

**YOUR DESIGN ONLINE, LLC  
EMPLOYMENT AGREEMENT**

This Employment Agreement ("Agreement") is made effective as of ("Effective Date") \_\_\_\_\_ by and between Your Design Online, a Georgia limited liability company ("Company") and \_\_\_\_\_, an individual resident of the State of \_\_\_\_\_ with an address of \_\_\_\_\_ ("Employee").

WHEREAS, the Company desires to employ Employee, and Employee desires to be employed by the Company.

NOW, THEREFORE, in consideration of the premises and mutual covenants contained herein, and for other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, the parties agree as follows:

**Section 1. Employment.**

(a) Title and General Terms. Subject to the terms, covenants, and conditions contained in this Agreement, the Company hereby employs Employee and Employee hereby accepts such employment as the \_\_\_\_\_ (INSERT TITLE) of Company whose duties are described in Attachment A. In his/her capacity as \_\_\_\_\_, Employee shall have the duties, responsibilities, and authority commensurate with such position and as shall be assigned to him/her from time to time. Employee shall devote his/her full business, time and, utmost best efforts exclusively to rendering services on behalf of and for the Company. Employee agrees to perform faithfully and to the best efforts of Employee's experience and talent all of the duties that may be required by the express and implicit terms of this Agreement to the reasonable satisfaction of the Company.

(b) Term. The term of this Agreement (the "Term") shall commence on the Effective Date and shall continue unless and until terminated as set forth in Section 4.

(c) Duties. Employee recognizes that he/she owes a duty of loyalty and duty of care to the Company and Employee agrees that, while Employee is employed by the Company pursuant to this Agreement, Employee shall not be engaged in any other business. Employee shall provide the Company with all information, suggestions and recommendations Employee conceives or learns regarding the Company's business that could be of benefit to, or that could protect the Company. Employee shall refrain from any activity or action that creates a conflict of interest with the Company, creates the appearance of a conflict of interest with the Company, or reasonably could be expected to have a detrimental effect upon any aspect of the Company's performance or upon Employee's ability to perform the duties under this Agreement.

(d) Employment Status. This Agreement does not constitute a contract of employment for any period of time. Nothing in this Agreement shall be construed as a commitment, guaranty, agreement or understanding of any kind or nature as a contract for employment. This Agreement does not affect in any way the right of the Company, or you, to terminate Employee's employment at any time and for any reason, with or without cause or with or without advance notice. Employee acknowledges and agrees that he/she is an "at will" employee. The at-will nature of the employment relationship may not be modified or amended except by written agreement signed by [insert title] and you.

**Section 2. Compensation.**

Base Salary. Employee shall be paid a base salary of \_\_\_\_\_ Dollars (\$\_\_\_\_\_) per \_\_\_\_\_ ("Base Salary"), less withholding for taxes and deductions for other appropriate items. Employee's Base Salary shall be paid in accordance with the Company's regular payroll practices. Any upward salary adjustments shall be in the sole discretion of the Company. All compensation or other payments shall cease upon termination of this Agreement;

provided, however, that Employee shall be paid for all time worked prior to termination.

### **Section 3. Benefits.**

The following items, if applicable, are described in detail within Company's Employee Manual. Please consult the Employee Manual for details.

(a) Benefit Plans. Employee shall be provided the opportunity to participate in employee benefit plans made available from time to time to the Company's employees, subject to the terms, conditions and eligibility requirements of each such benefit plan and as provided for under applicable law.

(b) Vacation. Employee may be entitled to weeks of paid vacation on an annualized basis, in accordance with the Company's vacation policy for similarly-situated employees.

(c) Business Expenses. During Employee's employment hereunder, Employee shall be entitled to reimbursement of all ordinary and necessary business expenses reasonably and necessarily incurred for business travel, communications, entertainment and meals in connection with the performance of Employee's duties under this Agreement incurred solely for the benefit of Company and subject to the Company's written policies for reimbursement of business expenses as may be established from time to time.

(d) Bonus Pay: Employee may be awarded bonus pay from time to time at the discretion of the Company's Managing Member, as distributed from quarterly profit. Bonus pay shall not be construed as compensation and there is no guaranty of payment of same.

### **Section 4. Termination.**

Notwithstanding anything contained herein to the contrary, this Agreement may be terminated by Company in accordance with the following terms:

(a) Death or Disability. In the event of Employee's Death or Disability, as hereinafter defined, this Agreement shall terminate immediately, and the Company shall be obligated to Employee's beneficiaries only for pro-rated salary and pro-rated bonus, if any, actually earned or accrued as of the date of Employee's death or Disability, in each case to the extent theretofore unpaid. For purposes of this Agreement, "Disability" means a determination by the Managing Member in good faith that Employee is physically and/or mentally disabled so as to be unable to perform substantially all of the essential functions of Employee's duties with or without reasonable accommodation for a period of 60 days. Section 4(a) shall be interpreted in accordance with the Americans With Disabilities Act or other applicable statute.

(b) Termination by the Company With or Without Cause. The Company may terminate Employee's employment at any time during the Term with or without Cause by providing Employee with written notice of the termination. If the Company terminates Employee's employment under this subsection, the Company shall be obligated to pay Employee's pro-rated Base Salary, if any actually earned prior to termination, only through the actual effective date of termination, in each case to the extent unpaid in accordance with the Company's regular payroll practices.

(c) Termination by Employee. Employee may terminate his/her employment with YDO at any time for any reason by providing the Company's Managing Member with two-week written notice of termination; provided, however, in the sole discretion of the Company, the Company may accelerate the effective date of termination to any date within such two week period. If Employee terminates his/her employment hereunder, the Company only shall be obligated to pay Employee's pro-rated Base Salary through the actual effective date of termination to the extent theretofore unpaid and shall have no other payment obligation or other liability to Employee under this Agreement or otherwise. Unless specifically required to be paid by law, other compensation and benefits shall not be provided or paid after termination. Employee shall be required to provide Company a complete exit interview, along with a written summary of all pending work, and failure to do so shall be a material breach of this Agreement.

## Section 5. Restrictive Covenants.

(a) Acknowledgements.

(i) Condition of Employment and Other Consideration. Employee acknowledges and agrees that he/she has received good and valuable consideration for entering into this Agreement and further acknowledges that the Company would not employ or continue to employ Employee in the absence of execution of and compliance with this Agreement.

(ii) Access to Confidential Information, Relationships, and Goodwill. Employee acknowledges and agrees that Employee is being provided and entrusted with Confidential Information, as that term is defined below, including highly confidential customer information that is subject to extensive measures to maintain its secrecy within the Company, is not known in the trade or disclosed to the public, and would materially harm the Company's legitimate business interests if it was disclosed or used in violation of this Agreement. Employee also acknowledges and agrees that Employee is being provided and entrusted with access to the Company's customer and employee relationships and goodwill. Employee further acknowledges and agrees that the Company would not provide access to the Confidential Information, customer and employee relationships, and goodwill in the absence of Employee's execution of and compliance with this Agreement. Employee further acknowledges and agrees that the Confidential Information, customer and employee relationships, and goodwill are valuable assets of the Company and are legitimate business interests that are properly subject to protection through the covenants contained in this Agreement.

(iii) Potential Unfair Competition. Employee acknowledges and agrees that as a result of the employment with the Company, Employee's knowledge of and access to Confidential Information, and Employee's relationships with Company's customers and employees, Employee would have an unfair competitive advantage if Employee were to engage in activities in violation of this Agreement.

(iv) No Undue Hardship. Employee acknowledges and agrees that, in the event that employment with the Company terminates, Employee possesses marketable skills and abilities that will enable Employee to find suitable employment without violating the covenants set forth in this Agreement, and Employee will in good faith take reasonable steps to secure alternative employment.

(v) Voluntary Execution. Employee acknowledges and affirms that he/she is executing this Agreement voluntarily, that he/she has read this Agreement carefully and had a full and reasonable opportunity to consider this Agreement including an opportunity to consult with legal counsel, and that he/she has not been pressured or in any way coerced, threatened or intimidated into signing this Agreement.

(b) Definitions, as applied to Section 5.

(i) *"Competitive Services"* means the business of selling and/or servicing websites, website development and application, which specifically includes websites built in WordPress, mobile friendly websites, membership websites, and commerce websites, in addition to graphic design, branding, and services related to providing support for traditional and media marketing.

(ii) *"Confidential Information,"* as defined in O.C.G.A. §13-8-51, means any and all data and information (A) relating to the business of Company, its activities, business, or clients, regardless of whether the data or information constitutes a trade secret as that term is defined by O.C.G.A. § 10-1-761; (B) disclosed to Employee or of which Employee becomes aware of as a consequence of the employment relationship with Company; (C) has value to Company; (D) not generally known to competitors of Company; and (E) which includes trade secrets, methods of operation, names of customers, price lists, financial information and projections, route books, personnel data, and similar information. *"Confidential Information"* does not include data or information (a) which has been voluntarily disclosed to the public by Company, except where such public disclosure has been made by the Employee without authorization from the Company; (b) which has been independently developed and disclosed by others; or (c) which has otherwise entered the public domain through lawful means.

(iii) *"Material Contact,"* as defined in O.C.G.A. §13-8-51, means contact between Employee

and each customer or potential customer of Company (i) with whom or which Employee has or had dealings on behalf of Company; (ii) whose dealings with Company are or were coordinated or supervised by Employee; (iii) about whom Employee obtains Confidential Information in the ordinary course of business as a result of Employee's association with Company; and/or (iv) who receives products or services authorized by Company, the sale or provision of which results or resulted in compensation, commissions, or earnings for Employee within the two (2) years prior to the date of the Employee's Termination Date.

(iv) *"Person"* means any individual or any corporation, partnership, joint venture, limited liability company, association or other entity or enterprise.

(v) *"Principal or Representative"* means a principal, owner, partner, shareholder, joint venturer, investor, member, trustee, director, officer, manager, employee, agent, representative or consultant, and their successors and assigns.

(vi) *"Protected Customer"* means any Person to whom Company services, and with whom Employee has had Material Contact on behalf of Company during Employee's employment with the Company.

(vii) *"Protected Work"* means any and all ideas, inventions, formulas, source codes, object codes, techniques, processes, concepts, systems, programs, software, software integration techniques, hardware systems, schematics, flow charts, computer data bases, client lists, trademarks, service marks, brand names, trade names, compilations, documents, data, notes, designs, drawings, marketing materials, technical data and/or training materials, including improvements thereto or derivatives therefrom, whether or not patented or patentable, and whether or not subject to copyright or trademark or trade secret protection, conceived, developed or produced by Employee or by others working with Employee or under the direction of Employee, during the period of Employee's employment, or conceived, produced or used or intended for use by or on behalf of the Company or its customers. Protected Work shall include any other information or data that is deemed proprietary to the Company from time to time.

(viii) *"Restricted Period"* means any time during Employee's employment with the Company, as well as two (2) years from Employee's Termination Date.

(ix) *"Restricted Territory"* means Fulton, DeKalb, Cobb Counties in the State of Georgia; and any other county where Employee is working on behalf of Company during the one (1) year preceding the conduct in question, if the conduct occurs while Employee is still employed by Company, or two (2) years from the Termination Date, if the conduct occurs after Employee's Termination, as applicable.

(x) *"Restrictive Covenants"* means the restrictive covenants only contained in Section 5 hereof.

(xi) *"Termination"* means the termination of Employee's employment with the Company, for any reason, whether with or without cause, upon the initiative of either party.

(xii) *"Termination Date"* means the date of Employee's Termination.

(c) Restriction on Disclosure and Use of Confidential Information. Employee agrees that Employee shall not, directly or indirectly, use any Confidential Information on Employee's own behalf or on behalf of any Person other than the Company, or reveal, divulge, or disclose any Confidential Information to any Person not expressly authorized by Company to receive such Confidential Information. This obligation shall remain in effect for as long as the information or materials in question retain their status as Confidential Information. Employee further agrees that he/she shall fully cooperate with Company in maintaining the Confidential Information to the extent permitted by law. The parties acknowledge and agree that this Agreement is not intended to, and does not, alter either Company's rights or Employee's obligations under any state or federal statutory or common law or international law regarding trade secrets and unfair trade practices. Anything herein to the contrary notwithstanding, Employee shall not be restricted from disclosing information that is required to be disclosed by law, court order or other valid and appropriate legal process; provided, however, that in the event such disclosure is required by law, Employee shall provide the Company with prompt notice of such requirement so that Company may seek an appropriate protective order prior to any such required disclosure by Employee.

(d) Non-Competition. Employee agrees that, during the Restricted Period, Employee shall not, without

prior written consent of the Company, directly or indirectly (i) carry on or engage in Competitive Services within the Restricted Territory on his/her own or on behalf of any Person or any Principal or Representative of any Person, or (ii) own, manage, operate, join, control or participate in the ownership, management, operation or control, of any business, whether in corporate, proprietorship or partnership form or otherwise where such business is engaged in the provision of Competitive Services within the Restricted Territory.

(e) Non-Solicitation of Protected Customers. Employee agrees that, during the Restricted Period, Employee shall not, without the prior written consent of the Company, directly or indirectly, on his/her own behalf or as a Principal or Representative of any Person, solicit, divert, take away, or attempt to solicit, divert, or take away a Protected Customer for the purpose of engaging in, providing, or selling Competitive Services.

(f) Non-Recruitment of Employees. Employee agrees that during the Restricted Period, Employee shall not, directly or indirectly, whether on his/her own behalf or as a Principal or Representative of any Person, solicit or induce or attempt to solicit or induce any employee of Company to terminate his/her employment relationship with the Company or to enter into employment with the Employee or any other Person.

(g) Proprietary Rights.

(i) Ownership and Assignment of Protected Works. Employee agrees that any and all Protected Works are the sole property of Company and deemed Works Made for Hire (Section g(iii)), and that no compensation in addition to Employee's Base Salary is due to Employee for development or transfer of such Protected Works. Employee agrees that he/she shall promptly disclose in writing to Company the existence of any Protected Works. Employee hereby assigns and agrees to assign all of his/her rights, title and interest in any and all Protected Works, including all patents or patent applications, and all copyrights therein, to the Company. Employee shall not be entitled to use Protected Works for his/her own benefit or the benefit of anyone except the Company without written permission from the Company and then only subject to the terms of such permission. Employee further agrees that Employee shall communicate to the Company any facts known to Employee and testify in any legal proceedings, sign all lawful papers, make all rightful oaths, execute all divisionals, continuations, continuations-in-part, foreign counterparts, reissue applications, all assignments, all registration applications, and all other instruments or papers to carry into full force and effect the assignment, transfer, and conveyance hereby made or to be made and generally do everything possible for title to the Protected Works and all patents or copyrights or trademarks or service marks therein to be clearly and exclusively held by the Company. Employee agrees that he/she will not oppose or object, in any way, to applications for registration of Protected Works by the Company or others designated by the Company. Employee agrees to exercise reasonable care to avoid making Protected Works available to any third party and shall be liable to the Company for all damages and expenses, including reasonable attorneys' fees, if Protected Works are made available to third parties by him/her without the express written consent of the Company.

Anything herein to the contrary notwithstanding, Employee shall not be obligated to assign to the Company any Protected Work for which no equipment, supplies, facilities, or Confidential Information of the Company was used and which was developed entirely on Employee's own time, unless (A) the invention relates (1) directly to the business of the Company, or (2) to the Company's actual or demonstrably anticipated research or development; or (B) the invention results from any work performed by Employee for the Company. Employee likewise shall not be obligated to assign to the Company any Protected Work that is conceived by Employee after Employee leaves the employ of the Company, except that Employee is so obligated if the same relates to or is based on Confidential Information to which Employee had access by virtue of his/her employment with the Company. Similarly, Employee shall not be obligated to assign any Protected Work to the Company that was conceived and reduced to practice prior to his/her employment, regardless of whether such Protected Work relates to or would be useful in the business of the Company. Employee acknowledges and agrees that there are no Protected Works conceived and reduced to practice by him/her prior to his/her employment with the Company.

(ii) No Other Duties. Employee acknowledges and agrees that there is no other contract or duty on his/her part now in existence to assign Protected Works to anyone other than the Company.



(iii) Works Made for Hire. The Company and Employee acknowledge that in the course of Employee's employment with the Company, Employee may from time to time create for the Company copyrightable works. Such works may include, but are not limited to, manuals, pamphlets, instructional materials, computer programs, software, software integration techniques, software codes and data, technical data, photographs, drawings, logos, designs, artwork or other copyrightable material, or portions thereof, and may be created within or without the Company's facilities and before, during or after normal business hours. All such works related to or useful in the business of the Company are specifically intended to be Works Made for Hire by Employee, and Employee shall cooperate with the Company in the protection of the Company's copyrights in such works and, to the extent deemed desirable by the Company, the registration of such copyrights. Works Made for Hire shall include any other creations, information, or data that is deemed proprietary to the Company from time to time at the Company's discretion.

(h) Return of Materials. Employee agrees that Employee shall not retain or destroy, and shall immediately return to the Company on or prior to the Termination Date, or at any other time the Company requests such return, any and all property of the Company that is in Employee's possession or subject to Employee's control, including, but not limited to, keys, credit and identification cards, personal items or equipment, customer files and information, all other files and documents relating to the Company and its business regardless of form, but specifically including all electronic files and data of the Company, together with all Protected Works and Confidential Information belonging to the Company or that Employee received from or through employment with the Company. Employee shall not make, distribute, or retain copies of any such information or property. Employee agrees to reimburse the Company for all of its costs, including reasonable attorneys' fees, of recovering any materials and otherwise enforcing compliance with this provision, if Employee does not return the materials to the Company on or prior to the Termination Date or at any other time the materials are requested by the Company or if Employee otherwise fails to comply with this provision.

(i) Enforcement of Restrictive Covenants.

(i) Rights and Remedies upon Breach: The parties specifically acknowledge and agree that any breach or threatened breach of the Restrictive Covenants would cause irreparable injury to the Company and that money damages would not provide an adequate remedy to the Company. The parties specifically acknowledge and agree that the remedy at law for any breach of the Restrictive Covenants shall be inadequate, and that in the event Employee breaches, or threatens to breach, any of the Restrictive Covenants, the Company shall have the immediate right and remedy, without the necessity of proving actual damage or posting any bond, to enjoin, preliminarily and permanently, Employee from violating or threatening to violate the Restrictive Covenants and to have the Restrictive Covenants specifically enforced by any court of competent jurisdiction. Employee understands and agrees that if Employee violates any of the obligations set forth in the Restrictive Covenants, the period of restriction applicable to each obligation violated shall cease to run during the pendency of any litigation over such violation, provided that such litigation was initiated during the period of restriction. Such rights and remedies shall be in addition to, and not in lieu of, any other rights and remedies available to the Company at law or in equity. Employee understands and agrees that, if the parties become involved in legal action regarding the enforcement of the Restrictive Covenants and if the Company prevails in such legal action, the Company shall be entitled, in addition to any other remedy, to recover from Employee its reasonable costs and attorneys' fees incurred in enforcing such covenants. The Company's ability to enforce its rights under the Restrictive Covenants or applicable law shall not be impaired, in any way, by the existence of a claim or cause of action on the part of Employee based on, or arising out of, this Agreement or any other event or transaction. Employee shall initiate a claim within six (6) months of breach of this Agreement or it is forever waived, unless a longer period of time is provided by federal law.

(ii) Severability and Modification of Covenants: Employee acknowledges and agrees that each of the Restrictive Covenants is reasonable and valid in time and scope and in all other respects. The parties agree that it is their intention that the Restrictive Covenants be enforced in accordance with their terms to the maximum extent permitted by law. Should any part or provision of any of the Restrictive Covenants be held invalid, void, or unenforceable, such invalidity, voidness, or unenforceability shall not render invalid, void, or unenforceable

any other part or provision of this Agreement or such Restrictive Covenant. If any of the provisions of the Restrictive Covenants should ever be held by a court of competent jurisdiction to exceed the scope permitted by the applicable law, such provision or provisions shall be automatically modified to such lesser scope as such court may deem just and proper for the reasonable protection of the Company's legitimate business interests and may be enforced by the Company to that extent in the manner described above and all other provisions of this Agreement shall be valid and enforceable.

(j) Existing Covenants. Employee represents and warrants that his/her employment with the Company does not and shall not breach any agreement that Employee has with any former employer to keep in confidence proprietary or confidential information or not to compete with any such former employer. Employee shall not disclose to the Company or use on its behalf any proprietary or confidential information of any other party required to be kept confidential by Employee.

(k) Disclosure of Agreement. Employee acknowledges and agrees that, during the Restricted Period, Employee shall disclose the existence and terms of this Agreement to any prospective employer, business partner, investor or lender prior to entering into an employment, partnership, or other business relationship with such prospective employer, business partner, investor or lender. Employee further agrees that the Company shall have the right to make any such prospective employer, business partner, investor or lender of Employee aware of the existence and terms of this Agreement.

## **Section 6. Compliance with Policies and Laws.**

(a) Policies. Employee agrees to comply with any and all Company policies (written or oral), training requirements, work rules or standards of conduct and pledges to observe order and discipline of work.

(b) Laws. Employee agrees to abide by the laws of the State of Georgia and the United States regardless of any conflict of law of any other jurisdiction, and to exercise good judgment in the best interest of the Company.

## **Section 7. Miscellaneous.**

(a) Severability. The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement.

(b) Waiver. Any instance of a waiver or mutual departure from the terms of this Agreement shall not be deemed a future waiver of any other provision of this Agreement or of the enforceability of this Agreement.

(c) Headings. Headings are for reference purposes only and have no substantive effect.

(d) Withholding of Taxes. The Company may withhold from any amounts payable under this Agreement all federal, state, city or other taxes and withholdings as shall be required pursuant to any applicable law, rule or regulation.

(e) Notice. For purposes of this Agreement, all communications, including without limitation notices, consents, requests or approvals, provided for herein shall be in writing and shall be deemed to have been duly given when personally delivered or five (5) business days after having been mailed by United States registered mail or certified mail, return receipt requested, postage prepaid, addressed to the Managing Member of the Company at its principal office or to Employee at his/her principal residence, or to such other address as any party may have furnished to the other in writing, except that notices of change of address shall be effective only upon receipt.

(f) Applicable Law; Forum Selection; Consent to Jurisdiction. The Company and Employee agree that this Agreement shall be governed by and construed and interpreted in accordance with the laws of the State of Georgia without giving effect to its conflicts of law principles. Employee agrees that the exclusive forum for any action to enforce this Agreement, as well as any action relating to or arising out of this Agreement, shall be the state or federal courts of the State of Georgia in Cobb County or the U.S. District Court for the Northern District of Georgia. With respect to any such court action, Employee (a) irrevocably submits to the personal jurisdiction of such courts; (b) consents to service of process; (c) consents to venue; and (d) waives any other requirement whether imposed by

statute, rule of court, or otherwise with respect to personal jurisdiction, service of process, or venue. Both parties further agree that the state and federal courts of the State of Georgia, Cobb County are convenient forums for any dispute that may arise from this Agreement and that neither party shall raise as a defense that such courts are not convenient forums.

(g) Mandatory Mediation. Employee agrees to submit to mandatory mediation before a mediator agreed to by both parties before filing suit for any breach of contract or tort claim or alleged violation of federal law within sixty (60) days of knowledge of the alleged breach or claim or Employee forever waives his/her right to sue, and this provision shall immediately be deemed in accord and satisfaction and covenant not to sue the Company.

(h) Assignment. This Agreement can be assigned by the Company and shall be binding and inure to the benefit of the Company, its successors and assigns. No right, obligation or duty of this Agreement may be assigned by Employee without the prior written consent of the Company.

(i) Construction. The parties understand and agree that because they both have been given the opportunity to have counsel review and revise this Agreement, the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement. Instead, the language of all parts of this Agreement shall be construed as a whole, and according to its fair meaning and intent of the parties, and not strictly for or against either of the parties.

(j) Counterparts. This Agreement may be executed in counterpart originals and by facsimile signatures, and shall be effective regardless of the order in which signed.

(k) Time is of the Essence: Time is of the essence of this Agreement.

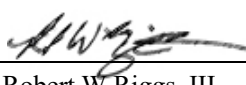
(l) Good Faith and Fair Dealing. The Parties expressly agree that they shall engage in good faith and fair dealing with respect to this Agreement and the mutual obligations herein.

(m) Entire Agreement. This Agreement constitutes the entire fully integrated agreement between the Parties with respect to the subject matter hereof and supersedes all other prior communications, whether electronic, written or oral. This Agreement is expressly limited to its terms and may be modified or amended only by a writing signed by both parties that expressly states that it is intended to amend this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the Effective Date.

#### **COMPANY**

YOUR DESIGN ONLINE, LLC

By: 

Name: Robert W Riggs, III

Title: Principal

#### **EMPLOYEE**

\_\_\_\_\_

Print Name: \_\_\_\_\_

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