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RC: 314612

March 26th, 2025

12B, Olusogo Street Off
Oremeji Mokola Ibadan,
Oyo State.

Dear Damilola Afolabi Samuel,

LETTER OF EMPLOYMENT

With reference to your application and subsequent interview, we are pleased to inform you of the Company's decision to employ you, subject to the following terms and conditions:

1. **Designation** : **Field Support Engineer**

Commencement : **1st May, 2025**

2. **Salary:** The details of your salary, allowances and perquisites per month are as under

Basic Allowance	67,275.00
Housing Allowance	33,637.50
Transportation Allowance	33,637.50
Utility Allowance	44,850.00
Furniture Allowance	22,425.00
Domestic Allowance	22,425.00
TOTAL	224,250.00
Deduction	
Pension 8%	10,764.00
Net Pay	213,486.00
Gross Pay	224,250.00

Note: All relevant statutory deductions shall be made where applicable as per Government Rule/Regulation/Law (such as Pension fund, PAYE tax, NSITF, ITF, etc). PAYE Tax to be bore by ISN at 11.08%.

3. PROBATION:

You shall be placed on a probationary period of 6(six) months from the above-mentioned commencement date. Management reserves the right to unilaterally extend this probationary period, if it is expedient to do so, in the opinion of the management. However, if your services are found satisfactory, you shall be confirmed in writing.

4. LEAVE:

You will be entitled to annual leave period of 20(twenty) days in a calendar year. However, you must have been in the employment of the Company for a straight period of one year, before being eligible for annual leave. The leave will be granted on pro-rata basis.

Leave period shall be subject to the approval of the management. In case of exigencies or sanctioned leave period can be cancelled/curtailed by the company and you shall be required to report back for duties immediately.

6. GENERAL OBLIGATIONS & RESPONSIBILITIES:

- You will carry out the duties assigned to you from time to time to Company's entire satisfaction.
- You will maintain the reputation and dignity of the company at all times and will abide by all rules and regulations framed by the Company for its employees from time to time.
- You will not divulge or disclose any information on the company or its directors or its operations or dealings or any other matter, detrimental to the business or interest of the Company or any other issues that is deemed of a confidential nature by the Directors.
- During the period of your employment with the Company, you will not directly or indirectly engage in any trade or business or seek employment elsewhere without prior written permission of the Company.
- You will be responsible for safe keeping and return in good condition and order of all Company properties, documents, papers, files etc which may be in your custody, care, use or charge, in course of the discharge of your duties.
- You will work for 5 days (i.e 40 hours) in a week: 9:00-17:00pm Monday to Friday and should be on call for possible duty on Saturdays if requested by your Client.

7. SPECIFIC RESPONSIBILITIES:

- Carry out extensive RF site surveys, identify the optimal equipment and solutions for delivering the requested services.
- Carry out the actual installations as projects also the maintenance of these installations.
- Ensure high levels of customer satisfaction and operational excellence during all levels of engagements with customers - including during surveys, service delivery (installations) as well as support calls/visits
- Site troubleshooting: Ability to log in and troubleshoot radios such as Cambium, Mikrotik, Ubiquity and other licensed radios (Nera, Dragonwave, etc).
- Configure Mikrotik Routers and other Network routers

- Configure Wireless Routers and deploy
- Provide technical support service via phone, email, and other channels as required to clients.
- Respond to client complaints
- You may be assigned to other tasks that are relevant to your department's operations from time to time

8. TRANSFER:

You will be liable for transfer to any of the Sections, Departments, Divisions, Branch Offices or Subsidiaries of the Company or to any of its Units, places of work in Nigeria under the same management.

9. MEDICAL:

On appointment, you state and certify that you are medically fit to discharge your duties effectively to the company.

10. DISCIPLINARY ACTION:

You will ensure honest and disciplined conduct on your part in the discharge of your duties. Any breach thereof, which in management's opinion is prejudicial to the interest of the Company, will render you liable for disciplinary action

11. LOSS OF LIEN:

In case of your overstaying the sanctioned leave or for any absence without permission for more than 8 calendar days, you shall lose lien on your services and the company will be entitled to strike off your name from its rolls without any reference to you.

12. TERMINATION:

This appointment is subject to termination by 10 (ten) days' (two weeks) notice during the probationary period and one month's notice after the probationary period or payment in lieu thereof on either side. If your services are terminated consequent upon any disciplinary action or loss of confidence, no notice will be required to terminate your appointment.

13. CONFIDENTIALITY:

You will not directly or indirectly disclose or cause to be disclosed to any person, firm or company or use other than for any legitimate purposes of the Company or any Subsidiary Company any Confidential Business Information which may include transacting with Company clients and suppliers during the period of your employment with the Company or up to three years thereafter.

Should it become legally necessary for you to disclose to a third party certain of the confidential information supplied by the employer, it shall be disclosed only to the extent required by law or court of competent jurisdiction and after prior written notification to your employee of the requirement of disclosure.

14. OTHER:

You will be governed by the Conditions of Service that are applicable to the employees of your category in the company from time to time, for other matters not specified in this letter.

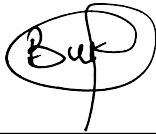
By signing this appointment letter, you signify your acceptance of our offer and all the terms contained therein. You will join us on or before the commencement date mentioned above along with your testimonials such as certificates of qualification, date of birth, two reference letters from well-known friends or relations, two passport size photographs, photocopy of your International Passport and a relieving letter from present employer etc, failing which your appointment shall be cancelled.

We take this opportunity to welcome you to **INTERNET SOLUTIONS NIGERIA LIMITED** and wish you all the best in your career with us.

Accept our congratulations,

Yours faithfully,

For Internet Solutions Nigeria Limited



Human Resources Specialist

Acceptance of Appointment by

Damilola Afolabi Samuel