



16/Human Resource/GEN/D/3857
20th April 2016

Mr. Sarang Avinash Wadibhasme
Passport No. N 4229894
India

SUB: EMPLOYMENT OFFER

Subsequent to your selection in our Company, we are pleased to offer you the position of "Jr. Planning Engineer" in "WT" Department as per following terms and condition.

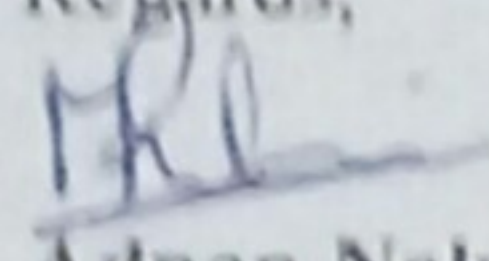
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|-------------------|--|
| Designation | : Jr. Planning Engineer |
| Employment Status | : Bachelor |
| Basic Salary | : R.O.238/- only per month |
| Other Allowance | : R.O.87/- only per month |
| Salary Deposit | : Gross salary will be revised to R.O.425/-only per month after completion of one year : First six months 10% of your gross salary would be with Accounts Department and that will be reimbursed after successful completion of six months. |
| Probation Period | : 3 Months. |
| Passage | : On Joining: Economy Class joining ticket for the sector Mumbai-Muscat : On Vacation: Economy Class Air Ticket - MUSCAT-MUMBAI-MUSCAT * Fixed allowance as per company policy |
| Leave | : 30 days paid leave on completion of every 12 months of continuous service |
| Accommodation | : Shared Bachelor Accommodation provided by the company |
| Transportation | : Company transport from Company Accommodation to work place and back |
| Food Expenses | : To your account |
| Medical | : Medical Facility as per Company Policy. |
| Gratuity | : As per Oman labour law. |
| Joining Date | : Immediate on receipt of Visa. |
| Validity of offer | : 7 days from the date of issue. |

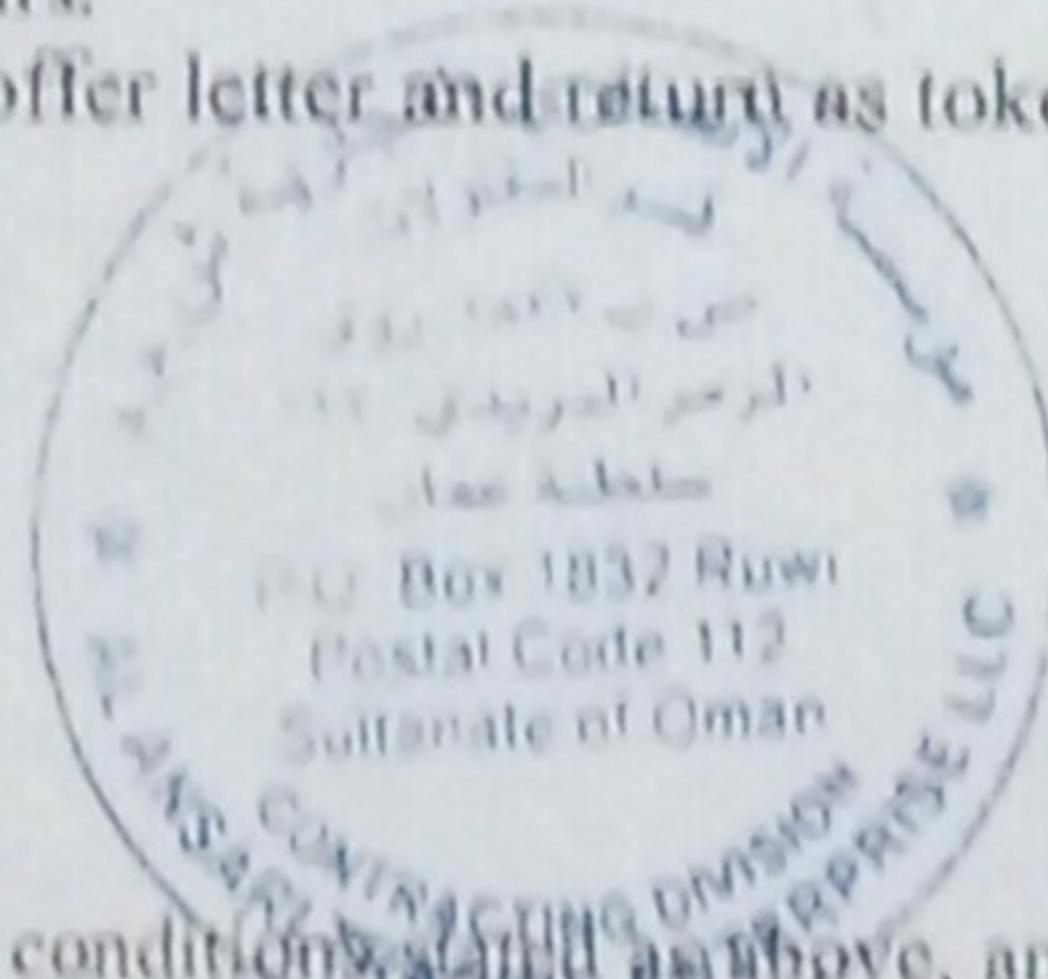
- This offer will not be valid if you are found medically unfit for the job required.
- Your appointment shall be subject to obtaining necessary labour clearance and visa, as per the existing immigration rules of the Sultanate of Oman.
- Your employment with Al Ansari Group will be subject to the rules and regulations of the company.
- All other terms which are not listed in this agreement shall be governed by Oman Labour Law.
- In the event of acceptance of this offer, please furnish the following immediately to us for processing your visa formalities:

1. 2 Copies of your Valid Passport
2. 15 Passport size color photographs (with blue background)
3. Medical Certificate from the Authorized Medical Centre (Original with GAMCA slip).
4. Signed acceptance of the offer & attested original Degree/ Diploma Certificate - Apostille attestation for Ministry of External Affairs.

Please sign the copy of this offer letter and return as token of your acceptance to the above terms.

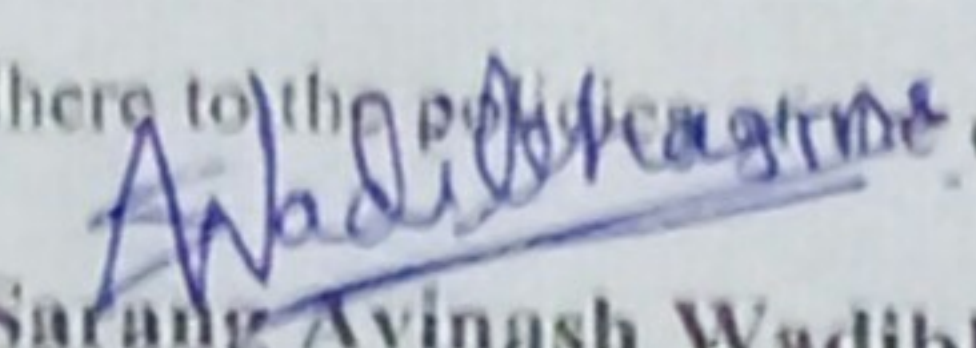
Regards,


Adnan Nalwala
Executive Director



Acceptance

I hereby agree to the terms and conditions stated above, and I hereby confirm that I will adhere to the policies of the company and discharge my duties to the satisfaction of the higher authorities.


Sarang Avinash Wadibhasme

Date: 22nd April, 2016

In appreciation of your association with us, we shall consider your job request in AATE to your family member(s) who are suitably qualified, experienced and deserving



Al Ansari Values



Respect for Individual's Dignity & Belief | Pride in Company | Integrity & Fairness | Importance to Quality & HSE