

Executive Employment Agreement

This **Executive Employment Agreement** (the "**Agreement**") is entered into as of _____, by and between the following parties;

Company

Executive

Company and Executive may be referred to individually as a "**Party**" and collectively as the "**Parties.**"

WHEREAS the Company desires to employ the Executive in a senior leadership position requiring a high level of responsibility, trust, and strategic decision-making; and

WHEREAS the Executive possesses the experience, skills, and qualifications necessary to perform such duties; and

WHEREAS the parties wish to set out the terms and conditions of the Executive's employment relationship in a clear and comprehensive written agreement.

NOW, THEREFORE, in consideration of the mutual promises and obligations set out below, the parties agree as follows.

1. Position and Duties

The Company employs the Executive in the position of _____, reporting to _____. The Executive shall faithfully perform the duties customarily associated with this position, together with such additional responsibilities as may reasonably be assigned, consistent with the Executive's role and seniority. The Executive shall devote substantially all working time and professional attention to the business of the Company.

2. Term of Employment

The Executive's employment under this Agreement shall commence on the Effective Date and shall continue until terminated in accordance with the Termination clause. This Agreement does not guarantee employment for any fixed period unless expressly stated otherwise in writing.

3. Compensation

As compensation for services performed, the Company shall pay the Executive a base salary of _____, payable in accordance with the Company's standard payroll practices and subject to applicable deductions and withholdings.

4. Incentive Compensation

The Executive may be eligible to participate in bonus, incentive, or equity-based compensation programs as determined by the Company from time to time. Participation, amounts, and payment terms are governed by the applicable plan documents and do not create a guaranteed entitlement unless expressly stated in writing.

5. Benefits

The Executive shall be eligible to participate in employee benefit plans and programs offered by the Company to similarly situated senior executives, subject to the terms and conditions of such plans as they may be amended from time to time.

6. Expenses

The Company shall reimburse the Executive for reasonable and properly documented business expenses incurred in the performance of duties under this Agreement, in accordance with the Company's expense reimbursement policies.

7. Confidential Information

During and after the Executive's employment, the Executive shall not use or disclose any non-public, proprietary, or confidential information of the Company except as required to perform duties or as authorized in writing by the Company. This obligation survives termination of employment.

8. Intellectual Property

All work product, inventions, developments, writings, and materials created by the Executive in the course of employment or using Company resources shall be the exclusive property of the Company. The Executive agrees to execute any documents reasonably required to confirm or protect the Company's ownership rights.

9. Non-Competition and Non-Solicitation

During employment and for a period of _____ following termination, the Executive shall not engage in activities that directly compete with the Company's business, nor solicit the Company's employees, customers, or key business partners, to the extent reasonably necessary to protect the Company's legitimate business interests.

10. Termination

This Agreement may be terminated as follows:

- **Termination by the Company for Cause:** The Company may terminate employment immediately for material misconduct, breach of this Agreement, or other serious wrongdoing.
- **Termination by the Company Without Cause:** The Company may terminate employment without cause upon written notice to the Executive.
- **Termination by the Executive:** The Executive may resign upon providing _____ written notice.

Upon termination, the Executive shall be entitled only to compensation and benefits accrued through the termination date, except as otherwise expressly provided in this Agreement or required by applicable law.

11. Effect of Termination

Upon termination, the Executive shall promptly return all Company property and records. Clauses concerning confidentiality, intellectual property, non-competition, and any other provisions intended by their nature to survive termination shall remain in effect.

12. Governing Law and Dispute Resolution

This Agreement shall be governed by and interpreted in accordance with the laws of _____, without regard to conflict of law principles. Any disputes arising out of or relating to this Agreement shall be resolved through court litigation in _____.

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties regarding the Executive's employment and supersedes all prior agreements, discussions, or representations, whether written or oral.

14. Amendment

This Agreement may be amended only by a written document signed by both the Company and the Executive.

15. Severability

If any provision of this Agreement is held to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

16. Assignment

The Executive may not assign rights or obligations under this Agreement. The Company may assign this Agreement in connection with a merger, sale of assets, or similar transaction.

17. Notices

Any notice under this Agreement shall be in writing and delivered to the parties at their respective addresses set out above, or to such other address as a party may designate in writing.

IN WITNESS WHEREOF, the parties have executed this Executive Employment Agreement as of the Effective Date first written above.

Company

Name

Date

Signature

Executive

Name

Date

Signature



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