Employment Agreement with Cyberspace Command (Private) Limited

THIS AGREEMEMT made on the Date [*DD/MM/YYYY*]: | D | D | M | M | Y | Y | Y | Y | *Anno Domini*

BETWEEN

Cyberspace Command (Private) Limited, ("*the Employer*"), a Private Limited Liability Company incorporated under The Companies Act No. 7 of 2007 of Sri Lanka with Company Registration Number PV00201522 and having its principal place of business at No. 17, Dr Milina Sumathipala Mawatha, Colombo 10, Sri Lanka

AND

1. Full Name as it appears in Passport [*Please answer ALL questions in BLOCK CAPITAL LETTERS ONLY*]

[With the following "Protected Characteristics" of the Employee to be reasonably honoured by the Employer]

2. Gender at Birth: _____ **3.** Gender Identifying as: _____

4. Sexual Orientation: _____ **5.** Attracted to Gender(s): _____

6 Date of Birth [*DD//MM/YYYY*]: | D | D | M | M | Y | Y | Y | Y | **7.** Current Age: _____

8. Disabilities or Medical Conditions: _____

9. Marital or Civil Partnership Status: _____

10. Last Will Beneficiaries: _____

11. Country of Birth [*Short Name only*]: _____

12. Country of Residence: _____

13. National Identity Card Number: | | | | | | | | | | | | | | | |

14. Place and Country of Issue [*National ID*]: _____

15. Passport Number: | | | | | | | | | | | | | | | | |

16. Place and Country of Issue [*Passport*]: _____

17. Nationality: _____ **18.** City of Birth: _____

19. Declare any special or additional passport(s), citizenship(s), visa(s), permit(s): _____

_____

20. Place of Residence [*House Number, Street Address, City, State, Country*]

21. Religious or Philosophical Belief(s): _____

22. Personal Electronic Mail Address: _____

23. Mobile or Residential Phone Number(s): _____|_____

("*the Employee*") who is the Candidate for Employment with **Cyberspace Command (Private) Limited**.

WHEREAS the Employer desires to obtain the benefit of the services of the Employee, and the Employee desires to perform such services based on the terms and conditions set forth.

IN CONSIDERATION of the verbal promises or other fair, good and valuable consideration [*the sufficiency, adequacy and receipt of which are hereby absolutely acknowledged by both Employer and Employee*] the parties agree as follow:

[Summary of Clauses Found in this Employment Agreement with Cyberspace Command (Private) Limited:
1. Employment*: (1) Employment Obligation: (i) Regular Employee; (ii) Contract Employee; (iii) Independent Contractor; (iv) Consultant; (v) Confidential Representative. (2) Employee Must Comply with Employer Rulings; (3) Employer May Make Change(s) to Employment Agreement; (4) Employment Agreement Supersedes Independence of Work by Employee; (5) Employee Must Accept Authority of Employer: (i) Non-Compete; (ii) Non-Solicitation; (iii) Outside Activities; (6) Mutual Interest; (7) Employee Must Prioritise Interests of Employer; (8) Employee Must Adopt Boot Strapping Start Up Survival Mentality Culture; (9) The Employer Shall Pay Financial Rewards Only to the Employee at Discretion of Employer; (10) The Employee Must Comply with Scripts or Acting Requirements Set by Employer; (11) Employee Shall Avoid Divisive Topics of Politics or Religion; (12) The Employer Shall Consider Voluntarily Making The Solemn Pledge; (13) Date of Commencement Can Be Date of Commencement of Actual Work; (14) Employer Can Decide Date of Commencement of Work by Employee; (15) Requirements for Work in Foreign Countries; (16) Employee Must Protect Secrecy and Confidentiality of Employer; (17) Employee Must Fulfil Entire Term of Service to Employer; (18) No Reimbursement for Foreign Exchange Loss; (19) Compliance to Any Foreign Laws When Working Abroad; (20) The Employee Must Inform Employer of Last Will and Instructions; (21) Employee Surrenders Any Rights to Inventions, Innovations or Improvements to the Employer ("Work for Pay"); (22) The Employee is a Member of the Employer; (22) Forced Resignation or Retirement of the Employee by the Employer; (24) The Employer May Create and Use or Pay Employee with Virtual Currency or Points When Valid..*
2. Position Title and Employee Responsibilities*: (1) Position Title; (2) Employee May Negotiate Remuneration Only Once Per Year; (3) Employee Shall Not Unionise; (4) Copy of Employment Agreement to be Maintained; (5) Teleworking ("Work from Home"); (6) User Undertaking or Temporary Agency Work Compliance; (7) Employer Will Reimburse Employee Expenses Under Special Circumstances; (8) Responsibility from Employer to Employee When Working Overseas with Different Laws; (9) No Obligations Made by Employer if 2.(6) to 2.(8) Are Not Communicated to Employee; (10) When Employer Can Hire Minor; (11) When Employer May Not Cancel an Employment Agreement; (12) When Employer May Cancel or Revoke the Employment Agreement; (13) Claims by Employer in Event of the Voidness or Cancellation of an Employment Agreement; (14) Employee Shall Return Property of Employer; (15) Employer May Claim Portion of Wages if Employee Deceives Employer.*
3. Employee Benefits and Compensation*; **4. Employee Working Hours, Absence, Leave and Holidays/ Vacation.***
5. Conflict and Dispute Resolution: *(1) Amicable Resolution; (2) Employee Must Inform Employer of Any Issue(s); (3) In the Event of Any Conflict or Dispute with Employer; (4) Employee Shall Pay Legal Fees of All Parties Involved in Litigation; (5) Maximum Possible Waiver of Legal Rights by Employee: (6) Maximum Possible Legal Agreement by Employee; (7) Risk of Employer Action Against Employee.*
6. Nondisclosure Agreement; 7. Benefits; 8. Probation Period; 9. Performance Reviews; 10: Termination; 11. Non-Competition; 12. Laws; 13. Independent Legal Advice; 14. Entire Agreement; 15. Severability and Grounds for Termination.**]**

1. Employment

(1) Employment Obligation:
The Employee promises and agrees that the Employee will at all times faithfully, laboriously, industriously, and to the best of the Employee's skill, ability, experience and talents, perform all of the duties required of the Employee's employment. Additionally, the Employee promises and agrees to always act in a manner which the Employee sincerely believes will result in the reputational, financial and social success of the Employer until the death of the Employee. Any and all employment with the Employer is "At Will" and the Employer can terminate any Employment Agreement with any Employee with no reason(s) presented and at any time(s) at the discretion of the Employer. The Employer and Employee both agree and promise that no information found in this Employment Agreement, such as job description(s) to the contrary, may in any way, be used to interpret this Employment Agreement is not "At Will".

The Employer has five (5) definitions and categories of "employees", and applicability will be made known to Employee verbally:

(i) Regular Employee:
Regular employees includes Full-Time Permanent Employees, Temporary Employees, Part-Time Employees, Intermittent Employees, Interns or Volunteers. However, it is possible for the Employer to classify the Employee in writing under the following four categories:
(ii) Contract Employee:
Although not appointed employees (such as staff), contract employees are employees of the Employer. An Employer – Employee relationship exists whereby the Employer has a right to control and direct the Employee who performs the services not only as to the result to be accomplished by the work, but also to the details and means by which that result is accomplished.

(iii) Independent Contractor:
Independent contractors are not employees of the Employer. In their role of providing services to the Employer, they are self-employed individuals who are engaged under contract to provide specific services. They are typically not supervised or directed in their work by the Employer, and the Employer has no right of direct control over the means, manner, or details by which the agreed-upon tasks or services are performed.

(iv) Consultant:
A Consultant is a person or entity with useful, extraordinary or special skills, knowledge or experience who serves the Employer in an advisory capacity or through a board relationship.

(v) Confidential Representative:
A Confidential Representative of the Employer is an Employee that performs clandestine services to preserve strategic interests of the Employer, who must keep forever secret this employment and all information which may be obtained by reason thereof, unless released in writing by the Employer from such obligation, with full knowledge that violation of such secrecy may result in irreparable consequences and death.

(2) Employee Must Comply with Employer Rulings:
In carrying out these duties and responsibilities, the Employee promises and agrees 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. The Employee will therefore follow the interpretation(s) of the Employer in attempting to cause desired reputational, financial and social outcome(s). If the Employee disagrees, is unsatisfied or is unhappy with the interpretations or rulings of the Employer for any reason, the Employee shall acquiesce and comply out of respect for the Employer. However, if the ruling is detrimental to the health, safety or financial security or interests of the Employee, the Employer is hereby requested to avoid such ruling or interpretation.

(3) Employer May Makes Change(s) to Employment Agreement:
It is also understood and agreed to by the Employee that the Employee's assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

(4) Employment Agreement Supersedes Independence of Work by Employee:
The provisions concerning employment agreements apply even when the Employee obligated to perform the work is to a significant extent independent in choosing the manner, time and place of performance of the work expected by the Employer.

(5) Employee Must Accept Authority of Employer:
The Employee promises to accept Employer's authority, rights and privileges such as setting compensation, management decisions or instructions without scruple or diffidence.

(i) Non-Compete:
The Employee promises and agrees to hereby be legally bound that for a period of five (5) years commencing upon the signing of this Employment Agreement or for a period of five (5) years commencing from the date of written termination with the Employer, the Employee shall not join or work for or offer any service to a competing firm operating in the same industry as this can harm the Employer. The Employer may at the discretion of the Employer provide written permission releasing the Employee from this legal obligation.

(ii) Non-Solicitation:
The Employee promises and agrees to hereby be legally bound that for a period of five (5) years commencing upon the signing of this Employment Agreement or for a period of five (5) years commencing from the date of written termination with the Employer, the Employee shall not join or work for or offer any service to any associated supplier, vendor, supervisor, customer or end customer/2nd degree customer of the Employer without the written permission of the Employer to do so.

(iii) Outside Activities
The Employee promises and agrees to hereby be legally bound that for the period of employment commencing upon the signing of this Employment Agreement or for a period of one (1) day commencing from the date of written termination with the Employer, the Employee shall not join or work for or offer any service to any other organisation, entity, person, company or system, whilst employed by the Employer. The Employer may grant verbal or written permission for the Employee to do so.

(6) Mutual Interest:
The Employee agrees to have a Mutual Interest with the Employer where the Employee shall have a responsibility to protect and act in the best interests of the Employer until death. This Mutual Interest exists even upon the termination of any activities, relationship or agreements including this Employment Agreement between Employer and Employee.

(7) Employee Must Prioritise Interests of Employer:
In case of a conflict of interest, the Employee promises to prioritise the interests of the Employer. It is held by the Employer that the Employee will show sincere good judgement and appropriate behaviour in order to do so; however, the interpretation of good judgement and appropriate behaviour should be approved either verbally or in writing by the Employer if required. The Employer does not expect the Employee to perform any form of self-sacrifice and hereby promises to consider and show concern for the security, interests and satisfaction of the Employee.

(8) Employee Must Adopt Boot Strapping Start Up Survival Mentality Culture:
The Employee agrees to realise the vision and perform work of the Employer for free if reasonably instructed by the Employer to do so. This represents the "Bootstrapping Start Up Survival Mentality Culture" of the Employer even when the Employer has seemingly achieved financial and operational success and shall apply irrespective of the actual performance of the organisation. The Employer deems this survival culture necessary and the Employee hereby accepts this. As such, the Employee shall always find and recommend ways to reduce costs for the entire duration of any service(s) to the Employer.

(9) The Employer Shall Pay Financial Rewards Only to the Employee at Discretion of Employer:
The Employee agrees and promises to respect and comply with any decision of the Employer to reduce or avoid any tax obligations despite any prejudice, persecution or prosecution faced due to any financial arrangement structure utilised by the Employer owing to obligations to stakeholders. The Employer hereby promises to pay the Employee what is promised verbally or in writing in a manner that the Employer decides is best. The Employee hereby and hereafter promises and agrees to accept any money paid by the Employer. The Employee agrees and accepts that the Employer may utilise sophisticated debt instruments and can pay the Employee if legally possible in a time and place when it is legally and financially adjudged possible by the Employer to do so.

(10) The Employee Must Comply with Scripts or Acting Requirements Set by Employer:
The Employer may request the Employee to make verbal statements or pretend. The Employee hereby promises and agrees to do so. If the scripts and pretending required is illegal to do so in the view of the Employee, the Employee should notify the Employer and attempt to change the wording appropriately to comply with the law. The Employee promises and agrees to do this to protect the Employer because the Employee agrees and accepts that body language, tone and wording has an impact on success outcomes or factors. The Employee agrees to make attempts to practise and improve body language, tone, wording and both emotional and social intelligence. The Employee promises to produce, prepare and present for examination, discussion and approval by the Employer scripts on how and what to say or do when speaking with any specified person(s) that the Employer is interested in targeting as such.

(11) Employee Shall Avoid Divisive Topics of Politics or Religion:
The Employee agrees to avoid any divisive topics of discussion such as politics or religion; which must be viewed as a "Social Theory" or a "Hypothesis" as opposed to a belief. The Employer encourages and favours any candidate applicant or Employee that professes belief in a supreme being or deity such as G-d and must likewise perform "Swearing in Ceremony" by making "Solemn Pledge" on any interpretation of the "Volume of Sacred Law" of the Employee; even an irreligious person or Atheist is encouraged to participate. The Employer is bound to reasonably honour the faith of the Employee as interpreted by the Employee verbally and in writing.

(12) The Employee Shall Consider Voluntarily Making The Solemn Pledge:
The Solemn Pledge performed during Swearing in Ceremony on Volume of Sacred Law is on the last page of this Employment Agreement, although is not part of this Employment Agreement, and is a wholly voluntary but encouraged condition of experientially joining the Employer. Unfortunately, the Solemn Pledge is for viewing by the candidate Employee only and must be kept secret; therefore, a copy of the Solemn Pledge should not be allowed to be retained, copied or photographed. Likewise, the Pledge is not legally binding, an Employee will not be rejected upon refusal to pledge as it is based on the Volumes of Sacred Law of G-d or equivalent Supreme Being or deity. This is deemed appropriate by the Employer and Employee due to dangers posed by terrorism and crime.

(13) Date of Commencement Can Be Date of Commencement of Actual Work:
The Employment Agreement is entered into in writing and is also deemed entered into if an employee commences work which, according to the circumstances. The Employee agrees the Employer shall deem when exactly the Employee begins work.

(14) Employer Can Decide Date of Commencement of Work by Employee:
Date The date on which this Employment Agreement is made is the date on which the Employee commences work for the Employer officially. It is possible for the Employer and Employee to mutually agree on another more appropriate date work commenced or arrange more appropriate compensation, however this is up to the discretion of the Employer. In the event of a mistake or misjudgement by the Employer as to what date the Employee commences work, the Employee agrees the Employer may rectify error by changing such date.

(15) Requirements for Work in Foreign Countries:
The Employer does or may do work in foreign countries throughout the world. In contracting with employees for such work, it is essential that the Employee understand as fully as

possible the conditions prevailing the particular foreign country to which the Employee may be assigned and that the conditions under which the Employee is expected and agrees to go there to do work for the Employer may be rigorous in any and all respects.

(16) Employee Must Protect Secrecy and Confidentiality of Employer:
The Employer is required by its clients to maintain in strictest confidence the nature of the work it does and the results thereof. Any violation of that confidence by the Employer or any of its employees may result in serious consequences to the Employer, their clients and the Employee. The Employer wants the Employee to feel treated fairly at all times, the Employee is hereby requested to please kindly address any issues of fairness involving secrecy. The Employee fully understands and promises to accept the responsibility to protect the confidentiality of clients as a legal representative of the Employer.

(17) Employee Must Fulfil Entire Term of Service to Employer:
It is extremely important to the Employer that an Employee fulfil duties for the full term of contracted service because the replacement of an Employee who does not do so causes a financial and operational hardship upon the Employer. The Employee promises and agrees to fulfil the full term of employment.

(18) No Reimbursement for Foreign Exchange Loss:
The Employee will not seek reimbursement from the Employer for any foreign exchange loss incurred as a result of converting into foreign or local currency any sums paid or payable to Employee under the terms of this Agreement of Employment, and it is understood that the Employer shall be under no obligation to exchange foreign exchange or currency of any country into local currency or exchange.

(19) Compliance to Any Foreign Laws When Working Abroad:
The Employee agrees to comply with all applicable customers, laws and regulations of the countries from, to or through which Employee or any property belonging to Employee may be transported.

(20) The Employee Must Inform Employer of Last Will and Instructions:
In the event of death of Employee, during the term of this agreement, the Employee authorises the Employer to make appropriate disposition, as shall be deemed best by it under the prevailing circumstances, of the body and personal effects of the Employee. Employee is required to furnish the Employer with a copy of Law Will and Testament or provide the Employer with an execution accomplishing the same purpose.

(21) Employee Surrenders Any Rights to Inventions, Innovations or Improvements to the Employer ("Work for Pay"):
The Employee agrees that any inventions, innovations or improvements may be discovered, found or used during the work or services offered by the Employee to the Employer, and that for legal reason(s), that these belong to the Employer. It may be possible for the Employer to recognise the achievement of the Employee and facilitate the copyright, trademark or patent in the name of the Employee or other person if required at the discretion of the Employer.

(22) The Employee is a Member of the Employer
The Employee agrees that he or she is a member of the Employer at the discretion of the Employer and can be called a "contributor" or "member" of the Employer even if no business is conducted, no information is shared and no financial transactions take place. The Employee promises and agrees under penalty of termination of his or her employment or demotion or other punishment judged as suitable by the Employer, that the Employee shall never make his or her membership known for any personal, business or political advantage. It is further absolutely prohibited by the Employer for the Employee to use the name(s) of any associated parties, entities or person(s) of the Employer for any kind of commercial, personal or political gain. The only exception to this rule is when the Employer recommends and allows verbally or in writing for the Employee to do so.

(23) Forced Resignation or Retirement of the Employee by the Employer
It is accepted by the Employee that the Employer can request, encourage and force a written resignation or retirement of the Employee if the Employer deems it appropriate to do so. This may be done to preserve the interests of the Employer. The Employer may allow or request the Employee to falsely testify that the Employee is resigning or retiring from official capacity over "health", "family" or "work" interests to avoid humiliating or embarrassing the Employee.

(24) The Employer May Create and Use or Pay Employee with Virtual Currency or Points When Valid:
The Employee agrees that the Employer may create and use or pay Employee with virtual currency, whether commodity backed or fiat currency, or simply a "point" or blockchain equivalent, depending on the legality of doing so, in the jurisdiction in which this Employment Agreement is interpreted as being executed or changed to. The Employee agrees up to fifty (50) percent of the money owed to the Employee by the Employer may be paid as such.

2. Position Title and Employee Responsibilities

(1) Position Title:

As a _____, the Employee is required to perform the following duties and undertake the following responsibilities in a professional manner:

(a) _____

(b) _____

(c) _____

(d) _____

(e) Other duties as many arise from time to time and as may be assigned by the Employer to the Employee.

(2) Employee May Negotiate Remuneration Only Once Per Year:
The Employee agrees that the Employer may negotiate remuneration only once per year upon a performance appraisal. The Employee swears to never discuss pay, earnings or benefits with any person. The Employee swears to avoid discussing equity, shares or ownership of the Employer with any person.

(3) Employee Shall Not Unionise:
The Employee agrees to not create, join or support a union and that collective agreements are not applicable to the Employee. The Employee agrees, swears and promises to accept any rewards or pay without misgiving or hesitancy as these are justly entitled to the Employee and because the Employee holds an immeasurable deal of trust in the honesty of the Employer to pay what is owed to the Employee.

(4) Copy of Employment Agreement to be Maintained:
The Employer should try to preserve a hardcopy or electronically scanned copy of the Employment Agreement during the term of validity of the Employment Agreement and for ten years upon the termination of the Employment Agreement. The Employer promises to conceal this agreement to the best of their abilities as it contains private information such as the Protected Characteristics of the Employee. The Employee promises and agrees to safeguard their copy of this agreement and never show this agreement to any person(s) without written consent of the Employer.

(5) Teleworking ("Work from Home"):
The Employer shall notify the Employee that duties are performed by way of teleworking if the work done for the Employer is outside the place of performance of the work, including at the employee's place of residence (teleworking). This may be arranged for convenience, discipline and productivity.

(6) User Undertaking or Temporary Agency Work Compliance:
The Employer will notify the Employee when required that duties performed by way of temporary agency work in the user undertaking if the employee does work in compliance with a third party's (user undertaking) instructions and supervision (temporary agency work).

(7) Employer Will Reimburse Employee Expenses Under Special Circumstances:
The Employer will subject to prior authorisation, compensate the Employee for expenses incurred upon doing work or due to the directions or orders of the Employer, provided the Employee has proof of such instruction by Employer and evidence collected by Employee of expenses incurred.

(8) Responsibility from Employer to Employer When Working Oversea with Different Laws:
When the Employee works for more than one month in a country whose law does not apply to the Employment Agreement, the Employer shall in addition to what is specified in the Employment Agreement, notify the Employee of the time of working in the country, the currency of payment of the wages, the benefits relating to the stay in the country and the conditions of returning from the country before the employee leaves for the country.

(9) No Obligations Made by Employer if (6) to (8) Are Not Communicated to Employee:
When the Employer has not communicated to the Employee the data specified in subsections (6) to (8) of this section, it is presumed that no agreements have been made or obligations established. If Employee does not communicate in writing unacceptance of (5) Teleworking, it is hereby presumed valid and binding.

(10) When Employer Can Hire Minor:
The Employer shall not enter into an Employment Agreement with a minor above 13 years of age with an obligation to attend school, or allow such minor to work, except when subject to the obligation to attend school and Employer allows them to work if the duties are simple and do not require any major physical or mental effort such as light work in the field of culture, art, sports or advertising established by government, and with the permission of the legal representative of the minor.

(11) When Employer May Not Cancel an Employment Agreement:
The Employer may not cancel an Employment Agreement due to error or fraud, relying on the absence of information or false information about an Employee with regard to the learning of which the Employer does not have a legitimate interest as well as due to error or fraud if the circumstance with regard to which the Employer was in error has lost its meaning for the Employment Agreement at the time of the cancellation.

(12) When Employer May Cancel or Revoke the Employment Agreement:
Due to error or fraud the Employer may cancel the Employment Agreement within two weeks of learning of the error or fraud.

(13) Claims by Employer in Event of the Voidness or Cancellation of an Employment Agreement:
In the event of the voidness or cancellation of an Employment Agreement the Employer may claim that which was delivered or performed under the contract.

(14) Employee Shall Return Property of Employer:
The Employee shall return tools and personal protective equipment received for occupational use under a void Employment Agreement.

(15) Employer May Claim Portion of Wages if Employee Deceives Employer:
If an Employee deceived an Employer with a fact which is of significant importance in determining the wages, the portion of the wages paid to the Employee which the Employer would have not paid had it known the actual circumstances may be claimed by the Employer from the Employee.

3. Employee Benefits and Compensation
(a) As full compensation for all services provided the Employee shall be paid at a rate agreed in writing. Such payments shall be subject to such normal statutory deductions by the Employer.

(i) _____

(ii) _____

(b) The Employee agrees to allow the Employer at its discretion to pay the Employee with Share Certificates of the Employer amounting to at most, three quarters or seventy-five per cent of the total yearly pay an Employee is to receive. The Share Certificates awarded shall be decided by the Employer. It is possible that other modes of payment may be utilised at the discretion of the Employer. It is also agreed by both Employer and Employee that it is possible for the Employer to incur debt and then to promise to pay and to pay what is owed to the Employee if required in an appropriate manner.

The Employer maintains a "Claw Back" provision which is hereby communicated, explained by the Employer verbally to the Employee, understood, accepted and agreed to by the Employee that any share(s) can be taken by the Employer at the discretion of the Employer; this can occur when the Employee is terminated and the mechanism of calculation of the quantity, classification including voting control or rights and preference to a distribution of profits and value of shares may be decided by the Employer, it is agreed by the Employee that even if this is not seen as fair, the Employee yields to the Employer.

(c) Bonus, commissions or performance rewards are paid at the Employer's discretion.

(d) The salary mentioned above shall be subject to review on an annual basis, ideally during a performance review.

(e) All reasonable expenses arising out of employment shall be reimbursed assuming same have been authorised prior to being incurred and with the provision of appropriate receipts as proof.

(f) The Employee understands that due to the important nature of business conducted by the Employer that the Employee agrees to work for free if required to do so (Bootstrapping Start Up Survival Mentality Culture); insofar as the Employer agrees and promises to never wilfully exploit the Employee and reasonably believes that the work performed by the Employee under instruction of the Employer is economically valuable and will ultimately result in financial rewards that the Employer accepts are only possible due to the efforts of the Employee and are therefore owed to the Employee as agreed by the Employer verbally and in writing.

(g) If the field for salary or pay is left blank, which is recommended, it is presumed that the Employee trusts the Employer to decide how much to pay and when. The Employer also presumes that the Employee understands and hereby agrees that the Employee may be considered an unpaid volunteer in keeping with the Bootstrapping Start Up Survival Mentality Culture of the Employer, and that the Employer shall at the discretion of the Employer pay what the Employer believes is an appropriate figure of money(s) or reward(s) to the Employee when feasible, suitable and convenient for the Employer to do so.

4. Employee Working Hours, Absence, Leave and Holidays/ Vacation
The Employee shall be entitled to such Working Hours, Absence, Leave (*such as sick leave, maternity leave, events of family or matrimonial leave*) and Holidays/ Vacation agreed to in writing with the Employer. The Employer expects and the Employee hereby accepts that the Employee will perform his or her duties, having checked with and received approval from the Employer, in a manner that is appropriate, useful and constructive.

5. Conflict and Dispute Resolution

(1) Amicable Resolution:
The Employee shall seek to remedy any dispute or conflict as an employee of the Employer peacefully, with respect and amicably through remediation, arbitration and settlement.

(2) Employee Must Inform Employer of Any Issue(s):
In any instance of conflict, dispute, disagreement, prejudice or injustice, the Employer must be informed immediately in writing. Even minor incident(s) must be informed to the Employer as soon as such incident occurs, and the Employer must collect such incident(s) to remedy any difficult situation arisen.

(3) In the Event of Any Conflict or Dispute with Employer:
In the event of any conflict or dispute with the Employer, any burden of the proof is on the Employee, the Employer is inviolably presumed innocent until proven guilty beyond reasonable doubt and the Employer shall not be required to take any action in conflict or dispute resolution.

(4) Employee Shall Pay Legal Fees of All Parties Involved in Litigation:
The Employee agrees to pay for any reasonable attorney or legal fees that may be incurred in any event that the Employee files a complaint or takes legal action against the Employer after exhausting options to resolve any grievances through remediation, arbitration or settlement for any reason, even if the Employer wins, loses or settles an action. The Employer may select any attorney or legal representation, including retaining the services of law practise, which the Employee must pay for irrespective of the outcome of the litigation.

(5) Maximum Possible Waiver of Legal Rights by Employee:
The Employee agrees and promises to waive any Employee rights or legal protection afforded under the past, current or future law.

(6) Maximum Possible Legal Agreement by Employee:
The Employee agrees to never say, write or engrave on any thing movable or immovable that is capable of receiving the least impression of a word, syllable, letter or character, whereby the same may become readable or comprehensible any information about the Employer or their members, plans or activities without the written approval of the Employer.

(7) Risk of Employer Action Against Employee:
The Employee accepts that any interpreted threat or attack, whether thought, verbal or spoken, written or typed and action, against the interests of the Employer, their business or their officers will result in the Employee concerned being understood to be a threat, of reduced moral worth and with dangerous prejudice by the Employer.

6. Nondisclosure Agreement
The Employee hereby agrees to be legally bound to hide any information about the Employer involving any business activities, political or religious activities or organising efforts, strategy, trade secrets, privileged information, deal making, past, existing or future projects and defence or cyber security. Both Employer and Employee agree this Nondisclosure Agreement ("the NDA") is completely separated, exclusive and independent from this Employment Agreement; specifically, that one can be signed without signing the other, and that the information collected is only used to successfully execute either one or both.

Confidentiality and Non-disclosure Agreement

THIS CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT ("*the NDA*") made this day of

[*Date the NDA was read and signed*]

D	D	M	M	Y	Y	Y	Y

(*the "Effective Date"*) by and between a corporation **Cyberspace Command (Private) Limited**, and an Employee, (*collectively, the "Parties" and each individually a "Party*"). The Parties are exploring the possibility of engaging in one or more mutually beneficial business relationships (*collectively, the "Business Relationship"*). Business Relationships contribute to the "Employment Agreement".

The Parties recognize that in the course of their discussions to further the Business Relationship, it will be necessary for each Party to disclose to the other certain Confidential Information (*as defined below*). Each Party desires to set forth the terms that apply to such Confidential Information.

NOW, THEREFORE, for and in consideration of the foregoing, of the promises and covenants set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties do hereby agree as follows:

1. The Parties shall:

(i) use reasonable efforts to maintain the confidentiality of the information and materials, whether oral, written or in any form whatsoever, of the other that may be reasonably understood, from legends, the nature of such information itself and/or the circumstances of such information's disclosure, to be confidential and/or proprietary thereto or to third parties to which either of them owes a duty of nondisclosure (*collectively, "Confidential Information"*);

(ii) take reasonable action in connection therewith, including without limitation at least the action that each takes to protect the confidentiality of its comparable proprietary assets;

(iii) to the extent within their respective possession and/or control, upon termination of this Agreement for any reason, immediately return to the provider thereof all Confidential Information not licensed or authorized to be used or enjoyed after termination or expiration hereof; *and*

(iv) with respect to any person to which disclosure is contemplated, require such person to execute an agreement providing for the treatment of Confidential Information set forth in clauses (i) through (iii). The foregoing shall not require separate written agreements with employees and agents already subject to written agreements substantially conforming to the requirements of this Section nor with legal counsel, certified public accountants, or other professional advisers under a professional obligation to maintain the confidences of clients.

2. Notwithstanding the foregoing, the obligation of a person to protect the confidentiality of any information or materials shall terminate as to any information or materials which: (i) are, or become, public knowledge through no act or failure to act of such person; (ii) are publicly disclosed by the proprietor thereof; (iii) are lawfully obtained without obligations of confidentiality by such person from a third party after reasonable inquiry regarding the authority of such third party to possess and divulge the same; (iv) are independently developed by such person from sources or through persons that such person can demonstrate had no access to Confidential Information; or (v) are lawfully known by such person at the time of disclosure other than by reason of discussions with or disclosures by the Parties.

3. All Confidential Information delivered pursuant to this Agreement shall be and remain the property of the disclosing Party, and any documents containing or reflecting the Confidential Information, and all copies thereof, shall be promptly returned to the disclosing Party upon written request, or destroyed at the disclosing Party's option. Nothing herein shall be construed as granting or conferring any rights by license or otherwise, express or implied, regarding any idea made, conceived or acquired prior to or after the Effective Date, nor as granting any right with respect to the use or marketing of any product or service. The Parties shall use the Confidential Information only for the Business Relationship. The obligations of the Parties under this Agreement shall continue and survive the completion or abandonment of the Business Relationship and shall remain binding for a period of five (5) years from the Effective Date.

4. As a violation by either Party of this Agreement could cause irreparable injury to the other Party and as there is no adequate remedy at law for such violation, the non-breaching Party may, in addition to any other remedies available to it at law or in equity, enjoin the breaching Party in a court of equity for violating or threatening to violate this Agreement. In the event either Party is required to enforce this Agreement through legal action, then it will be entitled to recover from the other Party all costs incurred thereby, including without limitation, reasonable attorney's fees.

5. Neither Party makes any representation or warranty with respect to any Confidential Information disclosed by it, nor shall either Party or any of their respective representatives have any liability hereunder with respect to the accuracy or completeness of any Confidential Information or the use thereof.

Employment Agreement with Cyberspace Command (Private) Limited

6. Any provision of this Agreement held or determined by a court (*or other legal authority*) of competent jurisdiction to be illegal, invalid, or unenforceable in any jurisdiction shall be deemed separate, distinct and independent, and shall be ineffective to the extent of such holding or determination without (i) invalidating the remaining provisions of this Agreement in that jurisdiction or (ii) affecting the legality, validity or enforceability of such provision in any other jurisdiction.

7. Any notice required or permitted to be given hereunder shall be (a) in writing, (b) effective on the first business day following the date of receipt, and (c) delivered by one of the following means: (i) by personal delivery; (ii) by prepaid, overnight package delivery or courier service; or (iii) by the Sri Lanka Postal Service, first class, certified mail, return receipt requested, postage prepaid or its Sri Lanka and/or Country of Operation equivalent. The Employer can send any notice required or permitted to be given through electronic mail correspondence if the Employer judges email correspondence is more appropriate, expedient or convenient than other forms of communication. The Employer may continue to email correspondence to the Employee. Both Parties may communicate electronically if both Parties agree to do this in writing. All notices given under this Agreement shall be addressed to the addresses stated at the outset of this Agreement, or to new or additional addresses as the Parties may be advised in writing.

8. This Agreement is to be governed by and construed in accordance with the laws of Sri Lanka or Place of Operation designated by **Cyberspace Command (Private) Limited**. Neither Party shall be deemed to waive any of its rights, powers or remedies hereunder unless such waiver is in writing and signed by said Party. This Agreement is binding upon and inure to the benefit of the Parties and their successor and assigns.

9. This Agreement constitutes the entire agreement and understanding of the Parties with respect to the subject matter hereof, and is intended as the Parties' final expression and complete and exclusive statement of the terms thereof, superseding all prior or contemporaneous agreements, representations, promises and understandings, whether written or oral. Neither Party is to be bound by any pre-printed terms appearing in the other Party's form documents, tariffs, purchase orders, quotations, acknowledgments, invoices, or other instruments.

10. The Employee hereby understands, agrees and enters into an oath of "Lifetime Code of Silence" with the Employer, "**Cyberspace Command (Private) Limited**" because the Employee agrees that the Employer is a specifically special institution or corporation with specifically special influence over the legislature (Parliament), executive (President, Prime Minister and Cabinet of Ministers) and judiciary, with the special influence specifically derived from the Employer or their past or present employees having specifically special association(s) with person(s) related by family, marriage or friendship, with person(s) specifically involved in big business such as privately held national betting or gambling interest(s), religious authorities such as All Ceylon Buddhist Authority/ World Fellowship of Buddhists or other organisations with a purported direct influence over society. As such, the Employee specifically agrees that the Employer must specifically know or discuss aspects of business which are not typically known to nor to be discussed with the general public due to sensitivities, and that the Employee will only be privy to such confidential and sensitive information on the condition of reading, understanding, agreeing and ultimately signing this legally binding, lifetime Code of Silence as part of this Confidentiality and Nondisclosure Agreement to protect the reputation of the Employer, the business reputation of the Employer and the personal or professional reputation(s) of the Employer's past or present employees. The Employee agrees also that the Employee must inform the Employer of any misgiving(s) as soon as these arise in the mind of the Employee, and to express verbally or preferably in writing to the Employer any such misgiving(s) or unhappiness, so that the Employer may discuss with, remove or dismiss the Employee without endangering the interests of the Employer any further by allowing the Employee to receive sensitive, proprietary or confidential information.

This Agreement may be amended or modified only by an instrument in writing signed by both Parties.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized officers on the day and year first above written.

Signed by Employee:

Signed by Employer Representative:

Employee Name:

Officer Name:

Title/ Rank:

Title/ Rank:

Date of Signature:
[*DD/MM/YYYY*]

Date of Signature:
[*DD/MM/YYYY*]

7. Benefits:
The Employer shall at its expense provide the Employee with the Benefits/ Health/ Insurance Plan that is currently in place or as may be in place from time to time. Additionally, the Employee hereby waives any legal requirement placed on the Employer to do so, as the Employee believes and encourages that the Employee can choose the optimal plan available in the free market via the private sector.

8. Probation Period:
It is understood and agreed that the first ninety days of employment ("*3 months*") shall constitute a mandatory probationary period during which period the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.

The Employer may choose to inform the Employee of an appointment in the Employer via a written Letter of Appointment based on the probability the Employee will succeed, but this is not valid without a signed Employment Agreement.

The probation period is in effect, enforceable and valid even when the Employer does not inform the Employee of this because the Employer expects the Employee to sign the Employment Agreement and seek long term employment.

9. Performance Reviews:
The Employee will be provided with a written performance appraisal at least once per year and said appraisal will be reviewed at which time all aspects of the assessment can be fully discussed. The Employee is under this Employment Agreement only allowed to request and negotiate for a change to salary, designation or financial reward framework once per year during the performance review with the Employer.

10. Termination:
(1) The Employee may at any time terminate this agreement and his or her employment by giving not less than two weeks written notice to the Employer.

(2) The Employer may terminate this Agreement and the Employee's employment at any time, without notice or payment in lieu of notice, for sufficient cause.

(3) The Employer may terminate the employment of the Employee at any time without the requirement to show sufficient cause pursuant to (2) above, provided the Employer pays to the Employee an amount as required by the Law or other such legislation as may be in effect at the time of termination. This payment shall constitute the employee's entire entitlement arising from said termination.

(4) The employee agrees to return any property of **Cyberspace Command (Private) Limited** at the time of termination.

(5) The Employer may by written notice terminate an Employee's employment and the Employee's rights to receive any financial rewards, information and other benefits, hereunder for any of the following causes:

(a) If Employee, in the opinion of the Employer, is not trustworthy, careful, or is otherwise disqualified to render the services required hereunder, or does not abide by all rules, regulations and requirements of the Employer, its officers, agents and supervisory employees, or does not abide by the rules, regulations and requirements of the customer of the Employer to which services are being rendered.

(b) If Employee, in the opinion of the medical examiner or examiners designated or approved by the Employer, is found to be afflicted with any deadly disease which can be transmitted, is found offensive to the Employer or is venereal. Similarly, an Employee diagnosed by examiners to have any mental health problem(s) may be suspended or terminated when the Employer believes that treatment or medication cannot adequately alleviate symptoms, and so jeopardize success outcomes. Personality disorders or failings, such as overall arrested psycho social growth displayed, may also be interpreted as grounds for dismissal at the discretion of the Employer; although, value judgement criticism of any Employee is not recommended by Employer.

(c) If Employee violates any of the provisions of this Employment Agreement or fails to perform faithfully and diligently the services and duties required of the Employee hereunder. The Employee may be terminated for having been found to have participated in any intimate relationship, solicitation, flirtation, making any lewd verbal remarks or showing inappropriate behaviour with any person(s) in the reporting structure and can also be investigated with a termination penalty for similar infractions with any person working in customers, suppliers or those people met when carrying out duties expected by the Employer.

(d) If the Employee in any respect fails to meet the standards or requirements of the Employer for overseas service. It is encouraged that any Employee report to the Employer confidentially any allegations. Any Employee who reports of any offense by any other Employee to the Employer will be handled confidentially; if there is a conflict amongst two or more employees, it shall be examined and the Employer will attempt to remediate such conflict at first and then make a required decision to end the conflict by distancing or removing adjudged culprit responsible for the discord.

(e) If the performance or the personal conduct of the Employee is unsatisfactory to the Employer. Any unannounced, noticeable and clearly obvious poor performance in the first month or first business quarter in question, followed by no significant improvement in the second month or second business quarter monitored, will result in the automatic termination of the Employee at the discretion of the Employer. The Employer may have Key Performance Indicators to appraise the performance of the Employee, at the discretion of the Employer, an Employee may be dismissed for unsatisfactory performance. If the Employee is adjudged unreasonable or unable to accept feedback by the Employer, no feedback shall be given.

11. Non-Competition:
(1) It is further acknowledged and agreed that following termination of the employee's employment with **Cyberspace Command (Private) Limited** for any reason the employee shall not hire or attempt to hire any current employees of Cyberspace Command (Private) Limited.

(2) It is further acknowledged and agreed that following termination of the employee's employment with **Cyberspace Command (Private) Limited** for any reason the employee shall not solicit business from potential, current clients or clients who have retained **Cyberspace Command (Private) Limited** in the five (5) year period immediately preceding the Employee's termination.

12. Laws
This agreement shall be governed by the laws of Sri Lanka. The Employee agrees that in the event the Employer changes the country in which legal proceedings are to be held, the Employee shall comply.

13. Independent Legal Advice
The Employee acknowledges that the Employer has provided the Employee with a reasonable opportunity to obtain independent legal advice with respect to this agreement, and that either:

(a) The Employee has had such independent legal advice prior to executing this agreement, although keeping in mind that it is unacceptable to share sensitive information on the nature of business, confidential information on deal making or "The Solemn Pledge" with any provider of independent legal advice or;

(b) The Employee has willingly chosen not to obtain such advice and to execute this agreement without having obtained such advice. The Employer may reasonably explain clauses to the potential Employee as is recommended as the Employee is expected to naturally understand all clauses and helps in preserving the secrecy of the Employer by doing so and eliminating any legal advisor from viewing this documentation.

14. Entire Agreement
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. The Employee certifies to the Employer that the Employee has read the foregoing Employment Agreement and fully understands its terms and conditions, and further certifies that the foregoing terms and conditions constitute his or her entire agreement with the Employer, and that no additional promises or understandings have been made.

15. Severability and Grounds for Termination
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.

IN WITNESS WHEREOF the Employer has caused this agreement to be executed by its duly authorized officers and the Employee has set his hand as of the date first above written.

SIGNED, SEALED AND DELIVERED in the presence of:

Signed by Employee:	Signed by Employer Representative:
Employee Name:	Officer Name:
Title/ Rank:	Title/ Rank:
Date of Signature: [*DD/MM/YYYY*]	Date of Signature: [*DD/MM/YYYY*]

Employment Agreement with Cyberspace Command (Private) Limited

THE FOLLOWING "SOLEMN PLEDGE" OF ALLEGIANCE IS A COMPANY OATH USED TO DRAMATIZE THE EXPERIENTIAL SWEARING IN CEREMONY OF THE NEW CANDIDATE EMPLOYEE ON A VOLUNTARY BASIS; IT IS TO BE KEPT CONFIDENTIAL AT ALL TIMES

Solemn Pledge

"I, [Full Name of Candidate],

*in the presence of immortal, omnipresent, omnipotent, omniscient and omnibenevolent **G-d**,*

*and necessary, nigh-omnibenevolent and faultless **Cyberspace Command** (Private) Limited;*

*Of my own Free Will, having been properly prepared and with no mental protest, do hereby **places hand on Dhammapada, Bible or equivalent**, and hereafter,*

*honestly give my word [as a Man or Woman], to protect **Cyberspace Command** (Private) Limited,*

their contributors who are now hereafter my own contributors, as I'm a contributor now as well,

and all their secrets;

*With **G-d** as my witness, I swear that I believe in:*

1. Our Vision: "Cyber Security Made Easy";

2. Our Mission: "Better and Safer Life"; and

3. Our Values: "Integrity, Service and Excellence".

*I believe and swear that as clearly detailed in the histories of **Dhammapada, Bible or equivalent**, that any betrayal of the trust of **Cyberspace Command** (Private) Limited,*

their people who are now hereafter my own people and any of their secrets,

*as I have promised to protect, will result in punishments described in the **Dhammapada, Bible or equivalent**;*

*So help me **G-d**,*

and keep me steady in this Solemn Pledge,

*as a sworn contributor of **Cyberspace Command** (Private) Limited."*

The Employer has decided that this Oath should be recommended or is implicitly agreed to by any Employee because of the dangerous nature of cyber security, including terrorism, war, crime such as child pornography or child sex abuse or prostitution, child or human trafficking, smuggling or trafficking of arms, narcotics, drugs, forced or indentured slavery, work, child slavery or child labour exploitation, money laundering and other forms of sophisticated financial fraud or financial crimes, animal cruelty or animal trading, computer crimes which include stealing of personal and private date of civilians, children, vulnerable persons, coercion of children, blackmail including ransomware attacks, phishing, spoofing or other sophisticated means of fraud, including social engineering, kidnapping, violence including contract killing, targeted assassinations, extremism, sophisticated crimes and also the fact that the Employee working for the Employer will involve the Employee learning about methods of cyber attack which can be used to cause significant and irreparable harm to innocent parties, with tremendous scope for abuse to damage the privacy, health or financial abilities of target victims and that due to the fact that all people are 2nd degree customers or the enterprise customer's customers of the Employer, the Employer has hereby requested the Employee to adopt this oath.