



# FARHAN GOHAR

SCE APPROVED ENVIRONMENTAL  
SPECIALIST

📍 NEOM, KSA, TABUK, 43350, Saudi Arabia

📞 +966-582169592, +92-03335973280

✉️ Fari87farhan@yahoo.com

## ABOUT ME

**Environmental & Waste Management Professional** with over **10 years of experience** in **waste collection operations, environmental compliance, sustainability, and resource optimization**. Passionate about contributing to a **multinational organization**, leveraging **technical expertise** to drive operational efficiency and achieve shared objectives. Eager to enhance skills, gain valuable knowledge, and grow within a **challenging and dynamic work environment** while making a meaningful impact in the field of environmental management

## LANGUAGES

ENGLISH

URDU

HINDI

## COURSES

**ENVIRONMENTAL AND SOCIAL FRAMEWORK - ESF FUNDAMENTALS (THE WORLD BANK)**  
**THE WORLD BANK**

MAR 2024

**OSHA 30 HOURS**

**ISO 14001(EMS)**

**FIRE WARDEN (NEOM)**  
**NEOM**

MAR 2024

## WORK EXPERIENCE

### MBL

Project -The LINE,  
NEOM KSA  
Mar 2024 - Present

### Environmental Officer

- Monitor and ensure compliance with environmental laws, regulations, and permits relevant to the organization's operations.
- Conduct environmental monitoring activities, such as air and water quality testing, to assess environmental performance and identify potential risks.
- Conduct **environmental compliance audits**, ensuring adherence to NEOM regulations.
- Lead **end-of-day debriefings**, addressing service, safety, and equipment concerns.
- Implement **corrective actions** for incidents and environmental non-conformances.
- Waste Management: Develop and implement waste management plans and procedures to minimize waste generation, promote recycling and reuse, and ensure proper disposal of hazardous materials. Monitor waste streams, conduct waste audits, and analyze data to identify opportunities for waste reduction and cost savings.
- Environmental Monitoring and Reporting: Conduct environmental monitoring activities, such as air and water quality testing, to assess environmental performance and identify potential risks.
- Prepare environmental reports, including emissions inventories, waste generation reports, and environmental performance indicators, for internal and external stakeholders.
- Environmental Training and Awareness: Provide training and education to employees on environmental policies, procedures, and best practices. Raise awareness among staff about their roles and responsibilities in environmental management and waste reduction.
- Stakeholder Engagement: Engage with internal and external stakeholders, including regulators, customers, suppliers, and community members, to address environmental concerns and build positive relationships. Collaborate with stakeholders to develop and implement sustainability initiatives and environmental improvement projects.

**FIRST AID AND CPR  
(SAUDI MEDICAL  
COUNCIL)  
SAUDI MEDICAL COUNCIL  
MAR 2024**

**WATER QUALITY  
MONITORING IN RIVERS  
AND LAKES  
(UNEP&GEMS)  
UNEP&GEMS  
MAR 2024**

**COVID-19: OPERATIONAL  
PLANNING GUIDELINES  
AND COVID-19 PARTNERS  
PLATFORM TO SUPPORT  
COUNTRY  
PREPAREDNESS AND  
RESPONSE**

**METHODS FOR  
MONITORING AND  
EVALUATION (PLANNING  
COMMISSION OF  
PAKISTAN)  
PLANNING COMMISSION  
OF PAKISTAN  
MAR 2024**

**SOLID WASTE  
MANAGEMENT (THE  
URBAN UNIT)  
THE URBAN UNIT  
MAR 2024**

**SOLID WASTE  
MANAGEMENT  
(FACILITATED) THE  
WORLD BANK  
THE WORLD BANK  
MAR 2024**

**HSE MANAGEMENT  
SYSTEM ON PROJECTS  
(EDCONS INSTITUTE OF  
TECHNOLOGY)  
EDCONS INSTITUTE OF  
TECHNOLOGY  
MAR 2024**

**ENVIRONMENTAL RISK  
ASSESSMENT**

**ENVIRONMENTAL IMPACT  
ASSESSMENT**

**KELLER ARABIA**  
Project -The LINE,  
NEOM KSA  
Dec 2021 - Dec 2023

**CERCON GENERAL  
CONSTRUCTION CO**  
Oct 2020 - Nov 2021

- Continuous Improvement: Implement a continuous improvement process to enhance environmental performance and achieve sustainability goals. Monitor key performance indicator (KPIs) related to environmental performance and identify opportunities for improvement through data analysis and benchmarking.
- Environmental Projects and Initiatives: Lead or participate in environmental projects and initiatives, such as pollution prevention programs, energy efficiency projects, and green building initiatives. Collaborate with cross-functional teams to integrate environmental considerations into business operations and decision-making processes.
- Emergency Response and Crisis Management: Develop and implement emergency response plans and procedures to address environmental incidents and spills. Coordinate with emergency responders and regulatory agencies to mitigate environmental impacts and ensure timely and effective response to emergencies

#### **Environmental Health and Safety Supervisor**

- Ensure that the Corporate Environmental and Sustainability Management Plan (CESMP) is followed, and make sure that all employees are aware of any changes or regulations related to the environment.
- Conduct environmental impact assessments for construction projects.
- Develop and implement environmental management plans to mitigate environmental impacts.
- Collaborate with NEOM and regulatory agencies on environmental matters.
- Promote sustainability initiatives to reduce environmental impact. Investigate site issues, accidents, incidents, and non-conformances, including production of accident & incident reports and root cause analysis.
- Facilitate the delivery of corrective and preventive actions for significant issues in conjunction with the relevant teams / managers.
- Conducted environmental compliance audits and inspections, identifying potential non-compliance issues and implementing corrective measures.
- Collaborated with regulatory agencies and stakeholders to address environmental compliance requirements and maintain positive relationships.
- Developed and delivered environmental training programs for employees, enhancing their understanding of environmental compliance obligations and waste management best practices.
- Conduct and lead project meetings as required on EHS related issues. Assist in developing EHS plans that comply with Company EHS Policy, EHS Manual, Procedures, Operational Controls as well as client Customer's EHS requirements.
- Conduct Toolbox Talks/Meetings, EHS Orientation, Induction Trainings.

#### **Environmental Specialist**

- Prepared and implemented the Construction Environmental Management Plan (CEMP), Emergency Spill Response, and Environmental Awareness Training on-site.
- Developed and maintained environmental management systems ensuring compliance with local and international environmental regulations.

## ENVIRONMENTAL MONITORING

### ACTIVE SCORE

OCT 2024 - JAN 2025

## PERSONAL DETAILS

#### Date of birth

04 May 1987

#### Nationality

Pakistani

#### Visa status

Transferable

#### Marital status

Married  
Driving License  
Yes

### CHINA RAILWAY CONSTRUCTION COMPANY

• Project Name - Spark Project, Abqaiq, KSA  
Oct 2019 - Sep 2020

### QINGDAO CONSTRUCTION ENGINEERING GROUP CO

Afghanistan  
Aug 2018 - Jun 2019

- Facilitated environmental awareness training sessions for site personnel, promoting sustainable practices and compliance with ISO 14001.
- Attended weekly and monthly meetings with clients, consultants, and contractors, presenting updates on environmental progress and site issues.
- Conducted site inspections to assess dust and odor migration, ensuring remediation measures were implemented by responsible parties.
- Oversaw waste management and pollution control activities, ensuring proper waste segregation, disposal, and adherence to local and international regulations.
- Ensured environmental records were generated and maintained, supporting internal audits and compliance documentation.
- Assisted in stakeholder engagement activities, addressing environmental concerns, and collaborating with regulatory bodies.
- Monitored and reported on ambient air quality parameters (NOx, SOx, CO, PM10, and PM2.5).
- Administered site audits to ensure contractors complied with the CEMP and environmental policies.
- Implemented erosion and sediment control measures to minimize soil displacement and water contamination during construction activities.

### Environmental Supervisor

- Ensure compliance with local, state, and federal environmental regulations and standards.
- Prepare, review, and submit environmental reports to regulatory agencies as required.
- Conduct regular environmental audits and inspections to assess compliance and identify areas for improvement.
- **Environmental Assessments:** Conduct environmental impact assessments for new projects and monitor ongoing environmental impacts.
- **Environmental Training:** Provide training to employees and contractors on environmental procedures, safety measures, and best practices. Ensured compliance with all environmental, health & safety regulations. **Permit Management:** Manage environmental permits, licenses, and documentation required for operations and projects.
- **Emergency Response:** Develop and implement emergency response plans for environmental incidents. Coordinate responses and containment efforts during emergencies.
- **Stakeholder Engagement:** Communicate with government agencies, community members, and environmental organizations. Address concerns and provide information on environmental matters.
- **Energy and Resource Efficiency:** Identify opportunities to increase energy efficiency, reduce resource consumption, and minimize waste generation

### Environmental, Health, and Social Management Officer

- Development of Construction Environmental Management Plan.
- Planning and Implementation of Environmental Management System on project site.

**RAWALPINDI  
WASTE  
MANAGEMENT  
COMPANY (RWMC)**

Rawalpindi  
Jul 2015 - Jun 2018

- Ensuring regular site inspections and environmental sampling and analysis is carried out.
- Preparation of environmental reports and tracking department performance against environmental key performances indicators and targets.
- Incident reporting, investigation, and waste minimization in the camp site.
- Develop effective relationships with co-workers and supervisors by helping others accomplish tasks and using collaboration and conflict resolution skills.
- Identify and build relationships with relevant stakeholders within the local community.
- Act as a liaison between all posted officers, spouses and dependents, post administration and stakeholder organizations as required.

**Operations Manager/ Monitoring Waste Management**

- Overseeing and leading a team of waste management professionals.
- Led **daily operations for waste collection**, coordinating personnel, vehicles, and equipment.
- Optimized **waste collection routes**, increasing efficiency and reducing operational costs.
- **Team Leadership:** Overseeing and leading a team of waste management professionals.
- Compliance and Regulation: Ensuring that waste management activities adhere to all relevant environmental laws and regulations.
- Keeping up to date with changes in waste management regulations and implementing necessary changes in operations.
- Waste Collection and Disposal: Managing waste collection, transportation, and disposal operations efficiently.
- Recycling and Waste Reduction: Developing and implementing waste reduction and recycling programs.
- Stakeholder Collaboration: Collaborating with regulatory agencies, local communities, and other stakeholders Maintain and update safety records, incident reports, and safety training documentation.
- Environmental Compliance: Ensure compliance with environmental regulations and standards in waste management activities.
- Monitored **service performance**, ensuring timely waste disposal and environmental compliance.
- Recycling and Waste Reduction: Developing and implementing waste reduction and recycling programs.
- Promoting environmentally friendly practices and waste minimization. Stakeholder Collaboration: Collaborating with regulatory agencies, local communities, and other stakeholders.
- Monitor and report on environmental impact, waste disposal, and resource utilization.
- Training and Education: Organize and conduct safety training sessions for employees to promote awareness and compliance

**IUCN**

Islamabad  
Dec 2013 - May 2015

**Environmental Consultant**

- Implementation of EIA and SEA In public Policies and Projects in collaboration with Pak EPA, P&D, Climate Change Division and Netherland Commission for Environmental Assessment.
- Provide technical support in writing sectoral EIA guidance for coal fired power plants. Ø Work as a facilitator in organizing EIA Mapping Workshop in different Provinces.
- Provide supportive support in organizing first International South Asian Environmental Conference in Islamabad.
- Assist in the preparation of reports.
- Assist in coordinating meetings of the Project Board, including preparation of agenda, invitations, and drafting minutes of the meetings.
- Assist in organization of project workshops and seminars, including preparation of proceedings and short reports.
- Work with provincial EPAs for the improvement of EIA laws and regulation in public policies and programs.
- Any other task assigned by the project/ component manager.

**EDUCATION****QUAID I AZAM  
UNIVERSITY**

Islamabad  
2013

**Master's Degree**

Master's in Environmental science

**PUNJAB  
UNIVERSITY**

Islamabad  
2011

**Bachelor**

Chemistry, Zoology, Geography

## SKILLS

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ENVIRONMENTAL COMPLIANCE



ENVIRONMENTAL MONITORING



PROJECT MANAGMENT



STAKEHOLDER & CLIENT RELATIONS



WASTE COLLECTION & OUTDOOR CLEANING SERVICES



REGULATORY REPORTING & DOCUMENTATION



DATA ANALYSIS & PERFORMANCE MONITORING



WASTE MANAGEMENT



OPERATIONAL MANAGMENT



REPORT WRITING



MULTITASKING



TEAM LEADERSHIP & TRAINING



EMERGENCY RESPONSE & RISK ASSESSMENT



رجسٹریشن نمبر  
Registration Number  
2010-3-38273

# University of the Punjab



جامعہ پنجاب

رول نمبر  
Roll Number  
002189

This university hereby confers upon

**Farhan Sohar**

son of **Sohar Rehman**  
of the **Attock District**

the degree of

**Bachelor of Science**

together with all the rights, privileges and  
honours belonging to this degree.

Session 2008-2010

Marks Obtained 385/800

Division Second

Passing Year 2011

BS 244524

Lahore: Pakistan

25 JUL 2012

Chancellor

چانسلر

Controller of Examinations

کنٹرولر امتحانات

یہ جامعہ  
فرحان گوہر  
بن گوہر رحمان  
از ضلع اٹک

بی۔ ایس سی

کی سند عطا کرتی ہے مع تمام حقوق، امتیازات  
اور اعزازات جو اس سند کے ساتھ وابستہ ہیں۔

دورانیہ ۲۰۰۸-۲۰۱۰ء

حاصل کردہ نمبر ۳۸۵/۸۰۰

درجہ دوم

سال کامیابی ۲۰۱۱ء

لاہور، پاکستان

097766 311 e



QUAID-I-AZAM UNIVERSITY  
ISLAMABAD

**TRANSCRIPT**



Dated: 09-SEP-2013

Serial No. **9709**

Name: FARHAN GOHAR  
Registration Number: 01311113001  
Degree Awarded: M.Sc.  
Admitted in: Fall 2011

Father's Name: GOHAR REHMAN  
Department/Institute: Environmental Sciences  
Subject: Environmental Sciences  
Degree requirements completed in: June , 2013

Semester	Course No	Course Title	Credit	Marks		Grade	Remarks
				Obtained	Maximum		
First	ENV-3301	Fundamentals of Environment Biology	3	105	150	B	Promoted
	ENV-3302	Fundamentals of Environment Chemistry	3	88	150	C	
	ENV-3303	Fundamentals of Environment Microbiology	3	109	150	B	
	ENV-3304	Fundamentals of Environmental Biotechnology	3	102	150	B	
	ENV-3318	Lab 1	4	150	200	B	
Second	ENV-3305	Environmental Economics	2	68	100	B	Promoted
	ENV-3306	Environmental Policies and Laws	2	86	100	A	
	ENV-3307	Biological Diversity and Conservation	3	93	150	B	
	ENV-3308	Natural Resource Management	2	79	100	B	
	ENV-3309	Geographic Information System and Remote Sensing	3	84	150	C	
	ENV-3310	Environmental Toxicology	3	87	150	C	
Third	ENV-3319	Lab 2	1	37	50	B	Promoted
	ENV-3311	Waste Management	3	124	150	A	
	ENV-3312	Air and Noise Pollution	3	108	150	B	
	ENV-3313	Limnology	3	128	150	A	
	ENV-3314	Environmental Statistics and Computation	3	111	150	B	
	ENV-3320	Lab 3	1	41	50	A	
Fourth	ENV-4406	Analytical Techniques and Research Method in	3	106	150	B	Passed
	ENV-431	Soil Microbiology	3	90	150	B	
	ENV-467	Wild Life Management and Conservation	3	123	150	A	
	ENV-3315	Environmental Impact Assessment	2	69	100	B	
	ENV-3316	Environmental Monitoring	2	79	100	B	
	ENV-3317	Environmental Management Systems	2	72	100	B	
	ENV-3321	Lab 4	1	35	50	B	
ENV-4415	Introduction to Plasma Chemistry	3	108	150	B		
Total			64	2282	3200		

Cumulative Percentage: 71.3  
Cumulative Grade: B  
Result Declared on: 2013-08-05

*Jasrah Naz*  
Assistant Controller  
for Controller of Examinations



Legend Overleaf



**Note:** This transcript is being issued with errors & omissions accepted.

**LEGEND:**

- Grade 'A' (80% or above Marks)
- Grade 'B' (60% to 79.9% Marks)
- Grade 'C' (50% to 59.9% Marks)
- Grade 'F' (Below 50% Marks = Fail)
- IP = in progress

**Note:**

- Credits and marks of the course(s) in which a student failed are not counted towards the aggregate.
- Fractional part of the marks awarded is rounded off.
- A course of one credit represents one hour of lecture or three hours of laboratory work per week.
- The Academic Year is comprised of two semesters i.e. Spring and Fall. Semester duration is of minimum 16-weeks of teaching.
- Each increase of 1.5% in marks obtained will raise the GPA to point one (0.1)
- CGPA = sum of four semesters ÷ 4



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Checked by Akbar Saeed  
Assistant Director (Cons-III)

10 DEC 2024

No. 20074

Registration No. 0151115001

# Quaid-i-Azam University



Session 2011-2015

This is to certify that

Farhan Zahar QO Zahar Rahman  
 of the Department of Environmental Science  
 has obtained the Degree of  
Master of Science in this University at  
Environmental Science the Examination held in March 2015

[Signature]  
 Controller of Examinations  
 Islamabad 01-1-2017



[Signature]  
 Vice-Chancellor

26897

*referred.*

Rs. 800



HIGHER EDUCATION  
COMMISSION OF  
PAKISTAN

**1354497**

**09 MAR 2017**

**ATTESTED**

**Saif Iqbal**  
Attestation Officer

Higher Education Commission  
Government of Pakistan  
Islamabad

Membership no.: 1118626

عضوية رقم: 1118626

تسجيل عضوية  
Membership  
Certificate

In accordance with the Regulations of Saudi Council of Engineers by Royal Decree M/36 Date 26/9/1423 H the details below has been Registered

بناءً على نظام الهيئة السعودية للمهندسين الصادر بالمرسوم الملكي رقم م/٣٦ وتاريخ ٢٦/٩/١٤٢٣ هـ فقد تم تسجيل الموضح بياناته أدناه:

**FARHAN GOHAR GOHAR UR REHMAN**

**فرحان غوار رو ريمان**

Membership Category: Specialist

فئة العضوية: أخصائي

Specialization: Environmental science

التخصص: العلوم البيئية

Membership Start Date: 2/10/2025

تاريخ بداية العضوية: 2/10/2025

This Certification is valid until: 10 February 2026

هذه الشهادة صالحة إلى تاريخ: 23 شعبان 1447



الأمين العام Secretary General

م. عبدالمحسن بن ضاوي المجنوني

**ROBERE & ASSOCIATES (THAILAND)**

*Certificate of Achievement*

This is to certify that

**Farhan Gohar**

Has successfully passed all the course assessment requirements

**EMS ISO14001:2015 Lead Auditor**

**Training Course**

**Course ID:18097 Certified by CQI-IRCA**

Held in Saudi Arabia

Presented by

**United Veritas Certification (UVCERT)**

In association with

**Robere & Associates (Thailand) Ltd.**

**(Approved Training Partner No:01180438)**



This course is certified by the CQI-IRCA and satisfies part of the formal training requirement for individuals seeking registration under the IRCA Auditor Registration Scheme. Certificates of successful completion are valid for five years from the last day of the course.

Certificate No.0716

ULN: 538862



Signed:

Paul J. Robere, Ph.D.  
President  
ISO Principal Auditor Number AD13992



Date: 15<sup>th</sup> - 20<sup>th</sup> January 2024



# CERTIFICATE OF COMPLETION

This certificate is proudly presented to

# Farhan Gohar

for successfully completing the course

LEVEL 1

# CSR D FUNDAMENTALS

4 Jan 2025

DATE



6778f7f86fb90382430678a9

CERTIFICATE ID





THE OPEN LEARNING CAMPUS

## CERTIFICATE

Awarded to

*farhan gohar*

---

*for having successfully completed the course  
"Solid Waste Management (Facilitated)"*

*14 October 2019 - 25 November 2019*

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A handwritten signature in blue ink, appearing to read "S. Diankov".

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SIMEON DIANKOV, DIRECTOR  
DEVELOPMENT ECONOMICS  
WORLD BANK GROUP





## CERTIFICATE OF COMPLETION

This is to certify that

Farhan Gohar

has successfully completed

**Water Quality Monitoring in Rivers and Lakes**

July 11th, 2023

An online training course of the Global Environment Monitoring System for Freshwater (GEMS/Water) Programme developed in collaboration with the GEMS/Water Capacity Development Centre in University College Cork, Ireland.

# Certificate of Completion

Is Awarded To

**Farhan Gohar**

Certificate Number: 32-98775262

For The

**OSHA General Industry – 30 Hours**

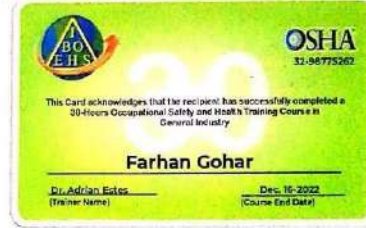
Dec 13 – Dec 16, 2022

Introduction to OSHA  
Managing Safety and Health  
Walking, Working Surfaces  
Exit Routes  
Electrical

Personal Protective Equipment  
Materials Handling  
Hazard Communication  
Permit-Required Confined Spaces  
Control of Hazardous Energy

Machine Guarding  
Welding, Cutting and Brazing  
Blood-borne Pathogens  
Introduction to Industrial Hygiene

Fall Protection  
Ergonomics  
Powered Industrial Trucks  
OSHA Record Keeping



ATP 039  
ACME Institute of Safety Professionals



  
Adrian Estes, PhD, RSP.  
International Board of Environmental Health and Safety  
1818 W Washington St \* O'Fallon, Illinois 62259 USA  
www.IBOEHS.com \* info@IBOEHS.com

# Introduction to LEED Certification

Course completed by Farhan Gohar  
Oct 02, 2023 at 11:36AM UTC · 1 hour 13 minutes

Top skills covered

**Leadership in Energy and Environmental Design (LEED)**



Head of Content Strategy, Learning



Certificate ID: de0e1d894737ec9b14d704ee329ea66bf6654f8096ff3df2c3da18e70b28d0e0



青岛建工集团有限公司

Qingdao Construction Engineering Group Co., Ltd.



Date: 20-July-2019

*Recommendation Letter*

To Whom It May Concern

*It is hereby certified that Mr. Farhan Gohar S/O Gohar Rehman has worked in our Organization from 18th Jul 2018 to 17th Jul 2019 at the project of Construction of New 2-Lane National Highway B2B Segment-1 Sta.0+000 ~ 24+000 as a Environmental & Social Management Officer.*

*His performance as a ESM Officer was outstanding. He knows his job very well and performed it efficiently to my entire satisfaction. During his work I found him honest, hard worker and punctual in his duties.*

*We will always remember his positive attitude and are certain he will be asset to any Organization availing themselves of his services.*



Recommended By

Rahmat Ullah PM

0093779364689

rahmat\_uk20@gmail.com

*Rahmat Ullah*



# RAWALPINDI WASTE MANAGEMENT COMPANY

Company Established Under Section 42 of companies Act 2017

A-81/1, Iran Road, Satellite Town Rawalpindi.

Tel: 051-9291116-8, Fax: 051-9291110, E-mail: md1.rwmc@gmail.com



Dated: 11-Nov-2024

## EXPERIENCE CERTIFICATE

This is to certify that **Mr. Farhan Gohar S/O Gohar Ur Rehman** bearing National Identity Card No. **37102-0823153-7**, was a dedicated employee of **Rawalpindi Waste Management Company** served as “Assistant Manager” in our **Operations Department** from **1<sup>st</sup> July, 2015** to **14<sup>th</sup> December, 2022**.

Throughout his tenure, **Mr. Farhan Gohar** consistently demonstrated trustworthiness and outstanding efficiency. His unwavering commitment played a pivotal role in the company's achievements.

We extend our best wishes to **Mr. Farhan Gohar** for continued success in his future endeavors.

10 DEC 2024

Manager HR

Rawalpindi Waste Management Company.

COUNTERSIGNED ONLY  
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responsible for the  
content of this document

**RWMC**  
Tel: 051-9291116-8  
Fax: 051-9291110



Ministry of Foreign Affairs, Pakistan  
HQ14532zx



Checked by Akbar Saeed  
Assistant Director (Cons-III)



Fayz Construction & Material Production Company (FCC)

Address: House 22, Street 10, Wazir Akbar Khan, Kabul, Afghanistan

Phone: +93-796-700-700 | +93-72-912-7777

Email: info@fayz-group.com

URL: www.fayzgroup.af

# EMPLOYMENT CONTRACT

1Contract #: \_\_\_\_\_

This Employment Contract dated this 1<sup>st</sup> of September 2018.

BETWEEN:

*Fayz Construction & Material Production Company (FCC)  
House 22, Street 10, Wazir Akbar Khan, Kabul, Afghanistan  
Hereafter, referred to as the "Employer"*

---AND---

*Mr. Farhan Gohar s/o Mr. Gohar ur Rehman – Passport #: F1554888,  
passport issued: 03 Jul 2018, Pakistan  
Resident of (Near Wapda Office Station Road Fatah Jang District Attock Punjab Province,  
Pakistan )  
Hereafter, referred to as the "Employee"*

## Background:

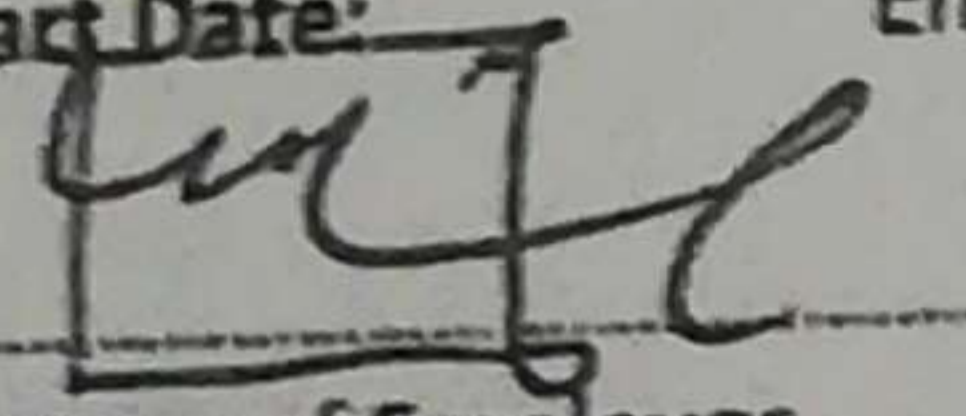
- The "Employer" is duly registered, organized and operating under the laws of Government of Afghanistan, as Road & Highways, Building, Dams Construction & Power Transmission and Energy Projects for profit company (organization) having offices in Kabul-Afghanistan, Central Asia, UAE, UK and Germany.
- The "Employer" is of the opinion that the "Employee" has the necessary qualification, experience and abilities to assist and work with the "Employer" with Fayz Construction & Material Production Company (FCC).
- The "Employer" desires to employ the "Employee" and the "Employee" has agreed to accept and enter such employment upon the terms and conditions set out in this agreement.

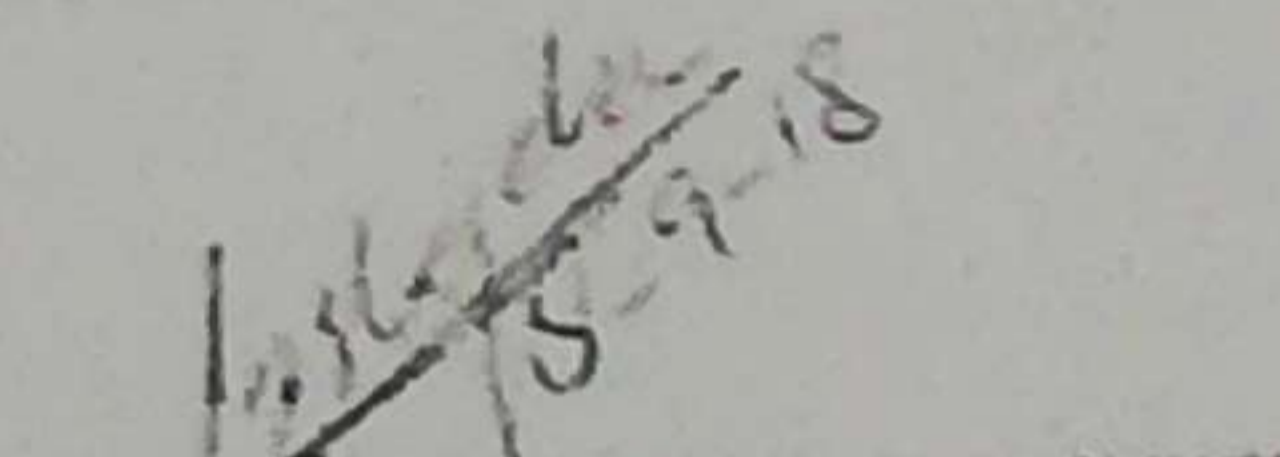
IN CONSIDERATION OF the matters described above and of the mutual benefits and obligations set forth in this agreement, the receipt, and sufficiency of which consideration is hereby acknowledged, the parties of this Agreement agree as follow:

## Article 1 Contract Duration

1.1 **Duration:** The employment is from (1<sup>st</sup> / Sep / 2018) through ( 31 / Dec / 2018 ) "based on one year period. This contract shall govern the rights and obligations of both parties with regard to their contractual relationship.

1.2 **Start Date:** Employment shall start from the date indicated in paragraph 1.1.

  
\_\_\_\_\_  
Signature of Employer

  
\_\_\_\_\_  
Signature of Employee