



REQUEST FOR PROPOSAL

Crowd Management Services

LEGENDS GLOBAL/U.S. BANK STADIUM

July 2026 – June 2029

Project Background

In 2012, the State of Minnesota enacted 2012 Minnesota Laws, Chapter 299 (the “Act”), to establish the Minnesota Sports Facilities Authority (“Authority”) and to provide for the construction, financing, and long term use of a new stadium (the “Stadium”) now named U.S. Bank Stadium and related stadium infrastructure (the “Stadium Infrastructure”) as a venue for professional football and a broad range of other civic, community, athletic, educational, cultural and commercial activities.

As set forth in the Act, the design, development and construction of the Stadium and the Stadium Infrastructure (collectively, the “Stadium”) was a collaborative process between the Authority and Minnesota Vikings Football Stadium, LLC (the “Team”).

The Stadium is located on a site partially including the site of the former Hubert H. Humphrey Metrodome and also including additional adjacent land that was acquired in Minneapolis, Minnesota. The Stadium was designed to meet the standards required for a National Football League (“NFL”) franchise, as well as other programmatic uses consistent with other multipurpose facilities. The Stadium was designed in accordance with the design requirements set forth in the Act and such additional standards as were established by the Authority. Construction of the Stadium and Stadium Infrastructure was completed and approved for occupancy in advance of the Minnesota Vikings’ 2016 NFL season. Since 2016, U.S. Bank Stadium has hosted more than 80 NFL football games to include a Super Bowl in 2018. Additionally, the Stadium has welcomed more than 35 major concerts and tours, the NCAA Men’s Basketball Final Four, and multiple years of the X-Games.

The Authority chose SMG in August 2014 as the operator for U.S. Bank Stadium. SMG had extensive experience in operating major sports venues, managing over 200 facilities worldwide, including six NFL stadiums. In February 2019, SMG merged with AEG Facilities and formed ASM Global. ASM Global was acquired by Legends in 2025 and rebranded to Legends Global, a global venue and facility management company that operates more than 310 venues across five continents. Legends Global books, operates and maintains the Stadium and all contractors and partners report to Legends Global.

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PART ONE– GENERAL

I. INTRODUCTION

Request for Proposals

Pursuant to this request for proposals (“RFP” or “Request for Proposal”), Legends Global is seeking proposals from companies (“Bidders”) interested in providing security services to include crowd management services at events at U.S. Bank Stadium utilizing licensed, qualified, well-trained, customer service focused personnel and supervisors. The successful Bidder must be capable of providing all aspects of these services, including, but not limited to, crowd control, access control, VIP escorts and other duties necessary to support security for a 65,000 seat state-of-the-art stadium that includes a turf playing surface, seven public concourses, a below grade service level, home and visiting team locker rooms, food service facilities and all ancillary facilities necessary to support all events.

The Stadium is designed to provide a wide array of events for the community and state. It hosts high school and college sporting events, including baseball, soccer and football. The Stadium also accommodates large trade shows and concerts as well as smaller intimate events in the Stadium’s six high-end club spaces and locations throughout the building.

1. Purpose

Legends Global is accepting proposals from Bidders interested in providing security staff to perform crowd management services for events at U.S. Bank Stadium. Crowd management services consist of providing qualified staff who will be responsible for safety and security duties at Stadium events. Legends Global will select a company (“Contractor”) that be responsible for providing crowd management services for all areas as outlined more fully in Part Two of this RFP.

2. Terms and Conditions and Contract

By submitting a proposal in response to this RFP, the Bidder expressly agrees to the terms and conditions contained herein. If there is any conflict between the terms and conditions contained herein and the finalized contract between Legends Global and the Contractor (the “Security Agreement”), the Security Agreement shall prevail.

3. Start Date and Contract Term

The term of the Security Agreement shall be July 01, 2026, to June 30, 2029, subject to such termination provisions provided in the finalized Security

Agreement. The selected Contractor must be prepared to provide services pursuant to the Security Agreement as of July 01, 2026.

4. **Contact Information**

The sole point of contact for this Request for Proposal is:

Shannon Kelly
General Manager
skelly@usbankstadium.com
612.777.8720 (Office)
651.447.3744 (Cell)

5. **Written Questions**

Any questions concerning this request for proposals must be submitted via email to skelly@usbankstadium.com no later than 5:00 PM central standard time on March 25, 2026.

6. **Proposal Submission Date**

Proposals must be received by Legends Global prior to 5:00 PM central standard time on April 3, 2026. Any proposal received after this time will not be considered.

All bids can be mailed, or hand delivered to the address below:

Shannon Kelly
401 Chicago Avenue
Minneapolis, MN 55415

Legends Global will not be liable for any costs incurred by bidders in the preparation and presentation of the Response.

7. **Mandatory Site Visit**

All interested Bidders shall attend a mandatory site visit at the Stadium on March 19 or 20, 2026 at a time to be determined.

8. **Reserve Clause**

Legends Global reserves the right to reject any and all proposals at any time for any reason whatsoever, and/or change the timing and procedure of this bidding

process.

9. Acceptance of Proposal (Award)

It is the intent of Legends Global to award the contract to the Bidder offering the best value on April 30, 2026, provided the proposal has been submitted in accordance with the requirements of this RFP and does not exceed Legends Global's budget.

Legends Global reserves the right to make inquiries to evaluate the proposals, including, but not limited to, on-site inspections of facilities where the participant provides services similar to the services requested hereunder before the award of the contract.

10. Post-Proposal Interview/Presentation

After the proposals are received and evaluated by Legends Global, certain Bidders may be asked to meet with Legends Global for a post-proposal Interview/Presentation.

The post-proposal interview may include, but is not limited to, a review of the bid, alternate pricing, unit pricing, financial ability of Bidder to perform the scope of services requested, ability of the Bidder to provide qualified employees to meet staffing needs for events at the Stadium, Bidder's regulatory compliance program, Bidder's billing/invoicing system, Bidder's quality control standards and Bidder's approach to the Work. Legends Global reserves the right to submit requests for further clarification and to receive written responses from the Bidder.

Legends Global will score proposals on a point system, with some criteria being graded on a pass/fail basis. Bidders who fail any criterion may have their proposal rejected. Bidders will be provided with the criteria for the process. Legends Global reserves the right to reject any or all proposals if responses to the post-proposal interview or any other information in Legends Global's judgement are unsatisfactory or do not meet the budget, the total aggregate project budget, or required performance standards. This scoring process is one means by which Legends Global will evaluate each submission using consistent criteria. However, Legends Global is not bound to choose the Bidder with the highest points. Rather, Legends will select the Bidder offering the best overall proposal for providing the highest quality services at competitive rates. Legends Global will also take the overall viability of the bidder as a functioning entity into consideration to ensure continuity of services to be provided herein.

II. **PROPOSAL FORMAT**

1. **General**

Proposals must be submitted in two parts, a Technical Proposal and a Price Proposal. Three (3) copies of each part shall be submitted marked "Crowd Management Contract – Technical Proposal" and "Crowd Management Contract – Price Proposal."

2. **Technical Proposal.** The Technical Proposal shall include:

- A. Description of Bidder – provide a company overview including history, size, number of employees, affiliated companies, etc. The same information should be provided for any identified subcontractors or joint venture partners that would be working on the contract.
- B. Experience of Bidder – List relevant company experience within the past five years, including current contracts and references. In particular, identify any experience on contracts similar in scope and size to the services sought under this request for proposal. Bidder must have at least five (5) years' experience performing crowd management services for large venues and events with the capacity of at least 45,000. Information should include any and all joint venture partners.
- C. Project Team Organization – Identify and explain the specific organization of the proposed project team, including key personnel and how this project fits in with other areas of Bidder's company's operation.
- D. Experience of Key Personnel – Summarize the experience of key personnel and managers who would be assigned to this contract. A proposed onsite manager must be named in this proposal along with their qualifications and work history. The onsite manager must have at least three (3) years of experience performing event management at venues with a seating capacity of at least 45,000. Legends Global reserves the right to interview and has final approval of the proposed onsite manager. If Bidder is unable to identify a single candidate, then it must provide a list of possible candidates and their relevant qualifications and work history. In addition, Bidder shall list the names of the Qualified Representative, Minnesota Manager, and approved training instructors pursuant to Minnesota State statutory and regulatory requirements for licensed Protective Agents.
- E. Crowd Management Work Plan – Present a detailed plan of approach for meeting the crowd management specifications. The plan must include the following items.

1. Organization of tasks and job duties to be performed.
2. Approximate number of security staff, supervisors and managers assigned to different tasks.
3. Set out whether Bidder is able to provide armed services in addition to unarmed services and, if so, provide proposed rates for each type of service.
4. Provide a proposed staffing plan for the Stadium.
5. Provide a detailed description of the Bidder's training program, to include the statutorily required pre-assignment and continuing training in addition to site-specific training.
6. Proposal for documenting staffing deployment.
7. Staff protocols, procedures and policies.
8. Staff Job Descriptions and position orders.
9. Detailed list of equipment to be utilized.
10. Provide a detailed description for accountability for all staff; explain how Bidder will ensure the identity of each staff member prior to their gaining access to the Stadium; explain how Bidder will be able to know exactly which of Bidder's employees is providing what specific services at the Stadium at any point in time during an event; and explain how Bidder will know the identity of each employee working for Bidder at any time while each employee is performing security services at the stadium.
11. Describe the proposed hours each staff member will work in a single, continuous shift and provide a detailed description of how the Bidder will ensure each staff member is capable of maintaining readiness during the duration of their shift.

3. **Price Proposal**

The Bidder should develop a staffing plan for the Stadium. Stadium maps will be provided to assist with the budget. All staff hours should be based on the Stadium opening two (2) hours prior to event start time and the duration of the event taking five and a half (5.5) hours long. Contractor may be required to fulfill security shifts with staff 24 hours a day, seven days a week, and all Holidays on both event days and non-event days when needed.

Based on the anticipated scope of work, the crowd management plan, and the staffing plan for a sold out 65,000 person Minnesota Vikings game, please provide a detailed per-event labor staffing plan which includes hourly rates outline and budget, and identify on a line-item basis all anticipated expenses to provide the specified services (year over year), including but not limited to the following:

- a. All direct costs

- b. Staff hourly rates
- c. Any and all corporate charges
- d. Any and all administrative charges
- e. Management fee
- f. Minimum wage increases
- g. Billing Cycle (When does the billing start)
- h. Any costs specifically connected to providing armed services

All information submitted must include the following:

- a. A valid Minnesota Security Company License.
- b. Any permits required to do business in Minnesota.
- c. Proof that event staff are “trained crowd managers” per National Fire Protection Association (NFPA) Life Safety Code 101.
- d. A certificate of insurance entailing all coverages for the Bidder in the State of Minnesota.
- e. Proof that all security services employees are or will be trained, fingerprint background checked, and at all times qualified pursuant to the laws of the State of Minnesota prior to being deployed at U.S. Bank Stadium.

4. **Employee Requirements**

In response to this RFP, Bidder hereby warrants and represents that, as a condition of the award of a contract to provide services at the Stadium, it agrees to, and will comply with, the following terms and conditions pertaining to its employment of its employees at the Stadium and the services that Contractor will provide there.

a. Contractor will be responsible for hiring, training, managing, supervising, directing, disciplining and terminating its employees. Contractor will not by any statement, act or omission express or imply to any of its employees or job applicants that Legends Global is an employer, co-employer, or joint employer of such individuals.

b. Contractor will compensate its own employees and comply with all applicable tax laws and all other legal requirements for their employment. Among other things, Contractor will ensure its employees are legally authorized to work in the United States.

c. Contractor will use its best efforts to recruit and employ employees who will be proficient and productive in their jobs and courteous to patrons, and to others working at the Stadium.

- d. Contractor will assign a competent, full-time management employee to be Contractor's liaison with Legends Global's General Manager and Director of Security & Guest Services. If at any time Legends Global determines, in its sole discretion, that Contractor's management employee is not acceptable for any lawful reason, Contractor will assign a new such person within five calendar days.
- e. Contractor will make best efforts to eliminate barriers to employment for qualified women, members of minority communities, and persons with disabilities when hiring its employees to provide services at the Stadium consistent with Minnesota Statutes, Section 473J.12 and the Authority Policies.
- f. 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, color, 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, military status, veteran status, or any other classification protected by applicable law.
- g. Contractor will undertake measures designed to eliminate any discriminatory barriers based on the protected classifications in (e and f) 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 training programs.
- h. Contractor will be required to report demographic information on its employees including, but not limited to, hours and wages to the standards required by the Authority's policies.
- i. Contractor will provide all required training of employees under federal, state and local laws, including any required training regarding anti-harassment, anti-retaliation, anti-discrimination and workplace safety training.
- j. 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 or in working areas of the Stadium. Such policies will include termination of employment and removal from the Stadium 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 employees will be prohibited from bringing any firearms or other deadly weapons into the facility.
- k. Contractor will implement, and demonstrate to the satisfaction of Legends Global 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 Stadium or inconvenience fans, by undertaking the following:

- 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 Stadium, and which contains at a minimum provisions during the labor organization's organizing efforts:
 - 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 Stadium; and prohibiting Contractor from engaging in a lockout of Contractor's employees at the Stadium;
 - 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; and
 - For a duration of at least three years from commencement of Contractor's services at the Stadium;
- 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:
 - 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; and
 - For final and binding arbitration of any dispute involving the interpretation, application, or enforcement of the collective bargaining agreement or other valid contract.

1. Contractor will ensure that its employees will comply with all rules and regulations applicable to employees working at the Stadium, and National Football League rules with respect to football games.

- m. Contractor's employees will wear neatly attired clothing that adequately identifies them as employees of Contractor.
- n. Legends Global requires the following qualifications for all of Contractor's employees providing services at U.S. Bank Stadium:
- Qualified to provide protective services pursuant to and at all times compliant with Minnesota Statutes Chapter 326.
 - Must have passed fingerprint background check as required by statute and have provided to the Contractor a background for the past five (5) years or as reasonably available; have no disqualifying criminal background or any conviction involving moral turpitude; and pass an annual perpetual background check. Legends Global reserves the right to preclude any employee from providing services at the Stadium due to negative background information, regardless of severity or whether a conviction resulted.
 - Must have completed all state-mandated pre-assignment training and site-specific training before providing any crowd management services at the Stadium.
 - Must be a regular full or part-time employee of the Contractor.
 - Must not be employed by (a) a temporary staffing agency, group or other labor pool organizing company; or (b) a non-profit organization ("NPO").
 - Must be able to verbally communicate in a clear, distinct and courteous manner.
 - Must be able to clearly and accurately write and complete all required reports.

III. GENERAL CONDITIONS

1. PROFESSIONAL IMAGE STANDARDS

- A. The Contractor will be responsible for the purchase and upkeep of all uniforms for its staff. This includes uniforms for event and non-event staff. Legends Global, at their sole discretion, will determine the uniform including, color, style, print size and logo placement. Legends Global reserves the right to place a U.S. Bank stadium logo on the contractor's uniform at no cost. Bidder shall provide an image of their anticipated uniform design with proposed bid.
- B. Uniform standards and employee appearance must be maintained in a professional manner. Employees must be in uniform at all times when providing services at the Stadium. Employees are not to wear soiled uniforms. Visible piercings shall be kept to a minimum. No visible sports logo(s) other than the U.S. Bank official marks are allowed while working. Employees shall not commute in uniforms displaying U.S.

Bank official marks or logos.

2. FACILITY POLICIES AND PROCEDURES

- A. Legends Global will provide staging areas and storage space for the use of the crowd management Contractor's personnel and for the on-site storage of the equipment and supplies.
- B. Employees of the Contractor shall adhere to all established security procedures at the facility. When an employee enters or exits the Stadium, they must document whether they are "on" and "off" premise using the ABI time clocks, while displaying their identification badge. The identification badge must be worn at all times while working in and around the Stadium. Should Legends Global observe any undesirable conduct by a security employee, they shall immediately notify the Contractor verbally, followed by written notification to the Contractor. The Contractor will be required to address the employee's conduct immediately upon verbal notice.
- C. Legends Global will have the right to cause the immediate removal of any employee of the Contractor from the Stadium premises if Legends Global determines that such employee is engaging in conduct detrimental to users of the Stadium, to fans of the Stadium or to the safety or proper operation of the Stadium facility as a whole. The Contractor shall be responsible for the conduct of that employee and liable for any action or inaction of that employee while performing under the contract.
- D. Legends Global will have the right to cause immediate removal and prohibit the continued use by Contractor of any employee to provide crowd management services to Legends Global when Legends Global, in its sole discretion, deems that the employee had engaged in conduct at any point in time that is inconsistent with the mission or values of Legends Global; or the Authority, or is otherwise inconsistent with providing security at a large, publicly funded venue, whether the conduct occurred at the Stadium or was unrelated to the employee's conduct.
- E. The Contractor must use ABI, an electronic time keeping system to track all hours worked by their employees. At the request of Legends Global, the Contractor must provide a copy of records for auditing purposes. All invoices must be accompanied by a Person-Premise report showing the identity of each employee, the times the employee actually entered and

exited the Stadium, the number of hours the employee worked, the employee's pay rate and the total amount invoiced for that employee. Each invoice must be accompanied by signed verification by a management-level employee of the Contractor certifying its accuracy.

- F. The Contractor will be required to obtain and maintain appropriate insurance coverage, including employee dishonesty coverage in form and amount reasonably acceptable to Legends Global.
- G. The Contractor, when required, shall coordinate and or adjust security schedules to accommodate all events held at U.S. Bank Stadium.
- H. Prior to the start of the season, all Contractors employees will be required to attend a U.S. Bank Stadium wide Customer Service Training Session, ("SKOL Service training") to be eligible to work in the Stadium that season.
- I. Prior to the start of the season, all Contractors employees will be required to attend TEAM Training (Techniques for Effective Alcohol Management).
- J. Any of Contractor's employees starting employment after the start of the NFL season must complete the above-referenced training requirements prior to providing any services at U.S. Bank Stadium.
- K. Security Equipment
 - 1. Legends Global owns the following equipment, which will be given to the Contractor during the term to operate. Any necessary equipment repairs must be reported to Legends Global immediately. Aside from standard preventative maintenance, the contractor shall not attempt repairs on equipment without prior approval from Legends Global.
 - a) Security screening technology which may include magnetometers, hand wands, frictionless screening equipment or similar devices
 - b) Bag Search Tables
 - c) Bag Search Boxes
 - d) Informational Signs
 - e) 24/7 Software Communicator Devices

2. It is the responsibility of the Contractor to provide the following equipment to perform the job and exceed all of the NFL's Best Practices for Stadium Security.
 - a) Radios
 1. All radios must be programmed to the same frequency as U.S. Bank Stadium in order for all Contractor radios to be listened to by Legends Global personnel.
 - b) Earpieces
 1. Earpieces must be worn at all times by all staff for all events
 - c) Flashlights
 - d) Incident Cards
 1. Incident cards should be presented to Legends Global prior to being used by staff to ensure the cards meet all of NFL's Best Practices guidelines.

2. Legends Global will supply Contractor with office space and will supply sufficient power outlets to charge battery-operated equipment.
3. Legends Global will include the Contractor's telephone on the house phone system, but Contractor will be responsible for ordering telephone, fax and internet access beyond what is furnished and long distance.
4. Contractor will supply all office furniture and equipment necessary to operate office area if they require anything beyond what is provided, including computers and printers.
5. An annual inspection of the spaces assigned to the Contractor will be conducted by Legends Global's Facility Operations department. Contractor will be responsible for all costs associated with repair of any damages identified during the inspection. Legends Global reserves the right to enter the contractor's office at any time for maintenance repairs.

PART TWO – CROWD MANAGEMENT

I. SPECIFICATION OF SERVICES

1. The Contractor will provide the appropriate number of event staff, supervisors and event managers during events, including pre-event parties and activities, both inside the Stadium and on the exterior, to maintain the safety of the Stadium and guests.

Legends Global will provide the Contractor with an anticipated attendance count and the Contractor will ensure that facility is staffed based on the corresponding predetermined staffing level. Legends Global will have the final sign off on all staffing numbers.

2. Positions should be staffed by trained, qualified and competent professional personnel. A position description sheet will be written detailing the requirements associated with each role in the Stadium.
 - A. Except as expressly approved by Legends Global, the Contractor shall not be permitted, without the prior written consent of Legends Global, to assign or delegate, in whole or in part, its obligations or responsibilities hereunder or under any resulting contract. Such prohibition shall require the Contractor and any approved subcontractor to provide its services only through its own employees, i.e., neither the Contractor nor any approved subcontractor shall be permitted to hire or use independent contractors or subcontractors, temporary employees or Non-Profit Organizations (“NPOs”) to provide the services required of the Contractor hereunder.
3. Crowd Management Services include but are not limited to:
 - A. Crowd control
 - B. Bag searches
 - C. Use of metal detection (magnetometers and hand wands)
 - D. Knowledge and enforcement of rules and policies set by Legends Global
 - E. Day and night shifts
 - F. Training and employment of Special Response Teams (SRT)
 - G. Use of unarmed and armed security personnel
4. The Contractor and the onsite Event Manager will report to and take direction from Legends Global’s Director of Security & Guest Services and/or their designated assistant. Staffing requests, event times, pre and post times and duties will be communicated to the Contractor in writing. Such information will be given to the Contractor as soon as possible. Legends Global retains the right to make adjustments in the number of staff requested, times, locations, and duties three (3) days prior to the actual commencement of coverage.
5. Weather Delays and postponements: These are fluid situations, often indeterminable in advance. The Contractor shall maintain, or reduce staffing levels, in accordance with the needs for each weather-affected game or event, as determined by Legends Global.

PART THREE- LICENSE AND INSURANCE REQUIREMENTS

The successful Contractor will be required to obtain and maintain in force at all times during

the term of the agreement as a direct cost of operation, insurance coverage as directed by Legends Global. 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-. It is anticipated that such coverage shall include the following:

- a. Comprehensive General Liability Coverage in the amount of \$2,000,000 per occurrence and per location. This coverage must be written on an occurrence form. Claims made policies will be unacceptable. This insurance shall provide coverage, from and against any claim for property damage or bodily injury arising out of the operations of the Contractor. This coverage shall include blanket contractual liability insurance and such coverage shall make express reference to the indemnification provisions set forth in the agreement.
- b. 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 minimal amount of \$1,000,000.
- c. Comprehensive Automobile Liability Coverage, in an amount not less than \$1,000,000.00 shall be maintained. Such coverage will include all owned, non-owned, leased and/or hired motor vehicles which may be used by Contractor in connection with the services required under Contract
- d. Excess Liability Coverage, in the amount of \$25,000,000 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. Insurance against Loss and/or Damage to contractor's property and other personal and business property of Contractor upon the premises 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 in the agreement on the premises. Such insurance shall provide coverage for the property of others in the care, custody and control of Contractor.
- f. All such insurance coverage, with the exception of Workers' Compensation, shall name Legends Global, the Authority and the Team and their employees, agents, officers and directors as additional insured there under, and provide coverage for additional insureds in at least the amounts of insurance required above for each specific type of insurance.
- g. Evidence of such coverage being in place will be promptly delivered to Legends Global prior to the commencement of the term of this proposal. All such coverage

shall be endorsed to indicate that coverage will not be materially changed or canceled without at least 90 days prior notice to Legends Global, such prior notice being mandatory and not the best efforts of the carrier to notify. Prior to the expiration of the required coverage, Contractor will provide Legends Global with evidence of the renewal of all coverage required on at least the same terms and conditions as originally required for this agreement.

h. All policies should contain a waiver of subrogation in favor of Legends Global, the Authority and the Team and any and all parties deemed necessary.

PART FOUR - SUPPLEMENTAL REQUIREMENTS

- A. Being located in a cold weather climate, all staff should have the proper uniforms and equipment to operate in these type of conditions.
- B. No motorized vehicles will be operated in public areas from 30 minutes prior to gate opening and until Legends Global announces that the Stadium is safely secured.
- C. Exterior walkways, streets, parking lots and public areas
 - a. Designated exterior walkways, streets and public areas shall be maintained and staffed to the same standards as the interior of the Stadium. This includes designated parking garages, parking lots, plazas and Urban Park owned and operated under the Stadium and sidewalks surrounding the Stadium.
- D. Right to Decline Work
 - a. The Contractor shall be required to provide all security services required and cannot selectively decline a particular service.
- E. Year Round/Daily Requirements
 - a. The contractor will provide staffing as required to cover all non-game “Special Events” throughout the year (weddings, concerts, parties, conferences, charity events, etc.). Staffing for special events will require nighttime, weekend, and holiday work. Contractor and Legends Global will mutually agree upon staffing levels required for special events on a case-by-case basis. Contractor will invoice for each special event within five business days of the end of the event. Bidder’s proposal will provide standard, and holiday hourly labor rates for each of the positions needed for special events including: manager, supervisor and worker.
- F. Indemnification Requirements.
 - a. The contractor shall defend, indemnify and hold harmless Legends Global, the Authority, the Team and each of their officers, directors, employees, agents and

affiliates (collectively, "Indemnified Parties") against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, compromises, interest, awards, penalties, fines, costs, or expenses of whatever kind, including attorneys' fees, fees and the costs of enforcing any right to indemnification, and the cost of pursuing any insurance providers, incurred by Indemnified Parties (collectively, "Losses"), relating to any claim, cause of action or suits of a third party, Legends Global, the Authority or the Team, arising out of or resulting from the willful, fraudulent, or negligent acts or omissions of the Contractor, its employees, agents, sub-contractors, guests or assignees, or the Contractor's breach of the contract with Legends Global.

- b. The Contractor shall reimburse Legends Global for the costs and expenses incurred by Legends Global relating to any internal investigation undertaken by Legends Global as a result of a good-faith and reasonable belief, credible allegation or failure to fully comply with federal, state and local laws and ordinances and/or any of the Contractor's obligations, representations, covenants or agreements pursuant to its contract with Legends Global and the Contractor shall defend, indemnify and hold harmless Indemnified Parties against any and all Losses relating to any claim, cause of action or suits of a third party, Legends Global, the Authority or the Team arising out of or resulting from the Contractor's failure to fully comply with federal, state and local laws and ordinances and/or any of its obligations, representations, covenants or agreements pursuant to its contract with Legends Global.
- G. Contractor shall not request any rate increases outside of the submitted proposal schedule.
 - H. Contractor shall be responsible for funding their portion of the Team Member Meal for their staff.
 - I. Contractor shall train and employ a mutually agreed upon number of staff capable of working in an armed capacity.
 - J. Contractor shall train and employ a mutually agreed upon number of Special Response Team (SRT) members capable of physical engagement with unruly guests and facilitation of ejection from the venue if necessary.
 - K. Contractor shall fund and execute "Red Team" security penetration testing of their staff during at least 50% of major Stadium events on an annual basis. Additionally, an After-Action Report shall be provided to Legends Global's Director of Security & Guest Services within five days of the test occurring.
 - L. Contractor shall prioritize U.S. Bank Stadium staffing over other clients that may have concurrent events. This includes, but is not limited to, frontline staff and leadership.

- M. Although not required, it is preferred that Contractor possess and maintain a minimum of a SAFETY Act Designation award from the U.S. Department of Homeland Security.
- N. Contractor shall be required to manage their employees' NFL game day credentials as directed by Legends Global and the Team per NFL credentialing process and procedure.
- O. List of Exhibits
 - Exhibit A Acknowledgement and Attestation Form
 - Exhibit B Confidentiality Agreement
 - Exhibit C Non-Collusion Statement
 - Exhibit D Minnesota Department Affirmative Action Data
Page
 - Exhibit E Conflict of Interest Certification

EXHIBIT A

**U.S. BANK STADIUM
ACKNOWLEDGEMENT AND ATTESTATION FORM**

(To Be Submitted with Proposal)

In submitting a Proposal, the undersigned has certified that the Proposer has reviewed the Request for Crowd Management Services Proposal (" RFP") dated _____ and is familiar with the terms and conditions therein and accepts and waives any protest of the terms and conditions imposed under the RFP and all documents identified therein.

The Proposer understands Legends Global and Team reserve the right to reject any or all proposals in accordance with its best interest. The Proposer submitting a response does so at its own expense. I hereby certify that the foregoing is true a correct.

Proposer's Name: _____ (Company)

Name: _____ (Officer of Company)

Signature: _____

Title: _____

Date: _____

Witness Name: _____

Signature: _____

Date: _____

EXHIBIT B
CONFIDENTIALITY AGREEMENT

(To Be Included Submitted with Indication of Interest and Qualifications)

This Confidentiality Agreement (the "Agreement") made and entered to as of the day of _____, by and between Legends Global and _____ ("Proposer") relating to work at U.S. Bank Stadium (the "Project"). For purposes of this Agreement, Minnesota Vikings Football, LLC are hereinafter referred to as the "Team". Legends Global, the Authority and Team and each of their respective subsidiaries and affiliates are hereafter referred to individually or collectively as "Project Participants".

1. For purposes of this Agreement, "Confidential Information" means "any and all" information accessed, received, obtained or otherwise learned about the Project Participants as a result of the Project, and/or any other information whether or not designated as Confidential Information by the Project Participants. Notwithstanding the above, Confidential Information will not include any information that

- (a) is or becomes public knowledge other than by the Construction Manager's act or omission or
- (b) is or becomes available to without obligation of confidence from a source (other than the Project Participants) having the legal right to disclose that information.

2. Without the prior written consent of the Project Participants, which may be given or withheld in their sole and absolute discretion, the Proposer will (a) not disclose any Confidential Information to any third party nor give any third party access thereto, and (b) only disclose the Confidential Information to those of its employees or agents who need to know such information for purposes of completing the Project and who are bound by confidentiality obligations no less restrictive than this Agreement. For the avoidance of doubt, any disclosure by the Project Participants of work product received from the Proposer shall not be considered a breach of this Agreement.

3. The Proposer will use at least the same degree of care to avoid the publication, disclosure, reproduction or other dissemination of the Confidential Information as employed with respect to its own valuable, proprietary information which it protects from unauthorized publication, disclosure, reproduction or other dissemination and in no event shall the Construction Manager use less than reasonable care.

4. If the Proposer receives notice that it may be required or ordered to disclose any Confidential Information in connection with legal proceedings or pursuant to a subpoena, order or a requirement or an official request issued by a court of competent jurisdiction or by a judicial, administrative, legislative, regulatory or self-regulating authority or body, the Proposer shall

- (a) First give written notice of the intended disclosure to the Project Participants as far in advance of disclosure as is practicable and in any case within a reasonable time prior to the time when disclosure is to be made,
- (b) consult with the Project Participants on the advisability of taking steps to resist or narrow such requests and

(c) disclosure is required or deemed advisable, cooperate with the Project Participants in any attempt made to obtain an order or other reliable assurance that confidential treatment will be accorded to designated portions of the Confidential Information or that the Confidential Information will otherwise be held in the strictest confidence to the fullest extent permitted under the laws, rules or regulations of any other applicable governing body.

5. The Proposer acknowledges that the unauthorized disclosure or use of Confidential Information could cause irreparable harm and significant injury, the precise measure of which may be difficult to ascertain. Accordingly, the Proposer agrees that the Project Participants will be entitled to specific performance and injunctive or other equitable relief, without bond, as a remedy for any such breach or threatened breach, in addition to all other rights and remedies which the Project Participants may have. The Proposer will, except to the extent inconsistent with (a) its use in connection with legal proceedings or (b) applicable law, regulations, rules or official requests, at the Authority's election, destroy or return to the Project Participants any tangible copies of the Confidential Information and permanently delete all electronic copies of the Confidential Information in its possession or control, if any, at the earlier of the request of the Project Participants or the completion of the Project and will certify in writing to the Project Participants that it has completed the forgoing.

6. In the event of any litigation between the Project Participants and the Proposer in connection with this Confidentiality Agreement, the unsuccessful party to such litigation will pay to the successful party therein all costs and expenses, including but not limited to actual attorneys' fees incurred therein by such successful party, which costs, expenses and attorneys' fees shall be included as a part of any judgment rendered in such action in addition to any other relief to which the successful party may be entitled.

7. All references to the Proposer herein also include any of its officers, directors, employees, attorneys, agents, professional advisors and independent contractors and any person, corporation, partnership or other entity which, directly or indirectly, controls, is controlled by, or is under common control with, the undersigned. This Agreement supersedes all previous agreements, written or oral, relating to the above subject matter, and may be modified only by a written instrument duly executed by the parties hereto. All clauses and covenants contained in this Agreement are severable and, in the event, any of them is held to be invalid by any court, this Agreement will be interpreted as if such invalid clauses and covenants were not contained herein. The Proposer represents and warrants that it has the right and authority to enter into and perform this Agreement. This Agreement may not be assigned without the Project Participants' prior written consent (in their sole discretion). This Agreement shall be construed in accordance with the internal laws of the State of Minnesota, USA, without regard to its principles of conflicts of laws. None of the provisions of this Agreement can be waived or modified except expressly in writing by the parties hereto.

Dated and effective this _____ day of _____, 20__

("Legends Global") – printed name and signature

("Proposer") – printed name and signature

WITNESS:

EXHIBIT C

NON-COLLUSION AFFIDAVIT

I, _____(Name), being first duly sworn,
state that I am the _____ (office held) of
_____ (name of Bidder). I executed this bid
having full authority to do so. I certify that Bidder has not, directly or indirectly, entered
into any agreement, participated in any collusion, or otherwise taken any action in restraint
of free competitive bidding in connection with the above-named project. No person or
persons, natural or corporate, has, have, or will receive, directly or indirectly, any rebate,
fee, gift, commission, or other thing of value in consideration for this offer.

____ Signature

Subscribed and sworn to
before me this ____ day of
_____, 20__.

Notary Public

EXHIBIT D

State of Minnesota – Compliance Plan Data Page (For responses in excess of \$100,000 only)

If your response to this solicitation is in excess of \$100,000, please complete the information requested below to determine whether you are subject to the Minnesota Human Rights Act (Minnesota Statutes 363.073) certification requirement, and to provide documentation of compliance if necessary. *It is your sole responsibility to provide this information and—if required—to apply for Human Rights certification prior to the due date and time of the bid or proposal and to obtain Human Rights certification prior to the execution of the contract.*

How to determine which boxes to complete on this form:

Then you must complete these boxes...				
On any single working day within the past 12 months, if your company	BOX A	BOX B	BOX C	BOX D
Employed more than 40 full-time employees in Minnesota	•			•
Did not employ more than 40 full-time employees in Minnesota, but did employ more than 40 full-time employees in the state where you have your primary place of business.		•		•
Did not employ more than 40 full-time employees in Minnesota or in the state where you have your primary place of business.			•	•

BOX A — for companies which have employed more than 40 full-time employees within Minnesota on any single working day during the previous 12 months Your response will be rejected unless your business:

- has a current Certificate of Compliance issued by the Minnesota Department of Human Rights (MDHR)
- or-
- has submitted a Compliance Plan to the MDHR, which the Department received prior to the date and time the responses are due.

Check one of the following statements if you have employed more than 40 full-time employees in Minnesota on any single working day during the previous 12 months:

- We have a current Certificate of Compliance issued by the MDHR. Include a copy of your certificate, and your most recent Minnesota Annual Compliance Data Report Analysis with your response. **Proceed to BOX D**
- We do not have a current Certificate of Compliance. However, we submitted a Compliance Plan to the MDHR for approval, which the Department received on ____ (date) at ____ (time). [If you do not know when the Department received your Plan, contact the Department.] We acknowledge that the plan must be approved by the MDHR before any contract or agreement can be executed. Include a copy of your Minnesota Annual Compliance Report Data Analysis submitted with your Compliance Plan to the MDHR with your response. **Proceed to BOX D.**
- We do not have a Certificate of Compliance, nor has the MDHR received an Affirmative Action Plan from our company. We acknowledge that our response will be rejected. **Proceed to BOX D.** Call the Minnesota Department of Human Rights for assistance.

Please note: Certificates of Compliance must be issued by the Minnesota Department of Human Rights. Affirmative Action and/or Compliance Plans approved by the Federal government, a county, or a municipality must still be reviewed and approved by the Minnesota Department of Human Rights before a certificate can be issued.

BOX B — For companies, which have not had more than 40 full-time employees in Minnesota but have employed more than 40 full-time employees on any single working day during the previous 12 months in the state where they have their primary place of business. You may achieve compliance with the Minnesota Human Rights Act by certifying that you (1) are in compliance with applicable Federal Affirmative Action requirements relating to employees with disabilities and veterans, and (2) are an Equal Employment Opportunity Employer. Check one of the following statements if you have not employed more than 40 full-time employees in Minnesota but you have employed more than 40 full-time employees on any single working day during the previous 12 months in the state where you have your primary place of business:

- We are not subject to Federal Affirmative Action requirements, but we are an Equal Employment Opportunity employer. **Proceed to BOX D.**
- We are subject to Federal Affirmative Action requirements, and we are in compliance with those requirements, and we are an Equal Employment Opportunity employer. **Proceed to BOX D.**

BOX C — For those companies not described in BOX A or BOX B Check below. You are not subject to the Minnesota Human Rights Act certification requirement.

- We have not employed more than 40 full-time employees on any single working day in Minnesota or in the state of our primary place of business within the previous 12 months. **Proceed to BOX D.**

BOX D — For all companies

By signing this statement, you certify that the information provided is accurate and that you are authorized to sign on behalf of the responder.

Name of Company: _____

Authorized Signature: _____

Printed Name: _____

Title: _____

Date: _____

Telephone number: _____

For further information regarding Minnesota Human Rights Act requirements contact:

Mail: Minnesota Department of Human Right
Freeman Building
625 Robert Street North
St. Paul, MN 55155

Website: www.humanrights.state.mn.us
Email: employerinfo@therightsplace.net
Metro: (651) 539-1100
Toll Free: (800) 657-3704
Fax: (651) 296 9042
MN Relay: (800) 627-3529

EXHIBIT E

Conflict of Interest Certification

Proposer Name: _____

Legends Global RFP Title: **Crowd Management Services**

Select ONE of the following responses below:

1. The undersigned certifies on behalf of the Proposer that (except as otherwise disclosed in the manner required below), there are no relevant facts or circumstances that could give rise to a conflict of interest, including any current relationships of the Proposer or its staff/employees with the Minnesota Sports Facilities Authority, Legends Global, Aramark, Minnesota Vikings, Minnesota Vikings' consultants, National Football League or its consultants, the City of Minneapolis, or other parties having an interest in the Stadium that may be construed to be a conflict of interest. Such current relationships specifically include financial, equity or ownership interests in the Proposer or an affiliate by any owners, affiliates or related parties of any of the entities listed above. Please disclose any such relationships or potential conflicts by completing the form.

2. Proposer has an actual, potential, or perceived conflict(s) of interest within the meaning defined above as outlined below

By signing in the space provided below, Proposer certifies the above information is correct and that if a conflict of interest within the meaning of Section C.3 is discovered at any time after submission of this form but before Legends Global award under the RFP (or after if Proposer is selected under the RFP), Proposer will immediately provide full disclosure in writing to Legends Global. Proposer also acknowledges that failure to disclose as required may result in disqualification of Proposer's RFP response.

Signature:

Title: _____

Date: