

CALIFORNIA EMPLOYMENT AGREEMENT

Employer Name: _____

Employer Address: _____

Employee Name: _____

Employee Address: _____

1. Position and Duties

Employer hereby employs Employee as _____. Employee agrees to perform the duties and responsibilities customary to such position and any other duties reasonably assigned by Employer. Employee agrees to devote full working time and best efforts to the performance of Employee's duties.

2. At-Will Employment

Employee's employment with Employer is at-will. Either Employee or Employer may terminate the employment relationship at any time, with or without cause or advance notice. Nothing in this Agreement shall be construed to guarantee employment for any specific duration.

3. Compensation

Employer shall pay Employee a salary of \$_____ per _____ (hour, week, month, year), payable in accordance with Employer's regular payroll practices. Employee shall be eligible for such bonuses or raises as Employer may determine in its sole discretion.

4. Work Schedule

Employee's normal work hours shall be from _____ to _____ on _____ (days of week), totaling approximately _____ hours per week. Employer may require additional hours as necessary.

5. Benefits

Employee shall be eligible to participate in Employer's benefit plans, including but not limited to health insurance, retirement plans, and paid time off, subject to the terms and conditions of such plans and Employer's policies.

6. Confidentiality

Employee agrees that, during and after employment, Employee shall not use or disclose any confidential or proprietary information of Employer or its clients, except as necessary in the course of employment or as required by law. Confidential information includes but is not limited to trade secrets, client lists, financial information, and business strategies.

7. Non-Competition and Non-Solicitation

During employment and for a period of one (1) year after termination, Employee shall not directly or indirectly engage in any business competitive with Employer within the State of California. Employee shall not solicit Employer's clients or employees to terminate their relationship with Employer during this period.

8. Intellectual Property

Employee agrees that all inventions, improvements, developments, or works of authorship conceived or made by Employee during employment related to Employer's business shall be the exclusive property of Employer. Employee hereby assigns all rights in such intellectual property to Employer.

9. Compliance with Laws and Policies

Employee agrees to comply with all federal, state, and local laws applicable to Employee's employment and to abide by all Employer policies and procedures as may be adopted and amended from time to time.

10. Termination

Upon termination of employment, Employee shall promptly return all Employer property and confidential information. Employer may withhold final wages to the extent permitted by law to offset any outstanding obligations or property not returned.

11. Governing Law and Venue

This Agreement shall be governed by and construed in accordance with the laws of the State of California, without regard to conflicts of law principles. Any legal action arising out of or relating to this Agreement shall be brought exclusively in the state or federal courts located in the County of _____, California.

12. Arbitration

Any dispute, claim, or controversy arising out of or relating to this Agreement or the breach, termination, enforcement, interpretation, or validity thereof shall be resolved by binding arbitration in accordance with the rules of the American Arbitration Association. Judgment on the arbitrator's award may be entered in any court having jurisdiction.

13. Entire Agreement

This Agreement contains the entire agreement between Employer and Employee concerning the subject matter hereof and supersedes all prior agreements, understandings, and negotiations, whether written or oral. Any amendments must be in writing and signed by both parties.

14. Severability

If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect, and the invalid provision shall be replaced with a valid provision reflecting the parties' original intent as closely as possible.

15. Waiver

No waiver of any breach or default hereunder shall be deemed a waiver of any preceding or subsequent breach or default. No failure or delay by either party in exercising any right shall operate as a waiver thereof.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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