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BrilloConnetz Ltd,

42 Adebola Street, Off Adeniran Ogunsanya, Lagos, Nigeria

Dear Ejiofor Kingsley

## Offer of Employment

We are delighted to offer you a position in our organisation for the position of **Experienced (I) Full Stack Developer**, effective from **18<sup>th</sup> March 2024**. Your initial salary will be **₦200,000.00** monthly.

You will become permanent staff after your first six months, subject to a satisfactory appraisal. As such, you will need to provide us with two references; your reference could be from a school lecturer (if you have no work experience) or your supervisor/head from your previous employment.

We also offer an end-of-year performance bonus of 10 to 100% of your current monthly salary, subject to your performance in that calendar year.

Further details about the Terms and Conditions of employment can be seen below; please print and sign only the last page and send an electronic copy to [adeyemi@brilloconnetz.com](mailto:adeyemi@brilloconnetz.com) to indicate your acceptance of the offer. We will be delighted to have you join our team.

A handwritten signature in blue ink, appearing to read 'Adeyemi Adeseye', with a horizontal line underneath.

**Adeyemi Adeseye**

COO, BrilloConnetz Ltd

# Terms of Employment

**Employer:** BrilloConnetz Nig Ltd

**Employee:** Ejiofor Kingsley

**Role:** Experienced (I) Full Stack Developer

**Total Yearly Remuneration (Excluding Appraisal Increase):** ₦2,400,000.00

**Appraisal Increase:** 5-10% every 6 months

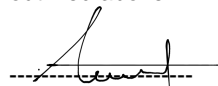
**Yearly Bonus:** 10 -100% of monthly salary

## Other Conditions:

- Salaries will be paid on or before the last day of each month.
- After your first six months, subject to a satisfactory appraisal, you will become a permanent staff member. As such, you will need to provide us with two references; your reference could be from a school lecturer (if you have no work experience) or your supervisor/head from your previous employment.
- Salaries will be reviewed annually at the end of June and December, with an increment percentage based on the employee's performance over the last six months.
- Consideration for salary increases and promotions is subject to your confirmation of references; a reference delay will result in no promotion or increase.
- Working hours are 9 am to 6 pm, Monday through Friday; additional work may be assigned at weekends if required, which will be compensated accordingly.
- You are entitled to 15 working days of paid leave within the year. Leave requests should be made 2 weeks in advance, except for family emergencies. Leave accrues at the rate of 10 hours every month. Annual leave cannot be carried over to the following year. Only permanent staff can apply for leave.
- During your probation period, the first six months of this agreement, you must give the company three weeks' notice if you decide to resign. The notice period for full-time permanent staff is one month. Failure to do so will result in a payback of the previous month's salary. The company also reserves the right to terminate your employment and pay your salary up until the last day of employment.
- You will be responsible for paying your tax obligation to the Government.
- In the event of any hospital admission for any ailment/sickness, the company will provide financial support up to the total amount of the employee's monthly salary; evidence must be provided in the form of hospital receipts and the employee's picture, if appropriate.
- The firm has the right to process and use your data for company purposes, e.g. using your picture and qualifications to gain new jobs from potential clients.

## Acknowledgement

I, the undersigned, acknowledge that I have read, understood and accepted the terms and conditions of this offer outlined above.

  
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Signature

03/14/24

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Date