



Cyuzuzo. M. Pierre Damien

06<sup>th</sup> November 2017

Kigali, Rwanda

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**RE: CONFIRMATION LETTER.**

Dear Peter,

Following a successful completion of your probationary period with DMM.HeHe Ltd, the management is pleased to announce the confirmation of your employment and confirmation for the position as **Software Engineer** with DMM.HeHe Ltd

The terms and conditions of employment set out in your original employment contract that commenced on **15<sup>th</sup> March 2017** will continue to apply. Please note that future changes in scale, step grading and salary will be based on the satisfactory evaluation of your performance.

I wish you the very Best in your career.

On behalf of DMM.HeHe Ltd (the Employer)

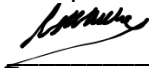


**Sixbert Uwiringiyimana**  
**Head of Engineering**



**Clarisse Iribagiza**  
**Chief Executive Officer**

Reception (On behalf of Employee)



**Cyuzuzo. M. Pierre Damien**  
**Software Engineer**



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