



SERVICE PROPOSAL

MALINDO RECRUITING AGENCY CO., LTD.

Recruiting Licence No. Tor 8/2527





Brief Profile of MALINDO RECRUITING AGENCY

- ✓ Established in 1979.
- ✓ Approved Manpower Recruitment Agency by Thailand Ministry of Labor and Social Welfare in 1984. Recruiting License No. Tor. 8/2527.
- ✓ Testing and Training Center License No. 002/1997
Registered under The Department of Skill Development, Ministry of Labor.
- ✓ ISO 9001 : 2008 Certified.





Strong Points of Thai Workers

Why Thais are better?

1. Hard working and do not mind to work long hours (O.T.).

Malindo gets most of the workers from North Eastern Part of Thailand, where is main source of world famous Thai Rice. They are basically farmers working under strong sunlight for long hours.

They intend to work oversea to get money to support their family back home. They understand what they are doing. So they don't mind working long hours of overtime.





Strong Points of Thai Workers

Why Thais are better?

2. High performance and high skill.

Since Thailand is the most developed country in the region. The work required for domestic construction project is more sophisticated.

The skill or technique they obtained in domestic construction field is more advanced than workers from its neighboring countries.





Strong Points of Thai Workers

Why Thais are better?

3. Continue working without Foreman or Supervisor on site.

Once the daily target is understood by proper instruction Thai Workers work to get it finished.
They are earnest and conscientious.

Generally they like to work in a team.
With their peculiar Brotherliness Relationship in a team, they help each other to accomplish the task.





Strong Points of Thai Workers

Why Thais are better?

4. Earliest finished their job by schedule

In general Thais finish the work before its deadline.

If the job takes 3 days to finish for other nationality,

Thais complete in 2 days or 2 and half days.

That is because they concentrate the job they got assigned.

They do not talk or play each other during the job.

Thai may not be clever like other nationality
but they are steady and reliable.





Strong Points of Thai Workers

Why Thais are better?

5. More productivity.

For the same work you can find Thai workers with more productivity than the other nationality. They understand what to be done and they just work for it.

In addition they accustomed to higher level of requirement in their domestic construction field, which needs more efficiency than that of other countries.





Strong Points of Thai Workers

Why Thais are better?

6. No higher demand than per agreement.

Thais love Fairness.

A Characteristic of Thai is “integrity”.

Once the conditions are agreed they don't ask you for more. They do not take advantage of more than what they get, instead they devote their full ability to fulfill the order.

If you treat them with fairness, they will reply with their integrity.





Strong Points of Thai Workers

Why Thais are better?

7. No runaway. Return to their home after completion of contract.

Thais do not runaway.

They devote to their family so much.

Happy return to their family is what they long for all through the contract in oversea. That once their assignment fulfilled they go back straightly to their wife and children in Thailand.



Strong Points of Thai Workers

Why Thais are better?

8. Friendly and peaceful personality.

Thais have friendly and peaceful personality. Mentioned 7 aspects all comes from their character. Though you may think it too nice to believe, however that is why millions of foreigners visiting Thailand repeatedly each year. And big company like JT Metro in Dubai decided to increase the volume of Thai Workers only.

Once you use Thai Workers, you'll understand the difference.





1. Formal Request

2. Apply for Recruiting Approval

3. Start Recruiting

4. Interview & Skill Test

5. Documents for visa

6. Book the flight

7. Visa sent to Malindo

8. Sending Approval

9. DOE Orientation

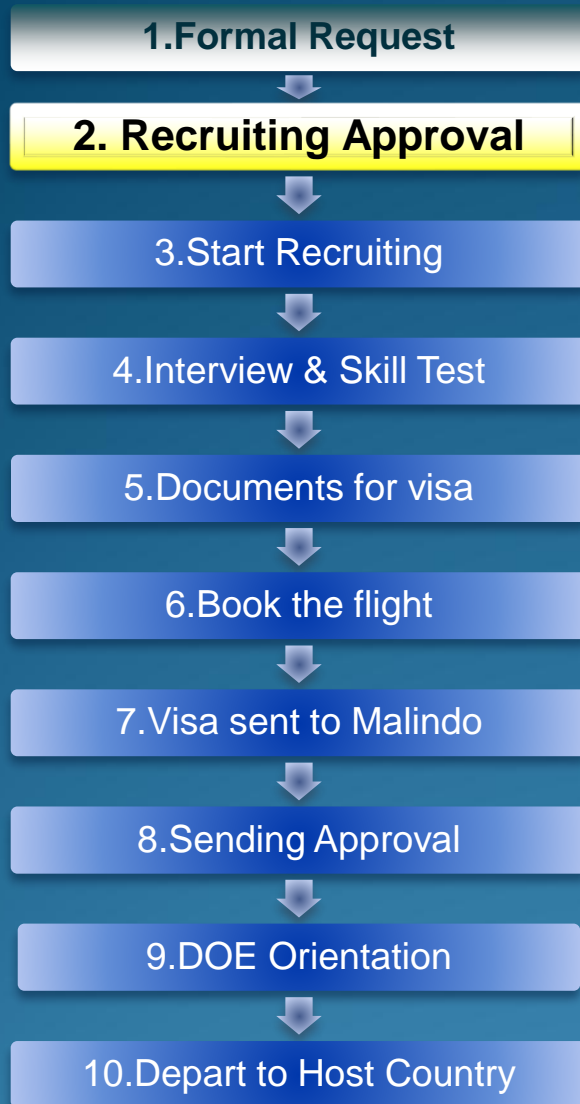
10. Depart to Host Country

Procedure of Dispatching

Formal Request from Employer with following documents are required to start recruiting.

1. Power of Attorney (to Malindo Recruiting Agency)
2. Demand Letter indicates positions and numbers required with minimum salary of each indicated.
3. Employment Contract with signature and seal of company authorization.
4. Company Registration (Trade License/Arabic and translated to English)
5. Recruitment Agreement (Employer in Host Country and Malindo)
6. Covering Letter by Thai Embassy/Consulates in Host Country.

All with attestation by Chamber of Commerce and Royal Thai Embassy/Consulates in Host Country. Except for 6.



Procedure of Dispatching

After receive the said documents Malindo applies Approval for recruitment to the order from Department of Employment in Thailand.

It will take 1 week after we received original attested documents from Employer.



Procedure of Dispatching

Malindo will start the recruiting after the Approval to the order obtained from Department of Employment.



APPLICATION FORM

MALINDO RECRUITING AGENCY CO., LTD.
TEL : +662-676-9216 (AUTO & LINES) FAX : +662-676-9446
E-mail : malindo@malindo-thai.com Website : www.malindo-thai.com

POSITION APPLIED	AGE			YEARS	PLACE OF BIRTH	SEX	HEIGHT
NAME - FAMILY NAME	DATE OF BIRTH			RELIGION	WEIGHT	DATE OF EXPIRY	
NATIONALITY	PASSPORT NO.			DATE OF ISSUE	DATE OF EXPIRY		
DRIVING LICENCE	YES <input type="checkbox"/> NO <input type="checkbox"/>			TYPE			DATE OF EXPIRY
ADDRESS							
E-MAIL							

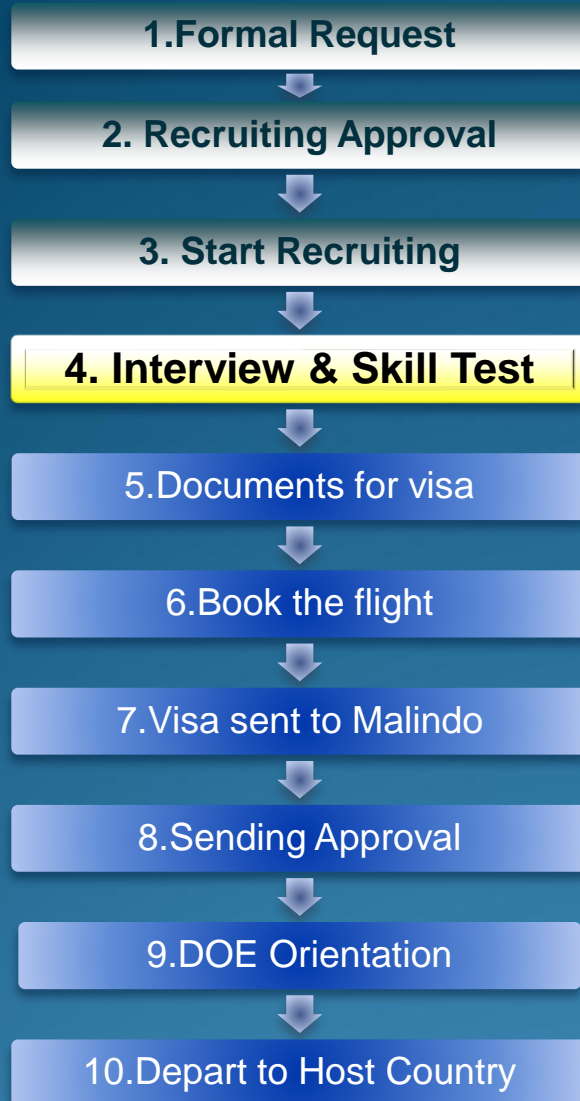


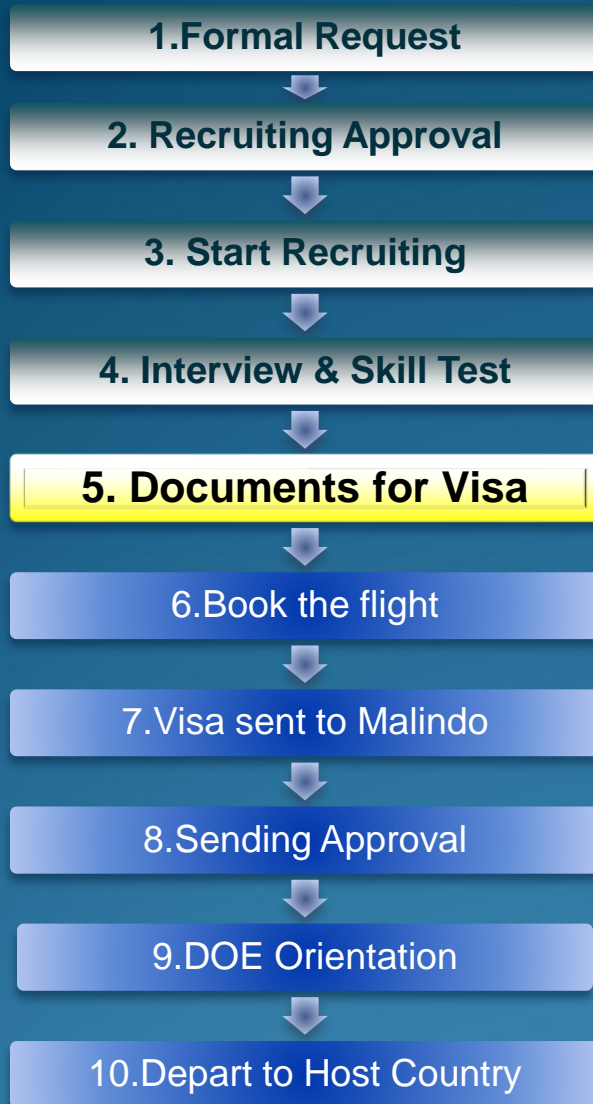


Procedure of Dispatching

Malindo to conduct interview and skill test with Employer's Representative for Selection of the candidates.

It will take 2 to 3 weeks to have the session after Malindo start Recruiting.





Procedure of Dispatching

Malindo to provide the documents for visa proceeding in Host Country after Candidates selected.

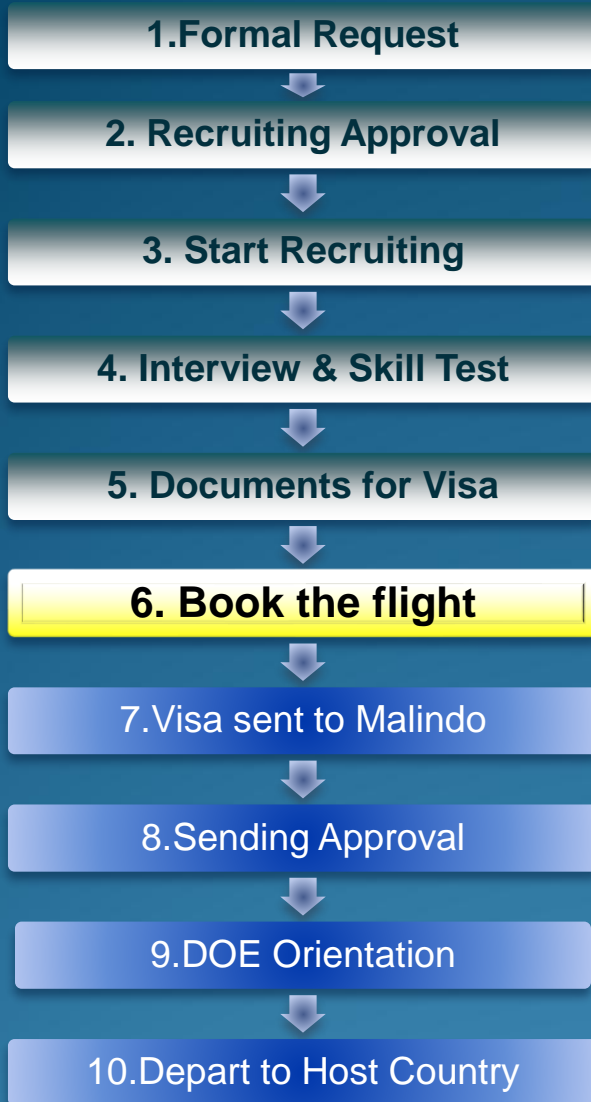
- a) Passport scan copy
- b) Medical Certificate
- c) Photo

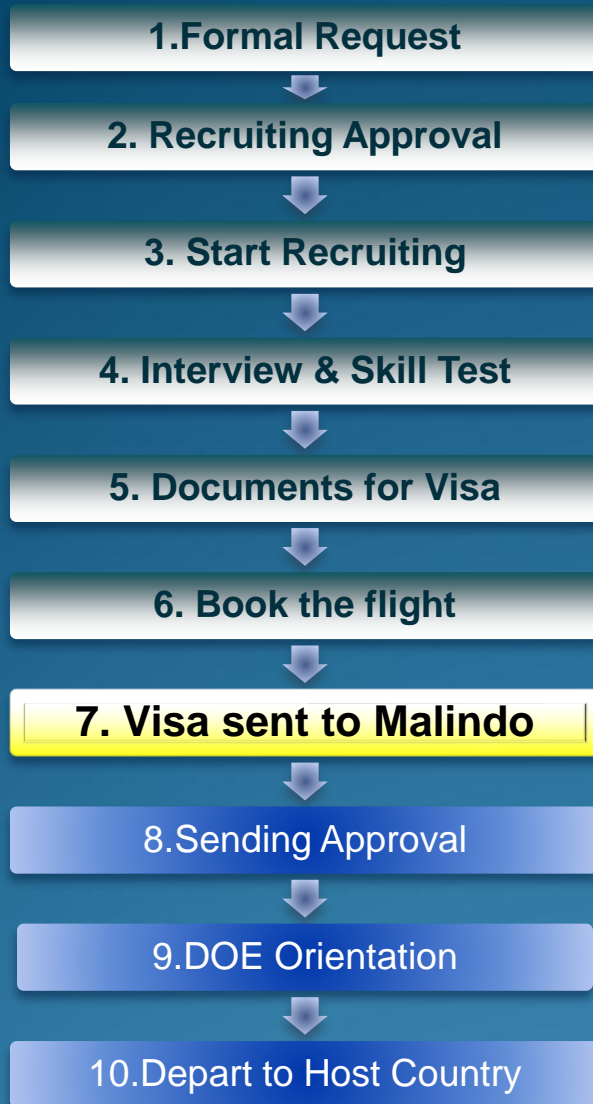
It will take 1 week to prepare the documents. The cost of a) to c) is to be borne by the selected candidates.



Procedure of Dispatching

Employer is requested to provide Malindo with the air tickets for the selected candidates to Host Country. Departure date to be consulted with Malindo.





Procedure of Dispatching

Visa application to be done in Host Country by Employer.

It usually take 1 to 4 weeks for Employment Visa being issued.

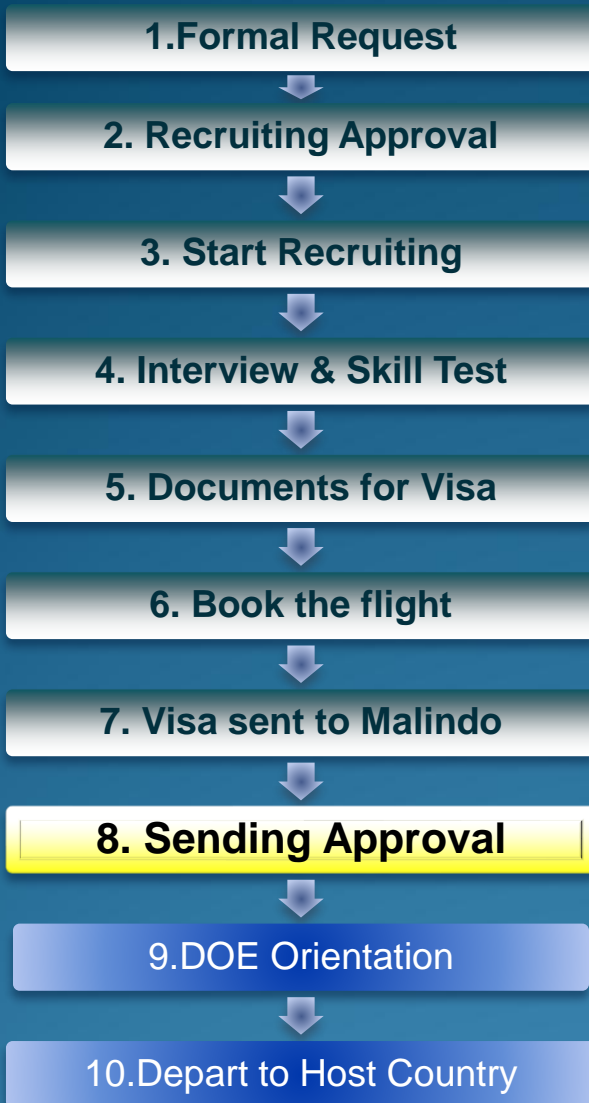
If in a hurry the candidates may be able to enter Host Country on Visiting Visa, which takes about 1 week. After arrival he can apply for employment visa in Host Country depending on authority concern by Host Country.

Lead time for visa issue in Host Country, depending on the situation in the authority.



Procedure of Dispatching

Malindo will obtain Sending Approval from Department of Employment of Thailand. It will take 5 working days.





1. Formal Request



2. Recruiting Approval



3. Start Recruiting



4. Interview & Skill Test



5. Documents for Visa



6. Book the flight



7. Visa sent to Malindo



8. Sending Approval



9. DOE Orientation



10. Depart to Host Country

Procedure of Dispatching

Malindo will take the selected candidates to Pre-Departure Orientation provided by Department of Employment in Thailand





Procedure of Dispatching

Malindo will take the selected candidates to the place of Employer in Host Country after Orientation by Department of Employment in Thailand finished.





Term & Conditions

Period of Contract:	Minimum 1 Year (Renewable)
Accommodation:	Provide by Employer
Food or Food Allowance:	Provide by Employer
Working Hours:	8 hrs per day / 48 hrs per week
Overtime:	As per Labor law of Host Country
Air Ticket (Bkk- Host Country - Bkk)	Provide by Employer
Medical Treatment:	Provide by Employer
Insurance Coverage:	Provide by Employer
Annual leave	As per Labor law of Host Country
Others	As per Labor law of Host Country
Recruitment Fee	1 Month basic salary



Cost and Lead time of Dispatching



Recruiting Service Fee
to Malindo Recruiting Agency

1 Month Salary
for each position selected

Lead Time from Formal Order
received by Malindo to arrival
of the Workers in Host Country.

7 to 10 Weeks





Activities Record

NAME OF COMPANIES	NATIONALITY	JOB SITE
A.R.NAMLAH CORP.	K.S.A.	SAUDI ARABIA
AL SAGRI TRADING & CONTRACTIN CO.,LTD.	K.S.A.	SAUDI ARABIA
AGRI INDUSTRIES CO.,LTD.	K.S.A.	SAUDI ARABIA
AL RAJHI & AL SEDAIS CO.,LTD.	K.S.A.	SAUDI ARABIA
KANOOZ GENERAL SERVICE CO.,LTD.	K.S.A.	SAUDI ARABIA
PETROMIN JET (REFINERY)	K.S.A.	SAUDI ARABIA
RIYADH NATIONAL HOSPITAL	K.S.A.	SAUDI ARABIA
TOBISHIMA CORPORATION	JAPAN	BRUNEI
SAN TEH (B) SDN.BHD.	MALAYSIA	BRUNEI
GOLDSTAR TELE-ELECTRIC INSTALLATION CO.,LTD.	KOREA	BRUNEI
JBH MASS MANUFACTURING CO.,LTD.	SINGAPORE	BRUNEI
WAN LEE KEMAJUAN JATI SDN.BED.	BRUNEI	BRUNEI
RIVERVIEW INN HOTEL	BRUNEI	BRUNEI
SHERATON BRUNEI HOTEL	BRUNEI	BRUNEI
SYARIKAT WANDY	BRUNEI	BRUNEI
BINA GOODYEAR BERHAD	MALAYSIA	MALAYSIA
SITIA BERHAD GROUP	MALAYSIA	MALAYSIA
MY HEALTHLAND GROUP SDN.BHD	MALAYSIA	MALAYSIA
MY HEALTHLAND (KL) SDN.BHD	MALAYSIA	MALAYSIA



Activities Record

NAME OF COMPANIES	NATIONALITY	JOB SITE
TANG ENG, IRON WORK CO.,LTD.	TAIWAN	TAIWAN
TAIWAN YU FOONG COTTON SPINNING MILL CO.,LTD.	TAIWAN	TAIWAN
SEAWARD TAI CHUNG CO.,LTD.	TAIWAN	TAIWAN
JENG TAI E CO.,LTD.	TAIWAN	TAIWAN
FORMOSA PLASTIC CO.,LTD.	TAIWAN	TAIWAN
CHUNG SHINGTEXTILE CO.,LTD.	TAIWAN	TAIWAN
NEW ASIA CONSTRUCTION CO.,LTD.	TAIWAN	TAIWAN
AHMADIAH CONTRACTING & TRADING CO. KCSC	KUWAIT	KUWAIT
HYATT REGENCY KUWAIT HOTEL	KUWAIT	KUWAIT
AL - GHANIM GROUP (G.M.)	KUWAIT	KUWAIT
AL - JAZEERA REAL ESTATE DEVELOPMENT CO.	KUWAIT	KUWAIT
NATIONAL INDUSTRIES COMPANY (NIC)	KUWAIT	KUWAIT
ARABIAN MIX CO. (L.L.C.)	QATAR	QATAR
AL MUFTAH READY MIX	QATAR	QATAR
H.H. THE EMIR'S PRIVATE AFFAIRS OFFICE (HHEPO)	QATAR	QATAR
MUSANDAM ROCK WLL.	BELGIUM	OMAN
OBAYASHI CORPORATION (DUBAI BR.)	JAPAN	DUBIA - U.A.E.
KYODO KUMIAI SAIFA	JAPAN	JAPAN
ASIAN G COOPERATIVE BUSINESS ASSOCIATION	JAPAN	JAPAN
KYOSHIN KOKUSAI JIGYO KYODOU KUMIAI	JAPAN	JAPAN
OTHERS (VARIOUS COUNTRIES)		



NETWORK OF MALINDO

We are also capable of supplying the personnel from another countries such as Vietnam, Nepal, Sri Lanka, Indonesia, India, Bangladesh, Myanmar etc.

If you are interested to take your workers from those countries, please let us know.





Thank you for your consideration.



MALINDO RECRUITING AGENCY CO., LTD.

110 Soi Kittipanich, Chansapan 3 Rd., Thungwatdon,
Sathon, Bangkok 10120, THAILAND.
Tel : (662) 676-9216 (Auto 6 lines) Fax: (662) 676-0446
e-mail : malindo@malindo thai.com
info@malindo thai.com
H/P: www.malindo thai.com