

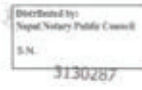
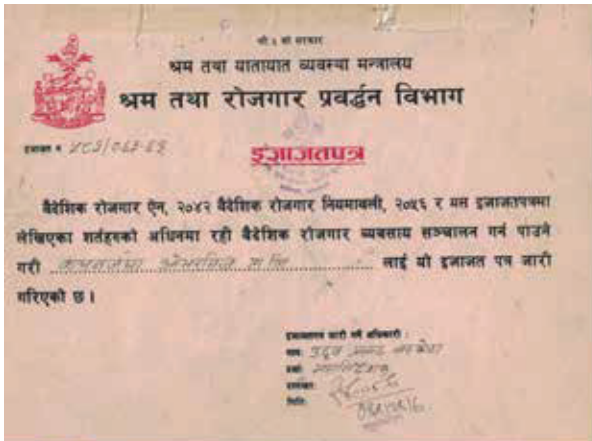
Govt. Lic. No.: 582/062/63



KANCHANJUNGA OVERSEAS PVT. LTD.

Gyankunj Marg, Shantinagar, Ktm, Nepal

LICENCE & CERTIFICATES



PA, Ltd. No. 2070104071

His Majesty's Government
Ministry of Industries, Commerce and Supplies
Office of the Company Registrar

Certificate

This Certificate of incorporation has been issued to M/S Kanchanjunga Overseas Private Limited having incorporated it on the Monday, 14th day of the month June of the year 2044 AD Pursuant to Companies Act, 2033 Bs (1993 AD).

Date: June 14, 2044 AD

Sd.
Fee-Registrar

- Main objectives of the Company: As mentioned in the Memorandum.
- Authorized Capital: Rs. 50, 00, 000.00/- (Five million only).
- Issued Capital: Rs. 35, 00, 000.00/- (Three million fifty hundred thousand only).
- Name of the first Director: Address: Telephone:

- Mr. Parshuram Baral Phungling-02, Taplejung
- Mr. Benu Prasad Karki Phungling-02, Taplejung



Government of Nepal
Ministry of Finance
Department of Inland Revenue
Inland Revenue Office, New Baneshwor
(Related To Rule 26 of Income Tax Regulation 2002)
(Official Seal)

This detail has been issued on: 29/12/2019 AD

Letter No.: 2076/977

Dispatch No.: 2047

Date: 29/12/2019

AD

Subject: Tax Clearance Certificate.

To,
M/S Kanchanjunga Overseas Pvt. Ltd.
31-Katmandu,
PAN: 301714400

As you, registered under the jurisdiction of this office, has submitted income detail of the following stated income details, on the date 16/10/2019 AD and deposited following income tax of the fiscal year 2018/2019, this certificate of tax clearance has been issued.

Income detail submission date	Total income (Transaction) amount	Taxable income	Deposited tax amount Rs.
16/10/2019 AD	80,000.00	-1,850,086.00	0.00

Signature: Sd.,
Kapil Mani Paudel
Tax Officer
(Seal of Tax Officer)

Rs: This certificate has been issued on the basis of declaration of that firm/industry/company/organisation. It is also informed that if declared statement you found difference amount/ tax shall be assessed pursuant to section 101 of Income Tax Act 2002.



3130285

Schedule J
Relating to Sub-section 7.3(B) of Section 7 of Directives
Government of Nepal
Ministry of Finance
Department of Inland Revenue

Foreign Employment Service Fee License

Code No. Permanent Account Number License Number
(27) (301714400) (191)

Inland Revenue Office: Area No. 1, Bhatarimal

This License is hereby issued for permitting to provide foreign employment service on condition to abide by the following conditions as per the application submitted for the purpose of obtaining license in accordance with Sub-section (3), Section 7 of the Financial Act, 2063(BS) (2006 AD).

License Obtaining Company:
Name: Kanchanjunga Overseas Pvt. Ltd.
Address: KMC Ward No. 34, Kanchanjunga, Kathmandu
Name of the person: Mr. Benu Prasad Karki
Permanent Address of Director: Phungling-3, Taplejung, presently: KMC Ward No.34, Kanchanjunga.
Details of Business: Foreign Employment services.

License Recipient:
Signature: Sd.
Name: Benu Prasad Karki
Designation: Director

License Issuing Officer:
Signature: Sd.
Tax Officer



Distributed by:
Nepal Notary Public Council
S.N. 3130299



His Majesty's Government
Ministry of Labour and Transport Management
Department of Labour and Employment Promotion

License No. 582062-63

LICENCE

This License has been issued to the **KANCHANJUNGHIA OVERSEAS (PVT.) LTD.**, authorizing to operate Foreign Employment Services subject to the Foreign Employment Act, 2042 B.S. (1985 A.D.) and Regulation 2056 B.S. (1999 A.D.) and the terms and conditions mentioned in this license.

Issuing authority
Name: Mahav Prasad Baskota
Designation: Director General
Signature: Sd.
Date: 20/03/2066 AD



The Registrar City & Transport
Signature: *[Signature]*
Date: 17 JUL 2023

Distributed by:
Nepal Notary Public Council
S.N. 3074105



Renewal

Date of Renewal	Date of Validity	Signature of Renewal Authority
15/01/2022 AD	Mid July, 2024 AD	Sd.

Terms:

- No work shall be carried out opening branch office without getting approval.
- No work shall be done through agent.
- No worker shall be sent to in any condition to other country except in those countries for which license is received.
- Directions issued from time to time by His Majesty's Government shall be followed in addition to the provisions mentioned in prevailing acts and rules.



The Registrar City & Transport
Signature: *[Signature]*
Date: 17 JUL 2023



ABOUT COMPANY

COMPANY DETAILS

Name of the Company: **Kanchanjunga Overseas Pvt. Ltd.**

Commercial Registration No. : **582/062/63**

Registration Authority : **Office of the Company Registrar**

Mailing Address: **Kanchanjunga Overseas Pvt. Ltd. Gyankunj Marg, Shantinager Kathmandu, Nepal, GPO Box No. 9873**

Telephone : **+977-01- 4110721, 01-4110722**

E-mail : **kanchanjungha528@gmail.com**

Website : **www.kanchanjunghaoverseas.com**

Kanchanjunga Overseas Pvt. Ltd. is a leading human resource outsourcing and manpower recruitment agency that is partner with global clients to provide them with best talents from Nepal We are a dedicated team of professional consultants offering top of the line executive search and selection services to diverse corporate of all sizes with varied business interests.

We are committed in providing the best and outstanding manpower recruitment services all over the globe We have been competing with all of the leading service providers in the field and have succeeded to be a pioneer in the field of Human Resource Recruitment.

Kanchanjunga Overseas Pvt. Ltd is a registered company approved by Government of Nepal (Ministry of Labor and Transport Management) under the license number 1180/73/74 the registration permits us to meet the entire staffing needs of the clients without complexities and formalities. We have track record of recruiting thousands of management professionals technical and non-technical personnel skilled semi skilled and unskilled workers for clients in the Gulf and other Middle Eastern countries.


Our professionals specialize in identifying right People for the Right Job We work in synergy with the clients to understand manpower requirements and procure best candidates with desired profiles Leveraging on the vast industry experience and network, we are well positioned to meet the all staffing needs within the shortest time frame.

We are providing recruitment services on the following categories as Engineering / Construction information Technology Telecommunication, Healthcare, Finance / Banking Garment and textiles Vehicle/ Heavy Equipment Operator / Auto Mechanic & Maintenance Hotel and catering Hospitality etc. We seek to provide our clients and candidates with the excellent recruitment services based on mutual trust and the highest professional standards driven by quality and cost consciousness.

WHY US:

We have with us great database for international Placements in every significant zone of work We have a great support of experienced staff individuals having broad working information of global commercial enterprises.

Well built up connection with Airlines Travel operators Government powers and consulates/Embassies we guarantee the entire method is immaculately taken care of We offer International occupation situation consultancy support to our customers We always overhaul our database that permits us to offer best possibility for right occupation Further our skill additionally lies in taking complete consideration of visa documentation and also different .



MESSAGE FROM CHAIRMAN



Diamond Shrestha
Chair Person

Kanchajunga Overseas Pvt. Ltd. is one of the leading Manpower Recruitment Agencies in Nepal, approved by Government of Nepal Under license no.582/062/063. We are regarded as top and most recommended manpower agency in Nepal to deploy various categories of human resource worldwide for foreign employment.

MESSAGE FROM MANAGING DIRECTOR



Sushant Shrestha
Managing Director

Warm Greetings, I am always considered that fact that the human potentiality should be utilized to its maximum extent for the betterment of the world. I identifying, qualifying and securing business opportunities; coordinating business generation activities; developing customized targeted sales strategies is our key strength. We offer a wide range of employment categories- from untrained to highly skilled workers. Trained in their job categories, they are motivated and experience workforce. Providing the workforce in planned tine, would be our company's foremost priority. With our fully equipped business center, qualified and experienced management team, and sound business infrastructure, we have been able to handle all aspects of manpower mobilization, screening and documentation. I personally assure you all that our organization will do our best to make you satisfied and also the quality service and better cooperation in future and look forward to your kind response.

Thank you

OUR TEAM



Diamond Shrestha
Chair Person



Sushant Shrestha
Managing Director



Rita Gaha Magar
Director



Chattra Bahadur Karki
Director



Isha Tamang
Documentation



Sameer Joshi
PRO



Laxman Bastola
PRO



Munna Yadav
PRO



Samjhana Shrestha
PRO



Padma Shrestha
Receptionist

Overseas Recruitment

Civil/Architecture

- Mason (Plaster, Block)
- Mason (Tiles)
- Rod Binder (Steel Fixer)
- Shuttering Carpenter
- Plumbing (Pipe Fitting Sanitary work)
- Aluminium Fabrication
- Gypsum Ceiling
- Labour



Electrical

- General Electrician (House Wiring)
- Electrical Line Maintenance (Industrial)
- AC & Refrigeration
- Motor Welding



Security

- Residential/Private Security
- Official/Bank Security
- Industrial Security



Mechanical

- Automobile (Diesel & Petrol)
- Auto Electrician
- Machinist (Turner)
- Pipe Fabrication
- Industrial Pipe Fitting
- Steel Fabrication
- Scaffolders



Power/Gas/Water Treatment Pero Chemical Plants (Exclusive Category)

- Engineers
- Technicians
- Operators
- Chemist & Analysts



Cleaning & Housekeeping

- Office Boy
- Cleaner (Hospital, School, Mosque, Office etc.)
- Housekeeper
- Care Giver



Medical/Paramedical

- Consultants
- Surgical
- Nurses
- Technicians



GARMENTS & TEXTILES

- Patron Maker
- Cutting Master
- Production Manager
- Supervisor
- Tailors
- Checker/Helper



DENTING & PAINTING

- Sand Blasting
- Building Painting
- Industrial Painting



HEAVY EQUIPMENTS

- Operators – Dozer, Fork lift, Roller, Payloader, Back Hoe
- Operators – Crane (Mobile/Crawler/Hydraulic)
- Driver – (Trailer/Drump Truch/ Light vehicles)
- Mechanics – (Heavy/Light Equipments, Under Chasis)
- Tyremen
- Denters
- Painters
- Moulders
- Helpers



WELDING

- Normal Welding (Arc & Gas)
- Welding 1G to 4G
- Welding 6G
- Welding TIG
- Welding MIG
- Welding Gas



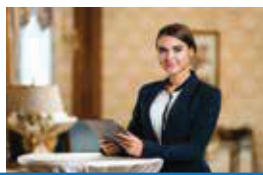
ADMINISTRATION

- Project Manager
- Public Relation Manager
- Chartered Accountants
- Accountant/Cashier
- Secretary/Executives
- Clerk/Typist/Receptionist
- Sales Personnel/Store Keeper
- Computer Operator



HOTEL & HOSPITALITY

- Western, Italian, Chinese food production (cooking and preservation)
- Food & Beverage Service (waiter, Bartender)
- Front Office Management (receptionist, call operator)
- Room Boy/Laundry Man/Cleaners



AGRICULTURE & PLANTATION

- Farming
- Livestock
- Fishery
- Poultry
- Bee Keeping
- Floriculture



MANUFACTURING & PRODUCTION

- Electronic Production
- Plastic & Rubber Production
- Furniture (Wooden & Metal)
- Mechanical Spare Parts





1. Documents Needed from Your Company for Processing and Accreditation with Our Ministry of Labour (MOL):

Original Visa Advice

Consulate Letter

Demand Letter

Power Of Attorney

Dual Employment Contracts

Block Visa or Visa Quota

Copy of Company Registration or Photocopy of Employer's Passport (for individual employer)

2. Manpower Pooling:

Upon an acquisition of your manpower request prior to the receipt of the requirements listed in item 1 above, we will begin the pooling of the contract workers. Aside from our present pool, possible shortage may be aided with the following procedures:

Print and Broadcast Media Advertisement

On-the-spot-sourcing (City and Provincial)

Our Highly Qualified Agents

Recommended Personnel

3. Selection of Contract Workers

The mode of selection of contract workers may be executed under the following procedures:

Selection by Employer or through his Authorized Representative:

By this routine, the Employer or is authorized representative may conduct personal interview here in company's office and finally select the most competent workers from our manpower reserve.

Transmittal of Resumes:


Your Company may require us to send to you the Resumes of all Prospective candidates who pass the pre-qualification interview and testing conducted at our end. In such cases, the name of the successful candidates may be relayed to us via phone or fax or email.

Agency Selection:

You may authorize our Agency to select qualified workers fully guaranteed by us.

4. Full Documentation Assistance for Selected Candidates

We provide the selected applicants' assistance in securing the travel documents required by both Labour Office and Embassy, like Trade Test, Authenticated credentials, Passport, Police Clearance, Medical Certificate, Overseas Employment Certificate and Exit Pass. This will also





Clearance, Medical Certificate, Overseas Employment Certificate and Exit Pass. This will also include Pre-departure Orientation Seminar wherein the worker will have to undergo a comprehensive briefing on the working and living condition, customs and tradition, laws and regulations in the country of destination.

5. Periodic Progress Report

Update report on status of the workers' travel paper shall be transmitted to the employer regularly. Flight details shall be furnished one day before departure to ensure that somebody from the employer's part will assist the arriving staff at the airport of destination.

6. Repatriation

Our duty is sending only the well-selected and competent applicants in order to meet the job requirements of its employer. However, there are causes beyond control that the contracted worker repatriated, within three (3) months probationary period, our company guarantee the worker's capabilities primarily their physical, mental and technical-know-how to this point, we will appreciate very much to hear from you and upon your request, we will send more detailed information on the prevailing salary and other terms and conditions for your reference.

7. Communication with Customer:

We usually communicate with our customers through different means and methods such as phone, fax, DHL and electronic mail and the address is available on the contact us page.

8. Documentation

The documentation process consists of necessary documents of the employers such as –

- Demand letter
- Power of attorney
- Agency agreement
- Recruitment agreement
- Guarantee letter
- Contract of the workers





WHY NEPALESE WORKERS?

Over the past few years, a growing number of employers from Overseas countries are paying their attention to Nepal for recruitment of manpower to cope with the increasing requirement of manpower in their countries.

The fact that Nepalese people are committed to their duties and responsibilities cannot be denied because of which countries especially from the Middle East and East Asian countries have shifted their interest towards Nepalese manpower by recruiting them in different categories. The reason could definitely be the honesty, hard work, loyalty, discipline and above all commitment.

Manpower in Nepal is comparatively more cost-effective and their hiring cost is lower as compared to other countries. All categories of workers such as professionals, skilled, semi-skilled and unskilled in all fields are readily available for immediate placement.

Nepalese workers are laborious and sustain their working capability even in the most arduous conditions.

Nepalese workers discharge their duties relentlessly without hitch and without any kind of discontent.

The Nepalese people are peace-loving, simple-minded, dedicated and extremely loyal to their employers. They have a high sense of responsibilities and discipline and discharge their duties.





good circumstance and motivates them to their duties and responsibilities.

DEPLOYMENT

Total deployment period would be 30-45 working days in maximum driven by visa quantity and both parties consent.

Once we get final approval from concerned authorities we request the Employer to provide joining ticket for the earliest available date.

Guarantee

When we recruit workers to our clients, upon the provisional period we guarantee for worker's

1. Medical Fitness
2. Readiness to do assigned duties
3. Proficient to the assigned job.

Follow Up

Our responsibility does not end on deployment of workers. We make sure workers properly joined the company, started work, get salary and other facilities as specified in agreement paper, which was signed/consented by workers before departure & the most important things, their performance meets the Employer's expectation as well.





Arrange timely receipt of the workers at airport.

Inform Kanchajunga Overseas about receipt of the workers.

Advance payment of an amount to each worker on arrival in the country of work (deductible from monthly salary).

Arrange furnished housing accommodation suitable to human living.

Ensure water and electricity in the living place.

Ensure full security of the workers in the living and working places, especially in cases of female workers.

Timely payment of salary for every working month.

Keeping updated the validity of the passport, residence permit/employment visa of the workers.

Treating workers as human being.

Proper medical treatment of the workers in case of any sickness/accident.

Inform Fine Job Recruitment any problem that requires handling from our end.

Follow terms of agreement signed between the Employer and the Workers.





Pre Selection

The pre selection process involves advertisement in local mass media in order to inform potential applicants about the job. Some applications we draw from our existing data bank. The pre-selection is done by our company management assessing the capability/competency of the individuals so as to meet employer expectation.

Final Selection

In general, final selection is made among those selected in preliminary stage, through direct interview taken by the Employer Company or its representative. It comprises of oral as well as practical trade test. Many companies authorize our agency to do final selection on their behalf. Sometimes skype interview is also conducted in employer's consent.

Trade Test

Trade test are conducted by competent testing board and committee consisting of professionals, experts and instructors at the concern's Trade Test Centers.

Medical Checkup

A medical board, including psychiatrists, conducts check-up of selected candidates. Candidates are sent to the doctor/ hospital/clinic nominated by the embassy of the respective country which is approved by the Nepal Government medical board as advised by the employer, for the examination.





Documentations

We assume the responsibility of accumulating necessary documentations of medically fit candidates. Required documents are passport, photographs and related certificates so as to meet their job specifications. We merely do not gather documents, but try to check the authenticity of these documents to our best.

Applications & receipt of Visa


Selected candidates visa application is made in the respective Embassy as authorized by the Employer. The process varies country to country. Upon receipt of visa, we initiate departure procedures of the workers.

DEPARTMENT OF LABOR/PROTECTOR OF EMIGRANT PROCESSING

1. Once upon receiving visa from the Employer Company, we get candidates to do mandatory insurance amounting to Nepalese Rupees 600000 by paying required insurance premium amount under Foreign Employment Insurance Scheme.
2. We apply for Department of Labour approval, which takes about 4 working days to get final approval from there.

ORIENTATION

After getting confirmed joining ticket from the employer, before deployment, candidates attend orientation class conducted by our company management. It is most prominent factor for the Employee to know the working condition, political condition, climatic condition, socio-cultural values, rules and regulation of their destination country for their adaptability towards work. So the orientation program is held to give them necessary information based on the recruitment. The orientation directs them to maintain



VALUABLE CLIENT



NCJ SOLUTIONS SDN BHD

REG. NO. 201801011191 (1273207-M)



VALUABLE CLIENT

شركة شعور للمشروع ذ.م.م
Alabour Projects Company W.L.L.

PAE
POWERMECH
ENGINEERING

Royal China Trade & Cont. Co. LLC
شركة التجارة الصينية
Royal China Trade & Cont. Co. LLC

شركة كاسم للإنشاء والتعمير ذ.م.م
KASAM CONSTRUCTION & REPAIR W.L.L.

THE AGENTS
Real Estate and Hospitality

جناة الفردوس للخدمات والتطبيقات
JANNATU FIRDOUS SERVICES AND HOSPITALITY

INFRA SOLUTIONS
INFRA SOLUTIONS

هاي كواليتي سيرفيس
High Quality Service

DSL
Decoration Sky Land
مجالس ايد لاند ديكور

بن عرييد للخدمات الصناعية ذ.م.م
BIN ARBAID INDUSTRIAL SERVICES W.L.L.

aqua clean

شركة القديس للتطهير
A QUES CLEANING COMPANY

UNIQUE CLEANING
Cleaning and Hospitality

السواعد للضيافة والتطهير
AL SAWAED HOSPITALITY

AL-NADA
AL-NADA INTERNATIONAL
Factory w.L.L.
Capital : 3,000,000 QR.

فندق جراند قطر بالاس
GRAND QATAR PALACE HOTEL

POOLS R US

MRTC
المهندي للطرق
AL-MOHANNADI FOR ROADS
Date: 19 March 2019

مطيرة المعمارية للتصاميم
AL-MUTAIRI ARCHITECTURAL SOLUTIONS
Engineering & Construction

A to Z Services W.L.L.
الشركة الامنية الشاملة للخدمات ذ.م.م

White Sugar
CAFE & RESTAURANT
وايت سكر

aasa
CP HOLDING COMPANY

TCH

BenThani

NAVAYUGA

NEWHORIZON

Alsana3 Hospitality
السنع للضيافة والتطهير

