

Carolina Therapy Connection Student/Volunteer Non-Disclosure Agreement

This agreement (the "Agreement") is entered into by Carolina Therapy Connection, ("Company") and _____ ("Volunteer/Student"). In consideration of Volunteer/Student continued employment with Company, the receipt and sufficiency of which is acknowledged, the parties agree as follows:

1. Company's Trade Secrets

In the performance of Job Shadowing/Student/Volunteer duties with Company, Volunteer/Student will be exposed to Company's Confidential Information. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes, but is not limited to:

- (a) technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
- (b) information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
- (c) information concerning Company's employees, including salaries, strengths, weaknesses and skills;
- (d) information submitted by Company's customers, suppliers, Volunteer/Student's, consultants or co-venture partners with Company for study, evaluation or use; and
- (e) any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.

2. Nondisclosure of Trade Secrets

Volunteer/Student shall keep Company's Confidential Information, whether or not prepared or developed by the Volunteer/Student, in the strictest confidence. Volunteer/Student will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Volunteer/Student make use of any Confidential Information for Volunteer/Student's own purposes or the benefit of anyone other than Company.

However, Volunteer/Student shall have no obligation to treat as confidential any information which:

- (a) was in Volunteer/Student's possession or known to Volunteer/Student, without an obligation to keep it confidential, before such information was disclosed to Volunteer/Student by Company;
- (b) is or becomes public knowledge through a source other than Volunteer/Student and through no fault of Volunteer/Student; or
- (c) is or becomes lawfully available to Volunteer/Student from a source other than Company.

3. Confidential Information of Others

Volunteer/Student will not disclose to Company, use in Company's business, or cause Company to use, any trade secret of others.

4. Return of Materials

When Volunteer/Student's time with Company ends, for whatever reason, Volunteer/Student will promptly deliver to Company all originals and copies of all documents, records, software programs, media and other materials containing any Confidential Information. Volunteer/Student will also return to Company all equipment, files, software programs and other personal property belonging to Company.

5. Confidentiality Obligation Survives Employment

Volunteer/Student's obligation to maintain the confidentiality and security of Confidential Information remains even after Volunteer/Student's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.

6. General Provisions

(a) **Relationships:** Nothing contained in this Agreement shall be deemed to make Volunteer/Student a partner or joint venturer of Company for any purpose.

(b) **Severability:** If a court finds any provision of this Agreement invalid or unenforceable, the remainder of this Agreement shall be interpreted so as best to effect the intent of Company and Volunteer/Student.

(c) **Integration:** This Agreement expresses the complete understanding of the parties with respect to the subject matter and supersedes all prior proposals, agreements, representations and understandings. This Agreement may not be amended except in a writing signed by both Company and Volunteer/Student.

(d) **Waiver:** The failure to exercise any right provided in this Agreement shall not be a waiver of prior or subsequent rights.

(e) **Injunctive Relief:** Any misappropriation of any of the Confidential Information in violation of this Agreement may cause Company irreparable harm, the amount of which may be difficult to ascertain, and therefore Volunteer/Student agrees that Company shall have the right to apply to a court of competent jurisdiction for an order enjoining any such further misappropriation and for such other relief as Company deems appropriate. This right is to be in addition to the remedies otherwise available to Company.

(f) **Indemnity:** Volunteer/Student agrees to indemnify Company against any and all losses, damages, claims or expenses incurred or suffered by Company as a result of Volunteer/Student's breach of this Agreement.

(g) **Attorney Fees and Expenses:** In a dispute arising out of or related to this Agreement, the prevailing party shall have the right to collect from the other party its reasonable attorney fees and costs and necessary expenditures.

(h) **Governing Law.** This Agreement shall be governed in accordance with the laws of the State of North Carolina.

(i) **Jurisdiction.** Volunteer/Student consents to the exclusive jurisdiction and venue of the federal and state courts located in North Carolina in any action arising out of or relating to this Agreement.

Volunteer/Student waives any other venue to which Volunteer/Student might be entitled by domicile or otherwise.

(j) **Successors & Assigns.** This Agreement shall bind each party's heirs, successors and assigns. Company may assign this Agreement to any party at any time. Volunteer/Student shall not assign any of his or her rights or obligations under this Agreement without Company's prior written consent. Any assignment or transfer in violation of this section shall be void.

7. Signatures

Volunteer/Student has carefully read all of this Agreement and agrees that all of the restrictions set forth are fair and reasonably required to protect Company's interests. Volunteer/Student has received a copy of this Agreement as signed by the parties.

Volunteer/Student:

_____ (Signature)

_____ (Typed or Printed Name)

Date: _____

Company:

_____ (Signature)

_____ (Typed or Printed Name)

Date: _____