

Employment Agreement

This Employment Agreement ("Agreement") is made and entered into on [Date], between:

Employer:

[Employer's Name], [Employer's Nationality]
ID/Passport Number: [Employer's ID/Passport Number]

Employee:

[Employee's Name], [Employee's Nationality]
ID/Passport Number: [Employee's ID/Passport Number]

Introduction:

The Employee has applied for a position with the Employer, and the Employer has agreed to hire the Employee, subject to the following terms and conditions, provided both parties have confirmed their legal eligibility to enter into this Agreement.

Preamble:

The provisions outlined in this preamble are an integral part of this Agreement.

Position and Location:

The Employee agrees to work for the Employer in any city within the Kingdom of Saudi Arabia and in any branch or department as assigned by the Employer.

Compensation:

The Employer shall pay the Employee a monthly base salary of [Salary Amount] Saudi Riyals, in addition to any other allowances as specified:
[Specify any additional allowances]

Term:

This Agreement shall commence on [Start Date] and continue until [End Date].

Job Duties:

The Employer reserves the right to assign the Employee tasks other than those initially specified, provided that the new tasks are substantially similar to the original job duties. The Employee agrees to such assignments.

Rules and Regulations:

The Employee shall adhere to all work-related rules and regulations. The Employee is responsible for the proper care and handling of all tools, equipment, and goods entrusted to

them. The Employee shall follow all instructions issued by the Employer or its designated representatives and comply with all applicable laws and regulations.

Confidentiality:

The Employee shall maintain the confidentiality of technical, commercial, industrial, and professional secrets related to the work and any other confidential information that, if disclosed, could harm the Employer's interests.

Termination by the Employer:

The Employer may unilaterally terminate this Agreement without the need for a judicial ruling or prior notice if the Employee fails to perform their duties, disobeys instructions related to the assigned tasks, or violates the provisions of Article 83 of the Labor and Workmen Law.

Outside Employment:

The Employee is prohibited from engaging in any other work, even outside regular working hours, without prior written permission from the Employer.

Working Hours:

The standard working hours are eight (8) hours per day, six (6) days per week, with Friday as the official weekly day off. The Employer will determine the work schedule based on business needs and circumstances.

Annual Leave:

The Employee is entitled to fifteen (15) days of paid annual leave for every twelve (12) consecutive months of work, starting from the date of commencing actual work. The Employer will determine the dates for taking this leave based on work requirements. Emergency leave will be considered on a case-by-case basis, subject to the Employee reimbursing any expenses incurred by the Employer.

Medical Treatment:

The Employer shall provide the Employee with appropriate medical treatment and medications at no cost.

Travel Ticket:

If the Employee is recruited from a foreign country, the Employer will provide an economy class return ticket from the Kingdom of Saudi Arabia to the Employee's home country for their annual vacation. If the Employee chooses not to take their annual leave outside the Kingdom, they forfeit their right to the ticket.

Repatriation:

If the Agreement expires, the Employer will bear the expenses of repatriating the Employee to the country from which they were recruited, provided that the Employee has not engaged in any other employment after their last assignment or declared in writing their refusal to return to the location of recruitment. If the Agreement is terminated due to the Employee's

violation of Article 83 of the Labor and Workmen Law, the Employer is not obligated to provide repatriation expenses.

Contract Extension:

If both parties continue to perform under this Agreement after its expiration without renewing it, the Agreement will convert into an indefinite-term employment contract, subject to the provisions of the Labor and Workmen Law of the Kingdom of Saudi Arabia.

Termination by the Employee:

The Employee may unilaterally terminate this Agreement without the need for a judicial ruling or prior notice if the Employer breaches its obligations under this employment contract.

Contract Expiration:

This Agreement will expire at the end of its specified term. Either party wishing not to renew it must notify the other party at least one (1) month before the Agreement's expiration.

Amendments:

This Agreement may only be amended or modified by written agreement signed by both parties.

Contract Copies:

This Agreement is executed in two original copies, with each party receiving one copy for their records.

In Witness Whereof, the parties have executed this Agreement as of the date first above written.

Employer

Employee

Signature:

Signature

Date:

Date:

Witness for the Employer

Witness for the Employee

Signature:

Signature:

Date:

Date: