CHUAN THONG INDUSTRIES SDN. BHD.
川 通 工 業 有 限 公 司 (651239-M)
(Mfg of Quality Corrugated Fibreboard Cartons)
No.13, Jalan Ski 4/KU7, Kawasan Perindustrian Hi-Tech,
Sungai Kapar Indah, 42200 Kapar, Selangor, Malaysia.
Tel :+603-3291 6303
Email : general@chuanthong.com

EMPLOYMENT CONTRACT

The Employment Contract is made and entered into on this ****** month of *** by and between **Chuan Thong Industries Sdn Bhd. (651239-M)** (hereinafter called the Employer) and ********** (hereinafter called the Employee) a citizen of ******with passport number: ******* that shall be jointly and severally responsible for compliance herewith and both of whom bind themselves to the following terms & conditions:

1. Employee's Job Position:
Factory Worker

2. Base Salary:
RM 1700.00 per month (Ringgit Malaysia OneThousand Seven Hundred only)

3. JOB ASSIGNMENTS AND WAGES:

a) Wages shall be paid by the Employer on a monthly basis not later than seventh day after the last day of the wage period.

b) The monthly wage shall be paid to an account at a bank, finance company, financial institution or other institutions licensed or established under the Banking and Financial Institutions Act 1989 [Act 372] of the Worker.

4. Period of Employment:
Three (3) year. (Waiting for Effective Permit Date)

5. Accommodation:
Semi-furnished will be provided free by the Employer. The Employee strictly not allowed to bring in friends or relatives to stay in the accommodation provided. Refer to Hostel Agreement for the rules and regulations.

6. Working days and hours:
48 hours a week. The Employee should report to work before the start of shift every day and lunch break would be of 1 hours. The company reserves the right to change the working days and hours.
If the Employee comes late, the Employer will deduct salary according the number of hour lateness. Nevertheless, the employee will be served with warning letters, which can be the cause of serious matter.

7. Overtime:
Formula for overtime salary calculation (after normal working hours)
a) **NORMAL DAY**
RM1700 / 26 days / 7.5 hours x 1.5 x 1 hour = **RM13.08**

CHUAN THONG INDUSTRIES SDN. BHD.
川 通 工 業 有 限 公 司 (651239-M)
(Mfg of Quality Corrugated Fibreboard Cartons)
No.13, Jalan Ski 4/KU7, Kawasan Perindustrian Hi-Tech,
Sungai Kapar Indah, 42200 Kapar, Selangor, Malaysia.
Tel :+603-3291 6303
Email : general@chuanthong.com

b) **REST DAY**
RM1700 / 26 days / 7.5 hours x 2.0 x 1 hour = **RM17.43**

c) **PUBLIC HOLIDAY**
RM1700 / 26 days / 7.5 hours x 3.0 x 1 hour = **RM26.15**

- The above calculation will base on the current salary payout

.

8. Annual Leave:
You shall be entitled to paid annual leaves of-
Eight (08) days : if you have less than Two (2) years' continuous employment.
Twelve (12) days : if you have Two (2) to Five (5) years' continuous employment.
Sixteen (16) days : if you have Five (5) years' and above continuous employment.

9. Sick Leave:

You shall be entitled to pay sick leave in each calendar year as follows as may be certified by government or company appointed medical practitioner:

Where no hospitalization is necessary-
Fourteen (14) days : if you have less than Two (2) years' continuous employment.
Eighteen (18) days : if you have Two (2) to Five (5) years' continuous employment.
Twenty Two (22) days : if you have Five (5) years' and above continuous employment.

Where hospitalization is necessary-
Sixty (60) days in the aggregate in each calendar year but any sick leave taken must be deducted from the 60 days.

10. Public Holidays:
The employee shall be entitled to paid public holiday for a total of 11 day in any one year of service that must include the following five days:
1) The National day
2) The birthday of the Yang di-Pertuan Agong
3) The birthday of the Ruler of the State as the case may be and / or the Federal Territory day where the employee is working in such an area.
4) Workers day
5) Malaysia day

And another six more days appointed as a Public holiday for that particular year under section 8 of the Holidays Act 1951 [Act 369]

6) Chinese New Year (2 Days)
7) Hari Raya Puasa (2 Days)
8) Deepavali
9) Christmas

CHUAN THONG INDUSTRIES SDN. BHD.
川 通 工 業 有 限 公 司 (651239-M)
(Mfg of Quality Corrugated Fibreboard Cartons)
No.13, Jalan Ski 4/KU7, Kawasan Perindustrian Hi-Tech,
Sungai Kapar Indah, 42200 Kapar, Selangor, Malaysia.
Tel :+603-3291 6303
Email : general@chuanthong.com

11. Medical Treatments:
The company will only pay you the normal medical fees **[Max : RM40 a month and Max RM : RM300 per year]** for consultation and medication at the government or any medical practitioner.

12. Yearly Medical:
Yearly medical examination will be arranged as required by the Immigration Department of Malaysia and cost incurred will be borne by the Employer.

13. PA Insurance:
Foreign Worker Compensation Scheme policy is provided by the Employer. Social Security Organisation (SOCSO) will be contributed upon FWCS expired.

14. Hospitalisation & Surgical Insurance (SKHPPA):
The Employer shall purchase mandatory Hospitalisation & Surgical Insurance (SKHPPA) for workers.

15. Air Passage:
Employer shall provide the Employee with a free air ticket to return to country of origin for every three years' service.
If any Employee prematurely terminate his contract before its own expiry may do so at his own expense for returning to country of origin.

16. Government Levy and Immigration:
The security bond Employment pass fee and levy will be paid by the Employer.
However, if employee wishes to return to country of origin before completion of Contract, he will have to pay back the balance unconsumed Levy.

17. Restriction:
a) The Employee shall not engage in any romantic relationship and/or intent to marry any Malaysian (whether him/her) during the period of this employment contract.
b) The Employee is not allowed to engage in any employment with any other individual organization or institution during the period of this agreement.
c) The Employee shall not commit any misconduct and breach any rules and regulation regarding discipline and work.
d) The Employee shall not commit any crime during his stay in Malaysia.
e) The Employee shall not strike or be involved in any strike or industrial action, instigate other Employees to commit such acts.
f) The Employee shall not collect any money from fellow worker by force or coercion for whatever reason.
g) The Employee shall not be accompanied by his family or friends to Malaysia.

18. Termination of Contract:

The Employer reserves the right to terminate this agreement to the Employee on occurrence of any of the following events:-

a) If the Employee breaches any of the restriction of clause 16 mentioned above or is convicted of any offence under law of Malaysia.

b) If the Employee's Employment Pass is withdrawn by the Malaysian Authorities for any reason whatsoever.

c) If the Employee is absent from work for more than Two (2) consecutive working days without reasonable excuse.

d) If a doctor certified the Employee is medically unfit for employment.

19. Duties & Responsibilities:

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company.

20. Rules, Regulations and Confidentiality

a) After resignation within two (2) years you are restricted to work on similar field.

b) The company has the right to improve and amend this contract from time to time if deemed necessary.

c) You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for you own benefit or for the benefit of any party, the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;

d) You will obey and comply with all reasonable orders and instructions given to you by the Company and other rules and/or regulations now in force or from time to time approved by the Company.

21. Certification:

The Employer and the Employee shall read and fully understand this agreement and certify that the terms and conditions together with the application constitute their entire agreement or understand that aside from this contract shall be considered null and void.

22. The Employee will be working or being transfer or help out from time to time with
Employer**.**

^^^

CHUAN THONG INDUSTRIES SDN. BHD.
川 通 工 業 有 限 公 司 (651239-M)
(Mfg of Quality Corrugated Fibreboard Cartons)
No.13, Jalan Ski 4/KU7, Kawasan Perindustrian Hi-Tech,
Sungai Kapar Indah, 42200 Kapar, Selangor, Malaysia.
Tel :+603-3291 6303
Email : general@chuanthong.com

IN WITNESS WHEREOF the parties have here unto voluntarily signed their respectively names below on this ********** at Selangor, Malaysia.

Signed by and on behalf the)
Employer)
in the presence of:-)
Date:)
)
) ----------
Name:
I/C No:

Signed by the Employee)
in the presence of:-)
Date:)
)
) ----------
Name :
Passport No.: