

MAVERICKS

SUMMARY OF TERMS AND CONDITIONS OF SERVICE

Below is a summary of how Mavericks operates and the standard terms and conditions that appear in a Mavericks contract.

Solicitation or Prostitution

- Mavericks doesn't tolerate prostitution and solicitation, and if you are found to be in breach of this rule your contract will be cancelled.

Hours of work

Mavericks is open: Mondays to Thursdays from 7pm. till 4am
Fridays from 1pm till 4am
Saturdays from 7pm till 4am

- All dancers are required to work a minimum of five shifts per week.
- All dancers are required to work a double shift on Fridays. 1/3rd of all dancers will get the Friday afternoon shift off (i.e. every dancer should get every third Friday off).
- Dancers working a double shift on Friday will get two hours off either between 5pm and 7pm or 7 pm and 9pm.
- Daily shifts start at either 7pm or 9pm depending on the roster. All dancers should be on the floor ready to dance at the commencement of their shift.

Sick and no shows

- Any dancer sick is required to produce a doctor's certificate. Dancers are to remain at home while booked off sick.

Weekly levy and accommodation charges

- Mavericks Revue CC collects R2000.00 per week on behalf of the main agent and the Sub-agents. Mavericks reserve the right to adjust the minimum weekly levies by giving the dancer 4 weeks notice.
- All weekly levies and accommodation must be paid before the end of a Saturday shift regardless of whether a dancer is off on a Saturday night. Any dancer who breaks her contract and departs the club before the end of her shift will be subject to an early departure fine of R1,500.

Lap dances downstairs and on the VIP mezzanine level

- Downstairs lap dances are charged at R200 for two songs. Double shows are R200 per dancer for two songs. Both are for up to two customers. Additional

customers are charged at R50 per person. Extra songs are also charged at R50 per song per dancer.

- Customers are to keep their hands besides them and are not allowed to touch dancers.

Platinum Lounge Private Dances

- Platinum Lounge Private Dances are charged at R600 per dancer per 15 minutes. These dances are for up to two customers. The maximum customers allowed in a Platinum Lounge booth are two.

Stage dances

- All dancers must perform at least one full stage dance rotation on every shift.
- A stage dance rotation consists of two stage dances on the main stage, two stage dances on the VIP mezzanine stage and two songs in the Platinum Lounge cage (while this is open for dancing). Dances must strip to their G strings during each of these two song dances.
- On average each song lasts two and a half minutes.

Fantasy Show

- Every dancer must have at least 2 themed fantasy outfits and fantasy dances using their own selection of music that is coordinated and arranged with the DJ. Fantasy shows are performed on the hour every hour according to the roster prepared by the DJ. A Fantasy Show must consist of 4 songs (10 to 15 minutes) and a dancer must strip completely during her Fantasy Show.

“Big Spender” Parade

- All dancers are required to be ready for introduction and to walk across the main stage during the “Big Spender” parade which occurs at 11.00pm every night. After walking across the stage all dancers must gather at the bottom of the stairs and walk topless through the Club.

“One am” Parade

- All dancers are to appear either on the main stage, the VIP mezzanine stage or the Platinum Lounge cage for the “One am” Parade every night. Only 8 dancers to appear in the VIP cage and 6 dancers on the VIP Mezzanine Stage and all the rest of the dancers must appear on the main stage.

Dancer Dress

- Dancers are required to be dressed elegantly sexy at all times. Dancers are required to change outfits at least once during an evening.

Use of Cell Phones

- Dancers are not allowed to use their cell phones at anytime while on duty in the Club. This includes use on the floor, in the change rooms or in the toilets.

Customer Etiquette

- Dancers must always ensure customers are aware of the charges for dances.
- A dancer's must never shout at a customer or make a scene in front of other customers.
- A dancer must not hit a customer.
- A dancer must not walk and smoke at the same time
- A dance must not get drunk on duty.
- A dance must not swear at any time.
- A dance must not sit in the dressing room without a valid reason.
- A dance must not fight with co-dancers or workers.

Visa charges

- Dancer's will be charged a VISA application fee of R2,500 for all Mavericks Visa's issued.
- Dancer's will be charged a VISA renewal fee of R2,500 for all visa extensions.

Drug policy

- Mavericks will not tolerate drugs or illegal substances on its premises or the taking of drugs by any of the Club's dancer's or staff.
- Anyone caught with **drugs on their possession or taking drugs** in the Club will have their **contract terminated immediately**.
- In addition, Mavericks will not tolerate the use of drugs at anytime while a dancer is contracted with Mavericks.
- Dancers will be subject too random drug tests to ensure they are drug free.

Male company in Mavericks accommodation

- Male company is not allowed at accommodation provided by Mavericks under any circumstances.

Credit Card payments (levy and 10% for late)

- Any payments for dances charged to a customer's credit card must be cashed on the day the customer credit card is charged. Any charges after 3.30 am can be cashed the following day.
- Any credit card slips not cashed on the same day will be subject to a 10% processing fee.
- Whenever a customer charges more than R3,000 to there credit card, a dancer must immediately settle any outstanding levies or fines payable.

Holiday Policy

- Dancers must work for an uninterrupted period of 6 months prior to being eligible for leave. After 6 months a dancer qualifies for 4 weeks leave. After 9 months they qualify for 6 weeks of leave and after 12 months they qualify for 8 weeks of leave.
- All dancers must have a leave application signed and approved by the owners prior to departure.

Dancer names

- Under no circumstances must a stage name previously used by a dancer be used by a new dancer. This applies regardless of whether the dancer is no longer dancing at Mavericks.

Closing and last rounds

- Last rounds will be called at 3.40 a.m. and the Club lights will be put on at 3.55 a.m. and the Club will close at 4.00 a.m. in terms of our liquor license. The lights will only be turned on at 4.00 am.
- Should the Club be quiet, the Duty Manager has the sole discretion to call last rounds at 3.30 a.m. and close the Club at 3.45 a.m.
- All stage dancing must continue until the Club closes.

Drinking on Shift

- Dancers purchasing alcohol from the bar must pay cash. You are not allowed to run a tab with the barmen or with the waitresses
- If you cannot consume alcohol responsibly and get drunk then Mavericks can ban a particular dancer from accepting any form of alcoholic beverage.

Promotions and functions

- All the dancers are required to help with promotions and functions from time to time. This shall include special events held at Mavericks e.g. Rugby Saturdays which are not included in our normal trading hours and Golf Day promotions.

Accommodation

- You are to keep to the house rules displayed at the Houses. The weekly rental as agreed and notified to your agent will be paid weekly in advance.

Income Tax

- Payment to the Receiver of Revenue of income tax is the responsibility of the dancer. No income tax will be deducted from dancer's income. It is the dancer's responsibility to keep records of income and expenses. Mavericks can assist the dancer with their tax returns if required.

Dancer contracted from overseas

If you are contracted from an agency overseas, the following will apply,

- You will be working for the period as set out in your contract, if you however want to extend your contract at Mavericks you can discuss this with Mavericks Management and they will assist you to extend your visas etc.
- Mavericks provide accommodation for foreign dancers in various apartments in Cape Town within close proximity to the Club. Two dancers stay per room at the agreed rate per dancer per week.
- Foreign dancers who are accommodated at our flats and/ or houses are obliged to use our accommodation for the duration of their contract.
- The dancer should have enough money to enable the dancer to pay for their basic living expenditures during their initial stay.
- Mavericks are under no obligation to provide the necessary funds to sustain the dancer while in South Africa.
- The dancer undertakes to have extensive medical insurance cover before entering South Africa and the dancer indemnifies Mavericks from any medical related claim.
- Furthermore, the dancer shall and hereby does indemnify Mavericks against any liability, loss, claim, or proceeding whatsoever arising in common law or by statute, suffered by the dancer and consequent upon any personal injuries to any person howsoever they arise out of or in the course of or caused by the execution of the services provided by Mavericks, and agrees that any liability described above may be set off against monies owing to the dancer via Mavericks.

Mavericks' Duties

- Mavericks provide accommodation for foreign dancers.
- Mavericks provide security for the dancers while they work in the club.
- Mavericks Management will be available to help, assist, and advise foreign dancers in order to make their stay in Cape Town as enjoyable and rewarding as possible.
- Mavericks provides discounted staff meals, tea and coffee for dancers during their shift

Fines System

- Non - Compliance with the Club rules and terms and conditions are all subject to the Club's standard fines system, a copy of which will be provided at the commencement of your Contract.