

INDONESIAN MAIDS FOR MALAYSIA  
**MAMA COST STRUCTURE - A BENCHMARK**  
 Update: 8/3/2013

| DESCRIPTION  | MOU Cost Structure (May 2011)                       | MAMA Post-KSM (22/2) & KBRI (26/2) Mtgs 26/2/2013   | NOTE/SOURCE  |
|--|---|---|--|
| NOTE   | MOU Cost Structure excludes 'value-add' cost items. | MAMA Post-Proposal Cost Str w/ cost of Agency's assistance in case MAMA is obliged to use it. |  |
| A <u>INDONESIAN SIDE COSTS</u>   |   |   |  |
| 1 MEDICAL CHECK-UP   | 143.00  | 143.00  | MOU  |
| 2 MOB TO EXIT POINT  | 80.00   | 80.00   | MOU  |
| 3 MOB TO MALAYSIAN ENTRY POINT   | 500.00  | 500.00  | MOU  |
| 4 CALLING VISA   | 16.00   | 16.00   | MOU  |
| 5 MAID'S PASSPORT  | -   | 300.00  | MOU Cost Structure seems not inclusive of Passport             |
| 6 INSURANCE  | 143.00  | 143.00  | MOU  |
| 7 LEVY   | 48.00   | 48.00   | MOU  |
| 8 JOB ORDER  | -   | 70.00   | Job Order not relevant at time of MOU                          |
| 9 TRAINING   | 196.00  | 392.00  | MOU (but Malaysian Training portion incorporated)              |
| 10 FOOD & ACCOMMODATION  | 502.00  | 502.00  | MOU  |
| 11 CERTIFICATION   | 39.00   | 39.00   | MOU  |
| 12 RECRUITER/AGENCY FEE  | 589.00  | 1,589.00  | Rm1,000 added to MOU fig. as incentive for Recruitment effort  |
| 13 TRAVEL DOCUMENT   | 43.00   | 43.00   |  |
| <b>SUB-TOTAL (RECRUITMENT, TRAINING/LOGISTICS)</b>                             | <b>2,299.00</b>                                     | <b>3,865.00</b>   | <b>INDONESIAN SIDE TOTAL COST</b>                              |
| B <u>MALAYSIAN SIDE COSTS</u>  |   |   |  |
| 1 ANNUAL LEVY  | 360.00  | 410.00  | MOU / updated MOU  |
| 4 FOMEMA   | 190.00  | 195.00  | MOU / updated MOU  |
| 5 AGENCY FEE   | 635.00  | -   |  |
| 6 WORK PROCESS & DOCUMENT  | 85.00   | 85.00   | Provisional sum (figure as per MOU)                            |
| 7 STAMPING/AIRPORT CLEARANCE/DOC/SERVICE TAX/FOOD&LODGING/INSURANCE/ETC        | 645.00  | 645.00  | Provisional sum (figure as per MOU)                            |
| 8 AIRPORT TAX & HANDLING   | 100.00  | 100.00  | Provisional sum (figure as per MOU)                            |
| 9 TRAINING   | 196.00  | -   | Malaysian Training portion transferred to Indo. Training       |
| <b>SUB-TOTAL (DEPLOYMENT)</b>  | <b>2,211.00</b>                                     | <b>1,435.00</b>   | <b>MALAYSIAN SIDE TOTAL COST</b>                               |
| <b>TOTAL (RECRUITMENT, TRAINING/LOGISTICS, DEPLOYMENT)</b>                     | <b>4,510.00</b>                                     | <b>5,300.00</b>   | <b>Apple-to-apple basis comparison TOTAL COSTS</b>             |
| C <u>VALUE-ADD COSTS</u>   |   |   |  |
| 1 H.E.L.P.E.R. PROGRAM INSURANCE:  |   |   |  |
| Personal Accident  |   | 80.00   | MAMA Cost Structure incorporates HELPER added value            |
| Medical  |   | 45.00   | MAMA Cost Structure incorporates HELPER added value            |
| Run-away   |   | 100.00  | MAMA Cost Structure incorporates HELPER added value            |
| 2 M.A.M.A. MEMBERSHIP  |   | 70.00   | MAMA Cost Structure incorporates MAMA membership added value   |
| <b>TOTAL (VALUE-ADD COSTS)</b>   |   | <b>295.00</b>   |  |
| D ALLOCATION FOR AGENCY'S ASSISTANCE   |   | 400.00  | Allcation for Agency's assistance if MAMA is obliged to use it |
| E <b>GRAND TOTAL (RECRUITMENT, TRAINING/LOGISTICS, DEPLOYMENT, SUSTENANCE)</b> | <b>4,510.00</b>                                     | <b>5,995.00</b>   | <b>GRAND TOTAL COSTS (DIFFERENT BASES)</b>                     |
| F AMOUNT CHARGED BACK TO MAID  | 1,800.00  | -   |  |
| G FINAL COST TO EMPLOYER   | 2,710.00  | 5,995.00  |  |
| H AGENCY FEES:   |   |   |  |
| Malaysian Agency   | 635.00  | -   |  |
| Indonesian Agency  | 589.00  | 1,589.00  |  |
| Agencies' assistance   | -   | 400.00  | Allcation for Agency's assistance if MAMA is obliged to use it |
| TOTAL FEES   | 1,224.00  | 1,989.00  |  |

NOTES: 1. Figures are based on MAMA's own fact finding exercise and as submitted to KSM for consideration.  
 2. Government based cost items are subject to the authority's revision from time to time.  
 3. Provisional cost items (Malaysian cost items 6,7,8) included to be in line with current industry's practice.