

### DETAILS OF INFRINGEMENTS

No	Company	Infringements of the Tripartite Guidelines [The original job advertisements placed can be found in Appendix I.]	Start date for 6-month curtailment
1	PSC Biotech Pte Ltd	The company had advertised for the positions of a Human Resource Manager and a Validation Engineer, indicating SPR, EP/DP holder as a requirement.	10 May 2013
2	Winshire Education Centre	The company had advertised for the position of a Full Time Teacher, indicating "Preferably Malaysians with teaching experience" as a requirement.	17 May 2013
3	Dr.Ci:Labo Pte Ltd	The company had advertised for the position of a General Manager, indicating "Age 30-50", "Japanese or Singaporean" as a requirement.	17 June 2013
4	Modern Pak Pte Ltd	The company had advertised for the position of an Administrative Assistant / Office Assistant indicating "Age range requirements: 25 – 35 years old".	13 June 2013
5	Global Citizen Forum	The company had advertised for the position of a Director who must be "aged around 30 years."	12 August 2013
6	Youbook Pte Ltd	The Employment Agency had posted a job advertisement for a Project Manager indicating "prefer Singaporean / Singapore PR / Malaysian". Their client was unaware of the job advertisement and the contents which were posted.	13 August 2013
7	Accredit HR Consultancy	The Employment Agency had posted a job advertisement for Assistant Store Manager, indicating "Filipinos Welcomed". Their client was unaware of the job advertisement and clarified that they did not indicate such a preference.	6 August 2013

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8	Stafflink Services Pte Ltd	The Employment Agency had misinterpreted their client's requirement and put up an advertisement for the position of a Marketing Executive, indicating "Female environment" and "Age group: 18 – 26" as requirements.	8 August 2013
9	Sky Asia Consulting Pte Ltd	The Employment Agency had posted a job advertisement for the positions of Administration Coordinator (Food Segment) and Sales Support (Admin Work), stating "Preferred Female Chinese". Their client was unaware of the advertisements and did not indicate such a preference.	13 August 2013
10	Zingmi Pte Ltd	The Employment Agency had posted a job advertisement for the position of Bank Treasury Dealer and indicated "so let us hear from all the Singapore Permanent Residents from Malaysia – Truly Asia". Their client clarified that there was no instruction from the bank on the job advertisement.	22 August 2013