PANASCO

COMPANY PROFILE 회사소개서

www.panasco.co.kr

GLOBAL NETWORK

PANASCO

Human Resource / Recruiting / Trade

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A FUTURE-ORIENTED PARTNERSHIP WITH HOPES !

Through faithfulness and responsibility in our constant endeavor is the motto of PANASCO. Hence we do the best for trust and respect to serve you as global partners.

We at PANASCO, are a headhunting and manpower recruitment firm of High repute and acknowledgment. We provide the best customer service and competent employees to diverse corporates, of all sizes in Global.

PANASCO has broadened our horizons and have connected and International branch office in order to reinforce core-operations in Philippines, India, Indonesia Thailand, Nepal, Bangladesh, Pakistan, and Myanmar.
Our experts leverage the power of technology-based recruitment and focus on media to make sure that our clients receive the most suitable candidates for their organization.
We PANASCO overseas professional supply and management will be developed as a global leading company.

I sincerely ask you to support and cheer for better" PANASCO"all the time.

Best wishes,

Moon, Bong Soo

CEO of PANASCO Co. Ltd.

파나스코 소개 / INTRODUCTION

To become the world-leading company in the human resources industry, PANASCO creates new values from our Global partners and our streamlined methodology of recruitment helps to provide manpower according to the client's requirement at the stipulate time.
We also have qualified and efficient staff, for testing, interviewing and assessment.

COMPANY HISTORY

1995 • 1995.04 Established company

2003 • 2003.03 Appointed as a specialized trainee induction/Management by Federation of Small and Medium business(Myanmar)

2004 • 2004.03 Founded "PANASCO" Thailand

2005 • 2005.04 Opened "PANASCO" Office

2006 • 2006.02 Registration of incorporation as PANASCO. CO., LTD

2006.05 Signed MOU for Overseas Manpower Supply Services with
Thailand(Thai chan Co., Ltd.)
Philippines(Globus Co., Ltd)
Vietnam(Sona Co., Ltd)
Indonesia(PT. Genta Co., Ltd)
India(Trust Enterprise)

2009 • 2009.05 Affiliated company in NEPAL
(PANASCO NEPAL-Power House Overseas(P.) Ltd.)

2009.07 Affiliated company in MYANMAR
(PANASCO MYANMAR-Shwe In-Arr Co., Ltd.)

2010 • 2010.04 Affiliated company in PAKISTAN
(PANASCO PAKISTAN-Al Tauqeer International Employment Co.)

2010.06 Affiliated company in BANGLADESH
(PANASCO BANGLADESH-Hope Human Resources)

2010.08 Founded Branch Office in UAE
(PANASCO UAE Abu Dhabi)

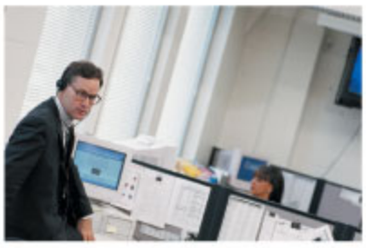
2011 • 2011.01 Affiliated company in PHILIPPINES
(PANASCO September Star)

2011.08 Affilated company in INDIA
(PANASCO Shella Consultants)

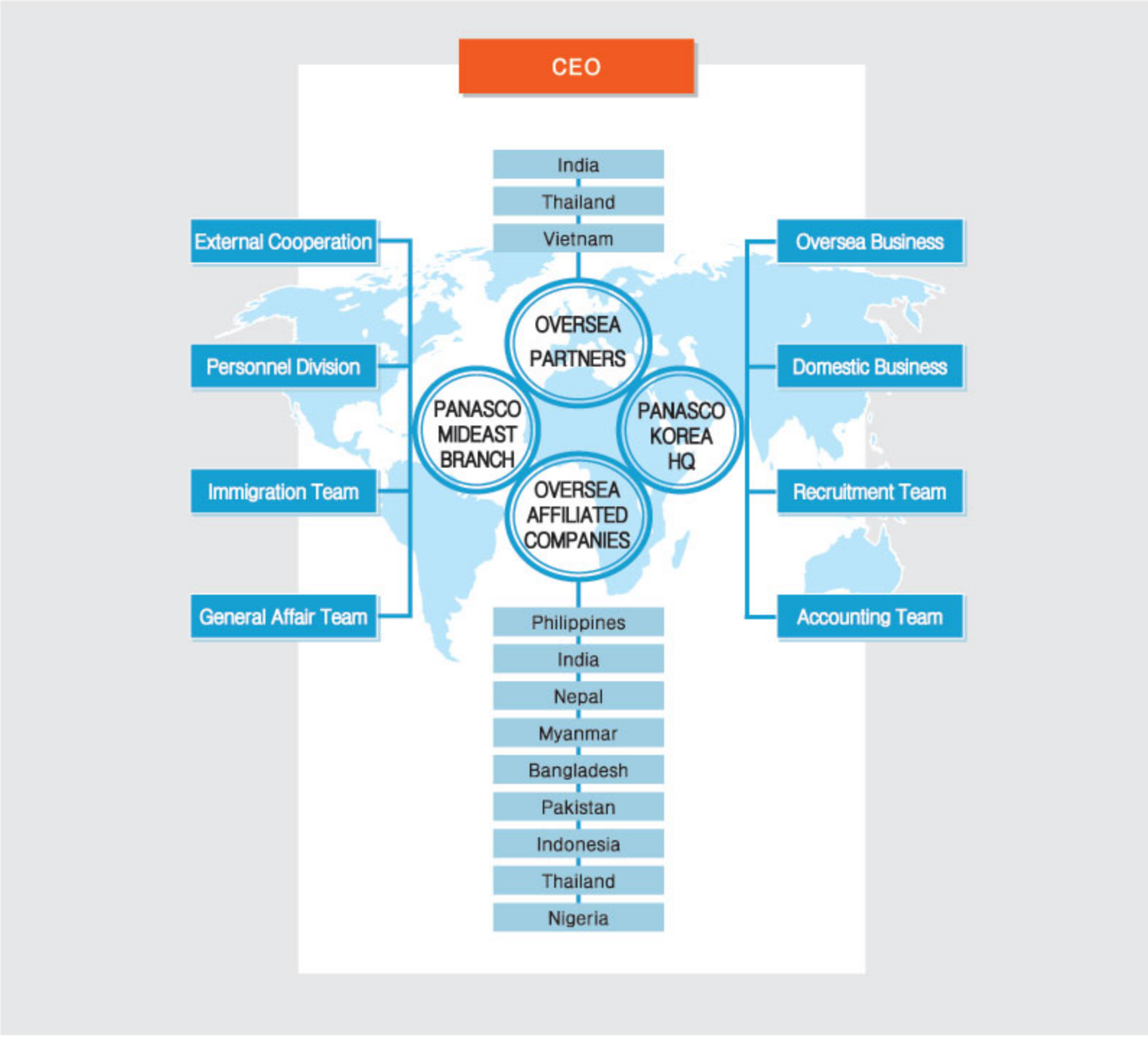
2011.10 Affiliated company in INDONESIA
(PANASCO Indonesia Ruyung Karyamandiri)

2011.10 Affiliated company in THAI
(PANASCO Thai Grand Service Recruitment)

2012 2012.09 Affilated company in NIGERIA
(HCE PANASCO NIG. Ltd.)



ORGANIZATION CHART



해외 자회사 & 협력사 현황
The Status of Affiliated / Branch

해외 자회사 Oversea Affiliated Company

PANASCO Philippines
- PANASCO September Star Incorporated.

PANASCO India
- PANASCO India Shella Consultants.

PANASCO Nepal
- PANASCO Nepal PowerHouse Overseas Co.Ltd

PANASCO Myanmar
- PANASCO Shwe In Arr Co., Ltd.

PANASCO Bangladesh
- PANASCO Hope Human Resources Co., Ltd.

PANASCO Pakistan
- PANASCO Al-Tauqeer International Employment Co., Ltd.

PANASCO Thailand
- PANASCO Thai Grand Service Recruitment

PANASCO Indonesia
- PANASCO PT.Ruyung Karyamandiri

PANASCO Nigeria
- PANASCO Nigeria - HCE PANASCO NIG. Ltd.

해외 협력사 Oversea Partners

India
- Asiapower Overseas Employment Service

Vietnam
- Sona Co., Ltd.

Thailand
- Thai Chan Recruitment Service Co., Ltd.
- C.L.C International Recruitment Co., Ltd.

PANASCO 협력업체 등록 현황

HYUNDAI ENGINEERING CO., LTD.	HYUNDAI HEAVY INDUSTRIES CO.,LTD.
HYUNDAI ENGINEERING & CONSTRUCTION	stx Construction
DOOSAN	空間 SPACE GROUP
SK E&C	KUMYANG 금양산업개발주식회사
(주)삼영기업	CW CHANGWOON
CONCRETE CLINIC (주)콘크리닉 Conclinic Co Ltd.	KUNCHONG E&C

해외 인력 사업

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COMPANY PROFILE
BUSINESS

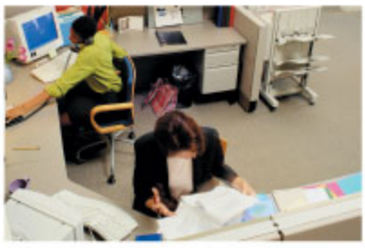
해외 인력 사업 / BUSINESS

PANASCO creates individuals around the world find the suitable fit and resources to be successful in today and we add the value to people' s lives and businesses and our continued progress in based on refreshing our market, research, communication, and understand the real costs of doing business in overseas markets.

해외 인력사업의 목표
The Goals of Business

- 우수 기능 인력 확보를 위한 전문적인 D/B 구축으로
  국제 경쟁력 제고 및 건설사의 중요 자산으로 활용
- 엄격한 인력선발 및 건설현장의 안전, 품질, 공정을 위한
  체계적인 교육으로 건설 원가 절감 기대효과
- 한국건설사/건설관리자의 기업마인드와 목표의식을 지향, 발전시켜
  한국형 기능인으로 육성하고 한국기업에 대한 애사심 고취
- 국익에 관한 중/장기적인 포석으로 국제 건설 경쟁에서 앞서 나가는
  인적자원 확립 및 한국/한국기업체에 대한 인지도 각인
- 전문성과 체계적인 노무관리로 근로자 상호간의 인화/단결을 통하여
  적극적인 현장근무활동 및 주인의식 확대
- 중소 및 신규 건설업체에 대한 인력부분의 정보제공/행정업무 대행으로
  업무의 신속성을 통한 리스크 최소화 및 진출활성화 기대

- Utilize professional D/B secured excellent technical labour as a major asset for Industry and raise global competitiveness
- Expect cost reduction by means of strict recruiting as well as systematic skill-training included safety, quality, and process control
- Korean based builders/develop third party nation labour's capacities both corporate governance and how to aim at target awareness. Then, foster the workers as a Korean-typed technician who inspired loyalty to the companies
- Set up a competitive advantage of human resource in global positioning in order to lay stepping stone for national priority concern in the mid-to long-term at the international building projects
- Enlarge employee's ownership and promote active-work on site under the mutual cooperation through out expertise personnel management methodically
- Inform recruitment sources to small and medium corps and new builders as an governance agency in order to minimize risk through swift work also, to be activated



개선방향 및 기대효과
BUSINESS DEVELOPMENT

▶ 외국인 인력선발 개선방향

한국 건설업체에서 검증된 효율성 높은 기능 인력의 확보/유지관리는 글로벌 경쟁력에 초석이 되는 중요 항목이지만, 실제의 현실은 각 건설 회사의 부서별 실행, 회사에서 단발성으로 모집/계약 만료의 반복으로, 소중한 인적자원 낭비가 지속적으로 반복되는 바 이를 개선하여 건설현장의 높은 이익창출 및 건설사의 국제경쟁력에 기여하는 자원으로 활용코자 함.

▶ The improving way for applicant selection

The Value of Matching service insure the best match between the company and the candidate, PANASCO shares our knowledge with Global Partners, so that everyone understands the importance of cultures, work.

We actively listen and act upon this information to improve our relationships.

We actively pursue the development and adoption of the best practices Worldwide.

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▶ The improving way for applicant selection

– Unification of selection & Management Company – Celebration & national holiday in each country – Enhance the spirit of unity event through orientation	– Selection / Management of Small, Medium units. – Complementary problem of management – Supply their hometown news, culture	The spirit of the master and expand will to work
– Widening responsibilities from employment stability – Customer–focused operations management – Induce loyalty about Korea Company	– Establish a sense of belonging due to the affinities – Work as family at the same site – Work as the spirit of unity, cooperation	Quality improvement in process/ industrial safety.
– Interview/ select applicants in ordinary times – educate the selected candidate – Expand employment stability and evaluation.	– Dispatch the proven–secured workers – Secure the workers from foreign company – First hire the excellent workers.	Excellent workforce Securing stable supply
– To Adapt the Korea style work – Educate being a skilled–worker – advanced management	– The adaptability of the Korea condition – Understanding/ instruct their culture – Database system for construction workers	Preoccupy national future industry

HR MANAGEMENT SYSTEM

▶ The limitation of existing supplier & the point of issue

1. There are lots of unbalanced, complexity recruitment process for only with a single project from the prime contractor outsource HR management to their partner/ subcontractors.

2. Between the client and manpower supplier included the broker has a difference of viewpoint in recruitment standard(the recruiting service provider prefer easy-access manpower supplying on the other hand, the employer look for cheapest and good qualified workers etc.,) for such reason, suitable manpower is only remaining under 2~30 %.

3. Manpower supplier and Broker also transfer whole liability to the prime contractor when they dispatch workers the, the productivity will decline due to the managing absence.

4. The small scaled recruitment (Workforce service) in the site, this individual management service is disposal because their cost (Service Fee/ Operating Cost) is the same and also it is hard to find the suitable workers (Trained/ Experienced) for their site.

5. Even though at a single project site, there is no common standard of service contract with indifference and fellow feeling absence etc, due to the different supplier makes a sense of incongruity between one nation workers and suppliers.
   For such reasons, the worker has a feeling of differential wages and tax.
   As a result, it would be brought productivity reduction with dissatisfaction.

해외 인력 사업 / BUSINESS

▶ Improvements & Alternatives

1. For the successful project, the prime constructor should inform to the partner agency about operational guidelines for manpower management system.
   Recruitment must supply through direct interview by prime employer, and also the management should be entrusted to special recruiting agency in order to optimize efficiency.

2. For providing a qualified manpower, Database system secures professional worker from our Global branches.

3. Skills from a country of origin, vocational education such as industrial safety, and cooperation are basic requirement for quick-adaptation to the site and it will improve loyalty & devote to the company.

4. For unifying and develop recruiting agency, need to minimize the small-scaled recruitment process (departmental or individually) and broaden the opportunity to recruit many of skillful people by large-scaled recruitment to have a synergy-effect.

▶ Builder's Expectation

1. Secured on Data base manpower will shorten recruitment process, Reduce original cost, and the qualified for supplying customized labor

2. There is a big difference of view point in recruitment standard between the client and manpower supplier (Broker) that (the recruiting service provider prefer easy-access manpower supplying on the other hand, the client does want the worker with cheap labor cost) PANASCO will find the suitable qualified workers.

3. The manpower supplier and broker deny the whole liability after dispatching workers to the site. PANASCO will encourage their productivity.

4. Promote better working condition having quick adaptation, the power of unify and advanced personnel management skill by vocational.

5. Based on know-how of manpower supplying, carry out wide-ranging recruitment with diverse human resource.

DATABASE 운영 현황

■ 업무 흐름도

1. 서류전형 합격자 등록

클라이언트로부터 서류전형 통과된 인원들의 이력서 등록

2. 인터뷰

1차 서류전형을 통과한 인원들의 2차 인터뷰 전형을 실시 후 최종 합격한 인원은 메디컬 단계로, 불합격한 인원은 트레이닝 단계로 이동

3. 트레이닝

인터뷰에서 탈락한 지원자들을 트레이닝 센터와 연계하여 교육 후 기량 테스트를 거쳐 합격자에 한하여 해외취업 지원 기회 재부여

4. 메디컬

최종 합격한 인원의 메디컬 테스트 실시

5. 출국진행

메디컬 통과자에 한하여 비자 프로세싱 진행

6. 현장송출완료

현장으로 송출 완료된 인력들의 노무 관리

7. 반기별 현장 인력 평가

6개월마다 현장으로 송출된 인력들의 근로 평가

8. 재고용 인력선별

근무평가기록에 따라 재고용 인력 선별

9. 재고용 인력 관리

재고용된 인력의 커리어 업데이트 및 관리

해외 인력 사업 / BUSINESS

DATABASE 운영 현황

■ 구성 및 관리방법

선발된 인력들의 기본 정보, 학력, 경력 등을 자세히 등록 후 관리

1. 이력서 상세관리

✔Current Progress

Submitted CV Form only

Fixed Salary	1100USD	Contract	2Year(Years)
Dispatch Date	20111022	Expiry date	20131022
Work Site	HYUNDAI HEAVY INDUSTRIES_SAUDI_PP11	Agent	Panasco_Manila
Main Contract	Hundai_Heavy_Industry	Sub Contractor	-
Comment by Interviewer			
-			

✔ Basic Information

Personal Profile

	Last country of Destination?	Saudi	Passport Keeping?	Yes
	Full Name	Gualberto Andamon Paquibot	Date of Birth	19680901
	Marital Status	Married	Nationality	Philippine
	Phone	0917207****	E-Mail	qualbe***@yahoo.com
	Address	Soong Center, Mactan, Lapu-Lapu Cebu, Philippines 6015		
	Gender	men	Religion	Catholicism
xx25592377	Issue Date	20081121	Expiry Date	20131120
PROFILE SUMMARY				
Height: 165 cm Weight: 65 kg				

Applied Field

Field of Industry	Plant	Job Category	Engineer/Manager/Inspector
Applied for : Commissioning Engineer			

Language Skills : English (fluent) ,

Salary

Current Salary	Expected Salary

✔ Professional Experiences

TOTAL Professional Experience : "(12.6)Year "
Overseas(2)Year, Local(10.6)Year, Working in overseas under Korean Company (0)Year

Postion	Duration		Company/Industry	Location
	From	To		
E&I Engineer(Heavy Industrial/Machinery/Equipment)	20090207	20110207	Saudi Ceramics Company(Overseas)	Saudi

Job Description or Responsibilities

Installation, repairing and maintenance of computer and electronic related equipments through the coordination of maintenance teams.

Carries out instrument fault finding and repair electronics card, PLC, interface PC, and micro processor based controller system including checking the system, reloading the program if corrupted, changing cards and repair it if found defective.

Carries out repair and troubleshoot during shutdown, including checking, testing and calibrating the equipments and perform daily routine inspection of all instrument and equipment in the plant.

Back-up all running program of all instrument and equipment especially interface PC and PLC so that still have available program if it is corrupted during operation.

Responsible in maintaining Fire Alarm system, CCTV, and Gas plant to ensure safety of the plant.

ISO compliant at all times.

Postion	Duration		Company/Industry	Location
	From	To		
Engineer/Technician(Electrical & Electronics)	19980316	20080930	GHP Electronics & Computer Services(Local)	Philippines

Job Description or Responsibilities

Provide support for the engineering specifications in the design and ensured that customer requirements were met.

Responsible in repairing of all type high power amplifiers (IGBT, MOSFET & Bipolar).

Troubleshoot and repair Audio-Video systems like LCDs, Plasma, Home Theater systems, DVD Players, Personal Computer, Laptop, LCD monitor, Printer, Power Supply, UPS, Inverters, Surge Protector, Two Way Radios, Repeaters, etc.

Responsible for installation of operating systems, software and troubleshooting at client sites.

Research, design, and consultant in any technical problem regarding our services offered.

Professional Qualification, Projects & Training

Professional Qualification
1. Computer/ 5 years repair computers (hardware & software). knowlegiable in networking, repair printers, monitors, ups and any computer accssesories. 2. Instrumentation/2 yrs excellent in repairing deadset industrial PC, industrial SMPS power supply, communication interface cards, GP IO cards, motor dc drive cards, igbt powers dc drive cards, neumatic and hydraulics drive cards, servo motors, flow meters and knowledgiable in SCADA, DCS, RO, ets. 3. fire alarm, and gas plant/ 2 yrs Repair fire alarms system sensors, CPU and accessories. Repair and maintain LPG gas sensors, Micro Processors, Controllers, Signal Converters (RS 232, RS 485), Gas Flow Meters, Gas Pressure Switch, Safety Valve etc. 4. Electronics/ 12 yrs up Very long experience in troubleshooting & repair any Audio Video Appliance, Home Appliance, Electronic Gaming Console, Office Equipment, UPS, Inverters, AVRs, Two Way Radio etc.
Projects & Training
Sep 1, 2008- Oct 24, 2008 Advanced Computer Technical Education and Skills Development Authority (TESDA), Cebu City

Education Details

Name of School	Period	Major	Name of Certificate (If applicable)
Univ. of The Visayas	1991-6~1995-10	Engineering	Bachelor of Science in Electronics & Comm. Engr.

Education Details

Name of School	Period	Major	Name of Certificate (If applicable)
Univ. of The Visayas	1991-6~1995-10	Engineering	Bachelor of Science in Electronics & Comm. Engr.

Upload Files

Passport File	✕	CV file	
Certificate File	✕	Contract file	✕
Practice Test 1	✕	Practice Test 1	✕
Assessment File	✕	Medical File	✕

Adding indivisual evaluation table

No	분기	년도	업무 능력	근무 자세	단체 생활	사규 준수	총점	작성자	최종평가	등록날짜	기타	재고용 Y/N
1	4분기	2011	27.5	13.75	15	12.5	68.75	김대성	우수인력	2012-01-09	보기 /삭제	-

해외 인력 사업 / BUSINESS

2. 개인별 근무평가 대상자 목록

송출 완료된 인력들의 근무평가 작성표를 반기(상, 하반기)마다 각 현장으로 전달하여 관리자들로부터 작성된 기록 관리

2012년도 3분기
개인별 근무평가 기록

✔Samyoung_UAE SITE

번호	사진	국적	이름	고객회사	파견날짜	평가표작성
11		Philippine (1070)	Jumaquio, John Carlo A.,	Samyoung	20120605	평가표작성 평가수:0
10		Philippine (1057)	Calingasan, Jesus A.,	Samyoung	20120605	평가표작성 평가수:0
9		Philippine (1077)	Pasia, Manuel A.,	Samyoung	20120605	평가표작성 평가수:0
8		Philippine (1058)	CLOR, WILSON A,	Samyoung	20120605	평가표작성 평가수:0
7		Philippine (1059)	DE CASTRO, GERRY,	Samyoung	20120605	평가표작성 평가수:0
6		Philippine (1060)	DIESTA, ALVIN J,	Samyoung	20120605	평가표작성 평가수:0
5		Philippine (1061)	Gonzales, Arnold L,	Samyoung	20120605	평가표작성 평가수:0
4		Philippine (1062)	Gravino, Isidro A.,	Samyoung	20120605	평가표작성 평가수:0
3		Philippine (1076)	Panoncilon, Edito T.,	Samyoung	20120605	평가표작성 평가수:0
2		Philippine (1078)	Sarmiento, Mervin Y,	Samyoung	20120605	평가표작성 평가수:0

1 2

근로자 개인별 업무 수행 능력 및 근무 태도 평가

3. 평가항목

개인별 근로 평가 | Work Evaluation

Samyoung_UAE

Jumaquio, John Carlo A.의 근무평점을 입력해주세요 2012-07-05 평가자:

직종 : Instrument Technician 소속회사 : Samyoung

업무 수행 능력 평가	
1. 담당 직무에 필요한 지식은 물론 관련 업무의 지식도 높다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
2. 업무수행 속도가 빠르다	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
3. 업무의 정확성이 뛰어나며 신뢰할 수 있다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
4. 업무추진방법에 대해 항상 연구 및 개선하고 업무능률향상에 공헌하고 있다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
5. 주어진 업무에 대한 의욕이 왕성하다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
6. 외국어 구사가 능숙하며 정확하다	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
7. 보고의 시기, 내용이 모두 적절하며 나무랄 데 없다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
근무자세	
1. 항상 솔선수범하며 직장의 사기함양에 도움이 되고있다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
2. 지각, 조퇴, 결근을 하지 않는다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
3. 작업분량이 많을시 협력하며 조직의 이익을 위한다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
단체생활	
1. 자진하여 동료들과 협력하며 조직의 이익을 위한다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
2. 상사의 지시에 적극적으로 따르고 협조한다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
3. 부하나 하급자에 대한 지도 내지 팀워크의 형성에도 좋은 결과를 주고 있다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
사규준수	
1. 업무 후 정리정돈을 확실히 한다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
2. 규칙, 지시명령을 이행하고 사내질서 유지에 힘쓴다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)
3. 사내에서의 언행과 행실이 항상 올바르다.	5점(상) 4점(중상) 3점(중) 2점(중하) 1점(하)

현장관리자/PNS 관리자 의견(우수한 인력으로 생각되십니까?)

Yes No

보내기

평가 완료된 인력들의 총점을 합산하여 현장별 노무 기록 관리

4. 반기별 근무 평가 보고

KUMYANG_BAHRAIN_SULB Report

평가자:김대성

평가인원 : 40명 (우수인력) : 14명 (노력요망) : 26명

국적	이름	직종	업무수행	근무자세	단체생활	사규준수	총점	최종평가	계약기간	파견날짜
India	JOHNSON VARU.. PP : H4441446	Cable Jointer	28	10	9	9	70		1Year	20111116
India	BHASKARAN SE.. PP : J1292718	Cable Jointer	20	8	6	7	51		1Year	20111116
India	JOHN GEORGE PP : J5797757	Electrical Foreman	22	10	10	10	65		1Year	20111116
India	BIJU E.P PP : F2828779	Electrical Foreman	29	13	12	13	84		1Year	20111008
India	MOHAMMAD MAN.. PP : G7076510	Electrical Foreman	22	11	9	9	64		1Year	20111008
India	JOHN N VARGH.. PP : E8205193	Electrical Foreman	21	8	7	9	56		1Year	20111116
India	ANSAR P USMA.. PP : E7966441	Electrician	24	9	11	12	70		1Year	20111116
India	RAJIK HUSSAI.. PP : H3610397	Electrician	18	8	8	9	54		1Year	20111010
India	MOHD VASEEM .. PP : J0809862	Electrician	18	8	9	8	54		1Year	20111008
India	GYAN CHAND PP : E8966835	Electrician	18	8	8	7	51		1Year	20111010
India	MD MANSOOR A.. PP : J4384615	Electrician	18	7	9	7	51		1Year	20111010
India	SHAHBAJ ALI .. PP : H5227834	Electrician	18	8	7	7	50		1Year	20111008
India	MOHD SHAKIL .. PP : J6289662	Electrician	18	8	9	8	54		1Year	20111007
India	NAUSHAD ALAM PP : H8808896	Electrician	19	8	8	9	55		1Year	20111010
India	SHIBU KRISHN.. PP : F3327191	Electrician	19	8	7	8	53		1Year	20111012
India	T. GOVINDASA.. PP : F1594906	Electrician	18	9	7	8	53		1Year	20111010
India	MOHD SHABAZ .. PP : J0207253	Electrician	15	9	6	7	46		1Year	20111115
India	MOHD JAMSHED PP : Z1950591	Electrician	19	8	8	8	54		1Year	20111010
India	NAZROO ALAM PP : G5642445	Electrician	18	9	8	7	53		1Year	20111008
India	MINTU BHAGAT PP : G3799035	Instrument Fitter	23	10	10	9	65		1Year	20111118
India	SAJITH RAVEE.. PP : H1755638	Instrument Fitter	19	8	9	7	54		1Year	20111008
India	CHINNADURAI .. PP : E8896245	Instrument Fitter	19	8	8	9	55		1Year	20111010
India	VIJI VARGHES.. PP : E7390485	Instrument Technician	18	8	7	9	53		1Year	20111008
India	RAHIL FAIROZ.. PP : F1586601	Safety Officer	27	12	11	11	76		1Year	20111115
India	ADITYA NATH .. PP : E1290429	Safety Supervisor	22	11	12	10	69		1Year	20111007

: 우수인력, : 노력요망, 총점은 100점으로 환산한 점수

5. 송출인력 목록

현장으로 송출 완료된 인력들의 이력서 및 근무 평가 기록을 간단히 나타낸 리스트

: 우수인력

277
India

SHAHBAJ ALI SHAIKH (나이 : 34세 , Passport: H5227834) FIELD DISPATCH (Shella consultants)
Plant > Skilled_Worker > Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (50점)

276
India

BIJU E.P (나이 : 38세 , Passport: F2828779) FIELD DISPATCH (Shella consultants)
Plant > Foreman > Electrical Foreman
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (84점)

275
India

MOHD ARMAN ALAM (나이 : 40세 , Passport: G3958178) FIELD DISPATCH (Shella consultants)
Plant > Skilled_Worker > Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (54점)

274
India

MOHD IRSHAD ALAM (나이 : 38세 , Passport: F9882582) FIELD DISPATCH (Shella consultants)
Plant > Skilled_Worker > Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (53점)

273
India

MOHD SHAKIL ARMAN (나이 : 27세 , Passport: J6289662) FIELD DISPATCH (Asia Power)
Plant > Skilled_Worker > Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (54점)

272
India

NAZROO ALAM (나이 : 43세 , Passport: G5642445) FIELD DISPATCH (Shella consultants)
Plant > Skilled_Worker > Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (53점)

271
India

MOHD NAUSHAD MALLICK (나이 : 34세 , Passport: F2106183) FIELD DISPATCH (Asia Power)
Plant > Skilled_Worker > Instrument Electrician
Main Contractor : Samsung_Engineering | Sub Contractor : KUMYANG_ELECT.CO.LTD
현장 : KUMYANG_BAHRAIN_SULB
CV: |평가표: |여권: |메디컬: |레퍼런스: |
최근평가일 : 2011-11-30 | 평점수/최근평점 : 1개 (54점)

해외 인력 사업 / BUSINESS

근로계약기간이 만료된 근로자들의 재취업 관리. 우수 근로자들의 추후 재 투입 용이.

6. 재취업 인력관리

PANASCO APPLICATION FOR RE-EMPLOYMENT

Personal Data

Full Name	SHAHBAJ ALI SHAIKH	Date of Birth	19791001
Gender	men	Nationality	India
Phone	9935385••••	E-Mail	-
Present Address	C/O ROOM NO=259 SHANAD NAGANT VASHINAKA MOLUL ROCRL CHEMBER, MUMBAI-74		
H5227834	Issue Date	20090909	Expiry Date	20180908

Last work Experience

Position	Plant ◆ Skilled_Worker ◆ Electrician	Salary	437.3 USD
Company	KUMYANG_ELECT.CO.LTD	Location	KUMYANG_BAHRAIN_SULB

Apply Job

Position		Salary	USD
Location			
Character Reference			

I here certify that all information given is complete and accurate
to the best of my knowledge data.

Date of Apply
Name of Applicant
Signature

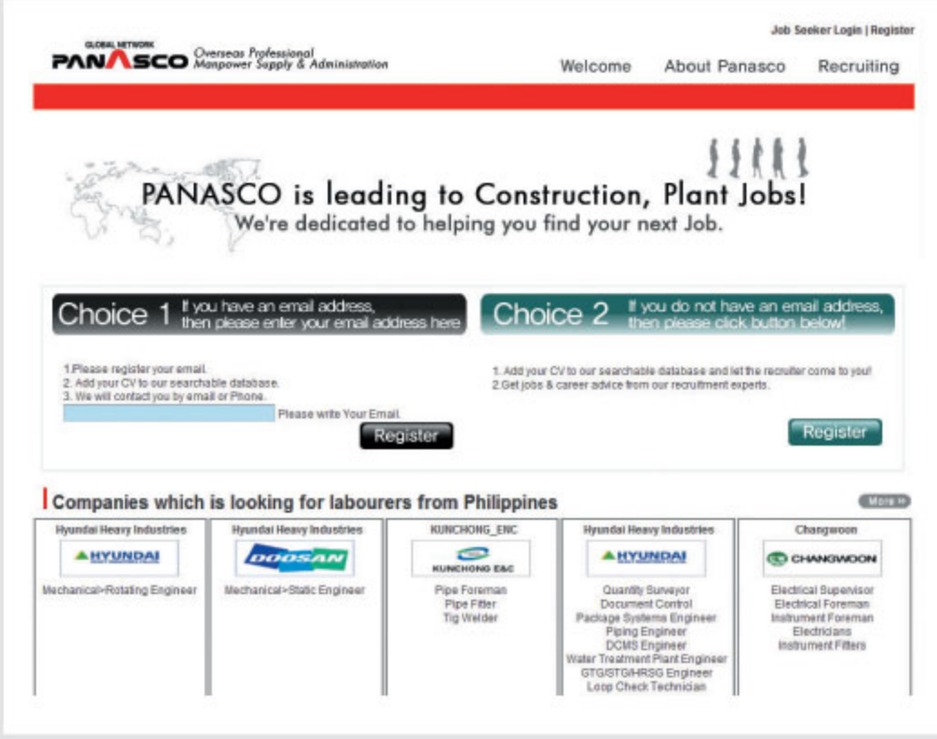
1. Required Documents: Passport, 2 pieces of Picture
2. Re-employment service will be accomplished within 6 month after applying a new job.
Panasco is going to recommend you to the first applied company for 3 month after that, we will recommend you to the other company.

DATABASE 운영 현황

■ PANASCOJOB.COM 운영

1. 구직자들이 직접 사이트에 방문하여 구직활동을 할 수 있도록 채용 정보 제공.
   - 기업별, 국가별, 현장별 채용공고 실시간 업데이트
   - 구직자 중심의 이력서 등록 및 관리 서비스
   - 지원 현황 및 결과 확인 가능

2. 온라인을 통한 파나스코만의 독자적인 인력 모집 및 인력 풀 형성
   - 방문 접수 시 드는 비용 절감으로 부담없이 누구나 지원 가능
   - 거주 위치에 상관없이 어디서나 지원 가능
   - 지원자들의 이력서 DB 관리



Comparative Analysis (with other company)

Recruitment of PANASCO

PANASCO requires only internationally authorized cost that if the skilled-worker passes through our verification& training and we focus on developing suitable worker.

Efficient advertisement on newspaper/ broadcast announcement will be recruiting qualified worker with the worker's minimum expense and the Worker's right.

The database of PANASCO will reduce the original cost for recruitment process from ready-guaranteed workers from PANASCO.

Employment / Selection of PANASCO

PANASCO head office/ Local branches will support 200% qualified resume of candidates to the construction company ⇒ Construction company will compress the documents to 150% for sending back to PANASCO ⇒ ARRANGE the interview schedule for Selection workers.

PANASCO observes the manpower business regulation and their application of foreign law for qualified manpower as aimed the right path.

Professional Database system secures the excellent technical manpower and the successful candidates will be achieved the certificate of completion after training safety/ employed company/ local national adaptation.

Saving selection time and Secures excellent technical manpower. Encourage motivated e

The current common recruitment

Common agency (or broker) profit is always the top priority; they always focus on sending numbers of workers only.

Most of Manpower Company increases their cost from getting through their network connection (broker) than broad advertising.

The current common employment and selection

The construction company is notified the day for interview and there is no screening resume review process before the interview.

The image of Korea construction company has fell down by the irregularities of recruitment selection and each country were not relying on the manpower provisions system.

The lack [insufficient] of the practical test equipment and materials are poor for Technique / Skills assessment.

d employees. Safety and Quality / process improvement due to cost savings

해외 인력 사업 / BUSINESS

Comparative Analysis (with other company)

Management Methods of PANASCO

While on duty, Employers will be continually educate and manage about industrial and work

PANASCO's resident employees will solve their complains, difficulties through discussion and consultation / resolution

Excellent Worker will be provided stability of employment and sustainable supply of workers' national newspapers, magazines.

Encourage loyalty to employed construction company. Expand employment and

PANASCO's management after the contract termination / returning home

After returning home, re-employment applicants should submit re-employment application form and the passport to the PANASCO's subsidiary.

After the completion of the work process, the construct company has to report about hired information Database and related business.

Excellent workers will be provided about belonging construction of employment information and related to the successor corporation. Excellent workers will be provided recruitment information and related follow-up plan of belonging construction company.

Submit a detailed work evaluation and the priority selected outstanding workers list

The current common employment management method

Missing job responsible after supplying a single job Opportunity.

Lack of consultation of workers

Due to the lack of manpower control, workers' belonging, Lack of responsibility and poor work motivation.

work stability. Boost the employees' motivation of cooperation and teamwork

The current common trend of contract termination / return

Expiration of the contract / lack of manpower control after returning home.

파나스코 해외 지사 소개

46 | 필리핀
51 | 인도
56 | 네팔
63 | 태국
67 | 미얀마
71 | 방글라데시
78 | 파키스탄
80 | 인도네시아
83 | 나이지리아

GLOBAL PARTNERS (BRANCH)

46 | Philippines
51 | India
56 | Nepal
63 | Thai
67 | Myanmar
71 | Bangladesh
78 | Pakistan
80 | Indonesia
83 | Nigeria

COMPANY PROFILE

Global Partners (Branch)

GLOBAL PARTNERS (BRANCH)

파나스코 필리핀 지사 소개
PANASCO Philippines

G.P.B.
PANASCO PHILIPPINES-September Star, Inc.

■ PHILIPPINES Manpower Agency

Agent Name	PANASCO PHILIPPINES – September Star, Inc.			Established Date	1994.04.04
Location	3F Andrich Bldg., 2078 Edison St., Brgy. San Isidro, Makati City				
Phone No.	63-887-2769, 889-4656	Fax No.	63-2-843-5771	E-Mail	septstarinc@yahoo.com, cristy_ssi@yahoo.com.ph
The Number of Employees		15	Initial Capital		$143,000.00
Total Asst		$235,000.00	Total Liability		$27,000.00

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	Bong Soo Moon	2008	The number of dispatched person	50
	Mobile	82-10-3051-2823		Main Country	Malaysia /Saudi Arabia
President	Name	Jose Renato C. Masonsong	2009	The number of dispatched person	146
	Mobile	63-917-8000035		Main Country	Saudi Arabia/U.A.E/ Qatar
Deputy Manager	Name	Cristy Lyn P. Masonsong	2010	The number of dispatched person	1898
	Mobile	63-917-8073269		Main Country	Saudi Arabia/U.A.E/Qatar

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2011
1	Hyundai Heavy Industries Co.LTD	Korea	Eng'g & Const.	2011	5
2	Kumyang Electric Co. LTD	Korea	Eng'g & Const.	2011	200
3	Kharafi National	UAE	Eng'g & Const.	2011	1439
4	Shutdown Maintenance Services	Qatar	CoEng'g & Const.	2011	404
5	National Marine Dredging Co.	UAE	Eng'g & Const.	2011	48

Training Center

Type	Direct [/] Sub-Contract [ ]		Established (Contract) Date		2011-02-22
Location	946 Remedios St. Malate. Manila, Philippines				
The Number of Instructor		3	The Number of Instructor		
No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	SMAW PROCESS	32 Days	35,000.00	1	20
2	GTAW PROCESS	7 Days	15,000.00	1	20
3	GMAW PROCESS	5 Days	7,500.00	1	4
4	FCAW PROCESS	5 Days	7,500.00	1	4
5	PIPING	7 Days	5,600.00	2	25

GLOBAL PARTNERS (BRANCH)

Major Materials and Equipment for Training					
NO.	Section	Equipment Name	Manufacturer	Model No.	The Number of Equipment
1		SMAW/GTAW WELDING M/C	KYEYANG, KOREA	KYE-350	11
2		SMAW WELDING M/C	KYEYANG, KOREA	KYE-200	5
3		CO2 WELDING M/C	KYEYANG, KOREA	KYE-350C	1
4		DRY OVEN	YUNCHANG, KOREA	YCH-5KG	14
5		AUTO CUTTING M/C	KOREA	SK-5	1
6		SEMI AUTO CUTTING M/C	KOREA		1
7		PORTABLE FLAME CUTTING M/C	USA		3
8		4" GRINDER	KYEYANG, KOREA	ACT-100M	14
9		7" GRINDER	MAKITA CORP. JAPAN	1	1
10		ELECTRIC DRILL	MAKITA CORP. JAPAN	1	1
11		OSCILLOSCOPE	KOREA	1	1
12		DIGITAL MULTIMETER	FLUKE KOREA	F-115	1

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

■ POEA LICENSE: PANASCO Philippines, September Star Inc.

Serial No. 05337

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF LABOR AND EMPLOYMENT
PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
MANDALUYONG CITY

CERTIFICATE OF RENEWAL

POEA-096-LB-032612-R

The license to recruit, process and deploy landbased workers ***issued to***

SEPTEMBER STAR, INCORPORATED
3rd Floor (Right Wing), Andrich Building
2078 Edison corner Gil Puyat Avenue, Makati City

is hereby renewed pursuant to the Labor Code and Rules and Regulations Governing Overseas Employment.

This license shall be valid for the period April 5, 2012 ***to*** April 4, 2016 ***unless sooner revoked, cancelled or suspended for violation of the Labor Code and related issuances. It is non-transferable and shall not be used in any place other than the one stated above.***

HANS LEO J. CACDAC
Administrator

GLOBAL PARTNERS (BRANCH)

PANASCO Manila Training Center

파나스코 인도 지사 소개
PANASCO India

G.P.B.
PANASCO INDIA-Shella Consultants

GLOBAL PARTNERS (BRANCH)

■ INDIA Manpower Agency

Agent Name	PANASCO INDIA – Shella Consultants			Established Date	2010. 01. 10
Location	114, Mahinder Chambers, W.T. Patil Marg, Opp. Dukes Factory, Chembur–(E), Mumbai – 71.				
Phone No.	0091 22 4046 7600	Fax No.	0091 22 4046 7676	E-Mail	info@shellaconsultants.com
The Number of Employees		25	Initial Capital		$ 150,000.00
Total Asst		$ 2,000,000.00	Total Liability		NONE

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	Bong Soo Moon	2009	The number of dispatched person	1800
	Mobile	(+82) 010–3051–2823		Main Country	Gulf
President	Name	Kapil Gupta	2010	The number of dispatched person	2000
	Mobile	99309 67105		Main Country	Gulf
Deputy Manager	Name	Santosh Palve	2011	The number of dispatched person	2500
	Mobile	93201 23016		Main Country	Gulf

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2008
1	KumYang Electric Co. Ltd.	Bahrain	Engineering	2011	
2	Descon Engineering Qatar L.L.C.	Qatar	Engineering	2011	
3	ThyssenKrupp Xervon UAE LLC	Abu Dhabi	Engineering	2011	
4	Penta Global Engineering Company LLC	Abu Dhabi	Engineering	2011	

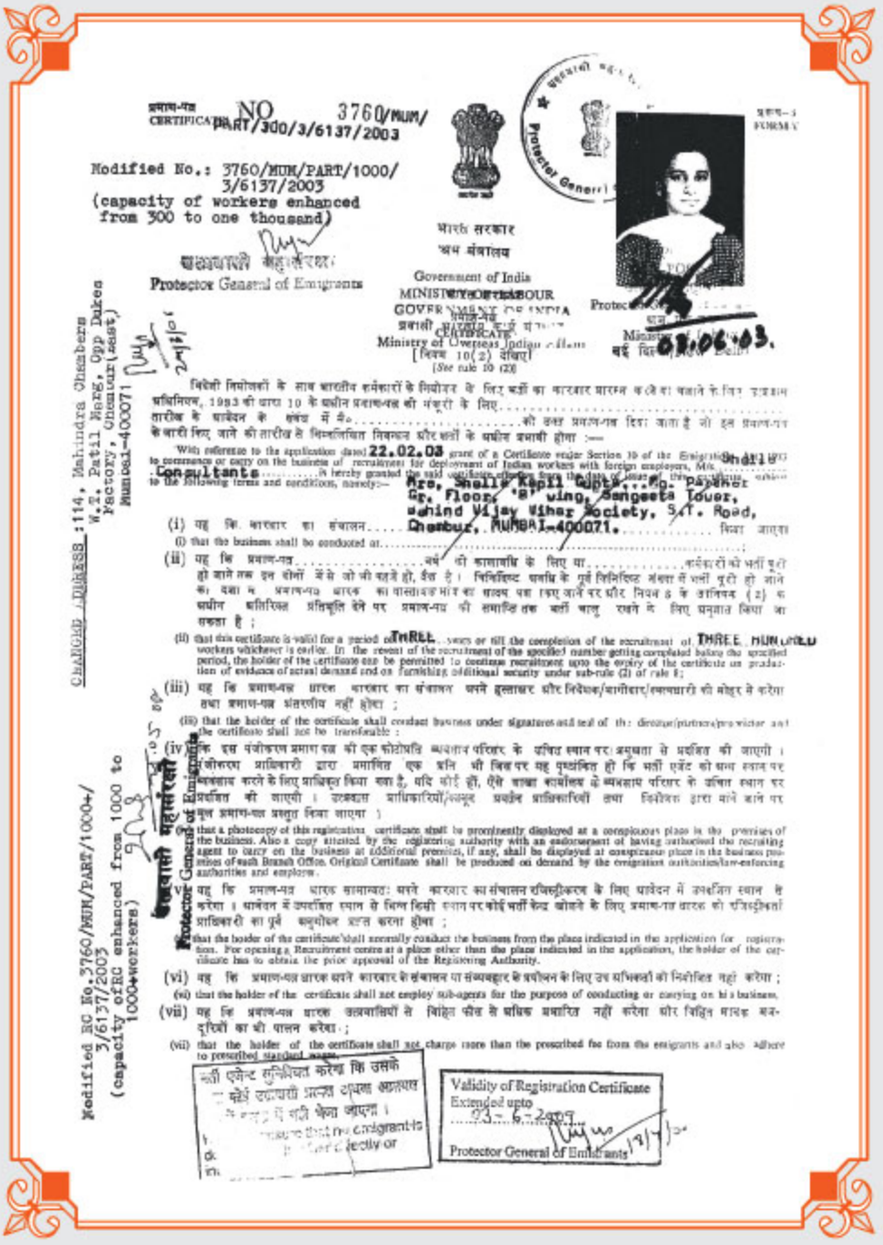
Training Center

Type	Direct [ ] Sub–Contract [/]	Established (Contract) Date	2004–01–01
Location	Anup Tech Technical & Trade Institute, R– 421, M.I.D.C, Rabale, Navi Mumbai – 400 701.		
The Number of Instructor	9	The Number of Trainee (Total)	100

No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	CARPENTRY	15 Days	7000.00 (INR)	2	25
2	PIPE FITTER	5 Weeks	15000.00 (INR)	2	25
3	SMAW PROCESS	90 Days	75000.00 (INR)	1	20
4	GTAW PROCESS	60 Days	50000.00 (INR)	1	20
5	GMAW PROCESS	30 Days	25000.00 (INR)	1	20
6	PIPING	2 Weeks	15000.00 (INR)	2	20

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

LICENSE : PANASCO India, Shella Consultants



प्रमाण-पत्र
CERTIFICATE NO 3760/MUM/PART/300/3/6137/2003

Modified No.: 3760/MUM/PART/1000/3/6137/2003
(capacity of workers enhanced from 300 to one thousand)

प्रवासी महानिदेशक
Protector General of Emigrants

भारत सरकार
श्रम मंत्रालय
Government of India
MINISTRY OF LABOUR
GOVERNMENT OF INDIA
प्रवासी
CERTIFICATE
Ministry of Overseas Indian Affairs
[नियम 10(2) देखिए]
(See rule 10 (2))

Protector General of Emigrants

Modified RC No.3760/MUM/PART/1000+/3/6137/2003 (capacity of RC enhanced from 1000 to 1000+workers)

CHANGED ADDRESS : 114, Mahindra Chambers W.Z. Patil Marg, Opp Dukes Factory - Ghatkopar(West) Mumbai-400071

With reference to the application dated 22.02.03 grant of a Certificate under Section 10 of the Emigration Act, 1983 to commence or carry on the business of recruitment for deployment of Indian workers with foreign employers, M/s. Shella Consultants ..... is hereby granted the said certificate subject to the following terms and conditions, namely:—

Mrs. Shella Kapil Gupta ..... Proprietor
Gr. Floor, 'B' wing, Sangeeta Tower,
Behind Vijay Vihar Society, S.T. Road,
Chembur, MUMBAI-400071. .....

(i) यह कि कारबार का संचालन..... निम्न जगह
(i) that the business shall be conducted at.....;

(ii) यह कि प्रमाण-पत्र.....वर्ष की कालावधि के लिए या.....कर्मकारों की भर्ती पूरी हो जाने तक इन दोनों में से जो भी पहले हो, वैध है। विनिर्दिष्ट अवधि के पूर्व विनिर्दिष्ट संख्या में भर्ती पूरी हो जाने की दशा में प्रमाण-पत्र धारक को वास्तविक मांग का साक्ष्य पेश किए जाने पर और नियम 8 के उपनियम (2) के अधीन अतिरिक्त प्रतिभूति देने पर प्रमाण-पत्र की समाप्ति तक भर्ती चालू रखने के लिए अनुज्ञात किया जा सकता है ;

(ii) that this certificate is valid for a period of THREE years or till the completion of the recruitment of THREE HUNDRED workers whichever is earlier. In the event of the recruitment of the specified number getting completed before the specified period, the holder of the certificate can be permitted to continue recruitment upto the expiry of the certificate on production of evidence of actual demand and on furnishing additional security under sub-rule (2) of rule 8;

(iii) यह कि प्रमाण-पत्र धारक कारबार का संचालन अपने हस्ताक्षर और निदेशक/भागीदार/स्वामीधारी की मोहर से करेगा तथा प्रमाण-पत्र अंतरणीय नहीं होगा ;

(iii) that the holder of the certificate shall conduct business under signature and seal of the director/partner/proprietor and the certificate shall not be transferable ;

(iv) कि इस पंजीकरण प्रमाण पत्र की एक फोटोप्रति व्यवसाय परिसर के उचित स्थान पर प्रमुखता से प्रदर्शित की जाएगी। पंजीकरण प्राधिकारी द्वारा प्रमाणित एक प्रति भी जिस पर यह पृष्ठांकित हो कि भर्ती एजेंट को अन्य स्थान पर व्यवसाय करने के लिए प्राधिकृत किया गया है, यदि कोई हो, ऐसे अन्य कार्यालय के व्यवसाय परिसर के उचित स्थान पर प्रदर्शित की जाएगी। उत्प्रवास प्राधिकारियों/अन्य प्रवर्तन प्राधिकारियों तथा नियोजक द्वारा मांगे जाने पर मूल प्रमाण-पत्र प्रस्तुत किया जाएगा ।

(iv) that a photocopy of this registration certificate shall be prominently displayed at a conspicuous place in the premises of the business. Also a copy attested by the registering authority with an endorsement of having authorised the recruiting agent to carry on the business at additional premises, if any, shall be displayed at conspicuous place in the business premises of such Branch Office. Original Certificate shall be produced on demand by the emigration authorities/law-enforcing authorities and employers.

(v) यह कि प्रमाण-पत्र धारक सामान्यतः अपने कारबार का संचालन रजिस्ट्रीकरण के लिए आवेदन में उपदर्शित स्थान से करेगा। आवेदन में उपदर्शित स्थान से भिन्न किसी स्थान पर कोई भर्ती केन्द्र खोलने के लिए प्रमाण-पत्र धारक को रजिस्ट्रीकर्ता प्राधिकारी का पूर्व अनुमोदन प्राप्त करना होगा ;

(v) that the holder of the certificate shall normally conduct the business from the place indicated in the application for registration. For opening a Recruitment centre at a place other than the place indicated in the application, the holder of the certificate has to obtain the prior approval of the Registering Authority.

(vi) यह कि प्रमाण-पत्र धारक अपने कारबार के संचालन या संव्यवहार के प्रयोजन के लिए उप अभिकर्ता की नियोजित नहीं करेगा ;

(vi) that the holder of the certificate shall not employ sub-agents for the purpose of conducting or carrying on his business.

(vii) यह कि प्रमाण-पत्र धारक उत्प्रवासियों से विहित फीस से अधिक प्रभारित नहीं करेगा और विहित मानक मजदूरियों का भी पालन करेगा ;

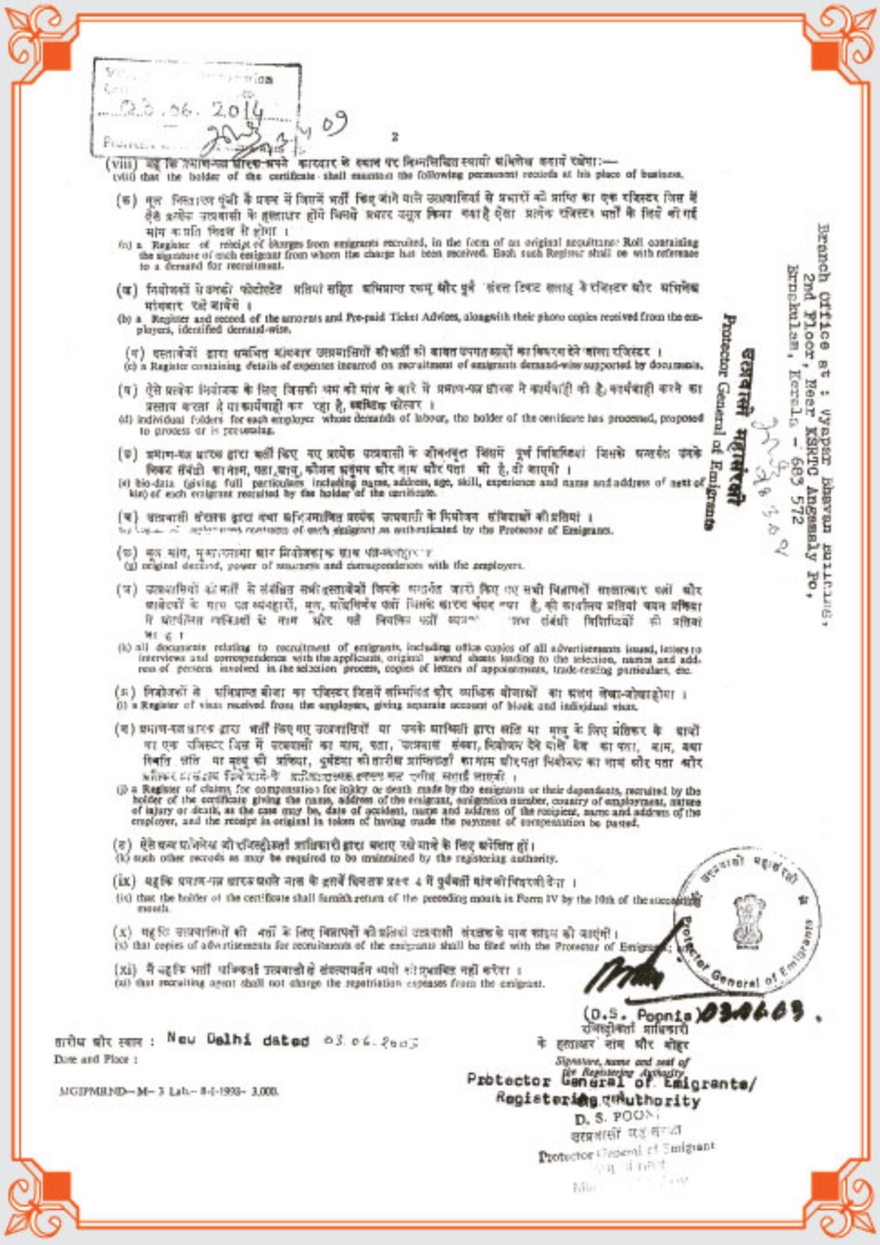
(vii) that the holder of the certificate shall not charge more than the prescribed fee from the emigrants and also adhere to prescribed standard wages.

भर्ती एजेन्ट सुनिश्चित करेगा कि उसके कर्मचारी उत्प्रवासी प्रारूप [illegible] में भर्ती भेजा जाएगा।
[illegible] that the emigrants is [illegible] directly or [illegible]

Validity of Registration Certificate
Extended upto
[illegible]
Protector General of Emigrants

GLOBAL PARTNERS (BRANCH)

■ LICENSE : PANASCO India, Shella Consultants



2

(viii) यह कि प्रमाण-पत्र धारक अपने कारबार के स्थान पर निम्नलिखित स्थायी अभिलेख बनाये रखेगा :—
(viii) that the holder of the certificate shall maintain the following permanent records at his place of business.

(क) मूल निशुल्क पूंजी के प्रकल्प में जिनमें भर्ती किए जाने वाले उत्प्रवासियों से प्रभारों की प्राप्ति का एक रजिस्टर जिस में ऐसे प्रत्येक उत्प्रवासी के हस्ताक्षर होंगे जिनसे प्रभार प्राप्त किया गया है ऐसा प्रत्येक रजिस्टर भर्ती के लिये की गई मांग के प्रति निदेश से होगा ।
(a) a Register of receipt of charges from emigrants recruited, in the form of an original acquittance Roll containing the signature of each emigrant from whom the charge has been received. Each such Register shall be with reference to a demand for recruitment.

(ख) नियोजकों से प्राप्त फोटोस्टेट प्रतियों सहित अभिप्राप्त रकम और पूर्व संदत्त टिकट सलाह के रजिस्टर और अभिलेख मांगवार रखे जायेंगे ।
(b) a Register and record of the amounts and Pre-paid Ticket Advices, alongwith their photo copies received from the employers, identified demand-wise.

(ग) दस्तावेजों द्वारा समर्थित मांगवार उत्प्रवासियों की भर्ती की बाबत उपगत व्ययों का विवरण देने वाला रजिस्टर ।
(c) a Register containing details of expenses incurred on recruitment of emigrants demand-wise supported by documents.

(घ) ऐसे प्रत्येक नियोजक के लिए जिसकी श्रम की मांग के बारे में प्रमाण-पत्र धारक ने कार्यवाही की है, कार्यवाही करने का प्रस्ताव करता है या कार्यवाही कर रहा है, व्यष्टिक फोल्डर ।
(d) individual folders for each employer whose demands of labour, the holder of the certificate has processed, proposed to process or is processing.

(ङ) प्रमाण-पत्र धारक द्वारा भर्ती किए गए प्रत्येक उत्प्रवासी के जीवन-वृत्त जिसमें पूर्ण विशिष्टियां जिसके अन्तर्गत उसके निकट संबंधी का नाम, पता, आयु, कौशल अनुभव और नाम और पता भी है, दी जाएगी ।
(e) bio-data (giving full particulars including name, address, age, skill, experience and name and address of next of kin) of each emigrant recruited by the holder of the certificate.

(च) उत्प्रवासी संरक्षक द्वारा यथा अधिप्रमाणित प्रत्येक उत्प्रवासी के नियोजन संविदाओं की प्रतियां ।
(f) copies of employment contracts of each emigrant as authenticated by the Protector of Emigrants.

(छ) मूल मांग, मुख्तारनामा और नियोजकों के साथ पत्र-व्यवहार ।
(g) original demand, power of attorney and correspondence with the employers.

(ज) उत्प्रवासियों की भर्ती से संबंधित सभी दस्तावेजों जिसके अन्तर्गत जारी किए गए सभी विज्ञापनों साक्षात्कार पत्रों और आवेदकों के साथ पत्र व्यवहारों, मूल, साक्षात्कार पत्रों जिनके कारण चयन हुआ है, की कार्यालय प्रतियां चयन प्रक्रिया में प्रतिपादित व्यक्तियों के नाम और पते नियोजन भर्ती व्यवसाय [illegible] संबंधी विशिष्टियों की प्रतियां आदि ।
(h) all documents relating to recruitment of emigrants, including office copies of all advertisements issued, letters to interviews and correspondence with the applicants, original award sheets leading to the selection, names and addresses of persons involved in the selection process, copies of letters of appointments, trade-testing particulars, etc.

(झ) नियोजकों से अधिप्राप्त वीजा का रजिस्टर जिसमें सम्मिलित और व्यष्टिक वीजाओं का अलग लेखा-जोखा होगा ।
(i) a Register of visas received from the employers, giving separate account of block and individual visas.

(ञ) प्रमाण-पत्र धारक द्वारा भर्ती किए गए उत्प्रवासियों या उनके आश्रितों द्वारा क्षति या मृत्यु के लिए प्रतिकर के दावों का एक रजिस्टर जिस में उत्प्रवासी का नाम, पता, उत्प्रवास संख्या, नियोजन देने वाले देश का पता, नाम, तथा क्षति क्षति या मृत्यु की प्रकृति, दुर्घटना की तारीख प्राप्तिकर्ता का नाम और पता नियोजक का नाम और पता और प्राप्तिकर्ता द्वारा नियोजक को प्रतिकर भुगतान मूल रसीद सलाई जाएगी ।
(j) a Register of claims for compensation for injury or death made by the emigrants or their dependants, recruited by the holder of the certificate giving the name, address of the emigrant, emigration number, country of employment, nature of injury or death, as the case may be, date of accident, name and address of the recipient, name and address of the employer, and the receipt in original in token of having made the payment of compensation be passed.

(ट) ऐसे अन्य अभिलेख जो रजिस्ट्रीकर्ता प्राधिकारी द्वारा बनाए रखे जाने के लिए अपेक्षित हों ।
(k) such other records as may be required to be maintained by the registering authority.

(ix) यह कि प्रमाण-पत्र धारक अगले माह के दूसरे दिनांक प्रपत्र 4 में पूर्ववर्ती मास की विवरणी देगा ।
(ix) that the holder of the certificate shall furnish return of the preceding month in Form IV by the 10th of the succeeding month.

(x) यह कि उत्प्रवासियों की भर्ती के लिए विज्ञापनों की प्रतियां उत्प्रवासी संरक्षक के पास दाखिल की जाएंगी ।
(x) that copies of advertisements for recruitment of the emigrants shall be filed with the Protector of Emigrants.

(xi) मैं यह कि भर्ती एजेन्सी उत्प्रवासी से संव्यवहार व्यय की प्रभारित नहीं करेगा ।
(xi) that recruiting agent shall not charge the repatriation expenses from the emigrant.

Branch office at : Vyapar Bhavan Building, 2nd Floor, Near KSRTC Angamaly Po, Ernakulam, Kerala - 683 572

उत्प्रवासी महानिदेशक
Protector General of Emigrants

Protector General of Emigrants

(D.S. Poonia) 030609.
रजिस्ट्रीकर्ता प्राधिकारी
के हस्ताक्षर नाम और मोहर
Signature, name and seal of the Registering Authority
Protector General of Emigrants/
Registering Authority
D. S. POONIA
उत्प्रवासी महानिदेशक
Protector General of Emigrant

तारीख और स्थान : New Delhi dated 03.06.2003
Date and Place :

MGIPMRND—M—3 Lab—8-1-1998—3,000.

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

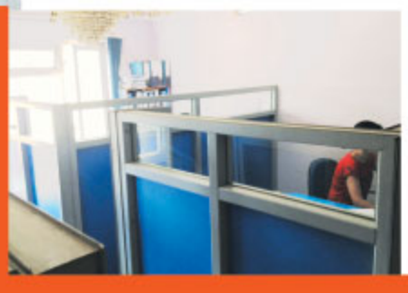
■ PANASCO India Shella Consultants – Web Page

▶ http://www.shellaconsultants.com

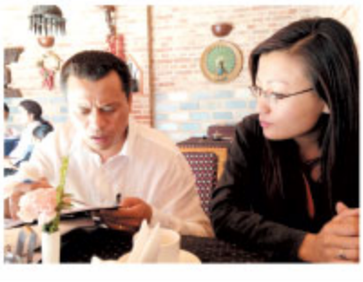
■ PANASCO India Training Center

GLOBAL PARTNERS (BRANCH)

파나스코 네팔 지사 소개
PANASCO Nepal



G.P.B.
PANASCO NEPAL-Power House Overseas



■ NEPAL Manpower Agency

Agent Name	PANASCO NEPAL – Power House Overseas			Established Date	2007. 06. 25
Location	Ward No. 17, Gwarko Lalitpur, Nepal. GPO 8975, EPC 1257				
Phone No.	977-1-5555468	Fax No.	977-1-5555469	E-Mail	housepower48@gmail.com powerhouse_741@yahoo.com
The Number of Employees		25	Initial Capital		$120,000.00
Total Asst		$200,000.00	Total Liability		None

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	BONG SOO MOON	2007	The number of dispatched person	650
	Mobile	82-10-3051-2823		Main Country	KFSB(Korea)
President	Name	RAJESH SHRESTHA	2008	The number of dispatched person	600
	Mobile	977-9803757566		Main Country	KFSB(Korea)
Deputy Manager	Name	Kuldeep Thapa	2009	The number of dispatched person	200
	Mobile	977-9803743766		Main Country	Qatar

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2011
1	Doosan Heavy Industries	Saudi Arabia	Eng'g & Const.	2011-06-25	20
2	Kumyang Electric Co. Ltd.	Kingdom of Bahrain	Eng'g & Const.	2011-07-09	60
3	Express Labour Supply	UAE	Driver		22
4	General Aluminium SDN.BHD	Malaysia	Factory Worker		28
5	Hawalli Car Services	Bahrain	Helper		122

Training Center

Type	Direct [ ] Sub-Contract [/]	Established (Contract) Date	2011. 04. 07
	Gwarko, Lalitpur, Kathmandu		
The Number of Instructor	14	The Number of Trainee (Total)	35

No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	SMAW PROCESS	28 Days	15,000.00	2	15
2	GTAW PROCESS	10 Days	10,000.00	2	15
3	GMAW PROCESS	7 Days	10,000.00	2	15
4	FCAW PROCESS	7 Days	10,000.00	2	15
5	PIPING	15 Days	12,000.00	2	15
6	CARPENTRY	21 Days	8,000.00	2	15
7	REBAR BENDING	16 Days	8,000.00	2	30

GLOBAL PARTNERS (BRANCH)

Major Materials and Equipment for Training					
NO.	Section	Equipment Name	Manufacturer	Model No.	The Number of Equipment
1		SMAW/GTAW WELDING MACHINE – Enheler	ENHELER,GERMANY	EL–500	4
2		SMAW/GTAW WELDING MACHINE 400–500	ESAB,INDIA	ES–400	3
3		SMAW/GTAW – ELECTRA 400	ELECTRA INDIA	–	3
4		LATHE MACHINE 8'	HMT,INDIA	–	1
5		PRESS DRILLING MACHINE POWER	GMT,INDIA	–	1
6		ELECTRODE OVEN	ESAB,INDIA	–	3
7		PORTABLE PLANER MACHINE	MAKITA CORP. JAPAN	–	3
8		PORTABLE HAND DRILL	MADE IN CHINA	–	5
9		SPEED CUTTING MACHINE TECO	MADE IN CHINA	–	2
10		CORDLESS DRILL	MADE IN CHINA	–	5
11		PIPE GAS CUTTING MACHINE	MADE IN CHINA	–	1
12		AIR COMPRESSOR	MADE IN INDIA	–	1
13		ROUTER MACHINE MAKITA	MADE IN CHINA	–	1
14		PIPE BENDING MACHINE	MADE IN INDIA	–	1
15		ELEC. GRINDER 4" – MAKITA	MADE IN CHINA	–	5

★ Company Name : **OM CHURIYAMAI OVERSEAS CONCERN . P. Ltd.**

Phone No : + 977–1–4460788

Fax No : + 977–1–4464187

Address : International Airport , Kalimatidol , Kathmandu , Nepal

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

■ LICENSE : PANASCO Nepal, Power House Overseas

Eng./Nep. Translation
Dispatch No. 1964
D.O.I.....

Government of Nepal

Labour and Transport Management

Department of Labour and Employment Promotion

Licence No.: 741/2064/065

Licence

This licence has been given to **Power House Overseas Concern Pvt. Ltd. -Panasco Nepal**, hereby authorizing to carry on foreign employment business, subject to the Foreign Employment Act, 2007, the Foreign Employment Regulation, 2008 and the terms and conditions specified in this licence.

Licence issuing authority:

Name: Keshar Bahadur Baniya

Designation: Director General
Signature: Sd.

Date: Jan. 1, 2008

LAW BOOKS MANAGEMENT BOARD
Permission granted for authentic translation pursuant to the NOTARY PUBLIC ACT, 2057
TRANSLATED COPY

MINISTRY OF LAW AND JUSTICE
LAW BOOKS MANAGEMENT BOARD
DEVENDRA KUMAR SHAH
LAW OFFICER

GLOBAL PARTNERS (BRANCH)

Eng./Nep. Translation
Dispatch No. 19624
D.O.I.....

Table of Renewal

Renewal date	Valid up to	Signature of renewing authority
Oct. 17, 2011	Mid July 2012	Sd. Section Officer

Terms:

1. No activity shall be done having opened a branch office without obtaining approval.
2. No activity shall be done through an agent.
3. No worker shall be sent in any manner to any country other than those countries for which the lincence has been obtained.
4. In addition to the provisions laid down in the laws in force, the directives issued by the Government of Nepal from time to time shall be complied with.

Eng./Nep. Translation
Dispatch No. 3108
D.O.I.....

Government of Nepal

Ministry of Industries

Office of the Companies Registrar

Registration No. **84552/068/069**

Certificate of incorporation of company

This certificate of incorporation has been issued to M/S **Om Churiyamai Overseas Private Limited/Panasco Nepal** having incorporated It on 17 day of the month of july 2008, pursuant to Sub-Section (1) of section 5 of the Company Act, 2006.

Date : July 17, 2011

Sd.
Asst. Registrar

Terms: The business as per the objectives of the Company should be carried out only after obtaining permission from the concerned body which is to be obtained in accordance with the law because the registration of the Company shall not be deemed to have also been granted licence for implementation of the objectives.

Reg. No. 4669
Attested the seal of Law Books Management Board and signature of its Production Section Officer.
Consular Officer
Date 9 AUG 2011

GLOBAL PARTNERS (BRANCH)

■ PANASCO Nepal Training Center

파나스코 태국 지사 소개
PANASCO Thai

G.P.B.
PANASCO THAI-Grand Service Recruitment Co., Ltd.

GLOBAL PARTNERS (BRANCH)

■ THAI Manpower Agency

Agent Name	PANASCO THAI-Grand Service Recruitment Co., Ltd.			Established Date	2011.12.01
Location	191 Soi Ramkhamhaeng 50, Ramkhamhaeng Road, Huamark, Bangkapi, Bangkok 10240				
Phone No.	0-2704-4187	Fax No.	0-2704-4186	E-Mail	lertprapan.l@gmail.com
The Number of Employees		–	Initial Capital		$ 100,000.00
Total Asst		–	Total Liability		–

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	BONG SOO MOON	2006	The number of dispatched person	Newly set up Joint Venture Co., Ltd. no activity under Panasco Thailand Co., Ltd.
	Mobile	82-10-3051-2823		Main Country	
President	Name	Mr. Lertprapan Lowattanakul	2007	The number of dispatched person	
	Mobile	+6681-846-2990		Main Country	
Deputy Manager	Name	Mr. Thirayuth Boonchu	2008	The number of dispatched person	
	Mobile	+6686-633-2264		Main Country	

Training Center

Type	Direct [ ] Sub-Contract [/]	Established (Contract) Date	
Location			
The Number of Instructor		The Number of Trainee (Total)	

No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1					
2					
3					
4					
5					

Major Materials and Equipment for Training

NO.	Section	Equipment Name	Manufacturer	Model No.	The Number of Equipment
1					
2					
3					
4					
5					
6					

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

■ LICENSE : PANASCO Thai, Grand Service Recruitment Co., Ltd.

(Translation) Form Jor. Ngor. 6

LICENCE FOR OVERSEAS EMPLOYMENT AGENCY

No. Tor 122 / 2527

This licence is issued to

บริษัทจัดหางานแกรนด์ เซอร์วิส (ไทยแลนด์) จำกัด GRAND SERVICE RECRUITMENT (THAILAND) CO.,LTD.

โดย นายเลิศประศิษฐ์ หล่อวัฒนาวุฒ By Mr. Lertprapan Lowattanakul

(Signature of Licence holder)

To certify that the licence holder is permitted to recruit and send jobseekers overseas for employment under the provisions of Article 30 of the Recruitment and Jobseekers Protection Act. B.E. 2528 (1985) within the area of Bangkok, having an office situated at No. 191, Soi Sahakorn 1 (Rankhanhaeng 50, Rankhanhaeng Road, Mu -, Huamark Sub-district, Bangkapi District, Bangkok Province, thereby requiring the licence holder to comply with the provisions of the Recruitment and Jobseekers Protection Act B.E. 2528 (1985)

This licence is valid up to February 3, B.E. 25.55 (2012.)

Issued on January 18, B.E. 25.53 (2010.)

Central Registrar for Employment Agencies

Central Registrar's office for Employment Agencies

GLOBAL PARTNERS (BRANCH)

■ PANASCO Thai, Training Center

파나스코 미얀마 지사 소개
PANASCO Myanmar

G.P.B.
PANASCO MYANMAR - Shew In-Arr Co., Ltd.

GLOBAL PARTNERS (BRANCH)

■ MYANMAR Manpower Agency

Agent Name	PANASCO MYANMAR-Shew In-Arr Co., Ltd.			Established Date	2000. 02. 16
Location	No(c-27), Patauk War(7)St., F.M.I City, Haling Thayar Township, Yangon, Myanmar				
Phone No.	(+91)1-681688	Fax No.	(+91)1-684909	E-Mail	siakorea@gmail.com
The Number of Employees		15	Initial Capital		$200,000.00
Total Asst		$1,500,000.00	Total Liability		None

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	BONG SOO MOON	2006	The number of dispatched person	1250
	Mobile	82-10-3051-2823		Main Country	KFSB, KOREA
President	Name	U tin Moung Myint	2007	The number of dispatched person	1400
	Mobile	95-1-681-1688		Main Country	KFSB, KOREA
Deputy Manager	Name	Saw Adi Win Tun	2008	The number of dispatched person	450
	Mobile	95-9-510-5629		Main Country	KFSB, KOREA

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2011
1	KFSB	Korea	Eng'g & Const.	2008	450
2	Hyodong	Quwait	Eng'g & Const.	2011	250

Major Affiliate Company (Sub-Agent)

NO.	Company Name	Business Type	Specification (Contract Conditions with Sub-Agent)
1	ARBOURFIELD CO., LTD	Manpower, Training Center	Training For Welder, Pipe Fitter, Steel Fitter
2	SHWE PYI NYEIN CO., LTD	Manpower, Training Center	Electricians, Painter, Blaster Carpenters
3	DEPARTMENT OF LABOUR	Training Center	Mansons, Brick Layer, Tilars

Training Center

Type	Direct [ ] Sub-Contract [/]	Established (Contract) Date	2001. 10. 10
	Yangon, Myanmar		
The Number of Instructor	20	The Number of Trainee (Total)	1000

No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	Brick Laying	3 weeks	50000 KS	2	50
2	Carpenter	3 weeks	50000 KS	2	50
3	Reinforcement	3 weeks	50000 KS	2	50
4	Welding	8 weeks	50000 KS	2	50

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

■ LLICENSE: PANASCO Myanmar, Shew In Arr Co., Ltd.

Republic of the Union of Myanmar
Ministry of Labour
Department of Labour
Overseas Employment Service
Temporary Service Agent Licence

Licence No. 78/2011 Date: 1st April, 2011

The Department of Labour of the Ministry of Labour, Republic of the Union of Myanmar issues this licence under section (14) of the Law Relating to Overseas Employment.

1.	Name of Licencee (Myanmar)	:	ဦးတင်မောင်မြင့်
	(English)	:	U Tin Maung Myint
2.	Name and Address of Company	:	**Shwe Inarr Co., Ltd**
		:	No. (C-27), Pa Daukwar (7) Street, FMI City, Hlaing Tharyar Township, Yangon
3.	National/Citizen Registration No.	:	12/MaYaKa (Naing) 065208
4.	Date of Birth (Age)	:	1.12.1951 (60 Years)
5.	Education/ Qualification	:	B.Sc (Chemistry)
6.	Father's Name	:	U Hla Pe
7.	Address	:	No. (85-A), Kan Yeikthar Lane (5), FMI City, Hlaing Tharyar Township, Yangon
8.	Period of Validity of Licence	:	One Year
9.	Date of issue of Licence	:	1st April, 2011
10.	Licence valid up to	:	31st March, 2012

The holder of the Service Agent Licence shall perform overseas employment service in accordance with the Law Relating to Overseas Employment, Rules made under it, as well as Orders, Directives and service licence Regulations issued by the Department of Labour.

Signature
Name U Chit Shein
Director General

Remarks: This Licence will be revoked, if within six months of the date of issue, the service agent is unable to send workers for overseas employment.

GLOBAL PARTNERS (BRANCH)

■ PANASCO Myanmar Training Center

파나스코 방글라데시 지사 소개
PANASCO Bangladesh

G.P.B.
PANASCO BANGLADESH-Hope Human Resources

GLOBAL PARTNERS (BRANCH)

■ BANGLADESH Manpower Agency

Agent Name	PANASCO BANGLADESH-Hope Human Resources			Established Date	2001. 05. 09
Location	House No.35D, Suit No.4B, Road No.7, Block-G, Banani, Dhaka-1213				
Phone No.	008802-9886582/8861632	Fax No.	008802-9886586	E-Mail	hope.human@yahoo.com
The Number of Employees		30	Initial Capital		$1,000,000.00
Total Asst		$1,000,000.00	Total Liability		None

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	Bong Soo Moon	2009	The number of dispatched person	2087
	Mobile	82-10-3051-2823		Main Country	UAE / QATAR / MALAYSIA
President	Name	Mr. M. Rezaul Karim	2010	The number of dispatched person	1,761
	Mobile	00880-1715-090958		Main Country	UAE
Deputy Manager	Name	M. Wadudul Karim	2011	The number of dispatched person (Up to March)	141
	Mobile	00880-1916-0846147		Main Country	UAE/ QATAR
			GRAND TOTAL		12,944

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2011
1	RAS ENGINEERING CO. LLC	UAE	Eng'g & Const.	2009	400
2	THYSSENKRUPP ELEVATOR LLC	UAE	Lift & Elevetor	2010	200
3	FIRST SELECT INTERNATIONAL	UAE	Security Guard	2010	500
4	N.P.C. & AL- SHAFAR GROUP (ASSENT)	UAE	Construction skills, Fabricators & Welders	2011	1,200
5	MAISALOON BUILDING CLEANING SERVICES	UAE	Security, Waiter &Cleaner	2011	1,000

Major Affiliate Company (Sub-Agent)

NO.	Company Name	Business Type	Specification (Contract Conditions with Sub-Agent)
1	PRIMA ENTERPRISE	IMP., EXP., BUYING HOUSE & SUPPLIER	FAMILY BUSINESS-OWN BUSINESS HOUSE
2	OPTIMA REAL ESTATE & CONST LTD	DEVELOPER HOUSE-LAND BUILDING	FAMILY BUSINESS-OWN BUSINESS HOUSE
3	OPTIMA TECHNOLOGY LTD	IT SOLUTION	FAMILY BUSINESS-OWN BUSINESS HOUSE
4	OPTIMA APPARELS LTD	100% EXPORT ORIENTED GARMENTS FACTORY	FAMILY BUSINESS-OWN BUSINESS HOUSE
5	PSP STORAGE & FARM LTD	AN AGRICULTURE FARM NEAR DHAKA ON 100 ACRES LAND	FAMILY BUSINESS-OWN BUSINESS HOUSE

Training Center					
Type	Direct Hope Human Resouces Training Center		Established (Contract) Date		2001. 10. 10
Location	Plot No: 1089, Muktipalli Road, Shajadpur, PS: Badda, Dhaka				
The Number of Instructor		10	The Number of Trainee (Total)		200
No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	Mason	2 Months		52	50 x 4 Class/day
2	Const. Carpenter	2 Months		52	50 x 4 Class/day
3	Steel Fixer	2 Months		52	50 x 4 Class/day
4	Painter	2 Months		52	50 x 4 Class/day
5	Plumber	2 Months		52	50 x 4 Class/day
6	Electrician	3 Months		78	50 x 4 Class/day
7	Ductman	2 Months		52	50 x 4 Class/day
8	Welding/ Fabrication	2 Months		52	50 x 4 Class/day

Major Materials and Equipment for Training					
No.	Section	Equipment Name	Manufacturer	Model No.	The Number of Equipment
1	Mason	Block, Corni, Spirit level, Shawl, Cement, Sands	Local		50
2	Mason Tiles	Tiles, Corni, Spirit level, Shawl, Water level, Cement	Local		50
3	Const. Carpenter	Wooden Plank, Hamour, Spirit Level, Shawl	Local		50
4	Steel Fixer	MS material, Hamour, Spirit Level, steel handle	Local		50
5	Building Painter	Brushes, Stone, Scrp, EMRI paper, Spray Gun	Local		50
6	Plumber	All kinds of range, Hamour, Hexa, Thread Machine, Dice.	Local		50
7	Electrician	Volt meter, Multi meter, Clamp meter, Tester	Local		50
8	Ductman	Scissors, Wooden Hamour, Channel, Bendiner machine, Dice, Solution, Foil tape, Insulations	Local		50
9	Welding	Welding Machine AC/DC, Electrod/heater, MS materials	Local		50
10	Furniture Carpenter	Saw, Hamour, Scale	Local		50
11	Waiter, Cleaners	All Cleaning Instruments, well dressing, oral & practical manner.	Local		50
12	Security Guards	Safety materials, well dressing, oral & practical manner.	Local		50

GLOBAL PARTNERS (BRANCH)

LICENSE : PANASCO Bangladesh, Hope Human Resources

INTERNATIONAL TRANSLATION SERVICES
(Govt. Approved Translation Centre)

(Translated True Copy)

DHAKA CITY CORPORATION, DHAKA
Revenue Division (Zone -09)
Gulshan 2, Dhaka
Phone : 9896521.

Notary Public

Photo of the Holder (Round Seal)

Ward No.	Serial No. of Issue	Date of Issue
19	1199	20/07/08

(TRADE LICENCE)
No. **0906799**

This trade licence has been issued in favour of the following person/organization for the purpose of realizing tax imposed on profession, trades mentioned as per paragraph 6 of Dhaka City Corporation Model Tax Schedule, 2002 compiled by the Government by virtue of the power given of Section 60 of Dhaka City Corporation Ordinance 1983 (Ord. XL of 1983) effectiveness of which shall remain in force till the time mentioned in page 4 & 5.

01. Owner/Tax Payer's name : **M. REZAUL KARIM**
02. Father/Husband's name : MD. ABDUL JABBAR
03. Mother's name : JAHAN ARA BEGUM
04. Address of owner/Tax payer

PRESENT RESIDENTIAL ADDRESS
Holding No. : Ka 1/0, Wall
Road No. :
P.S. : Badda
Dhaka ..... (Post Code)

PERMANENT/REGISTERED ADDRESS
Holding No./ Vill.: Chandija
Road No./P.O. : Dumur
P.S. : Do.
District : Nilphamari

05. Name of business organization : **HOPE HUMAN RESOURCES.**
06. Paid up capital (In case of Limited Company) : Taka: .....
07. Address of business organization Phone & E-mail (If any) : House- 7, Road - 7 (5th Floor) Flat-E-2, Gulshan-1
08. Type of business : **RECRUITING AGENCY.**
09. Serial No. of model Tax, Schedule- 2002 : 9
10. Trade License / Renewal Fee (Yearly) : Taka (In figure) 2000/- (In word) Two Thousand Taka.
11. Sign Board Tax (Yearly) : Taka (In figure) 600/- (In word) Six Hundred Taka.
12. Issued Invoice : Book No. **0906799.**

All the dues have been realized from the licence holder through Misc. Receipt No. --------- Dated. ---------
(The License is written in Page No. **72** of D. C. R. Book No. **19/3**)

Sd/- Illegible
20/07/08
Md. Harbaul Haque
License & Advertisement Supervisor/Revt Assistant
(Name & Designation with seal)
Zone-9, (Gulshan)
Dhaka City Corporation.

Sd/- Illegible
20/07/08
(Md. Yousuf Miah)
Officer of Taxes,
Zone-9, (Gulshan)
Dhaka City Corporation.

ATTESTED
26.05.2010
KAZI MD. SOHAIL ISLAM
Notary Public
Bangladesh

Translated by
26-05-10
MOHAMMAD HABIBUR EHSAN
International Translation Services
Dhaka, Bangladesh

Alam Plaza (Pvt) Ltd. 517/B Road No 17 Banani Bridge Dhaka 1213 Tel: 988 5250 Fax: +880-2-988-5250 Mobile: 01711-033051

| Philippines | India | Nepal | Thai | Myanmar | Bangladesh | Pakistan | Indonesia | Nigeria |

GLOBAL PARTNERS (BRANCH)

The Status of Dispatch Workers

Hope Human Resources

HOPE HUMAN RESOURCES
STATUS OF DISPATCH WORKERS

YEAR	SL	NAME OF CO.	NO. OF WORKERS	TOTAL
2003		COUNTRY: K.S.A		881
	1	DAWAYA AL ZAZIRH, RIYADH	115	
	2	AL KAHID ESFAHLISH, RIYADH	114	
	3	MUTTAFILE MAINT & TRADING	100	
	4	HASEEB AL BAANCE, ARAR	62	
	5	AL TAWIM EST., RIYADH	72	
		TOTAL =	881	
2004		COUNTRY: K.S.A		1090
	1	IRON SEALS	750	
	2	SARAYA AL ZAZIRH, RIYADH	125	
	3	MUTTAFILE MAINT & TRADING	225	
		TOTAL =	1090	
2005		COUNTRY: K.S.A		
	1	INDIVIDUAL	1100	1100
2006		COUNTRY: MALAYSIA		1400
	1	LIMPOH MOHAMED HOLDING	258	
	2	HABIB MOLIKOM SDN BHD	150	
	3	STEEL RECON INDUSTRIES SDN	188	
	4	BERASATU HOLDING SDN BHD	188	
	5	MALAYSIAN HARVEST SDN BHD	188	
	6	PEN SI PIPING ENG SDN BHD	188	
	7	NEW BILLION INDUSTRIESM SDN	188	
	8	PERINGAWN GRI INDIAH	188	
	9	BIDARI HOLDINGS SDN BHD	188	
	10	INDIVIDUAL	265	
		TOTAL =	1400	
2007		COUNTRY: U.A.E.		1009
	1	ABSHABAN CONSTRUCTION	110	
	2	AL SHAFAR GEN CONT	140	
	3	AL JESIM	80	
	4	AL GHADEL	150	
	5	AL SHAFAR NATIONAL CONT	241	
	6	AL BAHLY CONT	115	
	7	BIN SHAKHAR CONT.	114	
	8	AL NASBAI	110	
	9	AL HIKMA CONT	160	
	10	AL KANZ CONT	30	
	11	MASALOON CLEANING	50	
	12	MONOLITH CONT	55	
	13	RKS ENGINEERING	88	
	14	AL ZAMALIC CONT	150	

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Hope Human Resources

HOPE HUMAN RESOURCES
STATUS OF DISPATCH WORKERS

YEAR	SL	NAME OF CO.	NO. OF WORKERS	TOTAL
2007		COUNTRY: MALAYSIA		910
	15	SAS INDUSTRIES	100	
	16	PBB SENATROIC HOLDING SDN BHD	15	
	17	FELDA PLANTATIONS SDN PHD	100	
	18	FRISIA PLANTATION DRD	100	
	19	IOI CORPORATION BERHAD	100	
	20	TH PLANTATIONS	100	
		TOTAL =	910	
2008		COUNTRY : U.A.E.		2107
	1	AL RAHI CONT	27	
	2	AL NASOODAH	30	
	3	COMMODORE CONT	32	
	4	MASALOON BLDG	38	
	5	AL DHAN CONT	86	
	6	GROUP 4 SECURITY	25	
	7	ABST ELECTRICIAN	28	
	8	AL SHAFAR NATIONAL CONT	107	
	9	AL HAMMA CONT	105	
	10	DOMI CONSTRUCTION	26	
	11	PLUS POSITIVE	25	
	12	AL SHAFAR ELECTRONICS	29	
	13	AL SHAFAR GEN CONT	626	
	14	AL SHAFAR UNITED	15	
	15	AL SOMAH	68	
	16	AL RASHID CONT	68	
	17	BIN BELALA	68	
	18	BIN SHAFAR CONT	136	
	19	CASTTLEISAYATH CONSTRN	47	
	20	IMAD PRECAST	61	
	21	RING CONTRACTING	169	
	22	SHARJAH TOWER	58	
	23	INAS ENGINEERING	40	
	24	THYSSENKRUPP	36	
	25	HINDUSTAN TECHNICAL	25	
	26	AL QANDEEL CONSTR.	18	
	27	OTHERS	18	
2009		COUNTRY: QATAR		234
	28	QATAR BLDG CONSTRUCTION	72	
	29	CONTINENTAL TRADING & CONT. CO.	80	
	30	KALOS TRADING CORP	37	
	31	AL BADAH	35	

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Hope Human Resources

HOPE HUMAN RESOURCES
STATUS OF DISPATCH WORKERS

YEAR	SL	NAME OF CO.	NO. OF WORKERS	TOTAL
		COUNTRY: MALAYSIA		300
		AHB EAGLESIVE RIGHT SDN BHD	250	
		TOTAL =	2,387	
2009		COUNTRY: U.A.E.		179
	1	AH AL AZAM PRINTING	2	
	2	AL SKLISH TECHNICAL	8	
	3	CRYSTAL CLEANING CO.	44	
	4	ORIENTAL BUILDING CLEANING	11	
	5	ROTERMEDS INTLSCORA CORPORATION	2	
	6	SPRING LINE GEN CONT.	12	
	7	THOMAS BENNET GULF CO.	95	
2009	1	COUNTRY: MALAYSIA		1300
		ICI CORPORATION BERHAD	300	
		FELDA PLANTATIONS SDN BHD	1000	
2009		COUNTRY: QATAR		8
	1	AL JABER TRADING CO.	8	
		COUNTRY: LIBYA		408
		WADE WASTOTA	200	
		D.S. CONTRACTORS LIMITED	200	
		TOTAL =	2087	

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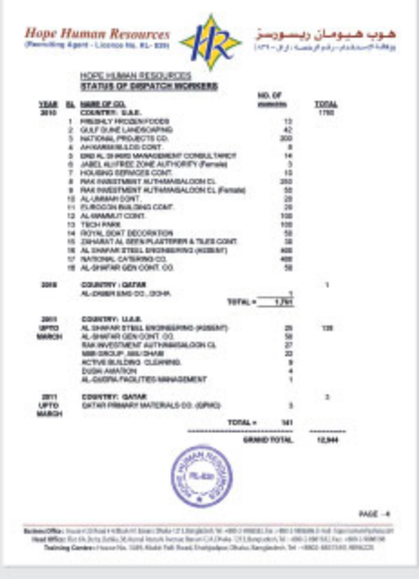

Hope Human Resources

HOPE HUMAN RESOURCES
STATUS OF DISPATCH WORKERS

YEAR	SL	NAME OF CO.	NO. OF WORKERS	TOTAL
2010		COUNTRY: U.A.E.		1760
	1	FRESHLY FROZEN FOODS	13	
	2	GULF DUNE LANDSCAPING	42	
	3	NATIONAL PROJECTS CO.	300	
	4	AKHAMIM BLDG CONT	8	
	5	SNG AL DHABI MANAGEMENT CONSULTANCY	14	
	6	JABEL ALI FREE ZONE AUTHORIEY (Female)	3	
	7	HOUSING SERVICES CONT	13	
	8	RAK INVESTMENT AUTHAMASALOON CL	250	
	9	RAK INVESTMENT AUTHAMASALOON CL (Female)	50	
	10	AL UMMAH CONT.	20	
	11	EUROCON BUILDING CONT.	20	
	12	AL MAMUT CONT.	100	
	13	TECH PARK	100	
	14	ROYAL DONT DECORATION	50	
	15	ZAHARAT AL DEFA PLASTERER & TILES CONT.	30	
	16	AL SHAFAR STEEL ENGINEERING (RESIDENT)	400	
	17	NATIONAL CATERING CO.	400	
	18	AL SHAFAR GEN CONT. CO.	50	
2010		COUNTRY : QATAR		1
		AL-DABBI SING CO., DOHA	1	
		TOTAL =	1,761	
2011 UPTO MARCH		COUNTRY: U.A.E.		135
		AL SHAFAR STEEL ENGINEERING (RESIDENT)	25	
		AL-SHAFAR GEN CONT. CO.	50	
		RAK INVESTMENT AUTHAMASALOON CL	27	
		MBB GROUP, ABU DHABI	22	
		ACTIVE BUILDING CLEANING	9	
		DUBAI AMBATION	4	
		AL-DABBI FACILITIES MANAGEMENT	1	
2011 UPTO MARCH		COUNTRY: QATAR		3
		QATAR PRIMARY MATERIALS CO. (QPMC)	3	
		TOTAL =	141	
		GRAND TOTAL		12,944

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PANASCO Bangladesh Training Center

GLOBAL PARTNERS (BRANCH)

파나스코 파키스탄 지사 소개
PANASCO Pakistan

Instructions and Conditions

1. The licensee shall carry the licence on his person whenever engaged in any business under Emigration Ordinance, 1979, and the rules made thereunder and shall produce it on demand by a bonafide person including the emigrants' employers in foreign countries and any official of the Government of Pakistan in Pakistan or abroad.

2. Any licensee who causes, or assists in, the emigration of any person in contravention of the provisions of the Emigration Ordinance, 1979, or the rules made thereunder, shall be punishable in accordance with the law.

22 JAN 2010

3. Any violation of the Emigration Ordinance, 1979, or the rules made thereunder, shall render him liable to any one or more of the following measures,—

(i) suspension of licence;
(ii) cancellation of licence;
(iii) forfeiture of security money in part or full; and
(iv) prosecution in a court of law under the said Ordinance and the Rules.

OVERSEAS EMPLOYMENT PROMOTERS'S LICENCE RENEWAL
(Non-transferable)
[See rules 7 and 9(1)]

Licence No. 1902/RWP issued on 11-06-1998
authorising Mr/Mrs/Mrs. Allah Bakhsh
of Messrs. Al-Tauqeer International
whose photograph is affixed above, authorising him/her to engage in assisting persons to emigrate for the purpose of employment by obtaining, or helping to obtain, for them the necessary passage from Pakistan, subject to the provisions of the Emigration Ordinance, 1979 (XVII of 1979), and the emigration Rules, 1979, is hereby renewed for the period 1st Jan 2010 to 31st Dec 2012.

Issued
Dated the 31-12-2009
Director General
Bureau of Emigration and Overseas Employment
Ministry of Labour, Manpower and Overseas Pakistanis,
Government of Pakistan

G.P.B.
PANASCO Pakistan Al-Tauqeer International

■ CERTIFICATE : PAKISTAN Al-Tauqeer

Book No. A 09327 Serial No. A 932655

MEMBERSHIP CERTIFICATE

Name & address of Chamber/Association PAKISTAN OVERSEAS EMPLOYMENT PROMOTERS ASSOCIATION (POEPA)

(Affiliated with the Federation of Pakistan Chambers of Commerce & Industry)

CERTIFIED that M/S AL-TAUQEER INTERNATIONAL

(name and address of Member Firm / Company)

Flat No. 4,1st Floor, Bhalwal Plaza, I-10 Markaz, Islamabad

G.S.T. No. NA N.T.N. No. 1106609-1

is a member of this Chamber/Association Association

Membership No: RWP-43

THIS CERTIFICATE shall be valid upto the 31st March, 2011 (date) unless otherwise notified to the NTN / GST Registration authority / Scheduled Bank concerned.

PAKISTAN OVERSEAS EMPLOYMENT PROMOTERS POEPA CENTRAL ASSOCIATION

Given on this 1st day of April 20 10

Signature of Secretary

Countersigned by

(name and designation)

GLOBAL PARTNERS (BRANCH)

파나스코 인도네시아 지사 소개
PANASCO Indonesia

G.P.B.
PANASCO INDONESIA-Ruyung Karyamandiri

■ INDONESIA Manpower Agency

Agent Name	PANASCO INDONESIA – Ruyung Karyamandiri			Established Date	–
Location	Jl. Kapten Tendean No.30D Mampang Prapatan South Jakarta 12720				
Phone No.	6221 719 7548	Fax No.	6221 719 5123	E-Mail	bachtiar.hawelly@gmail.com
The Number of Employees		12	Initial Capital		$250,000.00
Total Asst		$300,000.00	Total Liability		$500,000.00

Company Officials			Dispatch Performance (Construction Field)		
Chairman	Name	Bong Soo Moon	President	Name	Hawelly E. Bachtiar
	Mobile	(+82) 010-3051-2823		Mobile	+62811997640

Major Client Available

NO.	Company Name	Business Location	Type Of Business	Latest Order Date	The Number of Dispatched person in 2011
1	Regency Hotel	Kuwait	Hotel	Aug-08	437
2	Al Ahliya	Dubai	Constructions	Dec-07	592
3	Al Ahliya	Dubai	Constructions	Feb-08	750
4	Global Employment	Romania	Farmer	Feb-08	1000

Training Center

Type	Direct [ ] Sub-Contract [/]		Established (Contract) Date		–
	Cibitung, Bekasi Timur, Jln Gapura, No 9, Jawa Barat, Indonesia				
The Number of Instructor		3	The Number of Trainee (Total)		100
No.	Training Program	Training Period	Training Fee	Number of Class	Maximum Number of Trainee per Class
1	SMAW Training	20 Days	RP20,000,000	2	35
2	GTAW Training	12 Days	RP15,000,000	3	22
3	Painting	7 Days	RP5,000,00	1	20
4	Carpentar	7 Days	RP5,000,000	1	30
5	Rebar	3 Days	RP3,000,000	1	20
6	Mason	3 Days	RP3,000,000	1	25

Major Materials and Equipment for Training

No.	Section	Equipment Name	Manufacturer	Model No.	The Number of Equipment
1	–	Welding Machine	Dae Ho Elec. Mfg Co, Korea	DH 500 MX	2
2	–	Welding Machine	Dae Ho Elec. Mfg Co, Korea	DH 500 MX	2
3	–	Grinder Machine	Mitsubishi	MX 200	2
4	–	Compressor	Sugoi, China	CNP – 1000	1

GLOBAL PARTNERS (BRANCH)

■ LICENSE : PANASCO Indonesia, Ruyung Karyamandiri

KEPUTUSAN
MENTERI TENAGA KERJA DAN TRANSMIGRASI REPUBLIK INDONESIA
NOMOR : KEP. 339 /MEN/2006

TENTANG
SURAT IZIN PELAKSANA PENEMPATAN TENAGA KERJA INDONESIA
(SIPPTKI)
UNTUK PENEMPATAN TENAGA KERJA INDONESIA
KE LUAR NEGERI

MENTERI TENAGA KERJA DAN TRANSMIGRASI REPUBLIK INDONESIA

Membaca : Surat permohonan penyesuaian Ijin Pelaksana Penempatan Tenaga Kerja Indonesia ke luar negeri dari PT. Ruyung Karya Mandiri No. : 234/PPU/RKM/IX/2006 Tanggal 2 Oktober 2006 ;

Menimbang : a. bahwa SIUP PPTKI Nomor KEP. 330/MEN/LN/IV/2000 tanggal 31 Mei 2000 Atas nama PT. Ruyung Karya Mandiri telah dilakukan penyesuaian sehingga memenuhi syarat sesuai Undang-Undang Nomor 39 Tah 2004 dan perlu diganti;

b. bahwa karena itu perlu dikeluarkan keputusan Ijin Pelaksana Penempatan Tenaga Kerja Indonesia.

Mengingat : 1. Undang - undang Nomor 39 tahun 2004;
2. Keputusan Presiden Nomor 20/P Tahun 2005;

M E M U T U S K A N

Menetapkan :

PERTAMA : Memberikan Surat Ijin Pelaksana Penempatan Tenaga Kerja Indonesia (SIPPTKI) untuk melaksanakan penempatan tenaga kerja ke luar negeri kepada :

Nama Perusahaan : PT. Ruyung Karya Mandiri
Penanggung Jawab : Drs. Hawelly E. Bachtiar
Alamat Kantor : Jl. Kapt. Tendean No.30 Jakarta Selatan
Telephone / Fax. : 021-7190571 / 021-7196123

KEDUA : Dengan dikeluarkannya SIPPTKI ini maka hak dan kewajiban PPTKIS dalam pelaksanaan penempatan tenaga kerja ke luar negeri tidak berubah ;

KETIGA : Jangka waktu SIPPTKI berlaku selama 5 (lima) tahun sejak ditetapkan dan apabila dikemudian hari terdapat kekeliruan akan diperbaiki sebagaimana mestinya.

KEEMPAT : Keputusan ini mulai berlaku sejak tanggal ditetapkan.

Ditetapkan di : JAKARTA
Pada tanggal : 30-11-2006

Menteri
Tenaga Kerja dan Transmigrasi
Republik Indonesia,

Erman Suparno

파나스코 나이지리아 지사 소개
PANASCO Nigeria

G.P.B.

Established HCE PANASCO NIG. Ltd.

Head Office

Address: 6 Jefstone Close Off Ebisam R.d, Akenfa II Yenegoa, Bayelsa State, Nigeria
Contact No. : 084-8822368, 080-38906422

Contact Office

Address : 70 Trans-amadi Exit Off Odili R.d, Amadi-ama P.H
Contact No. : 080-63891140, 080-36001846

PANASCO

Human Resource / Recruiting / Trade

서울시 종로구 종로1가 24 르메이에르 빌딩 A-1303호
Telephone. 02 325 7377 Facsimile. 02 725 7227
E-mail. panasco@hanmail.net

A-1303 Lemeilleur B/D, 24, Jongno1-ga,
Jongno-gu, Seoul 110-888 Korea.
Telephone. +82 (0)2-325-7377
Facsimile. +82 (0)2-725-7227

www.panasco.co.kr