

Government of the People's Republic of Bangladesh
Ministry of Expatriates' Welfare and Overseas Employment
Probashi Kallyan Bhaban, Eskaton Garden, Ramna, Dhaka-1000

Record Number: 49.00.0000.000.000.11.0001.24.15

Date: 04/05/2026

Subject: Recruitment Approval to Japan.

Reference: Application of Caplan International (RL-1697)

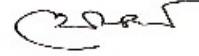
With reference to the above subject and application of recruitment agent Caplan International (RL-1697), the undersigned is directed to convey the Recruitment Approval in favor of the said recruiting agent to process for the employment of following 04 (Four) Bangladeshi Worker in compliance with the following terms and conditions:

SL	Name of the Registration Supervising Organization with address	Name of the Implementing Organization with address	Specified Skilled Worker (SSW)	Job Specification and Number of Workers	Salary & Other benefits (According to Demand Letter)
01	Japan HR Solutions Co., Ltd. Kuri Bldg 6F C, 4-2-10 Sakae, Naka-ku, Nagoya, Aichi 450-0008 Japan	Heart Co., Ltd. 2601 Tonodo, Seki City, Gifu 501-3206 Japan Work Location 18-1 Higashinuma, Kaimei, Ichinomiya City, Aichi	AFROJA AKTER Passport No: A17696714 MD NAJMUL ISLAM Passport No: A19273431 MD MAMUNUR ROSHID MITHUN Passport No: A09080206 NONDA CHANDRA DEBSARMA Passport No: A11910859	Caregiver 4 persons (3 Male and 1 Female)	*Age: 18-40 Years Old *Salary: Monthly Salary Approx. 210,000 Yen (Including social insurance, income tax and accommodation expenses etc.) Actual amount of salary will be mentioned in the employment contract. *Period of Contact: Maximum 5 years. *Working Hours and Days: 40 hours a week. *Accommodation, Transportation: Arrange by employer (Rent is paid directly by the employee) *Food: Employees own arrangement. * Air ticket: One way Air Ticket (After complete of contract)

Terms and Conditions

1. The Sending Organization shall not employ any sub-agent in the entire relevant process of sending Specified Skilled Worker (SSW)
2. The amount of money to be taken by the concerned Sending Organization as pre-selection training and post-selection management cost must not be greater than the amount (BDT 1,48,250) already determined by the Ministry.
3. The Accepting Organization shall bear all the necessary expenses for the finally selected Specified Skilled Worker (SSW) and provide all facilities described in Employment contract and demand letter.
4. Both the Sending Organization and the finally selected Specified Skilled Worker (SSW) must complete and submit a narration in the form of written affirmation that the Specified Skilled Worker (SSW) must return to Bangladesh upon completion of training of 03(three) years or in prescribed time in Japan.
5. The necessary written agreement must have to be signed in between the Sending Organization and the Accepting Organization according to the written model treatise approved by Organization of Technical Intern Training (OTIT) & Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE).
6. This approval is valid only for the demand for the Specified Skilled Worker (SSW) described in this letter.
7. All the terms and conditions prescribed in Guidelines must have to be followed for sending Specified Skilled Worker (SSW) to Japan under the supervision of both OTIT and the MoEWOE. Moreover, other related laws of Bangladesh and International laws will have to be followed strictly. Necessary instructions of OTIT shall also be followed.

8. Humanity and ethics must be maintained usually all the time and everywhere under the sphere of existing laws.
9. The clearance shall be terminated or cancelled and necessary legal action shall be taken, if violation of any term and condition depicted above is proved.
- 1 In case of violation of any of the Conditions described in the Guidelines and Employment Contract the concerned Sending Organization (SO) will bear the responsibility given by the Ministry.
0. This is an initial permission but before issuing the immigration clearance card BMET will verify the relevant credentials through OEP to ensure accuracy.



04-05-2026

Md. Hedaietul Islam Mondol

Deputy Secretary

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Director General

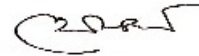
Bureau of Manpower Employment and Training, 89/2, kakrail, Dhaka.

Record Number: 49.00.0000.000.000.11.0001.24.15/1 (10)

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Copy for Kind Information and Necessary Action(Not in the order of seniority):

1. H. E. Ambassador, Embassy of Japan in Bangladesh, Dhaka..
2. H.E Ambassador, Embassy of the People's Republic of Bangladesh, Tokyo, Japan..
3. Joint Secretary (Employment), Ministry of Expatriate's Welfare and Overseas Employment..
4. PS to Senior Secretary, Ministry of Expatriate's Welfare and Overseas Employment..
5. First Secretary (Labor), Embassy of the People's Republic of Bangladesh, Tokyo, Japan..
6. System Analyst (ICT), Ministry of Expatriate's Welfare and Overseas Employment..
7. Programmer, ICT Cell, Ministry of Expatriate Welfare & Overseas Employment.
8. Assistant Maintenance Engineer, ICT Cell, Ministry of Expatriate Welfare & Overseas Employment.
9. Propreitor, Caplan International (RL-1697), DIT road, Nayapaltan, Dhaka-1000.
10. Office Copy.



04-05-2026

Md. Hedaietul Islam Mondol

Deputy Secretary