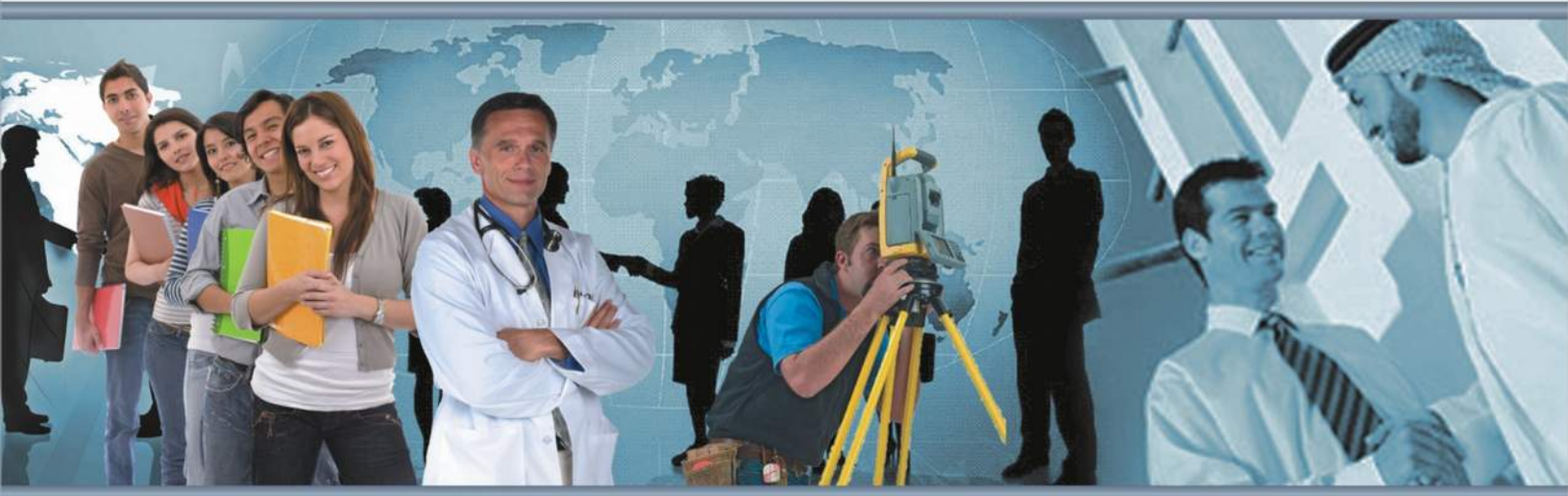




**ISO 9001: 2008
CERTIFIED**



COMPANY PROFILE

KASHMIR OVERSEAS
Employment Services
O.E.P Licence No. 0725/RWP

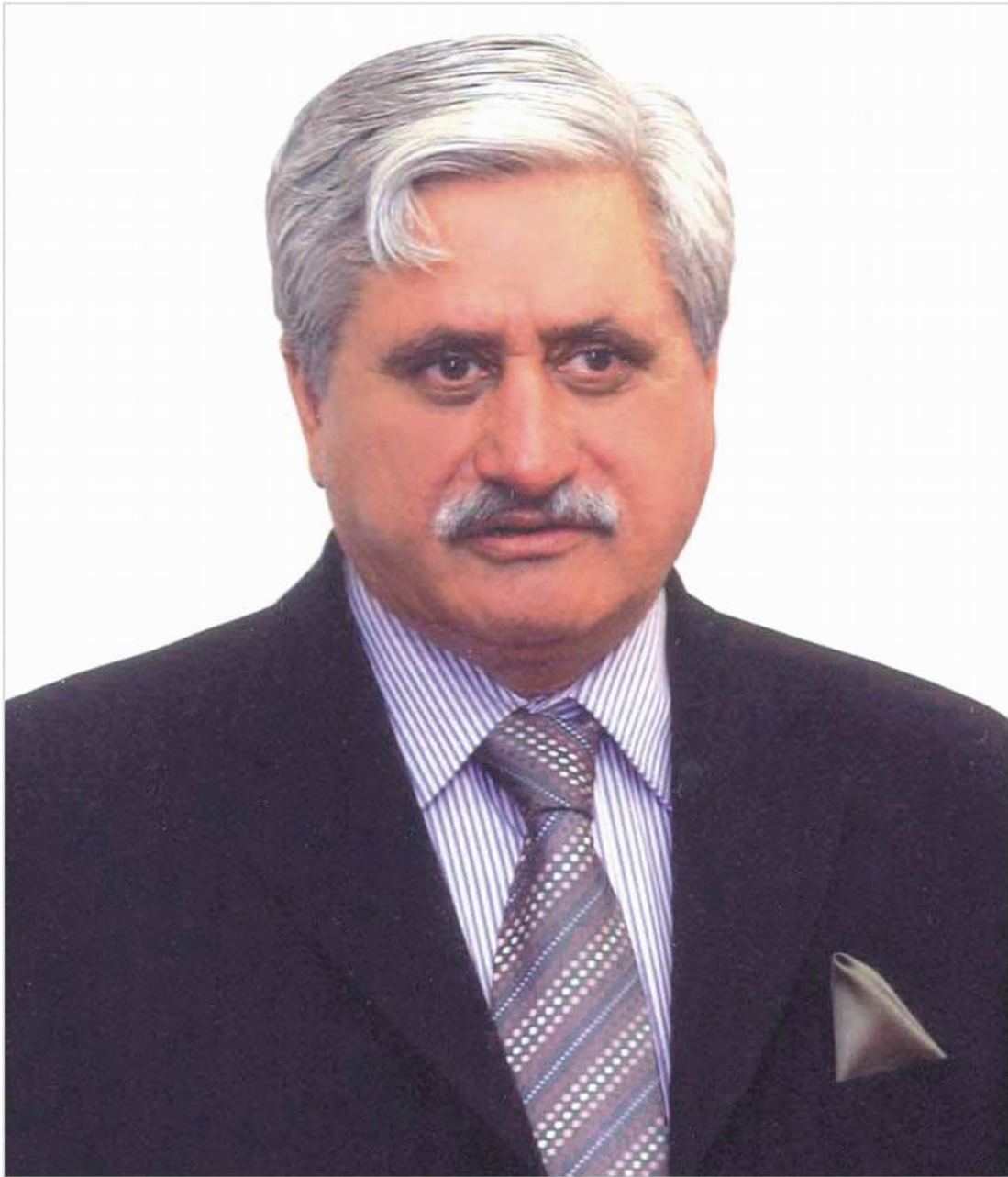


خدمات کشمیر
للاستخدام لماوراء البحار
رقم ترخيص ٠٧٢٥ / راولپنڈی

Marking Excellence Since 1976



S. #	Particulars	Page
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Sardar Muhammad Yaqoob Khan

Chairman



CHAIRMAN'S MESSAGE

For more than 38 years, “Kashmir Overseas Employment Services” has been a mission driven organization with its unique understanding role in the human resource exploration and development industry. We help client’s operation more effectively and ethically. We connect people with the possibilities of meaningful exchange of skillfulness (works) and in the process we promote to build more sustainable communities in which one lives and works under universalization. Our deep understanding of clients' ambitions and satisfaction towards the potential of human, gives us the ability to capitalize on hidden values and opportunities, so everyone can achieve more than the vested imagination.

We strongly believe in Public Welfare by playing a pivotal role in reducing unemployment, generating foreign reserves, improving living standards through creation of jobs for the poor and needy. 40,000 Pakistani workers recruited are testament to our professionalism, success and welfare.

Sardar Muhammad Yaqoob Khan
Chairman

Positions held by Chairman, in the sister concerns (Group of Companies):

- Kashmir Overseas Employment Services.
- Kashmir Group (Saudi Embassy Drop Box facilitation)
- Saani Power (Pvt) Ltd.
- Brothers Construction Y-K (Pvt) Ltd.
- Kashmir Polypropylene (PVT) Ltd.
- Al-Madina City, Housing Project, Rawalpindi
- Al Makkah City, Housing Project, Islamabad
- Islamabad Cottages, Farm House Project, Islamabad
- Rex Hotel, Kashmir Hotel & Al-Jabal Hotel.



**Chairman & Resident Director
with
Ambassador of Kingdom of Saudi Arabia**



RESIDENT DIRECTOR'S MESSAGE



“Kashmir Overseas”, the brand has been at the forefront of the employment services industry spread over the decades, in the past, our reputation was built on the timely provision of workers who were meticulously matched to customer requirement. Today, we do that and much, much more. Due to unparalleled expertise quality and service offering, we can help clients solve problems or take advantage of new opportunities at the door step in the world of work.

It's our business to know your business. We provide personalized service at a level of excellence that would not be possible from most staffing firms. We take the time to get to know you by asking detailed questions and listening carefully to your needs. Couple this human approach with our thorough screening process, and we are confident that you will be impressed with the results.

Having earned the respect of many prestigious firms across-the-board spectrum of industries, we are proud to say that we are still serving most of the clients we started out within eightees. Our client base is our best testimonial to excellence.

Sardar Fahad Yaqoob Resident Director

Position held by Resident Director, in the sister concerns (Group of Companies):

- Kashmir Overseas Employment Services.
- Kashmir Group (Saudi Embassy Drop Box facilitation)
- Saani Power (Pvt) Ltd.
- Brothers Construction Y-K (Pvt) Ltd.
- Kashmir Polypropylene (PVT) Ltd.
- Al-Madina City, Housing Project, Rawalpindi
- Al Makkah City, Housing Project, Islamabad
- Islamabad Cottages, Farm House Project , Islamabad
- Rex Hotel, Kashmir Hotel & Al-Jabal Hotel.



INTRODUCTION Y-K GROUP

Y-K Group



KASHMIR GROUP



B | R | O | T | H | E | R | S Construction Y-K (Pvt) Ltd.



KASHMIR
POLYPROPYLENE
(Pvt.) Ltd.



Introduction:

Y-K Group provides its services in Polypropylene manufacturing, Hotelling, Construction, Land Development and Human Resource Services for overseas and multinational firms mainly based in Middle East.

Kashmir Overseas Employment Services (O.E.P.L No. 0725/RWP):

Kashmir Overseas Employment Services was created in 1976. Our principal market is in the Middle East and Africa, specially Saudi Arabia, U.A.E Qatar Muscat. Since its creation K.O.E.S. Has recruited more then 40000 workers for our Prestigious Principals.

Kashmir Group (Drop Box Facility)

YK Group is proud to introduce Kashmir Group a new component of the group providing the "Drop Box" facility for the Royal Embassy of Kingdom of Saudi Arabia.

Saani Power (Pvt) Ltd.

Saani Power (Pvt) Ltd. was established to focus on Hydel Power Generation and is working on 40.32 MW hydropower project at Arja Tain Dhalkot is Azad Jammu & Kashmir. The FSR has been finalised and approved. Saani Power has an ultimate objective to play a vital role in meeting the electricity needs and contribute in reducing the electric shortfalls in the power sector.

Brothers Construction: Brothers Constructions Y-K (Pvt.) Ltd is a registered construction company having its recognition with Pakistan Engineering Council, ERRA and AK PWD executing landmark projects in Pakistan. Our future plans are to establish branch in K.S.A.

Kashmir Polypropylene (Pvt) Ltd (KPPL): Incorporated in the year 1981, Kashmir Polypropylene is a leading enterprise engaged in the production of packing materials. KPPL is one of the leading manufacturers of packaging bags like polypropylene bag, BOPP bags (biaxially oriented poly propylene bags), plastic bags including various other polypropylene bags for different applications. We can also manufacture bags as per the specifications given by the clients. KPPL is reputed for providing unmatched solutions to our customer by various products and services.

Rex Hotel, Al-Jabbal Hotel and Kashmir Hotel: For the last 30 years we have been in Hotelling Business. We always strived to provide homely atmosphere to our guests. Our three hotels adjacent to each others provide best security, food and beverages facilities to our precious gusts.

Al-Madina City (Residential Project): Al-Madina City is a landmark project of Y-K Group. It falls near New International Airport, Motorway, Wapada Town, Army Welfare Trust, Rawalpindi Housing Society, Islamabad's sectors C-18, C-19 and B17. It is few kilometers away from New Benazir International Airport (which will be operationalized in 2013). Electricity, Sui Gas and water facilities are present. Rest of development is in progress under the supervision of ample experienced staff.



INTRODUCTION Y-K GROUP



Al-Makkah City

We proudly present yet another mega housing project "**Al-Makkah City**" at Japan road, Zone V of CDA (Capital Development Authority) Islamabad adjacent to O.P.F. Valley, Naval Anchorage, Lahore University Islamabad Campus, Gulberg. It is a breathtaking master planned area surrounded by natural beauty and easily accessible from all the areas of twin cities. It is completely self sustainable housing project which would be developed through our construction company Brothers Construction Y-K (Pvt) Ltd and is completely in accordance with the set standards.



Islamabad Cottages

Islamabad Cottages (Farm House Project): Islamabad Cottages falls in beautiful area of C.D.A. Zone 4. The approaches from Islamabad Cottages to Murree, Rawalpindi, Kashmir and Airport are easiest. Schools, Colleges, Hospitals and shopping malls are already exist in the surroundings. Four lines Litrar Road has constructed and Habib Rafiq's Al-Hamra Society and Al-Hamra Hills are situated on this road. The hallmark of the Islamabad Cottages is its unique location that is surrounded by lush green area, natural scenery and flowing springs.



Waqas Anayat Ullah EST, Saudi Arabia:

Civil, Mechanical, Electrical, Electronics & Earthworks Contracts.



LICENCE



OVERSEAS EMPLOYMENT PROMOTER'S LICENCE

(Not-transferable)
[See rule 97]

SAFDAR MEHMOOD
Assistant Director
Protector of Emigrants
Islamabad Airport



Licence No. 0725/RWP issued on 31-08-1988

authorising Mr/Miss/Mrs Muhammad Yagoub Khan of Messrs. Kashmir Overseas Employment Services

whose photograph is affixed above, authorising him/her to engage in assisting persons to emigrate for the purpose of employment by obtaining or helping to obtain, for them the necessary passage from Pakistan, subject to the provisions of the Emigration Ordinance, 1979 (XVIII of 1979) and the emigration Rules, 1979, is hereby renewed for the period 1st Jan. 2013 to 31st Dec. 2015.

[Signature]
Director General,
Bureau of Emigration and
Overseas Employment,
Ministry of Human Resource
Development
Government of Pakistan

ISLAMABAD
Dated the 27-12-2012



INTRODUCTION

At KOES, we are committed to match both the client's and the candidate's needs for a perfect fitness. Our mission is to develop long term partnership with our clients to provide innovative, professional search services. These relationships are built on integrity, commitments and mutual trust. By exceeding our clients expectations, we advance the achievement of their corporate goals, making KOES one of the most sought-after allies in the manpower job market.

Pakistan is the land of hard working people and our recruitment agency M/S Kashmir Overseas Employment Services (O.E.P.L No. 0725/RWP, by Ministry of Manpower, Government of Pakistan) is proud to present itself as one of the leading suppliers of Pakistani Manpower.

As a matter of fact we have been active in this business since 1976. Our principal market is in the Middle East, Far East and Africa especially Saudi Arabia, UAE, Kuwait, Muscat, Qatar, Sudan, Malaysia, Ethiopia and Yemen. We have been pioneer in the field of Manpower export in these countries. We are the market leaders, providing reliable, fair and professional transactions, safeguarding interest of both the employer and the employee.

Karachi and Rawalpindi/Islamabad are our recruitment centers, covering an area of about 1,000 miles in Pakistan. We are equipped with an organized and integrated network of recruitment with the latest communication and information technology.

In the presence of our country-wide coverage we have an edge to locate, scrutinize and recruit the most appropriate people as per the requirements and set standards of our valued clients.

Satisfaction of the employers is our prime consideration because our success lies there. Page No. 14 & 15 show you a list of our prestigious clients who can readily verify our credentials.

The number of Pakistani labour supplied to the Middle East Countries during the last many years are more than 40,000. Our honest moral principle and high ethical values are the true cause of the satisfaction of our honored clients.

Arabic, English, Urdu, Hindco and Sindhi, are the languages, in which the Proprietor and Chairman of this company, Mr. Sardar Muhammad Yaqoob Khan can communicate with the people of different backgrounds. His command over these languages and wide experience in the recruitment business give him a distinction. Because of his entrepreneurial sprit of growth, he is not only broadening the horizons of Kashmir Overseas but is also the Director/Chairman of all the Companies comprising "Y-K Group of Companies."

Numerous companies have entrusted with their manpower requirement and authorised to serve for the last 20 years.



ISO 9001: 2008 CERTIFICATION

Quality Management System (QMS)

Quality Management System is a collection of business processes focused on achieving the quality policy adopted by the company and quality objectives set forth by the company. QMS is run in accordance to the customer wants and needs. It is expressed as the organizational structure, policies, procedures, processes and resources needed to implement quality management.

ISO 9001:2008 Certification

Kashmir Overseas Employment services has been providing the best services as appreciated by the clients / companies overseas and have the documented proves. Recently Kashmir Overseas got the pride of being certified by the International Organization of Satandardization, a worldwide Federation of standards bodies. Kashmir Overseas Employment Services in compliance with the ISO standard implemented the QMS (Quality Management System) in the company, got audited and qualified for the ISO 9001:2008 Certification.

Quality Procedures

1. Demand for client and Permission from the beaureu of Emigration & Overseas Pakistanis, Government of Pakistan.
2. Collection of CVs
3. Short Listing and Scrutiny
4. Interviews and Tests
5. Medical
6. Finger Prints
7. Submission of Visa application for Endorsement and Collection
8. Protector & Nadra
9. Final Orientation and Handling over the documents
10. Control of Documents & Records
11. Human Resources
12. Provision of infrastructure
13. Work Environment
14. Planning of Service Realization
15. Internal Audit of QMS
16. Control of Non-Confirming Products / Services
17. Corrective Action Against Non-confirmancies
18. Preventive Action to Avoid Non-Confirmancies

DAS CERTIFICATION



**Quality Management System
Certificate of Approval**

This is to certify that the QMS of

Kashmir Overseas Employment Services

High Court Road, Gulrez 2, Rawalpindi, 46000, Pakistan.

Has been assessed and found to meet the requirements of

ISO 9001:2008

This certificate is valid for the following scope of operations:

“Overseas Manpower Service Provider.”

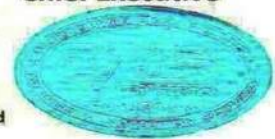
Authorised by:

**Stan Wright
Chief Executive**

Date of Certificate Issue: 12 October 2015

Certificate Valid Until: 11 October 2016

Surveillance audit before 4 September 2016. Certified since 30 October 2015. This certificate is the property of DAS Certification and remains valid subject to satisfactory annual Surveillance audits.



SN Registrars (Holdings) Limited

Registration House, 22b Church Street,
Rushden, Northamptonshire,
NN10 9YT, UK
Tel: +44 (0) 1933 381859
Email: info@dascertification.co.uk
Web: www.dascertification.co.uk
Company number: 07659067

Certificate Number: DAS 83204028/19/Q



Member of SN Registrars (Holdings) Ltd

8327



PROCESSING & OPERATIONS

The contract is signed with the Principal and as soon as we receive demand order and Power of Attorney the processing starts.

In our data server the enlisted applicants are sorted for the required specific job/trade, if the requirement is not met with the set standards of the principal, we advertise the demand in the major newspapers of Pakistan. Candidates are called in for the interviews and oral trade evaluation. The short listed candidates are called for trade test which is taken at the certified and top grade institutions of Pakistan.

Medical tests are conducted strictly and only at the hospitals approved and certified by the relevant Embassy. Meanwhile the list of the selected candidates is given to the Principal for their analysis and approval.

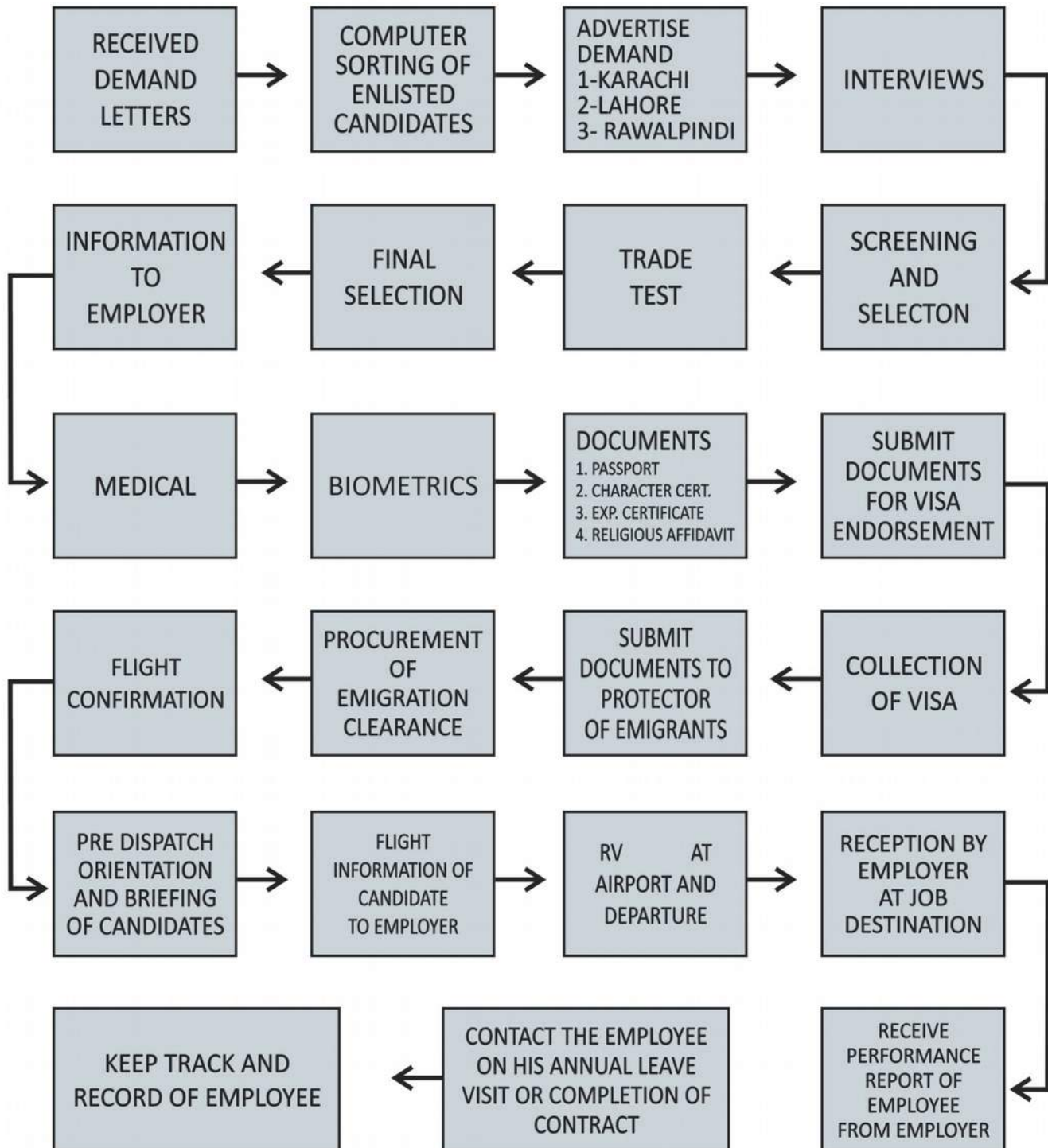
Endorsement of visa is taken up after medical test results and after visa endorsement the flight information is given to the Principal and the documents are submitted for protector of emigrants.

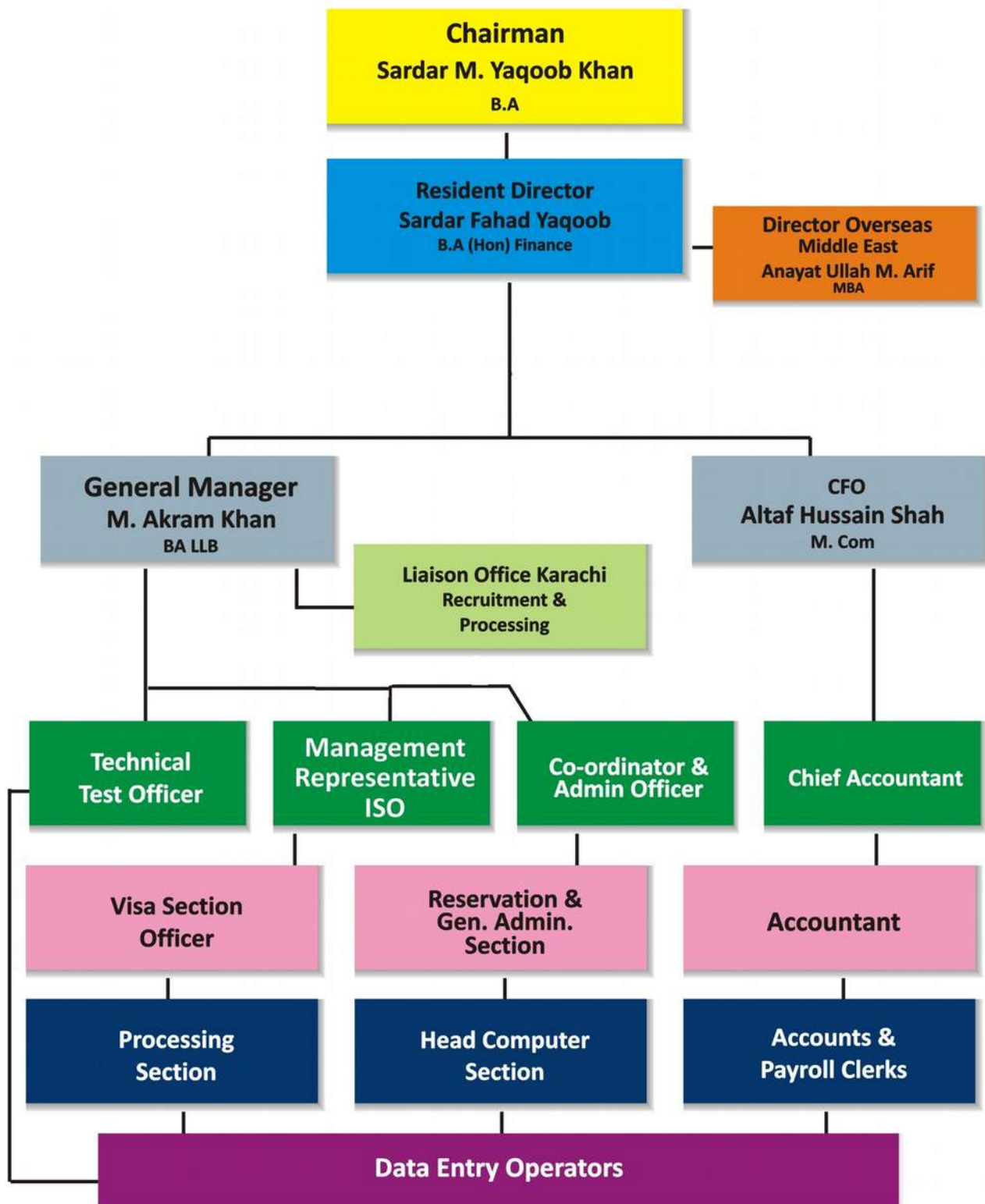
Latter on flight is reconfirmed to the Principal after protector of emigrant's clearance then the candidates are called for pre-dispatch orientation and briefing by the General Manager.

Yet another time the line of action and duty is briefed before the recruited candidates are dispatched as per the flight schedule. This whole procedure of processing i.e from demand to dispatch take places between four to five weeks.



Selection & Processing Flow Chart







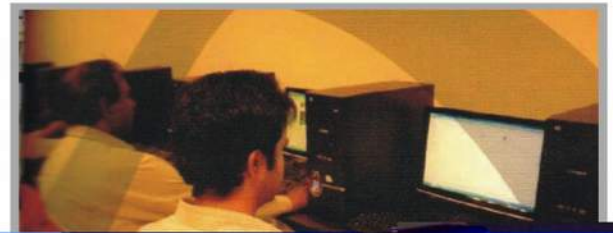
PERSONALITY GROOMING:

Special lectures are conducted for the selected candidates in the conference and training rooms for personal grooming of the workers



IT SKILLS:

- MS Windows
- MS Office



- Internet
- PDF Formate

SOFT SKILLS

- Communication skills
- Dress Code
- Team Work
- Honesty
- Conflict Management
- Behavior and Attitude
- Punctuality
- Personal hygiene
- Cultural values of the country they are going





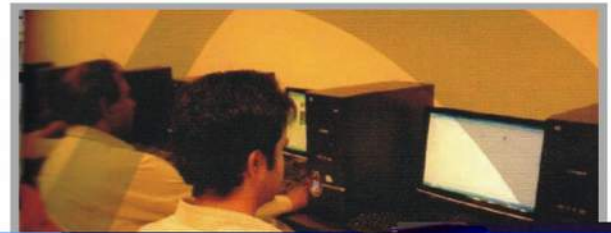
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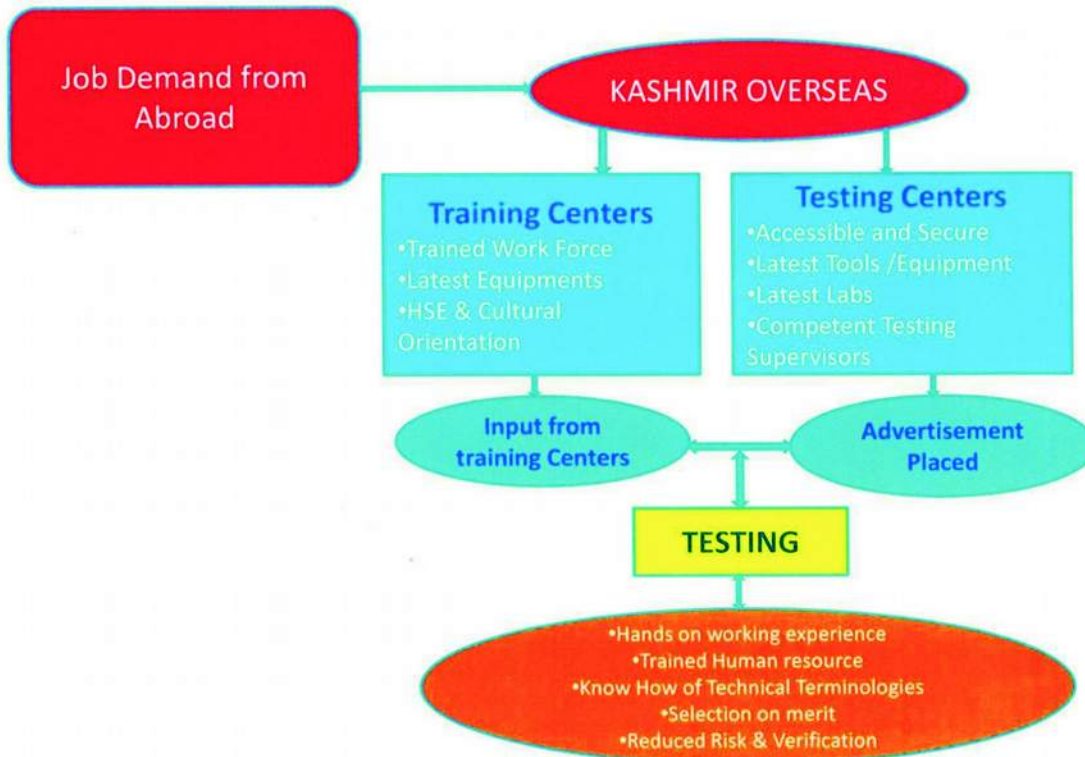




WHY KASHMIR OVERSEAS

- Selection on Merit
- Highly skilled workforce
- Complete Documentation
- Trained Human Resource
- Cultural Awareness
- Complete Follow-up after departure of workforce.

Where Kashmir Overseas Adds Value





Kashmir Overseas Receive CVs directly from the candidates against the advertisements.

We have agreements with Technical Institutions like **TEVTA (Technical Education & Vocational Training Authority)** **CTTC (Christian Technical Training center)** who recommend the technically trained staff to KOES.

Office of The Principal/Distt Co Ordinator Vocational Training Institute Rawalakot (AJK TEVTA POONCH)

s.#.389.....

date...17/01/20...



Following the occasional meetings held between our Institution and M/S Kashmir Overseas Employment Services Rawalpindi, who have contributed a lot in exporting High Tech, Skilled & Semi-skilled manpower to Gulf Countries especially to Kingdom of Saudi Arabia.

Their meritorious services in Human Resource Development and its utilization based upon the merit over the decades, we M/S AJK TEVTA Poonch a Government's sponsored / owned Institution keeping into view the renowned status of M/S Kashmir Overseas Employment Services have signed an understanding to supply the manpower from our platform to cope with their demand of manpower for overseas.

We have a sophisticated Vocational Center among which we coach the manpower for each type of construction, Electrical, Electronic, artisans Auto Mechanic, and Welding as well as the Personnel in Administrative and Financial Management area.


(Khan Abdul Mussawar)

Principal/ Distt. Co coordinator

Principal
Govt. Vocational Institute
AJK TEVTA (Poonch)
Rawalakot



CATEGORIES OF WORKERS

1. Engineers
Civil, Electrical, Mechanical, Automobile, Marine and Textile.
2. Architects / Designer Draftsman.
3. Foreman / Supervisor.
4. Construction Workers: Mason Brick Layer, Plasterer, Tiles Fitter, Steel Fixer, Plumber, Pipe Fitter, Carpenter Shuttering and Carpenters Finishing.
5. Mechanical Workers:
Turners Fitter.
6. Technicians / Skilled / Unskilled Workers
Electrical Workers:
Electricians, Cable Jointer and Motor Coil Rewinders.
7. Automobile Mechanic:
Petrol Auto Mechanics, Diesel Auto Mechanics, Fitters, Foremen Auto, Dentors, Auto Painters and Auto air Condition Mechanics.
8. Equipment Operators:
Crane Operators, Bulldozer Operators, Shovel Operators, Fork Lift Operators, Truck Drivers / Bus Drivers, Microbus Drivers and Trailer Drivers.
9. Air Condition Mechanics:
Central Air Condition, Window Air Condition Mechanics, Split Air Condition Mechanics and Ductman.
10. Doctors:
Specialists in all specialities, General Physicians, Pathologists, Pharmacists, Nurses (Male/ Female), Radiologists, Medical Assistants, Dentists, Laboratory Technicians, Laboratory Helpers and Medical Transcribers.
11. Catering
Stewards, Waiters, Room-Boys, Cooks Helpers / Asst. Cooks, House Keepers, Barmen, Laundrymen, Barbers and Butchers.
12. Teaching
Professors, Lecturers and Teachers.
13. Others:
Pump Operators, Painters, Aluminum Fabricators, Goldsmiths, Tailors Spinners, Weavers and Welders.
14. Office Management:
Managers, Accountants, Salesmen, Typists, Secretaries, Receptionists, Peons, Tea Boys.
15. General Labors, Helpers, Cleaners and Workers of All Categories.



VALUED PRINCIPALS

SAUDI ARABIA

1. ABV Rock Group, Saudi Arabia
2. Metal Services Company (Formerly Al-Joaib), Dammam
3. National Builders
4. Saudi ABV, Jeddah
5. YANBU Steel Company (Formerly P.D.M), Yanbu
6. Saudi Ericsson, Riyadh
7. A.H. Al-Shuwayer Group of Companies, Dammam
8. Tekfen Construction & Installation Co. Inc. Al-Khobar
9. Arabian Jacking Enterprises for Contracting & Trading (AJECT) Dammam
10. Siemens, Riyadh
11. Kanooz Industrial, Dammam
12. Saudi Steel Products Factory, Dammam
13. Al Jazirah Engineering Industries (Al Shamarny Groups), Dammam
14. Ahmed Shleh Nasir Hamad Al Dossary Al- Khafji, Dammam
15. Maritime Transport Overseas, Dammam
16. Stevin Bahareth Engineering Co., Dammam
17. Ahmed Sakeh Nasir Hamad, Dammam
18. Sultan Al-qahtani Transport Co., Dammam
19. Sanam Co., Dammam
20. Sascom, Dammam
21. Ahmed Abdul Waheed & Co., Dammam
22. Al- Hajri Overseas, Dammam
23. Nahda Contracting & Engineering Est., Dammam
24. Saudi Steel Products Factory, Dammam
25. Al-Dahlawi Co., Jeddah
26. NKY Engineers & Constructors KSA
27. Athman Hotels Group, Mecca, KSA
28. International Agent for contracting est. Al-Khobar, Dammam - KSA
29. Brown Arabic for Reconstruction and Development Company Ltd. Jeddah KSA
30. Al-gindwan Trading Est., Jeddah
31. Saudi Arabia Glass Co., Jeddah
32. Mohmmad Saeed Mohmmad Saleem Trading, Jeddah
33. Sahara Building Contractors., Jeddah
34. SIBC-BASIL Joint Venture Navy, Riyadh
35. Al-Owaidah Contracting Company, Riyadh
36. L. M. Ericsson, Riyadh
37. International Society Est. (Hospital), Riyadh
38. Bin Jarallah Construction Co. Ltd., Riyadh
39. Abdullah Said Bugshan & Bros., Riyadh
40. Saudi International Business Center, Riyadh
41. Frank E Basil Inc. Of Delaware Washington D.C., Riyadh
42. Kara Est., Riyadh
43. Kara Est., Riyadh
44. Mohammad Rasheed Eid Al Mutairi, Riyadh
45. Al-Jubail Petrochemical Co. (Kemya), Jubail,
46. Babcock, Al-Khobar
47. Arabia Catering & Services Company, Al-Khobar
48. Al-jazeera Printing Press, AL-Khobar
49. Prince Ahmed M. Sudairy, Al-Khobar
50. Industrial Equipment Marketing Co., Al-Khobar
51. Saleh Commercial Co., Al-Khobar
52. Modern Wood Works, Al-Khobar
53. Rafha Electricity Co. 7 Suburbs, Rafha
54. Baldia (Municipality) Rafha, Rafha
55. Abraim D. Al-gawan, Arar
56. Ali Mohammad Ibrahim Al-regdi, Abha
57. Petrogistics KSA
58. Herfy Foods Services Co. Riyadh Saudi Arabia

UNITED ARAB EMIRATES

59. Al-Habtoor Engineering, Dubai,
60. Al Dseco General Contracting LLC, Dubai
61. Condor Building Contracting Co., Dubai
62. Arabian Construction Co. Ltd., Abu Dhabi
63. Rapco Road & General Contracting Co., Abu Dhabi
64. Fourth Dimension General Contracting LLC, Abu Dhabbi, UAE
65. United Services Enterprises, Abu Dhabi
66. Das Intenrational Group, Abu Dhabi
67. Admak General Contracting Company, Abu Dhabi
68. National Transport & Contracting Co., Abu Dhabi
69. German Tech Fiberglass Ind., Sharjah
70. Silver Coast Constructing & Boring L.L.C, Abu Dhabbi, UAE.



VALUED PRINCIPALS

MALAYSIA

69. M-10 Builders, Kuala Lumpur

KOREA

70. Hyundai Engineering & Construction Co, Ltd., Seoul

QATAR

71. M/S Al-Khyran Group Of Companies, Qatar
72. Amiri Guard Qatar

SULTANATE OF OMAN

73. National Printing, Ruwi, Muscat
74. International Furnishing Co., Ruwi, Muscat
75. Universal Enterprises, Ruwi, Muscat

76. Al-Felaji Trading Company, Ruwi, Muscat
77. Hassan Suleman Yousuf, Ruwi, Muscat

KUWAIT

78. Dashti & Abal Transport Co., Safat
79. Khabary Agriculture Co., Safat

80. Ahmed Al-Shaban Trading & Contracting, Safat
81. Safat, Tamimi Global Co., Kuwait



VALUED PRINCIPALS



Saudi Ericsson
Communications Company Ltd



TEKFEN CONSTRUCTION AND INSTALLATION CO., INC.



Arabian Jacking Enterprises for Contracting & Trading



AL DSECO GENERAL CONTRACTING LLC



AL HABTOOR
ENGINEERING
الخبطور للمشاريع الهندسية



UNICON Limited



METALS SERVICES FOR
TRADING & CONT. COMPANY
Limited Liability



A.H. Al-Shuwayer Sons
Group of Companies



AL KHAYARIN GROUP
TRADING & CONTRACTING W.L.L.

APPRECIATION LETTER

KASHMIR OVERSEAS

ABV ROCK GROUP

ايه بي في روك جروب

CERTIFICATE OF APPRECIATION

Date: 28 February 2011

التاريخ: ٢٥ ربيع الاول ١٤٣٢ هـ

M/S Kashmir Overseas Employment
Services Rawalpindi - Pakistan

خدمات كشمير للاستخدام لـماوراء البحار
راولپنڈی - الباكستان

We hereby certify that Kashmir Overseas Employment Services is supplying manpower to our Projects since 1992 up to date.

نفيد بأن السادة/ خدمات كشمير للاستخدام لـماوراء البحار قد قامت بتزويد الشركة بالعمالة لمشاريعها منذ ١٩٩٢ م حتى تاريخه.

Kashmir Overseas Employment Services has supplied skilled unskilled and professional workers from the Pakistan. They have provided our requirements successfully until now.

خدمات كشمير للاستخدام لـماوراء البحار قد وفرة العمالة الحرفيه وغير الحرفيه وكذلك العماله المهنية لمشاريع الشركة من الباكستان.

We wish them all the success.

نتمنى لهم دوام التوفيق والنجاح.

شركة ايه بي في روك جروب المحدودة
ABV Rock Group Limited

علي حمد سليمان العيدي
Ali Hamed S. Al Eidi
مدير الموارد البشرية بالشركة
Human Resource Manager



Ch. Of C.S. No. 30820 L. No. 102030061714 Riyadh
C.R. 1010254468
Share Capital S.R. 10,000,000

ABV ROCK GROUP CO. LTD.
P.O. Box 89426
Riyadh 11682
Tel.: (+966-1) 468 1577
Fax: (+966-1) 468 1579 / 468 1580

إيه بي في روك جروب المحدودة
٨٩٤٢٦ ص ب
الرياض ١١٦٨٢
تلفون: (+٩٦٦-١) ٤٦٨ - ١٥٧٧
فاكس: (+٩٦٦-١) ٤٦٨ - ١٥٧٩ - ٤٦٨ ١٥٨٠

رقم عضوية الغرف التجارية ٢٠٨٢ ترخيص رقم ١٠٢٢٠٠٠١١٧١ الرياض
سب ١٠١٠٢٥٤٤٦٨
رأس المال ١٠.٠٠٠.٠٠٠.٠٠٠

APPRECIATION LETTER

KASHMIR OVERSEAS



شركة إن كيه واي للهندسة المعمارية
NKY ARCHITECTS & ENGINEERS CO.
C.R. 1010403256 س.ت ١٠١٠٤٠٣٢٥٦

Date: 21 March 2015

M/S Kashmir Overseas Employment Services
Rawalpindi-Pakistan

On behalf of NKY Architects&Engineers, I would like to certify that Kashmir Overseas Employment Services has supplied manpower to our project since 2013.

Kashmir Overseas Employment Services provided our staff requirements successfully for the last 2 years. KOES is our only attested recruitment agency since 2013 supplying manpower to NKY satisfactorily with no complains.

We sincerely hope Kashmir Overseas Employment Services to continuously grow and we continue our cooperation for manpower supply.

Best Regards

Tolga Sahin
NKY Architects & Engineers
Overseas Director





APPRECIATION LETTER

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Saudi Ericsson
Communications Company Ltd.



شركة
أريكسون السعودية
للاتصالات المحدودة

Ref: SES/FA:11:238
April 23, 2011

Mr. Muhammad Akram Khan
General Manager
Kashmir Overseas Employment Services
Rawalpindi – Pakistan.

Dear Mr. Akram Khan,

LETTER OF COMMENDATION

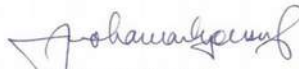
On behalf of the Management of Saudi Ericsson Communications Co. Ltd., I wish to thank you for your invaluable support in resourcing, selecting and deploying the highly skilled personnel for our various projects in Saudi Arabia for past 20 years.

I still recall and remember our first meeting with your Managing Director Mr. Sardar M. Yakoob Khan way back in 1991 during my tenure at LM Ericsson when we had inked our business partnership by appointing Kashmir Overseas Employment Services as our Recruitment Services Agent in Pakistan. Ever since then I have always found the team at Kashmir Overseas as highly professional, proactive, focused and responsive to our needs. I have the great pleasure to acknowledge that Kashmir Overseas has always stood beside us at times in dire needs in completing the entire process of deployment in the shortest possible time to meet our project requirements. I must admit without any hesitation that you and your company have demonstrated a real commitment to continuous improvement in services in all areas from staff selection to deployment. I am greatly impressed with the quality of skilled workers selected and deployed on our various projects during all this time.

The success and expansion that Kashmir Overseas Employment Services has achieved during all these years is commendable and a great deal of that success, in our opinion, must be directly attributed to the strong leadership and the sense of direction that is provided by Sardar Muhammad Yakoob Khan.

We at Saudi Ericsson sincerely hope and wish Kashmir Overseas Employment Services to continuously grow to the new heights. Keep it up!

Best Regards
Yours Faithfully
SAUDI ERICSSON COMMUNICATIONS CO. LTD.


Mohammad Yousuf
HR & Administration Manager



Limited Liability Company - Capital : S.R. 10,000,000

شركة ذات مسؤولية محدودة - رأسمالها ١٠,٠٠٠,٠٠٠ ريال سعودي

Mailing Address	P.O. Box	Telephone	Telefax	C.R.	C.O.C.	العنوان التجاري	ص.ب	فاكس	هاتف	ص.ب	العنوان البريدي
Riyadh	11423	9903	292-9600	292-9666	32572	13755	١٣٧٥٥	٢٢٥٧٢	٢٩٢٩٦٦٦	٢٩٢٩٦٠٠	٩٩٠٣ ١١٤٢٣
Jeddah	21492	8838	667-6000	665-9287	32572/002	6836	٦٨٣٦	٢٢٥٧٢/٠٠٢	٦٦٥٩٢٨٧	٦٦٦٦٠٠٠	٨٨٢٨ ٢١١٩٢
Dammam	31411	450	826-2222	826-7755	32572/001	378	٢٧٨	٢٢٥٧٢/٠١١	٨٢٦٧٥٥	٨٢٦٢٢٢٢	٤٥٠ ٣١١١١



POWER OF ATTORNEY

ABV ROCK GROUP

ايه بي سي روك جروب

Handwritten signature and date: *clm May 14/15*

July 02, 2015

SPECIAL POWER OF ATTORNEY

Dear Sir,

We, M/s. ABV ROCK GROUP COMPANY LIMITED, Saudi Arabia, have authorized M/s. KASHMIR OVERSEAS EMPLOYMENT SERVICES, Tayyaba Plaza, Street no.5, High Court Road, Gulraiz II, Rawalpindi, Pakistan, with O.E.P License No.: 0725/RWP as one of our true and lawful attorney in Pakistan to recruit personnel from PAKISTAN vide our **Block Visa No. 1300635486**.

We also authorize them to sign the contracts and all the recruitment of the above personnel and to arrange their passports, visas and passages to the Kingdom of Saudi Arabia and to complete all their formalities may be required by the Protector of Emigrants and the Ministry of Labor Government of Pakistan.

Sincerely yours,
ABV ROCK GROUP CO., LTD.,

Handwritten signature
ALI HAMED S. AL-EIDI
Human Resources Manager
MIQ / OAH / ADL



Handwritten signature: *السيد بن علي القاسم*



Ch. Of C.S. No.: 30620
L. No.: 102030061714 Riyadh
C.R. 1010254468
Share Capital S.R. 10,000,000

ABV ROCK GROUP CO. LIMITED
P.O. Box 89428
Riyadh 11682
Tel.: (+968-1) 470 0170
Fax: (+968-1) 206 4577 / 206 4578

شركة ايه بي سي روك جروب المحدودة
رقم سجل الشركة: 30620
الرياض 11682
هاتف: (+968-1) 470 0170
فاكس: (+968-1) 206 4577 / 206 4578

رقم عضوية الغرفة التجارية: 30620
ترخيص رقم: 102030061714 الرياض
سجل: 1010254468
رأس المال: 10,000,000



POWER OF ATTORNEY

METALS SERVICES FOR TRADING & CONT. COMPANY Limited Liability

Capital : SR. 10,000,000 fully paid

C. R. 2050001854

Chamber of Commerce No. 2350



شركة خدمات المعادن للتجارة والمقاولات

ذات مسئولية محدودة

رأس المال : ١٠.٠٠٠.٠٠٠ ريال

س. ت. ٢٠٥٠٠٠٠١٨٥٤

رقم اشتراك الغرفة التجارية ٢٣٥٠

Ref: MSC/PD/1188-2006
Date: 27 March 2006



الرقم : MSC/PD/1188-2006

التاريخ : ٢٧/٠٣/١٤٢٧ هـ

الموافق : ٢٧/٠٣/٢٠٠٦ م

Letter of Authority

تفويض

Gentlemen:

Metals Services for Trading & Contracting Company Ltd., P. O. Box 12290, Dammam 31473, Saudi Arabia wishes to declare that we have appointed KASHMIR Overseas Employment Services, license No. O.E.P.L. No. 0725-RWP, C B-875, Street#1, Jhanda Chichi Road, Rawalpindi Cantt., Pakistan as our authorized agent in Pakistan for the recruitment of One Hundred Thirty-Three (133) Pakistani nationals of various categories in connection with our Block Visa Ref. No 2100129039 dated 07/02/1427 H corresponding to 07 March 2006.

السلام عليكم ورحمة الله وبركاته
نحن شركة خدمات المعادن للتجارة والمقاولات وعنواننا : الدمام - ص. ب. ١٢٢٩٠ - رقم بريدي ٣١٤٧٣ - المملكة العربية السعودية.
قد قورنا السادة / خدمات كشمير للاستخدام لا وراء البحار ، رقم الترخيص ٠٧٢٥/أوليندي، وعنوانهم : رقم البيت سي بي/٨٧٥، شارع رقم ١، شارع جهندا جيحي، وأوليندي كيت، باكستان .
وذلك ليكون وكيلاً لنا في باكستان لإنهاء إجراءات عدد ١٣٣ : نأشيرة عمل من الجنسية الباكستانية بمن مختلفه ، وذلك من النأشيرة رقم ٢١٠٠١٢٩٠٣٩ بتاريخ ٢٧/٠٣/١٤٢٧ هـ الموافق ٢٧/٠٣/٢٠٠٦ م والصادرة لنا من مقام وزارة الخارجية فرع المنطقة الشرقية .
كما تفوض وكيلنا في إنهاء إجراءات الحصول على هذه النأشيرة وكذلك حجز التذاكر ثم وإنهاء إجراءات سفرهم وكل ما يتعلق بذلك .

نرجو الشكر بمساعدته وتسهيل مهمته .
شاكرين لكم تعاونكم المتعاد معنا

المخلص

شركة خدمات معادن للتجارة والمقاولات

Respectful



Metals Services Company

Authorized Signature



الفوض المستعمل



POWER OF ATTORNEY

METALS SERVICES FOR TRADING & CONT. COMPANY Limited Liability

Capital : SR. 10,000,000 fully paid

C. R. 2050001854

Chamber of Commerce No. 2350



شركة خدمات المعادن للتجارة والمقاولات

ذات مسئولية محدودة

رأس المال : ١٠.٠٠٠.٠٠٠ ريال

س. ت. ٢٠٥٠٠٠١٨٥٤

رقم اشتراك الغرفة التجارية ٢٣٥٠

Ref: MSC/PD/1188-2006
Date: 27 March 2006



الرقم : MSC/PD/1188-2006

التاريخ : ٢٧/٠٣/١٤٢٧ هـ

الموافق : ٢٧/٠٣/٢٠٠٦ م

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قد قورنا السادة / خدمات كشمير للاستخدام لا وراء البحار ، رقم التفويض ٠٧٢٥/أوليندي، وعنوانهم : رقم البيت سي بي/٨٧٥، شارع رقم ١، شارع جهندا جيحي، راوليندي، كيت، باكستان. وذلك ليكون وكيلاً لنا في باكستان لإنهاء إجراءات عدد ١٣٣ : نأشيرة عمل من الجنسية الباكستانية بمن مختلفه ، وذلك من النأشيرة رقم ٢١٠٠١٢٩٠٣٩ بتاريخ ٢٧/٠٣/١٤٢٧ هـ الموافق ٢٧/٠٣/٢٠٠٦ م والصادرة لنا من مقام وزارة الخارجية فرع المنطقة الشرقية.

كما تفوض وكيلنا في إنهاء إجراءات الحصول على هذه النأشيرة وكذلك حجز التذاكر ثم وإنهاء إجراءات سفرهم وكل ما يتعلق بذلك.

نرجو الشكر بمساعدته وتسهيل مهمته.
شاكرين لكم تعاونكم المتعاد معنا

المخلص

شركة خدمات معادن للتجارة والمقاولات

Respectful



Metals Services Company

Authorized Signature



الفوض المستعمل

ص. ب. ١٢٢٩٠ الدمام ٣١٤٧٣ - المملكة العربية السعودية - الخبر - هاتف - ٨٨٢٨١٠٠ (خط ١٥) - فاكس - ٨٨٢٨٠٧١ / ٨٨٧٣٣٦٦
P. O. Box 12290 Dammam 31473 - Saudi Arabia - Al-Khobar - Tel. : 8828100 (15 Lines) - Fax : 8828071 / 8873326



DEMAND LETTER



TEKFEN CONSTRUCTION AND INSTALLATION CO., INC. SAUDI ARABIA BRANCH

شركة تكفن للإنشاءات والتاسيسات - فرع الملة العربية السعودية
P.O. Box 2575 Al-Khobar 31952 - Saudi Arabia Phone : (966.3) 882 9694 - Fax : (966.3) 882 9695
ص ب ٢٥٧٠ الخبر ٣١٩٥٢ المملكة العربية - هاتف: ٨٨٢ ٩٦٩٤ (٩٦٦.٣) - فاكس: ٨٨٢ ٩٦٩٥ (٩٦٦.٣)

Date: 04/11/2006
DEMAND LETTER

M/S. KASHMIR OVERSEAS
EMPLOYMENT SERVICES
OEPL NO. 0725/RWP
RAWALPINDI - PAKISTAN.

التاريخ: ٢٠٠٦/١١/٠٤م

خطاب طلب

السادة / خدمات تكفنير للأستخدام لما وراء البحار
ترخيص رقم: ٠٧٢٥ / راولپنڈی
راولپنڈی - پاکستان

After greetings,

بعد التحية،

Please arrange to recruit and deploy the following workers from Pakistan to us at the earliest possible time under our following visa No. 2100210867 dated 18/08/1427H.

يرجى التكرم بتوظيف وتسفير المطلوبين لنداء من باكستان بأسرع وقت ممكن تحت تأشيرتنا الآتية أرقامهم: ٢١٠٠٢١٠٨٦٧ بتاريخ ١٤٢٧/٠٨/١٨هـ.

Visa No: 2100210867, dated 18/08/1427H.

رقم التأشيرة: ٢١٠٠٢١٠٨٦٧ بتاريخ ١٤٢٧/٠٨/١٨هـ

CATEGORY	Qty. (عدد)	Salary (SR) (الراتب/ريال)	المهنة
CONCRETE MASON	7	800.00	بناء خرسانة
GENERAL CIVIL CARPENTER	21	1,000.00	نجار مبان عام
CIVIL TECHNICIAN / CIVIL FOREMAN	3	1,400.00	فني مبنية (مراقب مبنية)
SCAFFOLDING LABOURER	13	1,000.00	عمال تركيب السقالات المعدنية
SPRAY PAINTER-GUN	7	1,000.00	دهان بالرش (السمسم) ماعدا الإنشآت
LOADING & UNLOADING LABOURER	7	900.00	عمال شحن و تفريغ
PIPE WELDER	21	1,350.00	لحام انابيب
STEEL FIXER	14	900.00	حداد لتسليح بناء
ASST. METAL PAINTER	7	900.00	مساعد دهان معادن
GAS PIPES ERRECTION LABOURER - GENERAL	7	900.00	عمال تركيب مرافق غاز
PIPES LYING LABOURER	21	900.00	عمال مد انابيب ومواسير
CIVIL SURVEYOR	3	1,500.00	ممساح ارضية
STEEL CLEANING LABOURER WITH SPRAY	3	900.00	عمال تنظيف المعادن بالرش
ASST. OXYGEN WELDING	7	900.00	مساعد لحام اوكسجين
Sub total	141		الاجملي القرضي

These workers are entitled for free Food and Accommodation, free Medical Assistance, Annual Vacation of 21 (Twenty one) days paid salary, return ticket after completion of 12 months, daily working hours 8 (eight only), Weekly 6 days work (Total 48 hours), sick leave, overtime, allowance etc., as per local rules, and contract period is one year. The required candidates will be forwarded from time to time as per our needs. Date required on site: As per our request by telex or mail.

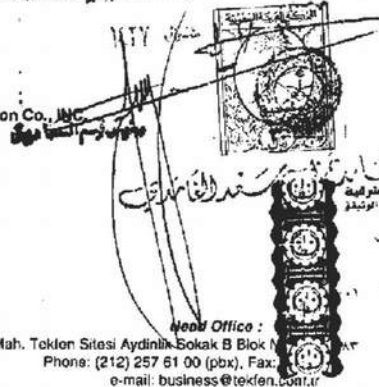
يتمتع هؤلاء العمال السكن المجاني مع الأكل والعلاج الطبي مجاناً، وإجازة سنوية مدفوعة الأجر مدتها ٢١ واحد وستون يوماً ويستحق تذكرة الطائرة ذهاباً ورجوعاً على حساب الشركة بعد إكمال ١٢ شهر عمل. ساعات العمل هي ٨ ساعة ساعات يومياً ٤٨ ساعة أسبوعياً و يتم أيضاً إجازة مرضية وهدى مناسبات إضافي وغيرها من الامتيازات حسب قانون العمودي وهدى التقاعد مئة واحدة تكون إرسال الإحداث المطلوب استقدامها بالجدول اعمام حسب طلبنا تاريخ وجردهم في صلهم بناء على طلبنا في حينه سواء بالتكسي أو برصيد.

Thanks and best regards,

شاكرون ومقدرين حسن تعاونكم الكريم معنا،

Tekfen Construction And Installation Co., INC.

شركة تكفن للإنشاءات والتاسيسات



الرهبة التجارية للصناعة للمنطقة الشرقية
التوقيع معتمد من احدى مسؤوليه عن محتويات الوثيقة

شركة تكفن للإنشاءات والتاسيسات

Head Office :
Kultur Mah. Tekfen Sitesi Aydinlik Sokak B Blok N: 13
Phons: (212) 257 61 00 (pbx), Fax: 257 61 00
e-mail: business@tekfen.com.tr

٢٠ ريال
1199246A



DEMAND LETTER

METALS SERVICES FOR TRADING & CONT. COMPANY Limited Liability

Capital : SR. 10,000,000 fully paid

C. R. 2050001854

Chamber of Commerce No. 2350



شركة خدمات المعادن للتجارة والمقاولات

ذات مسئولية محدودة

رأس المال : ١٠.٠٠٠.٠٠٠ ريال

س. ت. ٢٠٥٠٠٠٠١٨٥٤

رقم اشتراك الغرفة التجارية ٢٣٥٠

Ref. : MSC/PD/8637-2008

Date : 03rd June 2008

الرقم : MSC/PD/8637-2008

التاريخ : ١٤٢٩/٠٥/٢٩ هـ

الموافق : ٢٠٠٨/٠٦/٠٣ م

DEMAND LETTER

خطاب الطلب

M/S KASHMIR Overseas Employment Services,
license No. O.E.P.L. No. 0725/RWP
Office #1, Lane #6, Gulrez Colony II
High Court Road, Rawalpindi
Pakistan

خدمات كشمير للاستخدام لما وراء البحر
رقم الترخيص ٠٧٢٥/راولپنڈي،
وعنوانهم : مكتب رقم ١ لين ٦ مستعمرة قلرز
طريق المحكمة العليا راولپنڈي باكستان

DEAR SIR,

السلام عليكم ورحمة الله وبركاته وبعد ..

PLEASE ARRANGE TO RECRUIT AND
SEND THE FOLLOWING WORKERS FOR
OUR CLIENT AS EARLIEST POSSIBLE
CONVENIENCE AS PER VISA NO. 2100319961
DATED 20/04/1428 H:

يرجى التكرم بتوظيف وتسفير العمال أنهاء بأسرع
وقت ممكن حسب التأشيرة رقم ٢١٠٠٣١٩٩٦١
بتاريخ ١٤٢٨/٠٤/٢٠ هـ:

CATEGORY	QTY.	SALARY
TRUCK DRIVER	3	SR.1100
TOTAL 3 (THREE) PERSONS ONLY		

المهنة	التعداد	الراتب
سائق شاحنة	٣	١٠٠٠ ريال
المجموع ٣ (ثلاثة) فقط		

الشروط

TERMS AND CONDITIONS

FREE ACCOMMODATION, FOOD AND
MEDICAL, FREE ONE WAY AIR PASSAGE
AFTER END OF CONTRACT. PERIOD OF
CONTRACT TWO YEARS, 8 HOURS DUTY
PER DAY, 6 DAYS PER WEEK & FRIDAY
HOLIDAY. OTHER BENEFITS AS PER SAUDI
LABOUR LAW.

السكن، الطعام مجاناً والتسهيلات الطبية مجاناً،
تذكرة السفر ذهاباً مجاناً، مدة العقد سنتين، العمل ٨
ساعات في اليوم ٦ أيام في الاسبوع ويوم الجمعة
أجازته، والتسهيلات الأخرى بموجب قانون العمل
السعودي.

وتفضلوا بقبول فائق الاحترام،،،

METALS SERVICES FOR TRADING &
CONTRACTING Co.
AUTHORIZED SIGNATURE

شركة خدمات المعادن للتجارة والمقاولات
المفوض المسئول

Mohammed H. E. Al-Buobaid



شركة خدمات المعادن للتجارة والمقاولات
التأسيس معادن دون المس من صحتهم الوحدة
خدمات المعادن للتجارة والمقاولات
٢٠٠٨/٠٦/٠٤
لبن بيمه الأوس
٢٣٥٠
٣٥٦٧٢٩٢٨

شهادتي بوزارة العمل
عنى نسخة الكشور
مستوفى عن
١٤٢٩
٣٠
رئيس قسم التصاريح

ص. ب. ٧١٢٠٠ الرياض ٣١٤٧٣ - المملكة العربية السعودية - أبراج السعيد للأعمال - الدور الثامن - الخير - هاتف : ٠٣-٨١٤ ٧٧٠٠ - فاكس : ٠٣-٨١٤ ٧٧٩٩ / ٧١٧٩ / ٧١٢٩
P. O. Box 12290 Dammam 31473 - Saudi Arabia - Al Saeed Business Tower - 8th Floor - Al-khobar - Tel. : 03-814 7700 (10 Lines) - Fax : 03-814 6960 / 7676 / 7129

SALEH ALI AL HADAB



Certificate of Performance


بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

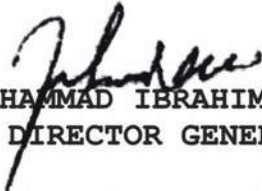


**GOVERNMENT OF PAKISTAN
BUREAU OF EMIGRATION AND
OVERSEAS EMPLOYMENT**
14-C, F-8 MARKAZ

CERTIFICATE OF PERFORMANCE

THE PERFORMANCE OF SARDAR MUHAMMAD YAQOOB KHAN. PROPRIETOR OF M/S KASHMIR OVERSEAS OEPL NO. 0725/RWP, WITHIN THE JURISDICTION OF PROTECTORATE OF EMIGRANTS, RAWALPINDI I HIGHLY APPRECIATED FOR DOING COMMENDABLE JOB IN EXPORT OF MANPOWER DURING THE CALENDAR YEAR 1991-1992.


(MUHAMMAD ANWAR BUTT)
PROTECTOR OF EMIGRANTS


(MUHAMMAD IBRAHIM KHAN)
DIRECTOR GENERAL



**ISO 9001: 2008
CERTIFIED**



PAKISTAN

Head Office:

Tayyaba Plaza I :
Office # 1, Street # 5,
High Court Road, Gulrez II,
Rawalpindi - Pakistan.
Tel: +92 51 5508037, 5509250
Fax: +92 51 5595128

Branch Office:

Tayyaba Plaza II :
26-Z, Block 7/8, KMCH Society,
Near Hill Park,
Karachi - Pakistan.
Tel: +92 21 34532599
Fax: +92 21 34545614

Email: info@y-kgroup.com | www.y-kgroup.com

المركز كراتشي

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المركز الرئيس

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