SUPPORT FOR RECRUITMENT BY FOREIGN-INVESTED COMPANIES

GLOBAL LINK to TALENT
We provide employment support and recruiting information

KOTRA supports foreign-invested companies increasing company awareness as well as recruiting talented global professionals and holds various job fairs to provide global talented professionals with recruiting information.

Don’t Worry! KOTRA can help!
Supporting Recruitment According to the Demand for Employment

After surveying the foreign-invested companies’ demand for employment, we provide differentiated service of supporting their recruitment according to the number of foreign-invested company plans to employ.

Survey on the Demand for Employment

- **small-scale**
  - Job Fair for Foreign-Invested Companies
  - Foreign-invested companies are able to publicize themselves and counsel and interview job seekers thoroughly at the Job Fair.

- **large-scale (exceeding 100)**
  - Customized Employment Support
  - We offer various customized services such as making promotional materials and holding an exclusive job fair for the company to publicize itself and interview job seekers.

Other Services

- **Regional Job Fair**
  - We hold a Regional Job Fair for foreign-invested companies that are struggling with labor shortage in the provinces.

- **Presentation for foreign-invested company**
  - We help make presentations to publicize those companies that need to boost company awareness and that do not have detailed recruiting plans.
HOW WE PROVIDE SUPPORT

Job Fair for Foreign-Invested Companies

The Job Fair for Foreign-Invested Companies has been held annually since 2006. This is the biggest and longest-running job fair in Korea. We support effective recruitment by bringing together companies and job seekers.

1. Support Overview

- **Plan**
  first half (6.14.2018–6.15.2018/COEX), second half (scheduled for November)  
  * plans are subject to change

- **Hosted/Supervised by**
  Ministry of Trade, Industry, and Energy / KOTRA

- **Qualification to Participate**
  Foreign-Invested Companies with recruiting plans in 2018 or 2019

- **Participation Fee**
  Free

- **How to Participate**
  Send an application to jff@kotra.or.kr (we accept applications twice a year)  
  → The approval process will proceed after the internal review  
  * For more information, please check out our website at www.jobfairfic.org

2. Programs (provisional)

- **Job Counseling Booth**
  Foreign-invested companies offer counseling to job seekers who visit their booths.
  ![Job Counseling Booth Diagram]

- **1:1 Interview Booth**
  Foreign-invested companies conduct 1:1 interviews with job seekers selected through the resume screening.
  ![1:1 Interview Booth Diagram]

- **Presentation Booth**
  Foreign-invested companies give presentations on their recruitment processes.
  ![Presentation Booth Diagram]

* There will also be various programs such as lounge, foreign language counseling booth, lectures for successful employment and so forth.
HOW WE PROVIDE SUPPORT

Case 1

**12th Job Fair for Foreign-Invested Companies 2017**

- **Hosted/Supervised by**: Ministry of Trade, Industry, and Energy / KOTRA
- **Note**: 71% of the companies that participated in the 2016 fair re-joined again in the 2017 fair, and 87% of them were satisfied with the 2017 event, saying they would participate again in the 2018 fair as well.
- **Countries of parents companies**: Japan 36, US 31, Germany 22, Switzerland 9, France 9, UK 7, Sweden 4, Hong Kong 4, etc. 14 (total of 15 countries)

Case 2

**Invest Korea Week 2017 Job Fair**

- **Date/Venue**: 11.08.2017, Grand Intercontinental Seoul Parnas
- **Hosted/Supervised by**: Ministry of Trade, Industry, and Energy / KOTRA
- **Note**: Online matching system between companies and job seekers
  - The company and job seeker choose the time and type of interview
  - The companies conduct a real-time check on the pass or failure of their applicants
  - The system automatically organizes the interview schedule of each company
  - Companies and applicants can check their interview schedule online
- **Countries of parents companies**: US 9, Germany 9, Japan 8, Italy 3, UK 2, Switzerland 2, etc. 6 (total of 12 countries)
Customized employment support is a service for a foreign-invested firm that plans to employ more than 100 people. A Project Manager will be assigned to the company to offer various customized services like producing a web page for employment, making promotional materials, etc.

1. Support Overview

- **Plan**  
  Two times a year (tentative)

- **Purpose**  
  To support employment for foreign-invested firms that plan to employ more than 100 workers

- **Participation Fee**  
  Free

- **How to participate**  
  Send an application to jf@kotra.or.kr (we accept applications throughout the year)  
  -> The approval process will proceed after internal review

### Case 1  Bluebell Korea Career Day

- **Date/Venue**  
  11.09.2017, Grand Intercontinental Seoul Parnas

- **Programs**  
  Recruitment briefing session for job seekers  
  Resume Consulting – Applicants can receive resume consulting similar to an on-site interview.  
  On-site Interview – Applicants who pass the resume screening can participate in the on-site interview
Investment Incentive related to Employment

1. Location Support

- Designation of Foreign Investment Zone (Article §25① of the Enforcement Decree of the Foreign Investment Promotion Act)
  - The amount of foreign investment shall be at least USD 2 million, and the business shall be any of the industry-supporting service businesses prescribed in Article 116-2(1) of the Enforcement Decree of the Restriction of Special Taxation Act.
  - At least 10 regular workers shall be exclusively in charge of research with at least a master's degree related to the business and at least three years' research career.

- Reduction rate of rental charges (Article §19⑦ of the Enforcement Decree of the Foreign Investment Promotion Act)

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>100%</td>
<td>1. A business granted tax reductions or exemptions pursuant to Article 121-2(1) 1 of the Restriction of Special Taxation Act + FDI of at least one million US dollars / A business occupying an individual-type foreign investment zone prescribed in Article 18(1) 2 of the Foreign Investment Promotion Act. 2. A business that occupies an exclusive zone for Material and Components + manufacturing business + FDI of at least five million US dollars + 3. 200 or more regular workers + FDI of at least 2.5 million US dollars</td>
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<tr>
<td>90%</td>
<td>A business with 150 - 200 regular workers + FDI of at least 2.5 million US dollars</td>
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<tr>
<td>75%</td>
<td>1. Manufacturing business + FDI of at least five million US dollars 2. A business with 70 - 150 regular workers + FDI of at least 2.5 million dollars 3. A business that makes a substantial contribution to the expansion of social overhead capital, industrial restructuring, financial independence of local governments, etc., as determined by the Minister of Trade, Industry, and Energy following deliberation by the Foreign Investment Committee.</td>
</tr>
<tr>
<td>50%</td>
<td>1. A business occupying a national industrial complex, a general industrial complex, an urban high-tech industrial complex, or an agricultural industrial complex 2. A business occupying a service-type foreign investment zone prescribed in Article 18(1) 3 and 4 of the Foreign Investment Promotion Act</td>
</tr>
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2. Cash grants (Article §14-2① of the Foreign Investment Promotion Act)

- Any of the following businesses may apply for cash grants for the construction of new factories and offices
  - Manufacturing, mining, and construction businesses that create more than 300 jobs
  - Retailer, finance and insurance business, and science and technology service business that create more than 200 jobs
  - Education service business that creates more than 100 jobs
  - Real estate and lease business that creates more than 50 jobs

- A business that has employed five or more full-time researchers consisting of persons with at least a master's degree in the new growth engine industry field or persons with a bachelor's degree and at least three years' research experience may apply for cash grants.

3. Cash grants (national and local taxes)

<table>
<thead>
<tr>
<th>Subject to reduction or exemption</th>
<th>Period</th>
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<tbody>
<tr>
<td>New growth engine industry or business occupying an individual-type foreign investment zone</td>
<td>7 years</td>
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<tr>
<td>- For the first 5 years, the amount of tax equivalent to the foreign investment ratio may be reduced or waived</td>
<td></td>
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<tr>
<td>- For the next 2 years after the period, the amount of tax equivalent to half of the foreign investment ratio may be reduced or waived</td>
<td></td>
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<tr>
<th>A business occupying any of the following areas:</th>
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<tbody>
<tr>
<td>- Complex-type foreign investment zone</td>
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<td>- free economic zone,</td>
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<tr>
<td>- free trade zone</td>
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<tr>
<td>- Development of Enterprise City zone</td>
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<th>Period</th>
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<tbody>
<tr>
<td>5 years</td>
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<tr>
<td>- For the first 3 years, the amount of tax equivalent to the foreign investment ratio may be reduced or waived</td>
</tr>
<tr>
<td>- For the next 2 years after the period, the amount of tax equivalent to half of the foreign investment ratio may be reduced or waived</td>
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</tbody>
</table>

- Reduction or Exemption Ceiling based on employment (Article §121-2③ of the Restriction of Special Taxation Act)

- In case the total amount of income tax or corporate tax reduced or waived for the period of reduction or exemption exceeds the aggregate of ① and ② below, the ceiling on the tax reduction or exemption shall be such aggregate.

① Ceiling based on the investment: In case of a 7-year reduction, 50% of cumulative foreign investments (in case of a 5-year reduction, 40%).

② Ceiling based on the number of workers (the lesser one between ① and ②)

① Number of graduates from high schools among full-time employees during the relevant taxable year x 20 million won
② Number of youth employees, employees with disabilities, and employees aged at least 60 among full-time employees, other than the employees referred to in ① x 15 million won
③ Number of full-time employees other than the employees referred to in ① and ② x 10 million won

④ In case of a 7-year reduction, 50% of cumulative foreign investments (in case of a 5-year reduction, 40%)

CONTACT

Inquiry for Investment Incentive

- Jinjong Baek, KOTRA Investment Consulting Center (02-3497-1961/baekjj@kotra.or.kr)
- KOTRA’s 36 Overseas Trade Centers [www.investkorea.org/en/kk/network03.do]
What is the Job Creation Grant?

If a promising SME hires more than 3 employees, the government will cover the wages of one of every 3 people for 3 years.

How much is the Job Creation Grant?

Every time you hire three young workers aged 15 to 34, your grant will be as much as 200 million won per year for three years.

Am I eligible for the Job Creation Grant?

An SME running one of the promising business types* and hiring three or more employees as regular workers can apply for the Job Creation Grant on the condition that it maintains the number of employees.

* The list of promising businesses is available at www.moel.go.kr.

How can I apply for the Job Creation Grant?

- Visiting the Regional Employment Office

  Complete the required forms → Visit the Employment Office of the region to which your company belongs → Submit the forms to the Business Support Division

* The required forms are available at www.moel.go.kr

- Online Application

  Access Employment Insurance System website → Online Application

* Employment Insurance System website: www.ei.go.kr

Inquiry for Job Creation Grant

<table>
<thead>
<tr>
<th>Ministry of Employment and Labor</th>
<th>Employment office</th>
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<tbody>
<tr>
<td>1350 without area code  <a href="http://www.moel.go.kr">www.moel.go.kr</a></td>
<td>Employment office of the region to which each company belongs <a href="http://www.workplus.go.kr">www.workplus.go.kr</a></td>
</tr>
</tbody>
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