

## TALENT AGREEMENT - ADDITIONAL TERMS AND CONDITIONS

**1 General Provisions.** This Agreement: (a) constitutes the entire agreement of the parties hereto with respect to the subject matter of this Agreement and supersedes any and all previous agreements between the parties, whether written or oral, with respect to such subject matter; (b) may not be assigned by Provider, either voluntarily or involuntarily, without the prior written consent of Disney, which consent Disney may withhold in its sole discretion; and (c) shall be governed by, and construed in accordance with, the laws of the State of Florida and any legal proceeding arising out of this Agreement shall be commenced exclusively in the Circuit Court of the Ninth Judicial Circuit in and for Orange County, Florida (or if the Circuit Court shall not have jurisdiction over the subject matter thereof, then in such other court sitting in said county and having subject matter jurisdiction). The parties hereby consent to the jurisdiction of such court and to the service of process outside the State of Florida pursuant to the requirements of such court in any matter so to be submitted to it, and they expressly waive the right to a jury trial. No waiver or modification of this Agreement or of any covenant, condition, or limitation herein contained shall be valid unless in writing and duly executed by the party to be charged therewith. The person signing this Agreement represents and warrants to Disney that he/she has full power and authority to execute this Agreement on behalf of Provider and the Provider further represents and warrants to Disney that Provider has the full power and authority to execute this Agreement on behalf of the Performer (and each of the members of the Performer) for all purposes of this Agreement. This Agreement shall not constitute an offer by either party and shall be binding on the parties only upon execution by both parties and delivery to each party. Nothing in this Agreement is intended or shall be deemed to confer any rights or benefits upon any entity or person other than the parties hereto or to make or render any such other entity or person a third-party beneficiary of this Agreement. This Agreement, the Engagement and all related entertainment services and grants hereunder shall not be subject to the terms and conditions of any union, guild, or collective bargaining agreement. This Agreement may be executed in multiple counterparts and delivery of facsimile transmission copies of executed counterparts shall be deemed valid and effective for all purposes.

**2 Change in Entertainment Services.** Provider acknowledges that, pursuant to the terms of this Agreement, Disney has contracted for the services of the Performer, and for the entertainment services as provided by the Performer, as constituted on the date of execution of this Agreement or as otherwise approved by Disney in its sole discretion. Accordingly, any changes in the type or format of entertainment services provided by the Performer (including, without limitation, the individuals who comprise the Performer's act) in connection with the Engagement shall require the prior approval of Disney, which approval Disney may withhold in its sole discretion.

**3 Provider's/Performer's Responsibilities.** It is understood and agreed that Provider and the Performer (and each member of the Performer) are acting as independent contractors and not as Disney's employees in the performance of the services hereunder, although Disney shall have the right to make recommendations concerning the procedures employed by Provider and the Performer (and each member of the Performer) in performing the services hereunder. Nothing herein contained shall be deemed to create an agency relationship between Disney and Provider and/or the Performer (or any member of the Performer). Provider shall be responsible for all details, and shall bear all costs to be incurred, in connection with its obligations hereunder, including without limitation: any planning required for the Performer's performance during the Engagement; assembling the Performer at the aforesaid place of the Engagement in adequate time (including rehearsal time, if required) to be fully prepared for all performances hereunder; and assuring that the Performer performs the Performer's

entertainment services at the times and in the manner herein provided. Further, with respect to the persons utilized by Provider in connection with its obligations hereunder, Provider shall, at its cost, discharge all obligations imposed upon an employer by Federal and state law and, if applicable, union or guild contracts or rules and shall hold Disney harmless on account of its failure so to do. Such obligations shall include, without limitation: (a) the payment of all salaries, wages and employee benefits; (b) the payment of all social security taxes, Federal and state unemployment insurance and similar taxes; (c) the payment of all other assessments, taxes, contributions or sums payable with respect to said persons, whether based on salaries or wages paid or otherwise; (d) the providing of workers' compensation coverage; and (e) the filing of all returns and reports, and appropriate withholdings, with respect to any of the foregoing. Provider shall at all times comply with applicable Federal, state and local laws and regulations. Without limiting the generality of this paragraph, Provider shall also be responsible for, at no cost to Disney: (i) providing Disney, prior to the Engagement, with documentary evidence acceptable to Disney verifying that all individuals working or providing services, including all members of the Performer, have been issued visas or other permission required by law necessary to legally allow such work to be performed at the applicable venue; and (ii) if any individual working or performing services, including any members of the Performer, is a minor child, prior to the Engagement Disney must receive evidence that valid work permits have been issued and, if Disney elects to seek court approval of this Agreement (which Disney is not required to do), Provider agrees to cooperate fully and participate in such ratification process. Further, the Provider agrees to, and shall cause the Performer's parents and/or legal guardians to, execute and deliver any and all documents and take such actions which Disney shall deem desirable or necessary to effectuate the purposes of this paragraph. Upon request by Disney, Provider shall deliver, or shall cause Performer to deliver, to Disney, at no cost to Disney, written copies of the Performer's final show script, song list (including full titles, music, lyrics and order of performance of the songs), and any other text to be employed in the Engagement (both in rehearsals and performances) for use by persons providing sign language translation and/or interpretation for guests with hearing disabilities. Provider shall also promptly (in time to allow for rehearsals) provide, or shall cause Performer to provide Disney with any amendments, substitutions, changes or alterations to the final show script, song list (including full titles, lyrics and order of performance of the songs), and any other text to be used by the Performer in the Engagement. The use of, and the selection of any person(s) to provide, the sign language translation and/or interpretation for the Engagement (rehearsal and/or performance) shall be at the sole discretion of Disney, and any objection, interference or delay by the Provider and/or Performer will give Disney the right to declare Provider and/or Performer in breach of this Agreement. Notwithstanding the above, Disney shall not be required to provide sign language translation and/or interpretation.

**4 Visa(s).** Without limiting any other provisions of the Agreement, Provider hereby represents and warrants that it shall at all times relevant hereto comply with all immigration laws of the United States of America, and shall verify the identity and applicable United States employment eligibility of each individual provided by Provider under the Agreement in accordance with all laws, regulations and executive orders of the United States of America and any state in which Provider provides such individual's services under the Agreement. If any individual to be provided by Provider under the Agreement does not possess applicable United States employment authorization, Provider shall, at Provider's sole expense, obtain such United States employment authorization on behalf of such individual. Provider shall provide to Disney evidence reasonably acceptable to Disney verifying the identity and applicable United States employment eligibility of all individuals provided under the Agreement. Without limiting the foregoing, for any individual sponsored by Provider for temporary United States employment authorization to perform services under the Agreement, Provider shall provide copies of the individual's passport

identification page, itinerary submitted to United States Citizenship and Immigration Service (USCIS) on behalf of the individual listing Walt Disney World Resort as performing location, the individual's current I-94 Departure Record, and Form I-797 Notice of Action listing only the name(s) of the individual(s) who will perform on Disney property. Provider shall provide to Disney all documentation under this paragraph no later than thirty (30) days prior to commencement of each respective Engagement hereunder. If Provider fails to provide such verification to Disney timely, Disney shall have the right, in its sole and exclusive discretion, either (a) to require Provider to provide a replacement Performer or other individual rendering Services under the Agreement, or (b) to terminate the Agreement immediately in which latter event Disney shall have no duty or obligation whatsoever to Provider except to such extent, if any, as may be specifically provided to the contrary in the Agreement.

**5 Disney Standards.** Performer is aware that the Engagement is for family- oriented entertainment and recognizes Disney's policy that only entertainment suitable for the entire family, including minors, be presented during the Engagement. Accordingly, the routine, including, without limitation, gestures, motions and movements, material and all other show elements used in any performance pursuant to this Agreement shall be in good taste, with due regard for Disney's reputation and standards, and shall not contain any profanity, obscenity or other material or any content thereof which Disney considers objectionable in, its sole judgment. If Disney finds any routine, material or content to be objectionable, Performer shall cause the same to be deleted (notice by Disney to the Performer (or any member of the Performer) of any objectionable routine or material shall be deemed notice to Provider). Without limiting the provisions of this paragraph, if requested by Disney, Provider and Performer shall provide to Disney (for Disney's review and approval prior to use or performance) information describing the routine or material to be used by the Performer during the Engagement, including without limitation, scripted materials, all songs that will or may be performed (titles and lyrics) and all visual elements that will or could be visible to the audience or venue guests, including text and graphics that appear on scenic elements, projections, props, instruments, clothing and skin as well as the appearance of the clothing, hair and makeup of Performer (and each member of Performer). Provider and Performer (and each member of Performer) agree to present and perform only routines, material and content that comply with the terms of this paragraph, including compliance with any changes or deletions required by Disney.

**6 Additional Performance Standards.**

Performer shall: (a) not make gestures toward or in the presence of, or argue with or be discourteous to, any guest at the Engagement or any employee or representative of Disney; (b) not use, possess or be under the influence of alcohol, narcotics, drugs or other hallucinatory agents during the Engagement; (c) comply with all schedules established by Disney for performances hereunder; (d) Provider and Performer shall not, at any time, accept, solicit, receive or retain any tips, gratuity, or other consideration, either directly or indirectly, from any Disney guests or employees in connection with the Engagement or any other services rendered by Provider and/or Performer pursuant to this Agreement; and (e) otherwise comply with any and all rules and regulations promulgated by Disney from time to time for the protection and safety of its guests and for their comfort and convenience.

**7 No Use of Disney Name or Property.** Neither Provider nor the Performer (nor any member of the Performer) shall acquire any right under this Agreement to use, and shall not use, the names "Disney," "ABC," "ESPN," "Pixar," "Marvel," and/or "Lucasfilm" (either alone or in conjunction with or as a part of any other word, mark or name) or any marks, fanciful characters, designs, trademarks, tradenames, copyrighted works or other intellectual property rights of The Walt Disney Company or any of its subsidiary or other related or affiliated companies in any advertising, publicity or promotion; to express or imply any endorsement by Disney of its services; or in any other manner

whatsoever (whether or not similar to the uses hereinabove specifically prohibited). Additionally, neither Provider nor Performer (or any members of Performer) shall make any references to the Engagement in any social media nor shall Provider or Performer (or any members of Performer) post any photographs of Performer (or any members of Performer) in connection with the Engagement. The provisions of this Paragraph shall be an independent covenant and shall survive the expiration or sooner termination of this Agreement or any rights or obligations under this Agreement.

**8 Exclusivity.** During the period commencing ninety (90) days prior to the opening date of the Engagement and terminating seven (7) days after the Engagement is concluded, Performer shall not within a radius of one hundred twenty-five (125) miles of the Walt Disney World® Resort: (a) furnish the services of the Performer (or any member of the Performer) to or for any hotel, theater, nightclub, amusement park, convention center or other place where entertainment or personal appearances are offered to the public or (b) advertise, or allow advertising of, the name or likeness of the Performer (or any member of the Performer) in connection with any entertainment or personal appearance engagement. For informational purposes, the following cities in Florida lie within said one hundred twenty-five (125) mile radius: Clearwater, Daytona Beach, Gainesville, Lake Buena Vista, Lakeland, Ocala, Orlando, Tampa, and St. Petersburg. Without limiting any other rights or remedies Disney may exercise (including, without limitation, termination of this Agreement), Disney shall have the right to recover and receive from Provider and Performer payment for the following in the event of a breach of this paragraph, which monetary payment is a reasonable estimate of damages suffered by Disney (and not a penalty), it being acknowledged that the actual damages suffered by Disney in the event of such breach would be difficult or impossible to calculate: cost of advertising of the Engagement in all media paid or incurred on a non-refundable basis; all advance fees paid to Provider and/or Performer (excluding fees for performances completed during the Engagement under this Agreement prior to the breach) and other consideration and expenses for the benefit of Provider or Performer paid or incurred on a non-refundable basis; and, costs and expenses of enforcement arising out of such breach (whether or not a law suit or other dispute resolution is initiated), including, without limitation, court costs, counsel fees and fees of other professionals.

**9 No Endorsement or Promotion.** During any performance hereunder, Provider shall ensure that neither the Provider nor the Performer (nor any member of the Performer) shall use, advertise, promote, endorse or otherwise mention any commercial products or services or the manufacturers or owners of any commercial products or services, for any purpose whatsoever.

**10 Reproduction Rights.** It is understood that Disney has the right to photograph and make audio and video recordings of the Performer (and any of its members) at any performance hereunder. Provider hereby grants (and represents and warrants to Disney that it has the right to grant) to Disney and its parent, subsidiary, related and affiliated companies, and their respective successors, affiliates, licensees and assigns, forever and throughout the world, the right to use reproductions (audio and visual), photographs, and recordings of the likeness, voice and sounds of the Performer (and any of its members) during the Performer's appearance at the Engagement, and the right to re-use such reproductions, photographs and recordings as well as the name and biography of the Performer (and any of its members), as Disney may desire, in all media, whether now known or hereafter devised, throughout the Universe, in perpetuity (including, without limitation, on basic cable, free and pay television systems worldwide, internet, and all supplemental market uses, video cassette and/or video disc exploitations), and in all forms (including, without limitation, digitized images), without further compensation to the Performer (or any of its members) or any limitation whatsoever; provided, however, that to the extent Disney determines in its sole discretion that AFTRA or any other applicable guild or union has jurisdiction in respect of any such reuse, then in addition to the Price payable to Provider hereunder, the Performer (and/or the

members of the Performer) shall be entitled to receive for any and all such reuses, the applicable minimum compensation required by AFTRA or any other applicable guild or union to be paid therefore and Disney shall have the maximum rights and benefits permitted under the AFTRA Code or any other applicable guild or union code for the Price and any additional compensation payable to the Performer (and/or the members of the Performer) hereunder in respect of their services. If requested by Disney, Provider shall cause each individual Performer to execute and deliver to Disney, prior to commencement of services under this Agreement, a release in a form and substance acceptable to Disney that, among other things, individually acknowledges Disney's foregoing rights. The provisions of this paragraph shall survive the expiration or sooner termination of the Agreement.

**11 Confidentiality.** Provider, the Performer and/or any members of the Performer may, during the course of this Agreement, have access to, and acquire knowledge of or from, material, data, strategies, systems or other information relating to Disney, or its parent, affiliated, or related companies, which may not be accessible or known to the general public. All such knowledge acquired by Provider, the Performer and/or any members of the Performer shall not be used, published or divulged by Provider, the Performer or any member of the Performer to any other person, firm or corporation, or in any advertising or promotion regarding Provider, the Performer or any member of the Performer or any of their services, or in any other manner or connection whatsoever without first having obtained the written permission of Disney, which permission Disney may withhold in its sole discretion. The provisions of this paragraph shall survive the expiration or sooner termination of the Agreement.

**12 Force Majeure.** If any performance hereunder should be canceled for causes beyond Disney's reasonable control, then Disney shall be relieved of its obligations hereunder with respect to any performances so canceled (including the obligation to pay for the same), Provider/Performer shall have no claim of any kind or nature as a result of the cancellation, and Performer shall immediately refund to Employer any advance payments received, if applicable. Nothing herein contained shall be construed as requiring Disney to accede to the demands of any labor, labor unions or others not a party hereto which Disney considers unreasonable. Without limiting any other provision of this Agreement, if one or more individual members of Performer are unable to perform during a particular show (if the Engagement involves multiple shows) for reasons beyond the individuals control (such as illness), Disney shall have the right, in its discretion, to: proceed with the show, without reduction in the performance fee; proceed with the show, with an equitable reduction in the performance fee based on the absence of such individuals; or, cancel the show with an equitable reduction in the performance fee based on such show cancellation.

**13 Indemnification; Release; Disclaimer; Insurance.** Performer shall defend (if requested by and with counsel satisfactory to Disney), indemnify and hold Employer and Disney, its parent company, the related, affiliated and subsidiary companies of each and the officers, directors, agents and employees of each (collectively, the "Disney Parties"), harmless from and against any and all claims, suits, damages, liabilities, costs and expenses (whether based on tort, breach of contract, product liability, patent or copyright infringement, or otherwise), including counsel fees and fees of other professionals, arising out of or based on the performance of the Performer hereunder or any other act or omission of Provider or the Performer or any breach by Performer of any representation or warranty made by Provider pursuant hereto or any failure by Performer to comply with the obligations on its part to be performed hereunder. Performer hereby waives any and all claims or actions it may have against the Employer and Disney Parties, and releases the Disney Parties from any and all liabilities or damages (including, without limitation, personal injury and property damage), arising out of or relating to the performance of the Performer (or any member of the Performer) hereunder. All personal property of the Provider, Performer (or any member of

the Performer) shall remain the property of such entity or individual, and may be placed in or around the performance venue (or elsewhere on property owned or controlled by Disney) at the sole risk of the owner of such personal property. Employer and Disney shall not be responsible for any loss (including theft) of or damage to any personal property of Provider, Performer (or any member of the Performer). Disney reserves the right to require that Provider maintain, at no cost to Disney, insurance coverage acceptable to Disney (including, without limitation, limits of coverage and endorsements) and provide Disney with evidence of such insurance acceptable to Disney. The provisions of this paragraph shall survive the expiration or sooner termination of the Agreement.

**14 Default.** If Performer (or any member of ROCK THE ALPS) should breach any of its obligations, representations, warranties, or any term, condition or provision of this Agreement, then Employer and/or Disney shall have the right to terminate this Agreement or to cancel any performances (or any portions thereof) by the Performer hereunder, it being acknowledged that such termination or cancellation shall not constitute an election of remedies or waiver or modification of any other rights or remedies Employer and/or Disney may exercise. In addition to any other remedies available to Employer and/or Disney as a result of the breach, Employer and/or Disney shall not be required to pay Performer for any performances or portions thereof so canceled, it being understood and agreed that in such event the price to be paid by Employer to Performer shall be reduced on a pro rata basis according to the performances, or portions thereof, actually given. If Employer and/or Disney should breach any of its obligations, representations, warranties, or any term, condition or provision of this Agreement, then Performer's sole and exclusive remedy shall be an action for monetary damages, not to exceed the total financial compensation payable to Performer under this Agreement. Without limiting the foregoing, it is expressly understood that Performer shall not have any injunctive or equitable remedies and in no event shall Employer and/or Disney or its affiliates be liable for any indirect, special or consequential damages, whether or not Employer and/or Disney has been advised of the possibility thereof.

**15 Performer's Billing Name.** Performer shall provide to Disney any information required (including, but not limited to, Performer's "stage name", "billing name" or other name or title used by Performer and/or any member of Performer [collectively the "Performer's Billing Name"] to be provided hereunder or otherwise requested by Disney in connection with this Agreement and warrants that the same shall be true and correct to the best of Performer's knowledge and belief. Performer further represents that any material or performance provided by Performer (including, without limit, the Performer's Billing Name) under this Agreement shall not infringe upon any patent, trademark or copyright, or otherwise violate the rights of any person, firm or corporation or be the subject of any claim or litigation (pending or threatened). Performer, on its own behalf and on the behalf of the Performer, represents and warrants to Disney that Performer have the right to perform, advertise and promote the Performer using and under the Performer's Billing Name. Provider, on its own behalf and on the behalf of the Performer, hereby grants to Disney the right and full power to use and to authorize others to use the Performer's Billing Name in all advertisements and any other materials promoting the Engagement; however nothing in this Agreement shall be construed as obligating Disney to advertise or promote the Engagement. Provider and Performer acknowledge that Disney shall have the right to rely on the foregoing representations and warranties and grant of rights.

**16 Disclosure of Information.** Performer hereby represents and warrants that it has fully disclosed and provided to Employer prior to the execution of this Agreement all information concerning: (a) any failure of the Performer to conduct himself with due regard to public morals and conventions, (b) any action of the Performer which tends to degrade the Performer in society or bring the Performer into public disrepute, contempt, scorn or ridicule, (c) any action of the Performer which tends to shock, insult or offend the community or public morals or decency or damage Disney's reputation or its family image or (d) any appearances made by the Performer (or any of its members) in any media which contains material not suitable in Disney's sole discretion for family viewing.

Performer shall immediately notify Employer of any additional information concerning the foregoing which arises after the execution of this Agreement. The parties acknowledge Disney's ability to present and, if desired and applicable, to advertise, market, and promote Performer's Engagement without controversy or negative public relations implications is a material inducement to Disney in entering into this Agreement. Accordingly, if at any time prior to completion of the Engagement information concerning the Performer becomes publicly available or known to Disney or the intended attendees of the Engagement which information Disney determines to be inconsistent with the standards and expectations set forth in this paragraph, Disney shall have the right, without limiting its rights or remedies, to immediately terminate this Agreement without liability or obligation.

**17 Audio and Light System.** Disney shall furnish and operate, at its cost, the complete audio system for the Performer's performances hereunder, to include the house sound reinforcement system and stage monitor reinforcement. Disney shall also furnish and operate, at its cost, a functioning show light system for the Performer's performances hereunder. Because the entertainment services provided by Provider/Performer will impact the audio, visual and/or atmospheric environment (for example, if any special effects are used) where Guests and/or employees of Disney or its affiliates will be present, Disney reserves the right in its sole and absolute discretion to: (a) monitor and adjust audio levels and audio effects, (b) monitor and adjust lighting and visual effects; and (c) review and approve, in advance, any proposed use of special effects, including, without limitation, proposed use of pyrotechnics and smoke or other effects that may impact the environment. If Disney deems necessary, Disney further reserves the right to discontinue use of any audio, visual and/or special effects, including elements that had been previously reviewed and approved. Notwithstanding Disney's review and approval of any audio, visual or special effects elements, Provider/Performer shall remain solely responsible for the safe and appropriate presentation of any audio, visual or special effects elements used by Provider/Performer in connection with services under this agreement (including rehearsals and performances), including compliance with the industry best practices and all applicable legal and regulatory requirements.

**18 Access to Disney Property.** Due to security, access control, and operational reasons, no persons (whether affiliated with the Performer or Provider or otherwise) will be granted access to controlled areas (including, without limitation, gated attractions and backstage areas) without Disney's prior written consent which may be granted or withheld in Disney's sole and absolute discretion. All requests for access to controlled areas must be received by Disney no later than 30 days prior to the date that access to a controlled area is desired. If Disney receives an access request from anyone other than Provider or Performer, Disney reserves the right to require that Provider or Performer confirm that the requesting individual is an authorized representative of Provider/Performer, as applicable. It is expressly understood that backstage access is not intended for use by relatives, family members and/or personal friends of Provider or Performer. Disney reserves the right to impose limitations and restrictions on all persons granted access and to revoke access approvals at any time in Disney's sole and absolute discretion. All persons who are granted access shall be required to comply with rules and requirements established by Disney, including, without limitation, security and safety requirements. Provider/Performer shall be responsible for all actions and conduct of persons granted admission at the request of Provider/Performer or their authorized representative. Without limiting the foregoing, Provider/Performer's indemnification of Disney under this Agreement shall include the acts and omissions of persons granted admission at the request of Provider/Performer or their representatives.

**19 Music Performance Licenses.** Disney holds licenses from ASCAP, BMI and SESAC for the live, non-dramatic performance of copyrighted music licensed by those organizations at the performance venue within the Walt Disney World® Resort. Performer represents and warrants (and Disney is

relying on such representation and warranty as a material inducement) that, if music is performed as part of the Engagement, Performer will only perform music licensed for performance under the above-referenced licenses. If Performer performs other music, Provider and Performer shall be responsible for obtaining, prior to commencement of the Engagement, all necessary licenses, consents and authorizations needed to legally perform such music, without liability, obligation or cost to (or reimbursement from) Disney.

**20 Information/Ideas Shared by Provider and/or Performer.** The parties acknowledge that Disney is part of a global, diversified company that is engaged in numerous creative endeavors, including the production and presentation of various forms of entertainment. Accordingly, Provider and Performer (on their own behalf and on behalf of each member of Performer and their respective affiliated entities, officers, directors, employees, contractors, agents, representatives and affiliated entities, collectively, the "Provider/Performer Parties") acknowledges and agrees that creation, development, use, performance or production of any entertainment acts by any Disney Parties, whether or not perceived to be similar to acts performed or produced by any Provider/Performer Parties, shall not constitute, or be the basis of, an infringement by Disney Parties of any rights (including, without limitation, derivative works, public performance or display) of any Provider/Performer Parties. Provider, Performer and other Provider/Performer Parties are not under any obligation to share any proposals, ideas or concepts with Disney. In the event Provider, Performer or any Provider/Performer Parties share any such proposals, ideas or concepts with Disney (which they are not required to do), Provider, Performer and the Provider/Performer Parties understand and agree that such proposals, ideas or concepts are not confidential or proprietary, and may be disclosed and used by Disney or its affiliates, without obligation or compensation to Provider, Performer and/or any Provider/Performer Parties.

**21 Tax Reporting Documents.** Without limiting or modifying any other terms or conditions of this Agreement, Disney's obligation to compensate Provider and/or Performer shall be conditioned on Disney's prior receipt of properly completed tax reporting documents (including, without limitation, validly issued taxpayer identification number for Provider and/or Performer, as applicable) that are acceptable to Disney in form and substance, including, without limitation, a Substitute Form W-9 provided by Disney.

### **23 Housing.**

The Rent provided by Employery will include all Utility Services, Water, Electricity Broadband, TV, WiFi, etc. subject to a monthly cap at \$500. Excess will be charged on a three month detailed average in arrears, payable pro rata by the performers using the house in this period. Performer must at all times comply with Highlands Reserve HOA Rules and Regulations according to Statute, which will be provided by house owner. TRASH is collected on Thursday each week. Bins must be at the kerbside no sooner than Wednesday evening. Any damages cause to gross carelessness or to purpose of Performer, have to be assumed by Performer.