EMPLOYMENT AGREEMENT

This Agreement is made on June 15, 2025 between:

1. EMPLOYER: InnovateTech Solutions ("Company")

2. EMPLOYEE: Alex Johnson ("Employee")

1. POSITION AND DUTIES

1.1 Role: Senior Software Engineer

1.2 Responsibilities:

- Develop AI-powered legal tools

- Lead a team of 3 engineers

2. COMPENSATION

2.1 Salary: $150,000/year

2.2 Bonus: Up to 20% based on performance

3. TERMINATION

3.1 At-Will Employment: Either party may terminate with 30 days notice

3.2 Severance: 2 weeks salary per year served if terminated without cause

4. NON-COMPETE

4.1 Restricted Period: 12 months post-employment

4.2 Prohibited Activities: Working for competitors in AI legal tech

SIGNATURES:

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InnovateTech Solutions Alex Johnson