

# AT-WILL EMPLOYMENT CONTRACT

**State of [Jurisdiction]**

**County of [name of county]**

This At-Will Employment Contract (the “Agreement”) is made by and between [name of employee] (“Employee”) and [name of employer] (“Employer”). This Agreement is made on [date of agreement].

In consideration of the promises and of the mutual covenants and agreements contained in this Agreement, the parties hereby agree as follows:

**EMPLOYER:**

[Employer Name]

[Employer Address]

[City, State, Zip Code]

and

**EMPLOYEE:**

[Employee Name]

[Employee Address]

[City, State, Zip Code]

(collectively referred to as "the Parties").

## **1. EMPLOYMENT TERMS**

### **1.1 Position and Duties:**

The Employer agrees to employ the Employee in the position of [Job Title]. The Employee's primary duties and responsibilities will include:

## **[Job Duties and Responsibilities].**

### **1.2 Compensation:**

The Employee will be compensated according to the following terms:

- Base Salary: \$[Base Salary] per [hour/week/month/year].
- Additional Compensation: [If applicable, describe additional compensation, e.g., bonuses, commissions].
- Benefits: The Employee may be eligible for the benefits outlined in the Employer's benefits package.

### **1.3 Work Hours:**

The standard work hours are *[Specify standard work hours]*. Overtime may be required as needed.

### **1.4 Location of Employment:**

The Employee's primary workplace will be located at *[Work Location]*. The Employee may be required to travel for work-related purposes.

## **2. EMPLOYMENT STATUS**

### **2.1 At-Will Employment:**

The employment relationship between the Parties is "At-Will." This means that either the Employee or the Employer may terminate the employment relationship at any time, with or without cause, and with or without notice.

### **2.2 Termination:**

In the event of termination, the Employee will be entitled only to compensation earned up to the date of termination.

## **3. CONFIDENTIALITY AND NON-COMPETE**

### **3.1 Confidentiality:**

The Employee agrees not to disclose or use any confidential information, trade secrets, or proprietary information of the Employer during or after employment.

### **3.2 Non-Compete:**

During the term of employment and for a period of *[Specify Duration, e.g., 12 months]* following termination, the Employee agrees not to engage in any business activities that directly compete with the Employer within *[Specify Geographic Area]*.

## **4. GOVERNING LAW**

### **4.1 Jurisdiction:**

This Agreement is governed by the laws of [State or Jurisdiction], and any disputes or legal actions arising from this Agreement will be subject to the jurisdiction of the state and federal courts of *[County, State]*.

## **5. ENTIRE AGREEMENT**

### **5.1 Entire Agreement:**

This Agreement constitutes the entire understanding between the Parties and supersedes all prior agreements, representations, and understandings.

**IN WITNESS WHEREOF**, The undersigned parties accept and agree on [date of agreement], that they hereby acknowledge that they have read and understood this Agreement and its Annexes and that they execute this legal document voluntarily and at their own expense.

---

[Name of employer]

---

[Name of employee]