

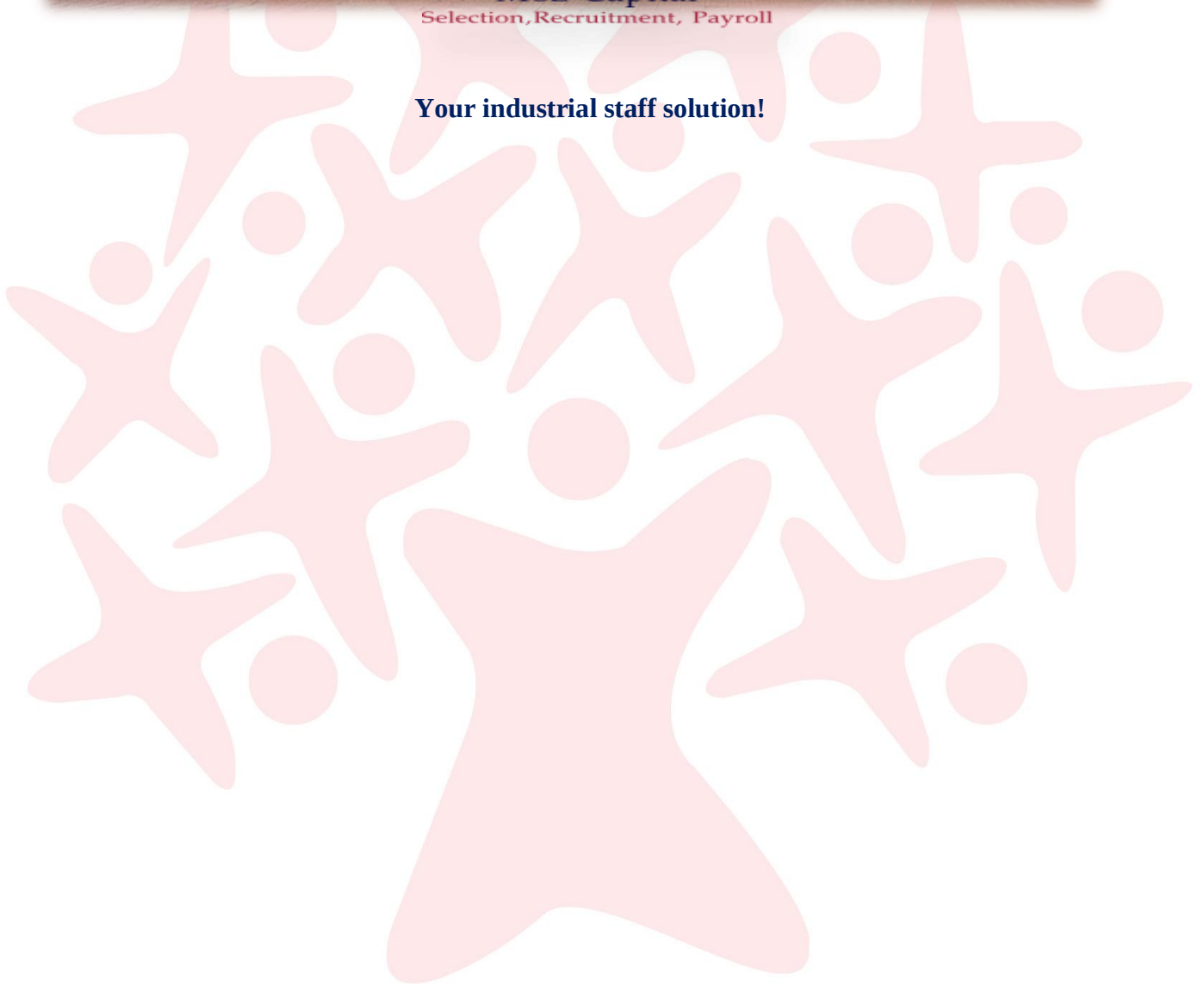


COMPANY PROFILE

Moz Capital

Selection, Recruitment, Payroll

Your industrial staff solution!



ABOUT MOZ CAPITAL

Mission

To professionally market and provide quality human resource solutions through an international franchising network that profits our employees, customers, franchisees, corporate staff, stakeholders and communities in which we conduct business.

Our Vision

To help as many people as possible find good jobs by helping as many clients as possible find good people.

Driven

We're empowered by our work and energized by our mission. We are proactive, responsive, reliable, flexible and committed.

1. HISTORY

Moz Capital was created in 2009 in Mozambique, Chimoio town (HQ), and operates throughout all Mozambique provinces.

Founded by Mozambican national with over 15 years staffing industry experience, earned as Human Capital, Commercial and Operations Managers within reputable Oil & Gas, Mine EPCs contractors and Manpower companies with large operations within Mozambique.

As a franchised business, we are both a national company large enough to serve you completely and a local office small enough to move quickly and act independently.

Moz Capital is proud to continue our 9 year legacy of helping businesses and job seekers succeed. We have grown to a network of 8 employment agencies in three countries, while still maintaining local ownership for each office and providing quality service to each of our clients.

Moz Capital is currently linked to **People Smart Africa** with HQ in Harare Zimbabwe, a manpower company specialized in the provision of IT professionals. www.peoplesmartafrica.com

We focus on providing customized staffing solutions and assisting companies to achieve their human resource resolutions.



i. Recruitment services

Ever hired a worker who you later discovered didn't have the skills you needed? Or, have you gone through the entire interview process with a great candidate only to discover the applicant misled you about previous employment? You can rest assured when Moz Capital finds employees for you. Each applicant completes our proven selection process which includes an interview, skills evaluation, employment verification and reference checking. Only candidates who successfully complete each step in the process will be placed with your company.

Moz Capital will assist you with:

- Response Handling
- Interviews
- Testing and Skill Assessments
- Short listing
- Background Screening
- Reference Checks

ii. Outsource Staffing Solutions

Our Outsource Staffing Solutions involve the contracting of Human Resource functions and payroll. Whether it's a short term contract solution or a long term need we can service all requirements. We will provide the most cost effective employment solution for you. Our communication structure to both client and employee alike will mean a smooth transition to our outsourcing model while observing all statutory requirements.

With Outsource Staffing Solutions you will benefit from:

- An increase in productivity
- Greater budget flexibility
- Flexible employment terms
- Only pay for services you need
- No hidden costs
- No downtime for staff holidays / sick days
- Weekly / Monthly invoice and payroll
- Reduces the need to hire and train staff

iii. PAYROLL OUTSOURCING

Our payroll outsourcing service is designed to relieve small and medium-sized enterprises of the burden of running a legally compliant payroll department and cuts complexity. Market trends show

that businesses who outsource their payroll find it highly cost effective due to, among other things, the ever changing legislative requirements.

We are compliant with statutory requirements and legislation. We have years of experience in this department and provide expert guidance in all legal aspects, thus alleviating the burden of ever changing legislation.

Our Services include:

- We process monthly salaries and wages.
- We maintain records and complete the processing of annual, sick and family responsibility leave.
- We calculate overtime and public holidays worked.
- We generate comprehensive and professional pay slips which show both the employer contributions and employee deductions: INSS and IRPS as well as any other deductions.
- We handle deductions and contributions for retirement funds, provident funds and medical aids and reflect them on your employees' pay slips. (Where applicable)
- We submit management reports monthly to give you an opportunity to better plan and manage your business.

Benefit to you:

- No need for a huge payroll department anymore
- No more costly license fees for payroll software
- Equity reporting from payroll information
- Bi-annual preparation of IRPS and the administrative hassles out of legal formalities

iv. Flexible Staffing

Having trouble with cost control during seasonal and peak production periods? The Flexible Staffing solution from Moz Capital enables your business to flex or grow at short notice.

With Flexible Staffing, you can access trained and screened Moz Capital Associates when it is not economical to retain a surplus of core employees.

Benefits include:

- Increased productivity
- Adapting quickly to production demands
- Variable, not fixed, staffing costs
- Fewer core employees year-round

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