

LANCE CHEF EMPLOYMENT AGREEMENT

Location: _____ Effective Date: _____

Parties:

Employer Name: _____

Employer Address: _____

Employee Name (Lance Chef): _____

Employee Address: _____

Recitals:

WHEREAS, Employer operates a culinary and catering business requiring the services of a Lance Chef; and
WHEREAS, Employee desires to be employed by Employer under the terms set forth herein; NOW, THEREFORE, in consideration of the mutual covenants and promises contained in this Agreement, the parties agree as follows:

Section 1 – Employment and Duties

Employer hereby employs Employee as Lance Chef. Employee agrees to diligently perform the culinary and kitchen duties as assigned by Employer including food preparation, recipe development, inventory management, and compliance with health and safety regulations. Employee shall report directly to the Head Chef or Employer's designated supervisor.

Section 2 – Term of Employment

The employment relationship shall commence upon the Effective Date and shall continue until terminated by either party in accordance with this Agreement.

Section 3 – Compensation

Employer shall pay Employee a wage of \$_____ per hour/week/month, payable in accordance with Employer's regular payroll procedures. Employee shall be eligible for bonuses or incentives solely at Employer's discretion.

Section 4 – Work Schedule

Employee's work schedule shall be as mutually agreed but may require flexibility, including evenings, weekends, and holidays, as business needs dictate.

Section 5 – Benefits and Leave

Employee may be entitled to benefits as established by Employer's policies or applicable law, including paid time off, sick leave, and holidays. Employer reserves the right to modify benefits at any time.

Section 6 – Confidentiality

Employee agrees to maintain the confidentiality of all proprietary, trade secret, client, and operational information obtained during employment and not to disclose such information during or after the term of employment.

Section 7 – Non-Competition and Non-Solicitation

During employment and for a period of 12 months thereafter, Employee shall not engage in any competing business within a 50-mile radius of Employer's principal place of business, nor solicit Employer's clients or employees.

Section 8 – Termination

Either party may terminate this Agreement at any time with or without cause by providing written notice of termination. Employer may terminate without notice for cause, including but not limited to breach of duties, misconduct, or violation of policies.

Section 9 – Return of Property

Upon termination, Employee shall return all Employer property, including keys, documents, recipes, and equipment.

Section 10 – Compliance with Laws

Employee agrees to comply with all applicable federal, state, and local laws and regulations governing food safety, workplace safety, and employment.

Section 11 – Dispute Resolution

Any disputes arising out of or relating to this Agreement shall be resolved first through good faith negotiations. If unresolved, parties agree to mediation followed by binding arbitration in accordance with the rules of the American Arbitration Association.

Section 12 – Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of _____, without regard to its conflict of laws principles.

Section 13 – Entire Agreement

This Agreement constitutes the entire agreement between the parties and supersedes all prior agreements or understandings relating to the subject matter.

Section 14 – Amendments

Any amendment or modification of this Agreement must be in writing and signed by both parties.

Section 15 – Severability

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall remain in full force and effect.

Section 16 – Waiver

Failure or delay by either party to enforce any provision of this Agreement shall not constitute a waiver of that or any other provision.

Section 17 – Notices

All notices under this Agreement shall be in writing and deemed delivered when personally delivered, sent by certified mail, or by nationally recognized overnight courier to the addresses set forth above.

Section 18 – Counterparts and Electronic Signatures

This Agreement may be executed in counterparts, including by electronic signature, each of which shall be deemed an original and together shall constitute one agreement.

Section 19 – Independent Contractor Status

Employee acknowledges that they are an employee of Employer and nothing in this Agreement shall be construed as creating an independent contractor relationship.

Section 20 – Headings

Headings used in this Agreement are for convenience only and shall not affect its interpretation.

EMPLOYER SIGNATURE

EMPLOYEE SIGNATURE

Signature: _____

Signature: _____

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