

EXELITE RESOURCES SDN BHD
FEE AND SALARY SCALE PER FOREIGN WORKER
MANUFACTURING SECTOR UNDER OUT- SOURCING APPLICATION

| FEES REQUIRED BY IMMIGRATION DEPT. | Govt Levy | Process Fees | Visa | PL(KS) | Insurance Guarantee | FWHS | Fomema Medical for male | FWCS | Outsourcing Fees | Monthly Fees | Total Per Worker | Minimum Rate Per Day/ 8 hours | Minimum Basic Salary per month | Minimum Overtime (2 hours per day) | Minimum Salary with OT Per Month |
|------------------------------------|-----------|--------------|--------|--------|---------------------|--------|-------------------------|-------|------------------|--------------|------------------|-------------------------------|--------------------------------|------------------------------------|----------------------------------|
| NATIONALITY | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) |
| NEPAL | 1,850.00 | 125.00 | 20.00 | 60.00 | 750.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,558.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| BANGLADESH | 1,850.00 | 125.00 | 20.00 | 60.00 | 500.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,558.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| VIETNAM | 1,850.00 | 125.00 | 13.00 | 60.00 | 1,500.00 74.20 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,545.80 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| MYANMAR | 1,850.00 | 125.00 | 19.50 | 60.00 | 750.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,558.10 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| SRI LANKA | 1,850.00 | 125.00 | 15.00 | 60.00 | 750.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,553.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| INDONESIA | 1,850.00 | 125.00 | 15.00 | 60.00 | 250.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,553.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| INDIA | 1,850.00 | 125.00 | 30.00 | 60.00 | 750.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,568.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| PAKISTAN | 1,850.00 | 125.00 | 20.00 | 60.00 | 750.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,558.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| THAILAND | 1,850.00 | 125.00 | GRATIS | 60.00 | 250.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,538.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| CAMBODIA | 1,850.00 | 125.00 | 20.00 | 60.00 | 250.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,558.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92/month | 1,374.92 |
| PHILIPPINES | 1,850.00 | 125.00 | 36.00 | 60.00 | 1,000.00 80.00 | 137.80 | 190.80 | 95.00 | 1,000.00 | 200.00 | 3,574.60 | 38.46 | 1,000.00 | 7.21/ hour 374.92 | 1,374.92 |

BASIC TERMS AND CONDITIONS

1. The Government Levy shall be paid by the employer every year and deductible from the employee's salary. (Please check with nearest Labour Dept. for further details).
2. The Processing Fee, Visa, PL(KS), FOMEMA, Insurance Guarantee, FWHS & FWCS shall be borne by the employer every year till the worker's end contract.
3. The Overtime rate of 1.5 x for normal day, 2.0 x for Sunday and 3.0 x for Public Holiday as per Malaysian Labour Law.
4. Medical benefit, Annual Leave, Sick Leave and Public Holidays shall be provided by the employer as per Malaysian Labour Law.
5. Minimum Salary per month based on Gross Salary that includes either Maximum of 4 hours overtime, incentives or allowances. However it shall be negotiable upon the terms of the client's company regulation.
6. Accommodations to be provided by the employer within 1 km radius with mattress and basic kitchen utensils.
7. Contract period for each worker is between two (2) to three (3) years. However, the contract period could be extended to five (5) till ten (10) years upon approval by the M'sia Immigration Dept.
8. The Worker's Work Permit shall be renewed every year till the workers end of work contract.
9. A Return air ticket shall be provided by the employer upon completion of work contract.
10. Outsourcing Fees & Monthly Fees maybe negotiable subjected to the number of workers recruited.

* The above information given are as per current Malaysia Law regulations imposed which may be changed from time to time subject to the discretion of various authorities.