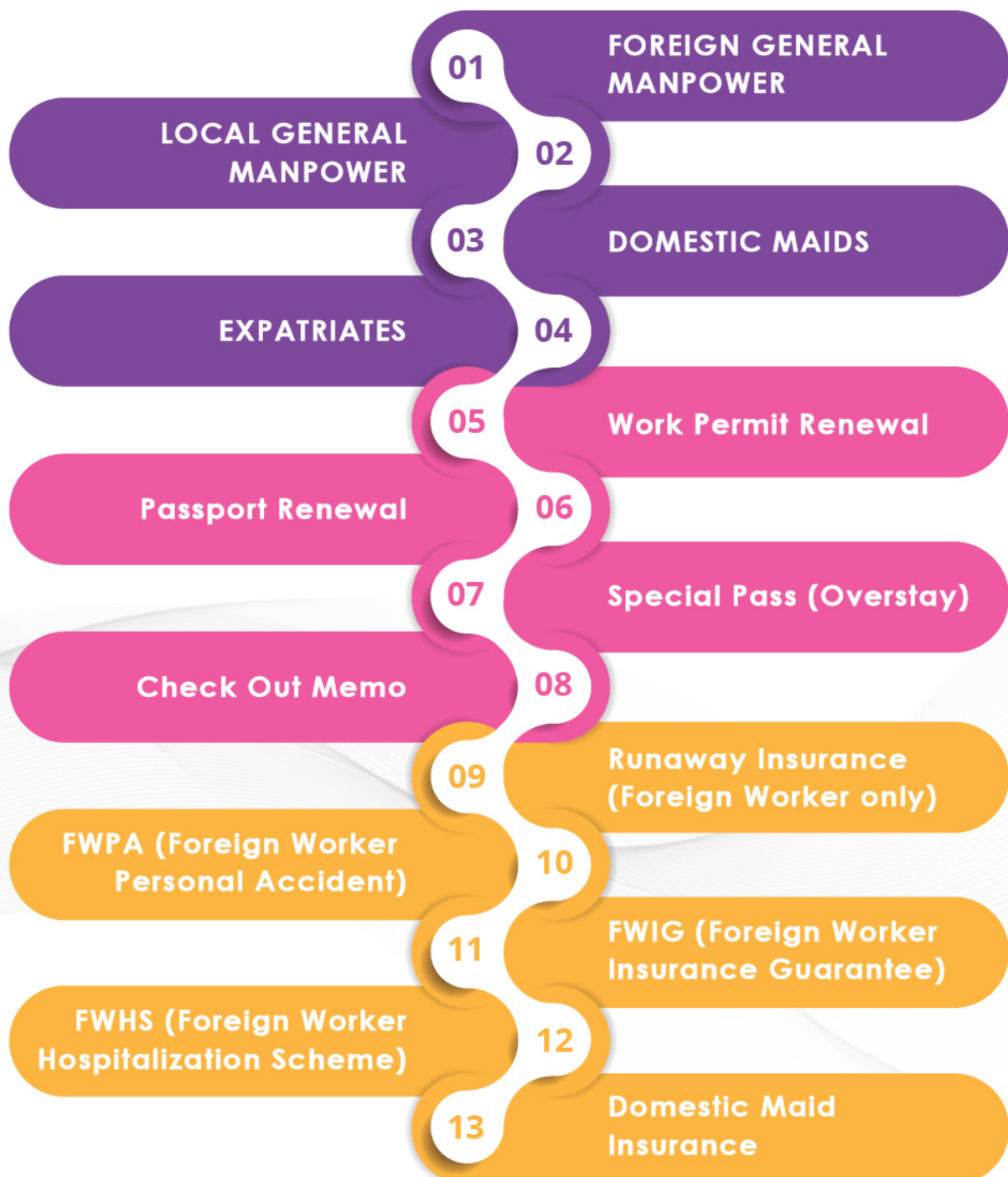


## We specialise

in providing workforce solutions for Manufacturing, Services, Agriculture, Plantation, and Domestic Home



# “ Think manpower solutions, Think **KSHRM** ” group

- The Name That Defines Manpower Solution -



17+ years experience  
(Established since 2002)



JTKSM License C No.  
JTKSM 066C



Towards  
ISO 9001:2015



Personal Data Protection  
Act 2010 (PDPA)



Registered insurance agent  
MII & PIAM



As your trusted and reliable manpower solution provider, we have adopted a systematic and effective process that enables top-notch governance of our recruitment services.

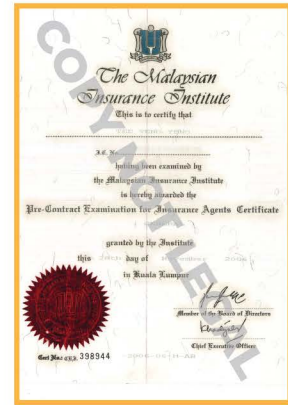
Likewise we aim to achieve “**Think manpower solutions, Think KSHRM Group,**”. In a nutshell, “**The name that defines manpower solutions**” is our battle cry to be competent, proactive and driving force for our business vision and mission.



License C from Jabatan Tenaga Kerja Semenanjung Malaysia (JTKSM)



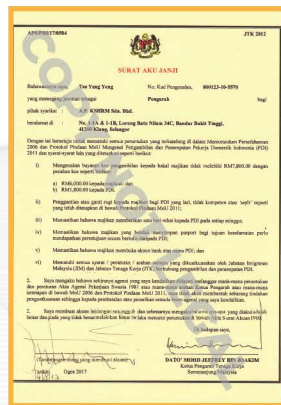
Sijil Perakuan Pendaftaran Akta Perlindungan Data Peribadi 2010



The Malaysian Insurance Institute (MII) – Tee Yeng Yeng



The General Insurance Association of Malaysia (PIAM) – Lee Chui Keng



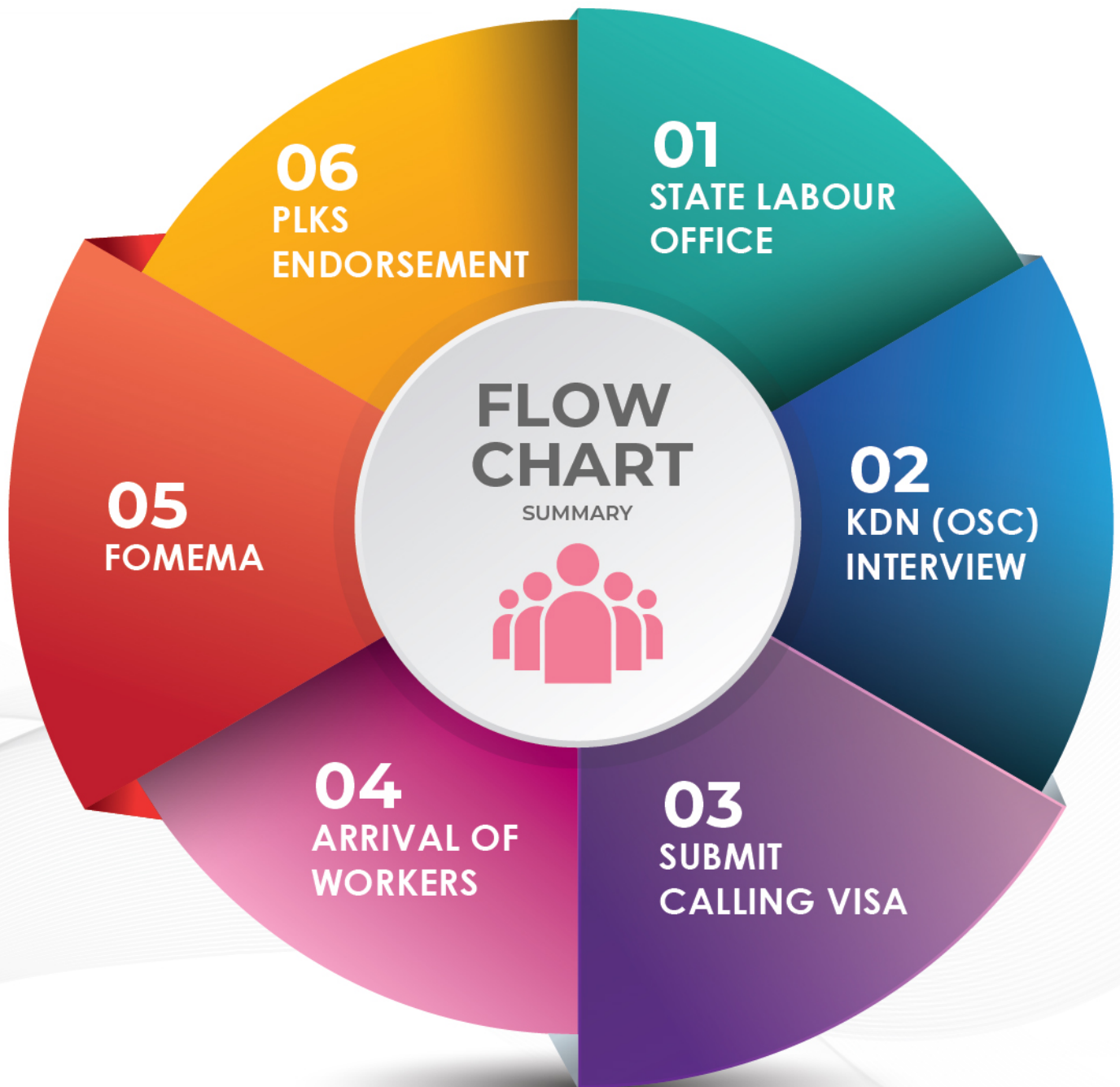
Surat Aku Janji (JTK)



PAPA Membership Certificate



Indonesia Embassy Certificate



COMPULSORY  
**FEES**  
YEARLY

01

Levy

RM640.00-RM1,850.00  
(depends on Sector)

02

FWIG +  
FWHS

RM173.20-RM207.20  
(depends on Quantity & Nationality)

03

PLKS,  
Processing  
Fee & Visa

RM198.00-RM235.00  
(depends on Nationality)

04

FOMEMA

RM180.00 for Male,  
RM190.00 for Female

RM80.00

FWPA

05

OPTIONAL  
**FEES**

YEARLY

RM130.00

FWPA +  
Runaway

06

07

Basic  
Salary

RM1,100.00 - RM1,200.00

08

Overtime

Minimum 52 hours

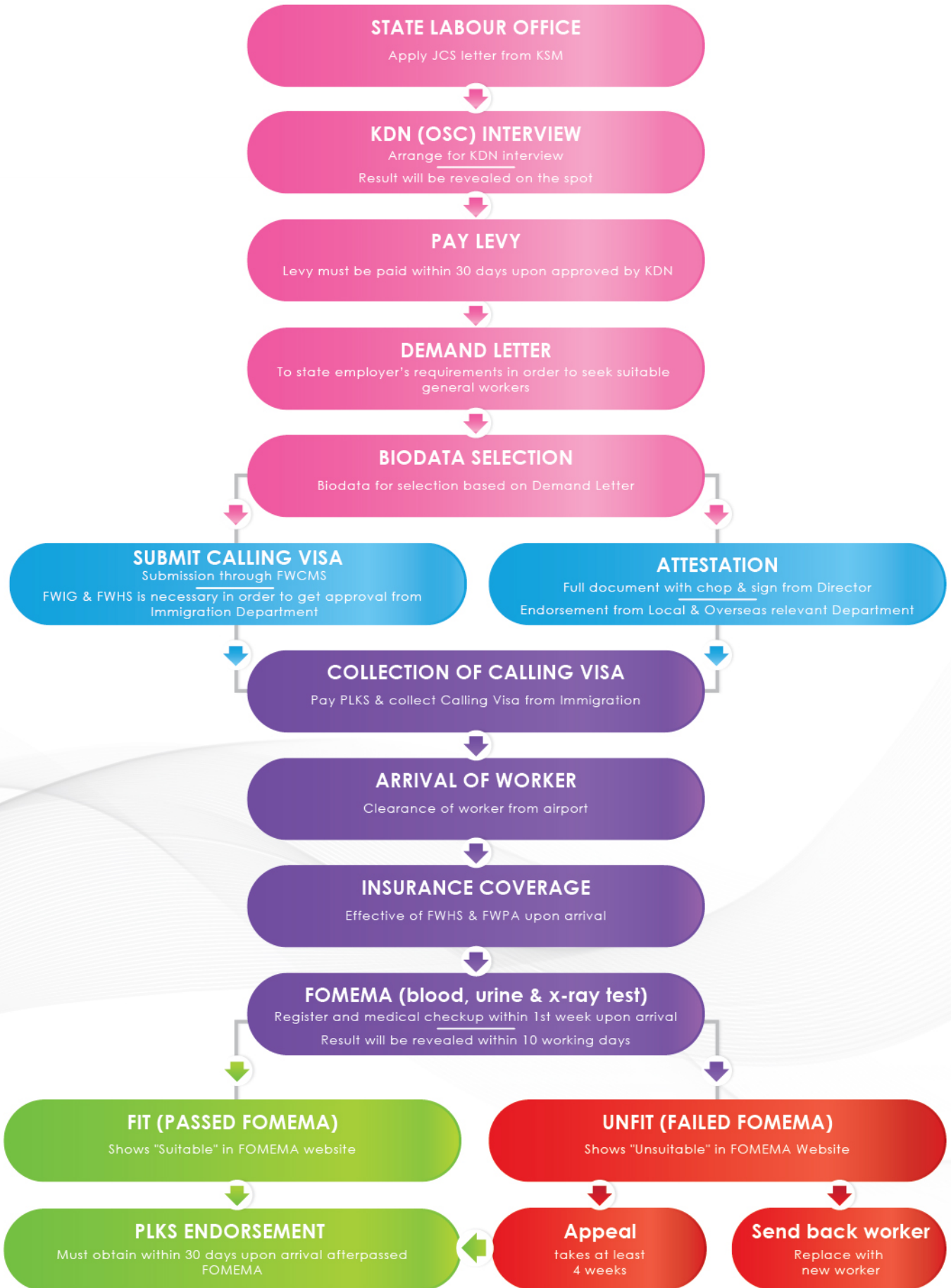
09

Period of  
contract

2-3 years  
(Depends on Nationality  
& Gender)

WORKER'S  
**WAGES**

MONTHLY



COMPULSORY FEES YEARLY

### 1. LEVY

SECTOR	LEVY (RM/HEAD)
MANUFACTURING / SERVICE / CONSTRUCTION	1,850.00
AGRICULTURE / PLANTATION	640.00

### 2. FWIG + FWHS

FWIG				+	FWHS
NATIONALITY	SUM INSURED (RM)	PREMIUM (RM/HEAD)	MINIMUM CHARGED		RM137.20/head (Not compulsory for Plantation workers)
VIETNAM	1,500.00	55.00	RM 70.00 (Min. charge on 01 head)		
NEPAL / MYANMAR / PAKISTAN	750.00	45.00			
BANGLADESH	500.00				
INDONESIA	250.00	36.00			

### 3. PLKS, PROCESSING FEE & VISA

NATIONALITY	PLKS (RM)	PROCESSING FEE (RM)	VISA (RM)	TOTAL (RM/HEAD)
VIETNAM	60.00	125.00	13.00	198.00
INDONESIA			15.00	200.00
MYANMAR			19.50	204.50
NEPAL / BANGLADESH / PAKISTAN			20.00	205.00

### 4. FOMEMA

MALE	FEMALE
RM 180.00/head	RM 190.00/head

OPTIONAL FEES YEARLY

### 5. FWPA

EXTRA COVERAGE FOR NON WORKING HOUR	RM80.00/head
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### 6. FWPA + RUNAWAY

LOSS OF LEVY DUE TO DISAPPEARANCE OF WORKER	RM130.00/head
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WORKER'S WAGES MONTHLY

### 7. BASIC SALARY

MONTHLY BASIC SALARY	RM1,100.00 – RM1,200.00
WORKING DAYS	26 days
WORKING HOURS	8 hours

### 8. OVERTIME (OT)

MINIMUM REQUIREMENT	52 hours
OT RATE	In accordance with MALAYSIA LABOUR LAWS EMPLOYMENT ACT 1955 (ACT 265)

### 9. PERIOD OF CONTRACT

NATIONALITY	MALE	FEMALE
NEPAL / INDONESIA	2 years	2 years
MYANMAR	3 years	2 years
VIETNAM	3 years	3 years
PAKISTAN / BANGLADESH	3 years	N/A

Synergy always brings out the best of people. We work in synergy with all subsidiaries and departments. We believe the closer we are, we can make great things to happen



## GROUP OF COMPANIES

AGENSI PEKERJAAN KSHRM SDN BHD (1069259-A)  
(JTKSM 066C)

KSHRM WORKFORCE SOLUTION SDN BHD (1225928-D)

KSHRM CLEANING SERVICE SDN BHD (1073902-T)

KSHRM CONSULTANCY (002990887-H)

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