

CONFIDENTIALITY AGREEMENT

As a nature of my job responsibilities, I understand that I may become aware of sensitive and/or confidential information related to Virginia Commonwealth University and/or members of the Rao family.

For and in consideration of my above-referenced service in and for the President's Office and/or the President's residence, I acknowledge that my service will entitle me to have access to certain personal and otherwise confidential information pertaining to President Rao and/or his family. I further agree, without qualification, that I will maintain in strict confidence any and all such information to which I have or may have access and I promise and commit that I will not share or otherwise disclose any such personal and/or confidential information with any other person. I acknowledge and agree that this prohibition against disclosure and my commitment to honor this prohibition against disclosure applies to family, friends, colleagues, associates, representatives of the news or other media, clergy and attorneys, or to any other person not otherwise identified.

I agree that any such disclosure in violation of this non-disclosure agreement could result in irreparable damage and harm to VCU, President Rao and/or his family and I, therefore, agree that any such violation or anticipated violation would entitle President Rao to be awarded injunctive relief to prohibit such disclosure in violation of the terms of this agreement and I, further, irrevocably submit to the jurisdiction of the Circuit Courts of the City of Richmond and/or the Circuit Courts of Henrico County to enforce the terms of this Agreement.

I will place the best interest of Virginia Commonwealth University ahead of all special and personal interests, and will use common sense and good judgment in the management of information learned while performing my job responsibilities.

I understand that I may be disciplined, up to and including termination, if I violate this agreement.

My acceptance of all the terms of this agreement is confirmed by my signature, below:

[Printed name]

[Signature]

Date

Confirmed:

Michael Rao