

TY Sophearum

Address: #620, St.33c, Sangkat Steung Meanchey 1, Khan Meanchey, Phnom Penh.

Email: tysophearum91@gmail.com

Tel: (+855) 98 834 117

Dear **Sophearum**,

RE: Job Offer – Junior Backend Developer

Congratulations and welcome to Sabay!

This is a formal offer for the position of **Junior Backend Developer** with Sabay Tekh Co., Ltd.
Please note that this offer is subject to satisfactory reference checks.

Your start date:	February 06, 2024 - 8:30 AM
Contract type:	Unspecified Duration Contract
Your line manager:	Moul Channrith, Scrum Master / Backend Team Leader
Annual Leave entitlement:	18 days for 1 year employment (1.5 day per month)

We are delighted to offer you the following **Compensation and Benefits Package**:

During your probation:

Gross Salary	KHR	1,634,000	/month
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Personal Accident Insurance & Health Care	According to National Social Security Fund		
Personal Accident (Phillip Insurance)	USD	5000	(Sum Insured)

Your probation will be 3 months. During this time the contract may be terminated by either party with a written notice of one week.

After the successful completion of your probation, Sabay will offer:

Personal Accident Insurance & Health Care	According to National Social Security Fund		
Personal Accident (Phillip Insurance)	USD	5000	(Sum Insured)
Medical Care	USD	200	/year
Dental Cleaning	2	times	/year

Once the letter is duly signed it means that you have accepted the terms and conditions along with the offer. We have enclosed a copy of this letter for your records.

Approved by

Accepted by

Chy Thmor

Chief Executive Officer

TY Sophearum

Date: