# At-Will Employment Agreement

I acknowledge and understand that my employment with [ABC Software Developers], (heretofore referred to as ABC), is defined as At-Will Employment as it is for an unspecified period of time. I further acknowledge and understand that my employment relationship with ABC may be terminated at any time without cause or notice by myself or my employer.

During my employment I agree to keep in the strictest of confidence all confidential company information. I understand that the unauthorized disclosure or use of the company’s confidential information will leave me open to disciplinary action, including immediate termination and legal action.

I understand that I am entitled to no reasonable expectations of privacy relating to computer technology, emails, telephones, handheld devices or documents that belong to the company. I agree that I am not permitted to add any unauthorized, unlicensed or non-compliant applications to ABC’s technology systems.

I agree that any inventions, publications, developments, designs, trademarks, ideas and concepts which I conceived, helped conceive, or discovered during my employment at ABC, will remain the property of the company.

I agree to keep thorough and accurate records of any inventions made by me, either solely or jointly with others, and I understand that such inventions will remain the property of ABC even after my departure. I further agree to assist ABC, at the company’s expense, in securing patents and copyrights to all inventions for which I am solely or jointly responsible.

Upon separation from ABC, I will immediately return to the company all records, equipment, data, company credit cards, company vehicles, keys and other documents that are in my possession and that belong to ABC.

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| Signed this |  | day of |  | 20 |  |
| By: |  |
|  | *Employer* |
| By: |  |
|  | *Employer Authorized Representative* |