

NON-COMPETE AGREEMENT

And

NON-DISCLOSURE AGREEMENT

THIS NON-COMPETE AGREEMENT (the "Agreement") dated this _____ day of _____, _____

BETWEEN:

(Name) _____ of _____ (location)

(the "Inventor")

OF THE FIRST PART

- AND -

(Name) _____ of _____ (Location)

(the "Contractor")

OF THE SECOND PART

BACKGROUND:

- A. The Inventor has proprietary information and know-how relating to a certain invention (the "Invention").

- B. In connection with the Contractor providing services including but not limited to design, development, and artwork, (the "Permitted Purpose"), the Contractor has requested certain confidential information (the "Confidential Information") regarding the Invention and the Inventor

has sought assurance that the Confidential Information will not be exploited to gain a competitive advantage.

IN CONSIDERATION OF and as a condition of the Inventor providing the Confidential Information to the Contractor in addition to other valuable consideration, the receipt and sufficiency of which consideration is hereby acknowledged, the parties to this Agreement agree as follows:

Non-Competition

1. Other than with the express written consent of the Inventor, which consent may not be unreasonably withheld, the Contractor will not, from the date of this Agreement until _____, _____, be directly or indirectly involved with a business which is in direct competition with the business lines of the Inventor that are the subject of this Agreement.
2. Other than with the express written consent of the Inventor, which consent may not be unreasonably withheld, the Contractor will not, from the date of this Agreement until _____, _____, be directly or indirectly involved with a business which is in direct competition with the Inventor in the market for the Invention.

Non-Solicitation

3. The Contractor, their affiliates, subsidiaries and representatives will not, from the date of this Agreement until _____, _____, directly or indirectly solicit for employment or employ any person who is now employed or retained by the Inventor or any affiliate of the Inventor without the prior written consent of the Inventor.

Confidential Information

4. All written and oral information and materials disclosed or provided by the Inventor to the Contractor under this Agreement constitute Confidential Information regardless of whether such information was provided before or after the date of this Agreement or how it was provided to the Contractor.
5. The Confidential Information means all data and information relating to the invention as well as data and information relating to the Inventor, including but not limited to, the following:
 - a. 'Customer Information' which includes names of customers of the Inventor, their representatives, all customer contact information, contracts and their contents and parties,

customer services, data provided by customers and the type, quantity and specifications of products and services purchased, leased, licensed or received by customers of the Inventor;

- b. 'Intellectual Property' which includes information relating to the Inventor's proprietary rights prior to any public disclosure of such information, including but not limited to the nature of the proprietary rights, production data, technical and engineering data, technical concepts, test data and test results, simulation results, the status and details of research and development of products and services, and information regarding acquiring, protecting, enforcing and licensing proprietary rights (including patents, copyrights and trade secrets);
- c. 'Marketing and Development Information' which includes marketing and development plans of the Inventor, price and cost data, price and fee amounts, pricing and billing policies, quoting procedures, marketing techniques and methods of obtaining business, forecasts and forecast assumptions and volumes, and future plans and potential strategies of the Inventor which have been or are being discussed;
- d. 'Business Operations' which includes internal personnel and financial information of the Inventor, vendor names and other vendor information (including vendor characteristics, services and agreements), purchasing and internal cost information, internal services and operational manuals, external business contacts including those stored on social media accounts or other similar platforms or databases operated by the Inventor, and the manner and methods of conducting the Inventor's business;
- e. 'Product Information' which includes all specifications for products of the Inventor as well as work product resulting from or related to work or projects of the Inventor, of any type or form in any stage of actual or anticipated research and development;
- f. 'Production Processes' which includes processes used in the creation, production and manufacturing of the work product of the Inventor, including but not limited to, formulas, patterns, molds, models, methods, techniques, specifications, processes, procedures, equipment, devices, programs, and designs; and
- g. Confidential Information will also include any information that has been disclosed by a third party to the Inventor and is protected by a non-disclosure agreement entered into between the third party and the Inventor.

6. Confidential Information will not include the following information:
- a. Information that is generally known in the industry of the Inventor;
 - b. Information that is now or subsequently becomes generally available to the public through no wrongful act of the Contractor;
 - c. Information rightly in the possession of the Contractor prior to receiving the Confidential Information from the Inventor;
 - d. Information that is independently created by the Contractor without direct or indirect use of the Confidential Information; or
 - e. Information that the Contractor rightfully obtains from a third party who has the right to transfer or disclose it.

Confidential Obligations

7. Except as otherwise provided in this Agreement, the Contractor must keep the Confidential Information confidential.
8. Except as otherwise provided in this Agreement, the Confidential Information will remain the exclusive property of the Inventor and will only be used by the Contractor for the Permitted Purpose. The Contractor will not use the Confidential Information for any purpose that might be directly or indirectly detrimental to the Inventor or any associated affiliates or subsidiaries.
9. The obligations to ensure and protect the confidentiality of the Confidential Information imposed on the Contractor in this Agreement and any obligations to provide notice under this Agreement will survive the expiration or termination, as the case may be, of this Agreement and those obligations will last indefinitely.
10. The Contractor may disclose any of the Confidential Information:
- a. to such employees, agents, representatives and advisors of the Contractor that have a need to know for the Permitted Purpose provided that:
 - i. the Contractor has informed such personnel of the confidential nature of the Confidential Information;

- ii. such personnel agree to be legally bound to the same burdens of confidentiality and non-use as the Contractor;
- iii. the Contractor agrees to take all necessary steps to ensure that the terms of this Agreement are not violated by such personnel; and
- iv. the Contractor agrees to be responsible for and indemnify the Inventor for any breach of this Agreement by their personnel.

b. to a third party where the Inventor has consented in writing to such disclosure; and

c. to the extent required by law or by the request or requirement of any judicial, legislative, administrative or other governmental body.

11. The Contractor agrees to retain all Confidential Information at their usual place of business and to store all Confidential Information separate from other information and documents held in the same location. Further, the Confidential Information may not be used, reproduced, transformed, or stored on a computer or device that is accessible to persons to whom disclosure may not be made, as set out in this Agreement.

Ownership and Title

12. Nothing contained in this Agreement will grant to or create in the Contractor, either expressly or impliedly, any right, title, interest or license in or to the intellectual property of the Inventor.

Remedies

13. The Contractor agrees and acknowledges that the Confidential Information is of a proprietary and confidential nature and that any failure to maintain the confidentiality of the Confidential Information in breach of this Agreement cannot be reasonably or adequately compensated for in money damages and would cause irreparable injury to the Inventor. Accordingly, the Contractor agrees that the Inventor is entitled to, in addition to all other rights and remedies available to them at law or in equity, an injunction restraining the Contractor and any agents of the Contractor, from directly or indirectly committing or engaging in any act restricted by this Agreement in relation to the Confidential Information.

Return of Confidential Information

14. The Contractor will keep track of all Confidential Information provided to them and the location of such information. The Inventor may at any time request the return of all Confidential Information from the Contractor. Upon the request of the Inventor, or in the event that the Contractor ceases to require use of the Confidential Information, or upon the expiration or termination of this Agreement, the Contractor will:
 - a. return all Confidential Information to the Inventor and will not retain any copies of this information;
 - b. destroy or have destroyed all memoranda, notes, reports and other works based on or derived from the Contractor's review of the confidential information; and
 - c. provide a certificate to the Inventor that such materials have been destroyed or returned, as the case may be.

Notices

15. In the event that the Contractor is required in a civil, criminal or regulatory proceeding to disclose any part of the Confidential Information, the Contractor will give to the Inventor prompt written notice of such request so the Inventor may seek an appropriate remedy or alternatively to waive the Contractor's compliance with the provisions of this Agreement in regard to the request.
16. If the Contractor loses or fails to maintain the confidentiality of any of the Confidential Information in breach of this Agreement, the Contractor will immediately notify the Inventor and take all reasonable steps necessary to retrieve the lost or improperly disclosed Confidential Information.
17. Any notices or delivery required in this Agreement will be deemed completed when hand-delivered, delivered by agent, or seven (7) days after being placed in the post, postage prepaid, to the parties at the addresses contained in this Agreement or as the parties may later designate in writing.
18. The addresses for any notice to be delivered to any of the parties to this Agreement are as follows:

a. _____

b. _____

Representations

19. In providing the Confidential Information, the Inventor makes no representations, either expressly or impliedly as to its adequacy, sufficiency, completeness, correctness or its lack of defect of any kind, including any patent or trademark infringement that may result from the use of such information.

Further Agreements

20. In the event that the Contractor finds that the Invention is worthy of being patented, developed and marketed, the Inventor and the Contractor may negotiate an additional agreement to define all their respective rights regarding such patenting, marketing and development.

Termination

21. Either party may terminate this Agreement by providing written notice to the other party. Except as otherwise provided in this Agreement, all rights and obligations under this Agreement will terminate at that time.

Assignment

22. Except where a party has changed its corporate name or merged with another corporation, this Agreement may not be assigned or otherwise transferred by either party in whole or part without the prior written consent of the other party to this Agreement.

Amendments

23. This Agreement may only be amended or modified by a written instrument executed by both the Inventor and the Contractor.

Governing Law

24. This Agreement will be construed in accordance with and governed by the laws of _____ (jurisdiction)

General Provisions

25. Time is of the essence in this Agreement.
26. This Agreement may be executed in counterpart.
27. Headings are inserted for the convenience of the parties only and are not to be considered when interpreting this Agreement. Words in the singular mean and include the plural and vice versa. Words in the masculine mean and include the feminine and vice versa.
28. The clauses, paragraphs, and subparagraphs contained in this Agreement are intended to be read and construed independently of each other. If any part of this Agreement is held to be invalid, this invalidity will not affect the operation of any other part of this Agreement.
29. The Contractor is liable for all costs, expenses and expenditures including, and without limitation, the complete legal costs incurred by the Inventor in enforcing this Agreement as a result of any default of this Agreement by the Contractor.
30. The Inventor and the Contractor acknowledge that this Agreement is reasonable, valid and enforceable. However, if a court of competent jurisdiction finds any of the provisions of this Agreement to be too broad to be enforceable, it is the intention of the Inventor and the Contractor that such provision be reduced in scope by the court only to the extent deemed necessary by that court to render the provision reasonable and enforceable, bearing in mind that it is the intention of the Contractor to give the Inventor the broadest possible protection to maintain the confidentiality of the Confidential Information.
31. No failure or delay by the Inventor in exercising any power, right or privilege provided in this Agreement will operate as a waiver, nor will any single or partial exercise of such rights, powers or privileges preclude any further exercise of them or the exercise of any other right, power or privilege provided in this Agreement.

32. This Agreement will inure to the benefit of and be binding upon the respective heirs, executors, administrators, successors and assigns, as the case may be, of the Inventor and the Contractor.

33. This Agreement constitutes the entire agreement between the parties and there are no further items or provisions, either oral or otherwise.

IN WITNESS WHEREOF _____ and _____ have duly affixed their signatures under hand and seal on this _____ day of _____, _____.

(Inventor)

(Contractor)