



বেঙ্গল গাল্ফ ইন্টারন্যাশনাল লিমিটেড
Bengal Gulf International Limited

(Overseas Employment License No. RL-0137)

We Provide Quality Manpower



Board of Directors



Begum Rokeya Seraj
Chairman



Seraj Uddin Ahmed
Managing Director



Flora Ahmed
Director



Saikat Ahmed Al-Bari
Director



Suparna Ahmed
Director



Ariful Islam
Executive Director

Greetings



SERAJ UDDIN AHMED
Managing Director

Please allow me to express my sincere and heartfelt gratitude to all in the government as well as in the non-government sectors at home and abroad for the wonderful support you have so belovedly extended towards the growing of Bengal Gulf International since its inception in the year 1982.

May I very kindly invite you to spare a few moments to go through this profile and I believe you would appreciate that we have earned trust and our efficiency has already been proved in solution of your requirement of Professional, Skilled, Semi-Skilled, Less Skilled and Unskilled workforce.

With our experience for more than three and a half decades, we are committed to excellence in all spheres of human resources required for the honorable overseas employers.

Please accept our assurance of highest co-operation all the time and we look forward to serve you to the best of your satisfaction. We will greatly appreciate your continued support and co-operation.

With warm regards.

A handwritten signature in black ink, appearing to read 'Seraj Uddin Ahmed'.

SERAJ UDDIN AHMED

Middle Eastern Communication



ARIFUL ISLAM
Executive Director

As an Executive Director, Mr. Ariful Islam is responsible for promoting our overseas marketing, specially the Middle Eastern countries including K.S.A, U.A.E, Kuwait and Qatar. The European countries also fall within his jurisdiction. He is also empowered to exercise his responsibility to procure employment opportunities from the rest of the countries of the world. Interested honorable employers may kindly reach Mr. Ariful Islam over the following contacts.

arifulislam197812@gmail.com

+971543881932

+971544548373

Our Middle Eastern Office

Office#202, Al Dhagaya Bldg.

Gold Square, Diera, Dubai, UAE

Message



MINISTER

Ministry of Home Affairs
Government of the People's
Republic of Bangladesh

October 12, 1997

BENGAL GULF INTERNATIONAL has been in the business of exporting manpower from Bangladesh for more than a decade. Mr. Seraj Uddin Ahmed, Chairman-cum-Chief Executive of the organization, has adequate experience and knowledge about the intricacies of this business.

I hope BENGAL GULF INTERNATIONAL will continue its effort to help our economy by exporting manpower by which the country will be able to earn valuable foreign currency.

I wish their success and hope they are given all lawful assistance by the concerned quarters.

RAFIQUL ISLAM, B.U.

Message



State Minister
Ministry of Expatriate Welfare &
Overseas Employment
Government of the People's Republic of Bangladesh

October 12, 1997

BENGAL GULF INTERNATIONAL is a leading and highly reputed overseas employment agency. The Agency has been doing a laudable job in exporting manpower from Bangladesh.

I wish their success towards contributing in the field of exportation of Manpower from Bangladesh and would highly appreciate co-operation from overseas employers and other related government and non-government agencies abroad.

M. A. MANNAN

Message



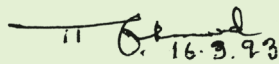
16 March 1993

JOINT SECRETARY
Government of the People's
Republic of Bangladesh
Ministry of Labour & Manpower

M/S. BENGAL GULF INTERNATIONAL, holder of an Overseas Employment Promoter License No. RL-137 has been engaged in Promoting employment opportunities with the overseas employers for Bangladesh nationals since its inception in 1982. The Agency has proved its care and efficiency in placing appropriate workers against the demands received.

Till date the Agency has procured demands for large number of workers of various categories and has successfully dispatched the recruited workers.

I wish further success of the Agency in its endeavours and will highly appreciate spontaneous co-operation from the related quarters at home and abroad.



16.3.93

MOMTAZUDDIN AHMED

Introduction

Bangladesh, an independent democratic country, came into being in 1971 with an area of about 1,47,610 sqkm. Dhaka is the capital city. The country is surrounded mostly by India, partly by the Bay of Bengal in the South and Myanmar (Burma) in the South East with a population of nearly 180 million.

Bangladesh is reverine, almost plain, with some tiny hills in Eastern and South East-ern parts. Its people are hardy, friendly, simple, dutiful and loyal in manner.

The Government and non-Government Universities produce Masters in General Administration, Business Administration and other Social Sciences. The Medical Universities produce Doctors, recognized by the world, the Engineering Universities produce Technologists in all disciplines to the standard of the modern day need. The Agricultural Universities and Research Centres in Bangladesh produce the most wanted experts in the field. Besides, a large number of professional, skilled, semi-skilled, less skilled and unskilled labourers to cope with the need of the present day of the developed and developing countries, are available in Bangladesh.

We would like to proudly mention here that the remittance sent by our overseas workers has played a vital role in greatly promoting our economy towards reaching a developing country.

Bengal Gulf International Limited (benguin) since its inception in the year 1982 has been operating in the field of promoting the export of manpower resources from Bangladesh for all most four & a half decades. Its government approved Overseas Employment Promoter License No. is RL-0137.

Bengal Gulf International offers all services to arrange recruitment of manpower most conveniently to any part of the world. It is located in the heart of the capital city Dhaka, and is established with experts, to select the **Right Persons** for **Right jobs** and equipped with all kinds of modern amenities to respond spontaneously on calls of its honorable clients. It has reputedly exported around 25,000 professionals, highly skilled, semi-skilled, less skilled and unskilled manpower to Kuwaiti, Saudi Arabian, Malaysian, Qatari, U.A.E., Singaporean, Turkmenistan and Mauritian employers.

We are confident that our experience, sincerity and dedication will meet the demands of the esteemed employers' all kinds of personnel.

We would like to bring to the kind Information of our valued overseas employers that currently Bangladesh is having 40 Public Universities, 29 Medical Colleges, 04 Agricultural Universities, more than 100 Private Universities, 54 Private Medical Colleges, 128 Engineering Universities & Colleges, 02 Private Agricultural Universi-ties. More are in the pipeline.

১০৬৪ ২ ১০৫৪

Licence Number : RL-137/90

Name of the Agency : M/S. BENGAL GULF INTERNATIONAL

Business Address : 128, MOTIJHEEL - COMMERCIAL AREA (1st FLOOR) DHAKA.

Name of the Proprietor/ SERAJ UDDIN AHMED.

Managing Partner/ VILL: RADHASHAR, Managing Director P.O.-SREEPUR BAZAR, P.S.-HAJIGONG, DIST.-CHANDPUR.

with Permanent Address

১০৬৪ ১২
RL-137/90
Specimen Signature
Recruiting Agency Status Has Been Changed Vide Ministry's LTO
Letter No. 43.00.0000.057.27.07.22.368
Date 22.11.2022
Name of Managing Director With Permanent Address SERAJ UDDIN AHMED
VILL:- LODHPARA. P.O:- LODHPARA P.S:-HAJI GONG. DIST:-CHANDPUR
16.05.2023
Mohammad Mizanur Rahman Bhuiyan
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

১০৬৪ ১০
RL-137/90
RENEWAL
31 DEC 2025
Licence Renewed up to
02-01-2023
Mohammad Mizanur Rahman Bhuiyan
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

১০৬৪ ৩
RL-137/90.

Specimen Signature



This licence is issued under Section 10 of the Emigration Ordinance, 1982 to carry on the business of a recruiting agency. The licence is not transferable nor it shall be used directly or indirectly by any person other than the person in whose favour it is issued.

The Government reserves the right to cancel or to suspend the licence at any time without assigning any reason.

Director General
Bureau of Manpower, Employment and Training
Government of the People's Republic of Bangladesh.

Dated, Dhaka
The 6th day of March, 2004.

১০৬৪ ১৩
RL-137/90
TERMS AND CONDITIONS

1. The holder of the licence shall conduct business under signature and seal of the Proprietor or Managing Partner or Managing Director whose photograph and the specimen signature appeared in page-3. This licence shall not be used directly or indirectly, by any person other than the person in whose favour it was issued or at any place other than the place mentioned in the licence nor shall the licence be transferred, conveyed or assigned to any person or entity.
2. The holder of the licence shall not recruit or attempt to recruit a citizen for overseas employment or issue an advertisement or publish any material or hold any interview or examination for such recruitment without prior permission of the Director General, BMET.
3. The photocopy of the licence shall be prominently displayed at a conspicuous place in the premises of business and the original copy shall

১০৬৪ ১১
RL-137/90
1054

MISSION

We Provide Quality Manpower is not only a slogan of our company. It is our commitment and we maintain it to the highest level to serve our great clients.

VISION

By providing **The Right Person for The Right Trade**, we ensure our clients' Maximum success within the Minimum period of time. Thus, we contribute in achieving economic development by both the Workers Sending and the Receiving countries.



RECRUITMENT PROCEDURE

BENGUIN Responsibilities

BENGUIN prefers selection of workers by the employer's representatives. For this, BENGUIN will extend all facilities to the employer including arrangement of Trade Test, if require, for selection of technical people. Even If necessary, the employer may send representatives to select his professional, skilled, semi-skilled, less skilled and unskilled workforce. BENGUIN may also be entrusted with this responsibility, who can ensure selection of the Right Person for the Right Trade as per criterion given by the employer.

What we do



Note

Above exercise get change on the basis of Sending & Receiving country's government policies.

How we do

- Obtain recruitment permission from the government agencies.
- Advertisement in reputed daily newspaper calling applicants, if necessary.
- Collection of applications.
- Make Primary selection by Experts.
- Obtain Passports from the selected candidates.
- Arrange final interview by Employer's representatives.
- Arrange Medical Examination of the candidates.
- Obtain Police Clearance, Medical Fitness Certificate, Photographs and related documents.
- Arrange Stamping of visa from the respective Embassy, if necessary.
- Arrange Finger print of the candidates.
- Obtain Immigration clearance from the government agency (BMET).
- Make travel arrangement including confirmation of seats with airlines.
- Ensure workers reach the country of work within 10-15 days from the date of receipt of their visa/visa advice/calling visa from the employer.
- Make arrangement of flights in groups.
- Keep constant contact with the employer informing the development of the total arrangement.
- Make 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 enhancing the existing relationship between the countries. (A printed leaflet on this in Bengali is handed over to the overseas bound workers)
- Handover a file containing copy of employment contract, Passport, insurance certificate, air ticket etc. to the workers before their departure for the country of work.
- Make briefing to the candidates about the actual terms of employment prior to their departure.
- Inform employer over Telephone/E-mail/Whatspp/Viber about the actual number of workers dispatched/boarded finally.
- For immediate recognition of workers at receiving airport, workers board aircraft in a similar uniform.
- Attend airport to ensure smooth boarding of the passengers.
- Attend employer's call to solve unforeseen problems that may arise within the full contract duration.
- Make arrangement of proper and timely replacement of worker, if anyone is found professionally or medically unfit within the probation period.

Agency Appointment Formalities

To meet the requirement of the Bangladesh Ministry of Expatriate Welfare & Overseas Employment, a foreign employer needs to prepare the following documents:

1. **Demand Letter:** A formal letter issued by the employer addressing Bengal Gulf International with full details of job categories, number of workers, monthly salary, contract period, working hours and all other facilities i.e. accommodation, food, medical, air passage etc.
2. **Power of Attorney:** A letter issued by the employer authorizing Bengal Gulf International to act on behalf of the employer in recruiting demanded workers and to carry out all necessary formalities related with the respective Embassy and the related agencies of the Government of Bangladesh.
3. **Contract of Employment:** This contract of Employment is made between the Employer and the recruited employee stating fully and precisely all employment terms and conditions to be followed by the Employer and the Employee during the whole contract period.
4. **Consular Letter:** This letter is also issued by the employer addressing the Visa Officer of the respective Embassy/High Commission intimating the appointment of Bengal Gulf International as employer's agent and their authorization to act on employer's behalf to carry out all visa formalities with the Embassy/High Commission by mentioning the visa no., its issue date etc.
5. **Visa Advice:** A photocopy of visa advice stamped and signed by the employer.

Responsibilities of the Employer

- Arrange visit of the project site by the Bangladesh High Commission/Embassy personnel, if necessary and ensure genuinity of the requirement of demanded work force.
- Arrange timely receiving of the workers at airport.
- Inform BENGUIN about receiving of the workers.
- Advance payment of an amount to each worker on arrival in the country of work, deductible from monthly salary.
- Arrange furnished housing accommodation suitable to human living.
- Ensure water and electricity in the living place.
- Ensure full security of the workers in the living and working places, specially in cases of female workers.
- Timely payment of salary for every working month.
- Keeping updated the validity of the passport, residence permit/employment visa of the workers.
- Inform BENGUIN about the renewal of the contract between the employer and the workers after expiry of the initial contract.
- Treating workers as human being.
- Proper medical treatment of the workers in case of any sickness/accident.
- Inform BENGUIN any problem that requires handling.
- Follow terms of agreement signed between the employer and the workers.

Inventory

Agricultural Group

- Agricultural Specialist
- Agricultural Economists
- Agricultural Chemists
- Agronomists
- Botanists
- Field Overseers
- Horticulturists
- Plant Pathologists
- Project Managers
- Deputy Project Managers
- Quantity Surveyors
- Landscape Supervisors
- Irrigation Supervisors
- Pump Operator
- Soil Scientists
- Gardeners
- Agricultural Labourers
- Farmers

Etc.

Construction

- Architects
- Civil Engineers
- Maintenance Engineers
- Brick Layers
- Building Painters
- Bulldozer Operators
- Carpenters
- Construction Labourers
- Dumper Drivers
- Electricians
- Engine Drivers
- Fitters
- Fork-Lift Operators
- Masons

- Mason Helpers
- Pipe Fitters
- Plumbers
- Riggers
- Steel Fixers/Rod Binders
- Turners
- Welders
- Etc.

Engineering Group

- Automobile Engineers
- Civil Engineers
- Diesel Engineers
- Electronic Engineers
- Hydraulic Engineers
- Marine Engineers
- Maintenance Engineers
- Meteorological Engineers
- Mining Engineers
- Mechanical Engineers
- Naval Engineers
- Petroleum Engineers
- Shipbuilding Engineers
- Sound Control Engineers
- Telecommunication Engineers
- Etc.

General Group

- Accountants
- Clerical staff/Typists
- Librarians
- Manager Admin/Finance
- Municipal Hospital and Office Cleaners
- Office Managers
- Office Peons

- Personnel Assistants
- Private Secretaries
- Production Managers
- Receptionists
- Secretaries
- Security Officers
- Security Guards
- Stenographers/Steno-Typists
- Etc.

Hotel/Catering Services

- Accountants
- Front Office Personnel
- Managers
- Receptionists
- Room Boys
- Stewards
- Waiters
- Cooks/Assistant Cooks
- Pastry Makers
- Chefs
- Etc.

Management Group

- Advisors
- Executive Officers
- Liaison Officers
- Manager
- Personnel Officers
- Public Relation Officers
- Quality Control Executives
- Welfare Officers
- Etc.

Medical Group

- Medicine Specialists

- Heart Specialists
- E.N.T. Specialists
- Eye Specialist
- Veterinary Specialists
- MBBS Specialists
- Medical Salesmen
- Pharmacists
- Nurses
- Hospital Cleaners
- Ward Boys
- Etc.

Port & Water Transport

- Cane Drivers
- Fork Lift Operators
- Inland Masters
- Marine Engineers
- Marine Officers
- Marine Captains
- Marine Navigators
- Nautical Cadets
- Port Handlers
- Port Labourers
- Security Personnel
- Stevedorers
- Tally Clerks
- Technicians
- Tug & Burges Drivers
- Etc.

Road Transport

- Automobile Engineers
- Auto Electricians
- Denters
- Diesel Mechanics

- Engine Fitter
- Heavy Vehicle Drivers
- Labourers
- Petrol Mechanics
- Surveyors
- Television Mechanics
- Textile Workers
- Tractor Mechanics
- Welders
- Wireless Mechanics
- Wireless Operator

Etc.

Technicians

- Air-condition Mechanics
- Auto Mechanics
- Boiler Mechanics
- Building Painters
- Cabinet Makers
- Fiber Glass Mechanics
- Diesel Mechanics
- Carpenters
- Cable Jointers
- Draftsmen
- Electricians
- Electrical Wiremen
- Electronic Workers
- Engine Drivers
- Fitters
- Garment Workers

- Laundrymen
- Masons
- Microwave Technicians
- Petrol Mechanins
- Plumbers
- Refrigerator Mechanics
- Riggers/Rod Binders
- Steel Fixers

Etc.

Industrial/Factory group

- Managers
- Assistant Managers
- Drivers
- Electrical Engineers
- Electricians
- Electronic Engineers
- Foremen/Supeprvisors
- General Workers
- Mechanical Engineers
- Mechanics
- Painters
- Public Relation Officers
- Production Managers
- Receptionists
- Secretaries
- Telephone Operators
- Welders

Etc. Etc. Etc.



Some of Our Great Clients

Kuwait

01. The Property Maintenance Co.
02. Babbain Group of Companies
03. Mechanical Engineering & Contr. Co. (Kuwait Oil Co. Contractor)
04. Sultan Asad Mohd. Est. (Kuwait Oil Co. Contractor)
05. Al-Duaij & Al Sidairawai Gen. Trading & Contr. Co.
06. Wael Al Nusif Gen. Trd. & Contr. Co.
07. Al-Ahlea Circle Cleaning Co.
08. Al-Shams Cleaning Est.
09. Kuwait National Real Estate Co.
10. The Blue Sea Trading Co. W.L.L.
11. Al-Jawad Al-Thahabi Co.
12. Balad Al-Amin Est.
13. The United Agricultural Production Co. (S.A.K. closed)
14. Twaik Al Kuwait
15. Kuwait Pritchard Co.
16. Al- Tawasol Co.
17. House of Trade & Contracting Co.
18. National Cleaning Co.

Saudi Arabia

19. Saudi Industrial Solvents Co. Ltd. (SISCO)
20. Saudi Building Materials Mfg. Co.
21. Gulf Chemicals and Industrial Resins Co.
22. Gulf Chemicals and Industrial Oils Co.
23. Local Station Co for Petroleum Products Distribution

24. Nasser Al-Khafra Tiles Mfg. Co.
25. Nasser Al-Khafra Green Fields Co.
26. Al Khafra Block Factory
27. Nasser Al-Kharfa Contr. Corporation
28. Al-Hayat Medical Products Mfg. Co.
29. Technical Tailoring for Foam & Cotton
30. Nesma & Partners Contracting Co. Ltd.
31. KFC BBQ
32. Carrefour
33. MM Engineering
34. ARAMCO

Singapore

35. Keppel Engineering Pte. Ltd.
36. Singapore Shipbuilding & Engineering Pte. Ltd.
37. United International Marketing
38. Lim Air Conditioning Pte. Ltd.
39. Asia Steel Pte. Ltd.
40. G.S.D. Construction Pte. Ltd.
41. Goh General Engineering Pte. Ltd. (Constr.)
42. Boon Chang Engineering Pte. Ltd.
43. Pola Engineering Pte. Ltd.
44. M. Domer Enterprise
45. Inter-Orient Building Construction
46. Inerlift Sales Pte. Ltd.
47. Sysma Construction Pte. Ltd.
48. Kim Eng Huat Construction Co.
49. Tiong Seng Contractors (P) Ltd.

50. Hon Hong Construction Pte. Ltd.
51. H & E Engineering Construction

Malaysia

52. Subaru Enterprise
53. Multitape SDN. BHD.
54. TWP SDN. BHD.
55. Modern Packaging Centre SDN. BHD.
56. PNE PCB SDN. BHD.
57. Prestige Ceramics SDN. BHD.
58. Consolidated Press SDN. BHD.
59. Perkayuan T. M. (Malaysia) SDN. BHD.
60. PNSB NAM BEE SDN. BHD.
61. Transworld Confectionery SDN. BHD.
62. PNE Electric SDN. BHD.
63. NAGAletrik SDN. BHD.
64. Besut Tsuda Wood Products SDN. BHD.
65. Perniagaan Kayu-Kayan C&L SDN. BHD.
66. Winsen Enterprise
67. UBC Commercial Vehicles (Malaysia) SDN. BHD.
68. He You
69. Corporate Knowledge SDN. BHD.
70. Alam Janani (M) SDN. BHD.
71. Rev Mewah SDN. BHD.
72. Hi City (MFG) SDN. BHD.
73. PSSB Strategic Holding SDN. BHD.
74. Ambang Wijaya SDN. BHD.
75. TCL Plastic Industries SDN. BHD.
76. Vitzbutra Holdings SDN. BHD.
77. Hup Seng Tropical Fruits Import & Export SDN. BHD.
78. Sepang Nusa SDN. BHD.
79. Cheerman Industry SDN. BHD.
80. Sri A Batu Belah SDN. BHD.
81. Soon Tat Hot Stamping Where
82. Smarana Oleo Chemicals SDN. BHD.

83. Horat Cemerlang SDN. BHD.
84. Restoran Bali Hai, Master Ahead SDN. BHD.
85. VE-ST Marketing SDN. BHD.

Mauritius

86. Texto Limited
87. Texmon Co. Ltd.
88. Pertex Ltd.
89. Noblesse
90. St. Malo Exports Ltd.
91. Emmanuel Creation
92. Mahe Garments Ltd.
93. Blue Track
94. Karuba Wear Ltd.
95. Ebel Ezer Co. Ltd.
96. Avel Good Ltd.
97. Sonia Wear
98. World Knits Ltd.
99. Universal Fabrics Ltd.
100. Kline Textiles Ltd.
101. Mauri Plastic Ltd.
102. Plaspak Limited
103. Prime Textile Ltd.
104. Bhimajee Govinda Construction Ltd.

United Arab Emirates

105. Dulsco LLC.
106. Al Aqile Furnishing LLC
107. Abdul Mohsin Shipping
108. Samyong Corporation
109. Hyundai Engineering Co. Ltd.

Turkmenistan

110. Hyundai Engineering Co. Ltd.



At A Glance

NAME OF THE COMPANY	: BENGAL GULF INTERNATIONAL LIMITED
BUSINESS	: OVERSEAS EMPLOYMENT PROMOTION
LICENSE NO.	: RL-0137
YEAR OF ESTABLISHMENT	: 1982
TYPE OF ESTABLISHMENT	: PRIVATE LIMITED COMPANY
NUMBER OF EMPLOYEES	: 10 (TEN)
OFFICE LOCATION	: MALEK MANSION, 128 MOTIJHEEL COMMERCIAL AREA, DHAKA-1000
MAILING ADDRESS	: GPO BOX - 2767, DHAKA-1000, BANGLADESH
TELEPHONE	: +88 02 9560109
CELL PHONE	: +88 01711 525366, +88 01678 338833
WHATSAPP	: +88 01711 525366
E-MAIL	: benguin_hr@yahoo.com
WEBSITE	: www.benguin-hr.com
BANKERS	: • MERCANTILE BANK LTD. • ISLAMI BANK BANGLADESH LTD.
MEMBERSHIP	: BANGLADESH ASSOCIATION OF INTERNATIONAL RECRUITING AGENCIES (BAIRA) THE DHAKA CHAMBER OF COMMERCE & INDUSTRY
AUDITORS	: MY TAX BANGLADESH
ATTORNEY	: FERDOUS & BARI

GALLERY



Some Specimen Documents

ATTESTED

28 NOV 2024

Muhammad Reza-E-Rabbi
Counsellor (Labour)
Embassy of Bangladesh
Riyadh, KSA

مؤسسة عبداللہ عیسیٰ العویدان للمقاولات العامة

ABDUELLAH ESSA ALOWEDAN EST

س.ت : 1010669577 / ١٠١٠٦٦٩٥٧٧

Demand Letter

Bengal Gulf International. Approved
Recruiting Agent, Licence No. RL-137
Dhaka, Bangladesh.

Please arrange to recruit the following
personnel on the following terms &
conditions give as per the visa No
(1304261843):

Category	QTY	Salary + Food
Loading & Unloading labors	15	1000 + 200

Terms & Conditions: -

- Medical, Accommodation,
Transportation: Free.
- Ticket: Return ticket.
- Annual Leave: 21 Days after 2 years
- Working Hours: 8 hours (6 days per
week)
- Period of Contract: 2years

All other Terms will be applied as per
labor office rules in the Kingdom of Saudi
Arabia.

Thank You



خطاب طلب

السادة / بنجال جلف انترنیشنل _ وكيل
الاستقدام والسفر الموافق بالحكومة، أر إل-١٣٧
دكا - بنجلاديش.

نرجو التكرم بإرسال مستقدمين بموجب التأشيرة
رقم (١٣٠٤٢٦١٨٤٣) حسب الشروط والمواصفات
التالية:

المهنة	عدد	الراتب + الطعام
عامل تحميل وتنزيل	١٥	١٠٠٠ + ٢٠٠ ريال

الشروط والمواصفات :-

- العلاج ، السكن ، المواصلات : مجانا
- تذاكر السفر : تذكرة اياب مجانا
- الاجازة السنوية : ٢١ يوم بعد سنتين
- ساعات العمل : ٨ ساعات (سنة ايام)

- مدة العقد : سنتان

وجميع الشروط الأخرى طبقا لقانون العمل بالمملكة
العربية السعودية.

ولكم جزيل الشكر.

المدير العام

العنوان : الرياض - حي الشفا

تلفاكس : 5411078 - جوال : 0552868570

ATTESTED

[Signature]

28 NOV 2024

Muhammad Reza-E-Rabbi
Counsellor (Labour)
Embassy of Bangladesh
Riyadh, KSA

مؤسسة عبداللّه عيسى العويدان للمقاولات العامة

ABDUELLAH ESSA ALOWEDAN EST

س.ت : ١٠١٠٦٦٩٥٧٧ / 1010669577 C.R :

Power of Attorney

We are Abdullellah Essa Hamad Al Owedan EST, in KSA

Delegating Bengal Gulf International.
Approved Recruiting Agent, Licence No.
RL-137 Dhaka, Bangladesh.

We delegated Bengal Gulf International to finalize all related work for the recruiting process and to pay the registration and other fees and proceeds all governmental and official procedures at Bangladesh and to sign for all related documents for recruiting staff.

This delegation is valid for recruiting (15) Loading & Unloading labors from Bangladesh by visa no: 1304261843

Date :06/12/1445 H

Thank You

General Manager

خطاب توكيل

نحن مؤسسة عبداللّه بن عيسى بن حمد العويدان للمقاولات العامة ، بالمملكة العربية السعودية

قمنا بتفويض السادة / بنغال جلف انترناشونال - وكيل الاستقدام والسفر الموافق بالحكومة، أر إل- ١٣٧ دكا - بنجلاديش.

لقد قمنا بتعيينهم وكلاء شرعيين لنا ليقوموا بالنيابة عنا بجميع الأمور المتعلقة بالاستقدام إضافة إلى دفع رسوم التسجيل وغيرها وتكاملة الإجراءات الرسمية من دولة بنجلاديش والتوقيع على جميع الوثائق والتي تخص الاستقدام.

إن هذا التوكيل صالح لاستقدام (١٥) عامل تحميل وتنزيل من بنجلاديش وبموجب التأشيرة رقم : ١٣٠٤٢٦١٨٤٣

بتاريخ: ١٤٤٥/١٢/٠٦ هـ

ولكم جزيل الشكر

المدير العام



العنوان : الرياض- حي الشفا
تلفاكس : 5411078 - جوال : 552868570

ATTESTED

28 NOV 2024

Muhammad Reza-E-Rabbi
Counsellor (Labour)
Embassy of Bangladesh
Riyadh, KSA

مؤسسة عبدالله عيسى العويدان للمقاولات العامة

ABDUELLAH ESSA ALOWEDAN EST

س.ت : ١٠٦٦٩٥٧٧ / ١٠١٠٦٦٩٥٧٧ C.R : 1010669577

EMPLOYMENT CONTRACT				عقد عمل			
Visa No.	Date of Issuance	Occupation	QTY	العدد	المهنة	تاريخ التاشيرة	رقم الصادر
1304261843	06/12/1445	Loading & Unloading Labor	15	١٥	عامل تحميل وتنزيل	١٤٤٥/١٢/٠٦	١٣٠٤٢٦١٨٤٣
Total			15	١٥	الاجمالي		

The agreement is made and entered into this by and between Abdullah Essa Hamad Al Owedan EST, As the "Employer" represented by its attorney.
Bengal Gulf International
License No. RL-137
Dhaka, Bangladesh
Name: _____
Passport No: _____
Profession: Loading & Unloading Labor
Hereinafter referred to as the Employee for and in consideration of the mutual convenient herein both the parties do hereby agree as follows:

1. Salary: The employee will be to a monthly basic salary. 1000 SR (One Thousand Saudi Riyal only)
2. Working Hour: 8 hours per day.
3. 6 days in a week
4. Probationary period: 3 months from the date here commences work.
5. Vacation: 42 days leave after 2 years.
6. Period of Contract: 2 years from the date of arrival.
7. Air Passage: Both way free
8. Food, Accommodation, Medical Insurance, Iqama and Transportation: Will be provided to the employee free of charge, as well as allowance of food, Accommodation, Medical insurance, Iqama and Transportation
9. All other terms & conditions as per Saudi Labor Law.

General Manager / المدير العام

Employee / موظف

تم إبرام هذا الاتفاق، فيما بين كلا من مؤسسة عبدالله عيسى حمد العويدان للمقاولات العامة الرياض المملكة العربية السعودية، ويشتر إلى فيما بعد بـ (صاحب العمل) ويمثلها في التوقيع على هذا العقد شركة: السادة بنغال جلف انترناشيونال ترخيص رقم: أر.إل- ١٣٧ دكا - بنجلاديش الاسم: _____ رقم جواز السفر: _____ المهنة: عامل تحميل وتنزيل المشار إليه فيما بعد بـ (الموظف) وبعد أن أقرأ باهلتهما المعبرة، فقد اتفقا كلا الطرفين على ما يلي:

- ١- الراتب يكون من حق العامل الحصول على راتب شهري اساسي قدره ١٠٠٠ ريال (ألف ريال سعودي فقط).
- ٢- ساعات العمل: ٨ ساعات يومياً.
- ٣- ٦ أيام في الأسبوع.
- ٤- فترة الاختبار ٣ أشهر من تاريخ بدا العمل.
- ٥- الإجازة ٤٢ أيام بعد (٢) سنتين.
- ٦- مدة العقد (٢) سنتين.
- ٧- تذكرة السفر: سيتم توفيرها للموظف مجتاً.
- ٨- العذاء، السكن، التأمين طبي الإقامة، التنقلات سيتم توفيرها للموظف مجتاً، كما يصرف له بدل الغذاء والسكن والتأمين طبي والإقامة والتنقلات.
- ٩- جميع الشروط والأحكام الأخرى طبقاً لقوانين العمل والعمال السعودية.

مؤسسة عبدالله عيسى العويدان للمقاولات العامة

المصوبة
الوثيقة
السنن الإداري
14/05/2025
السيد عبدالله عيسى حمد العويدان
مدير عام

600363
20758934
1010669577
14/05/2025

مؤسسة عبدالله عيسى العويدان للمقاولات العامة

ABDALELAH ESSA ALOWEDAN EST.

تصادق وزارة الخارجية على صحة الختم والتوقيع في ١٤/٠٥/٢٠٢٥

٢٥٢٦٧٧٩٧٣٥٩

٢٥٢٦٧٧٩٧٣٥٩

٢٥٢٦٧٧٩٧٣٥٩

العنوان : الرياض - حي الشفا
تلفاكس : 5411078 - جوال : 0552868570



شركة الصقر للتجارة العامة والمقاولات ذ.م.م.
AL-SAGER COMPANY GEN. TRAD. & CONT. W.L.L.

Date: 15 Nov 2015

To,
BENGAL GULF INTERNATIONAL.
Overseas Employment Licence#RL-137
128, Motijheel Commercial Area (First Floor), Dhaka-
1000, Bangladesh.

Dear Sir,
Sub: DEMAND LETTER FOR RECRUITMENT OF
WORKERS FROM BANGLADESH.
We hereby appoint your company to recruit
Bangladesh male workers for employment with our
company and liaise with relevant authorities
concerning recruitment.

No	Category	Qty	Salary (KID)	Food Allo	Accommo- dation
1	Carpenter	5 Nos	90	KWD 20	Provided by company
2	Steel Fixer	5 Nos	90	KWD 20	Provided by company
3	Fabricator	30 Nos	90-110	KWD 20	Provided by company
4	Welder (Tig&Arc)	30 Nos	90-120	KWD 20	Provided by company
5	Welder (Arc)	10 Nos	90-110	KWD 20	Provided by company
6	Labour	30 Nos	70	KWD 20	Provided by company
7	Foreman	05 Nos	110	KWD 20	Provided by company
8	Electrician	10 Nos	90	KWD 20	Provided by company

التاريخ : 15 نوفمبر 2015

إلى
بنجال جلف انترناشيونال
رخصة عمل خارج البلاد رقم RL-137/128 منطقة
موتيجهيل التجارية (الدور الأول) دكا - 1000 بنجلاديش .

السادة المحترمين
الموضوع : كتاب طلب استخدام عمالة من بنجلاديش
نحن بموجب ذلك شركتكم لاستخدام عمال بنجلاديشيين ذكور
للعمل لدى شركتنا والتعاون مع الجهات المختصة بخصوص
استخدام العمالة .
ملحق أ

م	الصفة	العدد	الراتب	مطعم	المسكن
1	نجار	5	90	20 د.ك	توفره الشركة
2	عامل تركيب حديد	5	90	20 د.ك	توفره الشركة
3	عامل تصنيع	30	90-110	20 د.ك	توفره الشركة
4	عامل لحام (بالغاز) الخامل وقوس اللحام	30	90-110	20 د.ك	توفره الشركة
5	عامل لحام (قوس اللحام)	10	90-110	20 د.ك	توفره الشركة
6	عامل ريش	30	70	20 د.ك	توفره الشركة
7	عامل كهربائي	5	110	20 د.ك	توفره الشركة
8	عامل كهربائي	10	90	20 د.ك	توفره الشركة

تلفون : ٢٤٧٣٦١١١ - فاكس : ٢٤٧٣٦١١٢ / ٢٤٧٣٦١١٣ / ٢٤٧٣٦١١٤ / ٢٤٧٣٦١١٥
ص. ب : ٢٦٠٨٨ الصفاة الرمز البريدي ١٣١٢١ الكويت
Tel: 24737212/24737242/24737252/24737262 - Fax: 24736111
P.O.Box : 26088 Safat Code 13121 Kuwait
E-mail : info@sagerco-kw.com



شركة الصقر للتجارة العامة والمقاولات ذ.م.م.
AL-SAGER COMPANY GEN. TRAD. & CONT. W.L.L.

Our Recruitment terms and conditions as follows:

1	Number of workers	125 (Male)
2	Job Description	General Workers
3	Job Category	General Workers (Refer Annexure A)
4	Age Limit	22 to 40 Years
5	For Helpers Age Limit	22 to 35 Years
6	Contract Period	2 years (Extendable)
7	Salary	Refer Annexure A
8	Working Days	8 Hours per day / Saturday to Thursday
9	Working Hours	8 Hours per day
10	Overtime	As per the Kuwait Labour Law. On Normal Days- 1.25% On Friday- 1.50% On Government Holidays- 2.00%

11. Agency Costs: The employer shall comply the recruiting rules and regulations of the Government of Kuwait and the Government of Bangladesh. Workers and recruiting.

12. Workman compensation: In accordance with Kuwait labour Law.

13. Accommodation : Provided by the employer with basic facilities.

بنود وشروط الاستخدام كما يلي :

1	عدد العمال	125 (ذكور)
2	وصف العمل	عامل عام
3	فئة العمل	عامل عام (مرجع الملحق أ)
4	حدود السن	22 إلى 40 سنة
5	حدود سن العمال	22 إلى 35 سنة
6	فترة العقد	2 سنة (قابلة للتجديد)
7	الراتب	الرجوع إلى ملحق أ
8	عدد أيام العمل	8 ساعات كل يوم / من السبت إلى الخميس
9	ساعات العمل الإضافي	8 ساعات يومياً طبقاً لقانون العمل الكويتي
10		في الأيام العادية : 1.25% أيام الجمعة : 1.50% السلطات الحكومية : 2.00%

11- التكاليف الوكالة : يجب على صاحب العمل أن يلتزم بقواعد و لوائح الاستخدام المفصلة بحكومة الكويت وحكومة بنجلاديش الخاصة بالعمال و الاستخدام .

12- تعويض العمال : طبقاً لقانون العمل الكويتي .

13- السكن : يوفر من قبل صاحب العمل مع التسهيلات الأساسية .

تلفون : ٢٤٧٣٦١١١ - فاكس : ٢٤٧٣٦١١٢ / ٢٤٧٣٦١١٣ / ٢٤٧٣٦١١٤ / ٢٤٧٣٦١١٥
ص. ب : ٢٦٠٨٨ الصفاة الرمز البريدي ١٣١٢١ الكويت
Tel: 24737212/24737242/24737252/24737262 - Fax: 24736111
P.O.Box : 26088 Safat Code 13121 Kuwait
E-mail : info@sagerco-kw.com





شركة الصقر للتجارة العامة والمقاولات ذ.م.م
AL-SAGER COMPANY GEN. TRAD. & CONT. W.L.L.

14. Government levy and immigration: Shall be provided by employer.	14- رسوم حكومية والهجرة : يوفر من قبل صاحب العمل
15. Annual leave, Sick leave and Public Holidays:- In accordance with Kuwait labour laws: Annual leave of 30 days for first two years of service.	15 - الإجازة السنوية و الإجازة المرضية و المظاهرات العامة : طبقا لقانون العمل الكويتي - الإجازة السنوية 30 يوما لأول سنتين خدمة
Sick leave: 15 days for each year of service. And in case of hospitalization as per the Kuwait labour law.	الإجازة المرضية : 15 يوما لكل سنة خدمة وفي حالة دخول المستشفى طبقا لقانون العمل الكويتي
16. Air Ticket : Company will provided one Return Ticket to workers after finishing the contract.	16- تذكرة الطيران : تقدم الشركة تذكرة ذهاب و إياب إلى العمال بعد إنهاء العقد .
17. Employee's Other benefits: According to the labour law (No discussion at the moment) .	17- مزايا العمال الأخرى : طبقا لقانون العمل الكويتي (تناقش فيما بعد)
18. Restriction:- (a) That the employee shall not participate in any political activities and activities of those connected with trade union. (b) That employee shall not change his employment during the contract period and shall not carry or do business without written permission from the employer. (c) That if the employee is found creating social problems and or engaged in any illegal subversive or criminal activities, and then he will be dismissed with immediate effect and will be repatriated to Bangladesh on his own expenses. (d) Any employee shall not organize, participate or be involved in any kind of industrial action during his term of employment.	18- قيود (أ) أن يشترك العامل في أي أنشطة سياسية أو أنشطة مرتبطة بالاتحاد التجاري . (ب) أن يغير العامل عمله خلال العقد وأن يتخذ عمل بدون موافقة خطية من صاحب العمل . (ت) إذا تبين أن العامل يخلق مشاكل اجتماعية أو مشترك في أي أنشطة تدميرية غير قانونية أو إجرامية ، يتم طرده فورا و يرسل إلى بنجلاديش على نفقته الخاصة . (ث) أن يقوم أي عامل بتكظيم أو المشاركة في أو الاضرار في أي نوع من الإجراءات الصناعية خلال مدة العمل .

هاتفون : ٢٤٧٣٦١١١ / ٢٤٧٣٦١١٢ / ٢٤٧٣٦١١٣ / ٢٤٧٣٦١١٤ / ٢٤٧٣٦١١٥ - فاكس : ٢٤٧٣٦١١٦
ص.ب : ٢٦٠٨٨ الصفاة الرمز البريدي ١٣١٢١ الكويت
Tel.: 24737212/24737242/24737252/24737262 - Fax: 24736111
P.O.Box : 26088 Safat Code 13121 Kuwait
E-mail : info@sagerco-kw.com



1/

4/8



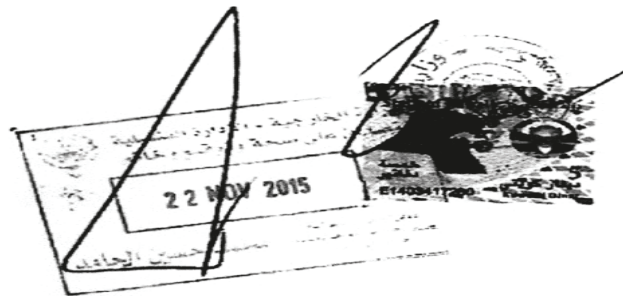
شركة الصقر للتجارة العامة والمقاولات ذ.م.م
AL-SAGER COMPANY GEN. TRAD. & CONT. W.L.L.

19. Termination of service: (a) The employee disobey or misbehave immediately termination and contract will be cancelled and deport to their own country with own expenses. (b) Usage of liquor or any other drugs immediate termination and deport their own country. (c) That if the employee is absent from work for more than four (4) consecutive working days without a reasonable cause or leave. (d) That is the employee is discovered to e under-aged on first appointment entry. (e) That if a medical doctor certify the employee medically unfit for employment. Kindly arrange to recruit the categories at the earliest. BANGAL GULF INTERNATIONAL and Mr. SERAJUDDIN AHMED is the whole and sole responsibility of any kind of issues for the recruiting the manpower. Thank you, Yours Faithfully, Al Sager Company for General Trading & Contracting. Mohammed Yousf Al Sager Chairman	19 - إنهاء العمل (أ) في حالة عصيان العامل أو سوء السلوك يتم إنهاء عمله فورا ويتم إلغاء العقد ويرحل إلى بلده على نفقته الخاصة . (ب) في حالة شرب المشروبات الكحولية أو أي مخدرات يتم إنهاء عمله فورا ويرحل إلى بلده . (ت) إذا غاب العامل عن العمل لمدة تزيد عن أربعة أيام متتالية بدون سبب مقبول أو إجازة . (ث) إذا تبين أن العامل تحت السن في أول دخول للبلاد من أجل التجهيز . (ج) إذا شهد طبيب أن العامل غير لائق طبيا للعمل . الرجاء ترتيب استقدام فئات العمل في أقرب وقت ممكن . تحمّل بنجال جلف انترناشيونال ، من بنجلاديش ، السيد : سراج الدين أحمد ، المسؤولية الكاملة و الحصرية عن أي نوع من المستندات لاستقدام العمالة . شكرا لكم مع أطيب التمنيات شركة الصقر للتجارة العامة و المقاولات محمد يوسف الصقر - رئيس مجلس الإدارة
--	---



هاتفون : ٢٤٧٣٦١١١ / ٢٤٧٣٦١١٢ / ٢٤٧٣٦١١٣ / ٢٤٧٣٦١١٤ / ٢٤٧٣٦١١٥ - فاكس : ٢٤٧٣٦١١٦
ص.ب : ٢٦٠٨٨ الصفاة الرمز البريدي ١٣١٢١ الكويت
Tel.: 24737212/24737242/24737252/24737262 - Fax: 24736111
P.O.Box : 26088 Safat Code 13121 Kuwait
E-mail : info@sagerco-kw.com

4/8



SAM YOUNG CORPORATION - ABU DHABI
P.O. Box 108553 Abu Dhabi UAE (License No. 1140248)
Tel : +971-508206068

M/s. Bengal Gulf International
128 Motijheel Commercial Area
Dhaka 1000, Bangladesh

Ref. No. :
Dated, 2 Feb 2012

Attention: Mr. Seraj Uddin Ahmed, President

SUBJECT : DEMAND ORDER

We hereby authorize M/s. Bengal Gulf International to recruit the following categories of Bangladeshi nationals on our behalf to carry out employment for our Project in United Arab Emirates (U.A.E.) under terms and conditions as set forth hereunder.

A) Trades and Numbers of Workers Required

No.	Trades	Numbers	Ratio
1	Common Labor	110	0.7 - 0.8
2	Security Guard	4	2.2 - 2.5
3	Warehouse Keeper	6	2.3 - 2.8
4	Janitor	4	0.7 - 0.8
5	Driver	3	1.5 - 2.5
Total		127	

B) Terms and Conditions

Contract Period
Probation Period
Working hours
Overtime
Airfare Passage

One (1) years and extendible
Ninety (90) calendar days
8 hour per day, 6 days per week
As per the local labor law
One-way ticket shall be provided by the employer.
Return ticket provided by the employer
after completion of contract.
Provided by the employer
Free medical care & treatment and local transportation
shall be provided by the employer

Food & Accommodation
Others

The above manpower will be recruited only subject to visas availability. All other benefits will be in accordance with U.A.E. Labor Law.

Thanking you,

Sung Tai Kim
General Manager
Sam Young Corporation - Abu Dhabi



Hyundai 41 Tower 917-9,
Mok-dong, Yangcheon-gu, Seoul, 158-723 Korea
Tel. : +82-2-2166-8159
Fax. : +82-2-2649-6582



January 12, 2012
HEC INSA-20120112-002

Mr. Seraj Uddin Ahmed
BENGAL GULF INTERNATIONAL
128, Motijheel Commercial Area, Malek Mansion
GPO Box 2767, Dhaka-1000, Bangladesh

Dear Seraj Uddin Ahmed

Subject : Manpower request for our project in Turkmenistan.

We may respectfully request your good office to recruit and supply our Company with the following categories of manpower requirements in overseas sites of Hyundai Engineering Co., Ltd. in Turkmenistan.

No.	Job Description	Number	Salary	Remarks
1	TIG ARC Welder	60	USD 3.0-3.5 per hour	
2	Pipe Fitter	50	USD 2.9-3.37 per hour	
3	Bangladeshi Cook	2	USD 500-600 per month	
4	Admin. Assistant	2	USD 700-800 per month	
Total		114		

A few Employment Terms and Conditions :

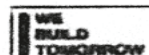
01. Salary mentioned above is on the basis of ten hours a day and 26 or 28 days a month.
02. Food, living accommodation and transportation provided by the company.
03. Both way air fare provided by the company.
04. The employment contract is for one year and renewable. The employees will have to work in any project the employer wishes to in Turkmenistan.
05. Medical facilities provided by the company.
06. Other terms and conditions as per company regulations and employment contract to be signed between the employer and the employee.

Please send us short listed document and CVs of candidates at the earliest. Please let us know the date of interview and trade test of the candidates at the earliest. Our company team will visit your country for practical trade test on your confirmation.

We shall appreciate your cooperation and kind assistance for the expeditious recruitment and process of above positions.

Best regards,

Hyun Soo Park
General Manager
Human Resources Team



M/s. Bengal Gulf International
128, Motijheel Commercial Area
Dhaka 1000, Bangladesh.

Attention: Mr. Seraj Uddin Ahmed, President

Subject: Demand Order

We hereby authorize M/s. Bengal Gulf International to recruit the following categories of Bangladeshi nationals on our behalf to carry out employment for our projects in United Arab Emirates (U.A.E.) under terms and conditions as set forth hereunder:

A) Trade and number of workers required

Job Trade	No. of Workers	Monthly Salary(8Hours/Day)
Supervisor	5	USD 600-1000
Skilled worker	5	USD 400-700
Semi Skilled worker	10	USD 300-600
Unskilled worker	20	USD 300-400
TOTAL	40	

B) Terms and Conditions

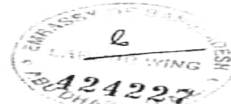
- ❖ Contract Period
- ❖ Probation period
- ❖ Working hours
- ❖ Overtime
- ❖ Airfare passage
- ❖ Food & accommodation
- ❖ Others

Two (2) years and extensible
Ninety (90) calendar days
8 hours per day, 26 days per month
Following to the local labor law
Provided by the Employer
Provided by the Employer
Free medical care & treatment and local
transportation shall be provided by the Employer

The above manpower will be recruited only subject to visas availability. All other benefits will be in accordance with U.A.E. Labor Law.

Thanking you,

Hae Joo Lee
Vice President & General Manager
Hyundai Engineering & Construction Co., Ltd.
UAE Branch Office



هاتف: ٢٨٦٥ ٤٣٣ (+٩٧١٢) فاكس: ٢٩٥ ٠٣٠٩ (+٩٧١٢) P.O. Box: 46101, ABU DHABI - U.A.E.
Tel: (+9712) 643 2865, Fax: (+9712) 643 2928, P.O. Box: 46101, ABU DHABI - U.A.E.
هاتف: ٤٠٠٨ ٢٩٥ (+٩٧١٢) فاكس: ٢٩٥ ٠٣٠٩ (+٩٧١٤) P.O. Box: 8198, DUBAI - U.A.E.
Tel: (+9714) 295 4008, Fax: (+9714) 295 0309, P.O. Box: 8198, DUBAI - U.A.E.
E-mail: hdecauh@emirates.net.ae

SPECIAL POWER OF ATTORNEY

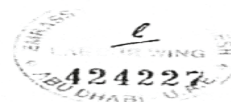
KNOW ALL MEN BY THESE PRESENTS:

We, Hyundai Engineering & Construction Co., Ltd., with postal address P.O. Box 46101, Abu Dhabi, United Arab Emirates, do hereby appoint M/s. Bengal Gulf International, having its office at 128 Motijheel Commercial Area, Dhaka 1000, Bangladesh, as our true and legal representative to act for and in our name and stead and to perform the following acts;

1. To represent our company before any and all Government and private offices and agencies in Bangladesh.
2. To enter into any or all contracts with any person, corporation, institution or entity in a joint venture or as partner in the recruiting, hiring and placement of Bangladesh contract workers for overseas employment.
3. To sign, authenticate and deliver all documents necessary to complete any transactions related to such requirement and hiring including making the necessary steps to facilitate the departure of the recruited Bangladesh workers.
4. To bring suit, defend and enter into compromise in our name and stead in litigations brought for or against our company in all matters involving the employment of Bangladesh contract workers for our company.
5. To undertake jointly and severally with our company any liability that may arise in connection with the worker's recruitment and /or implementation of the employment contracts.

HEREBY GRANTING unto our said representative full power and authority to execute or perform whatsoever, requisites or proper to be done in about the premises as fully to all intents and purposes as we might or could lawfully do it personally present, with all power of substitution and revocation and hereby ratifying and confirming all that our said legal representative or her substitute shall lawfully do or cause to be done under and by virtue of there presents.

Hae Joo Lee
Vice President & General Manager
Hyundai Engineering & Construction Co., Ltd.
UAE Branch Office



هاتف: ٢٨٦٥ ٤٣٣ (+٩٧١٢) فاكس: ٢٩٥ ٠٣٠٩ (+٩٧١٢) P.O. Box: 46101, ABU DHABI - U.A.E.
Tel: (+9712) 643 2865, Fax: (+9712) 643 2928, P.O. Box: 46101, ABU DHABI - U.A.E.
هاتف: ٤٠٠٨ ٢٩٥ (+٩٧١٢) فاكس: ٢٩٥ ٠٣٠٩ (+٩٧١٤) P.O. Box: 8198, DUBAI - U.A.E.
Tel: (+9714) 295 4008, Fax: (+9714) 295 0309, P.O. Box: 8198, DUBAI - U.A.E.
E-mail: hdecauh@emirates.net.ae

SUBARU ENTERPRISE (IP 0029258-U)

UG 27, Komplek Wilayah, Jalan Dang Wangi, 50100 Kuala Lumpur, Malaysia.
Tel : 03, 2692 8004 /, 03-2692 8008, Fax : 03-2692 8878
H 624, Taman Tun Sambanthan, 31100 Sungei Siput (U), Perak, Malaysia.

Your Ref :

Our Ref : SB/ BGI / DL - 130 / 12/07

Date : 08/01/2008

M/S. Bengal Gulf International (Licence No. RL-137)
128, Motijheel Commercial Area
G.P.O. Box No. 2767
Dhaka-1000
BANGLADESH

DEMAND LETTER FOR RECRUITMENT OF 130 BANGLADESHI WORKERS

We hereby appoint and authorize M/S. BENGAL GULF INTERNATIONAL of 128, Motijheel Commercial Area, Dhaka-1000, Bangladesh to recruit on our behalf the following category of workers who are Bangladeshi Nationals to work in Malaysia :

Requisition

- | | | |
|-----|----------------------|--|
| 1. | Category of workers | : Outsourced Worker (General Worker) |
| 2. | No. of workers | : 130 (One Hundred and Thirty workers) |
| 3. | Job Experience | : Construction |
| 4. | Sex | : Male |
| 5. | Age | : 21 to 40 Years old |
| 6. | Duration of contract | : 3 Years |
| 7. | Basic salary | : RM 30.00 per day |
| 8. | Overtime | : As per Malaysian labour law |
| 9. | Accommodation | : provided by employer |
| 10. | Tranportation | : Provided by employer |

SUBARU ENTERPRISE (IP 0029258-U)

UG 27, Komplek Wilayah, Jalan Dang Wangi, 50100 Kuala Lumpur, Malaysia.
Tel : 03, 2692 8004 /, 03-2692 8008, Fax : 03-2692 8878
H 624, Taman Tun Sambanthan, 31100 Sungei Siput (U), Perak, Malaysia.

- | | | |
|-----|----------------------------|---|
| 11. | Medical | : Provided by employer |
| 12. | Insurance | : Employee will be covered under the workmen compensation scheme for employment injury. |
| 13. | Food | : Not provided (Recommended to do self cooking) |
| 14. | Annual leaves, Sick leaves | : Will be provided as per Malaysian labour And Public Holidays law. |
| 15. | Government levy | : - 1 st year levy imposed by Immigration Department shall be borne by the Employer.
- 2 nd year onwards (following year) the levy shall be borne by the Employee. Deduction will be made 12 times in a calender year. |
| 16. | Air passage | : Air fare from Bangladesh to Malaysia will be arranged by the employee. Return air passage from Kuala Lumpur to Dhaka will provided by employer upon completion of the employment contract. |
| 17. | Deceased workers | : in the case of worker dies in the course of his employment, The Employer shall arrange for the deceased to be repatriated to his next of kin in his country of domicile All expenses incurred shall be borne by the Employer. |

Yours faithfully.

SUBRAMANIAM A/L PERUMAL, A.M.P.
Director

MOHAMED NOOR BIN HAJI DON
NOTARY PUBLIC

MOHAMED NOOR DIN & ASSOCIATES
ADVOCATES & SOLICITORS
NOTARY PUBLIC
2nd Floor, Wisma PKNB

AREMO LTD

St Antoine Industrial Zone Goodlands, Mauritius. - Tel : 283 7943, 2837968- Fax: 283 9761

DEMAND LETTER

To
The proprietor
Bengal Gulf International
128 Motijheel C/A Dhaka-1000

This 28th November 2007

Dear Sir,

With reference to our power of Attorney executed by us in your favour, we hereby request you to kindly supply for Seven (7) manpower to work in our organization as :-

- 3 Stonesetters with skills in Goldsmith
- 2 Top qualified Goldsmiths for masterpiece making
- 2 Goldsmiths

Salary
Rs 9,740/-
Rs 9,740/-
Rs 8,850/-

Other Term and Conditions

Period of Employment	3 years
1. Places of Employment	Mauritius
2. Working Hours	Monday to Saturday 7.00 AM to 7.00 PM
3. Accommodation	Free
4. Transport	Free
5. Free Food	Free
6. Air ticket from Mauritius to Bangladesh on Termination of contract	Yes
7. Condition of termination of Employment And final settlement	As per law of Mauritius
8. Medical Benefits	Government Hospital free
9. Leave Benefits	As per law of Mauritius
10. Provision in regards to renewal of Contract	As per law of Mauritius
11. Occupational safety Provision	As per law of Mauritius
12. Social Security Provision including Compensation of injury and death	As per law of Mauritius
13. Mode of Settlement disputes	As per law of Mauritius
14. Provision in regards to disposal and Transportation of dead body of Emigrant	As per law of Mauritius

Yours Faithfully,
For AREMO LTD

Piotr Naganowski
Production Manager

A. Gany Jagan O.B.B., C.B.K.
Honorary Consul
Consulate of The People's
Republic of Bangladesh
Mauritius

DEMAND LETTER

To
THE PROPRIETOR
Bengal Gulf International
128, Motijheel C/A,
Dhaka- 1000.

This 12-11-2007

Dear Sir,

With reference to our power of Attorney executed by us in your favour, we hereby request you to kindly supply for fifty (50) manpower to work in our organization as Leather Machinist.

Other Terms and Conditions

Salary	Rs.3000.00 Monthly (Basic Pay)
1. Period of Employment	3 years
2. Places of Employment	Mauritius
3. Working hours	7.30 A.M TO 17.30 -Five DAYS A WEEK
4. Accommodation	Free
5. Transport	Free
6. Free Food	Free
7. Air ticket from Mauritius to Bangladesh on termination of contract	Yes
8. Condition of termination of employment and final settlement	as per law of Mauritius
9. Medical Benefits	government hospital free
10. Leave Benefits	as per law of Mauritius
11. Provision in regards to renewal of contract	as per law of Mauritius
12. Occupational safety provision	as per law of Mauritius
13. Social Security provision including compensation of injury and death	as per law of Mauritius
14. Mode of Settlement disputes	as per law of Mauritius
15. Provision in regards to disposal and transportation of dead body of Emigrant	as per law of Mauritius

Yours Faithfully
For M/S IVY LEATHERS LTD

MR TARIQ MALIK
MANAGING DIRECTOR



A. Gany Jagan O.B.B., C.B.K.
Honorary Consul
Consulate of The People's
Republic of Bangladesh
Mauritius

Ivy House, Royal Road, Fond Du Sac, Mauritius.
Tel: (230) 266-9560 - 230 266-9561 Fax: (230) 266-9562 E-mail: adminivy@ivyleathers.intnet.mu



NEETOO INDUSTRIES & CO. LTD.

OFFICE FURNITURE - ALUMINIUM & U-PVC OPENINGS
SECURITY BARRIERS - STEEL TUBES & GALVANISED PIPES - LADDER & STEP LADDER

OUR REF: RN/LB DATE : 18/09/07

BENGAL GULF INTERNATIONAL LTD
128, MOTIJHEEL COMMERCIAL AREA,
MALEK MANSION
DHAKA 1000

Dear Sir,

We are looking for:

6 No. Cabinet Workers (Metal Cabinet)
2 Wooden Cabinet
Qualification Secondary Level Education
Minimum 8 years experience in respective field with perfection

Wages as per order in force all other condition of employment and other benefits
as per contract of employment duly approved by the Government of Mauritius
but not less than 7,500 Mauritian Rupees per month.

Contract period: 10 years
8 No. Sheet Metal Workers
5 No. Welder - Arc & Mig
2 No. Tig Welder to weld aluminium & Stainless Steel

Looking forward to hear from you soon.

Yours faithfully,

FOR R NEETOO
NEETOO INDUSTRIES & CO. LTD.

HEAD OFFICE & FACTORY: 36, ROYAL ROAD, PETITE RIVIERE, MAURITIUS - Tel: (230) 233 4314/5/6 Fax: (230) 233 6436
EMAIL: neetoo@intnet.mu - WEBSITE: www.neetoo.com



MEDAKOM SDN.BHD (402601-A)

Out Source Licence: KHEDN: 100/637/1-4(352)
No.98-2, Jalan Genting Klang, Taman Danau Kota, 53300, Setapak, Kuala Lumpur
Tel: 603-41495178 Fax: 603-41422873

BENGAL GULF INTERNATIONAL
License No: RL-137
NO.128 MOTIJHEEL COMMERCIAL AREA
DHAKA-1000, BANGLADESH

Dear Sir,

LETTER OF DEMAND

We are please to enclose the Power Of Attorney and Employment contract for the recruitment of 12
Male Bangladesh as general workers under the following category and salary scale for:-

- | | |
|--------------------------|---------------------------------|
| 1. NO. OF WORKERS | : 15 Semi Skilled |
| 2. AGE | : 20-35 years old |
| 3. TYPE | : Factory |
| 4. TERMS OF THE CONTRACT | : 3 years |
| 5. BASIC SALARY | : RM 20.50 / Per Day |
| 6. WORKING HOURS | : 8 Hours per day |
| 7. OVERTIME | : As per Labour Law of Malaysia |
| 8. MADICAL FACALITY | : As per Labour Law of Malaysia |
| 9. ACCOMODATION | : Free provided by the company |
| 10. FOOD | : On account of workers |
| 11. PAID HOLIDAY LEAVE | : As per Labour Law of Malaysia |

This is to certify the signature that appears
on this document/certificate is that of
TAN SEOK KETT
who is notary public.

TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia



No. Lab/Ref/Bengal-18667
Date: 24-08-07
Attestation Fee: RM 60.00
No. of workers: 15
Receipt No.: 215781





MEDAKOM SDN.BHD (402601-A)

Out Source Licence: KHEDN: 100/637/1-4(352)
No.98-2, Jalan Genting Klang, Taman Danau Kota, 53300, Setapak, Kuala Lumpur
Tel: 603-41495178 Fax: 603-414222873

- | | | |
|-----|---------------------|---|
| 12 | TRANSPORT | : Hostel in site area |
| 13 | AIR TICKET | : Air ticket will be provide whenever the workers Complete the minimum 3 years contract. |
| 14. | GOVERNMENT SECURITY | : The employer will pay the security bond for the BOND foreign workers on behalf of the Employee direct to the Immigration Department |
| 15 | GOVERNMENT LEVY | : RM 1,200.00 / per person- Paid in advance (Deducted from workers salary in 12 months Installment started on the 2 nd year) |
| 16 | DEATH | : In case of any death of workers the employer Will pay for the coffin and ticket expenses only Relative would have to undertake to administer The dead body back in Bangladesh |

Your faithfully


.....
AZMI BIN ANUAR
Director



AMBANG WUJAYA (M) SDN BHD
Manpower Outsourcing Company

16-4 SUBANG BUSINESS CENTRE
JALAN USJ 9/5T
47600 SUBANG JAYA
SELANGOR MALAYSIA
Tel: + 603-8024 1885 / 1 8024 1886
Fax: + 603-8024 6885
Email: awujaya@streamyx.com
ambang_wujaya@yahoo.com
Website: www.ambangwujaya.com.my

Our Ref: AWSB/HORMAT/BGI/06-07/0008
Date: 11th July 2007

BENGAL GULF INTERNATIONAL (RL 137)
128, MOTIJHEEL COMMERCIAL AREA,
DHAKA-1000, BANGLADESH

Dear Sir,

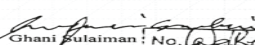
RE: Demand Letter for Five (5) workers)

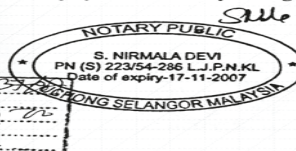
APPLICATION NO.: 0000009300
KHEDN APPROVAL REF: IM.101/HQ-J/857-1 (5033) DATED 10th JULY 2007
APPOINTED RECRUITMENT COMPANY: BENGAL GULF INTERNATIONAL (RL-137)
NO. OF WORKER: 5 MALE WORKERS

We have obtained the relevant approval to recruit (5) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.
Kindly supply and manage the above workers on the following terms and condition:-

- | | |
|--|--|
| 1. Employee's job title/ Sector | : General workers (clean hotel room, room service, and manual Labor work at the hotel) / service sector |
| 2. Age | : 21-35 years old (male) |
| 3. Basic monthly salary | : RM22.00 per day X 26 days = RM 572.00 |
| Minimum Salary Per month | : RM 750.00 to RM 800.00 |
| Overtime | : Wages as per Malaysian Labor Law (3 hours per day) |
| Wages on rest day/ public holiday | : According to Malaysian Labor Law |
| 4. Working days | : 6 days a week/ |
| 5. Working hours | : 8 hrs per day |
| 6. Accommodation/ Transportation | : Paid by employer in advance. And will be deducted from workers |
| 7. Payment of Levy and Immigration salary during 2 nd year of employment. | No deduction of levy during the 1 st year of employment. |
| 8. Sick/Annual Leave and Holiday | : The traveling expenses from Dhaka Bangladesh to Kuala Lumpur International Airport shall be born by employee and the expenses of the air passage from Kuala Lumpur International Airport to Dhaka Bangladesh shall be borne by the employer upon completion of working contract. |
| 9. Traveling Expenses | : 3 years |
| 10. Duration of contract | : By employer as required by Immigration Department of Malaysia |
| 11. Insurance/ FOMEMA/Medical | : According to Malaysian Labor Law |
| 12. Workmen Compensation | : The employer reserve rights to terminate the worker's contract if the employee is found to have breached the terms and conditions of the employment contract by serving 1 months written notice. |
| 13. Termination of Services | |

Please ensure compliance. Thank You.


Ghani Sulaiman : No. 123456789
Managing Director
Date: 27.7.07
Attestation Fee: RM 20.00
No. of workers: 5
Receipt No.: 2512



**ALAM JANANI (M) SDN. BHD.** (650162-V)

Reg. Office : No. 4.31 & 4.32, 4th Floor,
Pertama Office Tower Complex,
Jalan Tuanku Abdul Rahman,
50100 Kuala Lumpur.
Tel : 03-2691 9329 Fax : 03-2698 2327

Branch : No. 74A-GA,
Jalan Pandan Cahaya 2/5,
Taman Cahaya, 68000 Ampang,
Selangor.
Tel : 03-4270 2496 Fax : 03-4270 7526

**BENGAL GULF INTERNATIONAL,
RECRUITING LICENSE RL-137,
128 MOTHILHEEL COMMERCIAL AREA,
DHAKA-1000, BANGLADESH**

DATE: 25TH JUNE 2007

DEMAND LETTER FOR RECRUITMENT OF 60(SIXTY) NO. OF WORKERS FROM BANGLADESH

We hereby appoint your company, BENGAL GULF INTERNATIONAL, RL-137, to recruit 60 (sixty) number of Bangladesh 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 : 60 (sixty) Male workers only.
2. Job category : Construction workers
3. Age : 21-35 years old
4. Contract Period : 03 years.
5. Salary : RM30.00 for 8 hours per day
6. Working days : Monday to Saturday, Sunday holiday.
7. Working hours : 8 hours per day 48 hours per week
8. Overtime : Minimum 2 hours
9. Workmen Compensation : In accordance with Malaysia labour law
10. Accommodation : In accordance with Malaysian Labour Law
11. Transportation : Free of cost, provided by the employer.
12. Government Levy and immigration: Whenever necessary the company shall provide free suitable transportation to and from the work place and employee quarters.
13. Government Levy and immigration: The employer shall advance to the employee a sum of RM 1,200 as payment to levy. However levy will be deducted from the employee's salary from the second year only at RM100 per month.

No. Lab / Rec / Bengal Gulf - 137/07
Date:
Attestation Fee: RM 240.00
No. of workers: 60
Receipt No.: 179919 Page 1 of 3

This is to certify the signature that appears on this document/certificate is that of
DATO DR MOHAMMAD ASH FARUQ
who is notary public.

AKAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

**ALAM JANANI (M) SDN. BHD.** (650162-V)

Reg. Office : No. 4.31 & 4.32, 4th Floor,
Pertama Office Tower Complex,
Jalan Tuanku Abdul Rahman,
50100 Kuala Lumpur.
Tel : 03-2691 9329 Fax : 03-2698 2327

Branch : No. 74A-GA,
Jalan Pandan Cahaya 2/5,
Taman Cahaya, 68000 Ampang,
Selangor.
Tel : 03-4270 2496 Fax : 03-4270 7526

13. Annual Leave, Sick Leave and Public Holidays:

- a) Subject to the provision of the employment Act 1955, the employee be entitled to paid annual leave in accordance with the term shall and provision contained in the Malaysian Employment Act.
- b) The employee shall, after examination by the doctor in local government hospital at the expense of the company, be entitled to paid sick leave not exceeding the aggregate number of days prescribed in the employment Act 1955.
- c) Employee who wishes to take leave must obtain prior written approval three (3) days in advance and subject to the approval from the company. Employee must report back for duty after his leave.
- d) Public holidays are provided according to Malaysian Employment Act 1955.

14. Employee's provident fund : In accordance to Malaysia laws.

15. Air Ticket : Single journey KLIA to Dhaka would be rovided upon completion of the employment contract.

16. Yearly Medical : Yearly medical examination will be arranged as required by the Immigration Department of the Malaysia and cost incurred will be borne by the Employer.

17. Restriction :

- a) That the Employee shall not marry with any Malaysian and shall not participate in any political activities and activities of those connected with Trade Union in Malaysia
- b) That the Employee shall not change his employment during the contact period and shall not carry or do business without the written permission from the employer.
- c) That if the Employee is found creating social problems and or engaged in any illegal subversive or criminal activities, then he will be dismissed with immediate effect and will be repatriated to Bangladesh on his own expenses.



ALAM JANANI (M) SDN. BHD. (650162-W)

Reg. Office : No. 4.31 & 4.32, 4th Floor,
Pertama Office Tower Complex,
Jalan Tuanku Abdul Rahman,
50100 Kuala Lumpur.
Tel : 03-2691 9329 Fax : 03-2698 2327

Branch : No. 74A-GA,
Jalan Pandan Cahaya 2/5,
Taman Cahaya, 68000 Ampang,
Selangor.
Tel : 03-4270 2496 Fax : 03-4270 7526

18. Termination of service

During the employment the company reserves the right to terminate this agreement to the employee on the occurrence of any of the following events. Such notice of termination must be attested by the Bangladesh High Commission of Malaysia.

- The employee that breaches any of the restrictions any item 17 and is convicted under the laws of Malaysia.
- If the employee's employment pass is withdrawn by the Malaysia authority reason whatsoever.
- If the employee is absent from work more than three (3) consecutive working days without a valid reason.
- If the employee is discover to be less than eighteen (18) years of age.
- If the employee is certified medically unfit for employment by medical practitioner appointed by the company during the employment

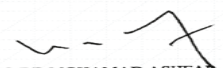
Kindly arrange to recruit the above-mentioned categories at the earliest.

Thank You.

Yours Sincerely,


SHARENAAZ BINTI MOHD TQBAL
DIRECTOR
ALAM JANANI (M) SDN BHD
I.C. NO: 761012-08-5328




DATO DR MOHAMAD ASHFAR ALI
NOTARY PUBLIC
KUALA LUMPUR, MALAYSIA.
Approval No: PN/WKL/HQ/25/28/96



REV MEWAH SDN. BHD.

REV MEWAH SDN. BHD. (303534-D)
Lot 11062, Jalan TJ R 1/4,
Kawasan Perindustrian Taman Tuanku Jaafar,
71450 Seremban,
Negeri Sembilan Darul Khusus.
Tel : 06-6776392 Fax : 06-6776589

Date: 19th June 2007

BENGAL GULF INTERNATIONAL
RL- 137
128 MOTIJEET COMMERCIAL
DHAKA- 1000
BANGLADESH

Notary Public / Bengul Gulf Int'l. 137/07
Date: 27/07/07
Attestation For: RM-640
No. of workers: 160
Area: No. 1, C-4, S-9



Dear Sir,


RE: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM BANGLADESH

We have obtained the relevant approval to recruit foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kindly supply and manage the above workers on following the terms and condition: -

- Type of workers : General Workers
- No. Of person required : 160 persons
- Period of contract : Three (3) years.
- Probation period : Three (3) months (employee can be prematurely terminated if found unsatisfactorily in his work performance)
- Salary
Basic monthly salary : RM 35.00 /day/26days = RM 910.00
Allowance :
a) Attendance : = RM -
b) Food : = RM -
c) Transport : (FREE) = RM -
d) Shift : = RM -
e) Overtime : (4 hours daily x 1.5) = RM 455.00
Total Salary : = RM 1365.00
- Daily working hours : 8 hours per day
- Overtime : The employee is required to do overtime whenever called upon the employer. The overtime claim is based on the Malaysia Labour Law.
- Weekly working days : Monday to Saturday
- Rest day : Sunday




TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia



Our Ref : AW/BGI/Taj Food/07
Date : 18th, June 2007

BENGAL GULF INTERNATIONAL
(RL-137)
128, MOTIHEEL COMMERCIAL AREA,
DHAKA-1000,
BANGLADESH.

Dear Sir,

RE: Demand Letter For Teh (10) workers

We have obtained the relevant approval to recruit (10) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and condition:-

1. Type of workers : Factory Worker (Manufacturing Noodles)
2. No. of person required : (10 Male workers) Age : 20 to 35 years old
3. Period of contract : Three (3) years
4. Basic salary : RM 20.00 per day
Minimum Salary per month : RM 750.00- RM780.00 per month
5. Daily working hours : 9 hours per day inclusive of 1 hour meal time
6. Overtime : The employee is required to do overtime compulsory.
The overtime claims is based on the Malaysian Labor Law. Minimum 2 hours per day.
7. Weekly working days : Monday to Saturday (6 days per week)
8. Leave & Holiday : As per the Employment Act 1952
9. Accommodation : Provided by Employer

Thank you.

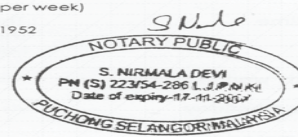
Yours Sincerely,
AMBANG WIJAYA (M) SDN BHD
(733222-K)

Shahidul Islam
Managing Director

No. of workers: 10
Date: 28-06-07
RM: 40.00
Incept No: 269533

This is to certify the signature that appears on this document/certificate is that of **S. NIRMALA DEVI** who is notary public.

S. Nirmala Devi
TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia



BENGAL GULF INTERNATIONAL
(RL-137)
128, MOTIHEEL COMMERCIAL AREA,
DHAKA-1000,
BANGLADESH.

Dear Sir,

RE: Demand Letter For Ten (10) workers

We have obtained the relevant approval to recruit (10) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and condition:-

1. Type of workers : Factory Worker (Steel Furniture)
2. No. of person required : (10)
3. Period of contract : Three (3) years
4. Basic salary : RM 20.00 per day
Overtime Min: 3hrs/day : As per Malaysian Labour Laws
Minimum Salary per month : RM 800.00- RM850.00 per month
Attendance Allowance : RM50.00 per month
Meal Allowance : above 2 hours - RM2.00 (flat rate)
above 5 hours - RM3.00 (flat rate)
5. Daily working hours : 8 hours per day
6. Overtime : The employee is required to do overtime compulsory.
The overtime claims is based on the Malaysian Labor Law (monthly average RM200.00) daily 3 hours
7. Weekly working days : Monday to Saturday
8. Leave & holiday : As per the Employment Act 1952
9. Accommodation : Company provide
10. Levy : No levy deduction allowed from workers salary during 1st year of employment

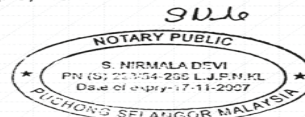
AMBANG WIJAYA (M) SDN BHD
(733222-K)

Shahidul Islam
Authorized Signatories

This is to certify the signature that appears on this document/certificate is that of **S. NIRMALA DEVI** who is notary public.

S. Nirmala Devi
TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission

No. of workers: 10
Date: 18/6/07
Attestation Fee: RM 40.00
Receipt No: 453520





VITZBUTRA Holdings S/B (571238-V)
8-8-8 Queen's Avenue, Jalan Bayam, Off Jalan Peel, 55100 Kuala Lumpur, Malaysia
Tel: 603-9205 5905 / 603-9205 5906 Fax: 603-9205 5907
E-Mail: info@emeryconsult.com Web-site: http://www.emeryconsult.com

Supply and Manage Foreign Workers (Outsource). Approval No: KHEDN 100/637/1-4(84)

Date:

Bengal Gulf International Ltd
(Recruitment License: RL-137)
128, Motijheel Commercial Area
G.P.O.Box No. 2767,
Dhaka-1000, Bangladesh

This is to certify the signature that appears on this document/certificate is that of **B. Inderjit Singh** who is notary public.

TALAT MAHMUD KHAN
Counselor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

Dear Sir,

Re: DEMAND LETTER FOR RECRUITMENT OF BANGLADESHI WORKERS

Based on the Approval No: **IM.101/HQ-J/857-1(3463)** dated **18 May 2007** granted by the Immigration Department of Malaysia, we hereby appoint your company to recruit Male Bangladeshi workers for employment with our company and liaise with relevant authorities concerning recruitment. The Recruitment is subject to the approval of valid calling visas and work permits by the Malaysian authorities concerned.

Our recruitment terms and conditions are as follow: -

- | | |
|---|--|
| 1. Number of workers | : 40 (Forty) |
| 2. Job category | : General Workers |
| 3. Age | : 21 to 40 years old |
| 4. Contract period | : 3 years or 36 months |
| 5. Monthly basic salary (RM19.00 x 26 days) | : RM 494 |
| Allowances: | |
| - Attendance (Full) Allowances | : RM - |
| - Meal Allowances | : RM - |
| - Overtime (minimum 78 hrs per month) | : RM 281 |
| Total (minimum monthly income) | : RM 775 |
| 6. Working days | : Monday to Saturday |
| 7. Working hours | : 8 hours per day 48 hours per week |
| 8. Overtime payment: | : 150% of basic salary for daily overtime
: 200% of basic salary for Sunday
: 300% of basic salary for Public holidays |
| 9. Workmen Compensation | : According to Malaysian Labour Law |



VITZBUTRA HOLDINGS SDN. BHD. (571238-V)
8-8-8, Queen's Avenue,
Jalan Bayam, Off Jalan Peel,
55100 Kuala Lumpur.
Tel: 03-9205 5905 / 9205 5906 Fax: 03-9205 5907



VITZBUTRA Holdings S/B (571238-V)
8-8-8 Queen's Avenue, Jalan Bayam, Off Jalan Peel, 55100 Kuala Lumpur, Malaysia
Tel: 603-9205 5905 / 603-9205 5906 Fax: 603-9205 5907
E-Mail: info@emeryconsult.com Web-site: http://www.emeryconsult.com

Supply and Manage Foreign Workers (Outsource). Approval No: KHEDN 100/637/1-4(84)

- | | |
|---|--|
| 10. Accommodation | : Provided free by Employer, including kitchen with cooking utensils. |
| 11. Transportation | : From hostel to work place, provided free by Employer. |
| 12. Government Levy | : RM 1200.00, advanced by the Employer and deducted from the Employee's monthly salary through 12 month installments. There shall be no deduction for year one if the levy is paid in advance by the Employee. |
| 13. Immigration fee (PLKS, Processing, Calling Visa) | : Will be borne by the Employer. |
| 14. Annual leave, Sick leave And Public Holidays | : According to Malaysia Labour Law. |
| 15. Air tickets for workers to come to Malaysia and back home: | |
| - From Bangladesh to Kuala Lumpur International Airport to be borne by workers. | |
| - Travel expenses from work place to Dhaka after the completion of Employment Contract to be borne by Employer. | |
| 16. Yearly Medical Check-up | : The cost shall be borne by the Employer. |
| 17. Insurance and Security bond | : to be borne by the Employer. |

Confirmation of workers will be left to the sole discretion of the Employer. All other terms and conditions shall be in accordance with the Employment Contract.

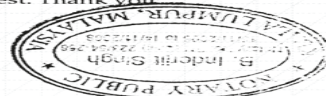
Kindly arrange to recruit the above-mentioned workers at the earliest. Thank you.

Yours truly,

Mdm Lau Kooi See
I/c No: 590725-07-5484
Director

VITZBUTRA HOLDINGS SDN BHD
(571238-V)
8-8-8, Queen's Avenue,
Jalan Bayam off Jalan Peel,
55100 Kuala Lumpur
Tel: 603-9205 5905 / 5906
Fax: 603-9205 5907

B. Inderjit Singh
NOTARY PUBLIC
6TH FLOOR, BANGKOK BANK BUI
105, JALAN TUN H.S. LEE,
50000 KUALA LUMPUR, MALAYSIA.
TEL: 20727426



Our Ref :
Date : 4th JUNE 2007

**BENGAL GULF INTERNATIONAL
(RL-137)
128, MOTIJHEEL COMMERCIAL AREA,
DHAKA-1000,
BANGLADESH.**

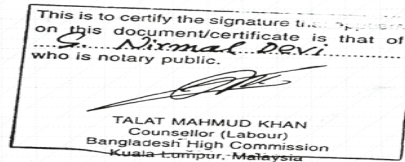
Dear Sir,

RE : Demand Letter For Sixty (60) workers

We have obtained the relevant approval to recruit (60) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and condition:-

- | | |
|---------------------------|---|
| 1. Type of workers | : Factory Worker / Operator |
| 2. No. of person required | : (60) |
| 3. Period of contract | : Three (3) years |
| 4. Basic salary | : RM 481.00 per month (RM18.50/ per day) |
| Overtime Min: 3hrs/day | : As per Malaysian Labour Laws |
| Minimum Salary per month | : RM 800.00 per month |
| 5. Daily working hours | : 8 hours per day |
| 6. Overtime | : The employee is required to do overtime compulsory.
The overtime claims is based on the Malaysian Labor Law, minimum daily 3 hours |
| 7. Weekly working days | : Monday to Saturday |



No. Talat/Bengal Gulf Int 137/07
Date: 15/6/07
Attestation Fee: RM 42.00
No. of workers: 60
Receipt No. 453519

Add Plot 22, Lorong Perusahaan Maju 2, Prai Industrial Estate, Phase 4, 13600 Prai, Penang, Malaysia.

Tel 604-507 2057

Fax 604-507 5686

Email info@hi-city.com

Website www.hi-city.com

10. Medical & Insurance :

The employer shall bear the cost of employee's medical treatment

11. Yearly medical :

The employer shall examination will be arrange as required by the Immigration Department Of Malaysia and cost incorrect will be born Employees by deduction of salary.

12. Insurance :

Foreign workers compensation scheme policy provided by employer.

13. Deceased :

In the event of any employees dies in the course of his employment the employer shall be responsible to arrange for the body of deceased to be repatriated to his next of kin in Bangladesh and necessary repatriation expenses shall be born by the employer.

14. Government Levy :

The employer shall be advance to the employee a sum of RM 1800.00 as payment to levy not deduct for first year.

15. Age : From 22 - 35 years old

16. Employees Provident Fun : (Not Applicable)

17. Restriction :

- That the Employee shall not marry with any Malaysian and shall not participate in any political activities and activities of those connected with Trade Union in Malaysia.
- That the Employee shall not change his employment during the contract period And shall not carry or do business without the written permission from the employer.
- That if the Employee is found creating social problems and engaged in any illegal subversive or criminal activities, then he will be dismissed with immediate effect and will be repatriate to Bangladesh on his own expenses.
- Any employee shall not organize, participate or be involved in any kin of industrial action during his term of employment.

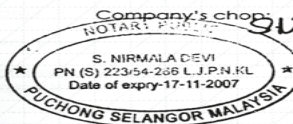
18. Air passage :

- Air ticket from Bangladesh to Malaysia will be provide by the supplier
- The employer will provide an air ticket for the employee to go back to Bangladesh upon completion of employment contract.

Yours faithfully,



HEAH CHEW TENG@HEA
Managing Director



Add Plot 22, Lorong Perusahaan Maju 2, Prai Industrial Estate, Phase 4, 13600 Prai, Penang, Malaysia.

Tel 604-507 2057

Fax 604-507 5686

Email info@hi-city.com

Website www.hi-city.com

Our Ref : AW/BGI/batu belah-07
Date : 1st JUNE 2007

BENGAL GULF INTERNATIONAL
(RL-137)
128, MOTIHEEL COMMERCIAL AREA,
DHAKA-1000,
BANGLADESH.

No. of workers: 5
Date: 27/06/07
Attestation Fee: 20
Receipt No: 455526

16-4 SUBANG BUSINESS CENTRE
JALAN USJ 9/ST
47620 SUBANG JAYA
SELANGOR MALAYSIA
Tel: 603-8024 1885 / 8024 1886
Fax: + 603-8024 6855
Email: owijaya@streamyx.com
ambang_wijaya@yahoo.com
Website: www.ambangwijaya.com.my



Dear Sir,

RE : Demand Letter For Five (5) workers

We have obtained the relevant approval to recruit (5) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and condition:-

1. Type of workers : Restaurant Helper
2. No. of person required : (5)
3. Period of contract : Three (3) years
4. Basic salary : RM 25.00 per day
Overtime : As per Malaysian Labour Laws
Minimum Salary per month : RM 800.00- RM850.00 per month
5. Daily working hours : 8 hours per day
6. Overtime : The employee is required to do overtime compulsory. The overtime claims is based on the Malaysian Labor Law (monthly average RM200.00) daily 2 hours
7. Weekly working days : Monday to Saturday
8. Leave & holiday : As per the Employment Act 1952
9. Accommodation : Company provide
10. Levy : No levy deduction allowed from workers salary during 1st year of employment

AMBANG WJAYA (M) SDN BHD
(733222-K)

[Signature]
Authorized Signatory

This is to certify the signature that appears on this document/certificate is that of *[Signature]* who is notary public.

TALAT MAHMUD KHAN
Counselor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

CORPORATE KNOWLEDGE SDN.BHD. (CO. NO. 523851-M)

SUITE NO. 1.42 FIRST FLOOR, WILAYAH COMPLEX, 50100 KUALA LUMPUR.
TEL: 03-27212661 FAX: 603-27212662 H/P : 019-3737788, 013-3045063

To,
M/S. BENGAL GULF INTERNATIONAL
MALEK MANSION (G-FLOOR)
128, MOTIHEEL C/A,
DHAKA-1000
BANGLADESH.

Recruiting License no: **RL-137**

Date: 25th May 2007

Dear Sir,

Re: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM BANGLADESH

We hereby appoint your company to recruit Bangladesh 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 : **100 (One Hundred)**
2. Job category : **Construction Worker**
3. Age : **21-35 years old**
4. Contract Period : **3 years**
5. Salary

Basic monthly salary: minimum RM 30.00/ day/ 26days

Allowance:

- a) Attendance :
- b) Food :
- c) Transport :
- d) Shift :

e) Overtime (as and when required)
(Average 70 hrs. per/ mth or 840 hrs. per/ year)

6. Working days : Monday to Saturday (furnish details)
7. Working hours : 8 hours per day 48 hours per week
8. Overtime : in accordance with Malaysian Labour Law, i.e. on normal days: salary x1.5
9. Workmen Compensation : in accordance with Malaysian Labour Law, the foreign workers are covered by the Foreign Worker Compensation Scheme.
10. Accommodation : The employer provides free accommodation to the workers with free water and electricity.
11. Transportation : Shall be provided by employer

No. of workers: 100
Date: 28-05-07
Attestation Fee: RM. 190.00
Receipt No: 354674



This is to certify the signature that appears on this document/certificate is that of *[Signature]* who is notary public.

TALAT MAHMUD KHAN
Counselor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

CORPORATE KNOWLEDGE SDN.BHD. (CO. NO. 523851-M)
SUITE NO. 1.42 FIRST FLOOR, WILAYAH COMPLEX, 50100 KUALA LUMPUR.
TEL: 03-27212661 FAX: 603-27212662 H/P : 019-3737788, 013-3045063

12. Government Levy and Immigration:
The employer shall advance to the employee a sum of RM 1200.00 as payment to levy. This amount shall be deducted from the employee's salary through 12 months installment.
13. Annual Leave, Sick Leave and Public Holidays:
In accordance with Malaysian Labour Laws;
14. Air Ticket : Single journey would be provided upon completion of the Employment contract.
15. Yearly Medical:
Yearly medical examination will be arranged as required by the immigration Department of Malaysia and cost incurred will be borne by Employee by deduction of salary.
16. Restriction
 - a. That the Employee shall not marry with any Malaysian and shall not participate in any political activities and activities of those connected with Trade Union Malaysia.
 - b. That the Employee shall not change his employment during the contract period and shall not carry or do business without the written permission from the Employer.
 - c. That if the Employee is found creating social problems and or engaged in any illegal subversive or criminal activities, then he will be dismissed with immediate effect and will be repatriated to Bangladesh on his own expenses.
 - d. Any employee shall not organize, participate or be involved in any kind of industrial action during his term of employment.
17. Termination of service
 - (i) That if the Employee breaches any of the restrictions in Clause 17 above or is convicted of any offence under any of the laws of Malaysia.
 - (ii) That if the Employee's Work permits is withdrawn by the Malaysian authorities for any reason whatsoever.
 - (iii) That if the Employee is absent from work for more than (2) consecutive working days without a reasonable cause or leave.
 - (iv) That is the Employee is discovered to be below the age of 21 years of age and above 35 years of age on first appointment entry.



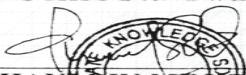
CORPORATE KNOWLEDGE SDN.BHD. (CO. NO. 523851-M)
SUITE NO. 1.42 FIRST FLOOR, WILAYAH COMPLEX, 50100 KUALA LUMPUR.
TEL: 03-27212661 FAX: 603-27212662 H/P : 019-3737788, 013-3045063

- (v) That if the medical doctor certifies the Employee medically unfit for employment.

Kindly arrange to recruit the above-mentioned categories at the earliest.

Thank you
Your faithfully,

CORPORATE KNOWLEDGE SDN.BHD.


ABD GHANI BIN MOHD SALEH
(Executive Director)

Attested in the country of employment by:

Embassy of People's Republic of Bangladesh



Our Ref : AW/BGI/DL/02-07
Date : 16th May 2007

BENGAL GULF INTERNATIONAL
(RL - 137)
128 MOTIJHEEL COMMERCIAL AREA,
DHAKA-1000,
BANGLADESH.

Dear Sir,

RE : Demand Letter For Fifteen (15) workers

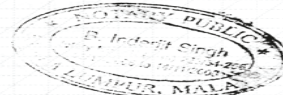
We have obtained the relevant approval to recruit (15) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and condition :

- | | |
|---------------------------|--|
| 1. Type of workers | : Construction Worker |
| 2. No. of person required | : (15) |
| 3. Period of contract | : Three (3) years |
| 4. Basic salary | : RM 30.00 per day
Minimum Salary per month: RM900.00 -- RM950.00 |
| 5. Daily working hours | : 8 hours per day |
| 6. Overtime | : The employee is required to do overtime compulsory
The overtime claim is based on the Malaysian Labor Law(monthly average RM 200.00) Daily 2 hours. |
| 7. Weekly working days | : Monday to Saturday |
| 8. Leave & holiday | : As per the Employment Act 1952 |
| 9. Accommodation | : Company provide |

AMBANG WIJAYA (M) SDN BHD
(733222-K)

Ghani Sulaiman
Authorized Signatories



This is to certify the signature that appears on this document/certificate is that of
B. Inderjit Singh
who is notary public.

TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

No. Lab/Ret/Bengal Gulf-137/07
Date: 25-05-07
Attestation Fee: RM 28.50
No. of workers: 15
Receipt No: 354673

10. **Medical & Insurance :**
The employer shall bear the cost of employee's medical treatment
11. **Yearly medical :**
The employer shall examination will be arrange as required by the Immigration Department Of Malaysia and cost incorrect will be born Employees by deduction of salary.
12. **Insurance :**
Foreign workers compensation scheme policy provided by employer.
13. **Deceased :**
In the event of any employees dies in the course of his employment the employer shall be responsible to arrange for the body of deceased to be repatriated to his next of kin in Bangladesh and necessary repatriation expenses shall be born by the employer.
14. **Government Levy :**
The employer shall be advance to the employee a sum of RM 1200.00 as payment to levy not deduct for first year.
15. **Age :**
(Company to mention the age range)
16. **Employees Provident Fun : (Not Applicable)**
17. **Restriction :**
 - a) That the Employee shall not marry with any Malaysian and shall not participate in any political activities and activities of those connected with Trade Union in Malaysia.
 - b) That the Employee shall not change his employment during the contract period And shall not carry or do business without the written permission from the employer.
 - c) That if the Employee is found creating social problems and engaged in any illegal subversive or criminal activities, then he will be dismissed with immediate effect and will be repatriate to Bangladesh on his own expenses.
 - d) Any employee shall not organize, participate or be involved in any kin of industrial action during his term of employment.
18. **Air passage :**
 - a) Air ticket from Bangladesh to Malaysia will be provide by the supplier
 - b) The employer will provide an air ticket for the employee to go back to Bangladesh upon completion of employment contact.

Yours faithfully,

AMBANG WIJAYA (M) SDN BHD
(733222-K)

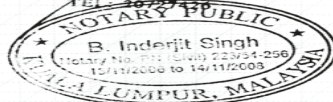
Ghani Sulaiman
Ghani Sulaiman
Managing Director

Company's chop:

AMBANG WIJAYA (M) SDN BHD
(733222-K)

Authorized Signatories

B. Inderjit Singh
NOTARY PUBLIC
6TH FLOOR, BANGKOK BANK BUILD,
105, JALAN TUN H.S. LEE,
50000 KUALA LUMPUR, MALAYSIA.
TEL: 30727430



HE YOU

(PG0004302-X)
BLOCK 7-G-5 JALAN THOMAS, TAMAN BUKIT DUMBAR, GELUGOR, 11700, P. PINANG
TEL/FAX : 04-659 1436 H/P: 012-438 5225

To,

**BENGAL GULF INTERNATIONAL
(RL - 137)**
128 Motijheel Commercial Area,
Dhaka-1000, Bangladesh.

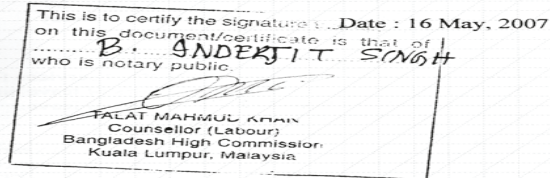
Dear Sir,

RE : Demand Letter

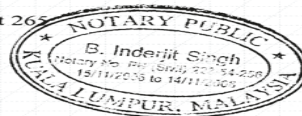
We have obtained the relevant approval to recruit (51) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and conditions :-

- | | |
|---------------------------|--|
| 1. Type of workers | : General Worker (Construction Worker) |
| 2. No. of person required | : (51) |
| 3. Period of contract | : Three (3) years |
| 4. Basic salary | : RM 30 per day |
| 5. Daily working hours | : 8 hours per day |
| 6. Overtime | : The employee is required to do overtime compulsory
The overtime claims is based on the Malaysian labor law
(monthly average RM 200) daily 3 hours. |
| 7. Weekly working days | : Monday to Saturday |
| 8. Leave & holiday | : As per the employment Act 265 |
| 9. Accommodation | : Company provide |



No. Lab/Recd. Bengal Gulf 137/07
Date: 25-05-07
Attestation Fee: RM 96.90
No. of workers: 51
Receipt No.: 354691



HE YOU

(PG0004302-X)
BLOCK 7-G-5 JALAN THOMAS, TAMAN BUKIT DUMBAR, GELUGOR, 11700 P. PINANG.
TEL/FAX : 04-659 1436 H/P: 012-438 5225

Overtime :
According to Malaysian Labour Law as follows:

- On Normal days : Salary x 1.5
- On Sunday / rest : Salary x 2.0
- On Public Holiday : Salary x 2.0

Annual Leave, Sick Leave and Public Holiday
In according with Malaysian Labour Laws:

Annual :

Leave of 8 days for the first two years of services for period of service between two five the employee would qualify for 12 days of leave and for service of more than five years the employee would qualify for 16 days of leave.
Sick Leave (without hospitalization)

14 days for each year of service less than two years and 18 days for services between two to five years and 22 days annually for services exceeding five years.

And in case of hospitalization, the employee qualifies for 60 days leave each calendar. The employee shall be entitled to be paid holiday for a total of 10 Public holidays in any one-year of service that must include the following four days.

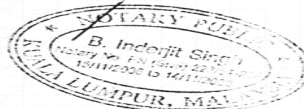
1. The National Day
2. The Birthday of the Yang Di Pertuan Agong
3. The Birthday of the ruler state as the case may be and or the Federal Territory day where the employee in working in such an area.
4. Workers day
And another six more days from
Chinese New Year = 2 days
Hari Raya Puasa = 2 days
Hari Raya Haji = 1 day
Deepavali = 1 day
Christmas day = 1 day

Yours faithfully,

YC 61116-07-5135
Goy Chee Yeng

HE YOU
(PG0004302-X)
BLOCK 7-G-5 JALAN THOMAS,
TAMAN BUKIT DUMBAR, GELUGOR,
11700 P. PINANG.
TEL/FAX: 04-659 1436 H/P: 012-438 5225

B. INDERJIT SINGH
NOTARY PUBLIC
6TH FLOOR, BANK BANGSA BUILD,
103, JALAN BANK BANGSA, LEE,
50000 KUALA LUMPUR, MALAYSIA.
TEL: 2727436



To,

Date : 24 April 2007

BENGAL GULF INTRNATIONAL
 (RL - 137)
 128 Motijheel Commercial Area,
 Dhaka- 1000, Bangladesh.

This is to certify the signature that appears
 on this document/certificate is that of
B. Inderjit Singh
 who is notary public

Dear Sir,

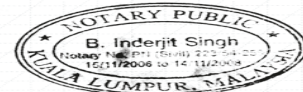
RE : Demand Letter

We have obtained the relevant approval to recruit (51) Foreign workers form Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

Kind supply and manage the above workers on the following terms and conditions :-

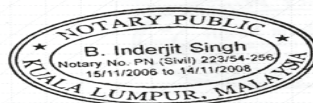
- | | | |
|---------------------------|---|--|
| 1. Type of workers | : | (Welding) |
| 2. No. of person required | : | (51) |
| 3. Period of contract | : | Three (3) years |
| 4. Basic salary | : | RM 800.00 (8 hrs per day)
i) Attendance Allowance : RM 50.00
ii) Food Allowance : RM 20.00 |
| 5. Daily working hours | : | 8 hours per day |
| 6. Overtime | : | The employee is required to do overtime compulsory
The overtime claims is based on the Malaysian labor law
(monthly average RM 250 to RM 300) daily 3 hrs. |
| 7. Weekly working days | : | Monday to Saturday |
| 8. Leave & holiday | : | As per the employment Act 265
UBC COMMERCIAL VEHICLES (MALAYSIA) SDN. BHD. |
| 9. Accommodation | : | Company provided |

No. of workers: 51
 Date: 24.04.07
 Attestation Fee: RM 20.00
 Receipt No.: 35-10-12



10. **Medical & Insurance :**
 The employer shall bear the cost of employee's medical treatment.
11. **Yearly Medical :**
 The employer shall examination will be arrange as required
 by the Immigration Department Of Malaysia and cost
 incorrect will be born Employees by deduction of salary.
12. **Insurance :**
 Foreign workers compensation scheme policy provided by employer.
13. **Deceased :**
 In the event of any employee dies in the course of his employment the employer shall be
 responsible to arrange for the body of deceased to be repatriated to his next of kin in
 Bangladesh and necessary repatriation expenses shall be born by the employer.
14. **Government Levy :**
 The employer shall be advance to the employee a sum of RM 1200.00 as payment to levy
 not deduct for first year.
15. **Age :**
 (Company to mention the age range)
16. **Employees Provident Fun : (Not Applicable)**
17. **Restriction :**
 - a) That the Employee shall not marry with any Malaysian and shall not participate in any
 political activities and activities of those connected with Trade Union in Malaysia.
 - b) That the Employee shall not change his employment during the contract period
 and shall not carry or do business without the written permission from the employer.
 - c) That if the Employee is found creating social problems and engaged in any illegal subversive
 or criminal activities, then he will be dismissed with immediate effect and will be repatriate to
 Bangladesh on his own expenses.
 - d) Any employee shall not organize, participate or be involved in any kind of industrial action
 during his term of employment

UBC COMMERCIAL VEHICLES (MALAYSIA) SDN. BHD.
 Lot 66, Lorong Perusahaan 4, P.O. Box 53,
 Kulim Industrial Estate, 09000 Kulim, Kedah, Malaysia
 Tel: 604-489 1111 Fax: 604-489 3550/489 3500



18. Air passage :

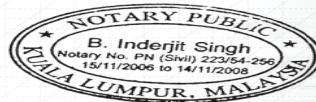
- a) Air ticket from Bangladesh to Malaysia will be provide by the supplier
- b) The employer will provide an air ticket for the employee to go back to Bangladesh upon completion of employment contract.

Your faithfully,

Company's chop:

HR & Administration Executive
Name : Samuel Christian
IC.NO. 681205075791

UBC COMMERCIAL VEHICLES (MALAYSIA) SDN. BHD.
 (538737-K)
 Lot 66, Lorong Perusahaan 4, P.O. Box 53,
 Kulim Industrial Estate, 09000 Kulim, Kedah, Malaysia
 Tel: 604-489 1111 Fax: 604-489 3550/489 3500



PSSB STRATEGIC HOLDINGS SDN. BHD. (202107-A)
 (Formerly known as Pelangi Shipping Sdn. Bhd.)
 No. 28-30, Jalan SS19/5, Subang Jaya, 47500 Selangor, Malaysia.
 Tel: 603-56350999 (15 lines) Fax: 603-56343782 / 56354340
 E-mail: pssb10@streamyx.com Cable: Rainbow Subang Jaya

15.03.2007

M/S Bengal Gulf International
RL 137
 128, Mortijheel Commercial Area
 Dhaka-1000, Bangladesh

Dear Sir

RE: DEMAND LETTER

We have obtained the relevant approval to recruit foreign workers from Bangladesh and we hereby appoint your company as our lawful representative to manage and recruit these workers.

Kindly supply the workers on following the terms and condition:-

- | | |
|---------------------------|---|
| 1. Type of workers | : General Worker |
| 2. No. of person required | : 50 workers |
| 3. Period of contract | : Three (3) years |
| 4. Probation period | : Six (6) months (employee can be terminated if found unsatisfactory on his work performance.) |
| 5. Basic salary | : RM 18.50 per day |
| 6. Normal working hours | : 8 hours per day 48 hours per week |
| 7. Overtime | : The employee is required to do overtime whenever called upon by the employer. The overtime claim is based on the Malaysia Labour Law. |
| 8. Weekly working days | : Monday to Saturday |
| 9. Rest day | : Sunday |
| 10. Leave and holiday | : As per The Employment Act |
| 11. Food | : Responsible by employee |
| 12. Accommodation | : Provided by the employer |
| 13. Insurance cover | : Foreign Workers Compensation Scheme in accordance with the Malaysian Labour Law |
| 14. Medical benefit | : Provided medical Examination fees by the employer for normal illness (the decision from the firm is conclusive) |
| 15. Air passage | a) Air ticket from Bangladesh will be provided by Employee.
b) The employer will provided an air ticket for the |

This is to certify the signature that appears on this document/certificate is that of **FOO FOONG LENG** who is notary public.

TALAT MAHMUD KHAN
 Counsellor (Labour)
 Bangladesh High Commission
 Kuala Lumpur, Malaysia



No. Lab. Regt. / Bengul. / 137 / 07
 Date: 15.03.07
 Arrestation Fee: RM. 55.00
 No. of workers: 50
 Receipt No: 449125

Branches:
 Kuantan : A-11, Tingkat Atas, Pusat Perkhidmatan Balok, 26100 Kuantan, Pahang Darul Makmur. Tel: 609-5837888, 5838519 Fax: 609-5837679
 Penang : Room 8, 3rd Floor, Tan Cheng Building, 23-C, Weld Quay, 10300 Pulau Pinang. Tel: 604-2645871 Fax: 604-2645872
 Johor : Lot 12, Jalan Cecair, Free Zone Area, Johor Port, 81700 Pasir Gudang, Johor Darul Takzim. Tel: 607-2543816 Fax: 607-2543818





PSSB STRATEGIC HOLDINGS SDN. BHD. (202107-A)

(Formerly known as Pelangi Shipping Sdn. Bhd.)
No. 28-30, Jalan SS19/5, Subang Jaya, 47500 Selangor, Malaysia.
Tel: 603-56350999 (15 lines) Fax: 603-56343782 / 56354340
E-mail: pssb10@streamyx.com Cable: Rainbow Subang Jaya

- | | | |
|-----|-------------------------|--|
| 16. | Employment permit | : employee to go back to Bangladesh upon completion of 3 years employment contract. |
| 17. | Government of Contract | : Granted by the Malaysia Immigration Department upon arrival at the Air port. |
| 18. | Termination of Contract | : Security bond @ RM500.00 is provided by the employer.
a) The employer reserve the right to terminate the employee's contract if the employee is found to have breached the terms and condition of the employment contract.
b) If the employee prematurely terminate his employment contract before 3 years contractual period, he may do so at his own expenses after settle all outstanding fees to the employer. |
| 19. | Deceased worker | : In case of an employee dies during the course of employment, the employer shall responsible for all the repatriation expenses. |
| 20. | Settlement of disputes | : All disputes shall be in accordance with Employment Act 1965 and Industrial Acts. All other terms and conditions of the employment shall be governed by the Malaysia Labour Law being enforced. |

This letter of authorization shall serve as an appointment to your company as a lawful consultant to manage and supply the above-mentioned workers.

You are requested to provide the relevant bio-data of the workers concerned and kindly make the necessary arrangement for the workers to come to Malaysia. The bio-data should include names, passport number, nationality, marital status, date of birth, employment experience, education back ground and details of the next of kin.

Thank you

Your faithfully
PSSB STRATEGIC HOLDINGS SDN BHD

Dato Zulkafli Madiud

FOO FOON LING
Perwakilan Notary Public
West Malaysia

Branches:
Kuantan : A-11, Tingkat Atas, Pusat Perkhidmatan Balok, 26100 Kuantan, Pahang Darul Makmur. Tel: 609-5837888, 5838519 Fax: 609-5837679
Penang : Room 8, 3rd Floor, Tan Chong Building, 23-C, Weld Quay, 10300 Pulau Pinang. Tel: 604-2645871 Fax: 604-2645872
Johor : Lot 12, Jalan Cecair, Free Zone Area, Johor Port, 81700 Pasir Gudang, Johor Darul Takzim. Tel: 607-2543816 Fax: 607-2543818

PERNIAGAAN KAYU-KAYAN C & L Sdn. Bhd

(580578-A)
Lot 5776, Nilai Industrial Estate, 71800, Nilai, Negeri Sembilan Darul Khusus
Tel : 06 - 799 7180 Fax: 06 - 799 7085

12.03.2007

M/S Bengal Gulf International
RL 137
128, Mortiheel Commercial Area
Dhaka-1000, Bangladesh

Dear Sir

RE: DEMAND LETTER

We have obtained the relevant approval to recruit foreign workers from Bangladesh and we hereby appoint your company as our lawful representative to manage and recruit these workers.

Kindly supply the workers on following the terms and condition:-

- | | | |
|-----|------------------------|--|
| 1. | Type of workers | : Production Operator |
| 2. | No. of person required | : 60 workers |
| 3. | Period of contract | : Three (3) years |
| 4. | Probation period | : Six (6) months (employee can be terminated if found unsatisfactory on his work performance.) |
| 5. | Basic salary | : RM 18.50 per day |
| 6. | Normal working hours | : 8 hours per day 48 hours per week |
| 7. | Overtime | : The employee is required to do overtime whenever called upon by the employer. The overtime claim is based on the Malaysia Labour Law. |
| 8. | Weekly working days | : Monday to Saturday |
| 9. | Rest day | : Sunday |
| 10. | Leave and holiday | : As per The Employment Act |
| 11. | Food | : Responsible by employee |
| 12. | Accommodation | : Provided by the employer |
| 13. | Insurance cover | : Foreign Workers Compensation Scheme in accordance with the Malaysian Labour Law |
| 14. | Medical benefit | : Provided medical Examination fees by the employer for normal illness (the decision from the firm is conclusive) |
| 15. | Air passage | : a) Air ticket from Bangladesh will be provided by Employee.
b) The employer will provided an air ticket for the employee to go back to Bangladesh upon completion of 3 years employment contract. |

This is to certify the signature that appears on this document/certificate is that of
FOO FOON LING
who is notary public

TALAT MAHMUD KHAN
Counsellor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia



Lab/Rect/Bengal Gulf/137/07
Date: 16-03-07
Attestation Fee: RM. 114.00
No. of workers: 60
Receipt No.: 449166



PERNIAGAAN KAYU-KAYAN C & L Sdn. Bhd

(580578-X)
Lot 5776, Nilai Industrial Estate, 71800, Nilai, Negeri Sembilan Darul Khusus
Tel : 06 - 799 7180 Fax: 06 - 799 7085

- | | | |
|-----|-------------------------|---|
| 16. | Employment permit | : Granted by the Malaysia Immigration Department upon arrival at the Air port. |
| 17. | Government of Contract | : Security bond @ RM500.00 is provided by the employer. |
| 18. | Termination of Contract | : a) The employer reserve the right to terminate the employee's contract if the employee is found to have breached the terms and condition of the employment contract.
b) If the employee prematurely terminate his employment contract before 3 years contractual period, he may do so at his own expenses after settle all outstanding fees to the employer. |
| 19. | Deceased worker | : In case of an employee dies during the course of employment, the employer shall responsible for all the repatriation expenses. |
| 20. | Settlement of disputes | : All disputes shall be in accordance with Employment Act 1965 and Industrial Acts. All other terms and conditions of the employment shall be governed by the Malaysia Labour Law being enforced. |

This letter of authorization shall serve as an appointment to your company as a lawful consultant to manage and supply the above-mentioned workers.

You are requested to provide the relevant bio-data of the workers concerned and kindly make the necessary arrangement for the workers to come to Malaysia. The bio-data should include names, passport number, nationality, marital status, date of birth, employment experience, education back ground and details of the next of kin.

Thank you

Your faithfully
PERNIAGAAN KAYU-KAYAN C & L Sdn. Bhd.

Shang
.....
Ng Ah Chai

Foo Fong Leng
FOO FONG LENG
Perniagaan Kayu-Kayan C & L Sdn. Bhd.
West Malaysia

WINSEN ENTERPRISE

(Co. No:JM0226893-D)
56, JALAN INDUSTRI 4, KAWASAN PERINDUSTRIAN PEKAN NENAS, 81500 PEKAN NENAS, JOHOR.
TEL/FAX: 07-6992892

Date : 05/02/2007

Messrs BENGAL GULF INTERNATIONAL
(Recruiting Licence No.: RL - 137)
No. 128, Motijheel Commercial Area,
Dhaka-1000, Bangladesh.

Dear Sir,

RE: DEMAND LETTER FOR RECRUITMENT 28 NOS OF WORKERS FROM BANGLADESH

We hereby appoint your company to recruit Bangladesh 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 | : 28 Workers |
| 2. | Job category | : Production Operator |
| 3. | Age | : (21 - 35 years old) |
| 4. | Contract Period | : 3 years |
| 5. | Salary | |

Basic monthly salary	: minimum RM 18.50 / day / 26days	= RM 481.00
Allowance	:	
a) Attendance:	:	= RM -
b) Food	:	= RM -
c) Transport	:	= RM -
d) Shift	:	= RM -
e) Overtime	: 3.46/hrs X 3hrs X 26 days	= RM 269.88
Gross Total		= RM 750.88

- | | | |
|-----|----------------------|---|
| 6. | Working hours | : 6 days per week. |
| 7. | Working hours | : 8 hours per day 48 hours per week |
| 8. | Overtime | : in accordance with Malaysian Labor Law: i.e.
- normal days : salary x 1.5
- Sunday / rest days : salary x 2.0
- Public Holidays : salary x 3.0 |
| 9. | Workmen Compensation | : in accordance with Malaysian Labor Law:- the foreign workers are covered by the Foreign Workers Compensation Scheme. |
| 10. | Accommodation | : The employer provides free accommodation to the workers |



This is to certify the signature that appears on this document/certificate is that of
CHIDA LIANG HONG
who is notary public.
Chida Liang Hong
TALAT MAHMUD KHAN
Counselor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia

No. Lab/Rec/Bengal Gulf/137
Date: 22.02.2007
Attestation Fee: RM 53.20
No. of workers: 28
Receipt No.: 379935

WINSEN ENTERPRISE
No. 56, Jalan Industri 4,
Kawasan Perindustrian,
81500 Pekan Nenas, Johor D.T.
Tel: 07-6992892 H/P: 012-7135992

WINSEN ENTERPRISE

(Co. No: JM0226893-D)
56, JALAN INDUSTRI 4, KAWASAN PERINDUSTRIAN PEKAN NENAS, 81500 PEKAN NENAS, JOHOR.
TEL/FAX: 07-6992892

11. **Transportation** : Shall be provided by employer
12. **Government Levy and Immigration** :
The employer shall advance to the employee a sum of RM 1,330.00 as levy payment to Malaysian Immigration Department. RM 1,200.00 shall be deducted from the employee's salary through 12 months installments.
13. **Annual Leave, Sick Leave and Public Holidays:**
In accordance with Malaysian Labor laws:
Annual leave:
Eight (8) days for the first two years of service; for period of service between two years to five years the employee would qualify for 12 days of leave; and for services of more than five years the employee qualifies for 16 days of leave
Sick leave (without hospitalization):
Fourteen (14) days for each year of service, for service less than two years, and 18 days for services of two years to five years and 22 days annually for services exceeding five years.
And in cases of hospitalization, the employee qualifies for 60 days leave in each calendar year.
Public Holiday:
The employee shall be entitled to be paid holiday for a total of 10 public holidays in any one year of service that must include the following four days:
1. the National day
2. the Birthday of the Yang di-Pertuan Agong
3. the Birthday of the Ruler of the State as the case may be and / or the Federal Territory day where the employee in working in such an area.
4. Workers day
and another six more days from:-
Chinese New Year - 2 days
Hari Raya Puasa - 2 days
Hari Raya Haji - 1 day
Deepavali - 1 day
Christmas day - 1 day
14. **Employee's provident fund** : (company to specify)
15. **Air Ticket** : Single journey would be provided upon completion of the Employment contract
16. **Yearly Medical:**
Yearly medical examination will be arranged as required by the Immigration Department of Malaysia.

WINSEN ENTERPRISE
(JM 0226893-D)
No. 56, Jalan Industri 4,
Kawasan Perindustrian,
81500 Pekan Nenas, Johor D.T.
Tel: 07-6992892 H/P: 012-7135992

WINSEN ENTERPRISE

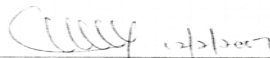
(Co. No: JM0226893-D)
56, JALAN INDUSTRI 4, KAWASAN PERINDUSTRIAN PEKAN NENAS, 81500 PEKAN NENAS, JOHOR.
TEL/FAX: 07-6992892

17. **Restriction**
a. That the Employee shall not marry with any Malaysian and shall not participate in any political activities and activities of those connected with Trade Union in Malaysia.
b. That the Employee shall not change his employment during the contract period and shall not carry or do business without the written permission from the Employer.
c. That if the Employee is found creating social problems and or engaged in any illegal subversive or criminal activities then he will be dismissed with immediate effect and will be repatriated to Bangladesh on his own expenses.
d. Any employee shall not organize, participate or be involved in any kind of industrial action during his term of employment.
18. **Termination of service**
(i) That if the Employee breaches any of the restrictions in Clause 17 above or is convicted of any offence under any of the laws of Malaysia.
(ii) That if the Employee's Work Permit is withdrawn by the Malaysian authorities for any reason whatsoever.
(iii) That if the Employee is absent from work for more than two (2) consecutive working days without a reasonable cause or leave.
(iv) That is the Employee is discovered to be under-aged on first appointment entry.
(v) That if a medical doctor certifies the Employee medically unfit for employment.

Kindly arrange to recruit the above-mentioned categories at the earliest.

Thank you

Your faithfully,


Name: Chum Kok Choy
Executive Director
I/C NO: 711108-08-5853

Attested in the country of Employment

High Commission For The People's Republic of
Bangladesh, Kuala Lumpur

WINSEN ENTERPRISE
(JM 0226893-D)
No. 56, Jalan Industri 4,
Kawasan Perindustrian,
81500 Pekan Nenas, Johor D.T.
Tel: 07-6992892 H/P: 012-7135992


CHUA MENG HONG
NOTARY PUBLIC
KUALA LUMPUR
WEST MALAYSIA



TRANS WORLD CONFECTIONERY SDN. BHD.

No. 138 Jalan Serunai, Taman Sri Kulai Baru 2, 8100 Kulai, Johor.
Tel : 07-630912

OUR REF NO : KDN/PPPA : (S)229/857/1/2-1302(3)
DATE : 25th JULY 1996

TO,
BENGAL GULF INTERNATIONAL
128, MOTIJEEL COMMERCIAL AREA,
DHAKA, 1000,
BANGLADESH

ATT : MR SERAJ UDDIN AHMED

DEAR SIR,

RE : JOB ORDER

WE HEREBY REQUESTING YOUR COUNTERPART RECRUIT FOR US
BANGLADESH WORKERS AS FOLLOWS :-

- | | |
|------------------------------|---|
| 1] NUMBER OF WORKERS : | 16 (SIXTEEN) |
| 2] NATIONALITY : | BANGLADESH |
| 3] AGE : | 18 - 30 YEARS |
| 4] EDUCATION : | MUST BE ABLE TO SPEAK ENGLISH AND
MINIMUM SSC LEVEL. |
| 5] SALARY : | RM 380.00/ MONTH (MINIMUM) |
| 6] LEVY : | PAY IN ADVANCE BY THE EMPLOYER AND
DEDUCTABLE FROM THE MONTHLY SALARY
OF THE WORKERS. |
| 7] ACCOMADATION : | FREE ACCOMMODATION PROVIDED BY THE
EMPLOYER. |
| 8] RETURN FLIGHT
TICKET : | EMPLOYER WILL PROVIDE RETURN FLIGHT
TICKET TO ALL THE WORKERS UPON
COMPLETION OF THEIR CONTRACT OF 3
YEARS |

WE BELIEVE WITH THE ABOVE INFORMATION, YOUR GOODSELF SHOULD
BE ABLE TO RECRUIT SUITABLE CANDIDATED FOR US.

THANK YOU.

YOURS FAITHFULLY,

Chua Chee Keng

CHUA CHEE KENG
MANAGER



PRESTIGE CERAMICS SDN BHD

(Formerly known as Redland Ceramic Sdn Bhd)

14th September 1994

BENGAL GULF INTERNATIONAL
128, MOTIJEEL C.A.GPO BOX: 2767
DHAKA-1000



POWER OF ATTORNEY & DEMAND LETTER

We PRESTIGE CERAMICS SDN BHD do hereby appoint BENGAL GULF INTERNATIONAL, LICENCE NO. RL-137, to be our lawful and legal agent in Bangladesh and also attorney for the purpose of handling all the affairs concerning the recruitment of 15 semi-skill workers, obtaining permission from the Bangladesh Labour Department, visas and transportation of manpower.

The requirement and basic terms and conditions of the semi-skill workers are as follows:

REQUIREMENT

- | | | |
|----------------------|---|------------|
| 1. Number of workers | : | 15 workers |
| 2. Type of work | : | Semi-skill |

BASIC TERMS AND CONDITIONS:

- | | | |
|---------------------------------|---|---|
| 1. Period of service | : | 2 years |
| 2. Accommodation | : | Provided by Employer |
| 3. Medical and other facilities | : | Provided as per Employment Act of Malaysia. |
| 4. Basic Monthly Salary | : | RM360.00 |
| 5. Overtime | : | Provided as per Employment Act of Malaysia. |

- | | | |
|------------|---|---|
| 6. Passage | : | 1. Air ticket to Malaysia will be arranged by employee.
2. Return Air Ticket to be provided by Employer on successful completion of contract period in Malaysia. |
|------------|---|---|

PRESTIGE CERAMICS SDN. BHD.

Abd. Latif B. Ismail

ABD. LATIF B. ISMAIL
Human Resource Manager

No. Lab/1357, Dated 25/7/94

Attested

MD. ISMAIL ZABIHULLAH

MD. ISMAIL ZABIHULLAH
COUNSELLOR (LABOUR)
HIGH COMMISSION OF THE PEOPLE'S
REPUBLIC OF BANGLADESH
KUALA LUMPUR

Prestige Ceramics Sendirian Berhad
(A subsidiary of Johar Holdings Berhad)

No. 6, Jalan Bersatu (Road 13/4), 46200 Petaling Jaya, Selangor, Malaysia. Tel: 03-7573477 Fax: 03-7573861



PRINT N ETCH PCB SDN. BHD.

6 & 6A, Jalan Firma 2/1,
Kawasan Perindustrian Tebrau,
81100 Johor Bahru, Johor, Malaysia.

Tel : 07-546448
Fax : 07-546052

Our Ref. No. : PE/6/94-L0149
Date : 30th. June 1994

To,

Bengal Gulf International
128, Motijheel Commercial Area,
Dhaka, 1000,
Bangladesh.

Dear Sir,

Letter of Authorization for Recruitment of Foreign Workers from Bangladesh

We, PRINT N ETCH PCB SDN BHD a Company duly incorporated and registered in Malaysia do hereby appoint Messrs Bengal Gulf International 128, Motijheel Commercial Area, Dhaka, 1000, Bangladesh to recruit 150 (One Hundred Fifty) number of workers from Bangladesh.

This Authorization is solely meant for the recruitment of Bangladeshi workers. This recruitment exercise is valid for 90 days from the date hereof.

Your faithfully,
For and on behalf of PRINT N ETCH PCB SDN. BHD.

Tan Kwang Hua
Director



No. Lab/ *mg Inter/99/94*
Dated *23 AUG 1994*
Attested
MD. ISMAIL ZAB-HULLAH
COMMISSIONER (I/L & JURI)
HIGH COMMISSION OF THE PEOPLE'S
REPUBLIC OF BANGLADESH
KUALA LUMPUR

Al-Khaffrah Block Factory

Nasser A. Al-Khaffrah
Dammam - Saudi Arabia



مصنع الكافرة للطوبوق

ناصر عبد الله الكفيرة
الدمام - المملكة العربية السعودية

DATE 22.3.1994

التاريخ 1415/1/10هـ

- 2 -

5. The workers will undergo a probation period of 3 months from the date of arrival in Saudi Arabia.

٥- سيعمل العمال لفترة تجريبية مدتها ثلاثة أشهر من تاريخ وصولهم المملكة ومباشرتهم العمل.

6. All other terms and conditions will be followed as per Saudi Labour Law.

٦- جميع الشروط الأخرى ستكون طبقاً لنظام العمل والعمال بالمملكة العربية السعودية.

7. The workers will be provided free food.

٧- سيقدّم للعمال الطعام مجاناً.

8. The workers will be provided free air ticket after two years work.

٨- سيعطى العمال تذكرة سفر ذاتها وأيابها بعد سنتان عمل.

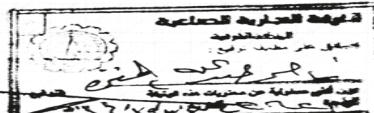
Yours Faithfully

مخلصكم

NASSER A. AL KHAFRAH

ناصر عبد الله الكفيرة

affirm on this
affirm
19.4.94
(M. A. MAJIDUIN KILAN)
Second Secretary (Labour)
Embassy of Bangladesh
Riyadh.
EMBASSY OF BANGLADESH
LABOUR WING
P.O. BOX 8330 RIYADH
SAUDI ARABIA



س.ت. ٥/١١٤٥٦ - ص.ب. ٨٣٧٠ الدمام ٣١٤٢٢ - ت. ٨٣٣٤٤٦٤ - ٨٣٣٤٤٣٨ - ف. ٨٣٤٦٠٥٥
C.R. 2050011456/5 - P.O. Box 8370 Dammam 31482 - Tel.: 8334438 - 8334464 - Fax: 8346065

DATE 22.3.1994

M/S: BENGAL GULF INTERNATIONAL
128-MOTIJHEEL COMMERCIAL AREA
GROUND FLOOR, MALEK MANSION
G.P.O. BOX 2767,
DHAKA - 1000
BANGLADESH

Dear Sirs,

Subject: VISA ADVICE NO.92/M/D/A/18754

DATED 15.8.1414

We have the pleasure to inform you that we have received subject visa advice from the Saudi Ministry of Foreign Affairs for the following workers for our Factory. Please recruit the workers on our behalf as soon as possible. Category-wise monthly salary and terms of agreement are given below:

Profession	No. of Posts	Salary	الراتب الشهري	العدد	المهنة
LABOR	9	450 S/RS	٥٠٠ ريال سعودي	٩	عامل عادي

The following terms will be applicable.

1. The initial contract will be for two years, renewable by mutual understanding.
2. Workers furnished bachelor tybe housing accommodation will be provided by us.
3. Workers free transport to and from site of work will be provided by us.
4. The workers will work for 8 hours a day and 6 days a week.

يجب مراعاة الشروط التالية :-
١- مدة العقد الابتدائي سنتان وقابلة للتجديد بموافقة الطرفين .

٢- سيخصص للعمال سكن من ضمن السكن المخصص لعمالنا (سكن عزوبي)

٣- سيخصص للعمال وسيلة النقل من وإلى مقر العمل .

٤- يعمل العمال مدة ٨ ساعات في اليوم و٦ أيام في الاسبوع .

Al-Hayat Medical Products Mfg. Co.
LIMITED LIABILITIES
Paid Up Capital S. R. 1,650,000
Ministerial Decree No. 155
C. R. 2050/18738

Date 19 February, 1994.

DEMAND LETTER

M/S. Bengal Gulf International
Overseas Employment Promoter Ltd. RL137
128, Motijheel Commercial Area,
Malek Mansion, G.P.O.Box.2767
DHAKA - 1000 Bangladesh.
Tel : 231154 / 246417

Dear Sir,

As per the Power of Attorney given to you as per visa No. 92/M/D/A/18502 dated 15/08/1414H, issued from the FOREIGN MINISTRY, please recruit and despatch the following manpower for us on the terms and conditions as under:

Category	No	Salary
LABOURER	8	S.R. 700/-
Total	8	

Contract Period: 2 years, bothway air ticket free. Other Benefits : Free food, free accommodation, working 6 days weekly and 8 hours daily. Medical care, overtime and other benefits as per Saudi Law.

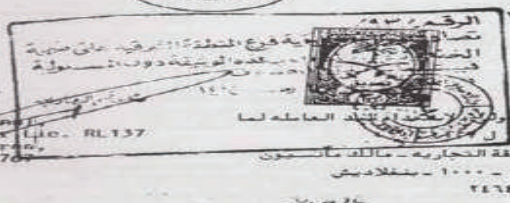
Yours Faithfully,

AL HAYAT MEDICAL PRODUCTS MFG. CO.,

شركة مصنع الحياة للمنتجات الطبية

ذات مسئولية محدودة
رأسمال المدفوع ١.٦٥٠.٠٠٠
قرار وزاري صناعي رقم ١٥٥
سجل تجاري رقم ١٨٧٣٨

hayat



التاريخ ١٥/٨/١٤١٤ هـ

خطاب الطلب

السادة/مدير المصانع الدوليين/مكتب العمل
وراء المخار ترخيص رقم ١٣٧
١٢٨ موتي جيميل - المنطقة التجارية - مالك مانسيون
مستوفى بريد ٢٧٦٧ - دكا - ١٠٠٠ - بنغلاديش
تليفون : ٢٣١١٥٤ - ٢٤٦٤١٧

بحسب طلبية وبعد :
برد أن نفيدكم كوكلائنا لتوظيف الكوادر من القوة البشرية
حسب التأشيرة رقم ٩٢/م/د/٩٢/١٨٥٠٢
تاريخ ١٥/٨/١٤١٤ هـ صادرة من وزارة الخارجية على
الشروط التالية :

المهنة	العدد
عامل عادي	٨
المجموع	٨

السيارات والمواصلات
مدة العقد : سنتان ، تذاتي التذاوير
والطعام مجاناً ، العمال ٦ أيام في الاسبوع
في اليوم ، والمعاملة الطبية والعمل الاجمالي والمزايا
الأخرى حسب النظام السعودي

ونقبلوا بقبول فائق الاحترام
شركة مصنع الحياة للمنتجات الطبية

المصنع : البتراء ٣١٤٨١ - المنطقة الصناعية الثانية - طريق بقيق - ص.ب ٣٦٨٩ - تليفون : ٤٤١١٧٧٦/٤٤١١٧٧٦ - فاكس : ٤٤١١٧٧٦
الرياض : الرمز البريدي ١١٦٢٧ - ص.ب ٣٦٨٩ - تليفون : ٤٤١١٧٧٦ - فاكس : ٤٤١١٧٧٦
FACTORY : Damman 31481 2nd Industrial City Abqaiq Rd. - P.O. Box 3689 - Tel. 8410764 / 8411276 - Fax 8411276 Saudi Arabia
H. ADH : Postal Code 11663 - Box 93938 - Tel. 01-4785430 - Fax 01-4785430
JEDDAH : Tel. 02-6638003 - Fax 02-6638003
١- بريد : ٢٠٠٠ - فاكس : ٢٠٠٠ - ٢-٢٠٠٠ - ٢-٢٠٠٠

SULTAN ASAD MOHD.
Gen. Trading & Cont. Est.

C. R. No. 15318
P. O. BOX 9298
AHMADI - KUWAIT



مؤسسة سلطان أسد محمد
للتجارة العامة والمقاولات

س. ت. ١٥٣١٨
ص. ب. ٩٢٩٨
الاحدي - الكويت

Dt. 24.3.92.

M/s Bengal Gulf International,
128 - Motijheel Commercial Area,
Malek Mansion,
Dhaka.
Bangladesh.

Sirs,

We would like to inform you that we have decided to import the following personnel from Bangladesh through your Organisation.

Sl.No.	Category of Personnel	Quantity	Monthly Salary in KD
1.	Labourer - Horticulture Work	100 Nos	50/000
2.	Labourer - Marine Work	40 Nos	60/000

Employment terms and conditions.

- Both way air tickets will be given to Workers by us.
- Free and furnished bachelor type housing accomodation will be given to the Workers by us.
- Free transport to and from site of work will be provided.
- Free medical facilities will be given.
- The Workers will work for eight hours a day and six days a week, otherwise on shift basis as per requirement. Charges for overtime duty will be paid as per local rules.
- The Contract will be for three years and renewable.
- Other terms and conditions will be followed as per Kuwaiti Labour Laws.
- Details of qualifications & experience of various categories of Personnel are given in the attachment.

Contd...2...

الاحدي تلفون رقم ٩٨٤٢٣٣ - ٩٨٤٢٣٤ س. ت. ١٥٣١٨ ص. ب. ٩٢٩٨ فاكس ٣٩٨٨٨٥٥٥ كويت SULEST برقا سلطانكو
TEL: AHMADI 984233 - 984234 - FAX 3988855 KT. SULEST - CABLES: SULTANCO

Prime Textile Ltd

Soodin Road
Sebastopol
Tel 437 5625, 537 0632 Mobile 793 2620

Bengal Gulf International Ltd
128, Motijheel Commercial Area
Malek Mansion
Dakha- 1000

Dear Sir,

Demand Letter

Recruitment of 15 Bangladesh workers for Prime Textiles Ltd

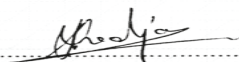
Please be informed that the above company has confirmed that they require Bangladesh workers:

Terms of Employment as follows:

- 1) Salary: Basic M/R Rs.2,200/-
- 2) Type off work: Machine operators
- 3) Provided free the following:
 - a) Accommodation
 - b) Transportation to and from work
- 4) All other conditions as per the labour laws of Mauritius
- 5) Period of contract - 3 years renewable
- 6) Food allowance - Rs.1000

We hereby authorize you to do the selection of suitable workers on behalf of the Company

Yours faithfully,
Director


Salim Khan Gooljar
cc. Mr. Abdul Hamid Babu


10. Leave and holiday : As per The Employment Act 1955
11. Food : On employee's own account.
12. Accommodation : Provided free by the employer.
13. Insurance cover : Provide free by the employer during the course of employment (Foreign Workers Compensation scheme)
14. Medical benefit : Provided free by the employer for outpatient treatments only.
15. Air passage : a) Air ticket from Bangladesh will be provided by Agent.
b) The employer will provide an air ticket for the employee to go back to Bangladesh upon completion of employment contract .
16. Employment permit : Granted by the Malaysia Immigration Department upon arrival at the Air Port.
17. Government fees : Security bond @ RM 500.00 is provided by the employer.
18. Termination of Contract: The employer reserve the right to terminate the employee contract if the employee is found to have breached the terms and conditions of the employment contract by serving 1 month notice. If the employee prematurely terminate, his Employment contract before 2 years period, he may do so at his own expenses.
19. Deceased worker : In case of an employee dies during the course of employment the employer shall be responsible for all the repatriation exercise and expenses.
20. Settlement of disputes: All disputes shall be in accordance with Employment Act 1965 and Industrial Acts. All other terms and conditions of the Employment shall be governed by the Malaysia Labour Law being enforced

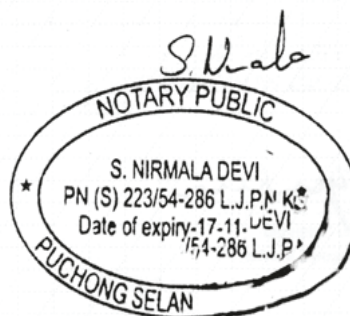
This letter of authorization shall serve as an appointment to your company as a lawful consultant to manage and supply the above-mentioned workers.

Your are requested to provide the relevant bio-data of the workers concerned and kindly make the necessary arrangement for the workers to come to Malaysia. The bio-data should include names, passport number, nationality, marital status, and date of birth, employment experience, basic education and next of kin.

Thank you.

Yours faithfully,


Mohammad Said Bin Din
Executive Chairman



Group Associates

- **Bengal Gulf International Limited**

Overseas Employment License # RL-0137

- **Travel Bridge Syndicate Limited**

- ◆ Holy Hajj Agency License # 0144

- ◆ Air Ticket Sales Agent

- **Thikana Chandpur Limited**

A Model Housing Planning



বেঙ্গল গাল্ফ ইন্টারন্যাশনাল লিমিটেড
Bengal Gulf International Limited

128 Motijheel Commercial Area, G.P.O. Box: 2767, Dhaka-1000, Bangladesh
Telephone : +88 02 9560109, Cellphone : +88 01711 525366, 01678 338833
E-mail : benguin_hr@yahoo.com

Dubai Office :

Office# 202, Al Dhagaya Bldg. Gold Square, Diera, Dubai, UAE
Cell/WhatsApp: +971543881932

www.benguin-hr.com