

About Nepal

| | |
|--------------------|--|
| Area | : 147,181 Sq.Kms. |
| Location | : Surrouded by land Himalayan country in south Asia that extend beyond with East Asia, and a sandwiched between India and China. |
| Latitude/longitude | : 28 degree North and 84 degree East. |
| Capital | : Kathmandu. |
| People | : 40 Ethnic groups and 70 spoken languages. |
| Population | : 27,133,000 in habitants |
| Major lauguages | : Nepali (official) |
| Status | : Independent country, united since 1768. |
| Topography | : From the world's deepest gorge Kali Gandaki to highest point on earth the Everest. |
| Naturally | : Nepal is a land of sublime scenery. |
| Weather | : Climate ranges from Tropical in low lands to artic in higher altitudes. |
| Time | : Nepal time is 5 hours 45 minutes ahead of GMT. |



Foreword

Every stream is destined to meet up its ocean. It runs limited within its banks from the Himalayas and Ultimately becomes the part of the infinite ocean. Like every stream, we humans are not always blessed to meet our ocean of resources & limited opportunities. We may fail at times to achieve what we aim due to our limitations. We feel caged if our dreams cannot take-off. We plead to god. We hope some angel come flying to us and make our wishes come true.



Destiny Placement Service works in the direction of fulfilling those unheard wishes. We work with those dreams that are caged and we assist them fly-free in the open sky. We help the job-seekers and job-improvisers rewrite their destiny abroad.

We integrate our sincere effort along with dedication towards quality service to place the dreams in the right path. We are genuine in terms of gaining trust and serving as an excellent path finder. We do not believe in fallacious assurances. Destiny placement serves to change one's destiny, to find one's ocean.

*God Bless
Thanking all
Manager Director*

Organization Chart



Introduction

Destiny Placement Service (P.) Ltd. (DPS) is one of the pioneers, experienced and leading Manpower Agencies in the Kingdom of Nepal. Registered under the Ministry of Labor, it's main objective notion and view is to be GOOD to others and provide utmost satisfaction, and bettering everybody's destiny by providing them with better opportunities abroad on Employment sector and to solve the unemployment problem of the country besides supporting and boosting the national economy. We can out-rightly say that DPS has remained one of the most experienced and pioneer manpower agencies (out of the 570 agencies) in Nepal. Though established in 1999, DPS has not lagged behind with other manpower companies in quality and superior service and the working machineries. As one of the leading manpower suppliers, DPS has encompassed and run by a set of experienced executives and staffers who have gathered lot of experience in this field since the last one decade. Till date, DPS has supplied more than 13,715 quality and experienced manpower to multi-national companies around the world.



Company Profile

| | |
|------------------------|---|
| Company's Name | : DESTINY PLACEMENT SERVICE (P.). LTD. |
| Established On | : 1999 AD. |
| Main Objective | : To recruit Manpower from Nepal to abroad. |
| HMG Lic. No. | : 163/056/57 |
| Telephone No. | : 977-1-4497404, 4475176, 4464515 |
| Fax | : 977-1-4492962 |
| E-mail | : luja001@hotmail.com, missparu1990@yahoo.com |
| Website | : www.destinyplacement.com |
| Sister Concern | : Dhan Ganesh Auto Centre (Buy & Sales of Vehicles) |
| Bankers | : SBI Bank, Bak of Kathmandu |
| Capital | : Rs. 1,000,000 |
| Office Premises | : Two storied building in the prime area of Kathmandu City (fully occupied) |

Basic



- ① The continued progress of destiny placement service (P.) Ltd. (DPS) reflects the economic vitality of the kingdom of Nepal. Established in 1999 under Ministry of Labour, DPS is financially strong, rapidly growing company that has helped to lead the expansion of unemployment problem of Nepal.
- ① The key of DPS's rapid growth has been a planned Manpower recruitment development strategy. DPS has always felt to deploy the skilled and unskilled manpower to multinational company, which supports economy to the candidates as well as nation.
- ① With a reputation for quality service and their prompt working style, DPS is today a leading manpower recruiting agency, which holds top ten positions amongst 700 agencies.
- ① DPS has been acknowledged by the Nepal Government for its quality services.

Advantage of Hiring Nepalese Manpower

All kinds of Nepalese personnel from expert and managerial level to skilled and semi-skilled, professionals are being employed in booming locations across the world for many years. The reasons why employers prefer Nepalese manpower are obvious.

Some Simple Samples

- ☞ Nepalese manpower is renowned for their traditional hard work, habitual industriousness, unflinching, loyalty, high sense of responsibility, discipline and devotion to their works and duties.
- ☞ Nepalese workers are peace loving, quiet uncomplaining and have a natural sense of humor. They also have a sense of equity and expect the same from their employers.
- ☞ The Nepalese have proven their capacity to work and sustain in all kinds of climates and environment.
- ☞ There are wider choices of available skilled and semi-skilled manpower in Nepal pertaining to all services and work fields.
- ☞ Cost-effectiveness Professionals and semi-professional Nepalese workers are cheaper in comparison to others.
- ☞ By nature, Nepalese workers are accustomed to the principle of "more work and less talk".

Guarantees & Assurances

Destiny Placement Service (P.) Ltd assumes full professional responsibilities as a Government registered overseas employment company in Nepal because only such registered companies are authorized to provide the required Manpower abroad.

The above provision means that labour importers should deal only with such Government approved suppliers. Destiny Placement Service Pvt. Ltd is one such government approved manpower Company in Nepal. We, at Destiny Placement Service (P.) Ltd., complete our Manpower supply deals with proper procedures. Employers are only requested to provide their demand letter, power of attorney, agreement letter and other miscellaneous formalities (as changing situations may demand). prior to all these, Destiny Placement Service (P.) Ltd initiates the employment procedures with the concerned ministers and the Department of His Majesty's Government of Nepal.

Further, we at Destiny Placement Service (P.) Ltd., is open at all the times for any other information needed by you.

Certificates and Licence



Government of Nepal
Ministry of Industries
Office of Companies Registrar

Pvt. Ltd. No. 12625/05657

Certificate

This certificate has hereby been issued upon registering the **Destiny Placement Service (Private) Limited** on Thursday, 20 April 2000 pursuant to the Companies Act, 1996.

Date: 20 Apr. 2000
P.T.O.

Sd.
For Registrar

Attested the seal of Law Books Management Board and signature of its Production/Section Officer

Reg. No. 19335
Attested the seal of Law Books Management Board and signature of its Production/Section Officer

19 JUL 2000

His Majesty's Government
Ministry of Labour and Transport Management
Department of Labour and Employment Promotion

Licence No. 163/056/057
Issued Date: 05/11/14 (Apr. 26, 2000 A.D.)
Duplicate

LICENCE

This Licence has been issued to the **DESTINY PLACEMENT SERVICE PVT. LTD.** authorizing to operate Foreign Employment Services subject to the terms and condition mentioned in this Licence, Foreign Employment Act, 2042 (1985 A.D.) and Regulation 2056 (1999 A.D.).

Issuing authority
Name:-
Designation:- Director General
Signature:- Sd.
Date:- 06/25/98 (Aug. 25, 2005 A.D.)

Reg. No. 2570
Attested the seal of Law Books Management Board and signature of its Production/Section Officer

11 3 AUG 2008
Sd. *Benyong*
July 20, 2008
Sd. *Benyong*
Section Officer

His Majesty's Government
Ministry of Finance
Department of Inland Revenue

PERMANENT ACCOUNT NUMBER (PAN) REGISTRATION CERTIFICATE

Date: 09 01 2007
Date of value added tax registration: 21 04 2000
Day Month Year

Permanent Account No. 5 0 0 0 3 9 5 6 4
Inland Revenue Office: Kathmandu 1

Taxpayer's name: **DESTINY PLACEMENT SERVICE (PVT.) LTD.**
Type of taxpayer: **PRIVATE LIMITED**
Address: Ward No. 10, Baneshwor
Kathmandu Municipal Corporation
Kathmandu.
Business Activity: Foreign employment.

Sd. Tax Payer's signature
Sd. Signature of Tax Officer, Tax Officer

Note: This certificate should be displayed for all at the business place or office.

Reg. No. 15815
Attested the seal of Law Books Management Board and signature of its Production/Section Officer

15 JUL 2008
Sd. *Benyong*
Oct 11, 2008
Sd. *Benyong*
Section Officer

Our Vision

- Destiny Placement Service (P.) Ltd. (DPS) will be a recognized leader in the region for the provision of Manpower recruiting services to Foreign companies, which helps in making the financial condition of the Nation sound as well as the candidates.
- We will achieve rapid profitable growth by ensuring that our client's needs are satisfied in an efficient and cost-effective manner.

Our Competitive Advantage

- Our reputation for success is closed linked with our ability of provide superior service.
- Our commitment to excellence beings with our personnel, who are experts in their respective fields and are able to understood your needs and satisfy them.
- The benefit to our clients is a fast and cost effective solution.

Our Support Network

DPS have an extensive support network which includes Liaison Offices in the following Countries:

- Malaysia
- United Arab Emirates
- Kingdom of Saudi Arabia
- Bangladesh
- India

Our Mission

Destiny Placement Service (P.) Ltd. Specializing in assisting recruit Manpower for supporting our clients in all aspects of the business start-up cycle from concept to operation.

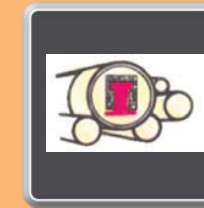
Our Management Services

- Executive Search & Selection
- Search & Selection of Manpower for the sponser
- Immigration Services
- Obtain visa for worker visa
- Expatriate/Foreign Worker & Department Employment Passes
- Permission obtain from Labour Ministry
- Employment support
- Employment law & regulations
- Manpower recruitment plan
- Employers Policy, Guidelines & Handbooks
- Manpower supply
- Recruitment & Supply of skilled/Manual labour

List of our Valued Companys Logo



Pipe Coating Company Ltd
Kingdom of Saudi Arabia.



Al-Iman Factories Est.
Kingdom of Saudi Arabia



Subway Master Franchisee
K.S.A



Hartz Chicken (M) Sdn. Bhd.
Malaysia



Al-jeri trading Est.



Yifu Enterprise
Malaysia



Diang Hing Furniture
Malaysia



Munos M. Al-Shyeb Est.



Nahi Contracting Co.



Kotra
Malaysia



Safari Chairs System Sdn. Bhd.
Malaysia



Sound Art
Malaysia



Pertama Metal
Industries Sdn. Bhd.
Malaysia



Dufu Industries Sdn. Bdn.
Malaysia



Oriental Hyundai
Malaysia



Rex Canning C. Sdn. Bhd.
Malaysia



Khonaini General Contracting Est.
Kingdom of Saudi Arabia



Pyramid Chemicals
& Equipments Sdn. Bhd.
Malaysia



Rasa Sayang
Malaysia



Rawafid Al- Torok Contracting Est.



Al-Herqel Est.
Kingdom of Saudi Arabia



Medgulf Construction Co. Qatar



Middle east technical services Est.

Available Categories

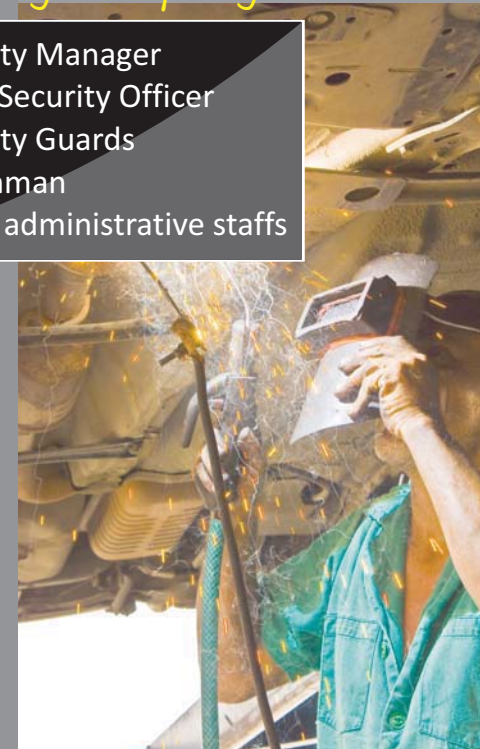
Construction

- ▶ Civil Electrical/Mechanical/Architecture/Engineers
- ▶ Quantity Surveyors
- ▶ Land Surveyors
- ▶ Overseas/Supervisors/Foremen ysts
- ▶ Accountants
- ▶ Time Keepers
- ▶ Steel Fixtures/Plumbers/Welders
- ▶ Riggers/Scaffolders
- ▶ Carpenters(Finishing/Shuttering)
- ▶ Masons(Brick, Block, Marble, Chips, Ceramics)
- ▶ Labours(Skiled/Semiskilled/Unskilled)
- ▶ Other administrative staffs



Security Company

- ▶ Security Manager
- ▶ Safty/Security Officer
- ▶ Security Guards
- ▶ Watchman
- ▶ Other administrative staffs



Hotel/Resort/Restaurant

- ▶ Managers
- ▶ Front Office Personnel
- ▶ House Keepers
- ▶ Cooks
- ▶ Food and Beverage Controllers
- ▶ Waiters
- ▶ Stewards
- ▶ Gardeners
- ▶ Room Boys
- ▶ Cleaners
- ▶ Accountants
- ▶ Other administrative staffs

Super Market

- ▶ Sales Executive
- ▶ Sales Boys
- ▶ Accountants/Cashiers
- ▶ Helpers



Green House

- ▶ Managers
- ▶ Supervisors
- ▶ Agro Analysts
- ▶ Farmers

Industrials

- ▶ Electrical Engineers
- ▶ Mechanical Engineers
- ▶ Welders
- ▶ Machine Men
- ▶ Helpers



Diary

- ▶ Managers
- ▶ Supervisors
- ▶ Sales Men
- ▶ Common Labours

Laundry

- ▶ Managers
- ▶ Front Office Staffs
- ▶ Washers
- ▶ Iron Men
- ▶ Cleaners

Garment Factory

- ▶ Managers
- ▶ Quality Checkers
- ▶ Tailoring Supervisors
- ▶ Tailors
- ▶ Helpers

Transportation

- ▶ Equipment Operators
- ▶ Trailor Drivers
- ▶ Heavy Drivers
- ▶ Light Drivers
- ▶ Diesel/Petrol Mechanics



Information About Recruitment of Nepalese Manpower

1. As per our Ministry of Labour rules & regulations, we require the following documents for recruitment of manpower from Nepal.

Documents Required:

1. Visa Slip/KDN letter
2. Demand Letter
3. Power of Attorney
4. Authorization
5. Employment Agreement Paper
6. Guarantee Letter
7. Interparty Agreement

2. These documents are necessary to advertise, to carry all the documents including passports for visa endorsement. So we require the documents in advance. These documents are mandatory to get permission from the Department of Labour or Ministry of Labour.

The sponsor can themselves come to Nepal for their selection of workers can send the document to us authorizing us to select the workers on our responsibility. Visa can only be endorsed either in Dhaka (Bangladesh) or India (Dehli or Mumbai). Due to non existence of Saudi Embassy in Nepal.

Documents Required for Visa Stamping

1. Authorization letter: Addressing to His Excellency "The consular General" of Saudi Arabia in Dhaka, New Delhi or authorizing: "Destiny Placement Service (P.) Ltd." holding license No. 163/056/057, Address: P.O.Box: 14125, Kathmandu, Nepal.
2. Power of Attorney: Authorizing "Destiny Placement Service (P.) Ltd. "to be true and lawful attorney and agent in Nepal.
3. Demand Letter: Addressed to "Destiny Placement Service (P.) Ltd." mentioning numbers of workers required in each category with salary, duty hours and other benefits.
4. Visa Slip/KDN: Photocopy of the visa slip is required if the block visa is for Multi-Nationals and if the Block Visa is for Nepalese nationals only then the "Original" is required.
5. Company Registration (C.r.) Copy: With company profile one copy (Photostat) is required.
6. Company (Employment) Agreement: Two copies each signed and stamped by the "Sponsor" is required.

Note

All the above documents should be in originals duty sealed and signed by the sponsor or authorised person and attested by government authority. (Minister of Foreign Affairs & Chamber of Commerce).

After the receipt of all necessary documents mentioned above, we will be able to deploy the recruited persons to the destination of the Employer within thirty five (35) days time subject to availability of seats in airlines concerned.

Demand Letters and Power of attorneys

T-HOME FURNITURE INDUSTRY SDN. BHD.
(628116-U)
Lot 6043, TS 3, Jalan Kesang Laut, Kesang, 84000 Muar, Johor.
Tel: 06-9511205 Fax: 06-9511218

Date: 15/04/2010

DESTINY PLACEMENT SERVICE (P.) LTD.,
G.P.O. BOX NO: 14125,
KATHMANDU, NEPAL.

Recruiting Licence No. _____
Dept of Industry Lic. No. _____

Dear Sir,

Re: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM NEPAL

We hereby appoint your company to recruit Nepal male workers for employment with our company and liaise with relevant authorities concerning recruitment.

Our recruitment terms and conditions are as follows:

| | |
|---|-------------------------------|
| 1. Number of workers | : 10 (Male) |
| 2. Nature of Business | : Manufacturing of furniture. |
| 3. Job category | : Factory Workers |
| 4. Age | : 21-32 years old |
| 5. Contract Period | : 3 years |
| 6. Salary | |
| Basic monthly salary: minimum RM 21.00/day x 26days | = RM 546.00 |
| Allowance: | |
| a) Food | = RM 0.00 |
| b) Transport | = RM 0.00 |
| c) Shift | = RM 0.00 |
| d) Overtime (as per company's rule) RM 2.625 x 1.5 x 78 hrs | = RM 307.10 |
| Estimated salary per month | = RM 853.10 |

7. Working days : Monday to Saturday (furnish details)

8. Working hours : 8 hours per day 48 hours per week

Page 1 of 4

T-HOME FURNITURE INDUSTRY SDN. BHD.
(628116-U)
Lot 6043, TS 3, Jalan Kesang Laut, Kesang, 84000 Muar, Johor.
Tel: 06-9511205 Fax: 06-9511218

Our Ref: KDN/14020-81870 - 20X (11/01/2010)
Date: 15/04/2010

RE: POWER OF ATTORNEY

We, Messrs T-HOME FURNITURE INDUSTRY SDN BHD (628116-U), Address : Lot 6043, TS 3, Jalan Kesang Laut, Kesang, 84000 Muar, Johor, Malaysia,

Do hereby appoint DESTINY PLACEMENT SERVICE (P.) LTD. of Nepal, Overseas Employment Agency Licensed by H.G.M. Ministry of Labour No., to be our true and lawful attorney and recruiting agent in Nepal for the purpose of handling all the affairs associated with recruitment of workers for employment with our company, to sign all necessary documents and employment contracts required by the laws and regulations of Nepal, to arrange for passport and for visa endorsements with embassy concerned to make arrangement for the workers' passage to the job site.

The power of attorney shall remain valid till the workers arrive at our factory in Malaysia and this power of attorney is non-transferable and irrevocable.

In witness whereof we have executed this document on _____

Signature: _____
Name: TAY SOON AIK
Designation: Company Director
Company's chop: _____

Attested in the country of employment by: _____

Embassy of Nepal / Consulate: _____

LIVING NATURE SDN. BHD.
(CO NO: 570151-W)
No. 1168, Batu 19, Jalan Segamat, 84900 Tangkak, Johor, Malaysia.
Tel: 06-9783111 (4 Lines) Fax: 06-9783555

Date: 20/02/2010

DESTINY PLACEMENT SERVICE (P.) LTD.,
G.P.O. BOX NO: 14125,
KATHMANDU, NEPAL.

Recruiting Licence No. _____
Dept of Industry Lic. No. _____

Dear Sir,

Re: Demand Letter For Recruitment Of Workers From Nepal

We hereby appoint your company to recruit Nepal male workers for employment with our company and liaise with relevant authorities concerning recruitment.

Our recruitment terms and conditions are as follows:

| | |
|---|--|
| 1. Number of workers | : 10 (Male) |
| 2. Nature of Business | : Manufacturing of plywood, laminating board |
| 3. Job category | : General Worker |
| 4. Age | : 21-32 years old |
| 5. Contract Period | : 3 years |
| 6. Salary | |
| Basic monthly salary: minimum RM 21.00/day x 26days | = RM 546.00 |
| Allowance: | |
| a) Attendance: | = RM 0.00 |
| b) Food | = RM 0.00 |
| c) Transport | = RM 0.00 |
| d) Shift | = RM 0.00 |
| e) Overtime (as per company's rule) RM 2.625 x 1.5 x 78 hrs | = RM 307.10 |
| Minimum Salary Per Month | = RM 853.10 |

7. Working days : Monday to Saturday (furnish details)

8. Working hours : 8 hours per day 48 hours per week

9. Overtime : in accordance with Malaysian Labour Law, i.e.
on normal days : salary x 1.5
on Sundays / rest days : salary x 2.0
on Public Holidays : salary x 3.0

Page 1 of 3

LIVING NATURE SDN. BHD.
(CO NO: 570151-W)
No. 1168, Batu 19, Jalan Segamat, 84900 Tangkak, Johor, Malaysia.
Tel: 06-9783111 (4 Lines) Fax: 06-9783555

Our Ref: KDN/14020-80997 - 30x (23/12/2009)
Date: 20/02/2010

RE: POWER OF ATTORNEY

We, Messrs LIVING NATURE SDN. BHD. (570151-W) Address : No. 1168, Batu 19, Jalan Segamat, 84900 Tangkak, Johor, Malaysia,

Do hereby appoint DESTINY PLACEMENT SERVICE (P.) LTD. of Nepal, Overseas Employment Agency Licensed by H.G.M. Ministry of Labour No., to be our true and lawful attorney and recruiting agent in Nepal for the purpose of handling all the affairs associated with recruitment of workers for employment with our company, to sign all necessary documents and employment contracts required by the laws and regulations of Nepal, to arrange for passport and for visa endorsements with embassy concerned to make arrangement for the workers' passage to the job site.

The power of attorney shall remain valid till the workers arrive at our factory in Malaysia and this power of attorney is non-transferable and irrevocable.

In witness whereof we have executed this document on _____

Signature: _____
Name: OAG CHAN LAY
Designation: Company Director
Company's chop: _____

Attested in the country of employment by: _____

Embassy of Nepal / Consulate: _____

Demand Letters and Power of attorneys

Demand Letters

INTERGO
INTERGO FURNITURE SDN BHD
Lot 2044, Jalan Kampung Tanjung Selabu,
Mukim Sungai Raya, Baiti Pasir,
84100 Muar, Johor, West Malaysia
Tel: 06-985 8883
Fax: 06-985 8741 / 06-985 8289
Email: info@intergo.com.my
www.intergo.com.my

Date: 29/04/2010

DESTINY PLACEMENT SERVICE (P) LTD.,
G.P.O. BOX NO. 14125,
BANESHWOR HEIGHT,
KATHMANDU, NEPAL.

Recruiting Licence No. _____
Dept. of Industry Lic. No. _____

Dear Sir,

RE: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM NEPAL

We hereby appoint your company to recruit Nepal male workers for employment with our company and liaise with relevant authorities concerning recruitment.

Our recruitment terms and conditions are as follows:

1. Number of workers : 15 (Male)
2. Nature of Business : Furniture Manufacturer
3. Job category : Factory Workers
4. Age : 21-38 years old
5. Contract Period : 3 years
6. Salary :
 - Basic monthly salary: minimum RM 21.00 /day x 26days = RM 546.00
 - Allowance:
 - a) Food : RM 0.00
 - b) Transport : RM 0.00
 - c) Shift : RM 0.00
 - d) Overtime (as per company's rule) RM 2.625 x 1.5 x 78 hrs = RM 307.19
7. Estimated salary per month : RM 853.19
8. Working days : Monday to Saturday (furnish details)
9. Working hours : 8 hours per day 48 hours per week

Page 1 of 4 Director's Chop & Sign:

INTERGO
INTERGO FURNITURE SDN BHD
Lot 2044, Jalan Kampung Tanjung Selabu,
Mukim Sungai Raya, Baiti Pasir,
84100 Muar, Johor, West Malaysia
Tel: 06-985 8883
Fax: 06-985 8741 / 06-985 8289
Email: info@intergo.com.my
www.intergo.com.my

Our Ref: KDN/14020-83509 - 30X (11/02/2010)

Date: 29/04/2010

RE: POWER OF ATTORNEY

We, Messrs INTERGO FURNITURE SDN BHD (371775-T),
Address : Lot 2044, Jalan Kampung, Tanjung Selabu, Mukim Sungai Raya, Baiti Pasir,
84100 Muar, Johor,

Do hereby appoint DESTINY PLACEMENT SERVICE (P) LTD. of Nepal, Overseas
Employment Agency Licensed by H.G.M. Ministry of Labour No. , to be our true and lawful
attorney and recruiting agent in Nepal for the purpose of handling all the affairs associated with
recruitment of workers for employment with our company, to sign all necessary documents and
employment contracts required by the laws and regulations of Nepal, to arrange for passport and
for visa endorsements with embassy concerned to make arrangement for the workers' passage to
the job site.

The power of attorney shall remain valid till the workers arrive at our factory in Malaysia and this
power of attorney is non-transferable and irrevocable.

In witness whereof we have executed this document on _____

Signature : _____
Name : POH SIEW HAH
Designation : Company Director
Company's chop : _____

Attested in the country of employment by : _____

Embassy of Nepal / Consulate : _____

SHAMEL FOOD CO.
Post Bag Capital 2 Million Saudi Riyals
Master Franchise, K.S.A.

التاريخ: 01/05/2010 1431/05/17 هـ

DEMAND LETTER

M/S. Destiny Placement Service Pvt. Ltd. No.163/056/057 Kathmandu Nepal
Pvt. Ltd. Lic.No.163/056/057 Kathmandu Nepal

Please arrange to recruit the following personnel on the terms and conditions given below against the block.

Visa No. 1102449988
Date of issue 18/06/1431H.

| Category | Qty | Salary | الراتب | العدد | المهنة |
|----------------|-----|--------|--------|-------|-----------|
| Sandwich Maker | 10 | SR 900 | SR 900 | 10 | صانع لسان |
| Total | 10 | | | 10 | المجموع |

Terms & Conditions

| | | | |
|------------------------------|-----------|----------|-------------------------|
| Accommodation: | : Free | مجاناً | السكن |
| Transportation and Medical: | : Free | مجاناً | المواصلات، العلاج |
| Air passage end of contract: | : Free | مجاناً | تذاكر السفر نهاية العقد |
| Vacation Per Year: | : 15 Days | 15 يوماً | الإجازة السنوية |
| Working hours per day: | : 8 hours | 8 ساعات | ساعات العمل في اليوم |
| Period of contract: | : 2 years | 2 سنة | مدة العقد |

All other terms and conditions as per Saudi Labour Laws. Thanking You.

General Manager
Abdul Aziz A. Al-Turfiq

المدير العام
عبد العزيز بن عبد الرحمن العتق

Rawafid Al-Torq
مؤسسة روافد الشرق للتجارة
Rawafid Al-Torq Contracting Est.
مقرات عامة، لشمال، مسقط
Bosnia Contracting/Trading/Estimating

Date: 30/12/2009

DEMAND LETTER

M/S Destiny Placement Service Pvt. Ltd. No.163/056/057 Kathmandu Nepal
Pvt. Ltd. Lic.No.163/056/057 Kathmandu Nepal

Please arrange to recruit the following personnel on the terms and conditions given below against the block.

Visa No. 1102318982
Date of issue: 27/12/1430H.

| Category | Qty | Salary | الراتب | العدد | المهنة |
|--------------------|-----|---------|------------|-------|--------------------|
| Construction Labor | 75 | 600-200 | SR 600-200 | 75 | Construction Labor |
| Total | 75 | | | 75 | المجموع |

Terms & Conditions

| | | | |
|------------------------------|-----------|----------|-------------------------|
| Accommodation: | : Free | مجاناً | السكن |
| Transportation and Medical: | : Free | مجاناً | المواصلات، العلاج |
| Air passage end of contract: | : Free | مجاناً | تذاكر السفر نهاية العقد |
| Vacation Per Year: | : 15 Days | 15 يوماً | الإجازة السنوية |
| Working hours per day: | : 8 hours | 8 ساعات | ساعات العمل في اليوم |
| Period of contract: | : 2 years | 2 سنة | مدة العقد |

All other terms and conditions as per Saudi Labour Laws. Thanking You.

General Manager

المدير العام

Aerogaz
天德有限公司
AEROGAZ SDN. BHD. (520862-M)
No. 18, Jalan Wawasan 1, Kawasan Perindustrian, Sungai Kapar Indah, Batu 6,
Jalan Kapar, 42200 Klang, Selangor Darul Ehsan,
Tel: (603) 3291 9933, 3290 6618, 3290 7298 Fax: (603) 3290 6362
Website: www.aerogaz.com

Date: 01st August 2009

To: M/S DESTINY PLACEMENT SERVICE PVT.LTD.
P.O. BOX : 14125 BANESHWOR HEIGHT
KATHMANDU, NEPAL.

Dear Sir,

RE: DEMAND LETTER FOR RECRUITMENT OF 15 NEPALESE WORKERS.

We hereby appoint your company to recruit and Collect Relevant CV's with Medical of
Nepalese male workers for employment with our company and liaises with relevant authorities
concerning this recruitment.

Our Recruitment Terms and Conditions Are As Follow:-

1. Sector : General workers
2. Age : 21 - 45 years old
3. Contract period : 3 (Three) years
4. Basic salary : RM 21.00 per day x 26 days = RM 546.00
5. Over time : Min. 2 hours per day x 1.5 x 26 days = RM 204.75
Total Minimum salary : RM 750.00 for 26 days inclusive of overtime.
(Minimum Guaranteed Salary Not Less Than RM 750.00/month)
6. Working hours : 8 hours per day (48 hours per week)
7. Any additional work done beyond the normal working hours (overtime) shall be rewarded in accordance with the rate provided in the local Employment Act. Overtime rate is for Rest Days Overtime will be paid base on 1 hour x 1.5 hours, Overtime rate that is for Rest Days Overtime will be paid base on 1 hour x 2.0 hours and Overtime Rate that is for Public Holidays Overtime will be paid base on 1 hour x 3.0 hours.
8. Any overtime shall be performed as duly authorized by the Manager or any other authorized personnel of the Company.

Aerogaz
天德有限公司
AEROGAZ SDN. BHD. (520862-M)
No. 18, Jalan Wawasan 1, Kawasan Perindustrian, Sungai Kapar Indah, Batu 6,
Jalan Kapar, 42200 Klang, Selangor Darul Ehsan,
Tel: (603) 3291 9933, 3290 6618, 3290 7298 Fax: (603) 3290 6362
Website: www.aerogaz.com

Date: 01st August 2009

POWER OF ATTORNEY

We, Messrs Aerogaz Sdn. Bhd. (520862-M) located at No. 8, Jalan Wawasan 1,
Kawasan Perindustrian, Sungai Kapar Indah, Batu 6, Jalan Kapar, 42200 Klang, Selangor
Darul Ehsan, MALAYSIA, do hereby authorize and appoint and authorized M/s
DESTINY PLACEMENT SERVICE (P) LTD. located at P.O.Box No. 14125 Baneswor Height,
Kathmandu, Nepal (REGD. NO. 163/056/057) to be our true and lawful attorney in Nepal for the
purpose of the following:-

- i) Handling all affairs associated with the collection of CV's of Nepalese workers for employment for our company.
- ii) To make arrangement for selection of workers, etc. for our company.
- iii) To sign all necessary documents relative to above recruitment including employment contracts, required by the laws and regulations of Nepal and Malaysia.
- iv) To arrange for Medical, Passports and other necessary visa endorsement requirements with the Malaysia Embassy, Kathmandu/High Commission/Consulate for Nepal.
- v) To make arrangements for the workers' passage from Nepal to the job site at Malaysia.

This power of attorney shall remain valid till all the workers arrive in Malaysia
according with our Demand Letter dated 23rd July 2008.

This power of attorney is non-transferable and irrevocable.

In witness whereof we have executed this document on _____ day of _____ 2009.

MR. TAN SOO YAM
DIRECTOR

Certified and attested in the country of employment by The Royal Nepalese Embassy in Kuala Lumpur, Malaysia.

AL JERI TRADING EST.
مؤسسة الجري للتجارة

التاريخ: 10/02/2010

DEMAND LETTER

M/S Destiny Placement Service Pvt. Ltd. Gov. Lic. no 163/56/57 Kathmandu, Nepal
Pvt. Ltd. Gov. Lic. no 163/56/57 Kathmandu, Nepal

Please arrange to recruit the following personnel on the terms and conditions given below against the block.

Visa No. 1102194694
Date of issue : 26/07/1430 H

| Category | Qty | Salary | الراتب | العدد | المهنة |
|---------------------|-----|-------------|---------------|-------|------------|
| Truck driver | 30 | 800-100 SR | 800-100 ريال | 30 | سائق شاحنة |
| Security man | 5 | 800-200 SR | 800-200 ريال | 5 | حارس أمن |
| Auto Denter/Painter | 5 | 1000-200 SR | 1000-200 ريال | 5 | ميكانيكي |
| Welder | 5 | 800-200 | 800-200 ريال | 5 | الحام |

Terms & Conditions

| | | | |
|-----------------------------|-----------|----------|-------------------------|
| Accommodation, Food | : Free | مجاناً | السكن |
| Transportation and Medical | : Free | مجاناً | المواصلات، العلاج |
| Air passage end of contract | : Free | مجاناً | تذاكر السفر نهاية العقد |
| Vacation Per Year | : 21 Days | 21 يوماً | الإجازة السنوية |
| Working hours per day | : 8 hours | 8 ساعات | ساعات العمل في اليوم |
| Period of contract | : 2 years | 2 سنة | مدة العقد |

All other terms and conditions as per Saudi Labour Laws. Thanking You.

General Manager

المدير العام

METS
Middle East Technical Services Est.
R.C.C. Membership No.134688

التاريخ: 11/02/2009 1430/02/11 هـ

DEMAND LETTER

M/S Destiny Placement Service (P) Ltd. Baneswor Height, Kathmandu, Nepal. No. 64/66/1051
P.O. Box: 14125
Tel: +977-1-4464515, 4475176
Fax: +977-1-4492962
E-mail: destiny_uk@yahoo.com

The Seal of the Ministry of Foreign Affairs of the Kingdom of Saudi Arabia and signature of its Authentication Officer have been attested.

Attention: Recruitment Manager
Subject: Manpower Demand Letter

Date: 17 JUN 2009

Dear Sir,

Referring to the above mentioned subject, you are kindly requested to arrange for recruiting the following workers on behalf of our company under the following terms and conditions:

| # | Category | Experience | QTY. | العدد | المهنة |
|---|------------------------|------------|------|-------|--------|
| 1 | Construction Labourers | 2 years | (8) | 8 | العمال |

Other Terms and Conditions:

- 1- Salary : 600-SR
- 2- Food allowance : 200-SR
- 3- Working hours : 8hrs per day, 6days/week
- 4- Transportation : Company provided
- 5- Accommodation : Company provided
- 6- Probationary period : 90 day
- 7- Contract duration : Two (2) years
- 8- Annual vacation : 21 days
- 9- Round trip ticket paid by the company
- 10- completion of the two-year contract, the worker shall be contract renewal, otherwise he may return back to home.
- 11- All other terms and conditions as per Saudi Labour Laws.

You are hereby authorized to do all the legal formalities necessary to effect this job order as you are fully provided with complete documentary authorizations.

Very truly yours
W. K. Kwon / General Manager

Demand Letters

[illegible]



شركة ناهي للمقاولات

Nahi Contracting Co.

DEMAND LETTER:
MA M Deslay Placement Service Pvt. Ltd.
License no: 163/056/057, Kathmandu, Nepal.
 Please arrange to recruit the following personnel on the terms and conditions given below against the block(Only 35 Person).
Visa No: 1102231878
Date of issue: 14/02/2019/08H

الشخص:
الشركة/ MA M Deslay Placement Service Pvt. Ltd. License no: 163/056/057, Kathmandu, Nepal.

الغرض: التكرم بإرسال المستقلين (ثلاثة) حسب التلصق
والمواصفات الآتية : ويوجب
1102231878 رقم
14/02/2019/08H التاريخ

| Category | Qty | Salary | الراتب | العدد | المهنة |
|------------------|-----|--------|--------|-------|-----------|
| Cleaning labor | 5 | 700 | مدايا | 5 | العمال |
| Diesel/ Mechanic | 1 | 1000 | مدايا | 1 | الميكانيك |

Terms & Conditions

Accommodation, Food
Transportation and Medical
Air passage end of contract
Vacation Pay Per Year
Working hours per day
Period of contract
All other terms and conditions as per Saudi Labour Laws. Thanking You.

المواصفات :
السكن
الغذاء
المواصلات
المرحلة النهائية من العقد
الإجازة السنوية
ساعات العمل في اليوم
مدة العقد
جميع الشروط والأحكام طبقاً لمقتضى المصلحة السعودية
السعودية. - وكلهم شكركم

General Manager





المدير العام



شركة ناهي للمقاولات
NAHI CONT. CO.

011-44000000 : الفاكس 011-44000000 : الهاتف
 011-44000000 : الفاكس 011-44000000 : الهاتف

Khoinai General Contracting Est.
General Construction - Finishing - Maintenance
C.R. 205004776
Jubail 31951 P.O. Box 31
Kingdom Of Saudi Arabia
Tel: (03) 362-3024
Telefax: (03) 362-0170

مؤسسة الخويني للمقاولات العامة
مقاولات عامة - أعمال التشطيب - صيانة وصيانة
ت. ٢٠٥٠٠٤٧٧٦ - ج. ٣١٩٥١
المملكة العربية السعودية
الجبيل ٣١٩٥١ - ص. ٣١
هاتف: (٠٣) ٣٦٢-٣٠٢٤
فاكس: (٠٣) ٣٦٢-٠١٧٠

K.G.C
KHONINAI GENERAL CONTRACTING EST.

DEMAND LETTER

Destiny Placement Services (P) Ltd.
Lic. No 163/056/057
KATHMANDU - Nepal

Dated: 29 Dec. 2008

Dear Sir,

With reference to our Power of Attorney executed by us in your favor, we request you to select and recruit the following workers as per the following conditions:

Visa Number: 2100565997
Dated: 16-07-1429H

| No. | Profession | Quantity | Contract Period | Monthly salary |
|-----|-----------------------|----------|-----------------|----------------|
| 1. | Construction Laborers | 30 | two years | SR 600/- |

Other Terms and Conditions of Service:

| | |
|-------------------------------|------------------------------------|
| 1. Working Hours | 8 hours per day and 6 days a week. |
| 2. Overtime | 2 Hours |
| 3. Transportation | Free |
| 4. Air Ticket | One round trip ticket in 2 years |
| 5. Food | Free |
| 6. Accommodation | Free |
| 7. Leave, Medical & Insurance | Free |
| 8. Contract Period | Two years |

All other terms and conditions are as per Saudi Labor Law.

Yours truly,

Mohd. Aziz Hamud Al-Khoinani
General Manager

Hamud, H. Al-Khoinani

Pipe Coating Company Ltd.

No. 2065509449
Paid Up Capital 40,000,000 SDR

MEGA COAT

شركة تغليف الأنابيب المحدودة

٢٠١٩ - ٢٠٢٠
رأس المال المدفوع : ٤٠ مليون دينار سعودي

DEMAND LETTER

Al Juhai dated: 06 Nov. 2009.
Beslay Placement Services (P) Ltd.
Lic.No. 163.056/07, Nepal.

We hereby authorize you to recruit the following workers on our behalf in compliance with the Special Power of Attorney given to you under your visa No. 2100731413 dated 10/09/1430

| Category | NO. | SALARY | الجنسية | الحدد | عدد |
|------------------|-----|---------|----------|-------|-------|
| Welder | 07 | SR 800 | المصريين | 07 | ٥٧٨٠٠ |
| Metal Technician | 10 | SR 800 | مصر | 10 | ٦٣٠٠٠ |
| Ovens Operator | 02 | SR 700 | مصر | 02 | ١٦٠٠٠ |
| H.D. Drivers | 01 | SR 1000 | مصر | 01 | ١٠٠٠٠ |
| Steel Painter | 09 | SR 900 | مصر | 09 | ٧٦٠٠٠ |
| Pipe Welder | 08 | SR 1200 | مصر | 08 | ٦٦٠٠٠ |

Terms & conditions

- Food, accommodation, medical and transportation to and from the job site is free
- Period of Contract : Two years)
- Daily working hours 8 hrs, weekly 48 hrs.
- Free economy class round trip ticket from place of employee to the work place in Saudi Arabia.
- Overtime according to law
- Vacation: 30 days per year according to Saudia Law
- Probation period: 90 days

Pipe Coating Company Ltd.

محمد بن عبد العزيز آل سعود
صاحب على الجاهلي
SALEH ALI AL-JAHALI

(Mega Coat)
No. 2065509449
Pipe Coating Company Ltd.

العنفقة العربية السعودية - البعيلد - ٢١٦٩٠ - ص ب ١٠٢٣٣ - تليفون : ٨٨٦٦٠٠ - ٩٥٣٣٢٠٠ ، فاكس : ٩٥٣٣٢٠٠
Kingdom of Saudi Arabia - Al Jubail 31961 - P.O. Box 10823 - Tel.: +966 3 340 8866 / Fax: +966 3 340 4749
القانون رقم ٤٢ لسنة ١٩٦٢ م - Website: www.megacoat.com - البريد الإلكتروني : info@megacoat.com

Our Valued Clients

SAUDI

1. Shamel Food Co. (SUBWAY) Riyadh
2. Pipe Coating Company Ltd. (MEGA Co.), Al-Jubail
3. Azdah Contracting Est. Riyadh
4. Aman Factory for Alarm Equipment Co. Ltd, Riyadh
5. Al-Magal Al Arabi Group, Riyadh
6. Al-Jeri Trading Est. Riyadh
7. Talal Mubarak Al-Subaie Cont. Est. Dammam
8. Muones M Al-Shyeb Est. Riyad
9. Arcani Contracting Company (ACC) Ltd, Riyadh
10. Nahi Contracting Co. Riyadh
11. Bina Contracting Co. Riyadh
12. Wooden Bakery, Riyadh
13. Khonaini General Contracting Est. Jubail
14. Abid A Al-Habashi Cont. Est. Dammam
15. Rawafid Al-Torok Contracting Est. Riyad
16. Middle East Technical Services (METS), Riyadh
17. Azziz company, Viyadh
18. Al-Barghash Trading & Cont. Co.
19. Refgha Trading, Dammam
20. Mohd. Al-Barghash Trading, Al-Khobar
21. Olayan Trading, Riyadh
22. Rajeh S. Al-Rajeh, Dammam
23. Support Service Company, Riyadh
24. Abdul Aziz D. Al-Jaloud, Rahima
25. Sas Industrial Complex, Al-Khobar
26. Ahamad M. Faraj, Abqiq
27. Al-Olayan, Dammam
28. Al-Jebry, Al-Qasim
29. Al-Sowyan Jewellery, Onaizah
30. Al Herqel Est. Rahima
31. La-Raja Est. Dammam
32. Dammam Laundry, Dammam
33. Modern Arab Const. Co. Al-Khobar
34. Al-Muhana Trade & Contracting, Dammam
35. Abdul Aziz Al-Gery, Al-Khobar
36. Al-Zamih, Al-Kobar
37. Al-Mohsin Trade & Gibre Glass, Dammam
38. Salman Al-Duhaim, Al-Khobar
39. Golden Bucket
40. Saudi Polypropylene Sack Fac, Dammam
41. Giant Store Super Market, Dammam
42. Saudi Super Market, Dammam
43. Ada Laundry, Dammam
44. Mohd. Bin Ibrahim S. Al-Kadi, Dammam
45. Hisham Al-Zamil, Riyadh
46. Masood Masad, Riyadh
47. Bintami Watepproofing Riyadh

48. Abdulla Mosa Mousseased Est. Riyadh
49. Talal Al-Dossary Trad.Est. Dammam
50. Hisham & Jamal Al-Zamil Co. Riyadh
51. Al Redha Travel Office, Qatif
52. Al –Rawaf,
53. Al Barrak Furniture Est. Dammam
54. AL-Moazil Sack Factory, Dammam
55. Bader H. Alhussaini Cont. Est. Al Khobar
56. AL-Imam Factories Est. Dammam
57. Almatrood National Group, Al-Khobar
58. Mohamed & Ebrahim S. Al Kadi. Co., Dammam
59. Abdullah Al-Naimi Establishment, Jubail
60. Saleh Mohad. Al-Hammam const. Est. Dhahran
61. Jal International, Al-Khobar
62. Hamad H. Al-Zami'h, Rahima
63. Mohammed Abdul Aziz, Dammam
64. Saudi Marketing Company, Ltd
65. Moh'd Ali Al-Abbas, Dammam
66. Al-Geri & Al Dress Petrol co. Al-Khobar
67. Shams Group, Dammam
68. Al Ghamdi Est.
69. Bintam Water Proffiw

UAE

1. Thermo Construction, Dubai
2. Al-Jagira Contraction, Dubai
3. Gift Island, Dubai
4. Al-Aqili, Dubai
5. Berkerly Service, Dubai
6. Sharaf Shipping Agency, Dubai
7. Khalifa Bin Fahad Trading Est, Dubai
8. CAPITAL Services, Abu Dhabi
9. Gift Island Group of Companies

QATAR

1. Trags Construction, Doha
2. Mudgulf Construction Co, Doha
3. Trags Electrical Engineering & Air Conditioning co. Doha
4. Medfulf Construction Co., Doha
5. National Plastic Co, Qatar
6. National Metalica, Qatar
7. Gulf Pallets Factory, Qatar

MALAYSIA

1. Solid Component Mfg. SDN. BHD., Selangor
2. Greenfield Industries (M) SDN.BHD, Selangor
3. Airegold SDN.BHD, Johor

Our Valued Clients

4. 'W' Clay Industries SDN. BHD, Selangor
5. Chip Hup Agriculture Development SDN. BHD. Johar
6. BH Electronics SDN.BHD. Penang
7. MBH Printing Press
8. Spring Art Industries SDN. BHD. Johar
9. C.F. Golden Industries SDN.BHD. Johar
10. Goldenview Timber Industries SDN. BHD. Selangor
11. Marantha Engineering, Johaurbaru
12. Klang Hock Plastic Industries, Selangor
13. W.T. Plastic, Selangor
14. Poh Huat Furniture Factory, Muar-Johar
15. Imei Furniture Factory, Malaka, Johar
16. Ideal Hope SDN. BHD. Johar
17. Golden Tech, Muar
18. SIs Iron Work, Selangor
19. Tyoon Industries, Muar
20. Zenith Homes, Selangor
21. L.C. Wood, Selangor
22. Quality SDN. BHD. Selangor
23. Kim Heng Industries SDN.BHD
24. V.S. Industry Berhad
25. Nicetex Industries SDN.BHD.
26. Fuji Aire, Selangor
27. Pyramid Chemicals & Equipments SDN. BHD.
28. Chee Wah Corporation Berhad, Selangor
29. Dai Ich, Jalan
30. Soen Sheng Plastic Industries SDN.BHD, Jalan
31. Safari Chairs System SDN.BHD. Selangor
32. Yi Fu Enterprise, Janan
33. Sun Paper Bags & Packaging SDN.BHD.
34. Lee Plating Company, Jalan
35. Pertama Metal Industries SDN.BHD, Jalan
36. Rimbaka Forestry. Kuala Lumpur
37. Evereshing Ventures SDN. BHD, Jalan
38. Power Steel & Electro-Plating Works SDN. BHD. Jalan
39. Mahmood Security, Kuala Lumpur
40. The Eastern Garment Mfg. Co. SDN.BHD. Penang
41. Daishio Electronic Components (M) SDN.BHD. Selangor
42. Oriental Hyundai, Jalan
43. Rasa Sayang, Jalan
44. Era Life F & Bev.
45. Favourite Design
46. Hoover Furniture
47. Perfect Lamination
48. Hwong Eng.
49. Kossan Rubber
50. Bawah Bayu

Meeting With Clients

