

Employment Contract

This Employment Contract ("Contract") is entered into on May 7, 2025, by and between:

- Employer: TechInnovations, Inc., a corporation organized under the laws of Delaware, with its principal office at 123 Innovation Drive, Silicon Valley, CA 94022 ("Employer").
- Employee: Alice Johnson, an individual residing at 456 Oak Street, Anytown, NY 10001 ("Employee").

1 Position and Duties

The Employer agrees to employ the Employee as a Software Engineer. The Employee shall perform duties as assigned by the Employer, including but not limited to designing, developing, and testing software applications. The Employee agrees to devote their full professional efforts to the Employer's business.

2 Compensation

The Employee shall receive an annual salary of USD 90,000, payable in bi-weekly installments. The salary is subject to deductions for taxes and other withholdings as required by law.

3 Work Hours

The Employee shall work a minimum of 40 hours per week, with schedules determined by the Employer. Overtime may be required at the Employer's discretion and will be compensated according to applicable law.

4 Vacation

The Employee is entitled to 15 days of paid vacation per year. Vacation days must be approved in advance by the Employer. Up to 5 unused vacation days may be carried over to the next year.

5 Sick Leave

The Employee is entitled to 10 days of paid sick leave per year. Additional sick leave may be granted at the Employer's discretion.

6 Termination

Either party may terminate this Contract with 30 days' written notice. The Employer may terminate the Employee immediately for cause, including but not limited to gross misconduct or persistent failure to perform duties. Upon termination by the Employer without cause, the Employee shall be entitled to one week of severance pay for each year of service.

7 Confidentiality

The Employee agrees to maintain the confidentiality of all proprietary information and trade secrets of the Employer during and after employment.

8 Non-Compete

For a period of one year after termination, the Employee shall not engage in any business that competes with the Employer's core business within a 50-mile radius of the Employer's principal office.

9 Liability

The Employer shall not be liable for any damages, losses, or injuries arising from the Employee's performance of duties under this Contract, except for those caused by the Employer's gross negligence or willful misconduct.

10 Governing Law

This Contract shall be governed by and construed in accordance with the laws of the State of Delaware.

11 Dispute Resolution

Any disputes arising under this Contract shall be resolved through binding arbitration in Wilmington, Delaware, in accordance with the rules of the American Arbitration Association.

12 Entire Agreement

This Contract constitutes the entire agreement between the parties and supersedes all prior agreements or understandings, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the date first written above.

Employee Signature

Employer Signature

Date