1. Position and Duties

- **Position**: Senior Software Engineer
- **Duties**: Software development, project management, and client liaison.
- **Full-Time**: The Employee is expected to devote full-time efforts to the Employer's business.
- **No Outside Employment**: Employee cannot engage in other employment without written consent.

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2. Salary and Compensation

- **Salary**: $85,000 per annum, payable bi-weekly.
- **Bonus**: Eligible for a performance-based bonus of up to 15% of the annual salary.
- **Benefits**: Health insurance (medical, dental, vision), 20 days of paid time off (PTO), and retirement benefits (401(k)) with a 5% company match.

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3. Work Hours and Location

- **Work Hours**: 40 hours per week, Monday to Friday, from 9:00 AM to 5:00 PM.
- **Location**: The Employee will work from the Employer's office located in San Francisco, CA, unless remote work is approved.

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4. Term and Termination

- **Term**: Indefinite term, commencing on January 1, 2024.
- **Termination Notice**: Either party can terminate with 30 days' written notice.
- **Immediate Termination**: Employer may terminate immediately for cause (misconduct, failure to perform duties, breach of confidentiality).

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5. Confidentiality and Non-Disclosure

- **Confidentiality**: The Employee agrees to keep all business, client, and proprietary information confidential during and after employment.
- **Return of Property**: The Employee agrees to return all company property upon termination.

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6. Non-Compete

- **Duration**: The Employee agrees not to work for a direct competitor of the Employer in the **San Francisco Bay Area** 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**: All inventions, designs, software, and intellectual property developed during the term of employment are the exclusive property of the Employer.
- **Patent Assistance**: The Employee agrees to assist the Employer in securing legal protection for inventions and works 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, California.

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9. General Terms

- **Entire Agreement**: This Agreement constitutes the entire understanding between the parties.
- **Amendments**: Any changes must be in writing and signed by both parties.
- **Severability**: If any provision is deemed invalid, the remainder of the Agreement will remain in effect.