

## Employment Contract

Made on the 3<sup>rd</sup> day of March, 2014. By and Between:

- 1- Al-Moqawiloon Company, having its head office in the city of Riyadh, represented herein by Mr. Mohammed Ahmad and hereinafter called "The Company" ..... (First Party)
- 2- Mr. Khalid Zaki born at Jeddah on 07/07/1979, residing at Riyadh bearing ID No. 45132 issued at Riyadh on 07/07/2000, of Saudi nationality ..... (Second Party)

### Preamble

This Contract has been concluded between the two parties hereto for the purpose of performing the work specified below at the standard set by the First Party and shown in the attached description of the job to be filled by the Second Party.

The Second Party, therefore, declares that it is fully cognizant of this fact and accepts to enter into this contract on the understanding that it feels fully capable of performing this work at the standards required by the First Party and, therefore, undertakes to fulfill the obligations contained herein.

Both parties hereto agree and covenant as follows:

- 1- The above Preamble forms an integral part of this contract.
- 2- The First Party agrees to employ the Second Party as of the 3<sup>rd</sup> of March 2014 in the job of teacher provided that First Party shall have the right to assign to the Second Party any other work within the nature of the Second Party's qualifications or which work he may become qualified for through experience and training by the First Party.
- 3- The monthly salary agreed upon is SR 8,000 (only eight thousand Saudi Riyals) to be paid monthly by the Company within the first five days of the next following month. The First Party shall deduct from such salary, including any supplemental allowances, all sums deductible by Law from the Second Party's salary including taxes, fees, contributions or any other levies imposed by Law on the Second Party.
- 4- It is understood by both parties that the above indicated salary of the Second Party includes high living cost allowance and all allowances stipulated by law, but excluding high living cost allowance stipulated by law No. 40 of 1975 and such salary, shall, when applied, be subject to the Company's scale of wages according to the Company's wage divisions.
- 5- The Second Party shall be deemed to have been appointed under probation for three months during which or upon expiration thereof the First Party shall be entitled to terminate or cancel this contract without need to prior notice or payment of any compensation or remuneration. Upon expiration of the probationary period and unless the First Party has used its right to cancel this contract, the Second Party shall be deemed to have been employed for an indefinite period effective Employment Date.
- 6- The Second Party shall devote the whole of its time and attention to the First Party's business during the working hours as specified in Labor Law No. 91 of 1959, or in any other subsequent

law. The Second Party hereby acknowledges that the First Party is at liberty to modify at any time the working hours described in its By-Laws, provided that such modified hours will not exceed maximum working hours stipulated by law, and the Second Party may not claim any additional salary or compensation for any such working hours as work needs in the Company may require so long as such hours, if added to those provided for in the First Party's By-Laws, will not exceed in the aggregate the maximum hours provided for in the Law.

- 7- The labor and social insurance laws, relevant executive orders, regulations, and instructions governing work in the Company shall be an integral part of this contract.
- 8- The Second Party shall not, without written permission from the Company, engage in any work for a third party with or without remuneration even outside official working hours, or participate, directly or indirectly, in an activity or enterprise in direct conflict with the Company's interest, or in any concern having transactions with the Company.
- 9- The Second Party hereby declares that its covenants in the present contract are an integral part of its fundamental obligations, and that the accurate implementation thereof is one of the basic conditions of this Employment Contract. Should the Second Party breach any of such obligations, the Company shall have the right to terminate its services forthwith without indemnity in accordance with Paragraph 6 of Article 76 of Labor Law No. 91 of 1959.
- 10- Each party hereto may, by virtue of Article 72 of Labor Law, terminate this contract at any time after probation period on a 30-day prior written notice served to the other party.
- 11- Any dispute that may arise between the two parties from the interpretation or application of the provisions of this contract shall be subject only to the jurisdiction of Riyadh courts.
- 12- Executed in duplicate, one copy per each party for necessary action.

First Party

Second Party

For/ Al-Moqawiloon Company

Name: Mr. Khalid Zaki

Name: Mr. Mohammed Ahmad

Signature: .....

Title: General Manager

Signature: .....