EMPLOYMENT AGREEMENT

This Employment Agreement is made on March 1, 2024, between XYZ Corporation and John Smith.

# 1. POSITION AND DUTIES

Employee shall serve as Senior Software Engineer and shall perform the following duties:  
a) Design and develop software applications  
b) Conduct code reviews and testing  
c) Mentor junior developers  
d) Participate in project planning meetings

# 2. COMPENSATION

Employee shall receive:  
a) Base salary of \,000 per year  
b) Performance bonus up to 15% of base salary  
c) Stock options for 1,000 shares

# 3. BENEFITS

Employee is entitled to:  
a) Health insurance (company pays 80%)  
b) Dental and vision coverage  
c) 401(k) with 4% company matching  
d) 20 days paid vacation annually

# 4. TERMINATION

Either party may terminate this agreement with 30 days written notice.

HR Contact: hr@xyzcorp.com

Start Date: April 1, 2024