



EMPLOYMENT AGREEMENT

PRIVATE AND CONFIDENTIAL

Oct 23th, 2024

INDIA

Dear Mrs. : NITENDRA BISWAS

Passport No: Z-7050142

Congratulations on your appointment as **COMMI-1** at the St Regis, on behalf of Resort Development Company L.L.C. **JUMEIRAH MESSILAH BEACH HOTEL & SPA** branch. We are pleased that you are joining our Team.

The purpose of this offer letter is to identify, those more not worthy issues of compensation and applicable in Kuwait.

POSITION/REPORTING DATE:

You will be employed by Resort Development Company L.L.C. **JUMEIRAH MESSILAH BEACH HOTEL & SPA** branch as reporting direct **COMMI-1** reporting directly to the senior HR the anticipated starting date.

WORK PERMIT

This appointment is subject to the granting of a valid work visa from the appropriate authorities we have no reason to believe that the necessary permissions will not be forthcoming. The company shall further assist you in obtaining a residence permit within the legal framework.

SALARY

Your basic monthly salary will be by **KD235** as your salary is calculated on net basis. The local payroll department will be responsible for the grossing up of your income to cover applicable individual taxation or deduction in Kuwait. Your salary will be deposit in local currency into a **JUMEIRAH MESSILAH BEACH HOTEL & SPA** Kuwait appointed local bank account.

WORKING HOURS:

Al Ta`awun Street Block 7-Building 13 PO Box 3522, Safat Kuwait City 13036,

Working hours is 60 hours (6 days) per week, exclusive of meal breaks. Please note that working hours strictly depend on business demands and could be extended as deemed necessary by the business requirements.

ACCOMMODATION:

You will be provided with furnished accommodation as per policy.

PROBATIONARY PERIOD:

Your probation period will be for 3 months from your starting date of employment.

PERSONAL PROPERTY:

Jumeirah Messilah Beach Hotel & Spa Kuwait cannot accept responsibility for your personal property, which is lost damaged or stolen within the hotel or accommodation please ensure you have adequate personal insurance if you so require.

MEDICAL CHECK-UP:

Before processing your work visa, you are required to submit the medical result for HIV, covid-19 and chest X Ray.

After joining you will be required to undergo a medical check-up as per Kuwaiti law's requirement.

Should you fail this medical check-up, **Jumeirah Messilah Beach Hotel & Spa** Kuwait reserves the right to end your services immediately.

MEDICAL INSURANCE:

You will participate in the Kuwait Workman's compensation policy, including natural death coverage all your medical expenses in Kuwait are covered by the government at no cost to you.

DURATION OF CONTRACT:

This contract will be for unlimited duration, both parties may terminate this contract by giving two months written notice after the probationary period Starwood policies and procedures regarding termination will apply.

Jumeirah Messilah Beach Hotel & Spa Kuwait may terminate this agreement at any time upon justifiable cause such as serious misconduct, offense against colleagues, employer, house rules, guest or the Muslim religion. Any termination will be handled in accordance with the Kuwait Labor Law.

Upon leaving employment, you will be required to return all items of property including intellectual property belonging to the hotel that may be in your possession or under your control. All benefits for accommodation and Hotel benefits will cease on your last working day.

MEALS:

Free meals will be provided to you in the staff dining room, located in the hotel, according to the hotel policies and procedures.

ANNUAL LEAVE:

You will be entitled to 21 calendar days paid days' annual leave for every 12 months for continuous employment as per the Kuwait Labor Law, plus public holidays for the private sector.

Al Ta`awun Street Block 7-Building 13 PO Box 3522, Safat Kuwait City 13036,

Web:www.jumeirah.com Fax No:+96522269700

HOME LEAVE:

Upon completion of continuous eleven months twenty two days (11) months (22) days service, you will be entitled to one economy class return ticket to the nearest international airport to your location of Residence within your passport country which is India the **Jumeirah Messilah Beach Hotel & Spa** Kuwait will provide this ticket for you through the company's resources. The ticket may be substituted for a trip to another location provided the stipulated airfare cost is not exceeded. If not utilized, this benefit has no cash value.

RELOCATION/REPATRIATION:

You will be given an economy class return air ticket to Kuwait upon hiring.

should you resign from **Jumeirah Messilah Beach Hotel & Spa** Kuwait within eleven months twenty two days of employment, the original relocation and recruitment costs will be charged back to you at pro-rata of uncompleted service, and you will be responsible for providing your own ticket and shipping costs out of Kuwait.

Should you resign from **Jumeirah Messilah Beach Hotel & Spa** Kuwait after eleven month twenty two days of employment, you will be repatriated to your passport country, provide you are not transferring to another Starwood property or you have not used your vacation ticket entitlement.

GRATUITY:

You will be entitled to the end of service gratuity as per Labor Law No. (14) For the years 2004 (54)

GOVERNING LAW & OTHER:

The laws of Kuwait shall govern this agreement.

Your appointment is subject to approval from the labor and immigration authorities in Kuwait.

It is to be understood that the company policy and procedures will apply for any elements not outlined in the context of this latter.

If the above is consistent with your understanding of the terms, kindly sign each page and return to us within seven (7) days via e-mail, along with a photocopy of your passport.

Again my personal congratulations on your appointment and we look forward to welcoming you as member of the **Jumeirah Messilah Beach Hotel & Spa** Kuwait team and we look forward to your contributions to the **Jumeirah Messilah Beach Hotel & Spa** Kuwait.

Warm Regards;

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Resorts development company LLC owners of the hotel known as the St. **Jumeirah Messilah Beach Hotel & Spa** Kuwait represented by:



GENERAL MANAGER

Candidate Signature

Jumeirah

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