**MERN STACK DEVELOPER – REMOTE- OFFER LETTER**

Date: 30th August 2022

**Dear Mr: IHTESHAM MANSOOR**

We are pleased to confirm you have been selected to work for **Quantum Integrated Technology Solutions,**

**Abu Dhabi, UAE** as " **Full MERN Stack Developer** " remotely from Pakistan

**Responsibilities are to:**

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Managing effective code standards

Maintaining highly reusable code

Managing databases

Effectively maintaining confidential data

required Technical languages skills HTML, JS, jQuery, CSS, MySQL, Nodejs, mongo dB, express and

React Js etc.

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handing over API to mobile developers and working along with them

research and find solutions for complex logics

Team player and working with different teams

Writing APIs to pull and post with data and display

taking crash course to maintain and learn newer technologies

**Financial Offer - Salary and Benefits:**

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**Monthly salary** for the first 3 months is 40,000 PKR and increased on the performance and submission of

tasks

**Bonus** will be based on 1- project delivery 2- work quality and high performance

**Further information about the work:**

A) **reporting**: you will report to development manager and general manger in whatsapp or emails or

any other channel company will provide

B) **work hours** : 7 hours from Monday to Friday and Saturday will be off your working hours will start

from 9 00: AM till 9:00 PM UAE time ( providing prove of attendance is mandatory – shift can be

changed based to company requirements )

C) **any additional working hours will be paid regularly as offer time based to the salary**

**Intellectual Property and confidentiality and non-disclosure agreement :**

undertakes to maintain the confidentiality of all information related to work procedures, agreements,

contracts, technical data, reports, statistics, drawings or any other information of any nature or type,

according to the information related to working with the company , its affiliates, as well as its clients and

customers of the affiliated companies, and the company may not at no time (whether during the validity or

after the expiry of this contract for any reason whatsoever) use this information for his own benefit or

disclose it to others, and he undertakes not to publish, disclose or refer to this information.

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**CONFIDENTIAL DISCLOSURE AGREEMENT (NON-DISCLOSURE AGREEMENT) & NON-COMPETE**

**AGREEMENT**

This Corporate Non-Disclosure (confidential) agreement is entered into and made effective as on the

**1st September 2022** between **IHTESHAM MANSOOR**, herein to Quantum Integrated Technology Solutions,

Abu Dhabi,

UAE

The parties agree as follows:

1. **Information**: Each under signed party (the receiving party) understands that the other party (the

disclosing party) has disclosed or may disclose information relating to the disclosing party and/or its

products, which has been conspicuously marked or otherwise specifically identified as confidential or

proprietary, whether oral, written, graphic or in machine-readable form, which has commercial,

technical and/or other value in the Disclosing party’s business and is confidential in nature (including,

without limitation, trade secrets, patents, patent applications, copyrights, know-how, processes, ideas,

inventions (whether patentable or not), formulas, computer programs, databases, technical drawings,

designs, algorithms, technology, circuits, layouts, interfaces, materials, schematics, names and

expertise of employees and consultants, any other technical, business, financial, customer and product

development plans, supplier information, forecasts, strategies and other confidential information) of

the disclosing party. Oral statements made by either party to the other party will be considered

confidential. Notwithstanding anything to the contrary herein, the existence or subject matter of this

agreement, including the fact that any investigations, discussions or negotiations are taking place

concerning a possible transaction or the status thereof, or that the receiving party has received

confidential information from the disclosing party shall be deemed to be confidential information. In

no event shall either party disclose any aspect of the working relationship to any third party all

programs and its contents of codes, method of presentation and design (source code) is a private

property of the second party and is registered in the Ministry of Economy in the country with rights to

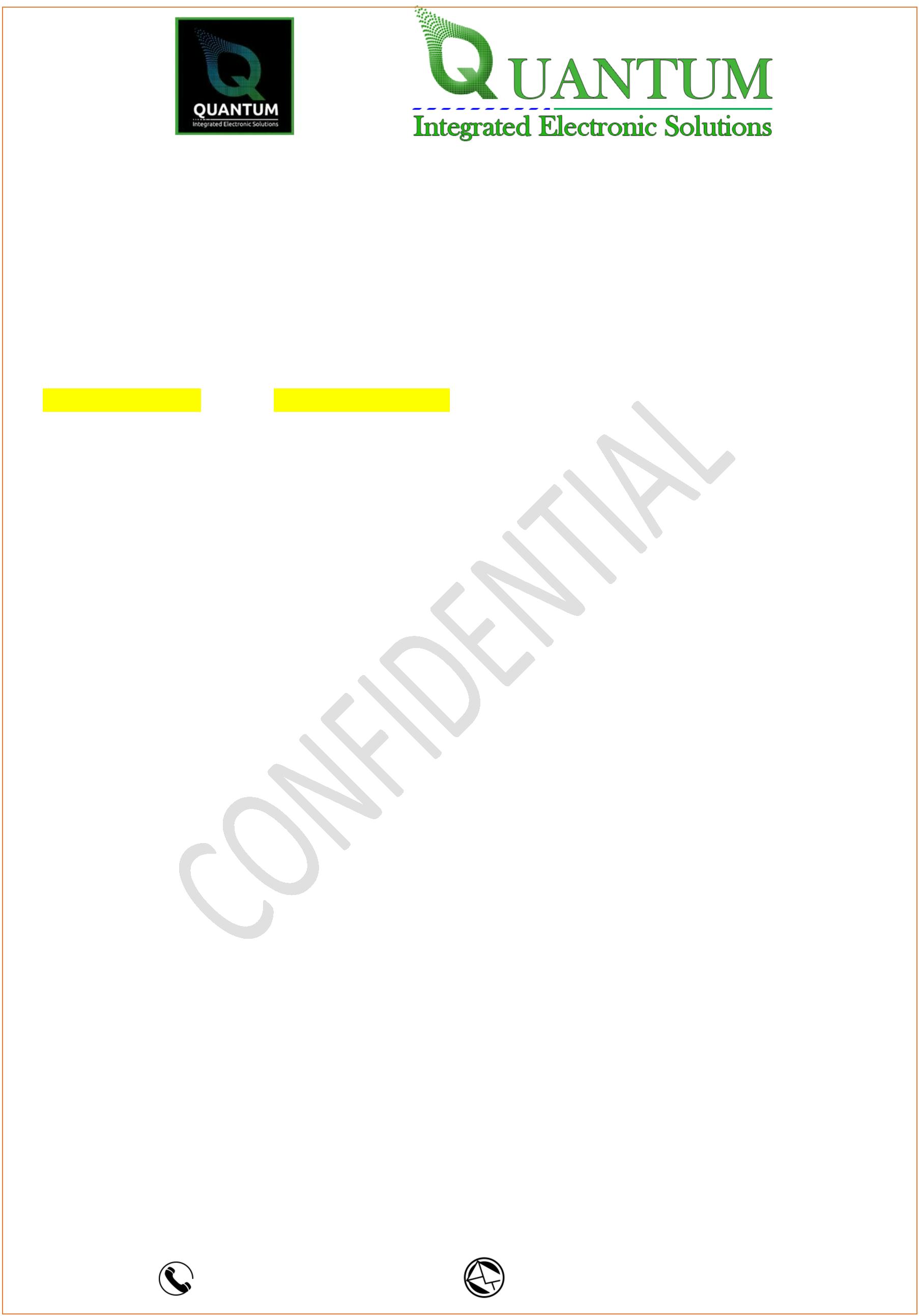
intellectual and technical works under the name of the company.

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It is not allowed for the employee to resell or re-design the program even for the benefit of the any

company or for a personal interest or misuse of the program, and this includes any person or company

operating in the same field, as duplication of supplying and implementing of the same program, might

adversely affect the interests of the company or the performance of the program.

The employee should not share the way of any app or codes or any information’s he has received or

become to know form company with any party.

2. **Obligations**: The receiving party shall maintain the information received (from the disclosing party) in

trust and confidence and shall not use directly or indirectly with businesses fully or partially, owned by

the disclosing party. The receiving party shall disclose the Information received by it under this

Agreement only to persons within its organization who have a need to know the Information in the

performance of their duties and who are bound by agreements to protect the confidentiality of the

Information. For the purpose of this agreement, the term employees shall include independent

contractors of each party. The receiving party will not make any copies of the Confidential Information

received from the disclosing party except as necessary for its employees, parent company and

majority-owned subsidiaries with a need to know. Any copies that are made will be identified as

belonging to the disclosing party and marked 'confidential'.

3. Obligation of confidentiality shall not extend to: The receiving party shall not be liable for the

disclosure of any confidential information, which is: Rightfully in the public domain: except other than

by a breach of a duty to the disclosing party. Rightfully received from the third party without any

obligation of confidentiality; Rightfully known to the receiving party without any limitation on use or

disclosure prior to its receipt from the disclosing party; Independently developed by the employees of

the receiving party; Generally made available to third parties by the disclosing party without restriction

on disclosure. Is required to be disclosed by the disclosing party to comply with the applicable laws or

government regulations.

4. If the receiving party becomes compelled to disclose the disclosing Party’s Confidential Information to

any governmental or regulatory authorities, or as required by law or court order, the receiving Party

shall inform the disclosing Party, in writing, of such fact or obligation as soon as reasonably possible

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after it becomes aware of it and, if possible, before any Confidential Information is disclosed. The

receiving Party, compelled to disclose shall ensure, insofar as it is able to procure the same, that any

such disclosure will be limited to the minimum amount of Confidential Information required to satisfy

that disclosure obligation. Each Party agrees to assist and co-operate in any appropriate action that the

other Party may decide to take.

5. This agreement shall be in force for not more than 3 years starting from the effective date. However,

unless at least on of the exceptions set forth in section 3 below has occurred, the receiving party will

continue to treat such Confidential Information as the confidential information of the disclosing party

and only disclose any such confidential information to third parties under the terms of a nondisclosure

agreement.

6. Each party acknowledges and agrees that As between the parties, the confidential information is and

shall remain the sole and exclusive property of the disclosing party, No patent, copyright, trademark,

trade secret or other proprietary right is licensed, granted or otherwise transferred by this agreement

or any disclosure hereunder except for the right to use such confidential information in accordance

herewith; and Any confidential information is provided by the disclosing party wholly on an 'AS IS'

basis and no warranties of any kind are given with respect to any confidential information disclosed

hereunder or any use thereof.

7. This Agreement supersedes any and all prior agreements, written or oral, negotiations,

communications, understanding and terms, whether expressed or implied regarding the confidential

information, between the receiving party and the disclosing party relating to the Information. This

Agreement may not be modified in whole or in part except by an agreement in writing signed by

receiving party and the disclosing party. Any other agreements between the parties, including

nondisclosure agreements will not be affected by this agreement.

8. If any clause of this Agreement or part thereof is found by a court of law or jurisdiction to be

unenforceable or void, the validity of any other clause or part thereof will not be affected.

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9. Nothing in this Agreement may be deemed or construed as creating any license or rights in or with

respected to any invention, concept, discovery, trade secret, or information contained in the

INFORMATION provided.

10. This agreement shall not prevent the disclosing party from making use of, or disseminating the

Information, or from entering into any agreement with any other party in connection with the

Information in any way the 'disclosing party' deems fit and without any obligations to the 'receiving

party'.

11. The 'receiving party' shall make no use of the Information except for the purposes of evaluation

recited herein, unless agreed to in writing by the 'disclosing party'. Upon payment of all outstanding

fees, Company owns the application, images and associated computer files. Such information may be

digitally stored or in hard copy format at RECEPIENT’S facilities. If requested in writing, 'receiving party'

will provide all such materials to the disclosing party or his agent within 14. days of such request.

12. The failure on either party to enforce any right resulting from breach of any provision of this

agreement by the other party will not be deemed a waiver of any right relating to a subsequent breach

of such provision or any other right here in under.

13. Termination: Neither party has any obligation to disclose Information to the other. Either party may

terminate this agreement at any time without cause upon written notice to the other party; provided

that each party’s obligation with respect to Information disclosed during the term of this agreement

will survive any such termination. Either party may at any time Cease giving confidential information to

the other party without any liability, and/or Request in writing the return or destruction of all or part

of its Information previously disclosed, and all copies thereof, and the receiving party will promptly

comply with such request, and certify in writing its compliance.

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In witness whereof, the parties have hereby executed this agreement as of the effective date.

We are delighted to send you this offer to be approved and signed from you in order to start the job from

1st September 2022 .

Sincerely,

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