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#### EMPLOYMENT AGREEMENT

##### This Agreement is entered into this \_\_\_\_\_day of \_\_\_\_\_\_\_\_\_\_\_20\_\_\_\_by and between Renaissance Discovery House Inc dba Recovery Works (hereinafter “Employer”) and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(hereinafter “Employee” under the following terms and conditions:

 Employer wished to engage Employee to perform certain services at specific terms and conditions.

 NOW THEREFORE, In consideration of foregoing Recital which is incorporated herein by this reference, and of the covenants and conditions contained herein, the parties agree as follows:

1. Employee agrees to perform the services specified in Exhibit “A: attached hereto and by this reference made a part hereof (“Described Services:)
2. The effective date of this agreement shall be:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. The Term of this Agreement shall commence on the effective date of this Agreement and shall continue in effect until described services have been completed or until this Agreement is terminated as hereinafter provided.
2. Employer agrees to pay to Employee during the term of this Agreement, a salary of $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_weekly or $\_\_\_\_\_\_\_\_\_hourly, subject to customary withholding tax and any other payroll taxes that are required with respect to compensation paid by an employer to an employee. Employee shall not, without the express written consent of Employer, engage in any activity competitive with or adverse to Employer’s business or charitable interest (whether alone, as a partner or as an officer, director, employee or shareholder of any other corporation, or a trustee or fiduciary or any other representative of any other entity.
3. Employee agrees that overtime hours will not be paid, unless authorized in writing by the employee’s supervisor and a member of the Executive Committee.
4. Employee understands that due to the nature of the Employer, in that it is a non-profit public benefit corporation sick leave will not be paid to employee.
5. Employee, during the term of the employment under this Agreement, may have access to confidential records consisting of the program folders (student folders, case folders and ethics folders) of students/clients. Employee acknowledges generally that such information is confidential and that it is against State and Federal law to disclose such confidential information, either as an Employee or at any time later. Additionally, personnel records (employment, enhancement and ethics files) of staff are also confidential information and record and are the property of Employer. Employee agrees not to disclose any confidential information directly or indirectly, or use same in any manner detrimental to Employer whatsoever during the term of this Agreement, or at any time. All files, records, documents and similar items relating to the conduct of Employer’s operation, whether prepared by Employee or otherwise coming into Employee’s possession, shall remain the exclusive property of Employer and shall not be copied or removed from the premises of Employer without the express written consent of Employer. Employee shall immediately return all such items to Employer upon termination of his/her employment.
6. In performing the Described Services, Employee is an employee of Employer and shall be entitled to Workers Compensation of any other benefit provided to the employees of Employer. Further, payroll or employment taxes shall be withheld or paid as required by law. However, Employee is still responsible for making his own tax payments as required by law.
7. Employee recognizes that in performing the Described Services he/she will be given access to Employer’s premises, process, documents and other sensitive and valuable proprietary or personal information as required for the performance of any of the Described Services. Employee agrees to keep in confidence and prevent disclosure to any person or organization not authorized b Employer to know all information provided to Employee by Employer or coming into his or her possession as a result of the performance of the Described Services. At the conclusion of performance of the Described Services, Employee shall turn over to Employer all notes, recordings, and every other tangible pieces of information collected or prepared while performing the Described Services. Moreover, the covenant of confidentiality contained herein shall apply to all confidential information learned or received by Employee during the performance at his/her duties hereunder and during the negotiations leading to the execution of this Agreement or any addendum. The confidentiality provisions survive termination of this agreement.
8. In the event of a breach or threatened breach by Employee of any of the provisions contained in paragraph 9, Employer, in addition to and not in limitation of, any other rights, remedies or damages available to Employer at law or in equity, shall be entitled to a preliminary and permanent injunction in order to prevent or restrain any such breach.
9. Unless otherwise terminated as provided herein, this Agreement shall continue in force until the Described Services have been completely performed. Notwithstanding any provision hereof, this Agreement may be b terminated by Employer at any time; provided that Employer shall compensate Employee for all services performed to the date of termination for which compensation has not otherwise been paid. In the vent that Employer finds the performance of Employee to be unacceptable it will provide a written notice on the causes. This agreement may be terminated by Employee with one week’s written notice unless Employer become insolvent, the Employee may terminate this agreement at any time, immediately and without penalty or liability.
10. In the event a dispute arises under this Agreement, the parties shall first attempt to resolve their differences through negotiations. If negotiations fail then such dispute shall be settled by binding arbitration at a location of Employer’s choice, in accordance with the rules of the American Arbitration Association, and judgment upon any award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. In the vent of Arbitration, each party hereto shall have the right to conduct reasonable discovery pursuant to the provisions of the California Code of Civil Procedure as presently or hereafter constituted, pursuant to all rules of court applicable to discovery in civil actions before the Superior Court having jurisdiction of this matter, as said rules presently are or hereafter may be constituted and pursuant to any and all provision of law and court rules not presently existing which shall in the future come to exist in place of or in augmentation of all or any of said sections and/or rules of court. Arbitration shall not be required with respect to any matter in which injunctive relief or specific performances is sought by all or any of the hereto.
11. Employee warrants that there are no representations, agreements, arrangements or understandings, oral or written between the parties hereto, relating to the subject matter contained in this Agreement which are not fully expressed herein.
12. Any notice required to be given hereunder shall be delivered personally or shall be sent by first class mail, postage prepaid, return receipt requested to the respective parties at the addresses given in the Preamble of this Agreement, which addresses may be changed by the parties by written notice conforming to the requirements of this paragraph. Any such notice deposited in the mail shall be conclusively deemed delivered to and received by the addressee five (5) days after deposit in the mail, it all of the foregoing conditions of notice shall have been satisfied.
13. Employee may not assign this Agreement or his or her rights or duties herein.
14. This Agreement shall be executed under the laws of the State of Georgia
15. The failure of any party to insist in any one or more instances, upon strict performance of any one of more of the provisions, terms and conditions of this Agreement or to exercise any right or rights hereunder shall not be construed as a waiver thereof, and any and all such provisions, terms, conditions and rights shall continue and remain in full force and effect.
16. This Agreement shall be binding on and inure to the benefit of the respective parties and their respective heirs, legal representatives successors and assigns.
17. In the event that any party to this Agreement institutes any action or proceeding including, but not limited to, litigation and arbitration, to preserve, protect or to enforce any right or benefit created by or granted under this Agreement, the prevailing party in each respective tribunal or body, as may be appropriate to an award in said action or proceeding of that sum of money which represents the attorney’s fees reasonable incurred by the prevailing party in negotiating any and all matters underlying said action or proceeding and in preparation for-instituting said action or proceeding.
18. If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.
19. This Agreement may be executed in counterparts, each of which shall be deemed an original.
20. This Agreement and its attached Exhibit sets forth the entire agreement of the parties hereto with respect to the subject matter hereof and may be modified or amended only by a written instrument executed by the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of this \_\_\_\_\_\_\_\_\_\_day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_20\_\_\_\_\_.

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Employee Name (Print)

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Employee Signature

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Signature of Authorized Officer