



**SKYLAND RECRUITMENT
SOLUTIONS LIMITED
RL NO: 2219**



“ Building a World That Works”

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OUR JOURNEY

Mr. Mohammad Monirozzaman is the Founder and Chairman of Skyland Recruitment Solutions Limited. After his 10 years of working experience in Saudi Arabia, Qatar, Malaysia, he is concerned about the difficulties and hurdles faced by overseas whose going abroad either for livelihood. To facilitate and serve the overseas he took a decision for the establishment of Skyland Recruitment Solutions Limited.

A highly qualified and professional Board of Directors striving to deliver the right product to the right people at the right time in the right place.

Our experienced, competent, and dedicated staff is always ready for your queries at any time 24/7. We believe in Quality, Convenience, and Commitment. It is our mission to give our clients more than they expect to get. The client's trust and loyalty is the main input for our growth and it is our dream to make the client feel satisfied with our services. We are located in Paltan, the Capital of Bangladesh.





MESSAGE FROM CHAIRMAN

It gives me immense pleasure to introduce that Skyland Recruitment Solutions Limited. is specializing in recruitment & consultant for human resource procedures.

Perceiving the growing trend of manpower demand in the Gulf countries & East Asia proved their loyalty & trustworthiness in the growing & compete for international markets. So we have extended our business in these countries nowadays. Our aim is to supply the best candidates to make our valued clients satisfied highly.

I am very glad to state that our competent & professional team with the perennial cooperation and support from our clients have enabled us to achieve & preserve our status of being one of the pioneers & dominant human resources consultant of Bangladesh.

would like to take this opportunity to introduce our agency Skyland Recruitment Solutions Limited growth to come as an experienced, modern, efficient & front-line overseas recruiting agency in Bangladesh. We are making to front line the highest standard of professionalism.

Our pledge goes far beyond the quality of employment. Skyland Recruitment Solutions Limited has a proven record of supplying the manpower requirements of our clients with timely and efficient dispatch. Our quality assurance is borne by our own highly qualified officials and personnel in modern testing and evaluation methodologies

Thank You

Mohammad Monirozzaman
Chairman

CONNECTING PEOPLE WITH OPPORTUNITIES

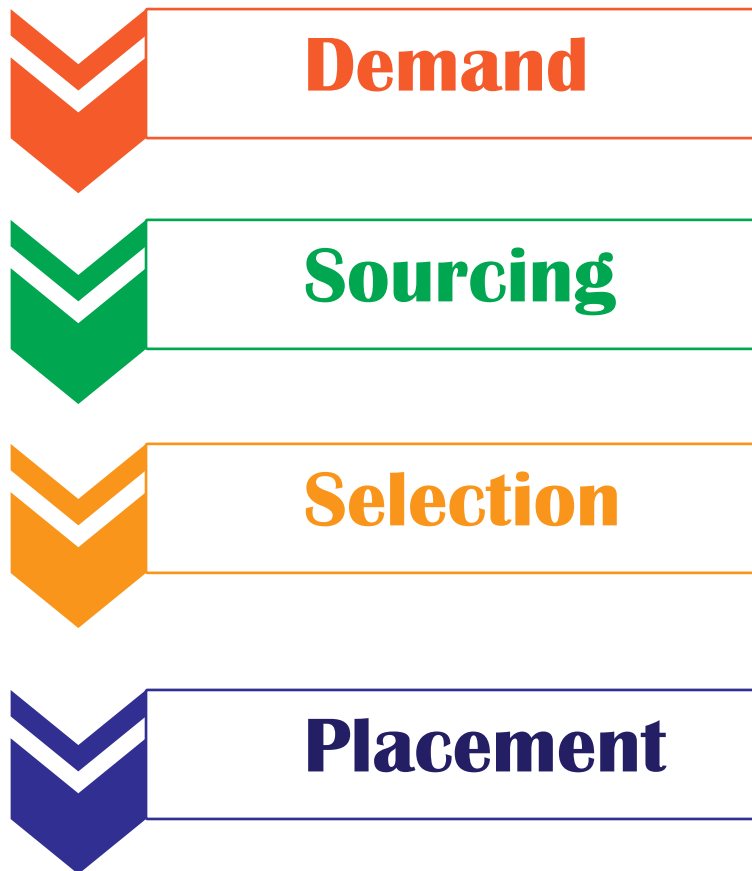
Bangladesh may not be blessed with natural resources but is home to enormous manpower which has the potential to catapult Bangladesh into the leading manpower exporting countries of the world. So far Bangladesh has been known for its semi-skilled and unskilled workforce being sent to work abroad. But gradually we are exporting an increasing number of Engineers, Doctors, IT specialists, Financial and Accounting Managers each year. This change of talent migration will soon put Bangladesh into the world's leading talent hub.

As there has been an economic and development renaissance in Asia, a huge demand for the workforce has been called upon by the countries involved in this phenomenon. Hence, to meet their demand a potential to use the underutilized labor force of Bangladesh has caught our attention.



OUR UNIQUE PROCESS

Skyland Recruitment Solutions Limited produces a fast and accurate response to your recruitment needs. We give unwavering assistance that you need and possess a vast database of qualified candidates and ensure the availability of suitable applicants for any given industry and specialty. We ensure the recruitment process is tracked to treasure best-qualified candidates and their proper hand-over to our clients.



OUR UNIQUE PROCESS

» Demand

- > Compilation of the company profile by client
- > Agreement of the job description
- > Demand letter and relevant authorization
- > Finalize salary, benefits and other related terms & condition
- > Identify each trait requirement for their position, skills, experience, and strength

» Sourcing

- > Search internal database for availability
- > Using appropriate advertisements
- > Contact local agents from every district for supply
- > Screening of candidates & lineup / matching candidates as per client requirements
- > Preliminary interview and short listin

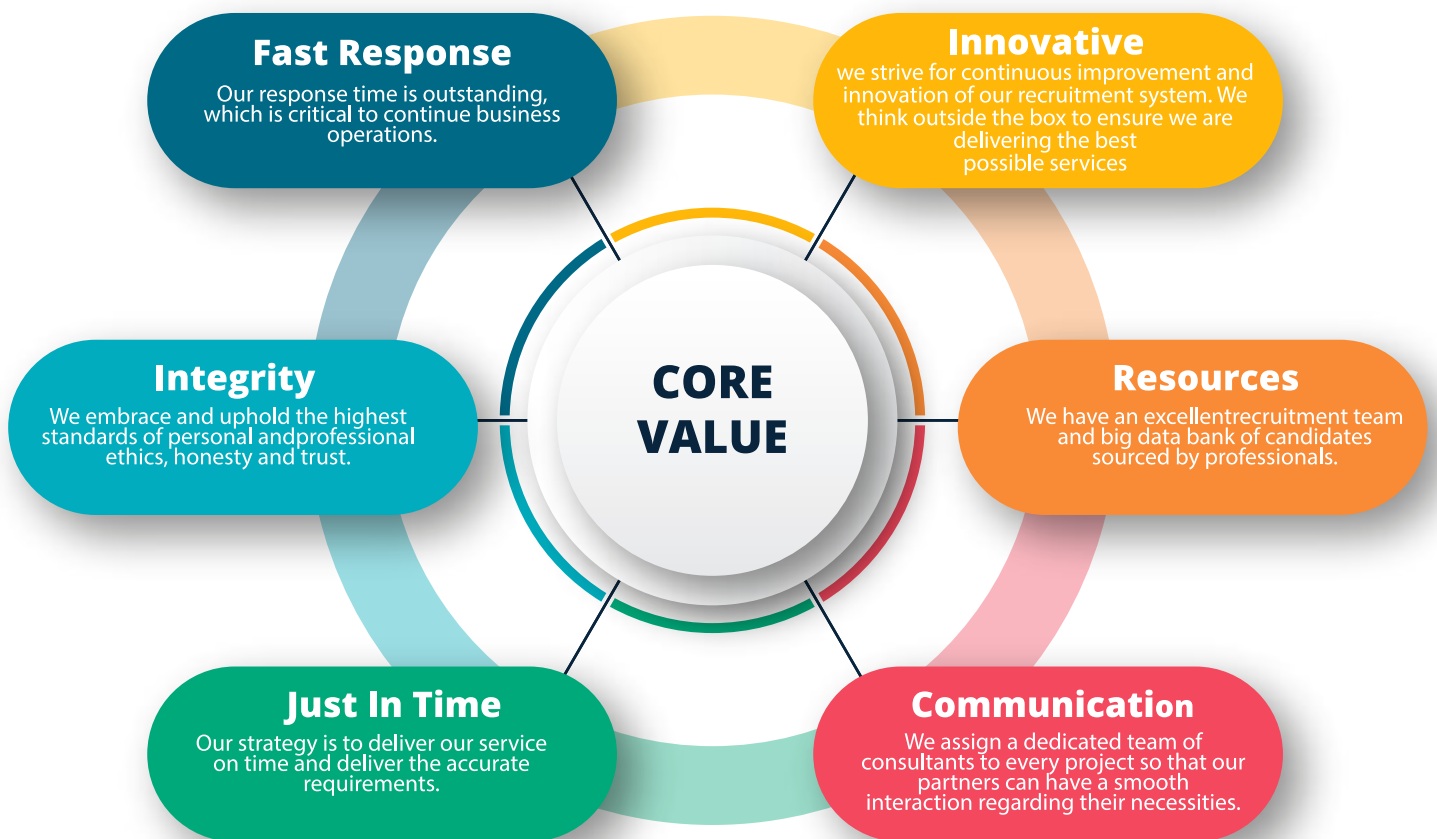
» Selection

- > Prepare for interview or trade test conducted by client's representative
- > Skill testing
- > Medical examination
- > Background and Police checking

» Placement

- > Sign Employment contract
- > Prepare all documents required for visa processing
- > Receive visa & necessary documents attested from relevant authorities for mobilization of the workers
- > Manpower clearance and immigration formalities
- > Complete air ticket
- > Final health check
- > Pre-Departure assistance & Orientation to worker
- > Departure of worker

CORE VALUE





MANPOWER CONSULTANCY

In Skyland Recruitment Solutions Limited, we use our unparalleled expertise of professional recruitment principles, as well as an in-depth understanding of local and international personnel recruitment processes, in order to provide comprehensive HR rental services and solutions that increase the power of our clients. These services revolve around Global skills in Skyland Recruitment Solutions Limited are proven.

We have an excellent database that provides international placement in all major employment sectors. We have employees with extensive experience in international industrial operations. We especially place job seekers in the Kingdom of Saudi Arabia, the United Arab Emirates, Kuwait, Qatar, Malaysia, and Singapore.

Seeking quality talent may require employment abroad for certain skills. In most cases where an eligible person is found, Operating Permit is required. More than a hundred and forty million people, it should come as no surprise that Bangladesh is one of the world's largest talent destinations.

Skyland Recruitment Solutions Limited works closely with many international advisors on hiring, assisting immigration, and legal advice for international operating permits. Indeed, giving advice on moving abroad usually the service we provide as part of their rental package to potential and current customers



EMPLOYMENT FACILITATION

We always choose the applicant's choice either by oral or physical examination by the employer or his authorized representative. We arrange for their accommodation, transportation, and all other necessary support on purpose. In the event that we are entrusted with the selection and evaluation of an employee, we usually do so with the assistance of a professional team of technical and technical categories under the direct supervision of our expert managers.



VISA FACILITATION

We specialize in fast, reliable, and fast visa services. Experience gained by processing thousands of travel documents ensures that your visa is processed quickly, accurately, and professionally

Following are the types of visas that we provide services to:

- A) Employment**
- B) Visit**
- C) Work permits**

RECRUITMENT PROCESS

First, the employer and the Skyland Recruitment Solutions Limited must enter into an agency agreement between them adequately state the terms and conditions regarding the need and provision of emerging employees Bangladesh. This agreement must be signed by both parties in accepting the stated terms once and for all situations where the need will be met.

Understanding Your Needs

We study the client's requirement and discuss the details with their representative to find out the complete understanding needs. We work closely with our clients, to better understand what their real requirement is so that we can grow our business relationships further. Then we ask customers to submit the required documents discussed below under the heading part of the Employer.

Employer's Part

(a) Power of Attorney

The employer / principal will issue a power of attorney to the Skyland Recruitment Solutions Limited as a true & lawful attorney and agent in Bangladesh in respect of handling all the affairs with Bangladesh Government in respect of recruitment on behalf of the employer / principal.

(b) Demand Letter

The employer / principal will formally issue a demand letter in favor of Skyland Recruitment Solutions Limited stating the job categories, number of workers required in each category, monthly salary, duty hours, duration of contract and other amenities for workers such as food, medical, transport, air passage, accommodation and other benefits.

(c) Visa Documents

Please note that, this particular requirement of document is only applicable for Kingdom of Saudi Arabia. The employer / principal will provide visa documents (Okala) by which the Government of the employing country allows the employer/principal to recruit such workers from Bangladesh. It shall be in original and authenticated, which will be accepted by the respective embassy.

RECRUITMENT PROCESS

(d) Company Registration (CR) Copy

Please note that, this particular requirement of document is only applicable for Kingdom of Saudi Arabia. A photocopy of the company registration is required.

(e) Consular Letter

Again please note that, this particular requirement of document is only applicable for Kingdom of Saudi Arabia. A letter addressing the Consular General of the recruiting country to allow recruitment of candidates from Bangladesh as per demand letter against the stated visa block number.

(f) Employment Agreement

Copies of standard employment contract between employer and employee are required.

(g) Agency Agreement

The employer and Skyland Recruitment Solutions Limited should sign an agency agreement with all the terms and conditions which will be the guide for both the parties. Authorization Letter, P/A and Demand Letter should be in original, duly sealed & signed by the sponsor or authorized person & attested by Chamber of Commerce and Ministry of Foreign Affairs.

Selection & Deployment Process

The pre-selection process includes local media ads to inform potential applicants in respect of existing works or contracts. In many cases, Skyland Recruitment Solutions Limited tends to paint in its already existing lake for applicants and the possibility of returning contracts abroad or those on the waiting list for new work. In addition, Skyland Recruitment Solutions Limited has a comprehensive computer website for all current and potential future applicants they come from all walks of life and from all walks of life. The whole pre-selection process is run by our own hiring managers and supervisors based on the following criteria:



Responsibility Of Employers

- Arrange timely receipt of the workers at the airport and Inform Skyland Recruitment Solutions Limited about the receipt 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, especially 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.
- Treating workers as human beings.
- Proper medical treatment of the workers in case of any sickness/accident.
- Inform Skyland Recruitment Solutions Limited of any problem that requires handling from our end.
- Follow the terms of an agreement signed between the employer and the workers.

The Local Supply Chain Of Manpower

Our technicians and workers are sought after, for their technical skills, hard work, and the ability to work under any difficult conditions. Bringing together the organizations that need such workers for better production and the pool of well-skilled workers has been successfully bridged by the services provided by Skyland Recruitment Solutions Limited. We do feel that there is ample scope for us to work for you to fulfill your needs in manpower. If necessary we can meet, discuss and finalize other terms and conditions to our mutual business interests.

List of Manpower Supply Categories that we deal with are:

- ☒ Engineers
- ☒ Doctors
- ☒ Nurses
- ☒ Security Guard
- ☒ Driver (Light & Heavy)
- ☒ Scaffolding
- ☒ Heavy Mechanics & Machine operator
- ☒ Auto-Mechanics
- ☒ Painter (Brush & Spray)
- ☒ Shuttering Carpenter
- ☒ Steel Fixers
- ☒ Masons
- ☒ Tile Masons
- ☒ Sand Blaster
- ☒ Cladder
- ☒ Cook
- ☒ House Mate
- ☒ Office Boy
- ☒ Sewing Machine Operator
- ☒ Gardener
- ☒ Electrical Technician
- ☒ Mechanical Technician
- ☒ Industrial Electrician
- ☒ Welders
- ☒ Finishing Carpenter
- ☒ Aluminum Fabricator
- ☒ AC Technician
- ☒ Cleaners (Outdoor & Indoor)
- ☒ Skilled Laborers
- ☒ Unskilled Laborers
- ☒ Painters
- ☒ Plumbers
- ☒ Pipe Fitters
- ☒ Fabricators
- ☒ Duct Mechanic
- ☒ Waiter & Waitress
- ☒ Gypsum Installer
- ☒ Plasters
- ☒ Mechanical Fitters
- ☒ Helpers (Civil & Mech.)



OUR VISION

We envision that "Skyland" will become one of the top employment agencies, something that our colleagues across the world would value.

world-class standards in terms of dependability, efficiency, professionalism, quality, and standard for their human resource demands.



OUR MISSION

Mission

We aim to generate profit for our business by satisfying our partners and partners. We strive to help clients/ partners achieve their goals and improve their goals by providing specific solutions.

RECRUITING LICENCE

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Licence Number : RL-2219

Name of the Agency : SKYLAND RECRUITMENT SOLUTIONS LIMITED

Please See Page No-12

Business Address : 180-181, PRIME TOWER (4TH FLOOR) SHAHEED SAYED NAZRUL ISLAM SORONI, BIJAYNAGAR, DHAKA-1000.

Please See Page No-11

Name of the Proprietor/ ASADUZZAMAN

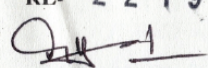
Managing Partner/ HOUSE-NAYON-MONI,

Managing Director COLLEGE ROAD,

with Permanent Address DHANBARI BAZAR, DHANBARI, TANGAIL.

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RL- 2219



Specimen Signature
Managing Director has been changed Vide Ministry's

Letter No. 49.00.0000.057.35.244.22.142.

Date. 13-03-2024

Name of Chairman: MOHAMMAD MONIROZZMAN with Permanent Address- DHANBARI COLLEGE ROAD, DHANBARI-1997, DHANBARI, TANGAIL.

31-03-24
Sadeq Ahmad
Deputy Secretary
Director (Employment)
Bureau of Manpower Employment and Training

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RL- 2219

The licence is valid upto

10 JAN 2028

Mohammad Abdul Hai, PAA
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka.

18/01/23

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RL- 2219

Business address has been changed vide Ministry's Memo No. 80.02.0000.000.70.069.23.89

Dated 10-03-24 as follows:


H-82, BIR UTTAM ZIAUR RAHMAN ROAD, BANANI B/A. DHAKA-1213

30/04/24

Mohammad Abdul Hai, BPAA
15415
Deputy Secretary
Director (Employment)
Bureau of Manpower, Employment & Training, Dhaka

BAIRA MEMBERSHIP

Sl. No. : 1204 Date : 05 Mar 2023

 **BANGLADESH ASSOCIATION OF INTERNATIONAL
RECRUITING AGENCIES [BAIRA]**

 **MEMBERSHIP CERTIFICATE** 


Name of the Agency *Skyland Recruitment Solutions Limited*

Name of the Proprietor / Partner / Managing Partner / *Mr. Asaduzzaman*
Director / Managing Director / Chairman

Address *180-181, Prime Tower (4th Floor),
Shahid Nazrul Islam Avenue, Bijoy Nagar, Dhaka-1000.*

R. L. No. *2219*


Secretary General


President

POWER OF ATTORNEY

BlessPLUS (M) SDN BHD
 NO. 5, JALAN BANGSA, TAMAN BANGSA, 43000 SEREMBAN, NEGERI SEMBAYAN, SELANGOR, MALAYSIA
 TEL: 03-8924-4000 FAX: 03-8924-4001
 MAIL: info@blessplus.com | Theblessplus.com

Date: 29th March 2022

POWER OF ATTORNEY

Known all men by these presents that **BLESSPLUS SDN BHD (COMPANY NO 888442)** Address NO.5, JALAN BANGSA, TAMAN BANGSA, 43000 SEREMBAN, NEGERI SEMBAYAN, SELANGOR, MALAYSIA organized under the laws of the Government of MALAYSIA do hereby appoint appointed **SKYLAND RECRUITING SOLUTIONS LIMITED (RL No 2219)** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:

- To recruit the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladeshis nationals for us;
- To get clearance of the selected personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh;
- To arrange reservation of air ticket etc;
- To conduct and complete trade tests and medical checkup etc;
- And generally, to do all lawful acts, deeds and things as and when necessary be pronounced to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities guaranteed by the said company to any other agents in Bangladesh.

Thank you,

BLESSPLUS SDN BHD



ALVIN SIM PONI CHEAT
Director

HOT HOT ENGINEERING (MALAYSIA) SDN BHD
 NO. 278, JALAN KUALA KUBU, JALAN PK 11, HANAUAN POLITEKNIK, KUALANG, 70300 SEREMBAN, MALAYSIA
 TEL: 03-8924-4000 FAX: 03-8924-4001 Email: info@hot-engineering.com.my

POA - POWER OF ATTORNEY

We, **HOT ENGINEERING (MALAYSIA) SDN BHD** address: 278, JALAN KUALA KUBU, KERTAS, JALAN PK 11, HANAUAN POLITEKNIK SEREMBAN, NEGERI SEMBAYAN, MALAYSIA.

We do hereby appoint **SKYLAND RECRUITMENT LIMITED** of Bangladesh, (Business Registration Agency Licensed by BELIEP) to be our true and lawful attorney and recruiting agent in Bangladesh for the purpose of handling of the affairs associated with recruiting of workers for employment with our company, to sign all necessary documents and employment contracts required by the laws and regulations of Bangladesh, to arrange for passport and the visa endorsement with the embassy concerned to make arrangements for the workers' passage in the job sites. The power of attorney shall remain valid till the workers arrive at our work site in Malaysia and this power of attorney is non-transferable and irrevocable.

We witnessed and we have executed this document on 28th February 2022


 1. Name: Wang Chuan Guan
 2. Designation: Director
 3. NRIC No.: 880202-04-0000
 4. Company Code:



SANSICO | Sansico Industries Sdn Bhd (448766-D) | Tel : (603) 7859 7299 (Hotline Line)
HANSEN | No. 20, Jalan Uranus AK US/AK, TAMAN SUBANG IMPIAN, SEKSYEN US, 40150 SHAH ALAM, SELANGOR | Fax : (603) 7859 0299
 E-mail : enquiry@sansico.com.my
 Website: www.sansico.com.my

POWER OF ATTORNEY

Known all men by these presents that **SANSICO INDUSTRIES SDN BHD NO 448766-D** Address NO.20 JALAN URANUS AK US/AK, TAMAN SUBANG IMPIAN, SEKSYEN US, 40150 SHAH ALAM, SELANGOR organized under the laws of the Government of MALAYSIA do hereby appoint appointed **SKYLAND RECRUITING SOLUTIONS LIMITED (RL No 2219)** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:


- To recruit the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladeshis nationals for us;
- To get clearance of the selected personnel from the concerned Ministry, Govt. Departments, and our Consulate/Embassy in Bangladesh;
- To arrange reservation of air ticket etc;
- To conduct and complete trade tests and medical checkup etc;
- And generally, to do all lawful acts, deeds and things as and when necessary for personnel to be expatriated from Bangladesh.

It is also declared that all acts, deeds, and things done by the aforesaid recruiting agent, in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities guaranteed by the said company to any other agents in Bangladesh.

Thank you,

Yours Sincerely,

For Sansico Industries Sdn Bhd



Hijas Sow bin Suhaimi Sow
Managing Director

SOUTHERN REGION
 SOUTHERN REGION CONSTRUCTION SDN BHD
 NO. 20, JALAN URANUS AK US/AK, TAMAN SUBANG IMPIAN, SEKSYEN US, 40150 SHAH ALAM, SELANGOR, MALAYSIA
 TEL: 03-7859 7299 FAX: 03-7859 0299
 EMAIL: enquiry@sansico.com.my

Date: 29th March 2022

POWER OF ATTORNEY

We have obtained the aforesaid approval by the recruitment of 20 workers (Reference No. = **SANSICO/RL No 2219/2022**) issued 28/02/2022 from Bangladesh and we hereby authorize and appoint the following company as our lawful representative in Bangladesh to select and recruit workers:

SKYLAND RECRUITMENT SOLUTIONS LIMITED
 RL No 2219
 163, 1st Floor, Prime Tower, 1st Floor,
 2nd Floor, Bayed Badar, Ulu Aser,
 Sultanah, Dharma-1000
 Bangladesh

The above company is authorized to act as follows:

To arrange and recruit workers as required on the terms and conditions approved by us. To sign all relevant documents pertaining to the recruitment of workers in Bangladesh. To obtain all necessary approvals from Bangladesh authorities and Malaysian Consulate. To handle necessary arrangements for the workers to come to Malaysia.

Thank you,

Yours faithfully,
SOUTHERN REGION CONSTRUCTION SDN BHD



LAU SHUE HOO
DIRECTOR



POWER OF ATTORNEY

KH FRAME SON BHD. 321209-A
19, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA
Tel: 06-76511111 Fax: 06-76511111
E-mail: info@khframe.com.my

POWER OF ATTORNEY

Knows all well by these presents that KH FRAME SON BHD. (COMPANY NO 321209-A) Address 19, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA do hereby appoint appointed SKYLAND RECRUITING SOLUTIONS LIMITED (SKL No 2119) Approved by the Ministry of Enterprise, Workforce and Overseas Employment, Government of the People's Republic of Bangladesh to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:

- (a) To recruit the best possible personnel as per our job analysis and to present all documents relating to recruitment of various categories of Bangladeshis outside the country.
- (b) To get clearance of the above personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- (c) To arrange reservation of all tickets etc.
- (d) To conduct and complete intake tests and medical checking etc. (as and generally), as do all lawful acts, deeds and things as and when necessary be permitted to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the above-named agency, as contained herein, shall be deemed to be done by the undersigned who understands to verify and confirm whenever they shall receive any such authority do by virtue of the above power of attorney. We hereby revoke all such previous authorities granted by the said company to any other agents in Bangladesh.

Thank you,
KH FRAME SON BHD.
19, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA
Tel: 06-76511111 Fax: 06-76511111
E-mail: info@khframe.com.my

KH FRAME SON BHD.

KSP PROJECT SON BHD. (COMPANY NO. 141249-A)
101, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA
Tel: 06-76511111 Fax: 06-76511111
E-mail: info@ksp.com.my

BE: POWER OF ATTORNEY

We, Messrs. KSP PROJECT SON BHD.

SEA, 1ST FLOOR, JALAN MURNI 2, TAMAN MURNI, SEREMBAN 40150 NEGERI SEMBILAN

We do hereby appoint **SKYLAND RECRUITING SOLUTIONS (SKRS)** of Bangladesh, Overseas Employment Agency (licensed by the BEP) to be our true and lawful attorney and recruiting agent in Bangladesh for the purpose of handling all the affairs associated with recruiting of workers for employment with our company, to sign all necessary documents and employment contracts required by the laws and regulations of Bangladesh, to arrange for passport and visa endorsement with the embassy concerned in home arrangement for the workers' passage to the job site.

The power of attorney shall remain valid till the contrary notice is our work site in Malaysia and the power of attorney is non-transferable and irrevocable.

We hereby affirm we have executed this document on **14th March 2023.**

Signature: 
Name: **C. M. YAKUB**
Designation: **Managing Director**

CIBS **CIBS INDUSTRIAL BUILDING SYSTEM SON BHD (014045-A)**
19, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA
Tel: 06-76511111 Fax: 06-76511111
E-mail: info@cibs.com.my

POWER OF ATTORNEY

Knows all well by these presents that CIBS INDUSTRIAL BUILDING SYSTEM SON BHD (COMPANY NO 014045-A) Address 19, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA do hereby appoint appointed SKYLAND RECRUITING SOLUTIONS LIMITED (SKL No 2119) Approved by the Ministry of Enterprise, Workforce and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:

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- (b) To get clearance of the above personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- (c) To arrange reservation of all tickets etc.
- (d) To conduct and complete intake tests and medical checking etc. (as and generally), as do all lawful acts, deeds and things as and when necessary be permitted to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the above-named agency, as contained herein, shall be deemed to be done by the undersigned who understands to verify and confirm whenever they shall receive any such authority do by virtue of the above power of attorney. We hereby revoke all such previous authorities granted by the said company to any other agents in Bangladesh.

Thank you,

CIBS INDUSTRIAL BUILDING SYSTEM SON BHD

PERFECT TIME (CI) SON BHD
(COMPANY NO. 141249-A)
101, JALAN PASIR BUKIT, TAMAN MURNI, 40150 SEREMBAN, NEGERI SEMBILAN, MALAYSIA
Tel: 06-76511111 Fax: 06-76511111
E-mail: info@ptson.com.my

POWER OF ATTORNEY

Knows all well by these presents that we, PERFECT TIME (CI) SON BHD, do hereby appoint SKYLAND RECRUITING SOLUTIONS LIMITED (SKRS) of Bangladesh, Overseas Employment Agency (licensed by the BEP) to be our true and lawful attorney and exclusive recruiting agent in Bangladesh to do the following acts, deeds and things on our behalf:

- (a) To recruit the best possible personnel as per our job analysis and to present all documents relating to recruitment of various categories of Bangladeshis outside the country.
- (b) To get clearance of the above personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- (c) To arrange reservation of all tickets etc.
- (d) To conduct and complete intake tests and medical checking etc. (as and generally), as do all lawful acts, deeds and things as and when necessary be permitted to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the above-named agency, as contained herein, shall be deemed to be done by the undersigned who understands to verify and confirm whenever they shall receive any such authority do by virtue of the above power of attorney. We hereby revoke all such previous authorities granted by the said company to any other agents in Bangladesh.

Thank you,

PERFECT TIME (CI) SON BHD

POWER OF ATTORNEY

PLAS-TEC INDUSTRIES SON BHD
 1177, Jalan Klang Lama, Seksyen 7, 40150 Klang, Selangor Darul Ehsan, Malaysia
 Tel: +603-892 82 81 - 892 211 888
 Fax: +603-892 8888
 Email: hr@plas-tec.com
 Website: www.plas-tec.com

07th March 2023

POWER OF ATTORNEY
ATTN: MR TANJUN

Know all men by these presents that we, **PLAS-TEC INDUSTRIES SON BHD**, with its address at 1177, Jalan Klang Lama, Seksyen 7, 40150 Klang, Selangor Darul Ehsan, Malaysia organized under the laws of the Government of Malaysia do hereby appoint **SKYLAND RECRUITMENT SOLUTIONS LIMITED (RL-2219)** (ORANG KAWAN AIRPORT ROAD, BANGSANG, 08046-4-0111) approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting Agency in Bangladesh to do the following acts, deeds and things on our behalf:

- To recruit the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladeshi nationals for us.
- To get clearance of the selected personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- To arrange reservation of air ticket etc.
- To conduct and complete trade tests and medical checkup etc.
- And generally, to do all lawful acts, deeds and things as and when necessary for personnel to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities guaranteed by the said company to any other agents in Bangladesh.

Thank you,
 Yours faithfully,

CHONG MENG EWIN
 DIRECTOR
 PLAS-TEC INDUSTRIES SON BHD

Try PLAS-TEC! See The Difference!!


FASPARTS SDN. BHD. (639836-H)
 LOT 1710 P2778, JALAN KEMPAS, BATU 7 1/2, BUKIT BAKR, 84200 MUIAR, JOHOR DARUL TA'ZIM.
 E-MAIL: fasparts@fasparts.com TEL: 06-968 0190

POWER OF ATTORNEY

Known all men by these presents that we, **FASPARTS SDN BHD**, organized under the laws of the Government of MALAYSIA do hereby appointed **SKYLAND RECRUITMENT SOLUTIONS LIMITED RL - 2219** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting agency in Bangladesh to do the following acts, deeds and things On our behalf:

- To recruit the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladeshi nationals for us.
- To get clearance of the selected personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- To arrange reservation of air ticket etc.
- To conduct and complete trade tests and medical checkup etc.
- And generally, to do all lawful acts deeds and things as and when necessary for personnel to be expatriated from Bangladesh.

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Thank you,

 Director

SR

SR WORKS SDN BHD (200201 - 0)
 No. 11, 12, 13-14, 15, Jalan Tiga Teras, 1, Taman Perumahan Tiga Teras, Subang Jaya, 40150 Klang, Selangor Darul Ehsan, Malaysia
 Tel / Fax: 03-8999281
 E-mail: info@srworks.com

POWER OF ATTORNEY

Know all men by these presents that **SR WORKS SDN BHD (COMPANY'S NO: 200201-0)**, Address No 11, 12, 13-14, 15, Jalan Tiga Teras, 1, Taman Perumahan Tiga Teras, Subang Jaya, 40150 Klang, Selangor Darul Ehsan, Malaysia organized under the laws of the Government of MALAYSIA do hereby appoint appointed **SKYLAND RECRUITMENT SOLUTIONS LIMITED (RL No 2219)** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:

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Thank you,

MURALIDHAR A. K. S. MUTHURAMANYAM
 DIRECTOR
 SR WORKS SDN BHD


PTIE SINCE 1992
 傅貿易進出口有限公司
POO TRADING
 IMPORT & EXPORT SDN BHD (437852-P)

POWER OF ATTORNEY

Known all men by these presents that **POO TRADING IMPORT & EXPORT SDN. BHD. (Company No 437852-P)** Address Lot 5080, Off Jalan Meru, Batu 5 1/2, 41050 Klang, Selangor organized under the laws of the Government of MALAYSIA do hereby appoint appointed **SKYLAND RECRUITMENT SOLUTIONS LIMITED (RL No 2219)** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:

- To recruit the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladeshi nationals for us.
- To get clearance of the selected personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
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Thank you,

 Name: Chong Poh Poo
 Designation: Director
 POO TRADING IMPORT & EXPORT SDN. BHD.

Head Office:
 Plot 128, Jalan Perindustrian Bukit Minyak 7, Kawasan Perindustrian Bukit Minyak,
 14000 Bukit Mertajam, Penang, Malaysia.
 T: +604 5022 002 (Marketing Line) F: +604 2089 002 E: mv@ptie.com.my

KL Branch:
 Lot 6005, Batu 5 1/2 Mile, Off Jalan Meru, 41050 Klang, Selangor Darul Ehsan.

www.ptie.com.my | www.DoRehli.com

POWER OF ATTORNEY

Teo Geng Hwee Construction (INCORPORATED)
 No. 15, Jalan Rajagonggong, Kawasan Industri USJ09 Five Star, Selangor.
 Tel: 03-244 8011 - 031 88 8888 Email: teogenghwee@gmail.com

POWER OF ATTORNEY

Knows all men by these presents that **TEO GENG HWEE CONSTRUCTION (COMPANY NO. 1089904-K)** (Address No. 15, Jalan Rajagonggong, Kawasan Industri, 80000 Batu Pahat, Johor, Malaysia) registered under the laws of the Government of Malaysia do hereby appoint **REKLAND RECRUITING SOLUTIONS LIMITED (RL No. 2279)** Approved by the Ministry of Investment, Trade and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:-

- (a) To search the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladesh nationals for us.
- (b) To get clearance of the relevant personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
- (c) To arrange reservation of air ticket etc.
- (d) To conduct and complete trade tests and medical check-up etc.
- (e) And generally, to do all lawful acts, deeds and things as and when necessary for personnel to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid work shall be construed as acts, deeds and things done by the undersigned who undertakes to verify and confirm whenever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorisation granted by the said company to any other agents in Bangladesh.

Thank you,


TEO GENG HWEE CONSTRUCTION
 DIRECTOR DAN LAY MAN
 COMPANY STAMP: 



GOLD KEY HRB SDN BHD (1156294-K)
 3, Gunung, Jalan Industri 8/10,
 Kawasan Industri, 51200 Kuala Lumpur

POWER OF ATTORNEY

Knows all men by these presents that we, **GOLD KEY HRB SDN BHD**, registered under the laws of the Government of MALAYSIA do hereby appoint **REKLAND RECRUITMENT SOLUTIONS LIMITED (RL No. 2279)** Approved by the Ministry of Investment, Trade and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:-

- (a) To search the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladesh nationals for us.
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Thank you,


GOLD KEY HRB SDN BHD
 (INCORPORATED)
 No. 3, Jalan Industri 8/10,
 Kawasan Industri, Kuala Lumpur

Director
 Wong Wei Hong
 1662101-0001

WIPCO MARKETING SDN. BHD. 马六甲 WIPCO

POWER OF ATTORNEY

Knows all men by these presents that **WIPCO MARKETING SDN. BHD. (1157049-K)** (Address No. 18A, Jalan Pehin Uthman, Kawasan Industri, 51100 Selangor, Malaysia) do hereby appoint **REKLAND RECRUITMENT SOLUTIONS LIMITED (RL No. 2279)** Approved by the Ministry of Investment, Trade and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:-

- (a) To search the best possible personnel as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladesh nationals for us.
- (b) To get clearance of the relevant personnel from the concerned Ministry, Govt. Departments and our Consulate/Embassy in Bangladesh.
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- (d) To conduct and complete trade tests and medical check-up etc.
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It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid work shall be construed as acts, deeds and things done by the undersigned who undertakes to verify and confirm whenever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorisation granted by the said company to any other agents in Bangladesh.

Thank you,


WIPCO MARKETING SDN. BHD.
 (INCORPORATED)
 No. 18A, Jalan Pehin Uthman, Kawasan Industri, 51100 Selangor, Malaysia

WIPCO MARKETING SDN. BHD.

No. 18A, Jalan Pehin Uthman, Kawasan Industri, 51100 Selangor, Perak, Malaysia.
 Tel: 03-244 8011, 03-244 8011, 03-244 8011 Fax: 03-244 8011 E-mail: wipcohd@gmail.com

Kingsmen

30th March 2021

POWER OF ATTORNEY

Knows all men by these presents that **K. STEEL FABRICATION SDN BHD** (Address **LOT 201, JALAN PERUPA 3, KAMPUNG PERINDUSTRIAN SENAI 2, 81000 SENAI, JOHORE, MALAYSIA**) registered under the laws of the Government of MALAYSIA do hereby appoint **REKLAND RECRUITMENT SOLUTIONS LIMITED (RL No. 2279)** Approved by the Ministry of Investment, Trade and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive recruiting agency in Bangladesh to do the following acts, deeds and things on our behalf:-

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It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid work shall be construed as acts, deeds and things done by the undersigned who undertakes to verify and confirm whenever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorisation granted by the said company to any other agents in Bangladesh.

Thank you,


K. STEEL FABRICATION SDN BHD
 DIRECTOR: CHANG YAU KEONG



POWER OF ATTORNEY

FEE MAH PLASTIC TRADING
 Company No. 9901074-D (2016/01/01)
 No. 28, Pagar Perak Road, 1, Kawasan Perindustrian Bukit Jalil, 58000 Kuala Lumpur, Federal Territory of Kuala Lumpur, Malaysia. Tel: 03-226 2281 Fax: 03-226 2282


POWER OF ATTORNEY

Know all men by these presents that **FEE MAH PLASTIC TRADING (COMPANY) SDN BHD** (hereinafter referred to as "FEE MAH PLASTIC TRADING"), a company incorporated under the laws of the Government of Malaysia do hereby appoint **RECYCLING RECRUITMENT SOLUTIONS LIMITED (RL No. 1114)** approved by the Ministry of Education, Welfare and Domestic Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive receiving agency in Bangladesh to do the following acts, deeds and things on our behalf:-

- (a) To receive the best possible payment as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladesh nationals for us;
- (b) To get clearance of the selected personnel from the concerned Ministry, Civil Department and our Consulate/Embassy in Bangladesh;
- (c) To arrange transportation of all talent etc.
- (d) To conduct and complete trade tests and medical check-up etc.
- (e) And generally, to do all lawful acts, deeds and things as and when necessary for purposes to be enumerated from Bangladesh.

It is also declared that all acts, deeds and things done by the aforesaid receiving agent, in connection with the aforesaid works shall be deemed as acts, deeds and things done by the undersigned who undertakes to verify and certify whenever they need receiving agent, shall be fully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities granted by the said company to any other agents in Bangladesh.

Thank you.


FEE MAH PLASTIC TRADING
 DIRECTOR

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FU YUN FRUITS TRADING SDN BHD
 FU YUN 貿易有限公司

POWER OF ATTORNEY

Know all men by these presents that we, **FU YUN FRUITS TRADING SDN BHD**, (incorporated under the laws of the Government of Malaysia) do hereby appoint **RECYCLING RECRUITMENT SOLUTIONS LIMITED (RL No. 1114)** Approved by the Ministry of Education, Welfare and Domestic Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive receiving agency in Bangladesh to do the following acts, deeds and things on our behalf:-

- (a) To receive the best possible payment as per our job analysis and to process all formalities relating to recruitment of various categories of Bangladesh nationals for us;
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It is also declared that all acts, deeds and things done by the aforesaid receiving agent, in connection with the aforesaid works shall be deemed as acts, deeds and things done by the undersigned who undertakes to verify and certify whenever they need receiving agent, shall be fully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities granted by the said company to any other agents in Bangladesh.

Thank you.


FU YUN FRUITS TRADING SDN BHD
 DIRECTOR

Area Office : 28, Pagar Perak Road, 1, Kawasan Perindustrian Bukit Jalil, 58000 Kuala Lumpur, Federal Territory of Kuala Lumpur, Malaysia. Tel: 03-226 2281 Fax: 03-226 2282
 Area Office : 100, Jalan Bukit Timah, 10797 Bukit Timah, Singapore. Tel: 65-4342 1180 Fax: 65-4342 1182

HOLZERN FURNITURE SDN. BHD. (790365-P)
 NO. 1002, PLOT 1, FASE 10, JALAN BUKIT MELAKA, KAWASAN PERINDUSTRIAN BUKIT MELAKA, KUALA LUMPUR.

POWER OF ATTORNEY

Know all men by these presents that we, **HOLZERN FURNITURE SDN BHD**, (incorporated under the laws of the Government of Malaysia) do hereby appoint **RECYCLING RECRUITMENT SOLUTIONS LIMITED (RL No. 1114)** Approved by the Ministry of Education, Welfare and Domestic Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive receiving agency in Bangladesh to do the following acts, deeds and things on our behalf:-

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Thank you.


HOLZERN FURNITURE SDN BHD
 DIRECTOR

FC AGRO
 AT JALAN NYMALUWU, 86800 MERANG, JOHOR
 TEL: 011 7901839
 Registration No. JM 0811963-M

POWER OF ATTORNEY

Know all men by these presents that **FC AGRO (NYMALUWU) SDN BHD** (incorporated under the laws of the Government of Malaysia) do hereby appoint **RECYCLING RECRUITMENT SOLUTIONS LIMITED (RL No. 1114)** Approved by the Ministry of Education, Welfare and Domestic Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive receiving agency in Bangladesh to do the following acts, deeds and things on our behalf:-

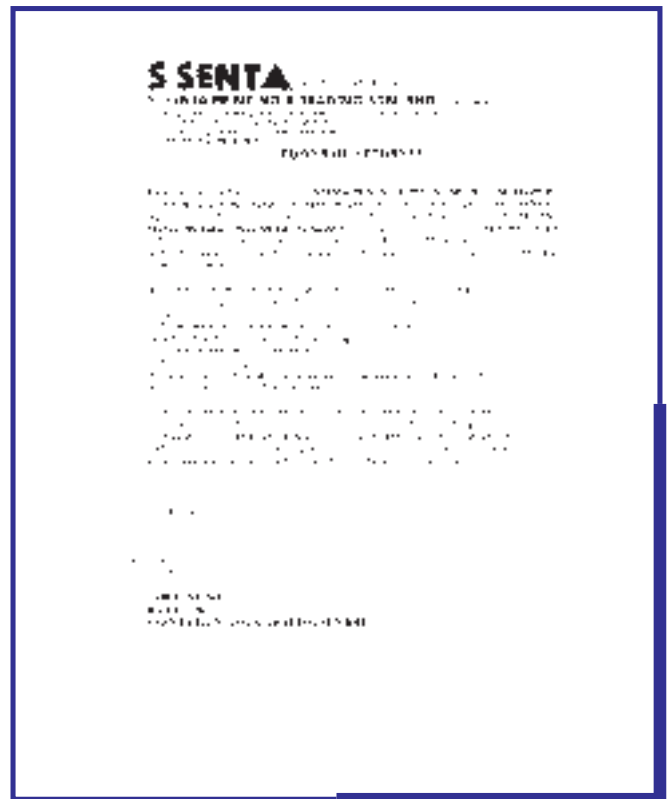
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Thank you.


FC AGRO

POWER OF ATTORNEY



CamScanner

POWER OF ATTORNEY



Ref : 14993-NMP-KL-HRD-AS-LET-14993-24
Date : 26 January 2024

POWER OF ATTORNEY

Known all men by these presents that we, **NIRVANA MEMORIAL PARK SDN. BHD.**, organized under the laws of the Government of MALAYSIA do hereby appointed **SKYLAND RECRUITMENT SOLUTIONS LIMITED RL-2219** Approved by the Ministry of Expatriates' Welfare and Overseas Employment, Government of the People's Republic of Bangladesh, to be our true and lawful attorney and exclusive Recruiting agency in Bangladesh to do the following acts, deeds and things On our behalf-

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- (d) To conduct and complete trade tests and medical checkup etc.
- (e) And generally, to do all lawful acts deeds and things as and when necessary for personnel to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things done by the aforesaid recruiting agent, in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever they said recruiting agent, shall lawfully do by virtue of the aforesaid power of attorney. We hereby revoke all such previous authorities guaranteed by the said company to any other agents in Bangladesh.

Thank you,

Name : Hoo Lai Chen
Designation : Director
NRIC No : 630322-06-5269
Company Stamp : **NIRVANA MEMORIAL PARK SDN. BHD.**

NIRVANA MEMORIAL PARK SDN BHD

(Company No. 109924-V)

LEVEL 7, TOWER 1, AVENUE 3,
THE HORIZON, BANGSAR SOUTH,
NO. 8, JALAN KERINCHI,
59200 KUALA LUMPUR.

TEL: 03-2242 9888 FAX: 03-9212 2792

Corporate Office: Level 9, Tower 1, Avenue 3, The Horizon, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia

Tel: +6 (03) 2242 9888 Fax: +6 (03) 9212 2792

Branches: Miro Nirvana Memorial Gardens, Lot 1170, Jalan Sg. Selang, Batu 26, 42506 Semenyih, Selangor Darul Ehsan, Malaysia

Tel: +6 (03) 8722 5708 Fax: +6 (03) 8722 5093 / +6 (03) 8722 5095

BRANCH: Kuala Lumpur Semenyih Shah Alam Klang Johor Bahru Kuala Lumpur Da Nang Manila Kuala Lumpur Sibuyh Pring Island Balikpapan Tanjung Pagar
DUBLIN, IRELAND, BANGLADESH, THAILAND, VIETNAM

www.nirvanapark.com.my

Demand Letter

Date: January 25, 2023
Ref. No:HR/134/2023

To,
M/s Skyland Recruitment Solutions Ltd.
Recruiting License No. 2219
180-181, Prime Tower
Shaheed Sayed Nazrul Islam Soroni,
Bijayanagar, Dhaka



PROSCAPE

DEMAND LETTER

Dear Sir / Madam,

With a view to have your kind perusal, we Proscap LLC, Dubai, UAE, do hereby place a Demand Letter for recruiting Bangladeshi workers as per the following terms and conditions and do hereby authorize you to select (or make a preparation to be selected) and process to send the workers to our company in Dubai:-

Sl No	Category	Quantity	Monthly Salary (AED)
1	Labours	100	700/-

The following Terms of Services shall be applicable:

a)	Place of Work	UAE
b)	Period of Contract	2 years (Renewable)
c)	Working Hours	08 hrs. per day/ 26 Days per month
d)	Probation Period	6 Months from the date of joining
e)	Accommodation	Provided by Employer
f)	Food	AED 300/- per month
g)	Local Transportation	Provided by Employer
i)	Employment Visa, Medical & EID Cost	Provided by Employer
j)	Medical Insurance	Provided by Employer
k)	Yearly leave	30 days
l)	Service Benefit	As per UAE Labor Law
m)	Air Ticket	Return air ticket provided after completion of (2) years service.
n)	Age	21-40 years
o)	Condition of termination of the Employment contract and Settlement	As per UAE Labour Law

Yours faithfully,

For Proscap LLC

Jani Badha A.
HR & Admin Manager



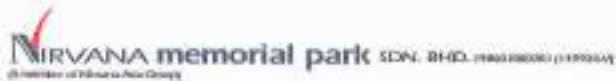
PROSCAPE LLC, P O BOX: 3151, DUBAI, UAE, TEL: +971 4 2770244, Fax: +971 4 2770428
E-mail: info@proscapuae.com, www.proscapuae.com

DUBAI - ABU DHABI - SHARJAH - MUSCAT

A member of Tansiq Investment Group



Demand Letter



Ref : 14992-NMP-KL-HRD-AS-LET-14992-24
Date : 26 January 2024

SKYLAND RECRUITMENT SOLUTIONS LIMITED RL-2219
House 82, New Airport Road, Banana C/A Dhaka-1213

Dear Sir,

RE: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM BANGLADESH

Based on the Ministry of Human Resources Approval Reference KSM/PWCMS/BWV40000185 dated 15th February 2023, we hereby appoint your company to recruit 35 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 : 35 Workers (New Bios)
2. Sector : Construction (General workers)
3. Job Description : Construction Workers
4. Age : 18 – 40 years old
5. Contract Period : 3 years
6. Wages
 - Basic monthly wage : RM1,500.00 month (RM57.70 / day x 26 days)
 - a. Allowances : RM 0.00 month
 - b. Overtime (OT) : RM 0.00 month
 - (Normal day : $RM1,500.00 / 26 \text{ days} / 8 \text{ hours} \times 1.5 \times \text{___ hours} = RM \text{___}$)
 - (Rest day : $RM1,500.00 / 26 \text{ days} / 7.5 \text{ hour} \times 2.0 \times \text{___ hours} = RM \text{___}$)
 - (Public Holidays: $RM1,500.00 / 26 \text{ days} / 7.5 \text{ hour} \times 3.0 \times \text{___ hours} = RM \text{___}$)
 - Total minimum monthly income : RM 1,500 per month**
7. Working days : 6 days per week
8. Working hours : 7.5 hours per day or 45 hours per week

Corporate Office: Level 9, Tower 1, Avenue 5, The Horizon, Bangsar South, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia
Tel: +6 (03) 2242 9888 Fax: +6 (03) 9212 2707

Branches: Nirvana Memorial Gardens, Lot 1170, Jalan Sg. Lajang, Batu 30, 42500 Seremban, Selangor Darul Ehsan, Malaysia
Tel: +6 (03) 8227 5788 Fax: +6 (03) 8227 5093 / +6 (03) 8227 5095

• MALAYSIAN: Kuala Lumpur, Seremban, Subang, Bangi, Johor Bahru, Kluang, Segamat, Ulu Tiara, Pahang, Kota Bharu, Kuala Terengganu, Kuala Lumpur, Klang, Kuala Lumpur, Seremban
• PHONE: + 60322429888 • FAX: +60392122707 • WWW.NIRVANA.COM.MY

Demand Letter

VONCOM
(563270-V) SDN BHD

10-11, Empire Square Complex, Malacca Square West, Jalan 11/99B,
Off 1, Malacca Square West, 71000 Seremban
Tel: 603-7112211 (100) - 2487333 Email: info@voncom.com.my

Date: 06 May 2021

SEAVLAND RECRUITMENT SOLUTIONS LIMITED
(Recruiting License No. RL-0119)
406, 1st, PUSAT 100/101,
17th FLOOR, SEA WIDE PLAZA 1, JALAN KOTA PERANG,
80000 NAGAR, PULAU PINANG, Bangladesh.

Attention: Mr/ Mrs.

Dear Sir,

RE: DEMAND LETTER FOR RECRUITMENT OF WORKERS FROM BANGLADESH under the authority of: KSM/0000000000000000 dated: 04 MAY 2021

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

Kindly supply and manage the above workers as following the terms and conditions :-

- Type of workers : Domestic workers
- No. of type person : 02 person
- Age : 18-31 years old
- Period of contract : 2 years
- Basic Salary : RM1,200.00 per month
- Working hours : 7.5 hour per day (Subject to Malaysia Labour Law)
- Weekly working : Not applicable
- Overtime : In accordance with Malaysia Labour Law
- Normal day : In accordance with Malaysia Labour Law
- Rest Day / Public : In accordance with Malaysia Labour Law
- Leave and holiday : In accordance with Malaysia Labour Law

VONCOM
(563270-V) SDN BHD

10-11, Empire Square Complex, Malacca Square West, Jalan 11/99B,
Off 1, Malacca Square West, 71000 Seremban
Tel: 603-7112211 (100) - 2487333 Email: info@voncom.com.my

10. Allowance

	Detail
Food	Not provided
Accommodation	Provided
Transportation	Provided
Shoe	Yes

11. Insurance cover Employment Injury Scheme under the Employee's Social Security Act 1950 (Act 4) under the Social Security Organization and if applicable the Foreign Workers Health Insurance Scheme (FOWHIS) or any other insurance scheme as may adopted by the Government of Malaysia.

12. Medical The employer shall bear the cost of employee's medical treatment up to RM500.00 per year - based on company policy.

13. Air passage At least single journey (return air ticket) must be provided by the employer upon completion of the employment contract Granted by the Malaysia Immigration Department upon arrival at Airport.

14. Employment permit Subject to Malaysia Labour Law, Employer will pay fees to government and do not deduct from the worker's monthly salary.

15. Restriction

- The employee shall not marry with any Malaysian and shall not participate in any political activities or activities of those connected with political organizations in Malaysia.
- The employer shall not change employment during the period of this Contract of Employment and shall not carry on or do other business.
- That if the competent authority concerned finds the Worker engaged in any illegal activities or prohibited activities, then the Worker shall be dismissed from the job and shall be repatriated to Bangladesh at Worker's own expense.

VONCOM
(563270-V) SDN BHD

10-11, Empire Square Complex, Malacca Square West, Jalan 11/99B,
Off 1, Malacca Square West, 71000 Seremban
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17. Termination of service

- That the employer breached any of the conditions in clause 16 above or in accordance of any of them under any of the law of Malaysia
- That if the employer's work permit is withdrawn by the Malaysia authorities on legal grounds.
- That if the employee is absent from work for more than two (2) consecutive working days, reasonable cause or leave.
- That if the employee is found to be untruthful on first appointment entry.
- That if an authorized medical doctor certifies the employee medically unfit for employment.

This letter of authorization shall serve as an approval to your company as lawful agent to recruit 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 worker to come to Malaysia. The bio-data should include name, passport number, nationality, marital status and date of birth, employment experience, basic education and more of this.

Thank you

Yours faithfully,


GOH LIANG CHIONG
Director
Date: 06 MAY 2021



 **JMS**
AMYI STEEL WORKS
建業台鋼工程 00112219-01
NO. 12, JALAN KOTA PERANG,
GALATI MANSION BLDG, TANGKAP, KOTA LAMPAR,
08000 BAITI BARU, SUNGAI
BAYU, PERAK 34300
Tel: 05-31111689
Email: info@amyisteel.com

Date: 06/05/2021

SEAVLAND RECRUITMENT SOLUTIONS LIMITED (RPTED, RL-0219)
18A, 18, PUSAT 100/101, 17th FLOOR,
SEA WIDE PLAZA 1, JALAN KOTA PERANG,
80000 NAGAR, PULAU PINANG.

Sub: Demand Letter for the recruitment of 2 Bangladesh workers.

Dear Sir,

We have a view to have your kind regard, via JMS STEEL WORKS 000112219-01 Malaysia, do issue to you a Demand Letter for recruiting Bangladesh workers as per the following terms and conditions and do issue by authority you to return (or make a preparation to be submitted and present to send the workers to our company in Malaysia.

The requirement and basic of recruitment are as follows:

- Number of workers : 02 Male Workers
- Job category : Manufacturing
- Age : 18-31 years old
- Contract Period : 1 year from date arrival in Malaysia
- Minimum basic daily salary : RM1,200.00 (Malaysian)
 - Allowance : As stated
 - Food : Self
 - Transport : Provided by Employer
 - SHS : Provided
 - Overtime rate : As applicable

TOTAL: RM 1900.00

- Working days : In accordance with Malaysia Labour Law
- Working compensation : In accordance with Malaysia Labour Law
- Accommodation : Provided FREE by Employer

Demand Letter

THUNG HING INDUSTRIAL TRADING SDN BHD (264902-P)
 Lot PT 1351, Jalan Kasilang 3, Kawasan Perindustrian Sungai Choh,
 48000 Rawang, Selangor Darul Uluu, Malaysia.
 Tel: 03-48999988 Fax: 03-48999993

THUNG HING STEEL WORKS
 德信白鋼工程 (THUNG HING STEEL WORKS)
 001, 11, BELAKANG TAMAN S. ON JOHANNIS BUKU, TAMAN BUKU JOHANNIS,
 KUALA LUMPUR 50000, MALAYSIA
 Tel: 03-2141-0400
 Email: jayapriest@jigmail.com

10. Transportation: Provided FREE by Employer
 11. Food : At worker's own cost
 12. Annual leave, sick leave and public holidays entitlement:
 •Annual leave : In accordance with Malaysia Labor Law
 •Sick Leave : In accordance with Malaysia Labor Law
 •Public holidays : In accordance with Malaysia Labor Law
 13. Medical : Provided by the employer in an approved medical clinic or Government Hospital pursuant to Employment Act of 1995.
 14. Government Levy : To be paid by Employer.
 15. Security bond : To be borne by the employer.
 16. Air passage : Employee will be in an air passage from Bangladesh to Malaysia.

Upon completion of contract, of employee will provide the direct route economy air fare passage from KLIA, Sepang to Bangladesh.

17. Death claim : In the event of the Employee's death, there mains will be sent to Bangladesh at the Employer's expenses.
 18. Restriction:
 a. That the employee shall not change his employment during contract period and shall not carry or do business without the written permission from the Employer.
 b. That if the Employee is found creating social problems and or engaged in any illegal activities or criminal activities and then he/she will be dismissed with immediate effect and will be repatriated to Bangladesh on his own expenses.

Yours Faithfully,

 LEE KOK SIONG
 DIRECTOR

THUNG HING INDUSTRIAL TRADING SDN BHD (264902-P)
 Lot PT 1351, Jalan Kasilang 3, Kawasan Perindustrian Sungai Choh,
 48000 Rawang, Selangor Darul Uluu, Malaysia.
 Tel: 03-48999988 Fax: 03-48999993

Date: 14/02/2024

SKYLAND RECRUITMENT SOLUTIONS LIMITED
 Bangladesh Recruiting License: RL No.2219
 180-181, Prime Tower (4th Floor)
 Shaheed Sayed Nazrul Islam Soroni, Bijaynagar
 Dhaka 1000, Bangladesh

Sub: Demand Letter for the recruitment of 10 Bangladeshi workers.

Dear Sir,
 With a view to have your kind perusal, we **THUNG HING INDUSTRIAL SDN BHD (264902-P)** Malaysia, do here by place a Demand Letter for recruiting 10 Bangladeshi workers as per the following terms and conditions and do here by authorize you to select (or make a preparation to be selected) and process to send the workers to our company in Malaysia.

Our requirement and term of employment are as follows.

1. Number of workers	: 10 Male Workers
2. Job category	: MANUFACTURING
3. Age	: 18-35 years old
4. Contract Period	: 3 years from date arrival in Malaysia
5. Minimum basic daily salary	: RM 1,500.00 (26days)
☐ Attendance	: As roster
☐ Food	: Self
☐ Transport	: Provided by Employer
☐ Shift	: Provided
☐ Overtime rate	: As schedule
	: In accordance with Malaysia Labor Law

TOTAL: RM 1500.00

7. Working days	: In accordance with Malaysia Labor Law
8. Workmen compensation	: In accordance with Malaysia Labor Law
9. Accommodation	: Provided FREE by Employer

THUNG HING INDUSTRIAL TRADING SDN BHD (264902-P)
 Lot PT 1351, Jalan Kasilang 3, Kawasan Perindustrian Sungai Choh,
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 Tel: 03-48999988 Fax: 03-48999993

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Yours Faithfully,

 LEE KOK SIONG
 DIRECTOR

Demand Letter

SWEET TEMPTATIONS SDN BHD
10000, No 11 Jalan Puchong 47100 Puchong Selangor Darul Ehsan, Malaysia
 No. 11 Jalan Puchong 47100 Puchong Selangor Darul Ehsan, Malaysia
 (Malaysia) Sweet Temptations Pte. Ltd. (Singapore)
 Tel: 603-8933 6666 Fax: 603-8933 6666

10000 01 0000 0000

WYLAH BERNAMBAT 2025/2026 (AMBIK) (Demand Letter) (MS. DL 2118)

**100 LEL, PUSKUS TENYER,
 476 PUSKUS, SIKAPAS DRYER, 47600 SIKAPAS, SELANGOR,
 BERSEKUTAN, WYLAH PUSKUS, BERSEKUTAN.**

Attention, Mr/Ms:

Dear Sir,

WE DEMAND LETTER FOR EMPLOYMENT OF WORKERS FROM BERSEKUTAN under the amended act: S21A/20A/20000 (MS. DL 2118 2025)

We have obtained the relevant approval to recruit foreign workers from Bersekatun and we authorize and empower your company to recruit foreign workers in Malaysia and recruit those workers.

Identify, supply and manage the above workers as following the terms and conditions:

1. Type of workers : Factory workers
2. No of type person : 8 persons
3. Age : 20-35 years old
4. Period of contract : 3 years
5. Basic Salary : RM1,500.00 per month
6. Working hours : 12 hours per day (subject to Malaysia Labour Law)
7. Weekly working : Six (6) days per week
8. Contract :
 - In conformity with Malaysia Labour Normality
 - In accordance with Malaysia Labour Law
 - And Day / Public : In accordance with Malaysia Labour Law
9. Leave and holiday : In accordance with Malaysia Labour Law

10. Attachment:

	Yes/No
Pass	Not provided
Accommodation	Provided
Transportation	Provided
Meal	Yes

11. Assurance come Employment Agency before under the Employer's bank/bank by MS 1901 (MS 1901) For Social Security Department and Pajuar/Kahid for Foreign Workers Health Insurance Scheme (SWFPA) at any other insurance scheme as may adopted by the government of Malaysia.

SWEET TEMPTATIONS SDN BHD
10000, No 11 Jalan Puchong 47100 Puchong Selangor Darul Ehsan, Malaysia
 No. 11 Jalan Puchong 47100 Puchong Selangor Darul Ehsan, Malaysia
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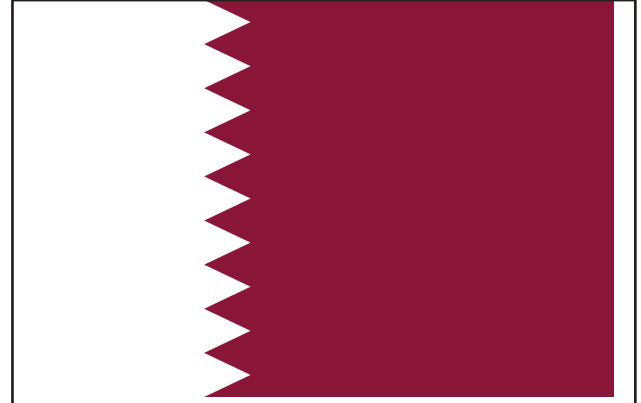
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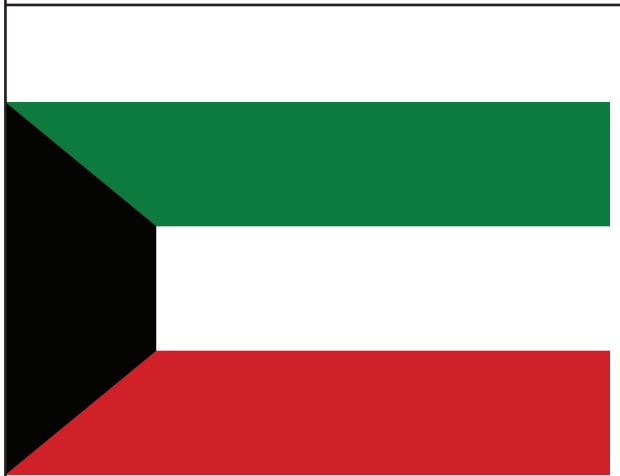
OUR PRESTIGIOUS COUNTRY



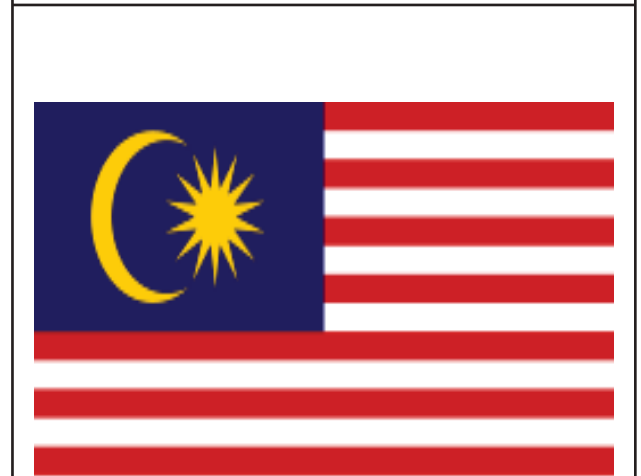
SAUDI ARABIA



QATAR



KUWAIT



MALAYSIA



UAE



BRUNEI



Workforce Availability

We products the following job categories



Office Management/Administrative Staff

- Manager / Superintendent
- Accountant
- Secretary
- Clerks /Telex Operator / Key Puncher
- Labour boy
- Guard
- Light vehicle Driver
- Rigger
- Furniture Carpenter
- Tile setter
- Plasterer
- Block Layer / Block Maker
- Glass Cutter
- Painter
- Carpet Layer
- Construction Labour
- Gardener
- Sash Worker



Medical & Para Medical

- Specialized Doctor
- G.P. (Doctor)
- Male / Female Nurse
- X-Ray Technician
- Pathology Technician
- Pharmacist
- Dietitian
- Diet Cook
- Male / Female Hospital Cleaners



Civil & Architect

- Civil Engineer
- Architectural
- Civil Draftsman
- Architectural Draftsman
- Heavy Equipment Engine Mechanic
- Light Equipment Engine Mechanic
- Heavy Equipment welder
- Marble Layer
- Stone Mason
- Rebar
- Steel Structurer
- Dentor / Painter
- Auto Electrician
- Tier Repairer

Heavy Vehicle

- Crane Operator
- Tower Crane Operator
- Dossier Operator
- Backhoe Operator
- Road Roller Operator
- Py Loader Operator
- Groader Operator
- Fork Lift Operator
- Dump Truck Operator
- Trailer Operator
- Concrete Pump Operator
- Batting Plant Operator

HVAC

- HVAC Engineer
- HVAC Foreman
- Plumber
- Zircon Mechanic
- Insulator Worker
- Duct Worker
- Boiler
- Elevator Mechanic
- Water Treatment Worker

Marine

- Master (FG)
- Boson
- Chief (FG)
- Quarter master
- Chief Engineer (FG)
- AB (Able Seaman)
- 3th Class Navigator
- Decamp (Inland Shipping)
- Wiper Marian Cook
- 4 Class Navigator
- Dragger Operator
- Engine Mechanic
- Tug Master
- Greaser
- Floating Crane Operator
- Radio Operator

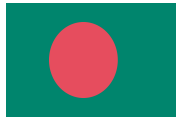
Machanical

- Pipe Fitter
- Plate Welder
- Tug Welder
- Mill Wright
- Mechanical Instrument Technician
- Plant Operator
- Machinery Rigger
- Machinery Painter
- Sand Blaster
- Lutheran / Shaper / Grider

Electrical

- Electrical Engineer
- Electrical Draftsman
- Building Electrician
- Distribution Lineman
- Transmission Tower Electrician
- Transmission Tower Lineman
- Transmission Tower Sorter
- Cable Jointer
- Transmission Tower Foreman





BANGLADESH AT A GLANCE



GEOGRAPHIC LOCATION

Latitude	: Between 20.34 and 26.38 North
Longitude	: Between 88.10 and 92.28 East
Boundaries North	: India
South	: Bay of Bengal
West	: India
East	: India and Myanmar



AREA

Approximately	: 1,47,570 sq. Km.
Population	: 169.4 million (Approx)
Annual Population Growth	: 10.5%



RELIGIOUS WISE%

Muslim	: 89%
Hindu	: 10%
Buddhist, Christian, Other	: 1%



ADMINISTRATIVE UNITS

Divisions	: 8
Districts	: 64
Thanas	: 491



CAPITAL CITY

Dhaka (Area 306.4 sq. km)
Population 10.2 millions



OTHER MAJOR TOWNS

Chattogram, Cumilla, Khulna, Sylhet
Rajshahi, Bogura, Mymensingh, Barishal



LANGUAGE

Bangla & English





RELIGION

The state Religion is Islam however there is freedom worship and there is communal harmony among different faiths.



CURRENCY

Notes : Taka (1, 2, 5, 10, 20, 40, 50, 100, 200, 500, 1000)

Coins : Paisa (TK. 1, 5, 10, 25, 50) TK. 1, 2, 5 Paisa



EXCHANGE RATE

US.\$: TK. 107.20

Pound : TK. 132.61

Time : GMT+6



MAIN SEASONS

Winter : November to February

Summer : March to June

Monsoon : July to October

CLIMATE

Winter : Average Temperature Max. 29C (84F) min. 11 C (52F), low humidity, low Rainfall

Summer : Average Temperature max. 34.5C (94F) min 21C (70F) 90%-95% Humidity.



PRINCIPAL AGRICULTURE PRODUCTS

Rice, wheat, jute, tea, tobacco, sugarcane, pulses, oilseeds, spices, vegetables, bananas, coconuts, jac fruits, pineapples, cattle, goat, buffalo and sheep



PRINCIPAL EXPORT

Raddymade garments, textiles, fertilizers, leather and leather goods, jute and jute products, tea, hides and skins, fish, shrimp frogs, legs and cards



LITERACY

About 45%



ELECTICITY

220 Volts (AC), 50 Hz



WORKING HOURS

Bank : 10.00 AM to 3.00 PM Sunday to Thursday

Govt. Office : 9.00 AM to 5.00 PM Sunday to Thursday

Shops : Variable hours, but commonly 10.00 AM to 8.00 PM

Weekly Holiday : Friday & Saturday

NOTABLE INSTALLATIONS OF BANGLADESH



Baitul Mukarram National Mosque



National Martyrs' Memorial



Central Shaheed Minar



Curzon Hall Dhaka University



Lalbagh Fort



Ahsan Manzil

NOTABLE INSTALLATIONS OF BANGLADESH



Padma Bridge



Kamalapur Railway Station, Dhaka



Cox's Bazar



Sundarban



Mahasthangarh



Sonargaon Museum

NOTABLE INSTALLATIONS OF BANGLADESH



Metro Rail Dhaka



National Parliament of Bangladesh



Ruppur Paromanobik Biddut Kendro



Bangabandhu Bridge



Saint Martin Island



Bangladesh National Museum



Office Address:

House#82 (2nd Floor), New Airport Road,
Banani C/A, Dhaka-1213, Bangladesh.

Email: info@skylandrecruitment.com, admin@skylandrecruitment.com
chairman@skylandrecruitment.com

Cell : +8801553-588112

Tel : +88 02 48810831-32

www.skylandrecruitment.com

