**Employment Contract**

This Employment Contract ("Agreement") is made and entered into as of [Date], by and between *Orion Solutions Ltd.* ("Employer"), with its principal office at 123 Innovation Road, Los Angeles, CA, and *John Doe* ("Employee"), residing at [Employee Address], for the position of *Senior Software Developer* (the “Position”).

**1. Term of Employment**

This Agreement shall commence on [Start Date] and continue indefinitely unless terminated by either party in accordance with the terms outlined herein. For fixed-term agreements, the contract may be renewed upon mutual consent unless otherwise terminated.

**2. Duties and Responsibilities**

The Employee shall perform the duties specified in the attached job description (Exhibit A), which is incorporated by reference. The Employee agrees to diligently perform such duties to the best of their abilities, ensuring that all work is performed in compliance with company policies and applicable laws.

**3. Reporting Structure**

The Employee shall report directly to the *Director of Engineering*, or another designated supervisor as communicated by the Employer.

**4. Compensation and Benefits**

**4.1 Salary**

The Employee shall receive an annual salary of *$100,000* (gross), paid in equal bi-weekly installments. Any future salary adjustments shall be determined through performance reviews or as agreed upon during employment.

**4.2 Group Insurance**

The Employee will be enrolled in the Employer’s group insurance program, including health, dental, and vision coverage. Details of the plan are provided in the accompanying policy documents. The Employee may elect to receive a cash equivalent of 5% of the salary in lieu of insurance benefits.

**4.3 Retirement Benefits**

The Employer agrees to contribute 4% of the Employee's annual salary to the *Orion Retirement Savings Plan*.

**4.4 Additional Benefits**

The Employee is entitled to the following additional benefits:

* Flexible working hours
* Remote work options (subject to company policy)
* Professional development allowances

**4.5 Pay Schedule**

The Employee shall be paid on a bi-weekly basis via direct deposit into a designated bank account.

**5. Expense Reimbursement**

The Employer agrees to reimburse the Employee for all reasonable, pre-approved business expenses, including travel, incurred in the course of performing duties. Expense reports must be submitted to and approved by the *Finance Manager* within 30 days of the incurred expense.

**6. Work Hours and Overtime**

The Employee's standard working hours shall be 40 hours per week, typically Monday to Friday, between 9:00 AM and 5:00 PM. Any overtime work must be pre-approved by the Employee’s supervisor and will be compensated in accordance with applicable labor laws.

**7. Leave Entitlements**

**7.1 Annual Leave**

The Employee is entitled to the following vacation leave based on years of service:

| **Years of Service** | **Annual Leave Entitlement** |
| --- | --- |
| 0 - 3 years | 15 days |
| 4 - 6 years | 20 days |
| 7+ years | 25 days |

**7.2 Other Leave**

In addition to annual leave, the Employee is entitled to sick leave, personal leave, and any statutory leave in accordance with company policy and applicable law.

**8. Performance Reviews**

The Employee’s performance will be formally reviewed on an annual basis by their supervisor. Performance evaluations will consider work quality, teamwork, punctuality, and any additional criteria specified by the Employer.

**9. Dispute Resolution**

Any disputes arising under or related to this Agreement shall be resolved by mediation or arbitration in accordance with the laws of the State of California.

**10. Termination of Employment**

**10.1 By the Employer**

The Employer may terminate this Agreement for cause at any time, effective immediately upon written notice, in the event of gross misconduct or violation of company policies. In the case of termination without cause, the Employer shall provide the Employee with four (4) weeks’ written notice or payment in lieu of notice.

**10.2 By the Employee**

The Employee may resign from their position by providing the Employer with four (4) weeks’ written notice. Failure to provide adequate notice may result in forfeiture of any severance or benefit entitlements.

**11. Confidentiality and Non-Disclosure**

The Employee agrees not to disclose any confidential information obtained during the course of employment to any third party, both during and after employment, unless expressly authorized in writing by the Employer.

**12. Intellectual Property**

Any work product, invention, or intellectual property created by the Employee during the term of employment shall be the exclusive property of the Employer, subject to applicable laws and any separate agreements in place.

**13. Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of the State of California.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

**Employer: Orion Solutions Ltd.**
By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Name: [Employer’s Representative]
Title: [Title]
Date: [Date]

**Employee: John Doe**
By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Date: [Date]