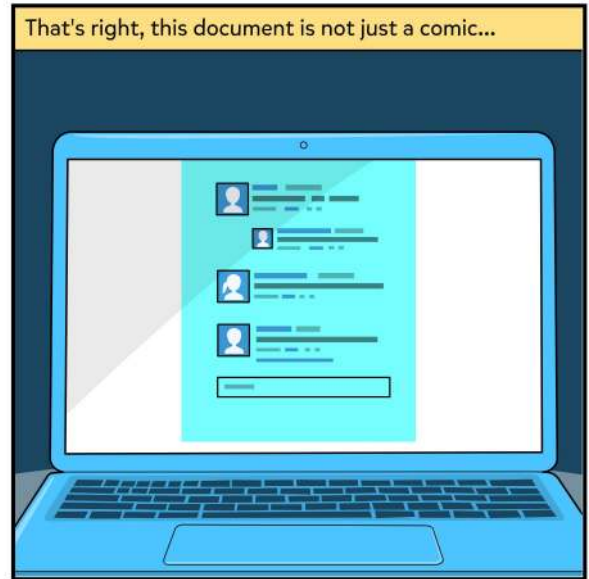
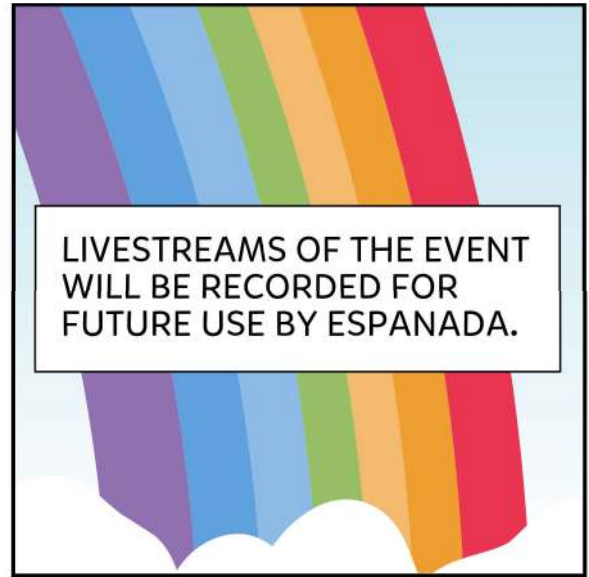
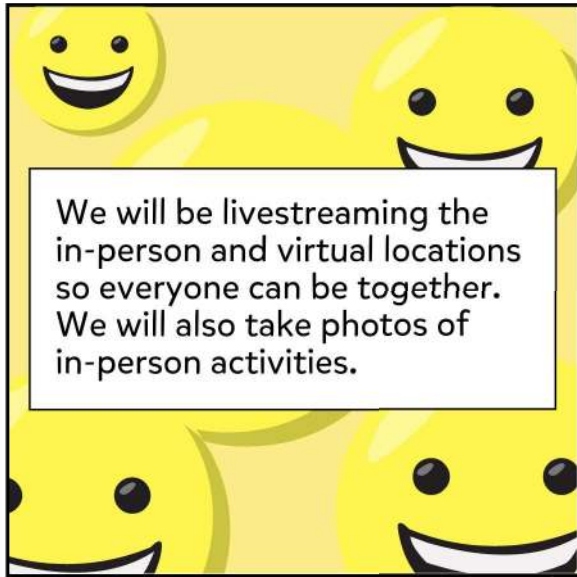


ESPANADA





It is a contract between YOU and Espanada Hyper-Mega-Global-Net Inc.



This comic contract, which we call the Release, includes a story to explain what it means to give us permission under this Release to use your name, image, and voice as part of all photos and videos we take of you at the Event.



Meet Marc! Marc works in Espanada's Barcelona logistics centre. While he could have gone to the event virtually, Marc wants to be in-person.



Zzzzzzz!



Espanada's reputation for throwing great parties combined with Marc's eagerness to reconnect with work friends has Marc's excitement off the charts! Somehow, he still fell asleep at a decent time, which will give him time in the morning to look extra good for the event.

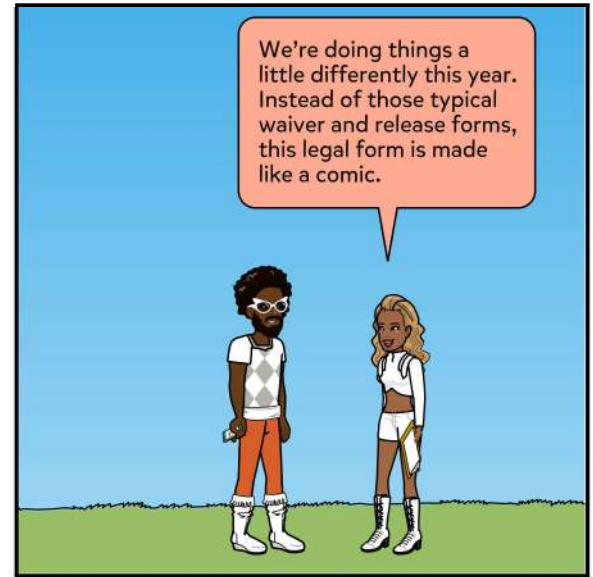
Weird email. I guess I'll find out what this is about at the party.



The next morning, Marc gets an email from the company to let him know there will be a form to sign when he gets to the party.

As Marc arrives at the event, Espanada's Chief Happiness Officer, Bianca, greets him outside the venue.



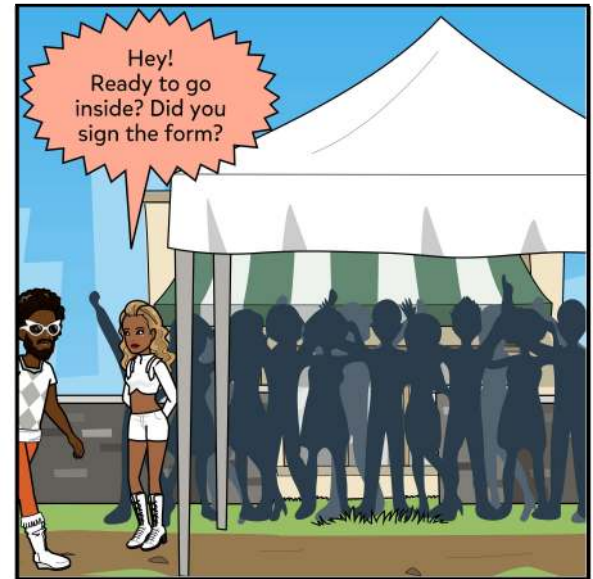




The fun presentation and easy to understand language in the form seem a little suspicious to Marc. This gets his spidey senses tingling.



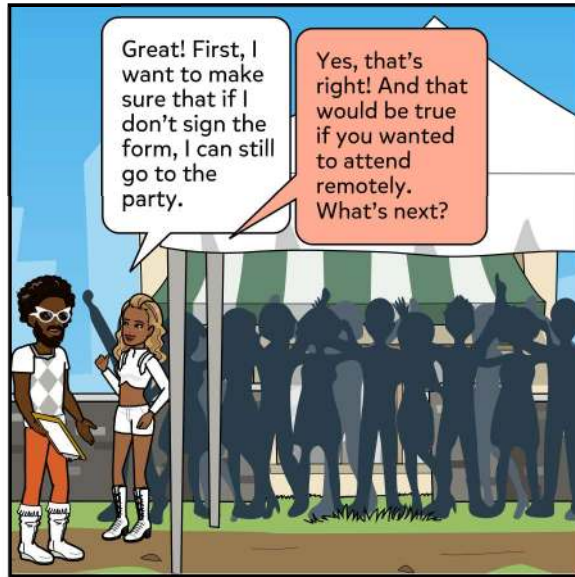
Marc decides to go over the form with Bianca to have her explain everything to him. He wants to see if what she says matches what the form says.





No, not yet. I want to check with you on a few things.

Sure, no problem! Like I said, I'm happy to answer questions. Where would you like to start?



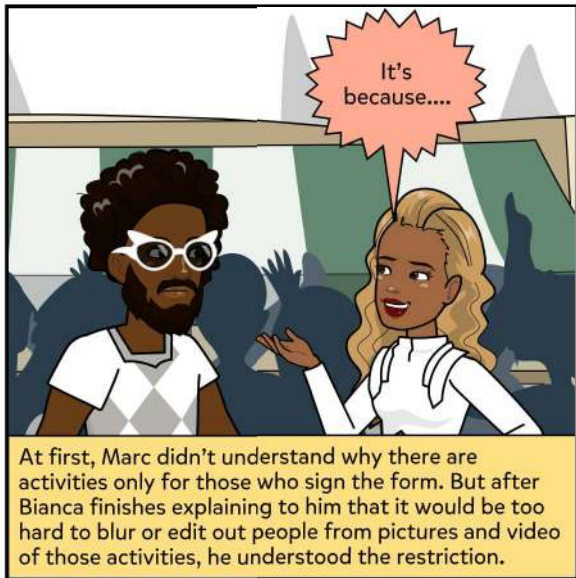
Great! First, I want to make sure that if I don't sign the form, I can still go to the party.

Yes, that's right! And that would be true if you wanted to attend remotely. What's next?



What happens if I don't sign? Do I miss out on anything at the party?

Everyone attending gets to enjoy the party, whether or not they sign. But there are a couple of activities, including some with prizes, which are only for those who do sign.



It's because....

At first, Marc didn't understand why there are activities only for those who sign the form. But after Bianca finishes explaining to him that it would be too hard to blur or edit out people from pictures and video of those activities, he understood the restriction.

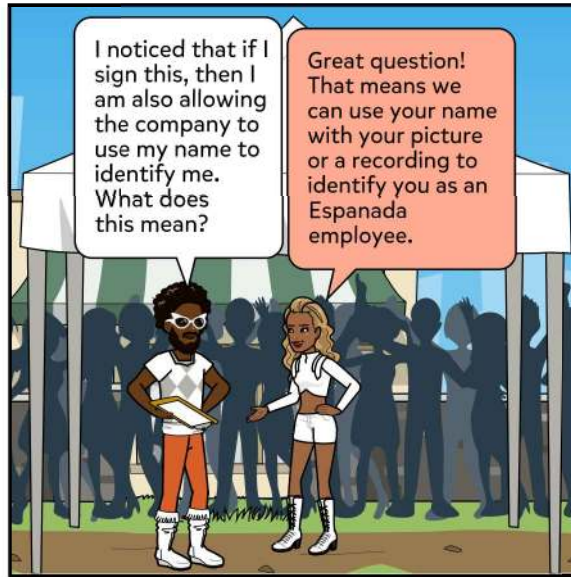


If I do sign this, then what happens with those pictures and recordings that I'm in? What will Espanada do with them?

We will be putting pictures and video on the company Intranet to let the entire company enjoy memories of the event.



We are going to post some pictures and video on our social media and the website to promote the company and employees. Oh, photos and videos are also going to be used in recruiting materials. We want to show the world that we're a family and a wonderful place to work.



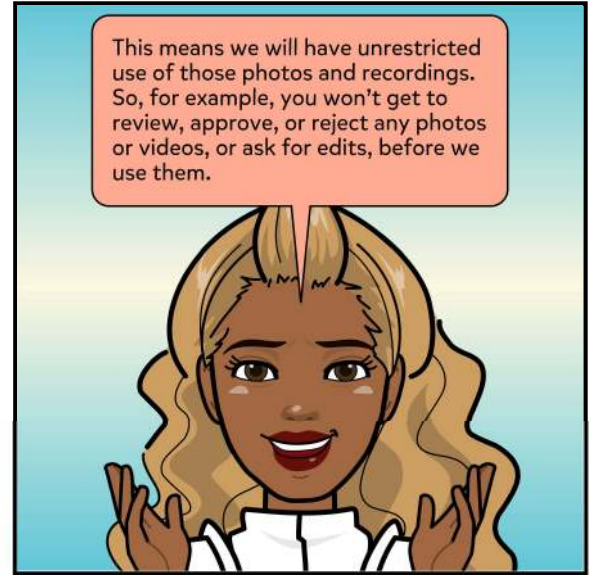
Back at the welcome tent, Bianca keeps explaining the form to Marc.



....by signing the form, you are agreeing that Espanada owns any photos and recordings they take of you today. This ownership is worldwide.



This means we will have unrestricted use of those photos and recordings. So, for example, you won't get to review, approve, or reject any photos or videos, or ask for edits, before we use them.



Yes, but **ONLY** if they use them for promoting the company or its employees or as part of internal company communications.

Yes and no. They can do all that, but **ONLY** if they use them for promoting the company or its employees or for internal company communications.



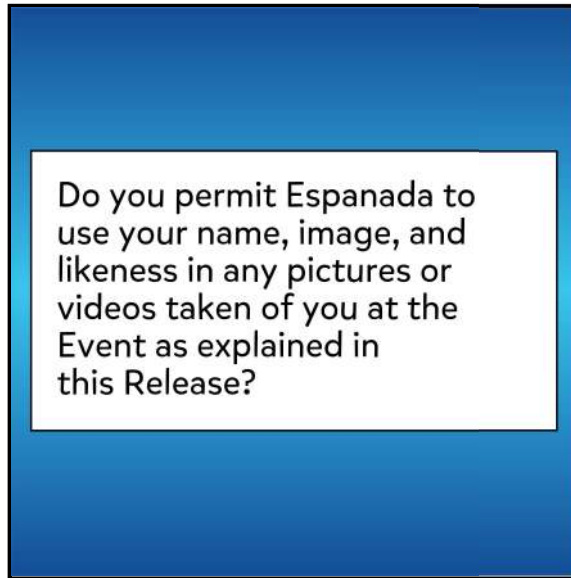
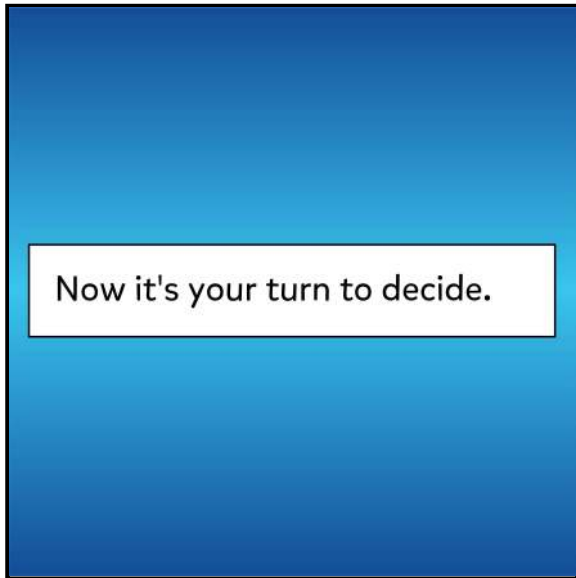
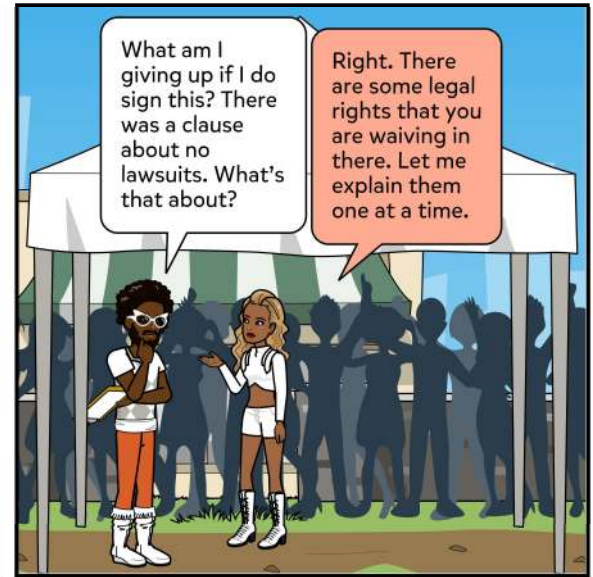
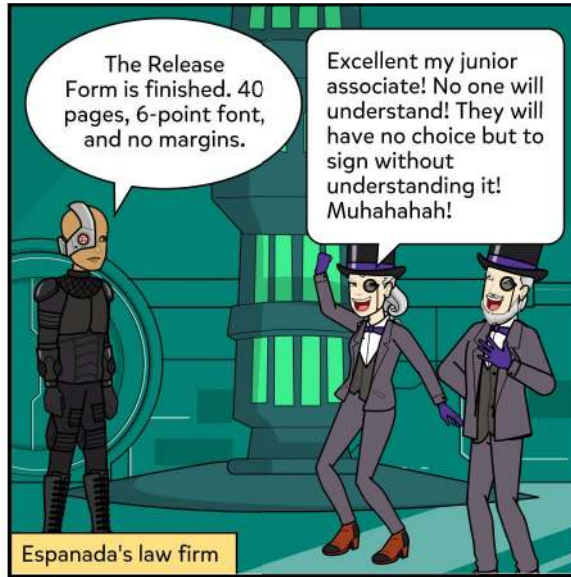
How long will the pictures or recordings of me be kept?

Well, since Espanada will own them, they can keep them for as long as they want or have use for them.



This form covers a lot! And we haven't gotten to that stuff about not suing and copyright.





Don't Sign

Still can attend the event,
either in person or
virtually

Cannot participate in
some activities or contests
at the event

If you are on camera, you
will be visible on the
livestream

We will delete or edit you
out of any photos or
recordings

Sign

Any permissions or rights you
grant under the Release are
forever, unless limited by the
GDPR

You can't reject or
approve any photos or
recordings

You won't sue for
anything related to
Espanada using any
photos or recordings

You are waiving any
moral rights that you may
have in any photos or
recordings

The Release cannot be revoked once
it is signed

**I AGREE TO THE TERMS
OF THIS RELEASE**

Signature: _____

Full Name: _____

Date: _____