

# 2022

## Employee Documents Package

A+ Gutter & Window Cleaning



Employee: \_\_\_\_\_



Your manager will go through this package with you during your orientation.

All sections must be filled out before you can be added into the payroll system and thus start working.

This package will be placed in your employee file and you can view its contents anytime you wish, just ask your supervisor.

Your wage will increase as your efficiency and effectiveness progress and you are eligible for our employee bonus program.

Please be advised that all employees are subject to a 3-month probationary period. During this time your employment can be terminated if we decide you are not a good fit.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### **Let's Get to Know You Better...**

What would you order for a drink from Tim Hortons? \_\_\_\_\_

What is your favourite breakfast food? \_\_\_\_\_

What is your favourite lunch food? \_\_\_\_\_

What is your favourite dessert? \_\_\_\_\_

What are your hobbies? \_\_\_\_\_

Do you play any sports? \_\_\_\_\_

Do you have a nickname you prefer? \_\_\_\_\_

If you had \$20 to order something from Amazon, what would it be? \_\_\_\_\_

***We're excited to have you on the team, welcome aboard!***



### ***Table of Contents***

<b>Form</b>	<b>Page</b>
<b>Tax Forms: Provincial and Federal TD1s</b>	4-7
<b>Direct Deposit Information</b>	8
<b>Employee Details Card</b>	9
<b>Payroll Information</b>	9
<b>Bonus Program</b>	10
<b>Employee Handbook and APlusU &amp; Understanding</b>	10
<b>Work Vans &amp; Driver's Licence Requirements</b>	11
<b>Uniform</b>	11
<b>Photograph Release</b>	11
<b>Employee Confidentiality &amp; Non-Competition Agreements</b>	12-13

## 2022 British Columbia Personal Tax Credits Return

Read page 2 before filling out this form. Your employer or payer will use this form to determine the amount of provincial tax deductions.  
Fill out this form based on the best estimate of your circumstances.

Last name	First name and initial(s)	Date of birth (YYYY/MM/DD)	Employee number
Address	Postal code	<b>For non-residents only</b> Country of permanent residence	Social insurance number

  

<p><b>1. Basic personal amount</b> – Every person employed in British Columbia and every pensioner residing in British Columbia can claim this amount. If you will have more than one employer or payer at the same time in 2022, see "More than one employer or payer at the same time" on page 2.</p>	<b>11,302</b>
<p><b>2. Age amount</b> – If you will be 65 or older on December 31, 2022 and your net income from all sources will be \$37,730 or less, enter \$5,069. If your net income for the year will be between \$37,730 and \$71,524 and you want to calculate a partial claim, get Form TD1BC-WS, Worksheet for the 2022 British Columbia Personal Tax Credits Return, and fill in the appropriate section.</p>	
<p><b>3. Pension income amount</b> – If you will receive regular pension payments from a pension plan or fund (excluding Canada Pension Plan, Quebec Pension Plan, Old Age Security, or Guaranteed Income Supplement payments), enter \$1,000, or your estimated annual pension income, whichever is less.</p>	
<p><b>4. Tuition (full time and part time)</b> – If you are a student enrolled at a university, college, or educational institution certified by Employment and Social Development Canada, and you will pay more than \$100 per institution in tuition fees, complete this section. If you are enrolled full time or part time, enter the total of the tuition fees you will pay less your Canada Training Credit.</p>	
<p><b>5. Disability amount</b> – If you will claim the disability amount on your income tax and benefit return by using Form T2201, Disability Tax Credit Certificate, enter \$8,477.</p>	
<p><b>6. Spouse or common-law partner amount</b> – If you are supporting your spouse or common-law partner who lives with you and whose net income for the year will be \$968 or less, enter \$9,678. If their net income for the year will be between \$968 and \$10,646, and you want to calculate a partial claim, get Form TD1BC-WS and fill in the appropriate section.</p>	
<p><b>7. Amount for an eligible dependant</b> – If you do not have a spouse or common-law partner and you support a dependent relative who lives with you and whose net income for the year will be \$968 or less, enter \$9,678. If their net income for the year will be between \$968 and \$10,646, and you want to calculate a partial claim, get Form TD1BC-WS and fill in the appropriate section.</p>	
<p><b>8. British Columbia caregiver amount</b> – You may be supporting an infirm spouse or common-law partner, or an infirm eligible dependant (age 18 or older) who is either your or your spouse's or common-law partner's:</p> <ul style="list-style-type: none"> <li>• child or grandchild</li> <li>• parent, grandparent, brother, sister, uncle, aunt, niece or nephew who resided in Canada</li> </ul> <p>If this is your situation and the infirm person's net income for the year will be less than \$21,684, and you want to calculate a claim, get Form TD1BC-WS and fill in the appropriate section.</p>	
<p><b>9. Amounts transferred from your spouse or common-law partner</b> – If your spouse or common-law partner will not use all of their age amount, pension income amount, tuition amount, or disability amount on their income tax and benefit return, enter the unused amount.</p>	
<p><b>10. Amounts transferred from a dependant</b> – If your dependant will not use all of their <b>disability amount</b> on their income tax and benefit return, enter the unused amount. If your or your spouse's or common-law partner's dependent child or grandchild will not use all of their <b>tuition amount</b> on their income tax and benefit return, enter the unused amount.</p>	
<p><b>11. TOTAL CLAIM AMOUNT</b> – Add lines 1 to 10. Your employer or payer will use this amount to determine the amount of your provincial tax deductions.</p>	<div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>

**Filling out Form TD1BC**

Fill out this form **only** if you are an employee working in British Columbia or a pensioner residing in British Columbia and any of the following apply:

- you have a new employer or payer and you will receive salary, wages, commissions, pensions, employment insurance benefits, or any other remuneration
- you want to change amounts you previously claimed (for example, the number of your eligible dependants has changed)
- you want to increase the amount of tax deducted at source

Sign and date it, and give it to your employer or payer.

If you do not fill out Form TD1BC, your employer or payer will deduct taxes after allowing the basic personal amount **only**.

**More than one employer or payer at the same time**

If you have more than one employer or payer at the same time and you have already claimed personal tax credit amounts on another Form TD1BC for 2022, you **cannot claim them again**. If your total income from all sources will be **more** than the personal tax credits you claimed on another Form TD1BC, **check** this box, enter "0" on line 11 and do not fill in lines 2 to 10.

**Total income less than total claim amount**

Check this box if your total income for the year from **all** employers and payers will be **less** than your total claim amount on line 11. Your employer or payer will not deduct tax from your earnings.

**Additional tax to be deducted**

If you wish to have more tax deducted, fill in "Additional tax to be deducted" on the federal Form TD1.

**Reduction in tax deductions**

You can ask to have less tax deducted on your income tax and benefit return if you are eligible for deductions or non-refundable tax credits that are not listed on this form (for example, periodic contributions to a registered retirement savings plan (RRSP), child care or employment expenses, charitable donations, and tuition and education amounts carried forward from the previous year). To make this request, fill out Form T1213, Request to Reduce Tax Deductions at Source, to get a letter of authority from your tax services office. Give the letter of authority to your employer or payer. You do not need a letter of authority if your employer deducts RRSP contributions from your salary.

**Forms and publications**

To get our forms and publications, go to [canada.ca/cra-forms-publications](https://canada.ca/cra-forms-publications) or call 1-800-959-5525.

Personal information (including the SIN) is collected for the purposes of the administration or enforcement of the Income Tax Act and related programs and activities including administering tax, benefits, audit, compliance, and collection. The information collected may be used or disclosed for purposes of other federal acts that provide for the imposition and collection of a tax or duty. It may also be disclosed to other federal, provincial, territorial, or foreign government institutions to the extent authorized by law. Failure to provide this information may result in interest payable, penalties, or other actions. Under the Privacy Act, individuals have a right of protection, access to and correction of their personal information, or to file a complaint with the Privacy Commissioner of Canada regarding the handling of their personal information. Refer to Personal Information Bank CRA PPU 120 on Info Source at [canada.ca/cra-info-source](https://canada.ca/cra-info-source).

**Certification**

I certify that the information given on this form is correct and complete.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**It is a serious offence to make a false return.**





## 2022 Personal Tax Credits Return

Read page 2 before filling out this form. Your employer or payer will use this form to determine the amount of your tax deductions.

Fill out this form based on the best estimate of your circumstances.

If you do not fill out this form, your tax deductions will only include the basic personal amount, estimated by your employer or payer based on the income they pay you.

Last name		First name and initial(s)		Date of birth (YYYY/MM/DD)		Employee number		
Address			Postal code		For non-residents only Country of permanent residence		Social insurance number	
<p><b>1. Basic personal amount</b> – Every resident of Canada can enter a basic personal amount of \$14,398. However, if your net income from all sources will be greater than \$155,625 and you enter \$14,398, you may have an amount owing on your income tax and benefit return at the end of the tax year. If your income from all sources will be greater than \$155,625, you have the option to calculate a partial claim. To do so, fill in the appropriate section of Form TD1-WS, Worksheet for the 2022 Personal Tax Credits Return, and enter the calculated amount here.</p>								
<p><b>2. Canada caregiver amount for infirm children under age 18</b> – Either parent (but not both), may claim \$2,350 for each infirm child born in 2005 or later, that resides with both parents throughout the year. If the child does not reside with both parents throughout the year, the parent who is entitled to claim the "Amount for an eligible dependant" on Line 8 may also claim the Canada caregiver amount for that same child who is under age 18.</p>								
<p><b>3. Age amount</b> – If you will be 65 or older on December 31, 2022, and your net income for the year from all sources will be \$39,826 or less, enter \$7,898. If your net income for the year will be between \$39,826 and \$92,480 and you want to calculate a partial claim, get Form TD1-WS, Worksheet for the 2022 Personal Tax Credits Return, and fill in the appropriate section.</p>								
<p><b>4. Pension income amount</b> – If you will receive regular pension payments from a pension plan or fund (excluding Canada Pension Plan, Quebec Pension Plan, Old Age Security, or Guaranteed Income Supplement payments), enter \$2,000 or your estimated annual pension income, whichever is less.</p>								
<p><b>5. Tuition (full time and part time)</b> – If you are a student enrolled at a university or college, or an educational institution certified by Employment and Social Development Canada, and you will pay more than \$100 per institution in tuition fees, fill in this section. If you are enrolled full time or part time, enter the total of the tuition fees you will pay.</p>								
<p><b>6. Disability amount</b> – If you will claim the disability amount on your income tax and benefit return by using Form T2201, Disability Tax Credit Certificate, enter \$8,870.</p>								
<p><b>7. Spouse or common-law partner amount</b> – If you are supporting your spouse or common-law partner who lives with you and whose net income for the year will be less than Line 1 (Line 1 plus \$2,350 if they are infirm), enter the difference between this amount and their estimated net income for the year. If their net income for the year will be Line 1 or more (Line 1 plus \$2,350 if they are infirm), you cannot claim this amount. In all cases, if their net income for the year will be \$25,195 or less and they are infirm, go to Line 9.</p>								
<p><b>8. Amount for an eligible dependant</b> – If you do not have a spouse or common-law partner and you support a dependent relative who lives with you and whose net income for the year will be less than Line 1 (Line 1 plus \$2,350 if they are infirm and you cannot claim the Canada caregiver amount for children under age 18 for this dependant), enter the difference between this amount and their estimated net income. If their net income for the year will be Line 1 or more (Line 1 plus \$2,350 or more if they are infirm), you cannot claim this amount. In all cases, if their net income for the year will be \$25,195 or less and they are infirm and are age 18 or older, go to Line 9.</p>								
<p><b>9. Canada caregiver amount for eligible dependant or spouse or common-law partner</b> – If, at any time in the year, you support an infirm eligible dependant (aged 18 or older) or an infirm spouse or common-law partner whose net income for the year will be \$25,195 or less, get Form TD1-WS and fill in the appropriate section.</p>								
<p><b>10. Canada caregiver amount for dependant(s) age 18 or older</b> – If, at any time in the year, you support an infirm dependant age 18 or older (other than the spouse or common-law partner or eligible dependant you claimed an amount for on Line 9, or could have claimed an amount for if their net income were under \$16,748) whose net income for the year will be \$17,670 or less, enter \$7,525. If their net income for the year will be between \$17,670 and \$25,195 and you want to calculate a partial claim, get Form TD1-WS and fill in the appropriate section. You can claim this amount for more than one infirm dependant age 18 or older. If you are sharing this amount with another caregiver who supports the same dependant, get the Form TD1-WS and fill in the appropriate section.</p>								
<p><b>11. Amounts transferred from your spouse or common-law partner</b> – If your spouse or common-law partner will not use all of their age amount, pension income amount, tuition amount, or disability amount on their income tax and benefit return, enter the unused amount.</p>								
<p><b>12. Amounts transferred from a dependant</b> – If your dependant will not use all of their disability amount on their income tax and benefit return, enter the unused amount. If your or your spouse's or common-law partner's dependent child or grandchild will not use all of their tuition amount on their income tax and benefit return, enter the unused amount.</p>								
<p><b>13. TOTAL CLAIM AMOUNT</b> – Add Lines 1 to 12. Your employer or payer will use this amount to determine the amount of your tax deductions.</p>								

**Filling out Form TD1**

Fill out this form **only** if any of the following apply:

- you have a new employer or payer and you will receive salary, wages, commissions, pensions, employment insurance benefits, or any other remuneration
- you want to change amounts you previously claimed (for example, the number of your eligible dependants has changed)
- you want to claim the deduction for living in a prescribed zone
- you want to increase the amount of tax deducted at source

Sign and date it, and give it to your employer or payer.

If you do not fill out this form, your tax deductions will only include the basic personal amount, estimated by your employer or payer based on the income they pay you.

**More than one employer or payer at the same time**

If you have more than one employer or payer at the same time and you have already claimed personal tax credit amounts on another Form TD1 for 2022, you **cannot claim them again**. If your total income from all sources will be **more** than the personal tax credits you claimed on another Form TD1, **check** this box, enter "0" on Line 13 and do not fill in Lines 2 to 12.

**Total income less than total claim amount**

Check this box if your total income for the year from **all** employers and payers will be **less** than your total claim amount on Line 13. Your employer or payer will not deduct tax from your earnings.

**Non-residents (Only fill in if you are a non-resident of Canada.)**

As a non-resident of Canada, will 90% or more of your world income be included in determining your taxable income earned in Canada in 2022?

- Yes (Fill out the previous page.)
- No (Enter "0" on Line 13, and do not fill in Lines 2 to 12 as you are not entitled to the personal tax credits.)

If you are unsure of your residency status, call the international tax and non-resident enquiries line at **1-800-959-8281**.

**Provincial or territorial personal tax credits return**

If your claim amount on Line 13 is more than \$14,398, you also have to fill out a provincial or territorial TD1 form. If you are an employee, use the Form TD1 for your province or territory of employment. If you are a pensioner, use the Form TD1 for your province or territory of residence. Your employer or payer will use both this federal form and your most recent provincial or territorial Form TD1 to determine the amount of your tax deductions.

If you are claiming the basic personal amount **only**, your employer or payer will deduct provincial or territorial taxes after allowing the provincial or territorial basic personal amount.

**Note:** If you are a Saskatchewan resident supporting children under 18 at any time during 2022, you may be able to claim the child amount on Form TD1SK, 2022 Saskatchewan Personal Tax Credits Return. Therefore, you may want to fill out Form TD1SK even if you are **only** claiming the basic personal amount on this form.

**Deduction for living in a prescribed zone**

If you live in the Northwest Territories, Nunavut, Yukon, or another prescribed **northern** zone for more than six months in a row beginning or ending in 2022, you can claim any of the following:

- \$11.00 for each day that you live in the prescribed northern zone
- \$22.00 for each day that you live in the prescribed northern zone if, during that time, you live in a dwelling that you maintain, and you are the only person living in that dwelling who is claiming this deduction

\$

Employees living in a prescribed **intermediate** zone can claim 50% of the total of the above amounts.

For more information, go to [canada.ca/taxes-northern-residents](http://canada.ca/taxes-northern-residents).

**Additional tax to be deducted**

You may want to have more tax deducted from each payment, especially if you receive other income, including non-employment income such as CPP or QPP benefits, or old age security pension. By doing this, you may not have to pay as much tax when you file your income tax and benefit return. To choose this option, state the amount of additional tax you want to have deducted from each payment. To change this deduction later, fill out a new Form TD1.

\$

**Reduction in tax deductions**

You can ask to have less tax deducted on your income tax and benefit return if you are eligible for deductions or non-refundable tax credits that are not listed on this form (for example, periodic contributions to a registered retirement savings plan (RRSP), child care or employment expenses, charitable donations, and tuition and education amounts carried forward from the previous year). To make this request, fill out Form T1213, Request to Reduce Tax Deductions at Source, to get a letter of authority from your tax services office. Give the letter of authority to your employer or payer. You do not need a letter of authority if your employer deducts RRSP contributions from your salary.

**Forms and publications**

To get our forms and publications, go to [canada.ca/cra-forms-publications](http://canada.ca/cra-forms-publications) or call **1-800-959-5525**.

Personal information (including the SIN) is collected for the purposes of the administration or enforcement of the Income Tax Act and related programs and activities including administering tax, benefits, audit, compliance, and collection. The information collected may be used or disclosed for purposes of other federal acts that provide for the imposition and collection of a tax or duty. It may also be disclosed to other federal, provincial, territorial, or foreign government institutions to the extent authorized by law. Failure to provide this information may result in interest payable, penalties, or other actions. Under the Privacy Act, individuals have a right of protection, access to and correction of their personal information, or to file a complaint with the Privacy Commissioner of Canada regarding the handling of their personal information. Refer to Personal Information Bank CRA PPU 120 on Info Source at [canada.ca/cra-info-source](http://canada.ca/cra-info-source).

**Certification**

I certify that the information given on this form is correct and complete.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**It is a serious offence to make a false return.**



**Direct Deposit Information**

Please take to your bank and have them fill out the requested information.

**Payee Information (Please type or print clearly):**

Payee Name:
Address:
Telephone:

**Payee Financial Institution / Banking Information (Please type or print clearly):**

Branch Number:	Institution #:	Account #:																																																						
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Name of Financial Institution:																																																								
Branch Address:																																																								
City / Province:																																																								
Postal Code:																																																								

**Teller Stamp:**



## Employee Details Card

<b>First Name:</b>		<b>Last Name:</b>	
<b>Address:</b>			
<b>Postal Code:</b>		<b>Phone Number:</b>	
<b>Email Address:</b>		<b>Birthdate:</b>	
<b>SIN #:</b>		<b>BCDL #:</b>	
<b>Start Date:</b>		<b>Start Wage:</b>	
<b>Allergies:</b>		<b>Medical Concerns:</b>	

### *Emergency Contact Information*

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_ Phone #: \_\_\_\_\_

## Payroll Information

Employees are paid bi-weekly on the 7th (including hours from the 16th-30th/31st of the month prior) and the 23rd (including hours from the 1-15th) of every month. Bonuses are paid on the 7th and include what you earned the month prior.

You must provide your direct deposit information in order to be paid.

## Bonus Program

The price to have a job: show up on-time, clean, sober, dressed in your uniform, and ready to work safely and use our systems. Past that, we want to reward those employees who go above and beyond to kill it each day.

<b>Productivity</b>	3.50 - 4.25 \$0.50 per hour	4.25+ \$2.50 per hour
<b>Reviews</b>	\$15 per Facebook review	\$15 per Google review
<b>Referrals</b>	\$15 per referral that books a job	
<b>Upsells</b>	\$5 per upsell less than \$100	\$20 per upsell more than \$100

A+ Gutter & Window Cleaning management reserves the full right to add or deduct bonus amounts, modify rules and/or structure and apply strikes as needed.

- **Call-Backs:** Labour costs and expenses come out of your bonus at \$50/call-back.
- **Customer complaints and safety violations:** Can have a negative impact on your bonus.
- **Unnecessarily lost or broken equipment:** Come out of your bonus before payouts.

In order to qualify, you need to be an employee at the end of the month unless you give 2 weeks notice.

**If you do not provide 2 weeks notice you will forfeit your bonus.**

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Employee Handbook and APlusU & Understanding

We have spent a great deal of time composing and compiling your Employee Handbook and APlusU.

Many important topics are covered that you need to be aware of. Failure to do so could put you and your fellow co-workers in danger.

Reading the entire handbook and completing all of the videos and quizzes on APlusU is required before your first shift.

The Employee Handbook we provide you with is our property and must be returned upon separation.

“I have read the entire A+ Gutter & Window Cleaning Employee Handbook and completed all of the videos and quizzes on APlusU and I do not have any questions or uncertainties about the content.”

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Work Vans & Driver's Licence Requirements

A+ Gutter & Window Cleaning provides work vans to every crew. You are required to drive in a safe and law-abiding manner. Failure to do so will result in you losing your bonus eligibility for the month and may result in termination.

If you lose your licence it must be brought to management's attention via email at [admin@aplusclean.ca](mailto:admin@aplusclean.ca) immediately. Driving without a licence without notifying management is unacceptable and could result in your termination.

Each van has a fuel card. This card is only to be used for A+ Gutter & Window Cleaning vehicles and/or equipment. Gas for personal vehicle use is not allowed and may result in termination.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Uniform

A+ Gutter & Window Cleaning uniforms we provide you with are our property and must be returned upon separation.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Photograph Release

From time to time we may have photographs taken of our crews and operations for marketing purposes.

I grant to A+ Enterprises Ltd, its representatives and employees the right to take photographs of me and my property in connection with my employment.

I authorize A+ Enterprises Ltd., its assigns and transferees to copyright, use and publish the same in print and/or electronically.

I agree that A+ Enterprises Ltd. may use such photographs of me with or without my name and for any lawful purpose, including for example such purposes as publicity, illustration, advertising, and Web content.

I have read and understand the above:

Employee Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Employee Confidentiality & Non-Competition Agreement - Employee Copy

In order to protect our competitive advantage, all employees must agree to the terms listed below regarding business confidentiality. The conditions which are explicitly prohibited include, but are not limited to:

- selling, stealing, storing, giving away, using or soliciting client contact information, pricing information, supply sources, techniques, or performance data in any way, shape or form that is not directly related with A+ Gutter & Window Cleaning operations;
- any practice that can be considered unethical to A+ Gutter & Window Cleaning which could result in the business' detriment.

In addition to agreeing not to perform any of the terms listed above I, \_\_\_\_\_, employee of A+ Gutter & Window Cleaning, agree not to start or work for a business which will be in competition with A+ Gutter & Window Cleaning for a time of three (3) years from my last day worked. These types of work that compete with A+ Gutter & Window Cleaning, which are explicitly prohibited, include, but are not limited to:

- Window Cleaning or Window Washing in any form,
- Gutter or Eavestrough Cleaning by any means,
- Installations of gutter guards, Rainflow, or protection mechanisms,
- Window tinting or window film installation of any kind,

"I \_\_\_\_\_ agree to always be confidential with the information I come across while employed with A+ Gutter & Window Cleaning, and I agree not to start or work for any business which performs any of the competing services listed above. I realize that failure to comply will result in full liability for my actions at law or equity. I also agree that I have received a copy of this contract."

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Owner, Brandon Lazar

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## Employee Confidentiality & Non-Competition Agreement - Employer Copy

In order to protect our competitive advantage, all employees must agree to the terms listed below regarding business confidentiality. The conditions which are explicitly prohibited include, but are not limited to:

- selling, stealing, storing, giving away, using or soliciting client contact information, pricing information, supply sources, techniques, or performance data in any way, shape or form that is not directly related with A+ Gutter & Window Cleaning operations;
- any practice that can be considered unethical to A+ Gutter & Window Cleaning which could result in the business' detriment.

In addition to agreeing not to perform any of the terms listed above I, \_\_\_\_\_, employee of A+ Gutter & Window Cleaning, agree not to start or work for a business which will be in competition with A+ Gutter & Window Cleaning for a time of three (3) years from my last day worked. These types of work that compete with A+ Gutter & Window Cleaning, which are explicitly prohibited, include, but are not limited to:

- Window Cleaning or Window Washing in any form,
- Gutter or Eavestrough Cleaning by any means,
- Installations of gutter guards, Rainflow, or protection mechanisms,
- Window tinting or window film installation of any kind,

"I \_\_\_\_\_ agree to always be confidential with the information I come across while employed with A+ Gutter & Window Cleaning, and I agree not to start or work for any business which performs any of the competing services listed above. I realize that failure to comply will result in full liability for my actions at law or equity. I also agree that I have received a copy of this contract."

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Owner, Brandon Lazar

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date