Employment Agreement

This Agreement is made as of Dec 11,2024, by and between:

Employer:
AMZ PROPKEY LLC
A limited liability company incorporated in the state of North Carolina, USA, with its principal place of business located at 8801 Fast Park Dr # 301, Raleigh, USA

Employee:

Residing at:

WHEREAS, the Employer wishes to hire the Employee, and the Employee wishes to accept such employment on the terms and conditions set forth herein, the parties agree as follows:

1. Position and Responsibilities

1.1 The Employee is hired as Junior Software Developer.
1.2 The Employee agrees to perform all duties reasonably assigned by the Employer related to the role.

2. Employment Period

2.1 This Agreement is valid for an initial period of one (1) year commencing from Thursday, 12th of December, 2024.
2.2 Upon satisfactory performance, the Agreement may be renewed for additional terms as agreed by both parties.

3. Probationary Period

3.1 The first three (3) months of employment shall be considered a probationary period. During this time, either party may terminate this Agreement with seven (7) days' written notice.

4. Compensation and Payment Terms

4.1 The Employee will be paid a monthly salary of 35,000 PKR.
4.2 Payments will be made in Pakistani Rupees via PayPal, Wise, or Western Union.
4.3 The salary will be paid on the first (1st) day of each calendar month. If the first day falls on a weekend or holiday, payment will be made on the preceding business day.
4.4 For the first month, the salary will be prorated based on the start date, i.e., Thursday, 12th of December, 2024.
4.5 Salary Payment Schedule: The salary schedule for one year is provided for presentation purposes only and is subject to change due to termination, performance issues, or any legal disputes.

Salary Schedule:

Month	Payment Date	Amount (PKR)
December 2024	Thursday, 2nd Jan	22,580 (Prorated)
January 2025	Thursday, 1st Feb	35,000
February 2025	Friday, 1st March	35,000
March 2025	Monday, 1st April	35,000
April 2025	Wednesday, 1st May	35,000
May 2025	Saturday, 1st June	35,000
June 2025	Monday, 1st July	35,000
July 2025	Thursday, 1st Aug	35,000
August 2025	Monday, 1st Sept	35,000
September 2025	Tuesday, 1st Oct	35,000
October 2025	Friday, 1st Nov	35,000
November 2025	Monday, 1st Dec	35,000

5. Working Hours

5.1 The Employee is required to adhere to the company's official working hours:
9:30 AM to 5:30 PM (US Eastern Standard Time).
5.2 The Employee must ensure timely attendance and availability during these hours unless prior approval for leave or schedule adjustments has been granted by the Employer.

6. Paid Leave

6.1 The Employee is entitled to:
   - Twenty (20) paid leave days per year.
   - Eleven (11) additional paid leave days for observed US bank holidays.
   Total: Thirty-one (31) paid leave days annually.
6.2 Leave requests must be submitted at least two (2) weeks in advance and approved by the Employer.

7. Performance Review and Salary Increase

7.1 The Employee's performance will be reviewed annually.
7.2 Salary increases will be discussed and determined during the annual review based on the Employee's performance and the company's financial position.

8. Confidentiality and Code Handling

8.1 The Employee agrees to maintain the confidentiality of all proprietary information, trade secrets, and sensitive data related to the Employer.
8.2 Code Access and Restrictions:
   - The Employee shall only work on code and files provided by the Employer on the assigned machine or development environment.
   - The Employee is strictly prohibited from copying, moving, or transferring code to any personal device, including but not limited to personal computers, external drives, or mobile phones.
   - The Employee shall not email, upload, or share any code through any unauthorized channel or platform.
   - Any breach of this clause may result in immediate termination and legal action.

9. Public and Social Media Conduct

9.1 The Employee shall refrain from making any public comments, statements, or disclosures about the Employer, its business, or its employees.
9.2 The Employee is strictly prohibited from posting, sharing, or commenting about the company on any social media platforms, including but not limited to Facebook, Twitter, LinkedIn, Instagram, or similar websites.
9.3 Any breach of this clause may result in immediate termination and legal action.

10. Termination

10.1 This Agreement may be terminated:
   - By either party upon thirty (30) days' written notice after the probation period.
   - For cause (e.g., breach of contract, misconduct, or unsatisfactory performance) without notice.

11. Governing Law

This Agreement shall be governed by the laws of the State of North Carolina, USA.

12. Entire Agreement

This Agreement constitutes the entire understanding between the Employer and the Employee and supersedes all prior agreements.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

For Employer:
AMZ PROPKEY LLC
By: _____
Name:
Title:
Date: _____

For Employee:
By: _____
Name:
Date: _____