

FACILITY VISITOR TERMS

These terms are applicable to visitors to the facilities of Charter Manufacturing Company, Inc. and its affiliates (collectively, the "Company"). The undersigned individual or entity agrees to the following on behalf of itself and all of its employees and contractors (if any) who may visit any Company facility, and the undersigned will be responsible for any violation of these terms by any of its employees or contractors. As used herein, "you," "your," and similar terms shall refer to the undersigned and each of its employees and contractors (if any).

1. Safety. It is extremely important that behave in a manner that does not endanger your safety, or the safety of those around you. You agree to comply at all times with all Company policies, procedures, and instructions, whether posted in writing or provided verbally, including requirements regarding the use of appropriate footwear, eye and ear protection, reflective vests, and hardhats, and regarding the necessity to remain in designated walkways. **ANY HANDLING OF EQUIPMENT OR MATERIALS IS STRICTLY PROHIBITED. FOR YOUR SAFETY, PLEASE ASSUME ALL MATERIALS ARE HOT.** You must behave in a safe, responsible, and respectful manner, and take all reasonable precautions. Any dangerous or prohibited behavior is grounds for immediate removal from the facility.

2. Confidential Information. You agree to keep in strict confidence all Confidential Information, and not to disclose it to anyone without the Company's prior written permission. You may not use Confidential Information for any purpose, including any purpose detrimental to the Company, and you must promptly return any tangible Confidential Information to the Company immediately following your visit. "Confidential Information" means all materials and information (whether in written, oral, electronic, visual, or any other form) which you may gain access to during or in connection with your visit to the Company's facilities, including with respect to products, processes, equipment, and equipment configurations. However, Confidential Information does not include any information which you can clearly demonstrate through written evidence is generally available to the public (other than as result of an unauthorized disclosure by you) or was known to you without obligation of confidentiality prior to visiting the Company's facilities or otherwise receiving it from the Company.

3. Use of Devices. **ABSOLUTELY NO CELL PHONES, CAMERAS, OR OTHER VIDEO OR SOUND RECORDING EQUIPMENT MAY BE USED IN THE FACILITY AT ANY TIME, OTHER THAN IN DIRECT FURTHERANCE OF THE COMPANY'S BUSINESS PURPOSE FOR WHICH YOU WERE INVITED TO THE FACILITY. YOU ARE PROHIBITED FROM TAKING NOTES OR MAKING DRAWINGS OF ANY PORTION OF THE COMPANY'S FACILITIES, EQUIPMENT, PROCESSES, ASSETS, OR OPERATIONS.** In the event you must use a cell phone while at the facility for any purpose not expressly permitted hereunder, you will be shown to a secure location where the device may be temporarily used in accordance with the Company's instructions.

4. Release. **AS A CONDITION TO, AND IN CONSIDERATION OF, BEING GRANTED ACCESS TO THE COMPANY'S FACILITY, TO THE MAXIMUM EXTENT LEGALLY PERMISSIBLE YOU HEREBY WAIVE, RELEASE, COVENANT NOT TO SUE, AND FOREVER DISCHARGE FROM LIABILITY THE COMPANY AND ITS OFFICERS, DIRECTORS, EMPLOYEES, AND AGENTS FROM ANY LIABILITY RELATING TO YOUR VISIT, WHETHER SUCH LIABILITY IS KNOWN OR UNKNOWN, ANTICIPATED OR UNANTICIPATED, AND EVEN IF SUCH LIABILITY ARISES OUT OF THE COMPANY'S NEGLIGENCE OR CARELESSNESS.**

By signing below, you acknowledge and agree that you have read, understand, and agree to abide by these Facility Visitor Terms.

CONTRACTOR OR VISITOR:

Entity: _____

Signature: _____

Name: _____

Date: _____

Title: _____