



Employment Application

Business Name: Adore Companionship Private Home-care

Position Applied For: _____

Date: _____

1. Applicant Information

Full Name: _____

Address: _____

City/State/Zip: _____

Phone Number: _____

Email Address: _____

Social Security Number: _____

Are you legally authorized to work in the U.S.? ☐ Yes ☐ No

2. Availability

Type of Employment: ☐ Full-Time ☐ Part-Time ☐ PRN

Available Start Date: _____

Availability (check all that apply):

☐ Days ☐ Evenings ☐ Nights ☐ Weekends ☐ Holidays

3. Work Experience Caregiving/Healthcare

Employer Name: _____

Position: _____

Dates Employed: _____ to _____

Duties: _____

4. Certifications & Skills

☐ CNA ☐ PCA ☐ CPR ☐ First Aid ☐ HHA ☐ Other: _____

Special Skills (check all that apply):

- ☐ Dementia Care
- ☐ Hospice Care
- ☐ Medication Reminders
- ☐ Mobility Assistance
- ☐ Meal Preparation
- ☐ Transportation

5. Background Information

Have you ever been convicted of a felony? ☐ Yes ☐ No

If yes, explain: _____

Are you willing to submit to a background check and drug screening? ☐ Yes

☐ No

6. References

Name: _____ Phone: _____

Relationship: _____

Name: _____ Phone: _____

Relationship: _____

Name: _____ Phone: _____

Relationship: _____

7. Applicant Certification

I certify that all information provided is true and complete. I understand that false information may result in termination.

Signature: _____ Date: _____

NON-COMPETE & NON-SOLICITATION AGREEMENT

Adore Companionship Private Home-care

This Non-Compete and Non-Solicitation Agreement is entered into by and between:

Adore Companionship Private Home-care

and

Employee: _____

Date: _____

1. Purpose

The Employee acknowledges that during employment with Adore Companionship Private

Home-care, they will

Develop relationships with clients and their families

Gain access to confidential client information

Receive training, scheduling access, and care plans

The Employee agrees that these relationships and information are valuable business interests that

must be protected.

2. Non-Compete Restriction Georgia Compliant

In accordance with the **Georgia Restrictive Covenants Act**, the Employee agrees that:

During employment and for a period of **12 months after termination**, the Employee shall not:

Provide home care, private caregiving, companionship, or similar services

Independently or through another company
Within a **25-mile radius** of any client location or service area where the
Employee
worked or was assigned

3. Non-Solicitation of Clients “Anti-Client Theft Clause”

The Employee **strictly agrees NOT to:**

**Solicit, divert, or attempt to take any client of Adore Companionship
Private Home-care Accept private work from any current client of the
Company Accept work from former clients they personally serviced
while employed with the**

Company for 12 months after termination

This includes but is not limited to:

- Offering services outside the agency for direct pay
- Encouraging clients to cancel services with the Company
- Providing contact information for private arrangements

**Any attempt to “go private” with agency clients is a direct violation of
this Agreement.**

4. Non-Solicitation of Employees

The Employee agrees not to:

- Recruit, solicit, or hire other employees or contractors of the Company
- Encourage staff to leave and join a competing service

For a period of **12 months after termination.**

5. Confidentiality

The Employee agrees to protect all confidential information, including:

- Client names, contact details, and care needs
- Schedules, pricing, and internal operations
- Family relationships and medical-related information

This obligation continues indefinitely, even after employment ends.

6. Reasonableness Under Georgia Law

The parties agree that:

The **12-month duration** is reasonable

The **50-mile radius** is reasonable given the Company's service area

The restrictions are narrowly tailored to protect legitimate business interests

If any provision is deemed too broad, a court may modify it to make it enforceable under

Georgia law.

7. Remedies for Violation

If the Employee violates this Agreement, the Company may:

Seek **injunctive relief** (court order to stop services)

Recover **lost profits and damages**

- Pursue **legal fees and court costs** as allowed by law

8. Consideration

The Employee acknowledges that employment, continued employment, training, and access to

clients constitute valid consideration under Georgia law.

9. Acknowledgment

By signing below, the Employee confirms:

They have read and understand this Agreement

They agree voluntarily

They understand that taking or working privately for agency clients is prohibited

Employee Signature: _____ Date: _____

Company Representative: _____ Date: _____