

16th September 2022

**TRAINING &
CONSULTING**

Abrar Hussain,
Assistant Supervisor,
Faisalabad

Subject: Offer Letter for the Position of Assistant Supervisor

Dear Abrar Hussain,

Reference to your submission of CV and subsequent interview against subject position.

I am pleased to inform you that CHIP Training & Consulting (CTC) has decided to offer you a full time position of Assistant Supervisor (Grade - 4) - Faisalabad with required travelling to field areas as governed by CTC Employee Service Rules (ESR).

A three-month Probationary Period will apply to this role, which itself subject to termination during any stage, by either party. Upon satisfactory performance in the probation period, the contract may further be extended for three or six month depending upon your performance and continuity of the position.

During probation period your monthly Gross Salary shall be @ PKR 65,000/-, at CTC Grade - 4. The salary shall be payable on accrual basis and subject to income tax deductions. In addition, you shall be entitled to following benefit:

- You'll be provided with Fuel Expense for field @PKR 25,000/- per month.
- Communication Expenses @PKR 1,000/- per month.
- Death and disability Insurance cover @ PKR 1,500,000/-.

If acceptable, please sign the copy of this letter, scan and send it at hassociates@ctc.org.pk within one working day, so that formal agreement can be prepared.

Please contact undersigned for any further clarification/information in this regard.

Regards,

HR Department
Muhammad Arshad



I accept above offer

Abrar Hussain

19/9/2022

CHIP TRAINING & CONSULTING (PVT) LTD
CTC Housu. Plot # 1. (Fayyaz Market) St # 9, G-8/2, Islamabad - Pakistan
Tel: +92 51 111 111 920, Fax: +92 51 228 00 81, Email: info@ctc.org.pk

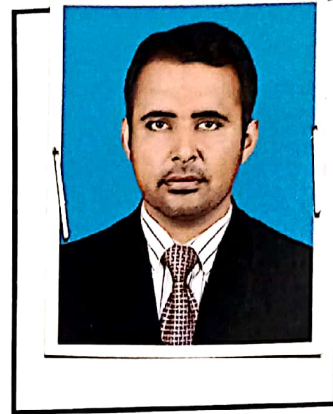


Annexure D: Application for Employment with CTC

Chip Training & Consulting (Pvt) Ltd
Application for Employment

Instructions:

Read the whole form carefully before starting to fill it in.
This form should be completed in ink, in candidate's own handwriting.
Attach copies (not originals) of all testimonials and certificates.
If space provided in the form for any particular information is inadequate,
Please attach additional sheets.
If any information given in this form is subsequently found to be incorrect, it will be construed as a gross misconduct, liable to be punished by instant dismissal and other disciplinary action as may be appropriate to the nature of misstatement.



Position applied for:

Asistant Supervisor

1. PERSONAL INFORMATION

1.1	Full Name	<i>ABRAR HUSSAIN</i>
1.2	NIC No.	<i>39104-1011423-7</i>
1.3	Date of Birth	<i>25-01-1985</i>
1.4	Father's Name	<i>MUHAMMAD INAYAT</i>
1.5	Marital Status	<i>MARRIED</i>
	Spouse or next of Kin	<i>UMNA AFZAL</i>
	No. of Children	<i>2.</i>
1.6	Permanent Address	<i>MANSURNALI. TEH WAZIRABAD DISTT :- GYRANWALA</i>
1.7	Present Residential address	<i>As ABOVE</i>
1.8	Phone Numbers	<i>0301-6600299</i>
1.9	E-mail address	<i>abrarahng@gmail.com.</i>

2. Bank Details

Account Title (Name of Ac Holder)	<i>ABRAR HUSSAIN</i>
Account No.	<i>0968-250113794</i>
Bank Name & Branch	<i>UNITED BANK. WAZIRABAD BRANCH.</i>

3. QUALIFICATIONS

List all your academic and technical qualifications, starting with the school certificate (Matriculation)

Year	Institution	Cert. / Degree obtained	Main Subjects	Grade / Div.
2000	Gort High School MANEKAR CHAIV	MATRIC	Physics / Bio / MATH	2ND.
2003	M.Z.A.K Gort Degree College W.D.	I.C.S	Physics, MATH, Computer	2ND
2005	4	B.A	Economics, Computer	D
2009	PUNJAB UNIVERSITY	M.A POL Science	POL. Science	2ND.

4. PREVIOUS EMPLOYMENT

Give details of your present employment.

If you are currently unemployed, give these details in respect of the last employment held by you.

4.1	Name of the Employer	Premier DLC. (BEACON HOUSE)
4.2	Employer's Address	BEACON House Palm Tree Campus, Gurgaonwala
4.3	Date of Joining	12-05-2018
4.4	Your Last Job Title	Cluster Incharge
4.5	Main Duties	Operational Incharge of PUP Schools. Academics Monitoring, Logistics & Finance.
4.6	Name & Title of your immediate boss	Sajjad Akhraf. (Project Manager)
4.7	Gross Monthly Pay	74000/-

5. PAST WORK EXPERIENCE

List all the previous jobs held by you, starting from the earliest.

From/ To	Employer's Name & Address		

5. REFEREES

Give details of three referees, not related to you by blood or marriage, who can vouch for your character and work experience

5.1	First Referee	Name	Anjum Adeel
		Address	ISLAMABAD
		Contact Phone No.	0323-8888755
		Nature of association with you.	EX-Boss.
5.2	Second Referee	Name	ABDUL QAYYUM
		Address	WAPDA TOWN GRW.
		Contact Phone No.	0345-7900565
		Nature of association with you.	EX-Colleague
5.3	Third Referee	Name	
		Address	
		Contact Phone No.	
		Nature of association with you.	

7. GENERAL INFORMATION

6.1	Do you suffer from any serious ailment, or disability? If so, give details.	No-
6.2	Have you ever been tried or convicted for any crime? If so, give full details.	No-
6.3	Give any other information not covered by this form which in your opinion is relevant to your application.	No-
6.4	If an offer is made to you, how soon can you join us?	Yes. 3rd of October. 3-10-2022
6.5	What are your salary and benefits expectation?	70k

6. SUITABILITY TO THE POSITION

Briefly explain why you consider yourself suitable for the position you have applied for.

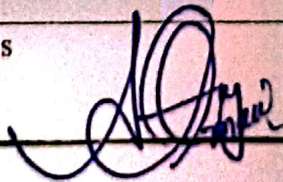
» I with respect to offered position, Mostly Based on travelling and monitoring I am currently Associated with job etc of same nature. I am assigned with 12 PSEP schools located on different locations, Monitoring of staff attendance, Assigned tasks follow up and checks Balance remotely through technology is practiced. it is same task I am doing from last 7 years.

8. DECLARATION BY THE APPLICANT

I confirm and certify that the information given above is true, correct and complete to the best of my knowledge and belief. I accept responsibility for any misstatement that may be subsequently discovered.

Date 27/9/22


Candidate's
Full
Signature



CHIP TRAINING & CONSULTING

JOINING REPORT BY A NEW EMPLOYEE

Name of the Employee	ABRAR HUSSAIN
Position appointed to	Assistant Supervisor
Department and/or Location of appointment	Raislabad
CNIC#	34104-10114237
CNIC Expiry Date	09/09/2025
Date of Joining	03/10/2022
Date and Ref. No. of appointment letter	19/09/2022
Name of the Supervisor	Rehana Mansha
Designation of Supervisor	Project Manager
Supervisor's Comments	
Supervisor's Signature	

	Document #: CTC-HR&OPS-ESR-7.2&3-001	Revision Date: November 2021
	Title: Employee Service Rules (ESR)	Revision # 01

**PREVENTION OF SEXUAL EXPLOITATION, ABUSE AND
HARASSMENT (PSEAH) POLICY
CHIP Training & Consulting Pvt. Ltd**

Review & Change History

Version	Date Effective	Created by	Reviewed by	Approved by MD
1	Nov 30, 2021	HR CTC		


1. Policy Brief and Purpose


Chip Training and Consulting (CTC) PSEAH policy aims to safeguard employees of all sexes and gender identities from unwanted sexual advances (sexual exploitation & abuse and harassment) and provide them a safe and conducive working environment. It provides guidance to report actual or suspected incidents of any type of unwanted sexual advances and also explains how CTC address and handle complaints and take actions against offenders.

CTC has zero tolerance for any type of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) at workplace. Additionally, CTC will not tolerate Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) of any nature from outside the company either from its stakeholders or vendors. CTC employees have an obligation to uphold high standards of personal and professional conduct and must not misuse their position and authority to exploit others.

2. Scope

This policy applies to all employees of CTC or anyone working for and under any form of contract with company including interns, customers, contractors and consultants. The policy is applicable regardless of the location of the individual.


 27/9/2022

	Document #: CTC-HR&OPS-ESR-7.2&3-001	Revision Date: November 2021
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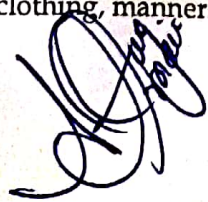
3. Policy Statement


3.1 Sexual Exploitation and Abuse (SEA) and Harassment definitions

- 3.1.1 SE: Sexual Exploitation is defined as an attempted or actual misuse of authority over a vulnerable position having power differentials or trust, for sexual purposes, including, but not limited to, proposing monetary benefits, social or political incentives in the form of the sexual exploitation of another.
- 3.1.2 SA: Sexual Abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- 3.1.3 SH: Sexual Harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident or series of incidents. Sexual harassment may be deliberate, unsolicited and coercive. Both male and female colleagues can either be the victims or offenders. Sexual harassment may also occur outside the workplace and/or within working hours or even after working hours.
- 3.1.4 "Sexual Harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
- submission to such conduct is made either explicitly or implicitly
 - submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the target individual
 - such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The attempts of SEA and SH include but are not limited to: -

- Physical approaches or physical contact of sexual nature.
- Generalized gender-based remarks and comments targeted at eliciting any kind of response from any particular person (s) from amongst the target audience.
- Unwanted physical contact such as intentional touching, grabbing, pinching, brushing against another's body or impeding or blocking movement.
- Verbal or written sexually suggestive or obscene comments, jokes or propositions including letters, notes, e-mail, invitations, or inappropriate comments about a person's clothing, manners, gestures, gait, smile or laughter.


27/9/22


	Document #: CTC-HR&OPS-ESR-7.2&3-001	Revision Date: November 2021
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- e) Visual contact, such as ogling, leering or staring at another's body, gesturing, displaying sexually suggestive objects, cartoons, posters, magazines or pictures of scantily clad individuals.
- f) Explicit or implicit suggestions of sex by a supervisor or manager in return for a favorable employment action such as hiring, compensation, promotion, or retention.
- g) Invitation for meeting to inappropriate locations.
- h) Suggesting or implying that failure to accept a request for a date or sex would result in an adverse employment consequence with respect to any employment practice such as performance evaluations or promotional opportunity.
- i) Continue to engage in certain behaviors of a sexual nature after an objection has been raised by the target of such inappropriate behavior.

4. Core Principals Relating to Sexual Exploitation and Abuse and Sexual Harassment at Workplace

- 4.1 CTC will not tolerate acts of its employees and or anyone working for and under any form of contract with company that results in the sexual exploitation or abuse of child or adult, helps facilitate SEA or where allegations of SEA are ignored.
- 4.2 Sexual exploitation and abuse by CTC employees constitute acts of gross misconduct and are therefore grounds for disciplinary actions including termination of employment contract.
- 4.3 Sexual activity with children (persons under age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of child is not a defense.
- 4.4 Exchange of money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited.
- 4.5 Any sexual relationship between CTC employees and anyone working in connection to CTC i.e. third party staff, contractors, vendors, consultants, that involves improper use of position and conduct is prohibited. Such relationships undermine the credibility and integrity of CTC employees.
- 4.6 If a CTC employee develops concerns or suspicions regarding sexual abuse or exploitation or harassment by a fellow employee, whether in the CTC or other organization, he or she shall report it as per prescribed reporting mechanism.
- 4.7 CTC employees are obliged to create and maintain an environment which prevents sexual exploitation, abuse and harassment and promotes the implementation of its code of conduct. Senior management and managers at all levels have collective responsibilities to support and develop systems which maintain this environment.
- 4.8 All staff members are expected to act with empathy, tolerance, sensitivity and mutual respect for diversity. They have the obligation to ensure that they do not

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	Document #. CTC-HR&OPS-ESR-7.2&3-001	Revision Date: November 2021
	Title: Employee Service Rules (ESR)	Revision # 01

engage in, condone, or tolerate behavior, which would constitute discrimination, harassment, sexual harassment, or abuse of authority.

4.9 CTC shall prevent SEA and harassment incidents through implementation of this policy to safeguard its staff and stakeholders.

5. Reporting process

5.1 CTC Employees

Any employee who believes that s/he has been subjected to any form of prohibited discrimination/harassment, including sexual harassment, abuse or who witnesses others being subjected to such harassment or discrimination is encouraged to promptly report the incident(s) to either their supervisor or manager, head of HR department or directly to the managing Director. All employees are expected to cooperate in the investigations and failure to comply shall result in disciplinary action, up to and including termination of the employment contract.

While the matter shall be handled confidentially and secrecy shall be maintained, CTC shall be taking certain measures such as counselling, sensitization, training and orientation sessions etc. to ensure conducive work environment. In the event of any non-compliance by any employee, stern disciplinary action shall be taken up to and including termination of employment contract.

If any employee knowingly makes a false accusation of unlawful discrimination/harassment or knowingly provides false information in the course of an investigation of a complaint, s/he shall be dealt with breach of conduct and can be grounded for strict disciplinary action.


However, complaints made in good faith, even if found to be unsubstantiated, should not be considered a false accusation.

All employees have a right to seek redressal of their grievance relating to any exploitation.

• Stage 1

In the first instance the employee should request a meeting with Supervisor or Manager and try to resolve the matter if the harassment is of minor nature. The employee may be accompanied by a person of similar status to help present the case. Where the harassment of serious nature, it shall be investigated as per due process and policy and action shall be taken accordingly.

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21/9/22

	Document #: CTC-HR&OPS-ESR-7.2&3-001	Revision Date: November 2021
	Title: Employee Service Rules (ESR)	Revision # 01

- Stage 2

If the matter is not resolved at stage 1 (minor harassment incident¹), the employee should register the complaint in writing within one week of the meeting outlined in stage 1 with the Director HR / Focal Person of HR at Head office.

The complainant must give information in his/her complaint both minor and serious incidents regarding the following:

- Name of the alleged offender;
- Date(s) and location(s) of the alleged incident(s) of discrimination, harassment, sexual harassment, or abuse of authority;
- Nature and details of discrimination, harassment, sexual harassment, or abuse of authority;
- Names of witnesses and any physical and/or documentary proof in support of the allegation (e.g., e-mails, message recordings, photos, letters, medical exams); and any other relevant information that may substantiate his/her assertions.

CTC HR or nominated senior official will investigate the complaint and recommend disciplinary actions in the light findings of the investigation. SEA and harassment investigation will be carried out in timely, fair, transparent and confidential manner.

- Stage 3

If any employee feels that his/her grievance is not redressed, s/he may write to managing director explaining reasons for his/her dissatisfaction. If the managing director if deemed necessary may initiate review of the case and shall undertake its own inquiry. The decision of the MD taken in consultation with the managers or Board members shall be final.

Copies of all relevant materials under stage 1, 2 and 3 shall go to the personal files of the employee.


5.2 External Victims/Harassers

a) If any person outside CTC is believed to be the victim of sexual abuse and exploitation or harassment, the victim will be guided and referred to the concerned department for dealing with the matter.

If any person outside CTC is believed to be the harasser, CTC will take up the case and will report it to the concerned department/organization.

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2/2/22

¹ Please see annex-1

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6. Breach of policy:

Sexual exploitation and abuse constitute acts of gross misconduct and are therefore grounds for termination of employment or assignment as the case may be.

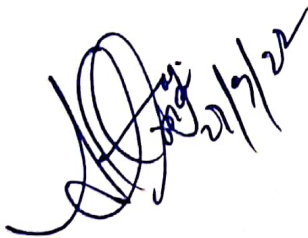
Employees who are found guilty of minor harassment or reported for the first time may face the following consequences:


1. Counseling and sensitization
2. Demotion
3. Warning letter
4. Negative performance review
5. Denied promotions and salary increases for 1 year.

The employees who shall repeat the minor harassment shall face disciplinary actions in the form of termination of employment contract.

7. Review Process

This policy will be reviewed every year by the HR Team in consultation with the Managing Director and the directors of the concerned departments, unless an earlier need is identified by Management, or HR.

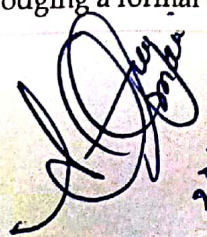

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Annex 1

Degrees of Harassment

Serious	Minor
<p>Sexually suggestive written comments including verbal, message sent through SMS</p> <p>Unwelcome sexual advances of any sort;</p> <p>Serious discrimination in allocating work based on gender, caste, religion. Nepotism and undue influence.</p>	<p>An argument between two involving yelling / shouting.</p> <p>Use of derogatory, racial, discriminatory remarks of less intensity</p> <p>Insulting by making personal remarks</p>
<p>Physical Abuse (pushing or any other means of inflicting physical harm)</p> <p>Blackmailing and Exploitation.</p> <p>Repeatedly instigating someone to react by indulging them in baseless arguments</p> <p>Use of abusive language</p> <p>Slandering, Bullying</p> <p>Abuse of authority (asking for non-sexual favors)</p> <p>Collecting fines from subordinate staff under duress.</p>	<p>Deliberate lack of Supervision</p> <p>Or poor supervisor's attitude</p>
<p>Promising recruitment, promotion, increments for sexual or non-sexual favours.</p> <p>Abuse of authority (sexual favours) i.e., Threatening loss of job/ wrongly reporting where staff fails to accept request for date / sex or any other favours. Retaliation.</p> <p>Intentional and unwanted physical contact that makes the staff uncomfortable such as touching, grabbing etc. Repeated bullying</p> <p>Victimized for lodging a formal complaint.</p>	<p>Intentionally providing misinformation to the senior supervisor.</p> <p>Misuse of power for granting excessive or unnecessary leaves (3 or less days) or anything in which his/her approval is required</p>


 27/1/22



Document #: CTC-HR&OPS-ESR-7.2&3-001

Revision Date: November 2021

Title: Employee Service Rules (ESR)

Revision # 01

Annex-2

CTC PSEAH Acknowledgement Form

Name of employee/consultant/ Vendor: Abbar Hussain

Position: Asistant Supervisor

Department: _____

I have received, read and I fully understand the CTC PSEAH policy included in the CTC ESR manual.

I understand its contents and agree to comply with the guidelines set out in the subject policy and understand that failure to comply may result in disciplinary or legal action(s).

Date: 27/9/22 Signature: [Signature]

Please sign and return to HR Team. This document will be filed in the employee's personal file.

حکومت پاکستان

قومی شناختی کارڈ

34104-1011423-7

نام : ابرار حسین

جنس : مرد

والد کا نام : محمد عنایت

شناختی علامت : ندارد

تاریخ پیدائش : 25/01/1985



دستخط حامل کارڈ

دستخط حامل کارڈ

عثمان یوسف حسین

دستخط جسٹس راجندر



09/09/2025
09/09/2015
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13174Y
34104-1011423-1
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No 016538

Roll No 57541

Registered No
92-NEM-2000



BOARD OF INTERMEDIATE & SECONDARY EDUCATION, GUJRANWALA

Intermediate (Annual) Examination, 2003

Pre - Engineering Group

Certified that ABRAR HUSSAIN

son/daughter of MUHAMMAD INAYAT

of the GUJRANWALA DISTRICT

has passed in ~~part~~ / parts the Intermediate Examination of this Board, obtaining 516 marks out of 1100 and has been placed in Grade D

He / She offered the subjects and obtained the marks as follows:

1. Urdu	104	2. English	88
3. Islamic Education	27	4. Pakistan Studies	36
5. Physics	109	6. Chemistry/Computer Science	95
7. Mathematics	57		

*Qualified under Concessional marks rule 2.13 of the Board's Calendar.

SECRETARY

GUJRANWALA
July 31, 2003

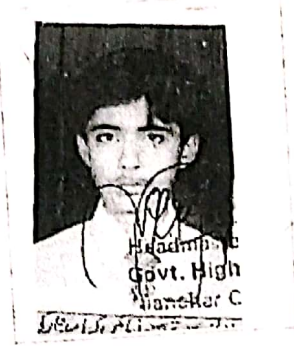
(T-16401-16520-175/2003)

(Grading Legend Overleaf)

No 106868

Roll No. 9567

Enrolment No
30-S/133G-98



BOARD OF INTERMEDIATE & SECONDARY EDUCATION, GUJRANWALA
Secondary School (Annual) Examination, 2000
Science Group

Certified that Abrar Hussain
son/daughter of Muhammad Inayat
of the GOVT. HIGH SCHOOL MANCHAR CHATTA (GUJRANWALA)

has passed the Secondary School Examination conducted by this Board
obtaining 469 marks out of 500 and has been placed in Grade C.
He/She offered the subjects and obtained the marks as follows:

1. Urdu	91	English	86
2. Islamiyat	56	3. Pakistan Studies	45
4. Mathematics	64	5. Physics	43
6. Chemistry	36	7. Biology	48

In Internal Assessment he/she was awarded grade B by his/her Institution.

His/Her date of birth as recorded in the admission form is 25-01-1985
(Twenty Fifth January) one thousand nine hundred and Eighty Five

(Signature)
SECRETARY

GUJRANWALA
June 30, 2000.
CP-99605-115104-1-2000

(Grades I, II and Overleaf)

UNIVERSITY OF THE PUNJAB



2005

THIS IS TO CERTIFY THAT

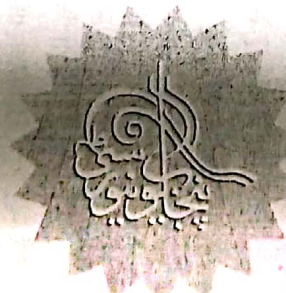
Abrar Hussain
Son of Muhammad Inayat
of the Maulana Zafer Ali Khan Government Degree College, Wazirabad
(ex-student)

HAS OBTAINED THE DEGREE OF

BACHELOR OF ARTS

in this University at the examination held in October 2005,
securing 352/800 marks and was placed in the Third Division.
The examination was taken in parts.

B 680458



Lahore 17 Oct 2005

Controller of Examinations

Chancellor

021762

1305483

رجسٹریشن نمبر
Registration Number
2003-mzw-4

University of the Punjab



جامعہ پنجاب

This university hereby confers upon
Abrar Hussain
son of **Muhammad Anwar**
of the **Gujranwala District**

the degree of

Master of Arts
Political Science

together with all the rights, privileges and
honours belonging to this degree.

Session 2007-2009

Marks Obtained 503/1000

Division Second

M 264521

یہ جامعہ
ابرار حسین
محمد عنایت
بن
از ضلع گوجرانوالہ

کو

ایم۔ اے
سیاسیات

کی سند عطا کرتی ہے مع تمام حقوق، امتیازات
اور اعزازات جو اس سند کے ساتھ وابستہ ہیں۔

دورانیہ ۲۰۰۹-۲۰۰۷ء

حاصل کردہ نمبر ۱۰۰۰/۵۰۳

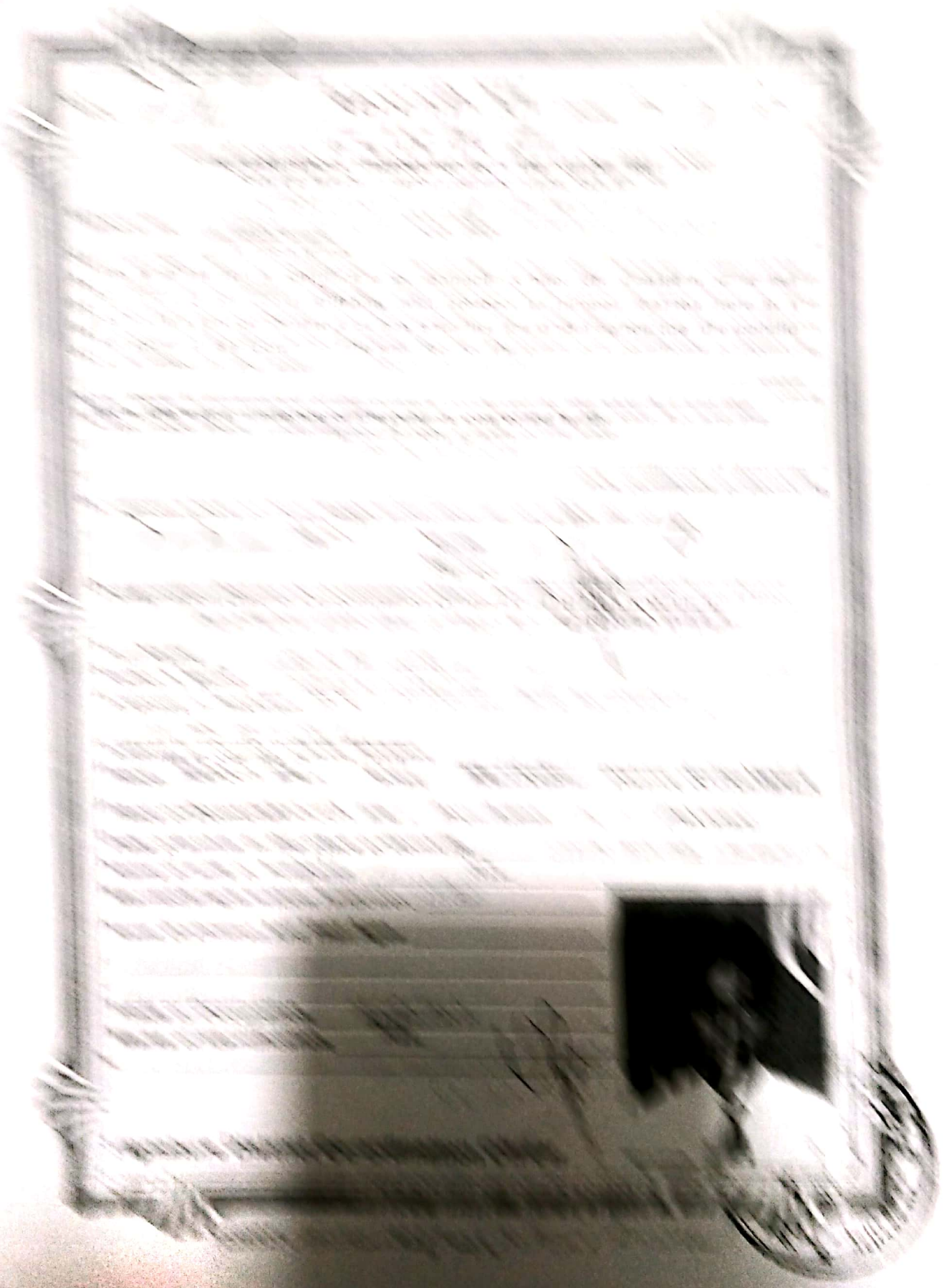
درجہ دوم

چانسلر

کنٹرولر امتحانات

Lahore : Pakistan 04 FEB 2012

لاہور، پاکستان
038822 709 e



**CREDIT &
COMMERCE
CONSULTANTS
(PRIVATE) LIMITED**

March 08, 2010

Ref. # 1-30-30061

The Visa Officer
U.K Embassy
Islamabad

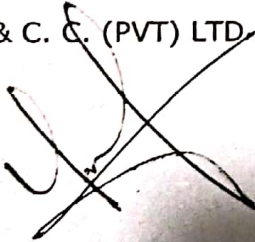
Dear Sir,

We confirm that Mr. Abrar Hussain S/o Muhammad Inayat holding C.N.I.C No. 34104-1011423-7 is working in this organization since 02/01/2008 and deputed to NIB Bank Limited Islamabad to work on the jobs assigned to us.

This certificate has been issued on the specific request of Mr Abrar without any responsibility or liability on our part.

Sincerely Yours

For: C. & C. C. (PVT) LTD.



NRSP

National Rural Support Programme

(Licensed under section 42 of the Companies Ordinance 1984)

Approved U/S 2(36)/61 of the
Income Tax Ordinance 2001

CB-5G1 near Ghora Hospital, Sharif Farm, G.T. Road Gujranwala Ph: 0553866192

Date: 08-03-2011

TO WHOM IT MAY CONCERN

I highly recommend **Mr. Abrar Hussain** as a candidate for employment. **Mr. Abrar Hussain** was employed by *National Rural Support Programme* in the project named *Nationwide Poverty Targeting Survey* with collaboration of *Benazir Income Support Programme* as an **Supervisor** from October 2010 to February 2011. **Mr. Abrar Hussain** was responsible for Team operation.

Mr. Abrar Hussain has excellent communication skills and is extremely organized, reliable. He can work independently and is able to follow through to ensure that the job gets done. I found him to be consistently pleasant, tackling all assignments and any project that is assigned to him with dedication and a smile. **Mr. Abrar Hussain** was quick to volunteer to assist in other areas of organization operations, as well.

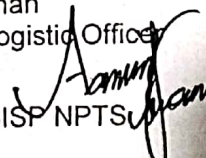
Mr. Abrar Hussain would be a tremendous asset for your organization and has my highest recommendation. If you have any further questions with regard to his background or qualifications, please do not hesitate to call me.

Best regards,

Amir Usman
District Logistic Officer

NRSP- BISP NPTS

District Gujranwala


DISTRICT TEAM LEADER
Benazir Income Support Programme
Nationwide Poverty Targeting Survey
District Office-Gujranwala



EQUAL WELFARE ORGANIZATION (REGD)

TEHSIL WAZIRABAD, DISTT. GUJRANWALA.

Ref:

Date:

To Whom It May Concern

It is certify that **Mr. Abrar Hussain s/o Muhammad Inayat** has been working in our organization as a **Social Worker** since **Aug 2006 to Date.**

During the whole period we found him honest, loyal, motivated, dedicated and hard working.

We wish him best of luck for his future.

Regard's

**Naseer ali
President**

Association of Network For Community Empowerment

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8th January 2014

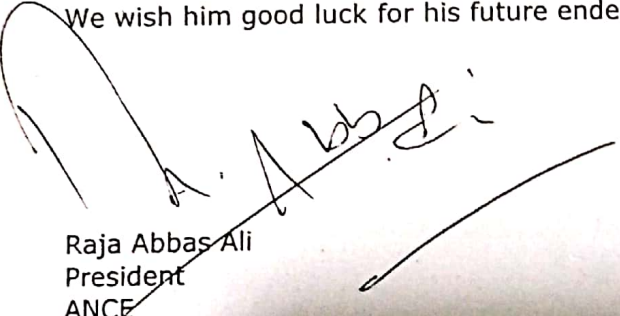
TO WHOM IT MAY CONCERN

This is to certify that Mr. Abrar Hussain s/o Muhammad Inayat is working with us as Social Mobilizer from 1st May 2013 to 10th December 2013.

His major responsibilities were Report writing, Event Organization, Awareness Raising, Research work and mobilize the community.

His exposure in these areas contributed a great deal. During his tenure with us he is found to be sincere and hardworking. He is highly committed towards his work and proved himself as the most productive member of our team.

We wish him good luck for his future endeavor


Raja Abbas Ali
President
ANCE

Association of Network
For Community Empowerment,
LAHORE.

Struggle Against Slavery through Education