



Manpower & Compliance Support Models

Persona-Based Overview of Services for Local and Foreign Staff

EXECUTIVE SUMMARY – WORKFORCE SOLUTIONS



Who We Are

Dawaam is a Libya-based manpower and compliance partner providing end-to-end staffing services tailored for the oil, gas, infrastructure, and industrial sectors.

What This Presentation Covers

This deck introduces four typical contractor types used in Libya — local, foreign (long-term), foreign short-term, and direct hire — and outlines how Dawaam supports each with fully compliant and operationally efficient workforce solutions.

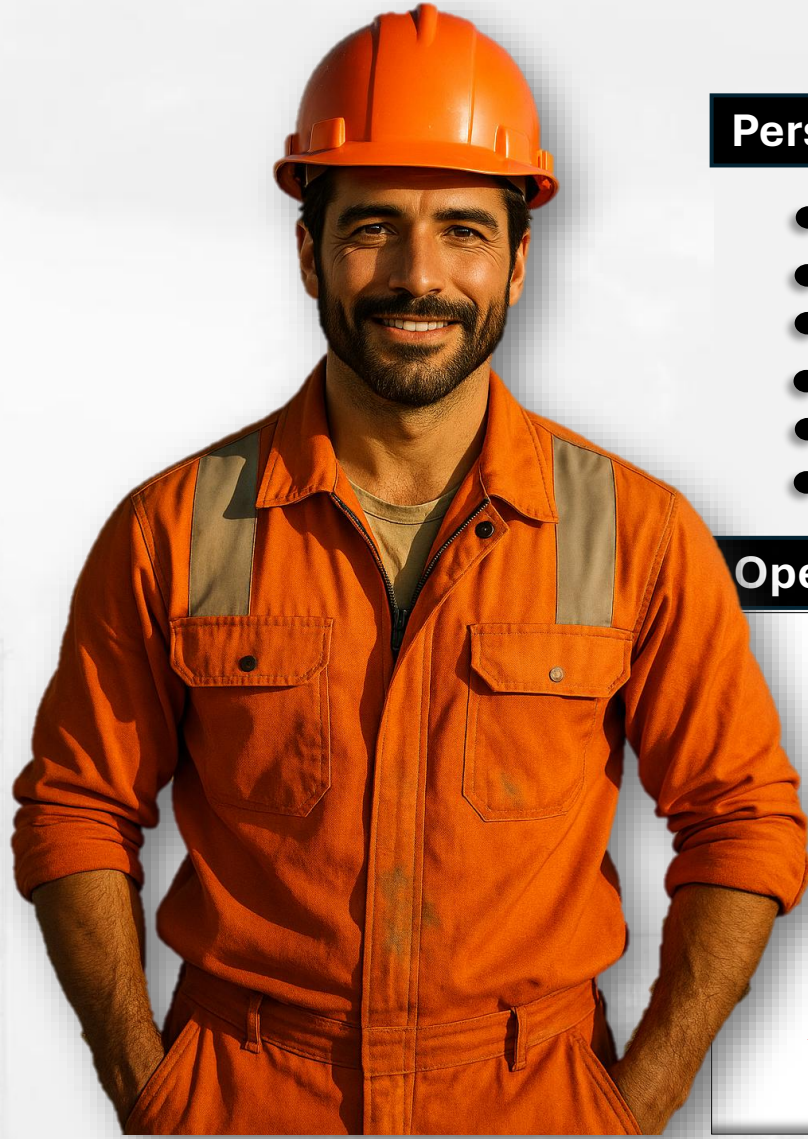
What We Deliver

- ✓ Visa, residency & desert pass handling
- ✓ Payroll, tax & social security compliance
- ✓ Accommodation, transport & onboarding
- ✓ Active employer liability insurance
- ✓ Flexible pricing models to suit project needs

Why It Matters

Our service allows clients to reduce administrative burden, ensure legal compliance, and deploy workforce resources faster and with lower risk — all through a single local partner.

SHORT-TERM / LONG-TERM LOCAL CONTRACTORS



Persona Snapshot

●	Name	Fathi al-Misrati
●	Nationality	Libyan
●	Role Type	Local Contractor (on Dawaam payroll)
●	Typical Role	HSE Officer
●	Assignment Duration	Project-based (6-12 months)
●	Managed by	Dawaam

Operational Value Delivered by Dawaam

- ✓ Fully compliant monthly payroll management
- ✓ Local tax, social security, and legal contributions handled
- ✓ Digital timesheet & invoice processing
- ✓ Employment contract issuance & HR file maintenance
- ✓ Covered under Dawaam's active liability & employer insurance

SHORT-TERM FOREIGN CONTRACTOR



Persona Snapshot

●	Name	Kwame Mensah
●	Nationality	Ghanaian
●	Role Type	Short-Term Foreign Contractor
●	Typical Role	Instrumentation Technician
●	Assignment Duration	90 days
●	Managed by	Dawaam

Operational Value Delivered by Dawaam

- ✓ Visa & Desert Pass Processing
- ✓ Full logistical support (airport, hotel, transport)
- ✓ On-time payroll & tax handling
- ✓ Onboarding & contractor support during assignment
- ✓ Covered under Dawaam's active liability & employer insurance

LONG-TERM FOREIGN CONTRACTOR



Persona Snapshot

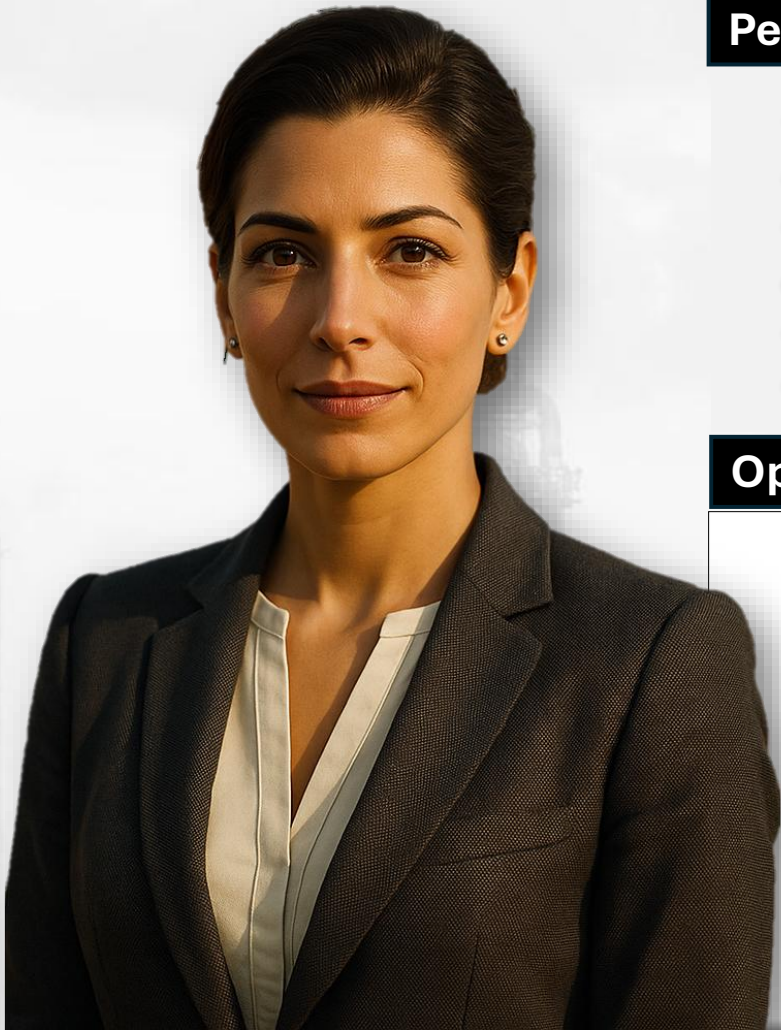
●	Name	Nabil Benyamina
●	Nationality	Algerian
●	Role Type	Long-Term Foreign Contractor
●	Typical Role	Senior Drilling & Mud Engineer
●	Assignment Duration	12+ months
●	Managed by	Dawaam

Operational Value Delivered by Dawaam

- ✓ Visa & Residency Permit Processing
- ✓ Desert Pass
- ✓ On-time payroll & tax/social security compliance
- ✓ Administrative support (flights, accommodation, documentation)
- ✓ Covered under Dawaam's active liability & employer insurance



LOCAL – DIRECT HIRE



Persona Snapshot

●	Name	Rania al-Tarhuniya
●	Nationality	Libyan
●	Role Type	Direct Hire (Local Libyan Employee)
●	Typical Role	Senior Administrator
●	Assignment Duration	Permanent - Hired directly by Client
●	Managed by	Client (recruited through Dawaam)

Operational Value Delivered by Dawaam

- ✓ Sourcing of qualified local candidates
- ✓ Candidate screening, interviews, and shortlist presentation
- ✓ Coordination of job offer and onboarding
- ✓ Covered under Dawaam’s recruitment guarantee

SERVICE COSTING & SCOPE – TAILORED BY CONTRACTOR TYPE



Service Category	Kwame (Short-Term)	Nabil (Long-Term)	Rania (Direct Hire)	Fathi (Local Contractor)	Notes / Pricing Model
Recruitment Fee	–	–	✓ One month gross salary	–	Billed upon successful placement
Visa Processing	✓ from \$2,500	✓ from \$2,500	–	–	Varies by nationality
Residency Permit	–	✓ from \$3,500	–	–	Includes Desert Pass & Registration
Payroll Admin	✓	✓	–	✓	Cost + % fee or fixed rate
Logistics (Flights, etc.)	✓ at cost + 25%	✓ at cost + 25%	–	Optional	Transport, hotel, etc.
Insurance Coverage	✓	✓	–	✓	Included under Dawaam policy

The pricing presented above is indicative and intended for planning purposes. Final costs may vary depending on the contractor’s nationality, documentation requirements, and specific logistical arrangements. Dawaam provides tailored quotations for each assignment, ensuring full transparency and compliance with local regulations. All fees are structured to reflect actual service scope, with flexibility to align with the Clients’ operational needs and project conditions.

LET'S BUILD A COMPLIANT, SCALABLE WORKFORCE TOGETHER



At Dawaam, we don't just place people — we deliver full-service workforce solutions tailored to Libya's complex energy environment.

From urgent short-term deployment to long-term strategic staffing, we ensure every step is legal, efficient, and low-risk for our partners.



OUR SERVICES



1. Visa & Residency Processing

Handling end-to-end visa applications, renewals, and residency permits for foreign staff.



2. Payroll Administration

Processing salaries, allowances, tax deductions, and social insurance for local and expatriate employees.



3. Local & International Recruitment

Sourcing, screening, and placing candidates across various industries.



4. Onboarding & Mobilization

Fast-track onboarding, travel coordination, and desert pass processing for remote site deployments.



5. Legal & Tax Compliance

Ensuring all manpower solutions meet local labor laws, tax obligations, and work permit regulations.



6. Workforce Outsourcing & Contracting

Provision of skilled contractors under fixed-term or project-based outsourcing models.



7. HR Advisory & Support

Assisting clients with employment contracts, policy development, and performance management.



8. Insurance & Risk Protection

Offering contractor insurance coverage and risk mitigation for worksite compliance and liability.



Thank you

