

# EMPLOYMENT AGREEMENT

**DATE:** [Date]

**BETWEEN:** [Company Name] (the "Company")

**AND:** [Executive Name] (the "Executive")

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## 1. POSITION AND DUTIES

The Executive is employed as the Chief People Officer (CPO). The Executive will report to the Chief Executive Officer and will be responsible for leading the Company's human resources strategy, talent acquisition, employee experience, and organizational development.

## 2. TERM

Employment shall commence on [Start Date] and continue until terminated by either party in accordance with the provisions of this Agreement.

## 3. COMPENSATION

**Base Salary:** The Company shall pay the Executive an annual base salary of \$[Amount], payable in accordance with the Company's standard payroll practices.

**Bonus:** The Executive is eligible for an annual performance bonus with a target of [Percentage]% of the Base Salary, based on achievement of corporate and individual goals.

**Equity:** Subject to Board approval, the Executive will be granted [Number] of [Options/RSUs] under the Company's Equity Incentive Plan.

## 4. BENEFITS

The Executive shall be entitled to participate in all employee benefit plans including health insurance, dental, vision, and 401(k) programs. The Executive is entitled to [Number] weeks of paid time off (PTO) annually.

## 5. TERMINATION

**Termination by Company without Cause:** If the Company terminates employment without Cause, the Executive shall receive [Number] months of base salary as severance, subject to a signed release of claims.

**Termination for Cause:** If terminated for Cause, the Company shall have no further obligation to pay compensation or benefits beyond the date of termination.

## **6. CONFIDENTIALITY AND NON-COMPETE**

The Executive agrees to maintain the confidentiality of all proprietary information and agrees to the non-compete and non-solicitation terms attached as Exhibit A.

## **7. GOVERNING LAW**

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

### **SIGNATURES:**

\_\_\_\_\_  
[Name of Authorized Representative]  
For [Company Name]

\_\_\_\_\_  
[Executive Name]