



Confidentiality and Business Conduct Policy

The following Confidentiality and Business Conduct Policy is to be adhered to by all employees of JAMENT, Inc.

1. The Company may provide and make available to you certain information regarding our business, including without limitation: various sales and marketing information; actual and potential clients, suppliers, and lead names, addresses, telephone numbers and specific characteristics; mailing labels; sales and other business reports; pending projects or proposals; methods or production; business plans and projections, including new product, services, facility or expansion plans; the techniques used in, approaches to, or results of any market research; advertising sources; employee salaries, contracts and wage information; and financial information about the Company. This information may be written or verbal or contained on a computer hardware or software, disk, tape, or other media.
2. The Employee will not, during employment, or at any other time thereafter, use or disclose, directly or indirectly, and/or trade secret, confidential matter, or proprietary information without specific written consent pursuant to the Company's policies or pursuant to an agreement with the Company.
3. The Employee agrees that all such trade secrets, confidential matters, or proprietary information are owned by the Company or are controlled by the Company pursuant to agreements with its suppliers or customers. As such, though the employee may be allowed to use such trade secrets, confidential matters, or proprietary information to accomplish the employee's assigned tasks for Company, the employee will immediately return, upon demand or upon termination, all such trade secrets, confidential matters or proprietary information.
4. The Employee will assign all of the employee's rights in any invention to the Company as follows: all inventions and creations developed during the employee's working time; all inventions and creations which employees develop using Company equipment, supplies, facilities, trade secret information or resources, and all inventions developed entirely on Employee's own time if those inventions relate, at the time of conception, to the Company's business, the development of the Company or if those inventions resulted from work performed by the Employee for the Company (this includes sales, performance and clerical trainings, rehearsals, special education provided by the Company, etc.) This does not apply to any invention of Employees which are protected from being assigned to the Company under California Code Section 2870. The Employee may be required to disclose, in confidence, all inventions made solely or jointly with others during the Employee's employment by the Company.



5. The Employee is required to avoid any conflict of interest during his/her employment by the Company. Any involvement that conflicts with an employee's duties or responsibilities or affects the employee's judgment in making a decision affecting the Company will be considered a conflict of interest. The Employee will not engage in or have any financial or other interest in, or render any service in any capacity to any competitor, customer, or supplier of the Company. During the Employee's employment by the Company, the Employee will not solicit or encourage a customer or supplier of the Company to take or do its business elsewhere.
6. The Employee may engage in or have outside business or personal interests or activities that **do not** constitute a conflict of interest with his or her employment by the Company. The Company requires that these activities or interests do not adversely affect an employee's capacity to perform his/her functions or result in conflicting loyalties.
7. During the Employee's time of employment and forever thereafter, the Employee will upon demand or termination of employment, immediately return all Company property. The Employee will not, other than as specifically allowed in writing by the Company, solicit or encourage a Company employee to work elsewhere. Further, the Employee will immediately notify the Company, in writing, of any other employment or work that the Employee accepts or of any attempts to form or the formation of any business competitive with the Company during the Employee's employment by the Company.

I have read, understand and agree to abide by the provisions set forth in this policy.

Signature

Printed Name of Employee

Date