

JUNIPER NETWORKS, INC.

NONDISCLOSURE AGREEMENT

THIS AGREEMENT is made on 04/07/2019 by and between JUNIPER NETWORKS, INC., a Delaware corporation, on behalf of itself and its affiliates and subsidiaries (together, the "Company"), and ANSHUK PANDEY ("Consultant"), an employee of TALENTICA SOFTWARE (INDIA) Pvt. Ltd. (insert ProUnlimited or other temp agency name as appropriate)

1. **Purpose.** The Company and Consultant have a consulting relationship under which each may disclose its Confidential Information to the other.

2. **Definition.** "Confidential Information" means any information, technical data, or know-how, including, but not limited to, that which relates to research, products, services, customers, markets, software, developments, inventions, processes, employee lists, designs, drawings, engineering, marketing or finances, which Confidential Information is designated in writing to be confidential or proprietary, or if given orally, is indicated orally at the time of disclosure as having been disclosed as confidential or proprietary. Notwithstanding the above, Confidential Information also includes any oral or written information which by its nature and the circumstances of its disclosure the receiving party should reasonably infer to be confidential or proprietary. Confidential Information does not include information, technical data or know-how which (i) is in the possession of the receiving party at the time of disclosure as shown by the receiving party's files and records immediately prior to the time of disclosure; or (ii) prior or after the time of disclosure becomes part of the public knowledge or literature, not as a result of any inaction or action of the receiving party, or (iii) is approved for release by the disclosing party.

3. **Non-Disclosure of Confidential Information by the Company.** The Company agrees not to disclose the Confidential Information of the Consultant to third parties or to the Company's employees except employees who are required to have the information in order to carry out the Company's business. The Company has had or will have employees to whom Confidential Information of the Consultant is disclosed sign the Company's standard non-disclosure agreement. The Company agrees that it will take all reasonable steps to protect the secrecy of and avoid disclosure or misuse of Confidential Information of the Consultant in order to prevent it from falling into the public domain or the possession of unauthorized persons. The Company agrees to notify the Consultant in writing of any misuse or misappropriation of such Confidential Information by the Company or its employees which may come to its attention.

4. **Non-Disclosure of Confidential Information by the Consultant**

a. Consultant will not, during or subsequent to the term of this Agreement, use the Company's Confidential Information for any purpose whatsoever other than the performance of Consultant's services on behalf of the Company or disclose the Company's Confidential Information to any third party, and it is understood that said Confidential Information shall remain the sole property of the Company. Consultant further agrees to take all reasonable precautions to prevent any unauthorized disclosure of such Confidential Information.

b. Consultant recognizes that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the