**Treasure Land Expert Mining & Safety Consultancy Company.**

**# 25, Taoheed Road, Basin Area,**

**Ilorin**

**Kwara-State.**

**+23481 3274 4011**

6TH February 2023

Ref: Trems/HR/St/002

EMPLOYMENT AGREEMENT between

**Treasure Land Expert Mining & Safety Consultancy Company**

Kwara-State.

And

Haruna K. Abdulrasaq

Mobile: +23480 3811 3783

The following document outlines the terms and conditions of employment offered by **Treasure Land Expert Mining & Safety Consultancy**, to Haruna K. Abdulrasaq.

1. GENERAL TERM

**Treasure Land Expert Mining & Safety Consultancy** (the Company) offers employment to Haruna K. Abdulrasaq (the Employee) Senior Geologist reporting to HR Manager.

* 1. This offer is valid up to 28/02/2023. If no acceptance is received by the Company from the Employee on or before such date this offer of employment becomes null and void.
  2. Employment will commence as soon as possible.
  3. This offer is subject to;
     1. Satisfactory completion of all formalities to obtain and maintain a Work related documents to work in the company. This will require submission of certified copies of the degrees and certificates mentioned in the CV submitted to the Company.
     2. Successfully passing a medical examination by a physician appointed by or approved by the Company.
     3. Acceptance and signing of the Confidentiality and Non-Compete Agreement (Appendix B) which forms part of this Agreement
  4. The attached Appendix A forms part of this Employment Agreement

1. CASH COMPENSATION
   1. MONTHLY CASH COMPENSATION

The Employee will be paid initially, a monthly cash compensation of # 150,000/- per month (Hundred and Fifty Thousand Naira Only composed of the following:

|  |  |  |
| --- | --- | --- |
| Thereafter, the cash compensation package will be reviewed from time to time in accordance with the Company’s policy, to remain competitive with local market practice and to reflect the Employee's contribution to the Company |  |  |
|  |  |  |

* 1. HOUSING:

The Employee is responsible for making own arrangements for accommodation

* 1. TRANSPORTATION

The Employee is responsible for making own arrangements for transportation to and from work.

* 1. INCENTIVE COMPENSATION (Annual Bonus Plan)

The Company operates a discretionary Annual Bonus Plan. Under the Plan, the Company awards cash bonus payments to reward good individual performance in support of the attainment of the Company’s objectives. The awards are dependent, first, on the success of the business, find second, on the performance of the Employee. The amount of the awards may vary from zero (0) up to three (3) month's salary. Actual Annual Bonus awards are normally communicated to participating employees along with detailed Plan rules, during the second quarter of the following year.

1. ENTIRE AGREEMENT

The terms and conditions contained in

1. this Employment Agreement;
2. the attached Appendix A
3. the undertakings signed by the Employee in connection with employment by the Company
4. the Confidentiality and Non-Compete Agreement (Appendix B)

Constitute the entire agreement between the Company and the Employee

1. ACCEPTANCE OF THIS EMPLOYMENT AGREEMENT

Having read the Employment Agreement in its entirety (Including Appendix A and B), the parties signify their acceptance of all terms and conditions contained therein by affixing their signature below.

For and on behalf of **Treasure Land Expert Mining & Safety Consultancy Company**

Harrison Adewale

**ACCEPTANCE**

I have read and accepted all terms and conditions contained herein.

(Haruan K. Abdulrasaq) Date

Sign