

EMPLOYEE OFF-SITE PARKING AGREEMENT AND ACKNOWLEDGMENT

This Employee Off-Site Parking Agreement and Acknowledgment (this “**Agreement**”) is entered into and effective as of the date signed by the Employee below, by and between **Subculture Coffee Roasters**, the entity operating the coffeehouse and restaurant business known as Subculture Coffee located at 302 NE 6th Avenue, Delray Beach, Florida 33444 (the “**Employer**” and the “**Property**,” respectively), and the undersigned employee (the “**Employee**”).

RECITALS

WHEREAS, The Property is improved with a limited number of on-site parking spaces (the “On-Site Lot”). Those spaces must remain available for use by Subculture’s customers and patrons.

WHEREAS, Keeping the On-Site Lot available for customer use supports the Employer’s and the Property owner’s compliance with the City of Delray Beach Land Development Regulations and the parking obligations applicable to the Property.

WHEREAS, To preserve the On-Site Lot for customers, and to support continued compliance with applicable parking requirements, the Employer requires that all employees park off-site, in legal and authorized parking, during their work shifts.

WHEREAS, The Employee understands and agrees to comply with this off-site parking requirement as a condition of employment.

NOW, THEREFORE, in consideration of the Employee’s employment and the mutual promises set forth below, the parties agree as follows:

AGREEMENT

1. **Off-Site Parking Required.** During every scheduled work shift — including the time before, during, and after the shift while the Employee is at or reporting to the Property for work — the Employee shall park his or her vehicle only in legal, authorized off-site parking, and shall not park in the On-Site Lot.
2. **No Parking in the On-Site Lot.** The Employee shall not park any vehicle (whether owned, leased, borrowed, or otherwise operated by the Employee) in the On-Site Lot at the Property at any time in connection with the Employee’s work, deliveries, breaks, or any other work-related purpose.
3. **Legal and Authorized Parking Only.** The Employee shall park only in parking that is lawful and authorized for the Employee’s use, including (a) any approved off-site parking locations identified on Schedule A; (b) public parking lots or garages; and (c) on-street parking where lawful. The Employee shall observe and comply with all posted signage, time limits, permit requirements, and parking regulations, and shall not park on private property without authorization or in any manner that creates a nuisance for, or interferes with, neighboring businesses or residents.

4. **Designation of Primary Off-Site Parking.** The Employee shall identify, in the signature section below, the off-site location the Employee intends to use as his or her primary parking for work shifts, and shall promptly notify the Employer of any change to that location.
5. **Condition of Employment; At-Will Status.** Compliance with this Agreement is a condition of the Employee's employment. The Employee acknowledges that any violation may result in disciplinary action, up to and including termination of employment. Nothing in this Agreement alters the at-will nature of the Employee's employment, which may be terminated by either the Employee or the Employer at any time, with or without cause and with or without notice, consistent with Florida law.
6. **Purpose Acknowledged.** The Employee acknowledges that the purpose of this Agreement is to keep the On-Site Lot available for Subculture's customers and to support the Employer's compliance with the City of Delray Beach parking requirements for the Property, and that the Employee's cooperation is important to the operation of the business.
7. **Entire Agreement; Amendment.** This Agreement is the entire agreement between the parties concerning employee parking and supersedes any prior understanding on that subject. It may be amended only by a writing signed by the Employer, except that the Employer may update the approved locations on Schedule A from time to time upon notice to the Employee.
8. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of Florida.

EMPLOYEE ACKNOWLEDGMENT AND SIGNATURE

I have read and understand this Agreement. I agree to park off-site in legal, authorized parking during my work shifts and not to park in the On-Site Lot at 302 NE 6th Avenue, Delray Beach, Florida. I understand that compliance is a condition of my employment.

Employee Signature

Employee Name (print)

Position / Title: _____ Date: _____

SCHEDULE A

Approved Off-Site Parking Locations

The locations listed below are approved by the Employer for employee parking. The Employee may also use public parking lots or garages and on-street parking where lawful. The Employer may update this Schedule from time to time upon notice to the Employee.

Approved Off-Site Location	Address	Notes (hours, permit, restrictions)