

Employee Release

I \_\_\_\_\_, understand and agree to the following:

I hereby give to Qwest Communications International Inc., its subsidiaries, affiliates, legal representatives, assigns, agents, and licensees ("Qwest) the absolute right and permission to use, reproduce, distribute and prepare derivative works of my photo, likeness, statements, and biographical data (including but not limited to: my name, job title, job location and employer's name) (collectively, "Content"), in any medium and for any purpose, including for advertising Qwest's products and services and for any other lawful purpose;

I understand that Qwest has no obligation to use, reproduce, distribute or prepare derivative works of the Content;

I understand that I will not be paid money for permitting Qwest to use, reproduce, distribute or prepare derivative works of any of the Content;

I agree to release, indemnify and hold harmless Qwest from and against any claims for injury, loss or damage of any kind, including but not limited to copyright infringement or infringement or violation of my rights of publicity or privacy, resulting from Qwest's use, reproduction, distribution or preparation of derivative works of the Content;

I understand that Qwest is not responsible for the actions of third parties with respect to the Content, including but not limited to any distribution or copying of the Content;

I represent and warrant that I am over 21 years of age and that I have the full right to enter into this agreement without violating the legal or equitable rights of any third party.

I authorize this Agreement as of the date shown below.

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Name Typed or Printed

\_\_\_\_\_  
Job Title

\_\_\_\_\_  
Date

\_\_\_\_\_