



## KUWAIT NATIONAL PETROLEUM COMPANY

### EMPLOYMENT OFFER

Date: 25/08/2025  
Ref: KNPC/9986928/2025

To: MOHAMMED SHAIK (Passport No: B9882017) (Bachelor Junior Employee)

We are pleased to offer you a position of CIVIL ENGINEER in our organization with following terms and conditions:

**Gross Salary:** You will be paid gross salary @ KD. 300 per month. The monthly gross salary shall cover all worked performed in the work country including additional hours, weekends and local Kuwait holidays work as required by the company.

**Accommodation:** Bachelor sharing accommodation will be provided by the company.

**Food:** Food will be provided by the company.

**Medical:** The Company will provide the medical facility in Kuwait.

**Passage:** Employee will be entitled to free passage from India to Kuwait and return to India for joining and after completion of the contract. All other airfares will be for the employee's account.

**Leave Salary:** 30 days paid leave after completion of 365 days work.

**Contract Period:** 02 (Two) years (renewable)

**ESB:** End of Service Benefits is paid at the rate of 15 days per year for the first three years of continuous service, increasing thereafter to 30 days per year as per year according to Kuwait Labor Law.

**Probationary Period:** The position is strictly subject to the first three months of probation, if found satisfactory by the employer, your contract shall be confirmed for the remaining twenty-one months, if not found satisfactory, you shall be terminated immediately.

Please sign and return a copy of this offer letter along with a medical paper (Original) from one of the authorized medical centers, Passport copies and Passport size photographs.

The provisions of Kuwait Labor Law (35/2003) and its amendments as per Royal Decree No: 113/2011 and its executive regulations shall apply on all matters not specifically mentioned in this Employment offer. I agree to all company policies mentioned in Employment Offer Letter of KNPC - KUWAIT NATIONAL PETROLEUM COMPANY

This is to certify that KNPC (KUWAIT NATIONAL PETROLEUM COMPANY) KUWAIT is hereby requested to arrange and provide medical report 01<sup>st</sup> SEPTEMBER, 2025 of following person who has been confirmed.

Your Truly,

