

## CHICPROCLEAN NON SOLICITATION AGREEMENTS

### NON SOLICITATION OF CLIENTS PROVISION

Employee agrees that for 2 years after Employee is no longer employed by the ChicProClean, Employee will not directly or indirectly solicit, agree to perform or perform services of any type that the ChicProClean can render ("Services") for any person or entity who paid or engaged ChicProClean for services, or who received the benefit of the ChicProClean's Services, or with whom Employee had any substantial dealing while employed by the ChicProClean. However, this restriction with respect to Services applies only to those Services rendered by Employee or an office or unit of the Company in which Employee worked or over which Employee had supervisory authority.

This restriction also applies to assisting any employer or other third party.

Sign:

Print Name:

Date:

### NON SOLICITATION OF EMPLOYEES PROVISION

For a period of 2 years from the date that Employee is no longer employed by ChicProClean, Employee shall not take any actions to assist Employee's successor employer or any other entity **in recruiting any other employee who works for or is affiliated with ChicProClean.** This includes, but is not limited to: (a) identifying to such successor employer or its agents or such other entity the person or persons who have special knowledge concerning the Company's processes, methods or confidential affairs; and (b) commenting to the successor employer or its agents or such other entity about the quantity of work, quality of work, special knowledge, or personal characteristics of any person who is still employed at the Company.

Employee also agrees that Employee will not provide such information set forth in (a) and (b) above to a prospective employer during interviews preceding possible employment.

Sign:

Print Name:

Date: