

Reference # 100425-1

Date: April 10, 2025.

TO WHOM IT MAY CONCERN

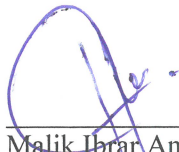
This is to certify that Ms. Sadaf Munir Minhas has been employed by TEKenable (Private) Limited from January 09, 2023, to the present as “Sr. QA Lead managing the complete QA Team placed in Pakistan”.

Initially employed as Sr. QA Analyst, Ms. Sadaf Minhas was promoted to Sr. QA Lead, overseeing all activities of the QA Team in Pakistan. She has not only fulfilled all her responsibilities as outlined in her employment agreement but has consistently exceeded them.

Beyond her day-to-day duties, Ms. Sadaf Minhas has leveraged her skills as a certified Scrum Professional (PSM) to serve as a Scrum Master. Her expertise in Agile-Scrum practices has significantly improved our processes, bringing transparency and foresight into future sprints. Ms. Sadaf Minhas continually drives improvement and innovation within her QA teams and the organization. She has played a vital role in guiding her team to deliver high-quality products that delight users. Her proactive approach to adapting to rapidly changing business environments is commendable.

She has worked on our core projects for major clients in the domains of Horse Management Systems (HMS) and healthcare-related Test Labs. Due to business policy, we cannot disclose client names, but her contributions in these areas have been invaluable.

Ms. Sadaf Minhas is a sincere, hardworking, committed, and self-motivated individual who consistently takes the initiative to enhance her performance. We have no hesitation in providing her with a reference.



Malik Ibrar Anjum
Finance and Admin Manager
TEKenable (Pvt) Ltd



TEKENABLE (PRIVATE) LIMITED


Office SF-5, 2nd Floor, Meridian Software Technology Park, Rehmanabad, Rawalpindi.

Employee Name	Sadaf Munir Minhas	Employee ID	55
Month	January-25	Designation	Sr. Software Quality Assurance Analyst
Date of Joining	9-Jan-2023	PF Accumulated Balance - Current Month	22,800

EARNINGS	AMOUNT IN	DEDUCTIONS	AMOUNT IN
	(PKR)		(PKR)
Basic Salary	345,455	Income Tax	61,164
Medical Allowance	34,545	EOBI Deduction	370
Bonus	-	PF Deduction	11,400
Others - Extra days	-	Loan Deduction	-
TOTAL	380,000	TOTAL	72,934

NET SALARY

PKR 307,066


Malik Ibrar
Finance Manager
17/04/25