Employment Contract

This Agreement is made effective as of the 1st day of May, 2024, between: **Good Software Inc.** (hereinafter referred to as "Employer"), located at 123 Main Street, Cityville, State, 1234 54X, and **John Doe** (hereinafter referred to as "Employee"), residing at 456 Elm Street, Townsville, State, 1234 20Y.

Position: Software Developer

Team: Wise App

Terms and Conditions

Probation Period

The Employee will undergo a probationary period of 3 months, starting from the commencement of employment, during which either party may terminate the employment with one week's notice.

Duration of Contract

This contract shall be effective from the 1st day of May, 2024, and shall continue until terminated by either party in accordance with the terms herein.

Working Hours

The Employee's working hours shall be flexible, with a total of **40 hours per week**. However, the Employee agrees to coordinate their working hours with the needs of the team and participate in team rituals as required by the project and team leads. This may include but is not limited to stand-up meetings, sprint planning, and retrospectives. The Employee shall work closely with their team members and supervisors to ensure effective collaboration and timely completion of project tasks.

Remote Work

The Employee may be permitted to work remotely on a case-by-case basis, subject to approval by their supervisor. The terms and conditions for remote work, including communication protocols and expectations, shall be established by the Employer and communicated to the Employee as needed.

Salary & Bonus

The Employee shall receive a monthly salary of $5,000, payable on the last working day of each month via direct deposit. In addition to the base salary, the Employee shall be eligible for a performance-based bonus, to be determined by the Employer at the end of each fiscal year, based on individual and company performance metrics. The bonus amount and criteria for eligibility shall be communicated to the Employee at the discretion of the Employer.

Benefits

1. **Health Insurance:** The Employer shall provide health insurance coverage for the Employee and their eligible dependents.
2. **Vacation Leave:** The Employee shall be entitled to 15 days of paid vacation leave per year.
3. **Sick Leave:** The Employee shall be entitled to 10 days of paid sick leave per year.
4. **Other Benefits:** The Employee shall be eligible for any other benefits offered to full-time employees of Good Software Inc. as per company policy.
5. **Education Benefit:** The Employee shall be eligible for an education benefit to invest in courses, workshops, or conventions related to their professional development. The specifics of this benefit, including reimbursement procedures and eligibility criteria, shall be communicated to the Employee by the Employer.
6. **Transport Bonus:** The Employee shall receive a transport bonus to commute to the office using public transportation. The amount and distribution of this bonus shall be communicated to the Employee by the Employer.

Confidentiality

During the term of employment and thereafter, the Employee shall not disclose any confidential information, including but not limited to proprietary software, trade secrets, or client information, to any third party.

Intellectual Property

Any intellectual property created by the Employee during the course of employment shall belong to Good Software Inc.

Termination

Either party may terminate this agreement with 2 weeks' notice in writing.

Governing Law

This agreement shall be governed by and construed in accordance with the laws of the State of California.

Entire Agreement

This agreement constitutes the entire understanding between the parties and supersedes all prior agreements and understandings, whether oral or written, relating to the subject matter herein.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

_____

City, Date

_____

City, Date

_____

John Doe

_____
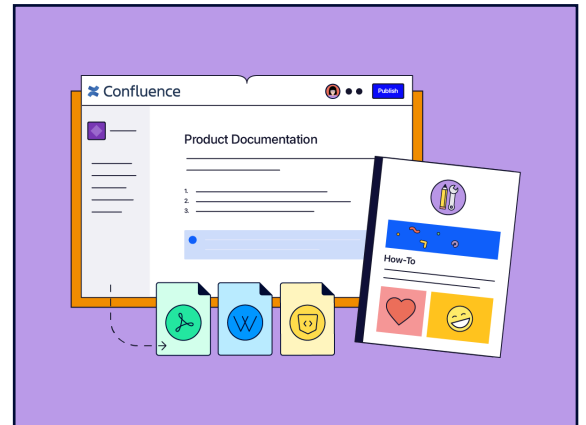
Maggie Gutierrez

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