

NON-SOLICITATION AGREEMENT

This Non-Solicitation Agreement ("Agreement") is entered into by and between the Mentors and the Mentees, collectively referred to as the "Parties," upon application and acceptance into the IBAT Mentorship Program.

PURPOSE

The IBAT Mentorship Program supports current and aspiring leaders by helping them create satisfying careers, achieve individual success, and build a network of community bankers committed to professional growth and the advancement of the Texas community banking industry for future generations to come.

NON-SOLICITATION CLAUSE

1. Solicitation Prohibition: During the term of the mentorship relationship and for a period of one year, thereafter, the Mentor and Mentee agree not to use the program to recruit for their organization or personal business, nor will they use the program to secure new employment. They shall not directly or indirectly solicit, induce, or attempt to solicit or induce, any individual or entity introduced or referred to them through the IBAT Mentorship Program for employment, consulting, business opportunity, or any other professional engagement outside the scope of the Mentorship Program, without the prior written consent of IBAT.
2. Confidentiality: The Mentor and Mentee agree to maintain the confidentiality of any information shared during the mentorship sessions or otherwise obtained through participation in the IBAT Mentorship Program.
3. Acknowledgment: Both Parties acknowledge that any violation of this Agreement may cause irreparable harm to IBAT and its Mentorship Program, and therefore, in addition to any other remedies available, IBAT shall be entitled to injunctive relief to enforce the terms of this Agreement.
4. Governing Law: This Agreement shall be governed by and construed in accordance with the laws of the State of Texas.
5. Entire Agreement: This Agreement constitutes the entire understanding and agreement between the Parties regarding the subject matter hereof and supersedes all prior agreements, understandings, negotiations, and discussions, whether oral or written.

Upon application and acceptance into the IBAT Mentorship Program, the non-solicitation clause outlined above will take effect.