



Reg. No. 066/67/0033

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



شركة أحمد سليمان الفهد وأولاده المحدودة  
Ahmed Suliman Al Fahhad & Sons Ltd., Co.

Date: 23 July, 2009

Date: 27 JUL 2009

*[Signature]*  
First Secretary

**DEMAND LETTER**

**خطاب طلب**

M/s. The River Overseas Pvt.Ltd.  
Lic No. 406/060/061  
Kathmandu, Nepal

Please arrange to recruit, the following personnel of the terms & conditions given below according the Block

Visa No. 1101789087  
Date: 80/09/1429 H

المادة / دريفير افييرميز الخاصة المحدودة  
ترخيص رقم: ٠٦١/٠٦٠/٤٠٦  
كاتمندو، نيبال

نرجو التكرم بإرسال المستقدمين حسب الشروط والمواصفات الأتية وبموجب

التأشيرة رقم : ١١٠١٧٨٩٠٨٧  
التاريخ ١٤٢٩/٠٩/٠٨ هـ

Category	Qty	Salary
cleaning labor	200	600 SR
<b>Total</b>	<b>( 200) only</b>	

المهنة	العدد	الراتب
عامل نظافة عامة	٢٠٠	٦٠٠ ريال
<b>المجموع</b>	<b>( ٢٠٠) فقط</b>	

**Terms & Conditions:**

Medical & accommodation : Free  
 Food : Free  
 Transportation : Free  
 One way Air Ticket to join the work in KSA and one Air ticket at the end of contract only.  
 Vacation per year : 21 days  
 Working hour : 8 hours & 6 days in a week.  
 Period of contract : 2 years  
 And all other terms & conditions as per Saudi Labour Laws,  
 Thanking you,

**الشروط والمواصفات :**  
 العلاج ، السكن و الطعام : مجاناً  
 المواصلات : مجاناً  
 التذكرة الأولى من نيبال لمباشرة العمل في السعودية و التذكرة الثانية لبلاده عند نهاية العقد فقط  
 الإجازة السنوية : ٢١ يوماً  
 ساعات العمل في اليوم : ٨ ساعات  
 وستة أيام في الأسبوع  
 مدة العقد : ٢ سنوات  
 وجميع الشروط الأخرى طبقاً لقوانين المملكة العربية السعودية .

ولكم جزيل الشكر

المدير العام  
General Manager



**KHALED BIN SALEH ALHUSSAIN**





Reg. No. 066/67/0033

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



شركة أحمد سليمان الفهد وأولاده المحدودة  
Ahmed Soliman Al Fahhad & Sons Ltd., Co.

Date:  
23 July 2009

Date: 27 JUL 2009

*[Signature]*  
First Secretary

**POWER OF ATTORNEY**

**خطاب توكيل**

Know all man by these present that we:

M/S. AHMED SOLIMAN ALFAHHAD & SONS LTD.CO. RIYADH Kingdom of Saudi Arabia do her by appoint.

M/s.The River Overseas Pvt. Ltd.,

Lic No. 406/060/061  
Kathmandu, Nepal

Hereby appoint them to be our lawful attorney and agent to handle all necessary work involve including deposit of registration fees etc. with the emigrant Govt. of Nepal signing all documents for their passport & passage.

This power of attorney valid of the recruitment of (200) Nepali cleaning labor under our block Visa No: 1101789087 date: 08/09/1429 H

This said company is also authorized to make agreement, select them and also sign contract for this purpose on our behalf according to the demand letter.

Thanking you

ليكون معلوما للجميع بأننا :  
شركة أحمد سليمان الفهد وأولاده المحدودة  
الرياض - المملكة العربية السعودية لقد فوضنا :  
السادة/ دريفير أفرسيس الخاصة المحدودة  
ترخيص رقم: ٠٦١/٠٦٠/٤٠٦  
كاتمدو، نيبال

لقد قمنا بتعيينهم وكلاء شرعيين لنا يقوموا نيابة عنا لإكمال جميع الأمور المتعلقة بالاستخدام إضافة إلى دفع رسوم التسجيل وغيرها وتكلمة الإجراءات الرسمية من دولة نيبال والتوقيع على جميع الوثائق المطلوبة والتي تخص الاستخدام .

إن هذا التوكيل صالح لاستخدام (٢٠٠) عمال بمهن : عامل نظافة عامه ، من نيبال وبموجب التأشير رقم : ١١٠١٧٨٩٠٨٧ : التاريخ : ١٤٢٩/٠٩/٠٨ هـ

كما أن السادة المذكورين بعالية لهم الحق في التوقيع نيابة عنا على الاتفاقيات والعقود في هذا المجال . كما لهم حق اختيار الأيدي العاملة بموجب خطاب الطلب المرفق .

ولكم جزيل الشكر ،،،



المدير العام  
General Manager



الغرفة التجارية الصناعية بالرياض  
شركة أحمد سليمان الفهد وأولاده  
٢٥-٧-٢٠٠٩  
سماطة متلوحة  
٢٥ ربهال ٤٣٢٣٠

2469587C

**KHALED BIN SALEH ALHUSSAIN**



Date: 23 July, 2009

To;

**The Director General**  
Department of Labour  
Baneshwo, Kathmandu  
Nepal

Subject: Guarantee Letter.

Dear Sir,

This is to inform you that we have authorize to recruit (200) Nepalese worker from (M/s. **The River Overseas Pvt. Ltd., Lic No. 406/060/061, Kathmandu, Nepal**) Our Block Visa No. **1101789087** date: 08/09/1429 H. We guarantee that these all workers will not be to send any third country except Kingdom of Saudi Arabia.

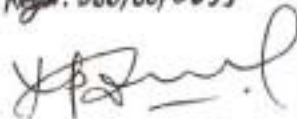
Thanking you,  
Yours faithfully

**General Manager**

  
**KHALED BIN SALEH ALHUSSAIN**



Regd. 066/66/0033



First Secretary

27 JUL 2009

الغرفة التجارية الصناعية بالرياض  
شركة أحمد سليمان الفهد وأولاده المحدودة  
شركة الفهد وأولاده  
11541 81181-8 2009-07-28  
معاملة مشروعة  
الشارع 4323- الرياض  
240689C

## AGREEMENT

This agreement is made and entered in to between:

**First Party :** M. S. AHMED SOLIMAN ALFAHHAD&SONS LTD.CO

**Second Party :** M/s. The River Overseas Pvt. Ltd., Lic. No. 406/060/061, kathmandu, Nepal, to recruit manpower from Nepal for employment in Saudi Arabia and shall have to following terms and conditions as mentioned below:

1. The Second party should recruit the employees as per the demand of first party; duty the second party is absolutely unable to provide professional and highly skilled employees.
2. The second party should deploy the employees within 45-60 days after receiving the original documents.
3. The period of this agreement is 2 years starting from the first day of arrival in Saudi Arabia.
4. Working period will be 8 hours per day, i.e. 6 days a week and overtime as per Saudi rules.
5. The first party will provide for the following employees as monthly salary SR.600/=
6. The first party will provide free accommodation and medical facilities to the employee's as well free food.
7. The first party will provide free air ticket to the employees to join their duties in the Kingdom of Saudi Arabia and also first party will pay back home after the end of contract period only at the end of the contract.
8. The first party will provide the necessary insurance cover for employees as per Saudi rules.
9. If the employee wants to go back to his country before the expiry of his agreement then he was to do with his own expenses at the consent of the first party.
10. The employee shall observe the local Saudi laws and traditions.

**First Party**

M. S. AHMED SOLIMAN ALFAHHAD&SONS LTD.CO.



**Second Party**

The River Overseas



Regd: 066/67/0033

*[Handwritten signature]*

**First Secretary**

9.7.2009



## EMPLOYMENT AGREEMENT

**First Party** : M. S. AHMED SOLIMAN ALFAHHAD&SONS LTD.CO. RIYADH

**Second Party** : Name: \_\_\_\_\_ P.P. NO. \_\_\_\_\_

Profession \_\_\_\_\_ Nationality **NEPALI**

Both parties have agreed on the following points and undertake to implement accordingly.

- 1- The first party will pay and amount of SR 600/= with free food to the second party as his monthly salary.
- 2- First party should provide the second party with free accommodation and medical facilities.
- 3- First party will pay air ticket to the joining his duties in the Kingdom of Saudi Arabia and first party will pay back home after the end of contract period only.
- 4- Working period will be 8 hours per day 48 hours per week and over times as per Saudi rules.
- 5- If the second party refuse to work he will not be allowed to work with source of the Saudi Party unless the first party allows him do so, otherwise he will have to go back to his country at his own expenses.
- 6- In case second party desires to of back to his country before the expiry of his agreement then he can do at his own expenses at the consent of the First party.
- 7- First party shall have right to terminate the service of the second party during probationary period of three months if found unsuitable and the second party shall go back home at the cost of first party.
- 8- In case the second party becomes ill or is afflicted during the course of work, and the illness is due to his hop then first party will bear all charges for his medical treatment so long as this is valid or shall arrange to send him back to his country.
- 9- If the first party desires to close the work of the establishment then all relevant expenses for the second party shall be an account of the first party.
- 10- If the first party desires to close the work of his establishment then second party will be allowed an annual leave according to Saudi Law.
- 11- First party should provide second party air ticket both way free.
- 12- Second party shall observe the local Saudi Laws and tradition.
- 13- The Period of this agreement is 2 years starting from first day of arrival in Saudi Arabia.
- 14- The first party will provide the second party necessary insurance cover for workman compensation benefit for work-related injuries or related death as per Saudi Laws.
- 15- Each party should have one copy of this contract and if the two copies are found different the one that made the changes should be punished according to the Saudi Laws.
- 16- Regarding all other matter not covered by the above provisions the Saudi Labour Laws and standard rules of the Kingdom shall apply.

**First Party**

M. S. AHMED SOLIMAN ALFAHHAD&SONS LTD.CO.

**Second-Party**

**First Secretary**

27 JUL 2009

Regd: 066/66/0033



القرفة التجارية المتخصصة بالرياض  
 التوقيع مطابق من مسؤوليات مستشاري الشركة  
 شركة أحمد سليمان عبد العزيز  
 الفهاد وأولاده