

EMPLOYMENT SCHEDULE

COLLEAGUE:		ISSUED ON:
		17 MAY 2011
REF. #	EMPLOYMENT OFFER SUBJECT	EMPLOYMENT OFFER DETAILS
1	JOB ASSIGNMENT	
1a	Leisure Facility	Ferrari World Abu Dhabi
1b	Position	Rides & Attractions Operator
1c	Department/Division	Rides & Attractions/Operations
1d	Start Date	19 June 2011
1e	Probation Period	6 Months
1f	Working Days & Hours Per Week	6 Days & 48 Hours Per Week
1g	Public Holidays	12 Days
1h	Annual Leave	26 Working Days
2	BASIC SALARY	
2a	Monthly Basic Salary	AED 1,550
3	MONTHLY ALLOWANCES	
3a	Monthly Benefit Allowance	AED 100
3b	Monthly Travel Allowance	n/a
3c	Monthly Food Allowance	n/a
3d	Monthly Language Allowance	n/a
4	HOUSING ALLOWANCE	
4a	Annual Housing Allowance	2 per Bedroom Shared Flat Provided or AED 12,000 Live Out
5	SOCIAL STATUS	
5a	Eligible Dependents	Single Status
5b	Annual Education Allowance	n/a
6	RELOCATION	
6a	Declared Home Residence	Kiev, Ukraine (IEV)
6b	Class of Travel	Economy
6c	Relocation Allowance	20kg
7	SICK LEAVE & INSURANCE	
7a	Health Insurance	Provided as per Policy
7b	Death & Disability Insurance	5 Times Annual Basic Salary
8	OTHER BENEFITS	
8a	Home Leave Ticket	Every Two Years
8b	Uniform & Laundry	Provided as per Policy
8c	Incentive Scheme	Eligible
8d	End of Service Benefit	Provided as per UAE Labour Law
9	TERMINATION & REPATRIATION	
9a	Notice Period	30 Calendar Days

Enclosure: Employment Offer, Job Description

Director of Human Resources: _____

I have read, understand and agree to and accept the terms and conditions of employment in this Employment Schedule in conjunction with the Employment Offer from Farah Leisure Parks Management, LLC. by signing below.

Colleague Signature: _____

Date: _____

17 May 2011

Re: Employment Offer with Farah Leisure Parks Management, LLC.

Dear

On behalf of the Company, we are pleased to offer you employment with Farah Leisure Parks Management, LLC. subject to the following terms and conditions which accompany the attached Employment Schedule:

1. JOB ASSIGNMENT

You will be employed with Farah Leisure Parks Management, LLC, PO Box 128717, Abu Dhabi, United Arab Emirates licensed by the Abu Dhabi Department of Planning & Economy with Commercial Registration Number 1147824.

- a. You will be assigned to work at this Leisure Facility. The Company reserves the right to reassign you to another Leisure Facility, Department and/or Position temporarily or permanently.
- b. You will be employed in this Position. Your Job Description with associated duties will be attached to this Offer of Employment.
- c. You will be employed in this Department and/or Division.
- d. You shall start employment with the Company on the day that you report to work, which is currently contemplated to be on or about this date. Your employment shall continue for an unlimited period or until termination according to the terms of this contract.
- e. You will be subject to this Probation Period. During this period you will be required to attend the mandatory Company induction and Department trainings and successfully complete your Probationary Appraisal with your Department Manager. Your Employment Contract may be terminated by the Company without notice and without severance pay during the probation period. In addition to your rights in Article 121 of the UAE Labour Law, should you want to terminate your employment during this period, you must give a 30 calendar days notice period in writing.

At the conclusion of the period you will receive a formal notification in writing from the company that:

- your performance is acceptable to the Company and you have been admitted as a permanent Colleague of the Company; or
 - your performance is unacceptable and your services are terminated.
- f. You will be required to work an average of these days and hours per week exclusive of meal breaks. Your working hours will be agreed and compensated with you according to UAE Labour Law and the Company Working Hours Policy. During the Holy Month of Ramadan, these hours are reduced for all Colleagues, as notified by Human Resources.
 - g. You will be entitled to this amount of Public Holidays as notified by Human Resources in accordance with the UAE official decrees and Labour Law for the private sector. It may be necessary from time to time, to ask you to work on days off or Public Holidays in the interest of the Company's business needs. In such circumstances, you will be given a compensatory day off in lieu.
 - h. You will be entitled this amount of paid working days for Annual Leave upon completion of each year of service. Annual Leave starts accruing monthly upon commencement of employment, however, during the probation period you will not be entitled to take any accrued Annual Leave, unless under extraordinary circumstances, and with the prior approval of Human Resources. You may take Annual Leave before completion of each year as per accrual amounts and/or after completion of each year following but may not carry over more than 15 days into a further year without approval from your Department Manager and Human Resources due to business related reasons. Annual Leave must be scheduled and agreed upon with your Department Manager in order to fit the operational needs. Where agreement cannot be met, the Department Manager's decision will apply.

2. BASIC SALARY

- a. You will be paid this basic salary monthly in the sum of AED (United Arab Emirates Dirhams) into your bank account with a UAE-based bank. The pay period runs from the 1st to the end of each month with your salary being paid by the 7th day of the following month. You are required to provide Human Resources with your bank account details (official notification) into which your entitlements are to be paid. If you wish to change your above mentioned bank account and wish to get your salary transferred to another bank account, you are required to present a clearance certificate from your previous bank. Your basic salary will be reviewed annually and may be adjusted in line with your performance and the applicable Salary Review Policy.

3. MONTHLY ALLOWANCES

- a. You will be paid this benefit monthly with basic salary. This benefit may be used for any purpose you see fit such as recreation, mobile phone, personal transport, personal accessories, etc.
- b. You will be paid this monthly with basic salary only if your position requires on the job travel as defined in the applicable policy. Company provided transportation will be provided to and from Company provided accommodation and your Leisure Facility. If company transportation is not available an allowance will be paid until company transportation becomes available. If you live out of Company provided accommodation, you will not be entitled to transportation. If your position or role changes, this may be amended to reflect the job requirements.
- c. You will be paid this monthly with basic salary only if your position does not have access to a Leisure Facility cafeteria as defined in the applicable policy. You are entitled to duty meals in the Leisure Facility cafeteria and/or at Company accommodation. You may use restaurants on a discounted basis for food and beverage consumption subject to availability as per the applicable Use of Leisure Facilities Policy.
- d. You will be paid this monthly language allowance with basic salary only if your position and Leisure Facility requires certain fluent language skills as defined in the applicable policy. You will be assessed upon commencement to determine if you are eligible for this benefit.

4. HOUSING ALLOWANCE

- a. You will be eligible for Company accommodation according to your position as set out in the applicable Housing Policy. If Company accommodation is not available on the date of joining you will receive a Housing Allowance per month. When Company accommodation becomes available the Annual Housing Allowance may be adjusted down to reflect the value of Company accommodation if you choose to remain living out in external accommodation. If living out in external accommodation, the connection and consumption costs of all utilities and all other services will be under your account.

5. SOCIAL STATUS

You will be employed under the Company's employment and residence sponsorship. The Company will arrange and pay for all Employment Permits and Residence Permits, including their subsequent renewal. Prior to the date of joining, you may be required to provide Human Resources a certified true copy of all of your educational and professional qualifications in order to obtain a permit. The Company will pay for all attestation fees related to the authentication/verification process of these qualifications and/or documents.

- a. You will be provided with Single Status unless your position as per the applicable policy permits Eligible Dependents which states those family members accompanying you and noted as being under your sponsorship with a valid Residence Permit of the UAE. If there is any change in your social status during the course of your employment, you are required to inform Human Resources accordingly. In the event your spouse becomes employed by Farah Leisure Parks Management, LLC., you and your spouse will not receive dual compensation for certain allowances and/or benefits as per the applicable policy. The benefits for Eligible Dependents are subject to amendment at any time as the Company sees fit.
- b. You will be provided with this allowance only if your position is Family Status.

6. RELOCATION

- a. You will be provided with air transportation by the most direct route from the nearest international airport at your Declared Home Residence to Abu Dhabi if you are currently located outside of the UAE. Any related expenses including additional transportation and/or overnight accommodation during transit must be approved prior to travel by the Company.
- b. You will be provided with this class of travel.
- c. You will be provided with this relocation allowance or as per the designated airline carrier's baggage allowance included in your Class of Travel (Employment Schedule – 6b). If you are living in Company accommodation, it will be provided as fully furnished.

7. SICK LEAVE & INSURANCE

As per UAE Labour Law Article 83, upon completion of your Probation Period, if you contract a minor illness other than an employment injury, you will be entitled to Sick Leave each year not exceeding 90 days calculated as the first 15 days at full pay, the next 30 days at half pay and any further days unpaid. If you contract a major illness other than an employment injury, you will be entitled to Sick Leave each year not exceeding 6 months calculated as the first 2 months at full pay, the next 2 months at half pay and the following 2 months unpaid. Unused Sick Leave does not carry forward to future years of employment. All Sick Leave must adhere to the Company Sick Leave Policy. Employment injuries are paid in accordance with the UAE Labour Law.

- a. You will be provided medical treatment as per the Company's Health Insurance Provider; information booklets, terms and conditions will be provided to you upon commencement. Chronic or pre-existing conditions must be disclosed to the Company prior to the date of joining in order to be assessed for coverage on a case by case basis.
- b. You will be provided this amount in the event of death or disability according to the Company's Death & Disability Insurance Provider. You are requested to identify the name and address of your selected beneficiary upon commencement of your employment.

8. OTHER BENEFITS

- a. You will be provided a Home Leave Ticket this often in the Class of Travel to your Declared Home Residence as stated in (Employment Schedule - 6a, 6b) upon completion of 2 years of service. You may use your Home Leave Ticket early after completing 18 months of service and/or after completion of 2 years but may not carry it over into a further year without approval from your Department Manager and Human Resources due to business related reasons. Home Leave Ticket(s) cannot be transferred to another person or exchanged for cash payment but you may use the ticket to another destination up to the equivalent value.
- b. You will be provided with a uniform for duty and it will be cleaned free of charge. If you are working in a position that requires business attire (suit, jacket, shirt, tie, trousers, skirt or dress) rather than a uniform, it will also be cleaned free of charge. You will be required to adhere to the Company uniform and grooming applicable policies. If you live in Company provided accommodation, you will receive bed linen and towels and it will be cleaned free of charge. The Company will not be responsible for damaged or lost items.
- c. You will be eligible to earn a Monthly and Quarterly Incentive by participating in the Company Incentive Scheme aligned to your position as per the applicable Incentive Policy. This incentive is subject to the discretion of the Company's Executive Management Team and will be based upon your individual performance, Department performance and the Company's performance.
- d. You will be eligible to receive this End of Service Benefit as an expatriate Colleague. The minimum qualifying period of service is one year and the amount paid by the Company is as per Labour Law up to a maximum of 2 years pay. Your End of Service Benefit shall be forfeited for dismissal related to Article 120 of the UAE Labour Law or should you leave work without fulfilling the notice period (Employment Schedule - 9a) as per Article 139 of the UAE Labour Law. If you acquire UAE Citizenship during your service, you will receive the End of Service Benefit from your date of joining until the date of acquiring UAE Citizenship. You will be paid on the basis of final basic remuneration in accordance with the Company's current policies or the UAE Labour

Law in force at the time.

9. TERMINATION & REPATRIATION

- a. You shall give this notice period in writing, should you wish to terminate employment with the Company. If the Company terminates your employment after completion of your Probation Period, the Company shall provide you this notice period in writing; however, the Company will be able to terminate your employment immediately and without notice if you are in breach of any terms and conditions of this contract or are guilty of any gross misconduct, willful neglect, failure to comply with lawful and/or reasonable instructions from management or commit any cases of Article 120 of the UAE Labour Law. Both parties reserve the right to compensate each other in lieu of the notice period to which you are entitled under the terms of this contract.
- If you resign before completing 1 year of service from the date of joining, you will be responsible for the costs of your own repatriation. You will also be required to reimburse the Company any recruitment costs on a pro-rata basis including air transportation from Declared Home Residence (Employment Schedule – 6a), recruitment agency fees, medical and permit fees and any other associated recruitment costs.
 - If you resign after completing 1 year of service and before completing 3 years of service from the date of joining, you will be responsible for the costs of your own repatriation including relocation of your personal belongings/household effects.
 - If you resign after completing 3 years of service, the Company will provide you one-way air transportation from Abu Dhabi to your Declared Home Residence by the most direct route to the nearest international airport in your Class of Travel (Employment Schedule – 6a, 6b). In addition, you will be provided with the Relocation Allowance (Employment Schedule – 6c).

If you continue to work in the UAE after termination of your contract, you will not be entitled to any repatriation benefit. Repatriation benefits cannot be exchanged for cash payment.

If the Company terminates your employment for any reason other than Article 120 of the UAE Labour Law, the Company will provide you one-way air transportation from Abu Dhabi to your Declared Home Residence by the most direct route to the nearest international airport in your Class of Travel (Employment Schedule – 6a, 6b) and relocate your personal belongings/household effects as per the above paragraph.

After your last working day, you will need to do a clearance procedure including permit cancellation, bank clearance, exit interview and returning all Company property in your possession. Upon termination, your final payment will include all outstanding amounts of basic salary, allowances and other benefits up to your last working day or notice period day if being paid in lieu of notice less any deductions. Deductions may include Company property not returned, overpayments including any type of leave days or Home Leave Ticket (Employment Schedule – 8a) used in advance that you had not yet accrued.

RELEASE OF EMPLOYMENT

If you are hired locally in the UAE and your sponsorship from another employer in the UAE or a family visa was transferred to Farah Leisure Parks Management, LLC, then you shall be entitled to a release at any time. If you were hired overseas or from a visit visa in the UAE, then you shall be entitled to a release after 2 years of continuous service. For both situations, you shall be released as long as you are not terminated for gross misconduct or any other reason stated in Article 120 of the UAE Labour Law.

Although you will be hired on Company sponsorship, please note that the UAE may ban or prevent you from working in the country for up to 1 year depending on the applicable local law at the time of your termination.

CONFLICT OF INTEREST

An Employment Permit and Residence Permit shall be issued to you by the UAE Ministry of Interior, Director of Naturalization & Residence and Ministry of Labour under the sponsorship of Farah Leisure Parks Management, LLC. You may not work in a paid or unpaid capacity for another employer that is considered a conflict of interest without prior written approval from the Company.

CONFIDENTIALTY

You are required to keep all information, whether oral or written, of a technical, operational, administrative, economic, planning, business, financial or security related to which you are allowed access in the course of your employment strictly confidential and not, whether before or after the termination of your employment with Farah Leisure Parks Management, LLC. to use, divulge or communicate any such information to any person or persons within or outside the Company. In addition, by signing this contract, you agree to comply with the Company Code of Business Conduct Policy.

CONTRACT OF EMPLOYMENT

This offer of employment sets out the job assignment, salary, benefits and general conditions of employment with the Company. The formal contract of employment between you and the Company shall consist of the Employment Offer, Job Description and Employment Schedule attachments. This contract and your appointment is subject to you providing any required educational and professional qualifications, passing a medical examination in Abu Dhabi, successful security and reference checks, and Employment and Residence Permit approval by the Abu Dhabi Ministry of Labour & Immigration Departments.

Your employment contract is ministered by UAE Labour Law, Federal Law No. (8) of 1980 as amended in 2007 and subject to Farah Leisure Parks Management, LLC. processes, policies and procedures, which may be amended from time to time at the Company's sole discretion and without notice. We reserve the right to make reasonable changes to any terms of this contract and in so doing; you will be notified in writing of any change as soon as possible. If there is any discrepancy between this contract and the UAE Labour Law or applicable personnel policy, the Company will provide for the more favorable outcome to you, the Colleague.

This Employment Offer supersedes all written and/or verbal previous offers and is valid for 14 days from the above date and may be withdrawn if you do not respond by providing the following documents:

- Employment Application
- Social Declaration Form
- Passport Copy (in color)
- 1 Soft Copy & 24 Hard Copy Passport Photos (on white background)
- For Current UAE Residence Permit Holders: No Objection Certificate (NOC) Original in Arabic, Power of Attorney for NOC Signatory Copy, Commercial/Trade License Copy, Permit Cancellation Copy (in color)
- Signed Original Employment Offer & Employment Schedule (retain one original set for your reference)

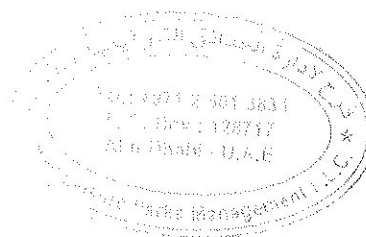
Please signify your acceptance by signing and returning to us the above documents as confirmation of having accepted the terms and conditions of this offer. We will apply for your UAE Employment Permit once all of the above applicable documents have been received. On average, it will take 4-6 weeks to receive an approved UAE Employment Permit, at which time you will be able to start employment with the Company; we will then liaise with you regarding your relocation details.

We hope that you find the above offer acceptable and we look forward to you joining us for a long, fun and enjoyable career with Farah Leisure Parks Management, LLC.

Sincerely,

Lori Caligiuri
Director of Human Resources

Enclosure: Employment Schedule, Job Description



I have read, understand and agree to and accept the terms and conditions of employment in this Employment Offer in conjunction with the Employment Schedule from Farah Leisure Parks Management, LLC. by initialing each page and signing below.

Colleague Signature: _____

Date: _____