

DIRECT HIRE AGREEMENT

Location: _____ Effective Date: _____

Parties:

Employer Name: _____

Employer Address: _____

Employee Name: _____

Employee Address: _____

1. Position and Duties

Employer hereby employs Employee as a direct hire in the position agreed between the parties. Employee agrees to perform the duties and responsibilities customary to such position and any other tasks reasonably assigned by Employer, in accordance with Employer's policies and applicable laws.

2. Employment Status; At-Will

Unless otherwise agreed in writing, the employment relationship is at-will, meaning that either Employer or Employee may terminate the employment at any time, with or without cause or notice, subject to applicable law.

3. Compensation

Employee shall be compensated at the agreed rate, paid in accordance with Employer's standard payroll practices and subject to required withholding and deductions. Compensation details, including salary, bonuses, and benefits, shall be set forth in a separate written agreement or addendum if applicable.

4. Work Schedule and Location

Employee's regular work schedule and location shall be as mutually agreed. Employer reserves the right to make reasonable changes to work hours and location with prior notice, subject to applicable law.

5. Confidentiality

Employee agrees to maintain the confidentiality of any proprietary or confidential information obtained during employment and not to disclose such information except as authorized or required by law.

6. Non-Competition and Non-Solicitation

During employment and for a period following termination as permitted by law, Employee shall not engage in any business or activity competitive with Employer, nor solicit Employer's clients, customers, or employees, to the extent enforceable under applicable law.

7. Intellectual Property

All works, inventions, developments, or discoveries made by Employee during the term of employment that relate to Employer's business or actual or anticipated research and development shall be the sole property of Employer.

8. Compliance with Policies and Laws

Employee agrees to comply with all lawful policies, procedures, and rules established by Employer and all applicable federal, state, and local laws, regulations, and ordinances.

9. Termination

Either party may terminate this Agreement at any time. Upon termination, Employee shall return all Employer property and confidential information. Final pay shall be made in accordance with applicable law.

10. Severability

If any provision of this Agreement is determined to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect, and the invalid provision shall be replaced by a valid provision that most nearly reflects the parties' intent.

11. Governing Law and Venue

This Agreement shall be governed by and construed in accordance with the laws of the State of _____ without regard to its conflict of law principles. The parties consent to the exclusive jurisdiction and venue of the state and federal courts located in _____ County, _____.

12. Entire Agreement

This Agreement constitutes the entire agreement between the parties regarding the subject matter hereof and supersedes all prior or contemporaneous oral or written agreements. Any amendments or modifications must be in writing and signed by both parties.

13. Acknowledgment of Understanding

Employee acknowledges having read and understood this Agreement, had the opportunity to seek independent legal counsel, and agrees to be bound by its terms.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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