

MINOR CHILD LIABILITY RELEASE FOR PHOBIA INC.

MY MINOR CHILD, print name: _____, HAS PERMISSION TO WORK AT PHOBIA HAUNTED HOUSES AS AN INDEPENDENT CONTRACTOR. I HAVE READ THE CONTRACTED WORKER AGREEMENT AND ACCEPT THE TERMS OF THE CONTRACT FOR MY MINOR CHILD. I WILL BE RESPONSIBLE FOR OBTAINING INJURY INSURANCE, PAYING ANY INCOME TAXES DUE (NO TAXES WITHHELD) AND HOLD PHOBIA INC., ITS AGENTS, EMPLOYEES, AND REPRESENTATIVES HARMLESS FOR ANY NEGLIGENCE, PHYSICAL INJURY, OR ANY DAMAGES OF ANY TYPE. I AGREE TO NOT PURSUE OR PARTICIPATE IN ANY LEGAL ACTION AGAINST PHOBIA, ITS AGENTS, DIRECTORS OR ITS EMPLOYEES ON BEHALF OF MY MINOR CHILD, OR ANYONE ELSE.

I UNDERSTAND PHOBIA IS A DEMANDING ENVIRONMENT, AND AS AN INDEPENDENT CONTRACTOR, MY MINOR CHILD WILL ABIDE BY PHOBIA'S SAFETY RULES, WILL WORK THE COMPLETE SCHEDULE AS AGREED, HAS NO EXISTING MEDICAL CONDITION OR LIMITATIONS, AND WILL NOT RUN, CLIMB, HANG OR CREATE A DANGEROUS WORK ENVIRONMENT.

PAYDAY IS THE LAST NIGHT OPEN – AFTER CLOSING. WORKERS ARE PAID FOR HOURS OPEN ONLY - NOT TIME ON SITE. CONTRACTED WORKERS WILL SIGN-IN BEFORE SHIFT AND REMAIN FOR ROLL CALL AFTER CLOSING. ANY QUESTIONS ABOUT HOURS WORKED WILL BE ASKED AND ANSWERED BEFORE 10/28. WE AUDIT HOURS AND CONFIRM WITH EACH ACTOR – PLEASE PAY ATTENTION DURING AUDIT.

25 HOUR MINIMUM – NO PAYCHECK FOR LESS THAN 25 HOURS (UNLESS A LATE SEASON START)

PHOBIA DOES NOT CONTROL DETAILS OF WORK.

PHOTO MODEL RELEASE: PHOBIA WILL TAKE PHOTOS, IMAGES & VIDEOS. THESE WILL BE USED FOR THE WEB, P.R., PROMOTION, etc.

NO ROYALTY OR FEES ARE PAID. THESE REMAIN PROPERTY OF PHOBIA.

PHOBIA, ITS AGENTS, REPRESENTATIVES, EMPLOYEES & DIRECTORS ARE UNCONDITIONALLY RELEASED FROM ANY AND ALL LIABILITY RESULTING FROM ANY EVENT OR OCCURRENCE DIRECTLY OR INDIRECTLY RELATED TO PHOBIA INC.

AGREED and ACCEPTED,

PARENT/GUARDIAN SIGNATURE _____ DATE _____

PLEASE PRINT YOUR NAME as Legal Guardian of this Minor _____

GRADES AND SCHOOL ARE A PRIORITY.

WE WANT YOUR CHILD TO SUCCEED IN LIFE. MAKE THIS JOB A REWARD FOR GOOD PERFORMANCE IN SCHOOL. PHOBIA IS OPEN LATE ON FRIDAYS AND SATURDAYS. WE CLOSE EARLIER ON SCHOOL NIGHTS. SCHOOL AGE KIDS ARE NOT REQUIRED TO WORK LATE ON SCHOOL NIGHTS. BUT THEY MUST INFORM US THEY ARE LEAVING EARLY OR BEFORE CLOSING. PLEASE URGE THEM TO BE SAFE AT WORK, AND THINK TWICE – ALWAYS!!

PLEASE CHECK OUR CALENDAR AT DARKE.COM TO CONFIRM DATES OPEN

***** NOTE: CLOSING TIMES ARE ESTIMATES ONLY*****

WE LIST ESTIMATED OPEN/CLOSE TIMES ON THE CALENDAR – WE MIGHT BE OPEN LATER, PENDING CROWDS, WEATHER, ETC. YOUR CHILD SHOULD KNOW AN ACCURATE PICKUP TIME EACH NIGHT – TO AVOID EXCESS WAITING, ETC.