



Background Actor's Employment Certifications and Acknowledgements

As a condition of employment on all jobs with any production company through Central Casting, I accept the provisions below. **(Instruction to minors:** If you are under age 18, you must have your parent or legal guardian read and sign this document on your behalf.)

1. At-Will Employment. I acknowledge that my employment hereunder is "at will," meaning my employment may be terminated by me, Central Casting, or the production company at any time, without reason or for any reason, and with or without prior notice.
2. Job Site Control. I acknowledge that the production company solely controls all of my work activities on the job site.
3. Compensation. I agree to accept the sum computed based on the times and rate information on my paper or electronic work voucher, less all withholdings and deductions, as payment in full for all services rendered by me for Central Casting and/or the production company, as applicable. In the event of a retake of all or any of the scenes in which I participated, or if any additional scenes are required (whether originally contemplated or not), I will return to work and render my services at the same basic rate of pay paid to me for the original work, subject to any legal or contractual minimum. I permit Central Casting to recoup any erroneous overpayment to me from my current or future earnings.
4. Work Product. I irrevocably grant to the production company all rights of every kind and nature to the results and proceeds of all of my services hereunder, including without limitation all of my likeness, poses, acts, plays, sounds and appearances made by me to be used or not used in any manner that the production company chooses throughout the universe in perpetuity in all media whether now known or hereafter devised. The results and proceeds of all of my services on each job and all ideas, writing, suggestions or other materials, oral or written, created by or submitted by me shall, from the moment of creation, also be deemed the production company's exclusive property and constitute "works made for hire" (as that phrase is defined in the Copyright Act of 1976, as amended) for the production company on each job. I agree that any damage caused to me from breach of this paragraph is not irreparable or otherwise sufficient to give rise to injunctive or other equitable relief. I agree that my rights and remedies for any breach of this paragraph will be limited to the right to recover monetary damages, if any, from the production company in an action at law, and I will not seek injunctive or other equitable relief or to enjoin or restrain the production, distribution, exhibition, advertising or any other means of exploitation of the production/show or any subsidiary, derivative or ancillary rights in connection therewith.
5. Central Casting's Electronic Voucher Solution. By using Central Casting's electronic work voucher solution ("Central SmartVoucher Solution"), I understand that my electronic approvals/signatures effectuated within the Central SmartVoucher Solution - such as electronic work voucher(s) (aka "SmartVoucher(s)") for any job, this document, or arbitration agreement - shall have the same effect as application of my hand-signature on a paper version of such records. In order to use the Central SmartVoucher Solution, I understand that I will receive notifications and communications from and within the Central SmartVoucher Solution, and I consent to collection and transmission of SmartVoucher data and other data to, from or within the Central SmartVoucher Solution to those persons within Central Casting, the production company and others as reasonably necessary for verification and processing of information in relation to my job and payment for services covered in my SmartVoucher and for accomplishment of Central Casting's legitimate business purposes. I shall maintain secrecy of my Central SmartVoucher Solution user credentials, including my password, in order to protect against any unauthorized access and ensure that I am the only one utilizing my user credentials to act within the Central SmartVoucher Solution. **(Instruction to parents and legal guardians:** If I am the parent or legal guardian of a minor under 18 years old for whom the Central SmartVoucher Solution is being used, then either I or an adult that I have designated is the only one using or accessing the Central SmartVoucher Solution on behalf of my minor.)

6. Paper Vouchers are Always Available. I acknowledge that I have the opportunity to complete a paper work voucher available at each job site, on request, to record my work time and other pay details and submit to the production company before I leave the job site at end of the work day, instead of using the Central SmartVoucher Solution.

7. Approval of SmartVoucher Before Leaving Set. I acknowledge that I will be given an opportunity to review and electronically sign my SmartVoucher in the Central SmartVoucher Solution before dismissal from the production company job site, and that I am expected to review and electronically sign my SmartVoucher before dismissal from the job site.

8. Deemed Approval of SmartVoucher Past 24 Hours. I acknowledge that I am expected to review and electronically sign my SmartVoucher before dismissal from the production company job site (see above), but if I fail to do so, then I understand that I will be given 24 hours after electronic notification from the Central SmartVoucher Solution that an SmartVoucher with my job's work time and pay details is available for me to review and electronically sign in the Central SmartVoucher Solution. I agree that if I do not review and electronically sign my SmartVoucher in the Central SmartVoucher Solution within the 24-hour review period, then my inaction will constitute my approval of the subject SmartVoucher as correct as if I had affirmatively electronically signed the SmartVoucher in the system.

9. Inter-Company Benefit. The agreements, acknowledgments, certifications, and grants I provide herein shall inure to the benefit of Central Casting and/or the production company (together referred to as "Companies"), as applicable, and their respective successors, assignees, licensees, grantees and affiliates. The Companies can freely assign their respective rights herein, in whole or in part, to any party at any time.

10. For Parents/Legal Guardians (if applicable): I am registering my minor (i.e., a person under age 18) with Central Casting. I warrant that I am the parent or legal guardian of the minor identified below and I have authority to bind my minor to all of the terms and conditions in this document. By signing below, I agree to all of terms and conditions in this document and I agree to the same on behalf of my minor.

MY SIGNATURE BELOW ATTESTS TO THE FACT THAT I HAVE READ, UNDERSTAND, AND AGREE TO BE LEGALLY BOUND TO ALL OF THE ABOVE TERMS AND CONDITIONS ON BEHALF OF MYSELF (OR ON BEHALF OF MY MINOR). I ACKNOWLEDGE AND AGREE THAT THIS DOCUMENT, WHILE MUTUALLY BINDING ON THE PARTIES, DOES NOT CONSTITUTE A GUARANTEE OF CONTINUED EMPLOYMENT FOR ANY FIXED PERIOD OR UNDER ANY PARTICULAR TERMS, AND DOES NOT ALTER IN ANY WAY THE AT-WILL NATURE OF MY (OR MY MINOR'S) EMPLOYMENT RELATIONSHIP WITH CENTRAL CASTING.

Instruction: DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE ABOVE.

Signature

Date Signed

Print Full Name

If you are signing this document on behalf of your minor, please provide the information below.

Print Name of Minor

Your relationship to the Minor