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[www.juniorcoderz.com](http://www.juniorcoderz.com)

May 13th, 2025

Dear Aleena Jabeen,

We are pleased to offer you the position of part-time **STEM Trainer** at **Junior Coderz.** This is a remote WFH position. The offer details are shared below for your reference.

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| **Name** | **Aleena Jabeen** |
| **Job Title** | **STEM Trainer** |
| **Location** | **WFH** |
| **Stipend** | **700/- per session** |
| **Date of Joining** | **14th May 2025** |

Please find the Confidentiality Agreement attached with this letter that needs to be duly signed by the employee in case of acceptance of the offer.

In case you decide to leave your position at Junior Coderz, you are required to give a notice period of 1 month.

We hope that you enjoy your time with Junior Coderz and get to learn new professional skills.

Best Regards,

***Maryum Sandhu  
Hiring and Trainings Lead***

**Confidentiality Agreement:**

This Confidentiality Agreement is entered into as of **13/05/2025**, by and between Junior Coderz (JC), and **Aleena Jabeen**, being hired as **STEM Trainer.**

**1. Definition of Confidential Information**

Confidential Information refers to any and all proprietary, public / non-public, or sensitive information disclosed to or obtained by the Employee during their employment with JC, including but not limited to:

**1.1 Junior Coderz Curriculum**

- JC courses.

- JC course structure and sessions.

- JC curriculum sheet.

- JC curriculum presentations, quizzes, homeworks and summaries.

- JC curriculum software and session training videos.

**1.2 Trainer Training Process**

- The complete sheet of the trainer training process.

- Video guides related to the trainer training process.

**1.3 Operational Processes**

- JC operational processes, including but not limited to:

- JCTO sheet.

- Student feedback sheet and process.

- Employee Guidebook.

- JC operational processes such as JC OPS group, month-end messages, month-end flyers, class reminders, and month-end reminders.

**2. Employee Obligations**

The Employee agrees to:

- Maintain the strict confidentiality of all Confidential Information.

- Use Confidential Information solely for the purpose of performing their job responsibilities for JC.

- Not disclose or distribute any Confidential Information, including but not limited to the examples listed in Section 1, to any third party without the prior written consent of JC.

- Take all reasonable precautions to protect the confidentiality of the Confidential Information.

**3. Return of Materials**

Upon termination of employment or at any time upon JC’s request, the Employee agrees to promptly return all documents, electronic files, and any other materials containing Confidential Information. And will stop and distributing any resources shared with the employee. The employee will also make sure to log out of all official Junior Coderz accounts.

**4. Term of Confidentiality**

The obligations under this Agreement shall survive the termination of the Employee's employment with JC and remain in effect indefinitely, or until such time as the Confidential Information becomes publicly available through no fault of the Employee.

### ****Non-Compete Clause****

During the term of employment with **Junior Coderz**, and for a period of **12 months** following the termination of employment, whether voluntary or involuntary, the Employee agrees **not to engage in any business that competes with Junior Coderz** within **"Pakistan" or "any region where Junior Coderz operates"**.

For the purpose of this clause, a **"competing business"** is defined as any organization that offers **STEM education programs, workshops, courses, or training services** to students aged **6 – 18 years** in a manner similar to Junior Coderz.

The Employee further agrees **not to solicit or attempt to solicit** any current or prospective clients, business partners, or employees of Junior Coderz for the purpose of diverting business or recruiting personnel for a competing organization.

This restriction is **reasonable and necessary** to protect Junior Coderz' proprietary information, trade secrets, and business interests. If any provision is deemed unenforceable, it shall be modified to the maximum extent permitted by law while maintaining its intent.

**6. Remedies**

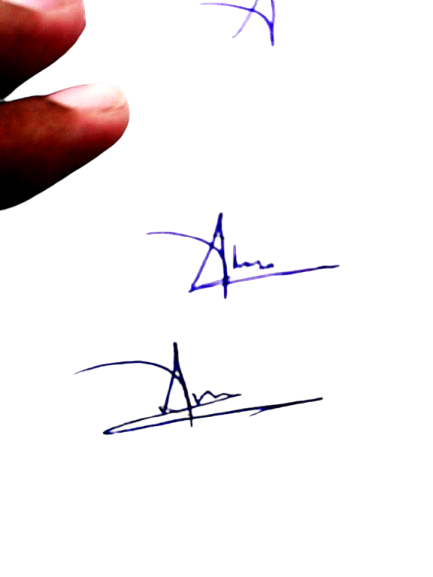
The Employee acknowledges that any breach of this Agreement may cause irreparable harm to JC, for which monetary damages may be inadequate. JC shall be entitled to seek injunctive relief and any other legal remedies available to it.

**7. Acknowledgment**

The Employee acknowledges that they have read and understood this Agreement and agree to be bound by its terms.

**Junior Coderz (JC)**

Name: **Maryum Sandhu**  
Title: **Hiring and Trainings Lead**Date: 14th May 2025

**Aleena Jabeen**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: 14th May 2025