



Contract of Employment:

This Casual Employment Agreement dated this 1st day of August 2024 between:

Masleap Software Solutions and:

Mohammad Iqbal Hossain Emon



WHEREBY THE PARTIES AGREE AS FOLLOWS:

1. APPOINTMENT

***Mohammad Iqbal Hossain Emon*, who hereby accepts the contract renewal and is appointed as the Software Developer for Masleap Software Solutions.**

2. DURATION

2.1 This agreement will become effective as from 1.08.2024 and it will continue for a six-month period (January 2025) until it has been cancelled in terms hereof.

3. THE EMPLOYEE'S DUTIES

3.1 The core of the EMPLOYEE's duties towards the EMPLOYER is a duty to obey all lawful and reasonable orders and to perform such work as she / he is directed to perform which falls within his / her vocational ability.

As per the job description, the employee will be following:

- Work as a team member for designing algorithms and flowcharts.
- Focusing on creating clean and efficient code based on specifications.
- Work on integrating software components and third-party programs.
- Attending internal meetings for scrum-oriented task distribution.
- Contributing to creating technical documentation for reference purposes.
- Able to gather and evaluate user feedback.

3.2 Without limiting the aforesaid duties, the EMPLOYEE is obliged to strictly comply with the provision of this agreement, may not misappropriate the COMPANY'S property, keep all information entrusted to him / her confidential and must adhere to the general Code of Conduct between admin section and the relationship of clients.

3.3 The COMPANY undertakes to draft a duty sheet in accordance with the post description and it will be filed on the COMPANY's personnel record.

4. WORKPLACE

The EMPLOYEE will execute his / her duties from the physical office prior to the feasibility and operational conduct.

provided that the company may require the EMPLOYEE to execute his / her duties at such a place as may be indicated by the Company. Such instructions will be given in writing to the EMPLOYEE.

5. SERVICE HOURS

5.1 Service hours will be from 11:00 AM until 08:00 PM.

5.2 With the above section in mind, a total of 45 working hours would be expected, and Saturday and Sunday will be considered as the weekend onward.

6. REMUNERATION

6.1 A monthly salary of BDT 30,000 and it includes subsidized meals

7. LEAVE

7.1 The EMPLOYEE is entitled to 12 (TWELVE) consecutive days' leave on full pay during the 6-month period and it includes sick leave due to the high monitoring and evaluation of the 6-month period. More leaves than the required days will be counted as unpaid leave and a deduction in salary will take place.

7.2. Upon termination of the EMPLOYEE's contract the Company shall pay to the EMPLOYEE his / her full remuneration in respect of any leave which accrued, but not granted to him / her before the date of termination of the employment.

7.1 ACCRUAL OF LEAVE

7.1.1 Leave may not be accrued by the EMPLOYEE and in the event of it not being taken, the EMPLOYEE will forfeit it.

8. TERMINATION

8.1 This agreement may be terminated by either party by giving a short-written notice of termination of service the one to the other, provided that such notice must be given on any day of the month.

8.2 The period of notice shall not be given during the EMPLOYEE's absence on leave as determined herein.

(COMPANY)

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_____(EMPLOYEE)