

# FIXED TERM EMPLOYMENT CONTRACT

## FIXED-TERM EMPLOYMENT AGREEMENT

This Fixed-Term Employment Agreement (this "Agreement") is entered into as of (the "Effective Date"), by and between [EMPLOYER NAME], a Corporation located at [EMPLOYER S BUSINESS ADDRESS] (the "Employer"), and [EMPLOYEE NAME], residing at [EMPLOYEE S RESIDENTIAL ADDRESS] (the "Employee").

### 1. Position and Duties

**Position.** Employer employs Employee as [JOB TITLE]. **Duties:** [DUTIES AND RESPONSIBILITIES]

**Work location.** On-site at Employer's offices.

**Expected schedule.** Approximately 40 hours per week.

### 2. Fixed Term

**Fixed term.** The employment term commences on the Effective Date and ends on \*\*\*\* (the "Term"), unless earlier terminated per this Agreement. The Parties may renew by mutual written agreement. If Employer terminates without cause before the end of the Term, Employer shall pay Employee the greater of (i) the severance specified in Section 8 or (ii) base salary through the scheduled end date.

**No automatic renewal.** Absent written extension, this Agreement terminates on with no continuing employment relationship. If Employee continues working past the Term without a signed extension, employment becomes at-will.

### 3. Compensation

**Base salary.** \$0.00 annually (zero dollars and 00/100), paid Biweekly, less withholdings.

**Exempt classification.** Exempt under 29 C.F.R. Part 541; no overtime.

### 4. Benefits

**Benefits during Term.** Employee is eligible for plans offered to similarly situated fixed-term employees:

- Health, dental, vision;
- PTO — 15 days/year prorated to Term;
- 401(k)/retirement plan;

## 5. Confidentiality and IP

**Confidentiality.** Employee shall hold Confidential Information in strict confidence, use it only for Employer's benefit, and return or destroy it on termination. Survives indefinitely for trade secrets and 5 years for other Confidential Information. **DTSA Immunity (18 U.S.C. §1833(b)):** disclosure to government officials or attorneys for reporting suspected violations is protected. **Protected activity:** nothing prohibits filing charges with EEOC, NLRB, SEC, OSHA, or other agencies.

**IP assignment.** All Work Product created during the Term within Employee's duties, using Employer resources, or relating to Employer's business is Employer's sole property. To the extent not automatic, Employee hereby assigns all such IP to Employer. Prior IP identified in writing before the Effective Date is excluded.

## 6. Restrictive Covenants

**Non-solicitation.** 12 months post-Term.

## 7. Expenses

Reimbursement per Employer policy and 26 U.S.C. §62(c).

## 8. Termination

**Cause.** Employer may terminate immediately for (a) material breach uncured after 30 days' notice; (b) gross misconduct, fraud, or dishonesty; (c) felony conviction; (d) willful failure to perform; (e) policy violation.

**Resignation.** 14 days' written notice.

**Early termination by Employer without Cause.** Employer shall pay base salary through the scheduled end date as liquidated damages (or, if greater, the Section 8 severance below).

**Final pay.** Next regular payday or sooner as required by state law.

## 9. Dispute Resolution

**Governing law.** [STATE]. Mandatory [STATE] protections apply where non-waivable. **Venue.** [VENUE CITY], [STATE].

## 10. Compliance

**EEO.** Title VII, ADEA, ADA, PDA, state FEHA. **I-9** within 3 business days.

## 11. General

Entire agreement; amendments in writing; severability; assignment by Employer to successor; counterparts and electronic signatures under ESIGN/UETA; Sections 5–11 survive.

### Signatures

#### Employer

\_\_\_\_\_ PRINTED NAME

\_\_\_\_\_ SIGNATURE

\_\_\_\_\_ DATE

#### Employee

\_\_\_\_\_ PRINTED NAME

\_\_\_\_\_ SIGNATURE

\_\_\_\_\_ DATE