

BREAKS FOR NURSING CAST AND CREW [CALIFORNIA SUPPLEMENT]



The Company accommodates nursing cast and crew at work and complies with California law regarding lactation accommodation at work.

This document supplements the Company's Breaks for Nursing Cast and Crew policy as it applies to cast and crew who work in the state of California (excluding the Presidio).

ACCOMMODATION RIGHTS / LOCATION

Cast and crew have a right to request lactation accommodation. Unless doing so would create an undue hardship given the individual's specific workplace, the Company will provide a location, other than a bathroom, for a cast or crew member to express milk in private. The location will:

- Be in close proximity to the cast or crew member's work area, shielded from view and free from intrusion from coworkers and the public while the individual is using it;
- Be safe, clean, and free of toxic or hazardous materials;
- Contain a surface, such as a table or shelf, to place a breast pump and other personal items;
- Contain a place to sit; and
- Have access to electricity or alternative devices (e.g., extension cords, charging stations) that may be needed to operate an electric or battery-powered breast pump.

The Company also will provide, in close proximity to the cast or crew member's work area, access to a refrigerator (or other appropriate cooling device) where the individual can store breast milk, and access to a sink with running water.

In the event the Company is unable to provide breaks and/or a compliant location, the Company will provide the cast or crew member with a written response to their request for lactation accommodation.

ENFORCEMENT

Cast and crew have the right to file a complaint with the California Labor Commissioner for any violations of a right under California's lactation accommodation law.