1. Position and Duties

- **Position**: Senior Software Engineer
- **Duties**: Software development, project management, and client liaison.
- **Full-Time**: Employee agrees to devote full-time efforts to the Employer's business.
- **No Outside Employment**: Employee is prohibited from engaging in other employment without written consent.

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2. Salary and Compensation

- **Salary**: $90,000 per annum, payable bi-weekly.
- **Bonus**: No performance-based bonus mentioned.
- **Benefits**: Health insurance (medical, dental, vision), 25 days of paid time off (PTO), and retirement benefits (401(k)) with a company match of 5%.

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3. Work Hours and Location

- **Work Hours**: 40 hours per week, Monday to Friday, from 9:00 AM to 6:00 PM.
- **Location**: The Employee will work from the Employer's office located in **San Francisco, CA**, with the option of **remote work**.

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4. Term and Termination

- **Term**: Indefinite term, starting on January 1, 2024.
- **Termination Notice**: Either party can terminate with **45 days' written notice**.
- **Immediate Termination**: The Employer may terminate immediately for cause, such as misconduct, failure to perform duties, or breach of confidentiality.

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5. Confidentiality and Non-Disclosure

- **Confidentiality**: The Employee agrees to keep all proprietary information confidential.
- **Return of Property**: Upon termination, the Employee agrees to return all company property.

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6. Non-Compete

- **Duration**: The Employee agrees not to work for any direct competitor of the Employer within a **50-mile radius** of the Employer's office for one year after termination.

- **Non-Solicitation**: The Employee agrees not to solicit the Employer's clients or employees during the non-compete period.

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7. Intellectual Property

- **Ownership**: The Employer owns any intellectual property developed during the term of employment.
- **Patent Assistance**: The Employee agrees to assist the Employer in securing patents, copyrights, or other legal protection for inventions created during employment.

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8. Dispute Resolution

- **Arbitration**: Any dispute will be resolved through arbitration under the American Arbitration Association rules.
- **Location**: Arbitration will take place in **San Francisco, CA**.

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9. General Terms

- **Entire Agreement**: This Agreement supersedes any prior agreements or understandings.
- **Amendments**: Any changes must be in writing and signed by both parties.
- **Severability**: If any part of the Agreement is deemed invalid, the rest will remain in force