



TANMYAH

AL TANMYAH SERVICES L.L.C.

LIMITED EMPLOYMENT CONTRACT- EXPATRIATE CANDIDATES

This contract is made on **6th June 2024** by and between

AL TANMYAH SERVICES (L.L.C) of P.O. Box-82047, Dubai, United Arab Emirates herein after referred to as
(Employer)
And

Name	Sivashankar Kaggallu Siddalingappagari
Nationality	India
Passport No.	Z7556615
Contact No.	971582622008

Hereinafter referred to as **(Candidate)**.

1. Definitions:

"Actual Joining Date" means the actual joining date that the Employee joins and start the employment service with the Employer.

"Employment Contract" means the employment contract which will be signed and executed between the parties post this Employment Offer which governs the employment relation between the parties and subject to the Employment Law amendment(s).

"HR Policies" means all prevailing applicable Employer's policies, rules, procedures and code of conduct and its amendments from time to time.

"Employment Law" or "Laws" means all respective applicable laws and regulations in the United Arab Emirates, including but not limited to Federal Decree-Law No. 33 of 2021 regarding the regulation of employment relations and its amendments from time to time.

"Confirmation of Services" means the employment relation upon successful completion of the probation period and considering Employee's services as confirmed with the Employer.

"Terms & Conditions" means the terms and conditions stated herein this Employment Contract and HR Policies.

Introduction:

Whereas, the candidate has expressed his desire to work with the Employer, representing and declaring his ability, capability and efficiency to perform all the requirements of his job with the Employer, therefore the two parties being in their full legal capacities have mutually agreed as follows:

[Handwritten signature]



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1. Terms of Contract:

- a) The candidate agrees to work in the job of “**Project Manager - Enterprise Automation Technologies**” with the employer or any of its subsidiary or affiliated companies within UAE. The Employer shall specify the duties and responsibilities of this job, the place to be practiced according to the work needs and necessities from time to time and in this regard, it may consider the candidate’s experience, qualifications and working skills and abilities. Candidate agrees to accept such employment and devote his full time and best efforts to the business of Employer.
- b) Candidate shall not at any time during the term of this Contract and without the prior written approval of Employer be entitled to work for or be employed (full time/part time/consultant) or in any other form of employment by any person or organization other than Employer or the Employer’s client where he/she has been deputed by the Employer and shall not engage in any business activity of whatsoever with any Employers.
- c) The Employer shall have the right to second and/or assign the candidate to perform another job according to its absolute discretion provided that the same shall not adversely affect or prejudice the candidate’s established rights and shall not as well be materially different from his/her original job. All Employer areas of business are considered similar to each other.
- d) The term of this limited contract shall be effective from the date on which the candidate makes himself available to join the work with the Employer, its subsidiary or affiliated companies or the client within UAE.
- e) The candidate must sign this contract as his or her agreement to its terms and conditions, within 3 working days from the date of issue of this contract failing which this contract will be considered as null and void.

2. Monthly Gross Salary:

Starting from the commencement date, the Candidate is entitled to the following monthly gross salary:

Details	Amount (AED)
Basic Salary	10,000
House Rent Allowance	5,000
Transport Allowance	3,000
Other Allowance	2,000
Monthly Gross Salary	20,000

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3. Annual Leave:

You are entitled to 22 working days per annum as paid annual leave. All leave should be taken in the year in which it is earned, failing which it will lapse. Your leave entitlement for the year of your joining will be pro rata, dependent on the date you commence employment with the Employer.

4. Health Insurance:

You will be entitled to Medical Coverage with effect from your Actual Joining Date with the Employer.

5. Air ticket:

Air ticket amount of AED 1,800/- will be paid upon completion of each one year of employment (prorata for incomplete year). All other terms and conditions of payment in accordance with the applicable United Arab Emirates' Labor Laws.

6. End of Service Benefits:

The E.O.S.B. will be calculated in accordance with the applicable United Arab Emirates' Labor Laws.

7. Contract:

2 Years limited contract (Auto-Renewal).

8. Confidentiality:

Candidate recognizes and acknowledges that he will access certain confidential information of Employer and of entities affiliated with Employer. Candidate will not during his period of employment or any subsequent term thereof disclose any such confidential information to any person, firm, corporation, association or other entity for any reason whatsoever except to authorized representatives of Employer and its affiliates.

9. Notice Period:

Either party may terminate this Contract by giving not less than (30) calendar days' notice in writing or pay to the other party the gross salary in lieu of such notice.

10. Termination:

- a) As per UAE labor law.
- b) In the event any willful or continued neglect by Candidate of his/her duties or for any misconduct on Candidate's part as stated in UAE Labor Laws or it's amendments, the Employer reserves the right to terminate Candidates employment without any prior notice as per applicable UAE Labor Laws.




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11. Your employment relationship with the Employer is subject to the following conditions:

1. Submission of satisfactory medical fitness certificate issued by the concerned authorities;
2. Submission of an attested education certificate issued by the concerned authorities;
3. Submission of satisfactory police clearance from UAE at your own cost within 7 working days of accepting this offer (Not applicable for overseas hires);
4. Experience certificate from the previous Employer(s).
5. Issuance of Employment visa/Work permit and all other regulatory requirements (as applicable) by the concerned competent authorities;

12. The Employer reserves the right to change any of the Terms and Conditions detailed in this Employment Offer/Employment Contract as and when appropriate without notice. Such changes will be informed to you in writing.

13. Other Terms and Conditions:

The Candidate's other terms and conditions will be governed by UAE Labor Laws and the Employer Human Resources policies.

14. Governing Law and Conditions:

This Contract shall be governed and construed as per Islamic Sharia and the applicable UAE Laws under the jurisdiction of UAE courts to the extent that such Laws are not repugnant to the Sharia.

IN WITNESS WHEREOF the parties have executed this Agreement on the day and year first above written.

Signed for and on behalf of Employer



Senthil Kumar C.P.

Head of Operations.

I confirm that I read and accept all the above terms.

Candidate: Sivashankar Kaggallu Siddalingappagari

Signature:

Date :




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