

NON-COMPETE AND NON-SOLICITATION AGREEMENT

This Non-Compete and Non-Solicitation Agreement (the "Agreement") is entered into by and between **Everything Certified Solutions LLC** ("Disclosing Party" or "Company") and the undersigned ("Receiving Party"). **1. Protected Parties**

The Receiving Party acknowledges and agrees that this Agreement protects the business interests, trade secrets, intellectual property, and proprietary information of:

- Everything Certified Solutions LLC
- Everything Certified Freight
- Danielle Montalvo LLC
- Travis "Deon" Roberts Sr. LLC
- Travis "Deon" Roberts Sr.
- Danielle Montalvo (individually and as representative of related entities)

2. Non-Disclosure

The Receiving Party agrees not to disclose, share, or discuss any aspect of the Company's business, website content, services, systems, marketing strategies, or other Confidential Information without the express written consent of the Company. **3. Non-Compete**

The Receiving Party agrees that, during the term of their engagement with the Company and for a period of two (2) years thereafter, they shall not, directly or indirectly, engage in, own, manage, operate, control, or participate in any business substantially similar to or competitive with the business of the Company within the United States or any geographic area in which the Company operates. **4. Non-Solicitation**

The Receiving Party agrees that, during the term of their engagement with the Company and for a period of two (2) years thereafter, they will not solicit, induce, or attempt to solicit or induce any clients, vendors, contractors, employees, or business partners of the Company to terminate or alter their relationship with the Company. **5. Return of Materials**

Upon termination of any business relationship, the Receiving Party agrees to promptly return all Confidential Information, materials, documents, records, and property belonging to the Company. **6. Remedies**

The Receiving Party acknowledges that breach of this Agreement may cause irreparable harm to the Company. The Company shall be entitled to injunctive relief, monetary damages, and any other remedies available at law or equity. **7. Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of the State of Florida, without regard to its conflict of laws rules. **8. Entire Agreement**

This Agreement constitutes the entire agreement between the parties relating to the subject matter herein and supersedes all prior agreements, understandings, and representations. **IN**

WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date set forth below.

Receiving Party Signature

Printed Name

Date: _____