

EMPLOYMENT AGREEMENT

Introduction

This Employment Agreement ("Agreement") is made and entered into as of January 10, 2025, by and between Tech Solutions Inc., a corporation duly organized under the laws of the United States with its principal office at 1234 Business Rd, Suite 100, New York, NY, USA (hereinafter referred to as "Employer"), and John Doe, residing at 5678 Residential St, New York, NY, USA (hereinafter referred to as "Employee"). WHEREAS, the Employer is desirous of employing the Employee under the terms and conditions set forth in this Agreement; WHEREAS, the Employee is willing to accept such employment under these terms; NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

Job Position & Responsibilities

1. The Employee shall be employed in the role of Software Developer and agrees to perform tasks as specified in the job description provided by the Employer. Such responsibilities include but are not limited to:
 - a. Developing, testing, and maintaining software code to meet specified requirements.
 - b. Collaborating with teams to ensure seamless integration of software functionalities.
 - c. Troubleshooting and resolving software issues promptly.
 - d. Participating in regular meetings to align project goals and deliverables.

The Employee shall report directly to the Chief Technology Officer and collaborate with other departmental staff as required.

Compensation & Benefits

2. Compensation and benefits include an annual salary of \$75,000, payable monthly through direct deposit. In addition, a performance-based bonus of up to 10% of the annual salary may be

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awarded based on

individual and company performance metrics. Benefits include:

- a. Comprehensive health insurance coverage for the Employee and their dependents.
- b. A 401(k) Retirement Plan with Employer matching contributions.
- c. Paid training programs to enhance professional growth.

Work Hours & Schedule

3. The Employee shall adhere to a standard work schedule of 40 hours per week, from 9:00 AM to 5:00 PM, Monday through Friday. Flexibility is allowed for up to two remote working days per week, subject to managerial approval and workload considerations.

Probationary Period

4. The initial six months of employment shall be considered a probationary period during which the Employer may assess the Employee's suitability for the role. Either party may terminate the Agreement during this period without providing a reason.

Confidentiality & Non-Disclosure

5. The Employee agrees to maintain the confidentiality of all proprietary information pertaining to the Employer's business operations. Unauthorized disclosure of any sensitive data is strictly prohibited.

Signatures

By signing below, the Employer and the Employee confirm their understanding and acceptance of the terms of this Agreement. Both parties acknowledge they have been given the opportunity to seek legal advice before signing.

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Employer Signature: _____

Date: January 10, 2025

Employee Signature: _____

Date: January 10, 2025