

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made effective as of <<< CUR_DATE >>> between Occidental Mukhaizna L.L.C/ Occidental of Oman INC, a branch of an international company duly registered to conduct business in the Sultanate of Oman, having a postal address at P.O. Box 717, Post Code 130, Azaiba, Sultanate of Oman (hereinafter referred to as "Occidental") and Manju Mu Omani national (hereinafter referred to as the "Employee").

Occidental and the Employee hereby agree as follows:

ARTICLE 1 - Employment

Occidental agrees to employ the Employee and the Employee agrees to be so employed in the position QC Receipt Inspector on the terms and conditions set forth in this Agreement.

ARTICLE 2 - Duration & Service Date

Subject to termination as hereinafter provided for, this Agreement shall run from the effective date first noted above. The effective date will be the basis for the calculation of time-based employment benefits, such as annual vacation leave.

ARTICLE 3 - Remuneration

Comprehensive remuneration shall be in accordance with Attachment I. Other benefits and allowances not specified in Attachment I shall be determined in accordance with applicable Occidental policies and procedures, as modified from time to time by Occidental in its sole discretion.

ARTICLE 4 - Work Location

(a) The Employee agrees to be assigned during the period of this Agreement to the work location specified in Attachment I. Accommodation and full messing facilities shall be provided free of charge to the Employee at the field camp during field work trips/ field duty periods.

(b) The Employee further agrees to be reassigned on a temporary or permanent basis, as required by Occidental, to any of the business locations operated by Occidental within the Sultanate of Oman. Occidental will bear those relocation expenses which are reimbursable in accordance with applicable Occidental policies and procedures at the time of relocation. The Employee's refusal of any such reassignment of work location shall be grounds for justified termination of employment.

ARTICLE 5 - Probationary Period

The first three (3) months of this Agreement shall be considered the probationary period of employment, during which time Occidental or the Employee may terminate this Agreement at any time. Following the completion of the probationary period to the satisfaction of Occidental, the Employee will be employed by Occidental on the terms of this Agreement. If successfully completed, the probationary period will count as part of the period of employment.

ARTICLE 6 - Work Schedule & Working Hours

The Employee's work schedule and working hours, including but not limited to work during official holidays and the Holy Month of Ramadhan, shall be determined in accordance with applicable Occidental policies and procedures. The current work schedule and working hours are described in Attachment II. Schedules and work hours are subject to change from time to time by Occidental, as it may deem necessary in its sole discretion.

ARTICLE 7 - Overtime

The Employee may be periodically required by Occidental to continue to work beyond regular working hours. Eligible employees shall be compensated in accordance with the Oman Labor Law and the applicable Occidental policies and procedures, as modified from time to time by Occidental in its sole discretion.

ARTICLE 8 - Dependents

Employees under a recognized married status shall complete and keep current a dependent declaration form identifying approved dependent(s).

ARTICLE 9 - Vacation & Leave

The Employee shall be entitled to paid leave including annual vacation in accordance with applicable Occidental policies and procedures, as modified from time to time by Occidental in its sole discretion.

ARTICLE 10 - Medical

(a) Medical expense assistance will be provided by Occidental to the Employee and approved dependents in accordance with applicable Occidental policies and procedures as modified from time to time by Occidental in its sole discretion. Medical care by a medical officer shall be provided free of charge to the Employee at Occidental's field camp during field work trips/ field duty periods.

(b) Employee agrees to subject him/herself for periodic medical examination by Occidental designated physician. This Agreement is contingent upon the Employee satisfying the minimum medical requirements for the performance of the job at all times.

ARTICLE 11 - Other Employment

As long as this Agreement remains in force, the Employee shall not directly or indirectly enter into or engage in any other employment, service or business (other than employment with Occidental), without the prior express written consent of Occidental.

ARTICLE 12 - Discipline & Termination

(a) The Employee shall be subject to Occidental's policies and procedures regarding discipline, which include possible termination, and such policies and procedures may be modified from time to time by Occidental in its sole discretion. Occidental shall also have the right to summarily terminate the employment of the Employee without notice in accordance with the provisions of the Oman Labor Law.

(b) This Agreement can also be terminated by either party at any time, by giving the other party thirty (30) days advance notice of termination or resignation as the case may be. In the event of termination by either party as provided in this paragraph (b), Occidental may elect to waive the thirty (30) days advance notice requirement by payment to the Employee of one month Base Remuneration in lieu of notice.

ARTICLE 13 - Employee's Behavior

(a) The continued goodwill of Occidental towards the Government of the Sultanate of Oman is of paramount importance to Occidental. The Employee is expected to conduct personal and financial affairs in accordance with the laws and regulations of the Sultanate of Oman.

(b) The Employee will at all times diligently and faithfully serve Occidental and will obey the prevailing regulations of Occidental and such instructions and directions as the Employee may receive from Occidental's duly appointed officers, provided that these shall conform to the laws of Oman and Occidental's safety requirements.

(c) The Employee agrees that an acceptable code of behavior, including but not limited to the requirements set forth in Occidental's Code of Business Conduct, shall be required at all times. In the event of the Employee behaving in an unacceptable manner, Occidental shall be entitled to take disciplinary action against the employee, including possible termination. The following is a non-exhaustive list of examples of behavior which is deemed to be unacceptable:-

- 1- Acting in a lewd or aggressive manner on Occidental of Oman premises.
- 2- Fraudulent behavior or destruction/damage of property to the detriment of Occidental, its associates or other employees.
- 3- Being charged with an offense under Omani Law that may cause negative publicity or loss of Occidental time.
- 4- Driving a vehicle provided by Occidental (i) in a manner inconsistent with applicable Occidental policies and procedures at the time, (ii) in contravention of Oman law, or (iii) when normal judgment is impaired due to medication, alcohol, fatigue, drugs or other causes.
- 5- Exerting a negative influence on Occidental personnel, visitors or contractors.
- 6- Being in possession or under the influence of alcohol during work hours or at Occidental's premises.
- 7- Being in possession or under the influence of narcotics (drugs and/or chemical substances, other than those prescribed by an authorized medical practitioner for treatment) during work hours or at Occidental's premises.
- 8- Failure to perform work duties to the best of the Employee's abilities or to meet the required standards of performance.

9- Failure to obey instructions given to the Employee by Occidental's Managers, Supervisors or Foremen in charge.

10- Directly or indirectly entering into or engaging in any other employment, service or business without the prior express written consent of Occidental.

11- Breaches of the Employee's confidentiality obligations under this Agreement.

ARTICLE 14 - End of Service Entitlement

The Employee shall be entitled to the benefits and entitlement established by the Oman Social Security Law.

ARTICLE 15 - Confidential Information

The Employee shall not at any time impart any information concerning the business or the affairs of Occidental without the prior express written consent of Occidental. The Employee agrees to comply with the attached Confidentiality Agreement and Invention and Secrecy Agreement.

ARTICLE 16 - Agreement

(a) This Agreement, as supplemented by Occidental's policies and procedures, forms the complete agreement between Occidental and the Employee and replaces in all respects all previous agreements, correspondence and negotiations, whether verbal or written.

(b) Any reference in this Agreement to Occidental policies and procedures shall be deemed to refer to the applicable policies and procedures, as modified from time to time by Occidental in its sole discretion.

(c) Attachments I and II, and the Confidentiality Agreement and Invention and Secrecy Agreement, are a valid and integral part of this Agreement.

ARTICLE 17 - Governing Law

This Agreement shall be governed by and construed in accordance with the Oman Labor law (Sultani Decree No. 25/2003) and its regulations, as the same may be amended or repealed from time to time.

Signed on behalf of :
Occidental Mukhaizna L.L.C/ Occidental of Oman INC
Human Resources Manager

Date:

Employee: Manju Mu

Date of Joining: