

Translation of a Work contract

[REDACTED]
Consultant Center

Work Contract

On the day 04/09/1432 HJ corresponding to 04/08/2011

This contract was made between

[REDACTED]
P.O.BOX 63781k Riyadh 11526 – Kingdom of Saudi Arabia

Represented by:

Dr. Engineer [REDACTED] General Manager First Party

And

Mr./Engineer / [REDACTED] Second Party

Nationality/ Egyptian

Both Parties agreed on the following:

First: The Second Party agreed to work for the First Party in the occupation of "Civil Engineer" Or any other work commensurate with his qualifications and experience, and the second party undertakes to perform the tasks assigned to him in the best manner and in accordance with the scientific and professional principles recognized according to the following articles:

- 1) The Second Party shall be entitled to a monthly salary of (5,000) Five thousand Saudi Riyals.
- 2) This contract shall apply to the Saudi Labor and Workers Law promulgated by the Royal Decree (51) dated 23/08/1426 HJ, and the decisions issued by it and issued by the Minister of Labor and unless otherwise specified in this contract.

Second: This contract shall be effective once the second party joins the work in the Project sites, The first three months shall be considered as a probation period and the first party shall be entitled to, without giving reasons,



[REDACTED]

termination of the contract upon proving the incompetence or efficiency of the second party without notice or right of compensation. Or at the request of the owner of the project to replace the second party, and the second party to pay all financial costs borne by the first party.

Third: The second party shall work in the places and projects specified by the first party in the Kingdom of Saudi Arabia. Daily working hours are Eight working hours a day with a total of not less than (48 hours) per week. If the workplace is in the city of Riyadh there will be two shifts, morning and evening and in the places determined by the first party.

Fourth: The Second Party shall not be entitled to work on his behalf or for the account of third parties, either directly or indirectly, in any job or service for the duration of his contract with the First Party and for the duration of the current contract or upon its extension, except for the first party only, The first party has the right to terminate the second party and to drop all his rights and claim compensation that he deems appropriate as a result of violating this condition.

Fifth: The duration of this contract shall be three years from the date on which the second party starts working in the project sites and starts to perform his duties. The contract is renewed automatically unless one of the parties informs the other party that he does not wish to renew the contract one month prior to the expiry date of the contract.

Sixth: The first party shall have the right to terminate this contract when the second party commits any acts contrary to the provisions of Article (83) of the Labor Law and the workers applied in the Kingdom or fails to perform the duties of the work entrusted to him in a satisfactory manner, or in the case of absence of the second party from work more than once without a legitimate excuse accepted by the first party, the first party has the right to terminate the contract and dispense with his services without warning or compensation and the second party must pay the expenses of his return to his country where the contract ended and also pay all financial expenses carried by the first party.

Seventh: The First Party and the Second Party agreed to the following:

A) Annual Leave:

1. The second party shall be given a leave once every 12 months. The first party shall be entitled to postpone all or some of the leave for the following year according to the working conditions of the first party, the first party shall pay the second party a monthly salary for the accrued leave.

