



BILFINGER

PROPOSAL OF EMPLOYMENT between Tebodin Middle East Ltd., UAE - Oil & Gas and Chemicals hereinafter called "the Company" and Mr. Kamal Veppoor Kanagesam, Indian national hereinafter called "the Candidate", whereby it is mutually agreed as follows:

OFFICE : UAE Oil & Gas and Chemicals
STARTING DATE : Tentatively 18 August 2019
DURATION OF AGREEMENT : Unlimited
PROBATION PERIOD : Six Months
NOTICE PERIOD : One month
POSITION/DEPARTMENT : Consultant Engineer – 2 (Scale 7) / Dept. 339
(Fire Consultancy)
WORKING HOURS/DAYS : 45 hours / 5 days per week
BASIC SALARY : AED 6,250/- per month
ALLOWANCES:
– Housing allowance : AED 4,500/- per month
– Living allowance : AED 1,250/- per month
– Transport allowance : AED 500/- per month
TOTAL SALARY : AED 12,500/- per month
FAMILY STATUS : Married
ANNUAL LEAVE : 25 Working days paid leave per year plus
Government announced holidays
TERMINAL BENEFITS : As per UAE Labour Law
INSURANCES : Workmen's Compensation Insurance
MEDICAL : Medical health Insurance card for self + spouse +
up to 3 children under the age 19 is provided only
after obtaining company residence visa

The conditions of employment are as laid down in the "Personnel Instructions of TME".

SIGNED FOR AGREEMENT:

 Marco van der Linden Country Director U.A.E.	 Sjoerd Trouwee HR Manager M.E.	 Kamal Veppoor Kanagesam Candidate
Date: 31 JUL 2019	Date: 30/7/19	Date: 31-JUL-2019

Distribution:

- HR Department (O)
- Employee (O)

Attachments:

- A. General Conditions Of Contract For Personnel Employed By Tebodin Middle East Ltd. (Rev 4 – 01 March 2019)
- B. Tebodin Secrecy Declaration Rev:0;210911)
- C. Bilfinger Code of Conduct and Corporate Guidelines