

1. One on one meetings with you to discuss expectations and take steps to close gaps.
2. Approve budget to provide you with company tools and your personal development in line with company policies & procedures.
3. Provide coaching by having at least a coaching session once a month. It's your responsibility to ensure that this happens.

I look forward to working with you and wish you all the best in your career endeavors within the company.

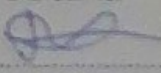
Yours sincerely,

Stephen Tobayiwa

**Systems Development Manager**

I Ian Farai Madhura

acknowledge receipt of the letter, I have read and I understand the contents of the same.

Signature 

Date: 13/10/20