

9th June, 2021

Oba Hilary Israel
Plot 54 Calvary close,
Ogba, Ikeja, Lagos State

Dear Hilary,

OFFER OF EMPLOYMENT AS A FRONT-END DEVELOPER, FARMCROWDY LIMITED

The Management of Farmcrowdy Limited is pleased to offer you a full-time role as a Front-End Developer at Farmcrowdy Limited effective from **21st June, 2021**. Your employment contract is subject to confirmation from your referees and successful completion of the probation period.

1. PROBATION

- 1.1 You will be placed on a probation period of 6 (six) months in which time your performance will be evaluated on a regular basis. At the end of the 6-month probation period, the Company shall, based on its evaluation of your performance during the probationary period, either confirm your employment, extend your probationary period or disengage you from the company.
- 1.2 Without prejudice to the foregoing, either you or the Company may at any time during the probationary period terminate the employment by giving 2 (two) weeks' notice or payment of 2 (two) weeks salary in lieu of notice. Where your appointment is not confirmed at the end of the probation period, you shall not be entitled to any severance payment or benefits from the Company except as provided in this employment contract.
- 1.3 If on the last day of the probationary period, the Company, for any reason does not communicate a confirmation or termination of employment, the employment shall be deemed automatically terminated and you shall thenceforth cease to be an employee of the Company. There shall be no implied confirmation of employment and no confirmation shall be valid except it is in writing by the Company.

2. CORE RESPONSIBILITIES:

- 2.1 Your core responsibilities include but are not limited to the following duties:
 - Convert relevant mockups to Web pages
 - Make web pages responsive to mobile devices
 - Clean up new and existing web pages

3. POSITION OF EMPLOYMENT

- 3.1 As a Front-End Developer, you will report directly to the Head of Tech.
- 3.2 Farmcrowdy shall retain the right to change your employee title, duties and reporting relationships as may be determined to be in the best interests of the Company; provided, however that any such change in your duties shall be consistent with your training, experience and qualifications.



4. WORKING HOURS

Your working hours shall be Mondays – Fridays between the hours of 8: 00 AM and 4:30 PM. However, note that you may be required to work extra hours depending on the work-load or events to attend to.

5. COMPENSATION AND BENEFITS

5.1 Salary

Effective from **21st June, 2021** , you will be entitled to a monthly remuneration of **NGN 233,749 (Two Hundred and Thirty-Three Thousand, Seven Hundred and Forty-Nine Naira Only)** gross of all taxes.

5.2 The breakdown of your monthly remuneration, showing your take-home pay is as follows:

a. Basic allowance:	NGN 28,050.00
b. Housing allowance:	NGN 46,750.00
c. Transport allowance:	NGN 35,062.00
d. Utility allowance:	<u>NGN 123,887.00</u>
GROSS PAY	NGN 233,749.00
e. 8% Pension Deduction	NGN 8,789.00
f. PAYE Tax Deduction	<u>NGN 24,960.00</u>
NET PAY (take-home):	<u>NGN 200,000.00</u>

5.3 Expenses

During your term of employment, you shall be reimbursed for all reasonable expenses incurred by you; in the course of performing the services as a Front-End Developer of the Company, provided the expenses are properly accounted for in accordance with Company Policy.

5.4 Benefits

Upon the confirmation of your employment, you will be entitled to certain benefits as may be determined by the Company, including but not limited to Medical Insurance, Group Life Insurance and any other similar benefits as such plans and benefits may be adopted by the Company from time to time.

5.5 Insurance

Your yearly Health Insurance limit is **NGN 79,000.00 (Seventy-Nine Thousand naira)**. You will also be entitled to the Company's Group Life Insurance benefit package

5.6 Pensions

The company will contribute its mandatory 10% of your of your Basic Allowance, Housing Allowance and Transport Allowance (BHT) as its own contribution towards your Retirement Savings Account (RSA). Please note that you will also be required to contribute your statutory of 8% of BHT Allowances, which will be deducted at source.



5.7 Annual Leave

Annual Leave days are accrued and earned i.e. pro-rated for the period in which an employee has worked. You will be entitled to request for annual leave after your 1st Year Employee Anniversary i.e. after you have spent a full 12 consecutive calendar months with the company. You will be entitled to twenty (20) working days over every twelve (12) calendar months.

6. EMPLOYEE NON-COMPETE & CONFIDENTIALITY

All employee restrictions with particular reference to Employee Non-Compete, Confidentiality of Official Records & Information, and Prohibitions have been detailed in a separate legal contract known as the '**Non-Disclosure & Intellectual Property/Invention Assignment Agreement**' which is to be executed upon resumption of duty.

7. CONDUCT

In rendering services in your new role, you are required to conform to high professional standards of work and business ethics. By virtue of your position, you owe a duty of loyalty, honesty and good faith to the Company, and will at all times act in the best interests of the Company in a manner consistent with your position. You agree to use your best efforts to perform your duties and to conform to the standard of care, skill and diligence required by the Company. You also undertake that during work hours, you shall devote your time, attention and knowledge solely for the interest of the Company.

8. SHORT/LONG TERM ASSIGNMENTS

You may be required to work out of station within or outside Nigeria for short or long-term assignments as part of your employment. Farmcrowdy shall also have the right to assign, second or transfer you to a different location or to an affiliate of Farmcrowdy. The foregoing shall apply unless you show special circumstances, and which Farmcrowdy agrees may prevent you from working or going to provide services in another location. In any case, your personal and/or domestic difficulties will be considered in the event of you being asked to undertake duties away from your primary place of assignment.

9. COMPANY POLICIES

During your employment, you are required to familiarize yourself and abide with the instructions and Company policies currently in force, and those that may be implemented from time to time by the Company. All Company policies shall form part of your employment contract, and same are hereby incorporated by reference to this contract.

10. TERMINATION

10.1 Upon your confirmation, either you or the company shall have the right to terminate this contract by giving one (1) month notice or salary payment in lieu of such notice. Notwithstanding the foregoing, Farmcrowdy reserves the right to summarily dismiss you without notice or payment in lieu thereof in the event of fraud or gross/persistent misconduct.

10.2 The following (which are not exhaustive) are misconducts which may lead to termination or summary dismissal, depending on the severity of the misconduct:

- a. Theft, fraud, dishonesty, falsification or irregular practices in respect of cash, records and any other form of financial misconduct.
- b. Willful disobedience of lawful order, or negligence in the performance of your duties.



- c. Drunkenness or use of alcohol or banned/illegal drugs or substances in the workplace.
- d. Physical or verbal assault of other employees and/or fighting on Company premises.
- e. Possession of dangerous weapons such as firearms in the work place.
- f. Any conduct likely to endanger the lives and safety of other people or the property of the Company or which affects the progress of work.
- g. Sexual harassment and discrimination.
- h. Material/persistent breach of your employment contract and persistent refusal to comply with Company rules, policies, regulations and ethics.
- i. Bribery and corruption.
- j. Tampering with Company records and wrongfully divulging confidential information of the Company.
- k. Malicious damage, vandalizing, sabotage, or misuse of Company property.
- l. Conviction for any criminal offence.
- m. Certificate/document forgery.
- n. Insubordination or disobedience, (whether individually or with others) of any lawful and reasonable order or instruction issued by the Company
- o. General misconduct prejudicial to discipline and good order in the Company.
- p. Any other conduct which may be considered inimical to the operations of the Company or its employees.
- q. Performance of or complicity in any actions or irregularity, which could adversely affect the business of the Company.
- r. Persistent lateness or absence from work without authorization.

11. ENTIRE CONTRACT

This contract (and all documents, employee handbook and company policies incorporated herein) embodies the entire understanding and arrangement between the parties in connection with your employment and supersedes any and all other contract(s) or discussions between the Parties. In the event of any conflict between the terms of the document and any other contractual document relating to your employment, the terms set forth in this Contract shall prevail.

12. ACCEPTANCE

You will be required to kindly indicate your acceptance of this letter by signing the acceptance form. Farmcrowdy Limited trusts that you shall render to the very best of your abilities and shall diligently undertake all duties assigned to you by the Company.

Yours' sincerely,
For: **Farmcrowdy Limited**

Co-Founder & CEO
Akindele Phillips



ACCEPTANCE

I confirm that I have carefully read and had the opportunity to review the terms of this Contract and I am fully aware of the extent of my rights, duties, and obligations herein. I confirm that I accept this offer and agree to be bound by the terms and conditions set forth herein.

Name: Hilary Israel Oba

Signature: 

Resumption Date: 21/6/2021