



Shashank Suresh Devadiga Suresh  
 Uniter Arab Emirates , Dubai

23, October 2023

Dear **Shashank Suresh Devadiga Suresh,**

Re: **Job offer for Junior Estimator at Deco Emirates LLC**

We are pleased to confirm our offer of employment to you as a **Junior Estimator with Deco Emirates LLC (the "Company")** (your "**Employment**") on the terms set out in this employment agreement (the "**Agreement**").

The terms of this Agreement shall be effective from your **Joining Date**, as defined in clause 1 of this Agreement.

**1 EMPLOYMENT DETAILS**

The key details of your Employment are:

Job Grade	07
Country of Employment	United Arab Emirates
Employment Status	Full Time
Joining Date	Asap
Probation Period	03 month
Place of Work	Deco Emirates LLC - Dubai DIP
Working Hours	08.00AM – 05.00PM, Monday to Friday
Notice Period (post-Probation Period)	1 Month

Your Notice Period is effective following successful completion of your Probation Period. Details of your notice period during your Probation Period are set out in clause 4 of this Agreement.

During your Employment you are required to comply with all of Depa Group's policies and procedures (collectively, the "**Group Policies & Procedures**").

Your Working Hours and Place of Work may be changed from time to time in order to accommodate specific work demands. You are expected to work as many hours as is necessary for you to complete your duties; the Salary set out at Clause 2 of this Agreement is inclusive of remuneration for any overtime worked outside of your Working Hours.

**2. REMUNERATION**

Your remuneration is:

Description	AED 4000 monthly
Basic Salary	AED 2000
Allowances	AED 2000
Salary (Total)	4000.00

Your end of service entitlement will be calculated in accordance with the applicable laws in **United Arab Emirates**.

Your Salary is paid monthly in arrears and in accordance with Group Policies & Procedures.

**3. BENEFITS AND ENTITLEMENTS**

You are entitled to the following key benefits in accordance with Group Policies & Procedures, as well as any other benefits connected with your Job Grade from time to time:

Benefit	Entitlement
Annual Leave	30 calendar days' annual leave in addition to any public holidays for private sector employees which are officially called by the Government in <b>United Arab Emirates</b>
Air Ticket Benefit	An annual air ticket benefit based on one return <b>Economy Class of Air Ticket</b> from <b>United Arab Emirates to India</b> for you and your eligible Dependents
Bonus	Participation in the Group's discretionary short-term incentive plan which is based on individual performance and the performance of operations as a whole.

Deco Emirates Co. L.L.C.

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