



LETTER OF OFFER

PRIVATE AND CONFIDENTIAL

February 11th, 2012

Ukraine Dear

Congratulations on your appointment as Lobby Butler at The St. Regis Doha, on behalf of Resorts Development Company L.L.C. St. Regis Branch. We are pleased that you are joining our team!

The purpose of this offer letter is to identify, those more noteworthy issues of compensation and relocation associated with your assignment. This offer letter will be followed by a local labor contract as applicable in Qatar.

POSITION / REPORTING DATE:

You will be employed by Resorts Development Company L.L.C. St. Regis Branch as Lobby Butler reporting directly to the Senior Butler, the anticipated starting date being on or about March 1st, 2012 (to be confirmed).

WORK PERMIT

This appointment is subject to the granting of a valid work visa from the appropriate authorities. We have no reason to believe that the necessary permissions will not be forthcoming. The company shall further assist you in obtaining a residence permit within the legal framework.

SALARY:

Your basic monthly salary will be by QR 2,200. As your salary is calculated on net basis, the local payroll Department will be responsible for the grossing up of your income to cover applicable individual taxation or deduction in Qatar. Your salary will be deposited in local currency into a St. Regis Doha appointed local bank account.





WORKING HOURS:

Working hours is 48 hours (6 days) per week, exclusive of meal breaks. Please note that working hours strictly depend on business demands and could be extended as deemed necessary by the business requirements.

ACCOMMODATION:

You will be provided with furnished accommodation as per policy.

PROBATIONARY PERIOD:

Your probation period will be for six (6) months from your starting date of employment.

PERSONAL PROPERTY:

St. Regis Doha cannot accept responsibility for your personal property, which is lost, damaged or stolen within the hotel or accommodation. Please ensure you have adequate personal insurance if you so require.

MEDICAL CHECK-UP:

Before processing your work visa, you are required to submit the medical result for HIV, full Hepatitis (A, B & C) screening test and Chest X-ray.

After joining you will be required to undergo a medical check-up as per Qatari law's requirement. Should you fail this medical check-up, St. Regis Doha reserves the right to end your services immediately.

MEDICAL INSURANCE:

You will participate in the Qatar Workman's Compensation Policy, including natural death coverage. All your medical expenses in Qatar are covered by the Government at no cost to you.

DURATION OF CONTRACT:

This contract will be for unlimited duration, both parties may terminate this contract by giving two (2) month's written notice. After the probationary period Starwood Policies and Procedures regarding termination will apply.

St Regis Doha may terminate this agreement at any time upon justifiable cause such as serious misconduct, offense against colleagues, employer, house rules, guests or the Muslim religion. Any termination will be handled in accordance with the Qatari labor law.

Upon leaving employment, you will be required to return all items or property including intellectual property belonging to the Hotel that may be in your possession or under your control. All benefits for accommodation and hotel benefits will cease on your last working day.

of 4





MEALS:

Free meals will be provided to you in the Staff Dining Room, located in the hotel, according to the Hotel Policies and Procedures.

ANNUAL LEAVE:

You will be entitled to 21 calendar days paid days' annual leave for every 12 months of continuous employment as per the Qatari labor law, plus public holidays for the private sector.

HOME LEAVE:

Upon completion of continuous twenty-four (24) months service, you will be entitled to one economy class return ticket to the nearest international airport to your location of residence within your passport country, which is Ukraine. The St. Regis Doha will provide this ticket for you through the company's resources. The ticket may be substituted for a trip to another location provided the stipulated airfare cost is not exceeded. If not utilized, this benefit has no cash value.

RELOCATION/REPATRIATION:

You will be given an Economy Class return air ticket to Doha upon hiring.

Should you resign from St. Regis Doha within two years of employment, the original relocation and recruitment costs will be charged back to you at pro-rata of uncompleted service, and you will be responsible for providing your own ticket and shipping costs out of Qatar.

Should you resign from St. Regis Doha after two years of employment, you will be repatriated to your passport country; provided you are not transferring to another Starwood property or you have not used your vacation ticket entitlement.

GRATUITY:

You will be entitled to the end of service gratuity as per Labor Law No. (14) For the year 2004 (54).





GOVERNING LAW & OTHER:

The laws of Doha, Qatar shall govern this agreement.

Your appointment is subject to approval from the Labor and Immigration authorities in Qatar.

It is to be understood that the company policy and procedures will apply for any elements not outlined in the context of this letter.

If the above is consistent with your understanding of the terms, kindly sign each page and return to us within seven (7) days via email, along with a copy of your passport.

Again, my personal congratulations on your appointment and we look forward to welcoming you as member of the St Regis Doha Team and we look forward to your contributions to the St Regis Doha

Warm Regards;

Resorts Development Company LLC, owners of the hotel known as The St. Regis Doha represented by:

TAREQ DERBAS GENERAL MANAGER THE ST REGIS DOHA

LOBBY BUTLER