CONTRACT OF EMPLOYMENT

MADE AND ENTERED INTO BY AND BETWEEN:

HESHBON TECHNOLOGIES LIMITED

with address at: 86b OJO LANE DOLPHIN ESTATE IKOYI, LAGOS, NIGERIA

herein represented by <u>Emmanuel Babalola</u> (hereinafter referred   duly authorized hereto to as the "**EMPLOYER**")

AND

Mohammed Bala Nasir

with address at:

(hereinafter referred to as the "**EMPLOYEE**")

WHEREBY THE PARTIES AGREE AS FOLLOWS:

1. **APPOINTMENT**

   The **EMPLOYEE**, who hereby accepts the appointment and is appointed as a **FRONTEND DEVELOPER** for the **EMPLOYER**.

2. **DURATION**

   2.1   This agreement will become affective as from 1•th November 2024 and It will continue for a month period, where it will be subjected to review for a longtime period contract in terms hereof.

   2.2   The **EMPLOYEE**'s appointment (in the instance of new appointments) is subject to a (one) week's probationary period during which period the **EMPLOYER** may terminate the services of the **EMPLOYEE** for any fair reason. Two day's written notice of termination of service to the **EMPLOYEE**, prior to the end of the probationary period will be given.

2.3   Substantive and procedural fairness will entail that the **EMPLOYEE** will be given the opportunity to state his / her case in response to the allegations being raised and to a final decision from the **EMPLOYER.**

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 order and to perform such work as she / he is directed to perform which falls within his / her vocational ability.: -

(1) responsible for designing, building, and maintaining the server side of web applications, building the structure of the software application. This includes design, development, maintenance, testing, and evaluation.
(2) handling tasks such as database management, server configuration, and building the logic that enables the front end of the application to function properly.
(3) Develop and maintain server-side application logic
(4) Integrate user-facing elements developed
(5) Design and implement data storage solutions
(6) Ensure the performance, quality, and responsiveness of applications
(7) Identify bottlenecks and bugs, and devise solutions to these problems
(8) Collaborate with other team members and stakeholders
(9) Contribute to the improvement of the development process
(10) Building a scalable Frontend HR Solution

3.2   Without limiting the aforesaid duties, the **EMPLOYEE** is obliged to strictly comply with the provision of this agreement, may not misappropriate the **EMPLOYER's** property, keep all information entrusted to him / her confidential and have to adhere to the general Code of Conduct that governs all relations with co-employees, clients and patients.

3.3   The **EMPLOYER** undertakes to draft a duty sheet in accordance with the post description.

4.0   SERVICE HOURS

4.1   Service hours will be forty (40) normal hours of work weekly.

5.0   REMUNERATION

The **EMPLOYEE** will be entitled to the following remuneration:

5.1   A monthly salary of 250,000Naira

5.2   The salary shall be paid at the end of the month upon successful completion and testing of assigned projects within the allocated time frame.

5.3   Payment will be processed exclusively for tasks that are fully completed and verified for quality.

(1) Payment will be made following the CTO's verification of the full and satisfactory execution of allocated tasks.

(2) payment will be made at the end of the month, contingent upon the CTO's approval of the complete fulfillment of all responsibilities allocated.

6.0   **TERMINATION**

6.1   This agreement may be terminated by either party by giving a week's written notice of termination of service the one to the other, provided that such notice must be given on the 1st day of the particular Week.

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

THUS, DONE AND SIGNED at_____

on this _____day of _____ 20_____

BABALOLA EMMANUEL   17/11/2024

EMPLOYER, Name, Signature & Date

Mohammed Bala Nasir   18/11/2024

EMPLOYEE, Name, Signature & Date

As Witnesses:

1. Muhammad Ibrahim

2. Sadiq Ibrahim Umar