



Non-Solicitation and Non-Compete Restrictions

Kids 'R' Kids 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 Kids 'R' Kids.

Consequently, each Kids 'R' Kids employee has signed an "Employment Non-Compete & Non-Solicitation Agreement". This agreement specifically prohibits employees from solicitation daycare opportunities or acting as nannies for Kids 'R' Kids clients for a period of one year after leaving the employment of Kids 'R' Kids.

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 Kids 'R' Kids or parents who have been clients of Kids 'R' Kids during their employment
3. Soliciting Kids 'R' Kids clients for any other daycare provider.

Since such acts could have a damaging impact on Kids 'R' Kids, employees who violate this policy face 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 Kids 'R' Kids may incur as a result of their actions.