



বেঙ্গল গালফ 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 Eastern 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 Universities. More are in the pipeline.

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..... 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- RADHAKSHAR,

Managing Director/ P.O.-SREEPUR BAZAR,
P.S.- HAJIGONJ,
with Permanent Address DIST.: CHANDPUR.

3068

RL-137/90



Specimen Signature

Recruiting Agency Status Has Been
Changed Vide Ministry's
Letter No. 42.00.00.00.057.27.09.22.368

Date 22.11.2022

Name of Managing Director With SERAJ UDDIN
Permanent Address AHMED
VILL- LODHPARA. P.O: LODHPARA
P.S.: HAJI GONG, DIST: CHANDPUR

Mohammed Mizanur Rahman Bhuiyan
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

3068

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RL-137/90

RENEWAL

31 DEC 2025

..... Licence Renewed up to.....

02-01-2023

Mohammed Mizanur Rahman Bhuiyan
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

3068

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.

3068 1054

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

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RL-137/90

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/Whatsapp/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
- Stevedores
- 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. Babbtain Group of Companies
03. Mechanical Engineering & Contr. Co. (Kuwait Oil Co. Contractor)
04. Sultan Asad Mohd. Est. (Kuwait Oil Co. Contractor)
05. Al-Duajj & 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. NAGAlektrik 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. Hormat 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. Dulisco 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 عبدالله عيسى العويدان للمقاولات العامة

ABDUELLAH ESSA ALOWEDAN EST

س.ت : ١٠١٦٦٩٥٧٧

C.R : 1010669577

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 |

خطاب طلب

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

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

| المهنة | عدد | الراتب + الطعام |
|------------------|-----|-----------------|
| عامل تحمل وتنزيل | ١٥ | ٢٠٠ + ١٠٠ ريال |

الشروط والمواصفات :-

- العلاج ، السكن ، المواصلات : مجانا

- تذاكر السفر : تذكرة اياب مجانا

- الاجازة السنوية : ٢١ يوم بعد سنتين

- ساعات العمل : ٨ ساعات (ستة ايام)

- مدة العقد : سنتان

وجميع الشروط الأخرى طبقاً لقانون العمل بالمملكة العربية السعودية.

ولكم جزيل الشكر.

المدير العام

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



ATTESTED

مؤسسة عبد الله عيسى العويدان للمقاولات العامة

ABDUELLAH ESSA ALOWEDAN EST

28 NOV 2024

س.ت : ١٠٦٦٩٥٧٧ /١٠٦٦٩٥٧٧

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

Power of Attorney

We are Abdulellah Eissa 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

خطاب توكيل

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

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

لقد قمنا بتعيينهم وكلاء شرعيين لنا ليفسوا بالنيابة
عنا بجميع الأمور المتعلقة بالإستقدام إضافة إلى
دفع رسوم التسجيل وغيرها وتكلمه الإجراءات
الرسمية من دولة بنجلاديش والتطرق على جميع
الوثائق والتى تخص الإستقدام.

إن هذا التوكيل صالح لإستقدام (١٥) عامل تحمل
وتتزيل من بنجلاديش وبموجب التأشيرة رقم :
١٣٠٤٢٦١٨٤٣

بتاريخ: ١٤٤٥/١٢/٠٦ هـ

Thank You

ولكم جزيل الشكر

General Manager

المدير العام



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

ATTESTED

John
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 : 1010669577 / ١٠١٦٦٩٥٧٧

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

The agreement is made and entered into this by and between AbdueLLAH ESSA HAMAD AL OWE DAN 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.

المدير العام / General Manager

تم إبرام هذا الاتفاق، فيما بين كلا من مؤسسة عبدالله عيسى حمد العويدان للمقاولات العامة الرياض المملكة العربية السعودية، ويشار إلى فيما بعد بـ (صاحب العمل) ويمثلها في التوقيع على هذا العقد شركة:

السادة بنغال جلوبال إنترناشونال

ترخيص رقم: أر.إل. ١٣٧

دكا - بنجلاديش

الاسم :

رقم جواز السفر: _____

المهنة : عامل تحويل وتنزيل

المشار إليه فيما بعد بـ (الموظف) وبعد أن أقر بأهليها

المعتبرة، فقد اتفقا لصالح 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 يوميا.
- 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 مجانية.
- ٨- العداء، السكن، التأمين طبي الإقامة، التنقلات سيتم توفيرها للموظف مجانا، كما يصرف له بدل الطعام والسكن والتأمين طبي والإقامة والتنقلات.
- ٩- جميع الشروط والأحكام الأخرى طبقاً لقوانين العمل والعمل السعودية.

موظف / Employee



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

Demand Letter

Date: 22th December 2016

M/s. BENGAL GULF INTERNATIONAL
128 MOTIJHEEL COMMERCIAL AREA, DHAKA - 1000, BANGLADESH
OVERSEAS EMPLOYMENT LICENSE #RL-137

Dear Mr. Seraj Uddin Ahmed,

Please arrange to recruit the following personnel for our company, utilizing our block visa no.: 1301289534 dated 25/12/1437H, as per the terms and conditions given below:

| Category | Required Nos. | Salary Range |
|--------------------------|----------------------|---------------------|
| ELECTRICIAN (INDUSTRIAL) | 78 | 900 - 1100 |
| ELECTRICAL ASSISTANT | 75 | 800 |
| ELECTRICAL FOREMAN | 5 | 1200 - 1700 |
| ELECTRICAL LEADMAN | 8 | 1100 - 1200 |
| CLADDER | 13 | 900 - 1100 |
| DUCTING FOREMAN | 3 | 1400 - 1700 |
| DUCTING LEADMAN | 8 | 1200 - 1400 |
| DUCTMAN | 70 | 900 - 1100 |
| ASSISTANT DUCTMAN | 20 | 800 |
| HVAC TECHNICIAN (A/C) | 5 | 900 - 1100 |
| INSULATOR | 25 | 900 - 1100 |
| INSULATOR ASSISTANT | 20 | 800 |
| INSULATOR FOREMAN | 3 | 1400 - 1700 |
| INSULATOR LEADMAN | 5 | 1100 - 1300 |
| PLUMBER | 30 | 900 - 1100 |
| PLUMBER ASSISTANT | 30 | 800 |
| PLUMBING FOREMAN | 2 | 1200 - 1500 |
| Total | 400 | |

Other Terms & Conditions:

| | |
|--------------------------------------|---|
| Other Terms & Conditions: | |
| Contract duration: | Two (2) years |
| Working Hours: | Eight (8) hours a day, (6) days per week. |
| Accommodation: | Provided by the Company (free) |
| Food & Transport: | |
| Medical Treatment: | Provided by the Company (free) |
| Air ticket: | Provided by the Company for the sector Dhaka to Dammam at the |

| | |
|------------------|---|
| Vacation: | beginning of the contract, and a round trip air ticket for the sector Dammam-Dhaka-Dammam, every 2 years. Paid leave of 21days per year |
|------------------|---|

All other terms and conditions of the contract will be as per the Saudi Arabian Labor Law.

Regards,

Sami A. Al-Milaify
Administration Manager



تمكناً في وزارة الخارجية جمدة (خفر المنشآت العسكرية الشترافية)
على حسب مقتضيات المخاتلة وآليات توقيع دون
السداد ولدينا عصمة أكملت وبيانات
البرقى : ١٤٢٨

رئيس قسم التصوير
ناصر بن ماجد القحطاني
NASSER MAJID ALQAHTANI



شركة سما وشركاه للمقاولات المحدودة
Tel: (013) 851-9000 - Fax: (013) 894-7825



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. Annexure: A

| No | Category | Qty | Salary (KD) | Food Allo | Accommodation |
|----|------------------|--------|-------------|-----------|---------------------|
| 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 إنترناشونال
رخصة عمل خارج البلاد رقم RL-137/128 - RL منطة
موفيهبول التجاريه (الدور الأول) دكا - 1000 بنجلاديش .

السادة المستثمرين

الموضوع: كتاب طلب استقدام عمال من بنجلاديش

تعين بموجب ذلك شركتكم لاستقدام عمال بنجلاديشيين تکور
للعمل لدى شركتنا والتعاون مع الجهات المختصة بخصوص
استقدام العمال .

محلق A

| الرقة | النوع | العدد | الراتب | بدل مطعم | بدل المسكن |
|---------|-------|-------|--------|----------|--------------|
| نجار | عامل | 5 | 90 | 20 دك. | توفره الشركة |
| عامل | عامل | 5 | 90 | 20 دك. | توفره الشركة |
| جديه | عامل | 30 | -90 | 20 دك. | توفره الشركة |
| تصنيع | عامل | 30 | -90 | 20 دك. | توفره الشركة |
| لحام | عامل | 10 | -90 | 20 دك. | توفره الشركة |
| (فرس) | عامل | 30 | 70 | 20 دك. | توفره الشركة |
| لحام | عامل | 5 | 110 | 20 دك. | توفره الشركة |
| لحام | عامل | 10 | -90 | 20 دك. | توفره الشركة |
| رئيسي | عامل | 5 | 110 | 20 دك. | توفره الشركة |
| كهربائي | عامل | 10 | 90 | 20 دك. | توفره الشركة |

تلفون: ٢٤٧٣٦١١٢ - فاكس: ٢٤٧٣٧٢٤٢/٢٤٧٣٧٢٥٢/٢٤٧٣٧٢٤٣ - ص.ب: ٣٦٠٨٨ : الصفادة الرمز البريدي ١٣١٢١ الكويت
Tel. 24737212/24737242/24737252 - Fax: 24736111
P.O. Box : 26088 Safat Code 13121 Kuwait
E-mail : info@alsagerco-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 يلى :

| | |
|----------------|----|
| حدد العمل | 1 |
| وصف العمل | 2 |
| فترة العمل | 3 |
| الراتب | 4 |
| حدود السن | 5 |
| حدود سن العمل | 6 |
| فترة التقديم | 7 |
| الراتب | 8 |
| عدد أيام العمل | 8 |
| ساعات العمل | 9 |
| ساعات العمل | 10 |

11- التكاليف الركاللة: يوجب على صاحب العمل أن يلتزم بقواعد وشروط الاستخدام الخاصة بحكومة الكويت وحكومة بنجلاديش الخاصة بالعمل و الاستخدام .
12- تمويل العمل: طبقاً لقانون العمل الكويتي .
13- السكن: يوفر من قبل صاحب العمل من التسهيلات الأساسية .

تلفون: ٢٤٧٣٦١١٢/٢٤٧٣٧٢٤٢/٢٤٧٣٧٢٥٢/٢٤٧٣٧٢٤٣ - فاكس: ٣٦٠٨٨ : الصفادة الرمز البريدي ١٣١٢١ الكويت
Tel. 24737212/24737242/24737252 - Fax: 24736111
P.O. Box : 26088 Safat Code 13121 Kuwait
E-mail : info@alsagerco-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 العطلات العامة : طبقاً لقانون العمل الكويتي - الإجازة السنوية 30 يوماً 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 يوماً لكل سنة خدمة وفي حالةدخول المستشفى طبقاً 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 لباب إلى العمال بعد إنتهاء العقد. |
| 17. Employee's Other benefits: According to the labour law (No discussion at the moment) . | 17- مزايا العمال الأخرى: طبقاً 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 (ا) أن يشترك العامل في أي نشطة سياسية أو انشطة مرتبطة بالاتحاد التجاري . (ب) أن يغير العامل عمله خلال العقد ولن ينفذ عمل بدون موافقة خطية من صاحب العمل . (ج) إذا ثبتت أن العامل يخالط مشاكل اجتماعية أو مشترك في أي انشطة تضليلية غير قانونية أو جرامية ، يتم طرده فوراً ويرحل إلى بنجلاديش على نفقته الخاصة . (د) لن يقوم أي عامل بتنظيم أو المشاركة في أو الانخراط في أي نوع من الإجراءات الصناعية خلال مدة العمل . |

النفون : ٢٤٧٣٧٢١٢ - ٢٤٧٣٧٢٤٣ - ٢٤٧٣٧٢٥٢ - ٢٤٧٣٧٢٦٢ - ٢٤٧٣٧٢٧٥ - ٢٤٧٣٧٢٨٣ - ٢٤٧٣٧٢٩٣ - ٢٤٧٣٧٢٩٤ - ٢٤٧٣٧٢٩٥ - ٢٤٧٣٧٢٩٦ - ٢٤٧٣٧٢٩٧ - ٢٤٧٣٧٢٩٨ - ٢٤٧٣٧٢٩٩ - ٢٤٧٣٧٢١٠ - ٢٤٧٣٧٢١١ - ٢٤٧٣٧٢١٢ - ٢٤٧٣٧٢١٣ - ٢٤٧٣٧٢١٤ - ٢٤٧٣٧٢١٥ - ٢٤٧٣٧٢١٦ - ٢٤٧٣٧٢١٧ - ٢٤٧٣٧٢١٨ - ٢٤٧٣٧٢١٩ - ٢٤٧٣٧٢٢٠ - ٢٤٧٣٧٢٢١ - ٢٤٧٣٧٢٢٢ - ٢٤٧٣٧٢٢٣ - ٢٤٧٣٧٢٢٤ - ٢٤٧٣٧٢٢٥ - ٢٤٧٣٧٢٢٦ - ٢٤٧٣٧٢٢٧ - ٢٤٧٣٧٢٢٨ - ٢٤٧٣٧٢٢٩ - ٢٤٧٣٧٢٢١٠ - ٢٤٧٣٧٢٢١١ - ٢٤٧٣٧٢٢١٢ - ٢٤٧٣٧٢٢١٣ - ٢٤٧٣٧٢٢١٤ - ٢٤٧٣٧٢٢١٥ - ٢٤٧٣٧٢٢١٦ - ٢٤٧٣٧٢٢١٧ - ٢٤٧٣٧٢٢١٨ - ٢٤٧٣٧٢٢١٩ - ٢٤٧٣٧٢٢٢٠ - ٢٤٧٣٧٢٢٢١ - ٢٤٧٣٧٢٢٢٢ - ٢٤٧٣٧٢٢٢٣ - ٢٤٧٣٧٢٢٢٤ - ٢٤٧٣٧٢٢٢٥ - ٢٤٧٣٧٢٢٢٦ - ٢٤٧٣٧٢٢٢٧ - ٢٤٧٣٧٢٢٢٨ - ٢٤٧٣٧٢٢٢٩ - ٢٤٧٣٧٢٢٢١٠ - ٢٤٧٣٧٢٢٢١١ - ٢٤٧٣٧٢٢٢١٢ - ٢٤٧٣٧٢٢٢١٣ - ٢٤٧٣٧٢٢٢١٤ - ٢٤٧٣٧٢٢٢١٥ - ٢٤٧٣٧٢٢٢١٦ - ٢٤٧٣٧٢٢٢١٧ - ٢٤٧٣٧٢٢٢١٨ - ٢٤٧٣٧٢٢٢١٩ - ٢٤٧٣٧٢٢٢٢٠ - ٢٤٧٣٧٢٢٢٢١ - ٢٤٧٣٧٢٢٢٢٢ - ٢٤٧٣٧٢٢٢٢٣ - ٢٤٧٣٧٢٢٢٢٤ - ٢٤٧٣٧٢٢٢٢٥ - ٢٤٧٣٧٢٢٢٢٦ - ٢٤٧٣٧٢٢٢٢٧ - ٢٤٧٣٧٢٢٢٢٨ - ٢٤٧٣٧٢٢٢٢٩ - ٢٤٧٣٧٢٢٢٢١٠ - ٢٤٧٣٧٢٢٢٢١١ - ٢٤٧٣٧٢٢٢٢١٢ - ٢٤٧٣٧٢٢٢٢١٣ - ٢٤٧٣٧٢٢٢٢١٤ - ٢٤٧٣٧٢٢٢٢١٥ - ٢٤٧٣٧٢٢٢٢١٦ - ٢٤٧٣٧٢٢٢٢١٧ - ٢٤٧٣٧٢٢٢٢١٨ - ٢٤٧٣٧٢٢٢٢١٩ - 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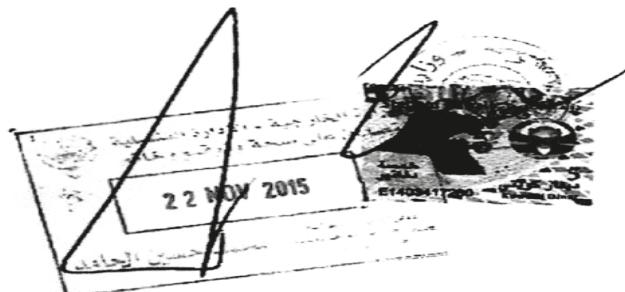
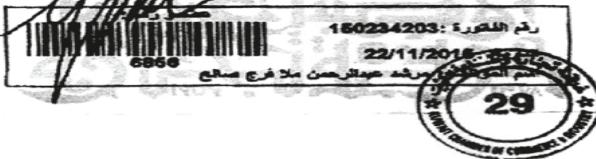
غرفة تجارة وصناعة الكويت
KUWAIT CHAMBER OF COMMERCE & INDUSTRY

تصاريق

على صحة التفريع / التواقيع وعددها واحد

وتحفظ التفريع دون تعدل أى مسؤولية عن عدم تحفظه

اسم المطبخ : غرفة الصناعات التجارية العامة والمقاولات



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

| 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

One (1) years and extendible

Probation Period

Ninety (90) calendar days

Working hours

8 hour per day, 6 days per week

Overtime

As per the local labor law

Airfare Passage

One-way ticket shall be provided by the employer.

Return ticket provided by the employer

after completion of contract.

Food & Accommodation

Provided by the employer

Others

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,

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



HYUNDAI
MOOTOR GROUP

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 | | 234 | | |

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

**WE
BUILD
TOMORROW**



HYUNDAI
ENGINEERING & CONSTRUCTION COMPANY
Abu Dhabi Branch

شركة
هونداي
للهندسية والانشئيات
مقرع الوظائف

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

Ref. No.: AD/GEN-10-00559
Dated, 20 June 2010

Attention: Mr. Seraj Uddin Ahmed, President

Mr. Seraj Uddin Ahmed
Md. Shahid Bhashir Alam
Counsellor
Embassy of Bangladesh
Abu Dhabi, U.A.E.

Subject: Demand Order

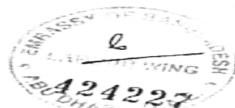
We hereby authorize M/s. Bengal Gulf International to recruit the following categories of Bangladeshi nationals on our behalf to carry out employment for our projects in United Arab Emirates (U.A.E.) under terms and conditions as set forth hereunder:

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 Two (2) years and extensible
- ❖ Probation period Ninety (90) calendar days
- ❖ Working hours 8 hours per day, 26 days per month
- ❖ Overtime Following to the local labor law
- ❖ Airfare passage Provided by the Employer
- ❖ Food & accommodation Provided by the Employer
- ❖ Others 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: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣) فاكس: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣)
Tel: (+9712) 643 2865, Fax: (+9712) 643 2928, P.O. Box: 46101, ABU DHABI - U.A.E.
هاتف: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣) فاكس: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣)
Tel: (+9714) 295 4008, Fax: (+9714) 295 0309, P.O. Box: 8198, DUBAI - U.A.E.
E-mail: hdecauh@emirates.net.ae



HYUNDAI
ENGINEERING & CONSTRUCTION COMPANY
Abu Dhabi Branch

شركة
هونداي
للهندسية والانشئيات
مقرع الوظائف

SPECIAL POWER OF ATTORNEY

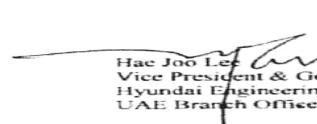
Mr. Seraj Uddin Ahmed
Md. Shahid Bhashir Alam
Counsellor
Embassy of Bangladesh
Abu Dhabi, U.A.E.

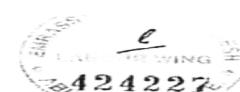
KNOW ALL MEN BY THESE PRESENTS:

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 these presents.





هاتف: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣) فاكس: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣)
Tel: (+9712) 643 2865, Fax: (+9712) 643 2928, P.O. Box: 46101, ABU DHABI - U.A.E.
هاتف: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣) فاكس: +٩٦٦٠٢٩٦٣٦٤٣ (٩٦٣٦٤٣٦٣٩٦٣)
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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 calendar 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 be 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 DON & ASSOCIATES
 ADVOCATES & SOLICITORS
 NOTARY PUBLIC
 2nd Floor, Wisma PKNS

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

3 years
Mauritius
Monday to Saturday 7.00 AM to 7.00 PM
Free
Free
Free
Yes
As per law of Mauritius
Government Hospital free
As per law of Mauritius
As per law of Mauritius

Yours Faithfully,
For AREMO LTD

Piotr Naganowski
Piotr Naganowski
Production Manager

A. Garry Duncan O.J.S.C., C.S.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
1. Period of Employment
2. Places of Employment
3. Working hours
4. Accommodation
5. Transport
6. Free Food
7. Air ticket from Mauritius to Bangladesh on termination of contract
8. Condition of termination of employment and final settlement
9. Medical Benefits
10. Leave Benefits
11. Provision in regards to renewal of contract
12. Occupational safety provision
13. Social Security provision including compensation of injury and death
14. Mode of Settlement disputes
15. Provision in regards to disposal and transportation of dead body of Emigrant

Rs.3000.00 Monthly (Basic Pay)
3 years
Mauritius
7.30 A.M TO 17.30 -Five DAYS A WEEK
Free
Free
Free
Yes
as per law of Mauritius
government hospital free
as per law of Mauritius
as per law of Mauritius

Yours Faithfully
For M/S IVY LEATHERS LTD

Mr. TARIO MALIK
MR TARIO MALIK
MANAGING DIRECTOR

A. Garry Duncan O.J.S.C., C.S.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

ISO 9002
CERTIFIED

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,

Rahela
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: 603-414222873

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 T2 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. MEDICAL 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/Rmt/Bengal-18/07
Date: 24-08-08
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 WIJAYA (M) SDN BHD Manpower Outsourcing Company Our Ref: AWSB/HORMAT/BGI/06-07/0003 Date : 11th July 2007 BENGAL GULF INTERNATIONAL (RL-137) 128, MOTIJHEEL COMMERCIAL AREA, DHAKA-1000, BANGLADESH | | No. 732220 16-4 SUBANG BUSINESS CENTRE 47620 SELANGOR MALAYSIA SELANGOR MALAYSIA Tel. +603-9024 1886 8024 1886 Fax: +603-9024 1885 Email: owijaya@streamyx.com www.ambangwijaya.com.my |
| <p>RE: Demand Letter for Five (5 workers)</p> <p>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</p> <p>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:</p> <p>1. Employee's job title/ Sector 2. Age 3. Basic monthly salary Minimum Salary Per month Overtime Working on rest day/ public holiday 4. Working days 5. Working hours 6. Accommodation/ Transportation 7. Payment of Levy and Immigration Salaries during 2nd year of employment. Not deducted of levy during the 1st year of employment. 8. Sick/Annual Leave and Holiday 9. Traveling Expenses</p> <p>10. Duration of contract 11. Insurance/ FOMEMA/Medical 12. Workmen Compensation 13. Termination of Services</p> <p>: General workers (clean hotel room, room service, and manual labor work in the hotel / service sector) : 21-35 years old (male) : RM22.00 per day X 26 days = RM 572.00 : RM 750.00 to RM 800.00 : Wages as per Malaysian Labor Law (3 hours per day) : As per existing Malaysian Labor Law : 6 days a week/ : 8 hrs per day/ : Provided free by employer : Paid by employer in advance. And will be deducted from workers salary during 2nd year of employment. : As per Malaysian Labor Law : The traveling expenses from Dhaka Bangladesh to Kuala Lumpur International Airport shall be borne 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. : 3 years : By employer as required by Immigration Department of Malaysia : According to Malaysian Labor Law : The employer reserves 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.</p> <p>Please ensure compliance. Thank You.</p> <p><i>Ghani Sulaiman: No. 137 Motijheel, Dhaka-1000, Bangladesh Managing Director Date: 27/7/2007</i></p> <p>Attestation Fee: RM 120.00 No. of workers: 05 Receipt No.: 251127</p> <p></p> | | |



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

BENGAL GULF INTERNATIONAL,
RECRUITING LICENSE RL-137,
128 MOTHIJHEEL 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 |

: Free of cost, provided by the employer.

11. Transportation:
Whenever necessary the company shall provide free suitable transportation to and from the work place and employee quarters.

12. 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. Recd Bengal Gulf - 137/07
Date: 9 ... Attestation Fee: RM. 240.00
No. of workers: 60
Receipt No.: 174419 Page 1 of 3

This is to certify the signature that appears on this document/certificate is that of
DATO' DR. MOHAMAD AISH FARAH
who is notary public.

MASUD AHMAD KHAN
Counselor (Labour)
Bangladesh High Commission
Kuala Lumpur, Malaysia



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

13. Annual Leave, Sick Leave and Public Holidays:

- 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.
- 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.
- 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.
- 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 provided 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

- 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 contact 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 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,
Perama 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

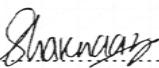
During the employment the company reserves the right to terminate this agreement to the employee on the occurrence of any of the following events. Such notice of termination must be attested by the Bangladesh High Commission of Malaysia.

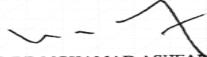
- The employee that breaches any of the restrictions any item 17 and is convicted under the laws of Malaysia.
- If the employee's employment pass is withdrawn by the Malaysia authority reason whatsoever.
- If the employee is absent from work more than three (3) consecutive working days without a valid reason.
- If the employee is discovered 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,


SHAREENAZ BINTI MOHD IQBAL
 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 S D N . B H D .

REV MEWAH SDN. BHD. (303534-D)
 Lot 11062, Jalan TTJ 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 MOTIJHEET COMMERCIAL AREA
 DHAKA- 1000
 BANGLADESH

No. of workers: 160 persons
 Attestation Fee: RM 640.00



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, MOTIJHEEL 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 (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
5. Minimum Salary per month : RM 750.00- RM780.00 per month
6. Daily working hours : 9 hours per day inclusive of 1 hour meal time
7. Overtime : The employee is required to do overtime compulsory. The overtime claims is based on the Malaysian Labor Law. Minimum 2 hours per day.
8. Weekly working days : Monday to Saturday (6 days per week)
9. Leave & Holiday : As per the Employment Act 1952
10. Accommodation : Provided by Employer

Thank you.

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

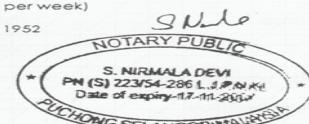

Sharifah Alimah
Managing Director

No. Talat Reet / Bengal Gulf
Date: 28-06-07
Overtime: RM. 40.00
No. of workers: 10
Receipt No.: 260533

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


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

IC No. 733222-K
16-4 SUBANG BUSINESS CENTRE
JALAN USJ 9/5T
47620 SUBANG JAYA
SELANGOR MALAYSIA
Tel: +603-8024 6886
Fax: +603-8024 6885
Email: awijaya@streamyx.com
ambang_wijaya@yahoo.com
Website: www.ambangwijaya.com.my



BENGAL GULF INTERNATIONAL
(RL-137)
128, MOTIJHEEL 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.

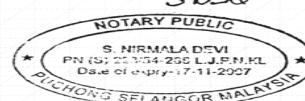
Kind supply and manage the above workers on the following terms and condition:-

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
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

No. *Layer 8, Plaza 1779/09*
Date: *16/6/07*
Attestation Fee: *RM 40.00*
No. of workers: *10*
Receipt No.: *493520*

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


Sharifah Alimah
Authorised Signatory



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 5907 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: **20/06/2007**

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

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: | | : RM - |
| - Attendance (Full) Allowances | | : RM - |
| - Meal Allowances | | : RM 281 |
| - Overtime (minimum 78 hrs per month) | | : RM 775 |
| Total (minimum monthly income) | | : Monday to Saturday |
| 6. Working days | | : 8 hours per day 48 hours per week |
| 7. Working hours | | : 150% of basic salary for daily overtime |
| 8. Overtime payment: | | : 200% of basic salary for Sunday |
| 9. Workmen Compensation | | : 300% of basic salary for Public holidays |
| | | : 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 5907 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

VIZBUTRA 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 BUII
 105, JALAN 11 H.S. LEE,
 50000 KUALA LUMPUR, MALAYSIA.
 TEL: 03-20727426

NOTARY PUBLIC, MALAYSIA
 B. Inderjit Singh *

Our Ref : Date : 4th JUNE 2007

This is to certify the signature placed on this document/certificate is that of S. Nirmala Devi who is notary public.

TALAT MAHMUD KHAN
Consul (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 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 Overtime Min: 3hrs/day Minimum Salary per month | : RM 481.00 per month (RM18.50/ per day) : As per Malaysian Labour Laws : 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. 64/1/penal Gulf Int'l 137/07
Date: 15/6/07 Attestation Fee: RM 17.20
No. of workers: 60 Receipt No: 45-351-9



Add: Plot 22, Lorong Perusahaan Maju 2, Pral Industrial Estate, Phase 4, 13600 Pral, 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.
- If that 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.

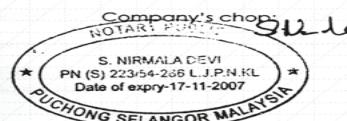
18. Air passage :

- 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.

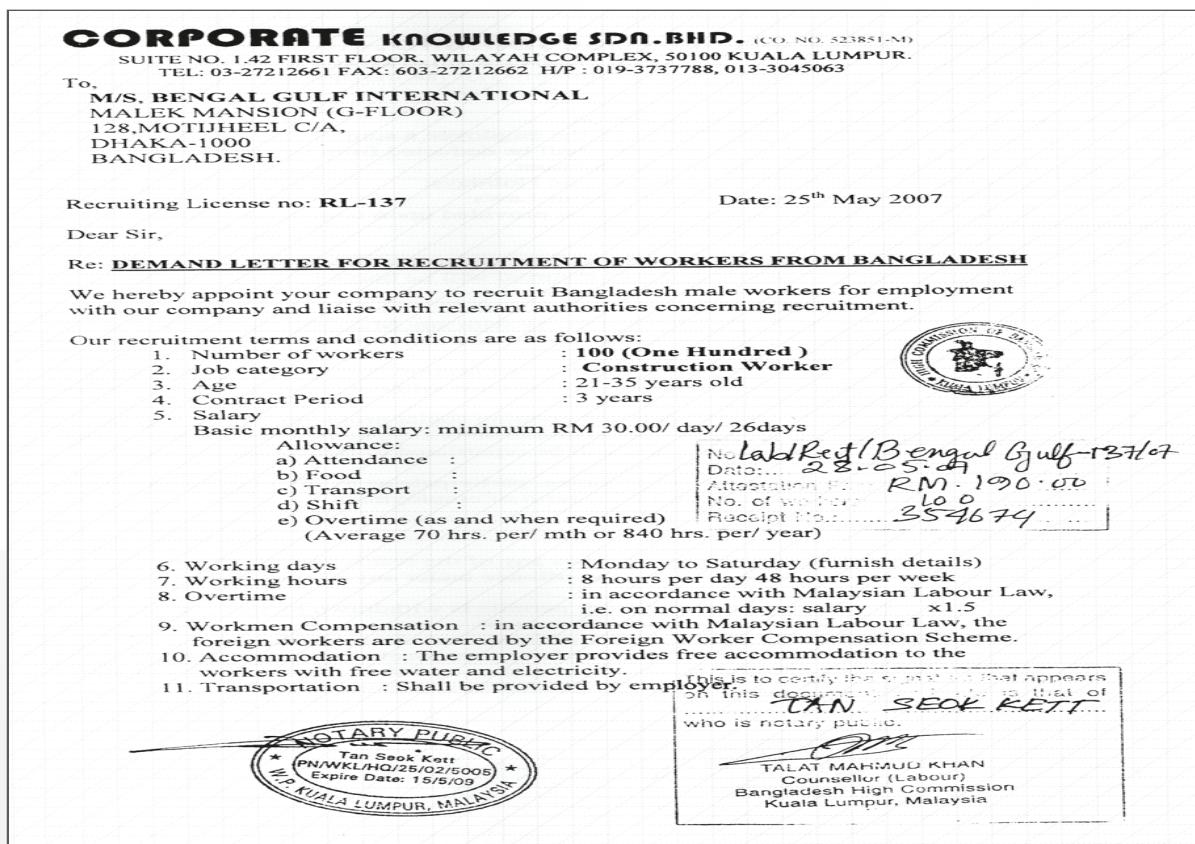
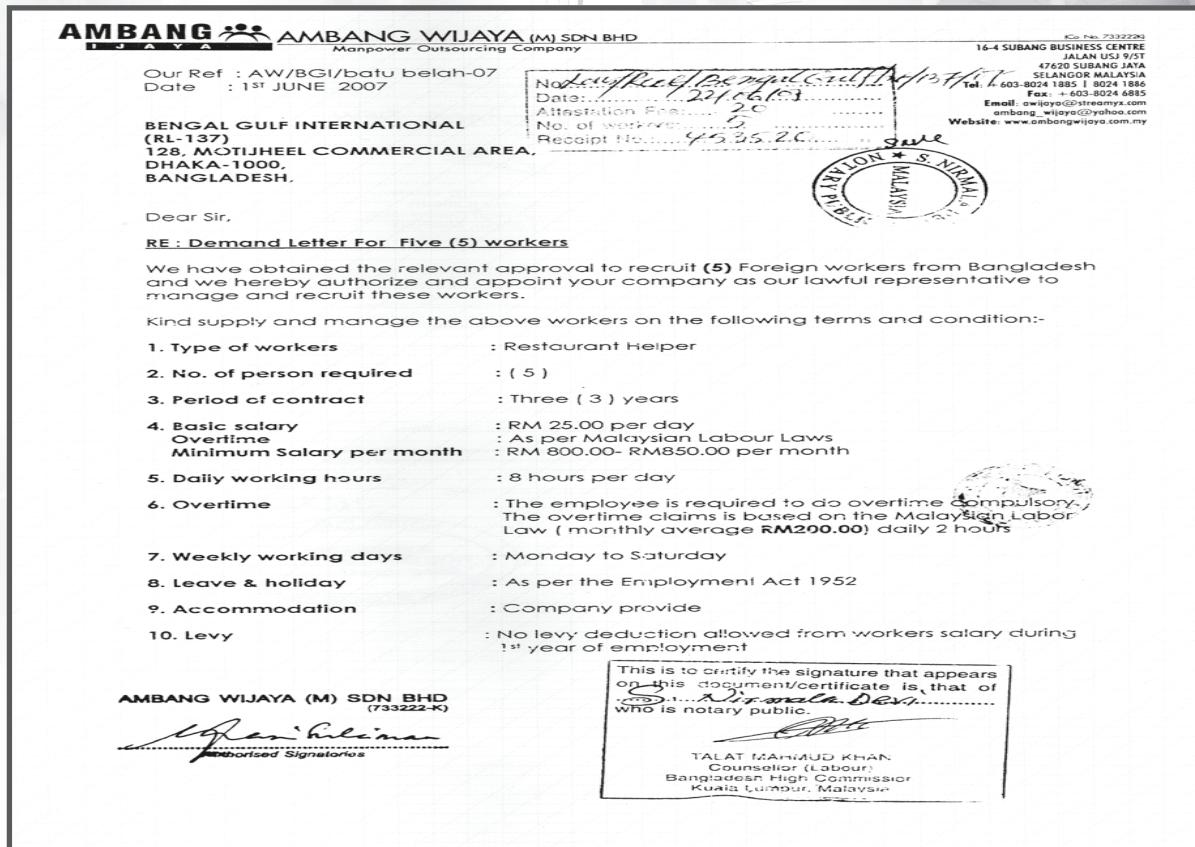
Yours faithfully,



HEAH CHEW TENG@HEA
Managing Director



Add: Plot 22, Lorong Perusahaan Maju 2, Pral Industrial Estate, Phase 4, 13600 Pral, Penang, Malaysia. | Tel: 604-507 2057 | Fax: 604-507 5686 | Email: info@hi-city.com | Website: www.hi-city.com



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

- 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.
- 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 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.
- Any employee shall not organize, participate or be involved in any kind of industrial action during his term of employment.

17. Termination of service

- 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.
- That if the Employee's Work permits is withdrawn by the Malaysian authorities for any reason whatsoever.
- That if the Employee is absent from work for more than (2) consecutive working days without a reasonable cause or leave.
- 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.

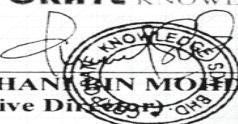
**CORPORATE KNOWLEDGE SDN.BHD.** (CO. NO. 523851-M)

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



AMBANG WIJAYA**AMBANG WIJAYA (M) SDN BHD**

Manpower Outsourcing Company

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 | No. Lab/Recd. (Bengal Gulf - 137/07) |
| 2. No. of person required | : (15) | Date: 25.05.07 |
| 3. Period of contract | : Three (3) years | Attestation Fct: RM - 28.50 |
| 4. Basic salary | : RM 30.00 per day | No. of workers: 15 |
| | Minimum Salary per month: RM900.00 -- RM950.00 | Receipt No.: 354673 |
| 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)

Authorized Signatories


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 Fund :** (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.
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.

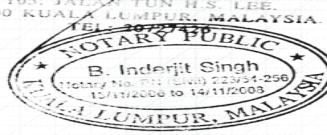
Yours faithfully,

AMBANG WIJAYA (M) SDN BHD

(733222-K)


Ghani Salaiman
Managing Director

B. INDERJIT SINGH
NOTARY PUBLIC
6TH FLOOR, BANGKOK BANK BUILD.
195, JALAN TUN H.S. LEE,
50000 KUALA LUMPUR, MALAYSIA.
TEL: 03-21727441



Company's chop:

AMBANG WIJAYA (M) SDN BHD

(733222-K)

.....
Authorized Signatories

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

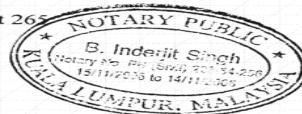
We have obtained the relevant approval to recruit (51) Foreign workers from Bangladesh and we hereby authorize and appoint your company as our lawful representative to manage and recruit these workers.

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 137/09
Date: 25-05-09
Attestation Recd: RM 96.90
No. of workers: 5
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 \times 1.5
On Sunday / rest : Salary \times 2.0
On Public Holiday : Salary \times 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 to five years 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)

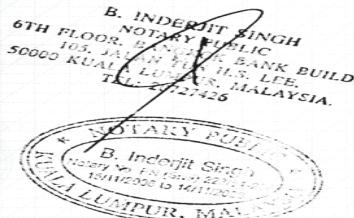
14 days for each year of service less than two years and 18 days for services between two to five years and 22 days annually for services exceeding five years.
And in case of hospitalization, the employee qualifies for 60 days leave each calendar.
The employee shall be entitled to be paid holiday for 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 is 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,

[Signature]
Y/C 60016-07-5155
Goy Chee Yong

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



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



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.

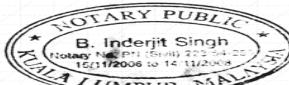
Kind supply and manage the above workers on the following terms and conditions :-

| | | |
|----------------------------------|---|--|
| 1. Type of workers | : | (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 56.00 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. Lab. Recd. Bengal Gulf 37/67
 Date: 07.06.06
 Attestation Fee: RM 1.00
 No. of workers: 51
 Receipt No.: 354042

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

FAIZAT MAHMUD KHAN
 Consul (Labour)
 Bangladesh High Commission
 Kuala Lumpur, Malaysia

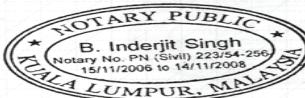


UBC COMMERCIAL VEHICLES (MALAYSIA) SDN. BHD. (538737-K)
 Lot 66, Lorong Perusahaan 4, P.O. Box 53, Kulim Industrial Estate,
 09000 Kulim, Kedah, Malaysia.
 Tel : 604-489 1111 Fax : 604-489 3550/489 3500



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 Fund : (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.
 (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



UBC

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

18. Air passage :

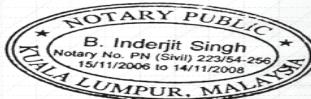
- a) Air ticket from Bangladesh to Malaysia will be provide by the supplier
- b) The employer will provide an air ticket for the employee to go back to Bangladesh upon completion of employment contract.

Your faithfully,


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

Company's chop:

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, Mortiheel Commercial Area
 Dhaka-1000, Bangladesh

Dear Sir

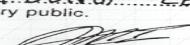
RE: DEMAND LETTER

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 | 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)
 Bangladeshi Labour Commission
 Kuala Lumpur, Malaysia



No. Lab. Regt/Brangul/137/07
 Date: 15.03.2007
 Attestation Fee: RM. 95.00
 No. of workers: 50
 Recruit fee: 449.95

Branches:
 Kuantan : A-11, Tingkat Atas, Posai Perkhidmatan Balik, 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



PSSB**PSSB STRATEGIC HOLDINGS SDN. BHD.**

(20107-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.
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.

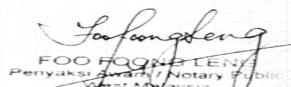
19. Deceased worker : In case of an employee dies during the course of employment, the employer shall responsible for all the repatriation expenses.

20. Settlement of disputes : All disputes shall be in accordance with Employment Act 1966 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 Zulkifli Mabud
Foo Fong Leng
FOO FONG LEN
Penyakta Awam / 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

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, Motijheel Commercial Area
Dhaka-1000, Bangladesh

Dear Sir

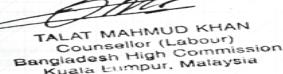
RE: DEMAND LETTER

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 FONG LEN...
who is notary public.


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

Lab/Recd / Bengal Gulf/137/07
Date: 16-03-07
Attestation Fee: RM. 114.00
No. of workers: 60
Receipt No.: 499166



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 LEN
Penyataan Awam Notary Public
West Malaysia

WINSEN ENTERPRISE

(Co. No:JM0226893-D)
56,JALAN INDUSTRI 4, KAWASAN PERINDUSTRIAN PEKAN NENAS, 81500 PEKAN NENAS, JOHOR.
TEL/FAX: 07-69922892

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 | <table border="0"> <tbody> <tr> <td>Basic monthly salary</td> <td>: minimum RM 18.50 / day / 26days</td> <td>= RM 481.00</td> </tr> <tr> <td>Allowance :</td> <td></td> <td>= RM -</td> </tr> <tr> <td>a) Attendance :</td> <td></td> <td>= RM -</td> </tr> <tr> <td>b) Food :</td> <td></td> <td>= RM -</td> </tr> <tr> <td>c) Transport :</td> <td></td> <td>= RM -</td> </tr> <tr> <td>d) Shift :</td> <td></td> <td>= RM -</td> </tr> <tr> <td>e) Overtime :</td> <td>3.46/hrs X 3hrs X 26 days</td> <td>= RM 269.88</td> </tr> <tr> <td colspan="3" style="text-align: right;">Gross Total</td> </tr> <tr> <td colspan="3" style="text-align: right;">= RM 750.88</td> </tr> </tbody> </table> | Basic monthly salary | : minimum RM 18.50 / day / 26days | = RM 481.00 | Allowance : | | = RM - | 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 | | |
| Basic monthly salary | : minimum RM 18.50 / day / 26days | = RM 481.00 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Allowance : | | = RM - | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

This is to certify the signature that appears on this document/certificate is that of
CHUA LIAN HONG
who is notary public.

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

No. Lab (Rec. I) Bengal Gulf/1371
Date..... 28.02.2007
Attestation Fee RM 53.20
No. of workers: 28
Receipt No.: 374935



6. Working day : 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
WINSEN ENTERPRISE, water and electricity.

No. 56,JALAN INDUSTRI 4,
Kawasan Perindustrian,
81500 Pekan Nanas, Johor D.T.
Tel: 07-69922892 FAX: 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 is 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
(Co. No:JM0226893-D)
No. 56, Jalan Industri 4,
Kawasan Perindustrian
81500 Pekan Nanas, 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**

- 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 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.
- Any employee shall not organize, participate or be involved in any kind of industrial action during his term of employment.

18. **Termination of service**

- 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.
- That if the Employee's Work Permit is withdrawn by the Malaysian authorities for any reason whatsoever.
- That if the Employee is absent from work for more than two (2) consecutive working days without a reasonable cause or leave.
- That the Employee is discovered to be under-aged on first appointment entry.
- 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,

Attested in the country of Employment


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

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

WINSEN ENTERPRISE
(Co. No:JM0226893-D)
No. 56, Jalan Industri 4,
Kawasan Perindustrian
81500 Pekan Nanas, Johor D.T.
Tel: 07-6992892 H/P: 012-7135992


CHUA LIANG 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 CANDIDATE FOR US.

THANK YOU.

YOURS FAITHFULLY,

CHUA CHEE KENG
MANAGER



PRESTIGE CERAMICS SDN BHD

(Formerly known as Redland Ceramic Sdn Bhd)

14th September 1994

BENGAL GULF INTERNATIONAL
128, MOTIJHEEL 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.

No. L-137/1497/24
14th Sept 1994

Attested
06 JAN 1995

PRESTIGE CERAMICS SDN. BHD.

.....
ABD. LATIF B. ISMAIL
Human Resource Manager

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

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

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

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

Sub

DATED 15 8 14/14

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:

| المهنة | العدد | الراتب الشهري | نوع الوظيفة | الجنس | الجنس | الجنس |
|-----------|-------|-----------------|-------------|-------|-------|-----------|
| عامل عادي | ٩ | ٤٥٠ عريال سعودي | LABOR | ذكور | إناث | غير مقيمة |

The following terms will be applicable.

1. The initial contract will be for two years, renewable by mutual understanding.
2. Workers furnished bachelor type 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 :-

- د مدة العقد الابتدائي سنتان وقابلة للتجديد بموافقة الطرفين .
- ـ سيخدم للعمال سكن من ضمن السكن المخصص للعمال (سكن عروبي)
- ـ سيخدم للعمال وسيلة النقل من وإلى مقر العمل .
- ـ يعمل العمال مدة ٨ ساعات في اليوم و ٦ أيام في الأسبوع .

**Al-Hayat Medical Products Mfg. Co.
LIMITED LIABILITIES
Paid Up Capital S. R. 1,650,000
Ministerial Decree No. 155
C. R. 20501-18738**

Date 19 February. 1994.

~~M/S. Bengal Gulf International
Personnel Employment Promotions Ltd. RL137
128, Motijheel Commercial Area,
Dakshin Motijheel, D.G.C.Box. 2764
DHAKA 1000, Bangladesh.
Tel: 231154 / 246417~~

Dear Sir,

As per the Power of Attorney given to you no 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

| Category | No | Salary |
|----------|----|---------|
| LABOURER | 8 | SR. 700 |

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.

ours faithfully,
AL HAYAT MEDICAL PRODUCTS MFG. CO.

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

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



مؤسسة سلطان اسد محمد
للتجارة العامة والمقاولات

١٥٢١٨
١٢٩٦
الاحمدي - 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.

1. Both way air tickets will be given to Workers by us.
2. Free and furnished bachelor type housing accomodation will be given to the Workers by us.
3. Free transport to and from site of work will be provided.
4. Free medical facilities will be given.
5. 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.
6. The Contract will be for three years and renewable.
7. Other terms and conditions will be followed as per Kuwaiti Labour Laws.
8. Details of qualifications & experience of various categories of Personnel are given in the attachment.

Contd...2...

الاحمدي تلفون رقم ٩٨٤٢٣٣ - ٩٨٤٢٣٤ - ١٥٣١٨ - س.ب ٩٢٩٨ - فاكس ٩٣٩٨٨٨٥٥ س.ب ٩٢٩٨ - فاكس ٩٣٩٨٨٨٥٥
TEL : AHMADI 984233 - 984234 - FAX 3988855 KT. SULEST - CABLES: SULTANCO

Prime Textile Ltd

Soondin 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

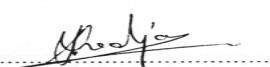
Recruitment of 15 Bangladesh workers for Prime Textiles Ltd
Please be informed that the above company has confirmed that they require Bangladesh workers:

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


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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**

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