

PARK HYATT ABU DHABI™

HOTEL AND VILLAS

بارك حياة أبو ظبي Park Hyatt Abu Dhabi
شركة أبو ظبي الوطنية للفنادق c/o Abu Dhabi National Hotels
ص.ب. ٤٦٨٠٦ PO Box 46806
أبو ظبي، الإمارات العربية المتحدة Abu Dhabi, United Arab Emirates

July 03, 2011

PRIVATE & CONFIDENTIAL

Dear

Abu Dhabi National Hotels (ADNH), the owning company of the Park Hyatt Abu Dhabi Hotel and Villas, has entered into a Management Agreement with Hyatt International South West Asia Ltd for the management of Park Hyatt Abu Dhabi Hotel and Villas.

On behalf of Abu Dhabi National Hotels Company, the owner of Park Hyatt Abu Dhabi Hotel & Villas, (referred to herein as the "Employer"), I have the pleasure in confirming your appointment as Door Attendant for the Park Hyatt Abu Dhabi Hotel and Villas, with effect from August 29, 2011. This joining date is subject to change based on the opening of the property.

This offer of employment is contingent on a visa being issued in compliance with the legal requirements for the employment of foreign nationals in the United Arab Emirates and is subject to the following terms and conditions:

1. Job Assignment

In this position, you will report to the Front Office Manager, and will be working in our Rooms Division at Park Hyatt Abu Dhabi Hotel and Villas.

Your working hours will be 48 (forty-eight) hours per week, with an alternative weekend every second week (6 working days during the first week and 5 working days during the following one). You will appreciate that the responsibilities of your position may require, from time to time, additional levels of commitment.

2. Compensation

You will be paid a monthly salary of AED1,600/- net (approximately US\$5,231/- net per year at the prevailing rate of exchange of US\$1: AED 3.67), on living in basis, and payable monthly in arrears in UAE Dirham's.

Your salary will be reviewed in January 01, 2013 and thereafter on an annual basis in line with the hotel's Salary Review Policy. You shall be responsible for any potential tax

declaration that may be required in your country of origin, and of any income tax or other taxes resulting from it.

3. Visa Processing

Processing of your employment visa will be advised in due course.

4. Maintenance & Benefits

Entitlement to maintenance and benefits is generally covered in the Hotel's policy manual. Your position is designated as Operations Support (Code 1.0).

5. Arabic Allowance

An amount of AED 325 will be given as an Arabic allowance to all employees that can speak, read & write Arabic fluently. This only applies to employees on Code 1 to 3 level, and is payable whilst on duty. Should you be sick, absent or on vacation, then the allowance does not apply. To qualify for this allowance, a test will be arranged by the Human Resources department to verify your ability to communicate, read and write in the language.

6. Relocation

The hotel will be responsible for your excursion from Kiev, Ukraine to Abu Dhabi, United Arab Emirates. Please note that the reasonable expenses incurred as a result of your pending relocation, such as visas, medicals, etc., will be reimbursed on production of the relevant receipts.

7. Probationary Period

The first 6 months will be considered as your probationary period, during which time your employment can be terminated in writing by either party without justification and without notice period.

8. Accommodation

You will be entitled to suitable furnished accommodation as per the hotel policy with the hotel bearing the costs of the rent and utilities. Apart from utilities i.e. electricity and water, all other household costs will be at your expense. Please note that you will be responsible for the cost of cable television and telephone, and that no renovation to this accommodation, or any changes to the furniture should be made without our prior written permission. The accommodation must be vacated and returned to the hotel on completion of the assignment or latest by end of your notice period.

9. Meals

All employee meals are provided for in the Employee Restaurant, which has a varied range of menus catering for all ethnic diets of our European, Arabic and Asian employees.

10. Medical Coverage and Insurance

You will be enrolled in our local private Medical Insurance Program. The employer will pay for the premiums/contributions for these plans.

We also offer workmen's compensation insurance, which covers any injury sustained by the employee during his/her conduct of his/her normal duties of employment hereunder in accordance with the provisions for compensation as are contained in the UAE Federal Labour Law No. 8 of 1980.

11. Uniforms

Uniforms are provided and laundered free of charge.

12. Annual Vacation and Public Holidays

In accordance with the Labor Law, you will be entitled to receive 30-calendar days paid vacation for every twelve months of continuous service. Public holidays will be taken in accordance with hotel policy, and must not be accumulated as part of your annual vacation. Please note that the Director of Room's approval must be obtained prior to your proceeding on vacation.

13. Home Leave

Following twenty four (24) months of service, you will be entitled to a home leave benefit, which consists of an excursion fare round trip airfare from Abu Dhabi, United Arab Emirates to Kiev, Ukraine or to an alternative geographic location of the same cost equivalent.

14. Proprietary Materials

All training manuals, operations manuals, business data, business plans, financial projections and results, sales and marketing information, marketing strategies, customer information, computer programmes and other business, commercial or technical information or data concerning the business prospects, strategies, business objectives, business transactions, financial arrangements, operations, systems and organisation, methods, standards, specifications, concepts, ideas, plans, projects, programmes, procedures and know-how of Hyatt Hotels Corporation, its affiliates or any Hyatt Hotel made available to you during the course of your employment, in any tangible medium of expression, including any discoveries, inventions or derivative works of the same that you create or conceptualise during the course of your employment (collectively referred to herein as the "Confidential Information"), are the sole and exclusive property of Hyatt Hotels Corporation, its affiliates or that particular Hyatt Hotel.

The Confidential information made available to you during the course of your employment may include valuable trade secrets belonging to Hyatt Hotels Corporation, its affiliates or any Hyatt Hotel. You must hold all Confidential Information in the strictest confidence, and not share or disclose it to any third parties or use it except in the routine course of the performance of your duties at the hotel. You must return all Confidential Information, including any copies, summaries or compilations of any Confidential Information, to an authorised representative of South West Asia Ltd. upon the termination of your employment.

Any violation of these obligations will subject you to appropriate disciplinary action, which may include immediate suspension or termination and the forfeiture of incentive-type compensation as a result of such suspension or termination. Your obligations under this paragraph will continue in effect beyond the termination of your employment.

15. Exclusivity Clause

During your employment with the hotel, you cannot undertake any employment with any other company or organization in the United Arab Emirates without prior approval.

16. Termination of Employment

It is anticipated that your assignment will be for a minimum period of 2 years unless re-assigned earlier by the company. This agreement can be terminated by either party,

providing a written **one (1)** month notice period. The company reserves the right to move you to another suitable international assignment and to pay outstanding salary in lieu of notice. Should you terminate your employment during the initial two years, you will be responsible for a proportional amount of your inward bound relocation expenses together with any repatriation expenses (please refer to your Benefits Code for more details). The company also reserves the right to move you to another suitable international assignment

17. Severability

If any term or provision of this offer of employment will to any extent be held invalid or unenforceable, the remaining terms and provisions of this offer of employment will not be affected, but each term and provision of this offer of employment will be valid and be enforced to the fullest extent permitted by law.

18. Conflict in Terms

If, in accordance with applicable law or local custom and practice, you are required to execute a separate contract of employment with the Employer and any terms of that contract conflict with the terms of this letter of appointment, the terms of the contract of employment will be deemed to prevail with respect to such conflict.

19. Information Privacy

You acknowledge that you have read the Global Privacy Policy for Employees (the "Policy"). You consent to the processing of personal information relating to you in accordance with the Policy. In particular, you consent to:

- a. the processing of sensitive information about you to the limited extent, and for the purposes, described in the Policy; and
- b. the transfer worldwide (including to countries which may not offer the same level of information protection) of personal information held about you) by Hyatt, Hyatt's ultimate parent company, or any of their affiliates to other employees and departments, offices and hotels of Hyatt's worldwide organisation and to third parties (described in the Policy) where disclosure to such third parties is required in the normal course of business or by law.

The references to information "relating to you" or "about you" include references to information about third parties such as your spouse and children (if any) which you provide on their behalf. The reference to "sensitive information" is to the various categories of sensitive personal information identified by applicable privacy legislation as requiring special treatment, including in some circumstances the need to obtain explicit consent. These categories comprise personal information about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

You will treat any personal information to which you have access in the course of your employment in accordance with the Policy, the Global Privacy Policy for Guests and all other applicable policies and procedures that are promulgated from time to time by Hyatt, its ultimate parent company and their affiliates. In particular, you will not use any such personal information other than in connection with and to the extent necessary for the purposes of your employment.

20. Employee Monitoring/Consent

In some circumstances, communications (including emails, voicemail, telephone calls, including those made on any mobile phones provided to you, and Internet usage records) may be monitored in accordance with Hyatt's Policy for the Use of Information Technology Resources.

Also, paper correspondence such as envelopes or packages may be monitored, recorded or inspected (as appropriate) using monitoring devices or other technical or physical means. Such monitoring may take place only where necessary and proportionate for purposes permitted by law from time to time, including without limitation: establishing the existence of facts (e.g. recording evidence of business transactions); ascertaining compliance with regulatory or self-regulatory practices or procedures which relate to Hotel business; ascertaining or demonstrating standards which are achieved or ought to be achieved by persons using Hotel systems; preventing or detecting crime or violations of company policy; investigating or detecting unauthorized use of Hotel telecommunications systems and other materials (e.g. monitoring to ensure compliance with applicable policies and procedures including the Use of Information Technology Resources Policy and evaluate the quality of customer service); ensuring the effective operation of Hotel telecommunications (including telephones, email and internet) systems; or monitoring the level of guest customer service, together with any other purposes for which the Employer or Hyatt has obtained the consent of the employee.

Where appropriate, emails and paper correspondence may be checked (e.g. in an individual's absence) to ensure that the Hotel responds promptly to its guests and other contacts. Authorised persons may, for the foregoing purposes, access your desk or workspace files, stored electronic mail, voicemail messages, Internet usage messages, telephone records, word processing files and other electronic or paper-based information files.

Many people may have access to Hotel systems and when using Hotel systems for personal use you should take care not to communicate or disclose sensitive or other personal information relating to you, your family, friends, colleagues or third parties where the communication or disclosure of the information might cause damage or distress to the individual concerned. There are Closed Circuit Television (CCTV) cameras in operation within and around the Hotel and other premises, which are used for the following purposes: prevent and detect crime; protect the health and safety of guests and staff; manage and protect Hotel property and the property of Hotel guests and other visitors; and monitor guest interactions.

We use "secret shopper" programs to monitor the quality of customer service.

With respect to information gathered as a result of employee monitoring, you acknowledge that Employer and/or Hyatt may obtain access to the contents of communications which could include some information about the racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life, or criminal record of yourself or third parties referred to in those communications.

Information gathered as part of the monitoring process will be kept in accordance with the Policy and may be transferred internationally (including countries which may not offer the same level of information protection) throughout the worldwide offices and hotels of Hyatt, its ultimate parent companies and any of its affiliates.

21. Acceptance

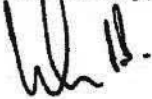
Please note this offer is in accordance with the policies and procedures outlined in the hotel's policy manual and the United Arab Emirates legislation, which shall govern in the event of any dispute.

If the foregoing concurs with your understanding of the terms and conditions of employment, please sign and return a copy of this letter at your earliest convenience.

Alexander, I trust that this covers all the pertinent details of your employment. Should you have any further questions, please let me know.

In the meantime, may I take this opportunity to congratulate you on your appointment, and to wish you every success in your challenging new assignment in Abu Dhabi. I look forward to working with you.

Yours sincerely,



Stuart Deeson
General Manager

CC: Mr. Bobby Bang - Director of Human Resources
Mr. Michael Veithen - Director of Rooms

I have read and fully understand the terms and conditions of my employment as Door Attendant at Park Hyatt Abu Dhabi Hotel and Villas.

Acceptance: _____

Date: _____

Information Needed for Residency and Work Permit

In order to apply for your residency visa and work permit, we will need the following documentation:

1. Duly completed ADN Application Form (attached)
2. One set of the signed Letter of Appointment
3. Duly completed Employee Profile (attached)
4. Pertinent pages of your passport, including date of issue and validity.
5. Copy of Emirates ID card (if currently employed in UAE)
6. Copy of educational certificates
7. 8 pcs. passport size color-photographs