

EMPLOYMENT CONTRACT

THIS AGREEMENT, between Flugator Inc. DBA Zpayd.com (the "Employer") and MD. Rakib Rizan (the "Employee"), is effective as of Sept 01, 2024 (the "Effective Date"); WHEREAS the Employee wants to be employed by the Employer and the parties have agreed to enter into this Employment Contract ("Agreement").

****POSITION, TERM AND DUTIES****

1. The Employer agrees to employ the Employee and the Employee accepts employment with the Employer under the terms and conditions outlined in this Agreement. The Employee's position shall be Developer.
2. The Employee shall work on a remote basis. The Employer may recall the Employee to work at the Employer's location, with notice, indefinitely, without breaching this Agreement.
3. The Employer may require the Employee to work at the Employer's location or remotely, within reason and with notice, indefinitely, without breaching this Agreement.
4. The Employee will begin employment on the Effective Date and employment shall continue indefinitely.
5. The Employee agrees that the Employer has the right to change the Employee's job title, position, duties and/or place of employment in the same city, with notice, without any such change constituting a breach of this Agreement, a constructive dismissal, or a change in the rights and obligations of the parties under this Agreement.
6. The Employee agrees to provide their services and perform their duties faithfully and diligently to the best of their ability on a full-time basis, and to devote all their attention, skill and effort to such services and duties at all times in compliance with the policies, practices, directions, and instructions, written or oral, of the Employer.
7. The Employee agrees their hours of work shall be irregular. The number of hours per week may vary. There could be zero hours of work in any given week and there could be a full set of hours in any given week.
8. The Employer may place the Employee on a temporary layoff in accordance with the Employment Standards Act as amended from time to time, without it being a constructive dismissal or a breach of this Agreement. ****REMUNERATION****
9. The Employer shall pay the Employee a salary of \$200 per month, less applicable statutory withholdings and deductions.
10. The Employee's salary shall be paid on a monthly basis.
11. ****VACATION**** The Employee will be entitled to 2 weeks of paid vacation per year during the term of this Agreement, or as entitled by law, whichever is greater. Any unused vacation at the end of a calendar year, after the first year of employment, will not carry over to the next year. The times and dates for any vacation will be determined by mutual agreement between the Employer and the Employee.
12. ****RESIGNATION**** The Employee may resign at any time by providing the Employer two week(s) notice of their resignation.

13. ****TERMINATION**** The Employer may terminate this Agreement at any time and will follow the Employment Standards Act, as amended from time to time, by providing the Employee only with minimum notice of termination or termination pay in lieu of notice of termination and severance pay (if applicable) and benefit continuation (if applicable) and any other statutory standard in effect. The employee acknowledges that the first 3 months are probationary and employment during probationary period may end upon minimum notice provided by employer.
14. ****CONFIDENTIALITY**** The Employee agrees that they will not, during their employment or after the termination of their employment, disclose any confidential information pertaining to the business of the Employer, including but not limited to trade secrets, business plans, customer lists, and any other proprietary information, except as required by law or with the prior written consent of the Employer. ****NON-SOLICITATION**** 15. The Employee agrees that, during their employment and for a period of one (1) year following the termination of their employment for any reason, they will not directly or indirectly solicit or attempt to solicit any business from any of the Employer's clients, customers, or employees, nor will they encourage any of the Employer's clients, customers, or employees to reduce or terminate their relationship with the Employer. ****INTELLECTUAL PROPERTY**** 16. The Employee agrees that any and all intellectual property, including but not limited to inventions, patents, trademarks, copyrights, designs, and any other creative works, that are developed or created by the Employee during the course of their employment with the Employer shall be the sole property of the Employer. The Employee agrees to assign and transfer all rights, titles, and interests in such intellectual property to the Employer and to execute any documents necessary to effectuate such assignment.

Flugator Inc. DBA zpayd.com

Gezim Ramabaja
CEO
Sept 01 2024



Employee

MD. Rakib Rizan
Devops
Sept 01 2024

