

FIXED TERM EMPLOYMENT CONTRACT

Location: _____ Effective Date: _____

Employer Information:

Company Name: _____
Business Address: _____
Contact Person: _____
Phone/Email: _____

Employee Information:

Full Name: _____
Address: _____
Social Security Number: _____
Phone/Email: _____

Employment Terms:

Position / Title: _____
Work Location: _____
Supervisor: _____
Employment Term (Start Date to End Date): _____

Compensation and Benefits:

Salary / Wage: _____ USD
Payment Frequency: _____
Overtime Eligibility: _____

Duties and Responsibilities:

Employee agrees to perform the duties and responsibilities customarily associated with the position described above, and any other duties reasonably assigned by Employer. Employee shall comply with all Employer policies and procedures as may be implemented and modified from time to time.

Work Schedule:

Employee's regular work schedule shall be as mutually agreed between Employer and Employee, subject to modification based on operational needs. Employee acknowledges that the employment is at will for the term set forth and may be terminated in accordance with this Agreement.

Termination:

This Agreement shall terminate automatically at the end of the fixed term specified above. Employer may terminate this Agreement earlier for Cause, which includes but is not limited to material breach of this Agreement, misconduct, insubordination, or failure to perform duties. Employee may terminate by providing written notice to Employer. Upon

termination, Employee shall return all Employer property and confidential information without delay.

Confidentiality and Non-Disclosure:

Employee acknowledges that during employment, Employee will have access to confidential and proprietary information. Employee agrees not to disclose, use, or permit use of any such information except as authorized by Employer, both during and after termination of employment.

Intellectual Property:

All inventions, designs, works of authorship, and other intellectual property developed by Employee during the term of employment related to Employer's business shall be the sole property of Employer. Employee agrees to disclose and assign all rights to such intellectual property to Employer.

Non-Competition and Non-Solicitation:

During the term of employment and for a period of one (1) year following termination, Employee shall not directly or indirectly engage in any business competitive with Employer, nor solicit Employer's clients, customers, or employees.

Governing Law and Dispute Resolution:

This Agreement shall be governed by and construed in accordance with the laws of the State of _____, without regard to conflict of laws principles. Any disputes arising under or in connection with this Agreement shall be resolved by binding arbitration in accordance with the rules of the American Arbitration Association.

Severability:

If any provision of this Agreement is found to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect, and the invalid provision shall be replaced with a valid provision that most closely reflects the parties' intent.

Entire Agreement and Amendments:

This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements. No amendment or modification shall be valid unless in writing signed by both parties.

Acknowledgment:

Employee acknowledges having read this Agreement, understands its terms, and agrees to be bound by its provisions.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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