

ONE-YEAR COMMITMENT AGREEMENT (Board Members Only)

This One-Year Employment Commitment Agreement ("Agreement") is made and entered into as of the date signed below, by and between Nelipots in Nature ("Company") and the Board Member ("Employee").

1. Commitment Period

The Employee agrees to remain employed with the Company for a minimum period of one (1) year from the start date of the school year to the end of the school year (August 2025-May 2026), unless employment is terminated by the Company or due to extraordinary circumstances as determined by the Company.

2. Responsibilities and Expectations

During the one-year commitment period, the Employee agrees to perform their duties to the best of their abilities, adhere to all company policies and procedures, and contribute positively to the work environment.

3. Early Termination

If the Employee voluntarily resigns before the completion of the one-year period, they may be required to provide advance notice as per company policy. Additionally, if the Employee's early resignation causes a financial or operational burden on the Company, they may be required to reimburse certain training, relocation, or onboarding costs, if applicable and pre-agreed upon.

4. At-Will Employment

This Agreement does not alter the at-will employment relationship between the Employee and the Company. The Company retains the right to terminate the Employee's employment at any time, with or without cause, as permitted by law.

5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of any proprietary or sensitive company information obtained during their employment and to conduct themselves in a professional manner at all times.

6. Severability

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

7. Acknowledgment

The Employee acknowledges that they have read, understood, and voluntarily agree to the terms of this One-Year Employment Commitment Agreement.

Employee Signature: _____

Printed Name: _____

Date: _____

Company Representative Signature: _____

Printed Name: _____

Date: _____