

## Employee Non-Compete Statement

Employees shall not provide private child care or babysitting services for parents of any child or children enrolled at **WellKind School for Early Learners** for a period of twenty-four (24) months from the date of termination, suspension, or quitting employment at **WellKind School for Early Learners**.

No departing employee shall solicit clients of **WellKind School for Early Learners** for the same 24 month period. An “enrolled” child is defined as a child attending **WellKind School for Early Learners** at any time during an employee’s employment at **WellKind School for Early Learners**.

Also, no departing staff person may use the philosophy, procedures, policies, or curriculum model of **WellKind School for Early Learners** to open or operate their own child care facility or one of a competitor’s within a twenty-four (24) month period.

I have read the above employment restrictions concerning my employment at Freckles and Frills, Inc. I understand that any material breach of the non-circumvention and/or non competition restriction(s) can result in legal action against me by Freckles and Frills, Inc., and furthermore that Freckles and Frills, Inc. is entitled to injunctive relief under such circumstances as provided for by any Court of competent jurisdiction in this country, this state.

---

Signature

---

Date

