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A NON-COMPETE CLAUSE for VAH EMPLOYEE

EMPLOYEES WHO ARE CONTRACTED WITH VISIONS AMERICA HEALTHCARE (V.A.H.) SHALL NOT:

- 1) Compete with V.A.H. as it pertains to its clients transitioning to another agency on their behalf; (STEALING CLIENTS for their GAIN!!)
- 2) Convince V.A.H. clients to terminate their contract with Visions due to the employee terminating their contract.
- 3) Compete with other employees' relationships with clients in a biased way based on their personal benefit/gain.
- 4) Diminish the name/actions of the company to clients/customers.
- 5) Compete as it pertains to another employee switching to another agency.

SHOULD EITHER OF THESE NON-COMPETE CLAUSES NOT BE ADHERED TO, THE FOLLOWING ACTION SHALL BE INITIATED:

- 1) Immediate termination with pay held for 4-6 weeks (giving VAH time to be compensated for loss);
- 2) Actions reported to Maryland's code of ethics committee.
- 3) No reference given.
- 4) Name & position given to other RSA Agencies in Maryland.

OBJECTION / ALLOWABLE ACTION TO THE ABOVE MENTIONED NON-COMPETE CLAUSE:

- 1) You, as the employee, brought the client on board with you!!!!

I HAVE READ and/or BEEN READ of the NON-COMPETE CLAUSE with V.A.H. & DO AGREE BY SIGNING of this FORM!

Visions America Healthcare

R.S.A. AGENCY

Employee Signature / Date