



EMPLOYEE NON-DISCLOSURE AGREEMENT

FOR GOOD CONSIDERATION, and in consideration of being employed by C3 Industrial Blasting & Coatings, Inc. (Company), the undersigned employee hereby agrees and acknowledges:

1. That during the course of my employment there may be disclosed to me certain Confidential Information of the Company & of the Owners of the Company and their respective businesses; said Confidential Information consisting of, but not necessarily limited to:

(a) Technical information: Methods, processes, systems, techniques, programs and research projects.

(b) Business information: Customer lists, pricing data, sources of supply, financial or banking data, marketing, production, plans, access to online accounts including logins and passwords.

(c) Personal information (PII): any data that could potentially identify a specific individual. Any information that can be used to distinguish one person from another and can be used for de-anonymizing anonymous data can be considered PII. (i.e. drivers license, social security card, birth certificates, etc.)

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any confidential information or any other proprietary data of the Company or its Owners in violation of this Agreement and our Cyber Security policy.

3. That upon the termination of my employment from the Company:

(a) I shall return to the Company all documents and property of the Company & its Owners, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, online access including logins and passwords, and all other materials and all copies thereof relating in any way to the Company's or Owner's business(es), or in any way obtained by me during the course of employ. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

(b) The Company may notify any future or prospective employer or third party of the existence of this Agreement, and shall be entitled to full injunctive relief for any breach.

(c) This Agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns.



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ACKNOWLEDGMENT***

By signing this statement, I acknowledge that I have received a copy of the C3 INDUSTRIAL Employee Non-Disclosure Agreement. I have read and understand the agreement and have had the opportunity to ask questions concerning the agreement.

EMPLOYEE NAME (PRINT)

EMPLOYEE SIGNATURE

DATE