

To Whom It May Concern

Dear Sir, Madam,

Thank you for the opportunity for allowing us to submit the following proposal for the supply of overseas workers to your company.

OUR COMPANY

Easy Recruit Employment Services is a well established Western Australian company that brings Skilled and Professional Overseas Workers to Australia, as well as finding employment for local workers. Easy Recruit has associated agencies in India, Vietnam, China, Malaysia, Singapore, The Philippines and Dubai. We have a sister company (Easy Migrate Consultancy) which is a licensed migration consultancy.

Easy Recruit Employment Services has a joint venture partner in Philippines and India to assist with the recruitment functions. All entities are registered with the appropriate authorities, as required under their strict recruitment guidelines.

We have a well defined process that allows us to select, process, deliver and manage the selected candidates. This well defined process has significantly contributed to our success and professionalism.

Through our Associated Migration Consultancy Company, EASYMIGRATE, we can complete the whole package for you in-house, or you can choose your own migration agent.

OVERVIEW - 457 VISA'S

- (1) The job-vacancy to be filled must be on Department of Immigration's "457-Occupations" List.
- (2) The company must be well established, about five-ten staff and good turn-over plus profits. New "start-up" companies can also apply, but for these companies proper "cash-flow-forecasts" and other guarantees will need to be provided. The company must be able to satisfy the Department of Immigration (DIAC) that it has the need for skilled workers, and the "capacity" to pay the workers.

At present DIAC stipulates that the minimum salary package for an overseas worker is \$47,500 per annum (1st July 2010) plus 9% superannuation, based on 38 hours per week plus overtime and conditions as per DIAC migration regulations 1994, OR equivalent to

market salary being paid to an Australian worker in a similar position. The usual benefits would also apply - 20 days holiday PA, 10 days sick leave PA, paid public holidays, and overtime, etc. As of September 2009 other conditions also apply in relation to minimum salary levels.

Your company would need to cover the worker for Workers Compensation. The worker/s needs to take out Private Health Insurance, as he and his family would not be covered by Medicare - they are not Australian permanent residents. This is about \$48 per week.

(3) From 1st of July 2009, Employers who seek to sponsor must ensure that overseas workers they employ have functional English language skills, eg. equivalent to overall band score of 5 in an International English Language Testing System (IELTS) test OR where higher level is required for licensing/registration. Employees paid minimum salary of \$81,000.00 + 9% Superannuation do not need to show English skills or take an IELTS test.

(4) The prospective-employee must have at least three years recent employment in that occupation (sometimes 5 years is required). In some cases, a recognized Degree or Diploma or Trade Certificate may be adequate instead of the minimum experience. In some cases, a Degree or Diploma or Trade Certificate may be required in addition to recent employment experience. The ASCO Code of Occupations determines these requirements (The new ANZCO Code will apply from approx July 2010). In most cases TRA assessment may apply.

The workers that you may wish to bring to work in Australia will need an Employment Sponsorship 457 Visa . This allows them to work in Australia on a temporary work visa for 6 months up to 4 years (as decided by you) and can be rolled over for further 4 year periods. If you sponsor workers from overseas, they can only work for you exclusively. Should you not be happy with them, you can give 28 days notice under proper Industrial Regulation rules and they must either find another sponsor or leave the country. If they decide that they want to work somewhere else, the whole process including fees must start all over again. They are likely to have to work for the new employer for a minimum of 12-24 months if they wish to apply for Company-sponsored permanent residency.

If they wish to remain in Australia, then with the help of the Employer (usually after 2 years) they can apply for permanent residency. This takes 8-12 months to be approved. Companies usually offer this "PERMANENT" sponsorship after 2-4 years of employment.

With reference to the worker leaving the country while they work for your company, it is not a problem. They can go on holidays, or you can send them on overseas assignments as long as they are working and are being paid by your company. They must still be employed by the same company when they return to Australia.

If a worker wishes, he is entitled to bring his immediate family to live in Australia (wife/partner and dependant children), as part of the Sponsorship. The partner has no

work restrictions and can work wherever he/she likes. Children can attend Private Schools, if accepted, or Government Schools. They have the same privileges as Australian students, but many schools (including Government schools) charge "international student" fees. They need to pay whatever the Private or Public Schools charge, or what they call a Contribution and Charges fee in Government Schools.

If the children do not speak English to a satisfactory standard, they will need to attend a special English Learning Facility, until they are English literate enough to be integrated into the normal school system.

BUSINESS PROPOSAL

Please find attached the following "Our Standard Contract Terms and Conditions".

Our Terms of Business states that we can charge up to 17.5% recruitment fee. But in your case we have a complete package including:

- Recruitment fee
- Migration costs
- Airfare
- Airport pick up for your worker/s and bring them to your workplace (1st visit)
- Integration of the worker/s into the community
- Setting up Australian Bank account
- Applying for their TFN
- Helping the worker/s applying for their Private Medical Health Insurance

The Superannuation Fund for the worker/s is based on what the employer has already. As per new rules "Super Choice" any worker can nominate their own selected Super Fund.

Easy Recruit (if required) will assist and help find appropriate accommodation for the worker. The worker is responsible for paying the accommodation or rental.

The only additional costs, if applicable, are the EMPLOYER'S airfares and accommodation when the employer or a company representative travels overseas to interview and trade test the candidates personally. There are no surprises in our cost structure.

(The expenses will be reduced if you have sponsorships in place, or are lodging your own migration documentation. There is also a reduction in cost if there is no airfare involved, or overseas Government and agency fees. These can now be paid by the candidate.) Candidates may need assistance in the way of a loan to cover some of their costs.

Our recruitment fee, as per the above package, is based on the Minimum Salary of Aust \$47,500 plus 9% Superannuation. Any amount above this figure will be charged at a rate of 12%.

PAYMENT TERMS

AMOUNT

When the candidate is selected

50 % payment + GST

On written approval of the worker/s visa being approved

Full payment of the balance + GST

If within the first two (2) months, the worker does not perform to reasonable expectations, we will replace the worker at no extra cost to your company (dependent upon relevant circumstances).

Workers can be sent back to their country if the company or employer order book suffers an unforeseen downturn provided adequate notice as per "Employment Contract" is given to the workers (usually 28 days notice or pay in lieu of).

Note that Easy Recruit has other services available that can be a service to your company. Easy Recruit will continue to provide full support services to the workers and your company throughout the life of the contract or Visa.

If you have any queries please do not hesitate to call myself on 0407 449 507 or our office on (08) 9225 6887.

I look forward to being of service to your company.

Charles Giglia

Business Manager

EasyRecruit Employment Services

Suite 1, 1st Floor, Macdonald Building

146-150 Murray Street

Perth WA 6000

Mobile: 0407 449 507

Phone: (+618) 9225 6887

Fax: (+618) 9225 7886

Email: charles.giglia@easyrecruit.net.au

WEB: www.easyrecruit.net.au