This agreement, made and entered into between [COMPANY NAME] (hereinafter called “[COMMON NAME” or “Company”) and Angel Santiago (hereinafter called “Employee”), as of [DATE].

The Company has agreed to reimburse certain relocation expenses incurred and paid by Employee, or to pay certain relocation expenses on behalf of Employee. As part of the relocation agreement, the parties hereto agree to as follows:

[COMMON NAME] agrees to pay the Employee $\_\_\_\_\_\_\_ in relocation allowance. [COMMON NAME] agrees to pay the deposit and first month’s rent totaling $\_\_\_\_\_\_ on the Employee’s behalf. [COMMON NAME] agrees to pay $200 for truck rental on the Employee’s behalf.

[COMMON NAME] agrees to provide the Employee with a $\_\_\_\_\_\_ advance to be paid back via payroll deduction at $\_\_\_\_\_\_ per pay period for \_\_\_\_ pay periods.

Employee agrees that in the event his employment with the Company terminates either voluntarily (other than for Good Reason) or for Cause, during the first year following his effective date of transfer, 100% of all funds provided to the employee will be immediately repayable to the Company.

Repayment must be made on or before the last day of employment with the Company. The company reserves the right to deduction the amount due from the final paycheck.

In the event the Employee’s employment is terminated by the Company for a reason other than for Cause, as defined below, Employee’s obligations to reimburse the expenses described in this agreement shall lapse.

Employee agrees that should he receive any relocation assistance, or should any relocation expenses be paid to or on behalf of Employee as stated above, and should he fail to transfer as expected, Employee will reimburse Company for those relocation reimbursements in full within ten (10) days of the date Employee was expected to commence employment with Company or transfer locations.

The Employee agrees that the Company may deduct any relocation expenses which Employee may owe the Company from any sums the Company owes the Employee including, but not limited to, wages, bonuses, paid time off, prior to payment of such sums to the Employee. In the event the Company is required to seek legal or other process to enforce any of its rights hereunder, the Employee agrees to pay the Company’s collection costs and expenses including, without limitation, reasonable attorney’s fees and court costs.

Employees are responsible for taxes associated with payment of non-deductible relocation reimbursements including those made to a third party on the employee’s behalf.

This agreement is not an employment contract or an agreement for a term of employment. Nothing is this agreement shall modify the Employee’s status as an employee-at-will. Accordingly, either Employee or Company may terminate the employment relationship at any time with or without cause. The parties have executed this Agreement as of the day stated in paragraph one on the preceding page.

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| **[COMPANY NAME]** | | |  | **EMPLOYEE** | | |
|  | | |  | | | |
|  | | |  |  | | |
| Name | | |  | Name | | |
|  | | |  | | | |
| COO | | |  |  | | |
| Job Title | | |  | Social Security Number | | |
|  | | |  | | | |
|  | | |  |  | | |
| Date | | |  | Date | | |

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