



PROUDLY MANAGED BY **LEGENDS GLOBAL**

2026 U.S. Bank Stadium Wireless Network Licensing Renewal

REQUEST FOR PROPOSALS (RFP)

ADDENDUM NO. 1

June 4, 2026

Legends Global

401 Chicago Avenue

Minneapolis, MN 55415

This Addendum forms a part of the Request for Proposals (RFP) dated May 19, 2026, and modifies the RFP documents as described herein. Proposers are responsible for determining the extent to which this Addendum affects their proposal and for incorporating all applicable revisions into their submission.

A. The following clarification, revision, and attachment are hereby incorporated into the RFP documents and are effective immediately. Proposers shall acknowledge receipt of this Addendum on the Form of Proposal.

**Exhibit B – Legends Global Service Agreement**

## SERVICES AGREEMENT

This Services Agreement (“**Agreement**”) is dated as of **xxxxxxx** and made and entered into by and between SMG, a general partnership existing under the Laws of the Commonwealth of Pennsylvania (“**SMG**”), and **xxxxxxxxxxxxxxxxxxxxxx** (“**Contractor**”).

### BACKGROUND

A. The Minnesota Sports Facilities Authority (“**Authority**”) has engaged SMG as the manager for U.S. Bank Stadium (the “**Stadium**”), and SMG has authority to enter into agreements relating to the management and use of the Stadium and surrounding area (collectively with the Stadium, the “**Job Site**”).

B. Minnesota Vikings Football Stadium, LLC (“**Stadco**”) and Minnesota Vikings Football, LLC (the “**Team**,” together with Stadco, the “**Vikings**”) have entered into that certain Stadium Use Agreement, as amended (the “**Stadium Use Agreement**”), pursuant to which the Vikings use the Stadium for professional football games and other event purposes (“**Team Stadium Events**”). Team Stadium Events may be held in or about the Stadium and other locations around and on the Job Site.

C. SMG desires, along with the Authority and the Vikings, to obtain the services of Contractor to perform certain services at the Job Site, as more particularly described herein.

### AGREEMENT

1. **CONTRACTOR’S SERVICES; PAYMENT.** During the term of this Agreement, Contractor shall perform those Services designated on **Exhibit A** attached hereto, and as necessary to maintain the Job Site in a clean, safe, and attractive state (the “**Services**”) at such times as SMG may require to meet SMG’s needs. All Services shall be provided in a professional and courteous manner, in accordance with the highest industry standards applicable to the Services, in accordance with all applicable legal requirements, and in a manner acceptable to SMG. Contractor acknowledges and agrees that the Vikings have the right to consult with the Authority and SMG with respect to Stadium site operations and Team Stadium Events, and such consultation may require a change to the scope of the Services. As full compensation for the Services, SMG shall pay Contractor in accordance with the payment terms and conditions set forth in **Exhibit A** attached hereto.

2. **CONTRACTOR STAFFING AND MANAGEMENT.** Contractor will conduct appropriate background checks and other investigations, including without limitation criminal background, department of motor vehicles background, and substance abuse testing, on all employees, volunteers, and others acting for, or on behalf of, Contractor, consistent with applicable Laws and industry standards prior to their employment at the Job Site. No employee will be utilized who has a background including a criminal conviction including moral turpitude. Contractor shall provide an appropriate number of staff and supervisors, for the Services required. The Vikings, in consultation with SMG, shall have the right to request specific personnel of Contractor at established locations for each Viking game, which SMG and Contractor shall make best efforts to accommodate. If at any time SMG believes that any employee of Contractor is not satisfactory, SMG shall notify Contractor of the reasons for its dissatisfaction with such employee verbally and in writing and reserves the right to require replacement of such employee. Contractor shall promptly comply with such request. The Contractor must use ABI, an electronic time keeping system to track when employees are on premise. At the request of SMG, Contractor must provide copies of certified payroll records for auditing purposes.

3. **EVENT STAFF RESPONSIBILITIES.** Contractor's personnel shall be responsible for carrying out and complying with all Job Site rules, regulations, policies and procedures applicable to Contractor and issued by SMG to Contractor, all rules and regulations generally applicable to all employees working at the Stadium and the Job Site and, with respect to Team Stadium Events, any generally applicable rules of the National Football League, the Vikings and any other professional sports sanctioning bodies.

4. **LABOR REQUIREMENTS**

A. **Hiring, Training, and Supervision.** Contractor shall be responsible for hiring, training, supervising, and directing its employees. Contractor will not by any statement, act or omission express or imply to any of its employees or job applicants that SMG is an employer, co-employer, or joint employer of such individuals. Contractor will compensate its own employees and comply with all applicable tax and other legal requirements for their employment.

B. **Women and Minority Recruitment; Equal Opportunity.** Contractor will make every effort to employ women and members of minority communities when hiring and for employment at the Job Site and the Services that Contractor will provide. Contractor will adopt and comply with equal employment opportunity policies that prohibit discrimination and harassment against applicants and employees on the basis of race, creed, age, sex (including sexual orientation), pregnancy (including childbirth and related medical conditions), national origin, disability, religion, ancestry, familial status, status with regard to public assistance, gender identity, marital status, membership or activity in a local commission, military status, veteran status, or any other classification protected by applicable Law. Contractor's policy will also include that it will reasonably accommodate the known disability of a qualified person with a disability unless Contractor can demonstrate that the accommodation would impose an undue hardship. Contractor's policy will also include that it will reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause more than a minimal burden on the operations of Contractor's business, which will allow an employee to practice his or her religion. Contractor's policy will also include strict prohibitions against retaliation against any individual for reporting a violation of the policy, cooperating in Contractor's investigation of a reported violation of the policy, or being associated with a person who reported a violation of the policy. Contractor will undertake measures designed to eliminate discriminatory barriers based on the protected classifications above, including measures to ensure equal opportunity in hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in any service or apprenticeship programs.

C. **Prohibited Substances.** Contractor will adopt and enforce policies that prohibit the use, possession, transfer, sale or being under the influence of illegal drugs or alcohol during working time, and off working time but in working areas of the Job Site. Such policies will include termination of employment and removal from the Job Site for violations, or such other disciplinary action that Contractor determines is suitable under its policies, as long as such action ensures that there will not be another violation. Contractor's staff will be prohibited from bringing any firearms or other deadly weapons (as identified by any local, state, or federal law enforcement agency) into the Job Site.

D. **Labor Peace.** Contractor will implement, and demonstrate to the satisfaction of SMG its compliance with, a policy regarding labor peace. This includes, without limitation, a policy that minimizes the potential for labor disputes that might interrupt services at the Job Site or inconvenience fans, by undertaking the following:

(a) Labor Peace Agreement. Contractor will be or become a party to a labor peace agreement with any labor organization seeking to represent Contractor's employees when working at the Job Site, and which contains at a minimum provisions during the labor organization's organizing efforts:

(i) Prohibiting the labor organization from engaging in or encouraging picketing, strikes, work stoppages, sympathy strikes, slowdowns, or any other economic interference of any kind or nature whatsoever at the Job Site; and prohibiting Contractor from engaging in a lockout of Contractor's employees at the Job Site;

(ii) For final and binding arbitration of any dispute over the labor organization's organizing efforts, the economic conditions of the employees and other mandatory subjects of bargaining and the negotiation thereof;

(iii) For a duration of at least three years from commencement of Contractor's services at the Stadium;

(iv) Labor Contract Requirements. When a labor organization represents Contractor's employees who are or will be employed at the Stadium, being a signatory to a collective bargaining agreement or other valid contract with such labor organization which contains at a minimum provisions:

(v) Prohibiting the labor organization and Contractor's employees from engaging in picketing, strikes, work stoppages, sympathy strikes, slowdowns, or any other economic interference of any kind or nature whatsoever at the Stadium; and prohibiting Contractor from engaging in a lockout of Contractor's employees at the Stadium.

(vi) For final and binding arbitration of any dispute involving the interpretation, application, or enforcement of the collective bargaining agreement or other valid contract;

(vii) For a duration of at least three years from commencement of Contractor's services at the Stadium.

5. PROFESSIONAL IMAGE STANDARDS. Employees must be in uniform at all times when on the clock. No sports or other logo(s), other than the U.S. Bank Stadium official marks approved by the Vikings and approved Vikings' logos and other Vikings' indicia, shall be visible while working. Contractor will be responsible for the purchase and upkeep of all uniforms for its staff. This includes uniforms for event and non-event staff. SMG, in consultation with the Authority and the Vikings, at its sole discretion will determine the uniform including color, style, print size and logo placement. SMG reserves the right to place a U.S. Bank Stadium logo, Vikings indicia, and Authority indicia on the Contractor's uniform at no cost. Contractor shall enforce a footwear policy precluding open-toed shoes, sandals and shoes with excessive wear.

6. REPORTING AND ACCOUNTABILITY. Contractor shall submit to SMG, full, correct and legible copies of the following, completed and in a form satisfactory to SMG: (i) within twenty-four (24) hours of completion of any Services, submit a time and material report summarizing the Services completed; and (ii) within four (4) hours following an incident, submit an accident report summarizing what happened and steps to prevent the same from happening in the future.

7. **INSURANCE.** Contractor shall obtain and maintain in force at all times during the term of this Agreement as a direct cost of operation, insurance coverage as indicated below. Such coverage will be obtained from an insurance company authorized and licensed to do business in the State of Minnesota with a Best's Insurance Reports rating of no less than A VIII. Such insurance shall, to the maximum extent permitted by Law, cover Contractor's Indemnification obligations pursuant to this Agreement, and all claims and suits of any kind whatsoever arising from the Services provided by Contractor. Should any required coverage be written with a self-insured retention or deductible, said self-insured retention or deductible shall be the sole responsibility of Contractor, and such insurance shall apply, as respects SMG, as if no such self-insured retention or deductible was in place; **provided, however,** such self-insured retention shall not exceed \$25,000. [NOTE: Consider what insurance coverage can be removed given scope of services to be provided]

A. **Comprehensive General Liability.** Comprehensive General Liability Coverage in the amount of \$1,000,000.00 per occurrence and \$2,000,000.00 in the annual aggregate for the Job Site. This coverage must be written on an occurrence form. Claims-made policies are unacceptable. This insurance shall provide coverage from and against any claim for property damage, bodily injury, or personal and advertising injury. This coverage shall include blanket contractual liability insurance and such coverage shall make express reference to the indemnification provisions set forth in **Section 8** in this Agreement. All such coverage shall be primary and non-contributory with respect to any coverage held by the Indemnified Parties.

B. **Workers' Compensation and Employers Liability.** Workers' Compensation and Employers Liability Coverage, as statutorily required by the State of Minnesota for all employees of Contractor. Employers' Liability coverage on the Workers Compensation policy shall be written in the minimum amount of \$1,000,000.00.

C. **Comprehensive Automobile Liability.** Comprehensive Automobile Liability Coverage, in an amount not less than \$1,000,000.00. Such coverage shall include all owned, non-owned, leased and/or hired motor vehicles which may be used by Contractor in connection with the Services.

D. **Excess Liability.** Excess Liability Coverage, in the minimum amount of \$20,000,000.00, which shall be in the form of an Umbrella policy rather than a following form excess policy. This policy or policies shall be specifically endorsed to be excess of the required Comprehensive General Liability Coverage, the Employers' Liability Coverage on the Workers' Compensation policy, and the Comprehensive Automobile Liability policy.

E. **Personal and Business Property.** Insurance against loss and/or damage to personal and business property of Contractor upon the Job Site by fire or other such casualty as may be generally included in the usual form of extended coverage in an amount equal to the replacement costs of such property used at the Job Site. Such insurance shall provide coverage for the property of others in the care, custody and control of the Contractor. The parties agree to amend the provisions of this **Section 7.E** from time to time as necessary when, in the reasonable discretion of SMG, it is necessary to ensure there is adequate insurance coverage for the operations of Contractor at the Job Site.

F. **Additional Insureds.** The required Comprehensive General Liability Coverage, the Employers' Liability Coverage on the Workers' Compensation policy, the Comprehensive Automobile Liability Coverage and the Excess Liability Coverage shall name the following as additional insureds: SMG; the Authority (Minnesota Sports Facilities Authority); the Vikings (Minnesota Vikings Football Stadium, LLC and Minnesota Vikings Football, LLC); and each of their respective parents, subsidiaries and affiliates, and their respective owners, partners, members, managers, shareholders, officers, directors, employees, agents, servants, heirs, successors, assigns, administrators, personal representatives and other

representatives. All required policies shall be primary to any other insurance maintained by the additional insureds which other insurance shall be excess and non-contributory thereto. Each additional insured shall be provided the same coverage as the named insured, including cost of defense.

G. **Third Party Crime Coverage.** Contractor shall provide to SMG Third Party Crime Coverage in an amount not less than \$100,000 covering all Contractor's personnel under this Agreement for each loss, to reimburse SMG for losses experienced due to the dishonest acts of Contractor's employees, dishonesty, forgery or alteration, theft, disappearance and destruction inside and outside the Job Site, and robbery and safe burglary inside and outside the Job Site. Notwithstanding the foregoing, if any employees of Contractor will handle cash or have access to any point of sale system or assets of SMG, the Vikings, or the Authority, such coverage shall not be less than \$1,000,000.

H. **Copies of Policies.** Certified copies of all required policies and certificates which evidence such coverage being in place will be promptly delivered to SMG and the Vikings prior to the commencement of the term of this Agreement. All such policies shall be endorsed to indicate that coverage will not be materially changed or cancelled without at least 90 days prior notice to SMG and the Vikings, such prior notice being mandatory and not the best efforts of the carrier to notify. Said notice shall be sent to SMG and the Vikings by Certified Mail, return receipt requested. Prior to the expiration of the required coverage, Contractor will provide SMG and the Vikings with evidence of the renewal of all coverage required on at least the same terms and conditions as originally required for this Agreement.

I. **Waiver of Subrogation.** All policies shall contain waivers of the rights of recovery and subrogation in favor of all the additional insureds identified in **Section 7.F** above.

8. **INDEMNIFICATION.** To the fullest extent permitted by Law, Contractor shall protect, indemnify, defend and hold harmless SMG, the Authority, the Vikings, and each of their respective parents, subsidiaries and affiliates and their respective owners, partners, members, managers, shareholders, officers, directors, employees, agents, heirs, successors, assigns, administrators, personal representatives and other representatives (collectively the "**Indemnified Parties**") from and against any and all claims, losses, liabilities, demands, damages, obligations, fines, penalties, awards, judgments, costs, and expenses (including reasonable attorney's fees), in Law or in equity, for bodily injury, personal injury, illness, disease, death, damage to property, violation of Laws, or other loss, arising from, in connection with, or incident to any claim, demand, investigation, or suit of any kind or nature which any entity or person (including employees or agents of Contractor) may make against any of the Indemnified Parties, arising from, in connection with, or incident to: the Services, whether by act or omission, provided by or to be provided by, Contractor; Contractor's failure to comply with any and all contractual obligations hereunder, or any Laws (federal, state, foreign, local and municipal regulations, ordinances, statutes, rules, laws and constitutional provisions applicable to Contractor's Services); any unlawful act on the part of Contractor, its officers, agents, employees and subcontractors; any environmental liabilities or conditions caused by Contractor; or the breach or default by Contractor of this Agreement. Contractor specifically agrees that its obligations in this **Section 8** include indemnification of an Indemnified Party that engages in negligent conduct or is otherwise liable or alleged to be negligent or otherwise liable. The indemnification obligations of Contractor are not limited or in any way affected by the insurance requirements set forth in this

Agreement. The requirements of this **Section 8** shall survive termination of this Agreement indefinitely, or until all obligations of this Agreement are satisfied.

9. **NOTICES.** All notices, requests, consents, approvals or other communications required under this Agreement will be in writing and will be deemed to have been properly given if served personally, or if

sent by United States registered or certified mail, or overnight delivery service to the Parties as set forth on the signature page of this Agreement (or at such other address as a Party may from time to time designate by notice given pursuant to this **Section 9**).

10. **DEFAULT AND TERMINATION.** Contractor shall be in default under this Agreement if any of the following occurs: (i) Contractor or any of its officers, employees or agents fails to perform or fulfill any term, covenant, or condition contained in this Agreement and Contractor fails to cure such default within three (3) business days after SMG or the Vikings provides Contractor written notice of such default; or (ii) Contractor makes a general assignment for the benefit of creditors; or (iii) Contractor breaches any of its representations and warranties hereunder. SMG shall be in default under this Agreement if SMG fails to perform or fulfill any term, covenant, or condition contained in this Agreement and SMG fails to cure such default within thirty (30) business days after Contractor provides SMG written notice of such default. SMG shall not be deemed to be in default under this Agreement if SMG fails to pay any of the fees due hereunder as a result of Contractor's default under this Agreement. Nothing herein shall be construed as excusing either party from diligently commencing and completing a cure within a lesser time if reasonably possible. Upon a default, the nonbreaching party may, at its option, upon written notice or demand upon the other party, immediately cancel and terminate this Agreement.

11. **REPRESENTATIONS AND WARRANTIES.** Contractor hereby represents and warrants as follows: (a) Contractor has the full power and authority to enter into this Agreement and perform each of its obligations hereunder; (b) Contractor is legally authorized and has obtained all necessary regulatory approvals for the execution, delivery, and performance of this Agreement; (c) No litigation or pending or threatened claims or litigation exist which do or might adversely affect Contractor's ability to fully perform its obligations hereunder or the rights granted by Contractor to SMG under this Agreement; and (d) Contractor's performance under this Agreement shall be in compliance with applicable laws, statutes, rules, ordinances, permits and regulations (collectively, the "**Laws**") and Contractor shall obtain, prior to its performance under this Agreement, and maintain any and all applicable permits, licenses and certifications with all applicable governmental authorities necessary or required by Law to provide the Services at Contractor's cost, including any permits required to do business in Minnesota.

12. **COVENANTS.** Contractor hereby covenants as follows: (a) Contractor shall not occupy or use the Job Site, nor shall interfere with the activities of the Job Site, except as is reasonably necessary to perform the Services hereunder; (b) Contractor shall not make any alterations or improvements to the Job Site without the prior written consent of SMG; (c) Contractor shall not operate any equipment or materials belonging to SMG without the prior written approval of SMG; (d) No portion of any passageway or exit at the Job Site shall be blocked or obstructed in any manner whatsoever, and no exit door or any exit shall be locked, blocked, or bolted while the Job Site is in use; (e) All designated exit ways at the Job Site shall be maintained in such manner as to be visible at all times; and (f) No motorized vehicles will be operated in public areas from 30 minutes prior to gate opening and until SMG announces that the Stadium is safely secured.

13. **CONFIDENTIALITY.** All Information disclosed by SMG, the Authority, and the Vikings to Contractor shall remain the property of disclosing party and shall be kept secret and confidential and shall not be used in any manner by Contractor other than for the purpose of performing its Services under this Agreement. If requested by SMG, Contractor shall cause each of its officers, employees, and permitted consultants, subcontractors, and agents assigned to or otherwise involved in performing such Services to agree to be bound by this Agreement as a condition of the continued provision of the Services hereunder. "**Information**" shall mean all information relating to SMG, the Authority, and the Vikings, their respective businesses, or the Job Site that is disclosed prior to the date hereof or to be disclosed after the date hereof

in writing (regardless of whether such information is marked confidential or proprietary), or by oral communication by SMG, the Authority, or the Vikings to Contractor. Information shall also include the fact that the parties have entered into this Agreement for the provision of the Services. Contractor agrees that the provisions of this Agreement are reasonable and necessary to protect the interests of SMG, the Authority, and the Vikings, and that SMG's, the Authority's, and the Vikings' remedies at Law for a breach of any of the provisions of this Agreement will be inadequate and that, in connection with any such breach, SMG, the Authority, and the Vikings, as applicable, will be entitled, in addition to any other available remedies (whether at Law or in equity), to temporary and permanent injunctive relief without the necessity of proving actual damage or immediate or irreparable harm, or of the posting of a bond. Notwithstanding the foregoing, if a court of competent jurisdiction shall determine any of the provisions of this Agreement to be unreasonable, Contractor agrees to a reaffirmation of such provisions by such court to any limits which such court finds to be reasonable and that Contractor will not assert that such provisions should be eliminated in their entirety by such court. The obligations in this **Section 13** shall survive indefinitely.

14. **TERM AND TERMINATION.** Subject to earlier termination pursuant to **Section 10**, the term of this Agreement shall commence on the date hereof and terminate on **xxxxxxx**. Notwithstanding the foregoing, SMG may terminate this Agreement at any time by providing Contractor a minimum of 10 days' prior written notice of such termination.

15. **GENERAL.** This Agreement shall bind and benefit the parties and their respective heirs, representatives, successors and assigns. However, this Agreement shall not be assigned or otherwise transferred by Contractor, and Contractor may not delegate any of its obligations or responsibilities hereunder, without the prior written consent of SMG, which may be withheld in SMG's sole and absolute discretion. Any purported assignment or transfer of this Agreement by Contractor without SMG's prior written consent shall be void and of no legal effect. SMG and Contractor shall each be and remain an independent contractor with respect to all rights and obligations arising under the Agreement. Each party agrees to report and pay its own taxes imposed on its income by any jurisdiction, including, without limitation, state and federal income tax. This Agreement sets forth all of the rights and duties of the parties with respect to the subject matter hereof, and replaces any and all previous agreements or understandings, whether written or oral, relating thereto. This Agreement may be amended only in writing, signed by persons authorized to bind the parties thereto. This Agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which shall constitute one and the same Agreement. This Agreement and its executed counterparts may be transmitted electronically and, as received, be treated an original. If any provision or a portion of any provision of this Agreement is held to be unenforceable or invalid by a court of competent jurisdiction, the validity and enforceability of the enforceable portion of any such provision and/or remaining provisions shall not be affected thereby. Except as set forth below, this Agreement shall not give any person or entity, other than the parties hereto and their successors and permitted assigns, any legal or equitable right, remedy or claim under or in respect of this Agreement.

Notwithstanding the foregoing, the Authority and the Vikings are each direct and intended third party beneficiary of this Agreement, and have the direct right to enforce the terms of this Agreement.

16. **GOVERNING LAW AND VENUE.** This Agreement shall be governed, interpreted and enforced in accordance with the internal Laws of the State of Minnesota, without regard to applicable conflicts-of-law provisions. The parties agree that the exclusive venue for any actions arising under or relating to this Agreement and the rights, responsibilities and duties of the parties hereunder, shall be the federal or state courts located in Hennepin County, Minneapolis, Minnesota.

**[SIGNATURE PAGE FOLLOWS]**

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be duly executed by their authorized representative.

**SMG:**

By (Signature): \_\_\_\_\_

Print Name and Title: \_\_\_\_\_

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

Address for Notices:

Scott McGuire  
Director of Operations  
401 Chicago Avenue  
Minneapolis, MN 55415

**Contractor:**

By (Signature): \_\_\_\_\_

Company: \_\_\_\_\_

Print Name and Title: \_\_\_\_\_

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

Address for Notices:

\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

**[SIGNATURE PAGE TO SERVICES AGREEMENT]**

**EXHIBIT A**

**CONTRACTOR'S SERVICES**

Contractor's Services shall be assigned by SMG, but can include, but not be limited to, the following:

[Insert Services]

**PAYMENT TERMS AND CONDITIONS**

[Insert payment terms]