

**BARQAAB***Consulting Services (Pvt.) Limited*

No. BQB/W/01/600/MA/431

July 16, 2014

Mr. Fakhar-e-Alam Bhatti
29-A Tufail Road
Lahore Cantt

APPOINTMENT LETTER

Dear Sir,

In consideration of your academic qualifications and experience, BARQAAB Consulting Services (Pvt.) Limited (hereinafter referred as "the Company") is pleased to offer you the employment to work in the Company in the position of Principal Engineer in Grade 5 with three advance increments with effect from date of joining on the following terms & conditions:

1. Remunerations:**1.1 You will be entitled to draw following monthly remunerations:**


Basic Pay	Rs. 77,561/-
House Rent	Rs. 31,024/-
Dearness Allowance	Rs. 4,999/-
Adhoc-2009	Rs. 44,634/-
Adhoc-2010	Rs. 31,024/-
Adhoc-2012	Rs. 15,512/-
Adhoc-2013	Rs. 7,756/-
Gross Salary	1,79,510/-

1.2 Income Tax, Professional Tax and all other taxes on the emoluments shall be your liability and deductible by the Company from your remunerations. Any further assessment / demand by Income Tax Department shall be payable directly by you to the Income Tax Department.**1.3** You will be entitled to all increases in salary as per the company service rules.**1.4** You will be on probation for a period of six months.**2. General Terms & Conditions**

- i. Your services shall be governed by Company's Policies as enforced from time to time. You shall perform, observe and conform to such duties and instructions as may from time to time be assigned or communicated to you by the company.
- ii. You shall perform the services and carry out your duties with due diligence, efficiency and economy in accordance with acceptable practice. You shall always act, in respect of any matter relating to the Services, as faithful to the company and shall at all times safeguard Company's legitimate interests in any dealing.
- iii. The Management may change your designation, responsibilities or duties from time to time according to its requirements.
- iv. You shall not disclose any information relating to the Company, its clients and you will not divulge any information or secret that you may obtain during the currency of your service under this appointment.

- v. Any invention, process, design, report connected with Company business produced whether directly or indirectly made by you or coming into your possession, is the absolute property of the Company and must be treated as such by you.
- vi. You shall indemnify the Company against any loss, fines, penalties, debts or civil/criminal liabilities, attributable to your dishonesty or to the willful commission or omission by you of any act constituting breach of trust.
- vii. Services shall be liable to be terminated with a notice of one month from either Party or salary in lieu thereof.
- viii. Your services can be terminated without any notice on account of dishonesty, indiscipline, inefficiency, misconduct and absence from duty without sanctioned leave.
- ix. If your services are terminated under Clause (viii) or (ix) of the Appointment Letter, you will have no right to appeal against decision of the Management in any Court of Law.
- x. No traveling allowance will be admissible for joining this appointment.

Yours faithfully,
For BARQAAB Consulting Services (Pvt.) Limited


(ENGR. MUMTAZ AKHTAR)
General Manager (W&C)

ACCEPTANCE

I hereby declare that I have carefully read the terms and conditions of the employment as set out above and fully accept the said terms and conditions.

Signature 

Name: Mr. Fakhar-e-Alam Bhatti

Address:
29-A Tufail Road
Lahore Cantt

Phone No. 0321 4148000

CNIC No: 35201-1585116-9
Photo copy attached

Cc: General Manager (Finance), BARQAAB