

AT-WILL EMPLOYMENT AGREEMENT

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This At-Will Employment Agreement (this "**Agreement**") is entered into as of [EFFECTIVE DATE] (the "**Effective Date**") by and between:

[COMPANY LEGAL NAME], a [STATE] [ENTITY TYPE] with its principal place of business at [COMPANY ADDRESS] (the "**Company**"); and

[EMPLOYEE FULL NAME], an individual residing at [EMPLOYEE ADDRESS] (the "**Employee**").

The Company and the Employee are each a "**Party**" and together the "**Parties**."

Recitals. The Company wishes to employ the Employee, and the Employee wishes to accept employment, on an at-will basis. The Parties intend this Agreement to confirm the at-will nature of the relationship and the basic terms of employment, while preserving each Party's right to end the relationship at any time. In consideration of the mutual promises below, the Parties agree as follows.

1. Position and Duties

1.1 Position. The Company employs the Employee as [JOB TITLE], reporting to [MANAGER NAME / TITLE].

1.2 Duties. The Employee will perform the duties customary to the position and other duties reasonably assigned by the Company, will devote appropriate working time and effort to those duties, and will perform them faithfully and competently.

1.3 Policies. The Employee will comply with the Company's lawful policies, procedures, and reasonable instructions, as they may change from time to time.

1.4 Work schedule and location. The Employee's regular schedule is [HOURS / SCHEDULE] and primary work location is [LOCATION / REMOTE], subject to reasonable changes by the Company.

2. At-Will Employment

2.1 At-will relationship. Unless applicable law provides otherwise, the Employee's employment is at will. Either the Employee or the Company may terminate the employment relationship at any time, for any lawful reason or no reason, with or without cause, and with or without advance notice.

2.2 No fixed term. This Agreement does not create a contract of employment for any fixed or guaranteed period. No statement, policy, practice, or course of conduct alters the at-will relationship.

2.3 Modification of at-will status. The at-will nature of employment can be changed only by a written agreement that expressly states the intent to do so and is signed by [an authorized officer of the Company].

2.4 Notice courtesy. While not required, the Parties may give [NUMBER] days' notice of resignation or termination as a professional courtesy where circumstances permit.

3. Compensation

3.1 **Pay.** The Company will pay the Employee **[\$AMOUNT per year / \$RATE per hour]**, payable on the Company's standard payroll schedule and subject to all applicable withholdings and deductions required by law.

3.2 **Classification.** The position is classified as **[EXEMPT / NON-EXEMPT]** and **[FULL-TIME / PART-TIME]** under applicable wage-and-hour law.

3.3 **Overtime.** If the position is non-exempt, the Employee is eligible for overtime pay for hours worked beyond the legal threshold, at the rate required by applicable law.

3.4 **Pay changes.** The Company may adjust the Employee's compensation prospectively. No raise is promised by this Agreement.

4. Benefits and Time Off

4.1 **Benefits.** The Employee may be eligible to participate in the Company's benefit plans, subject to each plan's eligibility rules and terms, which may change.

4.2 **Paid time off.** The Employee will accrue or receive paid time off in accordance with Company policy and applicable law.

4.3 **No vested rights beyond law.** Except as required by applicable law or plan terms, this Agreement does not create vested benefit rights.

5. Confidentiality and Property

5.1 **Confidential Information.** "Confidential Information" means the Company's non-public, proprietary, or trade-secret information that the Employee accesses or develops during employment.

5.2 **Obligations.** The Employee will use Confidential Information only to perform the duties, will keep it confidential during and after employment, and will not disclose it except as authorized by the Company or required by law.

5.3 **Company property.** All Company property, including documents, devices, and data, remains the Company's property and must be returned on termination or on request.

5.4 **Protected activity.** Nothing in this Agreement prohibits the Employee from reporting suspected legal violations to a government agency, participating in a government investigation, or engaging in other legally protected activity.

6. Inventions and Work Product

6.1 **Assignment.** The Employee assigns to the Company all right, title, and interest in inventions and works of authorship created within the scope of employment or using Company resources or Confidential Information.

6.2 **Statutory carve-out.** This Section does not require assignment of any invention to the extent assignment is prohibited by applicable state law governing inventions an employee develops entirely on their own time without using Company resources.

6.3 **Cooperation.** The Employee will sign documents and take reasonable steps the Company requests to perfect its rights in such inventions, at the Company's expense.

7. Conditions and Compliance

7.1 **Work authorization.** Continued employment is conditioned on the Employee maintaining legal authorization to work in [COUNTRY] and providing required documentation.

7.2 **Accuracy of information.** The Employee represents that information provided to the Company during hiring is accurate. Material misrepresentation may be grounds for termination.

7.3 **Compliance with law.** The Employee will comply with applicable laws and the Company's lawful policies in performing the duties.

8. General Provisions

8.1 **Governing law and venue.** This Agreement is governed by the laws of the State of [STATE], without regard to its conflict-of-laws rules. The Parties submit to the jurisdiction of the courts located in [COUNTY, STATE].

8.2 **Entire agreement; amendment.** This Agreement, together with the policies and agreements it references, is the entire agreement on its subject and supersedes prior statements. It may be amended only by a writing signed by the Employee and an authorized Company representative.

8.3 **Severability and waiver.** If any provision is unenforceable, the rest remains in effect. A Party's failure to enforce a provision is not a waiver.

8.4 **Assignment.** The Company may assign this Agreement to a successor. The Employee may not assign it.

8.5 **Counterparts and electronic signature.** This Agreement may be signed in counterparts and by electronic signature, each of which is an original and all of which together form one agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

COMPANY	EMPLOYEE
Signature: _____	Signature: _____
Printed name: [NAME]	Printed name: [EMPLOYEE NAME]
Title: [TITLE]	Title: N/A
Date: _____	Date: _____

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