



Non-Solicitation and Non-Compete Restrictions

Take Flight Child Development Center invests significant time, money and resources in screening, educating and training employees. Employees have access to confidential business information and proprietary methods that are the sole and exclusive property of Take Flight Child Development Center.

Consequently, each Take Flight Child Development Center employee has signed a Non-Compete & Non-Solicitation Agreement. This agreement specifically prohibits employees from solicitation of daycare opportunities or acting as nannies for Take Flight Child Development Center clients for a period of one year after leaving the employment of Take Flight Child Development Center.

Employees are specifically forbidden from:

1. Opening home daycares within a 30 mile radius of our Center.
2. Accepting nanny positions from current clients of Take Flight Child Development Center during their employment.
3. Soliciting other daycare center for work within a 30 mile radius for one year after their employment ends.

Since such acts could have a damaging impact on Take Flight Child Development Center, employees who violate this policy face legal action and a Temporary Restraining Order forcing them to give up such positions or jobs.

In addition, former employees who violate their agreements are financially responsible for any losses Take Flight Child Development Center may incur as a result of their actions.

Client failure to follow this non-solicitation and non-competete restriction can result in possible legal action against our client.

Client Signature (Parent/Guardian A)

Date

Client Signature (Parent/Guardian B)

Date

Administration Signature

Date