



The Fathers' Rights Movement *Non-Disclosure Agreement*

This Non-Disclosure Agreement is hereby made and entered into as of this day and between The Fathers' Rights Movement, hereinafter referred to as "TFRM" and the individual digitally acknowledging this Non-Disclosure Agreement, hereinafter referred to as "Volunteer".

AGREEMENT

TFRM wishes to protect its confidential information. Volunteer and TFRM are Entering into this Non-Disclosure Agreement, hereinafter referred to as "Agreement" to provide such protection to TFRM upon the provisions and terms set forth in this Agreement. In consideration of the foregoing and the mutual agreements herein contained the Parties agree as follows.

ARTICLE 1. DEFINITIONS

Confidential Information shall include, but is not limited to, ideas, processes, internal policies, decisions, reports, financials, business and strategic plans, donor lists, donation amounts, donor personal information, member lists, member personal information, and any information relating or belonging to TFRM's members, donors, volunteers, and any other third-party individuals or organizations affiliated with or working with, in any capacity, TFRM. Additionally, the information includes TFRM transactions of any capacity, whether entered into before or after the date of this agreement and or whether written or verbal.

TFRM Records shall mean any document or record concerning the business and affairs of TFRM.

Party shall mean TFRM or Volunteer and **Parties** shall mean both TFRM and Volunteer.

Representative shall mean any person, such person's affiliates and its and their directors, shareholders, partners, members, officers, employees, consultants, independent contractors, volunteers, agents, advisors (including, without limitation, financial advisors, counsel, and accountants) and controlling persons.

ARTICLE 2. CONFIDENTIALITY

Volunteer acknowledges that the Mission of TFRM largely depends upon the public's trust. Any direct or indirect disclosure of Confidential Information to anyone outside of TFRM would threaten the Mission and operations of TFRM, cause the public to lose trust in TFRM, and would do damage, fiscally or otherwise, to the TFRM's Mission. Volunteer's involvement with TFRM has or will

potentially expose Volunteer to Confidential Information. Volunteer expressly acknowledges the status of the Confidential Information and that the Confidential Information constitutes a protectable interest of TFRM.

For the purposes of this Agreement, Confidential Information shall not include information that is:

- a) readily available to the public in the same or an equally useable form as that maintained by TFRM;
- b) has been lawfully received from an independent third party without any restriction and without any obligation of confidentiality; or
- a. has been independently developed without access to or knowledge or use of Confidential Information as defined herein.

ARTICLE 3. MAINTAINING CONFIDENTIALITY

Volunteer shall not divulge, disclose, provide, discuss, or disseminate, in any manner to any person or entity at any time, the Confidential Information described in Article 2 of this Agreement, Confidential Information which may affect the Mission of TFRM or matters relating to the Mission of TFRM without TFRM's express written consent. Volunteer agrees to maintain security measures to safeguard the Confidential Information.

Pursuant to such maintenance, Volunteer shall:

- a) attempt in every reasonable way to prevent intentional or unintentional unauthorized use or disclosure of Confidential Information and TFRM Records;
- b) promptly notify TFRM of an unauthorized use, copying or disclosure of Confidential Information or TFRM Records; and
- c) assist the TFRM in every reasonable way to retrieve wrongfully disclosed Confidential Information, or TFRM Records, and/or terminate unauthorized use or disclosure.

Moreover, Volunteer shall adhere to following measures to comply with their confidentiality obligations herein:

- a) Take reasonable steps to maintain the privacy of Confidential Information, including, but not limited to, maintaining the physical security of Confidential Information by using computer passwords and marking documents as "Confidential";
- b) Refrain from discussing TFRM's business, its donors, or its members with anyone other than personnel or Representatives within TFRM;
- c) Refrain from discussing the business of TFRM, its donors, or its members public places or common areas;

- d) Take reasonable efforts to avoid inadvertent disclosure caused by things including, but not limited to, open doors, speaker phones, etc.; and
- e) When destroying TFRM Records or documents containing Confidential Information, take the appropriate steps to ensure that such destruction is done properly.

ARTICLE 4. USE OF CONFIDENTIAL INFORMATION

Volunteer may use Confidential Information, and TFRM Records, to the extent necessary to perform their authorized duties. Notwithstanding the foregoing, Volunteer shall not use Confidential Information, or any TFRM Record, for any purpose not permitted herein without the prior written authorization of a member of the Board of Directors. Volunteer agrees not to use Confidential Information in any way which would be harmful to TFRM.

ARTICLE 5. DISCLOSURE OF CONFIDENTIAL INFORMATION

Volunteer shall not, directly or indirectly, in any capacity, make known, disclose, furnish, make available or utilize any of the Confidential Information other than in the proper performance of the duties contemplated herein, or as required by a court of competent jurisdiction or other administrative or legislative body. In the event Volunteer is requested pursuant to, or required by, applicable law or regulation or by legal process to disclose any Confidential Information, the Volunteer shall provide TFRM with prompt written notice of such request or requirement so that TFRM may seek an appropriate protective order or other remedy with respect thereto, consult with the Volunteer in taking steps to resist or narrow the scope of such request or legal process, or waive compliance, in whole or in part, with the terms of this Agreement.

Notwithstanding the foregoing, TFRM may consent to information being disclosed, or relieve Volunteer from having to comply with this Agreement, in whole or in part, provided prior written consent is obtained.

ARTICLE 6. TERMINATION OF CONFIDENTIALITY, RETURN OF CONFIDENTIAL INFORMATION

Volunteer shall be released from obligations in this Agreement, in whole or in part, if:

- a) TFRM provides a written demand that any Confidential Information be returned and/or destroyed;
- b) The volunteer relationship expires, is voluntarily or involuntarily terminated or suspended; or
- c) Volunteer breaches any terms in this Agreement.

Upon such release, Volunteer shall return all Confidential Information within seven (7) business days, from the day Volunteer is released, along with all copies including, but not limited to, anything disclosed by TFRM or made by the Volunteer. Anything that cannot be returned shall be completely

destroyed, including deletion from all computers of all copies, reproductions, summaries, analyses or extracts thereof or based thereon (whether in hard-copy form or on intangible media, such as electronic mail or computer files) in the Volunteer's possession. If a legal proceeding has been instituted to seek disclosure of Confidential Information, such material shall not be destroyed until the proceeding is settled or a final judgment with respect thereto has been rendered. TFRM reserves the right to inspect any and all devices used to conduct business or store TFRM's information.

ARTICLE 7. GOVERNING LAW AND REMEDIES

This Agreement shall be governed by, and construed in accordance with, the laws of the State of Alaska, without giving effect to its principles or rules regarding conflicts of laws. Each party hereby consents to, and subsequently waives any objection of, the institution and resolution of any action, or proceeding, of any kind or nature with respect to, or arising out of, this agreement brought by either Party in the federal or state courts located within the State of Alaska.

ARTICLE 8. SEVERABILITY

In the event any one or more of the provisions of this Agreement are held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remainder of this Agreement shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law.

ARTICLE 9. WAIVER

The failure of either Party to this Agreement to enforce any of its terms, provisions or covenants shall not be construed as a waiver of the same or of the right of such Party to enforce the same. The consent, waiver, or change rendered by either Party to this Agreement with respect to a certain event shall only be applicable to that event, and shall not be presumed as the approach of that Party to any event of the same kind which may occur in the future, unless otherwise expressly indicated in writing.

ARTICLE 10. ENTIRE AGREEMENT

This Agreement sets forth the entire agreement between the Parties with respect to its subject matter and merges and supersedes all prior discussions, agreements and understandings of every kind and nature between any of them and neither Party shall be bound by any term or condition other than as expressly set forth or provided for in this Agreement. This Agreement may not be changed or modified nor may any of its provisions be waived, except by an agreement in writing, signed by the Parties hereto.

ARTICLE 11. GENERAL PROVISIONS

Injunctive Relief. Each Party recognizes that the unauthorized use or disclosure of Confidential Information may give rise to irreparable injury and acknowledges that remedies other than injunctive relief may not be adequate. Accordingly, TFRM has the right to equitable and injunctive relief to prevent the unauthorized use or disclosure of its Confidential Information, as well as such damages or other relief as is occasioned by such unauthorized use or disclosure.

Headings. Section headings are provided in this Agreement for convenience only and shall not be deemed to substantively alter the content of such sections.

EACH PARTY TO THIS AGREEMENT REPRESENTS AND WARRANTS TO EACH OTHER PARTY THAT SUCH PARTY HAS READ AND FULLY UNDERSTANDS THE TERMS AND PROVISIONS HEREOF, HAS HAD AN OPPORTUNITY TO REVIEW THIS AGREEMENT WITH LEGAL COUNSEL, AND HAS EXECUTED THIS AGREEMENT BASED UPON SUCH PARTY'S OWN JUDGMENT AND ADVICE OF INDEPENDENT LEGAL COUNSEL (IF SOUGHT).

Version	Date	Comments
REV-01.00	25MAR2016	Creation of Document. Author: C. Feinberg