



PAKISTAN OFFICE

ICM JAPAN, Caesar's Tower,  
IT-Park, 2<sup>nd</sup> Floor, Opposite  
Aisha Bawani College,  
Sahrah-e-Faisal, Karachi,  
Pakistan, Ph: 021-32802655-6

# ICM JAPAN

Japanese Used Car Exporter & Auction Agent

Ref: ICM/EC/PK/01/16

## Employment Probation Contract/Agreement

Dear Mr. Tehseen Malik,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been appointed as International Business Consultant, having CNIC # 42201-8854195-7 at ICM JAPAN-Pakistan w.e.f 25-Jan-2016. Your appointment will be subject to the following terms and conditions.

From commencement of your employment you will be paid as per follows,

Agreed Base Salary	Rs. 25,000/-	(Plus Commission)
Probation Period	25-Jan-2016	(From)
	25-Mar-2016	(Till)

You will be on probation for the period of 02 months from the date of your joining.

The given Contract and Agreement shall be renewed as 2 Months' time is elapsed.

This contract will not be accounted if the appointed employee will not attain the given Goals, calling time and if any other action is made against employment regulation and the Working environment.

(Employment regulation details enclosed within the 2<sup>nd</sup> & 3<sup>rd</sup> Page)

Note:

The Probation Period shall be continued if the below quantity is not sold within the Months time (03) Units sure check (Units with significant deposit for Shipment) If the above quantity is not sold within the probation period, ICM JAPAN will decide at the time to continue or terminate the employment with the appointed employee.

*Tanzania*