This Termination Conditions clause sets forth the terms under which the employment agreement between ABS Company (“Employer”) and Emma White (“Employee”) may be terminated, detailing the rights and obligations of both Parties upon termination.

1. **Grounds for Termination**  
   This Agreement may be terminated by the Employer under the following conditions:

* **For Cause:** Immediate termination without notice in cases of gross misconduct, breach of company policy, dishonesty, or any illegal activity.
* **Without Cause:** Termination with notice or pay in lieu as specified below.
* **Resignation:** The Employee may terminate employment by providing written notice as specified.

1. **Notice Period**

* Employer or Employee must provide a minimum of **30 calendar days'** written notice prior to termination without cause.
* During the probation period, either Party may terminate with **7 calendar days'** notice.
* Notice must be delivered in writing and can be extended by mutual agreement.

1. **Severance Pay**  
   Where applicable under law or company policy, the Employer will provide severance pay equivalent to **one month’s salary per year of completed service**, prorated for partial years. Severance is payable upon termination without cause, excluding resignation or termination for cause.
2. **Return of Company Property**  
   Upon termination, Emma White agrees to return all company property, including but not limited to:

* Identification badges
* Electronic devices (laptop, phone, etc.)
* Documentation, keys, and proprietary materials

Failure to return company property may result in deductions from final payments or legal action.

1. **Final Payments**  
   The Employer will pay the Employee all earned salary, accrued but unused leave, and any applicable benefits owed through the termination date. Final payments will be made within the legally mandated period after termination.
2. **Rights Upon Termination**

* The Employee has the right to request a certificate of employment.
* Both Parties agree to settle any outstanding claims amicably.
* Confidentiality and non-compete obligations, if applicable, survive termination.

*Signed this [Date]*

Emma White, Employee

Picture of signature

Olivia Wilson

Manager