

# Employment Contract

This Employment Contract ("Contract") is entered into on **June 1, 2025**, by and between:

- **Employer:** Tech Innovations Inc., a corporation organized under the laws of California, with its principal office at 123 Tech Street, San Francisco, CA 94105 ("Employer").
- **Employee:** John Doe, an individual residing at 456 Elm Street, San Francisco, CA 94102 ("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 software development, system maintenance, and project management. 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 80,000**, 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.

**4. Vacation** The Employee is entitled to **10 days of paid vacation per year**. Vacation days must be approved in advance by the Employer. Unused vacation days will not be carried over to the next year.

**5. Sick Leave** The Employee is entitled to **5 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 misconduct or failure to perform duties. Upon termination, the Employee shall not be entitled to severance pay.

**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.

**10. Governing Law** This Contract shall be governed by and construed in accordance with the laws of the **State of California**.

**11. Dispute Resolution** Any disputes arising under this Contract shall be resolved through **binding arbitration** in San Francisco, California, 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.

\_\_\_\_\_ **Tech Innovations Inc.** \_\_\_\_\_

**John Doe**