## **EMPLOYMENT CONTRACT**

1 nis ( 20		` •	nt") is made and effec	tive as of	,
			, ("Employer") with , and	a mailing address of	
	Employee: _		, ("Employee") with	a mailing address of	
			the Employee for the mployer for payment.	Position and the Employee	
	ONSIDERATION following:	N of promises and of	ther good and valuabl	le consideration, the parties agre	е
Agreenthem of the agreenthe Empl	ement and with to present the be Position. In calles to adhere to a oyer. In addition	the best interests of best of their skills, ex rrying out the duties any and all policies,	the Employer in mino experience, and talents and responsibilities o procedures, rules, reg	ct in accordance with this d, which may or may not require s, to perform all the duties require of their Position, the Employee gulations, as administered by the cal, county, State, and Federal	
				title of,	
		•	the Employee from tir ull-time □ part-time.	me to time by the Employer. The	:
III. EI	MPLOYMENT P	<b>ERIOD</b> . The Emplo	yer agrees to hire the	Employee: (check one)	
	Employee or obligation oth	Employer. After tern er than the non-disc	nination by any of the	inated at any time by either the Parties, neither will have any er's proprietary information as Section XIII.	
	a.)	this Agreement by should terminate the	providing at least	ee shall have the right to termina _ days' notice. If the Employee she shall be entitled to severanc ion, for a period of	
	b.)	this Agreement by should terminate the	providing at least nis Agreement, the Er	er shall have the right to terminat _ days' notice. If the Employer mployee shall be entitled to e of termination, for a period of	e
			·		



	ond anding on the day of 20 At the and of said			
tim	and ending on the day of, 20 At the end of said e-period, both parties will no longer have any obligation to one another.			
	<ul> <li>a.) Employee's Termination. The Employee  *shall  shall not have the right to terminate this Agreement. *If allowed, the Employee shall be required to provide at least days' notice. If the Employee should terminate this Agreement before the expiration date, he or she shall be entitled to severance, equal to their pay at the time of termination, for a period of</li> <li>b.) Employer's Termination. The Employer  shall  shall not have the right to terminate this Agreement. *If allowed, the Employer shall be required to provide at least days' notice. If the Employer should terminate this Agreement, the Employee shall be entitled to severance,</li> </ul>			
	equal to their pay at the time of termination, for a period of			
	·			
IV. PAY. As compensation for the services provided, the Employee shall be paid  dollars (\$) □ per hour □ salary on an annual basis ("Compensation"). The Compensation is a gross amount that is subject to all local, State, Federal, and any other taxes and deductions as prescribed by law. Payment shall be distributed				
	bloyee on a $\square$ weekly $\square$ bi-weekly $\square$ monthly $\square$ quarterly $\square$ annual basis.			
•				
a.)	Commissions. In addition to the aforementioned Pay, the Employee shall be entitled to commissions that are to be paid every and shall be calculated as follows:			
b.)	Bonus. The Employee shall be entitled to Bonuses on abasis which is to be calculated as follows:			
V. EMPLC participate	DYEE BENEFITS. During the period of employment, the Employee shall be eligible to in benefits established by the Employer. These include			
The aforer	mentioned benefits may change at any time by the Employer.			
	<b>PF-POCKET EXPENSES</b> . The Employer agrees to reimburse the Employee for any that are incurred, including: (check all that apply)			
	- Travel			
	- Food			
	- Lodging			
	- Other:			



<b>VII. OWNERSHIP INTEREST</b> . This Agreement shall ⊔ <b>not include</b> ⊔ * <b>include</b> partial ownership in the business operations of the Employer.
*If such ownership is offered, the details shall be stated in an attached Exhibit.
<b>VIII. TRIAL PERIOD</b> . Other than certain benefits prescribed by law, the Employee will not be eligible for Benefits, Vacation Time, or Personal Leave until after the first days of employment ("Trial Period"). In addition, the Employee will not be eligible for vacation time, sick leave, or any time off that would be paid or unpaid.
<b>IX. VACATION TIME.</b> After the Trial Period is complete, the Employee is entitled to days off per year of which is required to be mutually benefiting of the Employer and the Employee. It is required for the Employee to give notice before scheduling their vacation in accordance with Company policy.
Any unused Vacation Time shall be (check one):
<ul> <li>□ - Converted to cash at the end of the year at a rate of \$ per day.</li> <li>□ - Eligible to rollover up to days to the next year.</li> <li>□ - Forfeited at the end of the year.</li> <li>□ - Other:</li> </ul>
X. PERSONAL LEAVE. After the Trial Period, the Employee shall be eligible for days of □ paid □ unpaid time off per year for personal and/or medical issues.
Any unused Personal Leave shall be: (check one)
<ul> <li>□ - Converted to cash at the end of the year at a rate of \$ per day.</li> <li>□ - Eligible to rollover up to days to the next year.</li> <li>□ - Forfeited at the end of the year.</li> <li>□ - Other:</li> </ul>
If for any reason the Employee depletes their amount of days of personal leave in a given year, he or she $\square$ may $\square$ may not be able to use any remaining vacation time.
XI. FEDERAL HOLIDAYS. The Employee shall be entitled to federal holidays per calendar year. This is subject to change by the Employer from time to time. If for any reason the Employee should request a Federal Holiday off, the Employer shall determine if the Employee may do so and if it shall be taken from either the Employee's Personal Leave or Vacation Time.
Federal Holidays are determined by the Employer and may change every calendar year.



Confidential Information to a third (3 <sup>rd</sup> ) party with the Employer shall be entitled any and all reimbursement for their legal and attorney's fees.					
a.) Post Termination. After the Employee has terminated their employment with the Employer, the Employee shall be bound to Section XII of this Agreement for a period of Denotes Years ("Confidentiality Term"). If the Confidentiality Term is beyond any limit set by local, State, or Federal laws, then the Confidentiality Term shall be the maximum allowed legal time frame.					
XIII. NON-COMPETE. (check one)					
$\square$ - There shall be no Non-Compete established in this Agreement.					
☐ - During the term of employment, the Employee understands that he or she will be subject to learning proprietary information, including trade secrets, which could be applied to competitors of the employer. Therefore, in order to protect the fiduciary interests of the Employer, the Employee agrees to: (check all that apply)					
☐ - Withhold from working in the following industry(ies):					
☐ - Withhold from working for the following employer(s):					
☐ - Withhold from working in the same industry(ies) as the Employer in the following area(s):					
□ - Other:					
This Non-Compete shall be in effect for □ <b>Months</b> □ <b>Years</b> following the date of Employee's termination.					
This Section shall be applied to the Employee engaging, directly or indirectly, any competitive industry. This includes, but is not limited to:					
a.) Communicating with related business owners, partners, members, officers, or agents;					
b.) Being employed by or consulting any related business;					
c.) Being self-employed in a related business; or					
<ul> <li>d.) Soliciting any customer, client, affiliate, vendor, or any other relationship of the Employer.</li> </ul>					
<b>XIV. EMPLOYEE'S ROLE</b> . The Employee $\square$ <b>shall</b> $\square$ <b>shall not</b> have the right to act in the capacity of the Employer. This includes, but is not limited to, making written or verbal agreements with any customer, client, affiliate, vendor, or third ( $3^{rd}$ ) party.					



XV. APPEARANCE. The Employee must appear at the Employer's desired workplace at the time scheduled. If the Employee does not appear, for any reason, on more than separate occasions in a 12-month calendar period, the Employer has the right to terminate this Agreement immediately. In such event, the Employee would not be granted severance as stated in Section III.

XVI. DISABILITY. If for any reason the Employee cannot perform their duties, by physical or mental disability, the Employer may terminate this Agreement by giving the Employee days' written notice.

XVII. COMPLIANCE. The Employee agrees to adhere to all sections of this Agreement in addition to any rules, regulations, or conduct standards of the Employer, including obeying all local and federal laws. If the Employee does not adhere to this Agreement, company policies, including any task or obligation that is related to the responsibilities of their Position, the Employer may terminate this Agreement without severance as stated in Section III.

XVIII. RETURN OF PROPERTY. The Employee agrees to return any and all property of the Employer upon the termination of employment. This includes, but is not limited to, equipment, electronics, records, access, notes, data, tests, vehicles, reports, models, or any property that is requested by the Employer.

XIX. NOTICES. All notices that are to be sent under this Agreement shall be done in writing and to be delivered via Certified Mail (return receipt) to the following mailing addresses:

Employer
Employee

The aforementioned addresses may be changed with the act of either party providing written notice.

XX. AMENDMENTS. This Agreement may be modified or amended under the condition that any such amendment is attached and authorized by all parties.

XXI. SEVERABILITY. This Agreement shall remain in effect in the event a section or provision is unenforceable or invalid. All remaining sections and provisions shall be deemed legally binding unless a court rules that any such provision or section is invalid or unenforceable, thus, limiting the effect of another provision or section. In such case, the affected provision or section shall be enforced as so limited.

XXII. WAIVER OF CONTRACTUAL RIGHTS. If the Employer or Employee fails to enforce a provision or section of this Agreement, it shall not be determined as a waiver or limitation. Either party shall remain the right to enforce and compel the compliance of this Agreement to its fullest extent.



<b>XXIV. ENTIRE AGREEMENT</b> . This Agreement, along with any attachments or addendums, represents the entire agreement between the parties. Therefore, this Agreement supersedes any prior agreements, promises, conditions, or understandings between the Employer and Employee.				
EMPLOYER				
Signature	Date			
Signature				
Print Name				
Title				
EMPLOYEE				
	Date			
Signature				
Print Name				
T:Ho				
Title				

XXIII. GOVERNING LAW. This Agreement shall be governed under the laws in the State of