



**DATED: August 4th, 2021**

**Subject: Appointment Letter – Soundboard Agent – Part Time Shift – BRAVO 11 –**

***Awais Shafiq,***

Congratulations, you have been **Appointed** as a Champion at WORK as a contractual Employee. We go through 1000's of candidates each week, with less than 5% being offered the position that you have been appointed for. You are in a unique group and we look forward to building with you, teamwork makes the dream work.

**For complete detail of your compensation plan, please review Exhibit A attached with this letter.**

**Thanks,**



**Irfan Malik  
Co-Founder/CFO  
WORK Inc.**

Address: Building 124 C, Civic center, Bahria Town – Rwp, Pakistan



### Exhibit A

#### Compensation & Performance – Soundboard – Part Time Shift –

Your Offer details are shared below:

You will be on the ‘Diamond Hands’ commission plan for the first 60 days from the date of their joining.

**Day 1 to 30 - Payout will be PKR 2000 for each billable transfer**

**Day 30 to 60 - Payout will be PKR 1500 for each billable transfer**

Day 1 is effective from the first day of your joining (*first day in training with the trainer*) and day 60 will be your 60 days in the company, after which this will move to our regular payout (*which is shared below*). But by then you would have been trained and given yourself enough time to learn the trade.

After 60 days with us, you will be moved to the regular plan which is as follows:

**THE 1<sup>ST</sup> BILLABLE TRANSFER FOR EACH DAY WILL BE PKR 500/-  
ALL TRANSFERS AFTER THE 1<sup>ST</sup> TRANSFER WILL BE PKR 1000/BILLABLE.  
You will get 1000/TRANSFER STARTING FROM THE 2<sup>ND</sup> TRANSFER.**

This means that you can make the following commission on the regular plan:

2 Transfers/day	=	PKR 36,500
3 Transfers/day	=	PKR 58,500
4 Transfers/day	=	PKR 80,500
5 Transfers/day	=	PKR 102,500

#### Compensation & Performance Plan –

- **This is a ‘commission-based’ opportunity and your take-home compensation is directly dependent upon your performance.**

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- **Attendance Bonus of PKR 3,500** is included in the base payout plan & you will be needing to have a perfect attendance after your appointment in order to be eligible for it – In case of any Absence days from the day of your appointment, you will not be eligible for the Attendance Bonus of PKR 3,500 for that particular month.
- The Attendance bonus will be paid in accordance with the monthly pay cycle.
- The monthly pay cycle is from 21st till 20th of the following month and the salaries are transferred on the 5th of every month.
- All Transfers are expected and required to be **Billable Transfers**.
- The dialing hours will be from **8:14pm to 2:30am (Monday to Friday)** and you will be required to work during this timeframe.
- **You will be required to complete 30 days with the company, counted from the day of your Appointment. If you fail to complete 30 days from the day of your appointment then you will not be eligible for any compensation. It is mandatory to complete 30 days from the day of your appointment, in order for you to be eligible for the first salary.**
- **You are required to serve a 2 – week notice period at the time of your resignation. If the notice period is not served then you will be eligible for a 2 – week deduction, as per the notice period policy.**

With this new plan in place, you will be able to substantially increase your take-home compensation.

All compensation, leaves, related inquiries are and can only be subjected towards HR. No other area is responsible for this information.

Congratulations, ONCE AGAIN and let's build a great Company!

**Thanks,**



**Irfan Malik**  
**Co-Founder/CFO**  
**WORK Inc.**

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