



فرع شركة ناصر محمد البداح و شريكه للمقاولات
Branch of **Naser Mohammed Al-Baddah & Partner for Contracting**
Kingdom Of Saudi Arabia المملكة العربية السعودية

Rec ID: 4273/IOC/KSA/11/25

Date: 24-Nov-25

Mr. Mohammad Anas
Passport No: T4275338
Nationality: Indian

Sub: - Offer for Employment

Dear Mr. Mohammad Anas,

With reference to your employment application and subsequent interview, we are pleased to extend you an offer of employment for the position of **Junior Engineer - Mechanical** as per the following terms and conditions:

1. Salary : **SAR 2500/-** per month.
2. Probationary Period : Your appointment will be regarded from the date of joining following the successful completion of the probation period. You will be appointed as **Junior Engineer - Mechanical**.
3. Food & Accommodation: The Company will provide free food & shared bachelor accommodation.
4. Transportation : The Company will provide to and fro transportation from company Housing facility to work site.
5. Leave : You will be entitled to annual leave as per Saudi Labor Law.
6. End of service benefits : You will be entitled to end of service benefits as per Saudi Labor Law.

The initial contract is for 2 years (Two) from the date of joining including the probation period and extendable for further period with mutual consent. However, this contract can be terminated by giving two months' notice after completion of probationary period.

This offer is contingent to obtaining the client approval, in case such approval is a mandatory requirement for the deployment.

NBTC Employees enjoy the following benefits:

- Medical Insurance as per Saudi Labor Law.
- General Organization for Social insurance coverage.
- Employee Development program as per company policies and procedure.

All employees working under the payroll of NBTC shall follow by its transfer policy were the Company retains the right to require you to work in such capacity, in such division or on such lines and in such part Saudi Arabia, UAE, Qatar, Oman, Kuwait, India or any other country as we direct from time to time and you shall carry over the work assigned to you by the Company or our associate and/or subsidiary Company as directed by us.

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You will have to hold all confidential information in trust and use the same, solely for the purposes it is intended for and shall not make use of it for any purposes other than fulfilling your duties and obligations in NBTC. In addition to holding all confidential information, as a key member of our organization, you will not directly or indirectly engage in services with any competitors, either paid or unpaid, during your tenure of employment.

During the term of your employment you are expected to adhere to the service conditions of the company that are in existence and renewed by the company from time to time.

This offer is made contingent upon your ability to meet all requirements of this position. You are advised to inform us the tentative date of joining. An employment contract will be provided to you at the time of your joining.

We preach and practice one family concept and consciously endeavor the concept of **One Team, One Family**. As a new entrant to our family, we would like you to whole heartedly contribute to build Trust by supporting each other, be responsive, responsible, self-sufficient and resourceful in all your endeavors.

Your initial visa category will be as per the visa quota availability, if the employee has to change his/her visa category to their respective professional category (i.e. Accountant/Engineer/Manager) should provide their original degree certificate duly attested from HRD and Saudi consulate from the country of origin. For Engineers Certificate from Saudi Council of Engineers (SCE) is mandatory.

Kindly acknowledge the acceptance of this offer by returning a signed copy within seven days of receipt, if not the offer will be deemed as invalid.

We look forward to welcome you to NBTC Team.

Very truly yours,

For **BRANCH OF NASER M. AL-BADDAH & PARTNER GEN. TRDG. & CONT. CO.**

HR DEPARTMENT

I have read and understood to the above terms and conditions and accepts the same.

Name : MOHAMMAD ANAS

Signature : Anas

Date : 29-11-2025

