

ANTI-PIRATING POLICY - CERTIFICATION

The undersigned expressly covenants and agrees that he or she will not, during the term of any loan made to the Company with funds provided by the California Community Development Block Grant (CDBG) program or the California Community Development Block Grant CoronaVirus (CDBG-CV) program, for any reason whatsoever, directly or indirectly, for himself or herself, or on behalf of, or in conjunction with, any other person, persons, company, partnership or corporation:

- employ or solicit for employment, or help others to employ or solicit for employment, any employee, current or former, of parallel companies in the same or adjacent jurisdictions. The undersigned acknowledges that by virtue of this policy, he or she is likewise restricted from being solicited for employment or employed by current or former employees of a company similarly funded. The undersigned also acknowledges that he or she or any other employee of the Company , by virtue of this policy, is not barred from applying for or accepting employment with any person or entity, and that this policy shall not expand or limit the scope of any non-competition agreement entered into by the Company and its employees;
- Compete unfairly with parallel companies in the same or adjacent jurisdictions by taking advantage of salaried positions; criticizing, censuring and/or condemning owners/employees; or by other improper or questionable methods;
- Offer salaries commensurate with qualifications and recognized standards in the geographical area;
- Attempt to attract an employee or employees from another employer by unfair methods.

The undersigned certifies that this policy shall be applied to all employees, agents, contractors, subcontractors and consultants of the Company.

BUSINESS OWNER

NAME/NAMEOF BUSINESS

ADDRESS

LOAN #