

DEMAND LETTER TO REGISTERED INDIAN RECRUITING AGENCY

Ref. No: HR / HO/ RCT 30/2013

Date: 7th July 2013

To,

M/s. S.M. Enterprises,

Room No- 28, 3rd Floor, Jenabai Bldg,

Gaya Bldg, 87/123 Masjid Bunder Road

Mumbai - India

Reg. No . B- 0772/MUM/PART/1000+/3/6506/2004

Subject: **Recruitment of Manpower from India**

Sir,

We wish to recruit workers from India for our **Red Ribbon Catering Delight, Ardiya, Block- 2, Building No- 102 , P.O Box 36037, Al Rass 24751 Kuwait**, under our sponsorship through your agency. The categories/terms/conditions of workers proposed to be recruited for employment and deployment in Kuwait are as under:-

Sl No	Category / Designation	No of Workers	Salary per Month KD
1.	Crew / Waiter	10	70/-
2.	Light Driver	2	80/-
3.	Heavy Driver	2	100/-
4.	Bike Driver	2	80/-

Total No. of workers: 16 Nos (Sixteen Nos only)

Terms and Conditions:

1. The contract is for 2 Years from the date of arrival to Kuwait and Close ended Contract. The worker will be on probation for 100 days and will be confirmed on successful completion of probationary period.
2. The company will provide the following to the worker at the company's cost:
 - Air ticket (economy class) for initial travel to Kuwait and for return to India at the end of the contract.

- Air ticket (economy class) for annual leave in India at after 24 months of service
- Sharing accommodation with the basic furniture and based on company policy
- Standard duty meal as per policy and based on company policy
- Transport from residence to place of work and back.
- Medical facilities and worksite insurance as per Kuwait Labor Law
- Residence Permit for the period of this contract and for any renewed period, and any fine due to delay in obtaining such permit.
- Driving license (in case of drivers only).

No deduction/recovery from the salary of the workers will be affected by the company for the above.

3. Working hours will be 8 (eight) hours per day with one hour break per day for 6 (six) consecutive days per week, with one day off. Overtime allowance will be paid for any additional hours of work in accordance with the Labor Law of Kuwait.
4. The worker shall be entitled to 30 days leave for every complete year of continuous service.
5. The passport of the worker, being the property of Government of India, shall not be confiscated by the employer under any circumstances. The passport will be retained by the worker at all times and will be produced before the Embassy of India, as and when called for.
6. In case of death of the worker, the company shall forward the mortal remains of the worker to his/her country at the company's cost and settle all dues of the worker, in coordination with the Embassy of India in Kuwait.
7. In case of injury to the worker, the company will pay compensation to him/her in accordance with the Labor Law of Kuwait.
8. The contract can be terminated by either the company or the worker before its expiry with a notice of three months in writing, in accordance with the provisions of the Labor Law in Kuwait.
9. Any dispute between the company and the worker will be amicably settled on coordination with the Embassy of India in Kuwait. In case an amicable settlement cannot be reached, the dispute shall be subjected to courts in Kuwait.
10. The company shall facilitate the worker to register with the Embassy of India within one month of his/her arrival in Kuwait.

Yours Faithfully,

Khaled Al Dumki

(Signature of Authorized Person)

Kuwait