

**EMPLOYMENT AGREEMENT**

AGREEMENT made this day \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_ by and between Spots to Sparkles LLC (hereinafter referred to as "Employer") and \_\_\_\_\_, (hereinafter referred to as "Employee").

**RECITALS**

Employer owns and operates a for-profit cleaning and maid service.

Employer wishes to employ Employee, and Employee accepts employment.

THEREFORE, in consideration of the mutual promises and warranties set forth below, Employer and Employee agree as follows:

**AGREEMENT**

1. By this Agreement, Employer employs the Employee, and the Employee accepts employment with the Employer, beginning on the date first set forth above.
2. During the term of this Agreement, the Employee shall devote Employee's entire productive time, ability, attention and energies to the business of the Employer. During such time, the Employee shall not directly or indirectly render any cleaning services of a business, commercial, or professional nature to any other person or organization, whether or not for compensation, without the prior written consent of the Employer.
3. During the term of Employment, the Employee will have access to and become familiar with various trade secrets, including but not limited to methods and manner of business, internal policies, customer contracts and agreements, customer lists and other lists and other information regarding Employer and Employer's customers, owned by the Employer and regularly used in the operation of the business of the Employer. The Employee shall not disclose any such trade secrets of information, directly or indirectly, nor use them in any way, either during the term of this Agreement or at any time thereafter, except as required in the course and scope of Employee's employment.
5. On the termination of employment, or whenever requested by the Employer, the Employee shall immediately deliver to the Employer all property in the Employee's possession or under the Employee's control belonging to the Employer, including but not limited to equipment, materials, supplies, uniforms, radios, pagers, customer lists, and procedures and policy manuals in good condition, ordinary wear and tear accepted.
6. Employee understands and agrees that Employee is employed at the will of Employer. Accordingly, this Agreement shall continue until terminated by mutual agreement of the parties, or at the option of Employee upon five (5) days written notice to Employer. This Agreement may also be terminated at any time at the option of Employer without notice to the Employee. In the event of the termination of this Agreement, the Employee shall be entitled to the compensation earned by Employee prior to the date of termination. The employee shall be entitled to no further compensation after the date of termination.
7. During the term of this Agreement, the Employee shall maintain minimum automobile liability insurance coverage for property damage on each vehicle used by Employee during the term of this Agreement. Further, during the term of this Agreement, Employee shall provide Employer with proof of the above-referenced automobile liability insurance upon demand by Employer. Failure to maintain the above-referenced automobile liability insurance coverage during the term of this Agreement shall, in addition to all other remedies available to Employer, be grounds for termination of Employee's employment by Employer.
8. Employee understands that Employer runs a residential cleaning and maid service company. Employee agrees that while in the course and scope of employment, Employee will comply with all Federal and State Laws, rules and regulations, including but not limited to O.S.H.A., N.I.D.A., N.E.P.A., C.E.R.C.L.A., R.C.R.A., and the Rules and Regulations promulgated by the E.P.A. and T.N.R.C.C.
9. If any provision of this Agreement is held by a Court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions shall nonetheless continue in full force and effect without being impaired or invalidated in any way.
10. It is the intent of the parties that this Agreement be governed and construed in accordance with the laws of the State of Washington.
11. This Agreement and any addendum attached hereto supersedes all other Agreements, either oral or written, between the parties to this Agreement, with respect to the duties, representations and warranties of Employee.
12. I understand and agree that if I breach this non-compete contract and clean house or work for any Spots to Sparkles LLC client on my own for direct payment I will pay a referral fee of \$2,500 per client to Spots to Sparkles LLC.

EXECUTED in \_\_\_\_\_, on this the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_.

**Spots to Sparkles LLC**

By: \_\_\_\_\_

Title: \_\_\_\_\_

**EMPLOYEE**

Signature \_\_\_\_\_

Printed Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone Number \_\_\_\_\_