

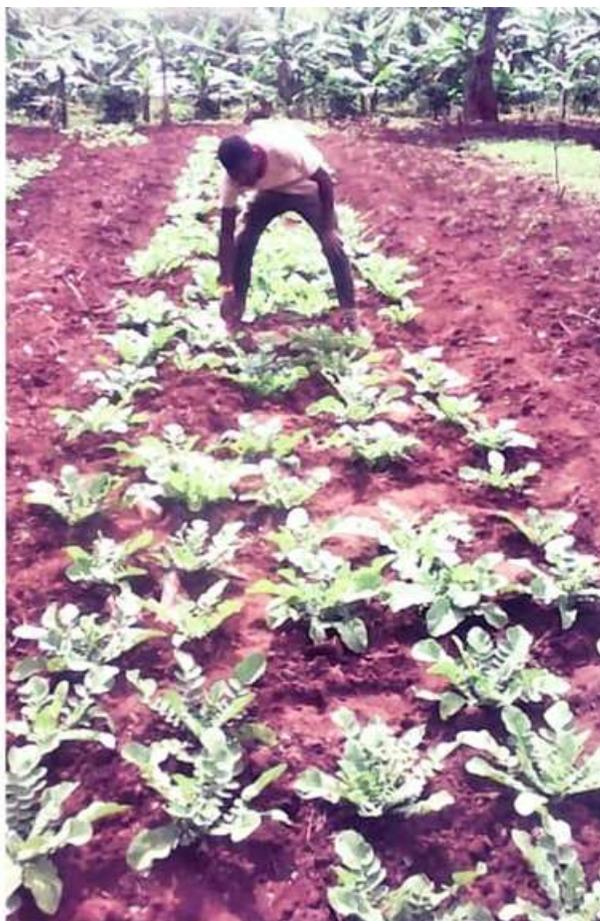
Kamaala Enterprises

Employment contract



**NO FARMER
NO FOOD
NO FUTURE**

...invest in Agriculture TODAY!



THIS AGREEMENT was agreed upon on the:

Day of _____

Month of _____,

Year of _____

between,

Kamaala Enterprises (the "Employer");

And

(Print name of the "Employee").

1. Employment

The Employee agrees that he will at all times faithfully, industriously, and to the best of his skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

2. Position Title

As a “***Farm Manager***”, the Employee is required to perform the following duties and undertake the following responsibilities in a professional manner.

A person(s) who supervises and manages the daily activities and aspects of all farm related employees, is responsible for the daily operations of the farm, and provides education/assistance to employees when needed.

Job requirements

Daily requirements.

1. Every day the manager will provide what is called “Quality assurance management”. Quality assurance management is defined as, “The maintenance of a desired level of quality in a service or product. This is achieved by actively managing every stage of the process of production and delivery”.
2. The manager rather than assisting employees in daily activities will focus more heavily on the collection of data, supervision of daily activities, specialized farm management, and providing more detailed job assignments to employees.
3. The manager will work in what’s called “Rounds”. In Quality assurance strategies a “Round” is specific task(s) that have to be completed before moving on to the next, each lead into the next, before restarting the entire process. In the case of our farm managers will focus on “Harvest, rejuvenation, and finally seeding” all three must be completed each week in order, before starting again the following week.
4. Managers need to make sure all organic material (Plants, animal manure, and food waste) is provided to “Facilities/Grounds keeper” to make compost
5. Managers must make sure that employees follow the job requirements they are hired for, while also making sure that the following below is taken care of each week.

Monday

1. Managers will record the following information and provide the statistics directly to the CEO. Managers will need to include the following in both a written report and verbally through conversations with the CEO.

Tuesday

- Type of crop harvested, number of kilograms or units harvested per row, and row identification numbers.
2. When dealing with “Agricultural specialists” once the employees finish harvesting, they should begin weeding and watering crops, during this time the manager needs to walk the rows and look for any issues and provide this feedback to the employees so over the next week they can focus on problem areas. These can include:

| | |
|-------------------------|---|
| | <ul style="list-style-type: none"> • Rows that need more water, rows that need to be cleared of fungal issues, or adding more compost to newly planted rows. <p>3. During harvest days “Livestock specialists” will be collecting valuable information on the general welfare of the livestock, they will also need to collect crops to use as food to feed them over the next week. The manager needs to work with the employee to make sure the appropriate amount of food is given to them, the manager also needs to relay any needed critical information to the CEO about the animals. This can include:</p> <ul style="list-style-type: none"> • Sick animals, dead animals or missing animals, or even huge drops in production or similar issues that would require immediate attention. <p>4. “Faculties/Ground keeper” employees will spend most their time assisting the other employee(s) during the harvest period. The manager should use this employee as an assistant for small issues in order to allow the “Agricultural specialist” to focus on harvesting and general caretaking of the fields. If the manager has no immediate requests for “Faculties/Grounds keepers” they should focus on the production on compost and general maintenance unless the “Agricultural specials” need support.</p> |
| <i>Wednesday</i> | <p>1. During these days “Agricultural specialist” should be focused on preparing the land for the next seeding. The manager needs to focus on the needs of the rows. Once employees finish preparing the land, Managers need to communicate any issues they notice so they can be dealt with quickly.</p> |
| <i>Thursday</i> | <p>2. “Livestock specialists” will be focused on cleaning livestock areas and providing compostable materials to the “Facilities/grounds keeper”. Managers should make sure they have all the materials or items they need to allow them to sanitize and maintenance livestock areas.</p> |

| | |
|------------------------|---|
| | <p>3. “Facilities/grounds keeper(s)” should be focused on composting. This means collecting all the un-needed plants during the clearing of the rows and the collection of animal waste, then placing them in designated areas to produce compost. The manager needs to work with these employee(s) in order to let “Agricultural specialists” know which compost can be used to fertilizer fields.</p> |
| <i>Friday</i> | <p>1. During the seeding process manager(s) should be making sure fields are seeded to the specifications provided. After which the manager should have “Agricultural specialists” focus on weeding, watering, and dealing with previously identified issues.</p> |
| <i>Saturday</i> | <p>2. “Livestock specialists” will be focused on reporting any issues and production numbers to the manager so they can provide this to the CEO. The manager should work with the “Livestock specialists” to determine what crops should be set aside in the next weeks harvest for livestock and if additional materials should be requested.</p> <p>3. ““Facilities/grounds keeper” should be focused on creating the compost needed for future use. The manager should work with the employee to make sure they have adequate access to the various materials needed to produce the compost.</p> |
| <i>Sunday</i> | <p><i>---All employee are provided “Sunday” as a day of rest---</i></p> |

3. Compensation

(a) Employees are paid once per month and are paid within the first week of each month. In regards to salary, Kamaala Enterprises operates a “Pay scale” system. This information can be found publicly online or requested from a Human resource manager.

(b) The business can make a formal request of an employee to work on their day of rest, however, the employee is not forced or required to work because a request is made and the employee has every right to refuse such a request if they choose. If the employee chooses to work on their day of rest at the company’s request, the employee will receive extra pay at the end of the month in addition to their approved salary. Should the employee agree to work on their “day of rest” a rate of “ten percent” (10%) of the employees’ monthly salary will be provided as compensation.

(c) Employees gain “one day of paid rest for each month worked”. With at least 24 hours’ notice to the employer, the employee can use these days at their choosing. During these “Days of paid rest” the employee does not have to report to work and will continue to receive a salary as if they had worked that day.

(d) Every twelve months of employment the employee will receive one full week of “paid holiday”. “Paid Holidays” act in the same manner as paid days of rest. The employee will not have to report to work and will continue to receive a salary as if they had worked that day. In addition, the employee will receive a one-time bonus of 25% of the employees currently monthly salary

(e) All employees will receive complimentary paid days of rest on the following days: New year’s, Easter, Christmas, and the birthday of the employee. Should any of these days fall on a Sunday, which is an already provided day of rest the day will be added to the already provided day effectively giving the employee two days of paid rest.

(f) All reasonable expenses arising out of employment shall be reimbursed assuming they were authorized prior to being incurred and with the provision of appropriate receipts.

4. Benefits

(a) Healthcare

- The employer will provide a medical plan for the employees and their families (spouse and children) during their employment.
- Each month the business will cover any pre-approved medical services up to a maximum coverage of up to “20%” of the employee’s monthly income. This is a collective coverage meaning the 20% will cover the employee and family. The employer must be directly billed or provided advance notice of any costs for them to be accepted and paid for by the business.

(b) Education

- Employees will have the opportunity to receive educational funding for themselves and their families (spouse and children) to attend school or receive continuing education. Every three months the employer will provide up to a maximum of 50% of the employee’s monthly salary to assist in tuition or other associated school costs. During “Holidays” or breaks in the school year, the business will continue to provide educational funding for approved programs or services. The business will only pay educational costs that are directly billed or pre-approved by an Executive manager.

(c) Paternity and Maternity leave

- After one year of employment, both male and female employees qualify for paid leave to tend to the needs of their families during the birth of a new child. An employee may be offered this benefit before they finish a first-year contract only under direct offer of the CEO.
- Female employees can qualify for 60 days paid leave after the birth of a child. During this time female employees will receive 50% of the monthly pay and retain the provided Healthcare benefits.
- Male employees are employees can qualify for 7 days paid leave after the birth of a child. During this time male employees will receive a full week of “paid leave” and retain their provided Healthcare benefits.

5. Performance Reviews

- (a) The Employee will be provided a written performance appraisal once per year and all aspects of the assessment can be fully discussed.
- (b) During the first 90 days of each one year contract the employee is considered to be on a probationary period where their effectiveness and performance will be evaluated. During this time if the employee fails to meet the standards listed in the “Position title” they will be terminated.
- (c) Only during the first contract and first probationary period do Employees do not receive the benefits listed in this contract. After the first 90 days of employment and completion of a probationary period is an employee entitled to be provided all benefits listed in this contract.

6. Termination

- (a) The Employee may at any time terminate this agreement and his employment by giving not less than two weeks written notice to the Employer.
- (b) The Employer may terminate this Agreement and the Employee’s employment at any time with sufficient cause.

7. Laws

This agreement shall be governed by the laws of the nation of “Uganda”. Should there be any issues with this contract now or in the future failing to bring this contract into compliance due to any laws signed by the nation of Uganda, “The employee” and “The Employer” shall within no more than 5 business days draft amendments to this contract bringing it into compliance with the law. After which this contract expires a new contract will be drafted with all amendments being added.

8. Entire Agreement

(a) This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

(b) The parties hereto agree that in the event any article or part thereof of this agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provision shall remain in full force and effect.

THIS CONTRACT ABOVE IS AN ACCEPTED AGREEMENT BY THE PARTIES LISTED BELOW. BY SIGNING BELOW BOTH PARTIES UNDERSTAND THEIR ROLES AND WILL BE HELD LEGALLY BOUND TO WHAT HAS BEEN STATED ABOVE.

SIGNED AND AGREED TO BY:

Print name of "The Employee"

Signature of "The Employee"

Print name of "The Employer"

Signature of "The Employee"

Date: _____

Month: _____

Year: _____