

EMPLOYMENT CONTRACT AGREEMENT

This Employment Contract ("Agreement") is made on //20__, between (Employer's Name), having a registered address at (Employer's Address), City (City), State (State), hereinafter referred to as the "Employer", and (Employee's Name), hereinafter referred to as the "Employee".

1. Employment & Responsibilities

The Employee agrees to serve the Employer with full dedication, efficiency, and professionalism. The Employee shall perform all assigned duties and responsibilities and shall comply with the company's policies, procedures, and regulations as established by the Employer from time to time.

2. Job Title & Work Hours

The Employee is appointed to the position of (Job Title).

This is a ☐ Full-Time ☐ Part-Time position, requiring __ hours per week.

The Employer reserves the right to modify work hours and responsibilities as necessary.

3. Salary & Compensation

The Employee shall receive an annual salary of ₹__, subject to applicable taxes and deductions as per the law. Salary shall be reviewed periodically based on performance and company policies. The Employee may also be eligible for bonuses, incentives, and other benefits, as per company policy.

4. Probationary Period

The first __ days/ months shall be considered the Probationary Period. During this period, the Employee shall not be eligible for paid leave or other benefits. The Employer reserves the right to terminate the contract during this period without prior notice or cause.

5. Leave & Paid Time off

The Employee shall be eligible for paid leave only after the successful completion of the Probationary Period. The Employer reserves the right to modify leave policies as per business requirements.

6. Nature of Employment

The employment relationship shall be governed by either of the following:

At-Will Employment:

The employment is on an "At-Will" basis, meaning either party may terminate it at any time, with or without cause.

Any verbal or written agreement contradicting this clause shall be considered void.

Fixed-Term Employment Agreement:

The employment shall commence from //20__ and end on //20__.

If the Employer terminates the contract before its expiration, the following shall apply:

☐ No penalty.

☐ A severance payment of ₹____ shall be paid to the Employee.

If the Employee terminates the contract before its expiration, the following shall apply:

☐ No penalty.

☐ A penalty of ₹____ shall be paid to the Employer.

7. Termination & Severance Pay

If the Employer terminates the contract after the Probationary Period, the following applies:

☐ The Employee shall be entitled to severance pay of ₹_____.

☐ The Employee shall not be entitled to any severance benefits.

8. Confidentiality & Non-Compete Clause

During and after employment, the Employee shall not disclose any confidential or proprietary information of the company to any third party. The Employee agrees not to engage in any business or employment that competes with the company during the employment period.

This Non-Compete Clause shall remain in effect for __ ☐ Days ☐ Weeks ☐ Months after termination.

9. Entire Agreement

This contract represents the complete agreement between both parties and supersedes any prior oral or written agreements. Any modifications to this contract shall be made in writing and signed by both parties.

10. Legal Compliance & Jurisdiction

If any provision of this contract is found invalid, the remaining provisions shall remain enforceable. This contract shall be governed by the laws of India and any disputes shall be subject to the jurisdiction of (State or City Name) courts.

11. Acceptance & Signatures

By signing below, both parties acknowledge that they have read, understood, and agreed to the terms and conditions of this Employment Contract Agreement.

Employer Details

Name:

Signature:

Designation:

Date:

Employee Details

Name:

Signature:

Date: