

**Assignment 06**

**Employment Contract for Software Engineer**

**Name:** Jiyad Khan

**Section:** BS AI (J)

**Roll No:** 19I-1771

**Subject:** Professional Practices in IT

**Submitted To:** Dr. Aftab Maroof

**Deadline:** 10th May, 2023

**Campus:** FAST, Islamabad

Dear **Jiyad Khan**,

We are delighted to offer you the position of Software Engineer at Next Gen Tech. We believe that you have the skills and potential to excel in this role and become an integral part of our team. Please find below the details of the offer.

**Position:** Software Engineer

**Starting Date:** 1st June, 2023

**Salary:** 75,000 Rupees

**Other Perks and Privileges:** Health Insurance Coverage, Retirement Savings Plan, Paid Time Off, Flexible Work Arrangements, Professional Development

**Probation Clauses:**

You will be on probation for a period of two months, during which your performance will be assessed. If we find that you are not meeting our expectations, we reserve the right to terminate your employment without notice.

**Leave Policies:**

You will be entitled to twenty days of paid leave per year. You will also be eligible ten sick days and ten personal days. All leaves will be subject to prior approval by your manager.

**Duties, Work Hours, Timings, etc.:**

Your duties will include Collaborating with cross-functional teams to design and develop software applications, writing clean, efficient, and well-documented code, Testing and debugging software applications, Identifying and resolving technical issues, participating in code reviews and providing feedback to other team members, Staying up-to-date with emerging trends and technologies in software development. You will be expected to work seven hours per day, five days per week. Your working hours will be 9:00 AM to 5:00 PM, subject to change as per the company's requirements.

**Intellectual Property Clauses:**

All intellectual property created by you during your employment with us will be the property of the company.

**Confidentiality, Non-Compete, and Non-Solicitation Clauses:**

You will be required to sign a separate agreement regarding confidentiality, non-compete, and non-solicitation clauses. This agreement will be binding for the duration of your employment and a period of six months after termination.

**Contract Termination Clauses:**

The employment contract can be terminated by either party upon 10 days’ notice. We reserve the right to terminate your employment without notice in case of any misconduct or violation of company policies.

**Arbitration Clauses:**

Any dispute arising out of or in connection with this agreement will be resolved through arbitration in accordance with in the event of any dispute or claim arising out of or related to your employment with Next Gen Tech, including but not limited to claims arising under federal, state or local statutory or common law, contract, tort or any other legal theory (the "Dispute"), the Dispute shall be resolved by final and binding arbitration in accordance with the rules of the American Arbitration Association. The arbitration shall be conducted in Toronto, Canada. Each party shall bear its own costs and expenses, including attorney's fees, associated with the arbitration. Any award may be confirmed and enforced in any court of competent jurisdiction. The decision of the arbitrator will be binding on both parties.

Please let us know if you have any questions or concerns. If you wish to accept the offer, please sign and return the copy of the agreement by 20th May, 2023.

We look forward to welcoming you to our team.

Sincerely,

**Samantha Patel,**

**Next Gen Tech,**

**Toronto, Canada.**