

# EMPLOYMENT AGREEMENT

Location: \_\_\_\_\_ Effective Date: \_\_\_\_\_

## PARTIES:

This Employment Agreement ("Agreement") is entered into by and between:

Employer Name: \_\_\_\_\_  
Employer Address: \_\_\_\_\_  
Employee Name: \_\_\_\_\_  
Employee Address: \_\_\_\_\_

### 1. Position and Duties

Employer hereby employs Employee, and Employee accepts employment as an at-will employee, to perform such duties and responsibilities as Employer may assign from time to time, consistent with Employee's skills and qualifications. Employee agrees to devote full working time and attention to the business of Employer.

### 2. At-Will Employment

The employment relationship is "at-will," which means that either Employer or Employee may terminate the employment relationship at any time, with or without cause or notice, subject to applicable law.

### 3. Compensation

As compensation for all services provided, Employee shall receive a salary or wage as agreed upon by Employer and Employee. Payment shall be made in accordance with Employer's standard payroll practices and applicable law.

### 4. Work Schedule

Employee's normal work schedule shall be determined by Employer and may be subject to change at Employer's discretion in accordance with business needs and applicable law.

### 5. Benefits

Employee may be eligible to participate in Employer's benefit plans, including health insurance, retirement plans, and paid time off, subject to the terms and conditions of such plans and applicable law.

### 6. Confidentiality

Employee acknowledges that during the course of employment, Employee may have access to confidential and proprietary information. Employee agrees not to disclose or use such information except as required in the performance of duties for Employer.

### 7. Non-Competition and Non-Solicitation

During employment and for a period of one year following termination, Employee shall not engage in any business that competes with Employer within the State of Florida, nor solicit Employer's clients, customers, or employees, except as permitted by law.

### 8. Compliance with Laws

Employee agrees to comply with all applicable federal, state, and local laws, rules, and regulations in performing Employee's duties.

### 9. Termination

Either party may terminate this Agreement at any time by providing written notice to the other party. Upon termination, Employee shall return all Employer property and confidential information in Employee's possession.

#### **10. Final Pay**

Employer shall pay Employee all earned wages and accrued benefits in accordance with Florida law following termination of employment.

#### **11. Governing Law**

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

#### **12. Entire Agreement**

This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements, understandings, or representations, oral or written.

#### **13. Amendments**

Any amendments or modifications to this Agreement must be in writing and signed by both parties.

#### **14. Severability**

If any provision of this Agreement is found to be invalid or unenforceable, such provision shall be severed, and the remainder of the Agreement shall continue in full force and effect.

#### **15. Waiver**

Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of that provision or any other provision therein.

#### **16. Notices**

All notices required or permitted under this Agreement shall be in writing and delivered personally, by certified mail, or by nationally recognized overnight courier to the addresses set forth above or as otherwise designated in writing.

#### **17. Employment Eligibility**

Employee represents and warrants that Employee is legally authorized to work in the United States and will provide all necessary documentation as required by federal and state law.

#### **18. Work Product**

Any work product, inventions, ideas, or materials developed by Employee during the course of employment related to Employer's business shall be the exclusive property of Employer.

#### **19. No Conflicts**

Employee represents that acceptance of this Agreement does not violate any other agreement or obligation to which Employee is bound.

#### **20. Counterparts**

This Agreement may be executed in one or more counterparts, each of which shall be deemed an original and all of which together shall constitute one agreement.

**EMPLOYER'S SIGNATURE**

**EMPLOYEE'S SIGNATURE**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

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