**Warner Bros Inc.**

Date: February 5, 2024

Willie Steamboat

2495 Lyric Avenue

Los Feliz, CA 90027

Dear Willie Steamboat,

We are thrilled to extend an offer of employment to you as Character at Warner Bros Inc. (the "Company"). This offer is subject to the terms and conditions outlined below:

**1.** **Position:** Character

**2. Start Date:** March 15, 2024

**3. Employment Type:** Full-time, 100% remote work

**4. Salary:** $9.5 million dollars annually

**5. Bonus:** Up to 67% bonus based on revenue generated, subject to performance metrics and company discretion

**6. Paid Time Off:**

- 8 weeks of paid vacation annually

- Additional discretionary time off as approved by your manager

**7. Benefits:**

- Full health benefits, including medical, dental, and vision, with 100% coverage by the Company

- Other benefits as per company policy

Your primary point of contact will be Barry Meyer, who will provide guidance and support as you integrate into our team.

The Company is excited to have you join us, and we are confident that your expertise and contributions will greatly enhance our team's success.

Please review this offer carefully and indicate your acceptance by signing and returning a copy of this letter by February 7, 2024, if you agree with the terms outlined.

If you have any questions or require further clarification, please do not hesitate to contact your HR Contact Name at [hr@warnerbrosco.com](mailto:hr@warnerbrosco.com).

We look forward to welcoming you to the Warner Bros Inc. team!

Sincerely,

David Zaslav

CEO, Warner Bros Inc.

4000 Warner Blvd

Burbank, CA 91522

Accepted by:

[Signature]

Willie Steamboat

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_