



Date : 04/07/2021

**To : Mr. Muhammed Younas Khan
PAKISTANI / Passport # JB4126012**

Position : Heavy Duty Driver

Subject : Offer of Employment

With reference the abovementioned subject, we are pleased to offer you the position of **Heavy Duty Driver** with this outline of the Terms and Conditions of employment. Upon receipt of your signed acceptance of this Job Offer, the Terms and Conditions will be written into a formal Contract of Employment.

(*) Status and Remuneration Package details can be seen as per attached Annexure.

Additional Entitlements:

In addition to the above, and in line with existing Company Policy, all employees will be entitled to:

- End of Service Benefits, as per the Omani Labour Law.
- After completion of 12 months of service, the Company will provide an economy class return air ticket to your home town (Single Status)
- The Company will pay for or reimburse the employee for all medical expenses incurred in Oman for treatment of diagnosed illnesses, excluding dental, ENT, Orthopedic and or ophthalmic conditions and plastic surgery
- All other Terms and Conditions will be as per Oman Labour Law.

Duties & Responsibilities

Your duties and responsibilities as **Heavy Duty Driver** will include, but not limited to the following:

1. To report directly to **Operation Supervisor** for the coordination of related jobs.
2. To carry out assigned duties and tasks diligently and efficiently.
3. To develop and maintain good working relation with all employees and the spirit of team work has to be encouraged.
4. To report all sorts of incidents and near misses immediately.
5. Ensure that all HSE matters are strictly followed up in the execution of each and every task.
6. To drive/Operate Flatbed, Low bed, Tanker Trailers, Hiab Trucks assigned by operations for any site.
7. Any damage to assets caused by you shall be recovered from your salary.

Premier Logistics Muscat LLC is a member of TruckOman Oil & Gas Services LLC (TOGS). Although your employment contract will be with Premier Logistics Muscat LLC you will be required to provide services to other companies of TOGS.

The Company reserves the right to employ you in your designated role at any location in Oman which is deemed appropriate.

Medical Examinations

Your employment with the Company will be dependent on your passing a medical examination by our Company Doctor. We reserve the right to withdraw this offer of employment if it is found that you are suffering from a chronic illness, which will require continuous and in our opinion expensive medical treatment.

Term / Duration

The term of the Employment Contract will be one year, with one month notice commencing on the date both Parties sign the Employment Contract.

HSE Courses

The cost of the first test will be borne by the company, the subsequent two attempts will be on your account. If you fail your third attempt, the company reserve its right to terminate your employment immediately.

Probationary Period

The first 3 months of your employment with the Company will be Probationary. During this period either party can terminate the Employment Contract at its own discretion by giving the other party one week notice in writing of its intention to do so.

Moreover, should you proceed on any leave for whatsoever reason before completion of 12 months of continuous service with the Company; you are required to deposit an advance of OMR 400 which will be refunded

Upon your return from leave. The amount is retained as a security to cover for the expenses incurred by the Company at the time of your employment (as listed below).

Termination

The Company reserves its right to terminate your employment immediately for a cause as depicted by the Omani Labour Law and Company Policy, when such cause relates to dishonest behavior, deliberate or willful neglect or misuse of Company assets or property, deliberate disregard for Safety, or misappropriation of Company funds.

If you resign before completion of one year of employment, you must reimburse the following employment expenses incurred by the Company:

- Labor Clearance charges
- Medical checkup fee
- Airfare and resident card charges
- Recruitment charges
- Company will not provide a passage to go back to your country and you have to make your own arrangements at your personal expense.

You will not be allowed to work for a competitor company, unless and until two years have elapsed after your departure from the Sultanate of Oman.

If the above outline of Terms and Conditions are acceptable to you, please indicate your acceptance of our Job Offer by signing below. *By accepting this job offer, you are confirming that you will work for any company within the group of TOGS.*

This offer is remain valid for 15 days from the date of this letter.

Yours sincerely

Offer Accepted

Mohsin Al-Kharusi
Asst/HR Manager


4/7/21

Signature: *M. Yousuf Al-Kharusi*

Date: *4.....7.....2021*

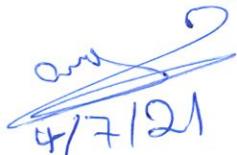
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Status and Remuneration Package:

- Basic Salary : RO. 120.000 per month.
- Desert allowance : RO. 90.000 per month
- **Total** : **RO. 210.000 per month**
- Status : Bachelor – sharing accommodation
- Food / Accommodation : Provided free per Policy
- Work / Leave Rotation : 30 days paid leave after 1 year of service.

Yours sincerely

Mohsin Al-Kharusi
Asst/HR Manager


4/7/21

Offer Accepted

Signature: *Mohsin Al-Kharusi*

Date: *4.7.2021*

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