

EXIT AGREEMENT

Location: _____ Effective Date: _____

Employee Information:

Full Name: _____

Position/Title: _____

Department: _____

Employee ID (if applicable): _____

Company Information:

Company Name: _____

Address: _____

Contact Person: _____

Phone/Email: _____

Recitals:

WHEREAS, Employee has been employed by Company and desires to terminate employment on the terms set forth herein; and WHEREAS, Company and Employee desire to resolve all claims, obligations, and rights between them in full and final settlement.

1. Termination of Employment

Employee's employment with Company shall terminate effective as of the Effective Date set forth above. Employee agrees that this termination is voluntary and final.

2. Separation Benefits

Company agrees to provide Employee with the separation benefits as detailed in a separate Separation Agreement or as otherwise required by law. Employee acknowledges receipt of all wages, accrued vacation, and any other owed compensation through the Effective Date.

3. Release of Claims

Employee hereby releases and forever discharges Company, its affiliates, officers, directors, agents, successors, and assigns, from any and all claims, demands, actions, causes of action, liabilities, and obligations of any kind whatsoever, whether known or unknown, arising out of or related to Employee's employment or termination thereof.

4. Confidentiality

Employee acknowledges that during employment, Employee had access to confidential, proprietary, and trade secret information. Employee agrees to maintain the confidentiality of all such information and not to disclose or use it except as authorized by Company.

5. Non-Disparagement

Employee agrees not to make any disparaging or negative statements, whether oral or written, about Company, its products, services, or personnel.

6. Return of Company Property

Employee agrees to return all Company property, including but not limited to keys, access cards, documents, computers, and other equipment on or before the Effective Date.

7. Cooperation

Employee agrees to cooperate with Company in any matters reasonably required, including providing information or testimony related to Employee's employment or Company's business, subject to reasonable notice and compensation.

8. No Admission of Liability

This Agreement does not constitute an admission of liability or wrongdoing by either party.

9. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of _____ without regard to its conflict of laws principles.

10. Entire Agreement

This Agreement constitutes the entire agreement between the parties concerning the subject matter herein and supersedes all prior agreements or understandings, whether written or oral.

11. Amendments

Any amendments or modifications of this Agreement must be in writing and signed by both parties.

12. Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

13. Counterparts and Electronic Signatures

This Agreement may be executed in counterparts and by electronic signature, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument.

14. No Waiver

Failure by either party to enforce any provision of this Agreement shall not be deemed a waiver of future enforcement of that or any other provision.

15. Representation by Counsel

Employee acknowledges that Employee has had the opportunity to consult with legal counsel regarding this Agreement.

16. Voluntary Execution

Employee represents that Employee is signing this Agreement voluntarily, without coercion or duress.

17. Effective Date

This Agreement shall become effective upon execution by both parties.

18. Dispute Resolution

Any disputes arising under this Agreement shall be resolved through binding arbitration in accordance with the rules of the American Arbitration Association.

19. No Other Agreements

Employee confirms that there are no other agreements with Company except as disclosed herein.

20. Acknowledgment

Employee acknowledges that Employee has read, understands, and agrees to all terms set forth in this Agreement.

EMPLOYEE'S SIGNATURE

COMPANY REPRESENTATIVE'S SIGNATURE

Signature: _____

Signature: _____

Printed Name: _____

Printed Name: _____

Date: _____

Date: _____

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