



Law firm  
Estd in  
1980

柳玉葉律師館  
**LIEW GEOK HEOK**  
Advocate & Solicitor  
Commissioner for Oaths  
Notary Public  
5001 Beach Road #03-54  
Golden Mile Complex  
Singapore 199588  
Tel 6294-8767 Fax 6294-4205

Your Ref

Our Ref

TO ALL TO WHOM THESE PRESENTS SHALL COME

I, LIEW GEOK HEOK, NOTARY PUBLIC, duly authorised and appointed practising in the Republic of Singapore DO HEREBY CERTIFY THAT annexed hereto are originals/copies of documents informed to be duly executed confirmed or issued by the party or parties relating to the matter or matters more particularly described in the Schedule hereinafter appearing AND FURTHER CERTIFY THAT the signatures appearing thereon are informed to be of the proper handwriting/seals of the respective party or parties named therein.

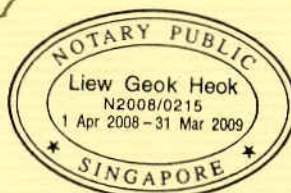
THE SCHEDULE ABOVE REFERRED TO

Documents (5 pages) relating to employment of Bangladeshi Nationals by HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD. OF Singapore Branch Office.

IN TESTIMONY WHEREOF I, the said Notary Public, have hereunto subscribed my name and affixed my Seal of Office this 23 day of Oct 2008.

WHICH I ATTEST

*[Signature]*  
LIEW GEOK HEOK  
NOTARY PUBLIC  
SINGAPORE  
Client HYUNDAI  
Adelene Lim 90074006



Attestation NO: 825/08

**Attested**

*[Signature]*

Yasmin Sultana  
Counsellor  
Bangladesh High Commission  
Singapore

We have received an amount of 8156.00 (SGD one hundred & fifty six only) as from attestation.

M/S Manispower Corporation  
CWN(B)-3, 123 Gulshan Avenue Road,  
Gulshan-02, Dhaka, Bangladesh

September 4, 2008  
Ref No.

## Special Power of Attorney

*KNOW ALL MEN BY THESE PRESENTS:*


We, Hyundai Engineering & Construction Co., Ltd., a company organized and existing under the laws of Republic of Korea and having its principal place of business at 140-2, Kye-Dong, Chongro-Ku, Seoul, Korea (hereinafter called "the HDEC") do hereby appoint **Manispower Corporation**, a company organized and existing under the laws of Bangladesh and having its principal place of business at House #66, Road #10, Block #D, 3<sup>rd</sup> Floor, Banani, Dhaka, Bangladesh (hereinafter called "MANISPOWER"), as our true and legal representative to act for and in our name and stead and to perform the following acts:

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

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



T.W.KIM  
Vice President & General Manager  
Hyundai Engineering & Construction Co., Ltd.  
Singapore Branch Office

**Attested**  
  
Yasmin Sultana  
Counsellor  
Bangladesh High Commission  
Singapore



M/S Manispower Corporation  
CWN(B)-3, 123 Gulshan Avenue Road,  
Gulshan-02, Dhaka, Bangladesh

September 4, 2008  
Ref No.

Attention : Mr. Mohammed Mahbub Alam, President

Subject : Demand Order

We hereby authorize MANISPOWER to recruit Bangladesh nationals on our behalf to carry out employment for our projects in Singapore under the terms and conditions as set forth hereunder.

■ Trade and Numbers of Workers Required

No.	Job Trade	No of Workers	Monthly Salary(Singapore Dollar, SD)
1	Concrete Foreman	3	900 ~ 1300
2	Carpenter Foreman	3	900 ~ 1300
3	Tower Crane Operator	6	800 ~ 1400
4	Hydraulic Mechanic	15	500 ~ 700
5	Winch Operator	3	600 ~ 900
6	Dump Truck Driver	5	600 ~ 900
7	H/E Engine	6	600 ~ 900
8	H/E U/Chassis	6	600 ~ 900
9	High Voltage Electrician	3	500 ~ 700
10	Lathe	3	500 ~ 700
11	Tire	3	500 ~ 700
12	CPC Operator	30	600 ~ 900
13	Electrician	15	400 ~ 600
	Total	101	

■ Terms & Conditions

- |                          |  |
|--------------------------|--|
| ✓ Contract Period        | One(1) Year and extensible   |
| ✓ Probation Period       | Ninety(90) calendar days   |
| ✓ Working Hours and Days | 8 hours per day, 26days per month  |
| ✓ Overtime               | Following to the local labor law   |
| ✓ Airfare Passage        | Provided by Employer   |
| ✓ Food & Accommodation   | Provided by Employer   |
| ✓ Others                 | Free medical care & treatment and local transportation shall be provided by Employer |

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

Yours Faithfully



T.W.KIM  
Vice President & General Manager  
Hyundai Engineering & Construction Co., Ltd.  
Singapore Branch Office

**Attested**  
28.10.08  
Yasmin Sultana  
Counsellor  
Bangladesh High Commission  
Singapore



## EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (the "Agreement") is made and entered into on the date of \_\_\_\_\_, by and between HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD. having its office at 140-2 Kye-dong, Chongro Ku, Seoul Korea (hereinafter called as the "Employer") and Mr. \_\_\_\_\_ (hereinafter called as the "Employee").

**CLAUSE 1. TERM OF EMPLOYMENT** 1) The term of Employment shall be one (1) year effective from the date of the Employee's arrival at the work place to the date of his departure therefrom. It can be extended partially by written consent after the Employee's completion of one year service. 2) **CLAUSE 2. PROBATION PERIOD** 1) The probation period shall be three (3) months from the commencement of the Employee's work. 2) In case that the Employee is evaluated to be unqualified or unsuitable for his job during the probation period, the Employer shall have the right to terminate this Agreement and repatriate him to his home country without a prior notice, and then the Employee's return airfare shall be borne by himself. The evaluation of qualifications or suitability shall be final at the Employer's sole discretion and it can not be the subject of any disputes. **CLAUSE 3. JOB TRADE** 1) The Employee's job trade is \_\_\_\_\_. 2) The Employer can instruct the Employee to work on other trade different from above stated work trade if required for the site's work progress and the Employee should follow the Employer's such instruction. 3) The wage shall be the same as before even after his work trade is changed. **CLAUSE 4. PLACE OF WORK** 1) The Employee's primary location shall be at the construction site of \_\_\_\_\_. However, the Employer may instruct the relocation of the Employee to other site or other country, if required for the proper execution of the Employer's works and the Employee should follow the Employer's such instruction. 2) In case that the Employee disobeys to the Employer's instruction of relocation, the Employer can terminate this Agreement and the Employee shall bear the airfare in accordance with Clause 8.2 and Clause 8.3 of this Agreement. **CLAUSE 5. Hourly Wage** 1) The wage shall be calculated by hourly wage rate. Hourly wage rate shall be USD \_\_\_\_\_. Overtime allowance shall be paid for the work exceeding 8 hours on a working day according to the local law of the host country. 2) All the salary due to Employee under this agreement shall be noted in US Dollar and paid on the twentieth day of each month or any other day designated by the Employer of each month in respect of his services for the preceding month in local currency converted by the local bank's buying rate of foreign exchange prevailing at the tenth day of each month. 3) The Employee shall have a sole responsibility for his wage remittance. However, the Employer may be at his liberty to arrange for the wage remittance by the request of the Employee. **CLAUSE 6. WEEKLY LEAVE** 1) The Employee shall be entitled to have one day of weekly leave after 6-day full service. **CLAUSE 7. LEAVE ENTITLEMENT.** 1) The Employer shall give the annual leave to the Employee for a certain period according to the Local Labour Law when the Employee completes his one year service and agrees to extend his contractual service. 2) If required for the work progress, the Employer can instruct the Employee to work during his annual leave on the condition of paying the annual leave allowance according to the Local Labour Law. **CLAUSE 8. AIRFARE** 1) The Employee shall bear economy class onward journey airfare (Home Country to Host Country) and the Employer shall bear the cost of economy class return journey (Host Country to Home Country) after completion of initial Agreement, or when the Employee is sent back after an occupational accident, which renders him unfit to perform any job at the work site. 2) However, in the case the Employee returns to his home country before the completion of contractual period due to reason, such as, dismissal, private disease, injury not related to work, personal/domestic reason, the Employee shall bear the airfare from job site to home country. 3) In case that the Employee, who serves more than one year by the extension of this agreement, returns to his home country due to his private affairs or misconduct before the completion of contractual service period newly extended, the Employee shall bear his one way return airfare. **CLAUSE 9. BENEFITS** The Employer shall endeavor to provide the Employee with the welfare facilities including necessary recreation facilities, Employee shall be entitled to the access to the site dispensary for the basic medical care and emergency treatment. However, the treatment shall not include the provision of dentures or glasses and Employee shall be provided with food and accommodation free of charge while working in the Employer's overseas site or office. **CLAUSE 10. WORK RELATED INDUSTRIAL INJURY.** The Employer shall provide all necessary medical treatment and compensate the Employee according to the Local Labor Law or the work related industrial injuries or diseases clearly certified by medical doctor except that such injuries or diseases are originated by his negligence or willful intention. **CLAUSE 11. SAFETY** 1) The Employee shall strictly comply with all safety rules/regulations and instructions issued by the Employer or his representatives. All kinds of accidents caused by violation of these rules and instructions shall be deemed to be in the industrial injuries originated by his negligence or willful intention. The Employer may provide the Employee, free of charge, safety equipment if required to secure the Employee's safety during the latter's performance of duty, on the condition that the Employee shall return all the equipments provided by the Employer prior to his repatriation to his home country. **CLAUSE 12. THE OBLIGATION OF THE EMPLOYEE** 1) The Employee shall observe all regulations and instructions issued by the Employer. 2) The Employee shall keep his health in good condition and perform his work in a cheerful manner. 3) The Employee shall be ready to begin his work at his scheduled work time and perform his work in an efficient, flawless and prompt way. 4) The Employee shall pride himself as a member of the Employer, keep his dignity and never commit any act to defame the reputation and honor of the Employer. 5) The Employee shall serve only for the Employer and must not have any job for other company either part time or full time during the contractual period of this Agreement. 6) The Employee shall be faithful in accordance with the instructions from the Employer and shall not refuse to perform his duties without justifiable reason. 7) The Employee shall not hold any unauthorized meetings against the Employer's business within the premises to work place and shall not commit any collective actions like illegal demonstrations without the prior permission from the Employer. 8) The Employee shall not take out such Employer's properties as documents, drawings, machinery, equipment or any form of property from the work place except for business purposes. 9) The Employee shall not divulge any kinds of information and confidential data in connection with the Employer's business. This obligation shall survive after the termination of his employment without limit of time. **CLAUSE 13. TERMINATION OF AGREEMENT** The Employer may, without prior notice to the Employee, terminate this Agreement and repatriate him to his home country if the Employee is under any one of followings. In this case, the Employee shall bear his airfare according to CLAUSE 8 of this agreement. 1) In case of slandering the host country, the Republic of Korea of the Employer. 2) In case of disturbing orders by gambling or demoralization. 3) In case of doing or taking part in unfavorable action such as violence, destruction, sabotage, commotion, riot, illegal demonstration and the like. 4) In case of being guilty of significant misconduct or convicted of crime by violating the laws. 5) In case of revealing any secret or other information related to the Employer's business, violating the contents of this Agreement, or taking an action which brings about difficulties for the executives of the Employer's duty. 6) In the case of being disobedient to senior's instructions or orders. 7) In the case of being incapable of doing his job due to his physical or mental handicap. 8) In the case that the documents certifying the Employee's qualification are found to be forgery. 9) In the case of being absent from work for more than three (3) days in a month without justifiable reasons. 10) When the Employee is

**Attested**  
28.10.08  
Yasmin Sultana  
Counsellor  
Bangladesh High Commission  
Singapore



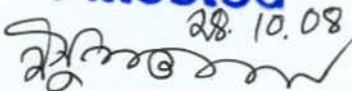
considered to be insincere in his work attitude due to his laziness, tardiness, careless or frequent earlier leaving.11) When the Employee causes damages or loss to the Employer's proprietary facilities equipment, machinery and tools by the Employee's wistful intention or significant misconduct. 12) Committing any significant breach of the terms and conditions of this Agreement. **CLAUSE 14. DISCIPLINARY MEASURES** The Employee shall be kept under one of the following disciplines if and when he violates one of his obligations stipulated in Clause 13. 1) The Employee shall be required to submit the written explanation to apologize the Employer for his misconduct. 2) The Employer shall take disciplinary measures by suspension of work against the Employee without payment for a period of less than ten days. 3) The Employee shall be dismissed and repatriated to his home country on his own account. 4) All the disciplinary measures above mentioned shall be made at the Employer's own discretion. **CLAUSE 15. COMPLETION OF WORK** When the project in which the Employee is engaged is completed before the expiry of this Agreement, and no other site is available for the Employee to be transferred to, the Employer shall have the right to terminate this Agreement on the condition that the Employer shall bear the airfare for the Employee's return home. In such case, the Employee can not demand any compensation for the remaining period of contract. **CLAUSE 16. REWARD** The Employer at his discretion shall reward the Employee in the case the Employee is recognized as one of the followings : 1) An Employee who shows an excellent example to others by being diligent at his work. 2) An Employee who makes an invention, improvement or a device to contribute to the success of the Employer's business. 3) An Employee who prevents the emergent disaster such as fire and damage caused by storm and flood and particularly contributes to the work of restoration. 4) An Employee who greatly elevates the Employer's prestige and reputation. 5) An Employee who is considered as a man of distinguished achievements and the like. **CLAUSE 17. DAMAGE COMPENSATION** If the Employee shall cause damage to the Employer by his intention or significant misconduct, he shall indemnify the Employer for such damage regardless of the disciplinary measures. **CLAUSE 18. TAXES AND DUTIES** The Employee shall bear any/all income tax, social insurance tax and other taxes imposed on his income by the government of the country in which he is working and by the government of his home country. The Employer shall have the right to deduct the amount of such taxes and insurance premiums, if any, from the Employee's wage according to the Local Laws. **CLAUSE 19. COMPLIANCE WITH LAW** The Employee hereby represent and warrant that he shall conduct all his respective activities in accordance with the Agreement and observe any applicable laws, convention, regulations and other requirement of national authorities and international institutions. 1) The Employee hereby represent and warrant that he shall conduct all his respective activities in accordance with the Agreement, and observe any applicable laws, convention, regulations and other requirement of national authorities and international institutions. 2) The Employee shall observe the Convention on Combating Bribery of Foreign Public Officials in international business transactions. 3) Notwithstanding disciplinary measures stipulated herein, the Employee shall indemnify the Employer for and against any claim, loss, damage, liability, expense, cost and fine of whatsoever nature arising out of and in connected with the Employee's non-compliance, non-observance or misconduct. **CLAUSE 20. GENERAL PROVISION** 1) The Employer shall be responsible for taking all passport procedures of entry and exit for the Employee and shall keep the original of his passport in his custody. 2) Time, period and date hereof shall be in accordance with the Gregorian Calendar. 3) Any other particulars and/or matters, unless otherwise described in this Agreement, shall be applied to local laws of the host country. **CLAUSE 21. ARBITRATION** Any disputes which the Parties are unable to resolve amicably under this Agreement shall be settled by arbitration in Seoul, Korea in accordance with the Commercial Arbitration rules of the Korean Commercial Arbitration Board. The Award above shall be final and binding upon the Parties. **CLAUSE 22. GOVERNING LAWS AND LANGUAGE** This Agreement shall be construed in accordance with the laws of the Republic of Korea. English is the official and ruling language of this Agreement. **CLAUSE 23. FORCE MAJEURE** If the performance of one Party's obligation shall be prevented, interrupted, or hindered in consequence of an act of God such as war, civil disturbance, strike, lockout or any other circumstances beyond the reasonable control of such Party, the affected obligations of the Party concerned shall be wholly or partly suspended during the continuance and to the extent of such prevention, interruption or hindrance. **CLAUSE 24. SEVERABILITY** Each provision of this Agreement is separable from the whole. If any portion of this Agreement is determined invalid, that invalidity shall not impair the remaining provisions of this Agreement.

IN WITNESS WHEREOF, both Parties have signed and executed this Agreement in duplicates, intending each copy to serve as the original.

**EMPLOYER** Signed by \_\_\_\_\_  
 Name in full \_\_\_\_\_  
 Personnel Manager \_\_\_\_\_  
 For and on behalf of Hyundai Engineering & Construction Co., Ltd.

**EMPLOYEE** Signed by \_\_\_\_\_  
 Name in Full \_\_\_\_\_  
 Address \_\_\_\_\_  
 Passport No. \_\_\_\_\_

**WITNESS** Signed by \_\_\_\_\_  
 Name in Full \_\_\_\_\_  
 Address \_\_\_\_\_

**Attested**  
 28. 10. 08  
  
 Yasmin Sultana  
 Counsellor  
 Bangladesh High Commission  
 Singapore



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১১৪৪ 1144  
973 RENEWAL

The Licence is Valid upto  
31st December. 2006

*29-9-06*

(Md. Humayun Khan)  
Director, Employment (In Charge)  
Bureau of Manpower, Employment,  
& Training Govt, of the  
People's Republic of Bangladesh

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973 RENEWAL

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*29-9-06*

(Md. Humayun Khan)  
Director, Employment (In Charge)  
Bureau of Manpower, Employment,  
& Training Govt, of the  
People's Republic of Bangladesh

31 DEC 2009

Licence Renewed up to.....

*21-3-07*

(Md. Humayun Khan)  
Director, Employment (In Charge)  
Bureau of Manpower, Employment,  
& Training Govt, of the  
People's Republic of Bangladesh

১১৪৪ 2 1144

Licence Number : RL- 973  
Name of the Agency : M/S MANISPOWER  
CORPORATION.

Business Address : CWN(B)-3, 123  
GULSHAN AVENUE ROAD  
(GULSHAN MODEL TOWN)

Name of the Proprietor/ MOHAMMED  
MAHBUB ALAM

Managing Partner/ 330/A/5 EAST

Managing Director NAKHAL PARA  
LECHO BAGAN,

with Permanent Address : TEJGAON  
DHAKA-1215

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RL- 973

Specimen Signature

*[Signature]*



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

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

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

Dated, Dhaka  
The 27th day of July, 2006

