

DCA09FR008
Lake Buena Vista, Florida
July 5, 2009



Switch Panel Operator
Personnel File

OFFER SHEET

On behalf of Walt Disney World, I would like to welcome you to our Company. We look forward to an exciting and productive relationship with you as you begin your employment. This Offer Sheet will serve to confirm our offer and your acceptance of employment. Please verify the information listed below.

Michael Carr	Position Title: AREA MECH MNRL SYS SPEC
	Rate of Pay: [REDACTED]
	Work Status: FT

AVAILABILITY - The following indicates the days and times that you are available for work:
 NOTE: Availability from 5:00 am to 5:00 am indicates that you are fully available for any shift on that day.

Candidate's time zone	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Min Start Time	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM
Max End Time	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM	5:00 AM

FULL-TIME

I am a full-time Cast Member with FULL AVAILABILITY. As a full-time Cast Member, I understand that I shall not be eligible for voluntary transfer until after two (2) years of full-time employment with the Company within the bargaining unit, excluding any probationary period recasting.

PART-TIME/SEASONAL

___ In accordance with our Company policy and collective bargaining agreements, casual Cast Members are defined as Cast Members who customarily work less than 25 hours per week on an ongoing basis, or who customarily work 25 hours per week or more but less than seven (7) months per year.

___ As a casual Cast Member, I understand my responsibility to work only the hours my stasured location/area management schedules me. Any adjustment to my scheduled number of hours worked must be authorized in advance by my stasured location/area management. Any violation of this policy may subject me to disciplinary actions.

Please understand that the terms of this Offer Sheet do not imply employment for a specific period, and thus, that your employment is at will; either you or the Company can terminate it at any time, with or without cause. This statement is the entirety of your agreement with the Company on the subject of the duration of your employment.

[REDACTED]
Candidate

1/25/08
Date

[REDACTED]
HR Representative

1/28/08
Date

Date Run : 07/06/2009
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Last Name : Carr
 First Name : Michael
 Known As : MIKE
 PNM :

Employment Status : 3 - Active
 PA : 2098 - ES LBV SUPPORT - FL
 PSA : M036 - CMC Electric-032
 EG : 2 - Hourly
 ESG : 02 - Regular NE
 Org Unit : 10006988 - TS-MONORALS MAINTENANCE
 Job Key : 30022235 - AREA MECH MNRL SYS SPEC
 Pay Scale Area : E7 - WDW-Craft MaintTier2
 Work Contract :
 Original Hire Date : 02/07/2008
 Recent Hire Date : 02/07/2008
 Adjusted Service Date : 02/07/2008
 Seniority Date : 02/07/2008

Last Day Prior to Separation :

Date	Violation Type	Violation Code (9019) pr Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
06/28/2009	Attendance	CN -			0.0	New task		
06/27/2009	Attendance	C1 -			1.0	New task		
06/01/2009	Attendance	CN -			0.0	New task		
05/31/2009	Attendance	C1 -			1.0	New task		
04/18/2009	Attendance	CN -			0.0	New task		
04/17/2009	Attendance	C1 -			1.0	New task		
04/04/2009	Attendance	CFD -			0.0	New task		
03/13/2009	Attendance	CFD -			0.0	New task		
02/24/2009	Attendance	CFD -			0.0	New task		
02/23/2009	Attendance	CFD -			0.0	New task		
02/14/2009	Attendance	CFD -			0.0	New task		
02/13/2009	Attendance	CFD -			0.0	New task		
01/16/2009	Attendance	CN -			0.0	New task		
01/13/2009	Attendance	C1 -			1.0	New task		

Date Run : 07/06/2009
 Time Run : 12:01:45
 User : MURPH003
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Last Name : Carr
 First Name : Michael
 Known As : MIKE
 PNI/

Date	Violation Type	Violation Code (9019) or Issue Type (9102)	Reason	Result	Matrix Point Value	Task Status	Supervisor	Comment
12/20/2008	Attendance	CN -	Continued Absence		0.0	New task		
12/19/2008	Attendance	C1 -	Call In Sick		1.0	New task		
12/02/2008	Attendance	CN -	Continued Absence		0.0	New task		
12/01/2008	Attendance	C1 -	Call In Sick		1.0	New task		
11/29/2008	Clocking	DCI -	Did Not Clock In		0.5	New task		
11/08/2008	Attendance	C1 -	Call In Sick		1.0	New task		
10/19/2008	Attendance	C1 -	Call In Sick		1.0	New task		
09/14/2008	Attendance	CN -	Continued Absence		0.0	New task		
09/13/2008	Attendance	C1 -	Call In Sick		1.0	New task		
08/10/2008	Attendance	CN -	Continued Absence		0.0	New task		
08/09/2008	Attendance	C1 -	Call In Sick		1.0	New task		
06/28/2008	Attendance	C1 -	Call In Sick		1.0	New task		
06/03/2008	Attendance	C1 -	Call In Sick		1.0	New task		

Interoffice Memorandum

To: Michael Carr
[Redacted]

Date: April 17, 2008

From: MK Entertainment

Phone: [Redacted]

Subject: ATTENDANCE REPRIMAND

You are being issued this reprimand for violation of the Absenteeism and Tardiness Standard, Article 18, Section 7, of the Service Trades Council Agreement. Your record card indicates that the following notations were documented within a 30 day period:

4/11/2008	Late Less Than/Equal 2
4/7/2008	Late Less Than/Equal 2
4/4/2008	Late Less Than/Equal 2
3/25/2008	Late Less Than/Equal 2
3/21/2008	Late Less Than/Equal 2
3/17/2008	Late Less Than/Equal 2

These violations indicate a serious disregard for our attendance standards and place a burden on our daily operation. As a Cast Member, it is your responsibility to report to work for your scheduled shift. Further offenses of this nature may subject you to additional disciplinary action, up to and including termination.

A copy of this reprimand will be placed in your personnel file.

<p>[Redacted Signature]</p> <p>Entertainment Manager</p> <p>(Print Name or Personnel Number) [Redacted]</p>	<p>[Redacted Signature]</p> <p>Area Manager or Operations Manager (Optional) WDW Entertainment</p>
<p>I acknowledge receipt of this Attendance Reprimand and the attached information on the Family and Medical Leave Act on <u>4/19/08</u> and was given the opportunity to have a Union Representative present during this meeting.</p>	
<p>[Redacted Signature]</p> <p>Michael Carr 00021164</p>	<p><u>4/19/08</u> Date</p> <p>[Redacted Signature]</p> <p>Union Steward's Signature (if applicable) Print/Sign</p>

Attachment: FMLA Information

cc: Employee Administrative Services
Cast Member's Department
Labor Relations

*The presence of a union shop steward must be offered to full-time cast members prior to administering the reprimand.