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 Dennis
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 Special Counsel

Kimberly A. Lehmann^Δ
 Aleksandr L. Felstiner
 Jessica I. Apter^Δ
 Rebekah Cook-Mack
 Courtney L. Allen

November 1, 2018

BY ELECTRONIC MAIL

Federal Election Commission
 General Counsel's Office
 1050 First Street, NE
 Washington, DC 20463
 Attn: Christal Dennis, Paralegal

Re: MUR 7495 Amendment

To Whom It May Concern:

I write on behalf of Common Defense/Beyond the Choir Action Fund ("Common Defense" or the "Committee"), in response to the supplemental complaint in MUR 7495 filed by Michael Stoll, Executive Director of the Pennsylvania Republican Party (the "supplemental complaint"). The supplemental complaint addresses independent expenditures supporting congressional candidate Jess King, conducted by Common Defense in conjunction with Lancaster Stands Up, an unincorporated association made up largely of people living in and around Lancaster, PA. In the supplemental complaint, Mr. Stoll argues that the Committee's communications were coordinated with Ms. King's campaign committee, Jess King for Congress. Mr. Stoll presents no evidence of actual communications between Jess King's campaign and either Common Defense or Lancaster Stands Up. Rather, his allegations are based largely on the status of people associated with Lancaster Stands Up and/or Jess King for Congress. Specifically:

1. The supplemental complaint notes that the Committee and Jess King share a common vendor, Middle Seat Consulting LLC ("Middle Seat");
2. Jonathan Smucker, a leader of both Common Defense and Lancaster Stands Up, is married to Becca Rast, Jess King's campaign manager;
3. Becca Rast and Nicholas Martin, employees of Jess King's campaign since August 2017, were previously involved in Lancaster Stands Up, announcing their departure from that group in June 2017;

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4. Jonathan Smucker contributed to Beautiful Trouble, a book first published in 2012, which Mr. Stoll alleges both the King campaign and the Committee have used as a campaign plan.

Only the first of Mr. Stoll's allegations comes close to making a prima facie case of coordination. He seems to recognize this, as it is the only allegation that he discusses in the "Legal Argument" section of the supplemental complaint. The other accusations in the supplemental complaint are based either on relationships or, bizarrely, on one person's contributions to a publicly available document released six years ago. In any event, contrary to the allegations in the supplemental complaint, Common Defense has carefully guarded against coordination between itself or its affiliates and any campaign for public office. Over six months before it began engaging in any independent expenditure activity, Common Defense implemented a strict firewall policy, and has followed that policy carefully since then. The firewall policy has guided not only Common Defense's interactions with its vendors but also the interpersonal interactions between people involved in Common Defense and others in the close-knit community of Lancaster, PA. Ultimately, Mr. Stoll's supplemental complaint appears designed largely to raise the specter of guilt by association and to back up political talking points linking the Committee to "leftist propaganda" and a radical "agenda."

I. Background

a. Lancaster Stands Up and Common Defense's Independent Expenditure Activity

As described in the Committee's response to the original complaint in this matter, Lancaster Stands Up members voted in December 2017 to endorse Jess King's candidacy. At that point, Lancaster Stands Up and Common Defense began planning independent expenditure activities promoting her election. Those expenditures began in January 2018.

b. The Beyond the Choir/Common Defense Firewall

In June 2017, prior to engaging in any campaign activity related to the 2018 election, Common Defense and Beyond the Choir, an affiliated nonprofit organization, adopted a firewall policy designed to prevent coordination between Beyond the Choir or Common Defense and the campaign of any candidate they might eventually endorse. At the time, Jonathan Smucker, who directs Beyond the Choir and is a key part of Common Defense's leadership structure, anticipated that the organizations in which he was involved might eventually engage in independent expenditures, including activity related to the 2018 election in Pennsylvania's 11th Congressional District. Mr. Smucker was also aware that, as discussed further below, his wife and others in the close-knit community of Lancaster, PA were considering becoming involved directly in Jess King's campaign for Congress in that district.

Concerned about maintaining strict separation between the King campaign and any independent expenditure the organizations might eventually undertake, Mr. Smucker engaged counsel, who worked with him and Common Defense's treasurer, Perry O'Brien, to develop and

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implement a firewall policy. That policy, which was distributed to all employees and key volunteers of Common Defense and Beyond the Choir, prohibits “staff, consultants and volunteers” of Beyond the Choir or Common Defense from having any contact “with the candidates’ campaigns or their agents on election-related matters,” including “messaging, targeting, tactics, strategy or other substantive matters.” It also discourages the use of common vendors, and requires that any common vendor employed by both Common Defense and a candidate to have an appropriate firewall in place. A copy of the memo is attached to this letter as Exhibit A.

The memo was circulated to every member of the Beyond the Choir staff and everyone involved in the leadership of Common Defense. Beyond the Choir has since held three staff compliance trainings at which it again distributed the memo and discussed it at length. The first of those trainings, which was held September 13, 2017 was attended by six of the then seven-person staff (the seventh person on the staff at the time was not involved in the independent expenditure until recently, but has discussed the firewall policy with Mr. Smucker several times). A sign-in sheet from the September 2017 training is attached as Exhibit B. The second compliance training meeting, held December 13, 2017, was for three new members of the organization’s expanding staff. A final compliance training was held on October 16, 2018, to present the firewall and other compliance issues to the organization’s newly hired paid canvassers. A sign-in sheet from that training is attached as Exhibit C. In addition to these formal trainings, compliance is an agenda item at each of Beyond the Choir’s regular staff meetings, and is a formal responsibility of the organization’s Governance Committee. Finally, taking extra steps to ensure that confidential information would not be passed on to the King campaign or others, Mr. Smucker has required volunteer and paid canvassers to sign a non-disclosure agreement. Agreements signed by volunteers are attached as Exhibit D, and agreements signed by paid canvassers are attached as Exhibit E.

c. Middle Seat

Common Defense has employed Middle Seat as a contractor since October 2016, largely for online advertising and organizing related to its nationwide list building and fundraising activities. In a meeting between Common Defense and Middle seat in or about January 2018, Common Defense disclosed that it would be conducting independent expenditure activity in Pennsylvania in support of Jess King’s campaign, and Middle Seat staff disclosed that the company had a contract with Jess King for Congress. In response, Common Defense provided Middle Seat with a copy of its firewall policy, and demanded that Middle Seat adopt an internal firewall policy. While the contract between Middle Seat and Common Defense already included a confidentiality clause by which Middle Seat agreed not to disclose Common Defense’s confidential information to others, Middle Seat further agreed to a firewall that would prevent information flowing between its clients. In several subsequent meetings Middle Seat represented that it had such a firewall in place, and reassured Common Defense that no Middle Seat staff who were working with the Jess King campaign also were or would be working with Common Defense

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Despite the existence of a firewall, Common Defense has taken extra steps to avoid Middle Seat functioning as a conduit of information to the King campaign. Common Defense has not engaged Middle Seat to produce any of its independent expenditure communications for PA-11, or even disclosed plans for such independent expenditures to Middle Seat. Middle Seat has made no attempt to discuss its work for Jess King for Congress, but if they had, the Common Defense firewall policy prohibits them from engaging in such discussions.

d. Jonathan Smucker's Marriage to Becca Rast

Mr. Smucker initiated the development of the Beyond the Choir/Common Defense firewall policy in part specifically because he knew that Ms. Rast, to whom he was and remains married, was discussing joining the King campaign. Mr. Smucker has been covered by the policy since it was adopted, and has been careful to follow it. Specifically, Mr. Smucker and Ms. Rast are aware that they cannot discuss with each other the specifics of their activities. While Mr. Smucker takes this prohibition seriously, he does like to joke that his marriage has never been better since he and Ms. Rast agreed that they could no longer talk about work.

e. Becca Rast and Nicholas Martin's involvement in Lancaster Stands Up

Prior to June 2017, both Ms. Rast and Nicholas Martin were volunteer members of Lancaster Stands Up's leadership team. They were never employees or contractors of Lancaster Stands Up. Upon deciding to join the King campaign, both resigned from that leadership team. Their resignations in June came over six months before Lancaster Stands Up and Common Defense began engaging in independent expenditure activity. Lancaster Stands Up had not even begun planning that activity by the time Ms. Rast and Mr. Martin resigned.

Even when Ms. Rast and Mr. Martin were on Lancaster Stands Up's leadership body, the group did not engage in any partisan electoral activity, nor had it begun to plan any future independent expenditures. Rather, Ms. Rast and Mr. Martin engaged in general planning of events (e.g., Lancaster Stands Up's regular protests and town hall meetings), building the organization's base, and crafting its overall messaging. While they had some involvement in communications criticizing PA-11's incumbent representative, Lloyd Smucker, that work did not involve express advocacy or any plans for future independent expenditures. Mr. Martin helped to design Lancaster Stands Up's early public outreach program, but the targeting methods involved in that program were completely different from those used by Common Defense in the current independent expenditure campaign.

Despite Ms. Rast and Mr. Martin's non-involvement in the independent expenditure, everyone involved has taken steps to ensure against any possibility of coordination. Before Ms. Rast and Mr. Martin left Lancaster Stands Up's leadership team, Mr. Smucker ensured that they were both logged out of any shared online documents, and then blocked them from having further access to those documents. Neither Ms. Rast nor Mr. Martin appears to have engaged in any planning of King campaign activities while still volunteering for Lancaster Stands Up, as

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they never discussed it with Beyond the Choir staff or Common Defense's leadership, and did not leave behind any records of that activity in Lancaster Stands Up's files.

f. Jonathan Smucker's contributions to Andrew Boyd's Beautiful Trouble

It is unclear why Mr. Stoll believes Jonathan Smucker's contributions to Beautiful Trouble, a book edited by Andrew Boyd and first published in 2012, would give rise to coordination. Mr. Stoll makes no allegations regarding Andrew Boyd's involvement with either Common Defense or the King campaign. He writes that Beautiful Trouble includes information on "how to plan to run a federal campaign," but a review of the list of the book's 'modules' suggests that the book has nothing to do with how to run a campaign for elective office (*see* <http://beautifultrouble.org/all-modules/>).

II. Discussion

By implementing and distributing a firewall policy beginning in June 2017, Common Defense not only practically precluded coordination between itself and the King campaign, it also placed itself within the safe harbor for establishment and use of a firewall as provided by 11 U.S.C. §109.21(h). The policy, which was adopted in part to provide guidance to Committee staff as they navigated their professional and personal relationships, has ensured that no person or vendor has served as a conduit of confidential information between the King campaign and Common Defense. As an added layer of protection, Middle Seat, which Common Defense learned was a common vendor long after they began working together, has its own firewall policy, further protecting against coordination.

In the supplemental complaint, Mr. Stoll seems to suggest that Ms. Rast and Mr. Martin's involvement with Lancaster Stands Up prior to their joining the King campaign satisfies the criteria of 11 CFR § 109.21(d)(5), which finds coordination in part where an independent expenditure is produced by a person who within the prior 120 days was an employee or independent contractor of a candidate. Ms. Rast and Mr. Martin's involvement in Lancaster Stands Up is wholly unlike the relationship described in that section. First, as Mr. Stoll himself describes, Ms. Rast and Mr. Martin moved from the future independent expenditure to the campaign, not the other way around. Second, they were never employees or contractors of Lancaster Stands Up. Most importantly, however, interactions between them and those involved in Lancaster Stands Up, Beyond the Choir, and Common Defense have been governed by the firewall discussed above, and have not involved the disclosure or discussion of any confidential information.

Finally, Beautiful Trouble simply could not give rise to coordination between Common Defense and the King campaign. The information in the book has been available to the public, including for free on the internet, for years. The use of such information cannot constitute coordination under § 109.21. Rather, it seems that Mr. Stoll hopes to use this allegation to hijack the Commission's enforcement process for use in talking points that warn of "leftist propaganda" created "to push a specified agenda" laid out in "books and pamphlets."

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III. Conclusion

Common Defense, along with Beyond the Choir and Lancaster Stands Up are all subject to – and follow – a firewall policy that was developed and implemented long before Common Defense began any independent expenditure activity. By following this policy those involved have carefully avoided giving rise to coordination between Common Defense and Jess King for Congress. For these reasons, the supplemental complaint should be dismissed

Very truly yours,



Alexander Rabb

ACR:acr

EXHIBIT A

MEMORANDUM

TO: Beyond the Choir Staff
FROM: Jonathan Smucker and Perry O'Brien
DATE: March 7, 2017
RE: 2018 Election Cycle – Internal Firewall Policies

During the 2018 election cycle, Beyond the Choir (BTC) volunteers and staff (pursuant to a resource-sharing agreement) will likely be involved with independent expenditure (IE) activities undertaken by Common Defense/Beyond the Choir Action Fund to promote its endorsed candidates for Congress. This memo describes policies and procedures BTC has established to ensure those IEs are conducted in strict compliance with applicable campaign finance laws. Please familiarize yourself with it, and keep a copy for reference. Please also sign the attached acknowledgment and return it to Jessica George (jessica@beyondthechoir.org). If you have any questions about how the policies outlined in this memo will affect your work, please contact Perry O'Brien (perry@beyondthechoir.org).

BACKGROUND – INDEPENDENT EXPENDITURES

Generally speaking, IEs are paid-for communications with the general public that promote or oppose a candidate for office and are conducted without the involvement of any candidate, candidate's campaign, or political party. Because candidates, campaigns and parties are not involved, IEs are not subject to normal contribution limits. This means, however, that it is very important to limit communication between IEs and candidates, campaigns, and parties.

FIREWALL

Until the election is over, BTC and Common Defense/Beyond the Choir Action Fund will maintain a firewall to ensure relevant separation between its staff, consultants, and volunteers and any consultants and volunteers who are in contact with endorsed candidates' campaigns.

The firewall is meant to ensure that information regarding messaging, targeting, tactics, and strategy does not flow between staff, consultants, and volunteers engaged in independent expenditure operations, and endorsed candidates' campaigns;

Contact

- Staff, consultants, and volunteers engaged in independent expenditure operations will have no contact with the candidates' campaigns or their agents on election-related matters. Such contact includes but is not excluded to: discussing messaging, targeting, tactics, strategy, or other substantive matters with endorsed candidates' campaigns. They may not seek approval or input from endorsed candidates' campaigns on any independent political activities.

Vendors

- BTC and Common Defense/Beyond the Choir Action Fund will generally avoid using the same vendors as any candidate, candidate's campaign, or party to design or develop campaign materials, including ads, phone calls, mail, signs, and literature.

Vendors will be required to sign an agreement that they are not simultaneously participating in coordinated and independent activities with respect to the candidate, unless they have an appropriate firewall in place.

- If BTC or Common Defense/Beyond the Choir Action Fund must use a vendor who also works for a candidate, candidate's campaign, or party to print or distribute campaign materials (for example, a call center or mail house) the vendor must be instructed not to discuss the activity with anyone other than the person who requested the service. Mail houses and printers may not combine orders from BTC and other clients in order to limit costs.

COMMUNICATION RULES

All election-related communications with the general public should be reviewed with counsel before they are to be distributed. All communications should include the following disclaimer, in a readable font, preferably in a box:

Paid for by [ENTITY PAYING FOR COMMUNICATION] ([URL]). Not authorized by any candidate or candidate's committee.

RECORD KEEPING

Costs associated with the production and distribution of independent expenditure communications must be reported to the Federal Election Commission on quarterly reports, and, closer to the election, on 48- or 24-hour pre-election reports. Communication costs should be reported when they are incurred (via contract, oral agreement, or invoice) or paid. When recording such costs please note the purpose, candidate supported or opposed, vendor name and address, amount, and (when appropriate) check number and date of invoice, check or contract.

ACKNOWLEDGMENT

I have been read the attached memo regarding the Internal Firewall Policies of Beyond the Choir and Common Defense/Beyond the Choir Action Fund and have been given an opportunity to ask any questions I have about its contents.

Signature

Print Name:

Date:

EXHIBIT B

September 13, 2017

Beyond the Choir All-Staff Compliance Training

Organizational policies and practices: FEC and non-profit tax-exempt compliance

Sign-in sheet

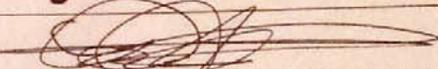
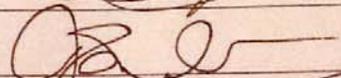
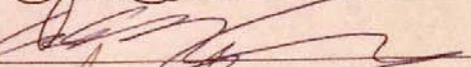
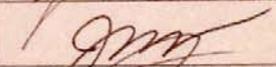
Name	Signature
PAM CAMPOS-PALMA	
Jessica Smucker George	
Alexander Mcloy	
Jonathan Smucker	
Jose Vasquez	
Pacey O'Brien	

EXHIBIT C

Common Defense / Beyond the Choir Action Fund
Project: Lancaster Stands Up

Independent Expenditure Legal Compliance Training Sign-In

Training held October 16, 2018

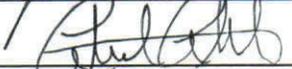
Name (print)	Signature
Jonathan Smucker	
Ahmed Ahmed	
Alexandra Davidson	AB. 12
Floyd Newman	Floyd Newman
Kareena Pinos	
Ariel Morales	Ariel Morales
Parker Dennis	Parker Dennis
Zakary Gregg	
Danielle Sabatini	Danielle Sabatini
Olivia Schmids	Olivia Schmids
Teddy M. Vasquez	
Julia Berkman - Hill	Julia Berk Hill
Tammy Rojas	Tammy Rojas
ISRAEL ALSTON	Israel Alston
CHUCK TYLER	
Daniel Levin	Daniel Levin
Michelle Hines	Michelle Hines
Chris Delwalle	Chris B. Delwalle

EXHIBIT D

Confidentiality Agreement

I, Daniel A. Levin, , acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature

Daniel A. Levin

Date

2/12/18

Volunteer's name (printed)

Daniel A. Levin

Confidentiality Agreement

I, CAROLINE STOLTZEUS, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

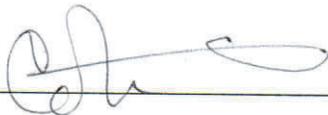
I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature



Date 02/12/2018

Volunteer's name (printed)

CAROLINE STOLTZEUS

Confidentiality Agreement

I, Steven Viera, , acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 2/12/2018

Volunteer's name (printed) Steven Viera

Confidentiality Agreement

I, Jeremy Bentley, , acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 2/12/18

Volunteer's name (printed) Jeremy E Bentley

Confidentiality Agreement

I, Ismail Yoder Salim, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature *I. Y. S.* Date 2-13-18

Volunteer's name (printed) Ismail Ali Yoder Salim

Confidentiality Agreement

I, Melanie Yoder Salim, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

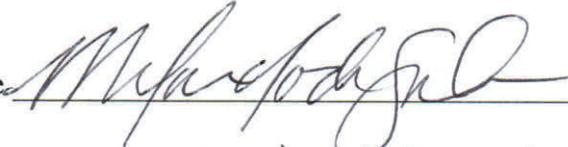
1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 2/13/18

Volunteer's name (printed) Melanie Yoder Salim

Confidentiality Agreement

I, Evie Gentry, , acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

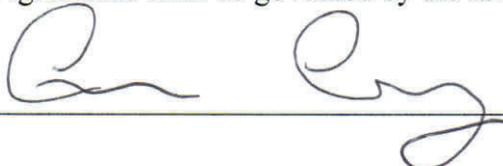
1. To another employee of the Organization or volunteer of the Project who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 2/13/18

Volunteer's name (printed) Evie Gentry

Confidentiality Agreement

I, Susan Wenger, , acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

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2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 7/13/18

Volunteer's name (printed) Susan Wenger

Confidentiality Agreement

I, Rafael Diaz, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

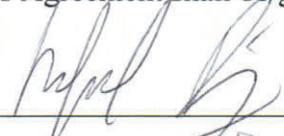
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I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization.

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 5/8/18

Volunteer's name (printed) Rafael Diaz

Confidentiality Agreement

I, Zak Grey, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

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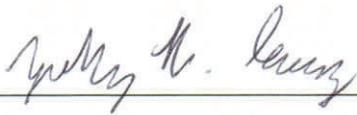
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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 05/09/2018

Volunteer's name (printed) Zakary R. Grey

Confidentiality Agreement

I, DAVID SHOR, acknowledge that in the performance of my work with Lancaster Stands Up ("the Project"), I will be exposed to and have an opportunity to learn about the Project's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Project (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). Lancaster Stands Up is a fiscally sponsored project of Beyond the Choir ("the Organization"), a 501c4 non-profit organization. I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Volunteer's signature  Date 5/9/18

Volunteer's name (printed) DAVID SHOR

EXHIBIT E

Confidentiality Agreement

I, Zakary Greys, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 09/12/18

Employee's name (printed) Zakary R. Greys

Supervisor's signature  Date 09/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Ahmed Ahmed, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 9/12/18

Employee's name (printed) Ahmed Ahmed

Supervisor's signature  Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Teddy Vasquez, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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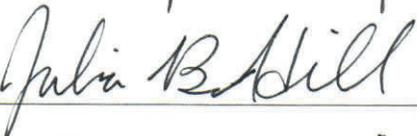
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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 9/12/18

Employee's name (printed) Teddy M. Vasquez

Supervisor's signature  Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Tammy Rojas in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature *Tammy Rojas* Date 9/12/18

Employee's name (printed) Tammy Rojas

Supervisor's signature *Julia Berk Hill* Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Christopher, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Christopher R. Dewalt Date 9/12/18

Employee's name (printed) Christopher R. Dewalt

Supervisor's signature Julia Berkman Hill Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Kareena Rios, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 9.12.18

Employee's name (printed) Kareena Rios

Supervisor's signature  Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, _____, in consideration of my continued employment by Beyond the Choir, (“the Organization”), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as “Confidential Information” in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization’s staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Scott D. Celley Date 2018 Sept. 12
 Employee's name (printed) SCOTT D. CELEY

Supervisor's signature Julia Berkman Hill Date 9/12/2018
 Supervisor's name (printed) Julia Berkman - Hill

Confidentiality Agreement

I, Olivia Schmids, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Olivia Schmids Date 9/12/2018

Employee's name (printed) Olivia Schmids

Supervisor's signature Julia Berkman Hill Date 9/12/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Alexandra Davidson, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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Employee's signature AD. 17 Date 10-1-18

Employee's name (printed) Alexandra (Alix) Davidson

Supervisor's signature Julia Berkman-Hill Date 10/1/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Ariel Morales, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

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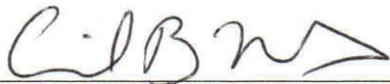
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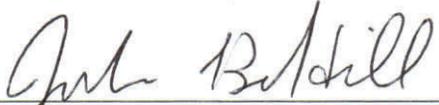
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I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 10/1/18

Employee's name (printed) Ariel B Morales

Supervisor's signature  Date 10/1/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Margaret Dennis, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Margaret Dennis Date 10/02/2018

Employee's name (printed) Margaret Dennis

Supervisor's signature Julia Berkman Hill Date 10/2/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Kenny Arias, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

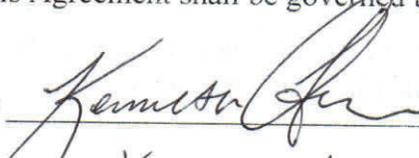
I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature



Date 10/22/2018

Employee's name (printed)

Kenneth Arias

Supervisor's signature

Date

Supervisor's name (printed)

Confidentiality Agreement

I, Floyd, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

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2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Floyd Newman Date 10/2/18

Employee's name (printed) Floyd Newman

Supervisor's signature _____ Date _____

Supervisor's name (printed) _____

Confidentiality Agreement

I, Laila Davis, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

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2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Laila Davis Date 10/2/18

Employee's name (printed) Laila Davis

Supervisor's signature _____ Date _____

Supervisor's name (printed) _____

Confidentiality Agreement

I, DOUG SULOUFF, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

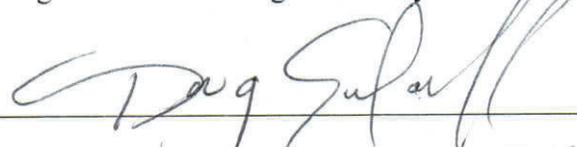
1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

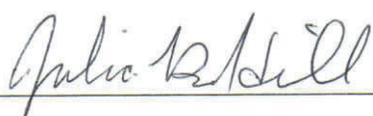
I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 10/6/18

Employee's name (printed) DOUG SULOUFF

Supervisor's signature  Date 10/6/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, Lisa Rutt, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature Lisa Rutt Date 10/29/18

Employee's name (printed) LISA RUTT

Supervisor's signature Julia Berkman Hill Date 10/29/2018

Supervisor's name (printed) Julia Berkman - Hill

Confidentiality Agreement

I, Liam Garrett, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature

Liam Garrett

Date

10/29/18

Employee's name (printed)

Liam Garrett

Supervisor's signature

Julia Berkman Hill

Date

10/29/2018

Supervisor's name (printed)

Julia Berkman - Hill

Confidentiality Agreement

I, KIMBERLY ADAMS, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

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2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 10/17/18

Employee's name (printed) KIMBERLY ADAMS

Supervisor's signature  Date 11/1/2018

Supervisor's name (printed) Julia Berkman-Hill

Confidentiality Agreement

I, KATERINA HOSKOVA, in consideration of my continued employment by Beyond the Choir, ("the Organization"), acknowledge that in the performance of my duties with the Organization, I will be exposed to and have an opportunity to learn about the Organization's operations, campaign plans, targeting, strategy, communications plans, donors, vendors, finances, and other confidential and proprietary information belonging to the Organization (all of which are referred to collectively as "Confidential Information" in this Agreement from this point forward). I agree that I will not acquire, use, or copy, in whole or in part, any Confidential Information without authorization from my supervisor or a senior member of the Organization's staff.

I further agree that I shall not disclose, provide or otherwise make available, in whole or in part, the Confidential Information other than:

1. To another employee of the Organization who has executed a confidentiality agreement, has a need to know such Confidential Information, and who has been authorized by a senior member of the Organization's staff to receive such Confidential Information; or
2. To a person who has executed a confidentiality agreement satisfactory to the Organization, has a need to know such Confidential Information, and to whom I have been authorized or instructed to disclose the Confidential Information by my supervisor or a senior member of the Organization staff.

I shall take all appropriate action, whether by instruction, agreement, or otherwise, to ensure the protection, confidentiality and security of the Confidential Information and to satisfy my obligations under this Confidentiality Agreement.

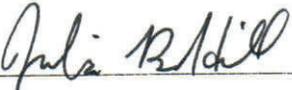
I agree that my obligations with respect to the confidentiality and security of the Confidential Information disclosed to me shall survive the termination, for any reason, of any agreement or relationship between the Organization and me for a period of ten (10) years.

I acknowledge that I am not authorized to request, foster, approve or participate in activities of any third party on behalf of or in support of the Organization unless such activities are undertaken for due and valuable consideration or, where appropriate, as a contribution to the Organization

I agree that this Agreement shall be governed by the laws of the State of Pennsylvania.

Employee's signature  Date 11-01-18

Employee's name (printed) KATERINA HOSKOVA

Supervisor's signature  Date 11/1/2018

Supervisor's name (printed) Julia Berkman-11/1