

**ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT A
DATA SHEET**

1. The Designated Marketing Area ("DMA") for the Franchised Business will consist of the following zip code addresses (the Franchised Zip Code Areas being) _____ together having approximately _____ licensed businesses. (See Franchise Agreement, Section 1.2).

2. The DMA will be (subject to the terms of the Franchise Agreement, including but not limited to Section 1.4 of the Agreement) as follows, and which DMA is reflected on the map attached to this Exhibit A:

3. Franchise Fee. The initial franchise fee will be \$_____ (See Franchise Agreement, Section 4.1). The initial franchise fee is determined and payable as follows (*check the appropriate set of boxes*):
 - If this Agreement is the first agreement executed by Franchisee and Franchisor relating to the Franchised Business (i.e., an Area Development Agreement relating to the Franchised Business was not signed):
 - \$35,000 paid upon execution of this Agreement if Franchisee was not an existing franchisee under the System before executing this Agreement.

 - _____

 - _____

 - If this Agreement is executed according to an Area Development Agreement, and is:
 - For Franchisee's second ES CEO Club franchise, then \$_____ was paid upon execution of the Area Development Agreement as part of an area development fee and \$5,000 of that amount is credited towards the initial franchise fee for this Agreement, and the balance of \$25,000 will be due when you sign the second ES CEO Club franchise Agreement, for the second initial franchisee fee of \$30,000.

 - For Franchisee's third or later ES CEO Club franchises, then \$_____ was paid as part of an area development fee and \$5,000 of that amount is credited towards the initial franchise fee for this Agreement, and the balance of \$20,000 will be due when you sign the third ES CEO Club franchise agreement, for the third and subsequent franchises at \$25,000 initial franchise fee.

The FRANCHISEE shall be responsible for the following closing costs at the time of signing the Franchise Agreement:

i.	Initial Franchise fee:	\$35,000.00
ii.	Area Development Agreement Deposits	\$ _____
Total: \$		_____

Initial: _____
Franchisee

Date: _____

Initial: _____
Estrada Strategies Franchise, Inc.

Date: _____

ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT B
ADA CERTIFICATION

Estrada Strategies Franchise, Inc. (“Franchisor”) and _____ (“Franchisee”) are parties to a franchise agreement dated _____ for the operation of an ES CEO Club franchise at _____ (the “Franchised Business”). In accordance with Section 5.3 of the Franchise Agreement, if required by according to the location of the franchised business, Franchisee certifies to Franchisor that, to the best of Franchisee’s knowledge, the Franchised Business and its adjacent areas comply with all applicable federal, state and local accessibility laws, statutes, codes, rules, regulations and standards, including but not limited to the Americans with Disabilities Act. Franchisee acknowledges that it is an independent contractor and the requirement of this certification by Franchisee does not constitute ownership, control, leasing or operation of the Franchised Business. Franchisee acknowledges that Franchisor has relied on the information contained in this certification. Furthermore, Franchisee acknowledge its obligation under this Franchise Agreement to indemnify Franchisor and the officers, directors, and employees of Franchisor in connection with any and all claims, losses, costs, expenses, liabilities, compliance costs, and damages incurred by the Indemnitee(ies) as a result of any matters associated with Franchisee’s compliance with the Americans with Disabilities Act, as well as the costs, including attorneys’ fees, related to the same.

Franchisee _____

By: _____

Name: _____

Title: _____

**ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT C
LIST OF PRINCIPALS AND DESIGNATED PRINCIPAL**

The following identifies all of Franchisee's Principals (as defined in Section 6.1 of the Franchise Agreement):

Name of Principal	Address	Interest (%) with description
		Total: 100%

FRANCHISEE'S DESIGNATED PRINCIPAL

The following identifies Franchisee's Designated Principal (as defined in Section 8.3 of the Franchise Agreement):

Name and Title	Address, telephone number, and e-mail address	Interest (%) (with description) if any

**ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT D
AUTHORIZATION AGREEMENT FOR PREARRANGED PAYMENTS**

(Name of Person or Legal Entity)

(ID Number)

The undersigned depositor (“**Depositor**”) by this agreement authorizes Estrada Strategies Franchise, Inc. (“**Franchisor**”) to initiate debit entries and/or credit correction entries to the undersigned’s checking and/or savings account(s) stated below and the depository designated below (“**Depository**”) (“**Bank**”) to debit or credit such account(s) according to Franchisor’s instructions.

Depository	Branch	
City	State	Zip Code
Bank Transit/ABA Number	Account Number	

This authorization is to remain in full and force and effect until sixty days after Franchisor has received written notification from Franchisee of its termination.

Depositor

By: _____

Name: _____

Title: _____

Date: _____

ESTRADA STRATEGIES FRANCHISE, INC.

FRANCHISE AGREEMENT

EXHIBIT E-1
GUARANTEE, INDEMNIFICATION, AND ACKNOWLEDGMENT

As an inducement to Estrada Strategies Franchise, Inc. ("Franchisor") to enter the into a Franchise Agreement between Franchisor and _____ ("Franchisee"), dated _____, 200____ (the "Agreement"), the undersigned, jointly and severally, by this agreement unconditionally guaranty to Franchisor and Franchisor's successors and assigns that all of Franchisee's monetary obligations under the Agreement will be punctually paid and performed and that all monetary obligations will be punctually paid and performed.

Upon demand by Franchisor, the undersigned each by this agreement jointly and severally agree to immediately make each payment required of Franchisee under the Agreement and waive any right to require Franchisor to: (a) proceed against Franchisee for any payment required under the Agreement; (b) proceed against or exhaust any security from Franchisee; (c) pursue or exhaust any remedy, including any legal or equitable relief, against Franchisee; or (d) give notice of demand for payment by Franchisee. Without affecting the obligations of the undersigned under this Guarantee, Franchisor may, without notice to the undersigned, extend, modify, or release any indebtedness or obligation of Franchisee, or settle, adjust, or compromise any claims against Franchisee, and the undersigned each by this agreement jointly and severally waive notice of same and agree to remain and be bound by any and all such amendments and changes to the Agreement.

The undersigned each by this agreement jointly and severally agree to defend, indemnify and hold Franchisor harmless against any and all losses, damages, liabilities, costs, and expenses (including, but not limited to, reasonable attorney's fees, reasonable costs of financial and other investigation, court costs, and fees and expenses) resulting from, consisting of, or arising out of or in connection with any failure by Franchisee to perform any obligation of Franchisee under the Agreement, any amendment to this Agreement, or any other agreement executed by Franchisee referred to in this Agreement.

The undersigned each by this agreement jointly and severally acknowledge and expressly agree to be individually bound by all of the covenants contained in Sections 11, 15, 17, and 18 of the Agreement, and acknowledge and agree that this Guarantee does not grant the undersigned any right to use the "Estrada Strategies" and "ES CEO Club" marks or system licensed to Franchisee under the Agreement.

This Guarantee will terminate on the termination or expiration of the Agreement, except that all obligations and liabilities of the undersigned which arose from events which occurred on or before the effective date of such termination will remain in full force and effect until satisfied or discharged by the undersigned, and all covenants which by their terms continue in force after the expiration or termination of the Agreement will remain in force according to their terms. Upon the death of an individual guarantor, the estate of such guarantor will be bound by this Guaranty, but only for defaults and obligations by this Agreement existing at the time of death; and the obligations of the other guarantors will continue in full force and effect.

Guarantor represents and warrants to Franchisor that neither Guarantor (including, without limitation, any and all of its employees, directors, officers and other representatives), nor any of its affiliates or the funding sources for either is a person or entity designated with whom Franchisor, or any of its affiliates, are prohibited by law from transacting business.

Any and all notices required or permitted under this guaranty provision will be in writing and will be personally delivered, in the manner agreed to under Section 24 of this Agreement.

Unless specifically stated otherwise, the terms used in this Guaranty will have the same meaning as in the Agreement, and will be interpreted and construed in accordance with Section 27 of the Agreement. This Guaranty will be interpreted and construed under the laws of the State of California. In the event of any conflict of law, the laws of the State of California will prevail (without regard to, and without giving effect to, the application of California conflict of law rules).

IN WITNESS WHEREOF, the undersigned has signed this guaranty provision as of the date of this Agreement.

GUARANTOR(S)

ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT E-2
OWNERS

1. **Owners:** List the full name and mailing address of each person or entity who directly or indirectly owns an equity or voting interest in the Franchisee, and describe the nature of the interest.

Name: _____ Number of Ownership Interests Owned: _____
Address: _____ % of Total Ownership Interests: _____

Number of Ownership Interests Owner is
Entitled to Vote: _____

Other Interest (Describe): _____

Name: _____ Number of Ownership Interests Owned: _____
Address: _____ % of Total Ownership Interests: _____

Number of Ownership Interests Owner is
Entitled to Vote: _____

Other Interest (Describe): _____

Name: _____ Number of Ownership Interests Owned: _____
Address: _____ % of Total Ownership Interests: _____

Number of Ownership Interests Owner is
Entitled to Vote: _____

Other Interest (Describe): _____

Name: _____ Number of Ownership Interests Owned: _____
Address: _____ % of Total Ownership Interests: _____

Number of Ownership Interests Owner is
Entitled to Vote: _____

Other Interest (Describe): _____

Name: _____ Number of Ownership Interests Owned: _____
Address: _____ % of Total Ownership Interests: _____

Number of Ownership Interests Owner is
Entitled to Vote: _____

Other Interest (Describe): _____

2. **Designated Principal Owners:** The following individuals named in Paragraph 1 are designated as Principal Owners, although they do not hold five percent (5%) or more of the equity ownership interests in Franchisee:

Name: _____	Name: _____
Name: _____	Name: _____
Name: _____	Name: _____
Name: _____	Name: _____

3. **Management:** As required according to Paragraph G of Section 10 of this Agreement, the following Principal Owners will have supervisory responsibilities in connection with the operation of the Outlet:

Name: _____
 Name: _____
 Name: _____

4. **Ownership Structure and Initial Capitalization:** Franchisee and its Owners represent and warrant that the ownership structure and initial capitalization of Franchisee is as follows:

OWNERSHIP STRUCTURE

<u>Owner</u>	<u>Number of Ownership Interests</u>	<u>Percentage Ownership</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

As of the date of this Agreement there are _____ (_____) Ownership Interests authorized and there are _____ (_____) Ownership Interests which are issued and outstanding. There are no other authorized classes of shares.

INITIAL CAPITALIZATION

FRANCHISOR:

**ESTRADA STRATEGIES FRANCHISE, INC.,
a California CORPORATION**

By: _____
Print Name: _____
Title: _____

FRANCHISEE:

:

[Name]

By: _____
Print Name: _____
Title: _____

INDIVIDUALS:

[Print Name]

[Print Name]

ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT F - 1
CONFIDENTIALITY AND NON-COMPETE AGREEMENT
FOR FRANCHISEE'S PRINCIPALS AND EXECUTIVES

THIS NON-DISCLOSURE AND NON-COMPETITION AGREEMENT ("Agreement") is made this _____ day of _____, 200____, by and between Estrada Strategies Franchise, Inc., a California Corporation ("Estrada Strategies" "we" "our") and _____ the "Franchisee", and _____, who is a Principal, member, partner, or officer of Franchisee ("you" or the "Member").

Introduction

Estrada Strategies Franchise, Inc. (the "**Franchisor**") and its affiliates developed and own a format and system (the "**System**") relating to the establishment and operation of a business designed to provide training and behavioral modification services to entrepreneurs, presidents and other top business executives, primarily through continuing educational forums called Estrada Strategies CEO Clubs (ES CEO Club). The ES CEO Clubs operate through a uniform system which has high standards of services, uses quality products, operates under the business format created and developed by Franchisor and Franchisor's affiliated company Estrada Strategies, LLC. (EE LLC) (the "**Services**"), and which is known as Estrada Strategies CEO Club System (the ES CEO Club); and feature and operate under the Proprietary Marks (as defined below) (each "ES CEO Club franchise").

Franchisor and Franchisee have executed a Franchise Agreement ("**Franchise Agreement**") granting Franchisee the right to operate an ES CEO Club franchise (the "**Franchised Business**") under the terms and conditions of the Franchise Agreement.

In connection with your ownership and position with Franchisee, you will be trained by Estrada Strategies and/or you will learn of Franchisor's confidential information and know-how concerning the methods of operation of an ES CEO Club franchise and the System.

Now, therefore, it is agreed that as a consideration your relationship with Franchisee and the rights granted to Franchisee under the Franchise Agreement, you acknowledge and agree that you will comply with all of the following obligations:

1. ES CEO Club franchises Confidential Information. You agree that you will not, at any time (whether during or after the term of the Franchise Agreement or the time of your relationship with Franchisee), communicate or divulge ES CEO Club franchises Confidential Information to any Person, and that you will not use ES CEO Club franchises Confidential Information for your own benefit or for the benefit of any other Person.

2. Definitions. As used in this Agreement, the following terms are agreed to have the following meanings:

a. The term "**ES CEO Club franchises Confidential Information**" means any information, knowledge, or know-how concerning the methods of operation of the Franchised Business and the System that may you may learn of or that otherwise becomes known to you during the term of the Franchise Agreement or the time of your relationship with Franchisee (whether or not Franchisor or we have specifically designated that information as "confidential"). ES CEO Club franchises Confidential Information may include, among other things, operational, sales, promotional, marketing, and administrative methods, procedures, and techniques. However, ES CEO Club franchises Confidential Information does not include information that you can show came to your attention before it was disclosed to you by Estrada Strategies or Franchisor; and ES CEO Club franchises Confidential Information also does not include information that, at or after the time when we or Franchisor disclosed it to you, is a part of the public domain through no act on your part or through publication or communication by other Persons who are lawfully entitled to publish or communicate that information.

b. The term “**Person**” means any person, persons, partnership, entity, association, or corporation (other than the Franchisor or Franchisee).

c. The term “**Post-Term Period**” means a continuous uninterrupted period of two years from the date of: (a) a transfer permitted under Section 15 of the Franchise Agreement; (b) expiration or termination of the Franchise Agreement (regardless of the cause for termination); (c) termination of your relationship with Franchisee for any reason; and/or (d) a final order of a court of competent jurisdiction enforcing of this Agreement.

3. Covenants Not to Compete.

a. You understand and acknowledge that due to your relationship with Estrada Strategies, you will receive valuable specialized training and access to ES CEO Club franchises Confidential Information.

b. You covenant and agree that during the term of the Franchise Agreement, unless Franchisor gives you prior written approval, you will not, either directly or indirectly, for yourself, or through, on behalf of, or in conjunction with any Person:

- i. Divert or attempt to divert any current or potential business account or customer of the Franchised Business (or of any ES CEO Club franchises) to any Person, whether by direct or indirect suggestion, referral, inducement, or otherwise;
- ii. Do or perform, directly or indirectly, any act that might injure or be harmful to the goodwill associated with Franchisor and the System;
- iii. Employ or seek to employ any individual who is then employed by Estrada Strategies, Franchisor, or employed by any of Franchisor’s franchisees, licensees, developers, or to otherwise directly or indirectly induce any such individual to leave his or her employment; and/or
- iv. Directly or indirectly for yourself or on behalf of, or in conjunction with any Person, own, maintain, operate, engage in, or have any interest in any business that is the same as or similar to the Franchised Business.

c. You covenant and agree that during the term Post-Term Period, unless Franchisor gives you its prior written approval, you will not, either directly or indirectly, for yourself, or through, on behalf of, or in conjunction with any Person:

- i. Own, maintain, operate, engage in, or have any interest in any business that is the same as or similar to the Franchised Business, if that business is located (or if it is intended to be located) within the Territory or within a radius of fifty (50) miles of any other ES CEO Club franchises located anywhere; and/or.
- ii. Employ or seek to employ any individual who is then employed by Estrada Strategies, Franchisor, or employed by any of Franchisor’s franchisees, licensees, developers, or to otherwise directly or indirectly induce any such individual to leave his or her employment.

4. Legal and Equitable Remedies. You understand, acknowledge, and agree that if you do not comply with the requirements of this Agreement, you will cause irreparable injury to Franchisor, and that:

a. Estrada Strategies will have the right to enforce this Agreement and any of its terms by going to a court and obtaining an injunction, specific performance, or other equitable relief, without prejudice to any other rights and remedies that we may have for breach of this Agreement;

b. You will not raise wrongful termination or other defenses to the enforcement of this Agreement (although you will have the right to raise those issues in a separate legal action); and

c. You must reimburse Franchisor for any court costs and reasonable attorney's fees that Franchisor incurs as a result of your violation of this Agreement and having to go to court to seek enforcement.

5. **Severability.** Each of the terms of this Agreement may be considered severable from the others. If a court should find that we or Franchisor may not enforce a clause in this Agreement as written, but the court would allow Estrada Strategies or Franchisor to enforce that clause in a way that is less burdensome to you, then you agree that you will comply with the court's less-restrictive interpretation of that clause.

6. **Delay.** No delay or failure by Estrada Strategies or Franchisor to exercise any right under this Agreement, and no partial or single exercise of that right, will constitute a waiver of that right or any other right set out in this Agreement. No waiver of any violation of any terms and conditions of this Agreement will be construed as a waiver of any succeeding violation of the same or any other provision of this Agreement.

7. **Third-Party Beneficiary.** You acknowledge and agree that Franchisor is an intended third-party beneficiary of this Agreement with the right to enforce it, independently or jointly with Franchisee.

IN WITNESS WHEREOF, Member has read and understands the terms of this Agreement, and voluntarily signed this Agreement on this ____ day of _____, 200__.

MEMBER

Signature: _____

Printed Name: _____

ESTRADA STRATEGIES FRANCHISE, INC.
FRANCHISE AGREEMENT
EXHIBIT F - 2
CONFIDENTIALITY AND NON-COMPETE
FOR FRANCHISEE'S EMPLOYEES

THIS NON-DISCLOSURE AND NON-COMPETITION AGREEMENT ("Agreement") is made this ____ day of _____, 200 __, by and between Estrada Strategies Franchise, Inc. ("**Estrada Strategies**" "**we**" "**our**" and _____ the "**Franchisee**"), and _____, an employee of Franchisee ("**you**" or the "**Employee**").

Introduction

Estrada Strategies Franchise, Inc. (the "**Franchisor**") and its affiliates developed and own a format and system (the "**System**") relating to the establishment and operation of a business designed to provide training and behavioral modification services to entrepreneurs, presidents and other top business executives, primarily through continuing educational forums called Estrada Strategies CEO Clubs (ES CEO Club). The ES CEO Clubs operate through a uniform system which has high standards of services, uses quality products, operates under the business format created and developed by Franchisor and Franchisor's affiliated company Estrada Strategies, LLC. (EE LLC) (the "**Services**"), and which is known as Estrada Strategies CEO Club System (the ES CEO Club); and feature and operate under the Proprietary Marks (as defined below) (each "ES CEO Club franchise").

Franchisor and Franchisee have executed a Franchise Agreement ("**Franchise Agreement**") granting Franchisee the right to operate an "ES CEO Club franchises" (the "**Franchised Business**") under the terms and conditions of the Franchise Agreement.

In connection with starting or continuing your employment with Franchisee, you will be trained by Estrada Strategies and you will learn of Franchisor's confidential information and know-how concerning the methods of operation of an ES CEO Club franchises and the System.

Now, therefore, it is agreed that as a consideration of starting or continuing your employment, as a condition to your employment and the compensation that we have paid to you (and/or will pay you after today), you acknowledge and agree that you will comply with all of the following obligations:

1. ES CEO Club franchises Confidential Information. You agree that you will not, at any time (whether during or after your time of employment with Estrada Strategies), communicate or divulge ES CEO Club franchises Confidential Information to any Person, and that you will not use ES CEO Club franchises Confidential Information for your own benefit or for the benefit of any other Person.

2. Definitions. As used in this Agreement, the following terms are agreed to have the following meanings:

a. The term "**ES CEO Club franchises Confidential Information**" means any information, knowledge, or know-how concerning the methods of operation of the Franchised Business and the System that may you may learn of or that otherwise becomes known to you during the time of your employment with Estrada Strategies (whether or not the Franchisor or we have specifically designated that information as "confidential"). ES CEO Club franchises Confidential Information may include, among other things, operational, sales, promotional, marketing, and administrative methods, procedures, and techniques. However, ES CEO Club franchises Confidential Information does not include information that you can show came to your attention before it was disclosed to you by Estrada Strategies or Franchisor; and ES CEO Club franchises Confidential Information also does not include information that, at or after the time when we disclosed it to you, is a part of the public domain through no act on your part or through publication or communication by other Persons who are lawfully entitled to publish or communicate that information.

b. The term “Person” means any person, persons, partnership, entity, association, or corporation (other than the Company or Franchisor).

c. The term “Post-Term Period” means a continuous uninterrupted period of (check as applicable) one (1) year if you are a manager or perform managerial responsibilities, or six (6) months a non-managerial employee from the date of: (a) termination of your employment with Estrada Strategies for any reason; and/or (b) a final order of a court of competent jurisdiction enforcing of this Agreement.

3. **Covenants Not to Compete.**

a. You understand and acknowledge that due to your employment with Estrada Strategies, you will receive valuable specialized training and access to ES CEO Club franchises Confidential Information.

b. You covenant and agree that during the term of your employment, unless Franchisor gives you its prior written approval, you will not, either directly or indirectly, for yourself, or through, on behalf of, or in conjunction with any Person:

- i. Divert or attempt to divert any current or potential business account or customer of the Franchised Business (or of any ES CEO Club franchises) to any Person, whether by direct or indirect suggestion, referral, inducement, or otherwise;
- ii. Do or perform, directly or indirectly, any act that might injure or be harmful to the goodwill associated with Franchisor and the System;
- iii. Employ or seek to employ any individual who is then employed by Estrada Strategies, or employed by Franchisor or any of Franchisor’s franchisees, licensees, developers, or to otherwise directly or indirectly induce any such individual to leave his or her employment; and/or
- iv. Directly or indirectly for yourself or on behalf of, or in conjunction with any Person, own, maintain, operate, engage in, or have any interest in any business that is the same as or similar to the Franchised Business.

c. You covenant and agree that during the term Post-Term Period, unless Franchisor gives you its prior written approval, you will not, either directly or indirectly, for yourself, or through, on behalf of, or in conjunction with any Person:

- i. Own, maintain, operate, engage in, or have any interest in any business that is the same as or similar to the Franchised Business, if that business is located (or if it is intended to be located) within a radius of fifty (50) miles of any other ES CEO Club franchises located anywhere at that time; and/or;
- ii. Employ or seek to employ any individual who is then employed by Estrada Strategies, Franchisor, or by any of Franchisor’s franchisees, licensees, developers, or to otherwise directly or indirectly induce any such individual to leave his or her employment.

4. **Legal and Equitable Remedies.** You understand, acknowledge, and agree that if you do not comply with the requirements of this Agreement, you will cause irreparable injury to Franchisor, and that:

a. Estrada Strategies will have the right to enforce this Agreement and any of its terms by going to a court and obtaining an injunction, specific performance, or other equitable relief, without prejudice to any other rights and remedies that we may have for breach of this Agreement;

b. You will not raise wrongful termination or other defenses to the enforcement of this Agreement (although you will have the right to raise those issues in a separate legal action); and

c. You must reimburse Franchisor for any court costs and reasonable attorney's fees that Franchisor incurs as a result of your violation of this Agreement and having to go to court to seek enforcement.

5. **Severability.** Each of the terms of this Agreement may be considered severable from the others. If a court should find that we or Franchisor may not enforce a clause in this Agreement as written, but the court would allow Estrada Strategies or Franchisor to enforce that clause in a way that is less burdensome to you, then you agree that you will comply with the court's less-restrictive interpretation of that clause.

6. **Delay.** No delay or failure by Estrada Strategies or Franchisor to exercise any right under this Agreement, and no partial or single exercise of that right, will constitute a waiver of that right or any other right set out in this Agreement. No waiver of any violation of any terms and conditions of this Agreement will be construed as a waiver of any succeeding violation of the same or any other provision of this Agreement.

7. **Third-Party Beneficiary.** You acknowledge and agree that Franchisor is an intended third-party beneficiary of this Agreement with the right to enforce it, independently or jointly with Estrada Strategies.

IN WITNESS WHEREOF, Employee has read and understands the terms of this Agreement, and voluntarily signed this Agreement on this ___ day of _____, 200__.

EMPLOYEE

Signature: _____

Printed Name: _____