



## Bitnob Technologies

**10<sup>th</sup> November, 2020**  
**Precious Ndubueze,**

Lagos, Nigeria.

Dear Precious,

### OFFER LETTER

#### **I. Position**

##### **Job Title**

Your title will be BACKEND DEVELOPER, and you will report to the Chief Technology Officer.

##### **Work Schedule**

This is a remote full-time employment position requiring approximately 40 hours per week. Your regular weekly schedule will be Monday to Friday 09:00-17:00.

##### **Employment Relationship**

This offer is a full-time employment for no particular period of time. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

#### **II. Cash Compensation**

##### **Salary**

The Company will pay you a starting salary at the rate of ~~N~~56,000 per month, payable in accordance with the Company's standard payroll schedule beginning Monday 2nd November, 2020 and you will receive your first pay at the end of the month. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

##### **Tax Withholding**

All forms of compensation referred to in this letter agreement are subject to reduction to reflect a 5% applicable withholding and payroll tax and other deductions required by law.

##### **Tax Advice**

You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation

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policies in a manner that minimizes your tax liabilities and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

### **III. Employee benefits**

As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits.

The Company offers a comprehensive employee benefits program, including:

#### **Flexible Hours**

You can occasionally adjust your daily working schedule upon manager's approval, should you have any personal commitments.

#### **Internet Allowance**

You are entitled to a monthly stipend of ₦6,000 to cover for Internet cost and data subscriptions.

#### **Commission Package**

You are entitled to 5% of the total cost of external projects brought into the company through you.

### **IV. Privacy and confidentiality agreements**

#### **Privacy Agreement**

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

#### **Conflict of Interest Policy**

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company (e.g. freelance coding work for our competitor.) By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

### **V. Termination conditions**

In the event of a termination, the Intern is to give at least a 7-day notice in written form to the company. If for any cause the company wants to terminate the employment, the company shall serve you with a 7-14 days' notice of termination in written form.

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### VI. Interpretation, Amendment and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement latest by 28th November, 2020. Upon your acceptance of this employment offer, BITNOB TECHNOLOGIES will provide you with the necessary paperwork and instructions.

Sincerely,  
Bernard Barje Parah  
C.T.O

Signatures:

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Company Representative (Sign)  
**Bernard Barje Parah**

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Company Representative (Print)

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Date



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Applicant (Sign)  
**Precious Ndubueze**

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Applicant (Print)

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Date 11/27/2020

## Certificate Of Completion

Envelope Id: 388C9E85E38F4B15BA99422AC5E8D0F9

Status: Completed

Subject: PRECIOUS' OFFER LETTER.docx

Source Envelope:

Document Pages: 3

Signatures: 1

Envelope Originator:

Certificate Pages: 1

Initials: 0

Precious Ndubueze

AutoNav: Enabled

gabbyprecious2000@gmail.com

Envelopeld Stamping: Disabled

IP Address: 64.207.219.72

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

## Record Tracking

Status: Original

Holder: Precious Ndubueze

Location: DocuSign

11/27/2020 8:00:13 AM

gabbyprecious2000@gmail.com

## Signer Events

## Signature

## Timestamp

Precious Ndubueze

gabbyprecious2000@gmail.com

Precious Ndubueze

Security Level: Email, Account Authentication  
(None)



Signature Adoption: Drawn on Device  
Using IP Address: 197.210.29.4

Sent: 11/27/2020 8:00:14 AM

Viewed: 11/27/2020 8:00:34 AM

Signed: 11/27/2020 8:01:55 AM

Freeform Signing

## Electronic Record and Signature Disclosure:

Not Offered via DocuSign

## In Person Signer Events

## Signature

## Timestamp

## Editor Delivery Events

## Status

## Timestamp

## Agent Delivery Events

## Status

## Timestamp

## Intermediary Delivery Events

## Status

## Timestamp

## Certified Delivery Events

## Status

## Timestamp

## Carbon Copy Events

## Status

## Timestamp

## Witness Events

## Signature

## Timestamp

## Notary Events

## Signature

## Timestamp

## Envelope Summary Events

## Status

## Timestamps

Envelope Sent

Hashed/Encrypted

11/27/2020 8:00:14 AM

Certified Delivered

Security Checked

11/27/2020 8:00:34 AM

Signing Complete

Security Checked

11/27/2020 8:01:55 AM

Completed

Security Checked

11/27/2020 8:01:55 AM

## Payment Events

## Status

## Timestamps