

July 25, 2020

**Via Email**

Matt Hollis  
President, Services Trades Council Union  
[Mhollis@TCU.org](mailto: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 September 1, 2020 the provision in the Memoranda of Understanding regarding Recalls for Full Time and Part Time employees stating if an employee is unable to report to work for their shift based on their health assessment, no attendance occurrence will be issued.

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