



MAVERICKS RULES AND REGULATIONS FOR DANCERS

Annexure A

Address: 68 Barrack Street
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Director: Shane Harrison

Hours of work

- Mavericks is open: Mondays to Saturdays from 7pm. till 4am
- All dancers are required to work a minimum of five shifts per week unless specific agreement is reached.
- Dancers are required to be on the floor no later than 7pm. Late arrival and late on the floor will result in a fine.

Sick

- Any dancer who is sick is required to produce a doctor's certificate.
- Dancers are to remain at home while booked off sick.
- Dancers are required to send an SMS to the Mavericks cell or speak with the Operations Manager prior to shift if sick.
- No show charges will be raised if no notification or sick note is given on 1st day of sickness. Sick days will only be taken from the date a sick note is received.

No shows

- Dancers not arriving for shift will have a no show fine levied

Weekly levy and accommodation charges

- Mavericks Revue collects R2000.00 per week on behalf of the main agent and the Sub-agents. Higher levies are charged for dancers working less than 5 shifts per week.

- Mavericks reserve the right to adjust the minimum weekly levies by giving the dancer 4 weeks notice.
- Accommodation charges are R850 per week and are payable in the same system as levies
- 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.

Table-side and Lap dances downstairs

- Downstairs table-side dances are charged at R200 for two songs.
- Table-side dances are for maximum of 4 customers. Additional customers are charged at R50 per person. Extra songs are also charged at R50 per song per dancer.
- Downstairs lap dances in private booths (Extension) are charged at R250 for two songs which the dancer is to pay Mavericks R50.
- Double shows are R250 per dancer for two songs (6 minutes). Both are for up to two customers. Dancers receive 2 minutes grace to dress.
- 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 R750 per dancer per 15 minutes. These dances are for up to two customers and no touching is allowed.
- Platinum Lounge Fantasy Dances are charged at R1000 per dancer per 15 minutes. These dances are for up to two customers. The maximum customers allowed in a Platinum Lounge booth are two.
- Per 15 minute dances the dancer is to pay Mavericks R200
- Dancers receive a grace of 2 minutes to dress after a dance.
- Dancing longer than the 17 minutes will result in dancers paying double to Mavericks.

Xtravaganza Club VIP Dances

- Xtravaganza Club Private Dances are charged at R1,000 per dancer per 15 minutes. These dances are for up to two customers.
- The maximum customers allowed in a Xtravaganza booth are two.
- Per 15 minute dances the dancer is to pay Mavericks R200
- Dancers receive a grace of 2 minutes to dress after a dance.
- Dancing longer than the 17 minutes will result in dancers paying double to Mavericks.

Mavericks Library VVIP Dances

- Mavericks Library Private Dances are charged at R1,750 per dancer per 30 minutes.
- Mavericks Library Fantasy Dances at R2,500 for 30 minutes. These dances are for up to two customers.
- The maximum customers allowed in a Library booth are two.
- Dancer is to pay Mavericks R500 per 30 minute dance.

Fantasy 'touch' Dance rules:

Fantasy dance is where the client is paying for touch but is limited by the dancer with a maximum of:

- Dancers may allow the clients to touch at the dancers discretion. No insertion permitted.
- Dancer may not touch or expose a customer penis. This carries a heavy fine as a sexual transgression.
- No sex is permitted in the club under any conditions. Any dancer found having sex is subject to a fine.
- Client may not remove clothing. Pants must remain closed at all times.
- Dances are monitored by the Security Manager. Should any irregularities be found, the DM will be called to address immediately with the dancer and client concerned.

Stage dances

- All dancers must perform at least one full stage dance rotation on every shift.
- The DJ calls dancers randomly to stage. Dancers ignoring a call to stage are liable for a fine.
- A stage dance rotation consists of a 2 song dance on the main stage, a 2 song dance on the VIP mezzanine stage and a 2 song dance in the Platinum Lounge cage.
- Dances must strip to their G strings during each of these two song dances.
- On average each song lasts two and a half to three 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 3 songs (approx. 10 minutes) and a dancer must strip completely during her Fantasy Show. On average each dancer will do one Fantasy show per week.

"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.

"Body Rockers:

- All dancers are to appear either on the main stage, the VIP mezzanine stage, the Platinum Lounge cage, or the Xtravaganza stage 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 or Xtravaganza stage.
- A dancer busy with a customer does not have to dance.

Book out fees

- Clients are able to book out Dancers from the club. The dancer negotiates the rates with the client. The dancer must pay a R1500 early departure fee.
- Prior to departure all outstanding fines and levies due must be cleared
- An invoice indicating the payment must be given to security at the door showing the fee as paid.

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 may not handle a customer's credit card
- A dancer must not hit a customer.
- A dancer must not walk and smoke at the same time
- A dancer must not chew gum while working at the club.
- A dancer must not get drunk on duty.
- A dancer must not swear at any time.
- A dancer must not sit in the dressing room without a valid reason.
- A dancer 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 to 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 their 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.
- A dancer must leave with a zero balance on their account
- Dancers taking leave prior to the above will be charged levies
- Accommodation is charged throughout leave.

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 3.50 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 4.00am.
- All stage dancing must continue until the Club closes.
- Last dances in VIP commence at 3:45 and Extension at 3:50. No dances may start after this time.

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.
- Dancers being drunk will be levied with a fine

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.
- Weekly promotions may be organised on a rotation basis outside of the club

Accommodation

- You are to keep to the house rules displayed at the Mavericks Accommodation which is over 5 floors above the club.
- The weekly rental as agreed and notified to your agent will be paid weekly in advance. At present the weekly accommodation charge is R850 per week.

Dancing Standards and Pole Dance lessons

- Mavericks promotes and operates a high standard of dancing from all dancers. To ensure that all new dancers comply with a minimum standard of dance skill, all Dancers are required to attend Pole Dance classes.
- The Dance instructor will grade dancers and advise the owner of further lessons required.
- Dancers are liable for the cost of the lessons which at present are R70 per class. Mavericks will provide transport to and from the dance venue.

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.

Dancers 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 provides accommodation for foreign dancers in our accommodation block on 5 floors above the club in Cape Town. Two dancers stay per room at the agreed rate per dancer per week.
 - Foreign dancers who are accommodated at our accommodation 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 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.