

Employment Contract — State of Montana

State of Montana

Job Title: _____

Base Compensation: _____ (Hourly)

Employment Term: Fixed Term

Confidentiality: No

PARTIES & POSITION APPOINTMENT

This Employment Contract ("Agreement") is made and entered into as of the date of signing, by and between _____ ("Employer"), and _____, residing at _____ ("Employee"). Employer hereby employs Employee in the position of _____. Employee accepts such employment and agrees to perform the duties and responsibilities customary to this role and assigned by Employer.

TERM OF EMPLOYMENT & TERMINATION

TERM OF EMPLOYMENT (FIXED-TERM): The employment relationship shall begin on the date of execution and shall continue for a fixed term until _____, unless terminated earlier by either party upon 14 days' written notice.

COMPENSATION & PAYMENT DETAILS

COMPENSATION & PAYDAY SCHEDULE: Employer shall pay Employee a hourly wage of _____ per hour (non-exempt status) as compensation for services. Wages shall be paid on a biweekly basis on designated regular paydays, subject to all standard state and federal tax withholdings. Employer shall furnish to Employee on each regular payday an itemized written statement detailing gross wages earned, all deductions, net wages, and applicable pay rates in compliance with state wage payment and collection laws.

CONFIDENTIALITY & INTELLECTUAL PROPERTY

CONFIDENTIALITY: Employee shall protect proprietary company information and respect standard corporate policies regarding confidentiality.

RESTRICTIVE COVENANTS

NON-COMPETE COVENANT: No non-compete covenant is included in this Agreement. Employee remains free to pursue competitive employment upon termination of this relationship.

NON-SOLICITATION: No non-solicitation covenant is included in this Agreement.

GOVERNING LAW

GOVERNING LAW & JURISDICTION: This Agreement shall be governed by, and construed in accordance with, the laws of the State of Montana. Any disputes arising under this Agreement shall be litigated or arbitrated in the courts of Montana.

This Agreement constitutes the entire agreement between the parties regarding the employment relationship and overrides all prior oral or written agreements.

STATE-REQUIRED PROVISIONS

MONTANA WRONGFUL DISCHARGE FROM EMPLOYMENT ACT (MONT. CODE ANN. § 39-2-901 ET SEQ.): FOLLOWING COMPLETION OF THE PROBATIONARY PERIOD, AN EMPLOYEE MAY NOT BE DISCHARGED WITHOUT GOOD CAUSE. WAGES MUST BE PAID AT REGULAR INTERVALS NOT TO EXCEED 16 DAYS (MONT. CODE ANN. § 39-3-204).

SIGNATURES

Signature

Employer: _____

Date: _____

Signature

Employee: _____

Date: _____