



Employment Contract

AGREEMENT made between Tammie's Dog Service's & Training LLC and:

Employee:

Address:

Phone:

E-mail:

1. Services

- Your duties are to consist of
- Monitoring daycare and boarding playgroups
- Supervise playgroups according to procedures and directions received from Coordinator.
- Feeding and administering medicines according to client instructions if necessary
- Keeping to the daily itinerary schedule of rotations.
- Contributing to promote good behavior and healthy play.
- Assisting with pick up and drop off, including greeting clients, escorting dogs, and sharing daily verbal reports with clients if needed.
- Cleaning and sanitizing according to procedures of kennels, floors, walls, toys, bowls, and blankets/raised beds.

Your duties and responsibilities are those duties customarily associated with your position and those assigned by Tammie's Dog Service's & Training LLC. You agree to expand your best effort and to abide by all company policies and decisions. You agree not to do anything or make commitments which would interfere with the performance of your obligations to Tammie's Dog Service's & Training LLC.

2. Terms

This contract will begin on [] and be in accordance with the needs of Tammie's Dog Service's & Training LLC clients. Dates and times may be subject to adjustment. It is understood that Tammie's Dog Service's & Training LLC or you may terminate your services immediately for any reason. Your compensation will be adjusted



to the percentage of actual services rendered if for any reason this Agreement is prematurely terminated.

3. Compensation & Payment Schedule

As full compensation for your services, you will receive by your weekly check. You will be paid on a Friday end of week schedule through Payroll deductions.

4. Employer's Policies

You accept and understand Tammie's Dog Service's & Training LLC 's employment policies, including:

[Insert your policies here]

5. Termination

If you do not satisfactorily perform the job duties described in paragraph 1 of this contract or substantially violate policy [Tammie's Dog Service's & Training LLC es as set forth in paragraph 4, Tammie's Dog Service's & Training LLC may terminate your employment without notice.

Use of aversive training or punishment methods, including but not necessarily limited to yelling and swearing, hitting, or grabbing or shaking, use of e collar are grounds for immediate termination without notice. Unless specified by customer if their dog needs a choke collar or prong collar. We don't promote these.

6. Agreement Not to Disclose Confidential Information

You acknowledge that [] may Tammie's Dog Service's & Training LLC disclose to you or give you access to confidential information so that you may perform your duties. You agree that the confidential information includes []'s trade Tammie's Dog Service's & Training LLC secrets, sales and profit figures, customer lists, relationships with other employees or contractors, customers or suppliers, and opportunities for new or developing business. Confidential information may be contained in written materials such as computer hardware and software, disks, documents, and files. It may also consist of unwritten knowledge, including ideas, practices, or know-how. While you are employed by Tammie's Dog Service's & Training LLC, and Tammie's Dog Service's & Training LLC afterward, you will not use or disclose to any other person or entity any confidential information or materials (written or not).

Upon your termination, you agree to return any written materials you have been given.



7. Agreement Not to Compete

While you are employed by Tammie's Dog Service's & Training LLC, and for two years afterward, you will not:

- solicit or attempt to solicit any business or trade from Tammie's Dog Service's & Training LLC's actual or prospective clients.
- employ or attempt to employ any employee of, Tammie's Dog Service's & Training LLC
- divert or attempt to divert business away from Tammie's Dog Service's & Training LLC

If asked by a client of Tammie's Dog Service's & Training LLC to do subsequent work [Tammie's Dog Service's & Training LLC] while still engaged as an employee for Tammie's Dog Service's & Training LLC you agree to send the client to Tammie's Dog Service's & Training LLC. The client may then request you.

If asked by a client of Tammie's Dog Service's & Training LLC, to do subsequent work after relationship with [Tammie's Dog Service's & Training LLC] has ended, you may either refer the client to [Tammie's Dog Service's & Training LLC] or pay [Tammie's Dog Service's & Training LLC] a \$[150.00] finder's fee should you choose to work with the client independently.

8. Survivability

The provisions of sections 6 and 7 will survive the termination, for any reason, of your employment with [Tammie's Dog Service's & Training LLC].

9. Waiver

No waiver by either yourself or [Tammie's Dog Service's & Training LLC] of the breach of any provision of this Agreement will be considered a waiver of any preceding or succeeding breach of the same or similar nature.

10. Construction

All rights and obligations contained in the Agreement will be cumulative and none of them will be in limitation of any other right or obligation of either party. The headings of the clauses of the Agreement are solely for the purpose of convenience and will not be used in the interpretation of any provision. This Agreement and all collateral matters will be governed by and construed in accordance with [IN] law and the parties agree that if any provision of the Agreement is determined by a court of law to be void or unenforceable, the same will in no way affect any other provision.



11. Resolving Disputes

If a dispute arises under this Agreement, the parties agree to first try to resolve the dispute with the help of a mutually agreed-upon mediator in [PORTER CO], [IN]. Any costs and fees other than attorney fees associated with the mediation shall be shared equally by the parties. If it proves impossible to arrive at a mutually satisfactory solution through mediation, the parties agree to submit the dispute to a mutually agreed upon arbitrator in [PORTER], [IN]. Judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction to do so. Costs of arbitration, including attorney fees, will be allocated by the arbitrator.

12. Agreement & Modification

This Agreement contains the entire understanding of the parties relating to the subject matter and this Agreement cannot be waived or altered except in a writing signed by both parties.

13. Entire Agreement

This is the entire agreement between you and Training LLC, and [Tammie's Dog Service's places and supersedes any and all oral agreements, as well as any prior writings.

14. Severability

If any court determines that any provision of this agreement is invalid or unenforceable, such a determination will affect only that provision; the remaining agreements remain in effect.

Your signature below signifies your acceptance of all the terms and conditions provided concerning services to be provided.

EMPLOYEE:_____

Tammie's Dog Service's & Training LLC