

Client1

Offer Letter

I. Position

Job title

Your title will be Software Developer, and you will report to the Client1's Chief Executive Officer.

Working schedule

This is a **full-time** position requiring approximately *40* hours per week. Your regular weekly schedule will be *Monday to Friday 09:00-17:00*.

Employment Relationship

Employment with the Client1 is for no specific period of time. Your employment with the Client1 will be "at will," meaning that either you or the Client1 may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Client1 on this term. Although your job duties, title, compensation and benefits, as well as the Client1's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Client1 (other than you.)

II. Cash Compensation

Salary

The Client1 will pay you a starting salary at the rate of \$100000 24/09/2019, payable in accordance with the Client1's standard payroll schedule, beginning 14/1100000/2019 and you will receive your first paycheck on 24/09/2019. This salary will be subject to adjustment pursuant to the Client1's employee compensation policies.

Tax withholding

All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

Tax advice

You are encouraged to obtain your own tax advice regarding your compensation from the Client1. You agree that the Client1 does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities and you will not make any claim against the Client1 or its Board of Directors related to tax liabilities arising from your compensation.

III. Bonus (or commission) potential

In addition, you will be eligible to be considered for an incentive bonus for 24/09/2019. The bonus (if any) will be awarded based on objective or subjective criteria established by the Client1's Chief Executive Officer and approved by the Client1's Board of Directors. Your target bonus will be equal to 100000 of your 24/09/2019 base salary. Any bonus for 24/09/2019 in which your employment begins will be prorated, based on 24/09/2019 you are employed by the Client1 during 24/09/2019. The determinations of the Client1's Board of Directors with respect to your bonus will be final and binding.

IV. Employee benefits

As a regular employee of the Client1, you will be eligible to participate in a number of Client1-sponsored benefits.

The Client1 offers a comprehensive employee benefits program, including:

Vacation policy

You will be eligible for 24/09/2019 of paid vacation leave 24/09/2019. Paid time off is additional to sick 24/09/2019, bank holi24/09/2019 and 24/09/2019 that the company does not operate.

Private health and dental insurance plan

As all Client1 employees, you will be eligible for the private health and dental insurance plan we provide. Specific terms and conditions may change upon vendor's decision.

V. Privacy and Confidentiality Agreements

Privacy Agreement

You are required to observe and uphold all of the Client1's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Conflict of Interest policy

While you are employed at this Client1, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Client1. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Client1.

Proprietary Information and Inventions Agreement

Like all Client1 employees, you will be required, as a condition of your employment with the Client1, to sign the Client1's standard Proprietary Information and Inventions Agreement.

VI. Termination Conditions

The Client1 reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Client1 will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

VII. Interpretation, Amendment and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Client1 and constitute the complete agreement between you and the Client1 regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Client1.

Upon your acceptance of this employment offer, Client1 will provide you with the necessary paperwork and instructions.

Sincerely,

ABC GroupABC Group

Signatures:

Client1 Representative (Sign)

Client1 Representative (Print)

Date

Applicant (Sign)

Applicant (Print)

Date

Disclaimer: *The following offer letter recommendations should only be used as guidelines. Please only select the portions that apply to your company. Neither the author nor workable.com will assume legal liability for the accuracy, completeness or usefulness of any information provided in whole or in part within this article.*