

EMPLOYMENT CONTRACT

This Employment Contract ("Agreement") is entered into on November 15, 2024 between:

EMPLOYER:

TechCorp Industries Ltd.
789 Corporate Drive
Seattle, WA 98101

EMPLOYEE:

Alex Martinez
456 Residential Street
Seattle, WA 98102

1. POSITION AND DUTIES

The Employee is hired for the position of **Senior Software Engineer** in the Engineering department. The Employee's primary responsibilities include:

- Design and develop scalable software solutions
- Lead technical architecture decisions
- Mentor junior developers
- Participate in code reviews and technical planning
- Collaborate with product and design teams

2. COMPENSATION

The Employee will receive an annual salary of **\$120,000**, payable in bi-weekly installments. Additional benefits include:

- Health insurance (medical, dental, vision)
- 401(k) retirement plan with 5% company match
- 20 days paid vacation per year
- 10 days sick leave
- Professional development budget (\$2,000/year)
- Remote work flexibility

3. EMPLOYMENT PERIOD

Employment begins on **December 1, 2024** and continues until terminated by either party with 30 days written notice.

4. WORKING HOURS

Standard working hours are 40 hours per week, Monday through Friday, 9:00 AM to 5:00 PM.

SIGNATURES:

Employer

Employee

Jennifer Smith

Alex Martinez

HR Director

Date: _____