



To: Rashid Khalique,

Subject: Appointment as Probationer – as a Junior Front End Developer

Dear Rashid Khalique,

Welcome to **Icreativez**. With reference to your application for the captioned post and interview conducted on 1st Nov 2024, we are pleased to inform you that you have been selected as **Junior Front End Developer** in **Icreativez** based at Nawabshah on the following terms and conditions:

Date of Appointment

You are appointed as a **Junior Front End Developer** with effect from 1st Nov 2024.

Probation Period

The probation period will be three months. However, after the said period based on your performance, it can be extended at the discretion of the company for a period of additional three months.

Salary

You will be entitled to a salary of Rs. 20,000 (Rupees Twenty Thousand Only) per month as per Company policy revised from time to time and subject to tax withholding deductions as per Income Tax Law & any other Regulations by Government of Pakistan.

Appointment after Expiry of Probation Period (in case found suitable)

After the expiry of probation period, if you are found suitable by the company for the same post or a different post, you will be confirmed in your appointment as per the Company policy in vogue. If you are not found suitable for the post your appointment might be terminated at the discretion of the Company in case of such termination you will have no right or claim against the Company.

Rule & Regulations

You will be Required to abide by the terms and conditions, the rules and regulations of the Company as in force from time to time.

Separation Policy

As per policy, **you will have to give a one month notice period in writing when you opt to leave the job.** In case of termination of employment by you without service of one month notice you shall be liable to pay/forego one month salary and/or the amount equivalent to said salary will be deducted from your dues (if any) held in the company.

Yours Sincerely,



Sheeraz Shaikh
HR Manager

I agree and accept this with above mentioned terms/conditions.

_____	_____	_____
(Applicants Name)	(Applicant’s Signature)	(Date)

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