

KARISIMBI TECHNOLOGY SOLUTIONS Limited

PHONE: +250 788 403 594, +250 788 597 772

KIGALI, RWANDA

## **EMPLOYMENT CONTRACT**

### **Article 1: About the parties**

This contract is made between KARISIMBI TECHNOLOGY SOLUTIONS LIMITED, a company registered in RWANDA, TIN 108051081, represented by ANGELO C. IGITEGO, email: angelo.igitego@gmail.com, phone: +250-788-597-772, hereafter referred to as 'the Company' or 'the Employer' and MOISE RWIBUTSO, NID: 1199580041917013, phone: +250789240754, email: rwibutso.mo@gmail.com hereafter referred to as 'the Employee'.

### **Article 2: Nature and duration of the contract**

The Employee agrees to work as Software Developer in the interests of the Company for a period of 3 months starting from the date of signature of both parties on this Agreement. Upon successful completion of the 3 months, this contract shall be renewed.

### **Article 3: Employee responsibilities**

Develop, test, implement and maintain software products to ensure strong functionality and optimization, based on specifications. This includes troubleshooting, debugging and upgrading existing software code-base.

Work with other developers to design algorithms and flowcharts

Gather and evaluate user feedback on a regular basis

Recommend and execute improvements

Create technical documentation for reference and reporting

Clearly and regularly communicate with management and technical support colleagues

### **Article 4: Remuneration**

The Employee shall earn a monthly net salary of Rwf 300,000. On top of this net salary, the Employee shall receive following allowances:

Develop, test, implement and maintain software products to ensure strong functionality and optimization.

Transportation: Rwf 15,000 per month

Communication: Rwf 10,000 per month

Lunch: Rwf 15,000 per month

### **Article 5: Location of work, and working hours**

This position will be based in Kigali Rwanda. The employee can work remotely, without the need to be at the main office, after discussion with the Manager. Standard working hours are 8:30 am to 5:30 pm. Due to the nature of the work, deadlines, and urgency of the work, the Employee might be asked to work extra time in a reasonable way. In such a case, the Employee would be compensated with time-off.

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Article 6: Confidentiality and non-disclosure agreement

The Employee agrees to not disclose to any unauthorized person either during or after his employment any confidential information relating to the Company, including the terms of this employment contract.

The Company's Non-Disclosure Agreement (NDA) explains in greater detail what is considered confidential information.

Due to the nature of the work of the Employee, and due to the sensitivity of the information that that he shall access, he agrees to not involve himself either directly or indirectly in any activity which would result in direct or indirect competition against the Company, or any activity which would undermine the Company's interests in any form. This article shall be valid both during the period of this contract and for a period of at least 10 years after its termination.

The Employee agrees that any work produced under the governance of this contract shall be the property of the Company, hence no loyalties or any other special benefit shall be paid to the Employee by the Company, unless otherwise discussed and confirmed in writing by both parties.

On termination of the employment, the Employee must return any files or documents in hard copy or electronic form, as well as any other tangible items which belongs to the Company

Article 7. Conflict Resolution

This contract is governed by the laws of the Republic of Rwanda. Both parties agree that any conflict which might arise from this contract will be solved amicably through dialogue first. In case any both parties (the Employee and the Company) are unable to resolve the conflict through dialogues, law enforcement institutions will intervene.

Also, in case any of the parties would like to terminate the current agreement, a notice period of 15 days will be provided unless in case of major violation of any of the articles which constitute this agreement.

Done at Kigali, August 17, 2020

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Moise Rwibutso

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Angelo C. Igitego, CEO