At Will Employment Agreement

This **At-Will Employment Agreement** (“***Agreement***”) is entered into as of _____ ("***Effective Date***") by and between the parties below:

Company

_____

_____ _____

_____ _____ _____ _____

_____ _____

Employee

_____ _____

_____ _____

_____ _____ _____ _____

_____ _____

WHEREAS, Company wishes to employ Employee in the position described below, and Employee wishes to accept that employment, subject to the terms of this Agreement;

WHEREAS, the Parties intend to establish an at-will employment relationship, subject to applicable law;

NOW, THEREFORE, in consideration of the mutual promises in this Agreement, the Parties agree as follows:

1. Position and Duties

Company employs Employee as _____, reporting to _____. Employee will perform the duties customarily associated with the position and any other reasonable duties assigned by Company that are consistent with Employee’s skills, role, and applicable law.

Employee will devote Employee’s working time, attention, and abilities to Company’s business during scheduled work hours. Employee will perform duties competently, professionally, and in accordance with Company’s lawful policies and procedures.

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2. Start Date and Work Location

Employee's employment will begin on _____. Employee's primary work location will be _____, subject to Company's reasonable business needs and applicable law.

Employee's employment is contingent upon Employee completing any lawful pre-employment requirements communicated by Company, including verification of authorization to work, background screening where permitted, and execution of required Company documents.

3. Compensation

Company will pay Employee as follows:

Compensation Item	Terms
Base Pay	
Pay Schedule	
Overtime Eligibility	
Bonus or Incentive	
Expense Reimbursement	Company will reimburse reasonable, authorized business expenses in accordance with its expense policy.

Employee's compensation may be reviewed and changed by Company from time to time. A change in compensation does not alter the at-will nature of employment.

4. Benefits

Employee may participate in benefit plans that Company makes available to similarly situated employees, subject to the terms of the applicable plan documents and applicable law. Company may amend, replace, or discontinue benefit plans as permitted by law.

Nothing in this Agreement guarantees the availability, level, or duration of any benefit. If this Agreement conflicts with a benefit plan document, the plan document will control.

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5. At-Will Employment

Employee's employment with Company is at will. This means that either Employee or Company may end the employment relationship at any time, with or without notice, and with or without cause, subject to applicable law.

No supervisor, manager, representative, policy, practice, oral statement, or other document may change Employee's at-will status unless the change is set out in a written agreement signed by Employee and of Company.

The at-will relationship does not permit termination or other employment action for an unlawful reason. Nothing in this Agreement limits Employee's rights under applicable laws concerning discrimination, retaliation, wages, leave, workplace safety, protected concerted activity, whistleblowing, or other protected conduct.

6. Company Policies and Standards

Employee agrees to comply with Company's lawful policies, procedures, standards of conduct, security requirements, and workplace rules, as they may be amended from time to time.

Company policies are guidelines for workplace conduct and administration. Unless a policy expressly states otherwise in a written agreement signed by an authorized Company officer, Company policies do not create a contract of employment or change the at-will employment relationship.

7. Confidential Information

During employment, Employee may receive or access non-public information relating to Company, its customers, suppliers, employees, finances, operations, technology, and business plans ("***Confidential Information***").

Employee will use Confidential Information only as necessary to perform assigned duties and will not disclose it to any person or entity except as authorized by Company or required by law. This obligation does not apply to information that is publicly available through no improper act by Employee, lawfully received from another source without a duty of confidentiality, or independently developed without use of Confidential Information.

Nothing in this clause prohibits Employee from reporting possible legal violations, communicating with government agencies, participating in an investigation, or exercising rights protected by applicable law.

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8. Company Property and Records

All Company property provided to Employee remains Company property. Upon Company's request or the end of employment, Employee will promptly return Company property, including devices, keys, records, documents, access credentials, and copies of Company materials, subject to applicable law.

Employee will maintain accurate business records and will not remove, destroy, alter, or conceal Company records except as authorized in the ordinary course of employment.

9. Conflicts of Interest

Employee will promptly disclose any actual or potential conflict between Employee's personal interests and Company's interests. Employee will not engage in outside work or business activities that materially interfere with Employee's duties, misuse Company resources or Confidential Information, or create an unmanageable conflict of interest.

10. Termination of Employment

Either Party may terminate employment in accordance with the At-Will Employment clause. Company may request that Employee provide reasonable notice before resigning, but Employee's failure to provide notice does not alter the at-will relationship.

Upon termination, Company will pay Employee all earned and unpaid wages and reimbursements in accordance with applicable law. Employee will remain responsible for obligations that, by their nature, continue after employment ends, including the Confidential Information and Company Property and Records clauses.

11. Governing Law and Dispute Resolution

This Agreement will be governed by the laws of _____, without regard to rules that would require the application of another jurisdiction's laws.

The Parties will first attempt in good faith to resolve any dispute relating to this Agreement through direct discussion. Nothing in this clause limits either Party's right to seek relief from a government agency or court where such right cannot lawfully be waived.

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12. Entire Agreement

This Agreement states the entire agreement between the Parties concerning Employee's at-will employment status and supersedes prior discussions or understandings on that subject. It does not replace any separate written agreement relating to confidentiality, intellectual property, arbitration, or other employment terms unless that agreement expressly states otherwise.

13. Amendments and Severability

Any amendment to this Agreement must be in writing and signed by Employee and an authorized officer of Company.

If any provision of this Agreement is found unenforceable, the remaining provisions will continue in effect to the fullest extent permitted by law.

14. Acknowledgment

Employee acknowledges that Employee has read and understands this Agreement, has had the opportunity to seek independent advice before signing it, and agrees to its terms voluntarily.

Signatures

Company

Name

Date

Signature

Employee

Name

Date

Signature

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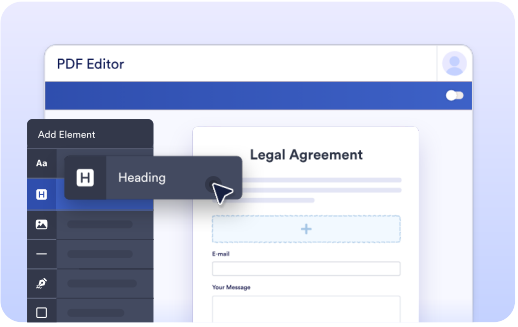
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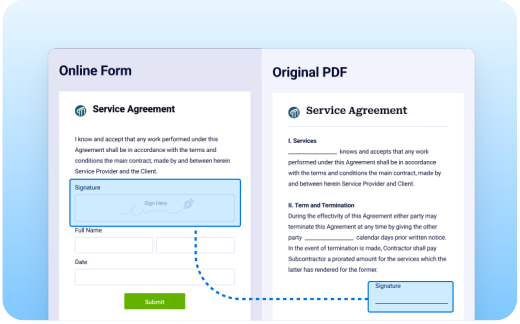
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