### Post-Employment Obligations:

At CONNER, we value the skills, knowledge, and relationships you develop while working with us. To protect our legitimate business interests such as client relationships, goodwill, and confidential information all employees and subcontractors are subject to the following non-compete obligations upon termination (whether voluntary, involuntary, or otherwise), in accordance with Virginia law:

1. \*\*Scope of Restriction:\*\*

- For a period of \*\*one (1) year\*\* following the end of your employment or engagement with CONNER, you may not:

a. Engage in asphalt paving, sealcoating, crack fixing, line striping, or substantially similar services (as an employee, contractor, or business owner) within a \*\*25-mile radius\*\* of any CONNER project site in the Commonwealth of Virginia.

b. Solicit or attempt to solicit CONNER’s clients or customers (including those listed in company contracts or served during your tenure) for the purpose of providing competing services.

2. \*\*Exceptions:\*\*

- This restriction does not apply if:

a. CONNER terminates you without cause or fails to pay wages or compensation owed within 30 days of separation.

- General labor or unrelated construction work not involving asphalt or pavement services is permitted.

3. \*\*Notice and Agreement:\*\*

- You will receive written notice of this non-compete obligation at the start of your employment or engagement and can request a copy of this handbook at any time. By accepting employment with CONNER, you agree to abide by these terms as a condition of your role.

4. \*\*Enforcement:\*\*

- Violations may result in legal action, including injunctive relief or damages, subject to the dispute resolution process outlined elsewhere in this handbook. If any part of this clause is found unenforceable under Virginia law, the remaining provisions will still apply to the fullest extent permitted.

This policy ensures fairness while protecting CONNERâs business interests. We encourage you to discuss any questions about this obligation with your supervisor or management during your exit interview or at any time during your employment.

### Compliance With Laws and Regulations:

\_\*\* Legal Compliance \*\*: Adhere to all applicable laws and regulations. Ensure that your actions comply with legal and regulatory requirements.

\_\*\* Health and Safety Regulations \*\*: Follow all health and safety regulations. Participate in safety training sessions and drills.

### Incentives for Employees to Seek New Customers: