

17th September 2025

Tendani Bulelwa Netshitenzhe
Address:
Mountain View,
1-5 Vine Road,
Woodstock,
7925
South Africa

Dear Tendani,

UrProject Ltd ("Company Number 16336005") is pleased to confirm its offer of employment to you on the terms and conditions set out in this letter.

1. Assignment

- Senior Frontend Engineer (React/Vite, Tailwind, Cypress)
 - ⇒ Owner: Web frontend and UI implementation from Figma designs.
 - ⇒ Responsibilities: Routing, state management, component library, frontend test coverage.
 - ⇒ Why it matters: Ensures a seamless user experience and consistent branding across web apps.
- Grade/Level: B1
- Reporting to: Rayno De Kock
- Department: Technology
- Location: Remote

2. Salary

You will be paid a Net Monthly salary of R35,000.00 payable in monthly instalments in arrears, directly into your nominated bank account.

After the successful completion of your probation, annual salary of R540,000.00 net payable in monthly instalments.

3. Benefits

- Annual Leave: 22 working days per year, plus UK public holidays.
- Pension: You will be eligible to participate in the Company's pension scheme.
- Other Perks: R10,000.00 monthly KPI performance Bonus during probation.

4. Contract Terms

- Start Date: 1st October 2025
- Probationary Period: 3 months, during which either party may terminate employment with 1 weeks' notice.
- Notice Period: After probation, 1 month's written notice by either party.
- Working Hours: 9 hours per day, Monday to Friday, with flexibility in line with project requirements.



5. Confidentiality & Compliance

You are required to comply with all Company policies, including but not limited to confidentiality, non-disclosures, non-compete, data protection, and anti-bribery.

Full policy documents will be provided before your start date within your welcome pack.

6. Acceptance

Please confirm your acceptance of this offer by signing and returning a copy of this letter no later than 22nd September 2025.

We are excited to welcome you to the UrProject team and look forward to the contribution you will make to our journey in Connecting Construction.

Yours sincerely,

Rayno De Kock
CEO & Founder
UrProject Ltd

Signature: _____ Date: _____

Candidate Confirmation

I, Tendani Bulelwa Netshitenzhe accept the terms and conditions set out in this offer of employment.

Signature: _____ Date: _____



URPROJECT LTD
Company number: 16336005
Registered office address: 20 Wenlock Road, London, England, N1 7GU
Private Limited Company
info@urproject.co.uk