

SIGN ON BONUS AGREEMENT

Location: _____ Effective Date: _____

Employee Information:

Full Name: _____

Job Title/Position: _____

Department: _____

Employer Information:

Company Name: _____

Address: _____

Agreement Details:

Sign On Bonus Amount: _____ USD

Payment Method: _____

Payment Schedule and Conditions: _____

1. Purpose

This Agreement sets forth the terms and conditions under which Employer agrees to pay Employee a sign on bonus as an inducement to accept employment.

2. Eligibility

Employee must commence employment with Employer as agreed and remain in continuous employment for the period specified herein to be eligible for the sign on bonus.

3. Bonus Amount

The sign on bonus amount is specified above and will be paid pursuant to the terms of this Agreement.

4. Payment Terms

The bonus shall be paid in a lump sum or installments as described in the Payment Schedule and Conditions. Payment is contingent upon Employee satisfying all eligibility requirements.

5. Repayment Obligation

If Employee voluntarily terminates employment or is terminated for cause within the specified period following commencement, Employee agrees to repay the prorated amount of the sign on bonus as detailed herein.

6. Tax Withholding

Employer shall withhold applicable federal, state, and local taxes from the sign on bonus payments in accordance with applicable law.

7. No Other Compensation

This sign on bonus is in addition to any other salary, benefits, or compensation Employee is entitled to under separate agreements or Employer policies.

8. Confidentiality

Employee agrees to keep the terms and existence of this Agreement confidential except as required by law or with Employer's prior written consent.

9. Governing Law

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

10. Entire Agreement

This document constitutes the entire agreement between the parties regarding the sign on bonus and supersedes all prior agreements, understandings, and negotiations, whether written or oral.

11. Amendments

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

12. Enforcement

The parties agree that any breach of this Agreement may cause irreparable harm and entitle the non-breaching party to seek injunctive relief in addition to any other remedies at law or equity.

13. Severability

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder shall not be affected and shall remain in full force and effect.

14. Counterparts

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

15. Acknowledgment

Employee acknowledges having read, understood, and voluntarily agreed to the terms and conditions of this Agreement.

EMPLOYEE SIGNATURE

EMPLOYER SIGNATURE

Signature: _____

Signature: _____

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