

July 1, 2020

Via Email

Matt Hollis
President, Services Trades Council Union
Mhollis@TCU.org
c/o TCU/IAM Local 1908
5885 Richard Street
Jacksonville, FL 32216

Dear Matt,

As a confirmation to our conversation yesterday, the Company has agreed to extend through December 31, 2020 the sick pay for a confirmed diagnosis of Covid-19 as outlined in the Memoranda of Understanding regarding Recalls for Full Time and Part Time employees.

Please let me know if you have any questions or require further information. Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Christie Sutherland', with a stylized flourish at the end.

Christie Sutherland
Director Labor Relations
Disney Parks, Experiences and Products