



# Webicosoft

- Graphics & Web designing
- Web & Mobile Apps Development
- SEO & Social Media Marketing
- Information & Management Systems
- Content Management Systems
- E-Commerce Solutions
- Matrimonial Services (Shadi.Pk)

And more

## ADDRESS:

Office 405, 2nd Floor  
Millennium Heights, F-11 Markaz  
Islamabad - Pakistan

## CONTACT US:

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## Letter of Job Offer and Joining

May 25, 2023

Dear **Malik Noshervan Adil Khan**,

On behalf of the **Webicosoft (Private) Limited** and the Department of HR, I'm pleased to inform you that after analysis of your qualification and interview performance, I would like to offer you position of **Junior Web Developer (Laravel)** with joining date of **May 29, 2023** for our Rawalpindi office, located in Burj-e-Noor, Murree Road, Rawalpindi.

Your compensation package includes the following:

- o Monthly salary of up to **PKR. 35,000** with first performance review in 3 months after probation period.
- o Up to 15% increment or fixed commission based on your performance goals and achievement of the company after every 6 months.
- o All the benefits as outlined in separate document "Employment terms & conditions".

Further below necessary terms & conditions are applicable:

1. First three months will be a probation period during which your overall performance and achievements shall be observed.
2. Upon successful completion of the probation period, the company may or may not offer you a permanent job, as it'll depend on your overall performance during the probation period and company achievements.
3. If you are being hired as a permanent employee for our company, your salary may remain the same, or increment/decrement can be applied based on your performance during the probation period.
4. Company can terminate you without any reason on the notice of 7 days during the probation period. Otherwise the company will pay you 7 days' salary.
5. During the probation period, you can resign on the notice of 7 days. Otherwise 7 days' salary will be deducted.
6. During the probation period, no extra leave is permitted except emergency leave by providing valid proof.
7. You must agree to the company's employment terms & conditions and policies before joining the office and starting your job. (*attached in separate document*).
8. Any disturbance created in the office environment, violence of inside policies or any unlawful act may result in immediate termination without any prior notice and compensation.

Please respond within three days, otherwise this offer may expire. If you agree above and accept this offer, please sign below and send it back.

Don't hesitate to contact me for queries and questions.

Sincerely,

Adeel Arshad  
Founder & CEO



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Applicant's name & signature with date: (in case of acceptance)

Malik Noshawan Adil Khan

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