



NIKKI'S CHRISTIAN ACADEMY

FAITH.....EXCELLENCE.....FAMILY

Website: nikkischristianlearningcenter.org • Email: ncaoldbridge@gmail.com

1549 Old Bridge Road, Woodbridge, VA 22192

Tel: (571) 427-2053 • Fax: (571) 427-2054

NON-SOLICITATION AND NON-COMPETE RESTRICTIONS

Nikki's Christian Academy., 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 Nikki's Christian Academy. This specifically prohibits employees from solicitation of daycare opportunities or acting as nannies for Nikki's Christian Academy clients for a period of one year after leaving the employment of Nikki's Christian Academy.

While employees may provide occasional babysitting services during non-business hours, employees are specifically forbidden from

1. Opening home daycares,
2. Accepting nanny positions from current clients of Nikki's Christian Academy or parents who have been clients of Nikki's Christian Academy during their employment.
3. Soliciting Nikki's Christian Academy. clients for any other daycare provider.

Since such acts could have a damaging impact on Nikki's Christian Academy. Employees who violate this policy will face disciplinary action, up to and including termination. In addition, former employees who violate their agreements are financially responsible for any losses Nikki's Christian Academy. may incur as a result of their actions.

Signature of Staff Member

Date

Signature of Director/Supervisor

Date