

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into as of May 15, 2024, by and between TechCorp Inc. (the "Employer") and Jane Smith, Employee ID EMP-2024-001 (the "Employee").

1. POSITION AND DUTIES

The Employee shall serve as a **Senior Software Engineer**. The Employee agrees to perform the duties and responsibilities customarily associated with this position and such other duties as may be assigned by the Employer.

2. TERM OF EMPLOYMENT

The term of this Agreement shall commence on **June 1, 2024** and shall continue until **May 31, 2026**, unless terminated earlier in accordance with this Agreement.

3. COMPENSATION

The Employer shall pay the Employee a salary of **\$120,000 per year**, payable in accordance with the Employer's standard payroll practices.

4. BENEFITS

The Employee shall be entitled to participate in the Employer's benefit plans, including but not limited to:

- Health Insurance
- 401(k) Matching
- Stock Options

5. PROBATION PERIOD

The first **90 days** of employment shall be considered a probationary period, during which the Employer may terminate employment without notice or severance.

6. CONFIDENTIALITY AND NON-COMPETE

The Employee agrees to keep confidential all proprietary and confidential information of the Employer. A Non-Disclosure Agreement (NDA) is attached hereto and incorporated herein by reference.

Furthermore, the Employee shall not engage in any competing business for a period of 12 months post-termination within the geographical scope defined by the Employer.

7. TERMINATION

Either party may terminate this Agreement at any time by providing written notice to the other party in accordance with applicable law.

8. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of California, USA.

9. ENTIRE AGREEMENT

This Agreement, including the attached NDA, constitutes the entire agreement between the parties and supersedes all prior agreements or understandings.

SIGNATURES

Employer: TechCorp Inc.	Employee: Jane Smith
<hr/> Authorized Representative	<hr/> Employee Signature
Signed on May 15, 2024	