Dear Sir/Madam,

Greetings,

I am writing to formally present a legal case that has **fully concluded all administrative and criminal aspects** and is now **ready to proceed to the stage of compensation and financial claims**. I would like to inquire about your interest and availability to review this matter and potentially represent me in pursuing **financial claims and compensation exceeding SAR 2,000,000**.

Brief Background of Employment Relationship

My name is **Dr. Ashraf**, a **Dentist and Consultant in Oral & Maxillofacial Surgery**. I was employed under a contractual agreement with a **Saudi governmental university**, Faculty of Dentistry, for a period of **nine years** in the position of **Lecturer**, starting in **2012**.

The employment relationship ended in **2020** due to the Saudization of my position. However, following the termination, the university **refused to issue a clearance certificate (End-of-Service Clearance)** and withheld my statutory entitlements for a period exceeding **five years**.

Judicial Rulings Issued

Due to the prolonged administrative abuse and the unjustified delay in enabling me to exercise my legal rights, I was compelled to file an administrative lawsuit before the **Board of Grievances (Administrative Court)** to seek redress.

It is important to note that in the **initial lawsuit**, neither the university nor the college raised any claim regarding the existence of assets, liabilities, or any impediment to issuing the clearance. My claim was limited to lifting the administrative injustice, completing my legal status, and receiving my lawful entitlements—claims which the **first-instance judgment explicitly upheld**.

- **First Judgment (Court of First Instance):**
  Issued in my favor, ruling to:
  "Annul the university's negative decision represented by its refusal to grant the contracted employee a clearance certificate, and to complete all procedures related to his departure to his home country after disbursing all his statutory entitlements."
- **Second Judgment:**
  In a subsequent lawsuit concerning the same subject matter, the court ruled:
  "Inadmissibility of the case due to prior adjudication."
  This judgment became **final and conclusive**, and explicitly relied on the reasoning of the first judgment.

Appeal and Introduction of a New Defense

The university later appealed the first-instance judgment, and it was overturned based on a **new defense raised for the first time before the Court of Appeal**, alleging the existence of an **undelivered asset** (a device allegedly valued at approximately **SAR 500,000**).

This allegation was **never raised, disputed, or proven** before the court of first instance, nor was it mentioned throughout several months of pleadings. I subsequently obtained **conclusive documentary evidence** disproving the university's claim, including:

- An official asset disbursement form showing that the device was issued from the warehouse by the responsible officer and received by another staff member (all colleagues within the same faculty).
- Clearance approvals from **all university departments**, including the **Inventory Control Unit**, which is responsible for tracking all university assets through coded records.
- A copy of the approved clearance request signed by all departments, confirming **full discharge of my liability** from any assets or obligations.

It should be emphasized that **all of these procedures predated** the later investigations initiated by the Public Prosecution concerning the university's claim.

Attached to this email is a file containing **additional details regarding the alleged asset and all procedures undertaken within the Kingdom** in this regard.

Material Developments – Current Legal Status (December 2025)

Recently, my son followed up directly with the university and attended a formal meeting with both the **University President and Vice President** to review the clearance file and the actions taken over the past years.

The university officially confirmed the following:

- Receipt of a formal letter from the **Saudi Oversight and Anti-Corruption Authority (Nazaha)** after completion of its investigations.
- The investigations concluded with **full exoneration of my liability** from any assets.
- The file was **closed without referral to any criminal case**.

Based on Nazaha's letter and upon my son's formal request, the **Human Resources Department** issued a **new clearance certificate**, which was approved by all university entities, including the **Faculty of Dentistry – Department of Oral & Maxillofacial Surgery**.
The clearance was **fully completed and finalized in December 2025**.

Accordingly:

- There are **no pending or existing cases of any kind**, criminal or otherwise.
- My **End-of-Service Gratuity has been paid**.

Thus, the entire basis previously relied upon by the university to delay my rights or allege a criminal aspect has **completely fallen away**, and the legal position is now **clear, complete, and ready** for pursuing compensation and financial claims.

It is also noteworthy that neither the university nor the faculty formally notified me of the closure of the matter or the possibility of issuing the clearance, despite repeated attempts to communicate with them—constituting continued administrative abuse and unjustified delay in enabling me to exercise my lawful rights without legal justification.

Scope of Claims Under Consideration

We are currently preparing a legal strategy to pursue compensation estimated preliminarily at **SAR 2,000,000**, including:

1. Compensation for Forced Unemployment and Inability to Leave the Country

- Remaining in Saudi Arabia for over **15 months** after termination without work or permission to leave.
- Termination date: **21 June 2020**
  Final exit visa & departure: **18 October 2021**
- Average monthly expenses: **SAR 24,000**
- Duration: approximately **16 months**
- Estimated claim: **SAR 384,000**

2. Compensation for Prolonged Material and Moral Damages

- Psychological, professional, and financial harm extending over **more than five years**.
- Years of delayed rights, inability to work, and damage to professional reputation—constituting a continuing harm warranting compensation under the law.

3. Nationality Allowance Claim

- I hold **British nationality**.
- A nationality allowance was **never paid** during my **9 years of service**, despite being paid to other non-Saudi colleagues under identical conditions.
- Monthly allowance: **SAR 12,000**
- Estimated total: **SAR 1,300,000**
- The claim is based on **equality and parity of employment treatment**.

Legal Fees

I wish to clarify that my current circumstances do not allow for **advance legal fees**. However, I am fully committed to agreeing on a **fair, success-based percentage** of the amounts awarded, payable **only after final judgment and enforcement**.

Based on the above, and in light of your professional reputation, experience, and the fact that your firm appears on the list of lawyers recommended by the **British Embassy in Saudi Arabia**, and given that I hold British nationality, I believe your firm would be well-suited to handle this complex case.

I would appreciate your feedback regarding the possibility of taking on the compensation and financial claims file, and your willingness to review the case with my son in its current form in order to determine the appropriate legal steps.

Thank you for your time and consideration. I look forward to your kind response.

Yours sincerely,
Dr. Ashraf
Consultant Oral & Maxillofacial Surgeon