



# BISCO PLACEMENT

**HUMAN RESOURCES SPECIALIST – WORLDWIDE SERVICES**

THAI SKILLS OF ALL TRADES AND CATEGORIES  
PROFESSIONALLY RECRUITED AND TESTED TO MATCH YOUR SPECIFICATIONS



ISO 9002 CERTIFIED QUALITY MANAGEMENT SYSTEM  
THE INTERNATIONAL ASSURANCE OF QUALITY SERVICE

SKILLED TRADESMEN FOR CONSTRUCTION PROJECTS  
COMPETENT WORKERS FOR MANUFACTURING OPERATIONS

**FOR MORE INFORMATION CONTACT US AT**

**BISCO PLACEMENT CO. LTD.**

387-389 Onnut 39, Suanluang, Bangkok 10250, Thailand

Tel: 02-084-4331, (+66) 091-773-6886, E-mail: [hiring@biscointrade.com](mailto: hiring@biscointrade.com)

## COMPANY PROFILE

Bisco Placement is a dynamic and energetic manpower agency recruiting Thai skilled workers for overseas employment primarily in the construction and manufacturing industries.

Our clients come from a wide range industrial sectors. On their behalf, we have recruited employees of all occupations and skill levels from a factory worker to a top engineer. Bisco does not set any limits on the number of personnel we supply. We have carried out recruitment assignments for just a few personnel and for entire construction workforces for major construction projects. It is here in the field of construction workforces that we truly are human resource specialist. Bisco can supply tradesmen of all the various job categories needed to see a project successfully through to completion. Multiple concurrent demand orders and complex delivery schedules are no obstacles for Bisco. We are used to meeting schedules and delivery dates.

For the past 14 years, Bisco have serviced foreign companies with successfully recruited and dispatched thousands of workers to such diverse countries as Taiwan, Singapore, Saudi Arabia, Brunei, Kuwait and Libya. These performance records have been enable us a real understanding of employers' demands with their expectation of the successful projects.



Bisco Placement is the founding member and the driving force behind the Bisco Group, a strategic combination of companies and resources with one common goal-To increase the level of quality of manpower supplied and a wide range of services offered to overseas employers.

### BISCO PHILOSOPHY

*“To earn the faith, trust and loyalty of our clients by ensuring that...”*

*The workforce selected meets the employer’s requirements*

*The service offered exceeds the clients expectations”*

### BISCO HISTORY

1987 - Bisco was founded by its current Managing Director Mr. Pravit Somchit with the aim to supply Thai manpower to the Middle East.

1992 - Bisco entered Taiwan market and became one of the 7 Thai manpower agencies approved by R.O.C. government.

1996 - Bisco established KhonKaen Tech-Train (KTC) Skill Testing & Training Center in north eastern Thailand to pre-qualify skilled workers.

1996 - Bisco entered Singapore market and formed partnership with Lean Hin Lee Contractor & Trading to supply skilled construction workers.

Later KTC was relocated to modern facilities nearby Bangkok and began to offer training courses for construction worker to international standards.

1999 - Bisco established MTC training & testing center in Collaboration with Jurong Engineering (Singapore) for mechanical manpower categories

2000 - Bisco Quality Management System certified to ISO 9002 standard.

2000 - Bisco relocates to new purpose-built recruitment complex.

2001 – Bisco will continue expansion to new international markets.



# BISCO PLACEMENT

HUMAN RESOURCE SPECIALISTS WORLDWIDE

## Who We Are and What We Do



Bisco is a Bangkok based Human Resource Supply Organization specializing exclusively in the recruitment of manpower & personnel from Thailand for employment abroad on fixed term contracts.



We offer companies from all industrial sectors a professional and reliable recruitment service designed to make recruitment from abroad safer, surer and simpler than hiring locally.

We accept recruitment assignments for any category and number of people but our strength lies in our ability to recruit large-scale workforces where the need for good job skills is critical to the success of our client's project or operations.

There are large numbers of pre-screened & pre-tested jobseekers on file with us and available for immediate employment. We also carry out targeted recruitment campaigns and headhunting for high demand levels or highly skilled occupations.

All the people we supply are carefully screened and checked to ensure they meet all requirements, specifications and preferences.

With almost 20 years experience in the business we have a highly successful track record not just in terms of the number of assignments we have handled and the number of people we have recruited but more importantly in the high level of satisfaction our clients have expressed in our service and the job performance of the people we have recruited for them.

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- Quality Assurance
- Service Package
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- Recruitment Categories
- Clients and Assignments
- Testing Center



## Company Profile

We have been in the recruitment business for almost 20 years and over that time have built up a considerable amount of recruitment experience and expertise. We have been continually developing and expanding our capabilities, systems and resources to enable us to offer our clients a higher level of service than our competitors.

Along with our in-depth knowledge of local HR and best recruitment methods perhaps our greatest asset is our focus on and understanding of the needs and expectations of our clients.

Company key points include:

- Government licensed and approved
- Excellent relations with government departments and officers
- Winner of many business achievement awards and letters of commendation
- One of the first 7 agencies to be approved by the Taiwan government
- One of only a few overseas testing locations approved by the Singapore construction authorities
- In 2001 we purchased land and built a modern recruitment & testing complex with all the facilities needed to support the recruitment of large-scale workforces for major projects
- We have recruited almost 7,000 people over the past 5 years
- In 2000 our Quality Management System was certified to ISO 9002 international standard. It has since been upgraded and we are now certified against the ISO 9001:2000 standard
- Our staff have been with us a long time and are very efficient in handling assignments of all kinds



## COMPANY DETAILS

Company Name: **BISCO PLACEMENT CO., LTD.**  
Registered Address: 387 Onnut 39, Suanluang,  
Bangkok 10250, Thailand

License Holder: **Mr.Pravit Somchit – Managing Director**

Tel: (662) 3228027, 3228082, 3228390  
Fax: (662) 3221935, 3200641  
E-mail: [bisco@samart.co.th](mailto:bisco@samart.co.th)  
Website: <http://www.biscoplacement.com>

No. of Employees: 32 Persons

Date of Company Formation: 19 Jan 1987  
Recruitment License No: Tor 512/2530  
License Issue Date: April 11, 2005  
License Valid until Date: March 16, 2007

Registered Capital: US \$ 250,000  
License Guarantee Bond: US \$ 125,000  
Nominal Assets: US \$ 2,000,000

Company Name: **BISCO SKILLS TESTING CENTRE**  
Location: 389 Onnut 39, Suanluang  
Bangkok 10250, Thailand

Tel: (662) 3222088, 3222089  
Fax: (662) 3221935, 3200641

No. of Instructors: 4 Persons  
No. other Employees: 2 Persons

# RECRUITMENT LICENSE (for Overseas Employment)



(Translation)

Form Jor. Ngor. 6

## LICENCE FOR OVERSEAS EMPLOYMENT AGENCY

No. Tor ...512 / ...2530

This licence is issued to

บริษัทจัดหางานบิสโก จำกัด

BISCO PLACEMENT CO., LTD.

โดย นายประวิทย์ สมจิตร

By Mr. Pravit Somchit



(Signature of Licence holder)

To certify that the licence holder is permitted to recruit and send jobseekers overseas for employment under the provisions of Article 30 of the Recruitment and Jobseekers Protection Act B.E. 2528 (1985) within the area of Bangkok having an office situated at No. 387 Soi On-Nuch 39 Sukhumvit 77 Road, Mu Suanluang Sub-district Suanluang District, Bangkok Province, thereby requiring the licence holder to comply with the provisions of the Recruitment and Jobseekers Protection Act B.E. 2528 (1985)

This licence is valid up to March 16, B.E. 25 52 (2009)

Issued on April 12, B.E. 25 50 (2007)



DEPARTMENT OF EMPLOYMENT  
(กรมการจัดหางาน)

DIRECTOR - GENERAL

Central Registrar for Employment Agencies

Central Registrar's office for Employment Agencies

# COMPANY CERTIFICATE (THAILAND)

## TRANSLATION

### ROYAL EMBLEM

No. Sor Jor 6023407

Partnership and Company Registration Office,  
Bangkok Metropolis, the Commercial development  
Department, the Ministry of Commerce.

### CERTIFICATE

This certificate is to certify that this company has been registered under the provision of the Civil and Commercial Code as a juristic person, Category: Limited Company with Registration No. 295/2530 on 19 January 1987 as appeared in the registration documents on the date of issuance as follows :

1. Name of Company : " BISCO PLACEMENT CO., LTD."
2. Company's director consist of 2 persons on follows :
  1. Mr. Pravitt Somchit
  2. Mrs. Siriporn Somchit
3. Number or name of director who is authorized to sign on behalf of the company :  
Mr. Siriporn Somchit or Mr. Pravitt Somchit has signed name and affixed company seal.
4. The Registered Capital in fixed on Baht 10,000,000.- (Ten Million Baht)
5. The head office is situated at No. 387, On Nuch 39 Alley, Sukhumvit 77 Rd., Suanluang Sub-district, Suanluang District, Bangkok Metropolis.
6. The objectives : 41 in number appearing on the documents attached herewith 3 sheets, bearing the signature of Registrar for certification of this document along with the seal of Partnership and Company Registration Office.

Issued on 25 June 2004.

Signed : (Miss Ampha Chamnanpol)  
Registrar  
(Official seal affixed)

#### Remarks:

1. The former name of this company is Bisco Co., Ltd., and to register for changing the name to Bisco Placement Co., Ltd., on 6 May 1987.
2. This juristic person has submitted the balance sheet of the year 2003.
3. This certificate certified only information given by partnership/company for registration of legal purpose only. Facts should be sought for standing consideration.


# COMPANY CERTIFICATE (U.S.A.)

## The Copy of Business Registration BISCO PLACEMENT CO.,LTD. U.S.A.

THIS DOCUMENT HAS A TRUE DEFENSA™ WATERMARK AND VISIBLE FIBERS DISCERNIBLE FROM BOTH SIDES  
NOT TRANSFERABLE POST IN CONSPICUOUS PLACE

**CITY OF CARLSBAD  
BUSINESS REGISTRATION CERTIFICATE**

The person, firm or corporation named below is granted this business certificate pursuant to the provisions of the City Business License Ordinances to engage in, carry on or conduct the business, trade, calling, profession, exhibition or occupation described below. Issuance of this certificate is not an endorsement, nor certification of compliance with other ordinances or laws. This license is issued without verification that the licensee is subject to or exempt from licensing by the State of California.

BUS. NUMBER 1218822	SIC CODE 8999	SIC DESCRIPTION Services, Not Elsewhere Classified	BUSINESS LOCATION 3050 PIO PICO DR	EXPIRATION DATE 08/31/2005
OWNER FIRM OR CORPORATION NAME BISCO PLACEMENT CO., LTD	BUSINESS NAME BISCO PLACEMENT CO., LTD	MAILING ADDRESS CITY AND STATE 3050 PIO PICO DR CARLSBAD, CA 92008-1954		

THIS DOCUMENT IS ALTERATION PROTECTED AND REFLECTS FLUORESCENT FIBERS UNDER UV LIGHT



## Quality Assurance

Quality is often a much used and abused term. Many companies use the word without actually saying what it means to them or how they achieve it.

Bisco is committed to delivering clients with Quality both in terms of the People we supply and the Service we offer. Quality means to us:

- The People we offer for selection or employment meet the requirements of the assignment, the job and the employer.
- The Assignment is carried out according to plan, procedures and client instructions
- The Client is happy with the service we provided and the performance of the people we supplied.

We achieve and deliver Quality by:

- Knowing and understanding what the Clients wants and expects
- Being certain we can provide it before making any commitment to do so
- Focusing our operations & personnel on satisfying the Client's requirements
- Having controls in place to ensure that what we do and deliver is as agreed
- Checking that our clients are pleased with our service and the people we recruited
- Resolving any problems that may occur and preventing them from ever happening again
- Continually improving our systems and services to higher levels

### ISO 9001 : 2000 CERTIFICATION

We have always been a quality-conscious company but we felt we needed independent confirmation that our systems and controls were in fact up to the standard required by the international community. We also recognized a difficulty in that although we gave clients our Quality Assurance how could they have complete confidence in us.

Consequently, in 2000 we applied for ISO 9002 certification. Our operations, systems and procedures were assessed by British Quality Auditors from the UK Head Office of an accredited certification body, Global Certification, and deemed to meet the criteria for certification. Our systems and certification have subsequently been upgraded to the ISO 9001:2000 standard and our company continues to be regularly visited and inspected to confirm continual compliance.



# ISO 9001:2000 CERTIFICATE



## Certificate of Registration

This Is To Certify That The  
**QUALITY MANAGEMENT SYSTEM**

Of

**Bisco Placement Company Limited**

387-389 Onnut 39, Suanluang, Bangkok, 10250, Thailand

for

The Recruitment of Thai Human Resources for Overseas Employment

*has been assessed and registered against the provisions of*

**ISO9001:2000**

*International Standard*

With

Registration Number	03970	EA Code	35
Project Number	2-0397-3-Q	Exclusions	7.3, 7.5.4, 7.6
Assessment Date	16 March 2005		
Current Certification Date	1 April 2006		
Current Certification Expiry	24 March 2009		
Certification Approval Date	1 April 2006		
Certification Approved By			

Registration is subject to the management system being continually maintained to the above standard under regular surveillance. Should surveillance not take place when required registration shall be removed.

Registration can be verified online at the Global website [www.globalcertification.com](http://www.globalcertification.com)  
When doing so please use the registration number only.

This certificate is the property of Global Certification Limited and must be returned upon request.



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## Service Package

We offer a complete recruitment service starting from the moment of your initial enquiry all the way through to the arrival of the new recruits at your jobsite and beyond.

### Information & Advice

We can provide you with all the information you need to help you in your recruitment decision-making process before you decide whether or not to hire foreign workers or use our services.

### Quotation & Proposal

After careful study of your HR requirements and other relevant information we can provide a fixed quotation to confirm the number of candidates we can supply and the recruitment timeframes involved.

### Sourcing & Supply

Depending on the categories and numbers involved we supply candidates from "stock" or carry out targeted recruitment activities such as media advertising to attract a sufficient number of job applicants.

### Evaluation & Selection

Candidate evaluation & selection can be done entirely by us or by the client on the basis of candidate data sent by email. Clients are also welcome to come to Bangkok to select candidates themselves. Depending on your instructions, we can either conduct or arrange all activities such as interviewing and skill tests to ensure that the most competent and suitable candidates are selected.

### Validation & Documentation

For checks which are impractical to do prior to or during selection, like reference checks, educational, medical & criminal record checks, we do these after selection of candidates. Second choice candidates are normally selected as well to allow for the few occasions where the first choice fails validation checks. Personnel files are prepared with copies of all relevant documentation and evidence of conformity to requirements.

### Processing & Expatriation

We handle all the formalities required for the legal exit from Thailand and entry into the country of employment such as exit clearance and visa application. Travel arrangements are made and recruits are sent according to your requirement schedule.

### Support & Assistance

Our service does not end when the recruitment assignment is completed. We are available throughout the whole period of employment to help in any way we can to make the period of employment a success for both employer and employee and sort out any difficulties that may occur.

### Repatriation & Re-employment

We can help in repatriation when employee contracts are over. Often employers want the employee to come back for a second or extended term. We can handle all the arrangements for re-employment or provide a replacement should either party not want to renew the contract.



## THE AMOUNT OF SKILLED WORKERS MAINTAINED IN OUR POOL

Professional	Amount (Aprx.)	Professional	Amount (Aprx.)
Welder	350	Steel Fixer	300
Pipe / Fitter	450	Carpenter	300
Electrician	200	Bricklayer	300
Boilermaker	150	Tile layer	200
Rigger	200	Plastering	300
Millwright	150	Painter	200
Scaffolder	200	Plumber	150
Equipment Operater	150		

## TRADES AND CATEGORIES AVAILABLE TO SUPPLY\*

Management Level	Professional Level	
Electrical Engineer	Foreman Electrical	Instrument Fitter
Instrument Engineer	Foreman Instrument	Rigger
Pipe Supervisor	Foreman Welding	Millwright
QA/QC Supervisor	Foreman Millwright	Instrument
Material Supervisor	Foreman Piping	Electric Cable Jointer
Safety Supervisor	Foreman Iron	Instrument Cable Jointer
Electric Supervisor	Forman Rigging	Scaffolder
Instrument Supervisor	Forman Scaffolding	Iron Worker
Piping Supervisor	General Foreman(piping)	Boom Truck Ope (Hel)
Stl/Str Supervisor	Assistant QA/QC	Electrician
Mechanical Supervisor	Assistant Planning	Warehouse Keeper
Boiler Makers Supervisor	Material Controller	Tool Keeper
Turbine Fitter Supervisor	Labor Controller	Semi Skilled Labor
	Material Controller	Common Labor
	Pipe Welder (S/S, C/S)	Camp Boss
	Plate Welder	Administrator
	Arc Welder	Cook
	Pipe Fitter	Cook(Helper)
	Pipe Fabricator	Helper
	Boiler Maker	
	Turbine Fitter	

\* Remark : The wages of workers is subjected to negotiation

## THE SAMPLE OF TERMS AND CONDITIONS OF EMPLOYMENT

1. Period of Contract should not less than Six months from the date of entry and renewable.
2. Food will be provided by Employer with free of charge.
3. Accommodation will be provided by Employer with free of charge.
4. Working hour is 8 hours/day and 6days/week.
5. Passage facilities from Bangkok to Host Country will be borne by the Employer.  
Return airfare at the end of the contract period will also be borne by Employer.
6. Medical facilities will be provided as per Host Country Law
7. Overtime Payment will be provided as per Host Country Law
8. Annual paid leave according to Host Country Law
9. Insurance coverage according to Host Country Law



## Recruitment Capability

Client satisfaction and our business reputation are our primary goals. This is how we normally operate to supply HR meeting your requirement :

### Service Agreement

We carefully study your requirements and the current market availability status for the HR categories/quantities you want. We also clarify whether you have any special instructions or preferences with regard to candidate criteria, the services you require and the terms of service. A quotation and service proposal is prepared and submitted for your acceptance.

### Recruitment Resources

We plan our recruitment activities according to the categories and quantities you require. Planning is done as part of our quotation process so we know before we quote whether we can get the people or not. We attract job applicants by means of:

- Company database of people we have already pre-screened
- National register of persons seeking employment overseas
- Bisco network of regional recruiters with extensive local contacts and recruitment methods
- Supply agreements with human resource organizations
- Targeted advertising in the media
- Headhunting for senior positions and hard-to-find trades

From experience we know the failure rate so we plan our recruitment activities to take into account applicants not meeting requirements.

### Evaluation Process

The methods by which we verify that applicants are competent and suitable for the job and employer depend on the nature of the job and any special instructions we have been given :

- Review of applicant details against employer candidate criteria
- Personal interview and character assessment
- General tests like fitness, eyesight and IQ
- Job specific skill tests according to the job duties and employer instructions
- Career and qualification checks

Candidates are graded according to suitability. Final selection is done by either us or by the client. If screening & selection is carried out by us, we accept full responsibility for the competence of the person recruited. More candidates are selected than job vacancies to allow for cancellations.

### Performance Monitoring

It is important for us to know whether our clients are satisfied with our service and the performance of the people we recruited. If not, we review our systems and methods to see if there are any improvements which can be made to eliminate the cause of dissatisfaction. If they are it confirms to us that we are on the right track. We follow up assignments by inviting clients to comment and feedback.





## Recruitment Categories

### ***What Countries Can We Recruit HR For?***

We recruit for any country where permission can be obtained for the legal employment of Thai's.

### ***What Industries Can We Recruit HR For?***

We recruit for any industry which requires a workforce.

### ***What Jobs Can We Recruit HR For?***

We recruit all job categories that normally go to make up a workforce. We can also supply people for management, technical and support functions.

Bisco categorizes HR according to the skill level associated with the job and the recruitment & selection activities needed for the category.



### **GENERAL WORKERS**

These are for manual work or simple repetitive tasks. Previous experience in the job or industry is normally preferable but often not a requirement. We always have large numbers of general workers on hand.



### **SKILLED TRADESMEN**

These are jobs where candidates must be able to demonstrate job proficiency by means of skill testing. We have people for a wide variety of common trades already pre-tested on file.

Trade tests are conducted at our own Testing Center or at external facilities for trades like crane operators where heavy equipment is needed.

This category is our core business activity and area of specialty.



### **PROFESSIONAL & OCCUPATIONAL**

These are senior or career positions where candidates must have considerable job experience but their suitability cannot be verified by skill testing. Targeted recruitment or headhunting is often required for these positions and candidate qualifications are verified by means of career history checks. We recruit these categories to support our workforce supply service.



## SUMMARY OF MANPOWER SUPPLIED TO VARIOUS CLIENTS FOR OVERSEAS

### BISCO PLACEMENT COMPANY LIMITED

#### SUMMARY OF MANPOWER SUPPLIED TO VARIOUS CLIENTS FOR OVERSEAS JOB ASSIGNMENTS DURING 1996 - MAY 2007

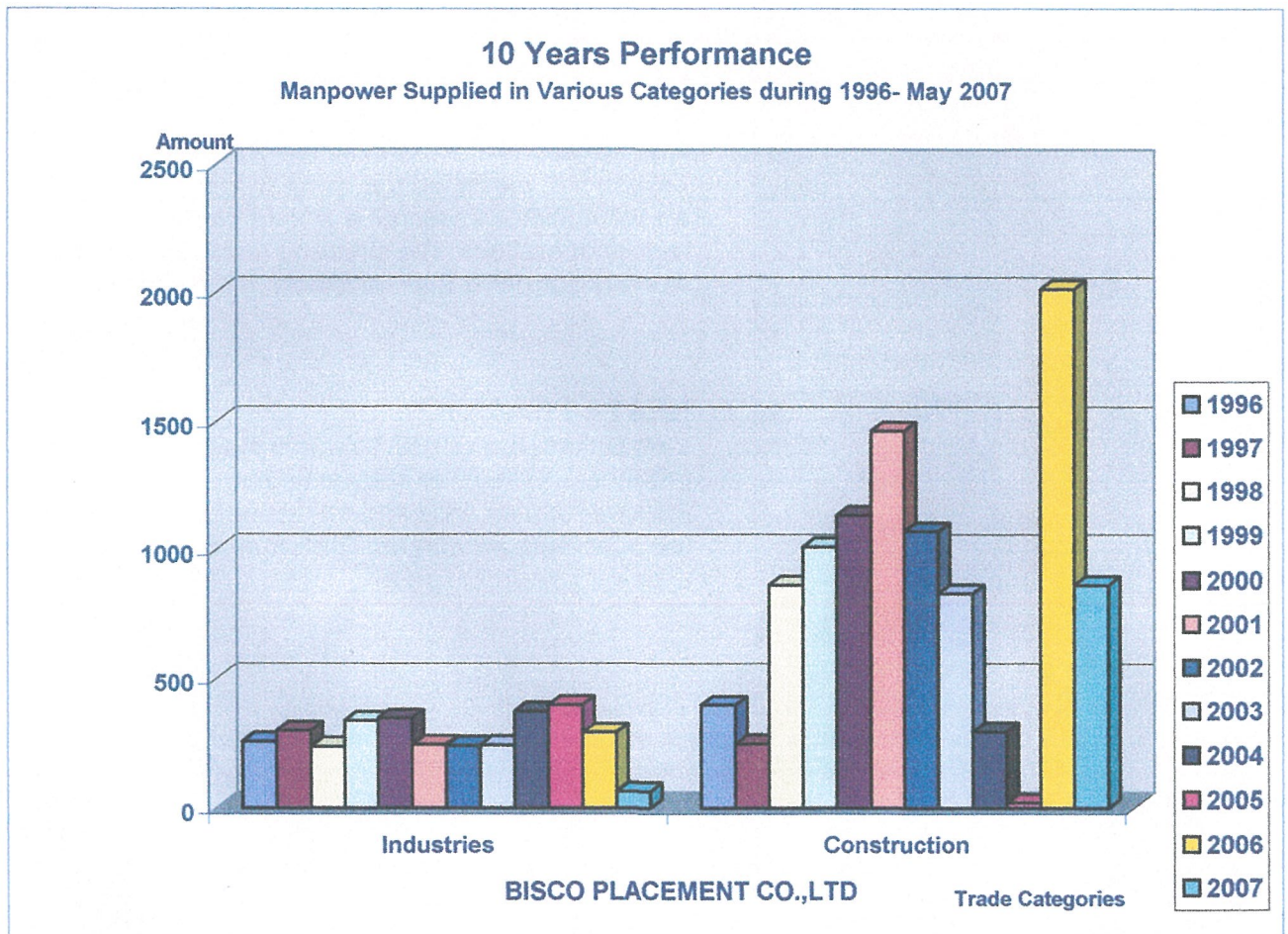
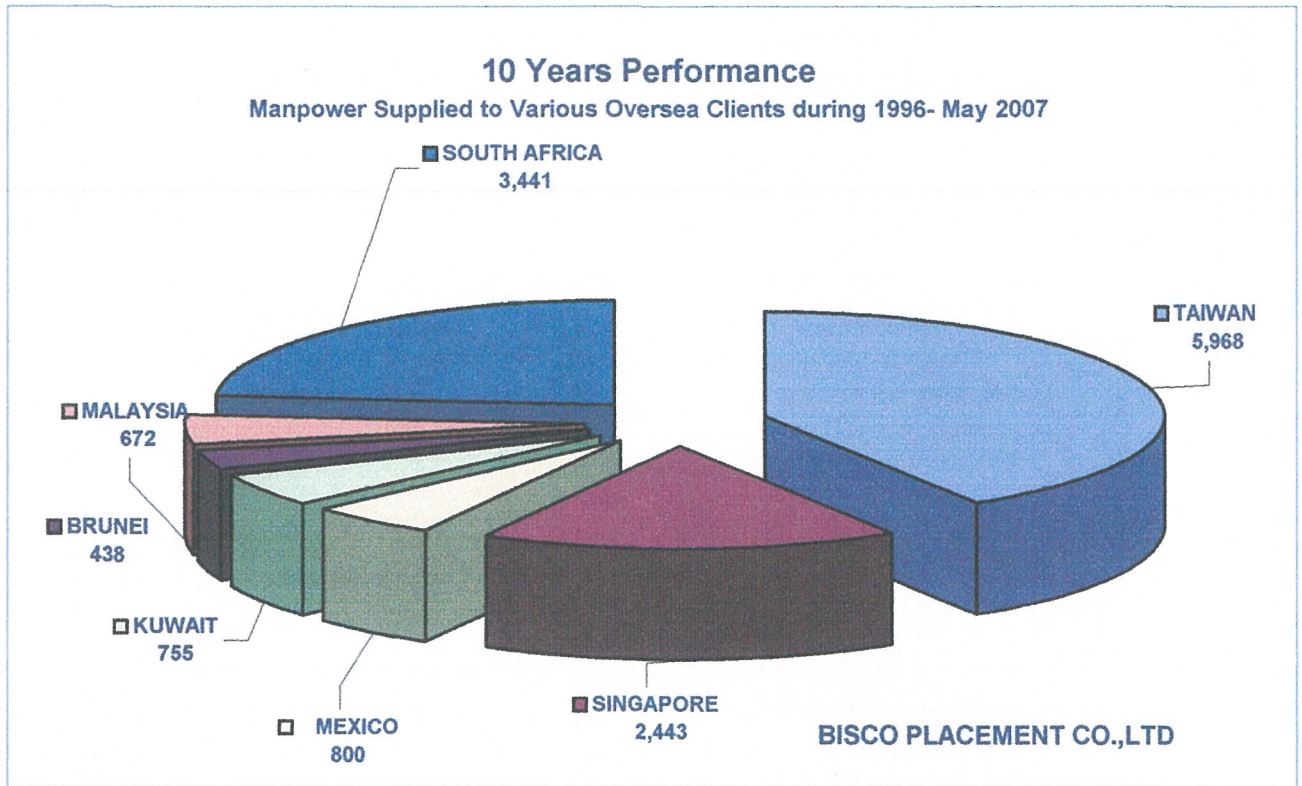
NO	COUNTRY	1996		1997		1998		1999		2000		2001	
		Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction
1	TAIWAN	256	396	297	221	235	790	336	515	345	426	242	216
2	SINGAPORE	-	-	-	24	-	77	-	497	-	708	-	449
3	MEXICO	-	-	-	-	-	-	-	-	-	-	-	800
4	KUWAIT	-	-	-	-	-	-	-	-	-	-	-	-
5	BRUNEI	-	-	-	-	-	-	-	-	-	-	-	-
6	MALAYSIA	-	-	-	-	-	-	-	-	-	-	-	-
7	SOUTH AFRICA	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>		<b>652</b>		<b>542</b>		<b>1,102</b>		<b>1,348</b>		<b>1,479</b>		<b>1,707</b>	

NO	COUNTRY	2002		2003		2004		2005		2006		2007 (Until May)	
		Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction	Industries	Construction
1	TAIWAN	239	95	241	234	183	140	57	20	289	104	64	27
2	SINGAPORE	-	186	-	350	-	152	-	-	-	-	-	-
3	MEXICO	-	-	-	-	-	-	-	-	-	-	-	-
4	KUWAIT	-	192	-	-	-	-	-	-	-	523	-	40
5	BRUNEI	-	156	-	-	-	-	-	-	-	282	-	-
6	MALAYSIA	-	422	-	250	-	-	-	-	-	-	-	-
7	SOUTH AFRICA	-	-	-	-	190	-	340	-	-	2112	-	799
<b>TOTAL</b>		<b>1,290</b>		<b>1,075</b>		<b>665</b>		<b>417</b>		<b>3,310</b>		<b>930</b>	

\*Remarks : Industries mean Garment Factories, Steel Reinforcement Bars Factories, etc.

Construction means General Construction Works, Refineries, Power Plant Construction, Shipyard Repairing Companies, etc. which required skilled mechanical workers such as Welders, Fitters, Riggers, Millwrights, Equipment Operators, etc.

**SUMMARY OF MANPOWER SUPPLIED TO VARIOUS CLIENTS FOR OVERSEAS**





## Clients and Assignments

Our clients are in many different countries and across a broad range of business activity and corporate size. From high profile corporations hiring large-scale workforces down to SME's needing only a few workers. No matter how well known or how big they are, we are pleased and proud to be of service and call them clients.

As you may well appreciate over the 20 years since we first started our list of clients has become a very long one indeed. Too long to list on this page in fact, so here are a few examples to give you an idea of just some of the assignments we have been given over the years.



### **OIL REFINERY**

We were recently given an assignment to supply 800 welders and several hundred other mechanical engineering trades for the construction of an oil refinery in South Africa. All tradesmen have been skill tested at our Testing Centre.



### **CONSTRUCTION PROJECTS**

Philipp Holzman is one of the worlds largest construction companies and was one of our first clients. We have recruited construction crews for several of their projects in the Middle East.



### **FACTORY OPERATIONS**

Ruentex are textile manufacturers in Taiwan. When Taiwan first permitted the hiring of foreign workers we were invited to recruit a workforce for their factory operations. We still send replacements as workers complete their contracts.



### **HEAVY INDUSTRY**

Yieh United are one of Taiwan's major steel producers. Bisco has supplied a large number of workers for their mills and continues to provide replacements as workers finish their contracts.

A full client list with details about the nature of work they do and the HR categories we supplied them with is available on request.



**SAMPLE OF OUR CLIENTS IN VARIOUS COUNTRIES**  
**AND AMOUNT OF LABOUR WE SUPPLIED DURING LAST 10 YEARS.**



• <b><u>Brunei</u></b>			
- Nurmajidah Fayyahdah Sdn.Bhd.	56	persons	
- Amizan Enterprisen Sdn.Bhd.	43	persons	
- Jurong Engineering Limited.	283	persons	
• <b><u>Kuwait</u></b>			
- Sayed Hamid Behbehani & Sons Ltd.	523	persons	
- SK Engineering & Construction Co.Ltd.	348	persons	
• <b><u>Malaysia</u></b>			
- Salam Kurnia Sdn. Bhd.	184	persons	
- Agrocon(M) Sdn.Bhd.	47	persons	
- TKM Property Sdn.Bhd.	46	persons	
- Kimlun Sdn.Bhd.	43	persons	
• <b><u>Mexico</u></b>			
- SK Engineering & Construction	800	persons	
• <b><u>Singapore</u></b>			
- Jurong Engineering Limited.	592	persons	
- Lean Hin Lee Contractor & Trading Pte. Ltd.	119	persons	
- Inter IMC Pte. Ltd.	89	persons	
- Lockson Hydraulics & Engineering Pte.Ltd.	57	persons	
- Chelan Building Construction Pte. Ltd.	53	persons	
• <b><u>South Africa</u></b>			
- Hydra – Arc (Pty) Ltd.	280	persons	
- Sasol Synfuels (Pty) Ltd.	2,049	persons	
- Sasol Turbo Project	870	persons	
- Stienmuller	210	persons	
• <b><u>Taiwan</u></b>			
- Ruentex Industries Limited.	1,951	persons	
- Pacific Construction Co.,Ltd.	1,158	persons	
- Formosa Plastics Corporation.	665	persons	
- Yieh United Steel Corporation.	633	persons	
- Lien Kang Heavy Industrial Co.,Ltd.	345	persons	
- ABB Power Generation Ltd.	88	persons	
• <b><u>Qatar</u></b>			
- MDS Consultant Khalifa's sport complex	208	persons	



## Testing Center

In response to the need for better skilled tradesmen for the civil & mechanical engineering industries, Bisco has its own Skill Testing Centre conveniently situated next to our main office buildings. The centre has been purpose-built with trade-specific testing bays and is fully equipped with industry-standard tools & materials.

The centre currently runs skill development training courses and conducts trade skill-testing for:

 Welders	 Fitters
 Carpenters	 Masons
 Plumbers	 Painters
 Electricians	 Steel Fixers
 Turbine Fitter Supervisors	 Millwright Technicians
 Turbine Fitters	 Millwright Supervisors

Points of interest about the centre include:

- Capacity to test in excess of 300 people per day
- Government approved and licensed
- Authorized to issue recognized Trade Proficiency Certificates

Having our own Testing Centre offers significant advantages over using external testing facilities:

- Convenience for visiting clients
- Jobseekers can be pre-tested and correctly graded
- Training courses increase the number of candidates we can offer
- Tests can be prepared and arranged according to clients' specifications
- Lower costs than external facilities



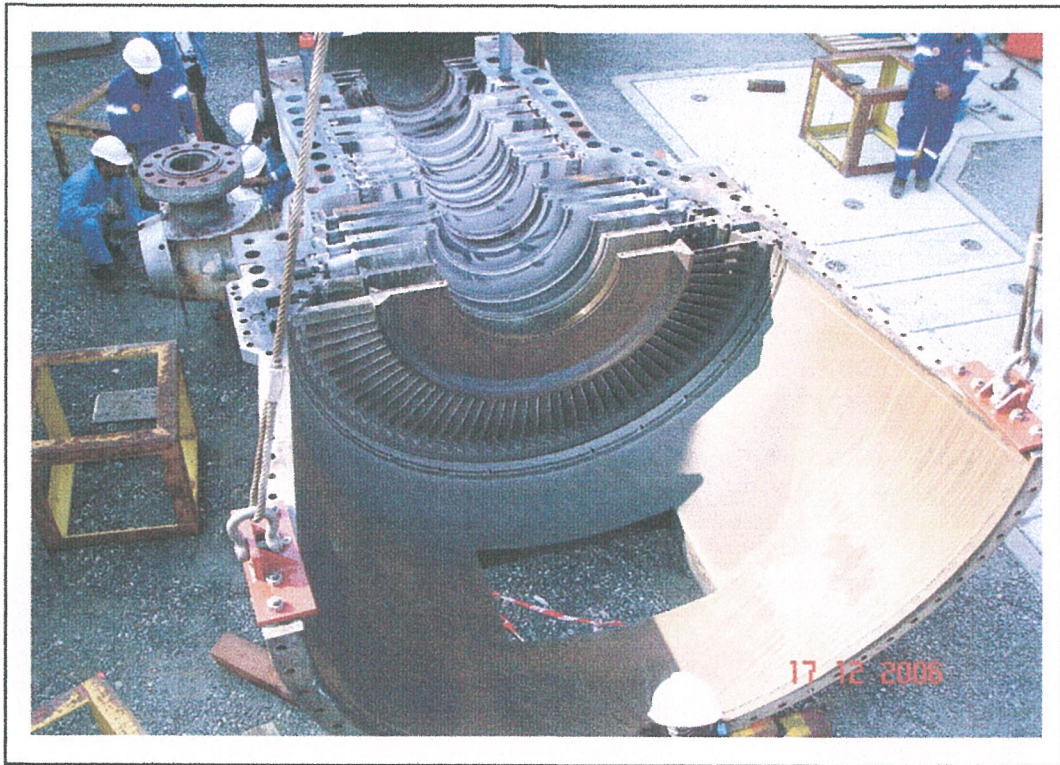
# WORK SHOP



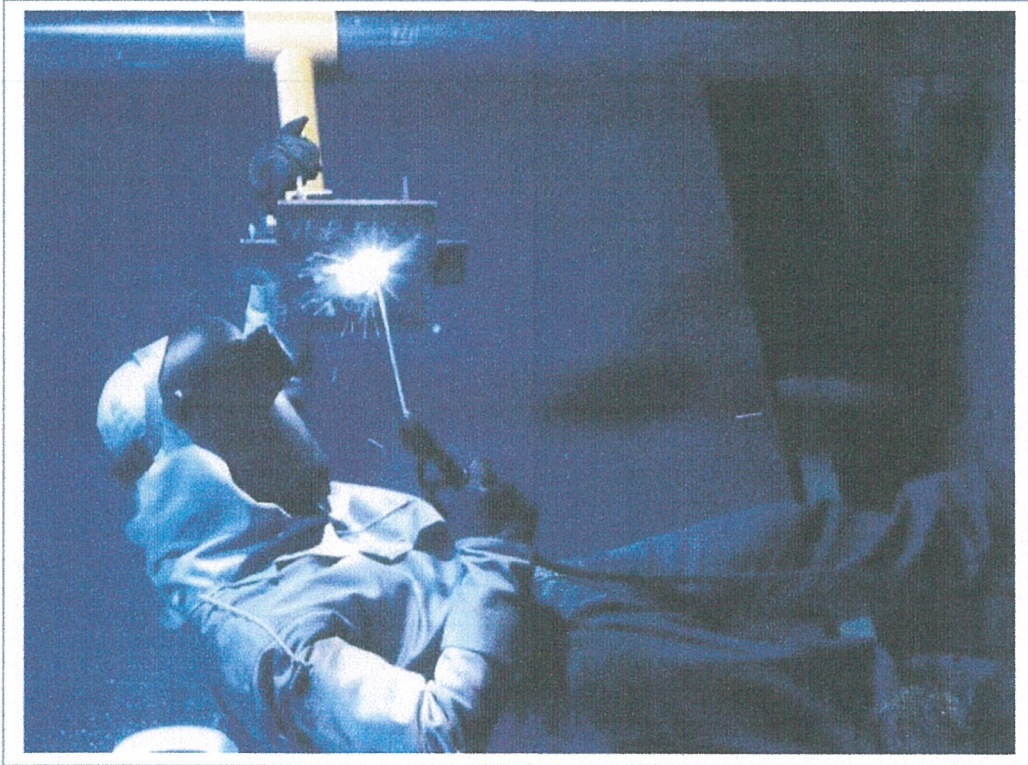
# WORK SHOP



# TURBINE FITTING



## PLATE AND PIPE WELDER TEST



# STEEL STRUCTURE WELDER TEST



# STEEL REINFORCEMENT TEST



# TIMBER FORMWORK TEST



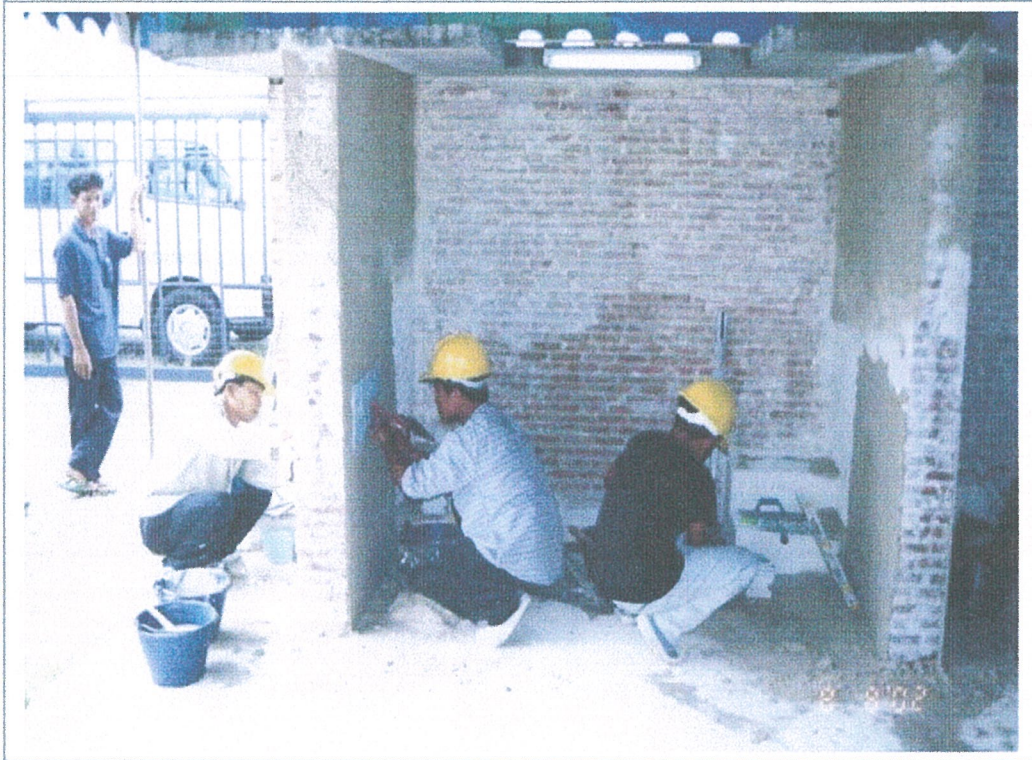
# PLASTERING TEST



## BRICK LAYING TEST



## TILE LAYING TEST



## PIPE FITTING TEST



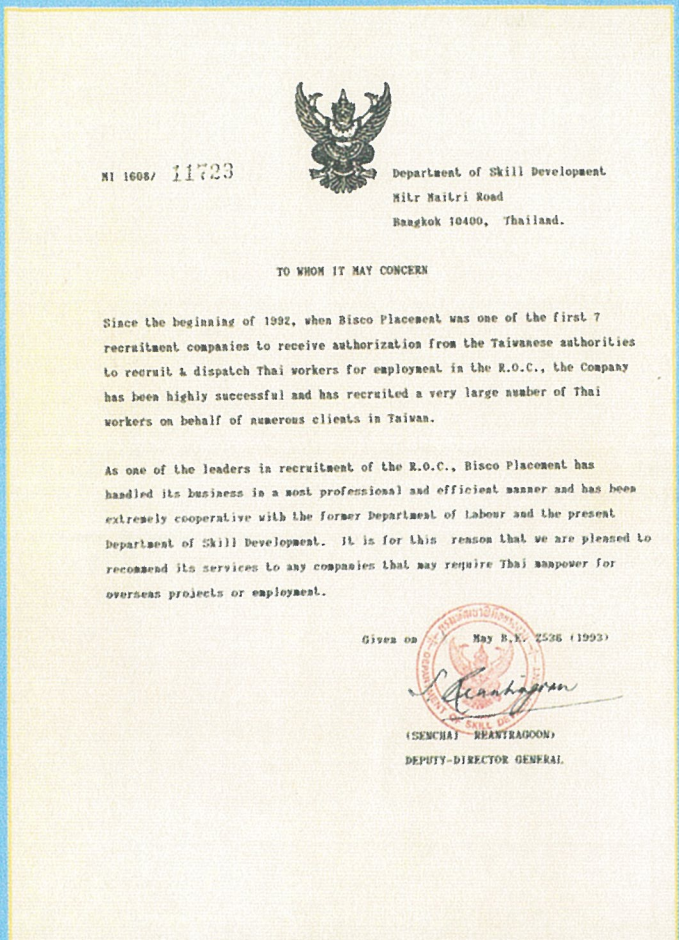
## PIPE FITTING TEST



## GOVERNMENT APPROVAL

Bisco Placement is a government approved and licensed (No. Tor 512/2530) for overseas recruitment agency and has placed a guarantee bond of 5 million Baht as surety. Employers can be assured that all recruitment activities comply with the labour export laws of Thailand.

Bisco has received a Letter of Commendation for its recruitment activities and acknowledging it to be "one of the leaders in recruitment" and recommending its services to employers.



## BUSINESS REPUTATION

Bisco has a good reputation in the recruitment business, with governments, trading partners and the job-seekers in the local community.

Our good name and close working relationships allow us to conduct business with the full support of all concerned and even sort out those unforeseen difficulties, when they occasionally arise, in double-quick time.



## ISO 9002 CERTIFICATION

In order to verify that the Bisco service was of truly up to international standards we invited a visiting team of independent auditors from the United Kingdom to assess our Quality Management System.

As a result Bisco Placement was certified to ISO 9002 standard. Bisco hopes that this mark of quality will give further assurance to our international clients of our commitment and ability to provide an all-round quality recruitment service.