# Contract Assignment

This assignment entails the completion of the following tasks:

1. You will draft an Employment Agreement based upon further instructions provided.
2. You will compose a paper (not less than one page but no more than two pages) explaining how your Employment Agreement satisfies all of the elements of a valid, enforceable contract and the jurisdiction’s law governing covenants not to compete. Further instructions are provided below.
3. You must submit to me, by 11:59 p.m. on Sunday, July 22, the Employment Agreement and paper via Canvas. PLEASE NOTE: You must attach both the Agreement and paper in the one submission. Canvas allows you to attach multiple documents to a submission.

You are an employer who has conducted interviews for an open position within your company. You are ready to extend an offer to one of the interviewees, but first, you need to compose an Employment Agreement. You are very concerned with the state of the economy at present and do not want to enter into any long-term contracts with any of your employees. On the other hand, you do not want to invest the time and money it takes to train a new employee, and then have that employee leave your company in a year and go to work for one of your competitors.

The **Employment Agreement** must contain the following provisions:

1. Name and address of the Employer (You must choose between Alabama or Florida as the applicable jurisdiction and location of the business)
2. Name and address of the Employee
3. Description of the company
4. Description of the job (you determine what type of job the agreement will cover)
5. Salary and other benefits
6. Duration of the employment agreement
7. Covenant not to compete
8. Any other provisions you feel are necessary
9. Signatures space and the date of the Agreement

The format for the Employment Agreement should be straightforward and concise. Use language that is clear—in other words, do not use a lot of “legalese” that most people will not understand. It is prohibited for you to copy an existing employment agreement. You must write the agreement in your own words. The Agreement should be no more than two pages, typed, double-spaced in Times New Roman font.

Use your creativity in creating an employer and the corresponding details of the employee identity, description of the company, salary and other benefits.

**Research Aspect:** Based upon the jurisdiction (state) that you have chosen for the employer (Florida or Alabama), you will need to research the laws governing covenants not to complete within in that particular state to ensure that your covenant not to compete meets the legal requirements.

1. **Paper**: You must write a paper explaining how your Employment Agreement satisfies each of the elements of a valid, enforceable contract. You must also explain how your covenant not to compete contained in the Employment Agreement satisfies the requirements of the particular state you have chosen for the location of the business. HOWEVER, if a covenant not to compete is not enforceable given your particular company and purpose of employment, then you must state the reasons for that and the applicable law prohibiting such a clause. You are REQUIRED to cite to **at least two external resources** which explain the laws governing covenants not to compete within the state that you chose. The Paper should not be less than one page or more than two pages, typed, double-spaced, using Times New Roman 12pt font. All margins must be one inch. Only include your first and last name in the paper. No other identifying information like the name of the course or my name needs to be included. There should be no more than one double-space between your name and the beginning of the paper. Use **APA Style** to cite your sources. This means you will need to include in-text citations and provide a references page. The references page does not count toward your page requirements for the assignment.

The Agreement and Paper must be submitted via the submission link on Canvas as either **Word or PDF** documents. **PLEASE NOTE AGAIN**: You can attach multiple documents to your submission.

**Below are some resources to help you complete this assignment:**

1. <http://troy.libguides.com/legalresources> **provides you with different databases and other websites for legal sources. It also offers explanations of how use to some of the databases.**
2. <https://owl.english.purdue.edu/owl/resource/560/1/>



