

CONFIDENTIALITY AGREEMENT

This Confidentiality Agreement ("Agreement") is entered into as of the date of a new member indicating their consent via the HEERN join request, by and between:

Higher Education Executive Recruitment Network (HEERN)

(Hereinafter referred to as "the Organization")

AND

[Member Name]

(Hereinafter referred to as "the Recipient")

WHEREAS the Organization may disclose certain confidential and proprietary information to the Recipient, including but not limited to business strategies, client information, operational methods, and other sensitive data;

WHEREAS the Organization wishes to ensure that the confidential information disclosed is protected and maintained in strict confidence;

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, the parties agree as follows:

1. Definition of Confidential Information

For the purpose of this Agreement, "Confidential Information" means any and all information disclosed by the Organization, in written, oral, electronic, or any other form, that is:

- Not generally available to the public,
- Designated as confidential, or
- By its nature, considered confidential or proprietary.

This includes but is not limited to information about the Organization's members, business strategies, financial details, marketing plans, operational processes, and employee data.

2. Obligations of the Recipient

The Recipient agrees to:

- Maintain the Confidential Information in strict confidence.
- Not disclose or disseminate Confidential Information to any third party without prior written consent from the Organization.
- Use the Confidential Information solely for the purpose of fulfilling responsibilities with the Organization.