

## **Employment Agreement**

I, \_\_\_\_\_, an employee of JLC Environmental Consultants, Inc., agree to the following:

**At-will employment policy:** As an employee of JLC Environmental Consultants, Inc., my employment has been and continues to be “at-will.” This means that during the course of employment with JLC Environmental Consultants, Inc., I am free to terminate my employment with JLC Environmental Consultants, Inc. at any time, with or without a reason, and JLC Environmental Consultants, Inc. has the right to terminate me at any time, with or without a reason. Although JLC Environmental Consultants, Inc. may choose to terminate an employee for cause, cause is not required;

**Confidentiality Clause:** I will not, at any time, directly or indirectly, use or disclose any of JLC Environmental Consultants, Inc.’s confidential information (including any information related to its clients, vendors, employees or any other stakeholder) except as authorized and within the scope of my employment with company;

**Non-Compete Clause:** I will not start, own, manage, operate, finance or control a Competing Business to JLC Environmental Consultants, Inc. in any manner for a term of at least two (2) years starting with the date my employment with JLC Environmental Consultants, Inc. has ended;

By signing this agreement, I hereby certify that I (a) have received a copy of this agreement to review and study before signing it; (b) have read this agreement carefully before signing it; (c) have had sufficient opportunity before signing it to ask any questions about it and have received satisfactory answers to all of your questions; (d) have had an opportunity to discuss it with my own legal counsel and to be advised as to its terms and your obligations and rights under it, and (e) understand my rights and obligations under this agreement (f) **have received a copy of JLC’s Employee Handbook.**

\_\_\_\_\_

Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Name:**