

Re: Non-Solicitation

As I am sure you are aware, Creative Beginnings strives to maintain its reputation as a top-quality provider of education and care for young children. In order to maintain that reputation, Creative Beginnings spends a significant amount of time and resources selecting excellent teachers to provide a range of services for your child. In order to assist us in retaining our excellent staff and in keeping our costs down, we are asking each parent to agree not to solicit our staff for outside employment that will cause our staff to leave their positions at Creative Beginnings. Accordingly, we ask that you agree to the following:

Non-Solicitation. I agree that while my child is enrolled at Creative Beginnings and for one year thereafter, I will not, without the express written permission of Creative Beginnings, solicit any employee of Creative Beginnings to provide childcare services for me that will cause that employee to resign his or her employment at Creative Beginnings. If Creative Beginnings does grant permission for me to solicit a Creative Beginnings' employee to provide childcare services and that employee leaves Creative Beginnings to work for me, I agree that I will pay Creative Beginnings a \$500.00 finder's fee to partially cover the costs incurred by Creative Beginnings in finding a replacement.

I acknowledge that I have read and understand this agreement and acknowledge that it contains a binding contract between me and Creative Beginnings. I accept all of the terms contained above knowingly and voluntarily.

Date: _____ Signature: _____