

PROFILE



Confirm Dynamic Ltd.

Unit-12C (12th floor), 15/2 Momtaj Heights, Shyamoli, Dhaka

Telephone: 02 223329047

Cell: +88 01912007013, 01746398196.

Email: info@cdblBangladesh.com

Website: www.cdblBangladesh.com

MESSAGE FROM THE MANAGING DIRECTOR:

Confirm Dynamic Ltd is a consulting firm for development sector. Its previous name was Confirm Development Association. Its target population are poor man, women and children from poor households, to intentionally isolate the major victims of mortality and socioeconomic deprivation and to achieve the greatest impact with limited resources. The program also seeks to empower women and children toward greater independence and self-reliance, and to increase their involvement in decision-making processes at all levels of society. Furthermore, direct participation by this (generally) marginalized segment of the population is achieved resulting in more rapid cultural change.

Confirm Dynamic Ltd distinguishes itself by working exclusively with women and children through a bottom-up approach employing participatory planning. With the assistance of **Confirm Dynamic Ltd** staff, beneficiaries collect data on issues of immediate concern and once a causal link is established, to develop strategic interventions and introduce appropriate behavioral changes.

The underlying premise of this strategy is that by targeting women and by modeling women's participation as equal partners with men in institutional management and community-wide development, gender discrimination may be reversed. By countering the systematic exclusion of women from critical resources and opportunities **Confirm Dynamic Ltd** seeded to improve the overall quality of life of rural & urban communities in Bangladesh and to eliminate the abandonment, deprivation and oppression of this historically vulnerable group.

Currently, **Confirm Dynamic Ltd** is funded from Govt. Fund for aimed at developing the socio-economic condition of urban poor women and their children, through a group-based development process.

The people of its working are allowed evaluating our achievements. We have limited experience in public services. If anybody is helped with our great small efforts the organizer thinks it to be successful. The achievement of the organization is responsible for the failures. So, I am grateful to all concerned people for their cooperation. We expect their extending helping hands more in the days to come so that we are encouraged to face the new millennium development goal through presenting hunger and poverty free society for living with due standard to the new generations.

Wishing welfare of all

Dr. Md. Abdur Rahman, PhD

Managing Director

Confirm Dynamic Ltd.

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DETAILS DESCRIPTION OF THE FIRM

General Information of the organization:

1. Name of the Firm: Confirm Dynamic Ltd.

Address: **Head Office:**
Confirm Dynamic Ltd.
15/2, Momtaj Heights (12th Floor), Flat-12C,
Shyamoli, Adabor, Dhaka-1207, Bangladesh.
Cell: 088 01746398196, 01912007013
Email: info@cdblbangladesh.com, www.cdblbangladesh.com

Bangladesh Branch Office:

- a). Khan. A. Sabur Road, Chotto Boyra, Khulna-9000.
- b). Khatib Nogwa, Dist: Netrokona – 2400.
- c). Mirdha Bari Sarak, Town Kalikapur, Dist: Potuakhali 8600.
- d). 463/1, Chandpur Cumilla Road, Taltola, Chandpur-3600.
- e). Front of Manikgonj Passport Office, Manikgonj.

International Office: Confirm Dynamic Ltd.

C/o: R Tasnim Maliha Global sdn. Bhd (Reg: 1105864-W)
A-G-04-Block- A, Sri Meranti Apt. Jalan PJU
1A/5, Ara Damansara, 47301, peloling Jaya, Selangor, Malaysia.

2. Age of Firm: 7 (Seven) years running for business activities.

3. Category of the Firm: It is a Consultancy Firm, Research & Survey, IT, Software, Training organization.

Mandatory information of the organization:

1. Update Trade License and Registration number with year and name of the agency:

S. L	Name of the Authority	Number	Issue Date
1	Registrar of Joint Stock Companies	Reg. No 181670/2017	12-06-2017
2	Dhaka North City Corporation	E-Trade License No. 009358/2022	26-07- 2022

2. TIN & VAT Information:

S. L	Authority	Reg. No	Date
1	National Board of Revenue	TIN no: 110322815203	31/08/2022
2	National Board of Revenue	VAT No: BIN: 005244157-0402	14/12/2022

Confirm Dynamic Ltd. is a prominent national consulting firm established in 2017, with its headquarters in Dhaka, Bangladesh. From its inception, the company focused on establishing a robust organizational structure and carefully selecting highly committed and qualified individuals to assume various key responsibilities. This strategic approach was crucial in laying a solid foundation for the company's growth and operational effectiveness.

Legal and Organizational Framework

Confirm Dynamic Ltd. is registered with the Registrar of Joint Stock Companies under the registration number 181670/2017. The company also holds a valid E-Trade License from Dhaka North City Corporation (Trade License No. TRAD/DNCC/009358/2022). Interestingly, the firm originally secured its trade license in 2015, reflecting its long-standing commitment to delivering consultancy services. Over the past decade, Confirm Dynamic Ltd has successfully undertaken various consultancy projects, particularly in the development sector. Its re-registration under the name Confirm Dynamic Ltd marks a significant milestone in its journey, symbolizing its evolution and expanded focus.

Core Focus and Strategic Direction

The primary mission of Confirm Dynamic Ltd. is to alleviate poverty—a critical issue affecting developing countries. The organization is dedicated to improving the socio-economic conditions of underprivileged populations, enabling them to achieve a sustainable standard of living. This mission aligns with the company's vision of becoming a leading human resource development organization, addressing the urgent needs of today's society.

Vision, Mission, Aim & Objectives

- **Vision:**
To become a successful human resource development organization, meeting the pressing needs of the hour.
- **Mission:**
To improve the socio-economic conditions of the poor, enabling them to maintain an optimal standard of living.
- **Aim:**
To ensure socio-economic upliftment and safeguard basic human rights for the underprivileged and marginalized sections of society.
- **Objectives**

IT and Software Development:

Focus on developing IT solutions, software, and programming services essential for modern life.

Data Management:

Engage in data collection, analysis, summarization, and processing to support development work and research programs.

Human Rights Advocacy:

Provide legal support and advocacy for women's and children's rights, ensuring protection and justice for victims.

Education Programs:

Implement mass literacy and non-formal pre-primary education programs for adult women and children.

Women's Rights Enforcement:

Promote women's rights, prevent trafficking, and provide legal aid through awareness-building initiatives.

Community Development:

Empower communities by raising awareness, building confidence, and fostering creativity to drive desired social changes.

Skills Training:

Offer skills training to poor women, enabling them to enhance their socio-economic activities and improve their livelihoods.

Organizational Support:

Organize and unite the poorest women, helping them build their own organizations to strengthen their collective capacities.

Humanitarian Support:

Provide financial and humanitarian assistance to communities in the company's operational areas.

Advocacy and Networking:

Engage in lobbying, networking, and knowledge sharing to foster organizational development.

Youth Skill Development:

Establish skill training centers for unemployed youth to improve their employability and economic prospects.

Income-Generating Activities:

Arrange income-generating activities (IGA) to sustain the organization and its initiatives.

Consultancy, Research, and Survey:

Conduct consultancy, research, and survey projects to inform and improve public policy and development practices.

Emergency Relief:

Organize and implement emergency relief and rehabilitation activities in response to crises.

Agricultural Development:

Promote agricultural, livestock, fisheries, and tree plantation projects to enhance the organization's sustainability and contribute to rural development.

Liaison and Collaboration:

Collaborate with government organizations (GO), non-governmental organizations (NGO), and other stakeholders to support national development goals.

Confirm Dynamic Ltd.'s comprehensive approach to consultancy and development reflects its deep commitment to creating lasting positive impacts on society. Through its diverse range of objectives, the company aims to address the multifaceted challenges faced by underprivileged communities, ultimately contributing to a more equitable and prosperous society.

Working Area: All over Bangladesh.

Work Experience: List of assignment in the last 7 years.

We have personally 30 years work experience in development sector as a development partner in Bangladesh.

General Experience of the Firm Last 10 years:

➤ **Experience -01:**

Confirm Dynamic Limited served as the Scheme Operator (SO) for managing the implementation of the Shasthyo Shuroksha Karmosuchi (SSK) in Manikganj District from June 2023 to July 2024. The project focused on providing health protection services to Below Poverty Line (BPL) populations. Responsibilities include overseeing the registration of BPL households, ensuring accurate preparation and printing of health cards, and managing their distribution across the district. Additionally, Confirm Dynamic Limited was responsible for the operation of SSK booths, where one-stop medical services were offered, ensuring that enrolled beneficiaries received the necessary healthcare.

➤ **Experience -02:**

This year, we have conducted a qualitative study to explore factors influencing undergraduate medical students' study strategies during their clinical years. Through interviews and focus groups, the research examined how clinical workload, teaching methods, assessments, and resources shape students' learning approaches. The study aimed to gain insights into how students adapt their study habits in response to the challenges of clinical education, providing valuable information to improve educational support and strategies for medical students during this critical phase of their training.

➤ **Experience -03:**

Confirm Dynamic Ltd. carried out a Techno-economic feasibility study for river and hydrography activities essential for bridge construction in Narayanganj, Faridpur under the Ministry of Local Government Division. It involved detailed surveys and data analysis to ensure that the proposed bridge sites were suitable and that construction adhered to environmental standards. In order to guarantee the safety and sustainability of the bridge projects, the study sought to determine the best sites, practical structural designs, and essential mitigating measures.

➤ **Experience -04:**

In the southern part of Bangladesh, our firm identified and mapped the routes for cargo vessels navigating to and from Payra Port. This project involved an extensive analysis of maritime traffic patterns, environmental conditions, and navigational hazards to develop safe and efficient shipping routes. The team conducted detailed surveys and utilized advanced mapping techniques to produce accurate route charts. These maps provided crucial information for optimizing vessel operations, reducing transit times, and minimizing risks associated with maritime navigation in the region. The results enhanced cargo transit logistics and safety protocols, enhancing the overall effectiveness of port operations.

➤ **Experience -05:**

We executed the Strengthening Hydrological Information Services and Early Warning Systems (SHEWS) under the Bangladesh Water and Climate Services Regional Project (BWCSR). We enhanced hydrological data collection and processing by upgrading technology and integrating advanced forecasting tools and implemented improved early warning systems, providing timely alerts for water-related hazards. Through this project, flood forecasting accuracy and early warning capacities were greatly enhanced, which resulted in more effective response plans and increased resilience to water- and climate-related catastrophes in Bangladesh.

➤ **Experience -06:**

An Industry Feasibility Study and Resettlement Action Plan (RAP) for Al-Madina Pharmaceutical Ltd. was conducted by Confirm Dynamic Limited where we assessed market demand, production capacity, and operational feasibility of the pharmaceutical facility. Additionally, a comprehensive Resettlement Action Plan (RAP) was developed to mitigate any social and environmental impacts associated with the project. Our expertise ensured alignment with regulatory requirements and stakeholder expectations, facilitating sustainable development and operational readiness for Al-Madina Pharmaceutical Ltd.

➤ **Experience -07:**

We worked as Consultancy services on strengthening the Bangladesh Agro-Meteorological Information System (BAMIS) Portal by incorporating an Acrobat database and enhancing its information management capabilities. The project involved developing a comprehensive Crop Weather Calendar and integrating Pest & Disease Weather data, improving forecasting and decision-making for agricultural stakeholders. This program helped to strengthen Bangladesh's agricultural practices by providing farmers and decision-makers access to precise, up-to-date information for managing crops and reducing hazards.

➤ **Experience -08:**

A Resettlement Action Plan (RAP) for the Ashulia Factory of Royal Footwear Ltd was successfully developed and implemented by Confirm Dynamic Ltd. The RAP aimed to ensure fair compensation and relocation of affected individuals, adhering to national and international standards. The firm identified the impacted areas, assessed the socio-economic conditions, and devised strategies for resettlement and livelihood restoration. The company collaborated with local authorities to facilitate the resettlement process, ensuring all legal and administrative requirements were met. The project successfully minimized the social and economic impacts of displacement, allowing smooth operations at the Ashulia Factory.

➤ **Experience -09:**

We conducted the identification and survey of war-injured freedom fighters for the Bangladesh Muktiyoddha Federation. This project involved assessing the health and socio-economic conditions of the injured freedom fighters to provide accurate data for policy-making and welfare improvements. The survey identified critical needs, enabling the government to enhance support systems for these individuals. Our efforts contributed to strengthening rehabilitation programs and ensuring that the war-injured freedom fighters received the recognition and aid they deserved for their sacrifices during the Liberation War of Bangladesh.

➤ **Experience -10:**

We implemented the feasibility study of current rural rivers for transport navigation and agricultural crop cultivation of the Second Small Scale Water Resources Development Project (SSWRDP-2) under the Ministry of Local Government Division. The study assessed the viability of using rural rivers for both transportation and irrigation, identifying key areas where river water could enhance agricultural production and improve local transportation networks. The findings provided critical insights into sustainable river management, supporting future development projects aimed at maximizing the use of rural waterways for economic growth and community development.

➤ **Experience -11:**

We have experience in supplying and organizing event management activities for Mirpur Ideal School. The project involved managing logistics, coordinating stage design, and providing audio-visual setups to ensure the smooth execution of various school events. The team also handled catering, guest reception, and technical support for performances and presentations.

➤ **Experience -12:**

We worked on the Haor Infrastructure Livelihood Improvement Project in Kishoreganj and Sunamganj under the Ministry of Local Government Division. The project focused on enhancing infrastructure in the haor region to improve the livelihoods of local communities. It involved the construction of roads, culverts, and embankments, which facilitated better access to markets and essential services for the inhabitants. Additionally, training and resources were provided to support income-generating activities, boosting the economic resilience of the affected communities. The project was completed effectively, contributing to significant improvements in the livelihoods and infrastructure of the region.

➤ **Experience -13:**

We worked on a website development training program for the local community in Cox's Bazar of Ocean Paradise. The training aimed to empower mass people with digital skills, focusing on website design, development, and maintenance. Participants were trained in essential web development tools and platforms, enabling them to create functional websites for businesses, local enterprises, and personal use. The program was tailored to provide practical knowledge and hands-on experience, allowing trainees to develop proficiency in a growing digital sector. By the end of the training, many participants had successfully created their websites, contributing to increased digital literacy and potential economic opportunities in the region. The initiative effectively supported the local population in adapting to the digital economy and enhancing their livelihood prospects.

➤ **Experience -14:**

We provided consultancy services for event management, advertising, survey, monitoring, evaluation, research, and development for the Bangladesh Institute for Research (BIR). The scope of the services included organizing and executing various events, developing effective advertising campaigns, conducting comprehensive surveys, and performing detailed monitoring and evaluation tasks. Our consultancy team carried out research and development initiatives that contributed to the strategic goals of BIR. The project was delivering impactful results that supported BIR's mission to enhance its research and operational capabilities across multiple sectors.

➤ **Experience -15:**

We organized an Event Management Program for the Bangladesh Kinder Garden Association in Mirpur. The program included meticulous planning, coordination, and execution of all event-related activities. From venue setup to managing schedules, entertainment, and logistics, every detail was handled with professionalism. The event was designed to bring together educators, parents, and students in a celebration of learning and community spirit. Confirm Dynamic ensured a smooth flow of activities, making the event a memorable success for all attendees and the Bangladesh Kinder Garden Association.

➤ **Experience -16:**

We implemented the National Research program of Drug addiction in Slum Dwellers adjacent to railway Stations as well as other areas in Bangladesh and appropriate measures against drug abuse under Department of Narcotics Control, Ministry of Home Affairs. Mr. Md. Nurruzzaman Sharif ndc is the Joint Secretary & Director of this program.

➤ **Experience -17:**

Nutritional Food Distribution Program was conducted by the Confirm Dynamic Ltd. during the COVID-19 pandemic in Mirpur under the Dhaka North City Corporation. The initiative was aimed at supporting vulnerable communities affected by the pandemic, ensuring they received essential food supplies during this critical time. The distribution was conducted following all health and safety protocols to prevent the spread of the virus. The Confirm Dynamic played a vital role in organizing, coordinating, and executing the program, providing much-needed relief to those in need during the challenging period of the pandemic.

➤ **Experience -18:**

A Training Program on Postharvest Management and High Zinc Rice Processing was completed by Confirm Dynamic Ltd. in Bangladesh. The training aimed to enhance the skills of farmers and agricultural workers in postharvest techniques, improving rice quality and reducing losses. Participants were trained on handling, storage, and processing methods specifically focused on high zinc rice varieties to ensure nutritional value retention.

➤ **Experience -19:**

We implemented a counselling program for nutrition food targeted at hospital patients of Mediserve Healthcare. The purpose of this program was to provide personalized nutrition guidance to patients in order to improve their health outcomes during and after their hospital stay. Experienced nutritionists conducted one-on-one sessions with patients, assessing their dietary needs based on their medical conditions and offering adapted meal plans. The counselling covered essential aspects of balanced nutrition, food safety and the benefits of specific diets in managing various health issues.

➤ **Experience -20:**

We worked on a comprehensive Performance Assessment Survey of Upazila Parishads under the Local Government Division (LGD) through the Project Development Office (PDO). The assessment aimed to evaluate the administrative and developmental performance of the Upazila Parishads across various indicators, such as governance, project implementation, financial management, and public service delivery. A structured survey methodology was employed, which included interviews with key stakeholders, analysis of operational data, and field visits to selected Upazila Parishads. The findings provided critical insights into the strengths and weaknesses of the Parishads, offering a foundation for policy recommendations and capacity-building initiatives to enhance their effectiveness in local governance. The survey contributed to shaping future strategies for improved local government operations.

➤ **Experience -21:**

We worked on a Skill Development Training Program for the garments workers of Multibiz Machinery Ltd. in collaboration with the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). The program focused on enhancing the technical and operational skills of the workers to meet the evolving demands of the garments industry. Upon completion, the workers demonstrated significant improvements in their skill levels, contributing to increased efficiency and output for their respective factories. The training program also fostered greater awareness of modern techniques and technologies, positioning the workforce to better compete in the global market.

➤ **Experience -22:**

Income Generating Activities (IGA) Training for disabled families in Mirpur under the Bangladesh Council for Child Welfare (BCCW). The training focused on empowering participants with skills in various income-generating activities such as handicrafts, tailoring, and small-scale entrepreneurship. Enhancing the social and economic integration of disabled people and their families was the program's primary goal. We provided practical tools, resources, and ongoing support to the participants and enabling them to apply their new skills in real-life scenarios.

➤ **Experience -23:**

A Training program on Skill Development for garment workers, focusing on Basic Computer Training, of Trade Concern UK Ltd. By providing them the necessary computer skills to handle spreadsheets, word processing, and basic internet browsing, the training attempted to improve the digital literacy of garment workers. By gaining practical knowledge in using computers the Garment workers improved their workplace efficiency and opened up new opportunities for career advancement. Workers' technical abilities were enhanced overall by the training, which also helped them adjust to a workplace that was increasingly focused on digital technologies.

➤ **Experience -24:**

We implemented the Computer Foundation & Basic Training program for students from Class VIII to X at Ideal School. The training covered fundamental computer skills, including word processing, spreadsheets, internet browsing, and basic programming. To improve digital literacy was the program's main goal, along with better preparing students for their future academic and professional endeavors. Students showed increased computer confidence by the end of the course, which helped them adjust to a society that is becoming more and more reliant on technology.

➤ **Experience -25:**

We implemented the National Research program of Identifying and mapping the routes of drug trafficking in Bangladesh: Pitfalls and way forward under Department of Narcotics Control, Ministry of Home Affairs. Mr. Md. Nurruzzaman Sharif ndc is the Joint Secretary & Director of this program.

➤ **Experience -26:**

We conducted a Baseline Study on Efficient and Accountable Local Governance for the Local Government Division (LGD) through the Policy Research Institute of Bangladesh. The primary objective of the study was to evaluate the local level governance structures, service delivery mechanisms, and accountability frameworks that are currently in place. It identified gaps and areas for improvement to enhance efficiency and transparency in local governance. The findings provided valuable insights that contributed to policy recommendations aimed at strengthening local institutions and improving their capacity to deliver public services effectively and responsibly.

➤ **Experience -27:**

A Computer Foundation & Basic Training program for students of Ideal Mirpur School was conducted by Confirm Dynamic Ltd. The program focused on fundamental computer skills such as operating systems, basic software applications, and internet navigation. Its objective was to provide students with essential digital literacy to aid their academic progress and future career prospects. The training received positive feedback, boosting students' confidence in utilizing technology and establishing a solid groundwork for their ongoing digital education.

➤ **Experience -28:**

Skill Development Training program on IT and Software for Cloud Coder. This training was designed to enhance participants' skills in key areas of software development, programming languages, and IT infrastructure. The curriculum covered essential coding techniques, software lifecycle management, and hands-on experience with cloud computing technologies. Training participants were expected to leave with advanced technical abilities necessary to satisfy the expectations of the contemporary IT sector. Participants response towards the program positively, which led to increased awareness of IT systems and increased skill in coding and software development. The curriculum aided in the participants' career advancement because, upon completion, they were better equipped for professional employment in the software development and cloud technology sectors.

➤ **Experience -29:**

Development of IT and software for the Bangladesh Institute for Research (BIR). This project involved designing and implementing a comprehensive IT infrastructure tailored to the institute's specific needs. The development process included creating customized software applications to enhance research capabilities, streamline data management, and improve overall operational efficiency. Key tasks included system analysis, software development, and integration of advanced IT tools to support BIR's research activities.

Confirm Dynamic Ltd. has been implementing the following activities for the development of the society:

❖ **Experience -01. Youth Groups formation and fund accumulation:**

The disadvantaged poor women and men are organized for Groups. One of the major strategy of the organized include: aware the groups members regarding admission and saving fund accumulation, issu based education, training on group management, rules and regulations, project based training, issue based training etc which are implemented by the group. Project based credit support including other development related support are provided based on the capacity of the groups.



❖ **Experience -02. Education Program:**

Illiteracy is treated a one of the major causes of development for individuals family, social and national life. The main objective of **Confirm Dynamic Ltd.**, education program is to increase national literacy rate and thus establish illiteracy free society. The **Confirm Dynamic Ltd.** has been implementing two types of education, Child education through Non-formal Education and Pre-Primary Education supported by Local community peoples. Need based teacher appointment, regular supervision and monitoring assist to implement this program successfull. After completion of course the learnes can write, read and calculate and at the same time are being aware regarding their life, social status aand environment and economic emancipation.



❖ **Experience -03: Income Generating Activities (IGA) and Self Employment Program:**

Aiming at empowering and establishing the **Confirm Dynamic Ltd.** family and social life of the organized group members and becoming economic solvent Income Generating Activities in the project initiated and conducted by them is one of the major tool of the organization. As per IGA policy and preparing necessary documents signed and approved by project committee assists and supervises the project. The staff members of the organization assist in making the project profitable and smooth implementation. AT this the employment opportunities are created for xdsdthe members and on the other sides their empowerment of family and social life including dignity is increased.

❖ **Experience -04. Tree Plantation and Nursery:**

The organization group members are made aware regarding the usefulness of Nursery necessary and necessity of theirs regularly. For it the group members planted trees in their homested areas and the follow lands. Now they dream of pollution free environment and economic emancipation. At the same time cutting of trees has stopped more than before. This program is on going process aiming at planting tress according to homestead area of each group members.



❖ **Experience -05. Pure Drinking Water and Sanitation:**

Confirm Dynamic Ltd. implement awareness program for its organized group member toward using tube-wells water in all spheres of their household life and water sealed latrines. Tube-wells are collected from the different source through struggling and distributed among them free of cost. Water sealed ring and slabs are sold among payment. Promotional activities include for awareness rising where the participation of the beneficiaries are ensured.



❖ **Experience -06. Resettlement Work:**

We are work resettlement activities with financial support of the **SAMATA**. The function of the program was khas land identification, then distribute the landless persons of the community. It is the land reform program of the SAMATA. DFID funded the program. So we have experience of resettlement program since 2005 to 2008.



❖ **Experience -07. Primary Health, Nutrition and Family Planning:**

The organization **Confirm Dynamic Ltd.** has a Health Center in Mirpur, Dhaka office compound. The health project funded by the Ministry of Health and locally fund collection. Family Planning program supported by the department of Family Planning office in respective govt. office.



❖ **Experience -08. Training, Seminar and Workshop:**

The organization **Confirm Dynamic Ltd.** has a training centre for its development activities. **Confirm Dynamic Ltd.** program for Skill Development, Accounts, Office Management, Leadership and Project Proposal writing and preparation organized by **GARNET**. We do common gender activities with the department of Public Administration through ERD on 2011.





❖ **Experience -09. Research, Study & Consultancy:**

Research, Survey and Consultancy is the one of the parts of **Confirm Dynamic Ltd.** for development activities. Whole year Confirm Dynamic Ltd. has a research and study program for development sector. Now we are the members of Bangladesh Institute for Research- BIR.

❖ **Experience -10. Study Program:**

The organization done the survey works of Renuable Energy of IDCOL through MOHAMMADI at Chandpur district and data entry, data sumerised of survey works on 2015. Total renewable energy works done by this organization.

❖ **Experience -11. Humanateriun Activities:**

RANA Plaza broken, its a desaster for Bangladesh Garments sectors and the garments wokers. The Confirm Dynamic Ltd. voluntery work in RANA Plaza and financialy support to the victims of accident. We collEstablishment of Turtle hatchery and Protection of hatching ground through Ecosystem based development, management and conservation of the Saint Martin Island Project under Department of Environment.



❖ **Experience -13. Library Program:**

Library program is a good program for the informal education. We have a Library for informal education and Research program. The Library program funded by Ministry of Culture.

❖ **Experience -14. Nursery Program:**

We are implementing nursery program for the income and saved our environment. Afforastation, Plantation is our supplementary program. There are many types of suppline in our Nursery.

❖ **Experience -15. HIV/AIDs Program:**

We are implementing HIV/AIDs program at Jamalpur district through awareness build up of young boys and girls under USAID.

❖ **Experience -16. Cultural Program:**

We are implementing cultural program like folk song, drama for the awareness build up of the rural peoples about social development program.

❖ **Experience -17. National Day Observation Program:**

We are National day Observation in Bangladesh like Bangla Language Day, Independence Days, Victory Days and others.

❖ **Experience -18. Protection of Early Marriage Program:**

We are implementing awareness program of Protection of Early Marriage in rural areas of Magura district with the financial support of the Action Aid. We are support the victim and law and enforcement department. Early we support about 30 case in Magura district.

❖ **Experience -19. Ramadan Program:**

We are implementing Ramadan program with the support of the Islamic Relief and Muslim Aid in Bangladesh. We are given food products to poor muslim family on the Ramadan month. The Muslim poor are not capacity to purchase food for Ramadan Fasting. Every year we support about 300 family in Jamalpur district.

❖ **Experience -20. Quorbani Program:**

We are implementing Quorbani program with the support of the Islamic Relief and Muslim Aid in Bangladesh. We are given Quorbani meat to poor muslim family on the occasion Quorbani Day. The Muslim poor are not capacity to purchase Quorbani Animal, we support them. Every year we support about 300 family in Jamalpur district.

❖ **Experience -21. Agricultural Program:**

Bangladesh is a Land of Agricultural activities. We are implementing agricultural program for the betterment of the rural farmers. We arranged skilled training program. Field demonstration, Technology transfer etc.

❖ **Experience -22. Building Construction Program:**

We are implementing Building Construction program with the support of the Caritash Bangladesh. We are construction of Flood Shelter home with the financial of ICDDR. B.

❖ **Experience -23. Rural Road reconstruction Program:**

We are repairing Rural Road for the betterment of the rural peoples at flood affected area Shatkhira district in Bangladesh with the support of the Caritash Bangladesh.

❖ **Experience -24. Fisheries Program:**

It is a very good program for the organization and the mass peoples in the country. We are cultivation various type of fish for the income of the organization and the beneficiaries of the rural peoples.

❖ **Experience -25. Voter Education Program:**

We are implementing Voter Education program with the support of the Coordinating Council of Human Rights in Bangladesh- CCHR'B. It is a National Network organization of Human Rights in Bangladesh. We are done Voter Education program for the rural women in Mymensingh District.

❖ **Experience -26. Drug Abous Program:**

We are implementing Drug Abous program for the young peoples of the country with the support of the National Narcotics Department of Bangladesh. We are arranged awareness program to door to door for the betterment of the mass peoples.

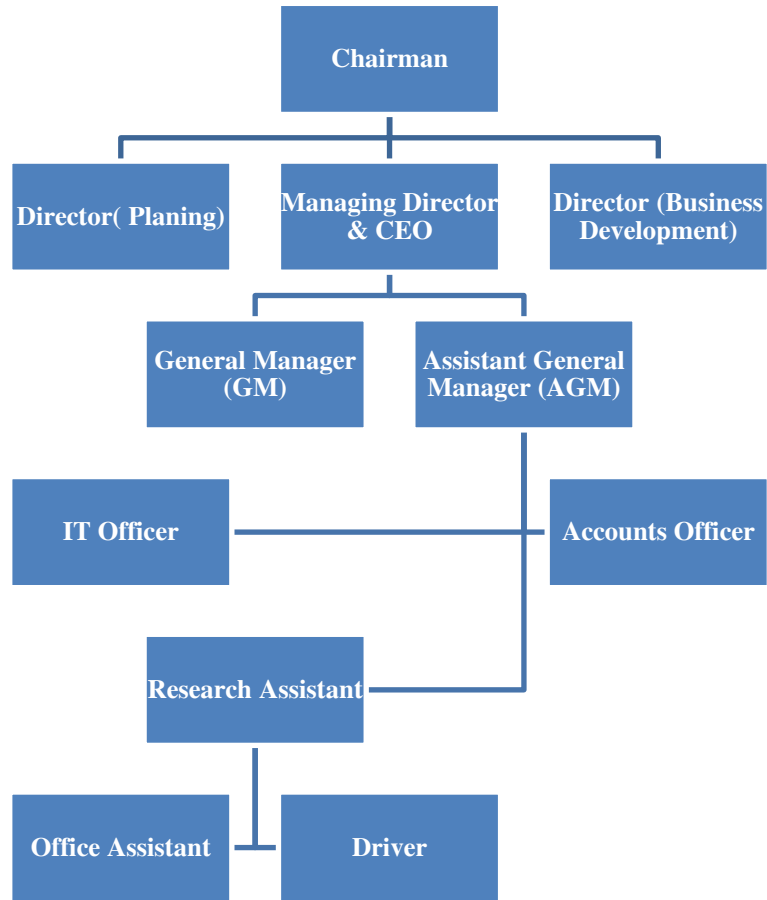
❖ **Experience -27. Drug Addicted Rehabilitation center:**

We are established a Rehabilitation center at Chandpur district in Bangladesh. There are 20 site in our center.

❖ **Experience -28. Computer Training Program:**

We are established a Computer Training center at Chandpur district tawon in Bangladesh. There are 20 Computers in our center.

Organogram



Total number of staff:

Sl.no	Particulars	Male	Female	Total
1.	Management staffs	6	2	8
2.	Permanent staffs	7	4	11
3.	Part Time staffs	9	2	11
	Call on for Project	30	18	48
	Total	31	15	78

Average Annual Turnover for Last 5 Years supported by Audit report:

Financial Year	Amount
2017-2018	Tk. 83,95,650.00
2018-2019	Tk.1,12,96,830.00
2019-2020	Tk. 1,30,91,890.00
2020-2021	Tk.1,00,34,765.00
2021-2022	Tk. 1,32,91,890.00

List of only key professional personnel with names/ date of birth/ educational qualification and experience in permanent pay-roll:

SL	Name	Position
1.	Anzumanara Begum	Chairman
2.	Dr. Mohammad Abdur Rahman	CEO & Managing Director
3.	Dr. Shafiqur Rahman	Director
4.	Shamal Sarker	Director (Business Development)
5.	Hasib Khan	General Manager (GM)
6.	Rabin Mondal	Assistant General Manager (AGM)
7.	Swarna Debnath	IT Officer
8.	Mehedi Hasan	Accounts Officer
9.	Kajol Akter	Research Assistant
10.	Sidratul Muntaha	Research Assistant

Sl	Name of Professional	Date of Birth	Education	Experience
Engineer				
1.	Dr. Md. Abul Kalam Azad.	01-01-1956	B.Sc. (CUET), PhD.	30 years.
2.	Mir Mizanur Rahman	08-04-1964	B.Sc, Civil Engineer	25 years of Sanitation
3	Anwar Hossain Khan	01-01-1952	B.Sc, Eng	30 years.
4	Dr. Md.Shariful Alam Mondal	07-06-1978	M.Sc (BUET), Ph.D	20 years.
5	Md. Mofazzal Hossain	01-10-1957	B.Sc. Civil, PhD. (Research Fellow)	30 years.
6.	S.M. Mostafizur Rahman	20-12-1987	B.Sc Urban & Rural Planner, M.Sc GIS	10 years
7.	Shadman Sakib Protik	08-09-1990	B.Sc Civil, KUET	9 years
8	Mohammad Ali Mazumder	01-01-1957	B.Sc Civil. Dhaka.	30 years
9.	Md. Abdul Malak	30-09-1957	B.Sc Civil. Dhaka.	30 years
10	Md. Shamim Akhter	01-07-1965	B.Sc Civil. DUET	30 years
11	Md. Golam Kibria	12-12-1985	B.Sc Civil. DUET	10 years
12	Mahmudur Rahman	01-01-1985	B.Sc Civil. BUET	12 years
13	S.M. Akmal Hossain	15-01-1962	B.Sc civil, Dhaka	25 years.

14	S. M. Mizanur Rahman	02-02-1956	B.Sc. Civil	30 years
15	Fahad Md. Forhadul Islam	04-06-1985	B.Sc. Civil	12 years
16	Md. Humayun Kabir	15-07-1996	B.Sc. Civil	07 years
17	Adnanul Hasan	20-11-1976	B.Sc. Civil	15 years
18	Taslina Ahmed	10-01-1990	B.Sc. Civil	07 years
19	Jamil Hasnine Tamim	01-12-1991	B.Sc. Civil	05 years
20	Md. Shaiful Islam	10-03-1990	B.Sc. Civil	05 years
21	Rubayet Tanim	21-03-1990	B,Sc in Civil	7 years
22	Dr. Salah Uddin Mahmood	20-11-1957	B.Sc, Civil, M.Sc, Ph.D	30 years
23	Md. Anamul Habib	02-05-1996	B,Sc in Civil	7 years
24	Momotaz Khanam	01-01-1979	B,Sc in Civil	15 years
25	Sumana Akter	19-12-1993	B,Sc in Civil	10 years
IT Engineer				
26	Umme Habiba	13-08-1983	B.Sc, M.Sc, PhD.	10 years
27	Farjana Islam Shampa	02-06-1982	B.Sc. M.Sc	10 years
28	A.T.M Shakhawat Hossain	01-11-1968	B.Sc, M.Sc	15 years
29	Dr. Niyamul Bashir,Ph.D	30-12-1969	B.Sc, M.Sc, Ph.D.	20 years .
30	Mohammad Ruhul Amin	13-09-1969	B.Sc, M.Sc	20 years
31	Md. Jahir Iqbal	17-08-1974	B.Sc, M.Sc	15 years
32	Md. Golam Mostofa	05-04-1964	B.Sc, M.Sc	20 years
33	Mohd. Mahabubul Alam	05-07-1978	B.Sc, M.Sc	15 years
Electrical				
34	Md. Asrafuzzaman	11-11-1976	B.Sc, El, M.Sc	10 years
35	Md. Alamgir Hossan	20-10-1979	B.Sc, El.	10 years
36	Mizanur Rahman Siddique	11-11-1959	B.Sc, El.	30 years
37	Md. Lokman Hossain	16-05-1951	B.Sc, El,	35 years
38	Md. Kamal Uddin	20-11-1976	B.Sc, El.	10 years.
39	Hosne Zaman	03-11-166	B.Sc, El, M.Sc	20 years.
40	Md.Jahidur Rahman	17-11-1979	B.Sc, El, M.Sc	10 years.

Water Resource				
41	Md. Anowaruzzaman	25-10-1960	B.Sc, water, M.Sc	25 years
42	Md. Rafiqul Islam	21-12-1965	B.Sc, water, M.Sc	25 years
43	Umme Habiba	13-08-83	M.Sc, PhD.	15 years
44	Abdus Sobhan,	31-12-1959	B.Sc, water, M.Sc	30 years
45	Nirmal Chandra Saha	20-06-1961	B.Sc, water, M.Sc	25 years
46	A N M Ibrahim Khan	10-03-1965	B.Sc, water, M.Sc	25 years
47	Md. Nazrul Islam	12-09-1983	B.Sc, water, M.Sc	15 years
48	Md. Al Amin Golder	23-09-1986	B.Sc, water, M.Sc	15 years
Technician				
49	Idrojit Mondil	07-09-1970	B.Sc Fine Arts	18 years
50	Md. Ismail Hossain	02-04-1986	B. A	15 years
51	Shafiun Nahin Shimul	10-05-1981	Dipl in Computer Science	15 years
52	Sk. Aminul Islam	30-09-1973	Diplo in Surveyor	20 years
53	Md. Rasel Howlader	17-03-1996	Dipl in Computer Science	05 years
54	Abdullah Al Jaber	13-12-1997	Diplo in Surveyor	05 years
55	Abu Shalay	31-12-1996	Dipl in Computer Science	05 years
56	Pranab Kumar Nandi	17-12-1960	Diplo in Surveyor	30 years
57	Sayed Masudul Haque	01-12-1997	Diplo in Surveyor	05 years
58	Bishrat Farhana Amy	12-09-1992	Diplo in Surveyor	05 years
59	Md. Mamun Khan	01-01-1990	Diplo in Surveyor	07 years
60	Md. Shahjalal	16-11-1976	Diplo in Surveyor	20 years
61	Md. Alamin	25-11-1989	Diplo in Surveyor	10 years

62	Md. Anowarul Wahab	01-09-1973	Diplo in Surveyor	20 years
63	Ahmed Md. Frdous	01-01-1994	Diplo in Surveyor	05 years
64	Md. Abu Yousuf	01-03-1971	Diplo in Surveyor	25 years
Others				
65	Md. Anwar Hossain	01-01-1950	B. A	35 years
66	Md. Giash Uddin	18-09-1971	B. A	25 years
67	Liza Bosak	30-11-1980	Diploma in Science	10 years
68	Md. Answar Ali	01-08-1967	B. A	20 years
69	Md. Tariqul Islam	18-02-1997	B. A	05 years
70	Md. Waziullah	20-01-1952	B. A	35 years
71	Shilpi Rani Paul	04-01-1980	Diploma in Science	15 years
72	Udoy Sankar Basu	12-10-1979	B. A	15 years
73	Muhammad Salim	14-11-1976	B. A	15 years
74	Md. Emranul Islam	15-10-1987	B. A	15 years
75	Md. Jahedur Rahman	07-12-1986	B. A	15 years
76	Syed Md. Iqbal	08-11-1956	B. A	35 years
77	Muntasir Masum	01-01-1989	Diploma in Science	10 years
78	Md. Farhad Hossain	01-08-1953	B. A	35 years
79	Md. Abdul Hamid	01-12-1958	B. A	20 years
80	Saiful Haque	12-12-1958	B. A	30 years
81	Md. Akhtaruzzaman	21-07-1992	B. A	05 years
82	M.M. Shamsuddin	17-11-1993	B. A	05 years
83	Ashok Kumar Ghosh	18-03-1971	B. Sc	15 years
84	Mustafa Sahriar	03-04-1995	B. A	05 years
85	Zakir Ahmed	10-01-1984	B. A	15 years
86	Md. Imam Hossain	01-01-1985	B. A	15 years
87	Md. Abdul Hannan	01-01-1972	B. A	25 years
88	M. Faiz-ud-Din	02-07-1954	B. A	15 years
89	Md. Omar Faruk	26-02-1988	B. A	15 years
90	Umme Habiba Dristy	20-04-1999	Diploma in Science	05 years
91	Anjuara Begum	08-02-1978	Diploma in Science	15 years
92	Fahta Noor Angon	19-07-1993	L.L.B	05 years

Present Source of Fund :

Organization won capital & Income fund.
Department of Social Services, Govt. Fund.
Local Elite person's contribution & Donation.
Income Generating Activities (IGA).
Members Subscription and Donation.
Consultancy Fees and Services Charges.

Membership & Networks :

- a) Global Applied Research Network-**GATNET**.
- b) Equity & Justices Working Group.
- c) Association of Library Organization for Rural Advancement & Nursing –**ALORAN**.
- d) Bangladesh Council for Child Welfare –**BCCW**.
- e) Bangladesh Institute for Research- **BIR**.
- f) National Child Welfare Council- **NCWC**

Client List

1. Department of Narcotics Control, Ministry of Home Affairs.
2. Dhaka North City Corporation.
3. Ministry of Social Services.
4. Ministry of Women Affairs
5. UNDP Project through Policy Research Institute of Bangladesh-PRI.
6. GOB-JICA Project through PDO (Peace & Development Organization).
7. Ministry of Health.
8. Local Government Engineering Department-LGED.
9. Department of Public Health Engineering- DPHE
10. Multibiz Machinery Ltd.
11. Denim Polymer Industries Ltd.
12. Trade Concern UK.
13. Bangladesh Muktijodha Federation.
14. SAMATA Funded DFID.
15. Bangladesh Institute for Research- BIR.
16. IDCOL through Mohammadpur Samaj Kallyan Sangstha.
17. ICDDR'B.
18. Pre-Primary Education Program, Save the Children.
19. IMED, Ministry of Planning.
20. International Rice Research Institute-IRRI funded USAID..
21. Krishi Gobashona Foundation – KGF.
22. Harvest Plus Bangladesh.
23. Ministry of Agriculture, Component-C funded World Bank.

List of Office/ Training Centers/ workshops with address/ areas in square feet's of logistics:

Sl.No	Office/ Training Centers address	Area in sft.	Logistics
1	New Jashor Road, Chotto Boyra, Khulna-9000.	5,200 sft	Furniture & Fixtures Books & Journals Computer, Pinter & Scanner Vehicles/Transport Training Center.
2	Khatib Nogwa, Dist: Netrokona – 2400.	2,800 sft	Furniture & Fixtures and Training materials.
3	West Bank of Sasardighi, Jatrapasha, P.S: Baniyachong, Dist: Hobigong.	2,200 sft	Furniture & Fixtures and Training materials.
4	Mirdha Bari Sarak, Town Kalikapur, Dist: Potuakhali 8600.	4,200 sft	Furniture & Fixtures and Training materials.
5	Chandpur Cumilla Road, Taltola, Chandpur.	2,200 sft	Furniture & Fixtures and Training materials.
6	Vill: Gogdish, P.O & P.S: Ashugong, Bramhman Baria.	2,200 sft	Furniture & Fixtures and Training materials.
7	Baro Masjid Road, Shariatpur	2,200 sft	Furniture & Fixtures and Training materials.

List of Human Resources

Sl	Position	No of Post
1	CEO (Chairman/ Managing Director-MD)	2
2	Director (Planning & Business Development)	2
3	General Manager	1
4	Assistant General Manager	1
5	Office Management Staffs	6
6	Data Entry Operator	2
7	Compute Operator	4
8	Software Engineer	2
9	Junior Software Engineer	2
10	Senior Software Engineer	1
11	Procurement Officer	1
12	Front End Developer	2
13	Web Application Developer	2
14	Maintenance Engineer	2
15	System Engineer	2
16	GIS Expert	2
17	Training Expert	2
18	Data Center Expert	2
19	Domain Expert	1
20	ICT Expert	2
21	Office Assistant	3

List of Equipment

Sl	Name of Equipment	Quantity
1	MacBook	4
2	iMAC	10
3	iPhone	8
4	iPad	1
5	Proton	1
6	Headphone	10
7	AC	5
8	Chair	50
9	Bar Stool	7
10	Sofa Set	8
11	Meeting Chair	12
12	UPS	10
13	Printer	1
14	Camera	2
15	CPU	10
16	Monitor	10
17	Laptop	20
18	TV	1
19	Projector	1
20	Refrigerator	1
21	Cookeries	80
22	Microphone	3
23	Car	3

Conclusion:

The proper development of this country is not possible on account of weak infrastructure. Now the government authority has taken the right program, and it is matter of praise-worthy. We think that if this step can be turned into effective action, then Bangladesh will be a development country. The Confirm Dynamic Ltd will work eagerly and obediently to actualize this development program. We hope that the authority will give us the opportunity in this regard, and we promise to work attentively to perform the program effectively.

Prof: Dr. Md. Abdur Rahman, PhD

Managing Director

Confirm Dynamic Ltd.

Cell: +88 01746398196.