



Developing Agr. Eng. Est.

Reg. No. 165/66/1129

The Seal of the Ministry of Foreign Affairs of the Kingdom of Saudi Arabia and signature of its Authentication Officer have been omitted.



المؤسسة التطويرية للهندسة الزراعية

خدمات - محطات اعمال - محطات محلية

الطبع غير - صيانة - تركيب

First Secretary

Date: 13 July 2009

POWER OF ATTORNEY

Known all men by these present that we: Developing Agriculture Engineering- Duly Registered under Saudi Law vide registration number C.R. (2251021079) P.O.Box 3660, in Al Ahsa, Kingdom of Saudi Arabia, do hereby appoint M/S ASIALINK SERVICES PVT. LTD. Holder of Recruitment License number 119/055/056, kathmandu, Nepal. As our Recruiting agent in Nepal to recruit on our behalf the Skilled, Unskilled, Semiskilled and highly skilled personnel from Nepal from time to time as specially directed by us.

Also M/S. ASIALINK SERVICES PVT. LTD. Is authorized to sign the Foreign Services Agreements of the recruits on our behalf and complete the immigration formalities in respect of visa number (2100667929), dated 1/4/1430H and visa number (2100667272) dated 28/3/1430 for which the payments was made (CASH) in Riyadh Bank under (REF 227828328) and (227467580) for (7) and (3) persons respectively.

General Manager

Adel Abdull Rahman Balghonaim.



محمد بن محمد الغامدي
Mohamed H. Al gamdi



Attn. The Director General
The Department of Labour
And Transport Management
New Banaswor
Kathmandu, Nepal
Tel: +97714477671



Reg. No. 665/66/1129

The Seal of the Ministry of
Foreign Affairs of the Kingdom
of Saudi Arabia and signature of
its Administration Officer have
been attached.

Date: 13 July 2009

[Signature]
First Secretary

Subject: Guarantee Letter

Dear Sir,
We Developing Agriculture Engineering, P.O.Box 3660, C.R.
(2251021079) in Al-Ahsa, Kingdom of Saudi Arabia would like to
inform you that, M/S ASIALINK SERVICES PVT. LTD, Lic. No.
119/055/056, Kathmandu, Nepal is our true and lawful appointed agent in
respect of contract workers manpower supply from Nepal for our
establishment in Al-Ahsa Saudi Arabia.

We have already sent them job orders and requirement to recruit Nepal
contract workers for our establishment and we hereby humbly request
you to grant permission and release our (10) male workers from Nepal to
work for our establishment in Saudi Arabia.

We hereby guarantee and confirm that all these nepali workers will work
only at Saudi Arabia with our establishment for the duration of their
contract period. Also we will be responsible and provide them social
securities during the duration of contract.

General Manager

[Signature]

Adel Abdul Rahman Balghonaim.





The Seal of the Ministry of Foreign Affairs of the Kingdom of Saudi Arabia and signature of its Administration Officer have been attached.

Agency Contract

Date: 13 July 2009

[Signature]
First Secretary

[Signature]
Hafsa H. Alghamdi

This contract agreement is signed between Developing Agriculture Engineering Establishment, P.O.Box. 3660, C.R. (2251021079), in Al-Ahsa, Kingdom of Saudi Arabia, Herewith called The EMPLOYER as FIRST PARTY and M/S ASIALINK SERVICES PVT. LTD. Lic No. 119/055/056, Kathmandu, Nepal Herewith called the recruiting Agency as SECOND PARTY.

Whereas, the first party is carrying on the sales and installation of water pumps business in Saudi Arabia, Whereas the second party is carrying on manpower recruitment business in Nepal. And both parties have mutually agreed the following terms and conditions for the recruitment of Nepali Manpower.

The Terms and Conditions of the Agreement are As Follows:

- 1-Both parties agreed to mobilize Nepalese workers of skill, semi-skilled and unskilled for the first party.
- 2-First party will procure manpower demand for second party and second party will recruit workers for first party. Nature of work or required workers would be informed by first party to second party in writing.
- 3-Now first party will recruit Nepalese workers for its organization through second party and second parties agreed to recruit the said requirement as per given terms and conditions.
- 4-After placing proper job order, Second party will completed proper medical with sufficient validity and other relevant formalities for visa as per instruction of the first party.
- 5-Second party will arrange to recruit workers on the basis of terms and conditions given by first party.

First Party/ General Manager

Adel Abdul Rahman Balghonaim





EMPLOYMENT CONTRACT (Service Agreement)

This employment Agreement contract is executed and entered in to by and between First Party: Employer: Developing Agriculture Engineering, P.O.Box 3660, C.R. (2251021079), in Al-Ahsa, Kingdom of Saudi Arabia

Second Party: Employee:

Employee name: _____

Passport No.: _____

Date of Issue: _____

Place of Issue: _____

Nationality: _____

Where in both have agreed upon the following terms and conditions:

1-EFFECTIVE DATE OF THIS AGREEMENT:

This agreement becomes effective from the date of arrival of the employee at Saudi Arabia.

2-Job Title:

The company hereby employs the workman, and workman agrees to serve the company in accordance with the terms and conditions of this agreement in the position of **AGRICULTURE LABOUR**.

3-DURATION OF THIS AGREEMENT:

This agreement shall remaining force for the period of 2years and is renewable by mutual consent in accordance to the terms of the labor laws of Saudi Arabia.

4-PROBATIONARY PERIOD:

The workman shall be subject to one probationary period of (90) day during which the company will have the right to terminate this agreement in accordance to the terms of the labour laws of Saudi Arabia.

5-WAGES:

The company agrees to pay the workman SR. 700/ month

6-WORKING DAYS/ HOURS:

The normal working hours shall be 8hours per day, (6) day's a week.

7-FOOD: Provided Free

8-ACCOMODATION:

Free Bachelor accommodation shall be provided to the workers by the company.

9-AIR TICKET:

Free return air ticket from Saudi Arabia to Nepal and back to Saudi Arabia will be provided to the employee after 2years service.

10-MEDICAL CARE



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Medical treatment including the cost of medicines shall be provided to workman while in the employment of the company in accordance to the provisions of the Labour Laws of Saudi Arabia.

11-TRANSPORTATION:

The company shall provide the employee with free transportation between the company provided living quarters and the place of work.

12-ANNUAL LEAVE:

The employee shall be entitled to annual leave of (21) days in accordance with the labour laws of Saudi Arabia.

13-INSURANCE COVERAGE (WORKMAN COMPENSATION):

Insurance coverage shall be provided under the workman's compensation regulation in accordance to the labour laws of Saudi Arabia.

14-REPATRIATION UPON DEATH:

In the event of death of the workman the company shall:

a-arrange from the body to be properly embalmed and sent to the workmen's home of record at company expenses.

b-arrange to send the personal belongings and the entitlements of the deceased to his legal heirs in accordance to the labour laws of Saudi Arabia.

15-All matters not provided by this agreement shall be subject to the provisions of Saudi Labour Law.

16-Each party will hold an original 2page, signed contract each.

EMPLOYER

General Manager

Adel Abdul Rahman Balghonaim



EMPLOYEE

Name: _____

Date: _____

Passport No: _____

Signature: _____



Regd. 065/66/1729

13 July 2009

First Secretary



EMPLOYMENT CONTRACT (Service Agreement)

This employment Agreement contract is executed and entered in to by and between First Party: Employer: Developing Agriculture Engineering, P.O.Box 3660, C.R. (2251021079), in Al-Ahsa, Kingdom of Saudi Arabia

Second Party: Employee:

Employee name: _____

Passport No.: _____

Date of Issue: _____

Place of Issue: _____

Nationality: _____

Where in both have agreed upon the following terms and conditions:

1-EFFECTIVE DATE OF THIS AGREEMENT:

This agreement becomes effective from the date of arrival of the employee at Saudi Arabia.

2-Job Title:

The company hereby employs the workman, and workman agrees to serve the company in accordance with the terms and conditions of this agreement in the position of AGRICULTURE DRIVER.

3-DURATION OF THIS AGREEMENT:

This agreement shall remaining force for the period of 2years and is renewable by mutual consent in accordance to the terms of the labor laws of Saudi Arabia.

4-PROBATIONARY PERIOD:

The workman shall be subject to one probationary period of (90) day during which the company will have the right to terminate this agreement in accordance to the terms of the labour laws of Saudi Arabia.

5-WAGES:

The company agrees to pay the workman SR. 800/ month

6-WORKING DAYS/ HOURS:

The normal working hours shall be 8hours per day, (6) day's a week.

7-FOOD: Provided Free

8-ACCOMODATION:

Free Bachelor accommodation shall be provided to the workers by the company.

9-AIR TICKET:

Free return air ticket from Saudi Arabia to Nepal and back to Saudi Arabia will be provided to the employee after 2years service.

10-MEDICAL CARE



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Medical treatment including the cost of medicines shall be provided to workman while in the employment of the company in accordance to the provisions of the Labour Laws of Saudi Arabia.

11-TRANSPORTATION:

The company shall provide the employee with free transportation between the company provided living quarters and the place of work.

12-ANNUAL LEAVE:

The employee shall be entitled to annual leave of (21) days in accordance with the labour laws of Saudi Arabia.

13-INSURANCE COVERAGE (WORKMAN COMPENSATION):

Insurance coverage shall be provided under the workman's compensation regulation in accordance to the labour laws of Saudi Arabia.

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In the event of death of the workman the company shall:

a-arrange from the body to be properly embalmed and sent to the workmen's home of record at company expenses.

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15-All matters not provided by this agreement shall be subject to the provisions of Saudi Labour Law.

16-Each party will hold an original 2page, signed contract each.

EMPLOYER

General Manager

Adel Abdul Rahman Balghonaim

EMPLOYEE

Name: _____

Date: _____

Passport No: _____

Signature: _____



Regd. 065/66/1129

13 July 2009

First Secretary



EMPLOYMENT CONTRACT (Service Agreement)

This employment Agreement contract is executed and entered in to by and between First Party: Employer: Developing Agriculture Engineering, P.O.Box 3660, C.R. (2251021079), in Al-Ahsa, Kingdom of Saudi Arabia

Second Party: Employee:

Employee name: _____

Passport No.: _____

Date of Issue: _____

Place of Issue: _____

Nationality: _____

Where in both have agreed upon the following terms and conditions:

1-EFFECTIVE DATE OF THIS AGREEMENT:

This agreement becomes effective from the date of arrival of the employee at Saudi Arabia.

2-Job Title:

The company hereby employs the workman, and workman agrees to serve the company in accordance with the terms and conditions of this agreement in the position of **LABOUR FOR INSTALLING PIPES**.

3-DURATION OF THIS AGREEMENT:

This agreement shall remaining force for the period of 2years and is renewable by mutual consent in accordance to the terms of the labor laws of Saudi Arabia.

4-PROBATIONARY PERIOD:

The workman shall be subject to one probationary period of (90) day during which the company will have the right to terminate this agreement in accordance to the terms of the labour laws of Saudi Arabia.

5-WAGES:

The company agrees to pay the workman SR 700/ month.

6-WORKING DAYS/ HOURS:

The normal working hours shall be 8hours per day, (6) day's a week.

7-FOOD: Provided Free.

8-ACCOMODATION:

Free Bachelor accommodation shall be provided to the workers by the company.

9-AIR TICKET:

Free return air ticket from Saudi Arabia to Nepal and back to Saudi Arabia will be provided to the employee after 2years service.

10-MEDICAL CARE



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Medical treatment including the cost of medicines shall be provided to workman while in the employment of the company in accordance to the provisions of the Labour Laws of Saudi Arabia.

11-TRANSPORTATION

The company shall provide the employee with free transportation between the company provided living quarters and the place of work.

12-ANNUAL LEAVE:

The employee shall be entitled to annual leave of (21) days in accordance with the labour laws of Saudi Arabia.

13-INSURANCE COVERAGE (WORKMAN COMPENSATION):

Insurance coverage shall be provided under the workman's compensation regulation in accordance to the labour laws of Saudi Arabia.

14-REPATRIATION UPON DEATH:

In the event of death of the workman the company shall:

a-arrange from the body to be properly embalmed and sent to the workmen's home of record at company expenses.

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15-All matters not provided by this agreement shall be subject to the provisions of Saudi Labour Law.

16-Each party will hold an original 2page, signed contract each.

EMPLOYER

General Manager

Adel Abdul Rahman Balghonaim



EMPLOYEE

Name: _____

Date: _____

Passport No: _____

Signature: _____



Regd. 085166/1129

13 July 2009

First Secretary