

Cash Elements	Description
<b>Basic Salary</b>	This position has been evaluated at Grade EK.03 . Basic Salary is AED 2170 , a fixed monthly payment.
<b>Company Provided Accommodation</b>	Two person per bedroom on a single status basis, however, If Company Accommodation is not provided Utilities Allowance of AED 1,230 per month is payable.
<b>Company Provided Transport</b>	The Company provides a fixed route bus service between Company Provided Accommodation and work locations in Dubai.
<b>Medical Allowance</b>	AED 100 per month.
<b>Overtime Payment</b>	Overtime is payable for work in excess of the 42 hours average over the shift cycle. The applicable overtime rates and the calculation for overtime payment will be explained to you on joining.
<b>Profit Share Eligibility</b>	Subject to Scheme rules and eligibility criteria, Profit Share (if any) is normally payable as follows: <ul style="list-style-type: none"> <li>• Full payment for 12 months continuous service in a financial year.</li> <li>• Pro rata payment for 6 months continuous service in a financial year.</li> </ul> No payment for less than 6 months service in a financial year.

Non-Cash Elements	Description
<b>Annual Leave Entitlement</b>	180 working hours per annum (30 calendar days - excluding public holidays).
<b>Leave Ticket and Destination</b>	To the nearest International Airport on the EK route to their home. <ul style="list-style-type: none"> <li>• Single Status - once per annum for employee only.</li> <li>• Married Status - once every 18 months for employee, spouse and 3 children up to their 19th birthday to the agreed leave destination.</li> </ul>
<b>Life Insurance</b>	Capital sum insured of AED 100,000. Monthly premium of AED 16 paid by employee.
<b>Workmen's Compensation Insurance</b>	Employee is covered as per the UAE Labour Law.
<b>Medical Insurance (Employee only)</b>	<ul style="list-style-type: none"> <li>• Category D Medical Insurance Cover provided by Company (in-patient only).</li> <li>• Government Health Card.</li> </ul>
<b>End of Service Benefit (EOSB)</b>	<ul style="list-style-type: none"> <li>• First 5 years of service 21 days basic salary per annum.</li> <li>• Above 5 years of service 30 days basic salary per annum.</li> </ul>
<b>GCC Nationals</b>	No EOSB exists for GCC Nationals who are enrolled in their respective Government Pension Scheme. Company and employee contribution as determined by the applicable GCC Government Pension Authority.

Additional Information	Description
<b>Concessional Travel</b>	Employee and eligible family members, unlimited number of Cat A (subload)/ Cat C (Firm) tickets on EK routes. (Eligibility is subject to completion of 6 months service for some elements of concessional travel.)
<b>Class of Travel</b>	Y - Economy class.
<b>Working Hours</b>	The normal Company working week is 42 hours excluding breaks. Shift/Roster cycles vary across departments subject to operational needs. The pattern of your normal working hours will be confirmed to you on joining.
<b>Probation Period</b>	The period of probation on joining the Company is 6 months.
<b>Notice Period</b>	The notice period required by either party is one month.
<b>Retirement Age</b>	The Company's retirement age is the employee's 65 <sup>th</sup> birthday.

**Note:**

*This information is strictly confidential and should not be disclosed to any other party.*

*This is not an offer of employment.*

*These Terms & Conditions are subject to change at the Company's discretion.*