



FOREIGN EMPLOYMENT CENTER
M&A WORK

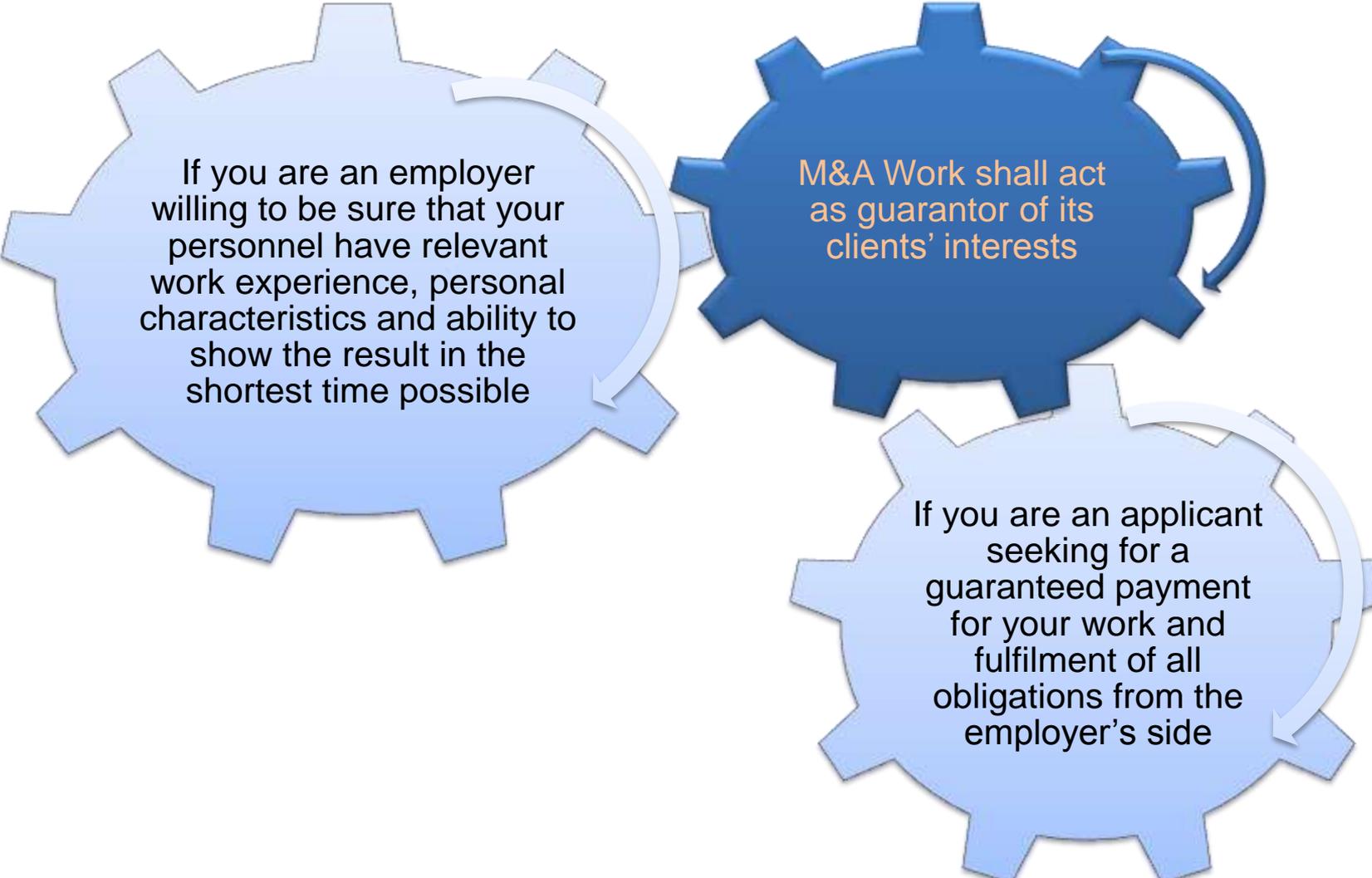
M&A Work LLC, being a part of M&A Group, provides foreign employment service for Ukrainian citizens at leading enterprises, factories, and organizations of different industries and fields.

We act only through the direct cooperation with the employer and individually support every client even after his/her employment.

Legality and openness are our core principles. We work without any intermediaries directly with the employer.

We are set on building long-lasting mutually beneficial “employer-candidate” relations.





If you are an employer willing to be sure that your personnel have relevant work experience, personal characteristics and ability to show the result in the shortest time possible

M&A Work shall act as guarantor of its clients' interests

If you are an applicant seeking for a guaranteed payment for your work and fulfilment of all obligations from the employer's side

A large, orange, distressed stamp with the word 'WANTED' in a bold, sans-serif font, tilted diagonally from the top-left towards the center.

The main stages of our work:

- Quick and quality search and selection of professionals;
- Psychological and physical evaluation of the candidate, close check and analysis of the compliance with the employer's requirements;
- Provision of the candidate with complete information on the future work conditions;
- Generation of the candidate's personal file for the position;
- Organization of the interview between the employer and the candidate;
- Preparation of a full package of documents for travelling to work;
- Customer support and provision of information after the employment in a foreign country.

The applicant goes through a number of procedures necessary for determining his compliance with the employer's requirements:



Filling in the questionnaire, providing information about his personal and professional qualities as well as his motivation for work;



«M&A Work experts thoroughly check information about the candidate and analyse his business and moral qualities, the level of his future team adaptability;



Taking a number of psychoemotional tests, developed by our company. The results of tests allow to better picture psychological peculiarities of the candidate, his character and temperament. The testing has shown successful practical validity and has a low margin of error;



M&A Work prepares the candidate's profile while examining him. The profile contains full information about the worker, his detailed autobiography, and our recommendations. The employer receives it and can use it at his discretion;

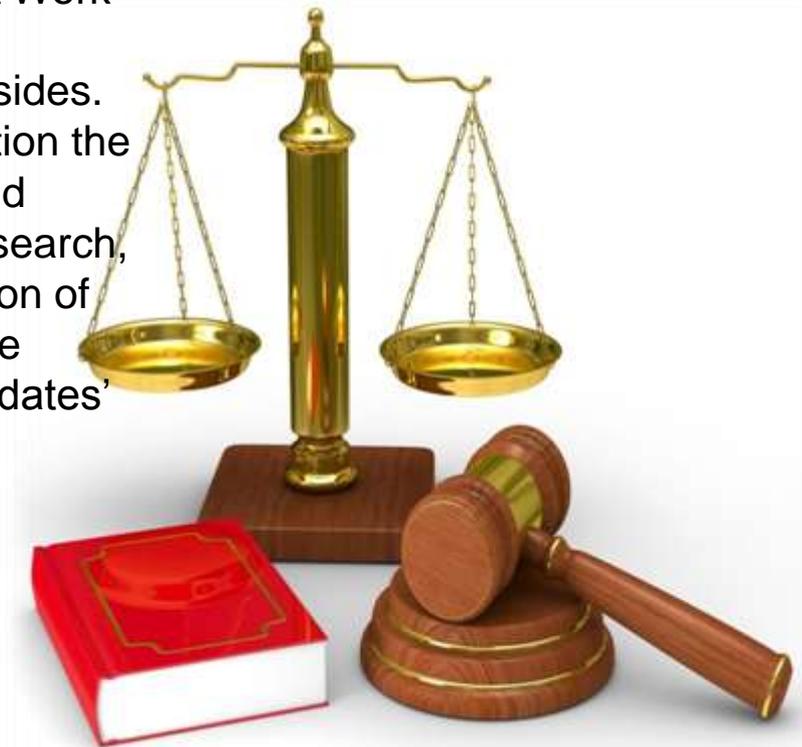


In case the candidate meets the employer's requirements, M&A Work arranges an interview. The time and date of the interview are preliminary agreed and appointed in terms of convenience for both the candidate and the employer;



The result of the interview is the final decision about hiring the candidate;

We provide full legal support of the employment process according to the norms of the acting legislation of Ukraine and the legislation of the recruiting country. Due to this procedure, M&A Work can guarantee the ultimate fulfilment of the employment contract requirements from both sides. The methods of search, evaluation, and selection the candidates are developed by means of trial and error. Currently M&A Work experts use direct search, search in regions, recruiting, and mass selection of personnel according to any requirements of the employer. We have a ready database of candidates' CVs from any field, and it grows every day.



M&A Work clients receive full information about potential employers.

In case of controversies or conflict situations between the parties, M&A Work takes active part in their regulation. Often they arise due to the lack of information about the working conditions and terms of payment. To avoid this, we try to provide our future workers with the fullest information about the following:



- Rules of entering and leaving the country;
- Working environment and the wage rate;
- The bonus system and pay deductions;
- Work schedule and routine;
- Place of residence and conditions of living;
- Location and contacts of the Embassy of Ukraine.

M&A Work Company gives individual support to every client from the moment of their employment till the termination of their employment contract.



Our company's professionals also maintain constant contact with the client's relatives in Ukraine.



Company's service remuneration.

M&A Work Company provides employment service and charges the client a fee after signing a contract. Our terms of remuneration aren't suitable for some of our clients, but reducing the number of potential workers, we increase their quality. We gain confidence that our personnel are motivated and ready to work off the invested money.



Legality, openness, and the ultimate fulfilment of the employment contract by both parties – these are the main points of our business.

**We look forward to cooperating with you.
Sincerely, M&A Work**

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