# Employment Contract

**Contract introduction**

*First Party:*LILLE.com, Commercial Register number 360123, Kuwait. Hereinafter referred to as ‘the Group’, represented for the purpose of signature of this contractual employment agreement by **Mohamed Sherif Abu-Radwan**, **Chief Executive Officer** (ID number **28811300967**).

The se*cond Party:* **Mohammed Mohammed Reda Elmahdy (**ID **29010251203576**), currently residing at **El Mansoura, Egypt**. Herein after referred to as ‘The Employee’;

**Contract text**

**Preface**

The Group has complete and/or partial ownership and management of several different business projects, and wishes to enter a contractual employment agreement with the Employee, to work with the Group as a **PHP developer,** and having acknowledged their eligibility for the conclusion of this contract, the parties agreed as follows:

**First item:**

The former preface is an integral part of this contract.

**Second item:**

The Employee enters a contractual employment agreement with the Group, in order to work on a **Full-time basis**, 40 hours per week, 5 working days (**Sunday to Thursday**) as a **PHP Developer**

**Third item:**

The Employee will be subjected to a trial period of no more than 90 business days, and either party may have the right to terminate the employment contract during the probation period without notice. However, due to the tasks and responsibilities within the nature of this position, the Employee is advised to notify the Group (and HR) at least 2 weeks prior to terminating the employment contract.

In the event where the employment termination is made by the Group, the Group shall pay for The Employee’s end of service benefits for the period of work in accordance with the provisions by the law.

**Fourth item:**

The Parties agree that the Employee shall carry out the above-mentioned work in return for a monthly payment of **690 USD (Six-Hundred and ninety – United states dollar- Only).** Monthly salary payments will be due at the end of each Gregorian month.

**Fifth item:**

This employment contract is a **Fixed-Term Employment contract** and will begin to be considered from **01/05/2019 to 01/05/2020**. The contract will be renewed automatically at the end of the period if neither party notified the other about its termination 60 days prior. The contract shall be executed from its beginning date and the Employee shall be committed to perform their duties throughout the period.

**Sixth item:**

Both, during and after the employment term, the Employee shall not disclose to any third party or use for his or her own benefit any confidential information in whatever form, which may concern the Group, and any of the Group’s activities known by the Employee because of his or her contract, position, or job nature, as the information shall be considered confidential and shall not be disclosed verbally or in writing to others under legal liability. Any ideas, products, and processes created by The Employee shall be considered intellectual property of the Group.

All confidential information includes (but is not limited to): technical knowledge, procedures, marketing plans, company plans, licenses, prices, costs, clients/customers, budget, administrative, and financial information. Any information that is not meant to become known outside of the Group.

The Employee agrees that any breach of confidential information may result in monetary penalties (up to 25,000.00 KWD).

**Seventh item:**

All that is not mentioned in the employment contract agreement shall be governed by and construed according to the “Employee policy”, which comes into effect from the date of signing this contract. The Kuwaiti judiciary shall be considered in the event of any disputes.

**Eighth item:**

Any change in duties and designations agreed upon by both parties does not necessitate a change of contract and the administrative book shall be attached as a binding annex to this contract.

**Ninth item:**

This employment contract was created from an introduction and nine items, and the ‘Employee Policy’. Each party is to have a copy of the contract, signed by each of the parties, as it becomes legally competent and binding, after having read it and understood its content without any urgency or delay.

**Tenth item:**

All the terms of the contract shall commence as soon as the two parties sign it and the salary account shall begin on the first business day.

As agreed, and signed on **01/05/2019**

Mohamed Abu Radwan **Mohammed Mohammed Reda**

‘The Group’ ‘The Employee’

CEO, Lille.com Company ID **29010251203576**

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