



# Monterey County

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066

## Board Order

Upon motion of Supervisor Salinas, seconded by Supervisor Potter and carried by those members present, the Board of Supervisors hereby:

- a. Approved a one-time Concession Agreement for Special Events between Christian Music Today, doing business as Spirit West Coast, and the County of Monterey to produce the Spirit West Coast Christian Music Festival at the Laguna Seca Recreation Area on August 1st through August 3rd, 2013; and
- b. Authorized the Chair of the Board to sign the Agreement.

PASSED AND ADOPTED on this 25th day of June 2013, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas and Potter

NOES: None

ABSENT: Supervisor Parker

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 76 for the meeting on June 25, 2013.

Dated: July 10, 2013  
File Number: 13-0629

Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By Denise Hancock  
Deputy

Agreement No.: SWC-0813

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

CONCESSION AGREEMENT  
FOR  
SPECIAL EVENTS

Dates of Event: August 1-3, 2013

This Agreement by and between the County of Monterey, hereinafter called "COUNTY", and Christian Music Today, a 501c3 non-profit organization, hereinafter called "CONCESSIONAIRE"

WITNESSETH:

1. CONCESSIONAIRE desires to secure from the COUNTY certain rights and privileges and to conduct the Spirit West Coast Music Festival at the Laguna Seca Recreation Area, during the period of an event to be held at Monterey County, California, beginning on August 1-3, 2013.

2. COUNTY hereby grants to the CONCESSIONAIRE the right to occupy the space(s) described below for the purposes hereinafter set forth, subject to the terms and conditions of this agreement:

The entire Laguna Seca Recreation Area facilities, excluding the Rifle Range, Off-Highway Vehicle Area, Sports Car Racing Association of the Monterey Peninsula (SCRAMP) facilities, and the facilities rented to the Skip Barber Racing School.

CONCESSIONAIRE will have access to all areas described above, except the Paddock, Track and Campgrounds, beginning on Friday, July 26<sup>th</sup> at 7:00 a.m. for set up and concluding Wednesday, August 7<sup>th</sup> at 7:00 a.m.

CONCESSIONAIRE will have limited access to the Paddock beginning on Friday, July 26<sup>th</sup> through Monday, July 29<sup>th</sup>. CONCESSIONAIRE will have full access to the Paddock beginning on Tuesday, July 30<sup>th</sup> through Tuesday, August 6<sup>th</sup>.

CONCESSIONAIRE will have access to the Track beginning on Monday, July 29<sup>th</sup> at 5:00 p.m. and concluding Tuesday, August 6<sup>th</sup> at 7:00 a.m.

CONCESSIONAIRE will take over operation of 50 utility sites and 50 improved tent sites at the Laguna Seca Recreation Area on Monday, July 29<sup>th</sup>. CONCESSIONAIRE will take over operation of all other available campground sites at Laguna Seca Recreation Area and Parks Foundation Ranch property beginning at 12:00 noon on Wednesday, July 31<sup>st</sup>.

CONCESSIONAIRE will return operation of all campgrounds to the COUNTY at 2:00 p.m. on Sunday, August 4<sup>th</sup>, with the exception of 50 utility sites and 50 improved tent sites at the Laguna Seca Recreation Area. CONCESSIONAIRE will return operation of the remaining campsites, as listed above, to the COUNTY at 2:00 p.m. on Tuesday, August 6<sup>th</sup>. All facilities are provided on an "as is" basis.

3. The purposes of occupancy shall be limited to: Activities directly associated with the Spirit West Coast event.
4. CONCESSIONAIRE agrees to pay to COUNTY for the rights and privileges hereby granted the amounts and in the manner set forth below:

CONCESSIONAIRE shall pay to the County either (1) a guaranteed minimum of \$90,000.00; or (2) the combined total of Day-Use fees of \$2.50 per person (paid admission) each day (Thursday/Friday/Saturday) and Camping Fees of \$20.00 per vehicle per night (Wednesday/Thursday/Friday/Saturday) for utility camping; \$16.00 per vehicle per night (Wednesday/Thursday/Friday/Saturday) for improved camping; and, \$12.00 per vehicle per night (Wednesday/Thursday/Friday/Saturday) for primitive camping, whichever is greater. The number of campsites available in each camping area will be determined by the Monterey County Regional Fire District and will be provided to CONCESSIONAIRE prior to the event. CONCESSIONAIRE will be allowed to distribute up to 1,200 individual day-use passes for which COUNTY will not expect payment. CONCESSIONAIRE will be allowed to distribute 100 vehicle camping passes for camping in the staff area for which COUNTY will not expect payment.

5. CONCESSIONAIRE agrees to deposit with COUNTY a cash bond in the amount of \$20,000.00 to guarantee payment of:

- a) any money which may be payable to COUNTY under this Agreement;
- b) any damage to Park property;
- c) utility charges, if any;
- d) removal by COUNTY of such of CONCESSIONAIRE'S personal property as may be left on the premises in violation of terms of this Agreement; and
- e) cost to COUNTY of restoring premises occupied and left by CONCESSIONAIRE in unsatisfactory condition.

6. A Special Use Event Application, attached to this Agreement, has been completed and submitted by the CONCESSIONAIRE to COUNTY at least two (2) weeks prior to the execution of this Agreement. This aforementioned application includes the reasons why the proposed event is considered compatible with the use of the County Parks System, list of fees and charges proposed, methods for collecting special use fees, maximum attendance at event, methods of limiting attendance, estimated gross receipts, items to be sold at said event, individual(s) responsible for event, parking arrangements, fire and police protection, etc. Execution of this Agreement constitutes an approval of the Special Use Event Application, Exhibit A, attached and all statements therein made become a part of the terms and conditions of this Agreement.

7. The CONCESSIONAIRE agrees that any authorized representative of COUNTY shall have access to said premises at all times.

8. CONCESSIONAIRE's GENERAL OBLIGATIONS.

- a) CONCESSIONAIRE shall complete a Special Event Application and a Concession Agreement for Special Events (Exhibit "B") and all required plans and approvals, approved by the Director of Parks, for each event at least 60 days prior to the event.
- b) CONCESSIONAIRE shall not commit or permit any injury or damage to any part of the Laguna Seca Recreation Area, or its appurtenances nor any waste thereon. All property utilized by CONCESSIONAIRE in the course of the operations contemplated hereby shall be returned to

COUNTY in the same condition or repair after each program use, reasonable wear and tear excepted.

- c) CONCESSIONAIRE shall promptly arrange and pay to have repairs made for any damage to the Laguna Seca Lakebed Special Event Area or other facilities arising out of CONCESSIONAIRE 's operation hereunder. CONCESSIONAIRE will complete all environmental repairs, as agreed to with Parks Department representatives, within 14 days following the event.
- d) CONCESSIONAIRE, its agents, employees, and patrons shall be bound by all existing federal, state, and county laws, ordinances, regulations and use permits that apply to Laguna Seca Recreation Area and CONCESSIONAIRE 's operations.
- e) CONCESSIONAIRE, shall be responsible for and promptly pay all taxes and assessments of any kind whatsoever assessed or levied for the use of the premises, including but not limited to a taxable possessory interest if one is created by this Agreement. The payments of any such taxes, assessments or charges shall not constitute cause for modification of fees payable by CONCESSIONAIRE to COUNTY pursuant to this use Agreement.
- f) CONCESSIONAIRE shall be responsible for and promptly obtain all necessary licenses and permits to conduct the event, including but not limited to those licenses necessary for the public performance of music if applicable, and shall comply with all applicable federal, state, and local laws and regulations in the performance of this Agreement.

9. It is mutually agreed that this agreement and the privileges granted herein, or any part thereof, cannot be assigned or otherwise disposed of without the written consent of the COUNTY .

10. INDEMNITY AND HOLD HARMLESS. CONCESSIONAIRE shall indemnify, defend, and hold harmless the United States of America, County of Monterey, Parks Foundation of Monterey County, Sports Car Racing Association of the Monterey Peninsula and their officers, agents, and employees from and against any and all claims, liabilities, and losses whatsoever (including, but not limited to, damages to property and injuries to or death of persons, court costs, and attorney's fees) occurring or resulting to any and all persons, firms, or corporations furnishing or supplying work, service, materials, or supplies in connection with the performance of this Agreement, and from any and all claims, liabilities, and losses occurring or resulting to any participant, person, firm, or corporation for damage, injury, or death arising out of or connected with CONCESSIONAIRE 's performance of this Agreement, and or the use of the former Fort Ord road system and traffic circulation roads within the Laguna Seca Recreation Area, and the public performance of music, unless such claims, liabilities or losses arise out of the gross negligence or willful misconduct of the United States of America, the COUNTY , or Sports Car Racing Association of the Monterey Peninsula. " CONCESSIONAIRE 's performance" includes CONCESSIONAIRE 's action or inaction and the action or inaction of CONCESSIONAIRE 's officers, employees, agents, and subcontractors.

Without limiting CONCESSIONAIRE 'S indemnification, it is agreed that CONCESSIONAIRE shall maintain in force at all times during the performance of this agreement a policy or policies of insurance covering all of its operations and in the amounts and according to the terms and conditions set forth in Exhibit B attached hereto and made a part of this Agreement by this reference.

11. RELATIONSHIP. Neither party hereto is the agent of the other and neither party shall have the right to act for or on behalf of the other or bind the other in any manner whatsoever. Neither party shall be responsible for any debts, obligations, or expenses incurred by the other party, whether or not in connection with the event contemplated hereby in the absence of written approval thereof in advance. CONCESSIONAIRE shall

clearly establish at all times during the terms hereof that COUNTY is merely permitting the use of the subject premises in accordance with the terms hereof and that COUNTY is not co-partner or otherwise liable or obligated for any cost, expenses, or CONCESSIONAIRE's conduct of same. COUNTY makes no representation or warranty with respect to the suitability of the Laguna Seca Recreation Area and other property made part of this Agreement for CONCESSIONAIRE activities conducted hereunder.

12. It is mutually understood and agreed that no alteration or variation of the terms of this Agreement shall be valid, unless made in writing and signed by the parties hereto, and that no oral understandings or agreements not incorporated herein and no alterations or variations of the terms hereto, unless made in writing and signed by the parties hereto, shall be binding upon any of the parties hereto.

13. All Rules and Regulations set forth in Exhibit C, are hereby made a part of this agreement, and the CONCESSIONAIRE agrees that it has read this agreement and said Rules and Regulations and understands that they shall apply, unless amended by mutual consent in writing by the parties hereto.

14. In the event the CONCESSIONAIRE fails to comply in any respect with the terms of this Agreement and the Rules and Regulations incorporated herein, all payments for this concession space shall be deemed earned and nonrefundable by the COUNTY, and the COUNTY shall have the right to reenter and use the space in any manner deemed in the best interests of the COUNTY.

15. NO REPRESENTATION OR WARRANTY OF FITNESS. CONCESSIONAIRE acknowledges that it has been advised by COUNTY that the conditions, facilities, and area in the Laguna Seca Recreation Area which CONCESSIONAIRE is authorized to use in accordance with this Agreement has not been represented as being fit for CONCESSIONAIRE 's intended use or for any particular use. CONCESSIONAIRE acknowledges that it has been advised to inspect the condition, facilities, and other areas CONCESSIONAIRE is permitted to use hereunder prior to the issuance of this Agreement, and/or prior to CONCESSIONAIRE 's actual use from time to time. Based upon CONCESSIONAIRE 's personal inspection or upon CONCESSIONAIRE's right to inspect, CONCESSIONAIRE further acknowledges that the conditions, facilities, and other areas are safe and adequate for CONCESSIONAIRE 's intended use. CONCESSIONAIRE shall have exclusive use of this Laguna Seca Recreation Area as described above during periods of time CONCESSIONAIRE is scheduled to use the facilities under this Agreement. CONCESSIONAIRE shall be responsible for all equipment and for adequate safeguards for the protection of CONCESSIONAIRE and others.

16. This Agreement is not binding upon the COUNTY until it has been duly accepted and signed by its authorized representative.

17. The COUNTY may at any time, by the COUNTY Auditor or an outside certified public accountant, conduct an audit, examination or review of the Annual Financial Statements of the CONCESSIONAIRE or any of its subsidiary companies or operating divisions. The CONCESSIONAIRE being audited shall make available and provide any (and all) accounting and financial records to the auditor upon request.


Such an audit, examination or review shall be at the expense of the COUNTY; provided, however, that should any audit, examination or review of the CONCESSIONAIRE'S records reveal an underpayment of more than three percent (3%) or any fee, tax or other amount due to the COUNTY under this Concession Agreement, the CONCESSIONAIRE shall bear the entire cost of the audit, examination or review.

18. Special Provisions: Five (5) pages of special provisions are incorporated in this Agreement by this reference.

19. Plans: Five (5) pages of plans are incorporated in this Agreement by this reference.

IN WITNESS WHEREOF, this Agreement has been executed by and on behalf of the parties hereto the day and year first above written.

CONCESSIONAIRE

By   
Dave Martinez

Title Director of Operations & Administration  
Christian Music Today

Address 1952 Camden Ave #206  
San Jose, CA 95128

COUNTY OF MONTEREY

By   
Fernando Armenta

Title Chair  
Monterey County Board of Supervisors

Address 168 W. Alisal Street  
Salinas, CA 93901

ATTEST:

- Attachments: Exhibit A Special Event Application  
Exhibit B Special Event Insurance Requirements  
Exhibit C Rules and Regulations Governing Concessions at Special Events  
Exhibit D Plans

Spirit West Coast

Laguna Seca Recreation Area

August 1-3, 2013

SPECIAL PROVISIONS

**I. AGENCY CONTACT**

- A. CONCESSIONAIRE is responsible for contacting and obtaining all necessary permits, authorizations, etc., from State, Federal, and appropriate County agencies. This may include, but is not limited to the, Salinas Rural Fire District, California Highway Patrol, Federal Aviation Administration, Monterey County Public Health and Sheriff's Departments.
- B. CONCESSIONAIRE will furnish copies of all permits or authorizations from outside agencies, including the Army and BLM, if appropriate, to the COUNTY Parks Department at least two weeks prior to the event.

**II. FEES**

- A. A cash bond of \$20,000.00 will be delivered to the Special Events Manager 30 days prior to your event.
- B. CONCESSIONAIRE will supply all staffing necessary to collect a \$2.00 entry fee per person per day (Thursday/Friday/Saturday) of the event from spectators.
- C. CONCESSIONAIRE will be allowed to distribute 1,200 day-use passes per day and 100 camping passes per day for which COUNTY will not expect payment. Distribution will be as applicant sees fit (i.e. vendors, participants, volunteers, etc.). Pass will be per person for day-use and per vehicle for camping.
- D. All fees and charges are due according to the following payment schedule:

\$10,000.00 Partial Deposit	due April 1, 2013
\$20,000.00 Balance of deposit	due May 1, 2013
\$20,000.00 Cash Bond	due July 1, 2013
(to be returned following event or applied to full payment, whichever Concessionaire chooses)	
\$20,000.00 Payment	due August 9, 2013
\$40,000.00 <u>or</u> Balance/Final Payment	due September 1, 2013

- E. In the event that the event is cancelled, CONCESSIONAIRE is responsible for all refunds that may apply, and will hold the COUNTY harmless as to any claims of anyone who has applied for refund of such pre-payment for such admission or to participate in the event.

**III. CAMPING**

- A. CONCESSIONAIRE understands that the park shall remain open to camping by those not associated with the N/A event over the event N/A period.
- B. Sites N/A will be provided to the CONCESSIONAIRE at no charge from N/A till N/A
- C. The number of campsites available in each camping area will be determined by the Salinas Rural Fire District and will be provided to CONCESSIONAIRE prior to the event.

**IV. PARKING AND TRAFFIC CONTROL**

- A. Parking and traffic control within the park is the responsibility of the CONCESSIONAIRE during the event.
- B. All signage necessary to execute the Parking and Traffic Control Plan is the responsibility of the CONCESSIONAIRE. No directional or informational signs may be attached to permanent park signs.
- C. All traffic control devices, i.e., barricades, cones, etc., are the responsibility of the CONCESSIONAIRE. The PARKS DEPARTMENT will assist with these items as able.
- D. CONCESSIONAIRE will see that no chase vehicle or support vehicles will be driven on established lawn area or off-road areas within the park. To obtain access by any said vehicle to an off-road area within the park, CONCESSIONAIRE or his/her representatives will first contact the event ranger. All such vehicles shall have a pre-approved identification plaque.
- E. Public access to the Rifle Range will be maintained during the event. Yes  No  The Rifle Range will be closed to the public Wednesday, July 31<sup>st</sup>, through Sunday, August 4th.
- F. California Highway Patrol (CHP) will control traffic on Highway 68 as required for the event. CONCESSIONAIRE will contract with CHP.

**V. CLEAN UP AND SANITATION**

- A. Any areas considered private or not open to the public will be maintained by the CONCESSIONAIRE. In addition, all costs associated with such areas will be borne by the CONCESSIONAIRE.
- B. COUNTY will determine, using a formula approved by the County Health Department, the number of extra chemical toilets necessary to serve any given area during the event. That number of formula required chemical toilets will be furnished and maintained during the event at the expense of the COUNTY. If attendance is lower than expected and does not warrant placement of additional chemical toilets, CONCESSIONAIRE shall reimburse COUNTY at the rate of \$65.00 per unit per day.
- C. The CONCESSIONAIRE requests or is required to have on-site, N/A additional chemical toilets. The total cost of these extra chemical toilets is the sole responsibility of the CONCESSIONAIRE.



- D. COUNTY will maintain all permanent restroom facilities during the event, except those that are not open to the public. Permanent restroom facilities not open to the public will be the responsibility of the CONCESSIONAIRE. The cost of any chemical toilets needed to replace permanent restroom facilities being closed to the public shall be borne by the CONCESSIONAIRE.
- E. **Trash and Litter Collection:** COUNTY will provide you with a relatively litter and trash free event site. COUNTY will put out trash cans and line each with a plastic bag. At the conclusion of your event COUNTY will pick-up all empty trash cans and return them to storage.

CONCESSIONAIRE will be the responsible for all litter and trash control during and after your event. COUNTY will provide extra plastic bags for you to maintain trash cans during your event. Should the COUNTY be required to empty trash cans or pick-up excessive litter after your event, you will be billed for such service, or have it deducted from your cash bond.

The Monterey County Health Department requires you to complete a Recycling Plan to recycle waste products generated by your event including plastic, aluminum, cardboard and cooking oils. Please consider methods by which this may be accomplished, and include in your Sanitation Plan.

- F. If a dumpster(s) is required for the event, its cost shall be the responsibility of COUNTY. Only twenty-yard dumpsters will be provided.
- G. **Grey Water Disposal:** It is the responsibility of the CONCESSIONAIRE to provide grey water disposal facilities for food vendors.
- H. **Food Concession Hand Wash Facilities:** It is the responsibility of the CONCESSIONAIRE to provide portable hand wash facilities in food concession areas.

**VI. IMPACT ON SCRAMP AND TRACK RENTAL OPERATIONS AT LAGUNA SECA RECREATION AREA**

- A. It shall be the CONCESSIONAIRE'S responsibility to conduct their pre-event and event activities so as to have a minimal impact on the SCRAMP and Track rental operations.
- B. CONCESSIONAIRE will contact McCune Sound and SCRAMP to establish requirements to use the track sound system.

**VII. FACILITY DAMAGE**

- A. Any changes or alterations to the park facilities or grounds must have prior written approval from COUNTY. All changes, alterations, or damage resulting from the CONCESSIONAIRE'S activities must be restored, repaired and/or replaced after the event to the satisfaction of COUNTY.
- B. **Facility Inspections:** COUNTY and a representative from the CONCESSIONAIRE will conduct a pre-event and post-event facility inspection of all facilities, grounds and areas to be used as part of the event.
- C. **Erosion Control:** Control measures to minimize potential erosion damage from event participants and spectators to the park grounds will be provided at the CONCESSIONAIRE'S expense:

including temporary fencing around sensitive areas, security staff and signage of event areas as determined by COUNTY.

Erosion damage will be repaired at the CONCESSIONAIRE'S expense under COUNTY supervision no later than one week after the event. CONCESSIONAIRE will have equipment and materials, i.e., tools, seed, straw, on-site prior to the conclusion of the event.

#### **VIII. SCRAMP SUPER STORE**

SCRAMP operates a souvenir store that is normally open six (6) days a week and may be scheduled to be open during your event. If you feel the store will conflict with your event, please contact the Special Events Manager with COUNTY through the Parks Department at (831) 759-7214 if you need to discuss this issue.

#### **IX. ADVERTISEMENT**

- A. COUNTY maintains a marquee on Highway 68 which displays permanent and special event information. Your event information will be displayed at this location for a maximum of two (2) weeks prior to your event depending on schedule of events.
- B. All brochures, flyers or posters, shall be approved by COUNTY prior to distribution to the public.
- C. All banners and signs and their method and location of display, must be approved by COUNTY.

#### **X. MISCELLANEOUS**

- A. CONCESSIONAIRE must furnish his/her own tables and chairs for the event. Only on-site picnic tables will be furnished by COUNTY. All picnic tables, if moved for your event, must be returned to original locations after the event.
- B. COUNTY must be furnished a list and location map of all vendors associated with your event no later than three (3) weeks prior to your event. This list must include food, merchandise and information vendors. All vendors must be consistent with the mission of the event and with California and Monterey County regulations.
- C. In accordance with guidelines established by the Laguna Seca Interagency Coordination Committee, the SCRAMP Communications Center is required to be staffed and operational during the event and its operation must be part of the Communication Plan. Cost of operation of this facility shall be borne by the CONCESSIONAIRE. Current fees for the SCRAMP Communications Center are available by calling the COUNTY Special Events Manager with the Monterey County Parks Department at (831) 759-7214.
- D. CONCESSIONAIRE, its agents, employees, and patrons shall be bound by all existing federal, state, and county laws, ordinances, regulations and use permits that apply to Laguna Seca Recreation Area and CONCESSIONAIRE's operations.
- E. CONCESSIONAIRE, shall be responsible for and promptly pay all taxes and assessments of any kind whatsoever assessed or levied for the use of the premises, including but not limited to a taxable possessory interest if one is created by this Agreement. The payments of any such taxes, assessments or charges shall not constitute cause for modification of fees payable by CONCESSIONAIRE to COUNTY pursuant to this use Agreement.

- F. CONCESSIONAIRE shall be responsible for and promptly obtain all necessary licenses and permits to conduct the event, including but not limited to those licenses necessary for the public performance of music if applicable, and shall comply with all applicable federal, state, and local laws and regulations in the performance of this Agreement.

**XI. SOUND**

- A. COUNTY will provide personnel to monitor sound at the mixing board(s). Maximum allowable decibel level is 105 dB, one hundred feet (100') in front of the stage. After 10:30 p.m., programs will be limited to 75 dB at 50 feet outside the entrance of the tent.
- B. After 10:30 p.m., programming will be contained in tents and must be low-impact sound. Programs must end prior to 12:00 a.m.
- C. CONCESSIONAIRE shall give special attention to placement of tents, speakers, stages, etc., to keep sound directed away from local residents. Use of sound absorption materials is encouraged.
- D. Sound will be monitored by COUNTY personnel inside and outside the park.

## PLANS

In order to help ensure that your event is successful from an operational standpoint, the COUNTY Parks Department, together with other agencies, may require that you develop and supply to us certain plans. These plans will address one or more of the following aspects of your event. They may be composed of, but are not limited to, maps, narrative descriptions, other agency correspondence, applications, licenses, etc. Plans required for your event are checked as follows:

<u>X</u>	a)	Site Development Plan
<u>X</u>	b)	Parking and Traffic Plan
<u>X</u>	c)	Communications Plan
<u>X</u>	d)	Sanitation Plan
<u>X</u>	e)	Camping Plan
<u>X</u>	f)	Medical Plan
<u>X</u>	g)	Security Plan
<u>X</u>	h)	Disabled Access Plan
<u>X</u>	i)	Animal Control Plan
<u>X</u>	j)	Recycling Plan

It is possible that all required information may be contained on a single map with accompanying narrative descriptions. This determination will be dependent in large part on the size and complexity of your event.

The following will give you some idea of what various plans are expected to contain. All items may not be applicable to your event.

### SITE PLAN

This plan should be an overview of your entire activity area on a map. Elements of other plans may appear on this map. In addition, you may want to include some narrative descriptions. Your plan may include locations of:

a)	Stage (s)	i)	Medical Services
b)	Vendors Area	j)	Communications Tent
c)	Tents and their function	k)	Alcohol Sales Location
d)	Different Activity Areas	l)	Drinking Water Locations
e)	Entry Points (access control)	m)	Permanent Restroom Locations
f)	VIP Areas	n)	Event Registration
g)	Ticket Sales	o)	Handicapped (Disabled) Parking
h)	Parking Areas	p)	Fuel Storage Area

### COMMUNICATIONS PLAN (A Narrative)

Should include:

***Event Description*** - A brief statement stipulating what type of event is being conducted and estimates of attendance.

***Communications Coordinator*** - Identifies individuals responsible for coordinating special event communications. Should include contact phone numbers.

***Operational Period*** - Identifies specific period in which special event communications will be conducted. Should include dates and specific hours of operation.

***Staffing*** - Identifies who/what organization will be providing basic communication services for the planned special event. Should include a statement as to personnel training and level of experience.

**Facilities** - Provides location and generalized description of communication facilities to be utilized during the event. Where will the dispatch center be located?

**Interagency Coordination** - Identifies Monterey County public safety agencies and organizations that will be participating with the event organizers (e.g. - Sheriff, EMS, Salinas Rural Fire District, California Highway Patrol, etc.).

**Major Emergency Communications** - A statement regarding how the special event communications operation will interface with the County Public Safety Communications system in the event of a major emergency or disaster. An Incident Command Post must be established at the SCRAMM Communications Center.

**Frequencies** - A listing of frequencies to be used by site coordinators during the event. Should also include radio call signs that will be used should interagency coordination be required during a major emergency.

**Emergency Contacts** - A listing of on-site phone numbers for contacting the event communications center and communication coordinators in the event of an emergency.

**Special Information** - A statement providing special operational information relating to event communications. Will the track P.A. system be used?

### **MEDICAL PLAN**

A decision will be made based on the size and type of your event as to whether you must fill out a formal Medical Plan form for submittal to the County Office of Emergency Medical Services (EMS). If it is determined that this is required, you will be provided with the necessary form and instructions. Upon completion the form may be returned to the Parks Department for processing.

If you are not required to submit an EMS Medical Plan, then a simple statement on your event application addressing the issue of First Aid will probably be adequate together with the First Aid station location on your Site Plan.

Medical Plan Approval by EMS: Required X Not Required \_\_\_\_

No on-site Medical facilities or personnel exists. The nearest emergency medical service is provided by the Salinas Rural Fire Station located East on Highway 68 approximately 1/4 mile from the park entrance. Their response time is approximately 10 to 20 minutes. They can be contacted by calling 911. Please see that this information is known by the appropriate people associated with your event. You may also want to note the location of pay phones that can be used in an emergency.

A Medical Injury Report log is required to be submitted to the COUNTY Parks Department upon conclusion of the event.

### **PARKING AND TRAFFIC CONTROL PLAN**

List names of persons responsible for this aspect of your event together with their work schedules.

On a map show the traffic plan patterns within the park at different stages of your event. You should differentiate between general traffic routes and VIP, vendor, or participant routes, if applicable.

On a map denote the areas of the park to be parked, how they will be identified, and in what order they will be parked.

Show any access control points, i.e., ticket sales, ticket check, will call, etc.

If CHP or Sheriff's Department will be involved in this aspect of your event, so note together with their work schedules.

## SANITATION PLAN

The Sanitation Plan will be completed by the CONCESSIONAIRE.

On a map show the location of various groupings of chemical toilets as you want them distributed.

Show location of all permanent restroom facilities in the event area.

The permanent facilities open to the public serving your event area will offset the number of chemical toilets that may be required for your event. The Parks Department will help you calculate the actual number of chemical toilets for your event.

If your contract with COUNTY requires that you pay for all chemical toilets and their servicing during your event, you may elect to use the vendor recommended by COUNTY or hire your own. In any case, the name of the company, contact person, phone number, the date that chemical toilets will be moved into place per the Sanitation Plan and the date they will be moved back, should all be contained in your Sanitation Plan.

## CAMPING PLAN

List names of persons responsible for this aspect of your event together with their work schedules.

Using a map show the areas of the park to be camped, times and dates of occupancy and how you will identify different areas, i.e., "A" Camp, "B" Camp, VIP, vendors, overflow, etc.

If campers are to be assigned to a particular site or area, how will this be accomplished? How many campers will occupy any given area?

How will you deal with early arrivals for your event? How will you deal with campers occupying campsites when you takeover? Some may plan to attend your event, others may not.

## SECURITY PLAN

There are two primary factors to the development of this plan.

First, there are the security requirements that you will want for various aspects of your event (i.e., general crowd control, entry point management, equipment, vendor booths, alcohol sales, etc.).

Pre and post event security for equipment, vehicles, vendor booths etc., should also be planned.

Your plan should clearly state: 1) The name(s) of persons responsible for this aspect of your event together with their work schedules and how they can be contacted. 2) The total number of security personnel, their assignments, how they will be communicated with, how will they be identified, and their work schedules.

Second, there are the security requirements that others will require of you in order for your application to be approved. Normally these requirements will come from the COUNTY Parks Department and the Monterey County Sheriff's Office, who have jurisdiction within Monterey County Parks.

COUNTY may make a recommendation to the Sheriff's Office to accept your security plan as submitted or either the Parks Department or Sheriff's Office may require that you furnish additional security. This may be accomplished either by your furnishing additional volunteer security, hiring a private security company, hiring Sheriff personnel, or some combination of all three. In either case, the determination of what is acceptable will lay with COUNTY and the Sheriff's Office, with the

Sheriff's Office having the final word.

Should the Sheriff's Office or Parks Department require that one or more of their units be on site during your event, you are required to fill out an "Application for Special Police Protection". This form is available through the Sheriff's Office or Parks Department.

Application for Special Police Protection: Required  Not Required

**DISABLED ACCESS PLAN**

Your plan must describe, in narrative form, the numbers and locations of handicapped (disabled) parking and restrooms. (Parking and restroom must be shown on your Site Plan.) Your plan must also include narrative on disabled access to all areas of your event and how it will be accomplished.

**ANIMAL CONTROL PLAN**

Your plan must address in narrative form the following: advertisement of restrictions, entrance control, vaccination verification, alternative to bringing pets in the park and a temporary holding facility. Other issues should be addressed as necessary.

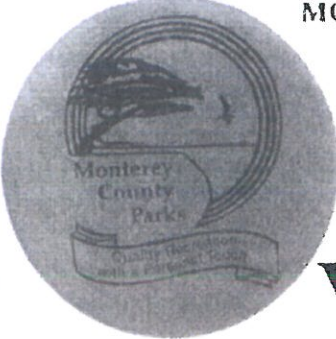

**RECYCLING PLAN**

Your plan must address how you will divert waste, including plastic, glass, aluminum, cardboard and cooking oils.

COUNTY VEHICLE PASSES

Below is a facsimile of a vehicle pass that your event should honor. This pass is intended to allow access to various area of Laguna Seca Recreation facility by those who have official business within the park. It is in no way intended to circumvent the normal ticketing system associated with your event. Distribution of the pass will be strictly monitored by the Park Supervisor.

Not actual size.

	<p>MONTEREY COUNTY PARKS DEPARTMENT LAGUNA SECA RECREATION AREA</p>	
<p>Date: _____</p>		
<p><b>VEHICLE PASS</b></p>		
<p><i>Enter through Main Gate (located on Highway 68)</i></p>		
<p>Persons in possession of this pass have official business within the boundaries of Laguna Seca Recreation Area and should be allowed to pass at no charge.</p>		
<p>Issued To: _____</p>	<p>Destination: _____</p>	
<p>Issued By: _____</p>		



COUNTY OF MONTEREY  
PARKS DEPARTMENT

SPECIAL USE EVENT APPLICATION

Date: April 12, 2013

This application, when officially approved by a Concession Agreement for Special Events, signed by the Director of Parks or the Monterey County Board of Supervisors, will authorize

Spirit West Coast \_\_\_\_\_ as a concessionaire to make use of the  
(Name of Applicant)

Laguna Seca Recreation Area for music festival, on August 1-3, 2013  
(Area and Park Unit) (Specific Use) (Date)

from 9:30am-11:45pm, subject to the following conditions:

1. Applicant requests County to provide the following services, if available or appropriate (Strike Inappropriate Provisions):

- a. Maintain public restrooms
- b. Provide fresh water
- c. Provide electricity
- d. Provide garbage cans and remove refuse
- e. Clean all areas prior to occupancy to permittee
- f. Other: \_\_\_\_\_

2. Applicant will have not less than 900 employees in the Park unit during the period of this Special Use Event.

3. Applicant is to provide the following information:

a. Purpose of the proposed event, the necessity therefore, and the reason why it is considered as being compatible with the use of Monterey County Park system: Spirit West Coast is a multi-day Christian music festival that is a family-friendly event for all that want to attend.

b. Area requested within the park: The entire park including Lookout Ridge and excluding the Skip Barber and Scram Buildings. We also need the large group room in the Chapparral beginning 9:00am on Saturday July 27, 2013

c. List of applicants proposed fees and charges for admission, vendor space, participation, etc.: ticket prices range from \$20-149, exhibitor fees \$500-575, Food Vendors \$200

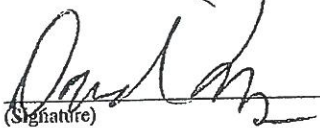
d. Plan and method for collecting special entrance fees at the park: \_\_\_\_\_  
We set up our Box Office on site in the Scram Admin parking lot during the event

- e. Maximum number of people expected to attend the event at one time. (The County may limit maximum attendance at its direction): 8,000
- f. Method of limiting attendance to the maximum number of persons permitted by the County: wristbands are issued and tracked
- g. Estimated gross receipts and net profit: \$900,000 estimated event revenue, estimate net profit of \$75,000
- h. Proposed guaranteed minimum rents and/or proposed percentage of the gross income to be paid as rent to the County: \$80,000
- i. Method of garbage collection and disposal to be used: we will use a combination of volunteers and contractors
- j. List of items to be sold during the event: food, non-alcoholic beverages, clothing, jewelry and a variety of other products
- k. Name of person in charge of the event: David Martinez & Jon Robberson
- l. Proposed fire control measures and additional firefighting equipment to be furnished by applicant as required by the Director of Parks, his designee or the local fire marshal: SRFD will be onsite the whole event
- m. Proposed first-aid service to be supplied by applicant, including ambulance services, doctors or nurses: 2 First-Aid stations, SRFD, EMT, and ambulance onsite
- n. Additional police protection and/or traffic control personnel. Policing of the event will be provided by applicant and at this expense: sheriff Dept. personnel on site, CHP at Highway 68 entrance for traffic control during peak times and SWC traffic team for on-site traffic control
- o. Parking arrangements required for applicant's operating personnel: Various parking areas controlled by volunteers. Wolfe Hill is the primary parking lot for the public and our volunteers
- p. Additional sanitary facilities as required by the Director of Parks, his designee, or the Monterey County Health Department: Portable toilets provided by Parks Dept. and SWC provides hand-wash stations

- q. Detailed description of the program to be presented and the displays and concession booths to be installed: Live music at outdoor and indoor stages, seminars, exhibitors, food vendors and retailers in tent and on Vendor Island
- r. Submit information on all the organizations involved, whether sponsors, recipients, or promotional firms; their objectives, purposes and financing:  
 Event sponsor is a Christian Music Today, a non-profit 501(c)3, whose purpose is to present this event as well as similar events throughout California and Western States \_\_\_\_\_

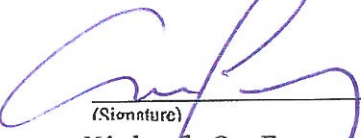
- 4. Applicant may be required to post a cash bond with the County, depending on circumstances of the special event and probabilities of damage.
- 5. The Director of Parks or his designee may terminate any special event activity when he deems it is necessary for the safety and enjoyment of the public, for the protection of resources, or for violation of any rules and regulations of the County Park System.
- 6. Contacts in regard to the permit generally may be made through the Director of Parks or his designee, whose name, address and telephone number appears below.

REQUESTED BY:

  
 \_\_\_\_\_  
 (Signature)  
 David Martinez \_\_\_\_\_  
 (Name)  
 Director of Operations \_\_\_\_\_  
 (Title)  
 April 12, 2013 \_\_\_\_\_  
 (Date)  
 1952 Camden Ave. #206 \_\_\_\_\_  
 (Address)  
 San Jose, CA 95124 \_\_\_\_\_

4048-377-9232 \_\_\_\_\_  
 (Phone)

COUNTY OF MONTEREY:

  
 \_\_\_\_\_  
 (Signature)  
 Michael C. Ferry \_\_\_\_\_  
 (Name)  
 Director of Parks, Chief Ranger \_\_\_\_\_  
 (Title)  
 June 3, 2013 \_\_\_\_\_  
 (Date)  
 855 E. Laurel Drive, Bldg G \_\_\_\_\_  
 (Address)  
 Salinas, CA 93905 \_\_\_\_\_

(831) 755-4895 \_\_\_\_\_  
 (Phone)

**SPECIAL EVENT INSURANCE REQUIREMENTS  
MONTEREY COUNTY PARKS DEPARTMENT**

Types of Coverage	<u>Minimum Amounts of Coverage Required Per Type of Event (check which box applies)</u>		
	Insurance A	Insurance B	Insurance C
1. Comprehensive General Liability, including Personal Injury and Products/Completed Operations  A. Bodily Injury per Occurrence B. Bodily Injury Aggregate C. Property Damage Or D. Combined Single Limit	No Insurance Required	\$1,000,000 \$1,000,000 \$1,000,000  \$1,000,000	Insurance amount to be determined by County Risk Mgr. after evaluating elements of each specific event
2. Comprehensive Auto Liability including Non-Owned and Hired Car  A. Bodily Injury per Person B. Bodily Injury per Occurrence C. Property Damage Or D. Combined Single Limit	No Insurance Required	\$1,000,000 \$1,000,000 \$1,000,000  \$1,000,000	
3. Workers Compensation	Statutory Requirement	Statutory Requirement	Statutory Requirement

Note:

1. Additional amounts of insurance may be required for unique special events beyond the scope of the above size or type of event as determined by the Director of Parks.
2. Checking the box in column "A", "B" or "C" above designates insurance coverage requirement. See Exhibit "B-1" for designation of insurance requirements per types of special events.

SPECIAL EVENT INSURANCE ENDORSEMENTS

1. The County of Monterey, the United States of America, their officers, agents, and employees are named as additional insureds.
2. Permittee's Insurance is the primary insurance to any insurance or self-insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the Permittee's insurance.
3. This Insurance Policy shall not be canceled or reduced without 30 days written prior notice to County of Monterey, Director of Parks.
4. Certificate of Insurance showing the existence of a policy or policies having the above-described limits with the above described endorsements must be delivered to County's Director of Parks prior to the beginning of the special event.

**MONTEREY COUNTY PARKS DEPARTMENT  
INSURANCE REQUIREMENTS**

A. Evidence of Coverage:

1. Prior to commencement of this Agreement, Concessionaire shall provide a "Certificate of Insurance" certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition Concessionaire, upon request, shall provide a certified copy of the policy or policies.
2. This verification of coverage shall be sent to County's Parks Department's Special Events Manager, unless otherwise directed. Concessionaire shall not proceed with performance under this Agreement, and County shall have no liability, until Concessionaire has obtained all insurance required and such insurance documentation has been provided to and approved by County. This approval of insurance shall neither relieve nor decrease the liability of Concessionaire. Failure by CONTRACTOR to maintain such insurance is a default of this Agreement, which entitles County, at its sole discretion, to terminate this Agreement immediately.

B. Qualifying Insurers: All coverage's, except surety, shall be issued by companies which hold a current policy holder's alphabetic and financial size category rating of not less than A- VII, according to the current Best's Key Rating Guide or a company of equal financial stability that is approved by the County's Parks Department's Special Events Manager.

1. Insurance Coverage Requirements: Without limiting Concessionaire's duty to indemnify, Concessionaire shall maintain in effect throughout the term of this Agreement a policy or policies of insurance with the following minimum limits of liability:
2. Commercial general liability insurance, including but not limited to premises and operations, including coverage for Bodily Injury and Property Damage, Personal Injury, Contractual Liability, Broadform Property Damage, Independent Contractors, Products and Completed Operations, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.
3. Business automobile liability insurance, covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.
4. Workers' Compensation Insurance, if Concessionaire employs others in the performance of this Agreement, in accordance with California Labor Code section 3700 and with Employer's Liability limits not less than \$1,000,000 each person, \$1,000,000 each accident and \$1,000,000 each disease.
5. Professional liability insurance, if required for the professional services being provided, (e.g., those persons authorized by a license to engage in a business or profession regulated by the California Business and Professions Code), in the amount of not less than \$1,000,000 per claim and \$2,000,000 in the aggregate, to cover liability for malpractice or errors or omissions made in the course of rendering professional services. If professional

liability insurance is written on a “claims-made” basis rather than an occurrence basis, the Concessionaire shall, upon the expiration or earlier termination of this Agreement, obtain extended reporting coverage (“tail coverage”) with the same liability limits. Any such tail coverage shall continue for at least three years following the expiration or earlier termination of this Agreement.

C. Other Insurance Requirements:

1. All insurance required by this Agreement shall be with a company acceptable to County and issued and executed by an admitted insurer authorized to transact Insurance business in the State of California. Unless otherwise specified by this Agreement, all such insurance shall be written on an occurrence basis, or, if the policy is not written on an occurrence basis, such policy with the coverage required herein shall continue in effect for a period of three years following the date Concessionaire completes its performance of services under this Agreement.
2. Each liability policy shall provide that County shall be given notice in writing at least thirty days in advance of any endorsed reduction in coverage or limit, cancellation, or intended non-renewal thereof. Each policy shall provide coverage for Concessionaire and additional insureds with respect to claims arising from each subcontractor, if any, performing work under this Agreement, or be accompanied by a certificate of insurance from each subcontractor showing each subcontractor has identical insurance coverage to the above requirements.
3. Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds with respect to liability arising out of the Concessionaire’s work, including ongoing and completed operations, and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the Concessionaire’s insurance. The required endorsement form for Commercial General Liability Additional Insured is **ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000)**. The required endorsement form for Automobile Additional Insured endorsement is **ISO Form CA 20 48 02 99**.
4. Prior to the execution of this Agreement by County, Concessionaire shall file certificates of insurance with the County’s Parks Department’s Special Events Manager, showing that Concessionaire has in effect the insurance required by this Agreement. Concessionaire shall file a new or amended certificate of insurance within five calendar days after any change is made in any insurance policy, which would alter the information on the certificate then on file. Acceptance or approval of insurance shall in no way modify or change the indemnification clause in this Agreement, which shall continue in full force and effect.

## RULES AND REGULATIONS GOVERNING CONCESSION AT SPECIAL EVENTS

1. No concession will be allowed to open until all preliminary requirements herein set forth have been complied with.
2. CONCESSIONAIRE and his employees engaged in the operation of concessions where goods to eat or drink are sold shall wear suitable clothing; said garments to be kept clean and neat at all times. All CONCESSIONAIRE'S selling, dispensing or distributing food, beverages and other articles intended for human consumption shall at all times maintain pure, clean, adequate and wholesome stocks which must be kept from all contamination and handled, stored and served according to the standards as established by the State Department of Public Health.
3. CONCESSIONAIRE will conduct his business in a quiet and orderly manner; will deposit all rubbish, slop, garbage, tin cans, paper, etc., in receptacles provided by the COUNTY within said concession plot for such purpose, and will keep the area within and surrounding said concession free from all rubbish and debris.
4. All buildings, tents, or enclosures erected under the terms of the Concession Agreement shall have the prior written approval of the COUNTY and the local fire suppression authorities.
5. At least 48 hours prior to commencement of event, if requested, CONCESSIONAIRE will furnish the COUNTY with a list of all sale prices and other charges of any kind whatsoever to be charged by the CONCESSIONAIRE in said concession space(s) and agrees to revise such charges or prices as directed by the COUNTY, and during the period of the event to maintain the charges and prices so submitted or as so revised.
6. CONCESSIONAIRE will conduct the privileges granted in the Concession Agreement according to all the rules and requirements of the State Department of Public Health and local health authorities, and without infringement upon the rights and privileges of others and will not engage in any other business whatsoever upon or within said premises or park, except that which is herein expressly stipulated and contracted for herein; and will confine said transactions to the space and privileges provided in the Concession Agreement.
7. CONCESSIONAIRE will cause to be posted in a conspicuous manner at the front entrance to his concession, a sign showing the prices to be charged for all articles offered for sale to the public under the Concession Agreement.
8. CONCESSIONAIRE must, at his own expense, keep his concession space and adjacent area properly arranged and clean. Receptacles will be provided at appropriate locations to receive the CONCESSIONAIRE'S trash, and such trash must not be swept into the streets or any public space.
9. All sound-producing devices used by the CONCESSIONAIRE within or outside his concession space must be of such a nature and must be so operated as not to cause annoyance or inconvenience to his patrons, to other concessionaires, to exhibitors, or users of the park, and the decision of the COUNTY as to the desirability of any such sound-producing device shall be final and conclusive. Sound amplification equipment may be installed within or outside any concession only by first obtaining written permission therefore from the COUNTY. Control of the amplification decibel level will be at the discretion of the COUNTY.



10. CONCESSIONAIRE agrees that there will be no games, gambling or any other activities within the confines of his concession space in which money is used as a prize or premium, and that he will not buy and/or permit "buy backs" for cash of any of his prizes or premiums given away to patrons in connection with the promotion of his concession. No illegal activities shall be conducted, and only ordinary and customary merchandizing methods shall be used. All methods of operation, demonstration, and sale shall be subject to the approval of the COUNTY and the local law enforcement officials.
11. CONCESSIONAIRE is entirely responsible for the space allotted to him and agrees to reimburse the COUNTY for any damage to property used in connection with the space allotted to the CONCESSIONAIRE, reasonable wear and tear excepted.
12. COUNTY shall assume no responsibility for loss or damage to the property of the CONCESSIONAIRE. Small articles easily removed or particularly fragile articles or displays should be put away for safekeeping by the CONCESSIONAIRE after the closing hour each night.
13. Each and every article of the concession and all boxes, crates, packing material and debris of whatsoever nature used in connection with the concession space shall be removed at CONCESSIONAIRE'S expense. It is understood that in the event of the CONCESSIONAIRE'S failure to vacate said premises as herein provided, unless permission in writing is first obtained, the COUNTY may and is hereby authorized to remove and store the concession and all other material of any nature whatever, at the CONCESSIONAIRE'S risk and expense, and the CONCESSIONAIRE shall reimburse the COUNTY for expenses thus incurred.
14. No CONCESSIONAIRE will be permitted to sell or dispose of alcoholic beverages on park grounds except in his concession space. No sales are to be made unless the CONCESSIONAIRE is therefore authorized in writing by the COUNTY and unless he holds a lawful license authorizing such sales on said premises.
15. All activities within the above-named park unit shall be at the direction of the Director of Parks or his designee.
16. Arrangements for advance preparations shall be made with the Director of Parks or his designee.
17. Rules and regulations of the County Park System shall be observed by the CONCESSIONAIRE, his employees, agents or contractors.
18. The use of the building, grounds (if any), shall be in strict accordance with the Concession Agreement as authorized by the Director of Parks and/or the Board of Supervisors of the County of Monterey. This provision particularly applies to activities which might create hazardous fire conditions.
19. Except during the event, the public shall have normal access to the area.
20. No structures or sets are to be built unless specifically provided for herein, and no shrubbery or trees are to be cut, trimmed or injured.

21. Fires will not be permitted except upon the specific approval of the Director of Parks or his designee and under his direction.
22. Vehicles operated by or under the control of the CONCESSIONAIRE will be parked in areas designated by the Director of Parks or his designee.
23. CONCESSIONAIRE will control all traffic and vehicles as directed by the Director of Parks or his designee.
24. CONCESSIONAIRE will maintain the permitted area in a clean and sanitary condition and will restore the area to the condition in which it was received.
25. CONCESSIONAIRE will repair any and all damage to the park unit or any COUNTY property which was a result of CONCESSIONAIRE'S activities as encompassed by this permit. The COUNTY will be the sole judge of the extent of the damages.
26. All safety orders of the Division of Industry Safety, Department of Industrial Relations, must be strictly observed.
27. Failure to the COUNTY to insist in any one or more instances upon the observance and/or performance of any of these rules and regulations shall not constitute a waiver of any subsequent breach of any such rules and regulations.
28. FAIR EMPLOYMENT PRACTICES. In the performance of this Agreement, the CONCESSIONAIRE will not discriminate against any employee or applicant for employment because of race, color, religion, ancestry, national origin or sex.