

Employment (Employee / Contractor / Subcontractor / Freelancer / Individual) Agreement

The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual will perform services for The Low-D Corporation which may require The Low-D Corporation to disclose confidential and proprietary information ("Confidential Information") to The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual. (Confidential Information is any information of any kind, nature, or description concerning any matters affecting or relating to Employee / Contractor / Subcontractor / Freelancer / Individual's services for The Low-D Corporation, the business or operations of The Low-D Corporation, and/or the products, drawings, plans, processes, or other data of The Low-D Corporation). Accordingly, to protect The Low-D Corporation Confidential Information that will be disclosed to The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual, The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual agrees as follows.

A. The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual will hold the Confidential Information received from The Low-D Corporation in strict confidence and shall exercise a reasonable degree of care to prevent disclosure to others.

B. The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual will not disclose or divulge either directly or indirectly the Confidential Information to others unless first authorized to do so in writing by The Low-D Corporation.

C. The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual will not reproduce the Confidential Information nor use this information commercially or for any purpose other than the performance of his/her duties for The Low-D Corporation.

D. The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual will, upon the request or upon termination of his/her relationship with The Low-D Corporation, deliver to The Low-D Corporation any drawings, notes, documents, equipment, and materials received from The Low-D Corporation or originating from its activities for The Low-D Corporation.

E. The Low-D Corporation shall have the sole right to determine the treatment of any information that is part or project specific received from The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual, including the right to keep the same as a trade secret, to use and disclose the same without prior patent applications, to file copyright registrations in its own name or to follow any other procedure as The Low-D Corporation may deem appropriate.

F. The Low-D Corporation reserves the right to take disciplinary action, up to and including termination for violations of this agreement.

"Immunity from Liability for Confidential Disclosure of a Trade Secret to the Government or in a Court Filing:

(1) Immunity—An individual shall not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that—(A) is made—(i) in confidence to a federal, state or local government official, either directly or indirectly, or to an attorney; and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (B) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal.

(2) Use of Trade Secret Information in Anti-Retaliation Lawsuit—An individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual—(A) files any document containing the trade secret under seal; and (B) does not disclose the trade secret, except pursuant to court order."

The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual represents and warrants that it is not under any preexisting obligations inconsistent with the provisions of this Agreement.

Signing below signifies that The Below Named Employee / Contractor / Subcontractor / Freelancer / Individual agrees to the terms and conditions of the agreement stated above.

Printed Name

Signature

Date

Meet with us in person, or Sign> Scan> Email, or Mail to:

The Low-D Corporation
290 NE 2nd St Ste 7
Gresham OR 97030
United States