



March 20th, 2023

Wayne Mitchell

**Re: Release from Employment**

Wayne,

This letter will serve as official acknowledgement of your Termination from Banyan Labs, effective March 20th, 2023. You will receive final pay in accordance with state law. You will also receive information about the continuation of health insurance benefits, if any, as required by law.

We want to remind you of your obligations under the Confidential Information, Assignment of Inventions and Noncompetition Agreement (the "Agreement") you entered into with Banyan Labs upon hire. As you will recall, the Agreement prohibits you from, among other things, using or disclosing any confidential information of Banyan Labs, as well as any confidential information of any third party you obtained while working at Banyan Labs, without Banyan Labs' written authorization. It also prohibits you from working for any competitor of Banyan Labs for a period of 12 months from March 20th, 2023, in any state of the United States or of any other country from which Banyan Labs derives at least 1% of its gross revenues.

In addition, the Agreement requires you to return to Banyan Labs all company property, documents, data, lists, correspondence, or other information, and to not copy or keep in your possession or deliver to anyone else such property or information. In addition, you are required to delete from your personal computer or other devices all such information. Please arrange for the return of Banyan Labs property, data, or information to Nicole Delaney. You can reach Nicole at (602) 872-2950 to arrange for the return of this material. Please confirm to me by letter or email that you have not retained any documents, data, or information of Banyan Labs (or copied thereof) in your possession.

Although this letter describes in summary fashion some of your obligations under the Agreement, Banyan Labs expects you to honor all obligations as set forth in that document. Banyan Labs wishes you success in your future pursuits and thanks you for your contributions to our organization.

Very truly yours,

**Sean Hosman**

President/CEO Banyan Labs