

Employment Agreement (Sample)

THIS AGREEMENT made as of the

_____, between
_____, OÜ, a corporation
incorporated under the laws of Estonia, registry code
_____, and having its
principal place of business at
_____, Estonia, represented
by _____, e-Resident
personal code _____ (the
"Employer"); and _____, e-
Resident personal code
_____ (the "Board Member").

WHEREAS the Employer desires to obtain the benefit of the services of the Board Member, and the Board Member desires to render such services on the terms and conditions set forth.

IN CONSIDERATION of the promises and other good and valuable consideration (the sufficiency and receipt of which are hereby acknowledged) the parties agree as follows:

1. Employment

The Board Member agrees that he will at all times faithfully, industriously, and to the best of his skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Board Member shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Board Member that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

2. Position Title

As a member of the board, the Board Member is required to perform the following duties and undertake the following responsibilities in a professional manner.

(a)-. Take all the decisios related to

(b) - Organize and attend the meetings for the board members when
-----, generate new leads,
answer users via social media communication channels and generate
the required reports to track social media progress.

(c) - Take care of the contracts involving

(d) - Manage the operations of

(e) Other duties as may arise from time to time and as need to be
assigned to the Board Member.

3. Compensation

- (a) As full compensation for all services provided the Board Member shall be paid at the rate of _____€/month. Such payments shall be subject to such normal statutory deductions by the Employer.
- (b) The Board Member agrees to be subject to a probation period in which he will not receive any compensation for his services as specified in point 6.
- (c) The salary mentioned in paragraph (I)(a) shall be review on an annual basis.
- (d) All reasonable expenses arising out of employment shall be reimbursed assuming they have been authorized prior to being incurred and with the provision of appropriate receipts.

4. Vacation

The Board Member shall be entitled to vacations in the amount of four weeks per annum.

5. Benefits

The Employer shall at its expense provide the Board Member with the Health Plan that is currently in place or as may be in place from time to time.

6. Probation Period

It is understood and agreed that up to the first ninety days of employment shall constitute a probationary period during which period the Employer may, in its absolute discretion, terminate the Board Member's employment, for any reason without notice or cause. During this probatory period, the Board Member will not receive any compensation as established in point 3, at the discretion of The Employer.

7. Performance Reviews

The Board Member will be provided with a written performance appraisal at least once per year and said appraisal will be reviewed at which time all aspects of the assessment can be fully discussed.

8. Termination

- (a) The Board Member may at any time terminate this agreement and his employment by giving not less than two weeks written notice to the Employer.
- (b) The Employer may terminate this Agreement and the Board Member's employment at any time, without notice or payment in lieu of notice, for sufficient cause.
- (c) The Employer may terminate the employment of the Board Member at any time without the requirement to show sufficient cause pursuant to (b) above, provided the Employer pays to the Board Member an amount as required by the Employment Standards Act 2000 or other such legislation as may be in effect at the time of termination. This payment shall constitute the Board Members entire entitlement arising from said termination.

- (d) The Board Member agrees to return any property of _____ OÜ at the time of termination.

It is further acknowledged and agreed that following termination of the Board Member's employment with _____ OÜ for any reason the Board Member shall not solicit business from current clients or clients who have retained _____ OÜ in the 6 month period immediately preceding the Board Member's termination.

10. Laws

This agreement shall be governed by the laws of Estonia.

11. Independent Legal Advice

The Board Member acknowledges that the Employer has provided the Board Member with a reasonable opportunity to obtain independent legal advice with respect to this agreement, and that either:

- (a) The Board Member has had such independent legal advice prior to executing this agreement, or;
- (b) The Board Member has willingly chosen not to obtain such advice and to execute this agreement without having obtained such advice.

12. Entire Agreement

This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Board Member by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

13. Severability

The parties hereto agree that in the event any article or part thereof of this agreement is held to be unenforceable or invalid then said article or

part shall be struck and all remaining provision shall remain in full force and effect.

9. Non- Competition

(1) It is further acknowledged and agreed that following termination of the Board Member's employment with

_____ OÜ for any reason the Board Member shall not hire or attempt to hire any current Board Members of _____ OÜ.

IN WITNESS WHEREOF the Employer has caused this agreement to be executed by its duly authorized officers and the Board Member has set his hand as of the date first above written.

SIGNED, SEALED AND DELIVERED in the presence of:

_____, personal code _____
[Name of Board Member]

_____, personal code _____

[Name of Employer Rep]
CEO, _____ OÜ