

Job offer | Yury Kalenkou



December 29, 2021

Dear Yury,

Our congratulations! It is our pleasure to offer you a position of **Software Engineer (JS)** for **Softarex Technologies, Inc.** We trust that your knowledge, skills and experience will be among our most valuable assets. We are delighted to make you the following job offer.

Consistent with Softarex Technologies, Inc. Employment Policy, the first 3 months of your appointment to this position is a trial period. From the beginning of your work you enter into a fixed-term contract with our company. We will be in a position to confirm continued employment upon successful completion of the trial period.

The salary for this position is: 2500 USD (after tax) - trial period, it maybe reviewed after.

You are entitled to a **Welcome Bonus** of 600 USD (after tax).

Expected start date: 11 January 2022

It will be paid out monthly in BYN according to National Bank of Belarus exchange rate. The compensation information is confidential. As a company policy, we strongly recommend not to share this information with other employees. You have Saturday and Sunday as holidays.

You will receive 25 calendar days (19 working days) of vacation per annum. Vacations can be taken as several periods with the first part is not shorter than 14 days. All vacations should be confirmed by your Manager beforehand. Your right for the annual paid vacations of full duration comes into force after 6 months of uninterrupted work at Softarex Technologies, Inc.

Work schedule is flexible and is coordinated with the Project Manager. The beginning of the working day not later than 11 a.m; the end of the working day is not earlier than 18 p.m.

Yury, we're extremely happy that you may join Softarex Technologies, Inc. We ask you to review this offer carefully. If employment terms described above suit you, let us know!

***** Please confirm that you have received this letter no matter whether you accept the offer or not.***

Sincerely,

Executives management
Softarex Technologies, Inc.