

Employment Contract

This Employment Contract ("**Contract**") is effective on [DATE].

BETWEEN : [NAME] (the "**Employer**"), an Independent contractor based in [ADDRESS], with ID number [XX].

AND : [COMPANY NAME] (the "**Client**"), a XX-based company organized and existing at [ADDRESS], [COMPANY REGISTRATION NUMBER].

WHEREAS

A. The Employer and Employee desire to enter an employment contract on the terms and conditions set forth herein the services.

NOW THEREFORE, in consideration of the above recitals, the representations, and agreements contained in this Agreement and for other good and valuable considerations, and adequacy of which are now acknowledged, the parties agree as follows:

1. Term

This Contract commences on [DATE]. It is intended to continue for the duration of [XX] months.

2. Service and scope of work

The Employee is contracted as [ROLE NAME]. The Employee is prepared to provide the following services:

- [SERVICE]
- [SERVICE]
- [SERVICE]
- [SERVICE]
- [SERVICE]

3. Remuneration

3.1. **Compensation.** The Employee will be paid a monthly salary of a fixed amount of [AMOUNT & CURRENCY] based on an average work week of [XX] hours.

3.2. **Expenses.** The Employee shall invoice and the Employer shall reimburse the Employee for all reasonable and pre-approved out-of-pocket expenses that are incurred in connection with the performance of the Services.

3.3. **Salary payment.** The employer will pay the monthly salary on the 25th of each month.

3.4 **Sign-on bonus.** The employee will receive a one-off sign-on bonus of SGD 3,600 at the start of the contract.

3.5 **Leave.** The employee is eligible to enjoy flexible paid time off for vacation, personal needs and standard sick leave. The enjoyment of this benefit is contingent upon the mutually

agreed-upon performance and project goals. To ensure operational efficiency, all time off requests must be approved in advance by a Managing Partner.

4. Intellectual Property Rights in Work Product

The Parties acknowledge and agree that the Employer will hold all intellectual property rights in any work product resulting from the Employee's work including, but not limited to, copyright and trademark rights. The Employee agrees not to claim any such ownership in such work products intellectual property at any time prior to or after the completion and delivery of such work product to the Employer.

5. Confidentiality

The Employee shall not disclose to any third party any details regarding the Employer's business, including, without limitation any information regarding any of the Employer's customer information, business plans, or price points (the Confidential Information), (ii) make copies of any Confidential Information or any content based on the concepts contained within the Confidential Information for personal use or for distribution unless requested to do so by the Employer, or (iii) use Confidential Information other than solely for the benefit of the Employer.

6. Termination

Either party may terminate this Contract at any time, upon presentation of no less than 30 days written notice to the other Party.

6.1 The Employee may, by written notice to the Employer and at any time, terminate this Contract with immediate effect without liability to any compensation or damages if:

- The Employer commits any serious or repeated breach or non- observance of any of the terms or conditions of this Contract, and for the avoidance of doubt, a failure to pay the salary on the due date will be treated as a serious breach; or
- The Employer or any of its directors, officers, employees or agents commits an act of fraud or dishonesty, or acts in any manner which in the reasonable opinion of the Employee brings, or is likely to bring, the Employees into disrepute; or
- The Employer makes a resolution for its winding up, makes an arrangement or composition with its creditors or makes an application to a court of competent jurisdiction for protection from its creditors or an administration or winding up order is made or an administrator or receiver is appointed in relation to the Employer.

6.2 The Employer may, by written notice to the Employee and at any time, terminate this Contract with immediate effect with no further obligation to make any further payment to the Employee (other than in respect of amounts accrued prior to the Termination Date) if:

- The Employee commits any serious or repeated breach or non- observance of any of the terms or conditions of this Contract.
- The Employee commits an act of fraud or dishonesty, or acts in any manner which in the reasonable opinion of the Employer brings, or is likely to bring, the Employer into disrepute; or
- The Employee makes a resolution for its winding up, makes an arrangement or composition with its creditors or makes an application to a court of competent

jurisdiction for protection from its creditors or an administration or winding up order is made or an administrator or receiver is appointed in relation to the Employer.

6.3 Neither Party will be in breach of this Contract if there is any total or partial failure of performance due to any act of God, fire, act of government or state, war, civil commotion, labour disputes of whatever nature and any other reason beyond the control of either Party (each of a Force Majeure Event).

6. Work authorization

The employee agrees to maintain valid work permits and immigration status throughout the duration of employment and promptly inform the employer of any changes in their work authorization or immigration status.

IN WITNESS WHEREOF, each of the Parties has executed this Consulting Contract, both Parties by its duly authorized officer, as of the day and year set forth below.

[Employee]
[NAME] _____

[Employer]
[NAME & COMPANY] _____