

CONTRACT OF EMPLOYMENT

This Contract is made on 1st June, 2019.

BETWEEN

PIVOTECH COMPANY LTD OF P.O. BOX 60225, Dar es Salaam Tanzania Hereinafter referred as ("The Employer") on one hand,

AND

GODFREY JOHN PATRICE of P.O. BOX 35131, Dar es Salaam herein after referred as ("The Employee") on the other hand

WHEREAS THE PARTIES TO THIS CONTRACT AGREES TO THE FOLLOWING CONVENANTS AND CONDITIONS, AS FOLLOWS:

CHAPTER ONE: Nature of the Contract, Area of Execution and Nature of Work.

Article 1:

This contract is for a period of One (1) year from 1st June, 2019 to 31st May 2020.

Article 2:

The work will be conducted at the respective places per the Management Instruction; which shall inter alia involves Tanzania, Rwanda and any others areas as shall be designated by the Company.

Article 3:

The said employee shall serve in the capacity of **Project Engineer** (Please see the enclosed Job Description)

CONTRACT OF EMPLOYMENT

This Contract is made on 25th day of May, 2020.

BETWEEN

PIVOTECH COMPANY LTD OF P.O. BOX 60225, Dar es Salaam Tanzania Hereinafter referred as ("Employer") on one hand,

AND

GODFREY PATRICE of P.O. BOX 60225 Dar es Salaam, herein after referred as ("Employee") on the other hand

WHEREAS THE PARTIES TO THIS CONTRACT AGREES TO THE FOLLOWING CONVENANTS AND CONDITIONS, AS FOLLOWS:

CHAPTER ONE: Nature of the Contract, Area of Execution and Nature of Work.

Article 1:

This contract is for a period of one (1) year from 25th day of May, 2020, expires in on 24th day of May, 2021.

Article 2:

The work will be conducted at the respective places per the Management Instruction; which shall inter alia involve Tanzania, Rwanda, Zambia and any others areas as shall be designated by the Company.

Article 3:

The said employee shall serve in the capacity of Project Engineer (Please see the enclosed Job Description)

J.I.

GODFREY PATRICE
[Signature]