

## At-Will Employment Agreement

I acknowledge and understand that my employment with [ABC Software Developers], (heretofore referred to as ABC), is defined as At-Will Employment as it is for an unspecified period of time. I further acknowledge and understand that my employment relationship with ABC may be terminated at any time without cause or notice by myself or my employer.

During my employment I agree to keep in the strictest of confidence all confidential company information. I understand that the unauthorized disclosure or use of the company's confidential information will leave me open to disciplinary action, including immediate termination and legal action.

I understand that I am entitled to no reasonable expectations of privacy relating to computer technology, emails, telephones, handheld devices or documents that belong to the company. I agree that I am not permitted to add any unauthorized, unlicensed or non-compliant applications to ABC's technology systems.

I agree that any inventions, publications, developments, designs, trademarks, ideas and concepts which I conceived, helped conceive, or discovered during my employment at ABC, will remain the property of the company.

I agree to keep thorough and accurate records of any inventions made by me, either solely or jointly with others, and I understand that such inventions will remain the property of ABC even after my departure. I further agree to assist ABC, at the company's expense, in securing patents and copyrights to all inventions for which I am solely or jointly responsible.

Upon separation from ABC, I will immediately return to the company all records, equipment, data, company credit cards, company vehicles, keys and other documents that are in my possession and that belong to ABC.

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_\_

By: \_\_\_\_\_  
*Employer*

By: \_\_\_\_\_  
*Employer Authorized Representative*