



RAKIA 
RECRUITING™
A Global Workforce Company

**WE PROVIDE
FAST ACCESS TO
TOP TALENT THROUGH
OUR NETWORK THAT
TAPS INTO MORE PLACES THAN
ANY OTHER RECRUITMENT AGENCY.**



CORPORATE INFORMATION

Rakia Recruiting™

We are a recruitment company committed to understanding and responding to the unique concerns of the Canadian construction, mining, and energy industries by fulfilling the need for skilled professionals. We make it easier for companies to retain people and meet both deadlines and budgets, while providing excellent and flexible customer service.

Our History

Since 2010, Rakia Recruiting has addressed the labour shortages in the construction, mining, and energy industries across Canada. However, the history of Rakia Recruiting goes back much further than its Canadian inception through the experience and established processes of its working partner.

Our Partner

Rakia Recruiting consists of its own team of recruitment professionals and a unique, symbiotic relationship with its partner, **Rakia Global**.



Rakia Global has been in the international trades and engineering recruitment market since 1995, and specializes in bringing highly skilled workers from various countries to the labour market worldwide.

Temporary Staffing

Rakia Recruiting's temporary staffing division possesses the expertise to create the best match for administrative staff to skilled professionals for every phase of your project. All of our candidates have been screened, skill assessed and reference checked before we send them to you. To meet your needs, 237 skill grades are offered – if a skill exists, we can staff it.

With Rakia Recruiting, you get:

- Carefully Selected Employees. We focus on retaining the right staff. Our premier compensation package means that we can choose our staff through comprehensive screening and quality assurance.
- Protection of your investment. Our regular follow-ups ensure that you are continually satisfied through to the last day of our placement.



Permanent Staffing

Rakia Recruiting's permanent staffing division is designed to simplify your recruitment process and make it as cost effective as possible. We can help you recruit people at all levels of seniority, from internal administrative positions to skilled trades people and field labourers. With a dedicated recruitment team, we focus on finding you the most qualified candidates for your team.

Rakia Recruiting can help:

- By improving the quality of selection. Through our partnership, we have access to over 100,000 candidates in 131 countries and numerous communities throughout Canada.
- By saving you time. Our screening process enables us to dedicate our time to finding you the right people for your business from our diverse candidate pool.



Executive Staffing

Rakia Recruiting's executive search division provides a high touch, high value service delivery to our clientele. We undertake assignments at the \$500,000 income level.

We are selective about our clientele, meaning that we only accept search assignments and candidates for presentation to our clients in those circumstances where we can add value to the process.

Rakia Recruiting ensures:

- A selection of only the best and most professional candidate list with a thorough understanding of your company's needs.
- Our professionalism and customer satisfaction is offered at competitive rates. With this in mind, we have committed representatives from our team follow up with your company to confirm we've met all your needs.



Project Staffing

Rakia Recruiting's project staffing division is equipped to increase construction profitability by keeping your labour costs to a minimum. Our project staffing process is designed to accurately match your workforce to your workload.

Rakia Recruiting can provide you with a team whose mission is to help you complete your project on time and within budget.

With Rakia Recruiting, you are provided:

- Experience through our international partnership.
- Strong methodology and high quality commitment behind every project we take on.
- Highly skilled, well trained, most qualified and experienced personnel.



International Workforce Program (IWP)

Rakia Recruiting's International Workforce Program gives you direct access to the diverse experience and skills of the foreign labour market. Our team can find the people you need to get your project done on schedule, on budget, and for significantly less than conventional staffing methods.

Rakia Recruiting's International Workforce Program is a single source solution for all your recruitment, project and staffing needs. You will gain:

- Access to a comprehensive database of skilled and experienced professionals
- Perfected infrastructure to tap into the global talent pool by maintaining an active and diverse portfolio of external and partnered websites
- The option to use either direct employment of the selected candidates or to subcontract their services
- Targeted combination of search, selection and database services, individually tailored to satisfy specific client requirements



Immigration Services



Through Rakia Recruiting's independent immigration consultants and global partnership, consulting services are readily available. The Immigration Consulting Service consists of two parts:

1. Immigration Consultation to clients who prefer to recruit on their own.
2. Foreign Worker Recruitment for clients who wish to delegate this task.



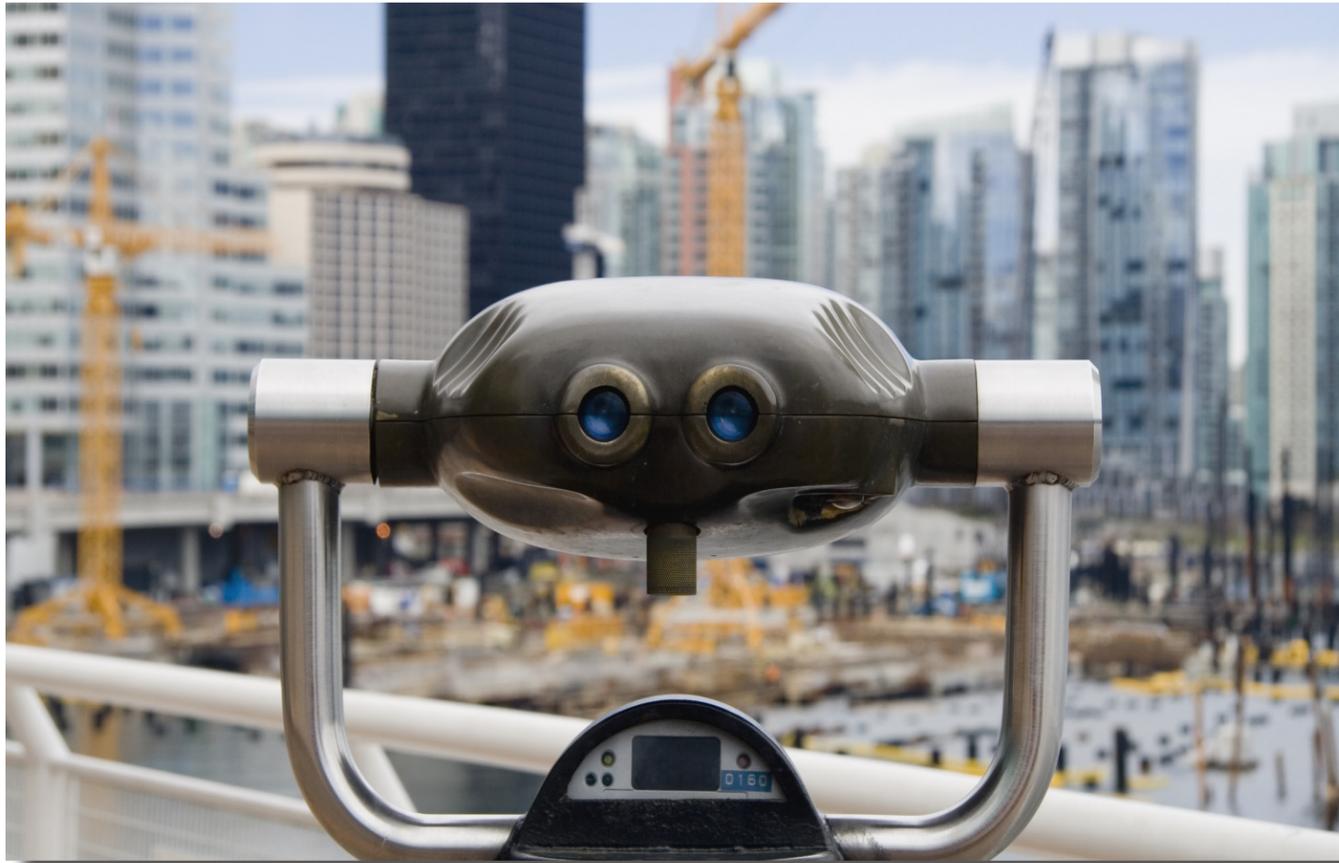
Clients will be working with ICCRC Regulated Immigration Consultants, who will deliver current knowledge of recent developments and trends, and will accordingly provide clients with the most realistic options. We accept applicants from all over the world and have previously sourced workers from Mexico, Guatemala, India, Philippines, China, Hong Kong, New Zealand, South Africa, Brazil, Germany, France, United Kingdom, and Iran.

<p>Complex Building Developments</p> <p>Rakia Recruiting has provided employees for a range of projects, from small-scale buildings to highly complex multi-building developments, some large enough to cover over 40km of land and employ an average of 750 workers on-site over several years to meet scheduling demands.</p> <p>Large-Scale Infrastructure</p> <p>Our team has supplied experienced workers in infrastructure construction such as bridges, some of which total over 3000 meters in length and over 15 meters in width and stretch the envelope of structural design and technology.</p>	<p>Architects CAD Technicians Carpenters Cement Workers Construction Labourers Engineers Equipment Operators Drywall Installers and Tapers Electricians Estimators Fork Lift Drivers Metal Workers Project Managers Safety Officers Superintendents</p>	
<p>Mining</p> <p>Rakia Recruiting has supplied all types of professionals involved in the quarrying and mining of precious metals such as gold and silver, in both open and underground mines. Completed projects have required the use of technology, heavy-duty equipment, and transport.</p> <p>Quarrying</p> <p>An example of one of our projects involved the quarrying of marble and other stones, which included specialized tool operations for quarrying, heavy-duty transport, and factory cutting and polishing to achieve the final product.</p>	<p>Civil Engineers GIS Technicians Heavy Duty Mechanics Heavy Equipment Operators Core Drillers and Samplers Environmental Engineers Environmental Scientists Estimators Field Technicians Geologists Geotechnical Engineers Hydrogeologists Miners Mining Engineers</p>	
<p>Solar Power</p> <p>Rakia Recruiting has connected organizations with skilled professionals in various parts of the clean energy movement. An example is the installation of solar farms, involving the comprehensive design, construction, and installation of infrastructure, equipment, and facilities.</p> <p>Oil and Gas</p> <p>Our team of professionals has supplied all types of workers within the oil and gas industry to projects including small-to-large-scale pipeline connections.</p>	<p>Chemical Technicians Control Centre Operators Engineers Electrical Technicians Energy Analysts Exploitation Engineers Field Production Operators Electrical Technicians Geochemists Geophysicists Industrial Electricians Petroleum Engineers Plant and Facility Operators Quantitative Analysts</p>	

CONSTRUCTION

MINING

ENERGY



CVApp Overview

CVApp is a digital system that serves as a recruitment portal and career development centre, both internationally and locally. It provides a unique application that offers employers the opportunity to choose the right candidate via video introduction, giving it a modern twist and making it an effective way in presenting a candidate's qualifications.

Using this application will allow candidates to broadcast their skills one step before the interview process. Candidates and employers prefer using this tool during the hiring process because it is an innovative and effective approach to applying for a job.

CVApp allows candidates to send a digital CV to anyone beginning with just 3 simple steps:

1. Upload resume and cover letter.
2. Begin recording while reading the cover letter and outlining qualifications for the desired position.
3. Once the recording is complete, there is the option to send the digital CV by email to anyone and even share it on a candidate's LinkedIn profile.

Communication and Client Care

Your needs are important to us. With this in mind, we tailor our services to suit your needs. We begin the recruitment process by carefully analyzing your company so that our candidate search can be focused and responsive to your requirements. We then scout for candidates, screening and narrowing down the most qualified individuals for you to choose from. Once we have found a suitable candidate to join your team, we ensure a smooth transition by following up with you over the course of several months.

Quality and Efficiency

We pre-screen all potential candidates with a preliminary interview, checking their references, and presenting only the most suitable shortlist of candidates for your review. With Rakia Global as an integral partner in the process, we have instant access to over 100,000 skilled professionals and labourers globally, making us your fastest and most efficient hiring resource.

Don't Pay Until We're Done

We understand that hiring someone new is an important investment, and you want to know what you're getting. Our fee, one of the most competitive in the industry, is structured on a contingency basis, which means that you pay only when we've found you the right person. It's no risk for you, and we're confident that you won't be disappointed.

We Guarantee Your Satisfaction

In addition to competitive rates, we offer a satisfaction guarantee that is unique in the recruitment industry. A new hire is a valuable investment and, as with any investment, it needs to be protected against unforeseen circumstances. Our Replacement Insurance does exactly that. In the event that things are not working out with your new recruit, we will promptly find a suitable replacement at no cost to you, giving you peace of mind while ensuring an efficient employment process.

Experience and World-Class Service

With an international background, recruitment expertise, customer focus, round-the-clock support, and a reputable team of professionals, Rakia Recruiting's achievements are based solely on reliability, professionalism, loyalty, and efficiency, with a fundamental understanding of the economic principles underlying your industry.

Flexibility and Transparency

We have perfected a transparent communication system for both clients and candidates by ensuring timely client updates related to any changes occurred during our on-going project management and by completing candidate information on all the details, requirements and risks associated with different projects and assignments.

Replacement Insurance

Choosing the right people for your organization is an important decision. We understand that hiring is an investment, and every investment should be protected. Our **Replacement Insurance** is the best protection you can have.

Therefore, in the event that a new employee needs to be replaced, given that:

- a) It is for any reason other than work shortage or layoff
- b) You have paid the recruitment fee within 30 days of invoice date, and
- c) It is within the insurance coverage dates

A new employee will be covered by a brand new insured period of equal duration and conditions. Additionally, you have the option to, for a nominal fee, extend the duration of your Replacement Insurance up until the last day of the original insured period.

In the unlikely event that we cannot find you a suitable replacement within two weeks, we will refund you 50% of the original fee paid.

Rakia Recruiting looks to offer every possible solution to your HR needs to better ensure you find the right person for your company.



Save Time and Money

We do the legwork for you, so you can concentrate on running your business and saving money at the same time.

Get Better People

With a streamlined system of scouting and screening candidates, we can do more work in less time to find you the right people.

Peace of Mind

We understand your industry and what you need to stay competitive. We guarantee your satisfaction with our no-risk Replacement Insurance.

Avoid Project Delays and Costly Overruns

We can staff your project quickly, decrease hard and soft costs, and increase retention rates by finding the right people.

Respond Quickly to Market Changes

With instant access to thousands of skilled labourers and professionals, we can get you the right skill sets as you need them.





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