**№ 456«01\_\_\_»June 2023.**

**JOB OFFER LETTER**

**Dear Mr. Jaswant Singh,**

We are pleased to extend you a formal offer of employment with **ZUMA PHARMA LLC**, for the position of **Team Head Validation and Qualification** In chargebeginning on or **before 06/07/2023.**

**Responsibilities;**

1. Being in charge for **Team Head Validation and Qualification.** More detail job description will be sent later.

**Commercial part :**

1. Salary on probation period which will last 2 month, we are offering **2300$** per month, after it is over salary will remain as **2500$.** Above salaries are net amount, which you will receive after all the tax deductions. After 12 months of work in a row than we will discuss with the candidate salary for next year. Usually our salary raise in a year will be from 5-15% (only with good performance rating) just to give rough idea.

2. We are planning to sign an employment contract at least for 3 years, whereas terms will be reviewed every year.

 **Living, transportation and accommodation :**

Living, accommodations, food will be provided by our company (employer) at the site since site is located in remote place from the city. Transportation is not needed but if you will have any need we will provide it.

**Other terms :**

1. Health insurance will be provided by the employer.

2. Resigning from the job will be possible **only with 6 months notice in prior,** **otherwise he will face 3 months salary penalty,** since we have to find a person in your place and replace you in a good way.

3. Employee can not get a job with any other Pharma or any other company in Uzbekistan within 5 years after he resigns with our company, this is from confidentiality point of view and company policy.

4. Employer will arrange a school for the children of the employee, if it is government scholl (with English linguistic direction) it will be arranged free of charge, but if employee decides to choose a private school than school cost should be paid by the employee himself.

Transportation to and from the school will be negotiated between sides depending on the distance of the selected school from the living address of the employee.

5. Once a year 14 days paid vacation is provided by the employer, which will be given as per the prior approved plan 2 times in a 12 month, which will be started minimum after 6 month of employment. Also, the employer provides paid tickets home and back only to the employee once a year, and the cost of the ticket will be reimbursed to the employee within 15 working days after the employee returns from annual leave.

You may contact us by telephone at +998946072720 or via email at nozima.yunusova@ugp.uz.

**Sincerely,**

**Shareholder**

**Nodir Yunusov**