



5th Floor Muhabura Building(former KIST)
Avenue de l'Armée
P.O Box 3900
Kiyovu Sector
Nyarugenge District
Kigali, Rwanda
info@andela.com
andela.com

April 2nd, 2020

Hirwa Julien

Associate Software Engineer

Julien

Dear _____

TERMINATION ON ACCOUNT OF REDUNDANCY

This letter is an official notification of your termination from Andela Rwanda Ltd. (the Company) effective from April 3rd, 2020.

Following the stakeholders' directives, the Company is going through major restructuring at a global level. It is in this regard that Andela Rwanda Ltd. has to make structural and strategic changes to meet with a redesigned Company structure. Unfortunately, this action means that restructuring within your department is necessary.

We regret to inform you that your position is being eliminated and your employment with the Company has thus been terminated on account of redundancy effective from April 3rd, 2020. As per your signed employment contract, you are entitled to receive payment in lieu of 30 days' notice period. You'll find attached a schedule setting out your entitlements on the termination of your employment. Please note that these dues are eligible for the statutory tax deductions.

In line with labour laws of the country, a severance package (including your last day of employment) will be paid to you as per the details presented below

The total net amount due to you as indicated above will be credited to your bank account not later than April 20th, 2020.

We request that you kindly return all property that was obtained during your employment with Andela Rwanda, including laptops, monitors, identity card, lockers keys, and make a proper handover to the People team. Please note that your final payment is dependent on the completion of your necessary off-boarding documentation and handover of all Andela issued property.

Be assured that your medical insurance will be valid until July 31st, 2020 and that Andela will be delighted to write a reference letter to other employers should you require it at any time in future. In the meantime, we enclose your work certificate.

We take this opportunity to thank you for your service to Andela and wish you the very best in your future endeavours.

Please acknowledge receipt of this letter by signing the copy hereof.

Yours sincerely,

Clement UWAJENEZA

Country Director, Andela Rwanda Ltd.



5th Floor Muhabura Building(former KIST)
Avenue de l'Armée
P.O Box 3900
Kiyovu Sector
Nyarugenge District
Kigali, Rwanda
info@andela.com
andela.com

Breakdown of dues:

| Description | Period | Amount Due (Rwf) |
|--------------------------|----------|---------------------|
| Compensation | 2 months | 1,609,116.00 |
| In lieu of notice period | 1 month | 804,558.00 |
| Accrued leave if any | 19.13 | 732,914.03 |
| Worked days in April | 3 days | 109,712.45 |
| Travel package | N/A | N/A |
| Total Gross | | 3,256,300.48 |

Acknowledgement:

I **Hirwa Julien**, hereby acknowledge the receipt of the above termination letter dated on April 2nd, 2020 from Andela Rwanda Ltd.

Karanguwa Hirwa Julien

Signature

04/03/2020

Date

Disclaimer:

I **Hirwa Julien** of address Kimisagara, Café de Ciel, KN 20 Ave 136 street Kimisagara, Café de Ciel, KN 20 Ave 136 Street holder of ID card/Passport No 199680159705157 acknowledge that the total gross sum of Rwf **3,256,300.48** mentioned in the termination letter dated April 2nd, 2020 as being full and final settlement and discharge of all sums due to me from Andela Rwanda Ltd.

I hereby confirm that I am satisfied with the calculation of the dues and I have no further claim against Andela Rwanda Ltd.

Karanguwa Hirwa Julien

Signature

04/03/2020

Date


