

## Employment Job Offer

Date: 26 Oct 2025

Name: Essam Mortada

National ID:

Job Title: Web Developer

Dear,

Following our recent discussions, we are delighted to offer you position with Bebrand advertising agency/Niche Magazine. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our Agency with the highest possible level of service and quality of Marketing.

As a member of Bebrand advertising agency/Niche Magazine team, we would ask for your commitment to deliver outstanding quality and results that exceed all expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Bebrand advertising agency/Niche Magazine. 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 we are proposing.

- **Position and Duties:**

- You will be employed as Web Developer agrees to perform all duties assigned by the employer and participate in any necessary training or professional development activities.
- Your total remuneration will be EGP 12,000 net per month.

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- **Annual Leave:**

- You are provided with an annual leave allowance of 21 days which becomes available after 3 months from the joining date, contingent upon supervisor approval, and any unused days cannot be carried over. Public holidays are acknowledged separately. Casual days, limited to 15 days, must be requested at least 2 hours before the commencement of the workday. Extended sick leave may mandate a medical certificate. Detailed information about leave accrual and exceptions can be found in company policies, and any adjustments to the policy will be communicated to employees.

- **Applicable Law:**

- The applicable law is the Egyptian Labor Law and the other applicable laws in Egypt.
- The other terms and conditions of your offer are listed below.

- **Company Policy:**

- Your employment will commence starting from signing contract and the first three months, will be a probation period, where your performance level will be observed and assessed.
- After 3 months of being committed to Bebrand advertising agency/Niche Magazine, you will have the right to get your annual vacation days, social insurance and to be one of the profit share members.

N.B: profit share will be according to each member KPIs.

- The current working hours are from 9 a.m. to 5 p.m. Sunday through Thursday or as amended by the Company. It is anticipated that your responsibilities will necessitate a flexible approach to working beyond these hours from time to time.
- The location of work is at 19, 100 street Maadi, Cairo Governorate. With supporting hours from home as necessary. Travel to Meetings during office hours will be required. These will be in Egypt, mainly in Cairo but also in other cities in the country.
- Your remuneration will be paid in arrears at the end of each month.
- You will be entitled to sick leave as per Egypt Labor Law subject to being certified as sick by a competent medical authority. No accumulation of sick leave is permitted.
- The agreement may be terminated by either party without notice within the first three months.



- You will be required always to comply with the Company's rules, regulations and procedures, for the duration of your employment. All aspects of this offer letter shall be interpreted in accordance with the Company's policies and procedures.
- The position involves having access to a wide variety of information of very confidential nature. You shall not at any time, whether during or after the termination of your contract, disclose, divulge, make public, impart or make use of any information for your own use or for any other purpose as to the business or private affairs of the Employer and/or any confidential information other than as directed by or with the consent of the Employer or in so far as may be required by a court of competent jurisdiction.

- Upon expiry or other termination of your contract you shall hand over to those persons nominated by the Employer all effects or belongings of the Employer.

If the foregoing is acceptable to you, please return a copy of this offer letter duly signed.

Yours sincerely,  
Nady Ghaly  
CEO & Founder

For and on behalf of Kickers advertising agency,  
I hereby accept the offer of employment and the terms and conditions as detailed above and, in the appendix,

Employee Authorized Signature

Essam mortada

Employer Authorized Signature

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