

Compensation Negotiation Coaching Agreement

This agreement (the "Agreement") is made between The Thoughtful Co. ("TTC") and the Client receiving compensation negotiation coaching from TTC ("the Client").

Confidentiality: For the purpose of preventing the unauthorized disclosure of Confidential Information as defined below, the Client and TTC agree to enter into a confidential relationship concerning the disclosure of certain proprietary and confidential information ("Confidential Information"). For purposes of this Agreement, "Confidential Information" shall include all information or material relating to the Client's compensation, benefits, employment contracts, and policies, performance and financials of the Client's employer and/or future employers. TTC shall hold and maintain the Confidential Information in strictest confidence for the sole and exclusive benefit of the Client. TTC shall carefully restrict access to Confidential Information as is reasonably required. TTC shall not, without the prior written approval of the Client, publish, copy, or otherwise disclose to others, or permit the use by others, any Confidential Information.

TTC's obligations under this Agreement do not extend to information that is: (a) publicly known at the time of disclosure or subsequently becomes publicly known; or (b) disclosed with the Client's prior written approval. The non-disclosure provisions of this Agreement shall survive the termination of this Agreement and TTC's duty to hold Confidential Information in confidence shall remain in effect until the Confidential Information no longer qualifies as a trade secret or until the Client sends TTC written notice releasing TTC from this Agreement, whichever occurs first.

Ownership: TTC has prepared the New Job Offer Checklist and/or the Employment Contract Review ("Instruments of Service") for the exclusive use by the Client for compensation negotiation in 2026. TTC will not be held responsible for damages resulting from the use of the Instruments of Service for work other than services contracted for in the agreement, including by any third parties. No disclosure or use of any portion of the contents of this material may be made without the express written consent of TTC. This includes publishing, copying, or otherwise disclosing to others, or permitting the use by others, any material produced by TTC. For permission to reproduce any material, please email your request to contact@thethoughtfulco.net. If consent is granted, attribution to TTC should be made. All rights reserved.

Disclaimer: The Client acknowledges and understands that TTC provides compensation negotiation coaching only. We do not provide legal advice and are not a financial advisor. Additionally, the Client acknowledges and understands there is no guarantee of financial gain by using our products or services. The ideas, analysis and strategies TTC provides should never be used without first assessing your own personal financial situation.

Limited Liability Clause: Notwithstanding anything to the contrary herein, in no event shall TTC be liable for any losses incurred by the Client as a result of the performance of TTC's services or products in excess of 50% of the fee.

Jurisdiction: The Client and TTC agree that only the courts of the Province of British Columbia, Canada shall have jurisdiction to adjudicate any dispute arising under or in connection with this Agreement.

Signatures:

Client Signature: _____

Client Name: _____

Date: _____

Name & Title: Sophie Warwick, Co-Founder, The Thoughtful Co.

Signature: 