

Against all legal advise here is MLD Computers' "Cowboy Code of Computer Ethics."

MLD Computers asks for, and enforces no, "Non-Competition Policy." Honor and integrity are offered by the owner(s) and managers and therefore are expected of employees. If an employee so wishes to work elsewhere for pay or personal reasons, or open their own business they will go with the best wishes of MLD Computers. If an employee is made a serious offer for better pay, better benefits, or better work environment by a competitor it is MLD policy to re-evaluate the employees compensation package, evaluate the seriousness of the competitor, and either counter the offer or advise the Employee to take the employment.

With that said, Employees will note: Between the years 1994 to 2003 forty (40) computer businesses have come to the Dunn area - and 36 have gone.

Business Philosophy #1: Every Year Everyone Gets a Year Older

It is the belief of the owner of MLD Computers that if an employee were to leave and start their own computer business that there is no real threat to the established business MLD enjoys. No matter what that employee will do they cannot gain 20 years of computer experience, and ten years of history and reputation to compete with MLD.

Business Philosophy #2: Things That Start Bad End Bad (or Worse)

If an employee truly believes that they will acquire and maintain a long-term, financially sound sales and service arrangement with any customer using unscrupulous, dishonest or poor business methods and practices, then the customer and that employee deserve each other. The following examples will illustrate this philosophy:

- CustomerA calls MLD for computer repair. EmployeeB is sent by MLD to repair the computer. CustomerA inquires: "Couldn't EmployeeB come back on Saturday and do the repair for less than MLD billing, but more than EmployeeB paycheck/rate?" EmployeeB agrees and makes big dollars on Saturday. Monday CustomerA calls MLD needing additional work/upgrade and doesn't think EmployeeB is qualified after Saturday experience ("Nice kid but..."). Monday MLD: (1)refuses service to CustomerA because bad service arrangement; (2) fires EmployeeB and hopes CustomerA has enough work to feed EmployeeB and family.
- EmployeeA quits MLD to start EmployeeA Computer Co. (ECC) because "EmployeeA doing all the work and should have more money." ECC advertises heavily and cold-calls MLD customers - "Special Rate Less Than MLD!" CustomersA-F try ECC. CustomersG-Z are happy with MLD and not influenced by 'cheap this time'. CustomersA-F not enough revenue for ECC rent, utilities, insurance, taxes, licenses, leaky roof damage to CustomerC computer, stationary, website, legal and accounting fees, cousin Joe 'the roofer' charge more than new roof to patch hole that leaked on CustomerC computer and still leaking... and all the other fun and exciting elements of being BossA of ECC. Soon ECC working by appointment only (aka EmployeeA now working 9-5 to pay bills of ECC). CustomersA-E back to MLD because cannot wait until Saturday for ECC. CustomerF loyal to ECC. (CustomerF average annual revenue while at MLD: \$37.00)

Business Philosophy #3: Good, Honest Competition Keeps Everybody On Their Toes

MLD has no problem with upstarts and competition. As stated above, MLD has almost 10 years in Dunn and there is no way for any Employee to have that. In 10 years when the employees business has 10 years MLD will have 20, that is just how it is. Many people have a calling or dream of business ownership and MLD will not try to discourage that. If EmployeeA feels that they have some good experience, a different (if not better) way to do things, a little savings, and an undeniable urge to captain their own ship MLD will help any way we can. MLD has sub-contracted ex-employees for in-shop repairs, and been a subcontractor for ex-employees businesses that have become 10 times as large as MLD. In any business, and especially the computer business, there is no need for angry competition. MLD has done well for 10 years and there is plenty of room, and high demand for good, honest computer sales and repair.

Business Philosophy #4: That Cowboy Code of Computer Ethics

The "Cowboy Code" really has nothing to do with Computers, it has to do with life in general. If you are a bad, dishonest, cheating, corner-cutting, white-collar criminal then you will not be a good employee; you will not be a good boss; you will not give good service to your customers; you will not be well regarded; and, you will not be around here in ten years. The kind of people that MLD would have to sign to a non-compete agreement are no competition to MLD anyway.

Cowboy Code #1: Be Nice and Always Hire Professional Killers To Do Your Killing

If you are one of those nickel-minded folks mentioned above remember: This document does not replace the Employee Contract. If you steal (trade secrets, source code, customer lists - anything) from MLD we will put the fiercest posse of litigants on your case that money can buy. They will depose you, expose you, disclose you, and destroy you. What remains will be sadly buried in a mountain of injunctions, motions, subpoenas, statutes, case law, and certified mail.