



September 8, 2017

Dear Brad:

As you know, an investigation commenced after allegations made by [REDACTED]. As a result of the investigation, and based on your own admissions, your recent performance within the company, the company's performance under your leadership and other information obtained, the Board has lost confidence in you as CEO and is removing you from your position at this time. Effective immediately, Larry is assuming the responsibilities of CEO.

For the time being, you remain a Board member and we expect you to act consistent with your fiduciary responsibilities as a Board member. Without the Board's prior permission, you are not to act in any way to create the impression that you are representing Bako.

Going forward, the Board would like to find a role for you in an advisory capacity. Before that could happen, however, you would need to step away, not represent the Company in any way, and, either through successful completion of counseling or otherwise, demonstrate to the Board that you could be a good Company citizen. Please let us know if you are interested in exploring such an option. Regardless of what you decide, however, your employment with the Company is over.

In the interim, other than communicating with your brothers, the only employee at Bako with whom you are to communicate is Larry. Do not communicate with any other employees. Neither you nor your agents should suggest to [REDACTED] or anyone else that you are communicating on behalf of Bako.

As a reminder, you have entered into restrictive covenants regarding competing, soliciting, etc. and we expect you to abide by those contractual obligations.

We have discontinued your access to the lab as well as Company computer accounts and systems, but Larry will make arrangements with you to return any personal items you may have at the lab. We will send you documents required by law under separate cover regarding COBRA, separation notice, etc.

We appreciate your contributions and hope there is an occasion for you to contribute again in the future.

Sincerely,

Ben Edmands