

MANPOWER CONTACT AGREEMENT

This agreement is made onSep 2014 by and betweenCompany.....Address.....,(hereinafter called the “FIRST PARTY”) and

M/S Proceed Overseas, Recruiting Agency, RL No-1204, 53, Purana Paltan, Baitul Abed (4th Floor), Paltan,Dhaka-1000, Bangladesh (hereinafter called the “SECOND PARTY”)

The parties hereto have negotiated and finalized the agreement for “RECRUITMENT OF WORKERS FROM BANGLADESH” on the following terms and conditions.

1. This agreement is valid for one year from the date of its signing and would be renewed automatically unless either party gives notice of one month before the agreement.
2. This agreement can be terminated by either party before its determined end (original or renewed period) by one month notice from the party terminating the agreement.
3. The **SECOND PARTY** will carry out recruitment of highly skilled manpower from Bangladesh pursuant to the **FIRST PARTY** job specification, which will be provide by the **FIRST PARTY** to the second party each category and where the second party is fully responsible in selecting experience staff only.
4. The **SECOND PARTY** must not make any promises or commitments to any employee on behalf **FIRST PARTY** such as salary increase annual leaves or any commitments whatsoever.
5. The **SECOND PARTY** shall inform selected employees that annual leave will not be taken before two years from the commencement of employment, subject to First Party approval.
6. If any candidate's visa is rejected from labour department or blacklisted from immigration department for any reason, the **SECOND PARTY** will substitute the rejected candidate's visa immediately, also if any worker not arriving in Qatar will be replaced immediately upon being informed by the **SECOND PARTY** and all the expenses for the replacement will be borne by the **SECOND PARTY**.
7. In the event if the **FIRST PARTY** decides to appoint its representative to conduct interviews in Bangladesh, The **SECOND PARTY** agrees to bear Arrange Selection Center & Local Transport. For all Others Condition Applicable.
8. The **SECOND PARTY** shall furnish medical report from a qualified doctor for the selected candidates certifying that the candidates are in good health condition and is free from all the infectious diseases.
9. All the selected candidates provide air ticket (Dhaka-Doha) condition applicable.
10. It would be the responsibility of the **SECOND PARTY** to ensure that the standard and caliber of the workers are met, and any worker thus selected, by the **SECOND PARTY**, after his arrival into the Qatar found unsuitable, medical unfit or unable to perform his duties or decided to tender his registration with or without any cause or

reason during the first six(6) months of the probationary period, shall be repatriated this condition applicable.

11. The **FIRST PARTY** will inform the **SECOND PARTY** by telex/telephone about the reason for repatriation and allow **SECOND PARTY** to settle the matter if possible.
12. The selected candidates whose visa is obtained by the **FIRST PARTY** must be deployed within 15-20days from the date of receiving the visa, power of attorney and demand letter by the **SECOND PARTY**.
13. The **FIRST PARTY** or its clients shall pay the contract workers the agrees wage from the date of arrival in Qatar in accordance with the Qatar workmen regulation and if any decrease in wages shall be informed to the **SECOND PARTY** in advance and given time to settle it with the workers.
14. The **FIRST PARTY** Shall provide the **SECOND PARTY** with visas approval covering the total number of workers required.
15. The **FIRST PARTY** shall issue letters like power of attorney and demand letter in favor of the **SECOND PARTY** to enclose their visas.
16. In case of death or serious injury of any worker, the **FIRST PARTY** or its client will bear all costs related to the repatriation of the remains and belongings to his home country as soon as possible
17. In case of death or serious injury of any worker, the **FIRST PARTY** or its client shall immediately inform their embassy nearest to the site of employment.
18. In case of disputes every effort will be made to settle the matter. Further arbitration can be governed the Qatar workmen law.
19. In case of dispute between the parties of this agreement, the laws governed to chamber of Commerce and Industry Committee for the settlement of Commercial disputes shall prevail.
20. This agreement will be governed by the laws of**District**.....
21. This Agreement is made in duplicate and each party receives copy of the same.

SIGNED AGRREMENT TO ALL ABOVE

.....**Company**.....

(FIRST PARTY)

FOR M/S, PROCEED OVERSEAS

(SECOND PARTY)
FAIJ ULLAH SHIPON
PROPRIETOR