

M/S Manispower Corporation
CWN(B)-3, 123 Gulshan Avenue Road,
Gulshan-02,Dhaka, Bangladesh

March 15,2008
Ref No.HY-Q/DOH-BR/LT/1618

Attention : Mr. Mohammed Mahbub Alam, President

Subejct : Demand Order

We hereby authorize MANISPOWER to recruit Bangladeshi nationals on our behalf to carry out employment for our projects in Qatar under the terms and conditions as set forth hereunder.

■ Trade and Numbers of Workers Required

No.	Job Trade	No of Workers	Monthly Salary(USD)
1	Carpenter	20	300~500
2	Plaster	30	300~500
3	Electrician	20	300~550
4	Common Labor	100	300~400
5	Painter	30	300~500
TOTAL		200	

■ Terms & Conditions

- ✓ Contract Period Two(2) years and extensible
- ✓ Probation Period Ninety(90) calendar days
- ✓ Working Hours and Days 8 hours per day, 26days per month
- ✓ Overtime Following to the local labor law
- ✓ Airfare Passage Provided by Employer
- ✓ Food & Accommodation Provided by Employer
- ✓ Others Free medical care & treatment and local transportation shall be provided by Employer

The above manpower will be recruited only subject to visas availability. All other benefits will be in accordance with Qatar Labor Law.

Yours Faithfully



O.S.Kwon
Vice President & General Manager
Hyundai Engineering & Construction Co., Ltd.
Doha Branch Office



No. 29229 Date: 02-04-2008



QATAR CHAMBER OF COMMERCE & INDUSTRY

Endorsement No: 4085

Membership No: 01/05185

The Chamber certifies the signature of

Mr. OH SIK KWON

of M/S: HYUNDAI ENGINEERING & CONSTRUCTION CO.

Without due liability of documents Content

Doha: 26/03/2008

Signature



M/S Manispower Corporation
CWN(B)-3, 123 Gulshan Avenue Road,
Gulshan-02, Dhaka, Bangladesh

March 15, 2008
Ref No. HY-Q/DOH-BR/LT/1617

Special Power of Attorney

KNOW ALL MEN BY THESE PRESENTS:

We, **Hyundai Engineering & Construction Co., Ltd.**, a company organized and existing under the laws of Republic of Korea and having its principal place of business at 140-2, Kye-Dong, Chongro-Ku, Seoul, Korea (hereinafter called "the HDEC") do hereby appoint **Manispower Corporation**, a company organized and existing under the laws of Bangladesh and having its principal place of business at House #66, Road # 10, Block #D, 3RD Floor, Banani, Dhaka, Bangladesh (hereinafter called "MANISPOWER"), as our true and legal representative to act for and in our name and stead and to perform the following acts;

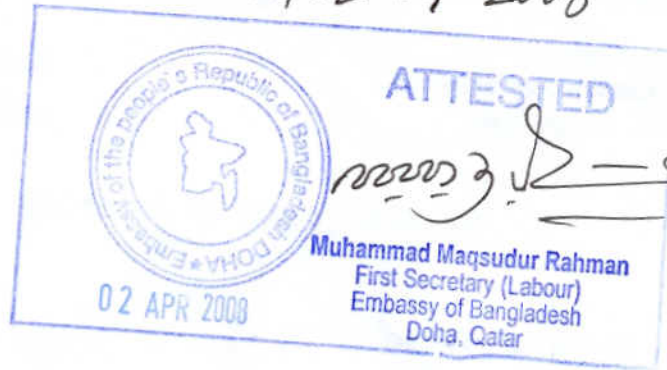
1. To represent our company before any and all Government and private offices and agencies in Bangladesh.
2. To enter into any or all contracts with any person, corporation, institution or entity in a joint venture or as partner in the recruiting, hiring and placement of Bangladesh contract workers for overseas employment in Qatar.
3. To sign, authenticate and deliver all the documents necessary to complete any transactions related to such requirement and hiring including making necessary steps to facilitate the departure of the recruited Bangladesh workers.
4. To bring suit, defend and enter into compromise in our name and stead in litigations brought for or against our company in all matters involving the employment of Bangladesh contract workers for our company.
5. To undertake jointly and severally with our company and liability that may arise in connection with the worker's recruitment and / or implementation of the employment contract.

HEREBY GRANTING unto our said representative full power of authority to execute or perform whatsoever, requisites or proper to be done in about premises as fully all intents and purpose as I might or could lawfully do it personally present, and hereby ratifying and confirming all that my said legal representative shall lawfully do or cause to be done under and by virtue of there presents.




O.S.Kwon
Vice President & General Manager
Hyundai Engineering & Construction Co., Ltd.
Doha Branch Office

No. 29230 Date: 02-04-2008



QATAR CHAMBER OF COMMERCE & INDUSTRY

Endorsement No: 3987

Membership No: 01/05185

The Chamber certifies the signature of

Mr. OH SIK KWON

of M/S: HYUNDAI ENGINEERING & CONSTRUCTION CO.

Without due liability of documents Content

Doha: 25/03/2008



Signature



6/14



2- TRAVEL EXPENSES:

A. The First Party shall bear the travel expenses of the second Party from the city of Dhaka to the work place in the State of Qatar, as well as the costs of the return passage. The First Party shall also bear the round-trip travel costs of the second party on leave periods as provided in the employment contract. These expenses shall not cover costs of acquiring a passport or payments against any guarantees.

B. The First Party shall be exempted from payment of return expenses of the worker in the Following two cases: -

- 1) In case of resignation before the expiry date of the contract.
- 2) In the event he commits a breach resulting in his dismissal without notice and without a service gratuity in accordance with the provisions of the Qatari Labor Law.

3- ADVANCES:

A. The First Party shall pay to the person of the Second Party, if he desires, an advance.....ofincurrency (about the salary of one month) before his traveling from to Qatar for one time and to be deducted from the dues of the Second Party by monthly installments to the amount of 10 % (Ten Percent) of the basic salary.

B. The deduction of installments shall take effect from the salary of the month following the start of the work of the Second Party.

C. The preceding two terms are applicable to loans paid to the Second Party in Qatar currency.

4- SALARY AND GRATUITY:

A. For daily and monthly workers:
The basic pay is QR.....per/month/day against the basic hours of work (48 hours per week) and the Second Party shall be entitled a paid weekly rest-day every week .He shall also receive cash payments against overtime worked in accordance with the provisions of the Qatari Labor Law.

B. For workers of Production or piece work or task work: The basic pay is QR.....against a daily performance rate according to the trade or occupation as follows:

2. نفقات السفر :-

يتحمل الطرف الأول نفقات سفر الطرف الثاني من مدينة دكا إلى مكان العمل بدولة قطر وكذلك نفقات عودته إليها كما يتحمل الطرف الأول كذلك نفقات سفر الطرف الثاني ذهاباً وإياباً أثناء فترة الاجازة المنصوص عليها في عقد العمل . ولا تشمل هذه النفقات تكاليف استخراج جواز السفر أو دفع أية تأمينات .

(ب) يعفى الطرف الأول من تحمل نفقات العودة في الحالتين التاليتين :-

1. في حالة الإستقالة قبل إنتهاء مدة العقد .

2. في حالة ارتكاب العامل خطأ يترتب عليه فصله العمل بدون إنذار ودون منحة مكافاة نهائية الخدمة طبقاً لاحكام قانون العمل القطري .

3- القروض :-

يدفع الطرف الأول للطرف الثاني قرضاً شخصياً بقيمة.....بالعملة.....قبل سفره إذا رغب في ذلك (حدود أجر شهر واحد) يخصم من مستحقات الطرف الثاني على أقساط شهرية بواقع 10% (عشرة في المائة) من الراتب الاساسي الشهري .

(ب) يبدأ خصم أقساط القرض من أجر الشهر التالي لبدء عمل الطرف الثاني.

(ج) تسري على القروض الأخرى التي تدفع للطرف الثاني بالعملة القطرية أحكام الفقرتين السابقتين .

4- الأجر والمكافأة :-

(أ) لعمال اليومية والشهرية : الأجر الأساسي قيمته شهرياً/ يوماً مقابل ساعات العمل الأساسية (48) ساعة أسبوعياً ويحصل الطرف الثاني على راحة أسبوعية مدفوعة الأجر , في يوم واحد من كل أسبوع كما يحصل على مقابل نقدي لساعات العمل الإضافية وفقاً لاحكام قانون العمل القطري .

(ب) لعمال الإنتاج أو القطعة :-

الاجر الاساسي قيمته مقابل انجاز معدل الأداء يومي حسب الحرفة أو المهنة كما يلي

8/14



Additional pay shall be paid against the volume of Work accomplished by the Second Party over the daily performance rate as Follows:.....

ويدفع أجر إضافي عن حجم العمل الذي ينجزه الطرف الثاني زيادة عن معدل الاداء اليومي السابق كما يلي

In the event of absence of any production work the wage of the Second Party shall be QR.....

وفي حالة عدم وجود عمل بالإنتاج يكون أجر الطرف الثاني هوريال قطري .

c) The First Party hereby undertakes to enter the overtime as provided for in paragraph (a) or the quantity of work completed per day according to paragraph (b) in a special card to be delivered at the end of the working day to the First Party for registration.

(ج) يتعهد الطرف الأول بإثبات ساعات العمل اليومية الإضافية وفقاً للفقرة (أ) من هذا البند أو كمية العمل المنجز يومياً وفقاً للفقرة (ب) من هذا البند في بطاقة خاصة تسلّم في نهاية اليوم للطرف الأول للتسجيل .

5- End of service Gratuity:

5 - مكافأة نهاية الخدمة :

One month every one year

شهر لكل سنة

6-ACCOMMODATION AND DAILY IVING:

6- السكن والمعيشة اليومية :

A) The First Party undertakes to provide a free and appropriate bachelor accommodation for the use of the Second Party to be equipped with beds & suitable bathrooms in accordance with the appropriate sanitary & health conditions.

(أ) يتعهد الطرف الاول بتبديل سكن مناسب لأعزب مجاناً للطرف الثاني وأن يزوده بالاسرة و دورات المياه المناسبة وفقاً للشروط الصحية .

(B) The First Party undertakes to supply the Second Party with cold fresh drinking water.

(ب) يتعهد الطرف الأول بمد الطرف الثاني بمياه باردة صالحة للشرب .

7- TRANSPORTATION:

7- النقل :-

The First Party shall provide the second party a free transportation from his accommodation to the work place and back.

يوفر الطرف الاول للطرف الثاني وسيلة المواصلات المناسبة من السكن الي مكان العمل وبالعكس .

8- MEDICAL & SOCIAL CARE:

8- الرعاية الطبية و الاجتماعية:-

A) The First Party shall provide the second party with the required medical treatment in accordance with the rules and regulations in force in the state of Qatar.

(أ) يوفر الطرف الاول للطرف الثاني العلاج الطبي الازم طبقاً للأنظمة و اللوائح المعمول بها في دولة قطر .

B) The First party undertakes that the second party will receive his payable indemnity for labor injuries, disability or death during work or arising there from according to Qatari Laws in this regard.

(ب) يتعهد الطرف الاول بحصول الطرف الثاني على التعويض المستحق له عن أصابات العمل و العجزو الوفاة التي تنشأ عن العمل أو بسببه طبقاً للقوانين القطرية في هذا الشأن .

9- Leaves:

9- لاجازات :-

A). The Second party is entitled for a normal yearly paid leave not less than three weeks.

(أ) للطرف الثاني الحق في إجازة سنوية عادية لا تقل مدتها عن ثلاثة أسابيع بأجر كامل .

B). The second party shall receive full pay during the following official holidays.

(ب) يحصل الطرف الثاني علي اجر كامل في الاجازات الرسمية الاتية:-

- Eid Al-Fitr (Three working days).
- Eid Al-Adha (Three Working days).

- عيد الفطر (ثلاثة أيام عمل .)

- عيد الأضحى (ثلاثة أيام عمل .)



10/14

-Eid Al-Istiqlal (Independence Day)(One working day).

The second party is also entitled for three working days leave with full pay during the year.

The Employer for all workers decides these days

- عيد الاستقلال (يوم واحد عمل .)

كما يحصل الطرف الثاني علي ثلاثة أيام عمل بأجر كامل خلال العام و هذه الايام يقررها صاحب العمل للعمال جميعاً .

(C) The second party is entitled for sick leave with pay after three months of continuous service with the First party in accordance with the Qatari Labor Law.

(ج) يستحق الطرف الثاني اجازة مرضية مدفوعة الاجر بعد مضي ثلاثة أشهر متصلة في عمله لدي الطرف الاول و تحسب الاجازة المرضية وفقاً لأحكام قانون العمل .

10- General Provisions:

10- أحكام عامة:-

A). The Second Party undertakes to perform his duties in accordance with the average rates of daily performance known in his occupation. In the event the second party failed to do so, he shall be subject to the table of penalties in this respect.

(أ) يتعهد الطرف الثاني بأداء عمله طبقاً لمتوسطات و معدلات الاداء اليومية في نفس مهنته وفي حالة عدم أدائه لمعدلات الاداء اليومية تطبق عليه لائحة الجزاءات في هذا الشأن .

B). The second party is not permitted, during the contract period, to work for others, and the first party shall not have the right to engage the Second party in any work with another employer unless in cases permissible by Qatari Laws.

(ب) لا يجوز للطرف الثاني خلال مدة التعاقد الاشتغال لدى الغير كما لا يحق للطرف الاول تشغيل الطرف الثاني لدى صاحب عمل اخر، الا في الاحوال التي يجيزها قانون العمل .

C). The Second party shall undertake to refrain from interfering or involve himself in any political or religious affairs and he should observe and respect the local customs and traditions.

(ج) يتعهد الطرف الثاني بعدم التدخل في الشؤون السياسية أو الدينية و عليه مراعاة التقاليد و العادات المحلية واحترامها .

D). The Provisions of this contract agreement are governed by the Qatari Law No.14 of the year 2004 and its executive decisions, and as such they constitute the basis to resort to in the event of any dispute arising between the two parties unless the conditions of contract include more favorable advantages to the second party.

(د) يعتبر قانون العمل الصادر بالقانون رقم (14) لسنة 2004 و القرارات المنفذة له الأساس القانوني لنصوص هذا العقد , ويتم الرجوع اليه في أي نزاع ينشأ بين الطرفين مالم تكن شروط هذا العقد تتضمن مزايا أفضل للطرف الثاني .

E). This contract shall come into force after ratification of competent authorities in the two countries.

(هـ) يصبح هذا العقد نافذ المفعول بعد تصديق السلطات المختصة عليه في الدولتين .

(F) This contract is made and issued in three original copies. The employer shall keep one copy and one copy shall be given to the worker, the third copy shall be filed at Labor department in the Ministry of Labor & Social Affairs.

(و) تحرر هذا العقد من ثلاثة نسخ أصلية يحتفظ صاحب العمل باحداها و تسلم الثانية للعامل و تودع الثالثة بإدارة العمل بوزارة العمل والشؤون الاجتماعية .



12/14



First Party – Employer

الطرف الاول - صاحب العمل

Second Party – Worker

الطرف الثاني - العامل

Authentications

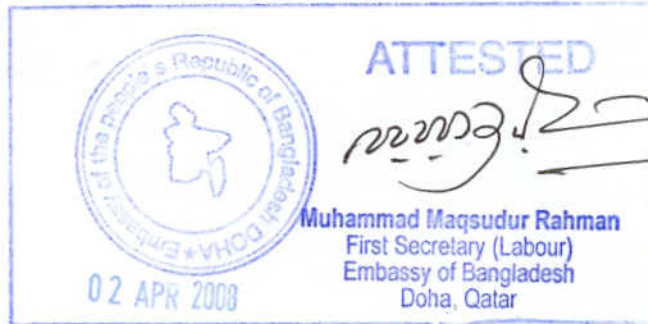
Ministry of Labor & Social Affairs - State of Qatar

التصديقات

اعتماد وزارة العمل والشؤون الاجتماعية - دولة قطر



No. 29231 Date: 02-04-2008



QATAR CHAMBER OF COMMERCE & INDUSTRY

Endorsement No: 3998

Membership No: 01/05185

The Chamber certifies the signature of
Mr. OH SIK KWON

of M/S: HYUNDAI ENGINEERING & CONSTRUCTION CO.

Without due liability of documents Content

Doha: 25/03/2008

Signature



Handwritten signature in blue ink.



14/14