



CR No: 2051035339
Capital SR 500,000

رقم السجل التجاري: 2051035339
رأس المال 500.000 ريال سعودي

THE SERVICE TERMS OF C&XT FOR WESTERN GEOLOGICAL SPECIALIST

1	Position	:	Geological Specialist
2	Place of Work	:	Saudi Aramco Geo Steering Center - R23
3	Salary	:	During service, the Employee will be paid a salary rate for all time served at any location including days off which C&XT has assigned the Employee for his duty at the rate of US\$7,500 per month. Payment of compensation dues will be wired to Employee's 5designated bank every first day of the month following. Salaries will be prorated for days worked during the month until the monthly cut-off period.
4	Status	:	Single.
5	Probation	:	The Employee will be under probation period of 3 months.
6	Working Schedule	:	Employee works will be at Saudi Aramco Geosteering Centre. Working time will be 8 hrs per day, 7 days a week in line with R23 work-schedule (a month work schedule will be 7 days on 2 days off, 7 days on 2 days off & 7 days on 3 days off) Employee will be entitled for overtime at the rate calculated as per formula of Saudi Aramco contractual terms in line with client approved timesheet.
7	Severance Pay (Indemnity)	:	Employee will be entitled for annual Indemnity and payable on final departure of Employee from C&XT as per labor laws of Saudi Arabia.
8	Bonus	:	Employee will be entitled for one month equivalent pay in the amount of US\$7,500 as annual bonus subject to completion of 12 months of service period during 365 days of 1 full year service contract and strict achievement of mandatory working days as per declared working schedule starting from the first service date calculated until last service date as per approved timesheets from the client during 365 days of the year on a yearly basis. Vacation days are outside the calculation of the annual bonus entitlement and payment. (Contract anniversary date will always vary from the time employee arrives from his annual vacation).
9	Housing	:	Housing will be provided to Employee by C&XT or a housing allowance in the amount of \$1,000 will be paid along with the monthly salary. Housing allowance is not payable while on vacation.
10	Transportation	:	Transportation will be provided to Employee by C&XT or a car allowance in the amount of \$500 will be paid along with the monthly salary. Transportation is not payable while on vacation.
11	Medical Insurance	:	Health insurance cover in Saudi Arabia to Employee during his services will be provided by C&XT.
12	Workmen Compensation	:	Workmen insurance cover in Saudi Arabia to Employee during his services will be provided by C&XT.
13	Vacation	:	One month vacation with pay in the amount of US\$7,500 upon completion of 1 full year of 12 months of service period with C&XT.
14	Air Tickets	:	One roundtrip economy class ticket to/from Employee's Point of Origin at C&XT's preferred airlines will be provided to Employee every year.
15	Transit Accommodation	:	Employee will be provided with a hotel accommodation not more than \$100 per day during traveling transit time from/to point of origin.
16	Business Expenses	:	Employee will be reimbursed for all business expenses such as Saudi residential permit, work permit, exit re-entry visa, GOSI, airport fees, medical check-up, and visa stamping on presentation of actual supporting documents/Receipts.
17	Work Equipment	:	Computer, software & applicable equipment related to work during the services of the Employee with C&XT will be provided by Saudi Aramco.
18	Other Conditions	:	This service contract terms are subject to local laws of the Kingdom of Saudi Arabia.
19	Acknowledgement	:	Employee fully knows and accepts all of this employment terms during the employment without any further negotiation whatsoever.

For & on behalf of C&XT

For & on behalf of Employee

Bassam AlRashed
Human Resources Manager

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Russian Passport No. xxxxxxxxxx
Geological Specialist