

# WORLD WRESTLING ENTERTAINMENT, INC. EMPLOYMENT AGREEMENT

Location: \_\_\_\_\_ Effective Date: \_\_\_\_\_

## **PARTIES:**

Employer: World Wrestling Entertainment, Inc. ("WWE")

Address: 1241 East Main Street, Stamford, Connecticut

Employee: \_\_\_\_\_

Address: \_\_\_\_\_

## **RECITALS:**

WHEREAS, WWE is engaged in the business of sports entertainment and desires to employ Employee as a professional wrestler and/or entertainer under the terms and conditions set forth herein; and WHEREAS, Employee desires to accept such employment and agrees to be bound by the terms of this Agreement.

## **AGREEMENT:**

### **Section 1 – Employment and Duties**

Employer hereby employs Employee, and Employee accepts employment, as a professional wrestler and entertainer. Employee agrees to perform services as assigned by Employer, including wrestling matches, promotional appearances, interviews, and related activities, in accordance with Employer's direction, standards, and policies.

### **Section 2 – Term**

The term of this Agreement shall commence on the Effective Date and continue for a period of \_\_\_\_\_ years unless earlier terminated pursuant to this Agreement.

### **Section 3 – Compensation**

Employer shall pay Employee a base salary of \$\_\_\_\_\_ per year, payable in accordance with Employer's regular payroll practices, subject to all applicable taxes and withholdings. Additional compensation, including bonuses and royalties, may be awarded at Employer's discretion.

### **Section 4 – Exclusivity**

Employee agrees to render services exclusively to Employer during the term of this Agreement and shall not engage in any other wrestling or entertainment activities without prior written consent from Employer.

### **Section 5 – Conduct and Appearance**

Employee shall maintain a professional standard of conduct, appearance, and behavior consistent with Employer's reputation. Employee shall not engage in any activities that would adversely affect Employer's business or public image.

### **Section 6 – Intellectual Property**

All names, personas, trademarks, likenesses, and any other intellectual property created or used by Employee in connection with Employer shall be the sole property of Employer. Employee assigns all rights, title, and interest in such intellectual property to Employer.

### **Section 7 – Confidentiality**

Employee shall keep confidential all proprietary and non-public information of Employer during and after the term of this Agreement, including business strategies, contracts, talent information, and production details.

#### **Section 8 – Termination**

This Agreement may be terminated by Employer immediately for Cause, including but not limited to material breach, misconduct, or violation of policies. Employee may terminate upon \_\_\_\_\_ days' prior written notice. Upon termination, Employee shall return all Employer property and cease use of Employer intellectual property.

#### **Section 9 – Representations and Warranties**

Employee represents that Employee is legally eligible to work and enter this Agreement, and that entering this Agreement does not violate any other obligations.

#### **Section 10 – Indemnification**

Employee agrees to indemnify and hold Employer harmless from any claims arising out of Employee's breach of this Agreement or misconduct.

#### **Section 11 – Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of the State of Connecticut, without regard to conflicts of law principles.

#### **Section 12 – Dispute Resolution**

Any disputes arising under this Agreement shall be resolved exclusively by binding arbitration conducted in Stamford, Connecticut, in accordance with the rules of the American Arbitration Association.

#### **Section 13 – Entire Agreement**

This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations and understandings, whether written or oral.

#### **Section 14 – Amendments**

No amendment to this Agreement shall be valid unless in writing and signed by both parties.

#### **Section 15 – Severability**

If any provision of this Agreement is held invalid or unenforceable, the remainder of the Agreement shall remain in full force and effect.

#### **Section 16 – Waiver**

No waiver of any breach or default shall be deemed a waiver of any subsequent breach or default.

#### **Section 17 – Assignment**

This Agreement and rights hereunder may not be assigned by Employee but may be assigned by Employer to any successor entity.

#### **Section 18 – Notices**

All notices under this Agreement shall be in writing and delivered by hand, certified mail, or recognized overnight courier to the parties' addresses set forth herein.

#### **Section 19 – Counterparts**

This Agreement may be executed in counterparts, each of which shall be deemed an original.

#### **Section 20 – Headings**

Headings are for convenience only and shall not affect interpretation.

**EMPLOYER AUTHORIZED SIGNATURE**

**EMPLOYEE SIGNATURE**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

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