



Monday, October 7, 2024

NON-DISCLOSURE AGREEMENT (NDA)

This Non-Disclosure Agreement ("Agreement") is made and entered into as of Monday, October 7, 2024 by and between Honey It's Done Handyman Services, hereinafter referred to as "Company," and _____ hereinafter referred to as "Agent."**

1. PURPOSE

The purpose of this Agreement is to protect the proprietary information and customer base of Honey It's Done Handyman Services while fostering a collaborative relationship with the Agent, who serves as an extension of the Company in the territory they represent.

2. CONFIDENTIAL INFORMATION

For purposes of this Agreement, "Confidential Information" refers to any data or information that is proprietary to Honey It's Done Handyman Services and not generally known to the public, including but not limited to customer lists, marketing strategies, pricing, and operational procedures.

3. OBLIGATIONS OF THE TERRITORY AGENT

The Agent agrees to:

- a. Maintain the confidentiality of Customer Information and not disclose it to any third party without the prior written consent of the Company.
- b. Use the Confidential Information solely for the purpose of back soliciting the customer for own business or personal gain. Promoting and representing their own brand or business for any personal gain or competitive advantage.

c. Avoid soliciting any clients or leads assigned to them by Honey It's Done Handyman Services, as doing so may result in a loss of territory and potential legal actions.

d. Represent Honey It's Done Handyman Services in the most professional manner, treating the customer's location as if it were their own. Please see the Code of Conduct Agreement for further details.

e. Accept territory zone exclusivity, meaning if chosen, they are assigned that territory and are expected to serve clients with diligence when needed, with additional compensation for emergency and similar requests. Only when the Agent is not available will Honey It's Done Handyman Services seek to find alternative arrangements. Territory agent is permitted to assist in covering an assignment, if the territory rep has additional staff/workers trusted affiliates. Territory agents must remind of the agreement that falls under who they have assigned.

4. MARKETING AND SUPPORT

Honey It's Done Handyman Services recognizes that marketing today requires intricate skills, effort, time and expense and thus the Company invests significant resources in marketing efforts for the Agent's designated territory. We take away mundane marketing tasks from the Agent, allowing them to focus on their core competencies and the reasons they entered the business in the first place. Our goal is to attain a fantastic overall trustworthy partnership, seeking a long term relationship.

5. TERRITORY PARTNERSHIP

The Agent is viewed as a territory agent (who identifies as an agent for Honey It's Done) and is treated as an integral part of the Honey It's Done Handyman Services team. We identify the importance in our partners who embody integrity and professionalism, promoting a long-term relationship consistent with our core values and long term goals as a top tier service provider.

6. PERMITTED MARKETING EFFORTS

The Agent is permitted to conduct as they were their typical marketing efforts. However, the Territory Agent must ensure timely availability to service the incoming business assigned from Head Office. If scheduling becomes an issue, it is expected that the Territory Agent organically grow accordingly to handle such growth. Failure to neglect incoming calls may result in reassessing the Territory agents role with the Company.

7. CONSEQUENCES OF UNETHICAL CONDUCT

Engaging in conduct that undermines this Agreement, including soliciting clients outside of agreed parameters, arriving at a client's home under the influence of any drug or alcohol is a direct violation of the terms and will be subject to a review and could result in the agent losing the territory entirely. If the client offers a beer after the job it is up to the agents discretion to take part and is responsible for their own behavior from the first sip forward. Honey It's Done accepts no responsibility from that time forward. Any conduct that involves the territory agent direct solicitation to the customer will be considered a violation of this Agreement. Such actions reflect a low moral compass and are not aligned with the type of partnership Honey It's Done Handyman Services seeks.

8. DURATION OF CONFIDENTIALITY

The obligations of confidentiality shall remain in effect for an initial 3 month probationary term after such the agreement will be extended an additional 1 year, then three (3) years] following a second review.

9. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the Province that the territory agent resides in.

10. SIGNATURES

By signing below, both parties agree to adhere to the terms and conditions set forth in this Non-Disclosure Agreement.

Honey It's Done Handyman Services authorized rep



Authorized Signature

Name: **TIMOTHY ARMSTONG**

Title: MANAGER

Date : Monday, October 7, 2024

Agent

Signature

Name: _____

Monday, October 7, 2024

This NDA is designed to foster a transparent and trustworthy working relationship while ensuring that proprietary information remains safeguarded. Please make any necessary modifications or consult with a legal professional to ensure it meets your specific needs and provincial laws.