

July 31, 2006

To:

**RAUL J. DE VERA, JR. / PRESIDENT**  
**CHERUB MANPOWER INCORPORATED / POEA LIC. NO. 03-0092**  
**3998 YAGUE STREET, BRGY. TEJEROS, PASONG TAMO,**  
**MAKATI CITY, MANILA, PHILIPPINES**

**JOB ORDER / DEMAND LETTER**

We, **DIFFERENT PLACE LABOUR SOLUTIONS INC.**, as per our **SPECIAL POWER ATTORNEY** dated July 31, 2006, do hereby place an order to recruit skilled workers from the Philippines for employment in Alberta, Canada. We require workers who are able to provide evidence that they meet the **MINIMUM REQUIREMENTS** for the trades in Alberta, as outlined and set forth in **ATTACHMENT "A"** which forms part of this **JOB ORDER**. This **JOB ORDER** is for the exclusive use of our true and legal representative in the Philippines, **CHERUB MANPOWER INCORPORATED**.

We would greatly appreciate your prompt attention and approval of this **JOB ORDER**;

<u>POSITION / CATEGORY:</u>	<u>NUMBER OF WORKERS:</u>	<u>WAGE PER HOUR:</u>
Steamfitter-Pipefitter	125	\$31.25 CDN + Benefits
Pressure / Pipe (6G) Welder	75	\$31.25 CDN + Benefits
Structural Ironworker	50	\$31.25 CDN + Benefits

This **JOB ORDER / DEMAND LETTER** is covered by the terms and conditions stipulated in the **Recruitment Services Agreement** between **DIFFERENT PLACE LABOUR SOLUTIONS INC.** and **CHERUB MANPOWER INCORPORATED**.

Terms and Conditions of Employment:

1. **Project Locations** Alberta, Canada
2. **Period of Employment** One (1) year, renewable annually (duration 2-3 years)  
Expected Start Date: 4<sup>TH</sup> QUARTER, 2006
3. **Hours of Work** 10 hours per day / 5 days a week;  
Overtime is paid on hours over (8) per day, and (40) per week – average work-week is (200hrs)  
(overtime=Wage per hour x 1.5)
4. **Accommodations** The Employer will either provide full-service camp facilities, or a per diem living allowance while employees are working; depending on the specific Project, workers may be required to have accommodations outside of camp for their days off; in cases such as this, the employer will assist workers in finding proper accommodations

**Terms and Conditions of Employment:**

**5. Meals**

2 meals + a bag lunch provided in camp; otherwise meal costs are covered under the per diem living allowance while workers are on site, or on the job

**6. Passage to Country**

The Employer will pay for round-trip airfare; depending on the specific employer, they may look to deduct this cost by equal installments from the workers' salary once full-time employment begins in Alberta

**7. Medical Coverage**

Full medical coverage will be provided from Day #1 of Employment for all workers

\*Injuries sustained while on the job will be treated at the expense of the Employer as per Occupational Health & Safety Regulations / Workers Compensation Board (WCB)

**8. Benefits**

As part of the Collective Agreement between the Employer and the affiliated Canadian Union, all employees are entitled to full benefits after 350 hours of employment; Vacation/Stat Pay (10%) + RSP (6%)

**9. Tax**

Alberta Provincial & Canadian Federal Taxes apply;

**10. Language Requirements**

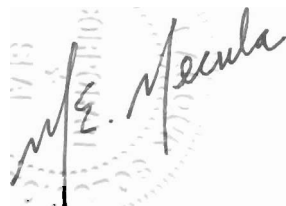
Workers must have a good understanding of the English Language; speaking, reading & writing

**11. Rotation / Leave**

The home leave rotation will depend on the specific site; workers will be advised of their rotation in the Offer of Employment letter they will receive from the Employer once clearance is granted through AIT & Service Canada

**12. Foreign Worker Employment Costs**

As a condition of employment, foreign workers may be responsible for some, if not all of the costs and fees associated with becoming eligible for employment in Alberta; this includes, but is not limited to: applications fees, training programs costs & Government fees



**Per:**

**Michael E. Necula, Managing Director  
Different Place Labour Solutions Inc.**

**Signed before M. Joan Riddle,  
Barrister, Solicitor & Notary Public, Canada**

**Witness:**

**M. Joan Riddle, LL.M.**

**Barrister and Solicitor for the Province of  
Alberta**

## ATTACHMENT "A"

### MINIMUM REQUIREMENTS FOR THE PROVINCE OF ALBERTA

#### STEAMFITTER-PIPEFITTER

All foreign nationals applying to work as a pipefitter in Alberta, Canada under the 'Temporary Foreign Worker (TFW)' Program must have a minimum of 9,000 hours of experience in the pipefitter trade, and 72 months (6 years) of hands-on work experience. The hours and months of experience for a candidate will be calculated using the Certificates of Employment and/or the \*Confirmation of Work Experience Forms provided in the application to Alberta Apprenticeship & Industry Training (AIT); if the minimum amount of experience cannot be verified based on the information provided, the application will be rejected.

An applicant's training and work-experience will need to be clearly listed on (AIT's) 'Qualification Certificate Application'. Foreign nationals must be able to provide 'Certificate of Employment' letters from previous employers and be prepared to have all of their work-experience verified by officials from (AIT). If a candidate does not have a 'Certificate of Employment' from a previous employer, a \*Confirmation of Work Experience' Form included in the Qualification Certificate Application can be used in its place. This document will need to be signed and dated by a representative working for the company, with knowledge of the candidate's work history and performance. This same individual must also be prepared to speak with an official from (AIT) and verify the information provided on the document.

Foreign nationals must be a journeyman pipefitter in their country of origin in order to be eligible for the Temporary Foreign Worker Program.

It is mandatory that all applicants in the steamfitter-pipefitter trade write and pass (70% or higher) the 'Qualification Certificate' theory exam/test in order to remain working in Canada under the (TFWP). This exam/test must be challenged within 6 months upon arrival in Alberta, Canada. All foreign workers will receive preparatory training provided by the employer, prior to challenging the exam. Workers who fail will be given additional training and one (1) additional chance to pass the exam. If the passing grade is not achieved after the second attempt, the foreign worker's contract will be cancelled and the worker will be required to return to his country of origin.

After a foreign worker has successfully passed the theory exam/test for a pipefitter, (AIT) will issue a 'Qualification Certificate' to the worker. This Certificate proves that the worker's skills in the trade are equivalent to the Alberta journeymen standards.

#### WELDERS - PIPE / \*B-PRESSURE WELDERS (\*6G WELDERS)

**\*In Canada, a 'B-Pressure Welder' would be similar to a '6G Welder' elsewhere in the World.**

All foreign nationals applying to work as a welder in Canada under the (TFW) Program must have a minimum of 7,020 hours of experience in the welder trade, and 54 months (4.5 years)

of hands-on work experience. The hours and months of experience for a candidate will be calculated using the Certificates of Employment and/or the \*Confirmation of Work Experience Forms provided in the application to Alberta Apprenticeship & Industry Training (AIT); if the minimum amount of experience cannot be verified based on the information provided, the application will be rejected.

An applicant's training and work-experience will need to be clearly listed on (AIT's) 'Qualification Certificate Application'. Foreign nationals must be able to provide 'Certificate of Employment' letters from previous employers and be prepared to have all of their work-experience verified by officials from (AIT). If a candidate does not have a 'Certificate of Employment' from a previous employer, a \*Confirmation of Work Experience' Form included in the Qualification Certificate Application can be used in its place. This document will need to be signed and dated by a representative working for the company, with knowledge of the candidate's work history and performance. This same individual must also be prepared to speak with an official from (AIT) and verify the information provided on the document.

Foreign nationals must be a journeyman welder in their country of origin in order to be eligible for the Temporary Foreign Worker Program.

All applicants under the (TFW) Program must write and pass (70% or higher) a theory exam/test for the trade in Alberta, Canada. This exam/test must be challenged within 6 months upon arrival in Alberta, Canada. All foreign workers will receive preparatory training provided by the employer, prior to challenging the exam. Workers who fail will be given additional training and one (1) additional chance to pass the exam. If the passing grade is not achieved after the second attempt, the foreign worker's contract will be cancelled and the worker will be required to return to his country of origin.

For the welder trade, applicants will also be required to pass a practical exam/test to test hands-on proficiency. The welder test must also be challenged within 6 months upon arrival in Canada. A re-attempt is allowed if the worker fails the test on the first try, however additional costs for materials and testing will apply.

After a foreign worker has successfully passed both of the mandatory tests for welders, (AIT) will issue a 'Qualification Certificate' to the worker. This Certificate proves that the worker's skills in the trade are equivalent to the Alberta journeymen standards.

\*In the Province of Alberta, all pressure welding is controlled and regulated by the 'Alberta Boilers Safety Association' (ABSA). In addition to the exams/tests required by (AIT), all pressure / pipe (6G) welders will need to pass the practical exams/tests required by ABSA before any pressure welding can be done in the Province of Alberta.

Foreign nationals applying as a welder must first receive their 'Qualification Certificate' from (AIT) before they are allowed to challenge the 'B-Pressure / (6G) Welder Qualification Test administered by (ABSA).

## **STRUCTURAL IRONWORKERS**

All foreign nationals applying to work as an ironworker in Canada under the 'Temporary Foreign Worker Program' must have a minimum of 6,750 hours of experience in the ironworker trade, and 54 months of hands-on work experience. The hours and months of experience for a candidate will be calculated using the

Certificates of Employment and/or the \*Confirmation of Work Experience Forms provided in the application to Alberta Apprenticeship & Industry Training (AIT); if the minimum amount of experience cannot be verified based on the information provided, the application will be rejected.

An applicant's training and work-experience will need to be clearly listed on (AIT's) 'Qualification Certificate Application'. Foreign nationals must be able to provide 'Certificate of Employment' letters from previous employers and be prepared to have all of their work-experience verified by officials from (AIT). If a candidate does not have a 'Certificate of Employment' from a previous employer, a '\*Confirmation of Work Experience' Form included in the Qualification Certificate Application can be used in its place. This document will need to be signed and dated by a representative working for the company, with knowledge of the candidate's work history and performance. This same individual must also be prepared to speak with an official from (AIT) and verify the information provided on the document.

Foreign nationals must be a journeyman ironworker in their country of origin in order to be eligible for the Temporary Foreign Worker Program.

It is mandatory that all applicants in the ironworker trade write and pass (70% or higher) the 'Qualification Certificate' theory exam/test in order to remain working in Canada under the (TFWP). This exam/test must be challenged within 6 months upon arrival in Alberta, Canada. All foreign workers will receive preparatory training provided by the employer, prior to challenging the exam. Workers who fail will be given additional training and one (1) additional chance to pass the exam. If the passing grade is not achieved after the second attempt, the foreign worker's contract will be cancelled and the worker will be required to return to his country of origin.

After a foreign worker has successfully passed the theory exam/test for the ironworker trade, (AIT) will issue a 'Qualification Certificate' to the worker. This Certificate proves that the worker's skills in the trade are equivalent to the Alberta journeymen standards.