

HAYAN PETROLUM COMPANY

SYRIA, Damascus

I. Terms of Employment

1. Employee's position shall be: Instrumentation expert - Control and Safety Systems Maintenance Supervisor.
2. The employment of the Employee shall be in effect as of 45 days Max. From the date of signature for a definite period till Two months from the effective date, plus any extension as the parties may agree.
3. Place of performing work shall be in the Hayan facilities of Employer as well as in the other facilities of Hayan block and other locations which might be required to perform his work. In any reasonable event, the Employee may also be instructed to perform work outside his permanent work-place.
4. The Employer employs the Employee in a regular 1 month ON and 1 month OFF schedule (the mobilization and demobilization date shall not be considered as working days) the basic worktime is 12 hours a day. Besides the ON and OFF days, the salary also covers eventual extraordinary or daily overtime work as may arise according to the needs of the Employer.
5. The Employer's rights related to the employment relationship shall be exercised by the Managing director of the Employer.
6. Employee shall report to and receive instructions from the section head plant maintenance or fields management of the Employer.

II. Employee's tasks, authority and obligations

1. The Employee's main obligation is to perform the tasks and duties specified in the job description attached hereto as Annex 1 which forms inseparable part of future Contract.
2. By a separate agreement, upon Employer's request the Employee shall also perform work for other employers temporarily.
3. The Employee shall comply with the respective provisions and regulations set out in the internal regulations of the Employer.
4. The Employee is expected to fully carry out the Employer's instructions to the best of his ability, except in cases where his own or other persons' lives, physical fitness are put at risk, or where the completion of these tasks violate any rules or regulations. The Employee is expected to act with the utmost care as required by the practice of international oil industry.
5. Employee shall accept the obligation to keep confidential and treat as confidential all commercial, contractual, technical and financial information (hereinafter referred to as the "Confidential Information") obtained and held by him in the course of the employment. Employee undertakes not to disclose or hand out such Confidential Information to any third party, and not to use it for his own purposes either during the term of the employment or following its termination. However, the Employee may disclose the Confidential Information to an Affiliated Company of Employer. Furthermore, the Employee shall comply with the relevant confidentiality provisions of the Petroleum Sharing Agreement with the Government of the Syrian Arabic Republic.

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6. In respect of the intellectual property created – in part or full – by the Employee and falling under the effect of legislation on intellectual property, the Employee shall act in accordance with the legal regulations and the relevant regulations of the Employer.

III. Liability for damages

1. The Employee shall be liable all damages incurred by his wrongful violation of any duties and any responsibilities arising from his employment relationship:
 - a. For damage caused by willful act in full.
 - b. For damage caused by negligent act up to his 3 months average salary.
2. The Employer shall indemnify Employee fully for all damages caused by the Employer in connection with the employment relationship irrespective of his negligence.

V. Non-competition clause

1. In the course of the employment the Employee shall not be engaged in any other employment or any other relations of employment work. The Employee shall inform the Employer of any such relations existing at the commencement of his employment and on request of the Employer he shall terminate them.
2. The Employee may not conduct on behalf of himself any such business dealings, which belong to the scope of activities of his Employer. The Employee may not be a shareholder or office-holder of any business entity with similar scope of activity to that of the Employer or of any business entity keeping regular business contact with the Employer. The Employee shall notify the Employer of any shareholders' membership, rights or position obtained in any other business entity within 8 days of its obtainment.

Annex 1

JOB DESCRIPTION

Position: Instrument Expert- fields devices.

Report to: Instrument Section head.

Department: Maintenance.

Work location: Hayan Petroleum Company - Syria.

Aim of the position: To supervise the control & safety systems' performance by carrying out maintenance activities according to plan, to assure the maximum equipment availabilities and precision respecting all internal maintenance procedures and all safety regulations and procedures.

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Main tasks and outputs:

- Executing detailed scheduling of control & safety systems maintenance activities according to maintenance plan, company procedures, and priorities set by the maintenance and operation dept.
- Fault detection in control system.
- Replacement of the faulty components and performing necessary software and hardware setup.
- Troubleshooting of software and hardware, and fault rectification of communication with package systems, alarms, events and reports generation.
- Troubleshooting and rectification of soft logic error in DCS, ESD, and PLC systems.
- Monitoring system performance activities on control systems (weekly, monthly and annual plans).
- Preparation of the technical specifications for spare parts for control systems, updating status of spare parts.
- Participation and contribution in design/ engineering of the new control systems and in the expansion or modification of the existing systems.
- Training of HPC employees as per approved plan (control system architecture & details, use of software and hardware tools for diagnostic and modifications, maintenance procedures).
- System status reporting (daily, weekly and monthly reports preparation for the activities performed).

Required competencies (experience and knowledge):

- 3 years of ABB 800XA control & safety system experience.
- Distributed control system DCS, ABB 800XA Engineering and Programming.
- Emergency shut down system (ESD) based on redundant ABB PM865 processor- troubleshooting.
- Fire & gas system (FGS) based on redundant ABB PM 865 processor- troubleshooting.
- Siemens S7 programming and maintenance.
- HIMA H51 Q programming and maintenance.

Qualification:

- Engineering degree (Electronic engineering, preferably on automation specialization)

Special Qualification:

- ABB 800 XA engineering and programming.

Language Skills and other personal capabilities:

- Advanced level of English
- Problem solving, flexibility, innovation

Dimensions of the position:

- shared responsibility for the smooth operation of \$400 MM assets and the generation of \$2 MM daily revenue
- Direct responsibility for the spare parts inventory of the supervised system in a value of \$1 MM.
- direct responsibility for the management and execution of preventive and corrective maintenance activities of the supervised systems in a value of \$0.5 MM