



JOB LINKS CORPORATION Brochure

About JOB LINKS CORPORATION

JOB LINKS CORPORATION was established in 2008 in Ho Chi Minh City Vietnam. Our main business activity is providing services such as HR Outsourcing, payroll, recruitment...

Our clients and partners are Vietnamese and global corporations operating in F&B, manufacturing and retail industries. In 2023, we became a subsidiary of Crops Group listed on the stock exchange in Japan. Our mission is to utilize our synergy with Innovare, our parent company, to provide EOR service in Vietnam.

2008

Since 2008,
Over 15 years experience providing
HR outsourcing service.

20,000

Experience in calculation payroll and
outsourcing for around
20,000 people / month.

F&B industry

Manufacturer industry

Retail industry



Dairy for life



Crops group overview



Growing in wide area business field with mobile communications business as core business

| | |
|-----------------------------|---|
| Company | CROPS CORPORATION |
| Address | KDX Bldg. 3-26-8 Meieki Nakamura-ku, Nagoya-shi, Aichi Japan |
| CEO | Maeda Yuki |
| Capital stock | JPY 255,157,000 (March 2023) |
| Main corporate shareholders | KDDI CORPORATION、 The Shoko Chukin Bank, Ltd.、 Nagoya Railroad Co.,Ltd.、 ISUZU MOTORS LIMITED |
| Number of group employees | 2,405 (March 2023) |
| Business details | Sales of au mobile phones and related services in general |



2000

25,000

EOR/GEO Expert in Asia

23 years experience since 2000, EOR and HR labor expertise specialized in Asia.

Experience managing more than 25,000 people

Description of our services

Client satisfaction is our top priority delivered by our professional and experienced staff.



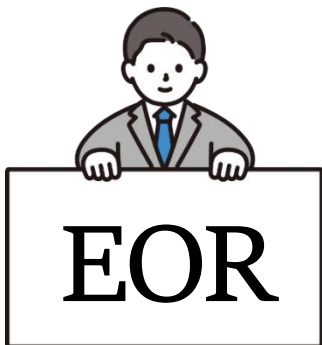
Payroll calculation

We provide contractor's salaries based on the data we receive from Clients (working days, working hours, overtime, etc.) on monthly basis, including complying obligation on statutory social insurance and PIT taxes.



Outsourcing

Is know as manpower supply service, in which the labor contract of targeted employee is managed by JOB LINKS based on Client's requirements stated in a mutual contract agreement.



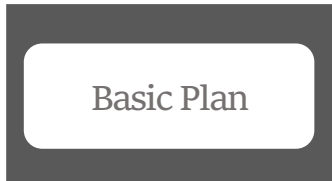
GEO/EOR (Employer of Record)














GEO/EOR service is considered as a method for clients to expand their business abroad without setting up an official office overseas.

Payroll calculation

We provide contractor's salaries based on the data we receive from Clients (working days, working hours, overtime, etc.) on monthly basis in accordance with the Vietnamese law, including obligation on Vietnam Social Security fees and PIT (personal income tax) deduction on behalf of the employee.

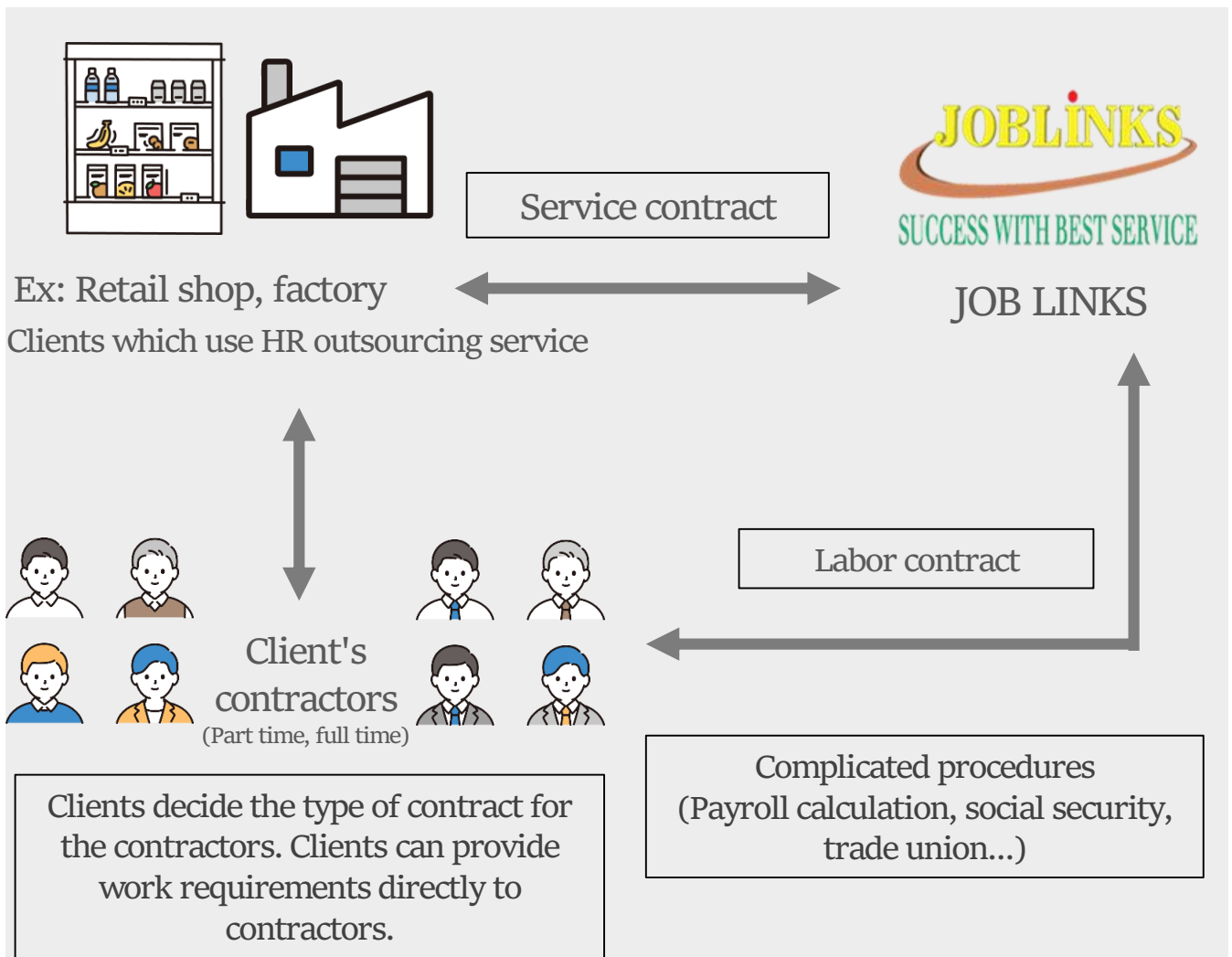
This is the solution for clients to reduce the workload for Payroll Specialist at the peak time of the month.



| | | | |
|--------|---|---|---|
| STEP 1 |  Send Data |  Send Data |  Send Data |
| STEP 2 |  Send payroll calculation data |  Send payroll calculation data |  Send payroll calculation data |
| STEP 3 |  Confirm Approve |  Confirm Approve |  Confirm Approve |
| STEP 4 | |  Create a bank transfer request form |  Send invoice |
| STEP 5 | | |  Payment to us |
| STEP 6 | | |  Payment to client's contractors |

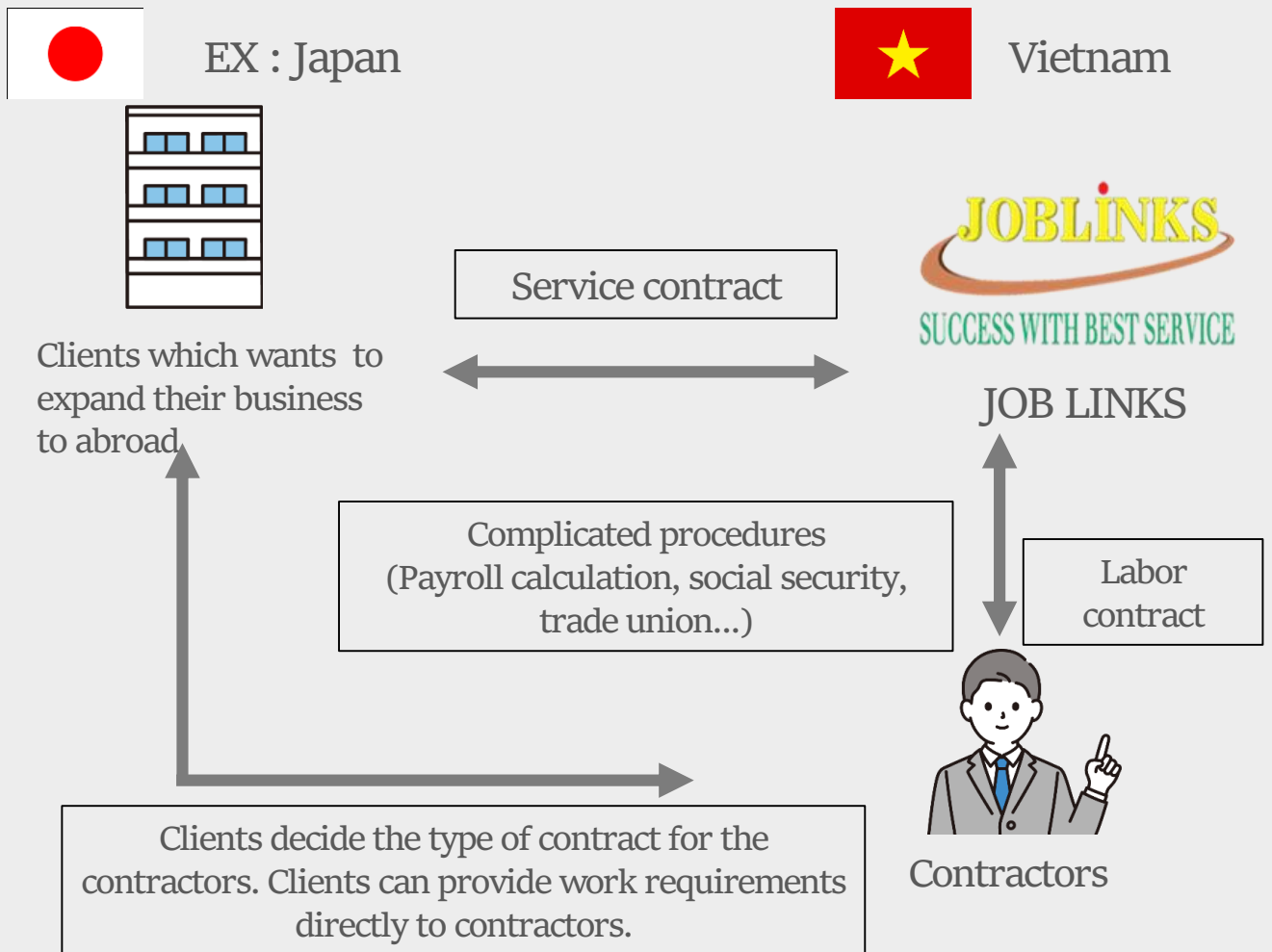
Outsourcing

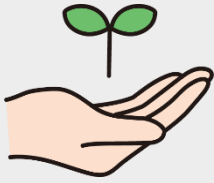
We can handle not only payroll calculations but also outsourcing solution, which is considered as full HR solution including recruitment, contracting, payrolling, etc. By utilizing our outsourcing service, the concern about compliance Vietnam Labor Law should be reduced. In basic words, this solution allows us to hire client's targeted employee on behalf of clients, based on client's requirements stated in our mutual service agreements.



GEO/EOR (Employer of Record)

We are able to become foreign client's representative, who plans to bring their business into Vietnam, to establish labor contract with targeted employees - contractors (both Vietnamese and foreigners). As an employer, we handle labor problems, payroll calculation, and PIT calculation. This solution allows Clients to hire contractors without establishing the office in Vietnam and can start a business more efficiently. Although we manage the labor contracts, clients can still assign work requirements directly to contractors without us interfacing client's internal information.





Our Mission

Success With Best Service

Our mission is always to solve our client's problems.
We provide the most suitable solutions for our clients.
There is no success without clients satisfaction.



Our Value

We always provide our clients with
"Practical", "Highly Transparent"
services with
"Honesty" and "Devotion".

If you have any inquiries related to HR, please feel free to contact us.



Dinh (MR) Vietnamese
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Okura (MR) Japanese, English
kazuki.okura@joblinks.com.vn



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