



Employment Contract

For: Gurwinder Singh

From: Scott Weber
Constant Concepts



Employment Contract

This contract, dated on 18th January, 2021, is made between Constant Concepts and Gurwinder Singh. This document constitutes an employment agreement between these two parties and is governed by the laws of Arizona.

WHEREAS the Employer desires to retain the services of the Employee, and the Employee desires to render such services, these terms and conditions are set forth.

IN CONSIDERATION of this mutual understanding, the parties agree to the following terms and conditions:

1. **Employment**

The Employee agrees that he or she will faithfully and to the best of their ability carry out the duties and responsibilities communicated to them by the Employer. The Employee shall comply with all company policies, rules and procedures at all times.

2. **Position**

As a Senior Android Developer, it is the duty of the Employee to perform all essential job functions and duties. From time to time, the Employer may also add other duties within the reasonable scope of the Employee's work.

Employee will be working full-time for Constant Concept, meaning Employee will provide a minimum of 40 hours per week for required services.

3. **Compensation**

As compensation for the services provided, the Employee shall be paid a salary of \$1200 per month, and will be subject to a(n) half-yearly performance review. All payments shall be subject to mandatory employment deductions.

In the event that there are no incoming projects for Constant Concepts and business is essentially stopped. Employee will still receive compensation for 90 days regardless of company business and / or tasks. Only if no work is provided in 90 days will this contract become null and void due to company insolvency.

Employee will be up for review for incremental raises every 180 days. Increments can meet but not exceed 5%-10% of total salary, unless discussed and agreed upon by the Employer.

Employee will be automatically incremented every 180 days at Employer's discretion unless Employee has exhibited poor performance, insubordination or any other reason Employer would deem employee unworthy to receive automatic increment, which Employee is welcome to appeal as they see fit.

Employee will be up for review for bonuses every 180 days, with bonus amount offered at the Employer's discretion.

4. Benefits

The Employee has the right to participate in any benefits plans offered by the Employer. Access to these benefits will only be possible after the probationary period has passed.

5. Probationary Period

It is understood that the first 60 days of employment constitutes a probationary period. During this time, the Employee is not eligible for paid time off or other benefits. During this time, the Employer also exercises the right to terminate employment at any time without advanced notice.

6. Paid Time Off

Following the probationary period, the Employee shall be eligible for the following paid time off:

- 1 Week Paid Vacation
- 14 sick / personal days
- Bereavement leave may be granted if necessary.

The employer reserves the right to modify any paid time off policies.

- Holidays, based on full calendar year.
- Requested time off based on approval.

7. Termination

It is the intention of both parties to form a long and mutually profitable relationship. However, this relationship may be terminated by either party per the terms stated below:

1. 30 day notice period required by Company in the event of termination.
2. 60 day notice period required by Employee in the event of resignation.

Company agrees to compensate Employee for up to 60 days pay in the event there is no work provided by Company while Employee is still fit for full duty.

Severe Health and Family issues will not be grounds for termination, provided all issues can be resolved, and / or Employee returns to stable health within 30 days.

The Employee agrees to return any Company property upon termination.

8. Non-Competition and Confidentiality

As an Employee, you will have access to confidential information that is the property of the Employer. You are not permitted to disclose this information outside of the Company.

During your time of Employment with the Employer, you may not engage in any work for another Employer that is related to or in competition with the Company. You will fully disclose to your Employer any other Employment relationships that you have and you will be permitted to seek other employment provided that (a.) it does not detract from your ability to fulfill your duties, and (b.) you are not assisting another organization in competing with the employer.

It is further acknowledged that upon termination of your employment, you will not solicit business from any of the Employer's clients for a period of at least 1 year.

9. Entirety

This contract represents the entire agreement between the two parties and supersedes any previous written or oral agreement. This agreement may be modified at any time, provided the written consent of both the Employer and the Employee.

10. Legal Authorization

The Employee agree that he or she is fully authorized to work in India and can provide proof of this with legal documentation. This documentation will be obtained by the Employer for legal records.

11. Severability

The parties agree that if any portion of this contract is found to be void or unenforceable, it shall be struck from the record and the remaining provisions will retain their full force and effect.

12. Jurisdiction

This contract shall be governed, interpreted, and construed in accordance with the laws of Arizona.

In witness and agreement whereof, the Employer has executed this contract with due process through the authorization of official company agents and with the consent of the Employee, given here in writing.



Employee Signature

01 / 24 / 2021

Date



Company Official Signature


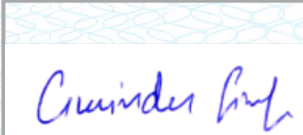

01 / 22 / 2021

Date

Signature Certificate

Document Ref.: DTNCF-7FHVT-AJFJT-NMNUP

Document signed by:

	Scott Weber Verified E-mail: scott@constantconcepts.io IP: 72.208.95.74 Date: 22 Jan 2021 17:30:39 UTC	 
	Gurwinder Singh Verified E-mail: 47gurvinder@gmail.com IP: 103.217.229.136 Date: 24 Jan 2021 15:35:02 UTC	 

Document completed by all parties on:

24 Jan 2021 15:35:02 UTC

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