

# BENEFITS OF USING AN EMPLOYMENT CONTRACT

As a client of Spiegel & Utrera, you have the opportunity to benefit from our wealth of information, business experience, expert legal advice and service.

There is no greater decision you will make with your corporation then hiring its personnel. We recommend that all employment by the corporation, begin in the form of a written Employment Contract.

A solid employment contract should:

- 1) Provide a description of what duties the employee was hired to perform.
- 2) Set the compensation employee shall receive for the services rendered.
- 3) Require the employee to disclose if he is a party of any restrictive covenants limiting employee activities in a business similar to the Corporation.
- 4) Require the employee to maintain the confidentiality of all customer names and other business records of the Corporation.
- 5) Require the employee not to duplicate or remove any records of the Corporation.
- 6) Provide a framework for employee expenditure reimbursements.
- 7) Prevent an employee from stealing new ideas or claiming ownership rights to inventions, improvements, patentable or copyrightable work created by employee during the course of his employment for the Corporation.
- 8) Prevent the employee from demanding additional compensation for the Corporation's use of the employee's name and picture in a publication or other media.
- 9) Prevent employee from competing against the Corporation both now and for two years after leaving the Corporation's employment.
- 10) Allow the Corporation to apply to the court for an injunction against the employee to enforce any of the terms of the agreement.

Obviously, this is a very thorough and legally binding agreement. It is drafted by attorneys and used by business owners such as yourself.

But there's an added benefit!

As mentioned before, as a client of Spiegel & Utrera, you have direct access to our attorneys for assistance in your particular situation. We will work with you on an individual basis to *CUSTOMIZE* an employment contract and address your specific concerns. For instance, you can spell out specific termination provisions.

You tell us what you want and we'll put it in its proper form! The employment contract can be very versatile and an absolute necessity for a company building its staff. Remember the old adage, "**An ounce of prevention is worth a pound of cure.**"

Another plus: Spiegel & Utrera will draft the employment contract in such a way that you need only obtain it once and use it over and over again as your company hires additional personnel.

To order your Employment Contract, call the Spiegel & Utrera office nearest you.  
If you have any questions, please call a Spiegel & Utrera office listed below:

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<b>MIAMI, FL</b> CALL: 305-854-6000 800-603-3900 FAX: 305-857-3700	<b>NEW YORK CITY, NY</b> CALL: 212-962-1000 800-576-1100 FAX: 212-964-5600	<b>TAMPA, FL</b> CALL: 813-871-5400 800-658-5900 FAX: 813-870-2500	<b>LAS VEGAS, NV</b> CALL: 702-364-2200 888-530-4500 FAX: 702-458-2100
<b>CHICAGO, IL</b> CALL: 312-443-1500 888-514-9800 FAX: 312-443-8900	<b>LOS ANGELES, CA</b> CALL: 323-936-3400 888-520-7800 FAX: 323-939-5600	<b>LONG ISLAND, NY</b> CALL: 516-338-9100 888-797-6200 FAX: 516-338-9200	<b>DOVER, DE</b> CALL: 302-744-9800 888-641-3800 FAX: 302-674-2100
<b>FT LAUDERDALE, FL</b> CALL: 954-630-9800 800-465-8500 FAX: 954-561-7900	<b>CLIFTON, NJ</b> CALL: 973-473-2000 888-336-8400 FAX: 973-778-2900	<b>ORLANDO, FL</b> CALL: 407-898-5500 888-991-9700 FAX: 407-894-5700	