

THIRD PARTY MANPOWER PROVISION – A SHORT DESCRIPTION

1. Services Description

The manpower provision services proposed hereby is that the personnel is employed by ARC specifically for engagement by a Client for a particular position or a project. Such personnel (called Contract Staff) will be graded according to the client's organogram and his remuneration structure. ARC will not include the employees belonging to this category in its own organizational structure and will set their remuneration depending on the third party grading. Contract Staff engagement by the Client will be concluded automatically with no further Client's responsibilities towards Contract Staff upon a termination of the project he was engaged for.

The client will pay agreed periodical staff emolument to ARC while ARC will pay such emolument to staff after deducting the agreed percentage for ARC operational cost. Manpower provision services rendered by ARC will be guided by ARC's written standard Employment Terms and Conditions and may include additional inclusions suggested by a client.

2. Definitions

ARC	means Atlas-Ray and Sons Company Limited, registered in Nigeria, company number 1090805, certified by the Ministry of Labour and Productivity as a provider of manpower provision services ML. MH/90/3001/EWR as per Labour Act CAP L1 LFN 2004 (Sec. 23-25, 71).
Client	means the person, firm or a corporate body to which the Contract Staff is introduced by ARC and engaged by such person / firm / corporate body
Contract Staff	means a personnel engaged by the client and entitled for indirect remuneration from the client (paid via ARC) in return for work performed for the client
Engagement	means use by the Client of the personnel provided and employed by ARC under a contract of service by which the Contract Staff receives remuneration in return for work performed for the Client
Remuneration	means the agreed periodically paid emoluments payable by the client to ARC on behalf of hired staff for work performed for the client and paid by ARC to the employees as per the written agreement contained in the standard ARC's Contract Staff Employment Offer.