

Uridium Technologies Limited
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21st March, 2025

NDUKWE SAMUEL

Lagos State,
Nigeria

Dear Samuel,

LETTER OF EMPLOYMENT

Following our recent discussions, we are delighted to offer you the position of **Software Developer (React Native)**, with Our Organization. If you join Our Organization, you will be working with the Payment applications and automation unit of our client.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your accountability in all the products, actions, advice, and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn grow, and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions of this contract.

Commencement, Duration, and Termination

1. The employment shall commence on 1st April, 2025.

The contract of employment is entered; first for a probation period of six months and thereafter (if Employee performs satisfactorily) will be confirmed.

2. The contract of employment may be terminated by either Party, subject to the statutory notice periods as follows:

- a. Two weeks' notice where the employee has been employed less than 3 months
- b. One-month' notice where the Employee has been employed for more than 3 months.

3. Both parties are subject to the above-mentioned notice periods or payment in lieu of notice.

4. Notice of termination shall be given in writing.

5. In a situation of return from the client; the contract will be terminated immediately.

- a. In a case of misconduct, the employee will not be paid in lieu

- b. In the case of an integrity issue, the employee will be investigated and made to repay all/where necessary.
6. The first six month of the employment shall be a probationary period during which time the Employee shall be required to satisfy the Employer as to his competence and ability to perform in accordance with the standards required by the Employer for his position.
7. The Employee warrants that he has the necessary skills, expertise and experience required of an employee appointed to the Employee's position in accordance with the requirements of the job description for that position.
8. The Employee agrees that, in appropriate circumstances and if reasonably necessary, the Employer may extend the Employee's probation period. During this period either party has the right to terminate the Employment Agreement in accordance with the statutory notice periods referred to above.

Annual Leave

You are entitled to 15 working days annual leave once in a year, you must have completed the first year before you become entitled to this.

Position

1. The Employee shall hold the position of a **Software Developer** and report directly to the Client.
The Job description will be as presented by the Client upon resumption.
2. The Employee warrants that he/she is not contractually or otherwise prohibited or limited from fulfilling his/her obligations in terms of this Agreement.
3. The Employee agrees that the Employer, in all reasonableness, may, from time to time, request that the Employee also perform certain duties that are not considered part of his/her normal duties for a relatively short period.
4. Without the Employer's prior written consent, the Employee shall not during the term of the Employee's employment agreement: alone or with any other persons, directly or indirectly, establish or conduct a business that is competitive with the Employer's business, whatever its form or take any financial interest in or perform work gratuitously or for remuneration for such a business.
5. The Employee agrees that, at the Employer's request, the Employee shall at all times be willing to perform work for a company affiliated with the Employer.
6. The Employee undertakes to work to the full extent of his/her capabilities for the Employer and to perform the duties entrusted to him/her with the greatest possible diligence and exactitude and to follow and implement accurately the instructions or directions given by or on behalf of the Employer, in other words, to do everything that may be expected of a good employee.

Remuneration and Benefits

The employee shall be entitled to a monthly net pay of **#450,000** (Four Hundred and Fifty Thousand Naira).

See breakdown below:

<div><div><div></div><div></div><div></div></div><div>URIDIUM TECHNOLOGIES</div></div>		e-payslip	
Employee Name:		SAMUEL NDUKWE	
Employee Number:			
Month		-	
Basic	NGN	67,500.00	
Housing	NGN	36,000.00	
Transport	NGN	40,500.00	
Meal	NGN	135,000.00	
Dressing	NGN	135,000.00	
Utility	NGN	36,000.00	
GROSS PAY	NGN	493,020.00	
DEDUCTIONS			
Pension	NGN	11,520.00	
PAYE	NGN	31,500.00	
NET PAY	NGN	450,000.00	
ADDITIONS:			
Phone Allowance	NGN	10,000.00	
Total Net Pay	NGN	460,000.00	
Other Benefits:			
HMO			
Group Life		In line with company policy	
EOY Bonus			
Leave Days			

Working Hours and Workplace

The standard work week consists of five (5) consecutive days of work beginning on Monday and ending on Friday, between the hours of 09:00 to 18:00 hours. At the Employer's reasonable request, the Employee agrees to work overtime.

Your mode of work shall be **Fully-Onsite**.

Discipline and Suspension

Violation of the Employer's policies and rules may warrant disciplinary action. The Employer's response to violations may include, without limitation, warnings, suspension, and termination of employment, either on notice or summarily.

We look forward to the opportunity to work with you in an atmosphere that is successful likewise mutually challenging and rewarding.

Yours sincerely,

For: **URIDIUM TECHNOLOGIES LIMITED**



Babatunde Adejumo E.


Group Head HR

ACCEPTANCE AND ACKNOWLEDGMENT

Please read this letter carefully and append your signature if you are willing to accept the offer.
The acceptance period is 5 days from the date this letter is issued after which the offer will be null.

The Employee:

Name: Ndukwe Samuel

Sign: 

Date: 24/03/2025