

TEMPORARY EMPLOYMENT CONTRACT

TEMPORARY EMPLOYMENT AGREEMENT

This Temporary Employment Agreement is entered into as of between [EMPLOYER NAME], a Corporation at [EMPLOYER S BUSINESS ADDRESS] ("Employer"), and [EMPLOYEE NAME], residing at [EMPLOYEE S RESIDENTIAL ADDRESS] ("Employee").

Recitals. Employer has a temporary or seasonal business need and desires to engage Employee on a temporary basis ending on .

1. Temporary Engagement

Temporary engagement. Employee's employment is temporary and shall end on ****, unless earlier terminated. Employee acknowledges there is no expectation of continued employment after the end date. Temporary status does not exempt Employee from FLSA minimum wage and overtime protections, workers' compensation, or anti-discrimination laws.

Position. [JOB TITLE].

Duties. [DUTIES AND RESPONSIBILITIES]

Work location. On-site.

Expected hours. Approximately 40 hours/week.

2. Compensation

Salary. \$0.00 annually (prorated to Term), paid Biweekly.

Exempt classification (unlikely for most temp roles).

3. Limited Benefits

Temporary Employees are generally not eligible for Employer benefits except as required by law. Employer provides:

- Workers' compensation coverage (mandatory);
- Unemployment insurance (mandatory);
- Anti-discrimination protections (Title VII, ADA, ADEA, state FEHA).

4. Confidentiality and IP

Confidentiality with DTSA §1833(b) immunity and protected-activity carve-out. Survives termination.
IP assignment. All Work Product created during engagement is Employer's property.

5. Restrictive Covenants

Non-solicitation 12 months.

6. Termination

End of Term. Employment terminates automatically on . **Early termination.** Either Party may terminate earlier with or without cause; 14 days' resignation notice requested. Employee shall return all property.

Final pay on next regular payday.

7. Dispute Resolution

Governing law: [STATE]. Venue [VENUE CITY].

8. Compliance

EEO. I-9.

9. General

Entire agreement; written amendments; severability; successor assignment; ESIGN/UETA; survival of Sections 4, 5, 7, 8, 9.

Signatures

Employer

PRINTED NAME

SIGNATURE

DATE

Employee

PRINTED NAME

SIGNATURE

DATE
