

This instrument was prepared by  
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101 W. Broadway, # 208  
Maryville, Tennessee 37801

AGREEMENT

THIS INDENTURE, made and entered into on this the 21st day of August, 2013, by and between THE INDUSTRIAL DEVELOPMENT BOARD OF BLOUNT COUNTY AND THE CITIES OF ALCOA AND MARYVILLE, TENNESSEE, hereinafter referred to as "IDB", and SURFACE IGNITER, LLC, a Tennessee Limited Liability Company, hereinafter referred to as "Surface Igniter".

WITNESSETH:

WHEREAS, Surface Igniter has requested from IDB a Seventy-Five Thousand Dollar (\$75,000.00) Training Grant to be used for the increased productivity and job performance of the employees of Surface Igniter; and

WHEREAS, IDB has agreed to make the Seventy-Five Thousand Dollar (\$75,000.00) Training Grant to Surface Igniter upon the terms and conditions as provided for herein.

NOW THEREFORE, for and in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

1. IDB does hereby make a grant of Seventy-Five Thousand Dollars (\$75,000.00) to Surface Igniter for the purpose of increased productivity and job performance of the employees of Surface Igniter. By the execution of this document, Surface Igniter acknowledges receipt of said Seventy-Five Thousand Dollars (\$75,000.00) from IDB.

2. In consideration for the receipt of the grant, Surface Igniter agrees to the following three obligations:

A. Surface Igniter shall lease approximately thirty-five thousand square feet of an existing building in the Blount County Industrial Park, located at 1709 Henry G. Lane Street, and said lease shall be for a period of at least eight years.

B. Surface Igniter shall hire at least one hundred new employees, which employees must be hired within the next three years from the date of this Agreement. Surface Igniter shall be required to pay the newly hired employees more than Twelve Dollars (\$12.00) per hour.

C. Surface Igniter shall purchase at least Three Million Eight Hundred Thousand Dollars (\$3,800,000.00) of new real property, personal property or equipment, or a combination thereof, over and above its currently owned real property, personal property and equipment, within the next three year period from the date of this Agreement.

Surface Igniter shall be required to provide proof to IDB of its completion and performance of all three of the obligations as set forth in this paragraph. Said proof shall be in a form satisfactory to IDB, which shall evidence Surface Igniter's compliance with, and the completion of, the three obligations as set forth in this paragraph.

3. In the event that Surface Igniter does not complete its three obligations as set forth in Paragraph 2 above, during the timeframes as set forth in Paragraph 2 above, Surface Igniter shall repay to IDB the sum of Seventy-Five Thousand Dollars (\$75,000.00), which shall be due and payable upon demand by IDB to Surface Igniter for the repayment.

IN WITNESS WHEREOF, the parties have caused this instrument to be executed by the proper person thereunto duly authorized, on the day and date first above written.

THE INDUSTRIAL DEVELOPMENT  
BOARD OF BLOUNT COUNTY AND  
THE CITIES OF ALCOA AND  
MARYVILLE, TENNESSEE

BY: Charles Alexander  
Charles Alexander, President

SURFACE IGNITER, LLC

BY: David Kidd  
David Kidd, General Manager