This is a letter of agreement between ___________________________ and The Ohio State University Athletics. This agreement is in effect from today________________________ through 8/31/2022. This document is intended to specify policies and procedures related to Zero Waste Stadium material sorting.

Purpose: Ohio Stadium is the largest in the country, if not the world, to continuously achieve zero waste status and has ranked #1 in diversion rate within the Big Ten conference. The goal for this project is to meet the 90% diversion rate standard for material generated from large-scale events at Ohio Stadium. In order to accomplish this, Ohio State will collaborate with student groups to help Ohio State sort, recycle, and compost solid waste generated at Ohio State facilities.

From this letter of understanding, ___________________________ understands that Ohio State Athletics will provide necessary equipment (including, but not limited to, gloves, trash bags, and trash carts). The group understands that they are responsible for their own insurance.

The pay rates and minimum number of volunteers are as follows:

<table>
<thead>
<tr>
<th>Level</th>
<th>Group Members</th>
<th>Amount</th>
<th>3 Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>A, B + South Stands</td>
<td>Minimum of 8</td>
<td>$480.00</td>
<td>$550.00</td>
</tr>
<tr>
<td>C + D + Suites</td>
<td>Minimum of 8</td>
<td>$480.00</td>
<td>$550.00</td>
</tr>
</tbody>
</table>

*In order to qualify for the incentive pay rate, groups must perform the corresponding number of events and meet the standard set forth by Athletics. These standards are based upon attendance and cleaning standards and will be judged by the Athletics supervisor present at the time the work is completed. The incentive program is based upon event cleanings completed between today, as defined above, and 8/31/2022. The event tally accumulated during the term of this agreement shall not carry over for any future incentive program. Incentive will increase after two events are completed, the third will increase to the full amount.

The listed amounts and number of people necessary may increase or decrease depends on the size of the game/event. Groups will always be informed prior to the zero waste cleanup if pay rates will change. The group understands that all final commitments to dates will be made via e-mail with Zero Waste Event Manager.

Groups are responsible for keeping their contact information current at all times if they wish to be considered for events. Dates will then be awarded on a first response basis. There is no limit as to how many events a group may sign up for. Groups understand that not showing up for a zero waste cleanup date will result in suspension from further opportunities. (Exceptions may be made for extreme circumstances)

1. **Pre-Event Meeting:** Groups interested must schedule a meeting with Zero Waste Event Manager prior to the first event they have signed up for. At least two members of the sweeping group, including one who will act as a contact and be present on event day must attend.

2. **Forms:** Groups must have all forms (Letter of Understanding and Volunteer waivers) completed and all contact information (name, address, phone #, e-mail, EIN# Avoid check) turned in, in order to receive payment. This information must be completed at the initial meeting with Zero Waste Event Manager.

3. **Attire:** The group is also responsible for coming to work in proper work attire including, but not limited to, flat, closed toe lace-up footwear. No Crocs, sandals, UGGs, or Vibram 5fingers are allowed. Anyone not wearing proper attire will be excused from the evening’s cleaning at the discretion of the arena representative for their own safety.

4. **Personal Protection Equipment:** Volunteers will be provided with and required to properly use appropriate personal protective equipment (PPE) at all times during the sorting process.

5. **Reporting Time:** The group understands that a report time will be given via e-mail and the group is to report no later than, but not more than 30 minutes prior to, the designated time.

6. **Primary Zero Waste Work:** The group understands that they are responsible for engaging with fans (during
VOLUNTEER ORGANIZATION AGREEMENT
ZERO WASTE STADIUM MATERIAL SORTING

The group also understands that a supervisor(s) from Athletics will be on-site while the group is in the building. A representative of the group will check in with the supervisor and report any problems to the Ohio Stadium supervisor(s). The group will also inform the supervisor(s) when they have completed their work. The group may not exit the premises until they have been cleared by an Ohio Stadium supervisor(s), who has inspected their work. If a group chooses to leave without inspection their pay shall be considered forfeit.

7. **Work Standards:** Groups understand that unsatisfactory work and/or tardiness could result in a dismissal from work, removal of consideration for future work, or suspension of pay. **Groups understand that the listed group numbers are the minimum numbers necessary for sorting of Stadium material. If the minimum number is not met, the group may be sent home at the discretion of the Zero Waste supervisor without pay. Please do not sign up for a level if you know you will not have enough members. The final decisions in these matters will be made by the Zero Waste Supervisor.** Groups understand that they are to conduct themselves as professionally as possible at all times while at the Ohio Stadium. Groups are to stay in the areas assigned to them at all times.

8. **Lost and Found:** Groups are to abide by the Ohio Stadium policy on lost and found. All items found while working must be turned in to the Ohio Stadium Manager immediately. Theft and dishonesty will not be tolerated and will be dealt with accordingly. Any misconduct by groups will be handled by the supervisor on duty with appropriate measures being taken. If a group is excused due to misconduct, pay will be considered forfeit and further opportunities may be suspended.

9. **Payment:** will be made by direct deposit. Administration Office hours are 8am–5pm, Monday–Friday. Any questions that cannot be answered through the sweeping group email address: recycle@osu.edu at 614-292-3637.

10. **Authority.** The person signing is an official of the above named Organization with the authority to commit and legally bind it to the terms in this Waiver and Release. For the compensation noted above, the sufficiency of which is hereby acknowledged, the Organization has voluntarily chosen to participate in the above described activity. The Organization further acknowledges that the nature of the activity may expose members of the Organization to hazards or risks that may result in illness or personal injury, and the Organization understands and appreciates the nature of such hazards and risks.

In exchange for the compensation noted above, the Organization hereby accepts all such risks on behalf of itself and its Members and hereby releases The Ohio State University, its Trustees, boards, officers, employees and representatives from any liability to the Organization and its assigns for any and all claims and causes of action for loss of or damage to property and for any and all illness or injury to any person that may result from or occur during participation in the activity, whether caused by negligence of The Ohio State University, its Trustees, boards, officers, employees, or representatives, or otherwise. The Organization further agrees to indemnify and hold harmless The Ohio State University and its Trustees, boards, officers, employees, and representatives from liability for the injury of any person(s) and damage to property that may result from the negligent or intentional act or omission of the Organization’s Members while participating in the above described activity.

I HAVE CAREFULLY READ THIS AGREEMENT AND UNDERSTAND IT TO BE A RELEASE OF ALL CLAIMS AND CAUSES OF ACTION BY THE ORGANIZATION FOR INJURY OR DAMAGE TO PROPERTY THAT OCCURS WHILE PARTICIPATING IN THE DESCRIBED ACTIVITY, AND IT OBLIGATES THE ORGANIZATION TO INDEMNIFY AND HOLD HARMLESS THE OHIO STATE UNIVERSITY FOR ANY LIABILITY FOR INJURY OF ANY PERSON AND DAMAGE TO PROPERTY CAUSED BY NEGLIGENT OR INTENTIONAL ACT OR OMISSION OF THE ORGANIZATION’S MEMBERS.

_____________________________________________   _________________________
Signature of Organization Representative     Date

_____________________________________________   _________________________
Printed Name of Representative       Date

_____________________________________________   _________________________
Signature of University Representative     Date

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