

December 05, 2018

Ms Nurfatim Nabila binti Dzulkifly,
211 Jln Palma Jaya 6,
Taman Palma Jaya Perdana,
70400 Seremban,
Negeri Sembilan Darul Khusus.

PRIVATE AND CONFIDENTIAL

Dear Ms Nurfatim Nabila,

LETTER OF APPOINTMENT

Columbia Asia Sdn Bhd (formerly known as CPH Seremban Acute Care Sdn Bhd) ("the Company") offers you the position of **PHYSIOTHERAPIST**, in job grade **5** with effect from **10 DECEMBER 2018** at Columbia Asia Hospital Seremban. Your appointment will be subject to the following terms and conditions:

1. Pre-Employment Medical Examination

A satisfactory health report from the Company's doctors must be received on the prospective employee. The Company reserves the right to retract the said offer of employment on the account of the employee failing the said medical examinations.

2. Compensation

You will receive a monthly basic salary of **RM1,800-00 (Ringgit Malaysia: One Thousand Eight Hundred Only)**.

No contractual bonus in addition to salary will be payable.

3. Effective Date of Employment

Your term of employment will commence on **10 DECEMBER 2018** and continues thereafter subject to your termination or resignation.

4. Probation Period

You will be on probation for a period of three (3) months ending on **09 MARCH 2019**. At the end of this period, your performance will be assessed. Should your performance be found to be:

- a) Satisfactory, your employment will be confirmed;
- b) Unsatisfactory, your probation period shall be extended for a further period of three (3) months or your employment shall be terminated.

5. Confirmation

Employees who have satisfactorily completed the probation period shall be confirmed in their position in writing. There shall be no deemed confirmation without the Company notifying the employee in writing.

6. Working Hours

- a) You will follow the working hours set by the Company, which may be revised from time to time to meet the needs of the Company.
- b) Depending on the Department/Section that you are assigned to, you may be required to work on rotational shifts.
- c) The Company may require you to perform overtime work from time to time and you shall not unreasonably refuse to do so.