Tipped Ratification Bonus
Memorandum of Understanding
2010 Walt Disney Parks and Resorts U.S.
And
Service Trades Council Union
Full-Time Agreement

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. ("Company"), and the Service Trades Council Union ("STCU").

During the course of the 2014 negotiations, the Company and STCU mutually agreed that employee's statused in a Full Time tipped position as of the date of ratification will receive a lump sum payment of $100.00.

Such payment will be processed within thirty days of ratification.

Ed Chambers 7/21/14

Edward K. Chambers Date
Service Trades Council President
United Food & Commercial Workers Local 1625

J. Robbin Almand 7/18/14

J. Robbin Almand Date
Vice President, Labor Relations
Walt Disney Parks and Resorts U.S.