



NON-DISCLOSURE AGREEMENT

Veterans Medical Transport, LLC

**VIEWED & ACKNOWLEDGED BY THE EMPLOYEE
ONLINE FROM ANGELTRACK**

1. Purpose

Employee will have access to confidential, proprietary, and sensitive information during the course of their employment. This Agreement is intended to safeguard that information.

2. Definition of Confidential Information

“Confidential Information” includes, without limitation:

- Protected Health Information (PHI) under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and applicable state laws;
- All patient records, health data, medical histories, and personally identifiable information;
- Company business operations, internal communications, financial data, and strategic plans;
- Terms, details, or existence of contracts, agreements, or business arrangements;
- Information concerning payments received, owed, or made by the Company;
- Any other non-public information accessed during the normal course of employment.

3. Non-Disclosure Obligations

The Employee agrees that they shall not, during or after their employment:

- Use or disclose Confidential Information to any individual, business, or entity outside the Company;
- Discuss or disseminate any information related to Company operations, patients, finances, vendors, contracts, or payment arrangements;
- Remove or copy any Confidential Information unless authorized in writing.

4. HIPAA Compliance

The Employee acknowledges responsibility to fully comply with HIPAA regulations and understands that any unauthorized disclosure of PHI may result in disciplinary action, including termination, civil penalties, and/or criminal prosecution.

5. Return of Information

Upon termination of employment, the Employee shall immediately return all Company property, including documents, files, data, records, equipment, and electronic media containing Confidential Information.

6. Legal Disclosures – Limited Exception

Nothing in this Agreement shall be interpreted to prohibit the Employee from:

- Disclosing information to appropriate government agencies or law enforcement if

required by law or in connection with a lawful investigation;

- Reporting possible legal violations in accordance with federal or Georgia state whistleblower laws, including but not limited to the False Claims Act, HIPAA whistleblower provisions, and the Georgia Whistleblower Act;

Provided, however, that:

- Such disclosures must be made in good faith;
- The Employee shall limit any disclosure to the extent required by applicable law;
- The Employee shall not disclose any information to unauthorized third parties, such as media, competitors, or non-government individuals, under the guise of whistleblowing.

7. Injunctive Relief

The Employee agrees that any breach of this Agreement may cause irreparable harm to the Company, entitling it to seek injunctive relief in addition to any other legal remedies available.

8. Governing Law

This Agreement shall be governed by the laws of the State of Georgia, without regard to conflict of law principles.

9. Entire Agreement

This Agreement constitutes the entire agreement between the parties regarding confidentiality and supersedes all prior agreements or understandings. No modification shall be valid unless in writing and signed by both parties.

IN WITNESS WHEREOF, the employee, as evidenced by the signature attached to the AngelTrack announcement, acknowledges the validity of the agreement and agrees hereto on the date and time in the digital record.