

EMPLOYMENT CONTRACT - ALBERTA, CANADA

Place of Agreement:

Effective Date:

PARTIES:

Employer Name:

Employer Address:

Employee Name:

Employee Address:

1. POSITION AND DUTIES

The Employer agrees to employ the Employee in the position agreed upon, and the Employee agrees to diligently perform all duties associated with this position and any additional duties reasonably assigned by the Employer.

2. TERM OF EMPLOYMENT

The employment relationship shall commence on the Effective Date and continue until terminated in accordance with this Agreement.

3. PROBATIONARY PERIOD

The Employee shall be subject to a probationary period of ninety (90) calendar days from the commencement of employment, during which the Employer may terminate employment without cause and with minimal notice as per applicable laws.

4. HOURS OF WORK

The Employee's normal working hours shall be as agreed, subject to the Employment Standards Code of Alberta. Overtime shall be compensated according to applicable legislation.

5. REMUNERATION

The Employee shall be paid a salary or wage as agreed, payable in accordance with the Employer's usual payroll practices. The Employer shall deduct all statutory deductions required by law.

6. BENEFITS

The Employee shall be entitled to benefits as per Employer's policies and applicable Alberta law, including but not limited to vacation leave, statutory holidays, and any other benefits agreed upon.

7. CONFIDENTIALITY

The Employee shall not disclose any confidential information obtained during the course of employment and shall not use such information for personal gain or to the detriment of the Employer.

8. TERMINATION OF EMPLOYMENT

Either party may terminate this Agreement by providing written notice or pay in lieu of notice as required by the Employment Standards Code of Alberta or as otherwise agreed. Termination for just cause by the Employer may be immediate.

9. RETURN OF PROPERTY

Upon termination, the Employee shall return all Employer property, documents, and materials in their possession.

10. NON-COMPETE AND NON-SOLICITATION

The Employee agrees, for a period of six (6) months following termination, not to compete with the Employer's business or solicit the Employer's clients or employees within Alberta.

11. HEALTH AND SAFETY

The Employee agrees to comply with all workplace health and safety policies and procedures as mandated by Alberta law.

12. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the Province of Alberta and the laws of Canada applicable therein.

13. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, representations, or agreements, whether written or oral.

14. AMENDMENTS

No modification or amendment to this Agreement shall be effective unless in writing and signed by both parties.

15. SEVERABILITY

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

16. NOTICE

Any notice required under this Agreement shall be given in writing and delivered personally or sent by registered mail to the parties at their addresses set forth above.

17. LANGUAGE

The parties acknowledge that they have requested this Agreement and all related documents be drawn up in English only.

18. ACKNOWLEDGEMENT

The Employee acknowledges having read and understood this Agreement and agrees to be bound by its terms.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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