

26<sup>th</sup> June, 2018

IBRAHIM, Isa  
40 Garba Ja Abdulkadir Road  
Ungwan Rimi  
Kaduna

**Dear Mr Isa,**

**OFFER OF EMPLOYMENT**

Following our recent discussions, Fun Mobile Limited is pleased to offer you full time employment as a **Full Stack Software Developer** with effect from August 1, 2018.

Your annual gross remuneration will be N2,400,000 (Two Million, Four Hundred Thousand Naira Only) which will give a monthly gross salary of N200,000 (Two Hundred Thousand Naira Only) payable monthly on or before the last day of each calendar month, twelve times per annum.

Please find below the terms and conditions of our offer:

- 1 You are employed as a Full Stack Software Developer.
- 2 Your primary place of work will be based at the head office, currently located at No. 2A, A.J. Marinho Drive, Off Sinari Daranijo Street, Victoria Island. Lagos, Nigeria.
- 3 You will be employed on a probationary basis for an initial period of six (6) months and will be confirmed in writing subject to your meeting the company's performance standards and completed reference checks. However, if your performance is below the Company's expectation, you will either be given one (1) month to improve and failure to do so will warrant your termination of employment or you will be asked to leave the Company
- 4 In the event that the Company has a profitable financial year, you may be entitled to an annual discretionary performance bonus subject to you achieving your specific Key Performance Indicators (KPI's).
- 5 Your other benefits include:
  - a. You will be entitled to Private Health Care from the Company's preferred HMO.
  - b. You are entitled to NGN3,000.00 monthly Airtime to be used for call and data subscription for your weekend work.

- c. Fun Mobile Limited operates a contributory pension scheme for staff. The employee and employer's contribution are 8% and 10% respectively of your basic salary into your pension account.
- 6 Your hours of work are Monday to Friday from 9.00am to 5.00pm with a 1-hour lunch break during the day. You may be required to work on Saturdays, and public holidays, based on company business needs.
  - 7 During the continuance of your employment, you shall (unless prevented by ill health) devote your whole time and attention to the business of Fun Mobile Limited and shall not without the prior written consent of the Company engage in any other business or commercial activity (whether as employee or on your own account or in partnership or otherwise).
  - 8 You will be required to sign a Confidentiality & Non-Disclosure Agreement. The Company may, at its discretion, require you to sign additional Confidentiality & Non-Compete restraints, or the like thereof before or during the period of employment and at any other time the Company deems it necessary.
  - 9 Your holiday entitlement is 20 working days per year upon confirmation of your employment. In addition, you are entitled to all Nigerian Federal Government declared public holidays with pay.
  - 10 The Company may also grant an End-of-Year Break whereby the Company closes down for the year for a period of time; this is however at the discretion of Management. In the event that this happens, you will be required to properly set up services prior to the closure as well as monitor the functionality of such services while on break to avoid any disruption of service delivery.
  - 11 Particulars of terms and conditions relating to incapacity to work due to sickness or injury can be found in the Fun Mobile Policies and Procedures book.
  - 12 The Company reserves the right to terminate your employment without notice in the event of a gross misconduct or other breach of contract by you.
  - 13 You are entitled to receive one (calendar) months' written notice of termination of your employment and you are required to give two months' (calendar) written notice only to us should you wish to resign. This is to ensure a proper succession planning and hand over.
  - 14 You will on request either during or after the termination of your employment be required to immediately deliver to the Company all its property in your possession or control including or in addition to (whether or not the medium on which such are recorded is the property of the Company) all records, data and information relating to the business of the Company.

- 15 After the termination of your employment, you will not entice away or attempt to entice away, for yourself or for any other person, any person who is employed by Fun Mobile.
- 16 There are no collective agreements, which directly affect the terms and conditions of your employment.
- 17 With the acceptance of our offer of employment, you hereby give your consent to the holding and processing of personal data provided by you to Fun Mobile for all purposes relating to the performance of your employment including, but not limited to:
  - a. Administering and maintaining personnel records;
  - b. Paying and reviewing salaries and other remuneration benefits;
  - c. Providing and administering any benefits;
  - d. Undertaking performance appraisals and reviews;
  - e. Maintaining sickness and other absence records;
  - f. Taking decisions as to your fitness for work;
  - g. Providing references and information to future employers and, if necessary, Governmental and Quasi-Governmental bodies and other purposes, the Federal & State Inland Revenue Services and other Government Agencies;
  - h. Providing information to future purchasers of the Company or of the project(s) you work on;

Your employment shall be governed by Fun Mobile policies and procedures as contained in the Staff Handbook and as may be amended from time to time.

You are required to bring along 2 passport photographs, copies each of your credentials and 2 employment guarantor forms properly filled as stipulated.

You are welcome to Fun Mobile!

Please confirm your acceptance of this offer and the other particulars of your employment set out in this document, by signing below.

Yours Sincerely,

Chief Executive Officer  
**Yahaya Maibe.**

[Type text]



I have read and understood the terms and conditions of offer as stated above and accept the said terms and conditions.

Name .....

Signature .....

Date .....