

1st of January, 2020

Attention: Abubakar Bello

C/o Steamledge Limited

Dear Abubakar,

LETTER OF CONFIRMATION ABUBAKAR BELLO

Steamledge Limited is pleased to confirm your employment and engagement as a **Software Engineer/Developer** after evaluation of your abilities. You will be having a close working relationship with the Software Team Lead/Product Design Manager, Team members, and other Steamledge personnel assigned to you at any point in time.

Your principal responsibilities will include the following but not limited to:

- Represent the Steamledge brand and core Values
- Active involvement in all company's technology operations and evaluate them according to established goals
- Work with developers to design algorithms and flowcharts
- Build efficient programs and systems that serve user needs
- Produce clean, efficient code based on specifications
- Integrate software components and third-party programs
- Verify and deploy programs and systems
- Troubleshoot, debug and upgrade existing software
- Gather and evaluate user feedback
- Recommend and execute improvements
- Create technical documentation for reference and reporting
- Transfer of relevant skills to Team members and other Personnel
- Continuous Integration and Implementation of cutting-edge technology and Innovative products and services
- Advise, Assist and support on other Steamledge projects and developments

Work schedule: Your work presence will be both Physical during the official Workdays (Mondays to Fridays) with flexible work-hours.

Location of Workplace: Kano, Nigeria

Cash Compensation

Gross Monthly Pay: 45 000.00NGN

A breakdown is as stated below:

- **Base Salary:** A base salary of **40 000.00NGN** will be offered during this period. This will be paid on the 26th of every month. A periodic salary review will be based on performance at the discretion of the management
- **Allowances: Transportation, CUG Airtime and Data:** A monthly allowance of **5 000.00NGN** is made available to cover local transportation to and from client site



Work Ethics: You are expected to conduct yourself in a professional manner. As engagement in any form Unionism or incitement of other personnel is firmly unacceptable. Every grievance and challenges is expected to be brought to the attention of the management. You shall strictly follow all IT Policies, protocols and procedures as communicated in verbal or written forms. The acceptance of this offer will be subject to acceptance of our company policy as provided to you.

Work Presence: You are expected to resume your work duties by 9am prompt or allocated client partner site at specified/allocated time and close at 4pm. Lateness to work is highly prohibited as it attracts a pecuniary penalty and possible termination of your employment if repeated twice within a space of three consecutive month

Non-Disclosure Agreement

- All Programs and Curriculum Design, Ideas, proprietary information, partnerships, Software application, Web Application, products, general works executed, materials, accounts and effects are considered Steamledge's idea and Intellectual property and shall not be used for purposes in any way outside the company's interest unless otherwise agreed upon
- You shall not engage in any other employment, consulting or business activity (either part time or full time) that would create conflict of interest and affect your work performance and expected delivery
- Sensitive information about the company shall in no way be leaked to a third party except a formal agreement is reached under oath with the company Management

Terminating your employment: Either Party shall give two (2) month written notice for termination of employment, to allow a replacement for your position. Where termination is exigent, without notice you shall pay the company a fine equivalent to 50 per cent of your total 2 month salary.

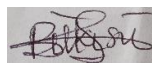
However, your employment can be terminated with short notice if you are found guilty before the disciplinary committee of flouting any of the company's policies Please acknowledge that this offer letter, represents the entire agreement between you and Steamledge Limited.

If you are in agreement with the above outline and provided company policy document and IT Policies and procedures, please sign below. This offer is in effect for three (3) business days.

Signature and date

Thank you,

Sincerely,



1st January, 2020

Bilkisu Abdullahi

**Head of Human Resources
(For: Steamledge Limited Management)**



www.steamledge.com



enquiries@steamledge.com



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Kano: 12/13 - 2nd Floor Gidan Buhari, , Zoo Road, Kano.

Minna: First Floor, IBB Mall, Shiroro Road, Minna.



@steamledge