

EMPLOYMENT, CONFIDENTIALITY, AND NON-DISCLOSURE AGREEMENT

This Agreement is made effective as of the date of execution by and between **Isle Delivery**, hereinafter referred to as "Company," and the undersigned, hereinafter referred to as "Employee."

WHEREAS, the Company is engaged in the business of delivery services

WHEREAS, the Employee desires to be employed by the Company in the capacity of delivery personnel, subject to the terms and conditions herein.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

1. Employment At Will

1.1 The Employee acknowledges and agrees that their employment with the Company is of an "at-will" nature, and thus the employment relationship can be terminated by the Company at any time, with or without cause, and without prior notice or warning, at the sole and absolute discretion of the Company.

1.2 The Employee waives any and all rights to contest the termination of employment through judicial, quasi-judicial, or administrative forums.

2. Confidentiality

2.1 The Employee shall, both during and after the term of employment, maintain in strict confidence and shall not, without the prior written consent of the Company, disclose, use, or divulge any Confidential Information, as hereinafter defined, to any third party.

2.2 "Confidential Information" shall mean any and all proprietary information, trade secrets, data, business plans, customer lists, financial records, and any other non-public information pertaining to the business of the Company.

2.3 The Employee acknowledges that the unauthorized disclosure of Confidential Information may cause irreparable harm to the Company and agrees that the Company shall be entitled to seek injunctive relief without the necessity of posting bond or proving actual damages.

3. Non-Disclosure

3.1 The Employee agrees not to disclose any Confidential Information to any unauthorized individuals or entities and shall take all reasonable measures to protect such information from unauthorized use or disclosure.

3.2 The Employee acknowledges that the confidentiality obligations set forth herein shall survive the termination of this Agreement and the termination of the Employee's employment with the Company.

4. Waiver of Legal Recourse

4.1 By signing this Agreement, the Employee irrevocably waives any right to pursue claims in any court or tribunal of competent jurisdiction regarding their employment, including, but not limited to, claims for wrongful termination, breach of contract, or any other employment-related dispute.

4.2 The Employee agrees that any disputes arising under this Agreement shall be resolved through binding arbitration conducted in accordance with the rules of the [Arbitration Association], and judgment upon the award rendered may be entered in any court having jurisdiction thereof.

5. Miscellaneous Provisions

5.1 **Integration:** This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior agreements, understandings, and representations.

5.2 **Severability:** If any provision of this Agreement is found to be invalid or unenforceable, the remainder of this Agreement shall remain in full force and effect.

5.3 **Governing Law:** This Agreement shall be governed by and construed in accordance with the laws of the County/State, without regard to its conflict of law principles.

5.4 **Amendments:** This Agreement may not be amended or modified except in writing signed by both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

COMPANY:

Signed: _____

Name: LOUIS JOHN SCOTT MARRY *Chief Executive Officer*

Date: _____

EMPLOYEE:

Signed: _____

Name: _____

Date: _____

