

Visitor Policies, Release Form and Waiver of Liability

In consideration of being granted the right to visit Norix Group, Inc., I acknowledge, agree and represent that I am aware that the company site is a potentially dangerous environment, despite the precautions for safety taken by the company. I further agree and warrant as follows:

1. To the fullest extent permitted by law, I hereby release, waive, discharge and covenant not to sue the company, its individual officers, administrators, employees and agents, acting officially or otherwise, from any and all liability, arising from my negligence or otherwise, as a result of my visit to the site, including, but not limited to, liability for property damage or loss, or bodily, personal or mental injury, including death. I understand that visitors with pacemakers should not enter the production area.
2. I further agree to hold harmless and indemnify the company against any liability arising from my negligence or otherwise and from damages of any kind as a result of my participation in visiting the site.
3. I acknowledge that it is my sole responsibility to evaluate carefully the risks inherent in visiting the site and that I have fully considered those risks, including, without limitation, dangers posed by willful or negligent conduct of myself and/or by others.
4. I acknowledge and voluntarily assume full responsibility for, and full risk of, property damage or loss, or bodily, mental, or personal injury, including death, relating to my participation in the visit to the site.
5. I acknowledge that I am not an employee of the company or any of its agents.
6. I agree that if any portion of this document is held invalid, the remaining provisions shall be binding and continue in full force and effect.
7. I acknowledge that the site visit and its activities have been explained to me, and all of my questions answered to my complete satisfaction.



Norix Visitor Policies

1. All visitors must acknowledge and agree to these policies.
2. All visitors must be accompanied by a Norix representative.
3. Contractors must confine their activities to their work area.
4. Suitable footwear must be worn in the warehouse and production areas (this includes, but is not limited to, no open toes, no clogs, and no flip-flops).
5. Appropriate personal protective equipment (PPE) will be issued and must be worn while in the production or warehouse areas.
6. Use only the marked walkway in the warehouse and production areas.
7. No weapons are allowed in the facility at any time.
8. No pictures or video can be taken in our production areas.
9. All packages, boxes, or cases are subject to search upon request.
10. **VISITORS WITH PACEMAKERS** should **NOT** enter the production area.

I have read the Visitor Policies, Release Form and Waiver of Liability carefully, understand its significance, and voluntarily agree to all of its terms.

Visitor Name – Print Clearly

Date

Visitor Signature

This form must be signed and returned to the Receptionist prior to the start of any tour.



ENGINEERING CONFIDENTIAL

Confidentiality Agreement

THIS AGREEMENT is made effective on _____, by _____ (hereinafter "Guest") and Norix Group, Inc., One Innovation Dr, West Chicago, Illinois 60185 (hereinafter "NORIX"). NORIX desires to confer with our Guest on product concepts, designs, specifications, manufacturing issues, prices and marketing strategies (hereinafter "Work"). In the course of the Work, NORIX and our Guest shall exchange certain proprietary and confidential information, including drawings, documents, specifications, formulae, sketches, evaluations, samples, methods, processes, know-how, technical descriptions, records, information, the prices NORIX or our Guest obtains or has obtained from the sale of, or at which it buys, sells or has sold, its products, and other proprietary and confidential information concerning the business of NORIX or our Guest, or their manner of operation (hereinafter "Information").

Our Guest and NORIX agree as follows: Guest and NORIX shall maintain each other's Information as trade secrets during the term of this agreement and after its termination in confidence and shall not use or disclose the same to others without the written consent of the other party except when and to the extent such Information becomes, other than by act or omission on the part of either party, generally available to the public. Upon the conclusion of the work, our Guest and NORIX shall return such Information within its possession or control as may belong to the other party. Our Guest and NORIX hereby acknowledge that the Information is unique and special and difficult or impossible to replace, and for that reason agrees that for violation of any of the provisions of this agreement, our Guest or NORIX shall, in addition to any other rights and remedies available hereunder, at law or otherwise, be entitled to an injunction to be issued by any court enjoining and restraining the other party from committing or continuing any violation of this agreement. All agreements here are severable, and in the event any of them shall be held to be invalid, this contract shall be interpreted as if such invalidities were not here. It is the intention of the parties that this agreement and its performance and all suits hereunder be construed under the laws of the State of Illinois without regard to the jurisdiction in which any suit may be instituted.

Dated: _____
GUEST

Dated: _____
NORIX GROUP, INC.