

Friday, 04 February 2022

OUTSOURCING SERVICE OFFERING PROPOSAL

I. OVERVIEW (COMMON PICTURE)

CV. MARWAH is a new company engaged in the Procurement of "Manpower" (Outsource), which provides Work Service Standards in terms of carrying out work in the Service Sector and developing human resources who have the determination and willingness and new breakthroughs in the current era of professional progress. who are highly dedicated and responsible in their field and become a measure of plus value for service users who need it. Our company is committed to prioritizing satisfaction for consumers or customer service, in this case we equip ourselves and employees to always be guided by honesty, discipline, sense of responsibility, and loyalty to consumers. In addition, always work together and communicate with colleagues and service users for quality and professional service satisfaction.

II. PURPOSE AND OBJECTIVES

Meaning of CV. MARWAH in this case is to establish cooperation with Service User Companies in terms of providing qualified and responsible and professional workforce in their fields to assist and serve Service User Leaders and Employees in carrying out work and daily routines. Our goal is to offer services in the field of Manpower Provision (Outsource) to service user companies.

III. SYSTEM AND MECHANISM

Operational Work System CV. MARWAH in the Field of Manpower Provision Services (Outsource) are:

- ❖ **Work Service Standard**

The Work Service Standards that are offered to Service User Companies are packaged in the Standard Operating Procedures (SOP) that we provide/deliver.

- ❖ **Service Procedure**

Work Procedures for CV. MARWAH that we use are Structural Management to reduce MISS COMMUNICATION but still prioritize satisfaction in service-to-service users.

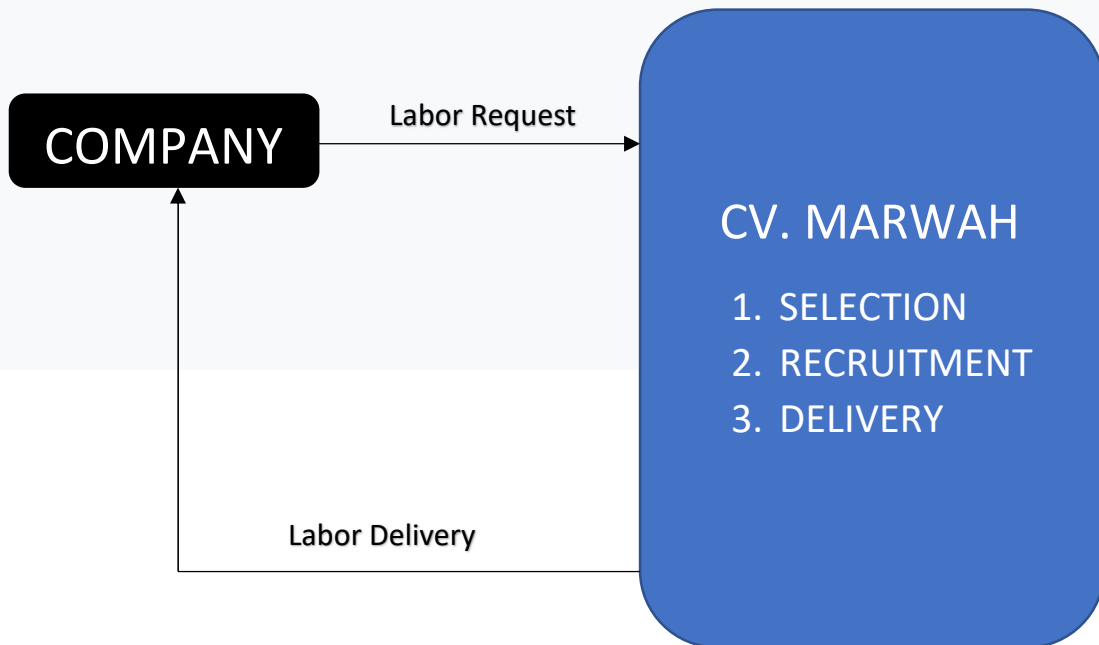
- ❖ **Workforce Placement Procedure**

Placement of Workforce is carried out after a request from the Service User is submitted to CV. MARWAH, the next Party CV. MARWAH proposes manpower and

administrative completeness, but the decision on accepting and rejecting such manpower is the sole right of the Service User.

❖ **Recruitment Systems**

The workforce recruitment system is carried out by:



IV. LABOR AND PAYMENT SYSTEM

A. LABOR

- 1) The number of Manpower required is according to the Service User from 1 (one) Worker or more.
- 2) The required manpower is in accordance with the needs of service users who are experts or experienced in their fields.
- 3) Workforce and Organizational Status follow with our Company Management (CV. MARWAH)
- 4) The workforce we provide are as follows:
 - Senior Mechanic
 - Senior Electrician
 - Junior mechanic/electrician
 - Inspection and backlog team
 - PCR, Refurbish, Midlife Team
 - Administration
 - Senior Planners
 - All Heavy Equipment and lifting equipment operator

B. PAYMENT SYSTEM

The payment system for wages and costs mentioned above is via transfer. And for the Bill Receipt, it will be billed / sent to the service user, 10 days before the end of the month because the payment of salaries / wages to the workforce is paid at the end of the month. (Will be regulated in the Cooperation Agreement).

LABOR PROCUREMENT COSTS The labor procurement costs are the company's operational costs that are incurred every month. This fee is adjusted to the ability of the user company, prior to negotiation, which does not burden all parties.

ATTACHMENT OF DETAILS OF LABOR COSTS:

A. Benefits

Description

1. Basic salary	Follows the position of the worker
2. Food and Drink	Provided by USER
3. Transportations and accommodation	Provided by USER
Cost	\$

B. Temporary

Description

1. Insurance (BPJS)	Provided by CV. MARWAH
2. Uniform and safety device	Provided by USER
3. Toolbox SET	Provided by USER
5. Bonus	Provided by CV. MARWAH

LABOR PRICE LIST:

- Senior Electrician	\$5500 USD/Person (Monthly)
- Senior Mechanic	\$5000 USD/Person (Monthly)
- Junior Mechanic/Electric	\$4300 USD/Person (Monthly)
- Inspection and backlog	\$4000 USD/Person (Monthly)
- PCR, Refurbish, Midlife	\$4500 USD/Person (Monthly)
- Senior Planners	\$5000 USD/Person (Monthly)
- Admin	\$4000 USD/Person (Monthly)
- Operators	\$3000 USD/Person (Monthly)

C. TERMS CONTRACT

The term of the contract / work agreement between CV. MARWAH with the Service User Minimum 6 (Six) Month of service.

V. WORKING TIME AND LEAVE

The working period (working hours, rosters and leave) will follow the policy of the service user company.

VI. OUR COMMITMENT:

- Grow and develop together
- Delivers significant benefits
- Provide the best service and on time
- Everything we provide is quality human resources from Indonesia with the best experience and knowledge

We always strive to:

- Learn
- Accept criticism and suggestions
- Provide and provide quality human resources