

NON-COMPETE AGREEMENT (Board Members Only)

This Non-Compete Agreement ("Agreement") is made and entered into as of the date signed below, by and between Nelipots in Nature ("Company") and the Board Member ("Employee").

1. Purpose

The Employee agrees that during their employment with the Company they shall not start any business or activity that competes directly or indirectly with the Company within 15 miles.

2. Non-Competition

The Employee agrees not to own, manage, operate, consult, or be employed by any entity that competes with the Company in the same industry or market during the restricted period and within the specified geographic area.

3. Non-Solicitation

The Employee further agrees that they will not solicit or attempt to solicit any clients, customers, or employees of the Company for the purpose of diverting business or encouraging employment with a competitor.

4. Confidentiality

The Employee acknowledges that during their employment, they will have access to proprietary and confidential information of the Company. The Employee agrees to maintain the confidentiality of such information and not disclose it to any third party.

5. Enforcement and Remedies

The Employee understands that violation of this Agreement may result in legal action, including but not limited to injunctive relief, monetary damages, and other equitable remedies as deemed appropriate by a court of law.

6. Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

7. Acknowledgment

The Employee acknowledges that they have read, understood, and voluntarily agree to the terms of this Non-Compete Agreement.

Employee Signature: _____

Printed Name: _____

Date: _____

Company Representative Signature: _____

Printed Name: _____

Date: _____