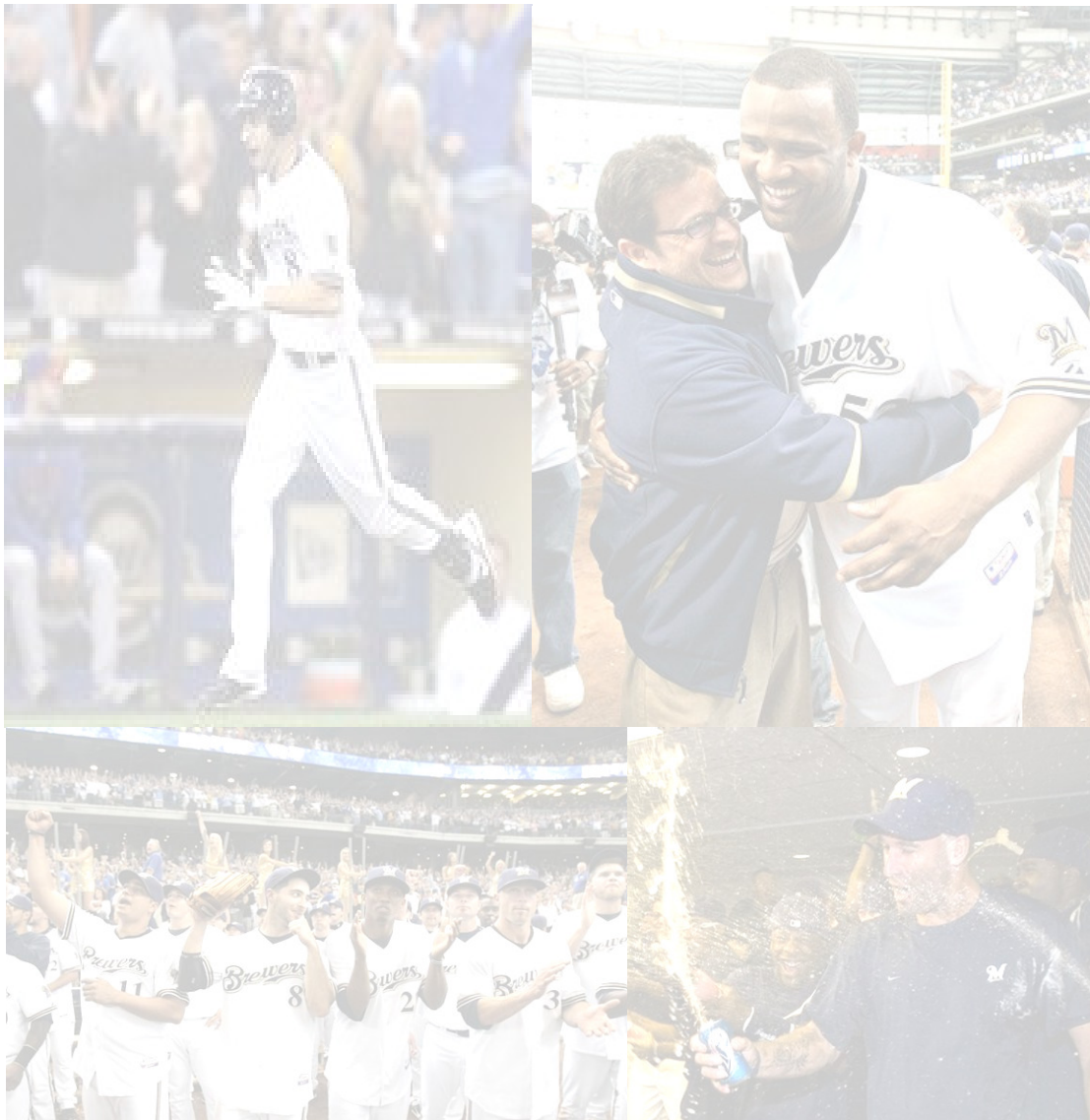


2009 Non-Profit Group Handbook & Contract



"The bottom line is this: The manager is responsible for wins and losses," Macha said. "The amount of respect that you get from the players is shown by the intensity with which they play."

-Ken Macha, 2009 Brewers Manager

Dear Non-Profit Group,

Thank you for your interest in the Group Fundraising Program with Sportservice at Miller Park. We are pleased to offer your organization the opportunity to participate. The program is designed to give Groups such as yours the opportunity to raise funds by working in our concession stands.

Working at Miller Park can be a great way to earn money for your organization. In 2008, Sportservice contributed OVER \$1.1 million to the Non-Profit Groups that worked at Miller Park! The average amount contributed to Groups that completed their contract was over \$11,000. Thirty-four Groups that earned over \$10,000 and twelve Groups made over \$20,000! Making this kind of money requires a great deal of teamwork and a commitment to success. It is vital to have a core group of willing volunteers to participate in the program and a strong Group Leader to lead the process.

This handbook includes all the information you need to become a part of the Sportservice team. Please read through this information and relay it to everyone interested in working at the stadium. It is a great way to make money, but does require teamwork and commitment to ensure everyone involved has an enjoyable experience. If your group is interested in working at Miller Park, please fill out the following pages: Acceptance of Terms (Page 18) and the 2009 Event Sign-up (Page 19). If you are a new Group, you must also turn in a W-9 Tax Form (Page 20) and a letter must be sent stating your Group's 501(c)(3) tax-exempt status. An example is shown on Pages 10-11. Please keep all other pages as a reference and share with ALL Group members. Page 21 goes through detailed instructions of what paperwork needs to be turned in.

There is some new information for the 2009 season, which will be helpful to you when requesting dates. We have added different bonuses to holiday weekend series. The first is Easter weekend against the Cubs, where percentages could be up to 13%! The second is Labor Day weekend against the Giants; percentages could be up to 13% as well. This would be an excellent opportunity to make extra money for your Group. Please know that we have many exciting teams coming to Milwaukee this year. We will host the Chicago White Sox during a weekend series in June. Please expect these dates to be great sell-out crowds!

Paperwork must be turned in by January 5, 2009, to be considered for the Group fundraising program. However, based on staffing needs, Groups may be accepted throughout the season. Please contact the Group Coordinator for availability.

An informational meeting can be set up with your Group upon request. A short presentation will be made, with time allotted for a question and answer period. Once a contract has been completed and all paperwork turned in, a Welcome Packet! will be mailed with the confirmation of dates. This packet will include our training schedule and other important information. When looking to book training dates, please know that a \$200 bonus will be given to any Group that has 80% of their volunteers trained by March 15, 2009. This will be the ONLY training bonus given for the 2009 season. Please feel free to contact me via phone or email at any time with questions. I look forward to a winning partnership in 2009!

Sincerely,

Abbie Amling

Abbie Amling
Non-Profit Group Coordinator
(414) 902-4725
groupmiller@dncinc.com

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Sportservice began in 1915, as a theater concessionaire. In the early 1920's they moved into the major leagues and success has been unswerving. Sportservice is now a subsidiary of Delaware North Companies, a diversified international holding company located in Buffalo, New York. Delaware North Companies employ more than 40,000 associates throughout the world.

MANAGEMENT PHILOSOPHY:

Contracting out concessions stands to Non-Profit Groups for the purpose of fundraising is a service that benefits both Sportservice and the Non-Profit Group. Sportservice, a subsidiary of Delaware North Companies, is a national concessionaire priding itself on its commitment to community involvement. There is great pride taken in our affiliations with the Non-Profit Groups and we consider them an essential part of our Sportservice Team.

WHO DOES THE GROUP WORK FOR:

The Group will work for the Concessions Department of Milwaukee Sportservice. The following are the management positions that will directly affect Groups:

- Level Supervisor: The front line manager who works the actual Event and is responsible for the operation of several concession stands and portables on a level. Level Supervisors give direction to Stand Managers and are in direct contact with the Group Coordinator.
- Group Coordinator: The everyday contact for Group members. The Group Coordinator is responsible for: scheduling, payment, training, and all other matters regarding Non-Profit Groups.
- Concessions Manager: Responsible for all Concession staffing and the general operation of the Concession Department.

POLICIES:

Below are the Sportservice policies and Internal Revenue regulations you should be aware of:

1. The Group must certify that it is a non-profit, tax-exempt organization as defined in section 501 (c)(3) of the International Revenue Code. Non-Profit Groups must operate for civic, charitable, religious, and/or educational purposes. Example on Pages 10-11.
2. The Group certifies that payments received by the Group will be used to support the Group's activities. It also certifies that no payments will be made to any individual in return for the service performed at Miller Park for Sportservice.
3. The Group must agree to sign the enclosed Acceptance of Terms. This document is the official binding between the Group and Sportservice.
4. Sportservice has the final authority of accepting or declining a Non-Profit Group that wishes to be involved in the program.

GROUP REQUIREMENTS:

The Group must supply the appropriate number of volunteers to run the assigned concession stand. In 2009, Groups will be contracted as 6, 10, or 14 person Groups. Groups contracting for 14 people will have first priority for the premiere locations at Miller Park. Larger Group locations are available; please contact the Group Coordinator if you are interested.

Sportservice will provide a manager free of charge. Groups interested in self-managing will receive a \$50 bonus per Event worked. Any Group that is interested in self-managing will need to attend training sessions at Miller Park, as well as obtain their bartender's license for each stand manager. The Non-Profit Group Coordinator will approve Groups that wish to self-manage. It is recommended that Groups work a full season prior to self-managing.

"Event" will be defined as any opportunity where a Group works on behalf of Sportservice at any major league baseball game (including post season), concerts, or any activity utilizing Miller Park or Miller Park grounds. An "Event" must be worked with the contracted number of people in a Group to count towards their total number of Events worked. "Weeknight Event" will be defined as any opportunity where a Group works on behalf of Sportservice at any Monday-Thursday night major league game at Miller Park. "Weeknight Events" will not include any Cubs Events or Opening Day. A "Weeknight Event" must be worked with the contracted number of people in a Group to count towards their total number of Events worked.

The Group must commit to a minimum of 8 regular Events (not including Cubs Events) and 2 Weeknight Events (Monday-Thursday) as defined above. Once a Group has signed up for the minimum amount of Events, the Group is then eligible to sign up for Cubs Events.

The Non-Profit organization will completely operate the concession location assigned for the selected Event. If the organization does not have enough members to adequately staff the stand, Sportservice may assign employees to the stand. **THERE ARE SEVERE PENALTIES FOR NOT MEETING YOUR STAFFING REQUIREMENTS, AS WELL AS FOR CANCELING AN EVENT.**

Group volunteers are expected to work hard and be cooperative. Group volunteers working at Miller Park are GuestPath representatives. It is vital that all Group members understand the importance of our guest and represent their Group, Sportservice, and the Milwaukee Brewers with respect. All volunteers must be willing to wear the designated Sportservice uniform, complete Alcohol Training, GuestPath Training, and Technical Training, and also follow all Sportservice rules and regulations.

The Group Leader **MUST** fax or email the Event Day Worker List for each Event at least 48 hours in advance. If a Group works a Monday Event, the Event Day Worker List will be due no later than the Thursday before at 12:00pm. An Event Day Worker List form will be included in the Welcome Packet! This form will also be available in EXCEL & WORD format for your email convenience. Please use this form to submit your roster for each event. Do not rely on the Group Coordinator for reminders to turn this in.

SCHEDULING:

All scheduling will be done in advance after Sportservice has received a completed contract. Part of scheduling will be done on a priority basis, history of the Group, and preference. Once the Group has

turned in a list of events chosen to work, the Group must complete that contract. Part of scheduling may be the cancellation of an event on behalf of Sportservice. The Group is expected to choose another open date to complete their contract. Groups are required to be available to work on **Opening Day, April 10, 2009.**

UNIFORMS/DRESS CODE:

The Sportservice uniform consists of a Sportservice shirt, black pants, a Sportservice hat and an identification badge for all workers. A Sportservice polo will be provided for each Group member. The polo must be returned at the end of the Event to the uniform room.

Miller Park hats are provided to the Group at a cost of \$5.00 each. The cost of the hat will be directly deducted from the Group's commission. ID badges will be issued after training. There will be a \$10 reprint fee if the ID is lost or not returned.

The Group member is responsible for providing black pants, Capri's, or shorts that meet the material guidelines. Pants must be of khaki material and completely black. Black pants with any stripes or other colors are prohibited. **Athletic material, wind pants, nylon, mesh, or jean material will NOT be allowed.** If Group members are not wearing the appropriate pants they will be asked to change and charged a \$2.00 cleaning fee for the uniform issued pants in which they will be required to wear for the Event. Shorts may be no shorter than one inch above the knee. This will be strictly enforced and any Group member found in violation of this will be asked to change. Black pants are available to rent for a \$2.00 fee that will also be taken directly out of the Group's commission.

Rubber-soled tennis shoes must also be worn with the uniform. Open-toed shoes, sandals, crocks (shoes with openings over the top of the foot), or shoes without backs will not be allowed. Please plan accordingly or the Group member found in violation of this Health Code rule will not be allowed to work and will be asked to leave.

Also, in accordance with our GuestPath standards, Group members must keep jewelry worn to a minimum. This includes: two rings per hand, no earrings larger than a quarter and they must not dangle, no more than two earrings per ear, and conservative bracelets or watches (one per wrist). No facial piercings are allowed while working.

TRAINING:

All Group members (including returning) must attend a training session conducted by Sportservice. This training session is mandatory and must be completed prior to working the first scheduled Event. Training will include Alcohol Training, GuestPath: Universal Service Standards and Service Recovery Training, and Technical Training. Training must be completed in order to ensure the safe and proper use of all stand equipment, and become familiar with the expectations and policies of Sportservice. A training schedule will be mailed out to Groups once they have turned in a completed contract and paperwork. Groups will not be allowed to train until ALL necessary paperwork is on file. **ONLY** Groups that worked at Miller Park in 2008 are eligible for off-site training. This will be based on a first-come, first-served basis. No requests for off-site training will be accepted until Groups have turned in all necessary paperwork (Page 21).

REPORT TIMES & PARKING:

Non-Profit Group Regular Report Times

Report times are subject to change due to earlier gates or televised Events. Report times will be mailed with parking passes and also emailed to all Groups.

THESE TIMES ARE SUBJECT TO CHANGE.

General Report Times

Group Leader: 3 hours prior to Event start

Group Members: 2 ½ hours prior to Event start

Saturdays & Sundays (June-August) Report Times

Group Leader: 3 ½ hours prior to Event start

Group Members: 3 hours prior to Event start

Cub Events Report Times

Group Leader: 3 ½ hours prior to Event start

Group Members: 3 hours prior to Event start

All points of sale must be ready to open when gates open to the public. Please allow ample time for traffic, parking in the Rockies Lot, and check-in.

Example: 7:05PM game means a 4:00PM report time for the Group Leader and 4:30PM report time for the rest of the Group. An average baseball game will last about 3 hours and clean up is approximately 30 minutes long (depending on the stand size). If a Group does not clean properly, a \$50.00 cleaning fee will be assessed.

- Groups are charged a fee of \$50 for reporting more than 30 minutes after report time. Please notify the Group Coordinator ahead of time if a Group Member is going to be late. If the Group Coordinator is notified of a late worker prior to the Event date, late fees will NOT apply.

Group members receive FREE parking at the stadium. Prior to the events, the Group Coordinator will mail parking passes to the Group Leader for each Event in which they are contracted. The Group must coordinate the distribution of these tickets. Sportservice WILL NOT reimburse the parking fee if a volunteer fails to get a ticket from their leader. Parking will be in the Rockies Lot, please see map (Page 9). Sportservice is not responsible for parking. Please contact IMPARK at 414.902.4979 with any questions.

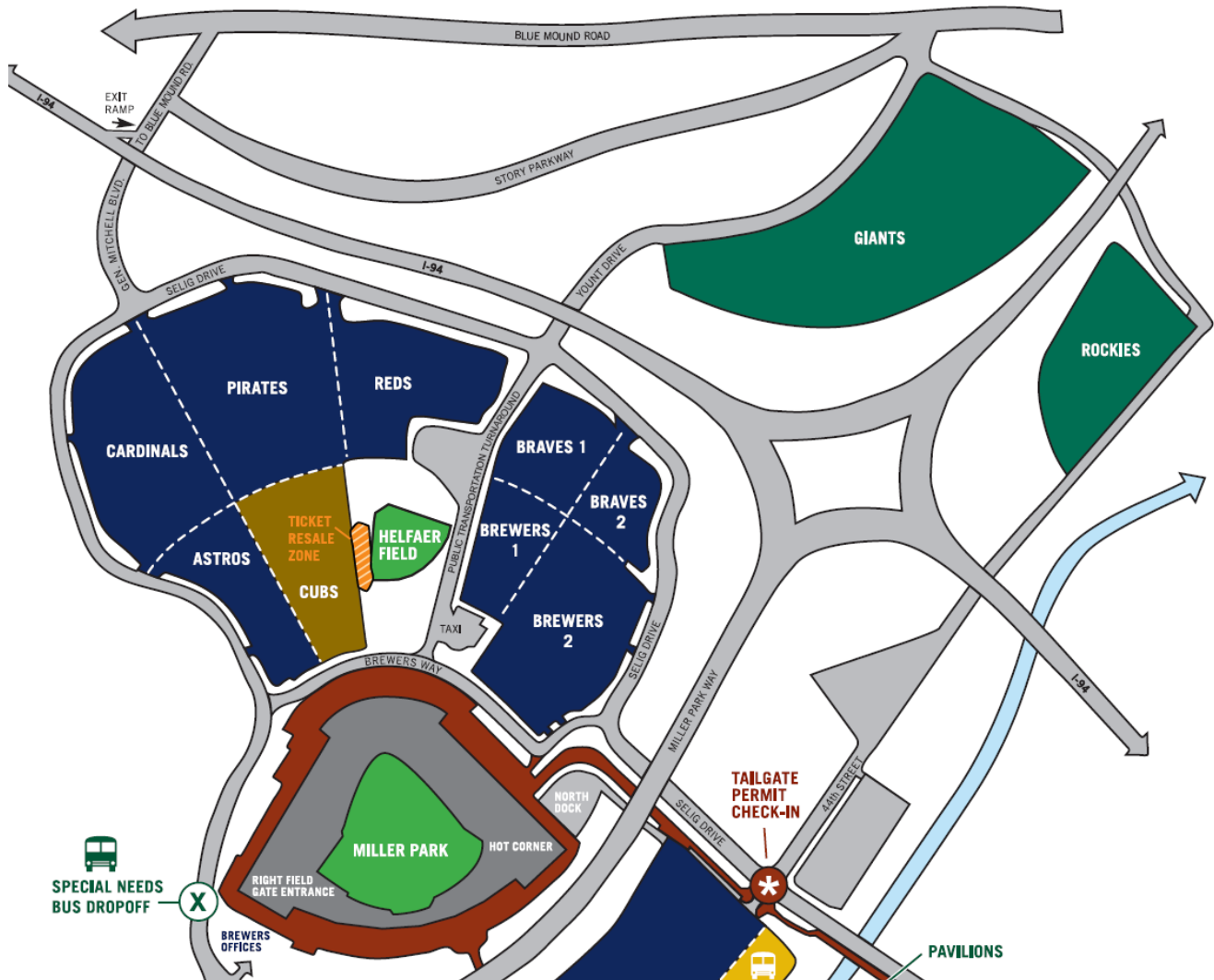
Upon arriving at the stadium, all volunteers enter through the employee entrance at the NORTH DOCK. Inside, the volunteers will check-in with the Group Coordinator and present a valid driver's license. They will then sign in at the Alcohol Sign-in booth, stating that they are aware of our policies and will uphold them. After this, they will then report to their location. Under no circumstances will anyone under the age of 18 be allowed to enter the building through the employee entrance. Identification will be requested. Under no circumstances will anyone who has NOT been trained in 2009 be allowed to enter the building through the employee entrance.

DIRECTIONS TO MILLER PARK: EMPLOYEE ENTRANCE

GETTING TO EMPLOYEE PARKING FROM ALL DIRECTIONS:

Take the first exit off 41 north (Wisconsin Ave/Bluemound Rd exit) and turn right onto 45th St./Bluemound Rd. Take a quick left onto 45th St. and follow it down the hill to 44th St. Follow 44th St. until you get to the parking lot. Be prepared to show your pass to the parking attendant.

IF YOU ENTER ANY OTHER WAY, YOU WILL BE CHARGED FOR PARKING AND MONIES WILL NOT BE REIMBURSED.



HOW MUCH MONEY CAN WE EARN:

All Non-Profit Groups will be guaranteed a minimum commission as long as the Group reports on time and with the contracted number of people. Groups will earn a commission for the event worked. The commission is based on GROSS SALES MINUS APPLICABLE SALES TAX AND ANY SHORTAGES INCURRED BY THE GROUP, EQUALING OVER ½ OF 1% OF GROSS SALES.

Overages will not be paid. The commissionable percentage varies depending on the terms selected in your contract.

The Group will receive a donation of 10% of the net sales generated by the Group at each permanent stand or food portable (i.e. ice cream, nachos). The Group will receive a donation of 5% of net sales generated at any beer portables. Sportservice guarantees a minimum of \$50 per contracted person.

Groups that work weekday DAY Events (Monday-Thursday) will receive 12% commission **excluding** Cubs Events, Opening Day, Post Season Games, and non-baseball games. Please refer to the 2009 Volunteer Group Agreement Schedule B (Page 21) for bonus opportunities.

Keep in mind how much your Group earns depends on factors such as: team attendance, weather, the amount of Events you work, organization, and dedication to making your fundraising efforts successful.

HOW DOES THE GROUP GET PAID:

At the end of each Event the Group will assist with verifying inventory by helping record counts on a stand sheet. The commissions are calculated from the stand sheet, the verified cash deposit, and credit card sales. You will receive a commission report and statement of your commissions earned within 10 days following the end of each homestand. Donation checks will be mailed to the Group no later than 30 days after the conclusion of a homestand. After the first Event worked, the Group will have a \$500 security deposit withheld from the commission check; this will ensure that their contract is completed; the aforementioned monies will not receive any interest. If the Group does not complete their contract, monies will be deducted from the initial monies withheld. Security deposits and bonuses will not be paid until the conclusion of the Brewers season (this will include any post season play). **Any Group that does not complete their contract will be paid at 9% for all stands/food portables and 4% for all beer portables. Percentages will be taken out of every location worked, during all Events the Group completed.** Monies will be deducted from the security deposit and no bonuses will be paid to any Group that does not complete their contract. Any Group that joins the program after July 1, 2009, will not be required to complete 10 contracted games; however, no bonuses will be paid unless a Group completes a contract with the contracted number of workers each Event.

EXAMPLE of TAX EXEMPT LETTER FROM IRS:

Internal Revenue Service

Department of the Treasury

District
Director

NON-PROFIT GROUP NAME
& ADDRESS

Person to Contact: EO: TPA

Telephone Number: 1-800-829-1040

Refer Reply to: 94-1075

Date: October 28, 1995

RE: Group Exemption
EIN: 39-----

This letter is to verify exemption under IRS 501(c)(3)
Our records indicate that your organization is tax exempt..etc.

NON-PROFIT GROUP GENERAL LIABILITY INSURANCE:

Look no further for general liability coverage for your Non-Profit Group while working at Miller Park. Let BenePac, Inc. help you with your insurance needs for the game and the whole year through. BenePac, Inc., a member of The Benefit Companies, Inc., has been servicing the liability needs of groups like yours for over 30 years. They offer the following:

- Annual liability policies starting as low as \$253
- Special Event insurance available
- Fast turn-around time on quotes
- Additional lines of insurance to meet all your group's insurance needs

For a no-obligation quote, please contact:

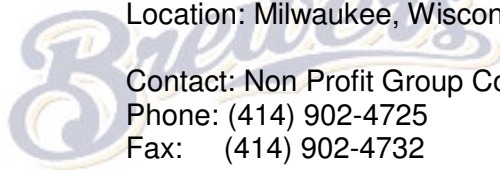
Mary Williamson
Phone: (262) 207-1999 ext. 159
Email: mwilliamson@benepac.cc

BenePac, Inc.
250 N. Patrick Blvd #100
Brookfield, WI 53045

2009 Volunteer Group Agreement to Provide Concession Operations

Unit Name: Milwaukee Sportservice
(Hereinafter as SPORTSERVICE)

Unit Manager: Tom Olson
Location: Milwaukee, Wisconsin



Contact: Non Profit Group Coordinator
Phone: (414) 902-4725
Fax: (414) 902-4732

Group is contracted for operation of Concessions Stands. Members will be available for at least (but not limited to) 10 stadium Events between March 15, 2009 and November 24, 2009, as agreed upon by Sportservice and the Group contract. A Group must choose 8 regular Events (not including Cubs Events) and 2 Weeknight (Monday-Thursday) Events.

"Event" will be defined as any opportunity where a Group works on behalf of Sportservice at any major league baseball game (including post season), concerts, or any activity utilizing Miller Park or Miller Park grounds. An "Event" must be worked with the contracted number of people in a Group to count towards their total number of Events worked.

"Weeknight Event" will be defined as any opportunity where a Group works on behalf of Sportservice at any Monday-Thursday night major league game at Miller Park. "Weeknight Events" will not include any Cubs Events or Opening Day. A "Weeknight Event" must be worked with the contracted number of people in a Group to count towards their total number of Events worked.

Please note that a Group is under contract from March 15, 2009-November 24, 2009, and that all rules set forth in the 2009 Volunteer Group Agreement, apply throughout this time period.

Group will provide the requested number of volunteers as determined by Sportservice on a game by game basis. Groups will contract for a concession stand that requires 6, 10, or 14 people to operate.

1. The Group will receive a donation equivalent to 10% of the net sales (i.e. sales, less sales taxes) generated by the Group at each permanent stand or food portable (i.e. Ice Cream or Nachos) staffed by the Group. The Group will receive a donation of 5% of the net sales generated at a beer portable managed by the Group. All donations will be calculated on an inventory basis and cash and inventory shortages will be deducted from the Group's donation. The Group is responsible for shortages in excess of that applied against commissions. Groups booking dates in all stands will be provided a SPORTSERVICE manager, free of charge. Groups contracting for 14 person stands will have priority for the premiere locations, F3, F4, and T5. Groups booking six person stands on the Loge will be given the option of Self-Managing with appropriate training and the obtaining of a bartender's license. The inventory will be conducted by a group representative or SPORTSERVICE Stand Manager and verified by SPORTSERVICE at the start and conclusion of each Event. SPORTSERVICE will guarantee the Group a minimum of \$50 per contracted person or the above listed percentage; whichever is greater, less any inventory shortages or penalties for reporting late or not working a complete Event. Refer to "Schedule A" for specific details as to which Events must be worked. Additional bonuses or monies earned will be paid based on the criteria in "Schedule B"; additional bonuses that are not contracted may also be provided in the Welcome Packet! given once a Group has turned in their paperwork for the 2009 Program. Any Group that joins the Group Program after July 1, 2009, will not be required to complete a valid contract; however, no bonuses will be paid unless a valid contract is completed. If a Group does not complete a valid contract, they will be paid 9% for all stands/food portables and 4% for any beer portables. Percentages will be taken out of every location worked, during all Events the Group completed. Weekday Day games and Holidays will be paid at 9% for all stands/food portables and 4% for any beer portables. If a Group is canceled by Sportservice they must schedule another Event to complete their contract. The Group will NOT be reminded to do this. It is the responsibility of the Group to ensure that their contract is completed and valid.

All Groups must be available to work Opening Day; please note that Opening Day is April 10, 2009, which is also Good Friday.

2. If a Group has less than the required minimum number of workers, the Group will be charged \$50 per person that is not present. In addition to this the Group will be charged a flat fee of \$50 if the Group reports more than 30 minutes after scheduled report time. If a Group has more than three late fees during the timeframe of this Agreement, the Group may be terminated. A Group may always bring extra member workers. If these workers are moved to another location, the Group will receive \$60 per relocated worker. If a Group member is moved to another location on a weekday Day Event (not including Opening Day, Cubs Events, or Post Season Events Event), the Group will receive \$75 per relocated worker. A list of Group members volunteering to work at a certain Event must be faxed, e-mailed, sent, or delivered to Sportservice at least 48 hours before the scheduled Events using the designated form provided by Sportservice. Every Event volunteer will be asked to sign our alcohol agreement upon arrival at the Event. The Group understands that this is a contract, and canceling an Event will result in termination of this contract. In addition, the Group will be assessed a penalty of \$50.00 per worker if cancellation notice is received less than 72 hours prior to the scheduled Event time.

3. Before working an Event, all Group members must attend a mandatory orientation/training which will include responsible alcohol service, sanitation, general stadium rules, and GuestPath Universal Service Standards. Stand Managers of Groups that self manage will attend an additional Stand Manager's training session and also need to obtain a bartender's license. All Group Leaders must attend a Group Leader Training session. This will be in addition to regular training. Reservations with the Group Coordinator are required to attend these sessions.

4. Group members are **NOT** allowed to speak with media representatives at any time during the duration of this contract. If a media representative wishes to discuss something regarding volunteering for Sportservice for Miller Park, please direct them to Milwaukee Sportservice General Manager. Any Group member found in violation of this policy will be fired and the Group will be fined a penalty of \$500.

5. All Group members must abide by the SPORTSERVICE customer service rules, a copy of which will be made available to everyone and follow the specific operational directives given by the Unit Manager and all designated Supervisors.

6. Violation of any of the SPORTSERVICE work rules or any of the terms and conditions of this agreement by any Group member may result in the immediate termination of this agreement.

7. All food and beverage products to be sold by the Group and all paper products used in their sale shall be provided by SPORTSERVICE at no cost to the Group. (The Group is specifically prohibited from bringing in to its stand any food and beverage products or any paper or plastic products.) Drinking cups will be provided by SPORTSERVICE.

8. Each Group member will be allowed a meal each shift provided at the Concession Area where the volunteer is working. The meal will consist of a hot dog or other sausage approved by management and any non-alcoholic beverage that is not served from a can or a bottle. There is no eating, drinking, or smoking on the concourses or anywhere in the view of the customers.

9. Credit will be allowed on all spoiled merchandise approved by SPORTSERVICE Management. Excessive spoilage or over production should not occur. If there is spoilage, Group members are NOT allowed to take extra food home. Spoilage must be verified by a Stand Manager and Level Leader.

10. SPORTSERVICE will mail the donation checks to the Group no later than 30 days after the conclusion of a homestand, during which the group has worked at least 1 Event. Notices of commissions earned will be mailed no later than 10 days following the conclusion of a homestand. After the first Event worked, the Group will have a \$500 security deposit withheld from the commission check; this will ensure that their contract is completed; the aforementioned monies will not receive any interest. If the Group does not complete their contract, monies will be deducted from the initial monies withheld. Security deposits will not be paid until the conclusion of the Brewers season (this will include any post season play).

11. The Group hereby agrees to indemnify and hold SPORTSERVICE and Milwaukee Brewer's Baseball Club, Limited Partnership ("Sportservice's Landlord") harmless from and against:

- (a) Any claim made by any Group member arising from or relating in any way to the provision of any services by such Group member hereunder;
- (b) Any claim or demand made by any governmental agency with respect to amounts which it is alleged should have been: (i) paid to any Group member in respect of services provided pursuant to this Agreement; (ii) withheld and remitted from any amount paid by Sportservice hereunder; or (iii) remitted with respect to any plan or fund relating to the compensation of injured workers; and
- (c) All law suits that may be based on any injury or alleged injury to any person (including death) or on any damages to the property of any person not a party hereto, that may arise, or that may be alleged to have arisen out of the Group's negligence or intentional action or that of its volunteer members. Notwithstanding the foregoing, any lawsuit related to the conduct of the Group or its members with respect to the sale of alcoholic beverages shall not be included in the foregoing indemnification unless the Group, or the Group's volunteers, did not comply with the rules of service (unless the failure to comply was immaterial to the suit or claim) described in Section 19(e) below.

The Group believes that it has adequate Commercial General Liability Insurance coverage for exposures assumed hereunder. (See handbook section: Non-Profit Group General Liability Insurance for contact information)

12. Please remember Safety is the Ticket. If you have any doubts about how a piece of equipment operates, call for assistance or contact the Stand Manager or Level Supervisor. Report any condition you perceive as being unsafe to the Level Supervisor or to the Human Resource Manager. Group members may not disassemble, modify, or attempt to repair any equipment. SPORTSERVICE will supply personnel for those activities. This would include changing pressure settings on CO2 tanks, reprogramming fryer timers, or changing any setting on other equipment.

13. All Group members are required to wear a standard uniform shirt that will be provided by SPORTSERVICE. It is the Group Leader's responsibility to ensure that all members are issued and wear a proper uniform. If Group members wish to wear a shirt under the polo, we ask that it be a white T-shirt. Warmer clothing may be worn under the SPORTSERVICE uniform as long as it is white, navy, black, or gray with no writing visible. Jackets are not allowed to be worn over the uniform.

SPORTSERVICE will issue uniforms to the Group members on a daily basis. The individual members of the Group assume the responsibility of the uniforms once they are picked up at check-in. The uniform is to be returned following the Event to the Uniform Room Supervisor. Any uniform that is not returned will be deducted from the group commission at \$15 per uniform. The concessions uniform will consist of:

Supplied by Sportservice:

- Blue Polo Shirt
- Group ID (must be turned in at the end of the Event, or a \$10 reprint charge will be issued).

Each Group member is required to wear a black adjustable "Miller Park" hat. Hats may be purchased, at cost, for \$5.00 each. The Group has the option of either rotating the hats among the workers or purchasing a needed amount. There will be no loans on hats. They are only available by a deduction from commission. Reimbursements of hats will not be given.

Supplied by the Group member:

- Rubber Soled shoes such as Tennis Shoes, no open toed shoes, sandals, or CROCKS!

- **Black** Dress Slacks, Capri's, or Shorts (no more than 1 inch above the knee), no jeans, denim, sweat pants, mesh, or athletic pants.

If a Group member is not in compliance with the pants, he or she may borrow a pair of slacks from the uniform area. They will be responsible for a cleaning fee of \$2.00 that will be deducted from the group commission.

Other uniform and appearance issues will be covered at the training sessions to include, but not limited to, fingernail polish, jewelry, body piercing, and hygiene. No facial piercings are allowed while working.

14. At the end of each Event, Groups are required to clean all equipment used such as, but not limited to: grills, counters, deep fryers, sinks, reach in coolers, all utensils, and sweep and mop floors. All grease recovered from the grill traps must be placed in grease buckets. Grease must not be disposed of in the drains. Failure to properly clean a stand may result in a \$50.00 cleaning charge deducted from the donation at the discretion of the Group Coordinator. SPORTSERVICE Supervisors will check out cleanliness as part of the closing procedures.

15. The Group members are considered volunteer workers providing services for and on behalf of the Group. They shall not be deemed, for any purposes whatsoever, to be employees of SPORTSERVICE. The Group and its members will not receive compensation for their donation of services, except for the donations as set forth above.

16. SPORTSERVICE reserves the right to request removal or replacement of any Group member who (in the sole judgment of SPORTSERVICE) does not represent the best interests of SPORTSERVICE and its client with respect to the successful and professional operation of concession activities to be performed hereunder.

17. SPORTSERVICE is an equal opportunity company and does not discriminate against Groups or individuals on the basis of race, color, religion, creed, age, sex, handicap, national origin, or ancestry. SPORTSERVICE reserves the right to terminate this agreement in the Event that the Group or any member thereof, in any way, violates this Equal Opportunity Policy towards employees and customers.

18. SPORTSERVICE reserves the right in its discretion to terminate this Agreement without cause upon three day written notice to the appropriate Group representative. Sportservice shall also have the right to terminate this Agreement immediately in the event the Group fails to perform its obligations by issuing written notice to the Group's representative.

19. The Group will ensure the following:

(a) Each of the duties listed below must be performed by Group members who satisfy the applicable minimum age requirement under the laws of the State of Wisconsin for the dispensing, selling, and/or handling of alcoholic beverages.

(i) Any Group member working as a bartender or pouring beer from a spigot into a cup at a concession stand must be at least 18 years old and under direct supervision of a bartender over 21.

(ii) Any Group member selling beer or other alcoholic beverages to customers in the stands must be at least 18 years old. All stands have the potential for alcohol sales.

(iii) Any Group member working as a server and delivering alcoholic beverages to customers must be at least 18 years old.

(b) All Group members must bring proof of age to each Event. If a Group member fails to bring such identification he or she will not be permitted to work and that Group will not receive credit for him or her in computing any payments hereunder.

(c) All Group members will abide by the Sportservice work rules, a copy of which will be made available to all Group members.

(d) All workers must attend Sportservice orientation classes which will include alcohol beverage and food preparation and handling training and GuestPath Universal Standards Training and Service Recovery Training.

(e) All Group members must comply with all laws and regulations relating to the handling and service of food and alcoholic beverages, including but not limited to the following:

At the time of sale of alcohol, any Group member who is permitted to sell alcohol shall:

- (i) ask the customer for either a valid state driver's license or an identification card issued by the State Division of Motor Vehicles to non-drivers, or a military ID, or a valid passport (expired driver's license, college ID's, military ID's and other forms of ID may not be accepted). Patron must be carded if they appear to be 30 and under.;
- (ii) inspect the driver's license or identification card presented by the customer; and
- (iii) compare the description on the driver's license or identification card with the appearance of the customer for physical features such as height, weight, hair and eye color.
- (iv) Serve no more than 2 alcoholic beverages per person, per legal I.D.

(f) Any deviation from the foregoing will result in immediate termination of the entire Group, forfeiture of all donations otherwise payable hereunder and possible criminal penalties that might be assessed by the State of Wisconsin, county and/or city enforcement or police departments. The Group shall reimburse Sportservice for any fines, penalties or costs assessed to Sportservice for any such violation.

20. Under no circumstances will anyone under the age of 18 be allowed to work in a Concession stand or to enter the Stadium through the employee entrance. Identification will be requested. Under no circumstances will anyone who has NOT been trained in 2009 be allowed to enter the building through the employee entrance.

21. The Group's designee must sign out all cash banks from the Sportservice cash room and the "Bank Sign Out/In Sheet." To be issued a bank, the designee must present the Cashier with the coupon obtained at the check in area. The assigned designee must verify the bank prior to leaving the cash room. The Group is responsible for the cash.

22. Sportservice reserves the right to conduct random "spot audits" of the Group's inventory, cash, cash receipts, and cash register readings at any time.

Schedule A

1. To have a valid contract, a Group must sign up for 8 regular Events (not including Cubs Events) and 2 Weeknight Events. Once a Group has signed up for the minimum amount of Events, the Group is eligible to sign up for Cubs Events. In order for a contract to be considered completed, the Group must have worked the required number of games with the contracted number of people.

Schedule B

1. The Group will earn 12% commission of Net Sales derived at concession stands operated by the Group during all weekday Day Baseball Events (Monday – Thursday) throughout the season, excluding any Chicago Cubs Events, Opening Day, Post Season Events, and any other non-baseball Events. All beer portables will be paid at previous percentages listed in Section One of the 2009 Volunteer Group Agreement.

2. All games worked in September will be paid at 11% for food stands and food portables. Beer stands will continue at the previous percentages listed in Section One of the 2009 Volunteer Group Agreement. Post Season Events will be paid at previous percentages listed in Section One of the 2009 Volunteer Group Agreement.

3. Holidays will be paid at higher percentages. Each Holiday is different, percentages listed are for stands only, all beer portables will be paid at previous percentages listed in Section One of the 2009 Volunteer Group Agreement. Good Friday will be paid at 10%; Easter Sunday will be paid at 12%; if a Group works April 10-12 with the contracted number of workers, the Group will be paid an additional 1% per day worked (April 10-12). Mother's Day will be paid at 12%. Memorial Day will be paid at 12%. Labor Day will be paid at 12%; if a Group works September 4-7 with the contracted number of workers, the Group will be paid an additional 1% per day worked (September 4-7).

4. Any group that works 30 total Events (with the contracted number of workers at each Event) will be paid a \$500 bonus.

5. A Group will receive a training bonus of \$200, if 80% or more of their Group is trained by March 15, 2009. Percentages will NOT be rounded up. This will be the only training bonus applied for the 2009 season.

2009 EVENT SIGN-UP:

GROUP NAME: _____

CONTACT: _____

GROUP SIZE: 6 10 14

Please circle group size

CONTACT PHONE #: _____

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Friday	CUBS	4/10/2009	3:05PM	MARQUEE	
Saturday	CUBS	4/11/2009	6:05PM	MARQUEE	
Sunday	CUBS	4/12/2009	3:05PM	Easter Sunday @12%	
Monday	CIN	4/13/2009	7:05PM	Weeknight Event	
Tuesday	CIN	4/14/2009	7:05PM	Weeknight Event	
Wednesday	CIN	4/15/2009	7:05PM	Weeknight Event	
Monday	PIT	4/27/2009	7:05PM	Weeknight Event	
Tuesday	PIT	4/28/2009	7:05PM	Weeknight Event	
Wednesday	PIT	4/29/2009	12:05PM		
Thursday	ARZ	4/30/2009	7:05PM	Weeknight Event	

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Friday	ARZ	5/1/2009	7:05PM		
Saturday	ARZ	5/2/2009	6:05PM		
Sunday	ARZ	5/3/2009	1:05PM		
Friday	CUBS	5/8/2009	7:05PM	MARQUEE	
Saturday	CUBS	5/9/2009	TBD	MARQUEE	
Sunday	CUBS	5/10/2009	1:05PM	Mother's Day @12%	
Tuesday	FLA	5/12/2009	7:05PM	Weeknight Event	
Wednesday	FLA	5/13/2009	7:05PM	Weeknight Event	
Thursday	FLA	5/14/2009	12:05PM		
Monday	STL	5/25/2009	1:05PM	Memorial Day @12%	
Tuesday	STL	5/26/2009	7:05PM	Weeknight Event	
Wednesday	STL	5/27/2009	12:05PM		
Friday	CIN	5/29/2009	7:05PM		
Saturday	CIN	5/30/2009	7:05PM		
Sunday	CIN	5/31/2009	1:05PM		

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Tuesday	COL	6/9/2009	7:05PM	Weeknight Event	
Wednesday	COL	6/10/2009	7:05PM	Weeknight Event	
Thursday	COL	6/11/2009	1:05PM		
Friday	CWS	6/12/2009	7:05PM	MARQUEE	
Saturday	CWS	6/13/2009	6:05PM	MARQUEE	
Sunday	CWS	6/14/2009	1:05PM	MARQUEE	
Tuesday	MIN	6/23/2009	7:05PM	Weeknight Event	
Wednesday	MIN	6/24/2009	7:05PM	Weeknight Event	
Thursday	MIN	6/25/2009	1:05PM		
Friday	SF	6/26/2009	7:05PM		
Saturday	SF	6/27/2009	6:05PM		
Sunday	SF	6/28/2009	1:05PM		
Monday	NYM	6/29/2009	7:05PM	Weeknight Event	
Tuesday	NYM	6/30/2009	7:05PM	Weeknight Event	

COLOR KEY CODE	
Marquee Games:	Higher ticket price, Sell-out crowds
Weekday Day Games:	Paid at 12%, except Opening Day and Cubs Events
Holiday Games:	Paid at a higher percentage, refer to Schedule A & B for details
Weeknight Events:	Each Group must choose at least 2

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Wednesday	NYM	7/1/2009	1:05PM		
Tuesday	STL	7/7/2009	7:05PM	Weeknight Event	
Wednesday	STL	7/8/2009	7:05PM	Weeknight Event	
Thursday	STL	7/9/2009	1:05PM		
Friday	LAD	7/10/2009	7:05PM		
Saturday	LAD	7/11/2009	6:05PM		
Sunday	LAD	7/12/2009	1:05PM		
Friday	LAD	7/24/2009	7:05PM		
Saturday	ATL	7/25/2009	6:05PM		
Sunday	ATL	7/26/2009	1:05PM		
Monday	WAS	7/27/2009	7:05PM	Weeknight Event	
Tuesday	WAS	7/28/2009	7:05PM	Weeknight Event	
Wednesday	WAS	7/29/2009	7:05PM	Weeknight Event	
Thursday	WAS	7/30/2009	1:05PM		

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Tuesday	SD	8/11/2009	7:05PM	Weeknight Event	
Wednesday	SD	8/12/2009	7:05PM	Weeknight Event	
Thursday	SD	8/13/2009	1:05PM		
Friday	HOU	8/14/2009	7:05PM		
Saturday	HOU	8/15/2009	6:05PM		
Sunday	HOU	8/16/2009	1:05PM		
Tuesday	CIN	8/25/2009	7:05PM	Weeknight Event	
Wednesday	CIN	8/26/2009	7:05PM	Weeknight Event	
Thursday	CIN	8/27/2009	1:05PM		
Friday	PIT	8/28/2009	7:05PM		
Saturday	PIT	8/29/2009	6:05PM		
Sunday	PIT	8/30/2009	1:05PM		

DAY	OPPONENT	DATE	TIME	PROMO	WORK
Friday	SF	9/4/2009	7:05PM		
Saturday	SF	9/5/2009	6:05PM		
Sunday	SF	9/6/2009	1:05PM		
Monday	STL	9/7/2009	1:05PM	Labor Day @12%	
Tuesday	STL	9/8/2009	7:05PM	Weeknight Event	
Wednesday	STL	9/9/2009	1:05PM		
Friday	HOU	9/18/2009	7:05PM		
Saturday	HOU	9/19/2009	6:05PM		
Sunday	HOU	9/20/2009	1:05PM		
Monday	CUBS	9/21/2009	7:05PM	MARQUEE	
Tuesday	CUBS	9/22/2009	7:05PM	MARQUEE	
Wednesday	CUBS	9/23/2009	TBD	MARQUEE	
Thursday	PHI	9/24/2009	7:05PM	Weeknight Event	
Friday	PHI	9/25/2009	7:05PM		
Saturday	PHI	9/26/2009	6:05PM		
Sunday	PHI	9/27/2009	1:05PM		

Holiday Weekends	
April 10, 2009, Good Friday/Opening Day @10%	
April 12, 2009, Easter Sunday @12%	
If a Group works April 10-12 with their contracted number of workers, the Group will earn an additional 1% for each date worked (Apr 10-12).	
September 7, 2009, Labor Day	
If a Group works September 4-7 with their contracted number of workers, the Group will earn an additional 1% for each date worked (Sept 4-7).	

Place an "X" in the Work box for desired dates. A reminder that all Groups must work 8 regular Events and 2 Weeknight Events. Cubs Events may not be included in the original 10 Events. Please refer to the contract Schedule "A" for more details.

PAPERWORK FOR 2009 GROUP PROGRAM:

After reviewing the information in this packet, it is important to contact everyone in your Group and make sure your volunteers are willing to participate. If you decide you would like to participate in the program, please read the instructions below.

All paperwork should be mailed or faxed to the following:

<u>MAIL:</u>	or	<u>FAX:</u>
Milwaukee Sportservice		(414) 902-4732
Attn: Group Coordinator		Attn: Group Coordinator
Miller Park		
One Brewers Way		
Milwaukee, WI 53214		

I ask that, in order to receive priority, these materials be turned in by **Monday, January 5, 2009**. Please note that the sooner these materials are turned in, the sooner you will receive training dates and priority on events. Applications for the 2009 Group Program will be accepted throughout the entire season, pending availability.

Please feel free to contact me with any questions. I can be reached by phone at (414) 902-4725, or via email at groupmiller@dncinc.com.

Returning Groups (that worked 2008 season)

1. Thoroughly read through the Volunteer Agreement (Pages 12-17)
2. Complete, sign, and turn in the Acceptance of Terms worksheet (Page 18)
3. Complete and turn in the 2009 Event Sign-Up (Page 19)

New Groups

1. Thoroughly read through the Volunteer Agreement (Pages 12-17)
2. Complete, sign, and turn in the Acceptance of Terms worksheet (Page 18)
3. Complete and turn in the 2009 Event Sign-Up (Page 19) (This is where you select the Events you would like to contract for. These Events will be confirmed by the Group Coordinator; not all Events requested may be granted.)
4. Complete and turn in the W-9 Tax Form (Page 20)
5. You will also need to submit a copy of your written tax-exempt letter from the IRS (also referred to as a 501(c)(3) form). If you don't have one, you will need to ask the IRS to send you a copy. This letter needs to be submitted with a contract in order to complete your registration. (Example: Pages 10-11)

Please turn in your materials as soon as possible to receive priority on Event dates and training dates. Once all of your materials are turned in, you will receive a Welcome Packet! with training materials included. Please expect the processing of your contract to take 2-3 weeks. It is a good idea to make a copy of each page for your records before sending them to Sportservice. A self addressed envelope has been included for your convenience.