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To TOMAS BALČAUSKAS

**Kaunas, 19 December 2022**

**Job Offer**

We are glad to offer you the position of Developer at JSC

We would like you to start the work in February 2023. On the first day of your work we will provide you with all the means and devices necessary for your job.

You are offered the following conditions of payment and additional benefits:

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| --- | --- | --- | --- | --- |
| Payment and additional benefits |  | Fixed payment | Monthly salary |  |
|  |  |  |  |
|  | Pension | Covering your pension accumulation expenses |  |
|  |  |  |  |
|  | Additional benefits | Other benefits given to employees |  |

**Monthly salary**

Your fixed monthly payment will be xxxx EUR net. We will cover your pension accumulation expenses.

**Yearly and one-time bonuses**

You could be offered one-time bonus in special cases – if an employee extremely distinguishes himself/herself while performing projects essential for the company or its partners, involving into the activities important for the company.

The allocation and size of a bonus, evaluating specific circumstances, are determined by the company’s management.

**Other benefits given to employees**

You can be sponsored in cases of training and competence development, business trips.

We are looking forward to your becoming a member of our team.

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| Justas Pranauskis  CEO |  | Tomas balčauskas |