

May 24, 2024

Mr. Mujahid Ali  
HRPSP/0038  
Lahore

**Subject: Employment with HR Perfect Solution Providers (Pvt.) Ltd.**

Dear Mr. Mujahid Ali,

**HR Perfect Solution Providers (Pvt.) Ltd., ("the Company")** is pleased to offer you a position as **Senior Backend Laravel Developer** effective from **10 June 2024**, the following terms and conditions shall govern your employment.

**SALARY AND OTHER BENEFITS:**

1. That your salary, inclusive of all cost of living and other statutory allowances, enhancement, benefits, perquisites, and mandatory increments shall be the sum of **Rs. 160,000/- (Rupees One Hundred Sixty Thousand Only) per month**, the breakdown of which is as under:

Basic Salary:	103,226
House Rent Allowance	46,452
Utilities Allowance	10,323
<b>Total:</b>	<b>Rs. 160,000</b>

2. After the successful probation, your salary will be revised **10,000/- (Ten Thousand Only )**
3. That the Salary will be paid after any deductions required under any tax or applicable legislation. You will be personally responsible and liable for payment of taxes applicable on your income other than the Salary.
4. Your Employment Tenure with HR Perfect Solution Providers (Pvt.) Ltd., is for **2 Years** starting from your joining date.

**Group Life Insurance:**

In case of death or permanent disablement (God Forbid), you will be covered under the group insurance policy of PKR 500,000/- (Rupees Five Hundred Thousand Only) in case of Natural Death & PKR 1,000,000/- in case of Accidental Death.

**Group Health Insurances:**

**HR Perfect Solution Providers (Pvt.) Ltd.**

🏠 615 Siddiq Trade Centre, Main Boulevard Gulberg, Lahore.

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You & your immediate family (Spouse & Children) will be covered under the Group Health Insurance Policy subject to the fulfillment of the terms and conditions of the insurance company.

### **TERMINATION OF Employment:**

Your Employment may be terminated without any notice or any payment in lieu thereof. Your appointment may be terminated at any time subject to the following conditions.

- a. If in the Company's opinion, which shall be final and binding in this matter, you are found guilty of dishonesty, misconduct, disorderly behavior, negligence, indiscipline, insubordination, absence from duty without permission or of any conduct which violets one or more terms of this letter, your services shall be liable to be terminated forthwith without any notice whatsoever or any compensation in lieu of notice.

### **OTHER RULES AND REGULATIONS:**

1. Your employment will be governed by the rules of the Company which may be enforced from time to time in all respects.
2. You will not divulge, either directly or indirectly, to any person or body any knowledge or Information that you may acquire concerning the affairs, property, enterprise, and undertaking of our client's organizations its associate companies, or subsidiaries and shall maintain the usual secrecy about the business and other affairs of our client. Further, you shall not take or remove from the premises of the company and its clients without the consent of the management/client any data, table calculations, letters, and other documents or items of property or confidential information pertaining to the company's/client business or affairs, in any form (paper, diskette, tape, CD, optical or magnetic, etc).
3. You are required to notify the company immediately of any change in your residential address, phone number, or in your civil status.
4. You will be responsible for the safe custody and return in good condition and order, of all Clients' property, which may be in your use, custody, care, or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other actions as it deems proper in the event of your failure to account for such property to the Company's satisfaction.
5. You agree to perform, observe, and confirm such duties and instructions as may from time to time be assigned or communicated to you by the Company or the authorized Representative of Clients.
6. You will be required to observe the normal working hours fixed by the company from time to time.
7. During the period of employment, you will remain an employee of the Company and on its payroll only.

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Please acknowledge this letter as a formal acceptance of the above terms and conditions.

Yours sincerely,



HR Perfect Solution Providers Pvt. Ltd.