

EMPLOYMENT AGREEMENT (CALIFORNIA)

Employer Name: _____

Employee Name: _____

1. Position and Duties:

Employer agrees to employ Employee as [Job Title]. Employee agrees to perform the duties and responsibilities customary to such position and any additional duties reasonably assigned by Employer. Employee shall devote full working time and attention to the business of Employer during normal business hours and any other hours reasonably necessary to fulfill employment obligations.

2. At-Will Employment:

Employment with Employer is at-will. Either Employer or Employee may terminate the employment relationship at any time, with or without cause or notice, subject only to applicable law. Nothing in this Agreement shall be construed to guarantee employment for any specific duration.

3. Compensation:

Employee shall receive compensation at the rate of \$ _____ per [hour/week/month/year], payable in accordance with Employer's regular payroll practices and subject to all applicable tax withholdings and deductions. Employer may adjust compensation from time to time at its sole discretion.

4. Benefits:

Employee may be eligible to participate in Employer's benefit plans, if any, subject to the terms and conditions of those plans. Employee acknowledges that Employer reserves the right to modify, suspend, or terminate any benefits at any time.

5. Work Schedule:

Employee's normal work schedule shall be from ____ to ____ on ____ (days of the week). Employer may change Employee's work schedule or duties as necessary to meet business needs, provided that changes comply with applicable law.

6. Confidentiality and Proprietary Information:

Employee acknowledges that during employment, Employee will have access to confidential and proprietary information of Employer. Employee agrees not to disclose or use such information except as necessary in the course of employment and agrees to return all materials containing confidential information upon termination.

7. Inventions and Work Product:

Any inventions, discoveries, improvements, processes, or works of authorship created by Employee during the term of employment related to Employer's business shall be the exclusive property of Employer. Employee agrees to disclose such inventions and assign all rights to Employer.

8. Non-Discrimination:

Employer is an equal opportunity employer. Employee will not be discriminated against on the basis of race, color, religion, sex, national origin, disability, age, sexual orientation, or any other protected status in accordance with applicable federal, state, and local laws.

9. Workplace Policies:

Employee agrees to comply with all Employer policies and procedures as they may be amended from time to time, including but not limited to policies on workplace conduct, safety, and use of Employer property.

10. Leaves of Absence:

Employee may be entitled to leaves of absence in accordance with applicable federal and state law, including but not limited to the California Family Rights Act and the federal Family and Medical Leave Act.

11. Termination:

Employment may be terminated at any time by either party. Upon termination, Employee shall return all Employer property. Final pay and benefits shall be provided in accordance with applicable law.

12. Arbitration Agreement:

Any dispute arising out of or relating to this Agreement or the employment relationship shall be resolved by binding arbitration in accordance with the rules of the American Arbitration Association, except as prohibited by law.

13. Entire Agreement:

This Agreement constitutes the entire agreement between the parties regarding the subject matter and supersedes all prior agreements or understandings, whether written or oral.

14. Amendments:

Any amendments to this Agreement must be in writing and signed by both Employer and Employee.

15. Governing Law:

This Agreement shall be governed by and construed in accordance with the laws of the State of California without regard to its conflict of laws principles.

EMPLOYER SIGNATURE

EMPLOYEE SIGNATURE

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Title: _____

Date: _____

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