



Condition of Employment: Non-Circumvention * Non-Competition

Safari Child Care Center 403 P. Ave Milford, IA 51351

Safari Child Care expends considerable time and effort to cultivate enrollment at the center. Referrals, advertising and other forms of promotion are continuously used to expand the client base of the business. Child Care is a competitive business and prospective employees must appreciate the efforts and costs associated with establishing and protecting the business.

Acceptance of employment at Safari is subject to non-circumvention and non-competition restrictions during and after such employment.

1. NON-CIRCUMVENTION

No employee of Safari Child Care shall cause the circumvention of Safari customers, Customers are defined as enrolled children and/or parents and guardians of such enrolled children. Employees will not do anything of the sort causing Safari Center's clients to seek alternate child care such as centers that are licensed by state organizations or private daycare persons. The names and identities of all Safari clients are the property of Safari Child Care and are to be treated with strict confidentiality at all times. Referrals to child care organizations or individuals engaged in child care outside of Safari constitutes circumvention of Safari Child Care clients.

2. NON-COMPETITION

Employees shall not provide child care for any child or children enrolled at Safari Child Care Center for a period of 12 months of the date of termination, suspension, or quitting employment at Safari Center. No departing employee shall solicit clients of Safari Child Care for the same 24 month period. An "enrolled" child is defined as a child attending Safari Child Care at any time during an employees' employment at Safari Child Care Center.

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

EMPLOYEE

Date Signed

Witnessed By

Date Witnessed