

Employer	One Finance Limited (“the Company”)
Employee	Ayokunle Odusan
Job Title	Software Engineer
Organizational Level	
Start Date	01 st November 2017
Remuneration	N4,200,000:00 only per annum on commencement, including all allowances and other benefits in kind. This will be paid (net of tax and other deductions) monthly on or before the last day of each calendar month. (See Appendix 1 for a breakdown).
Official Business Hours	Your normal working hours will be 8.00am – 5.00pm Weekdays. The Company may require you to vary the pattern of your working hours if required on a temporary or permanent basis should the need arise.
Bonus Scheme	The Company will operate a point based bonus scheme which may entitle you to a pro-rated share of the company-wide declared bonus for a particular year. The details of the system shall be communicated to you upon resumption. The bonus scheme is subject to change based on the company’s performance and at the discretion of the Management. To be eligible for the scheme, individuals must be in the Company’s employment on the distribution date and not be in notice period, either given or received at the time.
Medical Insurance	You will be registered on a Health Maintenance Organization plan by the company after confirmation.
Work tools	Provision of a Laptop.
Holiday Allowance	You are entitled to 17 working days per annum after confirmation which can be used for vacation, personal errands, sick days or anything else. Personal days cannot be carried from one year to the other. Employees are entitled to take their annual leave after 6 calendar months of employment.
Period of Notice	Either party will be required to give a 1 month written notice of intention to terminate the employment contract after confirmation, unless mutually agreed to the contrary. Please note however, that gross misconduct, incompetency and, mediocrity are grounds for immediate dismissal.
Code of Conduct/Ethical Standard	You are expected to observe and comply with the Firm’s code of conduct, rules and regulations and ethical standards as defined in the company’s policies which may be amended from time to time.

APPENDIX I: Breakdown of Salary Payment