

MULTAN ELECTRIC POWER COMPANY



MEPCO BIDDING DOCUMENT FOR EXPRESSION OF INTEREST (EOI)

ENGAGEMENT OF HEADHUNTING FIRMS FOR HIRING ON MEPCO'S KEY POSITIONS.

EOI REF NO. 238/26

**(National Competitive Bidding)
Single Stage One Envelop
Procedure**



MULTAN ELECTRIC POWER COMPANY

EXPRESSION OF INTEREST (EOI)

Multan Electric Power Company (MEPCO) is a State-owned Enterprises (SOE), responsible for development, operation and maintenance of power distribution system across southern Punjab.

MEPCO invites reputable headhunting firms to express their interest in providing executive search services for the identification and recruitment of qualified candidates for key senior leadership positions, specifically the top tiers of the management hierarchy, including C-Level officers and Directors, in line with the SOE (C-Level Appointments) Guidelines 2024. MEPCO seeks to establish a pool of pre-qualified firms. Framework agreements will be signed with the shortlisted firms, who will subsequently be invited to submit proposals on a case-to-case basis.

Scope of Work

The selected firms will be responsible for:

1. Identifying and sourcing potential candidates through multiple channels.
2. Conducting evaluations and assessments of candidates.
3. Presenting shortlisted candidates with complete profiles.
4. Ensuring compliance with **SOE (C-Level Appointments) Guidelines 2024** and other applicable government policies.

Required Information

Interested firms are required to provide the following information and supporting documents:

- a. **Company Profile:** Brief overview of the firm's history.
- b. **Size of the Company:** Number of employees, office locations, and relevant infrastructure.
- c. **Industry Knowledge:** Demonstrate expertise in public / private sector industry / enterprises.
- d. **Experience:** List of previous assignments in government / public / private sector organizations.
- e. **Overall Experience:** Total years of experience in providing headhunting services.
- f. **Client Portfolio:** List of public and private sector clients in Pakistan.
- g. **Position Filled:** Documentary evidence of executive-level positions filled in the top-tiers.
- h. **Responsibilities / Services:** Description of headhunting methodology, candidate vetting processes, assessment tools used etc. and recruitment services offered.
- i. **Financial Health:**
 - i. Audited financial statement for last 03-years
 - ii. Positive net worth and healthy financial standing are required.
- j. **Undertaking**
 - i. Affidavit (PKR 100 Stamp Paper) affirming that the firm:

1. Is not engaged in any illegal activity, not bankrupt, and not blacklisted.
 2. will maintain confidentiality of all related information and activities of projects assigned.
- ii. Conflict of Interest Declaration: Statement ensuring no existing or foreseeable conflict of interest with MEPCO.

Mandatory Compliance Requirements (Non-Scoring)

Firms must provide valid documentary evidence for the following (failure shall lead to disqualification):

- a. **Legal Status:** Certificate of Incorporation / Registration with relevant authority.
- b. **Tax Registration:** Valid NTN / Tax Certificates
- c. **Compliance:** Acceptance of all terms & conditions and CMU (C-Level Appointments) Guidelines 2024.

Evaluation Criteria

Sr #	Evaluation Criteria	Total Marks
	Operational Capability	
1	Total Experience (No. of years) in Headhunting services. (Minimum qualifying Experience of 03 years (20 Marks) with 02 marks for each additional year (Max 30 Marks))	30
2	Related Expertise and Experience: 04 Marks for each year (Max 20 Marks)	20
3	Reputable Clients that the firm has served	
i.	Number of public sector client organizations in Pakistan <i>(02 number for each organization (Max 20 Marks)</i>	20
ii.	Number of private sector client organizations in Pakistan <i>(02 number for each organization (Max 20 Marks)</i>	20
4	Number of Top 03-tiers positions (i.e. CEO, C-Level officers & Directors) against which headhunting services have previously been provided with documentary evidence <i>(01 number for each position (Max 10 Marks)</i>	10
Grand Total		100

Note:

- a) Only those firms meeting the **eligibility criteria** (registration, legal status, minimum 03 years' experience, non-blacklisting, etc.) shall be considered for **evaluation**.
- b) The Evaluation will be based on **100 marks**. A firm must obtain a **minimum of 60 marks (60%)** to qualify.
- c) Total Experience (No. of years) in Headhunting services will be counted from the date of establishment of the firm.

Conditions for non-consideration

A firm shall not be considered if:

- a. Total experience is less than three (03) years.

- b. The firm is blacklisted or bankrupt.
- c. The firm is involved in any illegal practice.

General Instructions & Submission Deadline

- Expression of Interest (EOI), containing detailed terms & conditions, specifications and requirements etc. are available on E-Pak Acquisition & Disposal System (EPADS) at (www.eprocure.gov.pk).
- Interested firms must prepare the proposal in accordance with above instructions and submit through EPADS on or before **June 3, 2026** by **11:00 AM** and will be opened on the same day at **11:30 AM**. MEPCO reserves the right to reject all proposals in terms of Rule 33 of PPRA rules.

**Director Procurement Distribution
MEPCO HQs Multan**

FRAMEWORK AGREEMENT FOR RECRUITMENT SERVICES BETWEEN THE MULTAN ELECTRIC POWER COMPANY LIMITED AND [HEADHUNTING FIRM]

This Recruitment Services Agreement (the "Agreement") is made on [DATE] between: [HEADHUNTING FIRM NAME], a company registered under the laws of [JURISDICTION], with its principal place of business at [ADDRESS] (hereinafter referred to as the "Recruiter") and

The Multan Electric Power Company Limited (MEPCO), a company registered under the laws of Pakistan with its principal place of business at [ADDRESS] (hereinafter referred to as the "Client")

1. Duration

1.1 The term of this Agreement shall commence on [START DATE] and shall continue for a period of **03-years years** unless terminated earlier under Article-9.

1.2 The Agreement may be extended for an additional 03-years, subject to mutual consent in writing by both parties, before the expiration of the initial term.

1.3 Upon expiration of the initial term or any extension thereof, this Agreement shall terminate, unless otherwise agreed upon in writing by both parties within thirty (30) days prior to its expiration.

2. Work-order for Recruitment Services

- a. Before initiating recruitment against a position, the Recruiter will be provided with a Work-order ("the Work-order") by the Client, identifying the specific position against which the Recruiter's services will be utilized.
- b. Services against every Work-order issued to the Recruiter by the Client will be provided under the terms of this Agreement.
- c. The Client may issue a single work-order for the same position, to multiple recruitment companies simultaneously.

3. Scope of services

The Recruiter agrees to provide comprehensive recruitment services to identify, screen, and present qualified candidates for positions specified by the Client through a Work-order.

3.1 Understanding position requirements

The Recruiter shall conduct a detailed intake meeting with the designated representative of MEPCO for the hiring to understand the specifications of the Work-order (including role expectations, required technical skills and qualification, experience level and background, cultural fit parameters, reporting relationships and compensation range and benefits).

The Recruiter will develop a position-specific recruitment profile and strategy based on the intake meeting and obtain Client approval for the profile and strategy prior to candidate sourcing.

3.2 Candidate sourcing and screening

The Recruiter will be responsible for the following specific tasks;

- a. Identify suitable candidates, based on the position requirements agreed with the Client, utilizing multiple sourcing channels including professional networks, industry databases, direct approaches and referral networks etc. The Recruiter may also place advertisement in national and/or international newspapers if deemed necessary.
- b. Conduct preliminary interviews and assessments to evaluate candidates', experience and technical & soft skills through a resume review, initial telephone interview and cultural fit evaluation.

- c. Verify candidates' credentials, qualifications, and employment history, documents, criminal background checks, credit history (for financial roles) reference feedback and flag any concerns or discrepancies.

3.3 Shortlisting and Presentation

- a. The Recruiter will prepare a shortlist of at least three qualified candidates that meet the screening criteria agreed with the Client.
- b. For each recommended candidate, the shortlist must include the candidates' profile, summary of qualifications and experience, assessment of fit for role and organization and substantiated references.
- c. Detailed resumes will also be provided as an attachment with the list of shortlisted candidates.

3.4 Interview Coordination

The Recruiter shall coordinate interview schedules with all the candidates shortlisted or approved for interview by the Client. To facilitate the interview process, the Recruiter shall manage candidate communication and manage candidate expectations and communications throughout the process.

3.5 Offer Management

The Recruiter shall

- a. Provide the relevant market insights to assist the Client in developing a competitive offer reflective of current executive compensation levels in similar companies and industries, availability of talent and industry recruitment trends.
- b. Present and explain the offers to the candidates.
- c. Negotiate terms within approved parameters.
- d. Facilitate the acceptance and closing process.
- e. Support transition management.

3.6 Post-Placement Support

The Recruiter shall:

- a. Conduct fortnightly follow-up to assess candidate performance and Client satisfaction.
- b. Mediate any issues or concerns.

3.7 Compliance

The Recruiter shall:

- a. Ensure compliance of the recruitment process with the State-Owned Enterprises Act, 2023 (SOE Act, 2023) and the CMU (C-Level Appointments) Guidelines, 2024.
- b. Ensure compliance with Article-6 below.
- c. Ensure equal employment opportunities and non-discrimination.

4. Information Required

4.1 General information

To facilitate the recruitment process, the Client shall provide the Recruiter with the following general information immediately upon signing of the agreement:

- a. Overview of the MEPCO's ("Client organization's") structure and culture.
- b. Confidentiality Requirements and Identification of confidential information and sensitive data and any specific requirements for maintaining confidentiality.
- c. Regulatory requirements including information on relevant laws, regulations, and guidelines and compliance requirements for the recruitment process.

4.2 Information related to a Work-order

Each specific work-order will be accompanied by additional information related to the positions against which the work-order will be issued:

- a. A detailed job description for each position in the Work-order for which the recruitment services are required.
- b. Key performance indicators (KPIs) and responsibilities for the position.
- c. Required qualifications and any other specifications for the position.
- d. Information about the team and department the candidate will join.

- e. Any additional information that may impact the recruitment process
- f. Information on salary range, benefits, and incentives and details of any bonus or performance-related pay structures.
- g. The desired timeline for the completion of the assigned recruitment Work-order.
- h. Key milestones and deadlines.
- i. Evaluation criteria for candidate assessments
- j. Designated point of contact for communication and queries.

5. Fee and Payment Terms

5.1 Placement Fee

The Client agrees to pay the Recruiter a placement fee as quoted vide your firm letter No. _____ dated _____ excluding any commissions or benefits.

5.2 Payment Schedule

The fee will be payable only upon successful placement of a candidate at the Client organization.

5.3 Payment Terms

- a. Invoices shall be paid within 30 days of receipt or 30 days of the candidate's start date at the Client organization, whichever occurs later.
- b. Payment shall be made in Pakistan Rupees (PKR) by bank transfer to the Recruiter's designated account.
- c. The placement fee shall be inclusive of applicable taxes.

5.4 Guarantee Period

- a. If a candidate leaves within three (3) months, the Recruiter shall provide a replacement at no additional charge within thirty (30) days.
- b. If no suitable replacement is provided within sixty (60) days, the Client shall receive a 50% refund of the placement fee.
- c. If a candidate leaves within six (6) months, the Recruiter shall refund 25% of the placement fee.
- d. In addition to the above, the guarantee provision shall only be applicable if the candidate's departure or delay in successful placement is not due to:
 - i. Redundancy or restructuring at the Client organization.
 - ii. A change in the Client's business strategy.
 - iii. Breach of contract by the Client.

 - iv. Unforeseen circumstances beyond the Client or Recruiter's control.

By accepting this Agreement, both parties acknowledge understanding and agreement to the fee structure and payment terms.

6. Confidentiality

6.1 The Recruiter shall maintain strict confidentiality of Client information and use any information provided by the Client solely for recruitment purposes. Confidential Information

includes business strategies and plans, employee data and salary information, proprietary processes and methods and any information marked as confidential.

6.2 Non-Disclosure

The Recruiter shall not use confidential information for any purpose other than fulfilling its obligations under this Agreement and shall sign confidentiality and conflict of interest agreement provided by the Client (Annex-A).

6.3 Post-Termination Obligations

The Recruiter's confidentiality obligations shall survive termination of this Agreement for three (3) years for any proprietary methodologies or sensitive client data.

6.4 Remedies

The Client reserves the right to seek injunctive relief and/or damages for breach of confidentiality obligations.

7. Exclusivity and Restrictions

- a. The Recruiter shall not directly solicit employees of the Client for a period of twenty-four (24) months after placement.
- b. Recruitment services solicited under this agreement shall be non-exclusive. The client may solicit the services of multiple recruitment firms simultaneously against a single Work-order.

8. Liability & Indemnification

The Recruiter shall indemnify and hold the Client harmless against any financial losses, damages, penalties, or reputational harm arising due to negligent misrepresentation, falsification of candidate credentials, or no non-compliance with applicable laws.

9 Termination

9.1 Termination by Either Party

- a. This Agreement may be terminated for any reason, by either party, upon written notice to the other, subject to the notice periods specified below.

9.2 Notice Periods

- a. Client: 30 days' written notice
- b. Recruiter: 60 days' written notice

9.3 Survival of Provisions

- a. The following provisions shall survive termination:
 - i. Candidate protection period as described in Article 7 (Exclusivity and Restrictions).
 - ii. Confidentiality obligations.
 - iii. Outstanding payment obligations owed by the Client to the Recruiter
 - iv. Dispute resolution provisions.
 - v. Governing law and jurisdiction provisions.

9.4 Impact on pre-termination placements

Termination of this Agreement shall not affect any placements made before termination.

By accepting this Agreement, both parties acknowledge understanding and agreement to these termination terms.

10. Dispute Resolution

10.1 Dispute Resolution Process

- a. In the event of any dispute or claim arising out of or related to this Agreement, the parties shall attempt to resolve such dispute through amicable negotiations.

- b. The parties shall engage in good-faith negotiations for thirty (30) days from the date of written notice of the dispute.
- c. In case negotiations fail, the parties shall submit the dispute to mediation conducted by a neutral third-party mediator. The mediator shall be appointed by mutual agreement and mediation costs shall be shared equally by the parties.
- d. If mediation fails, the dispute shall be settled through binding arbitration under the rules of the Pakistan Arbitration Act, with the seat of arbitration in Multan. Each party shall bear its own legal costs.

10.2 Confidentiality

All dispute resolution proceedings shall be confidential.

10.3 Continuity of Performance

During dispute resolution, both parties shall continue to perform their obligations under this Agreement.

By accepting this Agreement, both parties acknowledge understanding and agreement to these dispute resolution mechanisms.

11. Amendment

11.1 No term and condition of this Agreement may be amended without prior consultation and understanding between the Parties.

12. Applicable Laws

12.1 This Agreement is governed by the laws of the Islamic Republic of Pakistan.

12.2 Disputes arising out of this Agreement are subject to the exclusive jurisdiction of the honourable court(s) concerned, to which the Parties irrevocably submit.

13. Annexures

13.1 The Annexure, if any, to this Agreement shall form an integral part of this Agreement and shall be interpreted accordingly.

Signature [Headhunting Firm’s Representative]

Date: _____

Witness 1: _____

CNIC: _____

Signature: _____

Witness 2: _____

CNIC: _____

Signature: _____

Signature [MEPCO Representative]

Date: _____

Witness 1: _____

CNIC: _____

Signature: _____

Witness 2: _____

CNIC: _____

Signature: _____

NON-DISCLOSURE AND CONFLICT OF INTEREST AGREEMENT

This Non-Disclosure and Conflict of Interest Agreement is entered into on this _____ day of _____, 2026 by and between The Multan Electric Power Company Limited (MEPCO), (the “Company”) and the [HEADHUNTING FIRM NAME], as a condition for both continued and future engagement including, but not limited to initial and continued access to Company’s confidential and proprietary information as well as avoiding any conflicting interest with the Company. This Agreement is intended to afford protection of such Confidential Information against disclosure or unauthorized use and for any conflicting interest with the Company hereinafter defined. For good and valuable consideration, the sufficiency of which the Parties hereby acknowledge and agree as follow:

1. DEFINITION OF CONFIDENTIAL INFORMATION

1.1 The Parties agree that “Confidential Information” shall mean all information disclosed regarding MEPCO business, plans, processes, financial, design and relevant records, the terms of this Agreement and other information, including but not limited to business methods, business tools, Company/bidders lists and data, enabling software, presentations, discussions, dialogues, meetings minutes, Committees findings, know how, ideas, concept, design, technology, commercial knowledge or any personnel or third-party confidential information disclosed, or information learned from the Parties employees, contractors, agents or through inspection of MEPCO assets and field offices that relates to any information of a commercial, technical or financial nature which contains amongst other matters, design and construction secrets, know-how, patent and ancillary information and other proprietary information regardless of the form, format, media including without limitation written or oral and also includes those communicated or obtained through the discussions, documents, negotiations and/or meetings between the Parties.

1.2 Confidential Information, however, does not include information that (1) is now, or subsequently becomes, generally available to the public through no fault or breach on the part of the Recipient; (2) Recipient can demonstrate to have had rightfully in its possession prior to disclosure to the Recipient by the Disclosing Party; (3) is independently developed by the Recipient without the use of any Confidential Information; (4) is known to the Recipient without similar restrictions from a third party as evidenced by written records; or (5) is disclosed by the Recipient with the written approval of the Disclosing Party.

2. NON-DISCLOSURE AND NON-USE OF CONFIDENTIAL INFORMATION

2.1 The Recipient will not disclose, publish, or disseminate Confidential Information to anyone other than to its colleagues, directors, professional advisers, legal and/or financial advisers or to any of its holding, sister or subsidiary company (“Associate”) with a need to know and only for the purpose of evaluation of the Confidential Information in connection with the Purpose, and the Recipient agrees to take reasonable precautions to prevent any unauthorized use, disclosure, publication, or dissemination of Confidential Information including, at a minimum those precautions that it takes to protect its own confidential information of a similar nature (provided that such measures are consistent with at least a reasonable degree of care) and shall not, without

the prior written consent of the Disclosing Party, use or disclose the Confidential Information or any part thereof.

2.2 The Recipient further agrees to inform the Associates to whom Confidential Information is disclosed, of the restrictions as to use and disclosure of Confidential Information contained herein and shall ensure that each such employee, professional adviser and associate shall observe such restrictions. The Recipient shall be liable in case of breach of this Agreement by its Associates.

2.3 In the event that the Recipient, their employees, professional advisers or Associates have a legal obligation to disclose any Confidential Information, then Recipient shall, to the extent legally permitted, immediately give the Disclosing Party, to the extent so authorized, prior notice of such obligation in order to enable the Disclosing Party, to seek a protective order or other appropriate remedy.

2.4 Recipient agrees to accept Confidential Information for the sole purpose of evaluation in connection with the Parties' joint business discussions and shall be used solely for the purpose for which it is disclosed. Recipient agrees not to use Confidential Information otherwise for its own, or any third party's benefit, without the prior written approval of an authorized representative of the Disclosing Party in each instance. The Parties agree to notify the other promptly in writing of any misuse or misappropriation of Confidential Information, which may come to their attention.

2.5 The Disclosing Party hereby represents and warrants to the Recipient that it has lawful rights to provide the Confidential Information.

2.6 Confidential Information shall be disclosed through the following methods:

- a. in writing;
- b. by delivery of items;
- c. by initiation of access to Information, such as may be in a database;
- d. by oral or visual presentation; and/or
- e. as permitted by law

2.7 The Recipient shall hold, protect and treat as strictly confidential at all times the Confidential Information received from the Disclosing Party and agrees that it shall:

- i. not use any of the Confidential Information for any purpose other than the Purpose, or for its own benefit or for the benefit of others;
- ii. not disclose any Confidential Information of the Disclosing Party to any third Parties or employees, except those employees of the Recipient who are required to have the information in order to evaluate or engage in discussions concerning the Purpose and, in those instances, only to the extent justifiable by that need;

- iii. not reverse engineer, disassemble or decompile any prototypes, software or other tangible objects which embody the Disclosing Party's Confidential Information and which are provided to the Recipient hereunder;
- iv. not make any copies of the Confidential Information of the Disclosing Party unless the same are previously approved in writing by the Disclosing Party;
- v. not disclose to any third party, with the exception of advisers/consultants with a need to know such information and who have entered into and are operating under confidentiality agreements no less stringent than this Agreement, the Confidential Information or any part thereof except with the express prior written consent of the Disclosing party;
- vi. limit access to the Confidential Information to those of its Associates reasonably requiring the same to carry out the purpose of this Agreement;
- vii. take reasonable care to protect the Confidential Information and to ensure that there is no unauthorized use or disclosure; and
- viii. take strict and bona fide measures to protect the secrecy of and avoid disclosure and unauthorized use of the Confidential Information of the Disclosing Party.

3. OWNERSHIP OF CONFIDENTIAL INFORMATION

3.1 All Confidential Information and any Derivatives thereof whether created and/or disclosed by the Disclosing Party remains the sole property of the Disclosing Party and no license or other rights to Confidential Information is granted or implied by disclosure pursuant to this Agreement. For purposes of this Agreement, "Derivatives" shall mean: (1) for copyrighted or copyrightable material, any translation, abridgment, revision, or other form in which an existing work may be recast, transformed or adapted; (2) for patented or patentable material, any improvement thereof; and (3) for material which is protected by trade secret, any new material therefrom and which will itself be protected by copyright, patent or trade secret.

3.2 No other rights, and particularly no license and no assignment of intellectual property right including copyright, patent rights, design rights, trademarks, and mask work protection rights are implied or granted under this Agreement. Except with the prior written consent of the other Party, neither Party shall make use of the existence of any bilateral business relationship between them for the purpose of their own advertisement.

3.3 The Disclosing Party may grant its consent for the disclosure of the Confidential Information in its sole discretion and on a case-by-case basis.

4. PROPERTY OF DISCLOSING PARTY

4.1 All Confidential Information, unless otherwise specified in writing, shall remain the sole and exclusive property of the Disclosing Party and shall be used by the Recipient only for the purpose intended, except as may be required by applicable law or legal process

4.2 If the Recipient is requested or required by an order of the court, a governmental entity or regulatory agency to disclose any Confidential Information, to the extent allowed by such order of the court, governmental entity or regulatory agency, the Recipient may disclose to the party compelling the disclosure only the part of the Confidential information as required by law or the order to be disclosed.

5. CONFLICT OF INTEREST

[HEADHUNTING FIRM NAME] hereby acknowledges that a conflict of interest arises when its personal interests, financial or otherwise, could influence, or appear to influence, the impartial performance of its official duties. This includes, but is not limited to:

5.1 Financial interests: Ownership of shares/stocks in companies contracting with the MEPCO, investments, loans, or any benefit that could be derived from an organizational decision.

5.2 Business interests: Owning or operating a business that could benefit from contracts or organizational decisions.

5.3 Family and personal relationships: Relationships with individuals or organizations seeking to influence decisions, particularly close relatives like spouse, children, or parents.

5.4 Acceptance of gifts or benefits: Receiving gifts or hospitality that could be perceived as swaying judgment.

5.5 The [HEADHUNTING FIRM NAME] will disclose any potential conflict of interest to MEPCO immediately upon becoming aware of it. This disclosure will include details of the potential conflict and the steps it proposes to take to recuse itself from any decision or action that could be influenced.

6. GOVERNING LAW

This Agreement shall be governed by the Law of Pakistan.

THE [HEADHUNTING FIRM NAME], BY SIGNING BELOW, ACKNOWLEDGES THAT THEY HAVE READ THIS AGREEMENT AND UNDERSTANDS ITS TERMS AND REQUIREMENTS AND HAS EXECUTED THIS AGREEMENT KNOWINGLY AND VOLUNTARILY.

[HEADHUNTING FIRM NAME] **Signature/Date:** **Company Signature/Date:**

In the presence of the witnesses as inscribed here under:

Witness 1. _____
CNIC: _____
Signature: _____

Witness 2. _____
CNIC: _____
Signature: _____

(INTEGRITY PACT)

This Integrity Pact ("Pact") is made with [Headhunting Firm's Name] on [DATE]

WHEREAS, MEPCO has engaged [Headhunting Firm's Name] to provide recruitment services for Directors and C-Level positions;

WHEREAS, [Headhunting Firm's Name] agrees to ensure that the recruitment process is conducted with integrity, transparency, and fairness.

NOW, THEREFORE, the [Headhunting Firm's Name] agrees as follows:

- Act in the best interests of MEPCO and the candidates.
- Maintain confidentiality and handle sensitive information with care.
- Avoid any conflicts of interest or appearance of conflicts.
- Comply with all applicable laws, regulations, and guidelines.

[Headhunting Firm's Name] agrees not to:

- Engage in any fraudulent or deceptive practices.
- Provide false or misleading information to MEPCO or the candidates.
- Accept or offer any bribes, kickbacks, or other improper payments.
- Discriminate against any candidate based on race, gender, religion, or any other protected characteristic.

Breach of Pact

In the event of a breach of this Pact by [Headhunting Firm's Name], MEPCO reserves the right to terminate the recruitment services agreement and seek damages or other remedies as applicable.

Governing Law

This Pact shall be governed by and construed in accordance with the laws of the Islamic Republic of Pakistan.

By signing below, [Headhunting Firm's Name] acknowledges that it has read, understood, and agreed to the terms and conditions of this Integrity Pact.

Signature of [Headhunting Firm's Representative]: _____

Date: _____