

THIS EMPLOYEE AGREEMENT (the “Agreement”) is made as of _____ (DATE), by and between Suburban Pet Services, Inc. (the “Company”) and _____ (the “EMPLOYEE”) of _____ (Employee’s Current Address) whereby the Company and employee hereby agree as follows:

EMPLOYEE RELATIONSHIP INITIALS

- A. The parties to this Agreement recognize that this Agreement does not create any actual or apparent agency, partnership or franchise. The employee is not authorized to enter into or commit the Company to any agreements; and, in addition, the employee shall not represent itself as the agent or legal representative of the Company.
- B. The employee will be asked to perform specific pet care duties, including, but not limited to: walking dogs, cleaning up after them, feeding pets, including dogs and cats, in clients’ homes, and other pet care-related tasks, for client(s) of the company. Pet care duties will take place in the clients’ home(s) or other designated locations as provided by the client(s).
- C. The employee is expected, to transport a pet to a veterinary center, when instructed by the company, in the event of an emergency unless the employee does not agree to transport a pet. In the case that an employee does NOT generally agree to transport a pet, this paragraph should be crossed out and the employee must sign initials here ____.

SCOPE OF SERVICES, ETC. INITIALS

- A. The employee agrees to act in good faith to carry out all of the duties required to fulfill the Services contracted for each client, according to the requests of the Clients and the guidelines set forth by the Company. The employee agrees to place the safety, health and well-being of the animals as a priority.
- B. The employee agrees to enter Clients’ homes only at the specified time(s) as requested by the client and/or employer, and only for the purpose of performing the duties requested by the Client. Visit times are approximate times that visits should take place.
- C. The company is not, and will not, be responsible for any type of motor vehicle and/or liability expenses and is also not responsible for vehicle damages sustained during and/or after a car accident during and/or after “work hours” / the company does not reimburse for travel. The company does not expect the employee to drive or operate any motor vehicle in an unsafe manner, for any reason, and urges safe driving, within speed limits, at all times. The employee electively chooses to drive his/her own vehicle and/or vehicle of his/her choice. The employee understands that any and all drivers licenses and vehicle/ liability insurance is the responsibility of the employee.

CONFIDENTIALITY INITIALS

- A. The employee shall not, without prior written consent of the Company, use the Company’s name in any advertising or promotional literature or publish any articles relating to the Company.
- B. The employee agrees to safeguard personal property and information entrusted to the employee in furtherance of carrying out the duties associated with performing the requested Services, including, but not limited to: keys, home alarm codes, locations of hidden spare keys, and the locations of valuables in the home. The employee shall return all personal property of client(s) and/or the company, when requested by the company. The employee will never share information including, but not limited to, house alarm codes, to anyone outside of the company.

AGREEMENT NOT TO SOLICIT CLIENTS INITIALS

- A. The employee acknowledges that the Company's relationship with Clients constitute the goodwill of the Company, and that such relationships have been developed over a long period of time at substantial expense, and with substantial effort on the part of the Company. The employee shall not directly or indirectly or through any business, activity or enterprise in which the employee is engaged or interested, whether as owner, investor, partner, lender, officer, director, proprietor, consultant, advisor, employee, agent, sales representative, participant or otherwise, (i) solicit and/or otherwise communicate with any Client for any purpose that is competitive with the Company; (ii) induce or influence any Client, supplier, or other person that has a business relationship with the Company to discontinue or reduce the extent of such relationship; (iii) compete with the company in any way, (iv) assist or cause any other person or entity to engage in any of the actions in which the employee is prohibited from engaging under this section.

AGREEMENT NOT TO DISPARAGE THE COMPANY INITIALS

- A. The employee shall not, at any time, directly or indirectly commit any act that may tend to deprive the Company of its goodwill or disparage the Company or its products, services, business practices, employees, officers, directors, consultants, sales representatives or accounts, or any person or entity that has a business relationship with the Company or the Company's relationships with any such person or entity.

SECTION VIII: TERM AND TERMINATION INITIALS

- A. The term of this Agreement shall commence of the date hereof.
The Company reserves the right to terminate this Agreement at any time, with or without notice, with or without cause.
- B. Upon termination by either party, employee shall immediately provide to the Company any and all copies, in whole or in part, of the Materials AND KEYS (as they then exist) and any and all tangible materials the Company provided to the employee in connection with this Agreement.

By signing this contract, both parties acknowledge that they have read this contract, fully understood its terms, and have voluntarily accepted its provisions.

Employee Name and Signature:

Date:

Suburban Pet Services, Inc. Owner Name and Signature:

Date: