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|  Liberal Services | Value Adding Differentiators | CONFIDENTIAL |
| | Description of the added value or key differentiators | Page 1 of 2 |

VALUE ADDING DIFFERENTIATORS

- We have about 10000sqm of training space with accommodation and messing facilities for trainees and trainers. The facility area is equipped with all training and practical test tools, materials, with other materials require for accommodation and messing. If require we could provide training in some specified trades to our candidates or could take practical test before submitting candidates for selection in some particular trades only.
- We gather as much knowledge as possible of the job location; country and the laws are applied. We provide detailed orientation to candidates before traveling for mobilization.
- Our telephone lines are open 24/7 to provide information to the selected candidates, or to respond to recruited resources in any emergency. The phone contacts are given to the families of the recruited resources so they could contact for any query or emergency.
- Relation with our recruited resources develop more to personal level from the time we interact with them during selection process, that in any personal matters any information, materials, messages we work like a bridge between the recruited resources and their families.
- We are very enthusiastic and love what we do. We take no more than a day to answer to any queries, or to submit any documentation if require by employer, if not otherwise inconvenient.
- We keep practicing “can do” attitude, which has always helped us to win. We always keep developing our internal resources with proper training, motivation and incentives. As such our recruitment team is one that is honest and unique in the country.
- We have fewer clients but all our clients are in Oil & Gas fields. In fact we believe to have more experience working in Oil & Gas market than any of our competitors.
- At such context, we are always paid well by the employers for our services and have never charged anything from the candidates. In fact our internal staffs keep high pride and self-respect working with multinational reputed organizations in Oil & Gas market. At the same time they keep extraordinary morals & ethics. On the other hand, in general most Recruitment Agencies in the country, have had worked with middle-eastern local companies in whatever sectors, paying to the employers for getting job orders and charging from candidates. Most of these candidates are humble poor unskilled laborers. However, this has made/encouraged all the members of those organizations from management down to the gatekeepers accustomed to this unethical practice to take benefits from any candidates of whatsoever discipline at any point of time.

We are different from most others, we have never worked with any other companies but only with multinational reputed companies operating in Oil & Gas sectors, and have hardly recruited unskilled laborers for them except for local projects within Bangladesh only.

In addition, all our leaflets, handhelds, advertisement materials, from office entry point to every door steps including toilets, notice has made publicly aware/clear to the candidates that “we are a free of charge recruitment agency” which is also advertised openly in our website www.liberalgroup.net/liberal-services/



- In other words, we are different simply because; as we know our competitors most of them are practicing old methodology of recruitment process, not practicing up to date record keeping and recruitment policy. They were created mainly for the middle-eastern market for unskilled laborers. Contrary, some are new having lesser experience. Whereas we stand at the right point, or at least so we believe. This makes us different than any of our other competitors in the same field.
- We have huge local & international resources that no other does have. That we believe we could respond to 100% of query/requirements by the employers and could provide highest success rate than any other.