

يثرِب للخدمات
Yathreb Services

RECRUITMENT AGREEMENT

This Agreement is made on the date of **00/00/2019** at **Manama, Kingdom of Bahrain** Between:

M/S. client name , CR No.----- ,having its registered office at **P.O Box:----- Manama - Kingdom of Bahrain**,(hereinafter referred to as “First Party”).

And

M/S.YATHREB SERVICES, CR NO.9242 having its registered office address as **P.O. Box 26010 Manama, Kingdom of Bahrain** (hereinafter referred to as “Second Party”).

Whereas the First Party is desirous of having competent manpower for its business (hereinafter referred to as “Services”).

And whereas the Second Party is agreeable to execute the said Services in line with the requirements and the terms and conditions agreed herein

Now it is hereby agreed as follows:

1.0. Responsibilities of First Party:

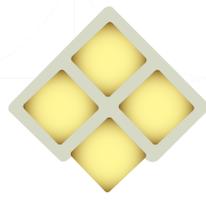
0.1 The First Party appoints the second party as Manpower Recruitment Agency to recruit Manpower for the First Party

0.2 When Requesting Services, the First Party shall specify the profession(s) required, period of employment, monthly salary, accommodation, transportation, leave and air travel packages, medical. Probation and other relevant details.

0.3 The First Party agreed to provide the necessary documents as per requirements of the related embassy for example but not limited Demand Letter, Power of Attorney, Employment Contract and others, attested by the Ministry of Foreign Affairs/Chamber of Commerce.

0.4 The First Party shall have sole discretion to fix the minimum qualifications necessary for the performance of any service to be rendered under this Agreement.

0.5 The First Party shall at its discretion, attend the interview program for the selection of the candidates arranged by the Second Party or otherwise authorize the Second Party.



0.6 First Party shall provide Visa only to the selected recruited employee.

0.7 For any medically, mentally and professionally unfit candidate, Second Party shall bear the expenses as follows:

Work Permit Fee	At actual fees
Ticket From Bahrain to the Candidates' Home Country	At actual cost
All related expense of candidate	At actual cost

0.8 In the event the Candidate not joining the company, consequent to the selection and acceptance of employment , the expenses incurred by First Party for such candidate, shall be borne by Second Party.

2.0 Probation Period:

All candidates will be subject to a 3 months probation period, during which their attendance and performance will be monitored by the relevant Manager/Supervisor.

If the probation period is not completed successfully, the employee will be terminated and their work visa cancelled with the relevant authorities before they are sent back to their native country.

Second Party will bear all the cost specially the Visa & the Ticket for sending backthe candidate to Home Country for those candidate who fails to complete the Probation period.

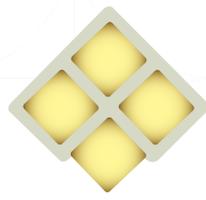
3.0 Payment:

The FIRST PARTY agrees to pay the SECOND PARTY the service charge for all candidates from any nationalities based on the demand letter as follows:

NATIONALITY	CATEGORIES	PLACEMENT FEE
For unskilled& skilled resources from India, Pakistan, Bangladesh, Kenya & Uganda (Labors, Drivers, Masons, carpenters, steel fixers etc.)	Unskilled & Skilled	-No service charge required -No Joining ticket required

4.0 Duration and Termination:

4.1 This Agreement shall be valid for a period of ONE YEAR from the date hereof Which shall be renewed at First Party's discretion on an annual basis based on Successful performance in the provision of Services. Any breach of this Agreement shall be subject to action from the First Party's side including but not limited to, the cancellation of this Agreement.



4.2 The rights and obligation of the Second Party under this agreement are Personal to the Second Party and may not be assigned or transferred to any other person or agency without the prior and written consent of First Party.

Any dispute relating to this agreement shall be subject to the jurisdiction in the court of Bahrain only.

5.0 Responsibilities of Second Party:

5.1 The Second Party agrees upon issuing the Work Permit candidate will come to Bahrain within 2 to 3 weeks.

5.2 The Second Party agrees to fulfill the First Party's manpower requirement as per demand Letter.

5.3 The Second Party agrees to provide the Service on the written request of the First Party and further agrees that the cost of such services shall not Exceed the limitation of the cost set forth in First Party's request.

5.4 The First Party name should not be used by the second party to advertise Vacancies to recruit candidates.

5.5 The Second Party agrees to provide evidence of any trade/technical tests Conducted for the Candidate any copy of their trade/technical qualification/Certifications.

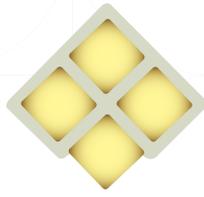
5.6 Selection of suitable candidate will be undertaken by a qualified representative of the Second Party, based on the requirements supplied by the First Party.

5.7 If deemed necessary, the First Party will liaise with the Second Party to arrange an interview program with practical tests and on-site interview; the cost of such will be borne by the Second Party.

5.8 Once the selection has been approved by the First Party, the Second Party Shall arrange all necessary documents for work permit applications in a clear and legible format and also in soft copy to allow for prompt work permit applications. Such documents to include but not limited to First Party's application form, Curriculum Vitae (resume), passport size photographs, trade test certificates work experience certificates, educational certificates, passport copy licenses (if applicable)

5.9 The Second Party will take charge of sending all selected candidates whose work permit has been successfully obtained, for a medical examination to determine if they are medically fit to work with the First Party before deploying them, and supply such information to the First Party. A list of LMRA authorized health centers are available at:

<http://www.lmra.bh/en/healthcenters.php?id=423>



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5.10 The Second Party shall deploy the selected candidates within 2 to 3 Weeks from the day the First Party receives the work permit. The Second Party will receive all candidates recruited By the First Party on their arrival at Bahrain International Airport and coordinate their handover to the first Party's representative present in the office premises.

6.0 Guarantee:

The Second Party shall guarantee to the First Party that the selected candidates are medically, mentally and professionally fit and posses required professional qualification certificates and required experience certificates.

This Agreement shall be governed by the Laws of the kingdom of Bahrain.

In witness whereof the parties hereto signed this Agreement on the day and year first in above mentioned.

For: Client name

For YATHREB SERVICES

(Signature)

(Signature)

General Manager

HASSAN A. BUHAZZA

Managing Director