

customer lists, supplier lists, telephone address books, rolodex cards, appointment books, employee manuals, calendars, sales aids, keys and other tangible items either provided to you by Company or authorized, produced or generated in whole or in part by you within the scope of your employment by the Company, even if such property does not contain Confidential Information or Trade Secrets.

7. NONDISCLOSURE OF CONFIDENTIAL INFORMATION

Unless the Company consents or directs me otherwise in writing, I will not at any time during or after my employment with the Company use any Confidential information for my own benefit or disclose any Confidential information to anyone outside the Company or to any employee of the Company not also having authorized access to such Confidential information nor shall I direct anyone else to do such things. In addition, for the period of three (3) years following the termination of my employment with the Company and upon its request, I will certify under oath in writing that I have not disclosed or used in any way any Confidential information. After this three (3) year period, the obligation not to use or disclose Confidential information will remain in full force and effect. I agree to immediately inform the Company in the event that I am asked or required to disclose Confidential information pursuant to a subpoena, court order or other governmental authority.

8. EMPLOYMENT COVENANTS

During my employment with the Company, I will not directly or indirectly compete with the Company as an individual or as an employee of another entity in the development, production, marketing, performance or servicing of any product or service with which the Company is involved or becomes involved nor will I aid others in any such acts.

9. ENFORCEMENT OF OBLIGATIONS

I agree that my failure to perform any obligation in this Agreement will cause immediate or irreparable damage to the Company, that there is no adequate remedy at law for such failure, and that in the event of such failure the Company shall be entitled to injunctive relief and such other relief as may be just and proper.

10. DISCLOSURE OF INVENTIONS

(a) I represent that there are no unpatented inventions made or conceived by me before entering into employment with the Company which are related to the Company's business except those listed below, which inventions are excluded from this agreement.

(b) I agree to disclose all of my inventions which I believe are not inventions as defined in this Agreement, made solely by me or jointly with others during the term of my employment, provided the Company agrees to receive the same in confidence.

11. SEVERABILITY

If any part of this Agreement is declared void or unenforceable in any portion of the United States of America, such part is severable from this Agreement and remains in full force and effect for the geographic area in which the part is valid, and the remainder of this Agreement shall remain in full force and effect in all geographic areas.

12. GOVERNING LAW AND EXCLUSIVE VENUE

The validity, interpretation and performance of this Agreement shall be governed and controlled by and construed under the internal laws of the State of Missouri and the applicable federal laws of the United States. Each party hereby consents to the jurisdiction of the state and federal courts located in the State of Missouri. In the event any dispute arises out of or in connection with this Agreement or the performance of either party's obligations hereunder, the person or entity bringing suit shall do so in a state or federal court located in St. Louis, Missouri.

13. SUPERSEDE PRIOR AGREEMENTS

This Agreement by me supersedes any prior agreements by me relating generally to the same subject matter, if any, and shall be binding upon my heirs, executors, administrators or other legal representatives or assigns.

2-19-08
DATE

John J. Hangrove
PRINT NAME

DISCLOSURE OF INVENTIONS
PRIOR TO EMPLOYMENT


SOCIAL SECURITY NUMBER

(attach additional sheet if necessary)

John J. Hangrove
SIGNATURE