

## Concurrent Employment Agreement

### Policy Statement

Concurrent work in the practice of law including but not limited to legal research, document review, or any related legal activity, whether paid or unpaid (“Concurrent Legal Work”) is expressly prohibited during employment with Innovative Driven (“ID”). This restriction may be waived by ID in limited circumstances, such as when the prohibition would cause undue personal or family hardship or prevent completion of a professional obligation entered into before employment. Any exception requires prior written approval from ID.

### Approval Requirement

Employees must obtain written authorization from ID before engaging in any Concurrent Legal Work. Requests for consideration should be submitted directly to the Recruiting team ([IDR\\_nationalrecruiting@innovativedriven.com](mailto:IDR_nationalrecruiting@innovativedriven.com)) prior to engaging in work. In reviewing a request, ID will consider factors including but not limited to:

- Whether the proposed work may interfere with the employee’s duties for ID, and
- Whether the work could compromise or conflict with the confidentiality obligations owed to ID or its clients.

### Agreement Acknowledgment

I am not currently engaged in any Concurrent Legal Work and will not engage in any future Concurrent Legal Work while on assignment with ID without written approval from ID. I understand and agree that Concurrent Legal Work, whether paid or unpaid, is prohibited during my employment with ID and if I wish to engage in such work, I must first notify ID in writing and may only proceed after receiving written approval.