

INDIVIDUAL LABOR AGREEMENT

PLEASE NOTE: Mexican agreements drafted in the English language are valid as long as ALL PARTIES to the contract are fluent in English. In the event that the agreement needs to be presented to any Mexican authority, such as a court, public registry, or notary, the agreement may need to be translated by an official translator.

INDIVIDUAL WORK AGREEMENT ENTERED INTO BY AND BETWEEN THE COMPANY KNOWN AS ____, THROUGH ITS LEGAL REPRESENTATIVE MR(S) ____, WHO HEREINAFTER SHALL BE REFERRED TO AS THE EMPLOYER, AND ____, WHO HEREINAFTER SHALL BE REFERRED TO AS THE EMPLOYEE, AGREEING TO BE BOUND BY THE FOLLOWING RECITALS AND CLAUSES:

RECITALS

I. The EMPLOYER truthfully states:

- a) That he is the legal representative of the Company known as _____ [name of company], legal capacity which has not been revoked or modified as of the date of execution.
- b) _____ [name of company] is a Corporation incorporated pursuant to the laws of Mexico as evidenced in the corporate bylaws in public deed number ____ dated [Month] ____, [Day] ____ of [Year] ____ issued before [Name of Mexican Notary] ____, Notary Public number [Number of Mexican Notary] ____ in and for the city of ____, state of ____, and duly recorded in the Public Registry for the city of ____, state of ____, under registration number ____ dated [Month] ____, [Day] ____ of [Year] ____.
- c) That the address of record of the Corporation is [Street Address] ____, in the neighborhood of ____, in the city of ____ in the state of ____, Mexico.

II. The EMPLOYEE truthfully states:

- a) That he is a Mexican citizen, of legal age and that his legal address is _____ [Street Address], in the neighborhood of ____, in the city of ____, in the state of ____, Mexico.

III. Both parties state:

- a) That it is their wish to enter into this Agreement so that EMPLOYEE may render services for a certain amount of time as a [Position] ____ to the EMPLOYER, and that the EMPLOYER, in turn, will pay the EMPLOYEE a salary for his services.

