



Certification Partner Global
ISO 9001:2015

STARCOM MANPOWER & ALLIED SERVICES, INC. COMPANY PROFILE

We provide Quality Service...

Quality People...



ABOUT

STARCOM MANPOWER & ALLIED SERVICES is the recruitment arm of Commander Group of Companies. Said group of companies is best known for their outstanding security services and has an impressive 7,000 employees under its helm. To date, it is considered one of the leading and if not one of the best in the industry. It was organized by the excellent husband and wife tandem of **Mr. Carmelo Tamayo Ayson**, President and Chief Executive Officer and **Mrs. Clotilde Cofreros Ayson**, a former banker.

It is composed of well-respected officers and surrounded by employees who have sufficient and vast knowledge in the operation of manpower agency.

STARCOM MANPOWER & ALLIED SERVICES is duly registered with the Securities and Exchange Commission and was issued a Certificate of Incorporation under Company Reg. No. CS2015-01739 with Nine (9) Years of Experience in providing janitorial and manpower services, Company TIN 008-948-752. It was also registered under the Department of Labor and Employment under DO No. 174, SSS, Philhealth, Pag-ibig and Bureau of Internal Revenue (BIR) and was issued a Certificate of Registration by Philippine Government Electronic Procurement System (PhilGEPS).

We provide Quality Service...

Quality People...

OUR VISION

We envision the emerging new business establishments in all sectors of the industry and likewise the increasing demand of efficient and effective workforce to manage and answer the needs of such establishment.

OUR MISSION

To be a reliable source of manpower such as professionals and non-professionals like skilled and unskilled workforces and to provide efficient and competent services to the client companies and jobseekers in order to maintain the company's status as independent contractor of excellent standing.

OUR COMMITMENT

As a service contractor, we undertake to assure the effective utilization of our client's desired manpower output to a maximum and to perform and deliver the contracted services in accordance with recognized standards, requirements and objectives and in line with the rules and regulations as imposed by government of the Philippines.

Experience

Since day one, our knowledge and expertise in manpower has been the lifeline of our business. When you work with Starcom Manpower & Allied Services, you can rest assured that your project will be scrutinized by one of the industry's most experienced in handling and enhancing people. Our bloodline is rich with pioneering manpower services theory and project management experience by building confidence through experience.

Integrity

Each project brings unique challenges and requires careful attention to detail. We work hand in hand with our clients to ensure their distinctive vision becomes a reality. Our ultimate goal: to deliver a finished product we would be proud to call our own. Our team will work in concert with you to the highest quality building at the best possible cost.

Relationship

At Starcom, our focus is on building a reputation for quality, customer-valued practices. Our past clients are the foundation for fostering a strong business in the future. As our customer, our name lies in your hands; we work hard to protect it. We take pride in providing our clients with a best-in-class commercial manpower experience.

Purpose

The primary purpose of STARCOM MANPOWER & ALLIED SERVICES is to engage in the service of contracting business which aim to deploy personnel and all other workforce requirements both professionals and skilled/unskilled workers for local employment to firms/companies, including School/Universities.

STARCOM's Key Personnel



Carmelo T. Ayson
PRESIDENT/CEO



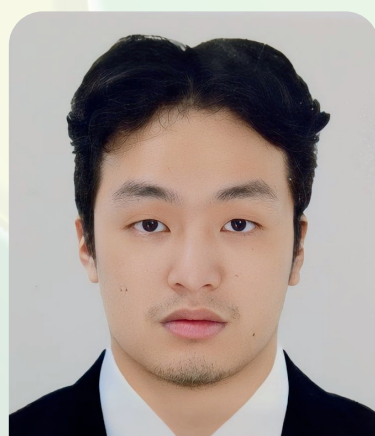
Clotilde C. Ayson
Vice President - Finance



Camille C. Ayson
General Manager



Charisma Mae C. Ayson
Marketing Director



Christian C. Ayson
Board of Director

Welcome to STARCOM, where leadership and expertise converge to drive success. Our key personnel form the backbone of our organization, steering us towards innovation and excellence.

At STARCOM, our leadership team is united by a common goal: to propel the organization to new heights of success. With a blend of experience, strategic thinking, and operational prowess, our key personnel are the driving force behind STARCOM's commitment to excellence.

LIST OF CLIENTS

Government Institutions

- Senate of the Philippines
- Intellectual Property Office of the Philippines
- Bureau of Plant Industry
- Bureau of Local Government Finance
- Land Transportation Office
- National Commission on Indigenous Peoples
- National Telecommunications Commission – Central & NCR
- Supreme Court of the Philippines
- Commission on Audit
- Philippine Fisheries Development Authority

School/Universities

- Bulacan State University
- Polytechnic University of the Philippines
- De La Salle Araneta University
- Technological University of the Philippines – Cavite
- Technological University of the Philippines – Manila

Private

- i-fern Corporation
- Savvy Blends Corporation
- Flavorcrest International Corp.
- Shopee – SPX Philippines Inc.
- Afni
- Landers
- Integrated Diagnostic Center
- Commander Shooting Range

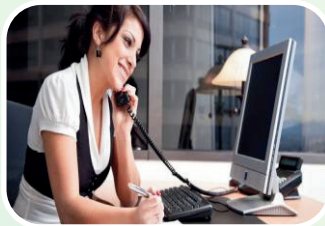
Hotels

- Commander Suites De Boracay
- Commander Suites De Bohol
- Commander Suites De Velada

Services Offered



JANITORIAL



CLERICAL



MESSENGERIAL



ELEVATOR OPERATOR



MERCHANDISER



PROMODISER



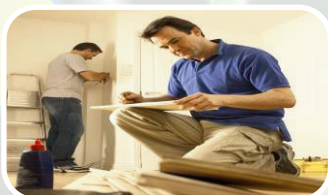
GROUND MAINTENANCE



LANDSCAPPING
PEST CONTROL



CARPET
SHAMPOOING



BUILDING
MAINTENANCE



SPECIAL EVENTS



SECURITY AND
SAFETY CONTROL

Personnel Recruitment and Selection Criteria

A. Recruitment Process

1. Interview
2. Completion of Requirements
3. On the Job Trainings/Hands- On
4. Evaluation Process
5. Posting as Probationary / Reliever Status
6. Deployment as Regular Janitor/Allied

B. Qualifications

Supervisors

- Male / Female
- Physically Fit
- At least completed 2nd year College
- With at least one year experience on Supervisory or handling people

Personnel, Janitorial and other Allied Services

- Male / Female
- Physically Fit
- At least High School Graduate
- With or without experience

Personnel Recruitment and Selection Criteria

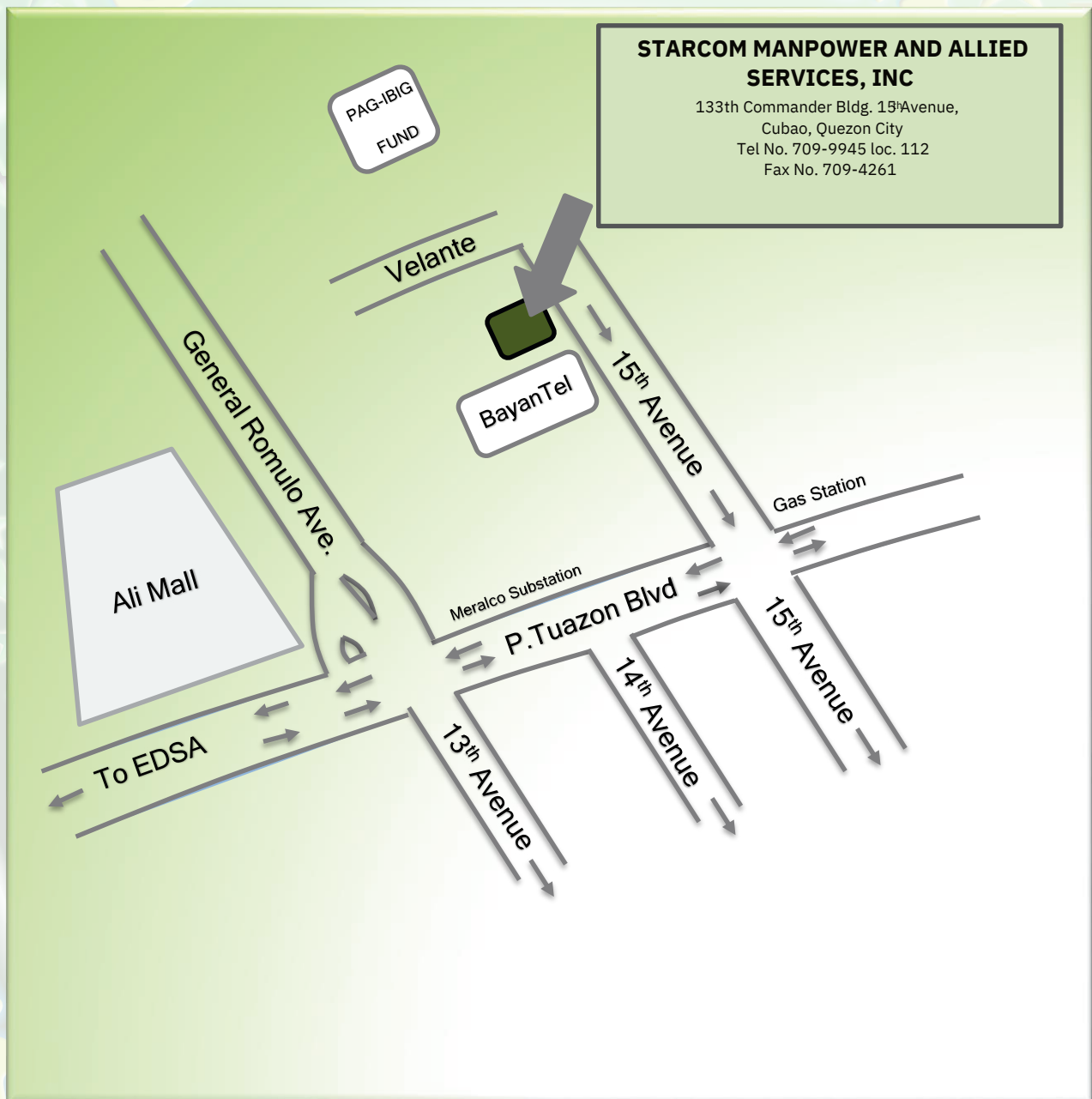
C. Requirements

- STARCOM Application Form
- COE
- SSS ID
- PHIC
- Pag-Ibig
- 2 pcs 2x2 Picture
- Neuro Test Result (6 months)
- Drug Test Result (6 months)
- NBI Clearance
- Police Clearance
- Court Clearance
- Barangay Clearance
- Medical Clearance
- High School/College Diploma
- Birth Certificate/Marriage Certificate

D. Criteria for Hiring

1. Complete Requirements		10%
2. Educational Attainment		15%
• Elementary/High School level	5%	
• High School Graduate	10%	
• College Level	15%	
3. Personality		25%
4. Experience and Training		50%
• No experience	0%	
• Three (3) Mos. Training/experience	10%	
• One (1) year or less	30%	
• One (1) year to 2 years	40%	
• Over two (2) years	50%	
TOTAL		100%

LOCATION MAP



Telephone Number
(02)-8912-1588 Local: 5001/2007



Email Address
operation@smasi.ph
marketing@smasi.ph

Completeness of Uniforms and Other Paraphernalias for Janitorial Services

Recruiting and selecting the right people is of paramount importance to the continued success of STARCOM MANPOWER & ALLIED SERVICES. This Recruitment and Selection Policy sets out how to ensure, as far as possible, that the best people are recruited on merit and that the recruitment process is free from bias and discrimination.

REQUIREMENTS

- Company Uniform
- Black Shoes
- Black Pants
- Hair Net
- Company ID

Janitorial and other Allied personnel are required to wear Company uniform, black shoes, hair net and Company ID. For ground personnel, wearing long sleeved shirt, hat and boots/rubber shoes are required. For some cases, Janitorial and other Allied wears mask and rubber gloves to protect them from dangerous/harmful cleaning chemicals.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

- Proper use of PPE's (personal protective equipment) is a key element in safe operations. Janitorial Personnel will be provided personal protective equipment necessary to perform their duties in a safe manner. Janitorial Personnel are to abide by the policies in using such equipment including when and how to wear the equipment and the proper care of the equipment.



List of Cleaning Materials and Equipments

CLEANING CART

- PPE/Gloves and Safety Glasses
- Chemicals
- Sink Sponge
- Green Scratch Pad
- Separate Containers for Sponge and Scratch Pad
- Putty Knife
- Door Stopper
- Micro Fiber Duster
- Detail Brush
- Angle Broom
- Dustpan
- Mopping System
- Plunger
- Trash Liner
- Toilet Paper
- Paper Towels
- Seat Covers
- Hand Soap
- Sanitary Bag
- Deodorant Cake
- Liquid Disinfectant
- Caution Sign

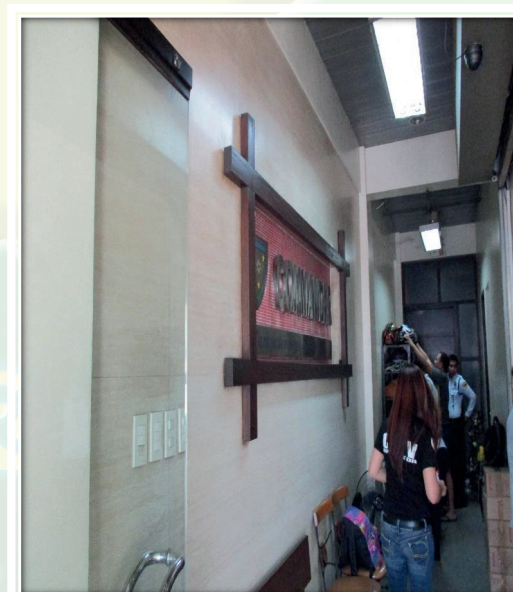
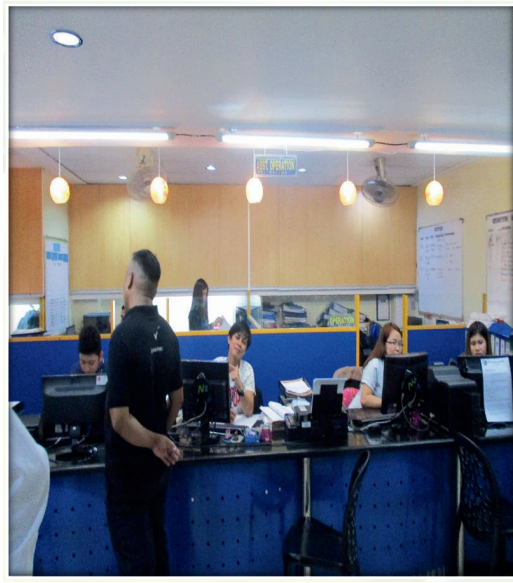


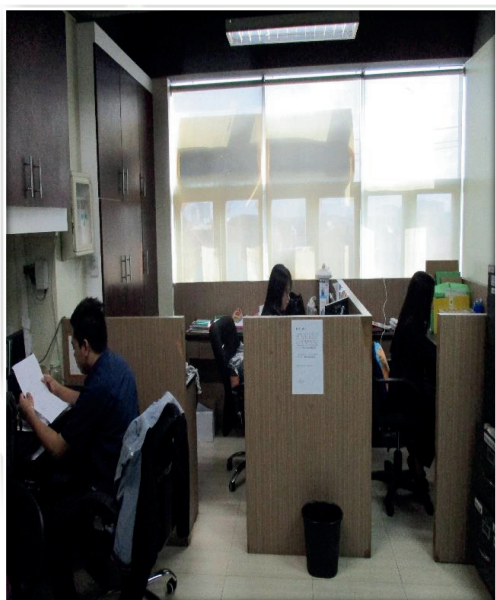
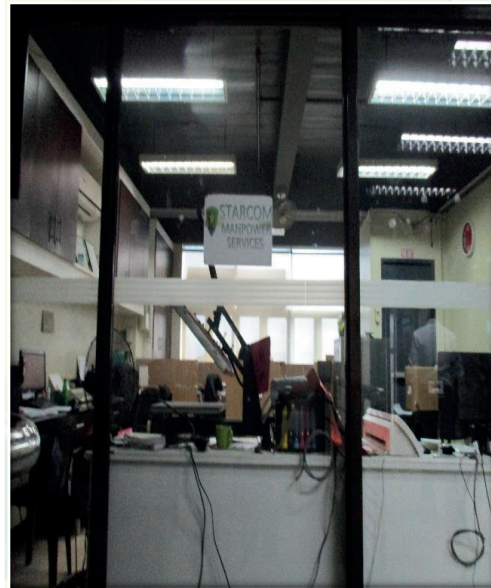
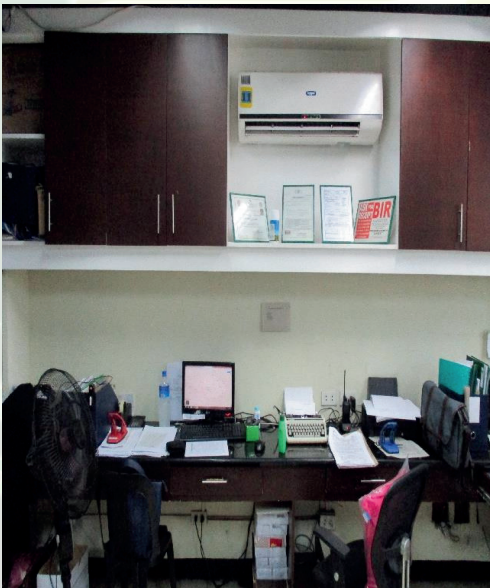
EQUIPMENTS

- Polisher
- Vacuum Cleaner
- Mop Squeezer
- Extension Cord
- Pressure Washer
- Toilet Pump
- Blower
- Ladder

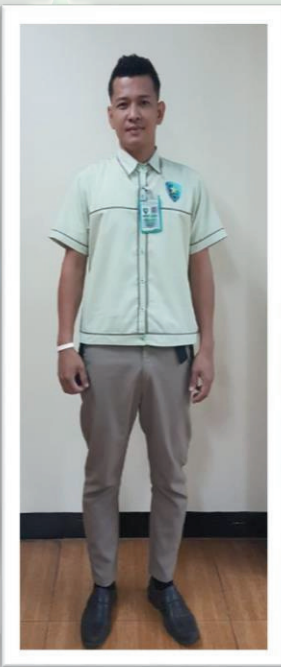
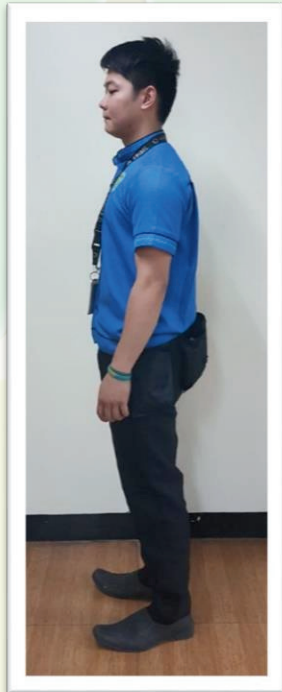


OFFICE PICTURES

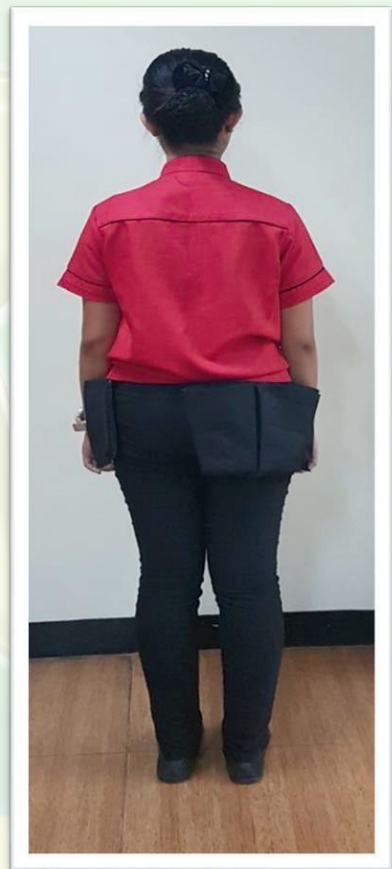
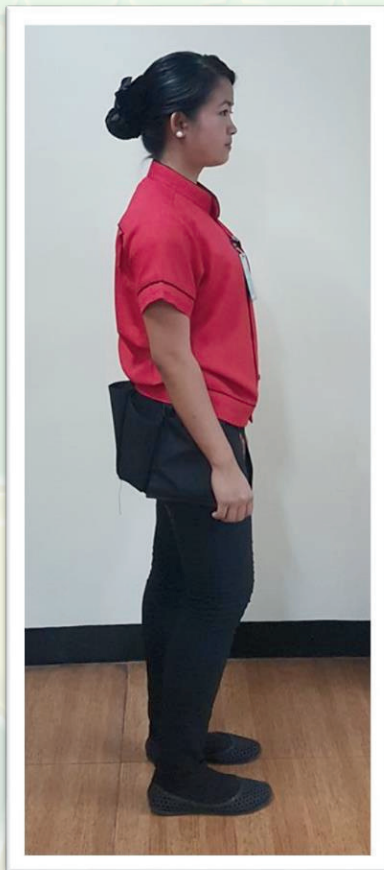
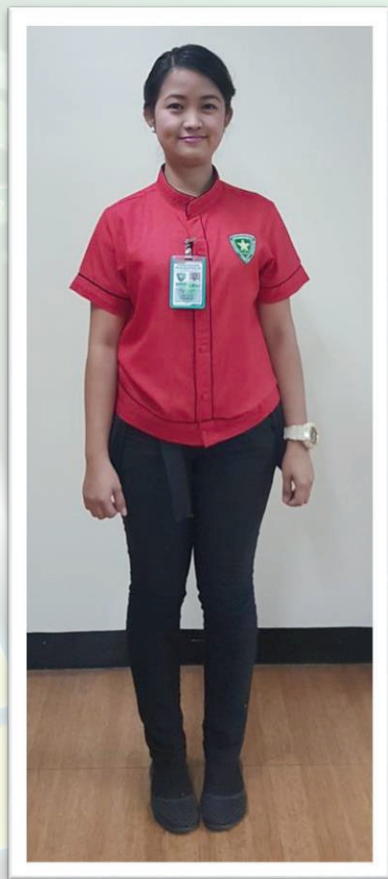




Typical Pictures of Male and Female Uniform (Janitorial Services)



STARCOM



&

ALLIANCE

STARCOM

Get in Touch With Us



(02) 8912-1588 Local: 5001/2007



operations@smasi.ph
marketing@smasi.ph



www.commandersec.com.ph



#133 15th Avenue Brgy. Socorro, Cubao,
Quezon City

ALLIED

