**EMPLOYMENT AGREEMENT**

**This Employment Agreement ("Agreement") is made and entered into on [Date], by and between:**

**Employer: [Company Name], a corporation registered in Ontario, with its principal place of business at [Address], Toronto, ON.**

**Employee: [Full Name], residing at [Address].**

**The Employer and Employee agree to the following terms:**

**1. Employment Terms**

**1.1 Position & Duties  
The Employee is hired as [Job Title]. The Employer reserves the right to modify job responsibilities at any time without the Employee’s prior consent.**

**1.2 Probation Period  
The Employee acknowledges a six (6) month probation period, during which employment may be terminated without notice or severance pay.**

**1.3 Work Location  
The Employee agrees to work at [Office Location] or remotely at the Employer’s discretion. The Employer may require relocation at any time at the Employee’s own expense.**

**2. Compensation & Benefits**

**2.1 Salary  
The Employee shall receive a salary of [$X] per year, payable biweekly. The Employer reserves the right to modify compensation with reasonable notice.**

**2.2 Bonuses  
Bonuses are fully discretionary and not guaranteed, regardless of performance.**

**2.3 Benefits  
The Employer may modify or discontinue benefits with thirty (30) days' notice to the Employee.**

**2.4 Deductions  
The Employer may deduct from the Employee’s wages for any damages or losses caused by the Employee, as permitted by Ontario law.**

**3. Hours & Overtime**

**3.1 Work Schedule  
The Employee is required to work a minimum of forty (40) hours per week. The Employer reserves the right to adjust the Employee’s work schedule, including evenings and weekends, as necessary.**

**3.2 Overtime  
The Employee acknowledges that overtime will be paid only for hours worked beyond forty-four (44) hours per week in accordance with the Ontario Employment Standards Act (ESA). The Employee agrees to an averaging agreement, which may result in unpaid overtime during certain periods.**

**4. Termination & Resignation**

**4.1 Termination by Employer  
The Employer may terminate the Employee’s employment at any time with only the minimum notice or pay in lieu required under the ESA. The Employee waives any claim to additional severance under common law.**

**4.2 Resignation  
The Employee must provide sixty (60) days' written notice prior to resignation. If the Employee fails to provide the required notice, the Employer may deduct one month’s salary from the final pay.**

**5. Restrictive Covenants**

**5.1 Non-Competition  
The Employee agrees not to work for any competitor within Ontario for a period of twelve (12) months following termination of employment.**

**5.2 Non-Solicitation  
The Employee agrees not to solicit or recruit any current employees or clients of the Employer for a period of eighteen (18) months following termination of employment.**

**6. Dispute Resolution**

**6.1 Arbitration Clause  
Any disputes arising under this Agreement shall be resolved exclusively by arbitration in Toronto, Ontario. The Employee waives any right to pursue legal action in court.**

**6.2 Legal Costs  
The Employee agrees to bear the cost of their own legal representation in any dispute and shall be responsible for the Employer’s legal costs if the Employee does not prevail in arbitration.**

**7. Governing Law**

**This Agreement shall be governed by and construed in accordance with the laws of Ontario, Canada.**

**8. Acknowledgment**

**The Employee acknowledges that they have read and understood this Agreement and have had the opportunity to seek independent legal advice before signing.**

**Signed on this [Date]**

**Employer: [Company Name]  
By: [Employer Representative Name]  
Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Employee: [Full Name]  
Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**