

To

Name: **Muneeb ur Rehman**
CNIC: **31202-9479361-7**
Designation: **Associate Software Developer**

Dear Muneeb,

We are pleased to offer you the position of Associate Software Developer at Developers Den (PRIVATE) Limited. This offer is subject to your agreement with the terms and conditions set forth in the Employee Obligation Agreement.

Your employment shall commence on May 1st, 2023, and you will work remotely for a standard eight-hour workday. As per the terms of the compensation plan, you will be entitled to receive a salary of 80,000 PKR per month.

Just so you know, this offer letter, as well as your employment with Developers Den (PRIVATE) Limited, shall be governed by the laws of Pakistan. In the event of any claim arising from or related to your employment, such matters shall be exclusively brought before the courts of Islamabad.

If you decide to accept this offer, please signify your acceptance by signing and returning a copy of this letter.

Yours sincerely,

Managing Director Developers Den

Husnain Ahmad

Agreed and Signed by

Muneeb ur Rehman



This Employee Obligation Agreement (“Agreement”) is made and entered into, between Developers Den (PRIVATE) Limited (“Employer”), a company organized and existing under the laws of Pakistan, and Muneeb ur Rehman (“Employee”), a resident of Pakistan under CNIC 31202-9479361-7, on the 1st of May 2023.

1) Employment

The Company hereby employs the Employee in the position of Associate Software Developer and the Employee accepts such employment under the terms and conditions set forth herein.

2) Governing Law

This Agreement shall be governed by and construed in accordance with the laws of Pakistan. Any claim arising out of or related to this Agreement shall be brought exclusively in the courts of Islamabad.

3) Responsibilities

The Associate Software Developer shall be primarily responsible for the following:

- Developing software applications and solutions as per the requirements provided by the Company.
- Debugging and troubleshooting software issues.
- Providing technical support to end-users.
- Participating in project planning and implementation.
- Collaborating with team members to ensure timely delivery of projects.
- Maintaining accurate and up-to-date records of software development activities.
- Staying up-to-date with new software development technologies and methodologies.

The Associate Software Developer shall perform such other duties and responsibilities as may be assigned from time to time by the Company. This list of responsibilities is not exhaustive and may be modified from time to time by the Company. The Associate Software Developer shall comply with all Company policies, procedures, and guidelines, as well as all applicable laws and regulations.

4) Paid Holidays

The Employee shall be entitled to twelve (12) paid holidays annually, in accordance with the Company's policies.

5) Terms of Employment and Notice Period

The Company is pleased to offer you a 1-year employment contract with us. During the first 4 months of the contract, you will not be permitted to terminate your employment with the Company as this is your prohibition time. After this initial period, you will be eligible to provide one-month notice before terminating your employment.

We are pleased to inform you that your salary will be reviewed periodically based on your performance, and any increments will be granted solely based on your achievements and contributions to the Company.

6) Confidentiality and Non-Disclosure

The Employee acknowledges that in the course of their employment with the Employer, they will have access to and become familiar with confidential information about the Employer's business, operations, and clients. The Employee agrees to keep such information confidential and not to disclose it to any third party, except as required by law. The Employee further agrees not to use any confidential information for their own benefit or for the benefit of any third party. The Employee's obligation to keep confidential information confidential will survive the termination of their employment with the Employer.

7) Tools Requirements and Communication Obligations

To ensure the smooth execution of the duties and responsibilities of the position, the Employee is expected to maintain access to a reliable internet connection, computer, and mobile phone. In addition, during their working hours, the Employee is required to have the Slack communication platform and time tracking tool Workcomposer, or any other tool introduced by the Company, consistently open to facilitate effective communication and workflow management.

8) Amendments


No amendment or modification of this Agreement shall be valid or binding unless in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

Developers Den (PRIVATE) Limited

Muneeb ur Rehman

Authorized Signatory: _____

Employee: _____