



M&M Real Estate LLC
Office A1606, The Opus by Omniyat
Business Bay, Dubai, UAE
+971 4 588 5288

01-04-2025

Mr Daniel Robert Wickshed
Address: 512 The Ivy (JVT)
Dubai, UAE

Employment Contract

Dear Daniel,

Congratulations! I am pleased to offer you the position of Property Consultant in the Sales Department at our head office in Dubai.

Please find below a summary of the main terms and conditions of employment that apply to this post effective from your joining date, April 01st, 2025.

Contract and Probation Period

Your contract will be subject to a 6 month probation period to test your suitability for the post. At the end of this period, your contract will become permanent, with access to full benefits in the company.

During the probation period, either party may terminate the contract with 14 days' notice. After the probation period, the notice period for termination will be extended to 60 days.

During the probation period, if you voluntarily terminate your employment, you will be responsible for paying the costs incurred for your visa, professional training sessions, and RERA exams, totalling to 15,000 AED.

If your notice period is within the first 3 months of your employment, you will only be entitled to your salary accrued up to the last working day of your notice period.

Permanent Employment

Following the successful completion of your **probation period**, you will be entitled to the following:

- Single-status benefits as per the UAE's rules and regulations
- Work/Residence Visa
- Medical insurance
- RERA accreditation (exam and certification)
- 30 calendar days of annual leave



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Salary & Commission

You will be awarded a monthly salary for the first 3 months of your employment. After this period, you will be transferred to a commission-only pay structure. The commission structure is attached on page 3 of this letter.

Salary	3,850 AED [Three Thousand Eight Hundred Fifty Dirhams only] per month
Housing Allowance	2,450 AED [Two Thousand Four Hundred Fifty Dirhams only] per month
Transport Allowance	700 AED [Seven Hundred Dirhams only] per month
Total	7,000 AED [Seven Thousand Dirhams only] per month

Additional Benefits

- Company-paid leads worth up to 7,500 AED allocated per month
- Company phone with a SIM card to make/receive unlimited outbound direct calls, as well as Zoom access worth up to 1,500 AED per month
- Company Salesforce license, Microsoft 365 license, and other CRM-based integrations worth 1,250 AED per month
- In-house marketing support for social media campaigns, videos, reels, etc
- Team Leader support to assist with sales
- Access to company concierge services to provide clients with complimentary chauffeur service
- Professional in-house training to enhance your knowledge of real estate in Dubai market

Working Location and Schedule

- **Office Location:** A1606, The Opus by Omniyat, Business Bay, Dubai
- **Working Hours:** 10:00 AM to 7:00 PM, Monday to Friday (Weekends to be agreed upon if required by Management)

Please read the contents of this letter carefully and either **accept or decline** the employment offer by signing page 4 of this letter, which contains a confidentiality agreement based on the terms contained or referred to in this letter. This contract will be in conjunction with terms set out under UAE labour laws as amended and the executive regulations thereof.

Yours sincerely,

Akhtar Hussain
General Manager
For and on behalf of M&M Real Estate



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Commission Structure

Inbound Lead (Company Lead)

An inbound lead is a prospective customer who initiates contact with the company through various channels, including marketing campaigns, pay-per-click advertising, or inbound phone call inquiries. These leads are generated directly by the company and create opportunities for agents to drive sales. Additionally, any future purchase made by the same client or individuals within their network is also classified as an inbound lead.

Payment Structure

Sales Consultant: 33.30%

Self-Generated Lead (Personal Lead)

A self-generated lead refers to a potential customer obtained directly by the agent through personal connections or existing customer referrals. As the agent generates these leads, the company offers increased commissions. The agent is responsible for agreeing and negotiating any third-party commissions that must be paid due to the sale.

Payment Structure

Sales Consultant: 50.00%

Commissions are paid as a net percentage of the company's 100% gross revenue. For example, if the company receives 100,000 AED as gross revenue and your commission rate is 33.30%, you will receive 33,300 AED for an inbound lead.

Payment Terms

M&M Real Estate understands the importance of your efforts in closing successful deals. We will endeavour to pay all monies due to employees as quickly and efficiently as possible.

Before payments are released, M&M Real Estate **must** be in receipt of the following:

- Full payment from either the developer or seller of the transaction
- A copy of all contractual records related to the deal on M&M's CRM System, including SPAs and/or Title Deeds
- Acknowledgment and confirmation from the finance team if any outstanding monies are owed to the company by the employee

For further clarity on the above structure, please liaise with either your team leader or line manager.

Adherence to this structure is crucial for maintaining the company's integrity. In exceptional circumstances, the Head of Sales must be consulted before finalising any transaction.



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Employment Offer Acceptance & Confidentiality Agreement

I agree to keep all matters related to this Agreement confidential. I will not discuss, disclose, or provide information concerning any agreement term to any person or entity except my spouse, my attorney, or under a subpoena.

I further agree that company leads and existing client data/documents **will not** be shared or used for business or personal purposes outside M&M Real Estate.

Finally, I agree that any social media representations, including personal posts, videos, content on social media platforms/apps, interviews, trade events or media channels should only be facilitated with management approval.

I confirm that I understand and agree with the terms and conditions as set out in the attached offer letter.

I, **Daniel Robert Wickshed**, accept the employment offer as set out in the attached letter. ☐

I, **Daniel Robert Wickshed**, decline the employment offer as set out in the attached letter. ☐

Name:

Sign:

Date: