



**PRIVATE & CONFIDENTIAL**

23 January 2024

**Kang Ching Yee**  
Block 534 Pasir Ris Drive 1  
#05-276  
Singapore 510534

Dear Ching Yee

**OFFER OF EMPLOYMENT**

We are excited to bring you onboard as **Physiotherapist** with Allium Healthcare Services Pte. Ltd. (hereinafter called "the Company"), reporting to the **Allied Health Co-ordinator** and/or any other designated officer, on the following terms and conditions.

**1. PROBATION**

Your appointment is subject to a probation period of three (3) months from the date of commencement.

**2. EMOLUMENTS**

- a. You will receive a fixed salary of **S\$5,700** per month which is inclusive of 10% monthly variable component (MVC). The MVC is subject to periodic review and can be adjusted or withdrawn based on company performance and market factors. Periodic performance review will be conducted to assess your performance and suitability of the position. The Company may make adjustments to your salary as it deems fit.
- b. The Company shall make contributions to your account with the Central Provident Fund at the prevailing statutory rate and subject to the maximum statutory contribution requirement.
- c. You may be entitled to an Annual Wage Supplement (AWS). This is subjected to the Company's declaration and you fulfilling the eligibility conditions as laid down in the Company's prevailing policy.
- d. You may be considered to participate in the discretionary bonus scheme which will depend on your individual performance and that of the Company in accordance to the prevailing reward policies in the Company. Your eligibility of this bonus, however, is subject to at least a "Good" performance rating, and will cease upon the serving of a notice of termination at any time, by either party prior to the bonus pay-out date.