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|  Liberal Services | Recruitment and HR Logistic Services Bangladesh | CONFIDENTIAL |
| | Source Channel and Success Rate approximately | Page 1 of 1 |

List of Sourcing Channels and Success Rate

A) Internal Sourcing Channels

| SL# | Sourcing Channel | Success Rate Approx. |
|-----|---|----------------------|
| 01 | Internal Database www.liberalgroup.net/liberal-services/ | 60% |
| 02 | Internal JOB Portal CV Bank www.jobs.liberalgroup.net | 40% |
| 03 | Internal Social Media  Page: Liberal Services Public Group: Liberal Business Group Public Group: B-DESI Job | 10% |
| 04 | Media Advertisement | 20% |
| 05 | Local Job Portal Advertisement | 40% |
| 06 | Geographical Area Individual Representative | 20% |
| 07 | Flyer/Poster/Leaflet/Campaign in ongoing Project Area | 30% |
| 08 | References through candidates/Applicants | 15% |
| 09 | Walk In/Drop By Volunteer Applicants | 5% |

B) External Sourcing Channels

| SL# | Sourcing Channel | Success Rate Approx. |
|-----|--|----------------------|
| 01 | Similar Associate Organizations Overseas | 30% |
| 02 | Overseas Job Portal Advertisement | 60% |
| 03 | External Social Media  Page/Showcase: Liberal Services Public Group: Liberal Business Group | 10% |
| 04 | International Media Advertisement | 10% |
| 05 | References through candidates/Applicants | 10% |

List of sourcing channel used for recruitment, describing for each one the added value and providing the success rate