

NANTUCKET ISLAND MANAGEMENT LLC
Employee Housing Limited License Agreement
PROPERTY: _____

This Limited License Agreement is entered into by and between Nantucket Island Management LLC (hereinafter, "Licensor/Employer") on the one hand and _____ hereinafter, "Licensee/Employee") on the other. It is agreed between the parties hereto that housing is being made available to facilitate the efficient performance of the Employee's work duties. No exclusive right of possession is granted to the Licensee/Employee hereunder and no tenancy, lodging or leasehold interest of any kind is created or intended to be created by this license. Licensee/Employee hereunder has a right of use for the term of employment with Licensor only. Such license is revocable at any time.

At all times hereunder, Licensor/Employer retains the right of control over housing, subject only to reasonable rights of privacy for inspection or entry by licensor during the term of employment as further described herein. Subject to this grant of Limited License for use, the parties hereby further agree as follows:

1. The term of this Limited License Agreement shall be strictly limited to the term of the employment plus an additional forty-eight hours provided for the Employee to remove his/her belongings in the event of termination by the Licensor/Employer.
2. A Licensee/Employee housing cost contribution at the agreed upon rate of \$_____ will be paid to Nantucket Island Management LLC biweekly. **Employee/Licensee's Initials:** _____.
3. All units are furnished with basic needs such as bed, dresser and electric utility.
4. All units will be checked periodically by a representative of Licensor/Employer subject only to the courtesy of knocking to meet reasonable expectations of privacy. The Employee/Licensor agrees to provide immediate access. Emergency entry can be made at any time.
5. The Licensee/Employee agrees that all personal property is to be maintained in the unit at Employee/Licensee's sole risk of damage or loss and that he/she shall look to his/her own insurance or resources in connection therewith. It is the Licensor/Employer's recommendation that the Licensee/Employee purchase personal property insurance. Employees may not use outside areas for storage of any kind.
6. Employees are responsible for keeping units clean and safe at all times. Cleaning supplies and laundry are the Licensee/Employee's responsibility. No supplies are to be taken from the resort at any time.
7. Employee/Licensee realizes that NIM will make every reasonable effort to provide a tranquil, quiet, clean and safe environment in employee housing units. Employee/Licensee's failure to abide by these conditions is cause for termination of housing privileges.
8. All units are the exclusive property of Nantucket Island Management LLC and, in the event that employment is terminated for any reason, the Employee/Licensee must vacate the unit and turn in any keys within forty-eight (48) hours. No advance notice to vacate, oral or written, is necessary and the Licensee/Employee hereby waives any such notice. In the event of any failure to comply with this provision, the Licensee/Employee agrees that his or her property may be removed and stored at the Employee's expense and access to the unit may be denied by the Licensor/Employer by any legal means. **Employee/Licensee's initials:** _____
9. No pets of any kind are permitted in the unit.
10. There will be a twenty-five dollar charge to replace lost keys. The Employee is not allowed to reproduce copies of keys. Keys can be made only through Human Resources by the Employer.
11. Housing units may not be used to accommodate guests of the Employee or licensed for use by others in any way. A breach of this provision may result in warnings or termination of the employee.
12. Residents of Employee Housing will observe quiet hours between 10PM (as per town zoning) and 7AM all days of the week. All guests must vacate the premises by 11PM. Failure to abide by this rule will result in warnings or termination where needed.
13. Parties or loud gatherings are expressly prohibited. Employer/Licensor reserves the right to levy fines against individuals for infractions of this rule or any other NIM housing policies. Generally, fines are levied against all occupants of a property found to be in violation of NIM policies. The specific individuals who are fined and the amount of fines are at the discretion of the Director of Human Resources. **Employees are responsible for any violations that occur within their housing units regardless if they are present at the time of infraction.** **Employee/Licensee's initials:** _____
14. Employees may not install, order or otherwise procure any utility, subscription or contracted service to employee housing without the express consent of the Housing Manager. This includes, but is not limited to:
 - a. Private telephones lines
 - b. Internet connections
 - c. Satellite television
 - d. Rubbish pickup

- e. Lawn or Landscaping services
 - f. Contracted labor of any kind
 - g. This DOES NOT apply to mail or parcel service
15. NIM reserves the right to relocate employees to different housing units at any time.
 16. Employee/Licensee understands that their housing unit may not be available for a short period at the beginning or end of the season and they may have to use alternate accommodations (provided by NIM) during these times.
 17. Parking permission for personal vehicles at NIR owned housing will be issued on a quota basis due to Town permitting requirements and may be obtained where and if available from the Housing Manager. There is no guarantee that employees will be eligible for parking permission. Unregistered vehicles and motorcycles should not be parked or stored at any housing property.
 18. Residents may not switch buildings, rooms or furnishings without the prior approval of the Housing Manager.
 19. No Smoking, illegal drugs, firearms or dangerous weapons are allowed on property. Violation of this rule will lead to termination.
 20. No tampering with fire alarm systems.
 21. All housing problems should be addressed to the Housing Manager.
 22. Conduct which does not respect the rights of other residents or staff may also be grounds for warnings or termination.
 23. All personal belongings must be removed from housing or placed in a designated area upon departure. Personal property left in housing in any undesignated area will be discarded.
 24. All Employees in Employee housing must fill out a forwarding address form from the US Post Office and turn it in to Human Resources prior to departing from Housing. All employee mail not forwarded will be disposed of.
 25. All keys must be handed over to the Housing Manager and a room check will be conducted before the Employee's departure.

I understand that I am not obliged to live in or use the employee housing made available to me by Nantucket Island Management LLC and that I am free to end this agreement and vacate the premises at any time. I understand that if I choose to live in a unit made available by Nantucket Island Management LLC, that I am personally liable for my Employee cost contribution and all damages to the unit.

I HAVE READ AND UNDERSTOOD THE ABOVE TERMS AND I AGREE TO ABIDE BY THE PROVISIONS SET FORTH HEREIN. THIS AGREEMENT DOES NOT VARY, BUT CONFIRMS MY AT-WILL EMPLOYMENT STATUS.

Employee's Signature

Date

Nantucket Island Management LLC

Date