

Sideletter No. 21

As of July 1, 2002

Mr. J. Nicholas Counter III
Alliance of Motion Picture & Television Producers, Inc.
15503 Ventura Boulevard
Encino, California 91436

Re: Address Verification / Local Hires

Dear Mr. Counter:

This letter confirms our agreement that Employers shall obtain verification from an associate director or stage manager of his/her home address in order to employ that individual as a "local hire," as follows:

- (a) The Guild will provide documentation of the home addresses of all members, and of other individuals who have been previously employed under this Agreement or who meet the employment eligibility criteria set forth in Article 10, Part 3, Section A of the FLTTA. Employer, the Guild and all Employees shall be bound by the Guild's listing of an individual's address for the purposes of determining whether he or she may be employed as a "local hire."
- (b) In order to be employed as a "local hire," an individual who does not come within the categories described in subparagraph (a) above must provide the Employer with documentation that he/she has been a resident of the area in which he/she is to be employed for at least sixty (60) days prior to the first day of employment. This documentation shall comprise a valid state driver's license or photo identification issued by the federal or state government showing the local address of the individual, and at least one (1) of the following documents:

voter registration
automobile registration
mortgage statement
telephone or other utility bills

In the alternative, Employer may employ such an individual subject to the individual providing this documentation within three (3) days of the date of employment. If the individual fails to provide this documentation within the three (3) days, Employer must either provide all the conditions of distant location

employment (compensation and/or benefits), or terminate the employment forthwith.

In either case, Employer shall attach a photocopy of such documentation to the Employee's deal memo.

This sideletter is agreed subject to review by outside counsel for compliance with applicable state and federal law.

Sincerely,

Jay D. Roth
National Executive Director

Agreed:

J. Nicholas Counter III