



O-I Glass, Inc.  
One Michael Owens Way, Plaza 1  
Perrysburg, Ohio 43551  
567-336-5000 | o-i.com (“Commission”).

As you know, O-I has  
O-I for one year following  
Noncompete Agreement  
We previously announced  
Noncompete Agreement

The Commission  
companies in the glass  
settlement agreement with  
Agreements with you and  
and is unlawful. We have  
reinstate these Noncompete  
Noncompete Agreement

What is a Noncompete Agreement?

A Noncompete Agreement  
company, to operate the  
they’ve left the company  
competition” or “noncompetition”

How the FTC Order affects you

The FTC Order requires you to:

- 1. Cancel all Noncompete Agreements  
identified in the Order
- 2. Stop entering into new Noncompete Agreements
- 3. Release you from existing Noncompete Agreements

This means that once you receive the Order, you may:

- x You may seek employment with O-I
- x You may run your own business
- x You may compete with O-I



We can still enter or enforce Agreements that prevent current or former employees from using or disclosing OI's trade secrets – for example, if the employee goes to work for someone else.

#### Where to get more information

To learn more about this case, please read the attached Decision and Order in *Galaxy O Inc.*, C-xxxx, or visit [URL that goes to the ftc.gov press release]. This letter summarizes the main points of the case, but the only official source of information is the FTC Order. The Decision and Order reflects a settlement between the FTC and OI and does not constitute an admission by OI that it has violated the law or that any of the facts alleged by the FTC regarding OI's conduct are true.

If you have concerns about whether or any OI employees are complying with their obligations under the Order – or how the Order applies to you or your colleagues – contact the OI department at [phone], [email], or the FTC by contacting [name], [phone], [email].  
Sincerely,

[name and title]