

**WORLDWIDE WORKFORCE INC.  
RUPINDER PAL SINGH (BOB SINGH)  
HIMANSHU SHUKLA, DIRECTOR MARKETING  
WORLDWIDE WORKFORCE MANAGEMENT CONSULTING  
GURPAL SINGH, ACCOUNTS MANAGER (DUBAI OFFICE)**

This Director's Order was issued under s. 157 of the *Fair Trading Act* in response to, in the opinion of the Director, contraventions of the Act. As mandated by s. 157.1 of the *Fair Trading Act*, this Director's Order is part of the public record.

For more information on the Fair Trading Act, business licensing in Alberta or to search for a licensed business, please click here:

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DIRECTOR'S ORDER UNDER SECTION 157 OF THE FAIR TRADING ACT

TO  
WORLDWIDE WORKFORCE INC.  
AND TO  
RUPINDER PAL SINGH (BOB SINGH)  
AND TO  
HIMANSHU SHUKLA, DIRECTOR MARKETING  
AND TO  
WORLDWIDE WORKFORCE MANAGEMENT CONSULTING  
AND TO  
GURPAL SINGH – ACCOUNTS MANAGER (DUBAI OFFICE)

Rupinder Pal Singh (Bob Singh) is the sole director of Ontario Business Corp. WORLDWIDE WORK FORCE INC., (WWF) Ontario Corporation Number 1590348, incorporated October 6, 2003 as 1590348 Ontario Inc. and changed to Worldwide Work Force Inc. on December 14, 2005. A search of the internet on May 31, 2007 resulted in locating the website for WWF which states:

**“Who We Are”**

- a) We are international Recruiters who help employers like you find foreign workers through HRDC.
- b) We provide services required by employers like you to find the qualified employees you require.
- c) We specialize in recruiting individuals from other countries to work within the different industries.

**“Why Choose us”**

- a) Cost to you, the employer, is minimal
- b) We step you through every process.
- c) Very little effort is required of you as the employer.
- d) Screening of potential employees is done by us.
- e) There is no risk to you the employer.

Service Alberta has received information from seven consumers that:

- 1) They responded to a newspaper ad while working in Abu Dhabi about job opportunities for tradespeople in Canada.
- 2) They responded to the ad in 2006 and attended at the offices of WorldWide Work Force Management Consulting in Dubai and met with Himanshu Shukla (referred to as Shukla).
- 3) The business card for Shukla states “Worldwide Workforce” “Leaders in Recruiting” Himanshu Shukla, Director Marketing.
- 4) Shukla told these consumers that they would have to pay 64,000 dirhams or approximately \$18,000 to come to Canada to work.
- 5) Each consumer paid different amounts according to what was accessible to them.

- 6) Contracts were signed by most of the consumers but they were never given a copy of same. The contracts provided to Service Alberta by WWF include fees of 38,000 dirhams or approximately \$9,800. The consumers have stated that these are not the contracts that they signed and initialed when retaining the services of WWF.
- 7) Some consumers were asked for, and supplied, post-dated cheques to WWF after arriving in Canada. After realizing there were no jobs they changed banking institutions.
- 8) Each consumer paid all expenses out of their own pocket, including: travel; security clearance; medical.
- 9) WWF contracted with an immigration consultant to process the application for a work permit without the knowledge of the consumers.
- 10) The consumers were provided with false or misleading information relating to services from WWF, positions, wages, immigration status, and length of stay in Canada.

## LEGISLATION

The *Designation of Trades and Businesses Regulation* AR 178/1999 states:

Section 4(1):

Part 10 of the Fair Trading Act applies to the employment agency business.

Section 4(2):

In this section, “**employment agency business**” means the activities of securing persons for employment, securing employment for persons or evaluating or testing persons for employers who are seeking employees.

Section 104(1) of the *Fair Trading Act* states:

No person may engage in a designated business unless the person holds a licence under this Act that authorizes the person to engage in that business.

The *Employment Agency Business Licensing Regulation* AR 189/99 states:

Section 1(c):

Employment agency business means the business designated as the employment agency business under the Designation of Trades and Businesses Regulation.

Section 9 states:

- (1) No business operator may directly or indirectly demand or collect a fee, reward or other compensation
  - (a) from a person who is seeking
    - (i) employment, or
    - (ii) information respecting employers seeking employees.

or

(b) from a person

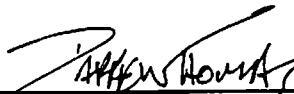
- (i) for securing or endeavouring to secure employment for the person, or
- (ii) for providing the person with information respecting any employer seeking an employee.

**ORDER:**

- Worldwide Workforce Inc.; Rupinder Pal Singh (Bob Singh); Himanshu Shukla; Worldwide Workforce Management Consulting and Gurpal Singh, individually or through any employee, representative, agent, or associate, must immediately stop demanding or indirectly demanding or collecting a fee, reward or other compensation from a person who is seeking employment in Alberta or from a person for securing or endeavouring to secure employment for a person in Alberta.
- Worldwide Workforce Inc.; Rupinder Pal Singh (Bob Singh); Himanshu Shukla; Worldwide Workforce Management Consulting and Gurpal Singh, individually or through any employee, representative, agent, or associate, must immediately stop engaging in the activities of an employment agency business until properly licensed as an Employment Agency Business in Alberta.

**NON COMPLIANCE WITH ORDER**

- **ANY PERSON WHO FAILS TO COMPLY WITH AN ORDER OF THE DIRECTOR UNDER SECTION 157 OF THE FAIR TRADING ACT CONTRAVENES THIS ACT AND IS GUILTY OF AN OFFENCE AND MAY BE PROSECUTED PURSUANT TO SECTION 163 OF THE FAIR TRADING ACT.**



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Darren Thomas  
Director of Fair Trading (as delegated)

*December 19, 2007*

I hereby certify this to be a true  
Copy of the Original



\_\_\_\_\_  
A Notary Public for the  
Province of Alberta

*Dec. 19, 2007*  
\_\_\_\_\_  
Date