**Startup Name**

**EMPLOYEE CONTRACT**

This Employee Contract (the "Contract") is entered into on [Date], between:

[Your Company Name], located at [Company Address] (referred to as the "Company"),

and

[Employee's Full Name], residing at [Employee's Address] (referred to as the "Employee").

**WHEREAS**, the Company desires to employ the Employee in a specific role, and the Employee agrees to accept employment under the terms and conditions outlined in this Contract.

***NOW, THEREFORE, in consideration of the promises made, the parties agree as follows:***

**EMPLOYMENT TERMS**

a. **Position:** The Employee shall serve as [Job Title] and perform the duties and responsibilities associated with this position.

b. **Start Date:** The employment shall commence on [Start Date].

c. **Probationary Period:** The first [Probationary Period Duration] of employment shall serve as a probationary period, during which both parties have the right to terminate the employment with shorter notice.

d. **Working Hours:** The Employee's regular working hours shall be [Working Hours] per week, with [Breaks/Lunch Breaks] as per the Company's policies.

**COMPENSATION**

a. **Salary:** The Employee shall receive a monthly salary of [Salary Amount], payable on [Payment Schedule], subject to applicable deductions and taxes.

b. **Benefits:** The Employee shall be entitled to [Specify Benefits, e.g., health insurance, retirement plan, vacation days] as per the Company's policies.

**CONFIDENTIALITY AND INTELLECTUAL PROPERTY**

a. **Confidentiality:** The Employee agrees to maintain the confidentiality of all confidential and proprietary information belonging to the Company and its clients, both during and after employment.

b. **Intellectual Property:** Any intellectual property created by the Employee during the course of employment shall belong solely to the Company.

**TERMINATION**

a. Termination for Cause: The Company may terminate the Employee's employment for cause, including but not limited to, gross misconduct, violation of Company policies, or failure to perform assigned duties.

b. Termination without Cause: Either party may terminate the employment without cause by providing [Notice Period] written notice to the other party.

c. Severance Pay: In the event of termination without cause, the Employee may be eligible for severance pay as per the Company's policies.

**NON-COMPETE AND NON-SOLICITATION**

a. Non-Compete: During the employment and for [Non-Compete Period] after termination, the Employee agrees not to engage in any business or activity that competes with the Company's business within [Geographic Restriction].

b. Non-Solicitation: During the employment and for [Non-Solicitation Period] after termination, the Employee agrees not to solicit or attempt to hire any current or former employees of the Company.

**GOVERNING LAW AND DISPUTE RESOLUTION**

a. Governing Law: This Contract shall be governed by and construed in accordance with the laws of [Specify Jurisdiction].

b. Dispute Resolution: Any disputes arising out of or relating to this Contract shall be resolved through good-faith negotiation. If a resolution cannot be reached, the parties agree to pursue mediation or arbitration as the final means of dispute resolution.

**ENTIRE AGREEMENT**

This Contract constitutes the entire agreement between the parties regarding the employment of the Employee and supersedes any prior discussions, understandings, or agreements.

***IN WITNESS WHEREOF, the parties have executed this Employee Contract as of the Effective Date.***

[Your Company Name]

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Employee's Full Name]

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_