



# فلاش انجنيئرنگ و للمقاولات - ذ.م.م

FLASH ENGINEERING AND CONTRACTING - L.L.C

Tel: +971 2 5519927, P.O. Box: 29458, Mussffah, Abu Dhabi - UAE  
E-mail: flash122@emirates.net.ae / info@flashellc.com | www.flashellc.com



REF: FLEC/HRD/LOE/240009

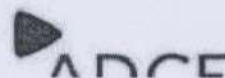
## LETTER OF EMPLOYMENT

Date : 22.06.2024  
Name of the Employee : SHADIN AHAMED ANSHAD

This agreement is made and signed on date by and between Flash Engineering and Contracting LLC, Abu Dhabi; UAE referred to hereafter as the Company and Mr. SHADIN AHAMED ANSHAD of Indian Nationality with Passport No: U2362501 referred to hereafter as the Employee. Both Parties agreed that the employee is entitled for the following benefits & allowances.

1.	Designation	HELPER ELECTRICIAN
2.	Contract Period	2 years
3.	Work Location	United Arab Emirates
4.	Work Days / time	As per UAE Labor Law. Work timing- as per the site schedule.
5.	Basic salary	AED 900/-
6.	Food Allowance	AED 300/-
7.	Other Allowance	NIL
8.	Probation Period	6 Months
9.	Accommodation	Company provided. Venue of accommodation may change according to the worksite.
10.	Transportation	Company provided
11.	Medical Insurance	Company Provided
12.	Air travel allowance	An Economy Class two-way ticket (up to AED 1400) to India, will be provided at the completion of 24 months
13.	Annual Leave	60 days paid leave will be granted at the successful completion of 24 working months.
14.	Contract Termination	Two months' notice from either party will serve as termination period. If the employee plans to leave before completion of 2 year, then the company will deduct all employment Visa/Medical and Ticket charges provided by the company.
15.	End of Services	End of service benefits applicable as per UAE Labor Law.
16.	Salary Increment	Applicable only after 24 months contract based on work performance and totally on company discretion.
17.	Attendance	If employee is absent 1 day without medical leave AED 100 will be deduct.
18.	Other Terms and Conditions	If any emergency work in the site/office employee should be available on request.
19.	Absent on Working days	1. Taking leave without prior information or without genuine reason will result in 2 days salary deduction without any notice and food allowance will not be provided. 2. Permission must be obtained in advance from the HR department and/or respective engineers/supervisors if workers require leave from work. 3. Medical certificate must be provided for medical leave.
20.	Work Location	1. Employee are expected to work in all types of sites. 2. Workers must commit to work as per the company hierarchy. The company will enforce strict disciplinary actions and penalties without any prior notice if necessary. 3. Should workers refuse work at designated worksite due to personal reasons, workers will not be eligible for salary and food allowances until the worker is mobilized in another site.

CERTIFIED BY:



*Shadin*



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21. Emergency Leave to Country	<ol style="list-style-type: none"><li>1. If a worker requires emergency leave back to their country, advance permission must be obtained from company's HR department.</li><li>2. Approval will only be given for genuine cases that are supported with proper documents.</li><li>3. Workers are eligible for emergency leave of up to 10 days. Workers must purchase a two-way flight ticket not exceeding 10 days of stay and produce these documents to the company before departure.</li><li>4. If the Employee going emergency leave before his completion of first visa period, he has to deposit AED 2,000/- which will be refunded after his return from emergency leave.</li><li>5. If the worker is on emergency leave for more than 10 days, the company reserves the right to deduct AED 100 per day from the deposited amount.</li></ol>
22. Alcohol Consumption	Alcohol consumption is strictly prohibited in Flash Engineering and Contracting authorized camps, if violated disciplinary action will be taken and handed over to police, company will not be responsible for the other UAE law procedures.
23. Other Terms and Conditions	Other term & conditions not stated in this letter shall refer to the company's rules & regulations, which may revise from time to time.

Kindly confirm your acceptance of the aforesaid employment terms & conditions by signing and returning the duplicate copy of this letter. Will join the company on 04-07-2024.

For Flash Engineering and Contracting LLC

Babu Uoorath

General Manager

I, SHADIN AHAMED ANSHAD hereby agree and accepts the offer that enforced by the aforesaid employment terms & condition.

Signature



29/06/2024

Date

CERTIFIED BY:

