

POWER OF ATTORNEY

Know all men by these present that we MEDCARE HOSPITAL LLC, Opp. Safa Park, Gate No. 1 Jumeirah P.O Box :215565, Dubai , UAE , a company organized under the laws of the U.A.E. and having Trade License No. 584956 (Photostat copy attached) do hereby appoint NORKA ROOTS, having office at Centre Plaza, Vazhuthacaud P O, Trivandrum, India (approved by Ministry of Overseas Indian Affairs, Government of India, New Delhi, vide their registration No.B-549/KER/COM/1000+/05/8760/2011) to be our true and lawful attorney in India to complete all formalities with the Protector of Emigrants, Government of India, and to sign all necessary documents except individual work agreements/employment contracts, required by the said office in connection with the recruitment of 100 Indian workers have been granted by the Ministry of Labour/Naturalization and Residency Department in the Emirate of Ajman/Dubai/Fujairah/Ras Al Khaimah/Sharjah/Umm Al Quwain as per details given below/attached list.

S. No	No. of Persons	Category	Basic Monthly Salary
1	100	Registered Nurses	AED3,000/-

Total number of Indian workers (in figures & words): 100 (One Hundred)

In witness where of we have executed this agreement in the presence of the subscribing witness.

This Power of Attorney is valid only for three months from the date of issue i.e. 24/11/2015 and will not be valid after 23/2/2016. If renewed, it will be valid without the attestation by the Consulate General of India, Dubai.

Dr. Azad Moopen Mandayapurath

Chairman & Managing Director



DEMAND LETTER

No. _____

The Consulate General of India

PO Box. 737

Dubai, UAE

Dear Sir's,

Please note that our company is having business in U.A.E by the name and address of MEDCARE HOSPITAL, LLC and with Registration/License No. 584956. This company has obtained permission from the Ministry of Labour/visas from the naturalization and Residency Department in the Emirate of Abu Dhabi/Ajman/Dubai/Fujairah/Ras Al Khaimah/Sharjah/Umm Al Quwain for recruitment of Indian workers as per the details given below/list attached:

S. No	No. of Persons	Category	Basic Monthly Salary
1	100	Nurses	AED3,000/-

*Must conform to the Minimum Reference Wage effective April 1, 2011

2. The concerned authorities have granted approval for the recruitment of 100 Indian workers for the company.

3.*We have authorized **NORKA ROOTS**, a Registered Recruiting Agent in India, to complete the formalities with the Protector of Emigrants, Government of India, and to sign all necessary documents required by the said office in connection with the recruitment of 100 (One Hundred) Indian workers for service with the said company as well as to arrange their passports, passages, etc.

4. These Indian workers have been recruited by us directly and we have authorized a Registered Recruiting Agent in India, **NORKA ROOTS** to do the necessary emigration clearance only of these workers for whom visas have been obtained by us.

: 2:-

The following terms of services shall be included in the contract:

1. Period of Employment : 2 Years
2. Place of Employment : UAE
3. Probation/Trial Period : 6 Months
5. Working Hours : 48 hours per week
With one day off. Overtime allowance will be paid for any additional hours of work in accordance with UAE Labour Law.
6. Accommodation : 10% of total salary will be deducted
7. Transportation from residence to place of work and back : Provided by the company
8. Free food or food allowance in lieu thereof : Not provided by the company
9. Air ticket from India to UAE when : Ticket will be provided once in 2 years.
10. Residence Permit for the period of the Contract and for any renewed period and payment of any fine for delay in obtaining such permit : Will be arranged by the company

No deduction from the salary of the workers shall be made by the company for any of the items at S.No. 7 to 9 above.

11. Conditions for termination of Employment and final settlement :
12. Medical benefits/Medical insurance details :
13. Leave benefits : As per UAE labor Law
14. Provision in regard to renewal of Contract. :
15. Occupational safety provisions :
16. Social security provisions including Compensation for injury and death :
17. Mode of settlement of disputes :
18. Provisions in regard to disposal and transportation of dead body of the Employee to India :

This Demand Letter is valid only for three months from the date of issue i.e. 24/11/2015 and will not be valid after 23/02/2016

Dr. Azad Moopen Mandayapurath
Chairman & MD


