

A NEW ERA IN
WORKFORCE
SOLUTIONS



FIRCROFT

CONNECTING PEOPLE TO
POWER THE WORLD



FIRCROFT GROUP OVERVIEW

- Providing technical workforce solutions to the global technical engineering industries.
- A family owned business established in 1970 in the UK, giving us the independence to be flexible.
- The 13th largest privately owned workforce solutions agency in the world, No.1 in Oil & Gas and the No.2 provider into the engineering industries.
- Global power, local intelligence provided by 50 offices in 45 countries.
- 10,000 contractors trust Fircroft to look after their careers.
- Our reputation is built on providing a 100% safe and compliant service.
- Market-leading, specialist, technical & engineering Managed Service Provider (MSP).
- We embrace strong, ethical working standards – Integrity, Accountability, Innovation, Collaboration & Excellence.



RECENT ACCREDITATIONS

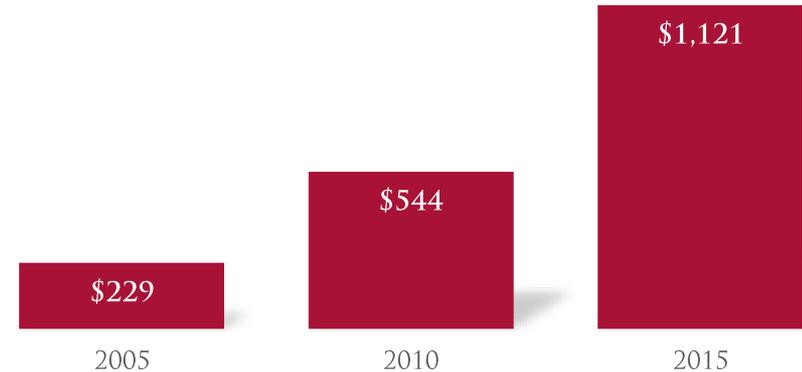
- Top 25 LinkedIn Most Socially Engaged Staffing Agency 2016.
- 2016 Sunday Times Top Track 100, ranked 66th.
- Top 10 position in the Recruitment International top 250.
- APSCo Recruitment company of the year 2013 (over \$65m).



FIRCROFT'S GROWTH

- 389% revenue growth since 2005.
- \$24.5m EBITDA 2015.
- A financially strong organisation: able to provide customers with long-term recruitment solutions, for today and tomorrow – D&B 5A 1.
- Fircroft.com has 125,000 unique visits per month, 10,000 candidates per month.

REVENUE (US DOLLARS: MILLIONS)



FINANCIAL STRENGTH

- A four year financing deal to support further growth worth \$152,716,000.
- Secured with HSBC, Barclays and Royal Bank of Scotland.
- Flexible investment to fund investment and expansion.
- Supports further global organic growth and targeted acquisitions / joint ventures.



RECENT GROWTH



- Fircroft increases global capability through a number of joint-ventures and acquisitions (Angola, Mozambique, Saudi Arabia and Kazakhstan).
 - Fircroft agrees a refinancing deal worth \$152m with a syndicate of three UK banks to support further global organic growth and targeted acquisitions or joint-venture investments over coming years.
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- Fircroft expands its services to Malaysia through an official agreement with Tanjung Offshore Berhad.
 - Revenue grows to \$1,252m.
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- Fircroft wins 2013 APSCo Recruitment Company of the Year Award. This was the second time that Fircroft won the prestigious award having previously won in 2011.
 - Revenue grows to \$1,209m.
-
- Equistone Partners Europe invest from their new fund. A \$53m capital injection into Fircroft which allows Fircroft to continue its strong growth
 - Revenue grows to \$968m for 2012.

GLOBAL COVERAGE



STRATEGIC PARTNERSHIPS

- Fircroft acquired majority stake in One Key Resources 2016 – Australia's leading provider of workforce solutions to the Mining & Minerals sector.
- Alliance formed with Dovre Group 2016 (Fircroft formed a formal partnership with Dovre (as the leading partner) and Lloyd's Register Consulting with Sweco, Qedi and four Subsea).
- MOU signed with Centrasia Group, within Kazakhstan 2015 (Fircroft formed a formal local Kazakh J.V.).
- Expetro International within Angola 2015 (Fircroft formed a formal local Angolan J.V.).
- Rygon – within Saudi Arabia (Telecommunications business) 2015 (Fircroft acquired Rygon – 49% partner in Saudi Arabian business).



OUR INDUSTRIES

- Oil & Gas.
- Petrochemical & Chemical.
- Information & Communications technology.
- Mining & Minerals.
- Power, Nuclear and Utilities.
- Automotive.
- Infrastructure & Construction.



OUR SERVICES

- Contract recruitment.
- Permanent recruitment.
- Consolidation efficiencies.
- Workforce planning (project consulting).
- Talent mapping.
- Payroll.
- Outsourcing
- Outstaffing
- Global contractor logistics.
- On-site management.
- Managed service provision.
- Recruitment process outsourcing.
- Benchmarking.
- Global account consultancy.
- Outplacement
- Personnel consulting

WORKING IN PARTNERSHIP





FIRCROFT IN KAZAKHSTAN

- Fircroft has been successfully operating in Kazakhstan for the past 16 years.
- There are 92 people in KZ offices to support Fircroft' s operation in country including, Management, Development, Recruitment, Finance, Logistics & Travel, Work Permits, HSE and Legal Departments. Alongside support from HQ in the UK.
- In November 2015 Fircroft formed a joint venture with the CentrAsia Group, one of the most dynamic industrial groups of Kazakhstan with assets in oil-fields services and machinery businesses.



FIRCROFT IN KAZAKHSTAN

- The joint venture sees Fircroft's continued growth in this key region and will help transform our services business and reinforce our commitment to the local market.
- Database with 26,200 active Republic of Kazakhstan CV's
- Fircroft currently have 1500 contractors working in Kazakhstan for various Companies, both Expat and Nationals
- Fircroft work permit quota for 2016 is 650 foreign work licenses.





OPERATIONAL OFFICES IN ATYRAU, TENGIZ, AKTAU, AKSAI

FIRCROFT in Atyrau

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FIRCROFT in Tengiz

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FIRCROFT in Aktau

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Tel: +7 (7292) 203859
Mob: +7 (701) 0273428

FIRCROFT in Aksai

Chech Camp, AB2, office 8, Aksai, Kazakhstan 090300,
Tel: +7 701 054 35 75

Fircroft has local representation in Astana, Almaty & Aqtobe

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FIRCROFT IN RUSSIA

- Fircroft has been successfully operating in Russia for the past 13 years.
- There are 20 people in Russian offices to support Fircroft's operation in country including, Management, Development, Recruitment, Finance, Logistics & Travel, Work Permits, HSE and Legal Departments. Alongside support from HQ in the UK.
- The Moscow Branch sees Fircroft's continued growth in Russia region and will help transform our services business and reinforce our commitment to the local market.
- Database with 11,000 active Russian CV's
- Fircroft currently has 350 contractors working in Russia for various Companies, both Expat and Nationals



OPERATIONAL OFFICES IN MOSCOW, YUZHNO-SAKHALINSK

FIRCROFT in Moscow

28, Shchepkina street, 5th Floor, Office 502,
Tel: +7 (499) 649 28 29

FIRCROFT in Yuzhno-Sakhalinsk

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Grand-Okhota
Tel: +7 (4242) 72-22-68

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WORKFORCE SOLUTIONS

As a workforce solutions provider Fircroft has been supplying manpower and recruitment services to the technical engineering sectors in Kazakhstan, Russia and its outside.

The national recruitment team in Atyrau, Moscow and Yuzhno-Sakhalinsk support and develop all local onshore requirements as well as the global recruitment support delivers expat workforce solutions to all locations where Clients offices are.

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WORKFORCE SOLUTIONS

Fircroft Kazakhstan and Russia have sufficient resource to manage our existing and planned workload. We regularly review our staffing requirements in relation to our forecasts and budgets, ensuring that we provide a continuous high quality service to our clients. We have been working ahead of plan and predicting your manpower needs; this ensures Fircroft is not compromised in periods of change and growth.

Fircroft has a team that can supply your needs and we are well position with experience and knowledge to ensure your manpower & recruitment plans are fulfilled.

CANDIDATE ATTRACTION & RECRUITMENT SERVICES





PERSONNEL OUTSOURCING SERVICES

Fircroft Kazakhstan provides **personnel outsourcing services** for major local and international companies in Kazakhstan. Personnel outsourcing services allows the company to reduce operating costs, while maintaining high quality products and services.

Fircroft will render a professional staff recruitment service without legal and administrative arrangements, allowing your company to release the human, organizational and financial resources to acquire new business and implement new projects.



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PERSONNEL OUTSOURCING SERVICES

Advantages of personnel outsourcing services of Fircroft Company:

- ✓ **Payment only for actual work execution of employee.** You release yourself from administrative expenses to search, arrange, escort and terminate personnel, tax expenses for personnel, allow to reduce the number administrative staff (Human Resources, Payroll Accountants, Medical Insurance and Training Accountants and etc.)
- ✓ **Actual payment.** Payment for outsourcing personnel shall be carried out per the schedule that suits You by taking into account seasonality of Your business and with the possibility of payment delay. Fircroft Company has a stable, financial position to search for suitable payment schedule for each client.
- ✓ **Cooperation as long as required.** In case You need to recruit employee for the specified period, we provide You with a qualified employee for the period that is indicated in Your request to provide service according to the fixed rate without any expenses.
- ✓ **Material responsibility.** Fircroft shall take full responsibility for employee's arrangements (arrangement of medical insurance, Safety compliance and etc.).
- ✓ **Work with State Organizations.** Fircroft shall perform all activities with state organizations (Ministry of Labour and Social Protection, Migration Police and etc.) per personnel.
- ✓ **Management of Pay-roll Fund.** Possibility to effectively manage free monetary funds from Pay-roll fund until payment date for service. Use funds for operational needs.

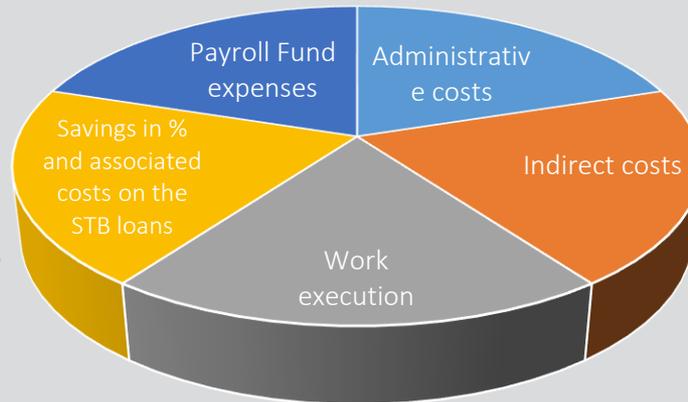


PERSONNEL OUTSOURCING SERVICES

Position on reducing costs due to personnel outsourcing services:

PF costs. There is no need for reimbursement, when dismissing the employee, as he is Fircroft staff.

Savings in percentage (%) and associated costs on the STB loans. High (%) percentage rates and strict requirements for borrowers, do not allow to take the credit for operating needs. Fircroft keeps payroll fund given the seasonality of the company's business (customer support pay offices in the gap period due to seasonality)



Execution of works. Overpayment of employee's standby in the event of the need for replacement of an employee, providing new employee within 1 day. Implementation of works at the due date, no more or no less.

Administrative costs. Salaries of administrative staff on personnel control

Indirect costs. Reducing the tax burden on health insurance costs, training, personal protective equipment, payment for unused vacation and etc.



WORK PERMIT/VISA SUPPORT

Work Permit

Foreign citizens who work in Kazakhstan and Russia need to have a Work Permit issued by the appropriate government authorities. The Work Permit is obtained by Fircroft on behalf of personnel.

During the work permit process a Fircroft representative is in constant contact with personnel to update him/her on the application status. The duration of each work permit is 1 year with 3 times extension on an annual basis for work in Kazakhstan and up to 3 years for work in Russia. This is under the control of the various government bodies and time taken to obtain foreign work licenses can vary considerably.



WORK PERMIT/VISA SUPPORT

Letter of Invitation (LOI)

Once the Work Permit is issued for work in Kazakhstan, Fircroft applies for LOI which is also used by Kazakh authorities and the process takes from five to seven days depending on citizenship of personnel.

LOI for work in Russia is applied for simultaneously with work permit application. This document is needed to apply for Russian visa abroad.

Visa

The Kazakh visa is issued in the Kazakh Embassy in personnel's country of residence and is valid for one year with two more extensions according to Work Permit. Fircroft representatives send personnel instructions how to apply for a Kazakh visa with LOI once it is issued. The visa process takes around three to five days depending on personnel's citizenship. The following documents are to be submitted to the Kazakh Embassy in personnel's country, Fircroft representatives provide the detailed information via email to personnel.

The Russian visa is issued in the Russian Embassy in personnel's country of residence. In case additional assistance is required Fircroft Russia can liaise with visa teams in Fircroft foreign offices in person's country of residence.



PERSONNEL OUTSTAFFING SERVICES

Personnel Outstaffing Services is one of the main services of Fircroft Company, which is implemented for major local and international companies in Kazakhstan and Russia. If your company requires the implementation of a temporary project and/or services in another city/region, it is a waste of time to establish office and employ personnel, as well as the transfer of your staff to a project, while wasting precious time and money (travel, work allowance in other regions, search for and payment of accommodation, etc.) to implement the project, then Personnel Outstaffing service of Fircroft Company will allow your company to eliminate all of these risks and costs.



PERSONNEL OUTSTAFFING SERVICES

Advantages of Personnel Outstaffing Services of Fircroft Company:

- ✓ **Saving money.** No need to transfer staff to another region, bringing enormous expenditure on accommodation, food, transportation, travel, bonuses, vacation pay for a temporary project.
- ✓ **Saving time.** It is necessary to mobilize the labor force in a short time, to implement the project and / or services. Qualified personnel shall be chosen and registered in the company's staff Fircroft within the shortest possible time for your project and/or services.
- ✓ **Exemption from all duties toward staff.** Search, interview, Safety training, insurance liability, the mobilization fully lie with Fircroft company. Release from accounting, legal and personnel matters, as well as the work and responsibility to State Organizations of RoK and Russia.
- ✓ **The absence of risk.** Solving of possible conflicts of employees, dismissals, suspension from work, immediate replacement of workers fully lies with Fircroft company, your company will not be distracted from implementing the project and/or services.



PERSONNEL OUTPLACEMENT SERVICES

Fircroft company has an extensive experience in providing Personnel Outplacement Services to many companies in the territory of Kazakhstan and the CIS.

Companies use Personnel Outplacement Service when dismissal is not due to non-fulfillment of employee's duties, but when it is connected with the process of reorganization, reduction and staff optimization or liquidation of enterprise.

Within the framework of **Personnel Outplacement Services**, Fircroft company holds consultation on employment of reduced staff by former employer, consultation and promotion of downsizing staff in the labor market both in Kazakhstan and the CIS, consultation and organization of the termination process in a most generous way.



PERSONNEL OUTPLACEMENT SERVICES

Advantages of Personnel Outplacement Services of Fircroft Company:

- ✓ **Court proceedings.** Personnel outplacement service allows to avoid court proceedings in cases of dismissal of employees;
- ✓ **The loyalty of employees.** Outplacement of an employee allows to develop loyalty to the company and it is easy in the future to get him/her back again to the company. It develops a sense of caring for him/her by the company;
- ✓ **The effectiveness in a period of crisis.** The service is very crucial in a period of crisis, as in this phase especially careful approach should be made to the dismissal process, since it will be necessary again to return back the professional staff to the company in the future.
- ✓ **Commercial confidentiality.** Loyalty to the company due to the Personnel outplacement service to avoid risk of disclosure of confidential or commercial information to third parties or competitors.
- ✓ **Avoiding costs.** Effective outplacement allows the company to avoid unnecessary social benefits;
- ✓ **The psychological state of the employee.** Soft dismissal allows to avoid stress, psychological disorders of employee, who was reduced, as well as a staff reduction effect to the state of the operating personnel.



PERSONNEL CONSULTING SERVICES

Fircroft company provides the following consulting services for Company employees and new candidates:

- ✓ Professional preparation and execution of Resume (CV), letters of recommendation and characteristics. Fircroft companies experts have an extensive experience in the preparation and presentation of summary (CV) according to the international standards, as well as to meet the requirements of each company.
- ✓ Preparing the candidate for an interview. Fircroft Company conducts training on interviewing for employment, including speech, facial expressions, gestures, working off of receptions of telephone communication. Develops individual interview plan, taking into account the specifics of the company, as well as psychological support at any stage of employment and adaptation phase

FIRCROFT BRAND VALUES

- **QUALITY** we promote the highest standards of customer care and the customer (clients and candidates) is the centre of all of our business operations
- **RESPONSIBLE** we actively promote a positive culture of safety and environmental responsibility in the workplace and we place the Fircroft HSE policy at the core of any assignment
- **ETHICAL** we operate ethically and demand the highest standards in our actions
- **RELATIONSHIPS** we are committed to developing long lasting relationships with our clients, our candidates, our communities and each other
- **COMMITMENT** we are committed and are focused on the needs of all our customers (clients and candidates)

CONTACTS IN KAZAKHSTAN

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THANK YOU

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