



FATHER AND SONS MANPOWER SUPPLY

Overseas Employment Promoters

Approved by Government of Pakistan
Licence No: OP&HRD/4325/LHR/2018



CEO's MESSAGE

Employees are by far the most valued asset of our organization. Father & Sons Manpower Supply Company dedicated in grooming this asset by providing effective manpower solution to overseas companies.

Our team of consultants and human resource experts fully utilize their experience and expertise to execute the recruitment assignments of our clients. We take great pride that services rendered by Father & Sons Manpower Supply have been widely appreciated and recognized by its clientele.

We never consider our business relationship with our clients on a single deal basis. Our objective is to have a sustained growth, post deployment follow-ups are part of our continuing commitment with our clients.

ENGR MUHAMMAD RASHID
CEO

📞 +92 301 4006185

☎ +92 42 37445563

✉ ceo@fnsms.com

VISION



MISSION



GUARANTEE



VISION

FATHER AND SONS' Vision is to be a top provider of highly skilled and qualified manpower for a wide-range of engineering and technical crafts in international and domestic markets.

MISSION

Its Mission is to be a principal player in construction and engineering services as we focus to build, maintain competencies and reputation in the market.

GUARANTEE

In case of self-selection, candidate will be replaced with a suitable candidate on agency cost if introduced one failed to perform. The cost includes the air fare and agency charges of the replaced candidate.

COMPANY PROFILE

Founded in 2017 by Eng. Muhammad Rashid, Father and Sons Manpower Supply is organized and fast growing recruitment agency in Pakistan, supplying manpower to entire Middle East and Africa region. We are registered by the Government of Pakistan under **Licence No. OP&HRD/4325/LHR/2018.**

We are providing the best recruitment options and elite employment service in Pakistan. The company was established with the ultimate vision of serving most reliable overseas recruitment.

Our motto is to serve with highly skilled and qualified manpower.

Our aim is to exceed our client's needs and expectations by providing effective solutions, characterized by reliability, commitment and creativity. We prefer to build productive relationships, by winning confidence of clients and candidates.

We Provide Manpower To Various Sectors Like;

- Mining & Quarry
- Dairy & Poultry
- Engineering Staff
- Construction Industry
- Heavy Equipment Operators
- Agriculture
- Hotel Industry & Hospitality
- Technicians
- Manufacturing & Food Processing
- Oil Gas & Petrochemical
- Telecommunication
- Transportation
- Healthcare
- Education
- IT Professionals
- Sales & Marketing
- Accounts & Administrative Staff

We are providing best suitable candidates readily available in our data bank or through advertisements and qualified technical consultants associated with us all over Pakistan.

COMPANY POLICY

F&S Manpower Supply is committing with clients to provide best professional services in the areas of recruitment and management consultancy services. We assure integrity, sincerity and professional competency with the continual improvement toward quality management system.

F&S Manpower Supply is based on high standard of training. We are able to provide quality of services ensuring to protect the rights of clients and candidates.

RECRUITMENT PROCEDURE

- Permission from Protector
- Advertisement
- Interviews & Tests
- Introduction to working conditions
- Medical test and inoculation
- Visa Stamping
- Registration
- Reservation & Ticketing
- Follow-ups

LICENCE CERTIFICATE



Government of Pakistan Ministry of Overseas Pakistanis & Human Resource Development Bureau of Emigration & Overseas Employment

Overseas Employment Promoter's Licence Renewal

[Not – Transferable see rules 7 and 9(1)]

Licence No4325 / LHR..... issued on 11/05/2018

authorizing Mr/Miss/Mrs Muhammad Rashid.....

of Messers FATHER & SONS MANPOWER SUPPLY.....



Whose photograph is affixed above, authorising him/her to engage in assisting persons to emigrate for the purpose of employment by obtaining or helping to obtain, for them the necessary passage from Pakistan, subject to the provisions of the Emigration Ordinance, 1979 (XVIII of 1979), and the emigration Rules, 1979, is hereby renewed for the period01/01/2023..... to31/12/2025

Director General

Bureau of Emigration & Overseas Employment
Ministry of Overseas Pakistanis & Human Resource Development
Government of Pakistan

Islamabad,
Dated the24/12/2022.....

Instructions and Conditions

1. The licensee shall carry this licence on his person whenever engaged in any work under Emigration Ordinance, 1979, and the rules made thereunder and shall produce it on demand by a bonafide person including the emigrants' employers in foreign countries and any official of the Government of Pakistan in Pakistan or abroad.
2. Any licensee who causes, or assists in, the emigration of any person in contravention of the provisions of the Emigration Ordinance, 1979, or the rules made thereunder, shall be punishable in accordance with the law.
3. Any violation of the Emigration Ordinance, 1979, or the rules made thereunder, shall render him liable to any one or more the following measures:-
 - (i) Suspension of licence;
 - (ii) Cancellation of licence;
 - (iii) Forfeiture of security money in part of full; and
 - (iv) Prosecution in a court of law under the said Ordinance and the Rules.



CHAMBER OF COMMERCE CERTIFICATE

Book No.B 13500 QDP/7.5/MSD/F-04 Serial No.B 1349923

MEMBERSHIP CERTIFICATE

MEMBERSHIP NO: 96433 - A

Name & address of Chamber **The Lahore Chamber of Commerce & Industry**
XXXXXXXXXX **11 Shara-e-Aiwan-e-Sanat-o-Tijarat, Lahore.**
(Affiliated with the Federation of Pakistan Chambers of Commerce & Industry)

CERTIFIED that **M/s FATHER AND SONS MANPOWER SUPPLY**
(name and address of Member Firm / Company)
48-H BLOCK, MULTAN ROAD, SABZAZAR SCHEME, LAHORE

G.S.T. No. N.T.N. No. **7524715-4**

is a member of this Chamber **Since 05/11/2018**
XXXXXXXXXX

THIS CERTIFICATE shall be valid upto the **31 MAR 2024** unless
(date)
otherwise notified to the NTN / GST Registration authority / Scheduled Bank
concerned.

Given on this **23** day of **Feb** 20 **23**

Signature of Secretary General *[Signature]*

Countersigned by *[Signature]*
Muhammad Adnan Khan Butt
(name and designation)
Vice President 2022-2023



POEPA CERTIFICATE

Book No.B 09936 Serial No.B 993512

MEMBERSHIP CERTIFICATE

Name & address of Chamber **PAKISTAN OVERSEAS EMPLOYMENT**
Association
PROMOTERS ASSOCIATION (POEPA)
(Affiliated with the Federation of Pakistan Chambers of Commerce & Industry)

CERTIFIED that **M/S FATHER & SONS MANPOWER SUPPLY**
(name and address of Member Firm / Company)
OFF 5-11, 3RD FLOOR, RAKSHANDA HEIGHTS, NEAR KHARK STOP, MULTAN ROAD, LAHORE

G.S.T. No. **NA** N.T.N. No. **3520015711351**

is a member of this Chamber **Association**
Association

Membership No: LHR-422

THIS CERTIFICATE shall be valid upto the **31st March, 2024** unless
(date)
otherwise notified to the NTN / GST Registration authority / Scheduled Bank
concerned.

Given on this **17th** day of **March**, 20 **23**

Signature of Secretary General *[Signature]*

Countersigned by **SARFRAZ ZAHOOR CHEEMA**
Chairman
(name and designation)



OUR CLIENTS



Technical Services
& Rock Blasting
Co. (LLC)



شركة الخدمات الفنية
وتفجير الصخور
(ش.م.ع)



AL ZAYED
Shades & Tents Industries L.L.C.



مؤسسة بسمة للتجارة و المقاولات
س.ت. ٢٠٥٠٠٠٤٧٧١

BASMAH
TRADING & CONTRACTING



شركة النواصي الصخرية
Al Nwassy Rock Company
مقاولات عامة - حفر وتفجير وتشغيل المناجم والمحاجر

OUR CLIENTS



National Emirates – UAE



مجموعة حمدان التجارية ش م م
Hamdan Trading Group LLC



الأوسط للمقاولات
MID CONTRACTING



ARECO



Arabian Rock Engineering Co.

DEMAND LETTERS

Technical Services & Rock Blasting Co. (LLC) شركة الخدمات الفنية وتفجير الصخور

P.O. Box 10, P.O. Code 100, Qurban City Centre, Suburbate of Oman
Tel: 24811018 / 19 - Fax: 24811033
C.R. No. 10000048

Date: 12/11/2018

To: Father & Sons Manpower Supply
48-H Block Sabazazar Scheme
Multan Road, Lahore
License. No. :OP&HRD/4325/LHR/2018

Sub: Recruitment Demand Letter.

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details.

S.NO	POSITION	NUMBER	SALARY
1	Helper	20	RD/70/-

Term & Conditions of Employment:

- Contract Period of Employment: 2 Years
- Place of Employment: Sultanate of Oman
- Probation Period: Three month from the date of joining
- Working Hours: Nine hours per day for five days a week. Overtime allowance will be paid for any additional hours of work in accordance with country labor law.
- Accommodation: Will be provided by company
- Food Allowance: Free food/ food allowance will be provided by company
- Transportation from residence: Will be provided by company
- Air ticket from Pakistan to Oman: Will be provided by the company upon joining and upon return to home country.
- Residence permit for the period: Will be provided by company

Yours faithfully,

Technical Services and Rock Blasting Co LLC

Technical Services & Rock Blasting Co. (LLC) شركة الخدمات الفنية وتفجير الصخور

P.O. Box 10, P.O. Code 100, Qurban City Centre, Suburbate of Oman
Tel: 24811018 / 19 - Fax: 24811033
C.R. No. 10000048

November 12, 2018

Power of Attorney

We, M/s Technical Services and Rock Blasting Co LLC, P.O. Box 55, P.C. 102, Tel : 2461018, Fax: 24611033 hereby appoints M/S. Father & Sons Manpower Supply, 48-H Block Sabazazar Scheme Multan Road, Lahore (License. No. : OP&HRD/4325/LHR/2018) to be our true and lawful attorney agent of Pakistan in respect of handling all affairs regarding passport, Deposit or Securities, registration fee etc with the protector of immigration, Govt. of Pakistan and sign all documents except the individual work agreements contracts required by the office in connection with the recruitment of persons for services with our company as per (Oman) Labour law.

Yours faithfully,

Technical Services and Rock Blasting Co LLC

البستاق للإنشاءات
AL BUSTAN CONSTRUCTIONS

C.R. No. 9551193
P.O. Box 1039/AI Athaiba, PC 130, Sultanate of Oman
Postal Code : 130
Suburbate of Oman
Tel: 24117588
Fax: 24117588
Mobile: 95533044

REF: ALB/RDI/2018/0899 Date: 27th Oct, 2018

To: Father & Sons Manpower Supply
48-H Block Sabazazar Scheme
Multan Road
Lahore

License. No. :OP&HRD/4325/LHR/2018

Sub: Recruitment Demand letter

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details.

Sr.No	Job Role	No. of Personnel Required	Salary Offered (OMR)
1	Mason	10	100,000
2	Excavator Operator	3	180,000
3	Grader Operator	3	200,000
4	Heavy Duty Driver	3	200,000
5	Shovel Operator	2	180,000
6	Dozer Operator	2	180,000
7	Roller Operator	2	150,000
8	Land Surveyor	2	250,000
9	Drill Operator	2	200,000

البستاق للإنشاءات
AL BUSTAN CONSTRUCTIONS

C.R. No. 9551193
P.O. Box 1039/AI Athaiba, PC 130, Sultanate of Oman
Postal Code : 130
Suburbate of Oman
Tel: 24117588
Fax: 24117588
Mobile: 95533044

01 NOV 2018

Term & Conditions of Employment:

- Contract Period of Employment: 2 years
- Place of Employment: Sultanate of Oman
- Probation Period: Three month from the date of joining.
- Working Hours: 10 hours per day for six days a week. Overtime allowance will be paid for any additional hours of work in accordance with Country labour law.
- Accommodation: Will be provided by company
- Food Allowance: Free food/food allowance will be provided by company
- Transportation from residence: Will be provided by company
- Air Ticket from Pakistan to Oman: Upon joining and upon return to Home country.
- Residence permit for the period: Will be provided by company.

Yours Faithfully

For and on behalf of Al Bustan Constructions

البستاق للإنشاءات
AL BUSTAN CONSTRUCTIONS

C.R. No. 9551193
P.O. Box 1039/AI Athaiba, PC 130, Sultanate of Oman
Postal Code : 130
Suburbate of Oman
Tel: 24117588
Fax: 24117588
Mobile: 95533044

01 NOV 2018

REF: ALB/RDI/2018/0900 Date: 27th Oct, 2018

Power of Attorney

We, M/s Al Bustan Constructions, P.O.Box 1039,AI Athaiba, PC 130, Sultanate of Oman, hereby appoints M/S. Father and Sons Manpower Supply, 48-H Block Sabazazar Scheme, Multan Road, Lahore (License No.OP&HRD/4325/LHR/2018) to be our true and lawful attorney agent of Pakistan in respect of handling all affairs regarding passport, Deposit or Securities, registration fee etc with the protector of immigration, Govt. of Pakistan and sign all documents except the individual work agreements contracts required by the office in connection with the recruitment of persons for services with our company as per (Oman) Labour law.

Yours Faithfully,

For and on behalf of Al Bustan Constructions

DEMAND LETTERS

Al-Mardouf Contracting Company LIMITED شركة المردوف للمقاولات
 Ref: MCC-GENERAL/0137-23 Date: 13 Sep 2023

To: M/S. Father & Sons Manpower Supply
 Office No. 5-11, 3rd Floor,
 Raddhanda Heights, Muttar Rd,
 near Akbari Stop, Block H,
 Sabzezar, Lahore
 License No.: OPA/HRD/4325/LHR/2018
 Sub-Recruitment Demand Letter.

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details:

S.NO	POSITION	NUMBER	SALARY
1	Drivers (HTV)	10	1200 ---- 1400
2	Digger Operators	10	1800 ---- 2500
3	Shovel Operators	10	1800 ---- 1800
4	Grader Operators	10	1800 ---- 2500

Terms and Conditions of Employment:

- Contract Period of Employment: 2 Years
- Place of Employment: K.S.A
- Probation Period: Three month from the date of joining
- Working Hours: Eight hours per day for six days a week. Overtime allowance will be paid for any additional hours of work in accordance with country labor law.
- Accommodation: Will be provided by company
- Food Allowance: Included in the Salary
- Transportation from residence: Will be provided by company
- Air ticket from K.S.A to Pakistan: Will be provided by the company after completion of two years
- Residence permit for the period: Will be provided by company

Yours Faithfully,
 On Behalf of Al Mardouf
 Bader Salim Al-Mardouf
 HR & Admin Manager

نسخة الشركة: المردوف القابض التي هي المطلب: 0137-23 (0137-23) من 13-09-2023. رقم الترخيص: OPA/HRD/4325/LHR/2018، رقم الطلب: MCC-GENERAL/0137-23، تاريخ الطلب: 13-09-2023. نرجو التكرم بالرجوع إلى: www.al-mardouf.com ، Email: info@al-mardouf.com ، al-mardouf@hotmail.com

Al-Mardouf Contracting Company LIMITED شركة المردوف للمقاولات
 Ref: MCC-GENERAL/0138-23 Date: 13 Sep 2023

POWER OF ATTORNEY

Subject: Appointment of M/s. Father & Sons Manpower Supply as lawful attorney agent

Dear Sir/Madam,

We, Al Mardouf Contracting Company, with our principal office located at Al Madinah Al Munawara, K.S.A, hereby appoint M/S. Father & Sons Manpower Supply, located at 48-H Block Sabzezar Scheme, Muttar Road, Lahore (License No.: OPA/HRD/4325/LHR/2018), as our true and lawful attorney agent in Pakistan. This appointment authorizes M/S. Father & Sons Manpower Supply to handle all our affairs concerning the processing of passports, deposit or securities, registration fees, and other related tasks with the Protector of Immigrants, Government of Pakistan. They are granted the authority to sign all documents on our behalf, with the exception of individual work agreements contracts, in relation to the recruitment of personnel for services with Al Mardouf Contracting Company in accordance with the Labor law of the Kingdom of Saudi Arabia (KSA). We trust M/S. Father & Sons Manpower Supply to uphold the highest professional standards and work diligently in our best interests. We also expect them to liaise with us regularly and keep us informed about all the processes and procedures undertaken in our name. Thank you for your attention to this matter. We look forward to a productive and professional collaboration with M/S. Father & Sons Manpower Supply.

Yours Faithfully,
 On Behalf of Al Mardouf
 Bader Salim Al-Mardouf
 HR & Admin Manager

نسخة الشركة: المردوف القابض التي هي المطلب: 0138-23 (0138-23) من 13-09-2023. رقم الترخيص: OPA/HRD/4325/LHR/2018، رقم الطلب: MCC-GENERAL/0138-23، تاريخ الطلب: 13-09-2023. نرجو التكرم بالرجوع إلى: www.al-mardouf.com ، Email: info@al-mardouf.com ، al-mardouf@hotmail.com

Al-Mardouf Contracting Company LIMITED شركة المردوف للمقاولات
 No: 44/M/2021 Date: 21/11/2022

To: M/S. Father & Sons Manpower Supply
 Office No. 5-11, 3rd Floor,
 Raddhanda Heights, Muttar Rd,
 near Akbari Stop, Block H,
 Sabzezar, Lahore
 License No.: OPA/HRD/4325/LHR/2018
 Sub-Recruitment Demand Letter.

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details:

S.NO	POSITION	NUMBER	SALARY
1	Drivers (HTV)	100	1200 ---- 1400
2	Digger Operators	20	1800 ---- 2500
3	Shovel Operators	20	1200 ---- 1800
4	Grader Operators	10	1800 ---- 2500
5	Mechanic for Atlas Rock Drilling equipment	1	3000 ---- 4000
6	Hydraulic Mechanic for Heavy equipment	1	2500 ---- 3500
7	Engine Mechanic for Heavy Equipment	1	2500 ---- 3500
8	Electrician of Heavy Equipment	1	2500 ---- 3500

Terms and Conditions of Employment:

- Contract Period of Employment: 2 Years
- Place of Employment: K.S.A
- Probation Period: Three month from the date of joining
- Working Hours: Eight hours per day for six days a week. Overtime allowance will be paid for any additional hours of work in accordance with country labor law.
- Accommodation: Will be provided by company
- Food Allowance: Included in the Salary
- Transportation from residence: Will be provided by company
- Air ticket from K.S.A to Pakistan: Will be provided by the company after completion of two years
- Residence permit for the period: Will be provided by company

Best Regards,
 General Director
 Mahabub Sultan Al-Mardouf

نسخة الشركة: المردوف القابض التي هي المطلب: 44/M/2021 (44/M/2021) من 21-11-2022. رقم الترخيص: OPA/HRD/4325/LHR/2018، رقم الطلب: 44/M/2021، تاريخ الطلب: 21-11-2022. نرجو التكرم بالرجوع إلى: www.al-mardouf.com ، Email: info@al-mardouf.com ، al-mardouf@hotmail.com

AL ZAYED GROUPS & TRADING INDUSTRIES LLC

Dated: 22nd June 2019

To: Father & Sons Manpower Supply
 48-H Block Sabzezar Scheme
 Muttar Road, Lahore
 License No.: OPA/HRD/4325/LHR/2018
 Sub-Recruitment Demand Letter.

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details:

S.NO	POSITION	NUMBER	SALARY
1	Welders	10	1200-1300 AED
2	Fabrication (Steel & Aluminium)	5 each	1200-1600 AED
3	Painters	5	1400-1500 AED
4	Tailors	7	1300 AED
5	Gas Cutter & Leath Machine worker	2	1200-1300 AED
6	Chin & Grinder	2	1300-1400 AED
7	Mason & Steel fitter	4 each	1200-1300 AED

Term & Conditions of Employment:

- Contract Period of Employment: 2 Years
- Place of Employment: UAE
- Probation Period: Three month from the date of joining
- Working Hours: Eight hours per day for six days a week. Overtime allowance will be paid for any additional hours of work in accordance with country labor law.
- Accommodation: Will be provided by company
- Food Allowance: Will not be provided by company
- Transportation from residence: Will be provided by company
- Air ticket from UAE to PAKISTAN: Will be provided by the company upon return to home country
- Residence permit for the period: Will be provided by company

Yours Faithfully,
 Al Zayed Shades & Textile Industry LLC

نسخة الشركة: المردوف القابض التي هي المطلب: 22-06-2019 (22-06-2019) من 22-06-2019. رقم الترخيص: OPA/HRD/4325/LHR/2018، رقم الطلب: 22-06-2019، تاريخ الطلب: 22-06-2019. نرجو التكرم بالرجوع إلى: www.al-zayed.com ، Email: info@al-zayed.com ، al-zayed@hotmail.com

AL ZAYED GROUPS & TRADING INDUSTRIES LLC

Dated: 19th May, 2019

To: Father & Sons Manpower Supply
 48-H Block Sabzezar Scheme
 Muttar Road, Lahore
 License No.: OPA/HRD/4325/LHR/2018
 Sub-Recruitment Demand Letter.

Dear Sir,

We hereby authorize you to source manpower for the following categories from Pakistan to work in our company as per following details:

S.NO	POSITION	NUMBER	SALARY
1	Welders	10	1,200 - 1,300 AED
2	Fabrication (Steel & Aluminium)	5 each	1,500 - 1,600 AED
3	Painters	5	1,400 - 1,500 AED
4	Tailors	7	1,300 AED
5	Gas cutter & leath machine worker	2	1,200 - 1,300 AED
6	CNC and Grinder	2	1,300 - 1,400 AED
7	Mason - Steel fitter	4 each	1,200 - 1,300 AED

Term & Conditions of Employment:

- Contract Period of Employment: 2 Years
- Place of Employment: UAE
- Probation Period: Three month from the date of joining
- Working Hours: Eight hours per day for six days a week. Overtime allowance will be paid for any additional hours of work in accordance with country labor law.
- Accommodation: Will be provided by company
- Food Allowance: Will not be provided by company
- Transportation from residence to UAE: Will be provided by the company upon return to home country
- Residence permit for the period: Will be provided by company

Yours Faithfully,
 Al Zayed Shades & Textile Industry LLC

نسخة الشركة: المردوف القابض التي هي المطلب: 19-05-2019 (19-05-2019) من 19-05-2019. رقم الترخيص: OPA/HRD/4325/LHR/2018، رقم الطلب: 19-05-2019، تاريخ الطلب: 19-05-2019. نرجو التكرم بالرجوع إلى: www.al-zayed.com ، Email: info@al-zayed.com ، al-zayed@hotmail.com





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Father & Sons Manpower Supply

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Office No. S-11, 3rd Floor, Rakhshanda Heights,
Multan Road, Near Kharak Stop, Lahore-Pakistan.

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info@fnsms.com

www.fnsms.com

Father & Sons Manpower Supply

Father and Sons Manpower Supply

Father and Sons Manpower Supply

عنوان: 11-اس، الطابق الثالث، البناء رخشاندا، سبزار سكيم،
شارع ملتان، لاهور، الباكستان