

EQUAL EMPLOYMENT OPPORTUNITY [NEW YORK SUPPLEMENT]



The Company proudly provides equal employment opportunity for all cast, crew and applicants.

This document supplements the Company's Equal Employment Opportunity policy as it applies to cast and crew who work in New York State.

REPRODUCTIVE HEALTH DECISION MAKING

The Company prohibits discrimination or retaliation against any cast or crew member with respect to compensation, terms, conditions or privileges of employment on the basis of their (or their dependent's) reproductive health decision making, including, but not limited to, a decision to use or access a particular drug, device or medical service.

The Company will not access cast and crew's personal information regarding their (or their dependent's) reproductive health decision making, without the cast or crew member's prior informed affirmative written consent, nor will the Company require cast and crew to sign a waiver or other document purporting to deny them the right to make their own reproductive health care decisions.

Cast and crew have the right to bring a civil action for violations of these legal rights, and a court may award damages (including back pay, benefits and reasonable attorneys' fees and costs), injunctive relief, reinstatement, and/or liquidated damages equal to 100% of the damages award. Separate civil penalties also apply if an employer is found to have engaged in retaliation.