

EMPLOYMENT AGREEMENT

This Employment Agreement (this "Agreement") is made effective as of January 01, 2017, by and between JDS Glass and Remodeling, Inc. of 210 West Mill Street, Landis, North Carolina, 28088 and _____ of _____, _____, _____, _____.

A. JDS Glass and Remodeling, Inc. is engaged in the business of Glass and Glazing _____ will primarily perform the job duties at the following location: _____, _____, _____.

B. JDS Glass and Remodeling, Inc. desires to have the services of _____.

C. _____ is an at will employee of JDS Glass and Remodeling, Inc.. Either party is able to terminate the employment agreement at any time.

Therefore, the parties agree as follows:

1. EMPLOYMENT. JDS Glass and Remodeling, Inc. shall employ _____ as a (n) _____. _____ shall provide to JDS Glass and Remodeling, Inc. the following services: duties as needed. _____ accepts and agrees to such employment, and agrees to be subject to the general supervision, advice and direction of JDS Glass and Remodeling, Inc. and JDS Glass and Remodeling, Inc.'s supervisory personnel. _____ shall also perform (i) such other duties as are customarily performed by an employee in a similar position, and (ii) such other and unrelated services and duties as may be assigned to _____ from time to time by JDS Glass and Remodeling, Inc..

2. BEST EFFORTS OF EMPLOYEE. _____ agrees to perform faithfully, industriously, and to the best of _____'s ability, experience, and talents, all of the duties that may be required by the express and implicit terms of this Agreement, to the reasonable satisfaction of JDS Glass and Remodeling, Inc.. Such duties shall be provided at such place(s) as the needs, business, or opportunities of JDS Glass and Remodeling, Inc. may require from time to time.

3. COMPENSATION OF EMPLOYEE. As compensation for the services provided by _____ under this Agreement, JDS Glass and Remodeling, Inc. will pay _____ \$0.00 per hour. This amount shall be paid weekly, no later than two days after the payroll period that ended on the preceding Wednesday and subject to applicable federal, state, and local withholding. Upon termination of this Agreement, payments under this paragraph shall cease; provided, however, that _____ shall be entitled to payments for periods or partial periods that occurred prior to the date of termination and for which _____ has not yet been paid, and for any commission earned in accordance with

JDS Glass and Remodeling, Inc.'s customary procedures, if applicable. Accrued vacation will be paid in accordance with state law and JDS Glass and Remodeling, Inc.'s customary procedures. This section of the Agreement is included only for accounting and payroll purposes and should not be construed as establishing a minimum or definite term of employment.

4. EXPENSE REIMBURSEMENT. JDS Glass and Remodeling, Inc. will reimburse _____ for "out-of-pocket" expenses incurred by _____ in accordance with JDS Glass and Remodeling, Inc.'s policies in effect from time to time.

5. RECOMMENDATIONS FOR IMPROVING OPERATIONS. _____ shall provide JDS Glass and Remodeling, Inc. with all information, suggestions, and recommendations regarding JDS Glass and Remodeling, Inc.'s business, of which _____ has knowledge, that will be of benefit to JDS Glass and Remodeling, Inc..

6. CONFIDENTIALITY. _____ recognizes that JDS Glass and Remodeling, Inc. has and will have information regarding the following:

- trade secrets
- prices
- costs
- discounts
- business affairs
- future plans
- Employee wages and raises

and other vital information items (collectively, "Information") which are valuable, special and unique assets of JDS Glass and Remodeling, Inc.. _____ agrees that _____ will not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate any Information to any third party without the prior written consent of JDS Glass and Remodeling, Inc.. _____ will protect the Information and treat it as strictly confidential. A violation by _____ of this paragraph shall be a material violation of this Agreement and will justify legal and/or equitable relief.

7. UNAUTHORIZED DISCLOSURE OF INFORMATION. If it appears that _____ has disclosed (or has threatened to disclose) Information in violation of this Agreement, JDS Glass and Remodeling, Inc. shall be entitled to an injunction to restrain _____ from disclosing, in whole or in part, such Information, or from providing any services to any party to whom such Information has been disclosed or may be disclosed. JDS Glass and Remodeling, Inc. shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

8. EMPLOYEE'S INABILITY TO CONTRACT FOR EMPLOYER. _____ shall not have the right to make any contracts or commitments for or on behalf of JDS Glass and Remodeling, Inc. without first obtaining the express written consent of JDS Glass and Remodeling, Inc..

9. BENEFITS. _____ shall be entitled to employment benefits, including

holidays, 401k, personal leave, sick leave, vacation and disability insurance as provided by JDS Glass and Remodeling, Inc.'s policies in effect during the term of employment.

10. TERM/TERMINATION. _____'s employment under this Agreement shall be for an unspecified term on an "at will" basis. If _____ is in violation of this Agreement, JDS Glass and Remodeling, Inc. may terminate employment without notice and with compensation to _____ only to the date of such termination. The compensation paid under this Agreement shall be _____'s exclusive remedy.

11. TERMINATION FOR DISABILITY. JDS Glass and Remodeling, Inc. shall have the option to terminate this Agreement, if _____ becomes permanently disabled and is no longer able to perform the essential functions of the position with reasonable accommodation. JDS Glass and Remodeling, Inc. shall exercise this option by giving 30 days written notice to _____.

12. COMPLIANCE WITH EMPLOYER'S RULES. _____ agrees to comply with all of the rules and regulations of JDS Glass and Remodeling, Inc..

13. RETURN OF PROPERTY. Upon termination of this Agreement, _____ shall deliver to JDS Glass and Remodeling, Inc. all property which is JDS Glass and Remodeling, Inc.'s property or related to JDS Glass and Remodeling, Inc.'s business (including keys, records, notes, data, memoranda, models, and equipment) that is in _____'s possession or under _____'s control. Such obligation shall be governed by any separate confidentiality or proprietary rights agreement signed by _____.

14. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or on the third day after being deposited in the United States mail, postage paid, addressed as follows:

Employer:

JDS Glass and Remodeling, Inc.
Justin Mills
Owner
210 West Mill Street
Landis, North Carolina 28088

Employee:

_____, _____

Such addresses may be changed from time to time by either party by providing written notice in

