### Strictly Private & Confidential Date: 27th ­­­­­­­­-Jan-2022

**Akhter Ali,**

Karachi.

## EMPLOYMENT OFFER LETTER

Dear Akhter,

With reference to your application and your subsequent interviews with us, we are pleased to offer you employment with our organization as **Software Developer** in **EvantageSoft (PVT) Ltd**.

* Your employment with us will be effective from the date of you reporting for duty, which shall not be later than **20th–FEB-2022**. Failing to do so will render this Letter of Appointment ineffective.
* This offer of employment is also conditional upon you notifying us of your acceptance of the terms and conditions contained herein and attached, by signing the attached duplicate copy of this letter and terms of employment, at the place indicated at the bottom and returning the same to us on or before joining date (as mentioned in point 1).
* The offered salary, emoluments, privileges are contained in Annex A, which shall be treated as an integral part of this Agreement.
* The Company may revise your Entitlements package on a periodic basis, determined by yours and the Company’s performance.
* The Entitlements package is subject to tax deduction as per prevailing Income Tax Laws of Pakistan.
* Your employment is considered initially as probationary for a period of 3 month. Only upon satisfactory completion of the probationary period, the Company will inform you in writing to confirm your appointment.
* Your Appointment, and all other terms with the Company will be governed by the services Regulation of the Company.

**Annexure “A”**

|  |  |  |
| --- | --- | --- |
|  | **SALARY** | |
| a) | Basic Salary | 45,000 |
| b) | Medical Allowance | 5,000 |
|  | Gross Salary (PKR) | 50,000 |
|  | **OTHER BENEFITS** | |
| c) | Privilege Leaves:  Privilege Leave will be granted at the rate of 30 calendar days (10 Earned Leaves, 10 Sick Leaves, 10 Casual Leaves) per calendar year of service completed. Details are mentioned in employee handbook. | |

Should you accept this offer, we wish you a bright and successful career with **Evantagesoft Private Limited**.

Yours sincerely,

Afaq Shakoor

VP – Product Delivery

I have read the foregoing letter and I accept the offer on the conditions outlined above.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CNIC: \_\_\_\_\_\_\_\_\_\_

Date of Joining**: ­­­\_\_\_\_\_\_\_\_\_**