

Nepal Govt. Licence no.: 588/062/063



NEW PATHIBHARA PLACEMENT SERVICES (P.) LTD.

Govt. Authorized Manpower Supplier & Human Resources Consultant

T : 977-1-4987390/4987391, M : +977-9801043036

E : info@npps.com.np, W : www.npps.com.np



NPPS

Company Profile

WOODLAND CONTRACTING & GENERAL SERVICES
DOHA - QATAR

E : info@woodlandqatar.com, W : www.woodlandqatar.com



Company Profile



Name of the Company	:	New Pathibhara Placement Service (P.) Ltd.
Chairman	:	Prem Prasad Chamlagain
License Number	:	588/062/063
Office Location	:	Dhapasi, Basundhara , Kathmandu, Nepal
P. O. Box NO.	:	403
Telephone	:	+977-1-4987390, 01-4987391
Fax	:	+977-1-4988064
Mobile	:	+977-9801043036 [WhatsApp]
E-Mail	:	info@npps.com.np
Website	:	www.npps.com.np
Banker	:	Nepal Investment Bank
Business Type	:	Overseas Employment Consultancy
Operating Countries	:	Qatar, UAE, Saudi Arabia, Malaysia, Japan and many more
Supplied Category	:	Professionals, Skilled, Semi-skilled, Non-skilled/ Labor

Objectives of the Company

- Providing Quality Human resources to abroad Organization.
- Creating Mass and full Employment Opportunities to the public of Nepal.
- Decrease the percentage of unemployment situation of the country.
- Providing the quality service to the Client.
- Excellent deployment. Successful placement and guarantee.
- To meet client expectation, their special needs/ demanding needs.
- Managing and developing the maximum of employment opportunities to the opportunity seekers
- Ensure the welfare of the workers it has recruited and deployed to foreign employers



About the Company

The New Pathibhara Placement Services (P) Ltd. (NPPS) located at Dhapasi, Kathmandu Nepal is a well established company with the purpose of providing the Employment to unemployed Nepalese people. This company is registered under the legal constraints of private company's Act 2053 with the license no 588/062/063. From the Department of Foreign Employment.

NPPS (P) Ltd. was established with a view of providing employment opportunities abroad for a large number of unemployed Nepalese, Which helps the country a little bit in solving the unemployment situation in the future. NPPS is a well reputed & dependable manpower recruiting agent of Nepal having License No. 588/062/063 issued by the Government of Nepal.

This company is managed by the qualified & experts personnel who are well trained & experienced in the field of man power planning & recruitment. NPPS aims to improve the national economy through foreign employment. NPPS will continue to provide competent manpower to work for unskilled, skilled and professional jobs & undertakes the complete responsibility to recruit any category of personnel from Nepal to any legally authorized employers provide that such demand confirms to the recruitment, employment regulation of the government of Nepal and that of the government of the country of employment . In the presence of our country-wide coverage, we have an edge to locate, screen and recruit the most appropriate people with an organized and integrated network of recruitment with the latest communication and information technology.

NPPS helps the country finding out the right job to the people with the right qualifications, experienced and aptitude.

NPPS's principal market is Qatar & UAE and soon we will be joining other major countries like Malaysia, Saudi Arabia, Kuwait etc. We fully intend to supply the most reliable, fair, potential and professional manpower safeguarding the best of interest of both the employers and employee.



Message From the **Chairman**

It is my pleasure to introduce New Pathibhara Placement Services (P) Ltd., a trusted manpower recruitment agency serving the nation since 2005.

With hard work, dedication, a strong sense of responsibility, and a highly committed team, we strive to bring positive change to the Nepalese manpower recruitment industry. Over the years, we have proudly supplied qualified and reliable manpower to various foreign countries. We are honored to contribute to the development of these nations, and our mission continues as we expand our services to additional global destinations.

Today, I am delighted to present our Company Profile to help you better understand our services and capabilities. If you are seeking manpower from Nepal, please feel free to contact us. We would be pleased to serve you, and we assure you of our utmost commitment to quality, professionalism, and client satisfaction.

We look forward to building a strong and cooperative partnership with you in the future.

*Thanking you,
With Best Regard,*

*Prem Pd. Chamlagai
Chairman*

Legal Documents

Distributed by:
Nepal Notary Public Council
S.N. **3237581**



Coat of Arms
of Nepal
Government

Government of Nepal
Ministry of Labour Employment and Social Security
Department of Employment Promotion

— Official attested —

License no.: 588/062-63

License

This license has been issued to *M/s. New Pathivara Placement Services Pvt. Ltd.* for conducting foreign employment business pursuant to Foreign Employment Act, 2042 BS and Foreign Employment Regulations, 2056 BS and for having abiding to remain within the provisions mentioned in this license

Of License Issuing Official:

Name: Uddhav Prasad Baskota

Designation: Director General

Signature: *signed*

Date: March 23, 2006 AD.

Date of renewal	Expiry	Renewing officer, signature, seal
March 23, 2006 AD	July 16, 2006 AD.	<i>seal, signature, Section Officer</i>
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July 13, 2023 AD	July 16, 2026 AD.	<i>seal, signature, Section Officer July 13, 2023 AD.</i>

"The Translation Copy is True and Verified"
Signature: *[Signature]*
Name: Chandra Prasad Luitel
Date: *[Date]*
Certificate Number of the Notary Public: 2917
Date of Expiry of Certificate: July 03, 2025 AD
Seal of the Notary Public



14 JUL 2023

Legal Documents

श्री ५ को सरकार

श्रम तथा यातायात व्यवस्था मन्त्रालय
श्रम तथा रोजगार प्रवर्द्धन विभाग

इजाजत नं. ५००१०६२-६३

इजाजतपत्र

वैदेशिक रोजगार ऐन, २०४२ वैदेशिक रोजगार नियमावली, २०५६ र यस इजाजतपत्रमा लेखिएका शर्तहरूको अधिनमा रही वैदेशिक रोजगार व्यवसाय सञ्चालन गर्न पाउने गरी ... एच. पाथीअरा प्लेसमेन्ट सर्विस प्रा. लि. ... लाई यो इजाजत पत्र जारी गरिएको छ ।

इजाजतपत्र जारी गर्ने अधिकारी :
नाम: उदुव प्रसाद वास्कोटा
दर्ता: महातिरिङ्गाक
दस्तावेज: [Signature]
मिति: ०६/१२/१०

नवीकरण गरेको मिति	नवीकरणको म्याद समाप्त हुने मिति	नवीकरण गर्ने अधिकारीको सहिछाप
२०६२/१२/१० मा इजाजत प्रदान	२०६३ आषाढ मसान्त सम्म	[Signature]
२०६३/१५/२८	२०६४ आषाढ मसान्त सम्म	[Signature]
२०६४/२१/२६	२०६५ आषाढ मसान्त सम्म	[Signature]
०३/२/२१	०३/८ आषाढ मसान्त सम्म	[Signature]
२०६५/१३/३१	२०६५ आषाढ मसान्त सम्म	[Signature]
२०६५/०३/१९	२०६६ आषाढ मसान्त सम्म	[Signature]
२०६६/०४/०६	२०६६ आषाढ मसान्त सम्म	[Signature]
२०२०/१२/२८	२०२१ आषाढ मसान्त सम्म	[Signature]

शर्तहरू :

- स्वीकृति नलिई शाखा कार्यालय खोली काम गर्न पाइने छैन ।
- एजेन्ट (बसाल) मार्फत कुनै पनि काम गराउन पाइने छैन ।
- इजाजत प्राप्त मुलुकमा बाहेक अन्य मुलुकमा कुनै पनि शर्तनायामा कामदारहरू पठाउन पाइने छैन ।
- प्रचलित ऐन नियममा भएको व्यवस्थाको अतिरिक्त श्री ५ को सरकारले समय समयमा दिएका निर्देशनहरूको पालना गर्नु पर्नेछ ।

Legal Documents

S.No. 498 Schedule-2

Government of Nepal
Ministry of Labour, Employment and Social Security
 Department of Foreign Employment
 Kathmandu, Nepal




AUTHORITY CERTIFICATE FOR SENDING TRAINEE WORKERS TO JAPAN






It is certified that NEW PATHIBHARA PLACEMENT SERVICE Company Licence No. 588/062/63 situated in KATHMANDU is authorized as being the sending agency under Industrial Training and Technical Intern Training Program under JITCO. This Certificate holder must comply with the Foreign Employment Law, JITCO Directive and Instructions issued by the Ministry.

This certificate is valid **Until Renewed** and should be renewed every year within **31st July** days of its expiry.

Name: Pradeep Kumar Dhakal
 Section Officer
 Issue Date: 01 Feb. 2022


 Pradeep Kumar Dhakal
 Section Officer
 Authorized Signature

RENEWAL RECORD

S.N.	Date	Renewed up to	Signature of the official
1.	01 Feb. 2022	31 Jul. 2022	 Pradeep Kumar Dhakal Section Officer
2.	26 June 2023	31 July 2023	 Section Officer
3.	31 July 2023	31 July 2024	 Section Officer
4.	1 Oct 2024	16 August 2025	 Section Officer
5.	16 Aug 2025	16 August 2026	 Section Officer
6.			
7.			
8.			
9.			
10.			

Legal Documents

Nepal Govt. Licence No: 588/062/063



New Pathibhara Placement Services (P.) Ltd.

Govt. Authorized Manpower Supplier & Human Resources Consultant

Ref. No:

OFFER LETTER

Date:

Attn: General Manager

Subject: Manpower from Nepal.

Dear Sir,

In all cases we assure you, our co-operation and effort. We, **New Pathibhara Placement Services (P.) LTD, License No 588/063**, represented by Prem Prasad Chamlagai chairman, is professionally Managing Progressive Organization for manpower selection/recruitment from Nepal. We are recognized and registered by the Nepal Government ministry of Labour, as a manpower recruitment consultant. We are team of expert with firsthand knowledge of recruitment policies and procedures in Middle East, with has helped us to select mobilize candidates in professional way and provide you with prompt sincere to suit your requirement.

To obtain the best available candidates as per your needs and requirements. All the candidates required through **New Pathibhara Placement Services** will be on a guarantee period of Three (3) months. During guarantee period the employer will evaluate the performance and progress of each candidate. If the employer terminates any candidate during the guarantee period for any of the following reason, we shall repatriate him to his country of origin on our expenses.

- If the candidates are found medically & professionally unfit.
- If any employee comes and due to any reason he is canceling and going back, they should be replaced to us by other eligible candidate.

Our services extended to all reputed companies in Doha, UAE and Saudi Arabia which include different Govt. Department, Oil Companies, Restaurants and other Organization. If you give us opportunities, we will be one of the most reliable companies.




Legal Documents

Nepal Govt. Licence No: 588/062/063



New Pathibhara Placement Services (P.) Ltd.

Govt. Authorized Manpower Supplier & Human Resources Consultant

Ref. No: We will provide the Following Categories with Following terms and Conditions. *Date:*

Our Offer is as given with Food, 8 Hours Daily and 6 days a week

1. Labour/Cleaner	Salary Qrs.1000 +Food
2. Office Boys /Rigger	Salary Qrs.1100+Food
3. S/Fixtures/Carpenter and Mason	Salary Qrs.1200+Food
4. Painter / Plumber	Salary Qrs.1200+Food
5. Electrician	Salary Qrs.1200+Food
6. S/Folder	Salary Qrs.1300+Food
7. Mechanic / Welder	Salary Qrs.1400+Food
8. Security Guard	Salary Qrs.1500+Food
9. L/Driver(GCC)	Salary Qrs.1800+Food
10. Fabricator	Salary Qrs.1800+Food
11. Excavator operator	Salary Qrs.2200+Food
12. H/Driver(GCC)	Salary Qrs.2000+Food
13. Lead Man / Store Keeper	Salary Qrs.2000+Food
14. Civil Foreman / Operator	Salary Qrs.2500+Food
15. General Foreman	Salary Qrs.3000+Food
16. Supervisor	Salary Qrs.3500+Food
17. Engineer	Salary Qrs.4000+Food

Others Terms and Conditions

Your Company shall arrange Accommodation, Medical, Transportation and Joining Air Ticket.

- Services Charge: USD 250

Other Terms and Conditions Subjected as country Labor Law.

Kindly feel free to contact us for any further queries as well as any other information regarding us.

Thanking You,

Yours Faithfully,

Prem Prasad Chamlagai
Chairman

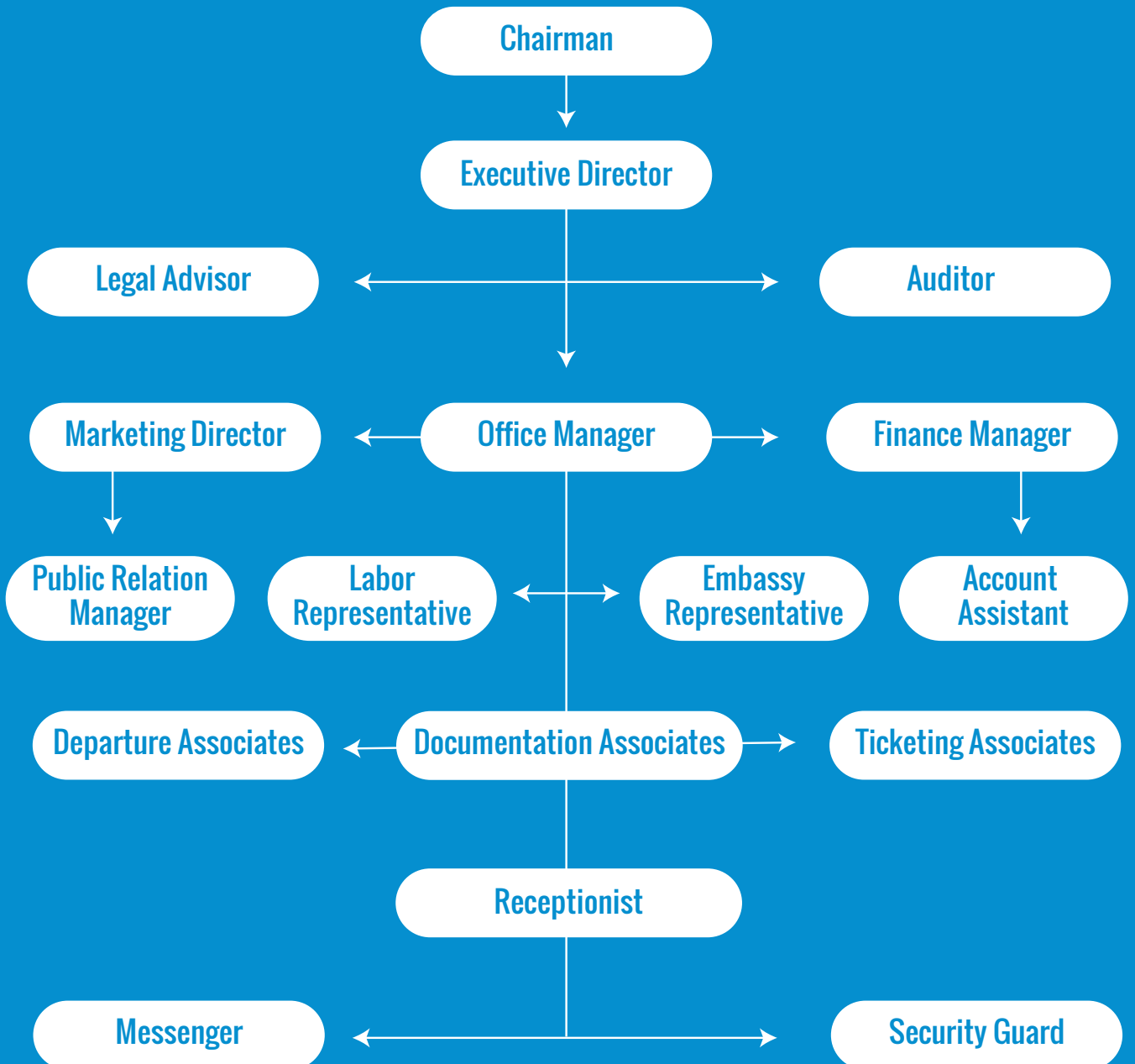


(Mobile: 9851043036/9801043036) Tel: 097714387390, Fax: 09774388064

Email: chamlagaiprem@yahoo.com

info@npps.com.np

Organization Structure



Selection & Recruitment Procedures



Maintain of computerized Data Bank

Our data bank is continuously upgraded so that we can keep track of the human resources we have sent abroad. The system also gives us a clear picture as to how many candidates have applied and for what post. The data bank gives us accurate details of the number of candidates available and for what job they have applied.

Process & Selection Criteria

There are different stages in the selection process of candidates, but before that we have to fulfill certain formalities which the Department of Labor Govt, of Nepal, has formulated.

The following documents are needed by the Dept. of Labor in order for them to give us a green signal for advertising our demands in the local newspaper and recruiting manpower as per the need of our foreign partners.

Documents Required From Employers

1. Agency Agreement
2. Authorization to utilize visas (Saudi Arabia only)
3. Special power of attorney
4. Demand Letter
5. Employees Contract
6. Job description (selection criteria for each job)
7. Deployment schedule as per mobilization planning
8. Commercial registration copy, computer card and number
9. Visa details and copy of visa slip
10. Any other documents required to be completed as per the company procedures prior to join
11. Pre-paid air ticket (PTA) or remittance (where applicable)

Interview

We assemble related candidates select the excellent one through interview. We have fully equipped AC rooms and other facilities- Computers, telephone, internet and all that an interviewer might need.

Trade Test for Skilled Workers

Then comes trade test. We form a selections committee before making a final decision for appointment, the selection committee includes representatives from different departments in the company and from our NPPS (P.) Ltd. The selection committee carries out skill tests of all skilled manpower in the concerned discipline. Only those persons recommended by the selection committee are selected for overseas employment.

Medical Check-up

Candidates have to go through different processes after final selection. This is aimed at selection competent, disciplined and healthy manpower desired by an employer. Medical check-up too is one important process. We recommend all short-listed candidates for medical examinations in the government - approved hospitals or labs. Only medically fit candidates are eligible to sign in an agreement or contract paper. We personally ask selected candidates to know whether anyone is suffering from epileptic fit, which can not be tested medically. If one is found suffering from the fit, we don't qualify such person.





Visa Endorsement

The visa endorsement process differs country to country. We dispatch all the documents relating the workers to the company to decide its employee first. After the employing company confirms and sends the visa confirmation and copy/original visa, only then we apply in the concerned embassy or consular office for visa endorsement. Other processes move ahead after the visa is endorsed by the Embassy.

Orientations

We provide basic orientation to the selected workers before travelling to their work place. During this orientation the workers are informed about their duties and responsibilities while abroad and first hand information on work environment and the salient features of labor laws of the country of employment are provided.

Travel Arrangements

The travel arrangement is the final procedure. After signing of the contract with the employee, we make travel arrangements. This also includes handling over all the documents original passport, air ticket and government's approval letter to the employee before departure. We train them on all the traveling procedures until they reach their destinations. One is recommended to collect his visa from the visa counter in the concerned airport and to contact immigration authority for visa endorsement if his visa is not endorsed before departure.

Categories of **Workers Available**

Nepal is hidden treasure of manpower. Within very short period of time it has been proven in the gulf countries that Nepalese workers are talented, hard working and sincere. In the mean time, since last one century they have also earned reputation in British-Army as famed gurkhas from Nepal, for their sincerity, devotion and outstanding dexterity.

ENGINEERING

- ✓ Civil Engineers
- ✓ Mechanical Engineers
- ✓ Agricultural Engineers
- ✓ Telecommunication Engineers
- ✓ Architects
- ✓ Chemical Engineers
- ✓ Meteorological Engineers
- ✓ Estimator and quantity surveyors



MANAGEMENT

- ✓ Managers
- ✓ Welfare Officers
- ✓ Advisors
- ✓ Liasons Officer
- ✓ Telex-Operators
- ✓ Public Relations Officer



HOSPITALS

- ✓ Nurse
- ✓ Doctors
- ✓ Laboratory Technician
- ✓ Radio-Grapher
- ✓ Pathologist



INDUSTRIAL SECTORS

- ✓ Mechanics
- ✓ Tubers
- ✓ Foremen
- ✓ Factory Workers
- ✓ Machine Operators
- ✓ Power House Technicians
- ✓ Telephone Operators
- ✓ Security Guards
- ✓ Fitters
- ✓ Engineers
- ✓ Coolies of Helpers
- ✓ Maintenance Mechanics
- ✓ Helpers





HOTELS

- ✓ Manager
- ✓ Executive Officer
- ✓ Personal Officer
- ✓ Public Relation Officer
- ✓ Accountants
- ✓ Auditors
- ✓ Cashiers
- ✓ Receptionist
- ✓ Secretaries
- ✓ House Keeper
- ✓ Cooks
- ✓ Restaurant Captains
- ✓ Barman
- ✓ Waiters
- ✓ Janitors
- ✓ Laundry Man
- ✓ Service Man
- ✓ Store Keeper
- ✓ Security Guards
- ✓ Security Officers etc.

TECHNICAL GROUP

- ✓ Air Conditioning Mechanic
- ✓ Wireless Technicians
- ✓ Electricians
- ✓ Grade Operators
- ✓ Diesel and Patrol
- ✓ Precise Mechanics
- ✓ Scraper Operator
- ✓ Dumper Driver
- ✓ Lift Operator
- ✓ Draftsman
- ✓ Site Supervisors
- ✓ Welders
- ✓ Mason Foreman
- ✓ Mason-Helpers
- ✓ Electrical Wiremen
- ✓ Light Vehicle Drivers
- ✓ Executive Officer
- ✓ Building Painters
- ✓ Mechanics
- ✓ Teleprinter Technicians
- ✓ Telephone Technician
- ✓ Wireless Operators
- ✓ Auto Mechanics
- ✓ Machine Mechanics
- ✓ Telegraphic
- ✓ Pipe fitters
- ✓ Technical Supervisors
- ✓ Fork-Lifter
- ✓ Bulldozer Operator
- ✓ Trailer Driver
- ✓ Engine Drivers
- ✓ Fitters
- ✓ Molders
- ✓ Bricklayers
- ✓ Cable Jointers
- ✓ Heavy Vehicle Drivers
- ✓ Steel Fixers
- ✓ Welders
- ✓ Auto-Electricians
- ✓ Shove, Crane, Fork Lifters

Documents Required



QATAR

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

UAE

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

SAUDI ARABIA

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Visa Slip
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

BAHARAIN

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

OMAN

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

KUWAIT

- ✓ Demand Letter
- ✓ Power of Attorney
- ✓ Agency Agreement
- ✓ Employment Contract
- ✓ Guarantee Letter

Note: The above mentioned documents need to be attested by concern Govt. Authority or concern country Chamber of Commerce and if there is Nepalese Embassy it should be attested form there also.



The Following documents duly attested by the concerned authorities, are requested from the employers:

Demand Letter

A formal letter issued by the employer addressing NPPS (P.) Ltd. with full detail of the job categories, number of workers, monthly salary, contract period, working hours and all other facilities like food, accommodation medical and air passage.

To be attested by Chamber of Commerce & Ministry of Foreign Affairs.

Power of Attorney

A letter issued by the employer authorizing NPPS (P.) Ltd. to act on behalf of the employer in recruiting the required number of workers and to carry out all necessary formalities related with the respective Embassy and the related agencies of the government of Nepal.

To be attested by Chamber of Commerce & Ministry of Foreign Affairs.

Employment Contract

This agreement is made between the company (Employer) and the Employee on the company's letter head stating clearly and precisely all terms and conditions regarding manpower supply from Nepal.

Consular letter

This letter is issued by the employer addressing the Consulate General of the respective Embassy intimating him of appointment of NPPS (P.) Ltd, as the lawful agent of the employer their authorization to act on behalf of the employers and to carry out all Visa formalities with the Embassy with particular Visa. The Consular letter is applicable in case of issue of original Visa by the employer and in most cases it is applicable for recruitment of Royal Kingdom of Saudi Arabia.

To be attested by Chamber of Commerce & Ministry of Foreign Affairs. Consular Letter is required only for Saudi Arabia.

Employment Contract

This agreement is made between NPPS (P.) Ltd. and the Employer Company on the Employer company's letter head stating clearly and precisely all terms and conditions regarding recruitment of manpower from Nepal.

To be attested by Chamber of Commerce & Ministry of Foreign Affairs. Consular Letter is required only for Saudi Arabia.

Guarantee Letter

Sample **Demand Letters**



Insulation Engineering Company-Ineco WLL

الهندسية للعازل الحراري - إنكو ذ.م.م

(A Subsidiary of Alman Group W.L.L.) إحدى شركات مجموعة المانع ذ.م.م

ISO 9001 : 2015, ISO 14001 : 2015 & ISO 45001 : 2018 CERTIFIED



A Subsidiary of
Alman Group W.L.L.

Date: 24-June-2024

Reference No: NPPS-ALM- 2406/2024

M/s New Pathibhara Placement Services (P) Ltd.

License No: 588/062/063

Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit)	Total Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
01.	Technician	50	1200 + 300	One Thousand Five Hundred Qatari Riyal Only/-	Provided by the company
Total:		50			

The following Terms & conditions shall be included in the contract.

- Period of employment : Two years (renewable)
- Place of Employment : Doha, Qatar
- Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will provided after the completion of two years contract.
- Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
- Over time : As per Qatar Labour Law.
- Probation Period : 3 months from date of entry into Qatar
- Visa & Resident permit : Visa & Resident permit will be provided by the company
- Accommodation : Free bachelor accommodation should be Provided by the company
- Water, electricity & gas : Provided by the company
- Food Allowance : QAR 300/- or Provided by the company
- Medical / Insurance : Provided by the company
- Transportation (Bus) : Provided by the company (to and from the work site)
- Uniform, and safety Materials : Provided by the company
- Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
- Other Term & Conditions : As per Qatar Labour Law.
- Services Charge : Provided by the Company



Regd. No 29876/080/081

Seen at The Embassy of Nepal

On 24/06/2024

Labour Attaché

For Alman Group

Mr. Tariq Alman

Group Finance Director



C.R. No. 99570, PAID-UP CAPITAL : Q.R. 200,000

P.O. Box : 24387, Doha - Qatar

Tel. : +974 - 4489057, Fax : +974 - 44626911

E-mail : ineco@almanagroup.com

Website : www.almanagroup.com, www.inecoalmana.com www.almanagroup.com. www.inecoalmana.com

سجل تجاري: ٩٩٥٧٠، رأس المال المدفوع: ٢٠٠٠٠٠ ريال قطري

ص. ب: ٢٤٣٨٧ الدوحة - قطر

هاتف: ٩٧٤-٤٤٤٨٩٠٥٧، فاكس: ٩٧٤-٤٤٦٢٦٩١١

البريد الإلكتروني: ineco@almanagroup.com

الموقع الإلكتروني: www.almanagroup.com. www.inecoalmana.com

ENGINEERS AND CONTRACTORS IN THERMAL INSULATION, REFRACTORIES, FIREPROOFING, SCAFFOLDING & INDUSTRIAL PAINTING

Date: 6 February 2022
Reference No: NPPS- ACC - 2411/2021

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit) (QR)	Total Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period Provided by the company
01.	Female Cleaner	50	1,000	One Thousand Qatari Riyal	

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha, Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay: Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.
16. Services Charge : Provided by the Company

For and on behalf of M/S. ACCIONA FACILITY SERVICES MIDDLE EAST

Authorized Signatory
Name: LUIS CARLOS BARROSO
General Manager





البيداء للخدمات الفنية ذ.م.م.

AL BAIDA TECHNICAL SERVICES W.L.L.


M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

Date:01/11/2020

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
01.	Secretary Male	01	2100	Two Thousand one hundred	Provided by the company 
02.	Supervisor Male	12/13	2500	Two Thousand Five hundred	
03.	Supervisor Female	12	2500	Two Thousand Five hundred	
04.	Cleaner Male	286	1000	One Thousand	
05.	Cleaner Female	186/191	1000	One Thousand	

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha, Qatar
3. Air Ticket : For Joining the Company for the first time (RTM-DOHA) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labor Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company at the cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : As per Qatar Labour Law.

Name : Ali Abdullatif Al Mesned
Chairman



مقاول تصنيف

Classified Contractor ISO 9001:2015, ISO 14001:2015, 45001:2018 Certified Company

هاتف: 44128699 - فاكس: 44128989 - ص.ب: 37772 - شارع سيحان - حزم المرخية - الدوحة - قطر
Tel: 44128699 - Fax: 44128989 - P.O. Box: 37772 - Al-Seehan Street - Hazom Al Markhiya - Doha - Qatar
E-mail: info@alбайдagrroup.com - Web: www.alбайдagrroup.com



Date: 23-March -2022

M/s New Pathibhara Placement Services (P) Ltd.
 License No: 588/062/063
 Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Basic Salary (Q.R.)	Food Allowance (Q.R.)	Total Salary (Q.R.)	Air Ticket for joining the company and returning home after completion of the contract period
1	Assistant	11	1,400	300	1,700	provided by the company
2						provided by the company
3						provided by the company

The following Terms & Conditions shall be included in the contract.

- Period of employment : Two years (renewable)
- Place of Employment : Doha, Qatar
- Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will provided after the completion of two years' contract.
- Working Hours : 8 hrs. per day, 6 days per week (48 hrs per week)
- Over time : As per Qatar Labour Law.
- Probation Period : 3 months from date of entry into Qatar
- Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
- Accommodation : Free bachelor accommodation should be Provided by the company.
- Water, electricity & gas : Provided by the company
- Food : Food Allowance provided
- Medical / Insurance : Provided by the company
- Transportation (Bus) : Provided by the company (to and from the work site)
- Uniform, and safety Materials : Provided by the company
- Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
- Other Term & Conditions : As per Qatar Labour Law.
- Service Fee/ Charge : Provided by Company



Mohammed Ali M Al-Khelaifi
Managing Director

دیلیجنس للتجارة والخدمات والمقاولات
Diligence for Trading Services & Contracting W.L.L

Tel: +974 4499 5077

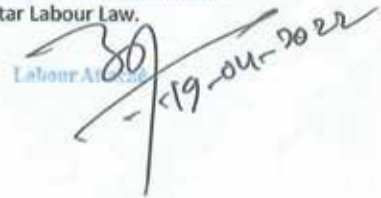
P.O Box: 6029, Doha - Qatar



Regd. No. 23905/78/79

Seen at The Embassy of Nepal

On


Labour Attaché
19-04-2022

Date: 18 September 2023
Reference No: IMCO/ADMIN/23/002

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
1	Labour	48	1,000 + 300	One Thousand Three Hundred Only	Provided by the Company
2					
3					
4					
5					

The following Terms & conditions shall be included in the contract.

- Period of employment : Two years (renewable)
- Place of Employment : Doha, Qatar
- Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will provided after the completion of two years contract.
- Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
- Over time : As per Qatar Labour Law.
- Probation Period : 3 months from date of entry into Qatar
- Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
- Accommodation : Free bachelor accommodation should be Provided by the company
- Water, electricity & gas : Provided by the company
- Food : Provided by the company
- Medical / Insurance : Provided by the company
- Transportation (Bus) : Provided by the company (to and from the work site)
- Uniform, and safety Materials: Provided by the company
- Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
- Other Term & Conditions : As per Qatar Labour Law.
- Services Charge : Provided by the Company

For IMCO Engineering & Construction Company W.L.L.
Authorized Signatory

P.O. Box 22803, Doha, Qatar
T +974 4466 7903/10/24
F +974 4466 7905
E qatarprojects@imcokw.com



CR. No. 28390



Date: 13-Sep-2021

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Basic Salary (Q.R.)	Food Allowance (Q.R.)	Total Salary (Q.R.)	Air Ticket for joining the company and returning home after completion of contract period
01.	Air-Condition Tech.	02	1,200	300	1,500	provided by the company
02.	Instal Tech.	06	1,200	300	1,500	provided by the company

The following Terms & conditions shall be included in the contract.

- Period of employment : Two years (renewable)
- Place of Employment : Doha, Qatar
- Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will provided after the completion of two years' contract.
- Working Hours : 8 hrs. per day, 6 days per week (48 hrs per week)
- Over time : As per Qatar Labour Law.
- Probation Period : 3 months from date of entry into Qatar
- Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
- Accommodation : Free bachelor accommodation should be Provided by the company.
- Water, electricity & gas : Provided by the company
- Food : Food Allowance provided
- Medical / Insurance : Provided by the company
- Transportation (Bus) : Provided by the company (to and from the work site)
- Uniform, and safety Materials : Provided by the company
- Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
- Other Term & Conditions : As per Qatar Labour Law.
- Service charge : Provided by company ✓

Rega. No. 21201/78/19
Seen at The Embassy of Nepal

Labour Attache
30-09-2021

Mohammed Ali M Al-Khelaifi
Managing Director





Date: 24 November 2021
Reference No: NPPS- ACC - 2411/2021

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit) (QR)	Total Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
01.	Male Cleaner	70	1,000	One Thousand Qatari Riyal	Provided by the company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha, Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-Doha) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials: Provided by the company
14. Service Gratuity and Leave pay: Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : As per Qatar Labour Law.
16. Services Charge : Provided by the Company

For and on behalf of MUDHAM CONTRACTING CLEANING AND SERVICES

Authorized Signatory
Name: MR. ABDULLA HAMAD A M AL-KHALDI
General Manager



- 📍 Doha - Qatar
Salwa Road, Building No.17, Zone 40, street No. 954
- ☎ +974 4499 1824
- ✉ mudham.capital@gmail.com

Date: 21 March 2022

New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit) QR.	Food (digit) QR.	Salary + Food (Total Amount in words - QR)	Air Ticket for joining the company and returning home after completion of contract period
1.	Labourer (Male)	20	1,000	300	One thousand three hundred	Provided by the Company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha, Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-Doha) and the return Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hours per day, 6 days per week (48 hours per week)
5. Over time : As per Qatar Labor Law.
6. Probation Period : 3 months from date of entry into Qatar.
7. Visa & Resident permit : Visa & Resident permit will be provided by company free of cost of Nepal.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company.
10. Food : QR. 300 provided by the company.
11. Medical / Insurance : Provided by the company.
12. Transportation (Bus) : Provided by the company (to and from the work site).
13. Uniform, and safety Materials : Provided by the company.
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labor Law.
15. Service Charges : Provided by company.
16. Other Term & Conditions: A per Qatar Labor Law.



Regd. No. 23726/22/79
Seen at The Embassy of Nepal
On

Labour Attaché
-05-04-2022

For and on behalf of, Roots Energy & Engineering Services WLL



Nasir M. Omid
Organizational Development & Human Resources Director
QID No: 26884000262
Phone: +974 40414337



M-k.

ريشنال تراديڠ اڻڊ كوئٽراڪٽينڠ ذ.م.م

RATIONAL TRADING & CONTRACTING W.L.L.



Date :24 September 2022

Ref: RTC/GEN/OKT/2022/157

M/s New Pathibhara Placement Services (P) Ltd.

License No: 588/062/063

Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit)	Total Salary (in words) Total	Air Ticket for joining the company and returning home after completion of contract period
01.	Pipe Fitter	15	1,100+300	One thousand four Hundred Only	provided by the company
02.	Electrician Tech.	04	1,100+300	One thousand four Hundred Only	
03.	Helper	02	1,000+300	One thousand Three Hundred Only	

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha - Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.
16. Services Charge : Provided by the Company

For: Rational Trading & Contracting W.L.L

Authorized Signatory



25638/79/80
Seen at The Embassy of Nepal
21/10/2022

ص.ب: 200396، الروحة - قطر، س.ت: 06-62، تليفون: 44621647، فاكس: 44621648، موقع: www.rationalqatar.com.qa

P.O. Box: 200396, Doha - Qatar, CR No. 56062, Tel: 44621647, Fax: 44621648,

Email: info@rationalqatar.com, Website: www.rationalqatar.com.qa



DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930
G.P.O Box No: 25025

Date: 02-10-2021

Attn: Mr. Mahendra P.D. Chamlagai
Executive Director

Dear Sir,

We request you to select and recruit the following suitable personal for our company from Nepal as per the details given below:

S. No.	Category	No. of Workers	Gender	Salary (AED) + Food
1	Stall and Market Salesperson	45	Male	900 + Food
2	Stall and Market Salesperson	40	Female	1500 + Food
5	Cleaner	40	Male	900 + Food

70 fcl 2125

The following Terms & Conditions:

- Free accommodation and medical will be provided by the company.
- Food will be provided by the company.
- 8 Hours daily work and 6 days a week.
- Two years renewable contract.
- Resident permit will be provided by the company.
- Joining air ticket Kathmandu to UAE will be provided by the company.
- After completion of contract company will give air ticket to his home country.
- Other terms and conditions will be as per UAE labour law.

Attested by the Embassy of Nepal,
 Abu Dhabi, U.A.E.

Signature: 

Position: **Counselor (Labour)**

Date: **26 OCT 2021**

867

For Safari Hypermarket LLC



Madappat Aboobacker
Chairman



Date: 13 September 2022

New Pathibhara Placement Services (P) Ltd.

License No: 588/062/063

Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam,

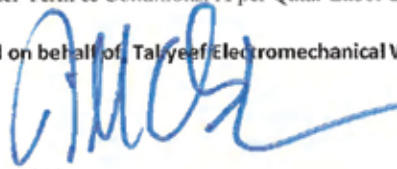
We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit) QR.	Food (digit) QR.	Salary + Food (Total Amount in words - QR)	Air Ticket for joining company and returning home after completion of contract period
1.	Labourer (Male)	80	1,000	300	One thousand three hundred	Provided by the Company
2.	Driver (Male)	5	1,800	300	Two thousand one hundred	Provided by the Company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable).
2. Place of Employment : Doha, Qatar.
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then up & down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hours per day, 6 days per week (48 hours per week).
5. Over time : As per Qatar Labor law.
6. Probation Period : 3 months from date of entry into Qatar.
7. Visa & Resident permit : Visa & Resident permit will be provided by company free of cost.
8. Accommodation : Free bachelor accommodation shall be provided by the Company.
9. Water, electricity & gas : Provided by the Company.
10. Food : QR. 300 provided by the Company.
11. Medical / Insurance : Provided by the company.
12. Transportation (Bus) : Provided by the Company (to and from the work site).
13. Uniform, and safety Materials : Provided by the Company.
14. Service Gratuity and Leave pay : Provided by the Company as per Qatar Labor Law.
15. Service Charges : Provided by Company.
16. Other Term & Conditions: A per Qatar Labor Law.

For and on behalf of Takyeef Electromechanical WLL



Nasir M. Obid
Organizational Development & Human Resources Director
QID No: 26884000262




Embassy of Nepal
Doha

Regd. No. 25535/79/80
Seen at The Embassy of Nepal
On 13/09/2022
I. J. Attache



Ref No.: DL/NPPS-1/CMO/17/04/16

Date: 17 April 2016

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.

G.P.O Box No. 25025, Dhapasi 7 Basundra

Kathmandu, Nepal.

License No. 588/062/063

Tel: 977-1 - 4387390/4387391

Fax: 977-1- 4388064

Dear Sir/Madam,

We request you to recruit the following suitable personnel for our company from Nepal as per the details given below:

#	Category	Gender	Nos.	Basic Salary
1	Building Worker	Male	30 /	QAR. 900/-
2	Labourer	Male	30 /	QAR. 900/-
3	Driver	Male	5 /	QAR. 1500/-
TOTAL			65 /	

Terms & Conditions:

01. Period of Employment : 02 year Renewable upon mutual agreement.
02. Place of Employment : Qatar.
03. Working Hours : 8 Hours per day / 06 days in a week (48 hrs. per week).
04. Probation Period : 06 Months from the day of workers arrival in the country.
05. Over Time : As per Qatar Labour Law.
06. Residence permit : Provide by company free of cost.
07. Air Ticket : For joining & after two years, Up and Down ticket will be provided.
08. Accommodation, Water & Electricity : Provided by the company free of cost.
09. Transportation : Provided by the company free of cost.





شركة تشاينا هاربور انجنييرنج ذ.م.م
CHINA HARBOUR ENGINEERING COMPANY LTD

Date - 31/1/2012

M/s. N. v Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O. Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax: 977-1- 4388064

99123

Attn: Mr. Mahendra Pd. Chamling
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Labor	100	Regu. No. + Food 0086/068/69



Stems and Conditions

- * Free accommodation and medical will be provided by the company
- * Food will be provided
- * 8 Hours Daily and 6 days a week,
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company.
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law

Looking forward for your kind cooperation and prompt action in this matter.

Thanks,

M/s, China Harbour Engineering Company Ltd,

Seen at the Embassy of Nepal

12/2/2012

Labour Attache

Handwritten signature

Handwritten signature



CHINA RAILWAY 18TH BUREAU GROUP

中国铁建

تنشایتا ریل وی 18 بیرو جزوب

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.

Date : 19/3/2015

License No. 588/062/063

G.P.O Box No. 25025

Dhapasi 7 Basundra

Kathmandu, Nepal.

Tel: 977-1- 4387390/4387391

Fax:977-1- 4388064

Attn: Mr.Mahendra Pd. Chamlagal
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No		Qty	Salary (Qr)+ Food Allowance
1	Mason	45	1100+FOOD
2	Carpenter	45	1100+FOOD
3	Painter	20	1100+FOOD
4	Labour	50	900+FOOD

Terms and Conditions,

- Free accommodation and medical will be provided by the company.
- Food will be provided by Company
- 8 Hours Daily and 6 days a week
- Two years renewable contract
- Resident Permit will be provided by Company
- Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- After Completion of contract company will give Air ticket to his home country
- Other terms and conditions will be as per Qatar labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

Handwritten signature in Chinese characters.



M/s, China Railway 18th Bureau Group W.L.L.

Demand Letter

Date: August 3, 2011

M/s. New Pathibhara Placement Services (P) Ltd
License No. 588/062/063
G.P.O. Box No.25025
Tinkune,
Kathmandu, NEPAL
Tel: (+977 1) 4112114/4465736 Fax: (+977 1) 4112156

Atten: Mr. Mahendra Pd. Chamlagai (Executive Director)

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Q'ty	Salary (DHS)
1	Labour	66	600.00+Food Free
2	Foreman	1	1600.00+Food Free
3	Steel bar worker	10	900.00+Food Free
4	Mason	10	900.00+Food Free
5	Carpenter	10	900.00+Food Free
6	Car Driver (with UAE license)	1	1450.00+Food Free
7	Chef (Cook)	2	1000.00+Food Free
	Total	100	

Terms and Conditions

- Free accommodation and medical insurance will be provided by the Company.
- Food will be provided by the Company.
- Eight hours duty per day and six days a week.
- Two hours overtime duty per day to be paid additionally as per the Labor Law of UAE (1.25 times of the salary for normal hours' duty)

BUTEC

R.C. 34201, Qatar

New Pathibhara Placement Services Pvt. Ltd
Tripureshwor
Kathmandu, Nepal
License # 588/062/63



Attested
Spandley
07.01.2007

Charge d'Affaires

Subj.: MANPOWER REQUEST (I.O.)

Dear Mr. Chamlagai,

This is to inform your company that we are in need of Nepali manpower to join and work with our company here in Doha, State of Qatar. Please do undertake the recruitment and processing of our selected staff. Below, please find the positions with the numbers of vacancies:

Position	Salary (Qrs)	# of Vacancies
Laborers	700	100

Benefits:

- Free accommodation
- Free Food
- Unlimited contract
- Free medical services as per Qatar law
- Free Transportation
- Free return ticket to Nepal upon completion of contract.
- Working hours shall be 8 hours / 6 days a week and overtime shall be paid for work beyond the normal working hours as per the Qatar Labor Law.
- Other benefits under Qatar law.

Please prepare your applicants upon our advice.

With regards,

Camille Hajjar
Admin & Finance Director
BUTEC



QATAR CHAMBER OF COMMERCE & INDUSTRY

Endorsement No: 52

Membership No: 01/09145

The Chamber certifies the signature of

Mr. ZEYAD NEZAR YOUNIS

of M/S: BUTEC COMPANY

Without due liability of documents Content

Doha: 07/01/2007

Signature



Builders Contracting L.L.C.

Doha, Qatar

**Builders
Contracting**

بيلدرز للمقاولات ذ.م.م.
الدوحة، قطر.

Date :30/5/2012

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.

License No. 588/062/063

G.P.O Box No. 25025

Dhapasi 7 Basundra -Kathmandu, Nepal.

Tel: 977-1- 4387390/4387391 - Fax:977-1- 4388064

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (QR)
1	Carpenter	15	1000 + Food 200
2	Steel Fixer	15	1000 + Food 200
3	Welder	6-10	1000 + Food 200
4	Welder/Certified / Gulf Exp	6	1500 + Food 200
5	Electrician	10	1000 + Food 200
6	Plumber	7	1000 + Food 200
7	Labor	20	800 + Food 200
8	Mason	10	800 + Food 200
9	Structural Steel	10	1000 + Food 200

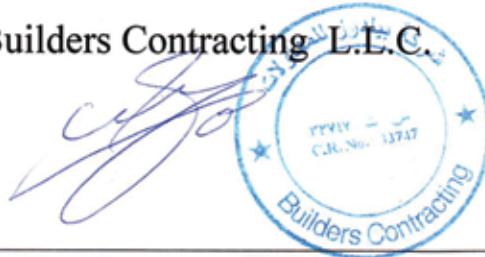
Terms and Conditions

- Free accommodation and medical will be provided by the company.
- Food will be provided by Company.
- 8 Hours Daily and 6 days a week.
- Two years renewable contract.
- Resident Permit will be provided by Company.
- Joining Air Ticket Kathmandu to Doha Will be Provide by Company.
- After Completion of contract company will give Air ticket to his home country.
- Other terms and conditions will be as per Qatar labor law.

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

M/s, Builders Contracting L.L.C.



Tel:44327230 Fax: 44325973

C.R.: 33747 - P.O.Box: 35304 DOHA, QATAR

تلفون: ٤٤٣٢٧٢٣٠ - فاكس: ٤٤٣٢٥٩٧٣
ص.ب.: ٣٥٣٠٤ - الدوحة، قطر.

Date: 07/02/2008

DEMAND LETTER

To

New Pathibhara Placement Services (P.) Ltd.
Tinkune, Kathmandu, Nepal
Tel: 977-1-4112114/4112102
Fax: 977-1-4112156
G.P.O. Box: 25025
Attn: Mahendra P Chamlagai
Managing Director



374
20.02.2008
First Secretary

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No.	Category	Qty	Salary
1.	Helper	200	780/-
2.	Carpenter	100	1000/-
3.	Steel fixer	50	1000/-
4.	Mason	30	1000/-
5.	Foreman (Five years experience with fluent English speaking)	15	2000/-
6.	Lead Man (Five years experience with fluent English speaking)	15	1500/-
7.	Gypsum fixer	10	1200/-
8.	Plumber	5	1000/-
9.	Painter	5	1000/-

Terms and Conditions:

- ❖ Free accommodation and medical will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week and two hours daily over time including basic salary.
- ❖ Transportation will be provided by the company.
- ❖ Other terms and conditions as per Qatar Labor Law.
- ❖ Free Air Ticket to country origin after completion of contract period.
- ❖ Food will be provided by company.
- ❖ Contract period will be two years.

Your kind co-operation regarding this matter will be highly appreciated.

Bilfinger Berger Qatar W.L.L, Doha-Qatar



Company Registration Number: 36563

Project Director - Karsten Hensel
Financial Director - Thomas Stiegler

Bank Details:
HSBC Qatar
Account no. 001-324227-001
SWIFT Code: BBMEQAOX

Asqalan

General Contracting Co. W.L.L.



شركة
عسقلان

للمقاولات العامة ذ.م.م.

مقاولات وصيانة عامة وخدمات حقول النفط والغاز البرية والبحرية
General Contracting, Maintenance, Oil Field & Gas Services

DEMAND LETTER

Date: 15/09/2010
M/s. New Pathibhara Placement Service (P) Ltd
License No. 388/062-063
G.P.O. Box No. 25025
Kathmandu, Nepal
Tel: +977-1- 4112114, 4112102, Fax: +977-1- 4112156

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Basic Salary/ Dhs	Remarks
1	Electrician	05	1000	10-12 years experience
2	Mason	05	1000	3 years experience
3	Steel Fixer	03	1200	3 years experience
4	Carpenter	03	1500	3 years experience
5	Welder	03	1200	3 years experience
6	Aluminium Fabricator	03	1500	3 years experience
7	Office Boy	03	1000	English speaker
8	Secretary (Male)	02	1500	English Speaker
9	Diesel Mechanic	05	1200	10-12 years experience

Terms and Conditions

- * Free accommodation, Transportation(between sites & camps) and medical will be provided.
- * Food will be provided by employer
- * Eight hours duty per day six day in week.
- * Two years renewable contract
- * Resident Permit and insurance will be provided by Co.
- * An economy class ticket to from the country of Employment to Kathmandu, Nepal and return back to country of employment will be provided by the company after completion of two years service.
- * Other terms and conditions as per UAE Labor Law.

For

Asqalan General Contracting Co. L.L.C.



S. No. NE/AD/10/44
Seen at the Embassy of Nepal
Abu Dhabi - U.A.E.

[Signature]
Counsellor/DCM - -

19 SEP 2010

Tel. : 02-6422994 - Fax : 02-6420109
P.O. Box : 5827 - Abu Dhabi - U.A.E.
E-mail : asqalan@eim.ae



تلفون : ٠٢-٦٤٢٢٩٩٤ - فاكس : ٠٢-٦٤٢٠١٠٩
ص.ب : ٥٨٢٧ - أبو ظبي - الامارات العربية المتحدة
Website: www.asqalan.ae



L-t no - 85681

DEMAND LETTER



M/s. New Pathbhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.

16 February 2014

Tel: +977-1-4387390/4387391
Fax: +977-1-4388064

Handwritten Nepali text and a circular official stamp of the company.

Attn: Mr. Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

Table with 4 columns: No., Category, Qty, Salary (QR). Rows include Labourer (100, QR 900.00), Electrician (100, QR 1,100.00), Mechanical Worker (100, QR 1,100.00), and Engineer (20, QR 4,000.00).

Terms and Condition:

- Free accommodation and medical will be provided by the company.
Free Food will be provided by the company.
8 Hours daily and 6 days a week duty.
Two years renewable contract.
Resident permit will be provided by the company.
Joining Air ticket from Kathmandu to Doha will be provided by the company.
After completion of contract, Company will give Air ticket to his home country.
Other terms and condition will be as per Qatar Labor Law.

We are looking forward for your kind cooperation and prompt action in this matter.

Thank you and Best Regards,

ILKER VURAL

Middle East HR and Admin Manager | Authorized Signatory
ANEL Electrical Projects Contracting & Trading Co.



Date: 28 December 2015
M/s The New Pathibhara Placement Services (P.) Ltd.
P.O.Box 25025, Kathmandu
Nepal

Demand Letter

Dear Sir,

With reference to our Power of Attorney executed by us in your favour, we hereby request you to kindly supply the following category of manpower to work in our Company:

S. No.	Category/Job Title	No. of Workers	Monthly Basic Salary (AED)	Period of Contract	Gender	Remarks
	WIRING ELECTRICIAN ASSISTANT	500	1100	2 years	Male	
	SENIOR ELECTRICIAN	20	1300	2 years	Male	

Terms and Conditions

Food:

Provided by the company

Accommodation:

Provided by the company

Joining and return air ticket cost:

Provided by the company

Visa, medical test, Emirates ID cost:

Provided by the company

Working hours and days:

8 hours/day and 6 days/week

Medical and Insurance:

Provided by the company

Workmen's compensation insurance:

Insured by the Company

Local transportation:

Provided by the company

Other benefits such as annual leave, over time, etc. should be in accordance with the labour laws of United Arab Emirates.

Yours truly,
For ANEL EMIRATES GENERAL CONTRACTING LLC
Signature
Name: Hüseyin Sandallı
Position: Accounting and Finance Manager



DEMAND LETTER

١٤٣٦ هـ

M/s. New Pathjhbhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box/ No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: +977-1-4387390/4387391
Fax: +977-1-4388064

22 December 2015

Handwritten signature and date: 20/12/15

Attn: Mr. Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No.	Category	Qty	Salary (QR)
1	DUCT FITTER	20	1,300.00
2	PIPE FITTER	20	1,300.00
3	PLUMBER	20	1,300.00
4	DUCT FITTING FOREMAN	2	2,500.00
5	PIPE FITTING FOREMAN	2	2,500.00
6	PLUMBING FOREMAN	2	2,500.00
7	ELECTRICIAN	40	1,300.00
8	ELECTRICAL FOREMAN	4	2,500.00

Terms and Condition:

- ❖ Free accommodation and medical will be provided by the company.
- ❖ Free Food will be provided by the company.
- ❖ 8 Hours daily and 6 days a week duty.
- ❖ Two years renewable contract.
- ❖ Resident permit will be provided by the company.
- ❖ Joining Air ticket from Kathmandu to Doha will be provided by the company.
- ❖ After completion of contract, Company will give Air ticket to his home country.
- ❖ Other terms and condition will be as per Qatar Labor Law.

We are looking forward for your kind cooperation and prompt action in this matter.

Thank you and Best Regards,

EYUP AYHAN
Administration Manager | Authorized Signatory
ANELMEP Maintenance & Operations LLC

Handwritten signature of Eyup Ayhan





AMERICAN QATARI FRENCH Trading & Contracting Co. W.L.L.
الشركة الأمريكية القطرية الفرنسية للتجارة والمقاولات ذ.م.م.

DEMAND LETTER

Date: 26/09/2006

M/S NEW PATHIBHARA PLACEMENT SERVICES (P.) LTD.

License No. 588/062/063

P.O. Box: 25025

Tripureshwor, Kathmandu, Nepal

Tel: 977-1-4267424

Fax: 977-1-4249767

Attn: Mahendra P. Chamlagai
Managing Director



Attested
28.09.06
Charge d'Affaires

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Labour	20	600

Terms and Conditions

- Free accommodation and medical will be provided.
- No Food will be provided by employer
- Eight hours duty per day and 48 hours a week.
- Two years renewable contract
- Resident Permit will be provided by Co.
- Return air ticket will be provided by the company after completion of two years.
- Other terms and conditions as per Qatar Labor Law.



Date: 05/11/2006

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.
License No. 588/062/063
P.O. Box: 25025, Kathmandu- Nepal
Tel: 0977-1 -4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

Sr.	Categories (Qualification & Experience)	Qty	Salary in QRS
1	Merchandiser	8	1,000.00
2	Technician (Hardware & Network)	6	1,100.00
3	Store Keeper	1	800.00
4	Labor	5	600.00

Terms & Conditions: -

- Free accommodation, and medical will be provided by company
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Two years renewable contract.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For AL-MASA Computer Technology



QATAR CHAMBER OF COMMERCE & INDUSTRY.

Endorsement No: 8452

Membership No: 01/02117

The Chamber certifies the signature of

Mr. AHMAD ZOUHIR ALBATARNI

of M/S: AL-MASA COMPUTER TECHNOLOGY

Without due liability of documents Content

Doha: 13/11/2006

Signature



(Handwritten signature in blue ink)

ALMANA TRADING CO. (W.L.L.)

P.O. Box: 491, Doha - Qatar
 Telephone: 4621222 (12 Lines)
 Management: 4621000, 4621600
 Telefax: 4622420
 E-mail: almanagp@qatar.net.qa
 C. R. No: 8501
 Paid-up Capital: QRs. 115,000,000

شركة المانع التجارية (ذ.م.م.)

ص.ب : ٤٩١ - الدوحة - قطر
 تليفون : ٤٦٢١٢٢٢ (١٢ خط)
 الإدارة : ٤٦٢١٠٠٠ - ٤٦٢١٦٠٠
 تليفاكس : ٤٦٢٢٤٢٠
 البريد الإلكتروني : almanagp@qatar.net.qa
 س.ت : ٨٥٠١
 رأس المال المدفوع : ١١٥,٠٠٠,٠٠٠ ريال قطري

Date: 23/05/2007

DEMAND LETTER

Regd. No.: 522/064

To,
 New Pathibhara Placement Services (P.) Ltd.
 Kathmandu, Nepal
 License No. 588/06/063
 Tel: 977-1-4267424
 Fax: 977-1- 4249767
 G.P.O. Box: 25025

Seen at the Embassy of Nepal
 on 28/5/2007

Charge d'Affaires

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

SN	Category	Qty	Salary (QRs.)	Industry
1	Machine Operators	2	900 - 1400	Steel Fabrication Industry
2	Quality Assurance Engineer	1	3500	
3	Quality Control Engineer	1	2100	
4	Draftsman	1	2100	
5	Fitter	1	900	
6	Fabricator	1	1050	
7	Mason	100	750	Constructions & Real Estate
8	Welder	3	1100	
9	Plasterers	60	750	
10	Insulators	5	800	
11	Tilers	50	750	
12	Marble Tilers	20	800	
13	Gypsum Fitters	5	800	
14	Painters	90	750	
15	Sr. Security Guard	2	1200	General
16	Security Guard	8	800	

Terms and Conditions:

- ❖ Food will be employee's responsibility.
- ❖ Free accommodation & Transportation between work place and quarter will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week.
- ❖ Contract period will be two years.



Page 1/2

IMPORTERS ▲ EXPORTERS ▲ CONTRACTORS ▲ MANUFACTURERS' AGENTS
 A MEMBER OF ALMANA GROUP

AL HUDA

Engineering Works

Date : 03/04/2006



DEMAND LETTER

To

M/s New Pathibhara Placement Services (P) LTD.
License No. 588/62/63
P.O. Box: 25025, Kathmandu /- Nepal
Tel: 0977-1 -4267424 -Fax: 4267424

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

Sr.	Categories	Qty.	Monthly Salary in QR
1	Labours	150	500.00

Terms & Conditions: -

- Free accommodation and medical will be provided
- Resident permit will be provided by the company
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Unlimited contract, renewable.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For/ AL- Huda Engineering Works



Salwa Road, P. O. Box: 17015 - Doha - Qatar
Tel. : +974 469-4890, 1, 2, 3 - Fax: +974 468-0020
E-mail: alhudaen@qatar.net.qa & alhudaenqa@yahoo.com

ISO 9001:2000



DEMAND LETTER

Date: 12-3-2008

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Tinkune,
Kathmandu, Nepal.
Tel: 977-1- 4112114/4465736
Fax:977-1- 4465736


 Regd. No.: 418
 Seen at the Embassy of Nepal
 on 16.03.2008

 First Secretary

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Labour	100	600 + 100
2	Carpenter	15	800+150
3	Steel Fixer	15	800+150
4	Mason	10	800+150
5	Plumber	5	800+150
6	Electrician	5	800+150

Terms and Conditions

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by employer
- * Eight hours duty per day and 6 days a week.
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Return air ticket will be provided by the company after completion of two years.
- * Other terms and conditions as per Qatar Labor Law.

M/S Alfiniqia Contracting and Trading co. WLL






Al Diyar Al Qataria Group
International Group
مجموعة الديار القطرية العالمية

Ref No.: DL/NPPS/05/16/ALDYAR/01

Date: 01 May 2016

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
G.P.O Box No. 25025, Dhapasi 7 Basundra
Kathmandu, Nepal.
License No. 588/062/063
Tel: 977-1 - 4387390/4387391
Fax: 977-1- 4388064

LT #: 162619
220
2195

Dear Sir/Madam,

We request you to recruit the following suitable personnel for our company from Nepal as per the details given below:

#	Category	Gender	Nos.	Basic Salary
1	Labourer	Male	99	QAR.900/-
2	Bell Man	Male	99	QAR.900/-
3	Driver	Male	15	QAR. 1700/-
TOTAL			213	

Terms & Conditions:

01. Period of Employment : 02 year Renewable upon mutual agreement.
02. Place of Employment : Qatar.
03. Working Hours : 8 Hours per day / 06 days in a week (48 hrs. per week).
04. Probation Period : 06 Months from the day of workers arrival in the country.
05. Over Time : As per Qatar Labour Law.
06. Residence permit : Provide by company free of cost.
07. Air Ticket : For joining & after two years, Up and Down ticket will be provided.
08. Accommodation, Water & Electricity : Provided by the company free of cost.
09. Transportation : Provided by the company free of cost.



Al Diyar Al Qataria Group
International Group
مجموعة الديار القطرية العالمية

AL MUNTAZAH PLAZA HOTEL

Tel. : 4355677-6 Lines
Fax : 4355757
P.O.Box : 9488
DOHA - QATAR
E-mail : info@almuntazahplaza.com
Website : www.almuntazahplaza.com



فندق المنتزه بلازا

تليفون : ٤٣٥٥٦٧٧ - ٦ خطوط
فاكس : ٤٣٥٥٧٥٧
ص. ب : ٩٤٨٨
الدوحة - قطر
بريد الكتروني : info@almuntazahplaza.com
www.almuntazahplaza.com

Date: 13/06/2006

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.

License No. 588/062/063

P.O. Box: 25025, Kathmandu- Nepal

Tel: 0977-1 -4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

Sr.	Categories (Qualification & Experience)	Qty	Salary in US\$
1	Housekeeping Sup. (Must have 10 years housekeeping dept.)	2	US\$600
2	Room Attendant (Must have 5 years in Hotel Room Attendant)	20	US\$180-200
3	Public Area Cleaner (Must have 3 years in Hotel Public Area Service)	07	US\$180
4	Laundry (Must have 3-5 years in Hotel Laundry)	05	US\$180
5	Security Supervisor (Must have 5 years Security Supervisor level in Hotel)	02	US\$180
6	Time Keeper (Must have 5 years in Hotel Time Keeper)	02	US\$200
7	Perimeter Guard (Must have 5 years in Perimeter Guard)	05	US\$200
8	Round Checker (Must have 5 years in Round check in Hotel)	05	US\$200
10	F& B Manager (Must have F& B Manager Experience in Hotel 5-7 years)	05	
11	F& B Supervisor (Must have F& B Supervisor Experience in Hotel 2-4 years)	01	US\$300
12	Executive Chef (Must have Executive Chef Experience in Hotel 5-7 years)		
13	Sou Chef (Must have Sou Chef in Hotel 5-7 years)		
14	Waiter / Waitress (Must have Hotel Waiter- experience 3-5 years)	20	US\$250

Contd.

مدين امين
AL-MUNTAZAH PLAZA HOTEL
P. O. Box : 9488
DOHA - QATAR
ص. ب : ٩٤٨٨
الدوحة - قطر

EMBASSY OF
DOHA
R. Pandey

AL MUNTAZAH PLAZA HOTEL

Tel. : 4355677-6 Lines
Fax : 4355757
P.O.Box : 9488
DOHA - QATAR
E-mail : info@almuntazahplaza.com
Website : www.almuntazahplaza.com



فندق المنتزه بلازا

تليفون : ٤٣٥٥٦٧٧ - ٦ خطوط
فاكس : ٤٣٥٥٧٥٧
ص. ب : ٩٤٨٨
الدوحة - قطر
بريد الكتروني : info@almuntazahplaza.com
www.almuntazahplaza.com

Attested
Family
18.06.16
HR Secretary

15	Bus Boy (Must have Hotel Bar -Tender experience 3-5 years)	05	US\$200
16	Sales Executive (Must have Hotel Sales and Marketing experience 5 years)	02	US\$300
17	G.R.O (Must have Hotel G.R.O position experience 5 years)		
18	H.R Manager (Must have 5-10 experience in hotel HR Department)		
19	PR Officer (Must have 5-6 years PR Experience in hotel)		
20	HR Secretary (Must have 6 years in Secretary in hotel)	01	US\$400
21	Driver (Must have driving license and 5-10 years in hotel driving)	05	US\$200
22	Maintenance Manager		
23	A/C Technician	05	US\$300
24	Electrical Engineer		
25	Mechanical Engineer		
26	Painter	05	US\$200
27	Plumber	02	US\$200
28	Carpenter	02	US\$200
29	General Workers	10	US\$150
30	Electrician	02	US\$200

Terms & Conditions: -

- Free accommodation, Food and medical will be provided by company
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labor law.
- Two years renewable contract.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labor law

Best regards,

For/ AL-Muntazah Plaza Hotel



[Handwritten signature]



Date: 07/11/2006

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.

License No. 588/062/063

P.O. Box: 25025, Kathmandu- Nepal

Tel: 0977-1 - 4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

<u>Sr.</u>	<u>Categories</u>	<u>Qty</u>	<u>Salary in QRS</u>
1	Carpenter	100 Nos.	700/-
2	Steel Fixer	50 Nos.	700/-
3	Mason	50 Nos.	700/-
4	Labour	100 Nos.	450/-
5	General foreman	10 Nos.	1500-2500
6	Civil Engineer	20 Nos.	2500-4000

Terms & Conditions: -

- Free accommodation and medical will be provided by company
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Two years renewable contract.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For AL Arrab Trad and Contracting Co.

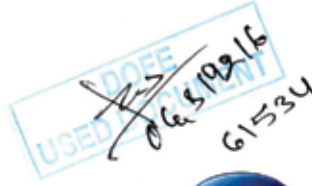


Attested
 Assembly
 28.12.106
 Charge d'Affaires

Punj Lloyd Ltd

Post Box 31721, 18th Floor, Al Fardan Tower
West Bay, Doha, State of Qatar
T + 974 4407 4555 F + 974 4407 4500
www.punjllloyd.com

Date: 03.03.2013
Ref. No.: PLL/POA/NPPS/01

**DEMAND LETTER**

M/s. New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax: 977-1- 4388064

Attn: Mr. Mahendra Pd. Chamlagai
(Executive Director)



Dear Sir,

With reference to our Power of Attorney executed by us in your favor, we hereby request you to kindly supply the following categories of manpower to work in our organization:

No	Category	Qty	Salary (QR.)
1	Brick Mason	47	1100+Food
2	Light Driver	30	1600+Food
3	Painter	22	1100+Food
4	Labors	1	900+Food
5	Foreman	4	2000+Food
Total :		100	

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law,

For M/s Punj Lloyd Ltd, Qatar


Authorised Signatory





PRIME CONTRACTING AND TRADING S.P.C.*

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax: 977-1- 4388064

Date : 13/12/2015

244 149439
Rupak
20645122

Attn: Mr. Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Heavy Duty Driver	5	2500 QR+FOOD
2	Forman	15	2500 QR+FOOD
3	Shuttering Carpenter	25	1200 QR+FOOD
4	Steel Fixer	25	1200 QR+FOOD
5	Welder	8	1500 QR+FOOD
6	Gypsum Worker	10	1500 QR+FOOD
7	Painter	20	1500 QR+FOOD
8	Mason	20	1500 QR+FOOD
9	Labor	64	900 QR+FOOD

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

M/s, PRIME CONTRACTING AND TRADING S.P.C





DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Date :19/7/2014

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Helper	20	900 + Food Provided by Company

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company.
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law.

Looking forward for your kind cooperation and prompt action in this matter.
Thanks You ,

Yours Faithfully,
For POWERMECH ENGINEERING CO. W.L.L

Nayef Saoud A M Al- Zaabi
Sponsor





POWER LINE ENGINEERING - QATAR W.L.L.

شركة بورلاين الهندسية - قطر ذ.م.م.

DEMAND LETTER

طلب عمل

Date: 1/12/2007

التاريخ: 2007/12/1

M/s. New Pathibhara Placement Services
(P) Ltd.

License No. 588/062/063

PO Box No. 25025

Kathmandu, Nepal.

Tel: 977-1- 4112114

Fax: 977-1- 4212156

Regd. No.: 296

السادة / نيو باثيبهرا سيرفيسيس

رقم الرخصة: 063/062/588

ص.ب: 25025

كاتماندو، نيبال

تليفون: 0977-1-4112114

فاكس: 0977-1-4212156

Seen at the Embassy of Nepal
on 06.12.2007

First Secretary

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

نحن هذا نطلب منكم اختبار واستقدام عمال من نيبال بالنيابة عن شركتنا، وذلك حسب التفاصيل أدناه:

No	Category	Qty	Salary (Qr)	الراتب (ريال)	العدد	المهنة	م
1	Electrician	30	900	900	30	كهربائي	1
2	Forman	5	1500	1500	5	فورمان	2
3	Chargehand	10	1000	1000	10	شارج هاند	3
4	Steel Fixer	40	750	750	40	حداد	4
5	Mason	30	750	750	30	بناء	5
6	Sh/ Carpenter	30	750	750	30	نجار	6
7	Plumber	15	750	900	30	سباك	7
8	Labor	25	600	600	25	عامل عادي	8

Terms and Conditions

- * Free accommodation and medical will be provided by the company.
- * Food will not be provided by employer
- * Eight hours duty per day and 6 days a week.
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Return air ticket will be provided by the company after completion of two years.
- * Other terms and conditions as per Qatar Labor Law.

الشروط

- * العلاج و سكن مجانياً من قبل الشركة .
- * الطعام : لا تزود الطعام من قبل الشركة
- * عمل الساعات: 8 ساعات في اليوم و 6 يوم في الأسبوع
- * مدة العقد: سنتان قابلة للتجديد
- * تزود الإقامة من قبل الشركة
- * تذكرة عودة بعد سنتان من قبل الشركة
- * الشروط والمواصفات الأخرى حسب القانون العمل القطري.

Powerline Engineering Qatar W.L.L.

بورلاين للهندسة قطر ذ.م.م.



(Civil & Electro Mechanical Contractors)

Tel. : +974 4328686 , 432 9595 , Fax : +974 4358789 , P.O.Box : 47270 Doha, Qatar

Email: info@ple-qatar.com , WebSite : www.ple-qatar.com

C.R No. : 32538 , Paid up Capital QR. 6,000,000



OHL

2, J - no - 95881



Date: 14th May 2014

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
 License No. 588/062/063
 G.P.O Box No. 25025
 Dhapasi, 7 Basundhara,
 Kathmandu, Nepal.
 Tel: 977-1- 4387390/4387391
 Fax: 977-1- 4388064

OHL International Obrascón Huarte Lain

कम्पनीबाट विभिन्न पदका लागि कामदारको माग भई पूर्व स्वीकृतिका लागि माग गरेको मिति 2014/05/14 को सबै Demand Letter, Power of Attorney लगायत सम्बन्धित रोजगारदाता कम्पनीबाट जारी भई अधिकारिक प्रमाणपत्र प्राप्त भई आएका हुन्। यस मागपत्रको अधिकारिकताको सम्पूर्ण जिम्मेवारी प्राप्त हुने कुराको यो पत्रको साथै छैन।

साथमा यो पत्र तार्किक रूपमा तयार पारिएको छ।
 नाम:-
 दस्तावेज:-
 पद:-
 मिति:-
 इ-मेल:-
 उपाध्यक्ष/प्रमुख कार्यकारी अधिकारी

Attn: Mr. Mahendra Pd. Chamlagai
 Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company as detailed below:

No	Category	Qty	Salary (Qar)
1	BLACK SMITH / STEELFIXER	75	1100
2	CARPENTER	30	1100
3	MASON	30	1100
4	LABOUR	50	900
Total		185	

Terms and Conditions

- * Free accommodation and medical (Hamad Health Card) will be provided by the company.
- * Food will be provided by Company
- * Eight hours duty per day and 6 days a week.
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket kathmandu to Doha Will be provided by company
- * Return air ticket will be provided by the company after completion of two years.
- * Other terms and conditions as per Qatar Labor Law.

For,
 OHL International Obrascón Huarte Lain .S A,

Andreas Weisser
 Regional Manager -GCC



Gerardo Pollicino
 Finance Manager

OH International (Obrascón Huarte Lain S.A.)
 6th Floor, Al Jazeera Tower, West Bay, C. R. No. : 38429, P.O. Box : 30249, Doha Qatar.
 Tel. : (+974) 4431 4060/4431 1831/4431 6436/4431 4066, Fax : (+974) 4498 8264, www.ohl.es

Regd. No.: 496/064 
Seen at the Embassy of Nepal
on 17.5.2007 

QP-Contract N°05/107/MIC Variation 1
O&M Wastewater treatment plants (WWTP) at Ras Laffan Industrial City
Project MANPOWER

Job position	No.	Unit salary Q/month	MAIN BACKGROUND
Waste Water Treatment Plant, Project manager	1	17,000	Engineering Degree, 5 years experience in WWTP
Maintenance Instrumentation Engineer	1	9,500	Engineering Degree, 3-5 years experience in WWTP
Quality control engineer	1	7,500	Diploma, 2-3 years in any process/industry site
Safety officer	1	4,500	Diploma, 2-3 years in any process/industry site
Plant operational coordinator	1	4,500	Degree or diploma, 2-3 years in any process industry/site
Personnel administration/coordinator	1	7,500	Degree or Diploma, Computer Literate
Civil technician	1	4,500	1-2 years, skilled in the trade
Civil Helper	1	1,500	Secondary school
Maintenance Mechanical Engineer	2	9,500	Engineering Degree, 3-5 years experience in WWTP
Maintenance Elect. Eng.	2	9,500	Engineering Degree, 3-5 years experience in WWTP
Technical clerk	2	3,000	Secondary school
WWTP operators	51	2,000	Diploma, 1-2 years experience
WWTP helper	90	1,200	Secondary school
Chemist	4	2,800	Bachelor in chemistry, 1-2 years
Maintenance Mechanical Technician	19	2,200	Diploma, 1-2 years experience
Maintenance Electrical technician	11	2,200	Diploma, 1-2 years experience
Maintenance helper	40	1,200	Secondary school
Centrifugal Pumps technician	10	2,200	Diploma, 1-2 years experience
Instrumental technician	5	3,000	Diploma, 1-2 years experience
Diesel generators, etc.	2	3,000	Diploma, 1-2 years experience
Plumber	2	2,200	1-2 years, skilled in the trade
Painter	2	2,000	1-2 years, skilled in the trade
Drivers	3	2,200	1-2 years, skilled in the trade, valid Heavy Driver Driving License
Total	253		

ENGLISH KNOWLEDGE: VERY GOOD FOR ALL POSITIONS UPON DIRECT VERIFICATION OF ORAL AND WRITTEN KNOWLEDGE
Minimum requirement for helper and driver: S.C. Pass





Qatar P.O.B 15581
M-- 00974 55 857729 / 00974 33 707281
e-mail thenestcompany@gmail.com

USED DOCUMENT
0609193
Lt-65808

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Date :22 /4/2013

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Mason	6	1100+food
2			
3			
4			

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

M/s, THE NEST TRADING COMPANY

RAKI EID





MECHEL
ENGINEERING W.L.L.

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax: 977-1- 4388064

Date : 19/4/2012

Attn: Mr. Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:


Sr. #	Category	Gross Salary Range	Food Allowance	Special Allowance for Full month Attendance	Required No
1	Labour	600-650	250	50	95

Terms and Conditions

- * Free accommodation and medical will be provided by the company.
- * Food Allowance will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law.

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,


Ibrahim Yousuf A H Fakhroo
Group Chief Executive Officer

Recd. No. 0392/68/69
Seen by [Signature]
on [Signature]
[Signature]
[Signature]

merchiel
Engineering Co. W.L.L.

P.O. Box: 55962 Doha, Qatar,
Tel: +974 4455 0844, Fax: +974 4466 0674
info@mechelengg.com
www.mechelengg.com



ماتا للمقاولات قطر
MATA CONTRACTING QATAR

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Date :03/08/2013

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

USED DOCUMENT
Handwritten signature and initials: JAWAD, C 6956

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Helper	11	900+Food
2	Carpenter	/	/
3	Mason	/	/
4	S/Fixter	/	/

Terms and Conditions

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company.
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

M/s, Mata Contracting Qatar W.L.L

Handwritten signature and circular stamp of MATA CONTRACTING CO. QATAR. The stamp contains the text: شركة ماتا للمقاولات قطر، ق.ر.ن. 35364، DOHA - QATAR.



GHR/RO/711/10

23 November 2010

DEMAND LETTER

To,
New Pathibhara Placement Services (P.) Ltd.
Tinkune, Kathmandu, Nepal
License No. 588/062/063
Tel: 977-1 4112 114
Fax: 977-1 4112 153
G.P.O. Box: 25025



Regd. No.: 299/067

Seen at the Embassy of Nepal
on

Prakash
7-12-2010
Labour Attach's

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

SN	Category	Qty	Salary (QRs.)
1	Civil Helpers	100	600/-

Terms and Conditions:

- ❖ Food will be provided by the company or Food Allowance of QRs 200 per month.
- ❖ Free Bachelor Sharing accommodation & Transportation between work piece and quarter will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week.
- ❖ Contract period will be two (02) years, (Renewable).
- ❖ Probation period will be for 03 months.
- ❖ Other terms and conditions as per Qatar Labor Law.
- ❖ Return ticket will be given after completion of contract. Joining Ticket will be provided by Company.
- ❖ Residence Permit charges will be shouldered by company

Your kind co-operation regarding this matter will be highly appreciated.

Manco International General



Date: 26/07/2006

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.
License No. 588/062/063
P.O. Box: 25025, Kathmandu /- Nepal
Tel: 0977-1 -4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

Sr.	Categories	Qty.	Monthly Salary in QR
1	Steel Fixture (Helper)	50	500+200
2	Carpenter (Helper)	50	500+200
3	Labour	50	400+200
4	Heavy Driver	20	1200+300
5	Light Driver	05	800+200
6	Steel Fixture/Carpenter Foreman	10	1300+300

Terms & Conditions: -

- Free accommodation and medical will be provided.
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Two years renewable contract.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For/Kettanesh Construction W.L.L



Attested
Handley
27.07.06
Charge d'Affaires





DEMAND LETTER

طلب عمل

Date: 03-12-2006

التاريخ 03/12/2006

M/s. New Pathibhara Placement Services(P) LTD.
- Lic. No: 588/62/63
P.O. Box: 25025
Kathmandu, Nepal.
Tel: 977-1- 4267424
Fax:977-1- 4249767

السادة / باتيبهارة بليسمنت
سرفيسيس
رقم الرخصة : 63/62/588
ص/ب: 25025 كاتماندو ، نيبال
تليفون: 0977-1 -4267424
فاكس: 0977-1-4249767

Dear Sir,

سيدي /

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

نحن هذا نطلب منكم اختبار واستقدام عمال من نيبال بالنيابة عن شركتنا، وذلك حسب التفاصيل أدناه:

No.	Category	Qty	Salary (Qr)	الراتب (ريال)	العدد	المهنة	م
1	Heavy Equipment Drivers	17	1,300.00				
2	Heavy Equipment Mechanics	2	1,500.00				
3	Heavy Equipment Electricians	2	1,500.00				
4	Wheel Loader Operator	2	1,300.00				
5	Bobcat Operator	1	1,300.00				

Terms and Conditions

الشروط

- Free accommodation and medical will be provided.
- No Food will be provided by employer. Only food allowance amounting to QR 200.00 will be given monthly in addition to the basic salary.
- 8 Hours daily duty as six days per week, Friday holiday.
- Two years renewable contract.
- The working uniform will be provided by employer.
- Air ticket will be provided by employer after two years completion .
- Transportation will be provided by employer from quarters to place of work.

- العلاج الطبي يوفر للشخص مجاناً
- لا يوفر للشخص الطعام بل يعطى مبلغ ٢٠٠,٠٠٠ ريال قطري شهرياً بدل طعام اضافة للراتب الشهري الاساسي.
- أرقام الدوام الرسمية 8 ساعات ماعدا يوم الجمعة اجازة
- مدة العقد: سنتان قابلة للتجديد
- يتم توفير ملابس العمل من قبل الشركة
- يتم توفير تذكرة السفر للشخص كل سنتان مرة واحدة
- يتم توفير المواصلات من السكن الى مكان العمل يوميا



Handwritten signature

جيرسي لتصنيع منتجات تكييف الهواء
JERSEY MANUFACTURING FOR AIR CONDITIONING PRODUCTS

Tel: +974 4437 8705, Fax: +974 4499 5088, CR. No. 31355, P.O. Box:7922, Doha - Qatar

Date: 22-03-2021

M/s New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O. Box No. 25025 Dhapasi 7, Basundra, Kathmandu, Nepal
Tel: 977-1-4387390/4387391 Fax: 977-1-4388604

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Basic Salary (Q.R.)	Food Allowance (Q.R.)	Total Salary (Q.R.)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
1	Labourer	8	1,000	300	1,300	One Thousand Three Hundred	Provided by the company
2	Technician	5	1,100	300	1,400	One Thousand Four Hundred	Provided by the company

The following Terms & conditions shall be included in the contract.

- 1.Period of employment : Two years (renewable)
- 2.Place of Employment : Doha-Qatar
- 3.Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will be provided after the completion of two years contract.
- 4.Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
- 5.Over time : As per Qatar Labour Law.
- 6.Probation Period : 90 days from date of entry into Qatar
- 7.Visa &Resident permit : Visa &Resident permit will be provided by the company free of cost.
- 8.Accommodation : Free bachelor accommodation should be Provided by the company
- 9.Water, electricity & gas : Provided by the company
- 10.Food : Provided by the company or QAR 300/-will be paid along with the gross salary
- 11.Medical / Insurance : Provided by the company
- 12.Transportation (Bus) : Provided by the company (to and from the work site)
- 13.Uniform, and safety Materials : Provided by the company
- 14.Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.

Regn. No. 18811/77/78
18811/77/78

Gen of The Embassy of Nepal
Doha

Labour Attache
15-04-2021

LEGAL

جيرسي لتصنيع
منتجات تكييف الهواء
ص.ب. ٤٢١٩ الدوحة - قطر





1 CHEONIA-DONG, DONG-KU, ULSAN 682-792 KOREA

TEL. 974 546 6106 e-mail: bongwhakim@hhi.co.kr



Date:08/04/2007

DEMAND LETTER

To

New Pathibhara Placement Services (P.) Ltd.
Tripureshwor, Kathmandu, Nepal
Tel: 977-1-4267424
Fax: 977-1-4249767
G.P.O. Box: 25025

Regd. No.: 427/063
Seen at the Embassy of Nepal
on 8.4.2007
Charge d'Affaires

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No.	Category	Qty	Salary
1	Labour (Male)	200	US \$ 300 -400/-
2	S. Carpenter	50	US \$ 400 -500/-
3	Rebar(Steel Fixer)	50	US \$ 400 -500
4	Wall Painter	20	US \$ 400 -500
5	Rigger	10	US \$ 400 -500
6	Mason (All Rounder)	50	US \$ 400 -500
7	Electrician	20	US \$ 400 -500

Terms and Conditions:

- ❖ Free accommodation and medical will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week.
- ❖ Transportation will be provided by the company.
- ❖ Other terms and conditions as per Qatar Labor Law.
- ❖ Free Air Ticket to country origin after completion of contract.
- ❖ Food will be provided by company.
- ❖ Contract period will be two years renewable.

Your kind co-operation regarding this matter will be highly appreciated.

Hyundai Heavy Industries Co.Ltd.





Hong Kong Restaurant & Italian Cafeteria

Reff No: Nltc/Man/001

Date:03/04/2007

DEMAND LETTER

To,

New Pathibhara Placement Services (P.) Ltd.
Tripureshwor, Kathmandu, Nepal
Tel: 977-1-4267424
Fax: 977-1- 4249767
G.P.O. Box: 25025

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No.	Category	Qty	Salary
1.	Cook must know Indian food (English Speaking)	4	700 to 800
2.	Helper cook must know little cooking	4	600
3.	Restaurant Cleaner	2	600
4.	Delivery Boy (gulf license) (English Speaking)	2	600 to 700
5.	Labor camp cleaner +Gardner	2	600
6.	Waitress Girl below 25 years (English Speaking)	8	900 to 1000
7.	Casher GIRLS must computer(English speaking)	2	900 to 1000
8.	Coffee Maker for coffee area GIRLS English Spk	4	900 to 1000
9.	Waitress GIRLS (Good English Speaking)	4	900 to 1000
10.	Restaurant Cleaners	2	600
11.	Bakery cake and pastries maker	4	700 to 800
12.	Garments sale man Gulf Return Eng Speaking	4	700 to 800
13.	Computer operator full computer know English	2	900 to 1000
14.	Web designer computer (English Speaking)	2	800 to 900
15.	Carpenter -Furnisher 7 year exp	4	700
16.	Shuttering Carpenter +Painter	8	700
17.	Carpenter helper	4	600

Terms and Conditions:

- ❖ Free accommodation and medical will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week.
- ❖ Transportation will be provided by the company.
- ❖ Other terms and conditions as per Qatar Labor Law.
- ❖ Free Air Ticket to country origin after completion of contract.
- ❖ Food will be provided by company
- ❖ Contract period will be two years

Your kind co-operation regarding this matter will be highly appreciated.

Hong Kong Restaurant & Italian Cafeteria
Managing Director



Tel: 4321841 Fax: 4651179 P.O.Box:13219 Doha - Qatar



LTN0.111945

HPE/SEPTEMBER/14/01
Date: 09th September, 2014

M/s. New Pathibhara Placement Services (P) Ltd
License No: 588/062/063
GPO Box: 25025, Tinkune
Kathmandu, Nepal
Tel: 977-1-4112114
Fax: 977-1-4112156

Hi power Engineering works
Demand Letter, Power of Attorney
30 जना नेपाली कामदारको माग भै पूर्व स्वीकृतिक सहित
30 days को लागि
कम्पनीबाट विभिन्न प्रकार
पैसा परेको छिन्ने
सहितका सरकन कम्पनात सम्बन्धित रोजगारदाता कम्पनीबाट जारी भै अधिकारिक
डिमाण्ड प्रमाणिकरण भै आएका हुन्। यस मागपत्रको अधिकारिकताको सम्पूर्ण जिम्मेवारी
निर्दिष्ट। मागमा हुने करक पूर्व छैन।
समाप्त भै गयो:-
समाप्तकको नाम:-
रजिष्टर:-
निर्दि:-
इ-मेल:-
समाप्तको छाप:-
समाप्तको नाम:-
रजिष्टर:-
निर्दि:-
इ-मेल:-
समाप्तको छाप:-

DEMAND LETTER

Dear Sir

We request you to recruit the following suitable personnel for our company from Nepal as per details given below:

Sl. No.	Category	Qty	Salary (Qrs.)
1	Labour	30	900.00

The following terms and conditions shall be included in the contract.

- | | |
|----------------------------------|--|
| 1. Period of employment | - Two years (Renewable) |
| 2. Place of employment | - Doha, Qatar |
| 3. Air Ticket | - Joining the company for the first time (KTM-DOHA) and then up & down air ticket will be provided after the completion of two years contract. |
| 4. Working Hours | - 8 Hours per day, 6 days per week (48hours per week) |
| 5. Overtime | - As per Qatar Labour Law |
| 6. Probation period | - 90 days from the date of entry in Qatar |
| 7. Resident permit | - Provided by the Company free of cost |
| 8. Accommodation | - Free bachelor accommodation provided by the Company |
| 9. Water, Electricity & gas | - Provided by the Company |
| 10. Food | - Provided by the Company |
| 11. Insurance | - Provided by the Company |
| 12. Transportation | - Provided by the Company |
| 13. Uniform & safety material | - Provided by the Company |
| 14. Service gratuity & leave pay | - Provided as per Qatar Labour Law. |
| 15. Other Terms & Conditions | - As per Qatar Labour Law. |

(Signature)

**ABOBACKER MADAPPAT
AUTHORIZED SIGNATORY**



MEP CONTRACTORS

Tel: 44191405 /441, Fax: 44191442, P.O.Box: 20545, CR: 27981/1, Doha-Qatar,
E-mail: info@hipowerengg.com

مقاولات ام اى بى

تلفون: 44191405-441، فاكس: 44191442، ص.ب: 20545، س.ت: 27981/1، الدوحة - قطر
www.hipowerengg.com

شركة ازدان العقارية ذ.م.م.
EZDAN REAL ESTATE COMPANY W.L.L

Date :

New Patibhara Placement Services (P) Ltd
P.O. Box: 25025
Tinkune
Kathmandu, Nepal



Regd. No.: 72

التاريخ :

Seen at the Embassy of Nepal
on 12.08.2007

Charge d'Affaires

Subj.: **MANPOWER REQUEST (I.O.)**

Dear Mahendra,

This is to inform your company that we are in need of Nepali manpower to join and work with our company here in Doha, State of Qatar. Please do undertake the recruitment and processing of our selected staff. Below, please find the positions with the numbers of vacancies:

Position	Salary (Qrs)	# of Vacancies
Room Attendant	800	100

Benefits:

- Free accommodation.
- Unlimited contract
- Free medical services as per Qatar law
- Free Transportation
- Free air ticket from Nepal-Doha and return ticket to Nepal upon completion of contract.
- Working hours shall be 8 hours / 6 days a week and overtime shall be paid for work beyond the normal working hours as per the Qatar Labor Law.
- Other benefits under Qatar law.

Please prepare your applicants upon our advice.

With regards,

Hesham Mostafa M. Elsahatry
General Manager
Ezdan Real Estate Company W.L.L



QATAR CHAMBER OF COMMERCE & INDUSTRY

Endorsement No: 7494

Membership No: 01/02816

The Chamber certifies the signature of

Mr. YOUSEF MOHAMMAD

of M/S: EZDAN REAL ESTATE COMPANY

Without due liability of documents Content

Doha: 07/08/2007

Signature





ELECTRICAL REFRIGERATION ENGINEERING QATAR WLL

15 Mukeinas Street, Doha, Qatar. Tel: +974 486 3183, 486 7393. Fax: +974 486 3189, P.O. Box: 22509
e-mail: infoqatar@eremea.com. With Limited Liability, Paid Capital 500,000QR's

Date: 24/07/2007

DEMAND LETTER

To

New Pathibhara Placement Services (P.) Ltd.
Kathmandu, Nepal
LICENSE NO. 588/06/063
Tel: 977-1-4267424
Fax: 977-1- 4249767
G.P.O. Box: 25025

Dear Sir,

We hereby place an order to finalize the attached employment agreement on behalf of our company, as detailed below:

No.	Category	Qty	Salary
1	Labour (Male)	40	600QR + Food
2	Chargehand (Male)	1	800QR + Food
3	Electrical Technicians (Male)	14	700QR + Food
4	Electrical Foreman (Male)	1	1800QR+ Food

Terms and Conditions:

- ❖ Food will be provided by company.
- ❖ Free accommodation and medical, Insurance will be provided by company.
- ❖ Eight hours duty per day and six (6) days per week.
- ❖ Employment contract period will be for one year.
- ❖ The employees shall be on a six month probation, if found not competent in fulfilling their requirements, the agent shall cover the full expenses for their repatriation..
- ❖ Transportation from quarter to work site and back will be provided by the company.
- ❖ Joining Air ticket will be provided by the agent.
- ❖ Other terms and conditions as per Qatar Labor Law.
- ❖ Return ticket will be given after complete the contract period.

This order guaranteed by ERE Contracting as indicated by signatory hereunder of their regional manager.

Your kind co-operation regarding this matter will be highly appreciated.

ERE QATAR WLL



ERE CONTRACTING WLL



Züblin International Qatar L.L.C.

ZUBLIN

Ref No. : Zublin_Q/13/010/HRD/AM/HL
Date : 03/12/2013

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Helper	70	900
2	Carpenter	100	1100
3	Mason	80	1100
4	S/Fixer	90	1100
5	Scaffolder	15	1100

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * **8 Hours Daily and 6 days a week**
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Doha Will be Provide by Company
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Qatar labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thank You


Herbert Longitsch
Chief Financial Officer
Zublin International Qatar L.L.C.



Recd. No. 6799/70/71
Seen at the Embassy of Nepal
on 9.12.2013


Labour Attaché

شركة وودلاند للمقاولات والخدمات العامة ذ.م.م
WOODLAND CONTRACTING & GENERAL SERVICES CO. W.L.L

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 403
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064
Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Date : 08/08/2017

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty.	Salary (Qr.)+Food
1	PAINTER	10	1100+300
2	MASON	15	1100+300
3	PLASTER WORKER	10	1100+300
4	PLUMBER	10	1100+300
5	CARPENTER	15	1100+300
6	BRICK MASON	10	1100+300
7	LABOURER	25	900 +300
	Total:	95	

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
 - * Food will be provided by Company
 - * 8 Hours Daily and 6 days a week
 - * Two years renewable contract
 - * Resident Permit will be provided by Company
 - * Joining Air Ticket Kathmandu to Doha Will be Provide by Company.
 - * After Completion of contract company will give Air ticket to his home country
 - * Other terms and conditions will be as per Qatar labor law.
- Looking forward for your kind cooperation and prompt action in this matter.
Thanks You ,

M/s, Woodland Contracting & General Service W.L.L



تليفون : +974 44421053 - فاكس : +974 44356871 - ص.ب: 13595 - س.ت: 65026
Tel. : +974 44421053 - Fax : +974 44356871 - C.R.No. : 65026 - P.O.Box: 13595
Al Zamil Building No. 62, First Floor, Ibn Seena Street, Al Muntazah, Doha Qatar



Regd. No.: 524/064

Seen at the Embassy of Nepal
on 28.5.2007

(Handwritten signature)

DEMAND LETTER

M/S.New Pathibhara Placement Services.
Govt.Licence No.588/062/063
Tinkune -,Kathmandu, Nepal.

Dear Sir,
We hereby place an order to select and recruit the following Nepali workers on behalf of our company.

No.	Category	Qty	Salary QR
1	Labour	90	750/-
2	Foreman	20	2500/-

Terms & Conditions

1. Free accommodation and medical will be provided.
2. Working hours eight per day,6 days in a week
3. Over time as per Qatar Labour Law.
4. After completion of two years service free up and down air ticket by employer.
5. Contract period two years and renewable.
6. Transportation free.
7. Other terms and conditions as per Qatar Labour Law.

United Precast Concrete Co.

Charge d'Affaires
خطاب تفويض

السادة / نيو باذيبورا بلاسمات سرفيساس
رقم ر ٠٦٣/٠٦٢/٥٨٨
تيفونني- كاتماندو , نيبال.

سيدي
نحن هذا نطلب منكم اختبار واستقدام عمال من
نيبال بالنيابة عن شركتنا , وذلك حسب التفاصيل
ادناه:

رقم المهنة	العدد	الراتب ريال قطري
١ عامل	٩٠	٧٥٠
٢ فورمان	٢٠	٢٥٠٠

الشروط

- (١) سكن و العلاج مجاني
- (٢) ساعات عمل ٨ في يوم ٦ ايام في اسبوع
- (٣) عمل اضافي حسن قانون و زارة العمل قطر
- (٤) تذكرة بعد خدمات سنتان على صاحب العمل
- (٥) مدة العقد : سنتان قابلة للتجدد
- (٦) نقل حر
- (٧) الشر وطو المواصفات الاخرى حسن القانون
العمل القطر

الشركة المتحولة للخرسانة المسبوكة



TEYSEER TRADING & CONTRACTING CO. (W.L.L.)



Date: January 11, 2007

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.

License No. 588/062/063

P.O. Box: 25025, Kathmandu /- Nepal

Tel: 0977-1 -4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

<u>Sr.</u>	<u>Categories</u>	<u>Qty.</u>	<u>Monthly Salary in QR</u>
1	Assistant Accountants	2	1,800/- to 2,000/-
2	Accounts Assistant	2	1,500/-
3	Cashiers	2	900/-

Terms & Conditions: -

- Candidate age below 35, should be B.Com or equivalent qualifications with 5 to 7 years experience in similar position in a professionally managed company. Should be fully conversant with modern computerized accounting system, costing, internal control, banking, MIS, MS Excel and Word.
- Free Accommodation will be provided by the company.
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Annual Leave: 21days per year of completed service.
- The Company will provide return Ticket after completion of 2 years.
- The Post is permanent and contract is for indefinite period.
- Gratuity payable @ 21day's salary per completed year of service.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For Teyseer Trading & Contracting Co. WLL

Adnan A.R. Al Mannai
Group Administration Director

شركة التيسير التجارية والمقاولات ذ.م.ج.
Teyseer Trading & Cont. Co. W.L.L.
Tel : 622226 ١٢٢٢٢٦
P.O.Box : 1556 Doha - Qatar



شركة الهدف للإنشاءات الهندسية

TARGET ENGINEERING CONSTRUCTION COMPANY



Date: 20 May 2013

Reference: TEC/Q/NPPS-DL-B/as-13

DEMAND LETTER

Dear Sir,

We are a company organized under the law of the government of **Qatar** and having business here and wish to appoint the following agency to recruit for us in Nepal:

M/s. New Pathibhara Placement Services (P) Ltd.

License No. 588/062/063

G.P.O Box No. 25025, Dhapasi 7 Basundra

Kathmandu, Nepal.

Tel: 977-1- 4387390/4387391

Fax: 977-1- 4388064

Attn: Mr. Mahendra Pd. Chamlagai, Executive Director

SR	Position	Qty	Basic Monthly Salary Based On 6 Days/ Week & 8 Hours/ Day (Q.R.)
1	Plumber	10	1,100
2	Install Technician	8	1,100
3	Welder (Gas)	2	1,100
4	A/C Technician	2	1,100
TOTAL		22	

Terms & Conditions:

1. Period of contract : 02 Years (Renewable).
2. Place of Employment: Qatar.
3. Accommodation : Suitable accommodation in Labor Camp.
4. Trial Period : 6 Months (Within which an appropriate replacement shall be provided without any extra costs)
5. Basic Working Hours: 8 hrs a day, 6 days a week, excluding lunch.
6. Food : Provided by the Company.
7. Overtime : Expected to be 2 hours per day.
8. Local Transportation: Provided by the Company from and to the camp.
9. Medical cover : Provided by the Company as per the Qatar Labor Law.
10. Leave benefits : As per Qatar Labor law.
11. Joining Air Ticket : Provided by the Company.

- All other terms and conditions applicable as per the Qatar Labor Law.

For and on behalf of

M/s. **TARGET ENGINEERING CONSTRUCTION CO.**

Name: ADIB A. SAMAHA

Designation: AREA MANAGER



Villa 306, 40D New Salatha, D-Ring, PO Box 47200, Doha, QATAR, Tel: +974-4407-9777, Fax: +974-4467-0200
E-mail: qatar@target.com.qa, website: www.target.ae

OFFICES: ABU DHABI DUBAI DOHA SAUDI BEIRUT MILANO LONDON WASHINGTON



TADMUR

CONTRACTING & TRADING EST.

**مؤسسة تدمر**

للمقاولات والتجارة

Ref: TH/HR&A/NPPS/0100
Date: 7th April 2012

COMPANY SEAL REQUIRED

DEMAND LETTER

M/S. New Pathibhara Placement Services (P) Ltd.
G.P.O. Box-25025, Tinkune, Kathmandu-Nepal.
Tel: +977-1-4112114/4112102
Fax: +977-1-4112156, License No. 588/062/063

Attn: Mr. Mahendra P. Chamlagai - Managing Director

Dear Sir:

We request you to recruit the following suitable personnel for our organization from Nepal as per details given hereunder:


S. No.	Categories	No. of persons required	Basic Salary	Food Allowance	Total Salary
01	Carpenters	50	900/-	200/-	1,100/-
02	Steel Fixers	25	900/-	200/-	1,100/-

The following Terms and conditions shall be included in the contract:

1. Period of Employment : Two years
2. Place of Employment : Doha, Qatar
3. Probation period : 3 months
4. Working Hours : 8 hrs per day, 6 days per week.
5. Over time : As per Qatar Labour Law
6. Residence permit : Provided by the company free of cost.
7. Air Ticket : Joining the company for the first time (KTM-DOH) and then Up & Down (Doha-Kathmandu-Doha) air ticket will be provided in every 2 year.
8. Accommodation : Provided by the company.
9. Water, Electricity & Gas : Provided by the company.
10. Transportation : Provided by the company (to & from work location).
11. Uniform, Helmet & Shoes : Provided by the company.
12. Medical/Insurance : As per Qatar Labour Law
13. Gratuity / Leave pay : As per Qatar Labour Law

All other terms & conditions shall be in accordance with the prevailing Labour Law of Qatar and other relevant laws.

For and on behalf of:
Tadmur Contracting & Trading Est.


Awad Mustafa
Chief HR & Administration Officer



ص.ب: ٦٩٨٤ - الدوحة - قطر - تليفون: ٤٤٦٦٥٥٠١ - فاكس: ٤٤٦٦٥٥٠٢ (+٩٧٤) - س.ت: ٦٢٢٤
P.O.Box: 6984 - DOHA - QATAR - Tel.: 44665501 - Fax: (974) 44665502 - C.R.No.: 6224





Date: 02/12/2015
Ref: S/HR/17/12/2015

M/S. New Pathibhara Placement Services (P) Ltd
License No. 588/062/063
P.O. Box : 25025
Kathmandu, Nepal
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064
Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Handwritten notes: 24/149526, 20/9/2015, and a signature.

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of worker/s	Salary (digit)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
1	Labourer	10	900 + 400	Nine Hundred plus Four Hundred	PROVIDED
2	Heavy Duty Driver	25	2200+400	Two Thousands plus Four Hundred	PROVIDED
3	Plumber	20	1100+400	One Thousands One Hundred plus Four Hundred	PROVIDED
4	Painter	10	1100+400	One Thousands One Hundred plus Four Hundred	PROVIDED
5	Driver	10	1400+400	One Thousands Four Hundred plus Four Hundred	PROVIDED

The following Terms & conditions shall be included in the contract.

- Period of employment : Two years (renewable)
- Place of Employment : Doha, Qatar
- Air Ticket : For joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will provided after the completion of two years contract.
- Working Hour : 8 hrs per day, 5 days per week (48 hrs per week)



SMEET Ready Mix
P.O. Box 25025
Kathmandu, Nepal
Tel: 977-1-4387390
Fax: 977-1-4388064
www.smeetchow.com.np

Handwritten signature and text at the bottom of the page.



نجمة السماء لكهرباء السيارات وقطع الغيار
SKY STAR AUTO ELECTRIC & SPARE PARTS

Ref No: SSAE/MH/002

Date: 29-june-2007

SPECIAL DEMAND LETTER

To,

New Pathibhara Placement Services (P.) Ltd.
Tripureshwor, Katmandu, Nepal
Tel: 977-1-4267424
Fax: 977-1- 4249767
G.P.O. Box: 25025

Subject: Requirement

Dear Sir,

We,
Organized under the law of the Government of Qatar, do hereby appoint you to be our lawful attorney and agent in the Nepal for handling for the respective affairs of processing and dispatching the following category of personnel:

SN	PARTICULARS	NATIONALITY	QTY	SALARY
1	Light car petro/desial mechanic min 6 year exps	Nepal	5	800 to 900
2	Electrician light car min 6 year exps petrol/diesel	Nepal	5	800 to 900
3	Heavy Driver Gulf return valid license	Nepal	6	1200
4	Excavator operator 8 year exp min	Nepal	7	800 to 900
5	Electrician Heavy vehicle min 6 year Diesel	Nepal	4	800 to 900
6	Heavy vehicle mechanic diesel 6 year exp	Nepal	4	800 to 900

Terms & Conditions:

Place of work : Doha Qatar
Accommodation : Provided by company
Transportation : Provided by company
Probation period : 3 month from the arrival date
Medical : provided by company
Period of contract : 2 year renewable
Over time : according to Qatar law
Working hours : 8 to 9 hrs in a day
Air ticket : after contract by company
Leave : 42 in every after 2 years

All other terms and conditions as per Qatar labor law.
Kindly arrange the above proposed recruitment at your earliest convenience.

Thanks

Sky Star Auto Electric & Spear Parts

(Handwritten signature)

نجمة السماء لكهرباء السيارات
Sky Star Auto Electric
P. O. Box : 45865, Doha - Qatar



中国水电国际西亚区域总部

SINOHYDRO GROUP LIMITED

Handwritten: 45-110 920 545

DEMAND LETTER

Date :23/4/2015

DOPE
USED DOCUMENT

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391 Fax:977-1- 4388064
Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Q.R)+Food
1	Civil Engineer	17	4200+Food
2	Forman	12	2500+Food
3	Heavy Driver	5	2500+Food
4	Electric Tech.	46	1100+Food
5	Welder	111	1100+Food
6	Mason	150	1100+Food
7	Administrative	15	2500+Food
8	Mechanic Operator	20	2500+Food
9	Painter	20	1100+Food
10	Plumber	20	1100+Food
11	Secretary	2	2500+Food
12	Surveyor	5	4200+Food
13	Labour	400	900+Food



Handwritten: 10125/71/22

Terms and Conditions,

- Free accommodation and medical will be provided by the company.
- Food will be provided by Company
- 8 Hours Daily and 6 days a week
- Two years renewable contract
- Resident Permit will be provided by Company
- Joining Air Ticket Kathmandu to Doha Will be Provide by Company,
- After Completion of contract company will give Air ticket to his home country
- Other terms and conditions will be as per Qatar labor law,

Seen at the Embassy of Nepal
on 03-05-2015

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,

M/s, Sino Hydro Group Limited ,



Handwritten signature in blue ink

Ref No.: DL/NPPS-1/SHAQAB/05/16

Date: 24 May 2016

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
 G.P.O Box No. 25025, Dhapasi 7 Basundra
 Kathmandu, Nepal.
 License No. 588/062/063
 Tel: 977-1 - 4387390/4387391
 Fax: 977-1- 4388064

Handwritten signature and stamp
 JF# 9/5/2016

Dear Sir/Madam,

We request you to recruit the following suitable personnel for our company from Nepal as per the details given below:

#	Category	Gender	Nos.	Basic Salary
1	Labourer	Male	99	QAR. 900
2	Bell Man	Male	30	QAR. 900
3	Waiter	Male	30	QAR. 1400
4	Cook	Male	20	QAR. 1500
5	Assistant Cook	Male	20	QAR. 1300
6	Driver	Male	20	QAR. 1700
7	Security Supervisor	Male	1	QAR. 2500
8	Yoga Instructor	Male	1	QAR. 2000
9	Aerobic Trainer	Male	1	QAR. 2000
10	Gym Instructor	Male	5	QAR. 2000
11	Sport Coach for Cricket	Male	1	QAR. 3000
12	Swimming Pool Attendant	Male	4	QAR. 1100
13	Safety Officer	Male	2	QAR. 2000
14	Electrical Instrumentation Technician	Male	2	QAR. 1500
15	Civil Supervisor	Male	1	QAR. 3000
16	Mason	Male	3	QAR. 1100
17	Finishing Carpenter	Male	9	QAR. 1100
18	Painter	Male	8	QAR. 1100
19	General Technician	Male	1	QAR. 1500
20	Handy Man	Male	4	QAR. 900
21	Fire Alarm Supervisor	Male	1	QAR. 2500
22	Fire Alarm Technician	Male	6	QAR. 1500
23	High Voltage Electrician	Male	2	QAR. 1500
24	Electrician	Male	6	QAR. 1100
25	Horticulturist / Supervisor	Male	2	QAR. 2500



26	Gardner	Male	15	QAR.1100
27	Portable Waste Water Foreman	Male	1	QAR. 2500
28	Laundry Foreman	Male	6	QAR. 2500
29	Laundry Man	Male	44	QAR. 1100
TOTAL			345	

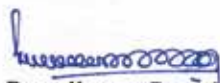
Terms & Conditions:

01. Period of Employment : 02 year Renewable upon mutual agreement.
02. Place of Employment : Qatar.
03. Working Hours : 8 Hours per day / 06 days in a week (48 hrs. per week).
04. Probation Period : 06 Months from the day of workers arrival in the country.
05. Over Time : As per Qatar Labour Law.
06. Residence permit : Provide by company free of cost.
07. Air Ticket : For joining & after two years, Up and Down ticket will be provided.
08. Accommodation, Water & Electricity : Provided by the company free of cost.
09. Transportation : Provided by the company free of cost.
10. Medical / Insurance : As per Qatar Labour Law.
11. Gratuity : As per Qatar Labour Law.
12. Food : Free food provided by company.
13. Uniform : Provided by the company free of cost.
14. In case of Death : Dead body will be dispatched by Company with free of cost on the Company's expenses.
15. Agency Service Charge : Has to be collected from the candidates based on the government Standard.

All other terms and conditions shall be in accordance with the prevailing Labour Laws of Qatar & other relevant laws.

Yours Faithfully,

For M/s. SHAQAB ABELA CATERING SERVICES CO. W.L.L,


 Ramalingam Ramakrishna
 Finance Manager





SAFARI TRADING EST. مؤسسة سفاري للتجارة

E-mail : safaritd@safarigroup.net P.O.Box : 20545, DOHA - QATAR ص.ب : ٢٠٥٤٥، الدوحة - قطر

ST/ADM/2016/06
Date: 08th June, 2016

M/s. New Pathibhara Placement Services (P) Ltd
License No: 588/062/063
GPO Box: 25025, Dhapasi-7, Basundhara.
Kathmandu, Nepal
Tel: 977-1-4387390
Fax: 977-1-4388064

Handwritten signature and reference number: ٢٠١٦ # ٩٤٨٥٢٢٢

DEMAND LETTER

Dear Sir

We request you to recruit the following suitable personnel for our company from Nepal as per details given below:

SL. NO	CATEGORY	QUANTITY	SALARY (Qrs.)
1	Salesman-Male	50	1400+300(Food)
2	Labour	50	900+300(Food)

The following terms and conditions shall be included in the contract.

1. Period of employment - Two years (Renewable)
2. Place of employment - Doha, Qatar
3. Air Ticket ✓ - Joining the company for the first time (KTM-DOHA) and then up & down air ticket will be provided after the completion of two years contract.
4. Working Hours ✓ - 8 Hours per day, 6 days per week (48hours per week)
5. Overtime - As per Qatar Labour Law
6. Probation period - 90 days from the date of entry in Qatar
7. Resident permit ✓ - Provided by the Company free of cost
8. Accommodation - Free bachelor accommodation provided by the Company
9. Water, Electricity & gas - Provided by the Company
10. Food ✓ - Provided by the Company
11. Medical/Insurance - Provided by the Company
12. Transportation - Provided by the Company
13. Uniform & safety material - Provided by the Company
14. Service gratuity & leave pay - Provided as per Qatar Labour Law.
15. Other Terms & Conditions - As per Qatar Labour Law.

Handwritten signature of Aboobacker Madappat
Aboobacker Madappat
Managing Director



Ref: TH/HR&A/14/0008
Date: 02 January 2014

LT No 81509

COMPANY SEAL REQUIRED

DEMAND LETTER

OTR
Roots Energy & Eng. Serv. V
Demand Letter, Power of Attorney
02-01-2014
KATHMANDU, NEPAL

M/S. New Pathibhara Placement Services (P) Ltd,
Kathmandu, Nepal,
License No. 588/062/063

Attn: Mr. Mahindra P Chamlagai

Dear Sir/ Madam;

We request you to recruit the following suitable personnel for our organization from Nepal as per details given hereunder:

Sl. No.	Categories	No. of persons required	Basic Salary	Food Allowance	Total Salary
01	Labor	50	900/-	300/-	1,200/-

The following Terms and conditions shall be included in the contract:

1. Period of Employment : Two years
2. Place of Employment : Doha, Qatar
3. Probation period : 3 months
4. Working Hours : 8 hrs per day, 6 days per week.
5. Over time : As per Qatar Labour Law
6. Residence permit : Provided by the company free of cost.
7. Air Ticket : Joining the company for the first time (KTM-DOH) and then Up & Down (Doha-Kathmandu-Doha) air ticket will be provided in every 2 year.
8. Accommodation : Provided by the company.
9. Water, Electricity & Gas : Provided by the company.





Qcon

Qatar Engineering &
Construction Company
شركة قطر للهندسة
والإنشاءات ذ.م.م.

Ref: QCON-NPPS-13-0107

12th-March-2013

DEMAND LETTER

M/s. New Pathibhara Placement Services Pvt. Ltd.,
G.P.O. Box 25025
Dhapasi 7 Basundra
Kathmandu, Nepal
License No. 588/062-063

USED DOCUMENT
62392

Dear Sirs,

We request you to recruit the following suitable personnel for our Company from Nepal as per details given below:

Sr. No.	Category	No. of Workers	Monthly Salary(QR)
1	Labourer	100	900

The following terms & conditions shall be included in the contract.

- Period of employment : 2 years, and renewable.
- Place of employment : Doha, Qatar.
- Working hours : 8 hours per day, 6 days per week (48 hours per week)
- Overtime : Extra as per the Company rule & Qatar Labour Law.
- Residence permit : Provided by Company free of cost.
- Air ticket : For joining & after two years, round trip air-ticket will be provided (Kathmandu-Doha-Kathmandu).
- Accommodation, Water & Electricity : Provided by the Company free of cost.
- Transportation : Provided by the Company free of cost.
- Uniform, helmet, shoes, belt, glasses : Provided by the Company free of cost.
- Medical/insurance : As per Qatar Labour Law.
- Gratuity : As per Qatar Labour Law.
- Food Allowance : Food Allowance of QR.300/- will be paid.
- Leave - Biennial : @ 30 days per annum.
- Probationary period : Up to six (6) months.

All other terms & conditions shall be in accordance with the prevailing Labour Laws of Qatar & other relevant laws.

For and one Behalf of:

Qatar Engineering & Construction Company W.L.L.

Magdy K. Greiss
Administration Manager



P O Box 24491, Doha, Qatar
ص.ب : 24491 الدوحة , قطر

Tel: +974 4458 7200
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SM/ADM/2016/05
Date: 21st May, 2016

CT#: 162578

2-2-196

M/s. New Pathibhara Placement Services (P) Ltd
License No: 588/062/063
GPO Box: 25025, Dhapasi-7, Basundhara,
Kathmandu, Nepal
Tel: 977-1-4387390
Fax: 977-1-4388064

DEMAND LETTER

Dear Sir

We request you to recruit the following suitable personnel for our company from Nepal as per details given below:

SL. NO	CATEGORY	QUANTITY	SALARY (Qrs.)
1	Salesman-Male	50	1400+300(Food)
2	Cashier-Male	50	1400+300(Food)
2	Labour	50	900+300(Food)

The following terms and conditions shall be included in the contract.

1. Period of employment - Two years (Renewable)
2. Place of employment - Doha, Qatar
3. Air Ticket - Joining the company for the first time (KTM-DOHA) and then up & down air ticket will be provided after the completion of two years contract.
4. Working Hours - 8 Hours per day, 6 days per week (48hours per week)
5. Overtime - As per Qatar Labour Law
6. Probation period - 90 days from the date of entry in Qatar
7. Resident permit - Provided by the Company free of cost
8. Accommodation - Free bachelor accommodation provided by the Company
9. Water, Electricity & gas - Provided by the Company
10. Food - Provided by the Company
11. Medical/Insurance - Provided by the Company
12. Transportation - Provided by the Company
13. Uniform & safety material - Provided by the Company
14. Service gratuity & leave pay - Provided as per Qatar Labour Law.
15. Other Terms & Conditions - As per Qatar Labour Law.

Zainul Abideen
General Manager



ص.ب: ٢٠٥٤٥، تليفون: +٩٧٤ ٤٤١ ٩١ ٤٤١، فاكس: +٩٧٤ ٤٤١ ٩١ ٤٤٢، ابوهامور الدوحة - قطر

P.O.Box: 20545, Tel: +974 441 91 441, Fax: 441 91 442, e-mail: admin@safarigroup.net, Abu Hamour, Doha-Qatar



M/s New Pathibhara Placement Services (P) Ltd.

License No: 588/062/063

Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
01.	Carpenter	103	1100+300	One Thousand Four Hundred	Provided by the Company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.

REDCO CONSTRUCTION - ALMANA

Signature of the Authorized Person:





المجموعة الوطنية للتصنيع الزراعي والحيواني
National Group for Agriculture and Animal Products

Date :19/04/2018

M/S New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Attn: Mr.Mahendra Pd. Chamlagal
Executive Director

Dear Sir/ Madam,

Subject: Demand Letter

With Reference to the above and the Power of Attorney issued to you, please be advised that we would like you to undertake, on our behalf, the recruitment of the staff listed from Nepal as per the terms and conditions stated below.

S. No.	Category	No. of Requirement	Salary (Q.R.)
1	HELPER	50	900 + 300

Terms and conditions:

1	Period of employments	: Two- Years Renewable Term Contract
2	Place of employments	: Doha, Qatar
3	Joining Air ticket	: Provided by company
4	Visa & Resident Permit	: Provided by company
5	Probation Period	: 06 months
6	Workmen Compensation	: Provided by company
7	Working hours	: 08 hours per day, 6 days per week.
8	Accommodation	: Provided by company
9	Transportation	: Provided by company
10	Food	: Food allowance
11	Vacation Ticket	: Provided by company on completion of two years
12	Leave days	: 21 days per year
13	Medical	: As per Qatar Labor Law
14	Overtime	: As per Qatar Labor Law

All the Other terms & conditions as Qatar Labor Law.

M/S, National Group for Agriculture and Animal Products

Mr. Mohamad Rankoussi
General Manager



Tel: +974 4451 5509 - Fax: +974 4432 0121 - P.O.Box: 24367 - Doha, Qatar



جیرسی للزجاج
Jersey Glass



CERT. NO.: 42 100 53437 2103
ISO 9001 : 2015

جیرسی للزجاج ذ.م.م
Jersey Glass W.L.L.

Date: 25-01-2021

M/s New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O. Box No. 25025 Dhapasi 7, Basundra, Kathmandu, Nepal
Tel: 977-1-4387390/4387391 Fax: 977-1-4388604

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Basic Salary (Q.R.)	Food Allowance (Q.R.)	Total Salary (Q.R.)	Salary (In words)	Air Ticket for joining the company and returning home after completion of contract period
1	Labourer	10	1,000	300	1,300	One Thousand Three Hundred	Provided by the company
2	Assistant	5	1,100-	300	1,400-	One Thousand Four Hundred -	

The following Terms & conditions shall be included in the contract.

- 1.Period of employment : Two years (renewable)
- 2.Place of Employment : Doha-Qatar
- 3.Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & down air ticket will be provided after the completion of two years contract.
- 4.Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
- 5.Over time : As per Qatar Labour Law.
- 6.Probation Period : 90 days from date of entry into Qatar
- 7.Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
- 8.Accommodation : Free bachelor accommodation should be Provided by the company
- 9.Water, electricity & gas : Provided by the company
- 10.Food : Provided by the company or QAR 300/- will be paid along with the gross salary
- 11.Medical / Insurance : Provided by the company

Embassy of Nepal
Doha
Regn. No. 17806/77/18

Embassy of Nepal
Doha

Labour Attache
20/02-2021



جیرسی للزجاج ذ.م.م
ت: 44995019 - ص. ب: 4419
www.jgqatar.com

+974 4021 9555 P.O. Box: 40436, Doha, Qatar
+974 4021 9556 sales@jgqatar.com

Jersey Group
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Date: 01 March 2021


Reference No: NPPS-AUCC-1702/2021

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam,

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary (digit) QR.	Food (digit) QR.	Salary + Food (Total Amount in words Qatari Riyals)	Air Ticket for joining the company and returning home after completion of contract period
1.	Labourer	129 130	1000	Company	One Thousand Only	 Provided by the Company
2.	Drivers	5	1800	Company	One Thousand Eight Hundred Only	
3.	Administrative	3	2500	Company	Two Thousand Five Hundred Only	

The following Terms & conditions shall be included in the contract:

1. Period of employment : Two years (renewable)
2. Place of Employment : Qatar
3. Air Ticket : For joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.

16 All fees company provided

For: HBK CONTRACTING-PORR QATAR CONTRACTING JV

Authorized Signatory:



Regn. No. 18609/77/78
Seen at The Embassy of Nepal

Labour Attache
04-04-2021






جاندا كونستراکشن دوحة

Tel: +974 4475 9496

Fax: +974 4475 9496

CHANGDA CONSTRUCTION DOHA

P.O.BOX: 32592 DOHA QATAR

DEMAND LETTER

Date: 19/12/2017

M/s. New Pathibhara Placement Services (P) Ltd.

License No.588/062/063

G.P.O Box No.25025

Dhapasi 7 Basundra

Kathmandu, Nepal.

Tel: 977-1-4387390-1-4387390/4387391

Fax: 977-1-4388064

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)
1	Helper	100	900+300 food
2	Labor	200	900+300 food
3	Carpenter	100	1100+300 food
4	Mason	100	1100+300 food
5	Steel Fixer	100	1100+300 food
6	Driver	5	2000+300 food

Terms and Conditions,

- ❖ Free accommodation and medical will be provided by the company.
- ❖ Food will be provided by company
- ❖ 8 hours daily and 6 days a week
- ❖ Two years renewable contract
- ❖ Resident permit will be provided by the company
- ❖ Joining air ticket Kathmandu to Doha will be provided by the company,
- ❖ After completion of contract company will give air ticket to his home country
- ❖ Other terms and condition will be as per Qatar Labor Law,

Looking forward for your kind cooperation and prompt action in this matter.

Thank you,



M/s: CHANGDA CONSTRUCTION DOHA

CHANGDA CONSTRUCTION DOHA

Address: Zone 56 Street 204 Building No 116, DOHA QATAR

Date: 06/05/2006

DEMAND LETTER

To

M/s. New Pathibhara Placement Services (P) LTD.
License No. 588/062/063
P.O. Box: 25025, Kathmandu /- Nepal
Tel: 0977-1 -4267424 -Fax: 4249767

Dear Sir,

We would like place an order to select and recruit the following Nepali Personnel on behalf of our company, the salary and details as below:

Sr.	Categories	Qty.	Monthly Salary in QR
1	Labours	100	600/-
2	Carpenter	25	800/-
3	Mason	25	800/-

Terms & Conditions: -

- Free accommodation and medical will be provided.
- Resident permit will be provided by the company.
- Eight hours duty (6 days in a week) with paid over time as per Qatar labour law.
- Two years renewable contract.
- The company will provide return Ticket after completion of 2 years.
- Other terms and conditions as per Qatar Labor Law.
- Insurance as per Qatar Labour law

Best regards,

For/ AL-Khaleej Trading & Technical Services





SSC/DM/2022/03

Date: 01st February, 2022

M/s. New Pathibhara Placement Services (P) Ltd

License No: 588/062/063

GPO Box: 25025, Dhapasi-7, Basundhara.

Kathmandu, Nepal

Tel: 977-1-4387390

Fax: 977-1-4388064

DEMAND LETTER


Dear Sir

We request you to recruit the following suitable personnel for our company from Nepal as per details given below:

SL. NO	CATEGORY	QUANTITY	SALARY (Qrs.)
1	Salesman-Male	14	1400+300(Food)
2	Cashier-Male	9	1400+300(Food)

The following terms and conditions shall be included in the contract.

- | | |
|----------------------------------|--|
| 1. Period of employment | - Two years (Renewable) |
| 2. Place of employment | - Doha, Qatar |
| 3. Air Ticket | - Joining the company for the first time (KTM-DOHA) and then up & down air ticket will be provided after the completion of two years contract. |
| 4. Working Hours | - 8 Hours per day, 6 days per week (48 hours per week) |
| 5. Overtime | - As per Qatar Labour Law |
| 6. Probation period | - 90 days from the date of entry in Qatar |
| 7. Resident permit | - Provided by the Company free of cost |
| 8. Accommodation | - Free bachelor accommodation provided by the Company |
| 9. Water, Electricity & gas | - Provided by the Company |
| 10. Food | - Provided by the Company |
| 11. Medical/Insurance | - Provided by the Company |
| 12. Transportation | - Provided by the Company |
| 13. Uniform & safety material | - Provided by the Company |
| 14. Service gratuity & leave pay | - Provided as per Qatar Labour Law. |
| 15. Other Terms & Conditions | - As per Qatar Labour Law. |
| 16. Service Charges | - Provided by the Company |


Shaheen Backer
Authorized Signatory




16-02-2022

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit)(QAR)	Total Salary (in words) (QAR)	Air Ticket for joining the company and returning home after completion of contract period
01.	ELECTRICIAN – GENERAL	10	1,400+300	One Thousand Seven Hundred Only	provided by the company
02.	ASSISTANT TECHNICIAN	10	1,200+300	One Thousand Five Hundred Only	
03.	DRIVER	3	2,000+300	Two Thousand Three Hundred Only	

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Doha Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labor Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labor Law.
15. Other Term & Conditions : As per Qatar Labor Law.
16. Services Charge : Provided by the Company

For: ACCIONA AGUA SA

Authorized Signatory
Mr. Guillermo Hijos Gago



Regd. No. 25584179180

Seen at The Embassy of Nepal

On 20/09/2022
L. Ambrožič

DEMAND LETTER

M/s.New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax:977-1- 4388064

Date :07/01/2018

Attn: Mr.Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)+food
1	Helper	40	900+Food
2	Mason	30	1100+Food
3	Steel Fixture	20	1100+Food
4	Carpenter	10	1100+Food
		100	

Terms and Conditions,

- * Free accommodation and medical will be provided by the company.
- * Food will be provided by Company
- * 8 Hours Daily and 6 days a week
- * Two years renewable contract
- * Resident Permit will be provided by Company
- * Joining Air Ticket Kathmandu to Dubai Will be Provide by Company,
- * After Completion of contract company will give Air ticket to his home country
- * Other terms and conditions will be as per Dubai (U.A.E) labor law,

Looking forward for your kind cooperation and prompt action in this matter.

Thanks You ,


Aboobacker Madappat
Chairman



Date: 01st March, 2021

M/s New Pathibhara Placement Services (P) Ltd.
License No: 588/062/063
Reg. No: 302094930

DEMAND LETTER

Dear Sir/Madam

We request you to select and recruit the following suitable personnel for our company from Nepal as per the details given below.

No.	Category	No. of workers	Salary + Food (digit)	Salary (in words)	Air Ticket for joining the company and returning home after completion of contract period
01.	Labourer	19	1,000+300	One Thousand + Three Hundred	Provided by the Company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will provided after the completion of two years contract.
4. Working Hour : As per Qatar Labour Law.
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : QR300.00
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.
16. service charge : Provided To Agency ✓

ALLOMANA FOR INDUSTRIES

Signature of the Authorized Person:

» Tel. : +974 458 2513
» Fax : +974 458 2520
» P.O.Box: 23300, Doha, Qatar
» E-mail: info@alumana.com



Rega. No. 18857/77/78
Embassy of Nepal
19-04-2021

AL KHAYARIN GROUP

TRADING & CONTRACTING
With Limited Liability (W.L.L.)



مجموعة الخيارين

للتجارة والمقاولات
شركة ذات مسئولية محدودة (ذ.م.م)

21st March 2021

M/s New Pathibhara Placement Services (P) Ltd.

License No: 588/062/063

Reg. No: 302094930

DEMAND LETTER

Dear Sir,

This is in continuation to our earlier recruitment orders. We are pleased to submit our recruitment order for supply of following manpower from Pakistan. The details are as under:

No.	Category	Nos.	Category (B) Maximum Salary/Month (QR)	Air Ticket for joining the company and returning home after completion of contract period
01.	Carpenter	35	Basic 1,100 + 300 Food Allowance	provided by the company

The following Terms & conditions shall be included in the contract.

1. Period of employment : Two years (renewable)
2. Place of Employment : Qatar
3. Air Ticket : For Joining the Company for the first time (KTM-DOHA) and then Up & Down air ticket will be provided after the completion of two years contract.
4. Working Hour : 8 hrs per day, 6 days per week (48 hrs per week)
5. Over time : As per Qatar Labour Law.
6. Probation Period : 3 months from date of entry into Qatar
7. Visa & Resident permit : Visa & Resident permit will be provided by the company free of cost.
8. Accommodation : Free bachelor accommodation should be Provided by the company
9. Water, electricity & gas : Provided by the company
10. Food : Provided by the company
11. Medical / Insurance : Provided by the company
12. Transportation (Bus) : Provided by the company (to and from the work site)
13. Uniform, and safety Materials : Provided by the company
14. Service Gratuity and Leave pay : Provided by the company as per Qatar Labour Law.
15. Other Term & Conditions : A per Qatar Labour Law.
16. Services Charge : Provided by the Company

All other Conditions of Services shall be in Accordance with QATAR Labour Law.

Yours Sincerely

Sulaiman Idrees
Deputy CEO

مجموعة الخيارين للتجارة والمقاولات
Al-Khayarin Group Trading & Cont.
P.O.Box: 2181 - Doha - Qatar. هاتف: 33111

Tel: +974 44653050, 44651179, 44775671, 44775649, 44881579, 44554569

Fax: +974 44654881, 44653734

Phone No: 23583, P.O. Box: 37461, Doha - Qatar

Email: info@alkhayaringroup.com

Raid Up Capital: QR: 8,100,000/- (Fully Paid)

www.alkhayaringroup.com

تليفون: +974 44653050, 44651179, 44775671, 44775649, 44881579, 44554569

فاكس: +974 44654881, 44653734

رقم الهاتف: 23583 - ص.ب: 37461 - الدوحة - قطر

بريد الإلكتروني: info@alkhayaringroup.com

رأسمال المسجل: 8.100.000/- ريال قطري (مطلوبة بالكامل)

Sample **Documents**



Porr Bau GmbH

DEMAND LETTER

M/s. New Pathibhara Placement Services (P) Ltd.
License No. 588/062/063
G.P.O Box No. 25025
Dhapasi 7 Basundra
Kathmandu, Nepal.
Tel: 977-1- 4387390/4387391
Fax: 977-1- 4388064

Date : 18th August, 2014

Attn: Mr. Mahendra Pd. Chamlagai
Executive Director

Dear Sir,

We hereby place an order to select and recruit the following Nepali workers on behalf of our company, as detailed below:

No	Category	Qty	Salary (Qr)+ Food (QR:300)
1	Labour	200	900/-
2	Steel Fixer	79	1100/-
3	Carpenter	71	1100/-
4	Mason	100	1100/-
5	Carpenter Foreman	30	2500/-
6	Foreman	20	2500/-
Total:		500	

Terms and Conditions:

- Free accommodation and medical will be provided by the company.
- Food will be provided by Company
- 8 Hours Daily and 6 days a week
- Two years renewable contract
- Resident Permit will be provided by Company
- Joining Air Ticket Kathmandu to Doha Will be Provide by Company.
- After Completion of contract company will give Air ticket to his home country.
- Other terms and conditions will be as per Qatar labor law.

Looking forward for your kind cooperation and prompt action in this matter.

Yours faithfully,

PORR Bau GmbH

Marc Krouse
General Manager
PORR Bau GmbH



Regn. No. 8757/71/72

Seen at the Embassy of Nepal
on 27.8.2014



Porr Bau GmbH

Power Of Attorney

Date: 18th August, 2014

Known by us all present that we M/S, Porr Bau GmbH P.O Box: 207471, Doha- Qatar, Tel: 974-44325700 by appoint M/s New Pathibhara Placement Services P. Ltd P.O Box 25025, Tel; 9771-4387390, Fax: 9771-4388064, Dhapasi 7 basundhari Kathmandu, Nepal to be our true and lawful recruiting agent Nepali Worker on our behalf as per the demand letter issue in their favor.

They are empowered to sign all necessary documents and arranging employment contract with the recruited worker as far as the recruitment is concerned and as required by the laws and regulations of Nepal, to arrange passports visas and all other necessary documents for passage of the required persons to the work visa.

In witness where of we have executed this document on the day

Yours faithfully,
PORR Bau GmbH



Marc Krouse
General Manager
PORR Bau GmbH




Qatar Chamber of Commerce & Industry

Membership No: 01/33990

The Chamber certifies the signature of
Mr. MARC IVOR KROUSE
of M/S PORR BAU GMBH

Without due liability of documents content
Doha: 27/08/2014

Signature 



Regn. No. 8757/71/72

Seen at the Embassy of Nepal

on 27.8.2014


Labour Attach'e



Porr Bau GmbH

Date: 18th August, 2014

The Director General
Department of Labour & Employment Promotion
Baneshwar, Kathmandu

SUB: GUARANTEE FOR NEPALESE WORKERS

Dear Sir,

M/s, Porr Bau GmbH P.O Box: 207471 Doha- Qatar, Tel: 974-44325700 hereby guarantee that all Nepalese workers recruited through our agent M/s. New Pathibhara Placement Services (P) Ltd., License No. 588/062/063, G.P.O Box No. 25025, Dhapasi 7 basundhara, Kathmandu, Nepal, Tel: 977-1- 4387390/4387391, Fax: 977-1- 4388064 will work in our company in Doha – Qatar only throughout their contract period.

We further guarantee that these workers will not be send to work in any other establishment or any third country.

Yours faithfully,
PORR Bau GmbH


Marc Krouse
General Manager
PORR Bau GmbH



Regn. No. 8757/71/72
Seen at the Embassy of Nepal
on 27.8.2014


Labour Attach'e





Porr Bau GmbH

INTER PARTY AGREEMENT

Date: 18th August, 2014

This agreement is made on 18/8/2014 between M/S, Porr Bau GmbH P.O Box:207471 Doha- Qatar, Tel : 974-44325700 hereinafter called the **First Party** & M/s.New Pathibhara Placement Services (P) Ltd. , License No. 588/062/063, G.P.O Box No. 25025, Dhapasi 7 Basundhari,Kathmandu,Nepal, Tel: 977-1- 4387390/4387391, Fax:977-1- 4388064 (hereinafter called **Second Party**) have agreed to work under the following terms & conditions:-

- 1- The Second Party will forward the personal date, medical reports (photocopy), photos and passport photocopy for a total of workers from Nepal as per their detailed position, salary and other facilities.
- 2- The First Party will send VISA of the workers to the second party within maximum of 10 days once the interview procedure is over.
- 3- The Second Party will send workers within 30 days after getting VISA of the workers.
- 4- The First Party has agreed and promised to provide all the facilities to the workers, which is mentioned in the Demand Letter and Employment Contract. The First Party will be fully responsible for everything while the workers are working under him.
- 5- All other terms & conditions not covered by this agreement will be applicable as per Qatar Labour Law.
- 6- The Second Party will be responsible for the workers for medical unfit or refuse the work or any problem against the company for a period of three months.
- 7- Services charge : \$200/head

The First party & Second Party certify that they have read the agreement and that they fully understand its terms & conditions together with its application. In witness whereof the parties have voluntarily signed and subscribe their names below herein:-

THE FIRST PARTY
M/S, Porr Bau GmbH

THE SECOND PARTY
New Pathibhara Placement Services
(P) Ltd.





 Porr Bau GmbH
 A-1100 Vienna, Absteigergasse 11, 1150 Vienna, Austria
 zentrale@porr.at | www.porr.com
 Location: Vienna, Austria, 1150 k, UID-Nr: ATU36891100




Regn. No. 8765/7172
 Seen at the Embassy of Nepal
 on 27.8.2014
 Labour Attaché

عقد عمل

EMPLOYMENT CONTRACT

On Wednesday 20/08/2014, corresponding by and between: في يوم الأربعاء 2014/08/20، تم الاتفاق بين كلا من:

i **PORR Bau GmbH** -1 شركة بور باو غ ام ب ها
 P.O. Box 207471 ص.ب 207471
 Doha - State of Qatar الدوحة، قطر
 (hereinafter referred to as the "First Party"); (يشار إليها في هذا العقد فيما بعد بـ "الطرف الأول")؛ و
 and

ii **MR.** citizen NEPAL، الجنسية السيد / -2
 passport No. نيبال جواز سفر رقم
 (hereinafter referred to as the "Second Party"). (يشار إليه في هذا العقد فيما بعد بـ "الطرف الثاني").

The Two Parties agreed on the following:

The second party agreed to work for the first party in the occupation of **STEELFIXER /CARPENTER/MASON** in the state of Qatar with a monthly salary of QAR (1100) starting on

اتفق الطرفان على ما يلي:
 وافق الطرف الثاني على أن يعمل لدى الطرف الأول بمهنة حداد مسلح / نجار مسلح / بناء براتب شهري قدره (1100) ريال قطري ابتداءً من

Regn. No. 8757/11
 Seen at the Embassy of Nepal

1- Duration Of Contract:

- (a) This contract shall be concluded for an 2yaeras period. The first six months will be considered a probation period, during which the First Party has the right to terminate the contract by giving the Second Party three days prior notice. The First Party shall bear repatriation expenses of the Second Party. مدة هذا العقد سنتين (1) الأولى فترة اختبار يجوز للطرف الأول خلالها إنهاء العقد بإخطار الطرف الثاني بذلك قبل ثلاثة أيام من تاريخ الانتهاء. يتحمل الطرف الأول تكاليف إعادة الطرف الثاني إلى بلده.
- (b) Without prejudice to Articles (51) or (61) of the Qatari Labour Law No. (14) of 2004 as amended or reenacted from time to time (the "Qatari Labour Law"), either the First Party or the Second Party may terminate this contract by providing the other Party written notice of their intention to terminate the employment: دون المساس بالمادتين (51) أو (61) من قانون العمل القطري رقم (14) لسنة 2004 (قانون العمل القطري) ووفق ما يطرأ عليه من تعديلات من حين لآخر، يجوز لأي من الطرفين الأول أو الثاني إنهاء هذا العقد بإخطار الآخر كتابياً برغبته بإنهاء العقد وذلك:

- (1) not less than one month prior to the date of termination, if the period of service is five year or less, and (1) خلال فترة لا تقل عن شهر من تاريخ الإنهاء، إذا كانت مدة خدمته خمس سنوات أو أقل؛ و
- (2) not less than two month prior to the date of termination, if the period of service is more than five years. (2) خلال فترة لا تقل عن شهرين من تاريخ الإنهاء، إذا كانت مدة خدمته تزيد عن خمس سنوات.

2- Travel Expenses

نفقات السفر: -2

- (a) The First Party shall bear the round-trip flight ticket (Economy class Doha – nepal - Doha) of the Second Party on leave periods once every two years. 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 Second Party 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 Labour Law.
- 3- **Salary and Gratuity**
- The basic pay is QAR (1,100) per month against the basic hours of work (48) hours per week and the Second Party shall be entitled a weekly rest-day every week. The Second Party shall also receive payments against overtime worked in accordance with the provisions of the Qatari Labour Law and as stated in the preamble.
- 4- **End of Service Gratuity**
- Three weeks per year of employment
- 5- **Accommodation & Food**
- The First Party shall Provide food and the appropriate accommodation for the Second Party.
- 6- **Transportation**
- The First Party shall provide an appropriate mean of transportation for the Second Party.
- 7- **Medical & Social Care**
- (a) The First Party shall provide a medical for the second party in accordance with the rules and regulations in force in the state of Qatar.
- (b) The First Party undertakes that the Second Party will receive his payable indemnity for
- يتحمل الطرف الأول نفقات سفر الطرف الثاني (الدوحة/نيبال /الدوحة) على الدرجة سياحية مرة كل سنتين أثناء عطلته السنوية. ولا تشمل نفقات السفر تكاليف الحصول على جواز سفر أو أي تكاليف مقابل أية ضمانات.
- يعفى الطرف الأول من تحمل نفقات عودة الطرف الثاني في الحالتين التاليتين:
- (1) في حالة الاستقالة قبل انتهاء مدة العقد.
- (2) في حالة ارتكاب العمل خطأ يترتب عليه فصله من العمل بدون إنذار ودون منحة مكافأة نهاية الخدمة طبقاً لأحكام قانون العمل القطري.
- 3- **الأجر والمكافأة:**
- الأجر الأساسي الشهري (1100) ريال قطري 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 لأحكام قانون العمل القطري وكما ورد في التمهيد.
- 4- **مكافأة نهاية الخدمة:**
- ثلاثة أسابيع عن كل عام.
- 5- **السكن والغذاء**
- يوفر الطرف الأول الغذاء والسكن المناسب للطرف الثاني.
- 6- **النقل**
- يوفر الطرف الأول وسيلة المواصلات المناسبة للطرف الثاني.
- 7- **الرعاية الطبية والاجتماعية:**
- (أ) يوفر الطرف الأول للطرف الثاني الضمان الطبي اللازم طبقاً للأنظمة واللوائح المعمول بها في دولة قطر.
- (ب) يتعهد الطرف الأول بحصول الطرف الثاني على

labour injuries, disability or death during work or arising there from according to Qatari laws in this regard.

التعويض المستحق له عن إصابات العمل والعجز والوفاة التي تنشأ عن العمل أو بسببه طبقاً للقوانين القطرية في هذا الشأن.

8- Leaves

8- الإجازات:

(a) The Second Party is entitled for a normal yearly paid leave of (21) days.

(أ) للطرف الثاني الحق في إجازة سنوية عادية لا تقل مدتها عن (21) يوماً مدفوعة الأجر.

(b) The Second Party shall receive full pay during the following official holidays:

(ب) يحصل الطرف الثاني على أجر كامل في الإجازة الرسمية الآتية:

Eid Al-Fiter 3 working days.
Eid Al-Adha 3 working days.
National Day (Independence Day),
One working day.

عيد الفطر	ثلاثة أيام عمل
عيد الأضحى	ثلاثة أيام عمل
اليوم الوطني	يوم واحد عمل

The Second Party is also entitled for three working days leave with full pay during the year. These days are decided by the First Party for the Second Party.

كما يحصل الطرف الثاني على ثلاثة أيام عمل بأجر كامل خلال العام وهذا الأجر يقررهما الطرف الأول للطرف الثاني.

(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 Labour Law.

(ج) يستحق الطرف الثاني إجازة مرضية مدفوعة الأجر بعد مضي ثلاثة أشهر متصلة في عمله. هذا الأجر يقررهما الطرف الأول وتحسب الإجازة للمصلحة وفقاً لأحكام قانون العمل.

9- Trade Secrets and confidentiality On Proprietary Information

9- أسرار مهنية ومعلومات خاصة وسرية:

The Second Party at any time may not during and or after the termination of employment with the First Party disclose or make use of any trade secrets or proprietary information of the First Party, other than for and on behalf of the company and strictly for this purpose only.

لا يحق للطرف الثاني في أي وقت خلال و أو بعد إلغاء خدماته مع الطرف الأول أن يفشي أو أن يستغل أي سر من أسرار المهنة أو معلومات شخصية تتعلق بالطرف الأول إلا إذا كانت

لصالح أو بالنيابة عن الشركة على نحو وثيق ولهدف الغرض فقط.

10- General Provisions

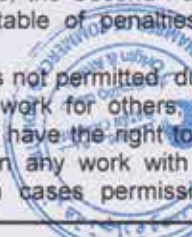
10- أحكام عامة:

(a) The Second Party undertakes to perform the duties in accordance with the average rates of daily performance known in the Second Party's occupation. In the event the Second Party failed to do so, the Second Party shall be subject to the table of penalties in this respect.

(أ) يتعهد الطرف الثاني بأداء عمله طبقاً لمعدلات معدلات الأداء اليومية في نفس مهنته وفي حالة عدم أداء الطرف الثاني لمعدلات الأداء 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

(ب) لا يجوز للطرف الثاني خلال مدة التعاقد الاشتغال لدى الغير كما لا يحق للطرف الأول تشغيل الطرف الثاني لدى صاحب عمل آخر إلا في



(Handwritten signature)

Qatari Labour Laws.

- (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.
- (d) The provisions of this contract agreement are governed by the Qatari Labour Law 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.
- (e) This contract shall come into force after ratification by the competent authorities.
- (f) This contract is made and issued in three original copies. One copy shall be kept by the First Party and one copy shall be given to the Second Party, the third copy shall be filed at the Ministry of Labour and social affairs.
- الأحوال التي يجيزها قانون العمل القطري.
- (ج) يتعهد الطرف الثاني بعدم التدخل في الشؤون السياسية أو الدينية و عليه مراعاة التقاليد والعادات المحلية واحترامها.
- (د) يعتبر قانون العمل القطري والقرارات المنفذة له الأساس القانوني لنصوص هذا العقد، ويتم الرجوع إليه في أي نزاع ينشأ بين الطرفين ما لم تكن شروط هذا العقد تتضمن مزايا أفضل للطرف.
- (هـ) يصبح هذا العقد نافذ المفعول بعد تصديق السلطات المختصة عليه في الدولتين.
- (و) تحرر هذا العقد من ثلاثة نسخ أصلية يحتفظ الطرف الأول بإحداها وتسلم الثانية للطرف الثاني وتودع الثالثة بوزارة العمل والشؤون الاجتماعية.


 First Party (Employer)
 PORR Bau GmbH



الطرف الأول - (صاحب العمل)
 شركة بور باو غ ام ب ها



Regn. No. 8757/1/22
 Seen at the Embassy of Nepal
 on 27.8.2022 (الموافق)


 Labour Attaché

Second Party (Employee)

Sample **Recruitment Agreement**

REF: ZIQ/HO/HR/HL/13/001

RECRUITMENT AGREEMENT

This Agreement entered into by and between

M/S ZUBLIN INTERNATIONAL QATAR L.L.C., with registered office at P.O. Box: 23041, Doha, Qatar hereafter called the "EMPLOYER" represented by Mr. Herbert Longitsch - Chief Financial Officer

And

M/S NEW PATHIBHARA PLACEMENT SERVICES (P) LTD. with registered office at P.O. Box: 25025 Dhapasi 7 Basundra Kathmandu Nepal hereinafter called the "AGENCY" represented by Mr. Mahendra Pd. Chamlagai - Executive Director

The EMPLOYER and the AGENCY hereinafter collectively called the Parties.

Whereas the EMPLOYER requires to recruit Manpower from Thailand, Philippines, Pakistan, Bangladesh, India, Indonesia, Sri Lanka And Nepal to work at the Company's projects in the state of Qatar and the AGENCY agrees to provide services to the EMPLOYER in such recruitment from its Thailand, Philippines, Pakistan, Bangladesh, India, Indonesia, Srilanka & Nepal offices as per the following terms & conditions.

ARTICLE 1: GENERAL PROVISIONS

- 1.1 The EMPLOYER shall utilize facilities and service of the AGENCY for the purpose of pre-screening, recruiting, processing and documentation of EMPLOYEE hired through the said AGENCY for its projects in Qatar. It shall also avail such services and facilities for the re-hiring of the EMPLOYEE as appropriate.
- 1.2 The AGENCY shall make available to the EMPLOYER pre-screened manpower as requisitioned. As may be agreed upon by the parties the EMPLOYER shall have the final authority on the selection of the personnel for employment and may reject any personnel who do not satisfy his qualifications or other requirement.
- 1.3 The Agency when authorized by the Employer shall use its best endeavours to appoint suitably qualified and experienced personnel for projects in the State of Qatar.
- 1.4 The EMPLOYER shall provide the AGENCY with a Demand Letter defining the projected categories, numbers and basic monthly salaries range.
- 1.5 The definition of Pre - Screening in context of this contract refers to:
 - a. Checking of valid, original passport (minimum three years validity)
 - b. Checking of authentic police clearance certification
 - c. Ensuring the eligibility to work in the country of employment (NoC etc)
 - d. Signed declaration of fitness to work (document stating to the best of the employees knowledge that he is fit to work in the country of employment and does not have AIDS, HIV, Hepatitis in any form or Tuberculosis
 - e. Authentic School, Further Education, University Certification
 - f. Authentic trade certification



REF: ZIQ/HO/HR/HL/13/001

ARTICLE 2: AGENCY DUTIES AND OBLIGATIONS

- 2.1 The services of the AGENCY shall include, but not be limited to the following.
- a) Pre-screening and selection of suitable candidates to be made available to EMPLOYER for interviews.
 - b) Submitting to the EMPLOYER detailed CV of pre-screened and pre-selected candidates.
 - c) Support service and facilities to EMPLOYERS representatives for Interviewing, testing and selecting the required candidates.
 - d) Valid passport procurement.
 - e) Complete medical and X-ray examination of all selected candidates at accredited hospitals or clinics approved by the Ministry of Labour in the State of Qatar.
 - f) Inoculation and health certificates of selected candidates as necessary
 - g) Governmental documentation and reference clearances.
 - h) Process EMPLOYEE's working history file (in english) for the EMPLOYER to include extra photos, X-ray films and medical documentation.
 - i) International co-ordination with the EMPLOYER i.e. Facsimile, telephone, e-mail courier service, mail etc.....
 - j) Procurement of discounted airfares costs and travel arrangements for passage to EMPLOYER zone of operation, if required.
 - k) Mandatory briefing/ orientation on the working conditions of the country of employment.
 - l) The AGENCY shall, when authorized by the EMPLOYER sign the individual employment agreement which shall be binding to all parties.
 - m) The AGENCY shall provide an advisory and representative service that keeps the EMPLOYER informed of any changes in labour laws, salaries and conditions of service in the country of origin.
 - n) The AGENCY will ensure that in their country of origin, shall EMPLOYEE be charged directly, nor indirectly, any fees, commissions or costs for recruitment, processing or placement.
 - o) The AGENCY shall have a written policy declaring that EMPLOYEE shall not pay any amount to secure a job in its establishment displayed within their offices in English and Nepali.
 - p) The job advertisements from the AGENCY shall include the statement that no fees shall be charged to the EMPLOYEE at any phase in the recruitment, selection, hiring or deployment process.

REF: ZIQ/HO/HR/HL/13/001

- q) The AGENT engaged for the recruitment of EMPLOYEE from abroad will return EMPLOYEE back to their country of origin at its own expenses if the EMPLOYEE upon arrival refuses to accept the work because the agency has misled him at the time of entering into contract as to the terms and conditions of the employment.
 - r) The AGENCY shall have an effective and efficient grievance procedure that EMPLOYEE may utilize to lodge complaints against AGENCY.
 - s) The AGENCY shall ensure that EMPLOYEE know how to use the grievance procedure without fear of retaliation.
 - t) The AGENCY will ensure that EMPLOYEE shall receive, in their own language, clear and accurate information regarding the position, conditions of work, safety and health risks of the work to be performed, accommodation, salary details, leave entitlement, uniform, food provisions and all other necessary terms of employment before deployment to Qatar.
 - u) The AGENCY will provide clear and accurate information to EMPLOYEE about working and living conditions prior to their deployment.
 - v) The AGENCY shall submit evidence, to the EMPLOYER, that its EMPLOYEE were made aware of their rights, working and living conditions before deployment.
 - w) The AGENCY will ensure that the terms of the employment contract EMPLOYEE sign upon their arrival in Qatar shall be identical to the terms of the Original Offer of Employment which they received in their country of origin.
 - x) The Agent will ensure that EMPLOYEE are not coerced into signing contracts or signing blank documents.
 - y) The AGENT shall immediately adjust and reimburse to EMPLOYEE, when a EMPLOYEE can present a proof that the Original Offer of Employment received in the country of origin is more advantageous than the employment contract signed in Qatar.
- 2.2 The AGENCY shall provide facilities and services for the processing and documentation of EMPLOYEE re-hired by the EMPLOYER under such terms and conditions as may be agreed upon by both parties.

ARTICLE 3: SERVICE FEES / PLACEMENT TITLE

It is agreed that the EMPLOYER shall pay the AGENCY a fee of USD 200.00(US Dollars: Two Hundred Only) per recruit who successfully meets all prequalifications and is selected for employment executes the service agreement with the EMPLOYER and is employed in the Zone of operations from Thailand, Pakistan, Bangladesh, India, Srilanka& Nepal . For EMPLOYEE recruited from Philippines & Indonesia the EMPLOYER shall pay the AGENCY a fee of USD 350.00 (US Dollars: Three Hundred Fifty Only) per recruit . Such fee represents the Service Charge which includes the EMPLOYEE processing fees at the labour office, documentation, expenses, government taxes, testing certificates and medical examination, EMPLOYEE history file, administrative overheads and other related costs but exclusive of items contained within 1.5 above which are being borne by the EMPLOYEE.

Page 3 of 6

REF: ZIQ/HO/HR/HL/13/001

ARTICLE 4: ADVERTISEMENTS

The AGENCY shall pay for all advertising costs that may be required for making available to the EMPLOYER pre-screened applicants as requested.

ARTICLE 5: TRAVEL ARRANGEMENTS

The EMPLOYER shall provide work visas for all nationalities and airticket for the selected EMPLOYEE from Thailand, Philippines, Pakistan, Bangladesh, Indonesia, Srilanka & Nepal to the zone of operations upon approval from the EMPLOYER.

ARTICLE 6: TERMS OF PAYMENT

The EMPLOYER shall pay the charges stipulated in Article 3 to the AGENCY within thirty (30) days after deployment and upon presentation and approval of original invoice through a nominated subsidiary in the Republic of Nepal in Nepalese Rupees at the prevailing exchange rate to the US Dollars for recruitment fees and airline tickets.

ARTICLE 7: DEPLOYMENT OF EMPLOYEE

The AGENCY shall deploy selected EMPLOYEE to the Zone of operations within twenty five (25) to thirty (30) days upon receipt of written confirmation of the selection from the EMPLOYER provided that the visas and air tickets are available to the respective countries.

ARTICLE 8: REPATRIATION PROCEDURE

Responsibility of the AGENCY with regards to repatriation shall be limited to the following:

8.1 The AGENCY shall be responsible for any recruited EMPLOYEE who is found to be medically unfit within the six (6) months probationary period irrespective of whether the EMPLOYEE was selected by the EMPLOYER or by the AGENCY and the AGENCY shall provide replacement free of charge.

8.3 The AGENCY shall be responsible for the qualification of any EMPLOYEE selected on its own judgement and approved by the EMPLOYER and shall be responsible for either replacement free of charge or cost of repatriation, if any such EMPLOYEE is found to be unqualified within the six (6) months probationary period. Payment for repatriation shall be made by the AGENCY to the EMPLOYER within thirty (30) days of receipt of invoice from the EMPLOYER.

8.4 The AGENCY shall not be responsible for the qualification of any EMPLOYEE selected by the EMPLOYER or any of its representatives. Any costs related to repatriation of EMPLOYEE selected by the EMPLOYER shall be borne by the EMPLOYER.



REF: ZIQ/HO/HR/HL/13/001

ARTICLE 9: AUTHORITY JOINTLY AND SOLITARY OF EMPLOYER

The EMPLOYER authorize the AGENCY to act as an agent and representative in all matters involving the recruitment and hiring of EMPLOYEE for the Company's zone of operation. By virtue of said Authority the AGENCY is granted the following powers and obligations to fulfill.

9.1 To represent the EMPLOYER before any and all government and private offices / agencies in the respective countries in any matter concerning the recruitment of EMPLOYEE from respective countries.

9.2 To enter into employment contracts with prospective EMPLOYEE for overseas employment for company's projects in the state of Qatar subject to the approval of the EMPLOYER.

9.3 To sign, authenticate and deliver documents necessary to complete any translation related to such recruitment and hiring, including taking necessary steps to facilitate the departure of the recruited EMPLOYEE in accordance with the Labour Codes of the respective countries and/or their rules and regulations.

ARTILCE 10: DURATION OF AGREEMENT

This Agreement shall be in effect for One (01) year from the date of signing unless otherwise terminated by either party after 30 (thirty) days prior written notice.

Employment contract of all shall remain in effect after termination of this Recruitment Agreement.

ARTICLE 11: SETTLEMENT OF DISPUTES

11.1 In the event of any controversy or claim arising between the Parties out of or in connection with or as a result of this agreement. The Parties shall use their best endeavours to settle such a dispute amicably. If an amicable settlement is not reached, such a dispute shall be referred to arbitration.

11.2 The Party filing the case shall notify the other by means of a letter with receipt of acknowledgement. If such parties fail to settle the dispute within fifteen (15) days of receipt of such letter the dispute shall be referred to arbitration in accordance with the Rules of the Intenational Chamber of Commerce (ICC) . The Parties shall agree on three (3) arbitrators, each Party shall appoint (1) arbitrator and the two (2) so appointed arbitrators shall appoint the third arbitrator. If the Parties fail to nominate a third arbitrator, the International Chamber of Commerce shall appoint one.

11.3 The arbitration shall take place in Doha, State of Qatar and the language used in arbitral proceedings shall be english. The award rendered by the arbitrators shall be final and binding and enforceable upon by Parties.

11.4 The laws governing this Agreement shall be the laws of the State of Qatar.



REF: ZIQ/HO/HR/HL/13/001

ARTICLE 12: FORCE MAJEURE

12.1 In the event of any conflict, crisis, or emergency the EMPLOYER shall in coordinate with the Embassy / Consulate office / Labour Attache of respective countries in the zone of operations to assure the safety and welfare of EMPLOYEE.

12.2 In the event of declared war in the zone of operations the EMPLOYER shall repatriate all EMPLOYEE to their country of origin.

12.3 The QF Mandatory Standards of Migrant EMPLOYEE, (QFMSMW), will take preference overall other standards and applicable laws and legislation should the QFMSMW standard be at a higher level than the legal minimum standards.

ARTICLE 13: ENTIRE AGREEMENT

The Agreement shall not be amended, modified, supplemented, explained or waived by either by oral representations, custom or prior dealing among the parties or by other means except by an instrument in writing signed by the duly authorized representative of the EMPLOYER and AGENCY.

ARTICLE 14: COMMUNICATIONS

14.1 Any notice of other communications under this Agreement shall be addressed to the recipient and sent to it at its address stated in the preamble or to such other address as may from time to time to be notified by the recipient in question to the other party in accordance with Article 14.2 here below.


14.2 Any notice or other communication under this Agreement may be made by letter delivered personally or sent by first class prepaid airmail or by telefax or electronic mail and shall be deemed to be served, if posted at expiration of ten (10) days after posting, if sent by telefax at the time of receipt as evidenced by receipt slip and if sent by electronic mail at the time the electronic mail is sent.


IN WITNESS WHEREOF we have hereinto set our hand this 10th day of December 2013.

For and on behalf of

M/S ZUBLIN INTERNATIONAL QATAR L.L.C.

NEW PATHIBHARA PLACEMENT
SERVICES (P) LTD.


Herbert Longitsch
Chief Financial Officer


Mahendra Pd. Chamlagar,
Executive Director

Enclosures:

- Template - Declaration of Compliance
- Template - Employment Contract

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Nepal is a small Himalayan country landlocked by China from north and India from east, west and south. Nepal houses the tallest and the youngest mountain range in the world. Wide range of ethnic diversity and biodiversity is spread within the small boundaries of the country. High sky scaling snow capped White Mountains to plains of Terai, Nepal boasts of varying nature and terrains within the short span of land. Nepal also boasts of one of the world's best scenic beauties. Voted as one of the best tourist destinations by the BBC News, Nepal provides up close and personal encounters with the Himalayas to the visiting tourists. The smiling faces of Nepalese restore life in souls of the visiting tourists accompanied by the best scenic views in the world. This is the best prize anyone can get after hours of tedious treks in the mountains of Nepal.

Nepal provides several of activities to the visiting guests like trekking, mountain climbing, rafting, cultural tours, paragliding and many more heart stopping activities. The people of Nepal are very much welcoming to the incoming guests. The population of consists of Sherpas in the northern region of the country, Brahmins, Newars, Gurungs, Rais, Magars and Limbus in the mountain range and Chaudharys, Tharus and other castes in the Terai belt of the country. Other ethnic groups are also widely spread in the various parts of the country. Each caste has their own culture and tradition. Yet they live in perfect harmony within this small span of the land. The Nepalese people are well known for their bravery in the Second World War from which they are hailed as fierce fighters knowing no fear and with lots of courage and valour stored in them. They are also known for their simple behavior and undeteriorating loyalty to the one who they serve.

Geography: Nepal is a country of diversity from tropical forest to eight of Mountain Ranges of Nepal the highest mountains on earth stretches in 147,181 square kilometers. It is a land of amazing extremes, is the home of the world's highest Mountains with about thirty six ethnic groups, warm people, resplendent art and architecture. Its unique floral and faunal endowments bring warm hospitality for anyone in search for Shangri-La. In the terms of bio diversity due to its unique geographical position and altitudinal variation it's elevation, the country ranges from 60m at sea level to the highest point on earth. Nepal is situated between China in the north and India in the South. The population is approximately 29 million people. The capital city of Nepal is Kathmandu.

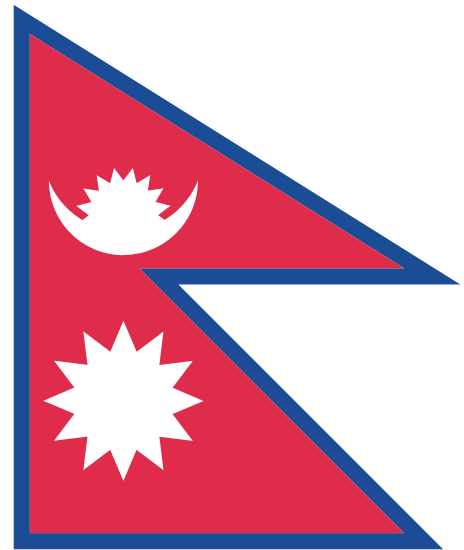
Religion Culture: Hinduism and Buddhism are two predominant religions of Nepal. Hinduism occupies highest status and secondly the Buddhist then partly the other religions. Nepalese people are traditionally religious. All have faith on good deeds and it is the traditional custom of people rooted in their religious faith. They pay respect to superiors and guests. Guests are considered as Gods. The festivals dedicated to Gods and Goddesses are celebrated in the country. In Nepal, marriage is generally settled by parents with the mutual consent of the boys and girls.

Himalayan and Mountain Region: The Himalayan region of Nepal ranges in the altitude between 3,000m and 8848 m. It houses eight of the fourteen highest mountains on earth. The mountain region occupies 64% of the countries total land. This region is formed by the Mahabarat Range soaring up to 4877m. To the South lies the Churia range which altitude varies from 610m to 1524 m.

Climate: Nepal has four major seasons, namely, winter: December- February. Spring: March- May. Summer: June - August and Autumn: September to November. Nepal can be visited whole year around.

Some Facts about Nepal

Official Name	: Nepal
Abbreviation	: NP
Capital	: Kathmandu
Head of State	: Nepal Government
Population	: 30 Million Approx.
Time Zone	: 5 Hours 45 Minutes Ahead of GMT
Language	: Nepali (Official)
Unit of Currency	: Rupee
Religion	: Hinduism & Buddhism
Location	: Southern Asia, between China and India
Geographic coordinates	: 28 00 N, 84 00 E
Map references	: Asia
Area	: Total: 1,47,181 sq km ; Land: 92.94% ; water: 7.06%
Land boundaries	: Total: 2,926 km ; Border Countries: China 1,236 km, India 1,690 km
Climate	: Varies from cool summers and severe winters in north to sub tropical summers and mild winter in south
Elevation Extremes	: Lowest point: kechana kalan 70 m; highest point: mount everest 8,850 m
Geography note	: landlocked; strategic location between China and India ; contains eight of worlds's 10 highest peaks, including Mount Everest the world's tallest-on the border with China..





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