



As of 9-1-17

Nikki's Christian Daycare & Learning Center, Inc.

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NON-SOLICITATION AND NON-COMPETE RESTRICTIONS

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

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 Daycare Inc. or parents who have been clients of Nikki's Christian Daycare Inc. during their employment.
3. Soliciting Nikki's Christian Daycare Inc. clients for any other daycare provider.

Since such acts could have a damaging impact on Niikk's Christian Daycare Inc. 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 Daycare, Inc. may incur as a result of their actions.

Employee Signature: _____ Date: _____

Director Signature: _____ Date: _____