

# EMPLOYMENT AGREEMENT

This Employment Agreement is entered into on April 1, 2024, between Innovative Tech Corp ("Company") and Alex Rodriguez ("Employee").

## 1. POSITION AND DUTIES

Employee is hired as Senior Software Engineer and agrees to perform duties including software development, code review, mentoring junior developers, and participating in architectural decisions.

## 2. COMPENSATION

Company agrees to pay Employee an annual salary of \$120,000, payable bi-weekly. Employee is eligible for annual performance bonuses up to 20% of base salary.

## 3. BENEFITS

Employee is entitled to:

- Health, dental, and vision insurance (Company pays 80%)
- 401(k) with 4% company match
- 20 days paid vacation annually
- 10 days sick leave
- \$2,000 annual professional development allowance

## 4. WORK SCHEDULE

Employee's standard work schedule is Monday through Friday, 9:00 AM to 5:00 PM, with flexibility for remote work up to 3 days per week.

## 5. CONFIDENTIALITY AND NON-DISCLOSURE

Employee agrees to maintain strict confidentiality of all proprietary information, trade secrets, and client data. This obligation continues for 2 years after termination.

## 6. NON-COMPETE CLAUSE

For 12 months after termination, Employee agrees not to work for direct competitors within a 50-mile radius or solicit Company clients or employees.

## 7. TERMINATION

Either party may terminate this agreement with 2 weeks notice. Company may terminate immediately for cause. Upon termination, Employee must return all company property.

## 8. DISPUTE RESOLUTION

Any disputes shall be resolved through mediation, and if unsuccessful, binding arbitration under California state law.

By signing below, both parties agree to the terms of this Employment Agreement.

Innovative Tech Corp Employee

\_\_\_\_\_

Jennifer Liu, HR Director Alex Rodriguez

Date: \_\_\_\_\_ Date: \_\_\_\_\_