

Dear Key Appointment Holders and EA Personnel,

In February 2024, a Key Appointment Holder of EA Adfanet International was convicted and fined \$39,500 for charges under the Employment Agencies Act. These offences include:

- a) not complying with the EA Licence Conditions by submitting work permit applications without written authorisation from employers;
- b) abetting another person to act as an unlicensed EA; and
- c) allowing unregistered EA staff to perform specified EA works

2 In a separate case, a Key Appointment Holder of AGS Employment Management Pte Ltd had advised, and subsequently arranged for a company to employ foreign employees above its Dependency Ratio Ceiling (DRC) by submitting work permit applications under other companies. The Key Appointment Holder was convicted and fined \$18,000 under the Employment of Foreign Manpower Act for nine counts of abetting the illegal employment of foreign employees without valid work passes.

3 Both Key Appointment Holders have been barred from performing any EA work.

Advisory

4 As registered Key Appointment Holders and EA personnel, you are required to comply with Singapore's employment laws. MOM takes a serious view of any contravention and will not hesitate to take errant Key Appointment Holders and EA Personnel to task.

5 We trust that you would take this advisory seriously. Thank you for your cooperation.

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