



NAME OF EMPLOYEE Jina

NATIONALITY Uzbekistan

ORIGINAL DATE OF EMPLOYMENT 17 JULY 2002

EMPLOYEE NUMBER _____

NSSF NUMBER/ID NO. _____

POSITION **SYSTEM ANALYST / DEVELOPER**
in VEGA Software – Uganda office, responsible to
THE MANAGING DIRECTOR – Regional office, Nairobi

PROBATION PERIOD The Employee will be on probation for an initial period of three months within which time her day-to-day performance will be reviewed and if satisfactory the employment will be confirmed in writing.

COMMENCEMENT DATE The commencement date for this employment contract shall be **17 July 2002**.

CONFIDENTIALITY CLAUSE All Trade Secrets and Confidential Information are the property of VEGA or VEGA's licensors. All notes, data, reference materials, sketches, disks, memoranda, tapes, manuals, files, documentation and records in any way incorporated or reflecting any of the Trade Secrets or Confidential Information shall belong exclusively to VEGA, and the Employee agrees to turn over all copies of such materials in her possession or control to VEGA upon request or upon termination of Employee's work for VEGA.

During the term of Employee's relationship with VEGA, and indefinitely thereafter, the Employee will not, except as otherwise expressly directly by VEGA, use, copy or disclose or permit any unauthorised person access to any Trade Secrets, except as



permitted in connection with Employee's work.

EMOLUMENT The Company shall pay to the Employee as remuneration for her service during the continuance of the employment under this agreement as a consolidated salary at the rate of Kshs. 800,000/- per month payable in arrears on the last day of each month, subject to statutory deductions.

MILEAGE The Employee will use her private car for transport between VEGA Software office and clients' site. The employee will fill out a mileage reimbursement form that will form the basis for payment.

CAREER ENHANCEMENT The Employee shall from time to time be allowed to attend professional training, which will enhance her capabilities and hence improve her overall performance for the mutual benefit of the Company and employee.

WORKING HOURS The office hours are as follows:

(8.00 a.m. - 12.30 p.m.)
)
MONDAY - THURSDAY
(1.30 p.m. - 4.30 p.m.)
(8.00 a.m - 12.30 p.m)
) FRIDAY
(1.30 a.m - 3.30 p.m.)

The employee shall devote the whole of her time and attention to the business of the Company and diligently perform her duties as between the hours stipulated above PROVIDED that if and whenever it may be necessary for the proper discharge of her duties, the Employee shall attend at the said office or elsewhere as may be required at such hour or for such longer period as may be necessary.

TIME SHEETS VEGA's standard time sheets shall be filled in correctly every day by the employee and submitted to the person responsible at the end of every week.



OVERTIME

The Employee shall not be paid for overtime except when requested to work during weekends whereby an agreement for compensation shall be made between the Managing Director – Nairobi regional office and the Employee.

LEAVE

The employee is entitled to 25 working days leave per annum with full pay. The timing of annual leave and/or accumulated leave is subject to the convenience of the Company. Leave will not be carried forward or redeemed for cash except with the express written consent of the Employer.

MEDICAL SCHEME

The employee will be covered by the Employer's Medical Insurance policy upon successful completion of probation period.

ASSIGNMENTS

OUTSIDE UGANDA

The Employee accepts to undertake assignments outside Uganda whenever called upon for such postings.

ADDENDUM

Any additions and/or revisions to this agreement are to be specified in an addendum, which will be signed separately.

A new addendum will have to be signed by both parties whenever the terms are revised.

ACCEPTANCE

The terms of employment as listed above are deemed to have been accepted when both parties have signed below :

IN WITNESS WHEREOF both parties have hereunto set their hands this _____ day of _____ 2002

For Vega Software Ltd.

Employee

SIGNED _____

SIGNED _____



(M.D)

(Jina)

Date _____ Date _____

EMPLOYMENT AGREEMENT