



BACKGROUND CHECK INTERNATIONAL
Nigeria's First Background Check Company

Tuesday, 4th August 2020

Mr. Ayomide Emmanuel Asekun

Custom road, Matogun,
Ogun State, Nigeria.

Dear Mr. Ayomide,

OFFER LETTER OF EMPLOYMENT AS AN EXECUTIVE TRAINEE

We are delighted to extend this offer of employment to you for the grade level of an **Executive Trainee** in our company effective from **5th August, 2020** with a Monthly Net Salary of **66,139.19. (Sixty-six thousand, One hundred & Thirty-nine Naira, and Nineteen Kobo).**

Probation:

Kindly note that you will be placed on probation for a period of **six (6) months** at the end of which you will be confirmed if your performance is up to the required standard. When your performance is below expectation, your probation may be extended or terminated. Your confirmation will be subjected to the receipt of favourable reference from your previous employers (if any).

Hours of Work:

Your hours of work shall be from **8:00 am till 5:00 pm, Mondays to Fridays**. While the Break time is between **12:00 noon and 1:00pm**. However, you may be required to work later hours on weekdays and report for work during weekends or public holidays when the situation so demands. A detailed job description will be communicated & handed over to you by your reporting manager.

Training:

BCI places a high premium on the training of its personnel. Staff may also inform BCI of relevant training programs which are scheduled outside of BCI's training programs.

Annual Incentive:

You will be eligible to participate in our Christmas Bonus Plan or any other annual incentive plan to be adopted and maintained for employees of the Company at your current salary pay grade that the company designates.

Right to Conduct Background Checks:

BCI reserves the right to conduct full background check on you either before or after the appointment of a staff. Any negative or incriminating findings on you shall lead to your dismissal from the company.

Referees:

You are required to provide **two (2) referees (NOT RELATIONS)** who knows you very well and will be able to provide us information as to your character and your suitability to work in our company.

Employment Form:

You are required to fill our employment form upon resumption to the office and also provide us your educational credentials and any other documents required with two (2) recent passport photograph.

Medical Examination:

BCI reserves the right to conduct a Medical examination on you to determine your fitness for the job and to ensure that you are free from any contagious diseases.

Divulging Official Secrets/Confidentiality Agreement:

You shall not, without the company's consent either during the period of your contract or thereafter, communicate to any person any information relating in any way to the company's business which you would not have had if you had not been employed by BCI. All such facts and information shall be treated as confidential and should not be disclosed to any unauthorized persons. A formal agreement may be required in this respect.

Right of Search:

BCI reserves the right to subject staff to summary searches when entering or leaving the premises.


Termination of Employment:


During probation, either party may terminate the employment relationship by giving **two (2) weeks' notice or pay half month salary in lieu of notice**. After Confirmation, either party may terminate the employment relationship by giving **one (1) month notice or pay a full month salary in lieu of notice**. An employee may be dismissed without notice or basic pay in lieu, for gross misconduct. Please be informed that if any of the information given to the company by you is found to be false or misleading, this may lead to summary dismissal or termination of employment.

Kindly signify your acceptance or otherwise of this offer of appointment **within one (1) week** of receipt.

While awaiting your response, we heartily congratulate and welcome you to BCI in advance. We trust that you will find here a stimulation that will offer you a challenging and rewarding career. We are also looking forward to your contribution to building a company of which we shall all be proud of. Should you have any questions on any of the above, please do not hesitate to contact me.

Yours faithfully,


Emmanuel Adedola
Human Resources Business Partner


Original copy received by me.
Ayomide Asegun

OFFER LETTER OF EMPLOYMENT AS AN **ANALYST**

We are delighted to extend this offer of employment to you for the grade level of an Analyst Trainee in our company effective from 5th August, 2019 with a Monthly Net Salary of ₦63,341.25 (Sixty-three thousand, One hundred & Thirty-four Naira, and Nineteen Kobo).

Probation:

Kindly note that you will be placed on probation for a period of six (6) months at the end of which you will be confirmed if your performance is up to the required standard. When your performance is below expectation, your probation may be extended or terminated. Your confirmation will be subject to the receipt of favourable reference from your previous employer(s) if any.

Hours of Work:

Your hours of work shall be from 8:00 am till 5:00 pm, Mondays to Fridays while the break time is between 12:00 noon and 1:00pm. However, you may be required to work later hours on weekdays and report for work during weekends or public holidays when the situation so demand. A detailed job description will be provided and handed over to you by your reporting manager.

Training:

BCI places a high premium on the training of its personnel. Staff may also inform BCI of relevant training programmes which are scheduled outside of BCI's training programs.

Annual Incentive:

You will be eligible to participate in our Christmas Bonus Plan or any other annual incentive plan to be adopted and sustained for employees of the Company at your current salary pay grade that the company designates.