



إلى من يهمه الأمر

To Whom It May Concern

Date: 22 March 2015

التاريخ: 22 مارس 2015م

Certificate of Experience

شهادة خبرة

This is to certify that **HAMDY AHMED MOHAMMED RASHED**, has worked with Oil Search (ROY) Limited as **Accounting Supervisor**, from **8 May 2007** to **22 March 2015**.

تشهد شركة اويل سيرتش (الجمهورية اليمنية) المحدودة بأن الأخ/ حمدي أحمد محمد راشد ، قد عمل لدينا بوظيفة مشرف حسابات من تاريخ 8 مايو 2007 إلى 22 مارس 2015م.

His monthly gross salary at the time of exit from Oil Search (ROY) Limited was **USD4,620**.

إجمالي الراتب الشهري في وقت خروجه من اويل سيرتش (الجمهورية اليمنية) المحدودة هو: **4,620** دولار امريكي.

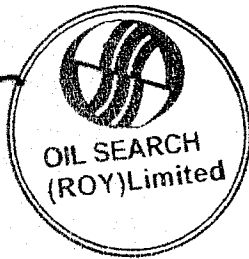
This certificate is issued upon his request.

حررت هذه الشهادة بناء على طلبه.

Murray Hawkes

موري هوكس

General Manager
Oil Search (ROY) Limited



المدير العام
اويل سيرتش (الجمهورية اليمنية) المحدودة



Oil Search

Date: 12 March 2015
Ref: 030/OSROY-15

Eng. Nassr Al Humaidi
Chairman PEPA
Ministry of Oil and Minerals
Sana'a - Republic of Yemen

Handwritten Arabic notes and signatures, including dates like 12/3/15 and 10/3/15, and names like 'Nassr Al Humaidi' and 'Murray Hawkes'.

Subject: Reduction of Company Staff

Dear Sir,

Oil Search (ROY) Limited (OSROY) presents its compliments and best wishes.

You are very much aware of the current security and political situation in Yemen which is preventing the company from starting any field activities at current time.

Oil Search have maintained full staffing throughout the disruption of operations in order to preserve the option for an early return to operational activity. In the light of pressure from head office and JV partners to reduce costs in the current low oil price environment it is now necessary to reduce staff numbers to closer to that required to support a single licence operation. We expect to return to higher staff numbers when operations return however the requirement may not be for the same staff categories.

The positions filled by these staff will be disestablished and are not expected to be required in the foreseeable future.

OSROY have been required to move offices as a result of actions and threats made to the company since September 2014 at considerable expense in order to have a more secure work place. This has resulted in a reduction in office space and some cost reductions.

Please be informed that, it's with sincere regret, OSROY will reduce some staff as their positions are no longer required by OSROY at the time being and OSROY will pay them end of service benefits in excess of those provided in the Labour law. All staff have had full contributions paid to social security, staff will receive all payments due to the maximum allowable under our company-wide policies, including leave entitlements, increments and bonuses due from 2014 year, one month's salary for each year of service to a maximum of twelve months and payment for notice period not worked.

Should you require further information, please contact me on 01 423 440.

Yours sincerely,

Murray Hawkes
General Manager


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Incorporated in
British Virgin Islands

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