

LLC "FC MBK" Ukraine

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Employment Contract

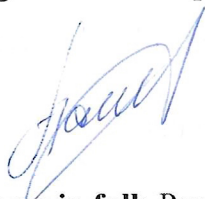
This contract of employment is entered into between **LLC "FC MBK"** (hereinafter referred to as 'Employer') and Mr. Panov Yevhen, (hereinafter referred to as 'Employee') on 02/08/2019 under the terms and conditions of employment below:

1. **Commencement of Employment:** Effective from 02/08/2019 until either party terminates the contract.
2. **Position and Section employed:** Payment Processing Specialist
3. **Working Hours:** 8,5 hours, (5 days per week).
4. **Wages:** Basic wages of USDT 35, 000 per month.
5. **Insurance:** Employee is entitled to annual health and life insurance 1200 USDT/month.
6. **Housing allowance:** Employee is entitled to housing allowance in the amount of 10,000USDT/month.
7. **Overtime pay:** If the company requires the employee to work overtime it is paid out at the rate according to normal wages.
8. **Rest days:** Saturday and Sunday.
9. **Holidays:** The employee is entitled to statutory holidays as specified in the Employment Ordinance.
10. **Paid Annual Leave:** The employee is entitled to the following paid annual leaves according to the rules of the company: The employee can take up to 7 days of paid annual leave after one year of employment.
11. **Sickness Allowance:** The employee is entitled to sickness allowance equal to normal wages under the following circumstances:
 - The sick leave is supported by an appropriate medical certificate.
12. **Mandatory Provident Fund Scheme:** The employee joins the Mandatory Provident Fund Scheme subject to the provisions of the Mandatory Provident Fund Schemes Ordinance. The Employer and the Employee are to make contributions towards the Scheme in accordance with the requirements specified in the Mandatory Provident Fund Schemes Ordinance.
13. **Work Arrangement during Typhoon:** The Employee is not required to work when typhoon signal no.8 or above is hoisted and no wage will be deducted during the period. The Employee is required to resume duty if the typhoon signal no.8 is lowered not less than 2 hours before close of working hours.
14. **Work Arrangement during Black Rainstorm Warning:** The Employee is not required to work when black rainstorm warning is hoisted, and no wage will be deducted during the period. The Employee is required to resume duty if the typhoon signal no.8 is lowered not less than 2 hours before close of working hours.
15. **Others:** The Employee is entitled to all other rights, benefits or protection under the Employment Ordinance, the Employees' Compensation Ordinance, and any other relevant Ordinances.

16. Employee will be held responsible for any office equipment loss or damage and must obey all the office and company regulations.
17. Salaries are paid by transferring funds to an electronic wallet, additionally specified in a special declaration, in USDT currency.

The Employer and the Employee hereby declare that they understand thoroughly the above provisions and ether agree to sign to abide by such provisions. They shall each retain a copy of this contract for future / reference.

Signature of Employee



Name in full: Panov Yevhen

Position Held P. Processing Specialist

Date: 02.08.2019

Signature of Employer



Name in full: H. Shohov

Position Held: HR director

Date: 02.08.2019