

Employment Contract, Florida

This **Employment Contract** ("**Agreement**") is made effective as of _____ ("**Effective Date**")
by and between the following parties:

Company

Employee

1. Recitals

WHEREAS, Company wishes to employ Employee in the position described in this Agreement; and

WHEREAS, Employee wishes to accept employment with Company under the terms stated below.

In consideration of the mutual promises in this Agreement, the parties agree as follows.

2. Position and Duties

Company employs Employee as _____. Employee will report to _____ and will perform the duties reasonably associated with the position, along with other lawful duties assigned by Company.

Employee will devote the time, attention, skill, and effort reasonably necessary to perform the position effectively. Employee will comply with Company's lawful policies, procedures, and workplace rules as amended from time to time.

3. Start Date and At-Will Employment

Employee's employment begins on _____. Employment is at will. Either Company or Employee may end the employment relationship at any time, with or without cause and with or without advance notice, subject to applicable law.

Nothing in this Agreement, any Company policy, or any statement by a Company representative creates employment for a fixed term or limits Company's right to end employment at will, unless a written agreement signed by an authorized Company officer expressly states otherwise.

4. Work Location and Schedule

Employee's primary work location will be _____. Employee's regular work schedule will be _____, subject to operational needs and applicable law.

Company may reasonably change Employee's work location, schedule, reporting relationship, duties, or responsibilities based on business needs. Such changes do not alter the at-will nature of employment.

5. Compensation

Company will pay Employee a salary of _____ per year, payable in accordance with Company's regular payroll practices and subject to required tax withholdings and lawful deductions.

Employee's compensation may be reviewed periodically. Any change to compensation must be communicated by Company in writing and does not change the at-will employment relationship.

6. Benefits and Leave

Employee may participate in Company benefit plans and leave programs for which Employee is eligible, subject to the terms of the applicable plans and policies. Company may amend or discontinue its benefit plans or policies to the extent permitted by law.

This Agreement does not guarantee any particular benefit, bonus, commission, incentive payment, leave entitlement, or continued participation in a benefit plan unless expressly stated in a separate written plan or agreement.

7. Business Expenses

Company will reimburse Employee for reasonable and necessary business expenses incurred while performing authorized duties, provided Employee follows Company's expense-reporting and approval procedures and submits supporting documentation.

8. Confidential Information

During employment, Employee may receive or develop nonpublic information relating to Company, its customers, suppliers, employees, operations, finances, products, services, business plans, or technology (***Confidential Information***).

Employee will use Confidential Information only to perform duties for Company and will not disclose it to any person or entity unless authorized by Company or required by law. This obligation does not apply to information that becomes publicly available through no improper act or omission by Employee.

Employee may report possible legal violations to a government agency or cooperate with a government investigation, as permitted by law.

9. Work Product and Intellectual Property

To the extent permitted by law, all materials, inventions, designs, writings, discoveries, processes, software, documentation, and other work product created by Employee within the scope of employment or using Company resources will be the exclusive property of Company.

Employee will promptly disclose such work product to Company and will sign reasonable documents necessary to confirm Company's ownership rights. Employee retains ownership of materials created entirely outside the scope of employment, without using Company Confidential Information or resources, and that are unrelated to Company's business or anticipated research and development.

10. Conflicts of Interest

Employee will avoid activities that create an actual or apparent conflict between Employee's personal interests and Company's interests. Employee will promptly disclose any potential conflict to Company. Employee may not use Company property, Confidential Information, or work time for personal business activities without prior authorization.

11. Company Property

All Company property, including equipment, records, credentials, files, documents, keys, access cards, and electronically stored information, remains Company property. Employee will protect Company property from loss, damage, unauthorized use, and disclosure.

Upon Company's request or the end of employment, Employee will promptly return all Company property and permanently delete Company Confidential Information from personal devices or accounts, except where retention is required by law.

12. Compliance With Laws and Policies

Employee will perform duties in compliance with applicable laws, professional standards, and Company policies. Employee will promptly report suspected unlawful conduct, fraud, harassment, discrimination, safety concerns, or material policy violations through Company's designated reporting channels.

13. No Authority to Bind Company

Employee may not enter into contracts, make commitments, incur expenses, or otherwise bind Company unless Company gives Employee prior written authorization.

14. Termination

Either party may terminate employment under the At-Will Employment clause. Upon termination, Company will pay Employee all earned and unpaid compensation in accordance with applicable law and Company payroll practices.

Employee's obligations under the Confidential Information, Work Product and Intellectual Property, Company Property, and any provisions that by their nature should continue after employment ends will survive termination.

15. Notices

Any notice required under this Agreement must be in writing and delivered personally, by nationally recognized courier, or by email with confirmation of transmission to the addresses indicated in the first page of this Agreement, or to any updated address provided in writing.

16. Governing Law and Venue

This Agreement is governed by the laws of the State of Florida, without regard to rules that would apply another jurisdiction's laws. Any legal action arising from this Agreement must be brought in the state or federal courts located in _____, Florida, and each party consents to that venue.

17. Entire Agreement

This Agreement contains the entire agreement between the parties regarding Employee's employment and replaces prior discussions, representations, and agreements on that subject. It does not replace any separate written agreement concerning compensation plans, equity awards, benefits, confidentiality, or intellectual property that remains in effect.

18. Amendment, Waiver, and Severability

Any amendment to this Agreement must be in writing and signed by Employee and an authorized Company representative. A waiver is effective only if made in writing and applies only to the specific circumstance stated.

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

19. Assignment and Electronic Signatures

Employee may not assign rights or obligations under this Agreement. Company may assign this Agreement to a successor or affiliate in connection with a merger, acquisition, reorganization, or transfer of substantially all relevant business assets.

The parties may sign this Agreement electronically. Electronic signatures and electronic copies will be treated as originals.

Signatures

By signing below, the parties acknowledge that they have read, understood, and agreed to this Employment Contract.

Company

Name

Date

Signature

Employee

Name

Date

Signature



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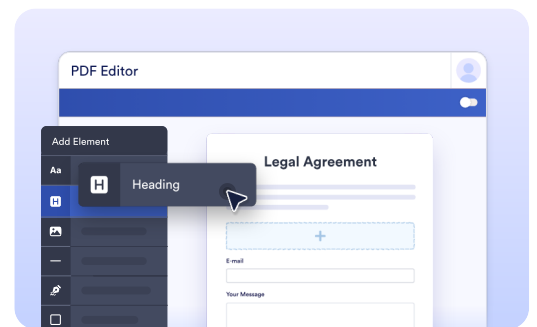
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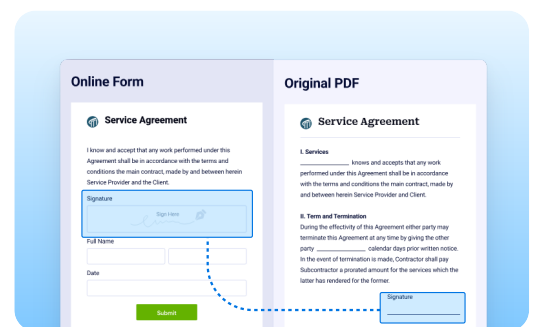
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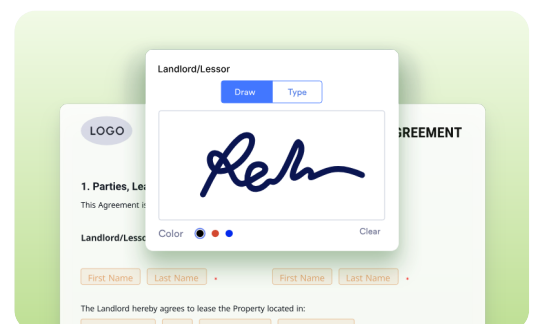
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