

Date: December 02, 2020

Employee Code: 3380

Mr. Francis Noel Dias

42301-6034808-1

Dear Francis,

Appointment to the position of Executive - Business Development

Following acceptance of our offer we are pleased to confirm your employment at Abtach Ltd. for the position of "Executive - Business Development" effective from December 02, 2020.

1. Compensation & Benefits:

Your starting salary is Rs. 35,000/- (Rupees Thirty-five Thousand only) per month. Besides this you will be entitled for:

- 24 paid leaves annually (After 3 Months)
- EOBI
- Medical and Life insurance (After 3 Months)

Any other regular employee benefits as and when the company announces.

2. Permanent & Notice Period:

You are being appointed as a 'Permanent Employee' and you shall be entitled to all benefits (detailed as under) immediately upon joining. In case of separation (under any circumstances) you will be required to serve a 2 month notice period and/or payment made in lieu thereof.

3. Reporting Relationship:

You will report to **Mohammad Aakash – Assistant Vice President - Business Development** or any other person designated by him.

4. Rules & Regulations:

- You will obey and comply with all reasonable orders and instructions given to you by the Company and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.
- Phone call shall be required for Casual and Medical leave for a day. For leaves of more than one day, satisfactory documents are needed. Annual Leaves must be planned at least two months in advance.
- Employee is not authorized to use any of Abtach International brand or its clients name or its work in their portfolio or anywhere on resume, LinkedIn, Facebook or any other social media.

ABTACH LIMITED

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Khaliq-uz-Zaman Road, Block 8, Clifton,
Karachi.

P +92 21 32462412-3

W www.abtach.com



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Karachi 11th November 2011

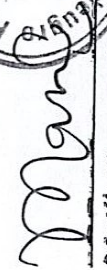
TO WHOM IT MAY CONCERN

Subject: Experience Certificate

It is intimated that Mr. Francis Noel Dias S/o Mr. Anthony Dias holding C.N.I.C.No
42301-6034808-1 has served in this company as "Operations Coordinator" from
13th November 2008 till **31st October 2011**. During this period he acquired
adequate knowledge about the operations management and his overall
performance has been good. We found him to be a hardworking, punctual, and very
well behaved worker.

We wish you all the best in his future life.

Sincerely,


Malik Naeem Azam
(Managing Director)



Note: All Business is Transacted in Accordance with the Standard Trading Conditions of Pakistan International Freight Forwarders Association (PIFFA) www.piffapk.com

Islamabad Office:

Flat No. 1, Ground Floor,
Block No. 11, PHA Apartments,
Sector G-7/1, Islamabad, Pakistan

Peshawar Office:

3rd Floor, Sara Tower II,
Khyber Super Market,
Bera Road, Peshawar, Pakistan

Member of the **deugro** Group

Kabul Office:
House No. 225, Street # 15, Lane 6,
Near Tajikistan Embassy

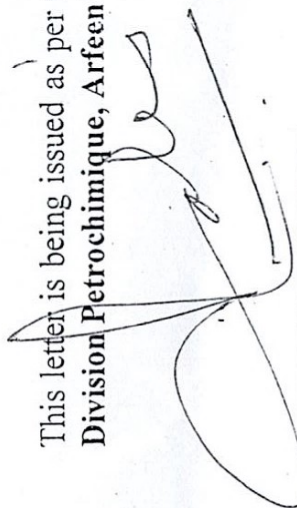
November 20, 2020.

TO WHOM IT MAY CONCERN

THIS IS TO CERTIFY THAT, Mr. Francis Noel Dias, CNIC No: 42301-6034808-1 was on a Contractual position in the **Logistics Department** at Division Petrochimique, Arfeen International (Pvt.) Limited from July 14, 2016 till September 14, 2017. His last position in the company was “Logistics Trainee”.

He had resigned on his own accord.

This letter is being issued as per employee's specific request with no liability on part of **Division Petrochimique, Arfeen International (Pvt.) Limited.**



Mohammed Ali Jawaaid
Director Commercial & CFO

division petrochimique
arfeen international (pvt.) limited

3rd Floor, Tower A, The World Trade Center, 10 Khayaban-e-Roomei, Block -5, Clifton, Karachi-75600, Pakistan.

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Branches

Lahore: 28-A, Block-XX, Phase III C, Commercial Area, D.H.A., Lahore-54000. Phones: (92-42) 3718 648+86 Fax: (92-42) 3718 6487

Dated: March 21, 2016

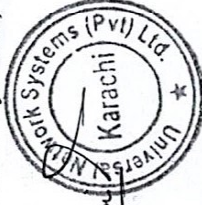
To Whom It May Concern

This is to certify that Mr. Francis Noel Dias s/o Anthony Dias holding CNIC# 42301-6034808-1 has worked as a **QA Assistant** at blueEX (a division of Universal Network Systems Pvt. Ltd) from November 28, 2012 to March 19, 2016.

We found him responsible, enthusiastic and hard working person during his working tenure. He is a dedicated worker and possesses pleasant manner.

We wish him success in his future endeavors.

For Universal Network Systems,




Sabeen Jawaid
Senior HR Executive

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Karachi.

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