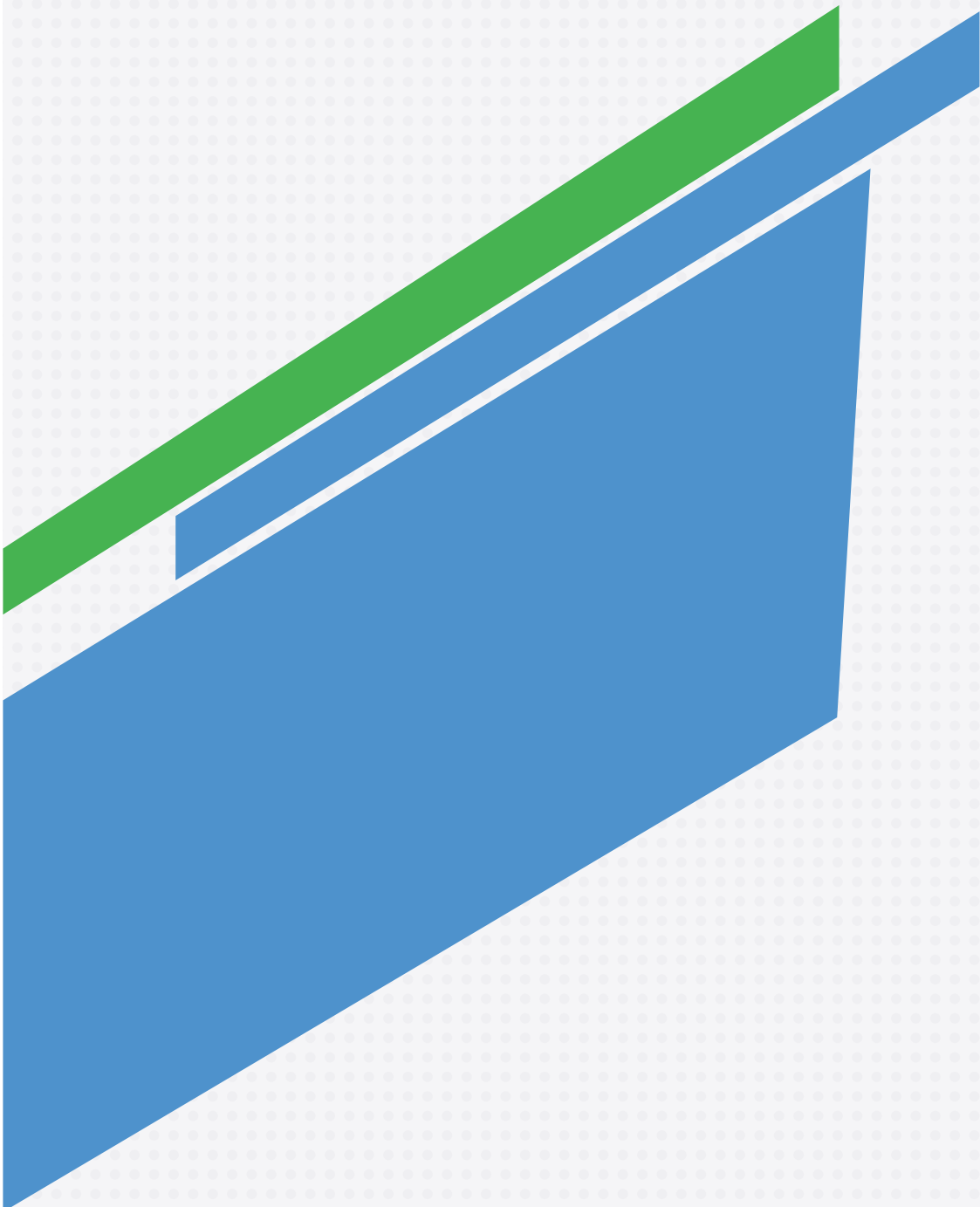




GENERATING MANPOWER

WITH EXCELLENCE

FEWA OVERSEAS PVT. LTD.

GOVT. LIC. NO. : 1559/079/080

REG. NO: 295118/079/080



BRIEF OVERVIEW OF NEPAL

In the past, Nepal has offered labor services for around 200 years. Nepalese workers are consistently regarded as being devoted, dependable, honest, industrious, and loyal. They respond admirably well to fairness and kindness, but they are also aware of their own regard for themselves. They practice religion and take great pride in their Christian, Buddhist, Muslim, Hindu, and other religious background.

They pick things up quickly and are constantly eager to learn new things and pick up new talents, which helps them become more productive. They are able to quickly adapt to changes in the social and environmental situations. Particularly, Nepalese employees are most physically and psychologically suited to the Gulf, Middle East, and Western countries, and they are highly respected by both the populace and the government of these regions.

Nepalese employees have demonstrated their abilities, competence, and tenacity in Gulf and Middle Eastern nations. In reality, they have created and are keeping a strong record, something we are proud of, and employers also think highly of them result - NEPAL is regarded as a country with exceptional labor resources.

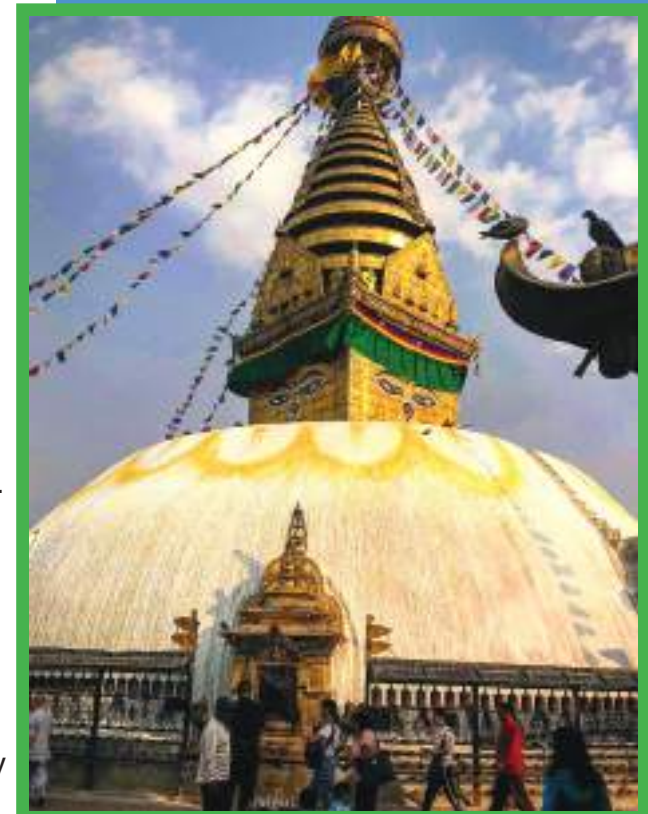
Since there are more workers available in Nepal than are required for domestic requirements, the country is in a good position to help neighboring nations where a severe lack of labor might occasionally impede development initiatives.

Why has Nepal been accepted and thereafter acknowledged as a great and marvelous country with abundant labor resources?

In terms of labor resources, Nepal has earned a reputation as one of the best nations. In order to meet the rising need for human resources in their countries, an increasing number of businesses from outside are turning to Nepal for help in filling the labor shortage. Mostly because Nepalese employees are regarded as being dependable, honest, diligent, and receptive to their job assignments and duties. The developed nations have observed that, in contrast to workers in other nations, Nepalese workers like learning new skills and methods to increase productivity.

The following are the justifications for hiring Nepalese laborers in foreign nations:

- Compared to other nations that export labor, hiring Nepalese workers is more practical and profitable.
- Nepalese workers are straightforward, committed, diligent, disciplined, honest, of a peaceful disposition, peace-loving, and utterly devoted to their employers. They have a sense of humor and are responsible in their work.
- Nepalese workers put in a lot of effort and continue to function even under the most trying circumstances.
- Nearly all labor categories, including professionals, skilled workers, and unskilled people, are immediately accessible for employment.
- Nepalese employees carry out their tasks diligently and without any hiccups or unhappiness.
- The procedures and formalities set forth by the Government of Nepal for international hiring are comparatively easy to adhere to.



● MESSAGE FROM CHAIRMAN

It gives me great pleasure to report that Fewa Overseas PVT. LTD. License No. : 1559/079/080 , a firm fully authorized by the government of Nepal, is now regarded as one of the leading providers of human resource management services, particularly for transporting, supplying, and deploying Nepali workers overseas.

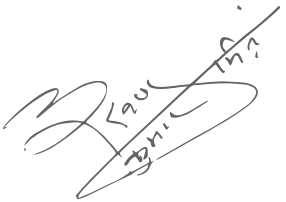
The company was founded with the specific purpose of offering job searchers who want to work abroad a full range of overseas employment services. In this regard, the organization places a high priority on fulfilling the employment needs and requirement standards established by our esteemed clients. Our strategy is to make sure that there is always labor available—unskilled, semi-skilled, skilled, and high skilled—for recruitment, hiring, and deployment in accordance with the demands of potential employers.

The volume of orders and inquiries we are currently receiving is a clear testament to our skilled management, dependability, and professionalism in our commercial transactions. If given the chance to work with you and your renowned firm, we want to reassure you that we will do everything in our power to manage your orders methodically and to complete them by the deadline.

Our strategy is to make sure that there is always labor available—unskilled, semi-skilled, skilled, and high skilled for recruitment, hiring, and deployment in accordance with the demands of potential employers. To achieve these goals, we employ the most modern administrative and management services. Our devoted, knowledgeable, and competent staffs handling.

Best Regards

Arun Kumar Mishra



Arun Kumar Mishra
Chairman
Fewa Overseas Pvt. Ltd

● MESSAGE FROM CHIEF EXECUTIVE DIRECTOR

Fewa Overseas Pvt. Ltd. is one of the reputed and professionally managed international manpower recruitment consultants in Nepal. Our company's main aim is to match the right people for the right job for their better future. We have always worked upon the maintenance of long-term relationship with our clients as well our candidates. With our professional team and their teamwork, we constantly strive to meet and exceed the goals of our company and those of our clients. Here, we help thousands of people to find a sustainable employment across a wide range of industries and skills. We treat our clients with great hospitality and are always available for them. Our dedication to customer has made us one of the best and most reliable recruitment manpower in Nepal. We are confident of fulfilling every need of our manpower to immense our client satisfaction. With the guidance and dedication from our team, we promise you the quality service and the best result in short period of time. Therefore, our team will look forward to work with you in the days to come.

Best Regards

Roshan Raj Mishra
+977-9851181530



Roshan Raj Mishra
Chief Executive Officer
Fewa Overseas Pvt. Ltd

COMPANY OVERVIEW



Name of the Company: Fewa Overseas Pvt. Ltd.

Registration Authority :

- Government of Nepal (Company Registrar Office) (Ministry of Industry & Commerce)
- Department of Foreign Employment (Ministry of Labour & Transport Management)
- Department of Internal Revenue (Ministry of Finance)

Capital Structures:

Authorized: 20 Million Nepalese Rupees

Paid-Up: 0.5 Million Nepalese Rupees

Issued: 5 Million Nepalese Rupees

Official Banks:

NMB Bank Limited

Nabil Bank Limited

Siddhartha Bank Limited

Operated / Managed By:

Business Finance and Administrative Management Experts / Advisors and MIS

(IT) Professional from Nation Lead Organizations of Nepal.

Working Experiences:

Considerable experience working at a top management level for years in the national and international organizations & foreign employment business industries, executing and accomplishing the company's objective.

Mailing Address:

G.P.O. Box: 10112 , Sinamangal, Kathmandu Nepal

Phone: +977-1-5914530

E-mail: info@fewaoverseas.com

Website: www.fewaoverseas.com

Fewa Overseas Pvt. Ltd. (Foreign Employment Consultant)
Effective and efficient services for foreign employment.

For nations like Nepal, where there has been a labor surplus, the international labor market has grown in popularity recently. With a marked increase in the demand for abroad employment, Fewa Overseas Pvt. Ltd. seizes the chance to provide all types of human resources to other nations in an effective, reliable, and expert manner.

The organization makes it easier for employers to choose the best employees for the job and position them in the target country. We have a reputation for being devoted, dependable, honest, and loyal, which enables us to provide and send out hardworking individuals in accordance with employer demands and specifications.

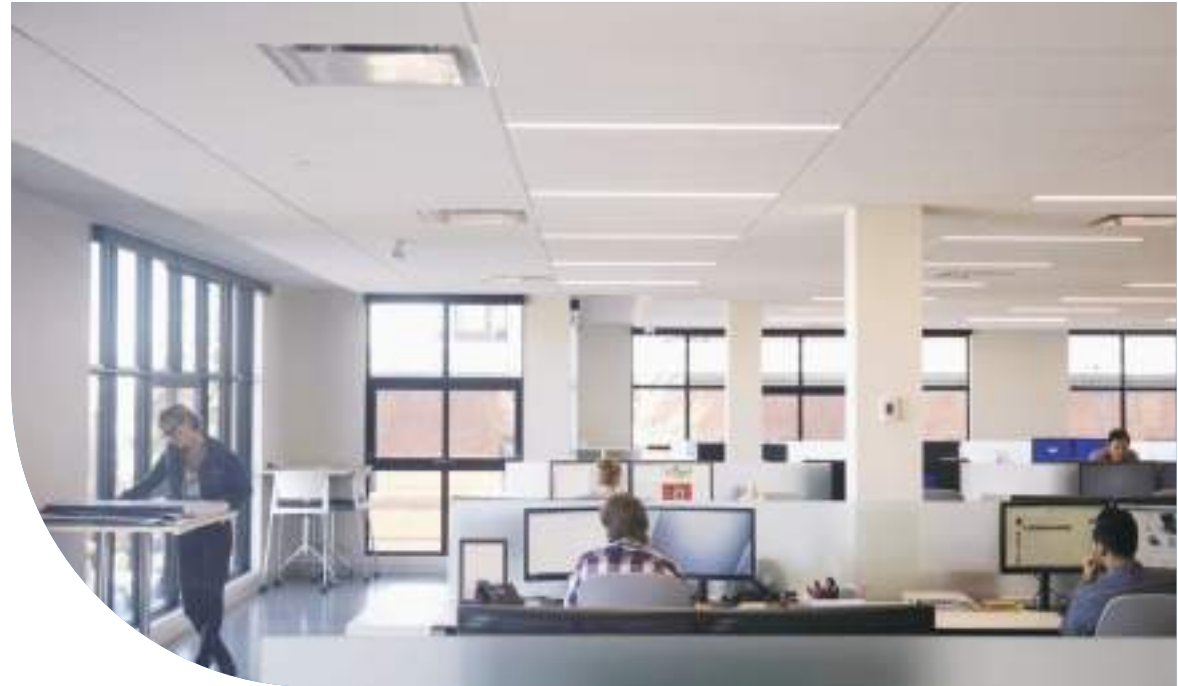
The postal address of Fewa Overseas is:

G.P.O. Box: 10112 , Sinamangal, Kathmandu Nepal

Phone: +977-1-5914530

E-mail: info@fewaoverseas.com

Website: www.fewaoverseas.com



Due to its high capacity for supplying all types of workers from Nepal, Fewa Overseas Pvt. Ltd. is one of the top personnel agencies in the country. Tens of thousands of employees will be supplied, mostly from the Middle East, the Far East Gulf States, and other nations that the Government of Nepal has permitted. As a result of our performance, the Government of Nepal has already named us as one of the top foreign employment consultants in Nepal.

The office is situated in Nepal's capital city of Kathmandu.

This business is an active member of Nepal Association of Foreign Employment Agencies (NAFEA), the umbrella organization for foreign employment consultants in Nepal. It is also a government-approved and authorized Foreign Employment Agency. It provides workers in accordance with employer needs for hotels, restaurants, factories, supermarkets, transportation companies, dairies, civil & building projects, poultry farms, oil & gas companies, and government buildings and offices.

With the help of our skilled and knowledgeable staff, modern office facilities, and use of IT communication tools, we are able to successfully and efficiently deliver and handle all different types of international employment services. This commitment and diligence will undoubtedly contribute to meeting the needs of our clients, the employers, and the employees (job seekers), which is our main goal. To establish a solid, dependable, and long-lasting commercial connection in the area of international employment, we kindly ask our esteemed clients to get in touch with us. In order to meet their needs for human resources in the shortest possible timeframe and at the right point in the business relationship, we thus invite and urge our valued company, industry, and clients to come and get in touch with us.

OUR MISSION & VISION



Our mission is to enhance positive differences in the business of our clients through best possible services at a competitive price and to offer the career development opportunities to the potential candidates.



Our vision is to fulfill the manpower needs of our clients by offering them “Right people for the Right jobs” and also build a strong and lasting relationship that benefits our clients business and our continuous growth.



• LICENSE & PERMITS

 **श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय**
वैदेशिक रोजगार विभाग
इजाजत पत्र

इजाजतपत्र नं. १४४९/०६९१८० मिति: २०७९/०४/१०

वैदेशिक रोजगार ऐन, २०६४ र वैदेशिक रोजगार नियमावली, २०६४ को अख्यतमा रही वैदेशिक रोजगार व्यवसाय सम्भालन गर्न पाउने गरी..... फेवा ओवरसीज प्रा. लि. लाई यो इजाजत पत्र दिइएको छ।

इजाजतपत्र जारी गर्ने अधिकारीको
हस्ताक्षर: 
नाम: डम्बरबहादुर सुनुवार
पद: के. महाप्रबन्ध
मिति: २०७९/०४/१०

Government of Nepal
Ministry of Labor and Transport Management
Department of Foreign Employment

License No.: 1559/079/80 Date: 2022/08/26

License

This License has been given to **Fewa Overseas Pvt. Ltd.** hereby authorizing to carry on foreign employment business, pursuant to the Foreign Employment Act, 2067, the Foreign Employment Regulation, 2067 and the terms and conditions specified in this License.



License issuing authority:
Name: Damber Bahadur Sunuwar
Designation: Director General
Signature: Sd.
Date: 2022/08/26



 नेपाल सरकार उद्योग, वाणिज्य तथा आपूर्ति मन्त्रालय कम्पनी रजिष्ट्रारको कार्यालय कम्पनी दर्ताको प्रमाण - पत्र	
दर्ता नं: २९५११८/०७९/०८*	
श्री फेवा ओभरसिज जसको प्राइवेट लिमिटेड कम्पनी संभवतः २०७९ साल चैत्र महिना १६ गते रोज २ मा दर्ता भएको हुनाले कम्पनी ऐन, २०६३ को दफा ५ को उपदफा (१) बमोजिम यो प्रमाण-पत्र दिइएको छ ।	
मिति: २०७९-०४-१६	स. रजिष्ट्रार <i>(Signature)</i>
Government of Nepal Ministry of Industry, Commerce & Supplies Office of the Company Registrar	
Registration No: 295118079/081	
CERTIFICATE OF INCORPORATION OF COMPANY	
This Certificate of Incorporation has been issued to M/s Fewa overseas Private Limited having incorporated it on the 1 day of August, 2022 pursuant to sub-section (1) of section 5 of the Companies Act, 2066.	
Date: 2022-08-01	Asst. Registrar <i>(Signature)</i>
नोट कम्पनी समायोजनलाई मातृ कम्पनीको उद्देश्य कार्यालयको नयाँ दफाउन प्रामाणिकताको लागि हुने कम्पनीको नाम र निवास स्थानको परिवर्तन गराउनका लागि मातृ कम्पनीको उद्देश्य अनुसार कार्यालयको नयाँ पत्र ।	

Distributed by:
Nepal Notary Public Council
S.N. 1695079

Government of Nepal
Ministry of Finance
Department of Inland Revenue
(Official seal)

Permanent Accounts Number (PAN) Registration Certificate

Date of value added tax registration:

03	08	2022
Day	Month	Year

PAN:

6	1	0	3	2	7	3	9	3
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Office of Inland Revenue: Batispatali

Name of Business: **Fewa Overseas Pvt. Ltd.**

Type of Taxpayer: **Private Limited**

Address: **Ward No. 09, Simanangal, Sadharam Sadakmarga
Metropolitan City: Kathmandu
Kathmandu**

Business Activities: **Activities of employment agencies**

Sd. _____ Sd. _____
Tax Payer's signature Signature of Tax Officer

Rules to be abided by the taxpayer:

- Bill and Invoice shall be compulsorily issued at the time of transaction.
- A person who is going to be registered in VAT, shall submit the statement of VAT and pay amount of VAT within 25 days after expiry of every tax period (every month or every two month or every four month).
- A person who is carrying on the business subject to value added tax, shall submit monthly statement and pay amount of value added tax within 25 days after expiry of every month unless the arrangement has been made otherwise.
- The return of every fiscal year shall be submitted by 31st October.
- If Tax return is not submitted and amount of tax is not paid in time, the interest and fine shall be imposed.
- This certificate shall be displayed at the place of transaction/office to ensure compliance is on.
- Please keep contact with this office if there is any confusion.

"The Registration Copy is for use only"
Signature: _____
Name: Assistant Commissioner
Date: _____
Office: _____

8 6 NOV 2022

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● WHY FEWA OVERSEAS FOR RECRUITMENT?

Fewa Overseas Pvt. Ltd., a nationally recognized and accredited organization, is a preferred recruiting agency in comparison to others in the nation, particularly for human resource management services. Our professionalism and effective capacity of providing manpower to other countries have been demonstrated by the prompt deployment and availability of diverse manpower categories at all times. The esteemed clients (employers) have consistently made personal visits to finalize the agreement so that they can examine and choose the employees in accordance with their requirements and demands. Some justifications for hiring through Fewa Overseas Pvt. Ltd. include the following:

- The company is confident in its ability to find and supervise qualified Nepalese nationals (employees) for positions abroad. In addition to these, our hiring committee chooses the best employees based on relevant factors, including job experience, academic qualifications, training programs, trade tests, thorough medical examinations, etc.*
- Our highly qualified and experienced team are proud and completely confident in their ability to provide and render the required overseas employment services to both companies and employees with the utmost integrity.*
- The Company's objective is to provide all types of human resources to meet the employers' immediate demands while avoiding any administrative or bureaucratic issues.*
- The Company can offer skilled, semi-skilled, unskilled, and professional human resources in response to client need, and it assumes full responsibility for employees' welfare in accordance with national and international regulations.*
- Employers have the option of choosing the best individuals from a pool of applicants based on specifications, and employees can select the best location or nation for their own needs.*
- In order to fill the rising demand for labor in their nations, an increasing number of businesses from outside are turning to Fewa Overseas Pvt. Ltd. for recruiting.*
- The Company is approved, honored, and recognized by the Nepal Association of Foreign Employment Agencies (NAFEA), Government of Nepal (GoN)/Ministry of Labour & Transport Management (Dept. of Foreign Employment) for the high achievement of excellent foreign employment job providers. This serves as another evidence that we consistently receive positive feedback from our esteemed companies and employees throughout the day.*

As a result of the aforementioned factors, international employers (Clients) have shown a strong desire to hire Nepali employees from Fewa Overseas Pvt. Ltd. as their sole, reliable, and designated business agent in Nepal.

OUR ACTIVITIES ●

Our Regular Activities

The Company regularly carries out the following duties to fulfill its mission and reach the maximum goal:

Service Desk for Employment Opportunities

Our employment opportunity service handles all enquiries regarding job information opportunities, demands, or openings abroad that would be suitable for Nepali residents as the public relations counter. It also addresses questions from businesses abroad on the availability of different types of workers in Nepal.

Personnel Data Bank

The company runs a "Employment Opportunities Service Desk" for local residents at its office, where registration is handled and all information from local residents is kept in a databank that regularly updates records of job searchers. It created the "Data Bank" where specific details about people are kept on file. This assists us in matching the ideal candidate with the ideal position. Prior to their departure, the Company provides rigorous job-related refresher training to a selected group of employees to enable them their jobs well and develop the necessary competencies. In addition to this, it runs a data-bank for workers, international employers, and relevant firms and businesses.

Digital Work Specification

All of our departments are fully networked and automated, allowing each employee to operate efficiently and accurately while providing both clients and employees with high-quality services.

Classes for Basic Orientation

Basic orientation sessions are done and planned prior to travel to the destination to ensure that all workers are completely informed of the general laws and orders, labor laws, immigration regulations, and other pertinent regulations of the employment country. Additionally, it primarily aims to help workers avoid misunderstandings or other issues that may occur from local customs and culture, with a focus on the need of adhering to Islamic law.

Medical Examination

All candidates who make the short list are taken to a clinic or hospital that has been approved by the government for a thorough medical examination. They won't be able to sign the job contract until it has been determined whether they are medically fit for work.

Endorsement of Visa

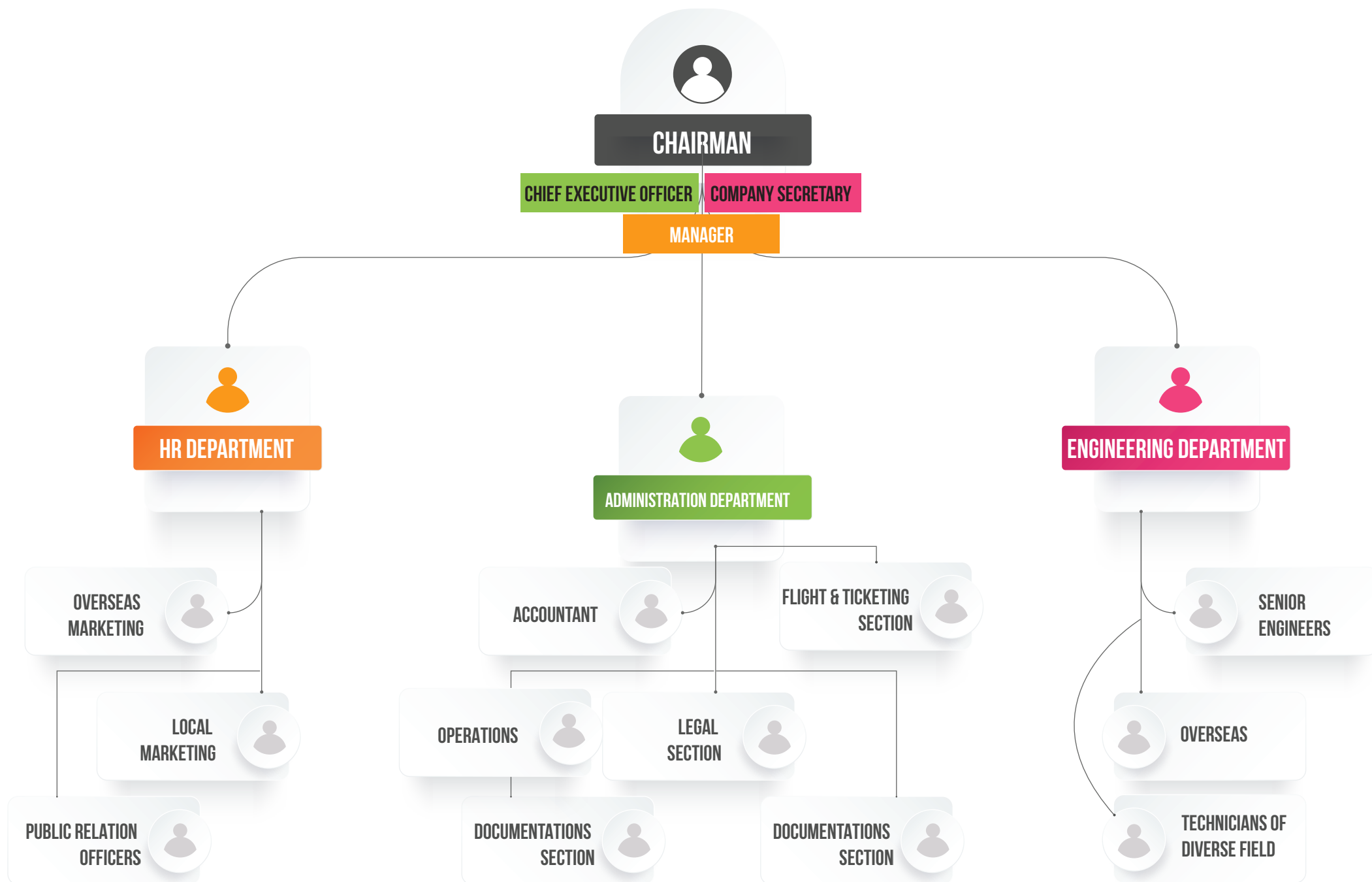
After receiving the original visa from the employers, the company processes the endorsement of the visa through the relevant Embassy.

Airline ticketing and travel arrangements

After gathering all necessary paperwork, such as the Demand Letter, Employment Contract, Inter Party Agreement, Letter of Guarantee, valid passport, valid visa, etc., the paperwork will be sent to travel agents so that seats on the desired aircraft can be reserved. Employers may, however, send their PTAs to any airlines that fly out of Kathmandu, Nepal.

Before an employee departs from Kathmandu, Nepal, a foreign exchange traveler's cheque support service or facility can also be managed or organized by an overseas company with the aid of its personnel.

OFFICE STRUCTURE



TYPES OF WORKERS AVAILABLE IN NEPAL ●

Fewa Overseas Pvt. Ltd. is committed to fulfilling its commitment by providing healthy, honest, dedicated, experienced, professional, and capable people as required by the employer. To meet employer demand, the company has the capacity to retain personnel of all types. We think that the fact that Nepal is a suitable source or destination for skilled, semi-skilled, and general worker kinds of labor has been experienced by the companies. If an employer requests it, the company is fully devoted and determined to provide any kinds of workers (such as professionals, skilled, semi-skilled, and unskilled). The Company shall make available and be able to supply the following categories of human resources at the appropriate time:

Professional (High Skilled)

Engineers of the following categories: architects, civil, electrical, mechanical, and electronic doctors (general practitioners, specialists, and surgeons) Academic (Professors, Lecturers, and Teachers throughout a range of fields) (Chartered Accountants, Cost Accountants, Management Experts, Economists, Sociologists, Researchers, Consultants, GIS Specialists & Experts, etc.)

Semi-Skilled Category

Carpenters, shutter installers, mason assistants, concrete mixer operators, pump operators, helpers (electrical, mechanical, and civil), block makers, kitchen assistants, assistant cooks, tailors, laundry washer men, barbers, shop assistants, and gardeners are all included in the semi-skilled category.

Unskilled Category

Domestic helpers, caregivers, general laborers, cleaners, sweepers, farmers, watchmen, guards, office boys, airport loaders, industrial laborers, etc. fall within the unskilled category.

Skilled Category

Construction equipment operators, electricians (L.T. & H.T.), mechanics (air conditioning, heavy, light equipment), Turners, toolmakers, carpenters, steel fixers, scaffolders, masons, tile fixers, plasterers, plumbers, pipe fitters, draughtsmen (electrical, mechanical, civil), construction supervisors, overseers, welders (gas, electric), foreman (electrical, mechanical, civil and hotel personnel are among the skilled category



● RECRUITMENT PROCESS

Our well qualified and experienced consultants and experts are assigned for the thorough inspection of the application at various stages making the process reliable.

Sourcing method

Owing to our extensive client list and the nature and scale of projects we have been and are associated with, we have several candidates registering themselves with us everyday, via our online career portal, fax, e-mail or by walk-in. This information is collated, sorted and saved in a professionally managed and updated databank that provides a vast source of resources that can be easily accessed. For specific client requirements, we regularly advertise in the leading local newspapers after getting the required documents for Labour Ministry permission. Responses we receive from these exercises undergo a preliminary short-listing. Candidates are then contacted and asked to come in for an assessment by our technical consultants.

Methods of authenticating applicant qualifications

We are well networked with all the top educational institutions within the regions we source personnel from, enabling us to verify applicant qualifications. This ensures that the candidates selected based on their qualification and experience can cope with the job requirement, if not exceed expectations.

Testing for Engineers, Supervisors, Foreman, Technicians & Skilled Workers

For the above categories, we have implemented a stringent aptitude and attitude test that includes a technical questionnaire. Candidates are required to score a minimum of 75% on this test to qualify for the next round of assessment. This ensures that the candidates we select have a high level of proficiency in their respective fields, assuring clients of the quality standards we confirm to.

Final Selection by Clients

Once candidates have been selected for the final round of interviews, their applications are presented to the client for final selection. If required, we can carry out the final selection process on behalf of the client, based on a detailed brief on the requirements from the client. Our selection process follows rigorous theoretical and practical trade tests, ensuring that candidates are qualified only on merit. Official trade test reports can also be provided if required.

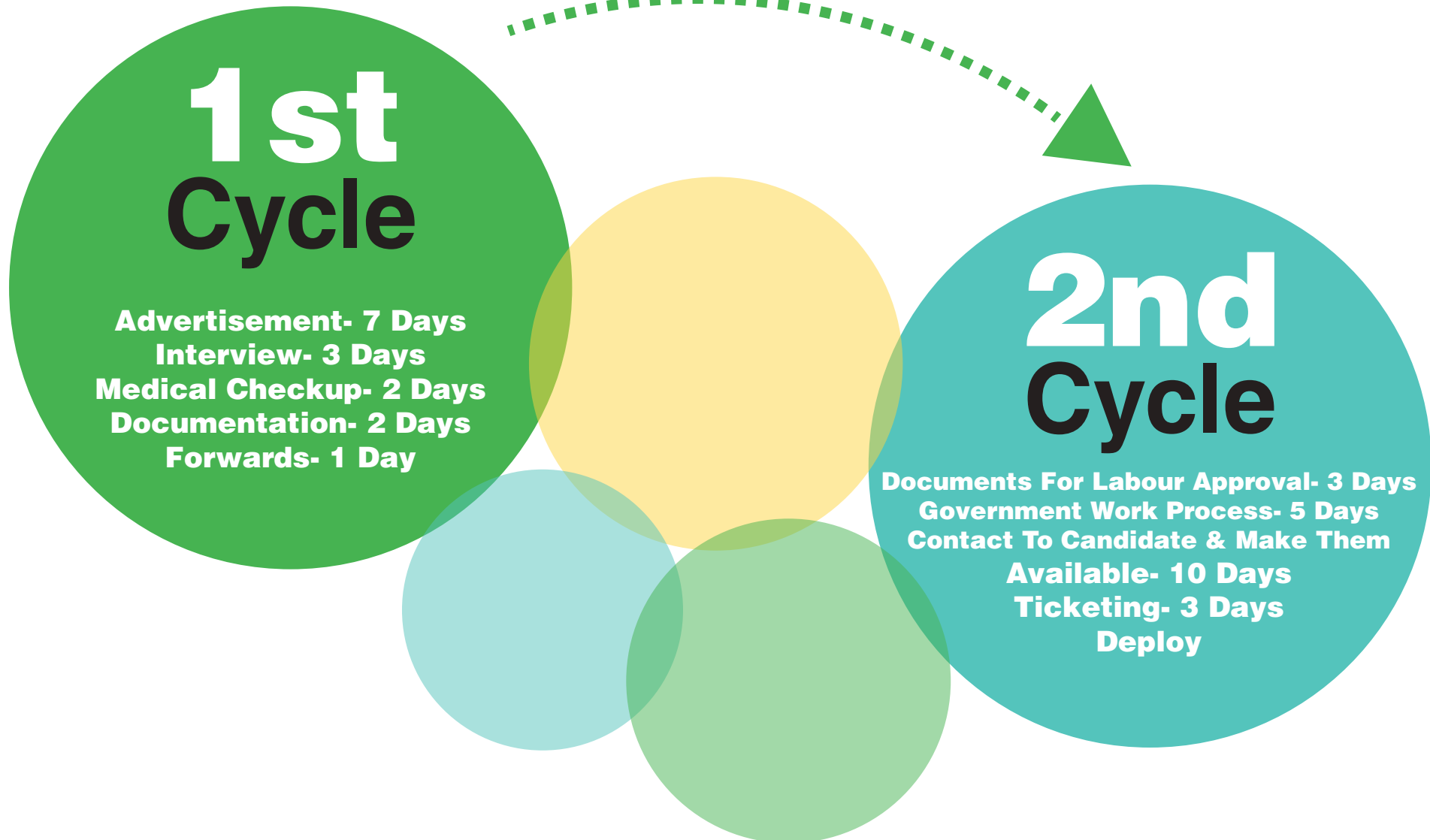
Medical Examination Facilities

We undertake conducting the necessary medical examinations for candidates and doctors are registered with medical institutions that are approved by the consulate of the country that the candidate is recruited for. This minimizes paperwork for our clients, making the recruitment process more convenient.

Mobilization Period

A minimum of two weeks is required, to mobilize candidates after selection and receipt of visa for actual deployment. Your visit in our office for more information will be highly praised.

PROCESSING PROCEDURE & TIME FRAME •



POWER OF ATTORNEY:

The principal will furnish us with a power of Attorney duly authorizing it to carry on the supply of Nepalese Manpower, including meeting up all the necessary formalities as regards to passports, visa from respective Embassies, Medical Check-up etc. which are directly connected with the trade. The power of Attorney must be attested by the Nepal Embassy existing in the country of employment and endorsed by its Chamber of Commerce & Industry/ Ministry of Foreign Affairs.

CONSULAR LETTER:

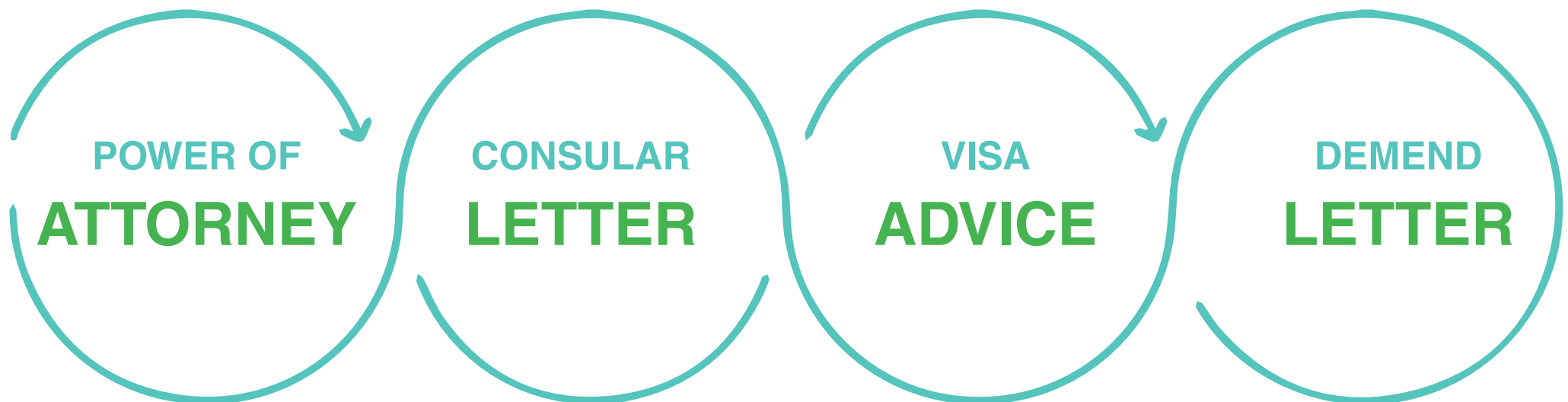
The Principal will issue Letter of Authority in favour of the agent addressed to the Consulate General of the concerned Embassy in Nepal intimating him that we are appointed as their Manpower Recruiting Agent which is fully authorized to deal with all visa matters, submission and delivery, with the said Embassy, mentioning the visa number and the date of issue etc. in the letter.

VISA ADVICE:

The Visa Advice, also duly endorsed and attested as stated above should reach the concerned Embassy, a photocopy of which should simultaneously reach us for its presentation to the concerned Embassy.

DEMAND LETTER:

The Principal will formally issue Demand Letter in favour of our company in which following should clearly be stated: the job categories, number of workers required category-wish, monthly salaries stating name of currency, period of contract and other amenities for workers at site such as Food, Medical Treatment and Accommodation, which in most cases, are provided free of cost or alternatively allowance payable in lieu thereof. This Demand Letter must be duly endorsed by the Ministry of Foreign Affairs by the Embassy of the People's Republic of Nepal existing in the country of employment.



REQUIRED DOCUMENT●.....

Document Required as per Country needs

The requirement of documents usually varies from country to country but principally these types of documents are essential such as;

- ★ Demand Letter
- ★ Employment Contract
- ★ Power of Attorney
- ★ Gurantee Letter
- ★ Inter Party Agreement

To be able to obtain the approval letter from the Government of Nepal, the following documents are, in principle, required for government formalities and procedures;

Demand Letter

Addressed to authorizing Fewa Overseas Pvt. Ltd. (License No. 1559/079/080) Kathmandu Nepal mentioning the number of workers required in each categories with salary, duty hour, food, accommodation & other benefits to workers.

Power of Attorney

Authorizing Fewa Overseas Pvt. Ltd. (License No. 1559/079/080) Kathmandu, Nepal to be true and lawful attorney and agent of Nepal.

Inter Party Agreement

One copy each signed and stamped by the employer and recruiting agency.

Employment Contract

One copy each signed and stamped by the employer & employee.

Gurantee Letter

Signed and stamped copy by the employer company should be mention that not to be deploy to other countries for work purpose.





The postal address of Fewa Overseas is:
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Phone: +977-1-5914530
E-mail: info@fewaoverseas.com
Website: www.fewaoverseas.com