



StellarBlue.ai Non-Compete, Confidentiality, and IP Agreement

Effective Date: Upon Signature

Parties: StellarBlue.ai ("StellarBlue.ai") and the Employee ("You")

1. Mutual Understanding

StellarBlue.ai is dedicated to fostering an innovative and collaborative work environment. We value transparency and teamwork, and this agreement ensures our shared success while supporting your individual growth and side projects. This agreement outlines the boundaries regarding confidential information, the fair use of company tools, and competition.

2. Non-Compete Policy

You agree not to directly compete with StellarBlue.ai's core business *in the same service areas you work in during your employment*. The core business encompasses services listed on the navigation of the [StellarBlue.ai website](#), including web design and development, AI business consulting, digital marketing, website hosting, analytics consulting, and related offerings.

We define competition as offering similar services, such as AI consulting, web design, digital marketing, or hosting, *to StellarBlue.ai clients or prospects* during employment and for up to **90 days after termination** of employment.

- **Reasonableness:** This is not a blanket non-compete. It applies only to the specific services and tools you actively contribute to at StellarBlue.ai.
 - **Geographic Scope:** StellarBlue.ai is a remote-first company with national reach. The agreement applies to **projects that directly compete** with StellarBlue.ai, regardless of location, and is not geographically restricted.
 - **Transparency Clause:** If you're working on a side project, freelancing, or launching a venture outside the scope of your StellarBlue.ai duties (e.g., YouTube, merchandise, independent AI projects), that's totally fine—**just disclose and discuss it first**. We encourage innovation, but it must not compete directly with our services.
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3. Confidentiality & Client Respect

You will protect any confidential or proprietary information you access during your time at StellarBlue.ai. This includes client lists, internal tools, AI strategies, proprietary training, or project code.

You may not:

- Share this information with outside parties
 - Use it in side projects or for personal gain
 - Solicit StellarBlue.ai clients or team members during or for 90 days after employment
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4. Intellectual Property (IP) Clarification

Any code, strategy, or IP you create *specifically for StellarBlue.ai, during work hours or using company resources*, is the property of [StellarBlue.ai](#).

However:

- Any personal projects, pre-existing work, or after-hours development using your own resources remain **yours**.
- If you ever feel unsure, just talk to us first. We respect your creativity and will work with you to draw clear boundaries.

5. Commitment to Integrity

We work as a team, and your work is supported by others. If you take on a freelance job that overlaps with your StellarBlue.ai duties without notifying us, it undermines the team's efforts and trust. **Just be upfront**, and we'll support your pursuits as long as they don't conflict with the company's business or clients.

Signature Page

By signing below, you agree to the terms above with the intention of fostering a respectful and innovative working relationship.

StellarBlue.ai Representative

Name: _____ Signature: _____ Date: _____

Employee

Name: _____ Signature: _____ Date: _____