

AT-WILL EMPLOYMENT AGREEMENT

This **At-Will Employment Agreement ("Agreement")** is made and entered into on _____ 20 ____ by and between [EmployerName]_____ ("Employer") with mailing address of _____ and [Employee Name]_____ ("Employee"). With a mailing address of _____

NOW THEREFORE, as consideration for the foregoing and other good and valuable considerations, the receipt and sufficiency of which are acknowledged by both parties, the parties hereto agree as follows:

- 1. Employment Relationship.** The Employer hereby employs the Employee and the Employee hereby accepts employment with the Employer, on an at-will basis, meaning that either party may terminate the employment relationship at any time, for any reason or no reason, with or without notice.
- 2. Duties and Responsibilities.** The Employee shall perform the duties and responsibilities assigned by the Employer in a professional and competent manner. The Employee shall devote their full time, attention, and energies to the business of the Employer and shall not engage in any other business activities without the prior written consent of the Employer.
- 3. Compensation.** The Employee shall receive compensation in the amount of [insert amount] per [insert pay period]. The Employer reserves the right to modify the compensation at any time, with or without notice, as it deems necessary.
- 4. Benefits.** The Employee shall be eligible for benefits in accordance with the Employer's policies and procedures. The Employer reserves the right to modify or terminate the benefits at any time, with or without notice, as it deems necessary.
- 5. Confidential Information.** The Employee shall not, during or after their employment, disclose or use for their own benefit or the benefit of any other person or entity, any confidential or proprietary information of the Employer, including but not limited to trade secrets, customer lists, pricing information, and marketing strategies.
- 6. Termination.** Either party may terminate the employment relationship at any time, with or without cause, and with or without notice. Upon termination, the Employee shall return all property belonging to the Employer, including but not limited to keys, files, documents, and equipment.
- 7. Non-Competition.** The Employee shall not, for a period of [insert duration] following the termination of their employment, directly or indirectly engage in any business that competes with the business of the Employer within [insert geographic area].

8. **Intellectual Property.** Any intellectual property created by the Employee during their employment with the Employer shall be the property of the Employer. The Employee hereby assigns all right, title, and interest in any such intellectual property to the Employer and agrees to execute any documents necessary to effectuate such assignment.
9. **Severability.** If any provision of this Agreement is held to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.
10. **Non-Disclosure.** The Employee agrees to keep confidential all information regarding the business, operations, finances, or affairs of the Employer, including but not limited to trade secrets, customer lists, pricing information, and marketing strategies. The Employee shall not disclose such information to any third party without the prior written consent of the Employer.
11. **Non-Solicitation.** The Employee shall not, for a period of [insert duration] following the termination of their employment, directly or indirectly solicit or attempt to solicit any employee, contractor, or consultant of the Employer to terminate their relationship with the Employer.
12. **Non-Disparagement.** The Employee agrees not to make any statements, written or oral, that disparage or reflect negatively on the Employer, its officers, directors, employees, or agents.
13. **Survival.** The provisions of this Agreement that by their nature should survive termination of employment, including but not limited to the provisions regarding confidentiality, non-competition, and intellectual property, shall survive such termination.
14. **Notice.** Any notice required or permitted to be given under this Agreement shall be in writing and shall be deemed given when delivered in person, by overnight courier, or by certified mail, return receipt requested, to the addresses set forth below:

If to the Employer:

If to the Employee:

Either party may change its address for notice by giving written notice of such change to the other party.

17. **Amendment.** This Agreement may be amended or modified only in writing executed by both parties.

18. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of _____.

19. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties and supersedes all prior agreements and understandings, whether written or oral, relating to the subject matter of this Agreement.

IN WITNESS WHEREOF, the parties have executed this At-Will Employment Agreement as of the date first above written.

Employee Signature: _____

Name: _____

Date: _____

Employer Signature: _____

Name: _____

Title: _____ **Date:** _____