

## VIXEN ENTERPRISES LIMITED

18A, OKO AWO CLOSE,  
VICTORIA ISLAND, LAGOS,  
TEL: 2619966



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VEL/HR/WA/1/001/0518

May 3, 2018

**Mr. Fabowale Johnson Taiwo,**  
8, George Tiene Crescent,  
Hill-Top Estate,  
Iyana – Ipaja,  
Lagos.

**Dear Mr. Fabowale,**

### **OFFER OF APPOINTMENT**

Following our discussions with you, we are pleased to offer you an appointment in the Company on a **Management Trainee Grade** with initial posting to **Technical Department**. The following terms and conditions will apply to your appointment:-

**1. Term of Employment:**

Subject to the provisions for termination set forth below, the appointment will commence on the date indicated on the acceptance clause of this letter.

**2. Salary:**

The Company shall pay a salary package of **₦2,000,000.00 (Two Million, Naira)** per annum payable on a monthly period basis.

**3. Duties and Position:**

The company employs you in the position of a **Management Trainee**. Your duties may be reasonably modified at the company's discretion from time to time.

**4. Employee to Devote Full Time to Company:**

You will devote full time, attention and energies to the business of the Company; and during this employment, will not engage in any other business activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage.

**5. Secondment of Employee**

Management reserves the right and employee agrees to be seconded or deployed to any company within the group to perform services as may be directed by Management from time to time.

**6. Confidentiality of Proprietary Information:**

You will not, during or after the term of this employment, reveal confidential information or trade secrets to any person, firm, corporation, or entity. Should you reveal or threaten to reveal this information, the Company shall be entitled to obtain an injunctive relief restraining you from disclosing same or from rendering any services to any entity to whom the said information has been or is threatened to be disclosed. The right to secure an injunction is not exclusive, and the Company may pursue other remedies it has against you for a breach or threatened breach of this condition including the recovery of damages from you.





**7. Reimbursement of Expenses:**

Where reasonable expenses are incurred for furthering the Company's business, including expenses for entertainment, travel and similar items, the Company shall reimburse you for all such business expenses after the presentation of an itemized account of expenditure and receipt.

**8. Vacation:**

Following the completion of one year service and confirmation of employment, you will be entitled to a yearly vacation of 20 working days at full pay, in addition to the normal public holidays. Holidays must be taken at a time and in a manner that is convenient to the Company. However, the Company will not unreasonably withhold approval if the circumstances permit.

**9. Disability:**

If you cannot perform your duties because of illness or incapacity, for a period of more than four weeks, the compensation otherwise due during the said illness will be reduced by fifty percent provided that the compensation will be stopped if you are absent from work for any reason for a continuous period of over six weeks, and the Company may terminate your employment, consequent upon which the Company's obligations under this agreement or any other agreement entered into on its behalf will cease on the date.

**10. Resumption Date:**

In accordance with the agreement reached with you during negotiations of the terms of employment, the Company expects you to resume on **May 7th, 2018**.

**11. Probation:**

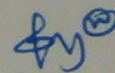
You will be on twelve (12) month's probation subject to review at management's discretion, while your confirmation will be based on a qualitative and quantitative performance and not necessarily on a specific time bound basis.

**12. Termination of Employment:**

During the period of probation, either party may terminate the contract of employment upon two (2) weeks notice to the other. If the Company requests, you will continue to perform your duties and be paid your regular salary up to the date of termination. After the confirmation of employment, either party may exercise the right to terminate this agreement by one (1) month written notice to the other.

**13. Non-Competition:**

For a period of one year after the end of employment, you will not control, consult or be employed in Nigeria by any business similar to that conducted by the Company, either by soliciting any of its accounts or by operating within the Company's general business area, in any telecommunications related business within Nigeria.





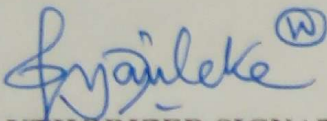
#### 14. Other Terms:

- (a) On assumption of duties, you will be expected to comply strictly with the Company's rules and regulations especially with the directives issued from time to time by the Board of Directors of the Company at your duty post. You should not be involved in any conduct which may bring disrepute to the Company.
- (b) Receipt/completion of the following will be a condition precedent to the confirmation of your employment:
  - (i) Satisfactory medical report from the company's Doctors.
  - (ii) Proof of identity
  - (iii) Verification and authentication of credentials.

We trust that you will be able to accept the challenge and opportunity of joining **Vixen Enterprises Limited**.

Please signify your acceptance of the terms and conditions of the appointment and indicate your date of resumption on the enclosed duplicate copy of this letter.

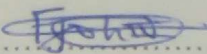
Yours faithfully,



**AUTHORIZED SIGNATORY  
HUMAN RESOURCES**

#### ACCEPTANCE:

I, FABOWALE, JOHNSON TAIWO accept this offer on terms and conditions stated above and wish to commence work with you on 7th May, 2018

Signed: 

Date: 4th May, 2018