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Ryan Junell
812 22nd Street
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March 1, 2006

Dear Ryan,

The purpose of this letter is to confirm the terms and conditions on which you have agreed to create revisions to the images which appear at:

- (a) <http://creativecommons.org/about/licenses/comics1>, and
- (b) <http://creativecommons.org/about/licenses/how1>

(together the "CC Comics"), such revisions to include (1) changing URLs as determined by Creative Commons' Creative Director, (2) amending the references in the text so that "attribution" is no longer offered as an option, but is instead offered as a requirement, and (3) replacing images of the Creative Commons homepage with versions that reflect the current homepage (together "the Work"). Please countersign below to indicate your agreement to these terms and conditions.

Creative Commons agrees to pay you: \$55.00 per hour up to a maximum of 4 hours. The time for delivery of the Work to Creative Commons, which shall be in .gif format, will be on or before March 15, 2006.

You agree that you are preparing the Work for Creative Commons and its affiliates as an independent contractor. You are not entitled to any benefits which Creative Commons may make available to employees from time to time and you are solely responsible for all state and federal income taxes, unemployment insurance and social security taxes and for maintaining adequate workers' compensation insurance coverage for yourself. For the avoidance of doubt, you acknowledge and agree that you report to the Creative Director who, at the time of executing this letter, is Eric Steuer. Creative Commons acknowledges and agrees that you have the right to control the amount of time on any given day, the place, methods, manner and means of performing your services; provided that any time you may be performing your services using property or facilities belonging to Creative Commons, you agree to abide by Creative Commons' company policies as expressed in the Creative Commons Handbook. You are otherwise responsible for any and all other equipment and materials needed to complete the Work.

In completing the Work, you agree that you will only use the materials that may be provided to you by Creative Commons (including, without limitation, Creative Commons'

name, logo and other graphics) solely for the purpose of performing your obligations pursuant to this letter and that you will not acquire any right, title or interest in and to the materials other than the limited license set out above and a limited license to retain a copy of any and all Work you complete for Creative Commons and use it for portfolio purposes. You agree to keep confidential any and all information confidential to Creative Commons that is disclosed to you in the course of you providing the Work and that you will not disclose it to any third party unless required by law or agreed in writing in advance with Creative Commons. At Creative Commons' request, you agree to return and any all materials, including any confidential information, and all copies thereof.

By signing below, you agree that the Work is a work for hire and to the extent that it is not a work for hire, by signing below you assign any and all rights, title and interest you have worldwide in any format, whether now known or later discovered, in and to the Work (including without limitation, any and all copies and derivative works of the Work), including without limitation, any copies and any derivative works of the Work. You represent and warrant that the Work will be solely created by you and that you own any and all rights, title and interest worldwide in any format, whether now known or later discovered, in and to the Work and are able to make this assignment and have full power and authority to enter into this agreement. Further, you agree to take any and all action, including without limitation, the execution of any documentation, necessary to give effect to this assignment.

Either party may terminate this agreement by serving 15 days written notice to the other party.

If any provision of this agreement is be held invalid, illegal or unenforceable, such provision shall be enforced to the maximum extent permitted by law and the parties' fundamental intentions hereunder, and the remaining provisions are not to be affected or impaired.

This agreement shall be governed by, and construed and enforced in accordance with, the laws of the State of California, USA, without regard to any conflict of laws rules to the contrary. The parties hereby consent to the exclusive jurisdiction of the U.S. federal and state courts located in San Francisco, California, USA, in connection with any dispute arising out of or in connection with this agreement or its subject matter. You may not assign or amend this agreement without the permission in writing of Creative Commons.

We look forward to working with you.

Very truly yours,

Diane Cabell
Corporate Counsel
Date:

Ryan Junell
Date: