



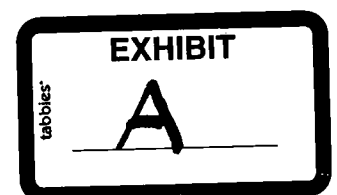
**AMERICAN NATIONAL
BALLET**

Basic Employment Contract Term Sheet *between*
American National Ballet
American National Ballet Conservatory
(collectively and hereinafter referred to as “ANB”)
and Rasta Ramacandra (hereinafter referred to as Rasta Thomas)

Non-Disclosure Agreement	The terms of this said contract are to be confidential, with exception to ANB’s CEO and its Board of Directors
Transparency	ANB will be forthcoming with all information pertinent or otherwise regarding all company operations, business matters, and or its affairs, present and future
Position	“Executive Artistic Director” of ANB and an ANB C-Suite Executive
Primary Territory	Charleston, South Carolina
Anticipated Start Date	September 17, 2017
Contract Period	60 Months September 1st, 2017 - August 31st, 2022.
Favored Nations Agreement	It is understood that this is a Favored Nations contract. The value of this contract, monetary or otherwise, will not be less than the value of any other ANB C-Suite Executive or ANB employee (present or future). No employee receiving funds from ANB, its parent company, and or its subsidiaries, for work performed and or services rendered to ANB by a C-Suite Executive and or an Employee will be receiving more than what is stipulated here. Any superior terms and or conditions, monetary or otherwise, paid out by ANB to a C-Suite Executive and or Employee, must immediately be reflected in an addendum to this contract and given to Rasta Thomas
Base Annual Compensation	\$65,000 Favored Nations minimum starting September 1st. Compensation not to be less than any other ANB C-Suite Executives and or Employees. Additional annual salary will be provided from Jete Media and Entertainment as determined solely by these companies.
Payment Schedule	Bi-weekly each month for 12 months starting September 1st 2017-August 31st, 2022
Annual Salary Raise	A 10% minimum annual salary raise will start September 1st, 2018-2022. Raise is in addition to any and all favored nations agreement adjustments
Additional Compensation	ANB will always use best efforts afforded to it, to give Rasta Thomas “First Right of Refusal” for any and all work he is qualified for (outside the scope of his primary duties), that ANB is associated with, directly and or indirectly, including but not limited to work with Jeté Media and Entertainment as determined solely by these companies. Said work to be negotiated on a case by case basis
Bonuses	Any and all bonuses and or bonus pools paid out to ANB C-Suite Executives and or its Employees at anytime will be offered to Rasta Thomas. Said bonuses to be Favored Nations

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78 Alexander Street STE P Charleston, South Carolina 29403
Flagship II Charleston Digital Corridor





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Health Insurance	ANB will provide a comprehensive Health Insurance Plan or \$500 a month stipend starting September 1st, 2017
Relocation	If applicable ANB will offer a Favored Nations relocation fee to Rasta Thomas at the time of signing this contract
Travel and Local Parking	One plane ticket will be purchased at the beginning of this contract and One plane ticket at the conclusion of this contract. Roundtrip Gas/Mileage to be reimbursed if Rasta Thomas chooses to drive. Parking for work will be reimbursed, unless free parking is available
Housing	Starting September 1st, 2017-August 31st, 2022 ANB will provide a stipend that covers housing not-to-exceed U.S. Government Basic Housing Allowance (BHA) rates for 003 Officers in South Charleston, South Carolina. Housing allowance will increase to \$1,800 per month on September 1st 2018, \$1,900 per month on September 1st, 2019, \$2,000 per month on September 1st, 2020, \$2,100 per month on September 1st, 2021, and \$2,200 per month on September 1st 2022
Vacations/Time Off	In addition to any National Holidays and or breaks, that ANB has off/celebrates, during a consecutive 10 month period (defined as the season) an additional consecutive 2 months off (defined as off-season) will be given to Rasta Thomas per year. Additional time requests may be negotiated
Equipment	ANB will give Executive Artistic Director any and all equipment and or tool required to facilitate and perform all said Roles and Responsibilities
Termination/Buy Out	ANB may terminate this contract with Rasta Thomas at any time providing a full and complete buyout for the entire remaining amount still owed on this contract from the date of termination through August 31st, 2022 is paid to Rasta Thomas

Roles and Responsibilities

Availability

- Must be available during the reasonable business hours of 8:00am - 5:00pm Monday through Friday during a consecutive 10 month period (defined as the season). Exceptions may be made for undetermined reasons where these hours and days may change slightly to suit the situation, but will not exceed a 45 hour work week 8:00am - 5:00pm Monday through Friday or a 70 hour work week in total for show weeks Monday through Sunday. Overtime rate to be set at no less than \$100 per hour.
- All Artistic and supporting Staff must be available via email or txt at all other times, within reason
- Must attend all Company Performances, Events, and Fundraisers unless otherwise notified
- May be asked to attend Marketing, Photo, Promotional, or Video Shoots for ANB, ANBC

Duties

- Provide artistic vision and leadership to 1st Company, ANB Ambassadors (aka 2nd Company), ANB Conservatory, Support of Community Outreach Programs and Special Projects as directed by the Executive Director within reason
- Execute directives from the Executive Director within reason

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- Available to attend all Board Meetings, Executive Staff Meetings, and Artistic Staff Meetings
- Provide ideas, suggestions, and considerations to the Executive Director and Board of Directors as requested in regards to the following areas:
 - Potential Productions
 - Potential Community Outreach ideas
 - Repertoire and Choreographer suggestions
 - Casting considerations

Daily Duties

- Teach Company, 2nd Company, or Trainee Class as scheduled
- Coach Company and 2nd Company dancers on specific roles or parts of upcoming production
- Rehearse Company, Second Company, or Trainees on choreography for upcoming roles or productions

Other

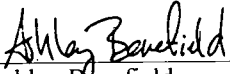
- Teaching in ANBC Pre-Pro Program 4hrs a week during scheduled class times (must be spread over no more than 2 days, one of which not be Friday and must remain within established 45 hour a week total).
- Maintaining a safe and clean workspace, both in Company Offices and Studios of ANB and ANBC

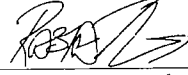
American National Ballet Conservatory (for-profit)


- Advisor to Board of Directors.
- Will receive appropriate founders shares as determined solely by Board of Directors and CEO.
- Will be compensated for additional work which may be requested.

Jeté Media and Entertainment (for-profit)

- Advisor to Board of Directors.
- Will receive appropriate founders shares as determined solely by Board of Directors and CEO.
- Will be compensated for additional work which may be requested.

 7/19/2017 Date
Ashley Benefield
Executive Director, ANB
Address:

 07/21/17 Date
Rasta Ramacandra (Rasta Thomas)
Address:
117 Sweetser Rd Linthicum MD 21090

 7/19/2017 Date
Doug Benefield CEO, ANB
Address: