

## NFP Compensation 2012 – 2013

### **Blazer Basketball Games**

Compensation for all groups scheduled to work Blazer games will be 11% of sales less beer revenue\*.

### **All Other Memorial Coliseum, Rose Garden and PIR Events**

Compensation for groups scheduled to work 5 or fewer events in a month will be 13% of sales less beer revenue. Compensation for groups scheduled to work 6 or more events in a month will be 15% of sales less beer revenue\*. For the months of May, June, July & August the number of events scheduled required for each compensation percentage may be re-evaluated based upon the event schedule.

Compensation for groups that have adopted a location for Blazer games (full season) will be 13% of sales less beer revenue if the group is scheduled to work 3 or fewer events a month in addition to the adoption commitment. Compensation for groups that have adopted a location for Blazer games (full season) will be 15% of sales less beer revenue if the group is scheduled to work 4 or more events in a month in addition to the adoption commitment\*.

Compensation for groups that have adopted a location for Winter Hawk games (full season) will be 13% of sales less beer revenue if the group is scheduled to work 3 or fewer events a month in addition to the adoption commitment. Compensation for groups that have adopted a location for Winter Hawk games (full season) will be 15% of sales less beer revenue if the group is scheduled to work 4 or more events a month in addition to the adoption commitment\*.

Groups confirmed for an event with multiple arrival times or shifts will be compensated 15% of sales less beer revenue and a flat \$100 per event. Groups will receive 15% for multiple arrival time or shift events regardless of the number of events they are scheduled to staff in a month\*.

Beer vendors	\$50.00 per person per event
Beer perlicks	\$40.00 per person per event
Cook (excludes cook helper)	\$50.00 per person per event
Portable locations <sup>†</sup>	10% of sales

<sup>†</sup> Volunteer staffing of portables must include one adult over 18 years of age.

**Earned compensation is calculated from gross food sales, multiplied by the commission percentage (less any fees or deductions).**

\*Groups will be paid the above specified percentage of sales in permanent concession stands (gross sales less beer revenue, if applicable) **OR** \$8.40 x 4hrs (4-6 hr. shift average) per volunteer, **WHICHEVER AMOUNT IS GREATER**. Cooks compensation of \$50.00 is added on to whichever amount is greater.

## **ADJUSTMENTS**

- Groups must provide a dedicated Stand Leader in order to receive the above specified commission rates. If the group is unable to provide a Stand Leader, compensation for that event will be decreased to 9% for Blazer events and 11% for all other events in the RG, MC and PIR.
- In the event the NFP Organization has not provided the number of volunteers required in the applicable location(s) for the event type, Ovations will deduct \$50 from earnings per absent or sent home volunteer. Ovations reserves the right to supplement volunteer staffing shortages with Ovations' employees at its sole discretion to ensure proper staffing levels.
- In the event no or an insufficient number of volunteers are present for an assigned event, Ovations will have the option to deduct \$250 from earnings and/or immediately terminate this agreement.
- Any violation of Ovations policies, rules and regulations may result in a punitive deduction. The amount of the deduction will be determined at Ovations' sole discretion based upon the type and severity of the violation.
- Any cash to inventory shortages greater than 1% will be deducted from earnings prior to payment to the group.
- Any fines or penalties issued or levied by any regulatory agencies resulting from violations of procedures, policies, rules or laws by a volunteer will be deducted from earnings.
- Any damage to equipment or property caused by a volunteer will be repaired or replaced, as necessary at Ovations' discretion, and the cost of such repair or replacement will be deducted from earnings.
- Stop-payment checks and reissued payments may be charged a \$25.00 fee.
- All "promotional couponing" will be compensated at the "value" of the coupons x the earned commission rate, up to 1.00 per coupon. "Survey coupons" are not compensated.
- Hat and OLCC permit deductions will be taken immediately following the receipt of invoice by Ovations.

