

**COMPANY POLICY ON NON-DISCLOSURE  
OF CONFIDENTIAL INFORMATION**

As an employee of Drake Industries, LLC (the “Company”) you may learn confidential business information. During and after employment with the Company, confidential business information may not be shared with non-employees of the Company. Employees who reveal confidential or secret business information may be subject to appropriate disciplinary action, up to and including termination of employment or subject to court orders or other injunctive relief and protective orders or damages. Examples of such confidential or secret business information include, but are not limited to, the following:

- Customer Lists and Account Information, including General Contractor information
- Pricing and Bid Information
- Vendor and Supplier Lists
- Pending Projects and Proposals
- Financial Information & Records
- Seed mixes
- Agreements with Clients
- Technological Data
- Business Plans and Projections
- Marketing Strategies
- Project locations
- Trade Secrets

I acknowledge and agree that after my employment with the Company ends, that shall return to the Company all property of the Company, including but not limited to any information, documents, or communications evidencing or otherwise relating to any information that may be confidential, secret, or proprietary, including emails, spreadsheets, contracts, etc.