<th>SALARY + ALLOWANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aluminium Fabricator</td>
<td>5</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>2</td>
<td>Aluminium Installation Technician</td>
<td>10</td>
<td>AED 550 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>3</td>
<td>Helper (Aluminium glazing works)</td>
<td>15</td>
<td>AED 450 - Food + Accommodation + OT</td>
</tr>
<tr>
<td>4</td>
<td>Argon Welders</td>
<td>5</td>
<td>AED 650 - Food + Accommodation + OT</td>
</tr>
<tr>
<td>5</td>
<td>Aluminium Grill Fabricator</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>6</td>
<td>Aluminium Fitter</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>7</td>
<td>Pattern Maker</td>
<td>2</td>
<td>AED 750 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>8</td>
<td>Sand Casting Moulder</td>
<td>4</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>9</td>
<td>Sand Casting Technician</td>
<td>4</td>
<td>AED 650 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>10</td>
<td>Sand Casting Assistants</td>
<td>15</td>
<td>AED 500 - Food + Accommodation + OT</td>
</tr>
<tr>
<td>11</td>
<td>Electricians</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>12</td>
<td>Plumbers</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>13</td>
<td>AAC Technicians</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>14</td>
<td>AAC Duct Fabricators</td>
<td>5</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>15</td>
<td>AAC Duct Insulators</td>
<td>5</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>16</td>
<td>MEP Helpers</td>
<td>20</td>
<td>AED 450 - Food + Accommodation + OT</td>
</tr>
<tr>
<td>17</td>
<td>Structural Steel Fabricators</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>18</td>
<td>Welder</td>
<td>10</td>
<td>AED 800 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>19</td>
<td>Erectors / Riggers</td>
<td>20</td>
<td>AED 550 + Food + Accommodation + OT</td>
</tr>
</tbody>
</table>
HI-CLASS GEN. CONT. CO. L.L.C.

<table>
<thead>
<tr>
<th>No.</th>
<th>Trade</th>
<th>No. of Workers</th>
<th>Salary Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>Steel Painters</td>
<td>5</td>
<td>AED 500 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>21</td>
<td>Grinders</td>
<td>10</td>
<td>AED 350 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>22</td>
<td>Fitters</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>23</td>
<td>Helpers</td>
<td>15</td>
<td>AED 450 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>24</td>
<td>Stainless Steel Fabricators</td>
<td>5</td>
<td>AED 750 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>25</td>
<td>Stainless Steel Technicians</td>
<td>10</td>
<td>AED 600 + Food + Accommodation + OT</td>
</tr>
<tr>
<td>26</td>
<td>Stainless Steel Welders</td>
<td>5</td>
<td>AED 700 + Food + Accommodation + OT</td>
</tr>
</tbody>
</table>

**Terms & Conditions:**
- Contract Period: 03 years
- Accommodation: Provide by the company
- Medical / Insurance: Provide by the company
- Working Hours: 08 Hours per day
- Overtime: Provide as & when required
- Local transportation: Provide by the company
- Probationary Period: 06 months from the date of joining
- All Other benefits: As per UAE Labour Law

Your kind co-operation on the above matter will be greatly appreciated.

Thanks & Best Regards

For HI-Class General Contracting LLC

Sudheendra La, Manager (Human Resources)
POWER OF ATTORNEY

Known all men by these presents that M/s. HI- Class General Contracting LLC, P.O. Box 41226, Abu Dhabi, UAE Tel No: 02 6443747 do hereby appoints M/s. Pro search Recruitment Consultant, Suite 7, City Heart, Nayapaltan, Dhaka 1000, Bangladesh, to be our true and lawful attorney agent in Bangladesh in respect of handling all affairs regarding passport, Devisal or Securities, registration fee etc. with the protect of immigrants, Govt. of Bangladesh and sign all documents except the individual work agreements contracts required by the office in connection with the recruitment of persons for services with our company as per UAE Labor Law.

For HI-CALSS GEENRAL CONTRACTING L L C

[Signature]
Manager (Fluence Recruitment)

P.O. Box : 41226, Abu Dhabi - U.A.E. Tel : +971 2 6443747, Fax: +971 2 6451561
DEPA INTERIORS L.L.C.

DEMAND LETTER

Date: 28 October 2010

We, DEPA Interiors L.L.C., P.O. Box: 56338, Dubai, UAE, a company organized under the law of United Arab Emirates do hereby appoint M/S ProSearch Recruitment Consultants to be our lawful attorneys and agents in Bangladesh for handling the respective affairs of recruitment and dispatching the following categories:

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Category</th>
<th>No. of Workers</th>
<th>Basic Salary (AED per month)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Furniture Carpenter</td>
<td>30</td>
<td>800 - 850</td>
</tr>
<tr>
<td>2</td>
<td>Furniture Spray Painter/Poliisher</td>
<td>10</td>
<td>750 - 800</td>
</tr>
<tr>
<td>2</td>
<td>Helper</td>
<td>40</td>
<td>650 - 700</td>
</tr>
</tbody>
</table>

Total: 80

The following Terms & Conditions shall be included in the contract:

1) Period of Employment: 3 years
2) Place of Employment: Dubai, U.A.E.
3) Probationary Period: 180 Days
4) Working Hours (Normal): 8 hrs a day / 6 days a week
5) Accommodation: Provided by Company
6) Transportation: Provided by Company
7) Medical: Provided by Company
8) Food: Not Provided by Company
9) Air Ticket: Provided by Company after completion of 24 months continuous service

All other terms & conditions shall be in accordance with the U.A.E. Labour Laws.

Yours faithfully,

for DEPA Interiors L.L.C.

[Signature]

ATTESTED

[Signature]

10 Nov 2010

M. Haque
First Secretary (Labour)
Consulate General of Bangladesh
Dubai, U.A.E.
POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENT THAT DEPA INTERIORS LLC, 16F AL REEM TOWER, AL MAKTUM STREET, DEIRA, P.O. BOX: 56338, DUBAI, U.A.E. A COMPANY ORGANISED UNDER THE LAW OF UNITED ARAB EMIRATES DO HEREBY APPOINT M/S PROSEARCH RECRUITMENT CONSULTANTS, CITY HEART, 15TH FLOOR, SUITE-7, NAVAPALTAN, DHAQKA - 1000, BANGLADESH, APPROVED BY THE GOVERNMENT OF BANGLADESH, MINISTRY OF LABOUR DHAKA, vide license no. RL-1977, TO BE THEIR TRUE LAWFUL ATTORNEY, AND AGENT IN BANGLADESH IN RESPECTS OF HANDLING ALL THE AFFAIRS WITH THE PROTECTOR OF EMIGRANTS, GOVERNMENT OF BANGLADESH AND SIGN ALL REQUIRED DOCUMENTS BY THE SAID OFFICERS IN CONNECTION WITH THE RECRUITMENT OF SAID PERSONS AS PER DEMAND LETTER AGAINST VISAS AS PER LIST ATTACHED FOR EMPLOYMENT WITH US AND TO ARRANGE ALL MATTERS RELATING THEIR EMIGRATION ETC.

IN WITNESS WHEREOF WE HAVE EXECUTED THIS POWER OF ATTORNEY ON 28 OCTOBER 2010 IN PRESENCE OF SUBSCRIBING WITNESSES.

THIS POWER OF ATTORNEY IS RELATED TO OUR DEMAND LETTER DATED 28 OCTOBER 2010 AND ESPECIALLY TO OUR CONDITION OF SUITABILITY OF CANDIDATES MENTIONED IN DEMAND LETTER.

for Depa Interiors LLC

ATTESTED

P.O. BOX 56338
DUBAI, U.A.E.

Regional Governmental Affairs Manager

First Secretary (Labour)
Consultant General of Bangladesh
Dubai, U.A.E.

10 Nov 2010
Carillion Alawí LLC

DEMAND LETTER

Ref: CALLC/HR/14/0811

Date: 08th July, 2014

M/s. Prosarch Recruitment Consultants,
City Heart (13th Floor), Suite 7,
67, Naya Paltan, Dhaka – 1000,
Bangladesh

Dear Sir,

Re: Demand Letter - Job Order

This is to request you to kindly recruit & select the following suitable personnel from Bangladesh, for our Company as classified on the basis of the employment benefits indicated below:-

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Category</th>
<th>Quantity</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Mason</td>
<td>400</td>
<td>65/-</td>
</tr>
</tbody>
</table>

1. Period of Employment: 2 Years
2. Place of Employment: Anywhere in Oman
3. Probationary period: 3 Months
4. Working Hours / Work week: 9 Hours (6 days a week)
5. Accommodation: Provided by the employer as per company policy
6. Transportation: Provided by the employer as per company policy
7. Food / Food Allowance: Eligible as per company policy
8. Overtime: Provided by the employer as per company policy
9. Joining Ticket: Provided by the employer as per company policy
10. Medical: Provided by the employer as per company policy
11. All other Facilities: As per Oman Labor law

Looking forward for your cooperation and prompt action in this matter.

Thanks & Regards

Abdullah Sarhan Al Alawi
Business Development Manager

An Associated Undertaking of Carillion plc of the UK
Ref: CALLC/HR/14/0811

POWER OF ATTORNEY

08th July 2014

Know all men by these present that M/S. Carillion Alawi Contracting LLC, P. O. Box no. 1436, P. Code 112, Sultanate of Oman, a company organized under the law of Sultanate of Oman, do hereby appoint M/S. Prosearch Recruitment Consultants, City Heart (13th Floor), Suite 7, 67, Naya Paltan, Dhaka – 1000, Bangladesh, approved by the government of Bangladesh, Ministry of Labour, Dhaka vide registration no. 1027 (photocopy attached) to be their true lawful attorney, and agent in Bangladesh in respects of handling all the affairs with the protector of emigrants, government of Bangladesh and sign all required documents by the said officers in connection with the recruitment of said persons against visas as per the demand letter Ref. no. CALLC/HR/14/0811, 08th July, 2014 for employment with us and to arrange all matters relating their emigration etc.

In witness whereof we have executed this power of attorney on this 08th July, 2014 in presence of the subscribing witnesses.

This power of attorney is related to our demand letter no. Ref: CALLC/HR/14/0811, 08th July, 2014 and especially to our condition of suitability of candidates mentioned with demand letter and this power of attorney will expire on 08th July, 2015.

For and on behalf of

Carillion Alawi LLC

Abdullah Sarhan Al Alawi
Business Development Manager

An Associated Undertaking of Carillion plc of the UK
M/s. Prossearch Recruitment Consultants,
City Heart (13th Floor), Suite 7,
67, Nayapaltan, Dhaka – 1000,
Bangladesh

Dear Sir,

Re: Demand Letter - Job Order

This is to request you to kindly recruit & select the following suitable personnel from Bangladesh, for our Company as classified on the basis of the employment benefits indicated below:

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Category</th>
<th>Quantity</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Security Guard</td>
<td>100</td>
<td>900/-</td>
</tr>
</tbody>
</table>

1. The duration of the contract shall be two years.
2. Place Of Employment: QATAR
3. Accommodation: Free Accommodation provided by the Company
4. Transportation: Provided by the Company
5. Food: No Food (Food at the cost of the worker)
6. Air Ticket: Air Ticket to Home Country will be provided by the Company after Completion of 2 years.
7. The working hours shall be eight hours in a day with weekly one day off.
8. Leave benefits, overtime allowance, occupational safety, social security provisions, including compensation for injury, death and settlement of disputes and any other matters not listed in this demand letter shall be governed under the QATAR laws.

For QATAR SECURITY SERVICES

[Signature]
Managing Director

[Stamp]

A Bin Arnaed Group Company

[Stamp]
POWER OF ATTORNEY

Know all men by these present that M.S. Qatar Security Services, P.O. Box no. 60672, QATAR, a company organized under the law of QATAR registration no. 26376 (photocopy attached) do hereby appoint M/S. Prosearch Recruitment Consultants, City Heart (13th Floor), Suite 7, 67, NayaPaltan, Dhaka – 1000, Bangladesh, registered by the government of Bangladesh, Ministry of Labour, Dhaka vice registration no. 1027 to be their true lawful attorney, and agent in Bangladesh in respects of handling all the affairs with the protector of emigrants, government of Bangladesh and sign all required documents by the said officers in connection with the recruitment of said persons against wages as per the demand letter Ref. no. QSS/MA/201401 dated, 09-Jun-2014, for employment with us and to arrange all matters relating their emigration etc.

In witness whereof we have executed this power of attorney on this 09-jun-2014 in presence of the subscribing witnesses.

This power of attorney is related to our demand letter Ref. no. QSS/MA/201401 dated, 09-Jun-2014, and especially to our condition of suitability of candidates mentioned with demand letter and this power of attorney will expire on 07-jun-2015.

For and on behalf of QATAR SECURITY SERVICES

All Khamees Al-Saifwani
MANAGING DIRECTOR
Demand Letter

Date: 22.04.2014

ProSearch Recruitment Consultants
License No: RL 1027
City Heart, 13th Floor, Suite - 7
Naya Bazaar, Dhaka - 1009
Bangladesh.

Dear Sirs,

We, Shaksy Engineering Services LLC, a company organized under the law of Sultanate of Oman do hereby appoint M/S ProSearch Recruitment Consultants to be our lawful attorney and agent in Bangladesh for handling the respective affairs of recruitment and dispatching the following categories:

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Category</th>
<th>No. of Workers</th>
<th>Basic Salary (OMR per month)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Carpenter</td>
<td>100</td>
<td>RO 50</td>
</tr>
<tr>
<td>2</td>
<td>Mason</td>
<td>50</td>
<td>RO 50</td>
</tr>
<tr>
<td>3</td>
<td>Steel Fixer</td>
<td>100</td>
<td>RO 50</td>
</tr>
<tr>
<td>4</td>
<td>Construction Field Helper</td>
<td>50</td>
<td>RO 50</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The following Terms & Conditions shall be included in the contract:

1. Period of Employment: 2 years
2. Place of Employment: Oman
3. Probationary Period: 180 Days
4. Working Hours (Normal): 8 hrs a day / 6 days a week
5. Accommodation: Provided by Company
6. Transportation: Provided by Company
7. Medical: Provided by Company
8. Food: Provided by Company

All other terms & conditions shall be in accordance with the Oman Labour Laws.

Yours Faithfully,

For Shaksy Engineering Services

[Signature]

Website: www.shaksygroup.com/seo
POWER OF ATTORNEY

KNOWN ALL MEN BY THESE PRESENT THAT SHAKSY ENGINEERING SERVICES LLC, P.O. BOX: 572, P.C:122, MUSCAT, SULTANATE OF OMAN, A COMPANY ORGANISED UNDER THE LAW OF UNITED ARAB EMIRATES DO HEREBY APPOINT M/S PHOENIX RECRUITMENT CONSULTANTS, CITY HEART, 13TH FLOOR, SUITE-7, NAVAPALTAN, DHAKA - 1000, BANGLADESH, APPROVED BY THE GOVERNMENT OF BANGLADESH, MINISTRY OF LABOUR DHAKA, VIDE LICENSE NO. RL-1027, TO BE THEIR TRUE LAWFUL ATTORNEY, AND AGENT IN BANGLADESH IN RESPECTS OF HANDLING ALL THE AFFAIRS WITH THE PROTECTOR OF EMIGRANTS, GOVERNMENT OF BANGLADESH AND SIGN ALL REQUIRED DOCUMENTS BY THE SAID OFFICERS IN CONNECTION WITH THE RECRUITMENT OF SAID PERSONS AS PER DEMAND LETTER AGAINST VISAS AS PER LIST ATTACHED FOR EMPLOYMENT WITH US AND TO ARRANGE ALL MATTERS RELATING THEIR EMIGRATION ETC.

IN WITNESS WHEREOF WE HAVE EXECUTED THIS POWER OF ATTORNEY ON 22 APRIL, 2014, IN PRESENCE OF SUBSCRIBING WITNESSES.

THIS POWER OF ATTORNEY IS RELATED TO OUR DEMAND LETTER DATED 22 APRIL 2014 AND ESPECIALLY TO OUR CONDITION OF SUITABILITY OF CANDIDATES MENTIONED IN DEMAND LETTER.

for Shaksy Engineering Services LLC

Said Sallam Al Shukry
CEO
Ref: CON/QA/ADM/DL/19829

Date: 01st November 2014

M/S. Prosearch Recruitment Consultants,
City Heart (13th Floor), Suite 7,
67, Naya Paltan, Dhaka – 1000,
Bangladesh

Dear Sir,

Re: Demand Letter - Job Order

This is to request you to kindly recruit & select the following suitable personnel from Bangladesh, for our Company as classified on the basis of the employment benefits indicated below:-

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Category</th>
<th>Quantity</th>
<th>Salary (Qar)</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Electrician</td>
<td>70</td>
<td>500/- to 900/-</td>
</tr>
<tr>
<td>02</td>
<td>Cleaner</td>
<td>10</td>
<td>500/- to 900/-</td>
</tr>
<tr>
<td>03</td>
<td>Kitchen Boy</td>
<td>7</td>
<td>500/- to 800/-</td>
</tr>
<tr>
<td>04</td>
<td>Waiter</td>
<td>3</td>
<td>500/- to 800/-</td>
</tr>
<tr>
<td>05</td>
<td>Duct Erectors / fabricators</td>
<td>50</td>
<td>500/- to 800/-</td>
</tr>
<tr>
<td>06</td>
<td>Insulator</td>
<td>50</td>
<td>500/- to 800/-</td>
</tr>
<tr>
<td>07</td>
<td>Helper</td>
<td>50</td>
<td>500/- to 800/-</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>240</strong></td>
<td></td>
</tr>
</tbody>
</table>

1. Period of Employment: 2 Years Renewable
2. Place of Employment: Qatar
3. Probationary period: 5 Months
4. Working Hours / Work week: 08 (Eight) Hours Daily
5. Accommodation: Provided By the Company
6. Transportation: Provided By the Company
7. Food / Food Allowance: As Per Qatar Labour Law
8. Overtime: Provided By the Company
9. Joining Ticket: As Per Qatar Labour Law
10. Medical: Provided By the Company
11. All other Facilities: As Per Qatar Labour Law

Thanking You,

Yours FAITHFULLY
For Consapel Qatar W.L.L.

Andreas Antoniades
Project Manager
Ref: CON/QA/ADM/PA/19830
01st November 2014

POWER OF ATTORNEY

Know all men by these present that M/S. Consapel Qatar W.L.L., Post Box No. 23100, Doha, State of Qatar, a company organized under the law of Qatar registration No. 22818 (photocopy attached) do hereby appoint M/S. Prosearch Recruitment Consultants, City Heart (13th Floor), Suite 7, 67, Naya Paltan, Dhaka – 1000, Bangladesh, approved by the government of Bangladesh, Ministry of Labour, Dhaka vide registration no. 1027 to be their true lawful attorney, and agent in Bangladesh in respects of handling all the affairs with the protector of emigrants, government of Bangladesh and sign all required documents by the said officers in connection with the recruitment of said persons against visas as per the demand letter Ref. No. CON/QA/ADM/OS/19829 dated 01st November 2014. for employment with us and to arrange all matters relating their emigration etc.

In witness whereof we have executed this power of attorney on this 01st November 2014 in presence of the subscribing witnesses.

This power of attorney is related to our demand letter no. Ref. No. CON/QA/ADM/OS/19829 dated 01st November 2014, and especially to our condition of suitability of candidates mentioned with demand letter and this power of attorney will expire on 01st November 2015.

For and on behalf of Consapel Qatar W.L.L

[Signature]
Andreas Antoniades
Project Manager
DEMAND LETTER

Date: 03.09.2014
Ref: ACM/HR/422/14

To,

M/s. Prosearch Recruitment Consultant,
City Yearn (13th Floor), Suite 7,
67, Naya Paltan, Dhaka - 1000,
Bangladesh

Dear Sir,

Ref: Demand Letter - Job Order

This is to request you to kindly recruit & select the following suitable personnel from Bangladesh, for our Company as classified on the basis of the employment benefits indicated below:

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Category</th>
<th>Quantity</th>
<th>Salary in BD.</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>LABOUR</td>
<td>400</td>
<td>75/-</td>
</tr>
<tr>
<td>02</td>
<td>CARPENTER</td>
<td>100</td>
<td>100/-</td>
</tr>
<tr>
<td>03</td>
<td>MASON</td>
<td>100</td>
<td>100/-</td>
</tr>
<tr>
<td>04</td>
<td>STEEL FIXER</td>
<td>100</td>
<td>100/-</td>
</tr>
<tr>
<td>05</td>
<td>SHUTTERING CARPENTER</td>
<td>100</td>
<td>100/-</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td></td>
<td><strong>800</strong></td>
<td></td>
</tr>
</tbody>
</table>

1. Period of Employment: 02 Years Contract.
2. Place of Employment: Anywhere in Kingdom of Bahrain.
3. Probationary period: 03 Months from the Date of Arrival.
4. Working Hours / Work week: 08 Hours / Day / 6 Days a Week.
5. Accommodation: Free Sharing Accommodation Provided by the Company.
6. Transportation: Provided By to Accommodation to Workplace Vice versa.
7. Food / Food Allowance: No Food. Food at the Cost of Worker.
8. Overtime: As per Bahrain Labour law.
9.joining Ticket: By Applicant. Air Ticket to Home Country will be provided by the Company after completion of 02 Years.
10. Medical: As per Bahrain Labour Law.
11. All other facilities: As per the Labour Law of Kingdom of Bahrain.

For and on Behalf of M/s. Aradous Contracting & Maintenance Co. W.L.L.

Sh. Mehd. Abdul Rahman Al Khalifa
Chairman

The Bahrain Chamber of Commerce & Industry authenticate the validity of chamber’s member signature as per BCCI records, without bearing any liability.
Date: 03-09-2014
Place: Bangladesh

Know all men by these present that M/s. Aradous Contracting & Maintenance Co. W.L.L. Box 2807, Manama, Kingdom of Bahrain, a company organized under the laws of Kingdom of Bahrain, Registration No. 69181-1 do hereby appoint M/s. Prosearch Recruitment Consultants, City Heart (13th Floor), Suite 7, 67, Naya Paltan, Dhaka - 1000, Bangladesh, approved by the government of Bangladesh, Ministry of Labour, Dhaka vide registration no. 1077, to be their true and lawful attorney and agent in Bangladesh in respect of handling all the affairs with the protector of emigration, government of Bangladesh and sign all required documents by the said officers in connection with the recruitment of said persons against visas as per the demand letter Ref. No. ACM/WL/122/14, for employment with an end to arrange all matters relating to immigration etc.

In witness whereof we have executed this power of attorney on this 27-August-2014 in presence of the subscribing witnesses.

This power of attorney is related to our demand letter Ref. No. ACM/WL/122/14, Dated 03-September-2014, and especially to our condition of suitability of candidates mentioned with demand letter and this power of attorney will expire on 02-September-2015.

For and on Behalf of M/s. Aradous Contracting & Maintenance Co. W.L.L.

Sh. Mohd. Abdul Rehman Al Khalifa
Chairman

[Signature]

[Stamp]
We are pleased to introduce ourselves as a recruitment solution company incorporated in Bangladesh, engaged in recruitment and supply of manpower for many companies in Middle East. We seek immense pleasure in introducing our company and our services in brief.

We ProSearch Recruitment Consultants would like to furnish a synopsis on the panorama of versatile placement activities undertaken by us. We have today emerged as one of the most reputed and leading manpower recruitment Solution Company in Dhaka and we are also recognized as one of the overseas recruiting agents by the Ministry of Labour (Government of Bangladesh) under Registration No. RL – 1027.

We have been offering our services to many well-reputed Organizations in UAE as well as other Gulf Region in the fields of Engineering, Construction, Electrical and Electromechanical Works, Oilfield Services, Operation and Maintenance, Overhead cable liners and service sectors, like Hotels & catering, Staff nurses & Doctors and many other utility services.