

ANNEXURE

Annexure Effective Date – October'23.

Fixed Monthly Billing**Outsourcing Services:**

Role	Term	Location	Monthly Salary of the Deputed Staff	TASC billing per Deputed Staff per month
Office Manager	12 Months	Dubai	AED 12,000	AED 14,480

Inclusions

Monthly Salary
Medical Insurance Yearly – (Self)
Workmen compensation insurance
MOHRE, Labour card, PRO, Immigration and typing related costs
Labour card cancellation cost
TASC Management Fees
Payroll, Admin and on-boarding costs
Emiratization Cost
Annual Airfare (AED 1500)

Exclusions

The below costs will be charged to the Client with 10% as TASC service fees.

Gate Passes
All leaves available to the Deputed Staff as per the Applicable Labour Laws
Dependent's Visa
Incentives & Reimbursements
Inbound flight and hotel accommodation for Deputed Staff arriving from outside the country
Any compensation awarded by the court to the Deputed Staff arising out of the separation of the Deputed Staff at the request of the Client including reasonable attorney fees.
Hotel accommodation for deputed staff arriving from outside the UAE
Overtime
Any other costs not mentioned in the "Billing inclusions"

TERMS OF PAYMENT

Monthly invoice to be raised and paid as per the chart below. Any attendance shortfall will be adjusted in the following month invoice. Salary to the Deputed Staff will be paid only after receiving the payment on time as per the chart below. Below chart summarizes this process.

Salary & Invoice Schedule

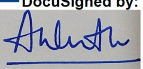
Important Monthly Dates	21 st	23 rd	30 th	45 days from Invoice date
From TASC		Submit invoice	Pay Salary	
From Client	Submit attendance			Pay invoice

- The assignment will be for a 'fixed term' of minimum 6 months and only be terminated by giving 2 months 'notice in the case of fundamental unsuitability or impossibility of the candidate's employment, e.g., severe sickness or any governmental use, else, cannot be terminated prior to the same. The assignment can be extended as per the client's request in the form of an amendment to the agreed Annexure.
- In any event, if the deputed staff is separated (termination or resignation) before completion of the assignment duration (as mentioned above), then the visa cost of will be invoiced to client on a pro-rated basis.
- Note: 'Fixed term' duration is calculated from the date the deputed staff starts assignment at the client's location.
- Monthly invoice and salary to deputed staff will be paid as per the 'Salary & Invoice Schedule' mentioned above. If client disputes any items on any invoice in whole or in part, client shall notify TASC within a period of 48 hours from the receipt of the invoice, failing which it shall be deemed as accepted.
- 2 Months of Billing Fee will be charged to client as Security Deposit for every candidate as per the payment terms. This amount will be deducted from the final months billing invoice following termination of the contract.

Additional Terms:

- In case of any legal cost, fines etc. imposed due to Client's action, the amount will be reimbursed to TASC.
- The Deputed Staff shall work only 4 days each week.
- There will be no overtime unless the CLIENT requires and approves Deputed Staff to work overtime.
- Overtime is calculated for the hours worked more than 32 hours per week.
- Hourly rate is defined as total monthly billing divided by total working hours.
- Working hours are calculated as total number of working days (excluding holidays) times 8 hours/day.
- In the event of absorption of the Deputed Staff, a 10% as absorption fee on annual salary of the associate will be charged by TASC to the Client.
- Should CLIENT require staff to undergo any training days; the cost will be borne by CLIENT.
- For any new candidates, the client will conduct an interview and have the final choice in selecting candidates. All candidates must remain on TASC payrolls for a minimum of 6 months prior to absorption.
- Employee grievances will be mutually addressed.
- In case of increase in any Ministry Fees like VISA, Immigration etc... at time of execution, all additional cost will be borne by CLIENT at actuals
- It is clearly agreed and understood by the parties hereto that TASC's responsibility hereunder is limited to the proposal above. The Deputed Staff provided by TASC will once be deputed to the CLIENT remain under the complete control and supervision of CLIENT and TASC shall not interfere with the work of the Deputed Staff while they are deputed to CLIENT. TASC does not bear any liability due to any actions caused due to fraud, misconduct or negligence of the employees deputed.
- Full Monthly Bill Rate shall apply each month for the entire duration of the employment with no Deductions from the rate regardless if the candidate takes annual leave (up to 30 calendar days) or sick leave (up to 15 sick leave days) as per UAE labour law entitlements per annum.
- 5% VAT will be added on the total amount.

For

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For: TASC Labour Services LLC
 Date:

For



For: Dyson Overseas Distribution Limited
 Date: