

MY DIRECT DIALIS: (206) 626-6411 MY EMAIL ADDRESS IS: JOHNSRUDB@JACKSONLEWIS.COM

February 11, 2014

#### VIA E-MAIL ONLY

Kelly Kane Protected Service Agent Washington Department of Labor & Industries Employment Standards Program 901 North Monroe, Suite 100 Spokane, WA 99201 kanm235@lni.wa.gov

> Re: Western Hockey League and Affiliated Teams—Everett Silver Tips, Seattle Thunderbirds, Spokane Chiefs, and Tri City Americans

Dear Ms. Kane:

This letter is in response to the recent inquiries from the Washington Department of Labor & Industrics (LNI) to the Everett Silvertips, Seattle Thunderbirds, Spokane Chiefs, and Tri-City Americans, teams from the Western Hockey League (WHL). This letter and related evidence establish that the hockey players in the WHL are anateur athletes, not employees. The WHL's member teams provide each amateur athlete on their teams with an education, sports training, and a post-secondary academic scholarship. The players are in the same position as other amateur athletes playing in clite leagues on their high school teams or in the NCAA. They are not employees. Moreover, the players and their families know that they are making an agreement to play amateur hockey at the highest level of competition without becoming professional hockey players.

#### A. Amateur Athletes in North America Are Not Employees.

Amateur sports in North America come in many varieties—all of which are voluntary and do not create an employment relationship. There are Amateur Athletic Union (AAU) programs for various sports—basketball likely being the most prominent. AAU basketball programs require that young

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athletes pay to play, often forcing the athletes' parents to pay for training, equipment, and travel to and from tournaments.<sup>1</sup> There are year-round swim teams through USA Swimming, which similarly require parents to pay for training, equipment, and travel to and from national swimming competitions. Again, travel can require gas, airfare, and hotel stays.

There are also a variety of youth soccer programs, from recreational leagues to the U.S. Soccer Developmental Academy.<sup>2</sup> Furthermore, there are private high schools, such as the IMG Academy, dedicated to training student-athletes to become professional athletes and future Olympians. IMG can cost parents more than \$65,000 for each year their child attends IMG.<sup>3</sup> Even public high schools have sports that can be expensive. Some parents spend tens of thousands of dollars—sometimes more than \$100,000—to provide their children the opportunity to train with elite coaches and compete against elite competition, all while attending school, which may or may not be paid for by the parents.<sup>4</sup>

Many of the athletes who participate in these paid programs hope to showcase their talents so they can obtain an athletic scholarship for college and, for a select few in sports such as football, basketball, baseball, soccer or hockey, they may hope to ultimately "go pro" after college.

The most well-known amateur athletes in the United States are likely college athletes. If a young athlete is fortunate enough to earn an athletic scholarship for college, he or she will be required to participate in mandatory practices, travel for games, and dedicate much of his or her time to athletic competition to maintain their scholarship.<sup>5</sup> It is no secret that these athletes' lives are consumed by the sport of their choice and education. Yet, none of these athletes are employees. They do not have an employment relationship with their respective teams or schools.

The same holds true of those playing for teams in the WHL.

#### B. Amateur Hockey in North America

Junior hockey, an anateur level of hockey, was first played in Ontario in 1893. The Canadian Hockey League (CHL) is a non-profit Major Junior Hockey league. It is a member of Hockey Canada,

<sup>&</sup>lt;sup>1</sup> See <u>http://www.nytimes.com/2009/03/22/magazine/22basketball-t.html?pagewanted=all& r=0</u> (last viewed Feb. 13, 2014); <u>http://www.nytimes.com/1997/07/27/sports/disney-gives-kids-chance-to-play-like-the-pros.html</u> (last viewed Feb. 13, 2014).

<sup>&</sup>lt;sup>2</sup> U.S. Soccer Academy players play a 10-month schedule, train three to four days a week, and play games on weekends. These amateur athletes are not permitted to play high school sports. *See*, <u>http://www.ussoccer.com</u>/<u>teams/development-academy/academy-overview.aspx</u>. Like the WHL, the goal of U.S. Soccer is to prepare athletes to compete at the next level. Like the WHL's players, players at the U.S. Soccer Academy are amateur athletes, not professionals and not employees.

<sup>&</sup>lt;sup>3</sup> http://www.ingacademy.com/sites/default/files/Team\_Academy\_Rate\_Card.pdf; http://sportsillustrated.com.com/ vault/article/magazine/MAG1027520 (last viewed Feb. 12, 2014). There are also private, boarding high schools that have quality hockey programs. One such school is Culver Academy in northern Indiana. Culver Academy is a prestigious academic school that also has advanced athletic programs, including a hockey program. Culver Academy costs \$41,000 per year for school and boarding. See http://www.culver.org/athletics-page/boyssport/hockey/overview (last viewed, Feb. 12, 2014); http://www.culver.org//admissions/apply-to-culver/tuition-fees (last viewed, Feb. 12, 2014).

<sup>&</sup>lt;sup>4</sup> See <u>http://abcnews.go.com/US/olympics/olympians-parents-feel-debt-achieving-gold/print?id=16940902</u> (last viewed Feb. 12, 2014).

<sup>&</sup>lt;sup>5</sup> See <u>http://www.usnews.com/education/blogs/the-college-solution/2010/06/22/7-things-you-necd-to-know-about-sports</u>-scholarships (last viewed, Feb. 12, 2014).

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the governing body of amateur hockey in Canada, and the CHL member teams in the United States are members of USA Hockey, the equivalent governing body for amateur hockey in the United States. The CHL is the highest level of amateur hockey in Canada and is categorized by Hockey Canada and USA Hockey as Major Junior hockey. The next tier of junior hockey under the CHL is the Junior A category.

The Western Hockey League (WHL) is one of three member leagues in the CHL.<sup>6</sup> The WHL presently consists of 22 hockey teams—17 in Canada and five in the Pacific Northwest. Four of the five WHL member teams in the Pacific Northwest are in Washington: (1) Everett Silvertips; (2) Seattle Thunderbirds; (3) Spokane Chiefs; and (4) Tri-City Americans. All of these teams and their players are registered with Hockey USA.

WHL major junior hockey teams first played in the United States in Portland, Oregon in 1976. A Seattle team—then known as the Scattle Breakers—began in Seattle in 1977. In 1985, the Seattle team became known as the Scattle Thunderbirds. In 1980, the Spokane Flyers were granted a franchise, but the team only survived for about a season and a half. A team returned to Spokane in 1985 as the Spokane Chiefs. In 1988, a team moved to the Tri-Cities and became the Tri-City Americans. The Everett Silvertips received an expansion franchise in 2003. Throughout the history of the four teams, various individuals and group concerns have owned the hockey clubs.

While the WHL operates in Canada and the Pacific Northwest, there is also a U.S.-based league known as the United States Hockey League (USHL), which is also classified by USA Hockey as a major junior level category. The USHL is also a member of USA Hockey. The USHL has 16 member teams, generally located in the Midwest. Each year, the USHL has a draft through which each team chooses elite hockey players as young as 16 years of age. USHL players generally range in age from 16 to 20. If a player is drafted by a team and agrees to participate, the team that selects the player arranges and pays for the player to move to the location of the hockey team (e.g., Fargo, North Dakota or Chicago, Illinois). The team also arranges and pays for the player's living expenses with a billet family and for the player to attend high school.<sup>7</sup>

To our knowledge, no court or tribunal has ever held that the relationship between USHL teams and their amateur hockey players is one of employment. The same holds true for the WHL.

#### C. Youth Hockey in Washington State

Aside from the WHL, Washington does not have high level competitive hockey. According to USA Hockey, in the 2012-2013 season, just 7,911 or only 2% of all youth hockey players in the United States resided in Washington.<sup>8</sup> Hockey competition is not sanctioned by the Washington Interscholastic Activities Association.<sup>9</sup> While there are options for progressing to an intermediate amateur level of competition, Washington does not offer a league where elite amateur hockey players can play against

<sup>&</sup>lt;sup>6</sup> The others are the Ontario League and the Quebec League. Each year the champion teams of each league compete with one another to determine an overall CHL champion.

<sup>&</sup>lt;sup>7</sup> See <u>http://www.ushl.com/index.php?item\_id=2435</u> (last viewed, Feb. 12, 2014); <u>http://www.ushl.com/index.php?</u> item\_id=2430 (last viewed, Feb. 12, 2014).

<sup>&</sup>lt;sup>8</sup> See <u>http://usahockey.com</u> (membership statistics under the membership tab); <u>http://usatockey.com/attachments</u> /document/0043/6189/2012-2013FinalReports 1\_pulf.

See http://www.wiaa.com, http://www.wiaa.com/subcontent.aspx?SccID=906,

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one another—except for the WHL. While there are a few Bantam (13-14 year old) and Midget (15-16 year old) teams in the State, there is not the concentration of hockey players necessary for the highest level of competition to develop compared to other geographic areas.

A Washington resident showing adequate promise and development, and seeking to grow his hockey skills must either seek to be drafted in the NAHL (which has one team in Wenatchee) or USHL, and then move to the Midwest or elsewhere to play in a developmental league; or, if selected, to play in the WHL. Some younger players even voluntarily move away from their families (with parental consent) to places like California to compete in elite Bantam and Midget amateur hockey, while hoping for a shot at the USHL or the WHL.

While the WHL has several teams in the area, including relatively nearby in Canada, the other top US anateur league (the USHL) has no operations nearby. The closest USHL teams are in Fargo, North Dakota, Sioux Falls, South Dakota and Omaha, Nebraska. For this reason alone, a serious hockey player from Washington who is drafted into the WHL will very likely give serious consideration to playing for the WHL team drafting him. There is little other choice in the Pacific Northwest. Playing in the WHL is the only option to play at the highest level in the North American hockey development system without relocating to the Midwest or East.

#### D. The WHL, Unlike the USHL, Offers Its Players Post-Secondary Academic Scholarships in Addition to the Compulsory Education Already Provided by the WHL.

The NCAA allows players who graduate from the USHL to play collegiate hockey in the NCAA. However, despite the readily apparent similarities between the USHL and WHL, the NCAA has ruled that a hockey player either (1) signing the Standard Player Agreement with a team; or (2) playing in even one exhibition or regular season game in the WHL, sacrifices his NCAA eligibility entirely. This probably relates to the fact that an NHL team can draft a CHL player between the ages of 18 and 20, but choose to return him to his developmental league for further skill development. Signing the NHL contract technically makes the player a professional in the eyes of the NCAA,<sup>10</sup> even though the benefits the player receives are no different than those received from the WHL team where he plays.

Even though the NCAA has taken this position, CHL players are <u>not</u> disqualified from university-level competition in Canada. They can still obtain hockey scholarships to Canadian colleges and universities to play hockey while obtaining an education and, in fact, many players do so. Moreover, to provide even greater educational opportunities, the WIIL requires that its teams offer a post-secondary academic scholarship to players so the players have similar financial access to college within the United States as NCAA players. Unlike the USHL, for each season a player plays in the WHL, in addition to the schooling and tutoring he receives while playing (at a local high school, community college or university), the player earns a one-year scholarship to a university, college, or trade school of his choice, with financial benefits equivalent to attending a state university in his home state or province. The scholarship includes tuition, textbooks, and compulsory fees. The WHL is a leading provider of post-secondary academic scholarships in Canada. The following are statistics regarding the WHL scholarship program and those who have benefited from it:

<sup>&</sup>lt;sup>10</sup> Notably, the NHL does not consider a player a professional in these circumstances until he has played ten NHL games.

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- Since 1993, the WHL has awarded over 4,900 WHL Scholarships representing an investment in excess of \$15.4 million by WHL member teams in their players' education.
- During the 2013-2014 academic year, the WHL awarded more than 400 scholarships to current and former players.<sup>11</sup>
- The WHL and Athabasca University have a partnership which allows players in all WHL centers to access University courses online while playing in the League.
- Close to 70% of all college hockey players in the Canadian University West Conference (16 universities at present) are WHL graduates.
- WHL Scholarship recipients are enrolled as full time students in 78 different post-secondary institutions throughout North America.

Importantly, the provision of an education benefit to young hockey players no more makes the player an employee than would a University of Washington basketball player be an employee of the University because he received a tuition-free education and has his living expenses and books paid by the University (which is happening now for about 14 young men and 14 young women on the UW basketball teams).

#### E. The WHL Offers an Alternative Path to Play High Level Competitive Hockey and Obtain a College Education in North America

Based on the above, there are four paths for highly talented hockey players in Washington to obtain a quality high school education and compete at a high level of amateur hockey:

1. Private Schooling. A player and his family can pay for him to attend a private boarding high school with a competitive hockey team, like the Fountain Valley School of Colorado;<sup>12</sup> Culver Academy in northern Indiana;<sup>13</sup> Shattuck-St.Mary's in Fairbault, Minnesota;<sup>14</sup> or IMG Academy in Florida.<sup>15</sup> The player would obtain a quality education and play competitive sports for an clite high school if he took this route. It would cost his family between \$40,000 and \$65,000 per year. With this option, there is no guarantee that the player will obtain a college scholarship or advance to a high level of hockey provess.

<sup>&</sup>lt;sup>11</sup> This includes 100 players who were attending college while playing in the WHL.

<sup>&</sup>lt;sup>12</sup> http://www.boardingschoolreview.com/school\_ov/school\_id/331 (last viewed, Feb. 12, 2014) (stating boarding tuition of \$48,600); http://www.fvs.edu/podium/default.aspv?t=142820 (last viewed, Feb. 12, 2014) (note three Washington residents registered as playing on this varsity team). According to boardingschoolreview.com, Fountain Valley School is the only boarding school with a hockey team in the Western U.S.

<sup>&</sup>lt;sup>13</sup> http://www.culver.org/athletics-page/boxssport/hockey/overview (last viewed, Feb. 12, 2014); <u>http://www.culver.org/admissions/apply-to-culver/tuition-fees</u> (last viewed, Feb. 12, 2014).

<sup>&</sup>lt;sup>14</sup> <u>http://ssmhockev.org/</u> (citing SSM's 20-year history in youth hockey and seven month per year practice and playing schedule); <u>http://www.s-sm.org/admissions/affording-ssm/</u> (domestic boarding tuition of \$43,675, uniforms, fees and books of \$700-1,400/year and center of excellence fees for hockey of \$5,000 per year, for total attendance cost of up to \$50,075 per year).
<sup>15</sup> http://www.innaculence.com/cites/info/up/state/info/up/st

<sup>&</sup>lt;sup>15</sup> http://www.imgacademy.com/sites/default/files/[ream\_Academy\_Rate\_Card.pdf; http://sportsillustrated.cnn.com/ vault/article/magazine/MAG1027520 (last viewed Feb. 12, 2014).

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 Relocation. A player and a parent or adult family member could relocate to Arizona, California or Colorado, where a higher level of competition exists for Bantam and Midget players.

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- 3. The USHL. If selected, a player and his family can choose to allow him to play highly competitive hockey in the Midwest. Assuming the player is selected, this option creates no additional expense for the player's family if the player can get by without additional family funds while billeted. The USHL does not have a generous expense reimbursement. The player receives a high school education and has the opportunity to play competitive, amateur hockey at a high level. While the player maintains his NCAA athletic eligibility, there is no guarantee that the player will obtain a college scholarship and he will be required to compete in the same manner he would in the WHL.
- 4. The WHL. If selected, and provided that he makes the team after the initial tryout camp in August each year, a player can join the WHL and play for one of its teams. If selected by a team in Washington or Western Canada, the player will be relatively close to home. In reality, very few 16 year olds (those born any time in 1997) will make the teams in their first year of tryouts.<sup>16</sup> Most players do not make the teams until they are at least 17, and most who do make the teams spend their 15 and 16-year old competition years outside the State of Washington continuing to develop. However, if the player earns a spot on the team, the player will play some games in the state of Washington by virtue of the teams' schedules. This option creates no additional expense for the player's family. He receives a high school education and has the opportunity to play competitive, amateur hockey at the highest amateur level. While the player will lose his NCAA athletic cligibility, he maintains eligibility to play collegiate hockey on a scholarship at a Canadian college and he receives an academic scholarship through the WHL's scholarship program no matter where he attends school.

The difference between the WHL and other amateur athletic programs like high school sports, AAU, and the USHL, is that the WHL provides the players with quality equipment, room and board, a free high school education, *and* scholarships to college or a post-secondary institution of their choice. None of the other options provide all of these benefits. If the WHL did not exist, the parents of the players would have to spend tens of thousands of dollars trying to provide these same benefits for their children.

We are not aware of any legal authority in the state of Washington, or anywhere else, that concludes these player-team relationships create an employment relationship. If they did create an employment relationship, there would be no boarding schools for high school athletes, no AAU programs, no USHL, no NAHL (including the Wenatchee team) and no other amateur organization providing these opportunities.

<sup>&</sup>lt;sup>16</sup> Currently, the Teams rosters show the following: Seattle: 3-16s, 5-17s, 3-18s; Everett: 4-16s, 3-17s, 8-18s (2 under 18 as of 08/01/2013); Trí-City: 4-16s, 6-17s, 6-18s (2 under 18 as of 08/01/2013) Spokane: 1-16s, 8-17s, 6-18s (1 under 18 as of 08/01/2013).

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#### F. WHL Players on the Everett Silvertips, Seattle Thunderbirds, Spokane Chiefs, and Tri-City Americans Are Not Employees.

For at least 37 years (since 1977), the WHL teams have been playing the highest level of major junior amateur hockey in Washington. For those 37 years, the state of Washington has allowed these teams to operate as amateur sporting teams. The state has never claimed the players who volunteer to participate as student-athletes are employed by the hockey teams. As the Supreme Court noted in *Christopher v. SmithKline Beecham Corp.*, where there is a lengthy period of inaction by the government regarding a particular industry practice, it is very likely that the practice is lawful. 132 S. Ct. 2156, 2168 (2012). The Seventh Circuit Federal Court of Appeals has similarly noted that while it may be 'possible for an entire industry to be in violation of the [FLSA] for a long time without the Labor Department noticing,' the 'more plausible hypothesis' is that the Department did not think the industry's practice was unlawful'' (*citing Yi v. Sterling Collision Centers. Inc.*, 480 F.3d 505, 510-511 (2007)).

Such is the case with the WHL teams who are the subject of the Department's present inquiry. They do not have an employment relationship with their players and the State of Washington has agreed with this position for nearly four decades.

Definitions of employment under Washington law provide little help for this inquiry. RCW 49.12.005 governing Industrial Welfare, has a circular definition of "employee"—"[one] who is employed in the business of the employee's employer whether by way of manual labor or otherwise." RCW 49.46.010 defines "employ" as "includes to permit to work." Clearly, the players and not engaged to work, but rather, are coached to develop as hockey players. While not dispositive because intended for a different relationship, RCW 49.12.320 (governing minor house-to-house sales) provides a more robust definition of employment:

> "Employ" includes to engage, suffer, or permit to work, but does not include voluntary or donated services performed for no compensation, or without expectation or contemplation of compensation as the adequate consideration for the services performed . . .

The WHL teams and players do not intend a relationship of work, but rather one of development and hockey competition. In fact, in their agreement, both parties agree that the relationship is specifically not one of employment. It is an agreement to provide an opportunity to develop as a hockey player. The teams do not engage the players to work, but rather to play a sport—ice hockey. The parties are clear that what the player will gain is training in the highest quality hockey development program where their expenses are covered. It includes a free education, scholarship opportunities, and high level competition with the opportunity to play hockey at an increasingly higher level. See Exhibit A (Standard Player Agreement).

Notably, the WHL Standard Player Agreement specifically provides, "the parties agree this Agreement is not a contract of employment between the Club and the Player."<sup>17</sup> No wages or salary are set forth in the Agreement, consistent with the fundamental relationship of athlete and hockey team.

<sup>17</sup> Exhibit A, paragraph 1.1(a).

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Rather, benefits for relocation, lodging, subsistence and expenses, and educational assistance are provided, including tutoring as needed.

These hockey players have been treated as amateur athletes since 1977 in Washington. The conclusion that players in the WHL are not employees is well founded and consistent with the treatment of non-employees in other circumstances. While there is no Washington authority on point, there is substantial guidance from the federal courts which have held that persons in similar training circumstances, such as the players here, are not employees within the meaning of the Fair Labor Standards Act ("FLSA"), 29 U.S.C. 201, et seq., which contains similar definitions as the Act regarding the term "employee."<sup>18</sup> The same conclusion applies here.

While the WHL Teams believe they offer a higher level of training in hockey than is available elsewhere in Washington, the training its players receive is analogous to what they would receive at a hockey camp, playing for another club, high school, college or national team at an equivalent level in other parts of the United States. In this circumstance, the players choose whether to play for the team, play in another league, remain with their club team, or play for their high school, a boarding school, or college.<sup>19</sup> The decision to play for a WHL team is entirely the player's decision.

Playing for a WHL Team provides the opportunity for a player to advance his hockey development. By playing in this league, the players train with and compete against other extraordinary athletes. This training benefits the players' hockey development and helps the players achieve their dreams of competing at the highest international, professional and/or collegiate levels. The players do not displace any "employees," but rather, the players receive substantial training from world-class coaches. Upon completion of playing for their Team (which is only available to players aged 16-20), they are not offered employment with the Team. There is no "employment" of the players at any time in the relationship.

The players have no expectation of being paid wages. Both the players and the Team have a clear understanding that they will not be paid wages for their training. Their relationship is fully

<sup>&</sup>lt;sup>18</sup> See Walling v. Portland Terminal Co., 330 U.S. 148 (1947); Walling v. Nashville, Chattanooga & St. Louis Railway, 330 U.S. 158 (1947) (brakeman trainees were not employees within the meaning of the FLSA); Solis v. Laurelbrook Sanitarium and School, Inc., 642 F.3d 518 (6th Cir. 2011) (students at boarding school who worked in sanitarium were not employees); O'Neill v. East Florida Eve Inst., 2012 U.S. Dist. Lexis 185699 (S.D. Fla. Apr. 17, 2012) (students enrolled in Med Vance Institutes medical billing and coding specialist program not employees when completing unpaid externship for third party); Williams v. Strickland, 87 F.3d 1064 (9th Cir. 1996) (participant in six month rehabilitation program that included work therapy was not an employee, despite working on a full-time basis while at the program); Donovan v. American Airlines, Inc., 686 F.2d 267 (5th Cir. 1982) (flight attendant trainees and airline reservation sales agent trainees were not employees while in training at the airline's learning center).

<sup>&</sup>lt;sup>19</sup> As the Supreme Court in Massachusetts held in *Kavanagh v. Boston University*. 440 Mass. 195, 198-199, 795 N.E.2d 1170 (2003): "Students attend school to serve their own interests, not the interests of the school. 'The student is a buyer of education rather than an agent... [A] student retains the benefit of that education for himself rather than for the university.'" *Hanson v. Kynast*, 24 Ohio St. 3d 171, 174, 24 Ohio B. 403, 494 N.E.2d 1091 (1986) (member of university lacrosse team not "agent" of university). While schools may benefit in various ways from the presence of a particular student, ar may benefit in the future from a former student's later success, the student does not attend school "to do the school's bidding." The same holds true here. The players compete in the WHL to develop their hockey skills. While there may be an incidental benefit to the Team from the player's participation with the team, the real benefits from participation in the WHL.--hockey development and a free education--flow solely to the player.

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explained in their WHL agreement, which for minors requires parental consent, and requires the players consult with an attorney (or waive consultation).

Finally, the international community, as well as the United States, treats Junior Hockey as an amateur sport, and that has been the case for more than a century. This is consistent with the treatment of other high-level amateur athletes in the United States. The WHL and its CHL counterparts represent the highest level of development and training available to the amateur hockey player. In the WHL, players develop their hockey skills by training with and playing against the best amateur competition in the world. Players from the WHL are selected to represent Canada, the United States, and other countries in major international competitions such as the World Junior Championship (under 20 age category) and the Under 18 and Under 17 World Championships.<sup>20</sup> This event is sanctioned by the International Ice Hockey Federation (IIHF) for amateur hockey players participating with their member federations. The top players are recruited into the NHL or one of the other professional leagues. The remaining players may go on to play for a college or university in Canada. For those players who have achieved their highest level of development in the WHL, they have the opportunity to attend college on an academic scholarship through the WHL and generally pursue careers or occupations outside of hockey. As such, there is no practical difference between athletes who compete in the WHL and those that compete in any other high level amateur sport, whether it is soccer, football, basketball, track, or another sport.

In summary, the players who play for the four Washington-based Teams of the WHL represent the top amateur hockey athletes in the world. Despite this fact, they are amateurs, not professional players and, as such, are not employees of the teams. Therefore, RCW 49.12 does not govern their participation with the Teams.

#### G. Typical In-Season Life of a Washington-based WHL Hockey Player Shows the Relationship is Training and Development, not Work.

Because each team has some 16 and 17 year old players, as well as a limited number of 18 year old players who have not completed high school, each Team has developed a close relationship with a local high school in its community. While the timing of the rhythm between school and hockey varies at each location, there is a remarkable parallel in terms of the overall schedule.

In general, the high school students enrolled in high school attend school in the morning. Some students elect to take some or all of their courses online. The high school players then report to the ice rink in the afternoon. Usually, on a non-game day, the older players (the graduated 18s, 19s and 20s) are already present at the rink, and have often completed a workout.

The players practice for about 90-120 minutes at most, and frequently less on non-game days, inclusive of any mandatory conditioning training. After practice, the players are free to leave, although some stay at the rink and either work out or receive athletic treatment, if needed. Thereafter, the players leave and are free to go about their personal business, returning home or taking personal time. On

<sup>&</sup>lt;sup>20</sup> This past year, 70 players from the WHL represented their countries as antateur hockey players in the various levels of international competition. All of the world-wide sanctioning bodies for ice hockey, save only the NCAA, consider this level of hockey to be amateur hockey competition. As such, WHL players play right alongside USHL or NCAA players in international competition.

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non-game days, players will be at the team facility for around three to four hours a day, including time hanging out with teammates at the rink. This schedule is very similar to that of any other serious high school athlete who spends his or her free time training, competing and bonding with teammates.

On days when there is a home game, the players attend classes and follow their own pre-game routine. The players report to the rink about two hours prior to game time. Food is available for the players throughout warm up time and games. The game itself usually lasts about two to two and one-half hours. Following a game, players are free to leave at their leisure. On these days, players are at the rink for approximately four hours.

For away games, the Team will travel either the day before or the day of the game, depending upon the distance. Particularly during any weeks where the student-athletes will be on the road all or most of the week, arrangements are made for the players to complete their schoolwork. This is closely managed back home by an education coordinator who monitors the high school students in their academic progress and ensures that credits earned in school will transfer back to the player's home school. During the day, there is usually an optional one-half hour skate in the morning. The rest of the day is free for the players to do homework, eat, relax, or go about their personal business. Typically, for away games, the players will report to the rink around 5:00 p.m. Like home games, the away games generally start at 7:00 p.m. and end around 9:30 p.m. The players typically return to their hotel by around 10:00 p.m. and are free to go to sleep or go about their personal business. The day after a game is usually a travel day, but may involve another game at a nearby Team's venue. On the days the Team plays an away game, the players are involved in required team activities for no more than four hours. The number of days that a particular Team is in overnight travel status varies from around 22-36 per season, depending upon the Team's home base.

On occasion, the players also may be involved in local charity events, or perform community service, such as speaking at local schools.<sup>21</sup> While participation in these events is encouraged by the Team, player participation in such events is voluntary.

#### 11. Teams Employing Minor Employees in Game Day Operations Have Complied with Minor Work Permit Requirements.

To show that the above-referenced teams in the WHL comply with relevant labor laws, attached, please find documents concerning their employment of minors and compliance with relevant labor laws in the state of Washington. *See* Exhibits B, C, D, and E. Each team recognizes its responsibility to comply with minor work rules for those that it actually employs in game-day operations. The players are not employees.

<sup>21</sup> Because the 16, 17 and 18 year-old players are usually in school, the older players generally take these opportunities for community service.

Kelly Kana Washington Department of Labor & Industries February 19, 2014 Page 11

#### I. Conclusion.

If you have any questions regarding the position of the WHL and its member teams or their compliance with labor laws regarding employment of minors in the State of Washington, please do not hesitate to contact me at any time.

Sincerely,

JACKSON LEWIS P.C.

Barry Alah Johnsrud

Attachments

cc: David Nenni (david.nenni@jacksonlewis.com) Clients

4852-3657-0136, v. 7

# EXHIBIT A

(Western Hockey League Standard Player Agreement Terms and Conditions Schedule)

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WESTERN HOCKEY LEAGUE STANDARD PLAYER AGREEMENT

**TERMS AND CONDITIONS SCHEDULE** 



WESTERN HOCKEY LEAGUE STANDARD PLAYER AGREEMENT

#### TERMS AND CONDITIONS SCHEDULE

#### INTRODUCTION - POLICIES AND PROCEDURES

- 1) The Western Hockey League ("WHL") is a non-profit corporation, a member of the Canadian Hockey League ("CHL"), and a member of Hockey Canada.
- 2) All WHL Players are amateur athletes registered with Hockey Canada or USA Hockey.
- 3) The WHL shall approve and register all agreements between the Club and the Player. The WHL will approve and register only those agreements between the Club and the Player which;
  - use the WHL Standard Player Agreement (the "Agreement");
  - b) are duly executed by the Club, the Player, and, where necessary, the parents or guardian of the Player, and
  - c) comply with the regulations of the WHL, as amended or supplemented from time to time.
- 4) Any oral agreements, representations, promises or incentives which are not included in writing in the Agreement, or which are contrary to the regulations of the WHL, are void. For information regarding the regulations of the WHL, you may contact the WHL Office in writing at 2424 University Drive NW, Calgary, Alberta, Canada T2N 3Y9, by phone at (403) 693-3030, by email at <u>info@whl.ca</u> or by facsimile transmission at (403) 693-3031, ("WHL Office").
- 5) This Agreement is to be executed by the Club, the Player, and, where necessary, the parents or guardian of the Player. After execution by the Player, the Club and, for Players under the age of majority, the parents or guardian of the Player, the Agreement shall be forwarded by the Club to the WHL Office for approval and registration by the WHL by email, fax or overnight courier. The Agreement will not become effective until it has been approved by, and registered with, the WHL. If approved, the Agreement will be endorsed by the WHL within five (5) business days of receipt of the Agreement by the WHL Office. The WHL will notify the Club that the Agreement has been approved following which the Club will notify the Player of the approval. Should the WHL not approve the Agreement, the Club and the Player will be advised in writing by the WHL Office, including the reasons for non-approval, within five (5) business days of receipt of the Agreement by the WHL.
- 6) If, within five (5) business days of receipt by the WHL Office of the Agreement, the WHL has not approved the Agreement, or if, within five (5) business days after receipt by the Club of the Agreement from the WHL Office, the Club fails to provide the Player with a copy of the fully signed Agreement with the written approval of the WHL endorsed thereon, then the Agreement shall be void, and as a consequence, no party shall have any obligations under the Agreement.
- 7) The contents of the Agreement are strictly confidential to the parties concerned. Any reproduction or distribution of the Agreement by the Player or the Player's parents or guardian, without the prior written consent of the WHL, is strictly prohibited.

For Further Information:

Western Hockey League 2424 University Drive NW Calgary, Alberta T2N 3Y9 Canada Phone: (403)693-3030 Fax: (403)693-3031 e-mail: info@whl.ca

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#### WESTERN HOCKEY LEAGUE STANDARD PLAYER AGREEMENT

#### TERMS AND CONDITIONS SCHEDULE

#### ARTICLE 1 - CONSTRUCTION

- 1.1 (a) "Agreement" or "this Agreement" means the WHL Standard Player Agreement entered into between a member franchise of the WHL ( "Club") and the hockey player ("Player") inclusive of this Terms and Conditions Schedule. The purpose of this Agreement is to define the obligations of the Club and Player as the parties to this Agreement. The parties agree that this Agreement is not a contract of employment between the Club and the Player. This Terms and Conditions Schedule is incorporated by reference into and forms part of the WHL Standard Player Agreement.
  - (b) "Hockey Season" means the period that commences each year at the start of training camp, includes pre-season and regular season games, and ends on the date of the Club's last game during the WHL regular season, the playoffs or the Memorial Cup Championship, whichever is later;
  - (c) "normal and regular place of residence" means, as applicable, the normal and regular place of residence, at the relevant time, of:
    - (i) the Player's parents,
    - (ii) the parent with whom the Player normally resides if the parents are separated, or
    - (iii) the Player's guardian or former guardian.
  - (d) "post-secondary educational Institution" includes publicly funded technical, trade and/or continuing education schools, colleges, universities and professional training schools or programs, and any other type of school or program the WHL may, in its sole discretion, acting reasonably, designate from time to time as a "post-secondary educational institution" under what is known and commonly referred to by the WHL as the "WHL Scholarship Program".
  - (e) "regulations" means those in place from time to time, as amended or revised.
  - (f) "rules" means those in place from time to time, as amended or revised.
  - (g) "sanctioned" hockey games or tournaments, events, or activities means:
    - (i) all WHL exhibition, preseason, regular season, all-star, and play-off games and the Club's scheduled team practices and training sessions
    - (ii) all CHL National Special Events, including, but not limited to All-Star Games or international series, the CHL Top Prospects Game and all games in the Memorial Cup Championship, and
    - (iii) the annual World Junior Hockey Championships, the Under-18 World Hockey Championship Tournament, the Under-17 World Hockey Challenge Tournament, or similar events approved by the Club and the WHL and all scheduled or organized tryouts, team practices and team training sessions leading to such championships, tournaments or games,

and includes:

- (iv) all Club or WHL scheduled or organized events or activities attended by the Player which the Club or the WHL has obligated the Player to participate in,
- (v) all other events or activities in relation to the games, tournaments and championships referred to in items (i), (ii) and (iii) above which events or activities are scheduled or organized by the Club, the WHL, the CHL, Hockey Canada, USA Hockey, the International Ice Hockey Federation ("IIHF") or any provincial governing hockey associations attended by the Player and which the Club, the WHL, the CHL, Hockey Canada or the provincial governing hockey associations has obligated the Player to participate in, and

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- (vi) all travel in relation to the games or tournaments, events or activities referred to above that has been scheduled or organized by the Club, the WHL, the CHL, Hockey Canada, USA Hockey, the IIHF or the provincial governing hockey associations.
- (h) "Term" has the meaning ascribed to it in paragraph 2 of the WHL Standard Player Agreement
- (i) "WHL Standard Player Agreement" means the WHL Standard Player Agreement entered into between the Club and the Player, of which this Terms and Conditions Schedule forms a part.
- 1.2 Words and phrases used in this Terms and Conditions Schedule but not defined herein, have the meaning ascribed to them in the WHL Standard Player Agreement.
- 1.3 A reference in this Terms and Conditions Schedule to an Article, paragraph or subparagraph is a reference to an Article, paragraph or subparagraph of this Terms and Conditions Schedule unless otherwise specifically provided.

#### ARTICLE 2 -- TRAVEL, TRAINING, ROOM AND BOARD, EDUCATION -- CURRENT PLAYER

- 2.1 Commencing September 15 of each Hockey Season, subject to the provisions of this Agreement and while the Player is on the Club's active player roster, the Club shall reimburse the Player for certain costs incurred by the Player on behalf of the Club in respect of the travel and training expenses as set forth in paragraph 3 of the WHL Standard Player Agreement Execution Schedule. This reimbursement shall be limited by and paid in accordance with the regulations of the WHL.
- 2.2 The reimbursement due and owing to the Player under paragraph 2.1 shall be paid by the Club to the Player on or about the last business day of each applicable month of the Hockey Season.
- 2.3 The Club shall arrange for and pay or cause to be paid, as the case may be, the Player's reasonable room and board expenses commencing the day the Player reports to the Club, in accordance with the Club's direction, until the end of the Hockey Season.
- 2.4 If the Club requires the Player to relocate from his normal and regular place of residence to the city where the Club is located, the Club shall reimburse, pay or cause to be paid, as the case may be, in each year of this Agreement such amounts as are reasonably expended for such relocation by the Player, including:
  - (a) reporting to the Club from his permanent residence at the commencement of each Hockey Season;
  - (b) at the conclusion of each Hockey Season, returning to his permanent residence; and
  - (c) one return trip during the Christmas holiday season of each Hockey Season to and from his permanent residence.
- 2.5 The Club will, during the Term of this Agreement, arrange for the Player's enrollment in a high school or assist with registration in a post-secondary educational institution during the fall and winter term, in the city where the Club is located, and will pay or cause to be paid, the reasonable expenses related to tuition fees, compulsory student fees (excluding premiums for health services, which may include medical and dental insurance fees) and textbooks directly related to the Player's course of study (including any applicable sales taxes and goods and services taxes). The obligation of the Club under this paragraph 2.5 to pay the Player's reasonable expenses related to tuilion fees, compulsory student fees (excluding premiums for health services, which may include medical and dental insurance fees) and textbooks shall be limited to an amount which reflects, as a benchmark, the reasonable expenses of a Player attending a mainstream general program of study (mainstream general program of study to be defined as an undergraduate arts, science or general studies program). The Club will, during the Term of this Agreement, also reimburse or cause to be paid, the reasonable expenses associated with retaining qualified tutors and educational advisors, as deemed reasonably necessary by the Player and the Club, to assist the Player in his academic studies. Such academic assistance is predicated on the Club's requirement that the Player's hockey playing necessarily requires significant absence from the regular hours of schooling, and, as such, the Club is providing reimbursement for what would otherwise be provided to the Player by the public education system.

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#### ARTICLE 3 - WHL SCHOLARSHIP PROGRAM - GRADUATE PLAYER

3.1 (a) (i)

Subject to the provisions of paragraphs 3.1(d) and 3.2, the Player shall be eligible for the WHL Scholarship Program pursuant to which the WHL will provide scholarships in respect of the Player's educational costs to enroll in and attend a post-secondary educational institution as a full time student following completion of the Player's WHL playing term. The WHL Scholarship Program covers:

- (A) one half of an academic year if the Player is on the Club's roster on October 11 or at any time thereafter up to and including January 10 of any Hockey Season; and
- (B) one half of an academic year if the Player is on the Club's roster on January 11 of any Hockey Season;

provided however, the Player's WHL Scholarship will be limited to a maximum of one academic year for each Hockey Season or portion thereof played in the WHL to a maximum of five (5) academic years, regardless of the number of Hockey Seasons or pertions thereof that the Player has played in the WHL.

- (ii) The Player's WHL Scholarship covers the costs and expenses of tuition fees, compulsory student fees and textbooks directly related to the Player's course of study, including any applicable sales taxes and goods and services taxes to attend, as a full time student, the publicly funded post-secondary educational institution designated by the Player (in accordance with the WHL Standard Player Agreement) in a province of Canada or a state of the United States of America where the Player normally and regularly resides (the "designated post-secondary educational institution"). In the event the Player enrolls in and attends a post-secondary educational institution other than the designated publicly funded post-secondary educational institution, the Player's WHL Scholarship under this paragraph 3.1 shall, subject to paragraph 3.2, be limited to an amount which does not exceed expenses of a similar program of study at the publicly funded post-secondary educational institution distinuation institution designated by the Player.
- (b) Amounts payable by the WHL for tuition fees and compulsory student fees shall be limited to the amount published in the official school handbook, calendar or other relevant publication of the designated postsecondary educational institution for the academic year in which the Player is enrolled and attends a post-secondary educational institution, subject to the provisions of paragraph 3.2. Upon receipt by the WHL of evidence of the Player's enrollment in a post-secondary educational institution together with an invoice from that institution for tuition and compulsory student fees, the WHL will, subject to the provisions of paragraphs 3.1(a), 3.1(b) and 3.2, pay such tuition and compulsory student fees directly to the postsecondary educational institution. The Player hereby agrees that any refunds or reimbursements applicable to tuition or compulsory student fees which were paid by the WHL resulting from the Player's withdrawal from the post-secondary educational institution or from classes, failure of the student to maintain an acceptable passing grade in the course of his studies, or any other reason, will be made by the post-secondary educational institution directly to the WHL, and if made by the post-secondary educational institution to the Player, will be paid by the Player to the WHL within ten (10) days of the Player's receipt of same from the post-secondary educational institution, failing which the Player shall pay interest thereon at 10% per annum compounded monthly, and the Player's eligibility for the WHL Scholarship Program shall be suspended until the funds are paid in full.
- (c) Subject to the provisions of paragraph 3.2, the WHL will reimburse the Player for school textbook expanses directly related to the Player's course of study, together with any applicable sales taxes and goods and services taxes, within thirty (30) days of the Player providing appropriate evidence of expenditures or receipts to the WHL. The maximum reimbursement for the expenses of school textbooks will be based on the estimate for the Player's program of study as outlined in the official school handbook, calendar or other relevant publication of the designated post-secondary educational institution, subject to the provisions of paragraph 3.2; if such an estimate is not available in the official school handbook, calendar or other relevant publication of the designated post-secondary educational institution then the maximum reimbursement of such expenses will be based on be estimate for the relevant publication of the designated post-secondary educational institution then the maximum reimbursement of such expenses will be based on be obtained by the WHL from the designated post-secondary educational institution.

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- (d) The Player will be permitted to play an unlimited number of hockey games in certain hockey leagues which the WHL has, in its sole discretion acting reasonably, designated as a professional development hockey league without affecting the Player's eligibility to participate in the WHL Scholarship Program pursuant to this paragraph 3.1. The WHL will identify the hockey leagues which will be designated as professional development hockey leagues for the purpose of this Agreement. The Player shall not, however, be eligible for the benefits contained in this paragraph 3.1 if:
  - i) the Player has executed a professional hockey playing contract with a team in the National Hockey League, a team in the American Hockey League (but excluding an American Hockey League tryout contract or tryout contracts under which the Player plays an aggregate of twenty-five (25) or fewer games in the American Hockey League) or a professional hockey team in Europe; or
  - (ii) the Player fails by September 15, after one full academic year or Hockey Season following completion of his eligibility to play in the WHL as a twenty (20) year old, to enroll in and attend a postsecondary education institution as a full time student; or
  - (iii) the Player fails by September 15 after two full academic years or Hockey Seasons following completion of his eligibility to play in the WHL as a nineteen (19) year old, to enroll in and attend a post-secondary education institution as a full time student; or
  - (iv) the Player fails at any time to enroll in, attend and maintain the status of a full time student during the fail and winter academic semesters at a post-secondary educational institution in consecutive academic years following the academic year the Player first uses the benefits of the WHL Scholarship Program provided however, the WHL may, upon the written request of the Player, permit the Player to extend the benefit period under paragraph 3.1 (1)(i) by permitting the Player to attend a post-secondary institution on a part time basis or in non-consecutive academic years. The WHL shall not, however, be liable to the Player for any increase in educational costs due to such extension notwithstanding the consent of the WHL to extend the benefit period under paragraph 3.1 (a)(i).
- (e) If the Player, while on the Club's active roster, suffers a serious injury that ends his ability to play competitive amateur or professional hockey while participating either in:
  - (i) any hockey game under paragraph 4.1; or
  - (ii) in any sanctioned event or activity,

then notwithstanding the provisions of paragraphs 3.1(a)(i), 3.1(d)(ii), 3.1(d)(iii) and 3.1(d)(iv), the Player shall be entitled to a full WHL scholarship for a maximum of four (4) academic years (unless the Player has qualified for five (5) years WHL Scholarships in accordance with the provisions of paragraph 3.1(a)(i) in accordance with and subject to the provisions of paragraphs 3.1(a), 3.1(b), 3.1(c) and 3.2 to enroll in and attend a post-secondary educational institution, whether as a part time or full time student.

3.2 It is acknowledged that, for the purposes of paragraph 3.1, there are certain post-secondary educational institution programs of study that are outside of the mainstream of general study with the result that such programs have higher academic costs and expenses associated with them. If the Player enrolls in such a program, the obligation of the WHL under paragraph 3.1 to cover the Player's reasonable expenses associated with such a program shall be limited to an amount which reflects, as a benchmark, the reasonable expenses of a Player attending a mainstream general program of study (mainstream general program of study to be defined as an undergraduate arts, science or general studies program), at a publicly funded post-secondary educational institution designated by the Player in accordance with the WHL. Standard Player Agreement in the province or state where the Player normally and regularly resides. It is also understood that compulsory student fees may vary depending on the post-secondary educational institution at which the Player may enrol. For the purpose of this agreement, the obligation of the WHL under paragraph 3.1, to cover all compulsory student fees, excludes premiums for health services, which may include medical and dental insurance fees.

#### ARTICLE 4 - THE PLAYER

- 4.1 The Player shall, during the Term of this Agreement, play hockey exclusively for the Club and shall play for the Club in all the Club's exhibition, preseason, regular season and playoff games and all tournament games for the Memorial Cup, and, with the prior consent of the Club and the WHL:
  - (a) except as hereinafter specifically provided in this paragraph 4.1, in the WHL and Canadian Hockey League ("CHL") all-star game(s), the CHL Top Prospects Game, or other sanctioned events or activities scheduled or organized by the WHL or CHL;
  - (b) if selected by the Hockey Canada or any other like national governing hockey association in Europe or the United States of America, in the annual World Junior Hockey Championships and all tryouts and team practices leading to such championship, in accordance with release dates and conditions agreed to by the WHL:
  - (c) if selected by any provincial governing hockey association or any like governing hockey association in Europe or the United States of America, in the Under-17 World Hockey Challenge Tournament and the Under-18 World Hockey Championship Tournament and all tryouts and team practices leading to these tournaments, in accordance with release dates and conditions agreed to by the WHL; and
  - (d) at the request of the WHL or the CHL, in other hockey games or tournaments as may be sanctioned by the WHL or the CHL
- 4.2 The Player covenants and agrees:
  - (a) to report, on time and in good physical condition, for the commencement of the Club's training camp prior to the commencement of the Hockey Season, and will participate in the Club's training camp, at the time and place designated by the Club;
  - (b) to keep and maintain himself in good physical condition at all times throughout the Hockey Season;
  - (c) at the request and direction of the Club, to cooperate and participate in reasonable promotional activities sponsored by the Club, the WHL or the CHL;
  - (d) to conduct himself at all times, both on and off the ice, in a manner consistent with good standards of honesty, decency, morality, and fair play, and not to conduct himself at any time in any manner that would be detrimental to the well-being of the Club, the WHL, the CHL, Hockey Canada, USA Hockey, IIHF, any like provincial, state or federal governing hockey association in Canada, Europe or the United States of America, or hockey in general;
  - (e) to abide by the rules and regulations, policies, guidelines, directions and instructions governing conduct and behaviour reasonably established by the Club from time to time and applicable to all its players including, without limitation, rules, regulations, policies, guidelines, directions, and instructions governing the use of tobacco, drugs and alcohol; personal conduct and social media policies; attendance at school; conduct on and off the ice; curfew; community service and training;
  - (f) to abide by the rules and regulations, guidelines, directions and instructions reasonably established by the WHL from time to time and applicable to all WHL players including, without limitation, rules, regulations, guidelines, directions and instructions relating to the WHL Scholarship Program;
  - (g) to abide by the rules and regulations, guidelines, directions and instructions governing conduct and behaviour established by any provincial governing hockey association in Canada, Hockey Canada, USA Hockey, IIHF, or any like governing hockey association in Europe or the United States of America applicable to all its players participating in the World Junior Hockey Championship, the Under-17 World Hockey Challenge Tournament, the Under-18 World Hockey Championship Tournament and related events or other like events, including, without limitation, all tryout camps and team practices leading to such events;

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- (h) to participate, at the request of the Club and the WHL, in events or activities organized, scheduled or sanctioned by the WHL or the CHL;
- to maintain a valid passport for purposes of facilitating customs and immigration processes during the course of the Hockey Season;
- (j) to maintain Player registration with Hockey Canada and, if applicable, USA Hockey or otherwise as required by the WHL from time to time;
- (k) to play hockey for the Club faithfully, diligently and to the best of his abilities as an amateur athlete hockey player;
- (I) not to engage in hazardous activities or avocations including, without limitation, racing (automobile, gokart, motorcycle, boat, snowmobile, ski, snowboard or other), diving (scuba or sky), parachuting, snow skiing, snowboarding or aviation, other than as a passenger, during the Term of this Agreement without the prior consent of the Club;
- (m) comply with the WHL's Anti-Doping Control Policy as established or revised by the WHL from time to time, including without limitation, random drug testing;
- (n) other than as expressly set forth in this Agreement, not to accept any additional benefits or other consideration from the Club or any third party for playing, practicing, training, travelling or otherwise being a member of the Club; and
- (o) without the prior written consent of the Club, not to participate in organized or formal hockey games that are not sanctioned by the WHL.
- 4.3 The Player irrevocably transfers, conveys and assigns to the Club and the WHL for the Term of this Agreement all rights to the Player's name and image for promotional and commercial use for the term of this agreement. The Player agrees that the Club and/or the WHL may authorize or otherwise license any individual, firm, joint venture, partnership, corporation, or other entity or form of organization, non-profit or otherwise, to take and produce photographs, pictures, films, video or other images of the Player. The Player recognizes that all rights to his image during the Term of this Agreement shall be the sole and exclusive property of the Club and the WHL. The Club and the WHL may use or distribute such photographs, pictures, films, video or other images of the Player the Club or other images of the Player for the promotion of the Club, the WHL and the CHL in any manner as the Club or the WHL may reasonably see fit and that such use by the Club, the WHL and/or the CHL may take place during the Term of this Agreement and any time thereafter.
- 4.4 (a) The Player consents and agrees to the use by or on behalf of the Club, the WHL, the CHL and their respective agents, licensees, contractors, administrators, successors and assigns, of the name, image, photograph, likeness, statistical record and biographical information of the Player including, without limitation, the use of same by the WHL and the CHL in connection with the manufacture, sale, distribution, marketing and advertising of WHL and/or CHL hockey cards and/or other souvenir material relating to the Club, the WHL or the CHL; in connection therewith, the Player agrees, during the Term of this Agreement, to attend at photograph and film sessions and to pose from time to time in his hockey equipment for pictures and films as may reasonably be required by or on behalf of the Club, the WHL and/or the CHL and their respective agents, licensees, contractors, successors and assigns. The Club, the WHL and the CHL and the CHL as applicable, shall reimburse the reasonable costs and expenses incurred by the Player to attend such photograph or film sessions.
  - (b) The right to use the Player's name, image, photograph, likeness, statistical record and biographical information in connection with the WHL and/or CHL hockey cards and/or other souvenir material relating to the Club, the WHL and/or the CHL shall, during the Term of this Agreement and any time thereafter, be the sole and exclusive property of the Club, the WHL and the CHL.
- 4.5 The Player agrees not to use his own name, image, photograph, likeness, statistical record and biographical information in conjunction with logos, trademarks or copyrights of the Club, the WHL or the CHL, without the prior written consent of the Club, the WHL or the CHL, as applicable.

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- 4.6 Except as provided in this Agreement, the Player will not, during the Term of this Agreement, be restricted from otherwise using his own name, image, photograph, likeness, statistical record or biographical information provided such use does not conflict with the business affairs of the Club, the WHL or the CHL. Except as provided in paragraphs 4.4 and 4.5, at the expiration of the Term of this Agreement, the Player shall not be restricted from using his own name, image, photograph, statistical record or biographical information in any marketing or advertising materials.
- 4.7 Except as provided in this Article 4, the Club, the WHL and the CHL shall not use the name, image, photograph, likeness, statistical record or biographical information of the Player in connection with any commercial endorsements of particular products, services, firms or corporations, without the prior written consent of the Player.

#### ARTICLE 5 - THE CLUB

- 5.1 The Club covenants and agrees:
  - (a) to provide the Player in each Hockey Season with professional coaching and training in the fundamentals of hockey together with supervised training periods and other assistance the Club deems necessary, acting reasonably, to enable the Player to develop his hockey playing skills and abilities;
  - (b) to arrange for and reimburse or cause to be paid the expenses incurred in respect of adequate billet room and board accommodation during the Hockey Season, in the city where the Club is located;
  - (c) to assist with Player registration with Hockey Canada and, if applicable, USA Hockey or otherwise as required by the WHL from time to time;
  - (d) to provide the Player during the Hockey Season with full WHL officially licensed hockey-playing equipment, including sticks, skates, and other hockey equipment reasonably necessary for playing the game of hockey and for the safety of the Player;
  - (e) to provide the Player with travel, accommodation and meals when traveling with the Club for away games during the Hockey Season;
  - (f) to provide the Player with regular medical attention, as required, for the diagnosis, treatment and rehabilitation of injuries which the Player may sustain during the Hockey Season;
  - (g) to provide the Player with out of country medical coverage;
  - (h) to provide the Player with the medical and dental insurance coverage applicable to all amateur athlete hockey players registered with Hockey Canada, through Hockey Canada's national insurance program, for hockey related injuries;
  - to provide the Player, upon request, with a copy of the Hockey Canada national insurance manual outlining coverage applicable to the Player;
  - (j) to retain, as required by paragraph 2.5, qualified tutors and educational advisors, as deemed reasonably necessary by the Player and the Club, to assist the Player in his academic studies;
  - (k) to cause the Club's representatives to conduct themselves, at all times, both on and off the ice, in a manner consistent with good standards of honesty, decency, morality and fair play; and
  - (I) to make available to all professional hockey organizations and others, during and at the completion of the Player's eligibility to play in the WHL, all relevant data, information and statistics reasonably required to enable the Player to pursue or initiate a professional or other hockey career.
- 5.2 The Club shall not provide nor does it undertake to provide the Player with any disability insurance coverage. Should the Player desire such coverage, any disability insurance coverage of or for the Player shall be obtained by the Player and shall be the sole and exclusive responsibility and obligation of the Player, at the Player's own cost and expense.

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- 5.3 The Club and Player hereby acknowledge and agree that this Agreement does not create, nor is it intended to create, any relationship other than that of an amateur athlets participating in an exclusive relationship with the Club for the purposes of playing hockey and developing as a hockey player, and for such purposes, the parties specifically agree that this Agreement does not create an employer-employee relationship such that the Player's amateur athlete status would thereby be placed in jeopardy.
- 5.4 The Player and the Player's parents or guardians, as the case may be, hereby acknowledge that he or they have had an opportunity to obtain independent legal advice respecting this Agreement and have done so to the extent they feel is necessary.

#### ARTICLE 6 - MEDICAL EXAMINATIONS

- 6.1 Prior to the commencement of each Hockey Season and from time to time, at the request of the Club, acting reasonably, during the Hockey Season, the Player will submit to and undergo a thorough medical examination with a qualified physician approved by the Club. If, as a result of such medical examination, it is the opinion of the physician acting reasonably, that the Player is not medically fit to play the game of hockey other than as a result of an injury sustained by the Player to which the provisions of paragraphs 11.2 and 11.3 are applicable, then the Club will have the option of terminating this Agreement on written notice to the Player personally delivered by the Club to the Player within seven (7) days following such examination; the Club will set out in the notice the reasons why the Club has terminated this Agreement and will include with the notice a copy of the physician's report and the physician's professional qualifications. Upon such termination of this Agreement by the Club, the provisions of paragraph 10.2 will apply.
- 6.2 In the event this Agreement is terminated by the Club pursuant to paragraph 6.1, the Player may at his cost obtain and submit to the Club and the WHL Commissioner within thirty (30) days of termination of the Agreement, an independent medical assessment and report, with a request that the Club reinstate the Agreement. In event the Club refuses to do so, the matter shall be referred to the WHL Commissioner for determination. The Player hereby agrees to undergo a further medical assessment if so directed by the WHL Commissioner.
- 6.3 The Player may at any time, acting reasonably, obtain, at his cost, any medical assessments of an injury that the Player deems necessary; the Club will assist the Player in obtaining any such medical assessments.

#### ARTICLE 7 - CLUB RULES AND SANCTIONS

- 7.1 The Club may, from time to time, acting reasonably in accordance with guidelines approved by the WHL, establish rules applicable to all the Club's players, governing the conduct, behavior and physical condition of the Club's players generally. Such rules will be provided by the Club to the Player and will form part of this Agreement. The Club may, for any material violation by the Player of such rules, with the prior approval of the WHL, either:
  - (a) impose a suspension, in accordance with guidelines approved by the WHL, whereby the Player will be suspended from further play with the Club, or
  - (b) impose further sanctions, in accordance with guidelines approved by the WHL, as deemed necessary by the Club. In imposing any suspension or sanction, the Club and the WHL shall at all times act reasonably having regard to the degree of severity of the violation by the Player, the suspensions and sanctions historically imposed by the Club and the WHL on its players for similar violations and the guidelines approved by the WHL.

7.2 The Player acknowledges that the Club has the authority to carry out and the Player agrees to comply with any order or directive of suspension or expulsion rendered against the Player by the WHL, the CHL, Hockey Canada, USA Hockey, IIHF, or any like provincial, state or federal governing hockey associations in Canada, Europe or the United States of America. In the case of a suspension, at the discretion of the Club, the Player will cease to be reimbursed and the Club will not be obligated to pay any of the Player's expenses during the period of the suspension. In the case of an expulsion from the WHL, this Agreement may, at the option of the Club, be terminated on written notice to the Player personally delivered by the Club to the Player within seven (7) days following such expulsion; the notice will set out in reasonable detail the reasons why the Club has terminated this Agreement. Upon such termination of this Agreement by the Club, the provisions of paragraph 10.2 will apply.

#### ARTICLE 8 - ASSIGNMENT

- 8.1 (a) Except as provided in paragraph 8.2 and subject to the regulations of the WHL in place from time to time, the Club will have the right to assign, trade or otherwise transfer this Agreement to any other member franchise of the WHL (the "Assignee").
  - (b) Upon any assignment, trade or other transfer of this Agreement to the Assignee, each of the Player and the Assignee will be bound by and will dutifully fulfill their respective obligations under this Agreement as if the Player and the Assignee were original parties to this Agreement.
  - (c) The Player's eligibility for a WHL Scholarship under the WHL Scholarship Program shall remain in effect notwithstanding any assignment, trade or other transfer of this Agreement.
- 8.2 The Club will not, during the term of this Agreement, assign, trade or otherwise transfer this Agreement during the Christmas period of any Hockey Season with the dates to be determined each year by the WHL.
- 8.3 This Agreement shall be binding and remain in full force and effect for the Term of this Agreement, even if the WHL should change its name, or withdraw from membership in the CHL or Hockey Canada. In the event the Club ceases to operate or to be a member franchise of the WHL, then the WHL may, notwithstanding the provisions of paragraph 8.2, at any time, assign, trade or otherwise transfer this Agreement to any other member franchise of the WHL (the "Assignee") in which case the provisions of paragraph 8.1 shall apply to the Player and the Assignee and the WHL will be and remain liable to the Player under paragraph 3.1 for the Player's WHL Scholarship.

#### ARTICLE 9 - REMEDIES OF THE PLAYER

- 9.1 (a) In the event of any breach by the Club of any of its obligations under this Agreement, the Player may give written notice of the nature of the breach to the Club and to the WHL. If the breach is not remedied by the Club within ten (10) days of receipt by the Club of such written notice, then on further written notice by the Player to the Club and the WHL specifying that the breach has not been remedied by the Club, this Agreement will be null and void and of no further force or effect, except for the obligations of the Club to the Player under Articles 2 and 3 which will remain in full force and effect. Upon such termination, the Player shall forthwith be released by the Club in accordance with the WHL and CHL regulations.
  - (b) Should the Player be entitled to a scholarship under the WHL Scholarship Program, the WHL will, on behalf of the Club, at the time of termination of this Agreement, outline in writing to the Player, any reimbursement through the WHL Scholarship Program which the Player is eligible to receive under the terms of this Agreement.
  - (c) In any dispute between the Club and the Player, either the Club or the Player may at any time refer the matter in dispute to the WHL Commissioner for determination.

#### ARTICLE 10 - REMEDIES OF THE CLUB

- 10.1 (a) In the event of any breach by the Player of any of his obligations under this Agreement, the Club may give written notice to the Player and the WHL of the nature of the breach. If the breach is not remedied by the Player within ten (10) days of receipt by the Player of such written notice, then on further written notice by the Club to the Player and the WHL specifying that the breach has not been remedied by the Player, this Agreement will be null and vold and of no further force or effect, subject to the provisions of paragraph 10.2.
  - (b) Notwithstanding the provisions of paragraph 10.1(a), the Club may terminate this Agreement on written notice to the Player, upon the occurrence of any one of the following events, subject to the provisions of paragraph 10.2:
    - (i) if the Player defaults, refuses, or neglects to play as an amateur athlete hockey player in accordance with paragraph 4.1;
    - (ii) if the Player defaults, refuses or neglects to obey the rules and regulations, directions and instructions reasonably established by the Club, in accordance with guidelines approved by the WHL, governing training, conduct and behaviour of all players on the Club and such default, refusal or neglect reasonably constitutes a material violation of the rules, regulations, directions and instructions of the Club, in accordance with guidelines approved by the WHL, applicable to all the Club's players; or
    - (iii) if the Player fails, in the opinion of the Club, acting reasonably, to demonstrate sufficient skill, competence and ability as an amateur athlete hockey player at the time of termination to retain a position as an amateur athlete hockey player on the Club's roster.
  - (c) In the event of termination of this Agreement by the Club pursuant to paragraph 10.1(b)(i) or 10.1(b)(ii) during a Hockey Season, the Player shall not be entitled to a WHL Scholarship for that Hockey Season.
  - (d) The Club will, at the time of termination of this Agreement, outline in writing to the Player, the WHL Scholarship Program which the Player is entitled to under the terms of this Agreement.
  - (e) In any dispute between the Club and the Player, either the Club or the Player may at any time refer the matter in dispute to the WHL for determination.
- 10.2 Upon termination of this Agreement by the Club for any reason:
  - (a) any reimbursement in paragraph 2.1 shall forthwith cease to be payable by the Club. The Player shall, however, be entitled to claim any amount of the reimbursement which, prior to termination, was made or incurred by the Player;
  - (b) the Club shall remain liable for its obligations to the Player for reimbursement of travel expenses pursuant to paragraph 2.4;
  - (c) subject to the provisions of paragraph 10.1(c), the WHL shall remain liable for its WHL scholarship obligations to the Player pursuant to paragraph 3.1; and
  - (d) provided the Player has not been retained by the Club on the Club's WHL 50 Player Protection List, the Player shall forthwith be released by the Club in accordance with the WHL and Hockey Canada regulations.

#### ARTICLE 11 - PHYSICAL CONDITION AND INJURIES

- 11.1 If, in the opinion of the Club acting reasonably, the Player is not in sufficient physical condition, other than as a result of an injury sustained by the Player while performing his obligations under this Agreement, to enable him to play hockey for the Club in an acceptable manner, the Club may, at its option and with the consent of the WHL, either suspend the Player for the period of such incapacity or terminate this Agreement upon written notice to the Player which notice will set forth the Club's reasons for termination. During the period of any such suspension, the Club will not be obligated to reimburse to the Player pursuant to paragraph 2.1 if the Player travels to his normal place of residence during his suspension. If the Club elects to terminate this Agreement, then the provisions of paragraph 10.2 shall apply.
- 11.2 If the Player is injured in an activity, other than in the performance of his obligations under this Agreement or an activity the Player is involved in as part of his training, that is not scheduled, organized or sanctioned by the Club and if as a result the Player is unable to play hockey for the Club in an acceptable manner for any part of the Hockey Season, the Club may, at its option and with the consent of the WHL, either suspend the Player for the period of such incapacity or terminate this Agreement upon written notice to the Player which notice will set forth the Club's reasons for termination. During the period of any such suspension, the Club will not be obligated to reimburse the Player pursuant to paragraph 2.1 if the Player travels to his normal place, of residence during his suspension. If the Club elects to terminate this Agreement, then the provisions of paragraph 10.2 shall apply. Except as provided herein, the Player hereby discharges the Club from any and all obligations, responsibilities or reimbursement of whatever nature that the Player might claim by virtue of this Agreement.
- 11.3 If the Player is injured in the performance of his obligations under this Agreement or an activity that is scheduled, organized or sanctioned by the Club, the Club shall reimburse or cause to be paid, as the case may be, all reasonable medical and dental expenses the Player incurs in the treatment of his injury together with the expenses of all prescription drugs and medical equipment reasonably required in relation thereto. During the period of such injury, the Player shall be entitled to reimbursement under this Agreement as if the Player had not been injured and was playing. The Player may at any time, acting reasonably, obtain, at his cost, any further medical assessments of the injury he deems necessary; the Club will assist the Player in obtaining such further medical assessments.

#### ARTICLE 12 - PLAYER DEVELOPMENT

- 12.1 If the Player has not completed his eligibility to play in the WHL, the Player shall not, during the Term of this Agreement, enter into a contract to play hockey for a professional hockey team unless;
  - (a) the Player has obtained a written release from the WHL, and
  - (b) the Club has been paid the sum of \$500,000.00 in the currency where the Club is located, either by the Player or the professional hockey team with whom the Player has entered into such a contract.

The foregoing provisions of this paragraph 12.1 do not apply in circumstances where the Player is released by the Club and, in accordance with the WHL regulations, enters into a contract to play for a professional hockey team that is a member of a league that has a written agreement with the WHL covering compensation for player development.

#### **ARTICLE 13 - GENERAL**

13.1 If the whole or any portion of this Agreement or the application to any circumstance is held invalid, illegal or unenforceable to any extent that does not affect the operation of this Agreement in a fundamental way, the remainder of the provision in question, or its application to any circumstance other than to which it had been held invalid, illegal or unenforceable and the remainder of this Agreement shall not be affected thereby and shall be valid, legal and enforceable to the fullest extent permitted by law.

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- 13.2 The parties agree that for any litigation arising from this Agreement, the courts of the province of Canada or the state of the United States of America where the Club is located shall have exclusive jurisdiction to determine the issue, according to the laws of such province and country or such state and country, regardless of where the Player or the Club may have executed this Agreement or where the Player or the Player's parents and/or guardian, as the case may be, reside or where they formerly resided.
- 13.3 In this Agreement, words importing the singular number shall include the plural and vice versa and words importing the use of any gender shall include the masculine and feminine genders.
- 13.4 Any notice required, permitted or contemplated in this Agreement shall be in writing. Any notice required to be given by the Player to the Club and the WHL will be personally delivered to the address of or sent by email or fax to the Club and the WHL, respectively, particulars of which are set forth in the WHL Standard Player Agreement. Any notice required to be given by the Club to the Player shall, during the Hockey Season (provided the Player remains with the Club), be personally delivered to the Player, otherwise any such notice shall be personally delivered to the Player at the email address or fax number set forth in the WHL Standard Player Agreement Execution Schedule or sent by email or fax to the Player at the email address or fax number set forth in the WHL Standard Player Agreement Execution Schedule. Any notice to a parent or guardian of the Player shall be delivered to the address of the parent or sent by email or fax, particulars of which are set forth in the WHL Standard Player Agreement Execution Schedule. Any notice to a parent or guardian of the Player shall be delivered to the address of the parent Execution Schedule. Any party to this Agreement may change its address for service by providing written notice to the other parties.
- 13.5 Except for an assignment, trade or other transfer of this Agreement in accordance with the provisions of Article 8, this Agreement is not assignable by either the Player (or, if applicable, the Player's parent or guardian who is a signatory to this Agreement) or the Club.
- 13.6 The contents of this Agreement are strictly confidential to the parties hereto. Any reproduction or distribution of this Agreement by the Player or the Players parents or guardian, without the prior written consent of the WHL, is strictly prohibited.

For Further Information:

Western Hockey League 2424 University Drive NW Calgary, Alberta T2N 3Y9 Canada Phone: (403)693-3030 Fax: (403)693-3031 e-mail: info@whl.ca

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# EXHIBIT B

(Everett Silvertips MWP Information)

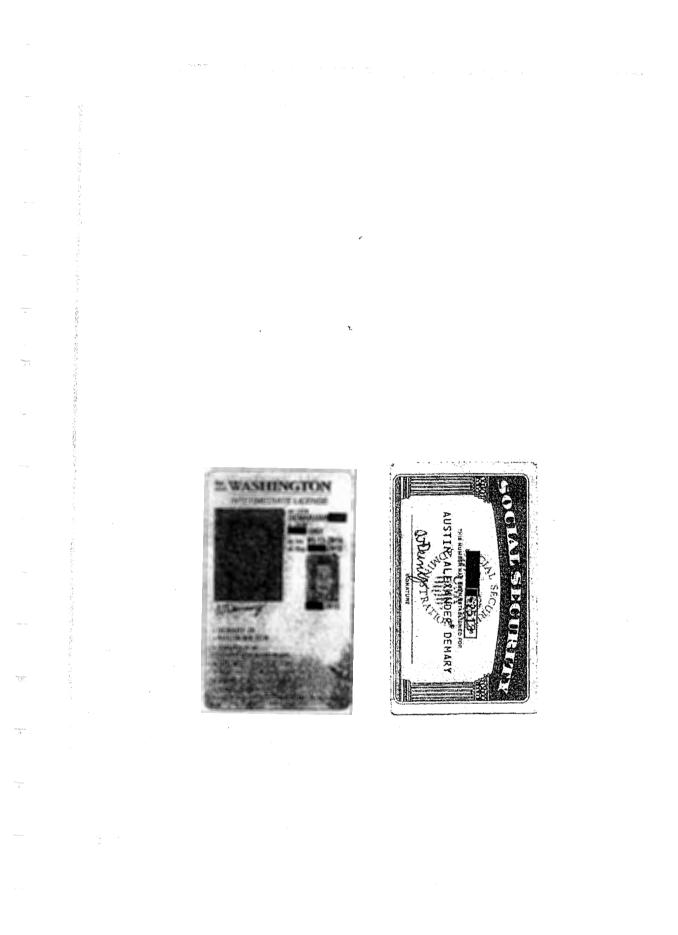
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The Everett Silvertips Hockey Club Timesheet

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fax 403-526-4000		102- 001-41	000	•.	

L&I Child Labor Investigation WHL Page 000241

more than just money BECU

September 14, 2013

Aron D. Finholt PO Box 272 Lake Stevens WA 98258

Dear Member:

Thank you for your inquiry regarding automatic payments and deposits at BECU. To initiate payments from your checking or savings account, you must contact the originator of the request (the party that will be receiving the payments), and for deposits such as direct deposit of payroll, you must contact your employer's payroll office. Once initiated through the originator, we will process these requests.

When contacting originators, please provide them with the following account information if you are authorizing automatic payments or direct deposits in writing:

Financial institution name: BECU Routing and transit number: Member's name; Member's account number:



### **Checking Share Draft**

BECU also accepts paper drafts from merchants for payments from your checking account that you have verbally authorized. When giving a verbal authorization for a payment from your account, please provide the merchant with the following information:

Routing and transit number: Member's account number:

If you have any further questions, please cali our Member Contact Center at 206-439-5700 or, outside Seattle, 1-800-233-2328 .

Sincerely,

BECU

BECU US109 19/2004

L&I Child Labor Investigation WHL Page 000242

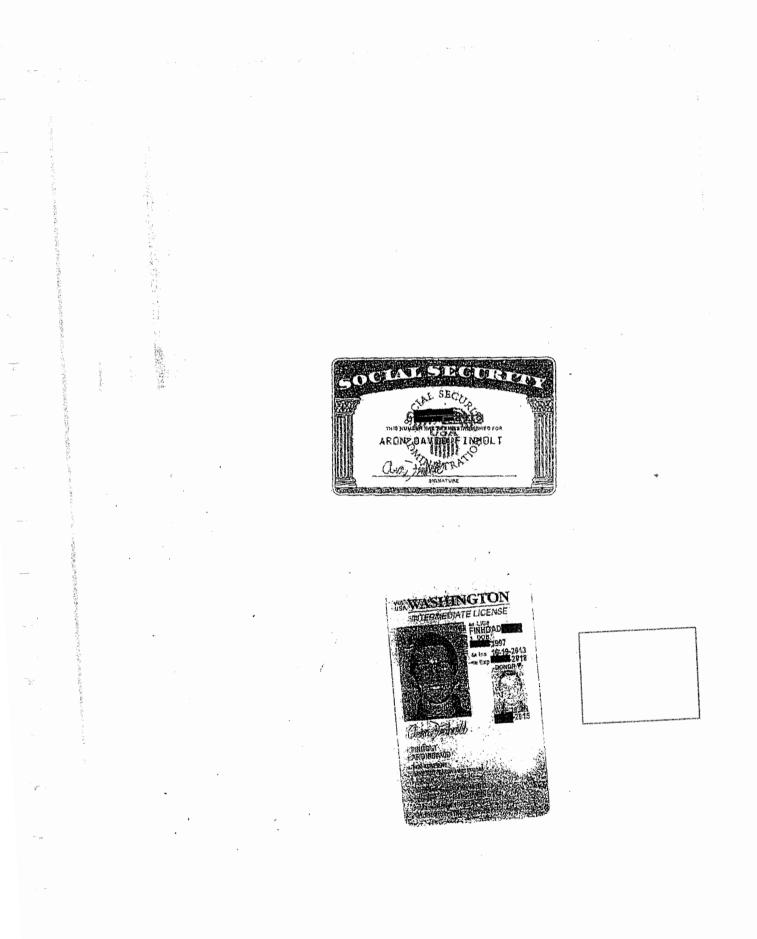
ANOM - ropy of drivers uiense
Washington Stars Department of Labor & Industries Bimployment Stardards Frigram PO Bor 45110 Olympia WA 355044510 Phone (565) 2197321
SAX (360)902-5509 THIS IS NOT A MINOR WORK PERMIT Employers must have a minor work permit endorsement on their Master Bushress License for each work location with employees under age 18 and renew it each year. See www.DoL.wa.gov/forms/20028.html
This form is to be <u>load on file by the employer</u> at the initia's workplace and be available for departmental sudit. Additionally, the employer must renew this parent/schoot autholization by September 30 of <u>oddh vegeror what, work school a changes</u> .
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Wage per how to be puit Number of working <u>dever per weeks</u> I is taken a subject at any other joh? If answered at "yeer", list total baars 9, 39 School weeks 2 Nanstribud seat:
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L&I Child Labor Investigation WHL Page 000243

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The Everett Silvertips Hockey Club Timesheet

 Name:
 Aron Finhold
 Division: Team Store
 Time Period:
 Sept.
 2013

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L&I Child Labor Investigation WHL Page 000245

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L&I Child Labor Investigation WHL Page 000247

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L&I Child Labor Investigation WHL Page 000249

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L&I Child Labor Investigation WHL Page 000251

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L&I Child Labor Investigation WHL Page 000254

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Washington State Deputcent of Labor & Industries Employment Statedards Program
70 Box 44510 Olympia WA 98504-4510 Entail: <u>teensafety@Lutwa.gov</u> OR web page: <u>www.TeenWorkers.Lai.wa.gov</u> Phane (366) 212-7321 FAX (360) 902-5360
THIS IS NOT A MINOR WORK PERMIT Employers must have a minor work permit endorsement on their Master Business Licanse for each work location with employees under age 18 and renew it each year. Sze www.DoL.wa.gov/forms/100023.html
This form is to be kept on tile to the employer at the minor's workplace and be available for decarmented audit.
Additionally, the employer must renow this perent/action authorization by September 30 of each year or what work schedule changes.
Name of minor: Elijah (uprdon) Name in minor's school (If home relating plane rate) La Correct La Choron 1 La Correct La Choron 1 Minor's address:
1424 114 AZE SE
City Lake State NA ZEP 93258 City Lake istericas State ZEP 1829
Minor's Birth Date Month Day Year (Mart be accompanied by proof)
Viage per haar to be paid: \$ 9.32 Non-below weeks 1 -2 Non-below weeks 1 -2 Non-below weeks 1 -2 Non-below weeks 1 - 2 Non-below weeks 1 - 2 No-below weeks 1 - 2
Maximum number of work hours during SCHOOL year <sup>2</sup> Maximum number of work hours during NON-SCHOOL year
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*See Section below on the Special Variance
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JOB DUTTES FOR MINOR EMPLOYEE:
assist customers vertock inventoring
More of MUSINESS Telephane number 9-1245 UNI & 3-1341 Number for beamers location Everett. 5: lucrt: P1 425 BS2 5100
2000 Hewatt Aue Ste 100 Everet Va 435550
Expiration date of minor work permit endorscreent:
EMPLOYER SIGNATURE
Date Telephone Number Tilds: Signature of EMPLOY HI BLAZZERNYA TVYE/ Brint Name
1-29-1414252525100 Exes VP 3-12

Date 1-29-14 EMPLOYEE SIGNATURE Telephone Number Signings of EMPLOYEE/ Print Name Div 1-7.4-14 Salans Elijahi Could PARENTAL AUTHORIZATION (These sections to be completed by the minor's parent or grantlin and school after employer completes top portion.) TCONSENT TO ALLOW THE MINOR LISTED TO BE EMPLOYED AT THE OCCUPATION AND UNDER THE CONDITIONS STATED ABOVE Date 1-24-14 Telephone Number Same of PARSATE OUARDIAN, Print Name Robert ( Gordon SCHOOL AUTHORIZATION (When school is in session) THE STATED HOURS OF EMPLOYMENT MEET THE REQUIREMENTS OF SCHOOL ATTENDANCE REGULATIONS AND ARE HENERY APPROVED Dete 14 Hours of Employed Number 1990 10 Hours 1 IRS OF EMPLOYMENT MADE Telephone Number T 475 -335 + Webool in thinging 10-045 15 722/14 Puth Smethes

L&I Child Labor Investigation WHL Page 000255 NOTE: Parents and school representatives should not sign this form <u>unless</u> the boxes for the daily and weekly work schedule are completely filled out to reflect the anticipated maximum hours of work. The school or parent may limit the hours of work for a student according to how the student will be affected by working too many hours, e.g., homework, attendance, etc. and may reduce and approve fewer hours than the rules allow or are requested by the employer.

#### **Optional School Week Special Variance Authorization** (Non-agricultural Employment Only) For 16- and 17-year-old Minors

A Special Variance allows a 16- or 17-year-old minor to work up to 28 hours per week with 6-hour shifts. during the school week with approval of the authorized school official and the parent. All parties must agree to these additional hours, [pursuant to WAC 296-125-070(3)].

School officials should not sign for any additional hours allowed by the Special Variance if a review of the student's progress indicates the additional work hours will be detrimental to the minor's educational activities.

Please check if planning to use the Special Variance for additional school-week work hours

South . bur Hant ł 🗌 Yes 🛛 No Parental Authorization School Authorization

PARENTS: To get a copy of the prohibited duties and other child labor provisions, contact L&I by phone or email listed on the front of this form or via the internet at www. TeenWorkers. Lni. wa.gov.

PADRES: Si tiene preguntas o necesita información en español sobre este formulario u otros requisitos para los trabajadores adolescentes, por favor vaya a www.Lni.wa.gov/Spanish/WorkplaceRights/TeenWorkers o llame al 1-866-219-7321.

For translation help in any other language, please call 1-866-219-7321 and press 0.

Comments by School Representative or Parent:

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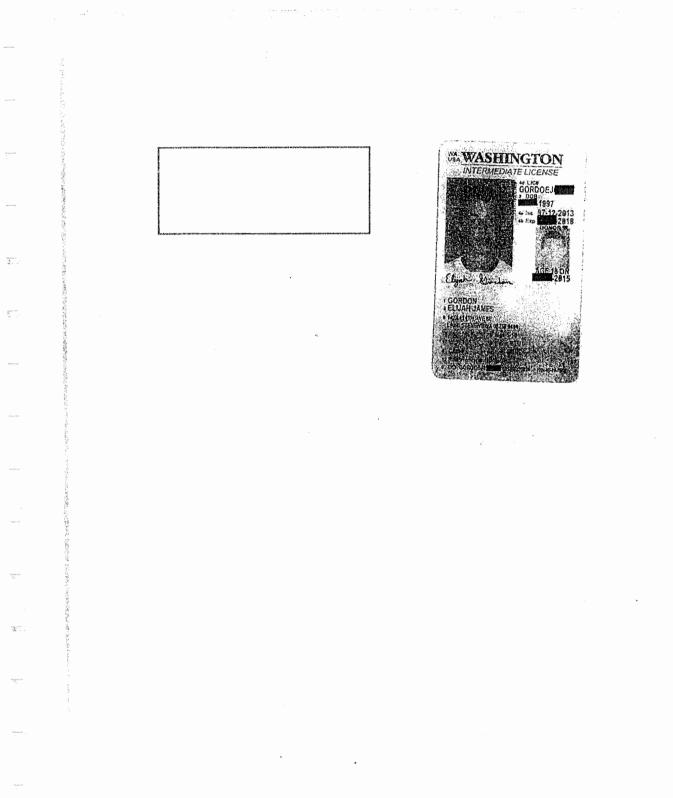
### General Information on Hours of Work Allowed For Minors

Once this form has been signed by parents and school, parents may keep the chart of work hours below for their reference. For more information, email teensafety@Lui.wa.gov or visit the Teen Workers website at www.TeenWorkers.Lni.wa.gov

Non-agric	and the second se					Agricult		
	Hours a Day	Hours a Week	Days a Week	Begin	Quù		Houns: a Day	Hours a Wee
14. antt 15-	year olds					(2) and it	-year-olds	
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tion- school woeks	8 hours	40 hours	8 days	7-á.m.	7 p.m. 9 p.m. Jan.		1 13 year cids ing berries, bu San Kalisia	ibs, cucum
ie sind 17					LOON Day)	School	3 hours	21 hours
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L&I Child Labor Investigation WHL



L&I Child Labor Investigation WHL Page 000257

## APPLICATION FOR EMPLOYMENT

This generic application is provided by WorkSource Washington. This form complies with fodoral and state laws egainst discrimination; however, employers using this form should check local ordinances. WorkSource Washington and Washington State Employment Security are not responsible for the misuse of information provided on this form. Provide all information requested by printing in ink or typing. Use the 'TAB' key to mive through the document.

GENERAL INFORMATION	Date o	f Blau		1997			
Name (Last)		(First)		(M	Iddlo Initia		me Telephone
Goidon		Flia	<b>^</b>		5		25) 377 - 6034
Address (Mailing Address)		(City)		(State) (Zip			her Telephone
127 14th Ave	SE	Lake	(Ase of )	WA	4-2-253	(3	(1) -13 - 13 - 14
E-Mail Address Elijah Gordon Quir	ngil com	Ares	vou legally ent	illed to work	in the U.S	.7 🖸 Y	es 🗌 No
POSITION							
Position Or Type Of Employment Desire				Will Acce	lime		lift: ] Day ] Swing
Are you able to perform the essential without reasonable accommodation?	functions of the job	you are applyi	ng for, with or	Temp			Graveyard Rotating
Salary Desired				Oate Avail	oble 5 · 13		·····
EDUCATION AND TRAINING						-	
High School Graduate Or General Ed If no, list the highest grade completed	ucation (GED) Test	Passed? 📋	Yes Z No				
College, Business School, M	ilitary (Most rec						
	Cates		Earned		_		
Name and Location	Allended Month/Year	Quarterly or Semester Hours	Other (Specify)	Graduate		jree ear	Major or Subject
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Branch of Service	STRECHIL		Date	of Entry	T	Date of	Discharge
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WORK SOURCE

EMS 10171 CC 7540-032 635 ESD 1999 Rev. 12/30/03 lan

Form	W-4	(2013)

Purpose, Complete Form W-4 to that your employer can writehold the correct federal income tax from your pay. Consider completing a new Form W-4 each your and when your personal or financial studion changes.

skuelion changes. Exemption trem withholding, il you are exempt. comptote only lace 1, 2, 3, 4, and 7 and sign the term to validate it. Your exemption for 2013 expires february 17, 2014. See H-to. 565, Tax Washading and Extinated Tax. Note, il another person cus alivin you as a dependent on this of har last triant, you cannot claim exemption from withholding if your knowne exceeds 51,000 and includes more lither 3150 of channed moome (or example, interest and skidends). Rase (Industriant, Mark and Alexander complete interesting if we are an exceeds.

Income (of axample, index: and on-acout). Data instructions, if you and on example, the Personal Allowances Warksheet before. The worksheet on one of 2 further effects your withholding allowances based on ite mixed decublishs, entails meritic adjustments to income, or two-camera/multiple (ops situations).

Complete all workshoets that epply. However, you may down lerver (or zoro) allowestess. For regular wages, withholding must be based on allowences you oblimes and may not be a flat amount or percentage of wages.

Herd of household. Greenity, you can date fixed of household tilting status on your tax inturn only if you are unmanifed and pay hors than 50% of the costs of keeping up a home tor yousely end your dependentiat or other qualitying indirativals. See hob. SOT, Exemption, Statuser Debutchion, and Fring Mournation, for information.

Pang enotination, or international Tax cradits. You can take projected (ax credits lako account in figuring your allowable number of withholding allowances, Credits for child or dependent care expensive and the child fax credit may be claimed using the Personal Allowances Worksheet below. See Pab. 505 fai information on converting your other credits into withholding allowances.

and was too. Nonwage income, if you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using form 1044-55, Extended Tax to includuals, Otherwise, you may owe antichtook fax, if you have pension or achouty.

income, son Pub, 505 to find out if you should adjust your withhistifing on Form W-4 or W-4P.

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your winch chard on horm W-4 of W-444. Two earners or multiple jobs. If you have a working spouse or more than one tob. Fours the color purpose of allowances you are entited in claim on all jobs using workshots from upty one Form W-4. Your withinding usually will be more accurate when all allowances are claimed on the Form W-4 for the highest oxyling into and zero allowances and claimed on the others. See You. Soft for claim.

claimed on the otheral. See Pub. SO2 for details. Nonresident 30hr. # you are a noiseetident alem. See Hotse. 1392, Supplemental Form W-4 Instructions for Nonreaction Niers, Ectore rompiolog this form. Chock your writhholding. After your Form W-4 takes filed, use Pub. S05, see how the amount you are having withheld compares to your projected total tax. ro 2013. Bee Pub. S05, see how the amount you are having withheld compares to your projected total tax. ro 2013. Bee Pub. S05, see head live (Job (Married). Public (See Public See 1996). Future developments, shorts too about any hum-cavelopments Effecting Form W-4 (such as explisition emected after we releace N will be posted at whw.frz.goo.wet.

		Person	al Allowances Works	heet (Keep for your records.)		
A	Enter "1" for you	urself if no one else can	clain you as a dependen	t		A
	ſ	<ul> <li>You are single and had</li> </ul>	ive only one job; or		)	
8	Enter "1" if:	. You are mainled, have	e only one job, and your's	pouse does not work; or	1.	3
	ţ			wages (or the total of both) are \$1,51		
С				rou are married and have either a v	vorking spouse (	or more.
	than one job. (E	hlaring "-0-" may halp ye	ou avoid having too little t	ax withheld.)		
D	Enter number of	t dependents (other the	t your apouse or yoursolf	you will claim on your tax return .		D
E				see conditions under Head of hou		E
۴				expenses for which you plan to cla		. F
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L&I Child Labor Investigation WHL Page 000259

Department of Homeland Security U.S. Cultenship and Imaigration Services	en an de la de la composition de la com	OMB No. 1615-0047: Expires 33:31/12 Form 1-9, Employment Eligibility Verification.	
Read instructions tarefully before completing this form. The instr		completion of this form.	
ANTI-DISCRIMINATION NOTICE: It is illegal to discrin specify which document(s) they will accept from an employ future expiration date may also constitute illegal discrimina	e. The relusat to have an indi	d individuals. Employers CANNOT vidual because the documents have a	
Section I. Employee Information and Verification fo be co			
Prist Name Last Pert	Middle Inina	d Maxlen Name	
Lordon Elijab			
Addeess Istreet Namie and Numbers	Ap. #	Date of Birth monuteday years	
1424 11917 AVE SE	Zip Code	Shead Security #	
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LAKE STEVENS UN	9 8258	at 1 an televek one of the following).	
f am aware that federal law provides for	A cuizan of the United States		
imprisonment and/or fines for false statements or	- min	and States (see assirted and)	
use of false documents in convection with the completion of this form.	A lawful permanent rendent (		
Comprehending one for his	An olien authorized to work (	statement of the second of the	
»	out fexpiration date if apply		
Employee's Signature Borthow	Date Ino under the 13	-13	
Preparer and/or: Translator Cortification (7) he completed and a penalty of perjory, that I have assisted in the completion of this form and that a	igned f Section Lis prepared by a pers	un what that the englayer.) I altest, under	-
		don u arbe bird correct.	
Proporer Vicensiator's Signature	Print Name		
Address (Street Nonie and Nimber, Cup. State, Zip Code)	nauli au an achainn ann ann a tha a ann ann ann ann ann ann ann ann ann	Dale fuenuli des sears	
Section 2. Employer Review and Verification (To be comple examine one document from List B and one from List C, as liste expiration date. If any, of the document(s),	led and signed by employer. Exa al on the reverse of this form, a	umbre one doctopent from List A OR un record the title, number, and	
List A OB	List 0 ANI	D List C	
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CERTIFICATION: i attest, under pensity of perjury, that I have the above-listed document(s) appear to be genuine and to relate to innum they very $\sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{i=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_$	the employee named, that the en- redge the employee is authorized	nplorec began employment ou	
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Business or Organization Mane and Address (Strear Name and Muster, Cris.)	Slave Zip Codes N RS	(Ste (arouth ster year) OS 25112 OP	erations
Section 3. Updating and Reverification (To be completed unit	i signed by employer.)		
A New Name If opphentile)	it Due of	Rehuc (month digiozon) (if apptheods)	
C. If courievers previous grant of work anthorization has expired, provide the	information below for the document in	at establishes outcast engling event authorization	
Document Tale Doc	union B	Expiration Date infanity	
f attest, under penalty of perjury, that to the best of my knowledge, this en document(s), the document(s) I have estimised appear to be genuine and to	oplayee is authorized to work in the t o relate to the individual.		
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Name: Elija bordon Division: Team Store Time Period: october 2013	
16	
Regular Time: Hours	SAT
Overtime:Hours	45
Explanation:	4 14
(A-deduct 10000) [] [] [] [] []	
Payroll Purposes Only	
Regular Time:Hours	
Employee's Signature: <u>Eligh burgh</u> Overtime:Hours	
Approved By: SPUDY Insurable Earnings: Week	
Verified By:	

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The Everett Silvertips		-				
Name: Elijah Gordon Division	: <u>Team</u>	Store 7	fime Pe	riod:,	a ta anticipation and the second	20
Regular Time: 10 Hours	SUN	MON	TUES	WED	THU	FRI
Overtime:Hours				[		
				4 6		4.3
Explanation:		4 55				
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			Payı	oll Purpo	ses Only	
		Ret	jular Ťime	•	]	Hours
Employee's Signature: Etith Hotel		Ov	ertime:			Hours
Employee's Signature: <u>Etitle Helder</u> Approved By: <u>BUPMAN My</u>		Ins	urable Eat	nings:		Week
Verified By:		annai 6. Car				Amount

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Name: <u>Elijah Gordon</u> Divisio	ume: <u>Elijah Gordon</u> Division: <u>Team Store</u> Time Period:						
Regular Time:Hours	SUN	MON	TUES	WED	THU	FRI	SAT
Overtime:Hours				Ч <u>1</u> 3		Y Is	
Explanation:							
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		[	Paur	oll Purpo	ses Only		}
		Reg		-	F	lours	
Employee's Signature: Light Dotter		Öve	ertime:		F	lours	
Approved By:		Inst	irable Ear	nings:	, N	Veek	
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The Everett Silvertips Hockey Club Timesheet

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The Everett Silvertip	Hocke	v Chib T	limeshe	et			
Name: <u>Elijoh bordon</u> Division		-		riod:	ccembe	20 <u>.</u>	
<u>}</u>				Dec	27,	Jan, Jan	3 2
Regular Time: <u>8</u> Hours	SUN	MON	TUES	WED	THU	FRI	SAT
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			4 3			4 110	
Explanation:						-	
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Employee's Signature: Elign Hollow		Ove	ertime:		¥	Hours	
Employee's Signature: <u>Elign Hall</u> Approved By: <u>Sk Pantr- Law</u>		Inst	irable Ear	nings:		Week	a manufacture a manufacture de la compactica de la compacti
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L&I Child Labor Investigation WHL Page 000264

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The Everett Silvertips	s Hocke	y Club 7	limeshe	et			
Name: Elijah Gordon Division	n: <u>Team</u>	Store ?	lime Pe	riod: A	<u>ug.</u> _	2013	
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Regular Time: <u>26</u> Hours	SUN	MON	TUES	WED	THU	FRI	SAT
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Overtime:Hours	6.5			[			
Explanation:		[					 ()
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Employee's Signature: Elijah Gandon		Ov	ertime:	and a second	annan Maanaharan yo kuraan	Hours	
Employee's Signature: <u>Elizah hardon</u> Approved By: <u>SPAAR-LAJ</u>		Ins	urable Ear	nings:		Week	
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L&I Child Labor Investigation WHL Page 000265

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# **APPLICATION FOR EMPLOYMENT**

GENERAL INFORMATIO	N Dated	P BIAL	)		(Middle	Initial)		me Talaphona $\mathcal{O}(5^2 - 125^4)$
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Position Or Type Of Employment	1				Accept		Sh	
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Are you able to perform the ess	ential functions of the jo	b you are applyi	ng for, with o		emporar		HH	Graveyard
without reasonable accummeda	tion? 🔀 Yes 🗌 No			-			R	Rotating
Salary Desired	4			Date	Available			
EDUCATION AND TRAIN	ING				///			
High School Graduate Or Genor If no, list the highest grade com	ral Education (GED) Te	st Passed?	Yes 🛛 No	-haver	w gro	duct	Ą	*****
College, Business Scho			لېلېلەردا «ئەرىكە بەلەرىكە بىلەر يەرىكە تەتلى		بالز الإسبادية لاحتيامهم بال	a maana antaine to' maa		
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Branch of Service			Date	of Entry		0	ate of	Discharge

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Address       Number Employees Supervised       To (Month/Year)         Specific Duries (Maximum 1003 characters)       Hours Per Weak         Last Salary       Supervisor         Reason For Leaving       May We Contact This Employer?       Yes_No         Address       or (Month/Year)         Address       To (Month/Year)         Address       To (Month/Year)         Reason For Leaving       May We Contact This Employer?       Yes_No         Address       To (Month/Year)         Address       To (Month/Year)         Boeson For Leaving       May We Contact This Employer?       Yes_No         Reason For Leaving       May We Contact This Employer?       Yes_No         Comployer       Temphone Number ()       -       From (Month/Year)         Address       Number Employees Supervised       To (Month/Year)         Idon Titla       Number Employees Supervised       To (Month/Year)         Hours Per Week       Last Salary       Supervisor         Reason For Leaving       May We Contact This Employer?       Yes_No         Address       -       -       From (Month/Year)         Hours Per Week       Last Salary       Supervisor         Supervisor       -       -       -				
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tatements reported on this application may be considered sufficient cause for dismissal.	Reason For Leaving		May We Contact Th	is Employer? Yes No
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ignature of Applicant Whith Digitat Date 9-24-13	statements reported on this application may be	considered sufficient cause for	diamiasal.	
	Signature of Applicant MARE Craft	TT T		Date 8-24-13

Interviewer's Comments:

WorkSource Washington and Washington State Entployment Security are equal opportunity employers and providers of omployment and training services. Auxiliary aids and services are available to persons with disabilities upon request.

L&I Child Labor Investigation WHL Page 000267

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PLEASE TYPE OR PHINT CLEARLY USING A DARK SALL POINT PEN autor of the list but used to little Gottas, Megan L 1340 653-9259 13.001 540 - 0039 Apphant #1 Social Security Number or Tax 4D Number Name on Bank Account & different Bank Actourt Nomber BEGU Sinar Reading Municer (181) 32.5081403 Smitzer Suntil 800 - 233-2328 080086 5248865 🕅 ------Please attach a voided check, if jou as on one a cycl, plane rushing our soft to the aparenter or areas a writter the John Doe . Romandi Batar 22 Praw, UT \$4201 1859 754 101 line Carrien Starren an Puy to the Order of . 5 dellars First Dank 1950, Nank 240 Weat Proya, US Binut 1800, 354-2530 1. rense kai kalenes for . BELOND RATH 11111.5444409085564940\* OC 121 Autorit 's rear \*\* which all information to the year bank to emain attention any 1. States and the second 403-526-4000

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L&I Child Labor Investigation WHL Page 000268

Name: Megon Glottas Divisio	n: <u>Team</u>	Store	Time Pe	riod:	Sep_	2013 Viorki	ed from 5:30
Regular Time: 28_Hours Overtime:Hours	SUN	MON		WED	THU	FRI	SAT
Explanation:							
Employee's Signature: Approved By: Approved By: Verified By:		0	Pays egular Time vertime: surable Eas	nings:		Hours Week	

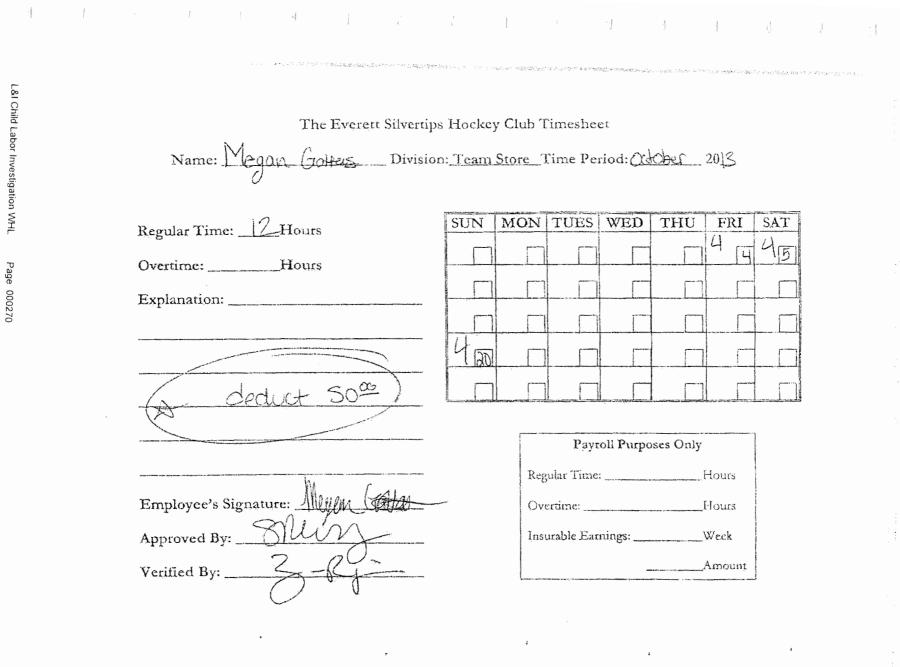
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The Everett Silvertips Hockey Club Timesheet

L&I Child Labor Investigation WHL Page 000269

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The Everett Silv	vertips Hocke	y Club I	limeshe	et			
Name: Margan (20Has- D	ivision: <u>Team</u>	Store 7	Time Pe	riod: <u>Ma</u>	umber	20 <u>\3</u>	
Ŭ							
Regular Time:Hours	SUN	MON	TUES	WED	THU	FRI	SAT
Overtime: Hours						4	42
Explanation:							
Explanation.							
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	an		Payr	oll Purpe	oses Only		and and a second data
		Reg	gular Time		1 1	Hours	
Employee's Signature:		Ov	ertime:			Hours	
Approved By: Slandman		Ins	urable Ear	nings:	-	Week	

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L&I Child Labor Investigation WHL		ips Hockey Club Timeshect
	Regular Time:Hours Overtime:Hours	SUN MON TUES WED THU FRI SAT
Page 000272	Overtime:      Hours         Explanation:	
	Alered Current	Payroll Purposes Only Regular Time:Hours
	Employee's Signature: 1444 10401.	Overtime:Hours Insurable Earnings:Week
	Verified By:	Amount

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The Everett Silvertip	s Hockey	r Club T	limeshe	et			
Name: Megan Gottas Divisio	n: <u>Team</u>	Store 7	fime Pe	riod: _D	Re	20_]_3	
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			Payr	oll Purpe	ses Only		
ł.		Reg	ular Time	New York Walter Magnetics - Brown Association	l	Hours	
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L&I Child Labor Investigation WHL Page 000273

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L&I Child Labor Investigation WHL	The Everett Silvertips Name: <u>MUM GOHOS</u> Division	Hockey	Club I	Timeshe	et			¢razeron i roz	, je se st	st.
igation WHL Page 000274	Regular Time:Hours Overtime:Hours Explanation:		MON		WED	THU	FRI 4 7 4 7			
	Employee's Signature: MIM Gatat Approved By: <u>SkPantur by</u> Verified By: <u>3</u> T		Ov	Payr pılar Time ertime: urable Ear	nings:		Hours Hours Week	Seener Seener		

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The Everett Silvertips	Hocke	7 Club I	limeshe	et			
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The Everett Silvertip					10.1	0010	
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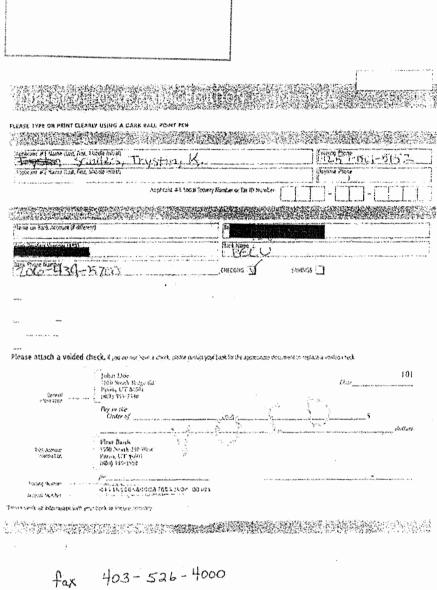
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The Everett Silvertips Hockey Club Timesheet Name: Mearin Gratas Division: Team Store Time Period: Aug. 2013 MON TUES WED THU FRI SAT Regular Time: 33 Hours SUN 3.5 10 10 30 25 31 Overtime: \_\_\_\_\_Hours 0 Explanation: Payroll Purposes Only Regular Time: \_\_\_\_\_ Hours Employee's Signature: Overtime: Hours Approved By: Insurable Earnings: \_\_\_\_\_Week Verified By: \_ Amount

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10/24/2013

Trystin K Sanders 1920 76th Ave SE Lake Stevens, WA 98258

Dear Tryslin K Sanders

Welcome to BECU - a member-owned, not-for-profit credit union. Unlike traditional banks, we do not make a profit for stock holders; we return earnings to you in the form of better rates, fewer fees and more affordable financial services.

About Your Accounts

Below are your new BECU account numbers. Please save these numbers in a secure location. The BECU ABA roufing number is 325081403.

Deposit Accounts Checking





Your deposit account(s) has a daily limit on ATM withdrawals and debit card transactions; in addition, your account has a provisional credit allowance on the amount of funds you can access when you make a deposit(s) in any one day. These limits will be applied across all of your combined accounts and include all transactions made by all account holders. Limits are as follows:

ATM Withdrawals\* \$ 500

Debit Card Transactions\*\* \$ 2000

Provisional Credit Allowance\*\*\* \$ 500

#### Full Range of Financial Services

Along with the account(s) you opened today, we offer a complete range of financial products and services.

- Free checking with no minimum balance requirements and no monthly fee a
- Low non-variable rate Visa® credit card with an optional rewards program
- Industry leading home loan options, including 1st time home buyers, jumbo loans and refinancing .
- Low rates on boat, RV and sport vehicle loans
- Wide network of ATMs nationwide through the CO-OP Network
- Free Online, Mobile and Telephone Banking

#### Get to Know Your Credit Union

We encourage you to take advantage of everything that your BECU membership has to offer. To feam more, visit www.becu.org, call us at 800-233-2328 or stop by any BECU location.

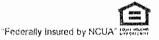
Thank you for being a member,

#### BECU

The amount of money you may withdraw from an ATM per day.

\*\*The total dollar limit for PIN or signature based transactions made with your debit card per day including purchases, cash back and cash advances. \*\*\*The funds made available immediately after a deposit has been made before the deposit has been

verified or cleared the issuing account.



#### APPLICATION FOR EMPLOYMENT

This generic application is provided by WorkSource Washington. This form complies with federal and state laws eigelinst discrimination; however, employers using this form should check local ordinances. WorkSource Washington and Washington State Employment Security are not responsible for the misuse of information provided on this form. Provide all information requested by printing in lak or typing. Use the 'TAB' key to move through the document.

GENERAL INFORMATION	Date	x Bi	th	VIC	196			
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E-Mail Address trustia Sanders @ ine.cor	0	1	Are you lega	ally entit	led to work i	h lhe U.S	5.2 (T)	fes [] No
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Position Or Type Of Employment Desire	d				WILL Acce	ot:	S	NIT:
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without reasonable accommodation?	Yes No	<b>- ) ) : : : : :</b>	biling join		Temp	orary		Graveyard Rotating
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If no, list the highest grade completed	Um							
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Branch of Service		menen yn i helwendoù e dez hine dialladio de dial		Date o	f Entry		Date of	Discharge
SPECIAL SKILLS (List all pertin	ent skills and eq	uipment the	at you can	operate	e) .			
(Maximum 1000 characters)	-							

WORKSOUTCE Washington

EMS 10171 CC 7540-032 635 ESD 1999 Rev. 12/30/03 122

From (Month/Year)	
To (Month/Year)	
Hours Per Week	
Last Salary	
Supervisor	
t This Employer? Yes No	
From (Month/Year)	
To (Month/Year)	
Hours Par Week	
	To (Month/Year) Hours Per Week Last Salary Supervisor t This Employer? Yes No From (Month/Year) To (Month/Year)

Last Salary

Date 10/3/13

			Supervisor
Reason For Leaving	5	May We Contact This	Employer? Yes No
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Employer

Address

Job Title

Reason For Leaving

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Specific Duties (Maximum 1000 characters)

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I certify the information contained in this application is true, correct, and complete. I understand that, if employed, false statements reported on this application may be considered sufficient cause for dismissal.

Signature of Applicant Trylin & conters Interviewer's Comments:

WorkSource Washington and Washington State Employment Security are equal opportunity employers and providers of employment and training services. Auxiliary aids and services are available to persons with disabilities upon request.

L&I Child Labor Investigation WHL Page 000281 123

Form 1	W-4 (	2013	
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Purpose, Complete Form W-4 so that your employer can withhold the correct ledaral incomo tax from your pey. Consider completing a new Form W-4 each year and whon your personel or financial situation changes.

situation changes. Examption from withtholding, it you are exempt, compileta only flows 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2013 expinsi Petruary 17, 2014. See Pub. 505, Tax Wathholding and Estimated Tax.

Note, if another person can claim you as a dependent on his or her lak relium, you cannet claim exemption from withboiding if your income exceeds \$1,000 and includes more than \$250 of uncerned income (for example, interest and dividends).

income (for BABRID), stantas en anconcess). Barle Instituctions, H wou are not exempt, complete (ins Persons) Allowances Worksheet below. The worksheets on page 2 tarkter adjust year withveiding abwences based on lismized deductions, certain credite, adjustment's to income, or two-aamen/multiple jobs situations. Complete all worksheets that apply, However, you may claim fawur (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Find of household, Benamily, you use claim head. of household (illing status on your tax return anly if you are unmarried and pay more than 50% of the costs of Xeoping up a home for yoursal and your capendam(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Diduktion, and Filling (plomation, for information:

Fing kitomation, for information: Tax credits, You can take projected fax credits into account in figuring your allowable number of withholding allowances. Credits for child on dependent carly expanses and the child tax croditmay be claimed using the Personal Allowances. Workshoet balow, See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage Income, If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax paymants using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax, If you have pension or earnally Income, see Pvb. 505 to find out if you should adjust your withholding on Form W-4 or ¥I-4P.

M

your withbolding on horm W-4 or W-4P. Two pamers or multiple jobs. If you hore a working appuser or multiple jobs. If you hore a working appuser or more than one job, figure the total number of allowances you are endilled to claim or all jobs using workshades from only one form W-4. Your withholding usually will be most eccurate when all allowances are claimed on the Form W-4. for the highest paying to and zero allowances are claimed on the others. See Pub. 505 for delivia.

Noruresident alien, il you ann a norurasident alien, rea Notice 1392, Supplemental Form W-4-Instructions for Noruraident Abana, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub, 505 to see how the amount you are having withheld compares to your projected total (ar tor 2013. Bee Pub, 506, aspecially if your gamings exceed \$150,000 (Skryld) or \$182,000 (Marrist); Future developments, uformation about ney future developments affecting Form W-4 (such as legislator eneoties after we release (f) will be postad at verw.iz.ec.iv4

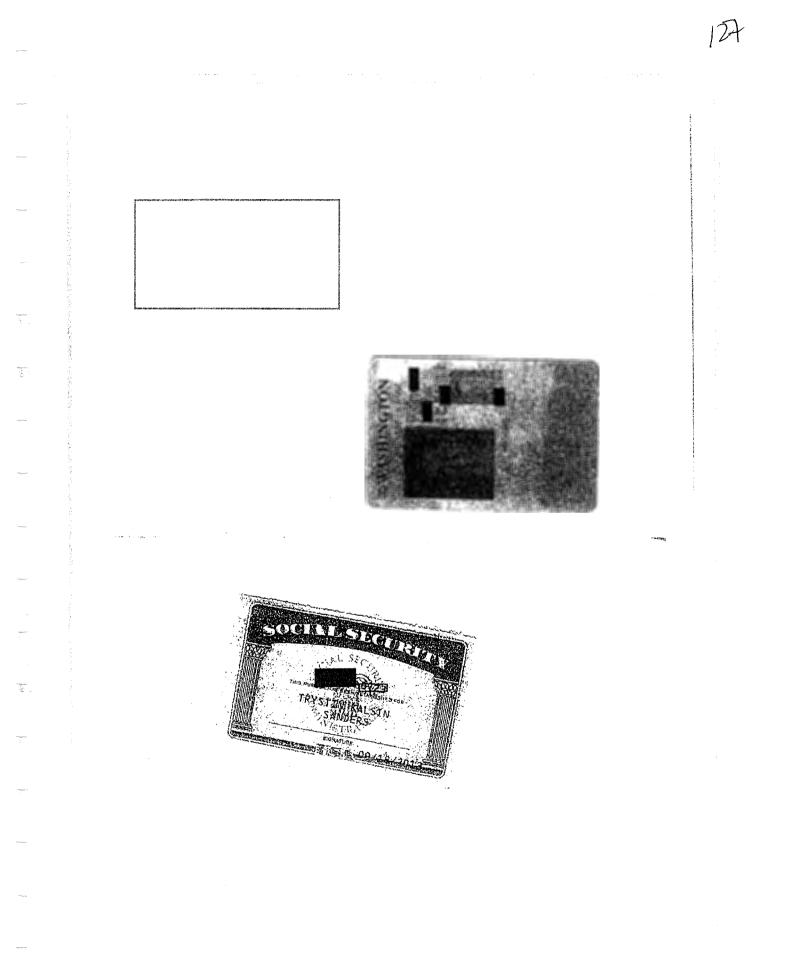
		Persona	al Allowances Works	heet (Keep fo	or your records.)	
A	Enter "1" for yo	urself if no one else can	claim you as a dependent			A
	[	<ul> <li>You are single and hat</li> </ul>				
B	Enter "1" if:		only one job, and your s			· · · · · · · · · · · · · · · · · · ·
					al of both) are \$1,500 or less	
¢					and have either a working s	apouse or more
		Intering "-C-" may help yo				· · · · · ] C
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E					inder Head of household i	
۴					tich you plan to claim a cre	
					nt Care Exponses, for detail	
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					sch eligible child; then loss	r *1* it ýou
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н	Add lines A throu	•			of exemptions you claim on y	televeranterenterenterenterenterenterenterent
	For accuracy,	f • If you plan to itemize and adjustments W	or claim adjustments to i locksheet on page 2.	ncome and wan	t to reduce your withholding	, see the Deductions
	complete all	. Il you are single and	have more than one lob	or are matried	and you and your spouse	both work and the combined
	worksheets	eamings from all jobs	exceed \$40,000 (\$10,000 i	f married), see t	he Two-Eamers/Multiple J	obs Worksheet on page 2 to
	that apply.	avoid having too sittle to		and antac th	e number from line H on line	E of Come With the balance
		and the second	a di kana kana kata kata kata kata kata kata		*******	the search of the second s
••••		Separato haro and	give Form W-4 to your en	nployer. Keep ti	te top part for your records	
	MLA	Employe	e's Withholding	g Allowan	ce Certificate	CM5 No. 1545-0074
	Minist of the Treasury of Reveticis Services				er exemption from withholding d a copy of this form to the IAS	
1	Your First meme	and middle willal	Last nime			Whether seconty nothour
Th		K	Sanders			-0723
		number and street or rural route	9)	3 🗹 Single	Married D Married, but v	riththold at higher Single rate,
$-l_{\rm h}$	920 76th A	THE SE		Note. Il married, b	ut legally suparated, or spouse is a no	nresident aken, check the "Single" box.
	City or town, sla	te, and ZIP code		4 If your last n	ame differs from that shown or	your social security card,
10	the stern	VINI IU. Z - U			You must call 1-800-772-1213	
5	Total number	of allowances you are cla	uming (from line H above	or from the app	licable worksheet on page	2) 5 0
6		ount, if any, you want wit			• • • • • • • • • •	6 \$
7					s following conditions for en	emption.
		ad a right to a refund of a				
		xpect a refund of all fede		ecause   expec	t to have no tax liability.	
~		oth conditions, write "Exe		· · · · · ·	7.	
Unde	ar penalties of per	ury. I declare that I have ex	camined this certificate and	, to the best of n	ny knowledge and belief, it is	true, correct, and complete.
	loyee's signature	miless vou stan it) .	sulling.	ADT	Date •	10/2/12
B		a and address (Employer, Com	nobie ines 8 and 10 onty i sen	ding to the IRS.)	the second strength of the second strength and the sec	ploywidentification number (EIN)
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Fors	Privacy Act and P	aperwork Reduction Act	Notice see nade 2		Cat. No. 102200	Form W-4 (2013)

	OMB No. 1615-0047; Expires 05/31/12
Department of Homeland Security	Form 1-9, Employment
U.S. Citizenship and lumigration Services	Eligibility Verification
renere instructions carefully before completing this form. The last	
AN I-DISCRIMINATION NOTICE: It is mego to usern specify which document(s) they will accept from an employ future expiration date may also constitute illegal discrimina	ninate against work-authorized individuals. Employers CANNOT ee. The refusal to hire an individual because the documents have a ation.
	mpleted and signed by employee at the time employment hegins.)
Print Name Last	Middle Initial Marden Name
<u>Dunders Injstin</u>	<u>A</u> <u>Nalsin</u>
Address (Street Name and Number)	Apt.# District Such analysis of Club
1970 76th cure SE	Zip Code Sporal Security #
Later starting WA	48768 -0773
Lake Stevens WH	Lougst, under penalty of pergury, that Lam (check one of the following)
I am aware that federal law provides for	V A caizen of the United States
imprisonment and/or lines for false statements or	A concitren national of the United States (see instructions)
use of false documents in connection with the completion of this form.	A lawful permatent resident (Allen #)
completion of this form.	An ahen authorized to work (Alien # or Admission #)
Denter Sendors	unisi (expiration date, if applicable - month-dayyerir)
Employee's Segnature	Date (monshilling view) 10 10 10 11 11/3/2013
Preparer and/or Translator Certification (To be completed and periodic of this formant likes	signed if Section 1 is prepared by a person other than the simployee, 11 artist, under
Premier's Ingister's Sugature	/ Print Name
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Address (Street Kame and Munber, Cuy, Store, Zip Code)	Date (ponth devisear)
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Section 2. Employer Review and Verification (To be comple examine one document from List B and one from List C, as list expiration date, if any, of the document(s).)	ted and signed by employer. Examine one document from List A OR ed on the reverse of this form, and record the title, number, and
List A OR	List B. AND List C
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Issuing authority WA	
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Expandion Date tifony.	
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the above-listed document(s) appear to be genuine and to relate to	a the employee named, that the employee began employment on
(month day year) and that to the best of my kno employment agencies may omit the date the employee began emp	wiedge the employee is authorized to work in the United States. (State
Signature of Employer or Automized Representative Print Name	ITale
Business or Organization Nome and Address (Street Name and Namber, Core,	State, Zin Cale) Dote (manifidary year)
Section 3. Updating and Reverification (To be completed and	
A New Nome (if applicable)	B. Date of Refire (itembridayyetse) (if applicable)
C. If employee's previous grant of work authorization has expired, provide the	i information below for the document that establishes current employment autorization
Document Title, 100	croment # Expression Date (if only
l attest, under penalty of perjury, that to the best of my knowledge, this en	mployee is authorized to work in the United States, and if the comployee presented
document(s), the document(s) I have examined appear to be genuine and i Signature of Employer or Authorized Representative	to relate to the individual.
anganatan ta caraanyea ya zaranaraeta representativo	Date (month day year)
	Form 2-9 (Rev 108/07/09) Y Page 4
	<ul> <li>Concerca Dock, Control 1, 1, 200, 4</li> </ul>

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	Windingan State Department of Labor & Industries       PAREINT/SCHOOL AUTHORIZATION For parents or legal guardians and school officials to tudicate approval for a minor employee to work according to the terms listed by the employer.       ODPY OF SSC 2001         Phane (66) 219-9221       Email: teensafety@Lniwa.cov OR web pens: www.TeenWorkers.Lniwa.gov       SSC 2001
	VAX (380)982-5300 THIS IS NOT À MINOR WORK PERMIF Employers must have a minor work permit endorsement on their Maxter Business License for each work location with employees under age 18 and renew it each year. See work DoLwa 200/forms/700028.html
	This form is to be <u>kept on the by the employer</u> at the mbor's workplace and be available for departmental with. Additionasy, the employer must renew this perent/school authorization by September 30 of <u>each year or when work spinorials changes.</u>
	Varie of adapting Sandlers State 1975 March 2012 State 2012 State 1975 State 2012 State 2012 State 1975 State 2012 State 1975 State 2012 State 1975 State 2012 State 1975 State 1975 State 2012 State 1975 State 1975
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	assist-customers, restachinementury
	Nerre of 1911520255 <u>BUERCH SilverAppi 9953535100</u> Address of indian of a week location 2000 few; if there #100 Deveret WA 28201
	Expiration date of miner work permit sudorsament:
	EMPLOYER SIGNATORE
	EMPLOYEE SIGNATURE Date 12/15/13:1271-501-7182 - 501-71
	(These suctions to be comprished by the minor's parent or guardier) and school after employer completes top portion.) I CONSERV TO ALLOW THE MUNOR LISTED TO BE EMPLOYED BY THE DOCUPATION AND UNDER THE CONDITIONS STATED ABOVE TO HIGH 3 Representation of the second prover excitation and under the conditions stated above TO HIGH 3 Representation of the second prover excitation of the second prover and the second provided and the second proves of the second provided and the second p
	SCHOOL AUTHORIZATION (whet school is in session) THE STATED HOURS OF SEMPLOYMENT REFET THE REGULTERMENTS OF SCHOOL ATTENDANCE ANGULATIONS AND ARE HEREBY APPROVED Data Telephone Number Tille Signam of SCHOOL AUTORNAND AND ARE HEREBY APPROVED 129414425-336-STW. Cond. Signam of SCHOOL AUTORNITY Print Name 12940444444 March 10405

L&I Child Labor Investigation WHL

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The Everett Silvertips Hockey Club Timesheet extoter Name: Trystin Scincles Division: Team Store Time Period: 10/2013 2013

Regular Time:		Hours
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Overtime: \_\_\_\_\_Hours

Explanation:

Approved By:

Verified By: \_

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Amount

Payroll Purposes Only Regular Time: \_\_\_\_\_ Hours Employee's Signature: Thypere Overtime: \_\_\_\_\_ Hours SIGUNX Insurable Earnings: \_\_\_\_\_Week

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	ps Hockey Club Timesheet on: <u>Team Store</u> Time Period: 20
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Employee's Signature: Juliu Approved By:	Payroll Purposes Only Regular Time:Hours Overtime:Hours Insurable Earnings:WeekAmount

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The Everett Silver Name: <u>Triptia Scindes</u> Divi	~					20	
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		Reg	jular Time			Hours	
Employee's Signature: Fryfler	ade	Qv	ertime:		]	Hours	
Approved By:		Ins	urable Ear	mings:		₩eek	an abiyanee - ingin
Employee's Signature: Frysting Approved By:	-			mings:		₩eek	it

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The Everett Silvertip							
Name: Tristin Scindles Division	n: <u>Team</u>	Store	l'ime Pe	riod:		20	
,							
Regular Time: 12 Hours	SUN	MON	TUES	WED	THU	FRI	15
Overtime:Flours							
Explanation:			43				
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			Payr	oll Purpe	ses Only	annan an a	Ì
		Reg	ular Time:		I-	Iours	
Employee's Signature: Jult South	and the second second second	Ove	ertime:	and a second second second second	F	fours	
Approved By: Statt Lang		lus	urable Ear	nings:	V	Veek	1.00
Approved by.							

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Name: TryStill Sarvele, Division: Team Store Time Period: \_\_\_\_\_ 20\_\_\_ Regular Time: \_\_\_\_\_Hours MON TUES WED THU SUN FRI SA'T DA 31 Overtime: \_\_\_\_Hours 4 8 Explanation: Payroll Purposes Only Regular Time:\_\_\_\_\_Flours Employee's Signature: 200 Overtime: \_\_\_\_\_ Hours Approved By: Insurable Earnings: \_\_\_\_\_Week Amount Verified By: \_

The Everett Silvertips Hockey Club Timesheet

The Everett Silvertips Hockey Club Timesheet

Name: Tyshin Sandle's Division: Team Store Time Period: Jan - Feb 20\_\_\_\_

Regular Time: <u>]</u> Hours	SUN	MON	TUES	WED	THU	FRI	SAT
a de la constante de la consta				<b></b>			4 [18]
Overtime:Hours	[]	i		ŕ		F	
Explanation:			ļ]		[	1	
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		Rep	gular Time	6 	l	Hours	
Employee's Signature	inda	C Ov	erôme:	al anna a chann an a chann an an an an an	I	Hours	
Approved By: SPUtr-UM		Ins	urable Ear	nings:	\	Week	e di Vin
Verified By:						Amount	

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L&I Child Labor Investigation WHL Page 000291

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# EXHIBIT C

(Seattle Thunderbirds MWP Information)



#### STATE OF WASHINGTON DEPARTMENT OF LABOR AND INDUSTRIES

Employment Standards Program

901 N Monroe Street Stell100 . Spokane, Washington 99201 Phone: (509) 324-2063 Fax: (509) 324-2018

December 9, 2013

STHC, Inc. Seattle Thunderbirds Hockey Club, Inc. 365 Morcer St Seattle WA 98109

#### SUBJECT: Employment of Minors

Dear Employer:

The Department of Labor and Industries has received notification that your business may be in violation of the child labor rules under WAC 296-125, "Non-Agricultural Employment of Minors". A copy of these rules is enclosed. These regulations state your firm must have the following records when employing minors:

- Current Minor Work Permit endorsement on your license to hire teens under 13 years of age.
- Fully completed parent/school authorization forms for each minor.
- Proof of minor's age. Examples include a copy of a birth certificate or driver's license, school ID or a witnessed statement of the parent or legal guardian.
- Minor's time cards
- Minor's work schedules

In order to verify or deny this allegation, it will be necessary for me to review copies of the documents itemized above for the period of September 2013, to current. Please forward all the requested documentation to this office by <u>December 20, 2013</u>. These documents may be sent electronically or in hard copy. Every effort will be made to conduct this assignment expeditiously and with a minimum of inconvenience to you. If you have any questions, please contact me at 509-324-2663 or by email kaun235/2010-224-2663 or by email kaun235/2010-224-2663.

Sincerely

Kelly Kane Industrial Relations Agent 509-324-2663 509-324-2618 fax Kann235(2)ai.wa.gov



### DEPARTMENT OF LABOR AND INDUSTRIES

Employment Standards Program 301 N Monroe Street Ste#100 # Spokane, Washington 99201 - Phone: (509) 324-2663 Fax: (509) 324-2618

January 15, 2014

Seattle Thunderbirds Atta: Collin Campbell 625 W James St Kent WA 98032

SUBJECT: Employment of Minors

Dear Collin Campbell:

The Departments first inquiry dated December 2, 2013 with a response due date of December 13, 2013 was returned as "not deliverable" by the post office. A second notice dated December 9, 2013 with a due date of December 20, 2013 was sent to another address as listed in licensing and Labor & Industries did not receive a response or returned mail to this request. A final opportunity is being extended for Seattle Thunderbirds to respond to the Departments request for information and records before further steps are taken and/or a determination is made based on the information we have obtained.

The Department will need the records previously requested. (Please refer to original notice attached to this request). This information is being requested for all minors employed, in all areas of the business, including the Players under age 18.

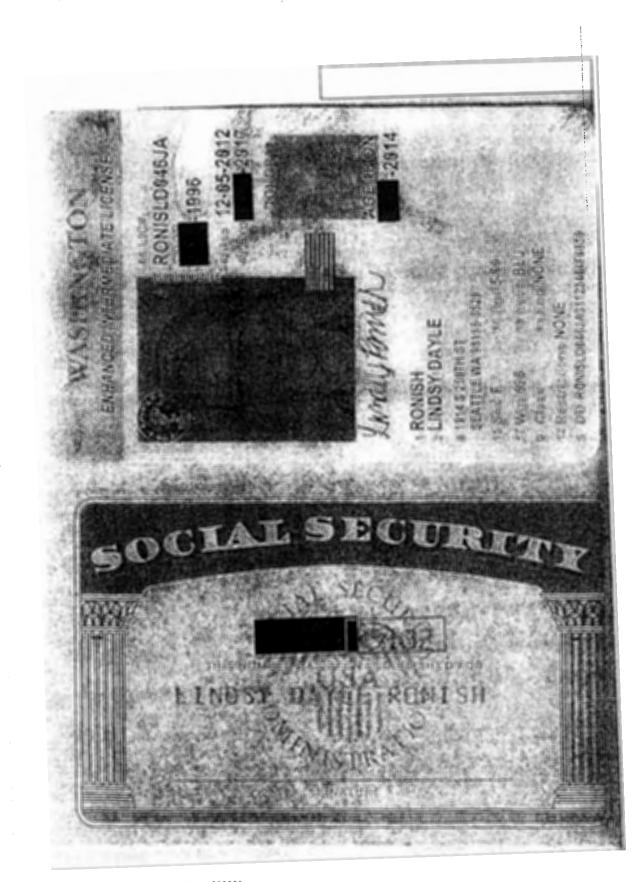
Please submit this information by <u>Fanuary 27th at 5:00 pm</u>. Please call me with any questions. Thank you

If you have any questions, please contact me at 509-324-2663 or by email kann235(@lni.wa.gov.

Sincerely, Kelly Kane

Industrial Relations Agent 509-324-2663 509-324-2618 fax Kanm235(@hii.wa.goy

Enclosure: Copy: CL ER 1 Child Labor Packet



L&I Child Labor Investigation WHL Page 000296

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# HOCKEY STORE HOURS DEC. 1 - DEC. 31, 2013

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Marci Ronish	36.5 hours	\$11	\$401.50
Lindsy Ronish	15 hours	\$10	\$150.00
Jennifer Parker	78 hours	\$12	\$936.00
Molli Ronish	16 hours	\$10	\$160.00



# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email: teensafetv@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

### This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See http://bls.dor.wa.gov/minorworkpermit.aspx

Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the amptoyer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (Minor's) Information

Name of Employee (Minor) Lindsy D. Ronish	Minor's Date of Birth (Must be accompanied by proof)	Month Day Year 96
Employee (Mindr's) Address 914 & 250th (1	Reattle	WA 98 98
Employee (Minor's) School Information		

Name of Employee (Minor's) School (If home schooled, please note	Phone Number (include area code)
A SHELL THE SALAR LAR MALE	206 246 8241
School's Address Willitary Rd. S	Scatuc WA 98188
1 10 DOI MINIMINAGE S.	Skaras Julyers 10105
Employer Information	
Employer Business Name Phone Number	9 Digit UBI for Business Location Expiration Date of Minor
Seattle Thunda-birds 253 856 6832	Work Permit:
Address of Minor's Work Location	City State Zip
625 W. James St	Kent WA
Wage per hour: Number of days per week: List Job Dutles:	Is minor employed at any other job?
s 10,00 School week TRUM Store	1 ISSIST
S IV.	S take cash how many hours per week
Non-School week: 2 CUS Former credit care	ts.
Maximum number of work hours during School year	Start and Quit time during School year
Maximum hours to be worked Per Day:	Earliest start line: Circle One
Monday - Thursday	Monday - Thursday AM PM
Friday - Sunday 5	Friday - Saturday 11100 (AM) PM
School/parent may adjust limits as needed:	Latest quit time Circle One
Maximum hours to be worked Per Week:	Sunday - Thursday AM PM
Weekly maximum: 15	Friday - Saturday 5=00 AM PM
School/parent may adjust limit as riceded	School/parent may adjust quit time as needed:
Maximum number of work hours during Non- School year	Start and Quit time during Non-School year
Aleximum heaves to be welled Dev Orego	Provide a Contract of the second se

faximum hours to be worked Per Day: Earliest start time: Circle One 11:00 5 Monday - Sunday Monday - Sunday (AM PM Parent may adjust limits as needed: Latest quit time Circle One Maximum hours to be worked Per Week: Monday - Sunday 5:00 AM (PM) 15 Weekly maximum: Parent may adjust limit as needed: Parentiney adjust quit time as needed:

F700-002-000 Parent School Authorization 08-2013

Employer Signature	and any provide the last strategic data and a strategic data and		
Date Title:	Employer Representa	ive Signature	Andree J. Old Loyate- Have
121/14 Dirof Finne	10-10-		Indread who coupted war
Employee (Minor's) Signature			
Date Employee (Minor) Signature		Print Namo,	Asia > 1.
1-21-14 Inobusp Por	witch,	LINASY	KUNISh
Parental Authorization		1	
(These sections to be completed by the minor	r's parent or quardian a	nd school after emplo	ver completes top portion.)
I consent to allow the minor listed to be em	na úrsterer stærer af blevelande kanse	第一日の日本の日本の目的になるというです。	ENERGY AND A CONTRACT OF A
	Parent or Guardian Signatur		Print Name
1-15-14 206 878 8227	MURDIN	M	Marci Konisa
			11
School Authorization (when school	is in session)	infantingen en gesteren er	an a the angle of the state of the
The stated hours of employment meet th approved.	e requirements of scl	iool attendance reg	ulations and are hereby
Date Phone Number Title:	School Author	ly Signature	Print Name
1-21-14 262468241 Registr	w I how	Mr. 2 a	Carrie D Duherty
- IF - O	17.0		
schedule are completely filled out to reflect thours of work for a student according to how attendance, etc. and may reduce and approximate the student according to how attendance.	w the student will be al	fected by working to	o many hours, e.g., homework,
(Non-	ol Week Special V Agricultural Emplo r 16- and 17-year-o	yment Only)	ation*
A Special Variance allows a 46+ or 17-year- school week with approval of the authorized hours, (pursuant to WAC 296-125-070(3))	sld minor to work up to school official and the	28 hours per week w parent. All parties mi	ith 6-hour shifts during the Ist agree to these additional
School officials should not sign for any a student's progress indicates the addition activities.		detrimental to the r	
Please check if planning to use the Spec	cial Variance for add	tional school-week	work hours.
	Authorization		School Authorization
Parents To get a copy of the prohibited du	ties and other child lab	or provisions, contac	
the front of this form or via the internet at wa	w.TeenWorkers.Lni.w.	a.gov.	
Padron: Citiens and and a secolis information			

Padres: Si tiene preguntas o necesita información en español sobre este formularlo u otros requisitos para los trabajadores adolescentes, por favor vaya a <u>www.l.ni.wa.gov/Spanish/Workp/aceRights/TeenWorkers.o.llame al 1-866-219-7321</u>.

For translation help in any other language, please call 1-866-219-7321 and press 0,

Comments by School Representative or Parent:

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F760-002-000 Parent School Authorization 08-2013

# General Information on Hours of Work Allowed For Minors

Once this form has been signed by parents and school, parents may keep the chart of work hours below for their reference. For more information, email teensafety@l.ni.wa.gov or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.TeenWorkers.Lini.wa.gov">www.TeenWorkers.Lini.wa.gov</a> or visit the Teen Workers website at <a href="http://www.Teenworkers.Lini.wa.gov">www.Teenworkers.Lini.wa.gov</a> or visit the Teenworkers website at <a href="http://www.Teenworkers.Lini.wa.gov">www.Teenworkers.Lini.wa.gov</a> or visit the Teenworkers.Lini.wa.gov or visit the Teen

	Hours of Day	Hours a Week	Days a Week	Begin	Quit
14- and 15-year-	olds				
School weeks	3 hours (8 hours Sat – Sun)	16 hours	6 days	7 a.m.	7 p.m.
Non-school weeks	8 hours	40 hours	6 dəys	7 a.m	7 p.m. (9 p.m. June 1 to Labor day)
16- and 17-year-	blds				
School week	4 hours (θ hours Fri Sun.)	20 hours	6 days	7 a.m.	10 p.m. (Midnight Fri – Sat)
School weeks with a special variance from school	6 hours (8 hours Fri. – Sun.)	28 hours	6 сауз	7 a.m	10 p.m. (Midnight Fri – Sət)
Non-school weeks	8 hours	48 hours	6 days	5 a.m.	Midnight
12- and 13-year-	Hours of Day	Hours a Week	Days a Week	Begin	Quit
Non-school weeks	8 hours	40 hours	6 days	5 a.m.	9 p.m.
Note: 12- and 13- spinach. 14- and 15-year-	year-olds may perform wo	erk anly during non-so	raol woek's hand-han	vesting berries, bulbs	, cucumbers and
School week	3 hours 8 hours non-school days	21 hours	6 days*	7 p.m. (6 a.m. in animal agriculture and	o provide and the second s
		-		irrigation)	ð p.m.
Non-school weeks	8 hours	40 hours	6 days*		9 p.m.
weeks		40 hours	6 days*	irrigation)	9 p.m.
	alde	40 hours	6 days*	irrigation)	

Weeks (EQ hours per week in mechanicet harvest of poas, wheat and hay) Exception: 14- to 17-year-olds are allowed to work 7 days a week in dairy, livestock, hay harvest and irrigation during school and

non-school weeks.

F700-002-000 Perent School Authorization 08-2010

# EXHIBIT D

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(Tri-Cities Americans MWP Information)

Employee Name	Currently Minor	Current Employee
Aaron Beitz	00	no
Connor Bray	yes	yes
Dina Merkulov	yes	yes
Kaylee McClure	yes	yes
Robert Barnes	no	no
Megan Loman	no	na
Travis Rybarski	no	yes



7000 W. Grandridge Blvd. Kennewick, WA 99336 509,738.0606 509.783.4591 fax www.gmsbockey.com

December 9, 2013

Department of Labor and Industries

Dear Kelly Kane:

#### SUBJECT: EMPLOYMENT OF MINORS

Please find enclosed requested documents.

After gathering the requested documents, we realized that we neglected to have a parent/school authorization done for the 2013-2014 school year for Dina Merkulov. As you will see by the provided documents we did have one on file from last year. Upon realizing this document was not in her file we Immediately had one signed by her parents and school.

Also, you will note there is no work schedule for Dina Merkuloy. Her schedule is done monthly or she is called in when other scheduled store employees are sick. She will be working this December 13<sup>th</sup> from 6pm to 9pm and then on December 14<sup>th</sup> from 8am to 2pm in our team store. This last shift is a single occurrence for a team store sale.

Sincerely,

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TOP SHELF ENTERTAINMENT INC.

Dennis Loman

Treasurer

**BUSINESS LICENSE** STATE OF WASHINGTON Unified Business ID #: 602 527 832 Domestic Profit Corporation Business ID #: 1 Location: 1 Expires: 08-31-2014 TOP SHELF ENTERTAINMENT, INC. TRI CITY AMERICANS HOCKEY TEAM 7000 W GRANDRIDGE BLVD KENNEWICK WA 99336 7723 TAX REGISTRATION UNEMPLOYMENT INSURANCE INDUSTRIAL INSURANCE MINOR WORK PERMIT DUTIES OF MINORS: Concierge, game day helpers LICENSING RESTRICTIONS: Minors working above ground level must be at least 16 years of age. WAC 296-125-033 (5) (b) Court permission and a variance from L&I is required to hire minors under the age of 14 in non-agriculture jobs. Call 360-902-5316 or email teensafety@lni.wa.gov for information. This document lists the registrations, endorsements, and licenses authorized for the business named above. By accepting this document, the licensee certifies the information on the application was complete, ince, and accurate to the best of his or her knowledge, and that business will be conducted in compliance with all applicable Washington state, county, and city regulations. Director, Department of Revenue the second s -----08-31-2014 ERTAINMENT, INC. CANS HOCKEY TEAM DDEE BLVD 9336 7723 YOUR WALLET Department of Revenue IGM JURANCE MITT NSURANCE FOR e-14 F00033 ~

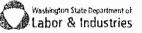
L&I Child Labor Investigation WHL

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Page 000304



Employment Standards Program PO Box 44510 Olympia WA-98504-4510 Phone (866) 219-7321 FAX (360) 902-6300

# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email: teensafety@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

#### This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See http://bls.dor.wa.gov/minerworkpermil.aspx

Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be mainteined by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

#### Employee (Minor's) Information

			in the second
Name of Employee (Minor)	Minor's Date of Birth	Mooth Day	Year
Ding Mer Kulov	(Must be accompanied by proof)		296
Employee (Minor's) Address	City	State Gozip	20
I LOUD S. VAOLENVEL ST	Kenneuma	041.143	SOL

#### Employee (Minor's) School Information

Name of Employee (Minors) School (II home schooled, please note)	Phone Number (include area code)	
School's Address J 3520 Salt Wildorf Blud	City State 20 RENNERATCH UNA 99338	

# Employer Information

ſ	Employer Business Name	Phone Number	9-Digit UBI for Business Loc	ation Expiratio	n Date of Minor
	Top shelf ent inc	509-7360606	602-527-83	Work Pe	mit 1 Dall
	Address of Minor's Work Location		City	State	Zip
	7000 W. Grandr	idge Blud	Kennewich	WA	99336

Wage perhour:	Number of days per week:	List Job Duties:	Is minor employed at any other job?
s <u>9:19</u>	School week: Non-School week:	helping in team Store	Yes XNo If answered as "yes", how many hours per week

Maximum number of work hours during School year	Start and Quit time during School year
Maximum hours to be worked Per Day:	Earliest start time; Circle One
Monday - Thursday 345	Monday Thursday 6:00 AM (PM)
Friday-Sunday 6hrs	Friday - Saturday 8 =00 (AMCPM)
School/parent may adjust limits as needed:	Latest quit time Circle One
Maximum hours to be worked Par Wesk:	Sunday - Thursday 9:00 AM (PM)
Weekiy maximum: <u>9 hrs</u>	Friday - Saturday 9:00 AM PM
School/parent may adjust limit as needed:	School/parent may adjust quit time as needed:
Maximum number of work hours during Non- School year	Start and Quil time during Non-School year
Maximum hours to be worked Per Day:	Earliest start lime: Circle One
Monday - Sunday	Monday - Sunday AM PM
Parent may adjust limits as needed:	Latest quit time Circle One

Monday - Sunday

Parent may adjust quit time as needed

AM PM

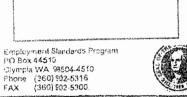
Parent may adjust limit as needed: F700-002-000 Parent School Authorization 08-2013

Maximum hours to be worked Per Week:

Weekly maximum:

L&I Child Labor Investigation WHL Page

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PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer. Email: <u>teensafely@l.nl.wa.gov</u> OR web page: <u>worw.TeenWorkers.lnl.wa.gov</u>

## THIS IS NOT A MINOR WORK PERMIT

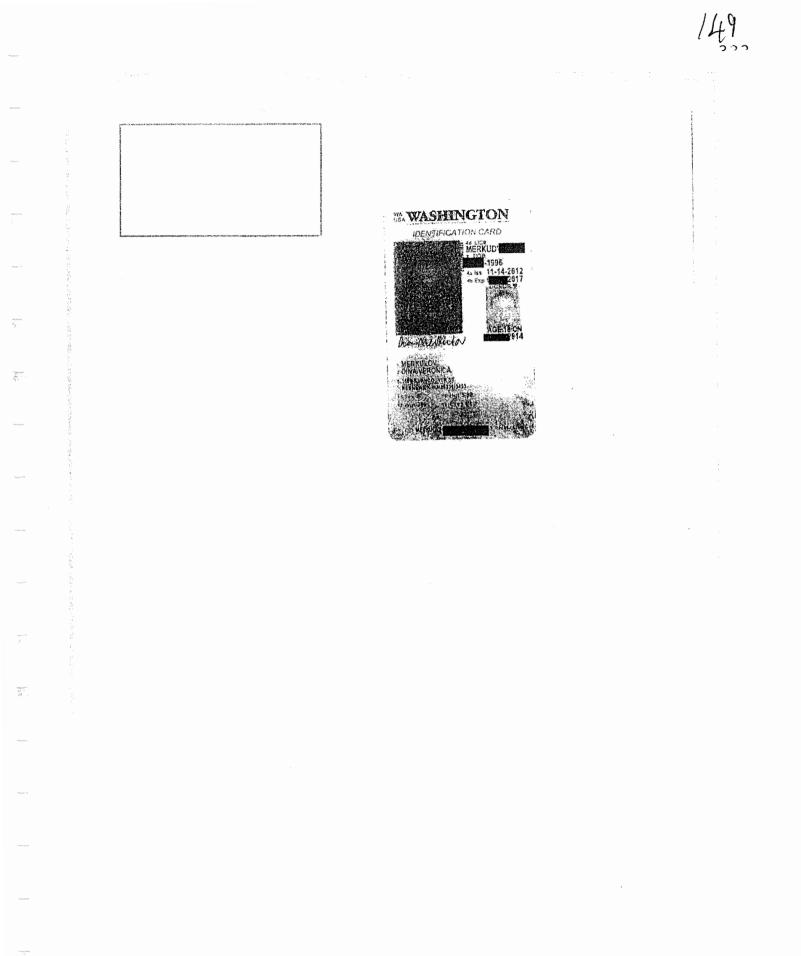
Employers must obtain a minor work permit andorsement on their Master Business License for each workplace with employees under age 18. Minor work permit endorsements must be renewed each year. Go to www.DoL.wa.gov/forms/700028.htm

	mployer at the minor's workpiece and be available for departmental audit. parent/school authorization by September 30 of each year.
(This section to be completed by the employer and mind	
Name of misson: Dina MerKulov	Nature of manor's schools. (If home schooled, please note) SouthWildGie Hilach School
Minor's address: Weble South Vanaclever S	
City Kennewick State JA ZIP 993	
Minor's Birth Date (Must be accompanied by proof) Month Day Ye	Date Signature of MINOR EMPLOYEE:
Wage per hour to be paid: Number of working days per week: \$ 9.04 3 mux	Is minor employed at any other job? If answered as "yos", list total hours TYPE A No worked per week at other job:
Max hours to be worked per day during school year:	Max hours to be worked per week during school yeari Weekly max: 9 MCS
Monday - Thursday 2 hrs. Friday - Sunday 3 hrs. Max. hours to be worked per day during non-school year:	Max, hours, to be worked per week during non-school years
Manday - Sunday	Weekly max:
Earliest start time during school year	Latest mult fime during school veer
Monday-Sunday ampro 4:00	Sun Thursday among 900
	Friday Saturday ampine Q DG
Earliest start time during non-school year	Latest gun time during non-school year
Monday-Sunday am-per:	Monday-Sunday am-pra:
The minor will have the following job duties:	δ
Lubring in team store du	ring hockey games, cashier
Neine of finn Top Shelf Gatertain ment Inc. Location address of minor's workplace:	
Ciry 7000 W. Grandridge Blud	Kennewick State WA ZIP 99336
UBi number for this business location:	Expitation date of minor work permit endersement:
9 Digit UBI Number for business location 3-Digit business ID	
(002 527 832 L	4-Digit Locetics ID DQ 3 2613
Date 09125/12- Title General 17	
	AL AUTHORIZATION
(These sections to be completed by the minor's parent or	legal guardian and school after employer completes top portion.)
I CONSENT TO ALLOW THE MINOR LISTED TO BE EMPLOYED	AT THE OCCUPATION AND UNDER THE CONDITIONS STATED ABOVE
Date 09/17/2012 Telephone Number (504) 608-611	Signature of PARENT or LEGAL GUARDIAN
Address of parent or legal guardian	
16010 South Vancouver stre	
city Kennewick	State WA ZIP 99337
	according to how the student will be affected by working too many nd approve fewer hours than the rules allow or requested by the
employer or parent.	ATEAN (when exheat is in section)

#### SCHOOL AUTHORIZATION (when school is in session)

THE STATED HOURS OF EMPLOYMENT MEET THE REQ	UIREMENTS OF SCHOOL A	TTENDANCE BEGULATIONS AND ARE HEREBY APPRO	VED.
Dais Trans Telephone Number	Diff. /	Signature OFSCHOOL AUTHORITY	
Date 127/2012 Telephone Number	TINCIPAL	Les	

700-002-000 patent/school authorization 05-2006



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	an a	ter	d snote cal	elp Dino r	perticlov
	Employee:	Date:	Start Time:	End Time:	Total:
7	Sarah	19/20/13	12:30 pm	1:45 pm	1.25% hr
	Sarah	9/20/13	9pm/	10 pm	Ihr
	Sarch	9/21/13	D:3pon	4:45pm	4.25hr
	Salah	9/21/13	(ben_	9:15000	3.25h
	David	9/22/13	12pm	and Day	She
*********	Sarah	9/03/13/	Qasama	3pm	Ahr
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months in the second	Dina	9/21/13	Gpm	9 pm	3hrx
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#### 1 Washington State Department of Labor & Industries

Employment Standard's Program PO Box 44510 Olympia WA 98504-4510 Phone (866) 219-7321 FAX (360) 902-5300

# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the firnits of the child labor regulations.

Email: teensafety@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

#### This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See http://bls.dor.wa.gov/minorworkpermit.aspx

Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (Minor's) Information			
Name of Employee (Minor)	Minor's Date of Birth (Must be accompanied by proof)	Month Day	Year 1997
Employee (Minors) Address () 1872 Highland Drive	Citypnesser	State WA	99350

# Employee (Minor's) School Information

Name of Employee (Minor's) School (it hame schooled, please note)	Phone Number (include	area code) $6 - 12.24$	
School's Address	Chy	State	Zip
1203 Proviser Avenue	russer	WA	99,350

# Employer Information

Employet Business Name	Phone Number	9-Digit UBI for Business Loc	ation Expiratio	in Date of Minor
Top Shelf Ent Inc	5097360606	662.527 - 8:	32 081	mit: 31/2014
Address of Minor's Work Location		City	State	Zlp
7000 W. Grandric	lae Blud	Kennewick	WA	99336

	Wage per hour:	Number of days per week:	List Job Duties:		is minor employed at any other job?
second statements where the second statements	s <u>9.19</u>	School week: <u>a</u> . Non-School week: Ø	Concierce Eickets	Selling	Yes No If answered as "yes", how many hours per week

Maximum number of work hours during School year	Start and Quit time during School year
Maximum hours to be worked Per Day:	Earliest start lime: 0
Monday - Thursday 2.5 hrs	Monday Thursday 5:30
Friday - Sunday 2.5 hrs	Friday - Saturday 5:30
School/parent may adjust limits as needed:	Latest quit lime
Maximum hours to be worked Per Week:	Sunday - Thursday 8:30
Weekly maximum 5 hrs	Friday - Saturday 8:30
School/parent may adjust limit as needed:	School/parent may adjust quit time as needed:
Maximum number of work hours during Non- School year	Start and Quit time during Non-School year
Maximum hours to be worked Per Day:	Earliest start lime: 0
Monday - Sunday	Monday - Sunday

Earliest start lime:	Circle One
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Weekly maximum:

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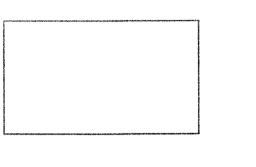
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L&I Child Labor Investigation WHL

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Employee:	Date:	Start Time:	End Time:	Kaylee mc() Total:
Kaylee Miclure	9/14/13	4:00 pm	7:05 pm	3 hours
Ketter	SHATT	A-BO pri-	1. Harrison	and the second second
Owner Bray	9/14/13	4:00pm	7:05pm	3 hours
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onnor Bray	10/01/13	5:00	8:00	3 hrs
Kaylee McCluss	10/11/13	5:30	8:00	25 hrs
Game Manna	USERT HOTIS	530	And	And Barrowser
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omor Brai	'	5:30	7:58	ia.5 his
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Blacked out names not minors

	Concier	ge Conn	pr Bray +	Kayler MCCI Total:
Employee:		Start Time:	End Time:	Total:
Royficilia	10/26/13	5:30	8.00	2.5
Kayle Cluie	11/9/13	5:30	8:07	2,62
Katie	HH1513	5:34	8:15-	3.75
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L&I Child Labor Investigation WHL Page 000318

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# EXHIBIT E

(Spokane Chiefs MWP Information) 62

Spokane Chiefs Hockey Club

List of Game Day Employees under 18 years of age:

163

Ethan Gering Alec Griffiths Alyssa Forsyth Sarah Wier Kayla Rott Emily Johnson Katie Collins Graham Gustafson

L&I Child Labor Investigation WHL

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Page 000321

164

BUSIN	ESS LICENSE
STATE OF WASHINGTON	
Domestic Profit Corporation	Unified Business ID ¥: 601 241 522 Business ID #: 1 Location: 1 Expires: 04-30-2014
HAT TRICK, INC. Spokane Chiefs Hockey 700 w Mallon Ave Spokane wa 99201 2134	EXDILER: 04-20-5014
TAX REGISTRATION Industrial insurance Ninor work permit	UNEMPLOYMENT INSURANCE
CITY LICENSES/REGISTRATIONS: SPOKANE GENERAL BUSINESS #1120021500	າຍຮ
DUTIES OF MINORS: Ushers, marchandise sales, program assistance_XNo power tools/machiner	distribution, promotions ry or driving**
LICENSING RESTRICTIONS: Minors working above ground level m WAC 296-125-033-(5) (b) Court permission and a variance fro under the age of 14 in non-agricult email teensafety@Lni.wa.gov for inf	om L&I is required to hire minors ture jobs. Call 360-902-5316 or
REGISTERED TRADE NAMES: SPOKANE CHIEFS HOCKEY	
	4
This document lists the registrations, endorsements, and licensee aut named above. By accepting this document, the licensee cirtiles the infour as complete, true, and accurate to the best of his or her knowledge, conducted in compliance with all applicable Washington state, county	mation on the application and that business will be

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# Spokane Chiefs Hockey Club

# TIMECARD REPORT

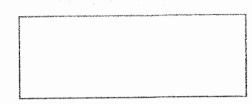
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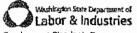
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Jan 13 14 07:37a



# Employment Standards Program PO 80:44510 Olympia WA 96524-4510 Phone (866) 219-7321 FAX (360) 902-5300

# For parents or legal guardians and school officials to indicate approval for

a minor employee to work eccording to the terms issted by the employee and within the limits of the child labor regulations.

Email: teensafety@Loi.wa.pov or Wob page: www.TeenWorkers.Loi.wa.gov

PARENT/SCHOOL AUTHORIZATION

#### This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

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Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (M	linar's) Infon	nation							
Name of Employ Alyssa Forsyth				rs Dale d	f Birth mpanied by pr	nacional di cara		Day	Yeer 1997
Employee (Minor 2913 W. Payto	's) Address				City Spokane		State	99218	Zio
Employee (M	ee (Minor's) Sch	ol Informat	ion chooled, please r	note) F	hone Number (i	iclude area	oode)		
Saint George's School School's Address 2929 W. Wakiki Road				(	City State Spokane WA			9920	Zip 8
Employer Info	ormation	a., hada,						1	
Employer Busines	sa Name	Phone Num	ber	9-Digi	I UBI for Busines	s Location	Expiratio	in Dale	ofMinor
Spokane Chief	s	(509) 328-	0450	601 2	41 522		Work Pe 4/30/20		
Address of Minor 700 W. Mallon			4 - -		City Spokane	WA	State	99201	Zip
			List Job Dutie		1	1 42 112 12			
Wage per hour: s min wage	Number of day School week:	•	Section Lead		cr)	1	employed	-	d as "yes".
\$ <u></u>	Non-School we					how mar	y hours pe	er week	
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Friday - Sunday	8			Fride	ay - Seluiday	3:00PM		AM	PM
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Maximum hours to	be worked Per	Wook:		Sone	lay - Thursday	10:00PM	1	AM	PM
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Parent may adjust limit as needed:				Parel	nt may actust qui	t time as ne	eded:		

F700-002-000 Parent School Authorization 09-2013

Jan 13 14 07:37a

Employer Signature		
Date Title: 1/7/2014 CFO	Endow Representative Signature	Print Name Greg Sloan
Sugaran and design of the second s		**************************************

Employee (Minor's) Signature

Parental Authorization

(These sections to be completed by the minor's parent or guardian and school after employer completes top portion.)

I consent to allow the minor listed to be employed at the occupation and under the conditions stated above. Parent of Guardian Signature Phone Number Print Name Date -4107

School Authorization (when school is in session)

The stated hours of employment meet the requirements of school attendance regulations and are hereby approved.

Data 1-1-14	Phone Number Ti	se:	Schoel Authority Slanature	Print Name	14 2
1-11-14	4661636 se	nior Master	phopup	- John	Nora
			<b>y</b>		

NOTE: Parents and school representatives should not sign this form unless the boxes for the daily and weekly work schedule are completely filled out to reflect the anticipated maximum hours of work. The school or parent may limit the hours of work for a student according to how the student will be affected by working too many hours, e.g., homework, attendance, etc. and may reduce and approve fewer hours than the rules allow or are requested by the employer.

\*Optional School Week Special Variance Authorization\* (Non-Agricultural Employment Only) For 18- and 17-year-old Minors

A Special Variance slows a 16- or 17-year-old minor to work up to 28 hours per week with 6-hour shifts during the school week with approval of the authorized school official and the parent. All parties must agree to these additional hours, (pursuant to WAC 298-126-070(3)).

School officials should not sign for any additional hours allowed by the Special Variance if a review of the student's progress indicates the additional work hours will be detrimental to the minor's educational activities.

Please check if planning to use the Special Variance for additional school-week work hours.

Yes X No Parental Authorization

Parental Authorization School Authorization

Parents: To get a copy of the prohibited duties and other child labor provisions, contact L&I by phone or email listed on the front of this form or via the internet at <u>www.TeenWorkers.Lnl.wa.gov</u>.

Padres: SI tiene preguntas o necesita información en español sobre este formulario u otros requisitos para los trabejadores adolescentes, por favor vaya a <u>www.Lni.wa.gov/Spanish/WorkplaceRights/TeenWorkers o flame al 1-</u> 866-219-7321.

For translation help in any other language, please call 1-886-219-7321 and press 0.

Comments by School Representative or Parent:

F700-002-000 Parent School Autoorization 68-2013

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# Spokane Chiefs Hockey Club

# TIMECARD REPORT

# SORTED BY EMPLOYEE NUMBER/EARNINGS CODE

DATE WORKED	LABOR DP CODE	PUNCH INJOUT TIMES	EXCEPTION CODE	ST LOC	WORK. COMP	ΡJ	USER ID	HOURS WORKED	AMOUNT PAID
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01 Représe									
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10/18/13	80	05:30 PM 09:05 PM		WA	0006706		( CTC	3,58	32.90
10/26/13	30	05:30 PM 09:45 PM		WA .	9006706		( CTC	4.25	39.06
11/02/13	80	05:29 PM 09:41 PM		WA	0006706	ΡŅ	I CTC	4.17	38.32
11/16/13	80	G5:29 PM 08:59 PM		WA	0006706	5 N	CTC	3.50	32,17
11/23/13	30	05;30 PM 09:50 PM		WA	0006705	PX	I CTC	4.33	39.79
12/14/13	80	05:30 PM 10:01 PM		WA	0006705	2 N	CIC	4,50	41.36
12/28/13	¥0	05:29 PM 09:42 PM		WA	3696796	PN	CIC	4,17	38,32
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01/24/14	30	05:29 PM 09:25 PM		WA	0006706	ይ እ	CTC	3.92	36.53
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				11 ENTRIES FOR EMPLOYEE 80-GRIAL	e total	:		43.17	398.12
				DEPARTMENT 80 EARNINGS	CODE 01			43.17	398.12
				DEPARTMENT	80 TOTAL			43.17	398.12
				11 ENTRIES FOR REPOR	T TOTAL			43,17	398.12

System Date: 02/13/2014 / 8:57 am Arolication Date: 02/13/2014

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# PARENT/SCHOOL AUTHORIZATION

For parants or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child fabor regulations.

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Employee (M	linor's) infor	mation							
Name of Employ Alec Ciriffiths	eo (Minar)			or's Date	of Birth ompanisd by p		Month	Day	Year 1996
Employee (Mirot	's) Address		1 (inv		City	1001	Stat	P I	Zla
914 W. 20th A					Spokane		WA	99203	
Employee (M	inor's) Scho	ol Informat	lon						
Name of Employe	e (Minor's) Sch	ool (if home se			hone Number		Bies cod	9)	
Lewis & Clark School's Address					509) 354-700 City	<u>10</u>	Stat	e l	Ζία
521 W. 4th Av	enue	ومعيدين المراجب والمعاديون			Spokane		WA	99204	
Employer Info	omadon								
Employer Busines	ss Name	Phone Numi	180	9-Dig	t UBI for Busin	ess Loca			of Minut
Spokane Chief:	5	(509) 328-1	0450	601 :	41 522			ork Permit: 30/2014	
Address of Minor	s Work Location	<del>سی «سرور» سی مرکز ا</del>	annan an a	and constant	City	T	State	e	Zip
700 W. Mallon				-	Spokane	<u> </u>	₩A	99201	
Wage per hour	Number of day		List Job Duti				1	darrand the states	1
rage por nour								ployed at any o	<. A1.
s min wage	School week:	varies	Section Lea	der (Usb	er)		res 🕅	No If answered	f as "ves".
		unriac				how	many ho	ours per week	
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F700-002-000 Parent School Authorization 08-2013

1/7/2014	Title:	Encloyer Reprosentative Signature	Print Nama
	CFO	Areg Alvan	Greg Sloan
Employer (A	linaria) Olematura	0	
Contraction of the second second second	finor's) Signature	Print Ng	ma
Date 2/12/14	Mele. Offsom		lec Griffiths
		an a	
Parental Aut	horization		
These sections	to be completed by the minor	's parent or granilen and school afte	r employer completes top portion.)
1 consent to all	ow the minor listed to be em	ployed at the occupation and under	the conditions stated allove.
Date		Parent or Charden Signature	Print Narise
1-12-2014	50999995071	18m	2 Tom Gripill
Sobool Auth	orization (when school	is in emotion's	
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	is of employment meet in	e requirements of school attended	ica regulations and are persoy
approved. Date IP	hone Number   Tides (	School Authority Signature	I Print Namo
1 11 34 7	194-7000 Asst Pri		DanClase
C-M-MILL	11-1000 1/fai 11	Charles Ch	Man Line Line
hool week with surs (pyrsuant)	Fo realitive a 16- or 17- vear o approval of the stations still o WAC296-125-070(3))	Approvintume i Ernordy mene Oarty 19- and 17-20-2004 a (horse diminal toward and 22 mains bein Erfolloff Enfant ihe namer XII der Glüchel nodes allowed by the Spe	n in must ad the for the sector from a Real with Scionic of Life sector for the
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iesse check if p Yes X No arents: To get a e front of this fon adres: Si tiene p	Parental a a copy of the prohibited dution m or via the internet at <u>www.</u> preguntas o necesita inform	Authorization Bes and other child labor provisions, c	week work hours. School Authorization contact L&I by phone or amail listed o prio u ofros requisitos para los

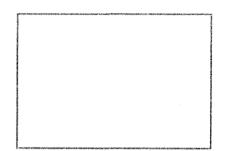
Comments by School Representative or Parent:

+700-002-000 Parent School Authorization 08-2013

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# Spokane Chiefs Hockey Club

# TIMECARD REPORT

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# SORTED BY EMPLOYEE NUMBER/EARNINGS CODE

DATE WORKED	LABOR DP CODE	PUNCH INVOUT TIMES	EXCEPTION CODE	sr loc	WORX. COMP	USER PJID	HOURS	AMOUNT PAID
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19/26/13	80	05:30 PM 08:57 PM		WA	0006706	P N CTC	3.42	31.43
11/02/13	53	03:28 PM 08:55 PM		WA	0006706	P N CTC	3.42	33,43
11/15/13	80	05:29 PM 09:01 PM		WA	0006706	P N CTC	3.50	32.17
)1/23/13	\$Q	05:28 PM 09:31 PM		WA	0006706	PNCIC	4.00	36.76
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				13 ENTRIES FOR REPOR	T TOTAL:		48,99	451.63
							COLORADOR PORT	

Page: 1 User: GS / asloan

System Date: 02/13/2014 / 8:43 am Application Date: 02/13/2014

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PO 80x 44510 Olympia WA 98504-4510 Phone (856) 219-7321 FAX (360) 902-5300 PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email tospaafetx@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See http://bls.dor.wa.gov/minorworkpermit.aspx

Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedula changes.

Name of Employ		mation							
	ee (Minor)			'a Date o			inth 1	Day	Year
Ethan Gering			(Must	De acci	ompanied by pro				1997
Employee (Mino 15206 E. 26th					City Spokane Va		State	99037	Zip
Employee (M	Inor's) Scho	ol information	1						
Name of Employ Central Valley	e (Minor's) Sch High School	ool (if home scho	oled, please no	7tə) (P	hone Number (ir 509) 228-5100		cade)		
School's Address 821 S. Sullivar	)				City Spokane Val		State	9903	Zip
Employer Inf								10000	
Employer Busine		Phone Number	**************************************	9-Cigi	UBI for Busines	s Location		on Dale	of Minor
Spokane Chief		(509) 328-04	50	601 2	41 522		Work P 4/30/20		
Address of Minor					City		State		Zip
700 W. Mallon					Spokane	WA		99201	
Maximum number	Non-School we		•••••• <u>••</u> ••••••••••••••••••••••••••••				ly hours p	OI WEADA	
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F700-002-000 Parent School Authorization 08-2013

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1/7/2014	CFO		Alleg XI tota-	Greg Sloan
Employee (	Minor's) Sign	ature		
Date	Freedowan (Mit	and the second state of th	Print Name	
1/14/1	S EX	how Berrink	Ethan G	ering
i. Manana antari Ass	م المحام م			
Parental Au		by the minor's ne	whit or guardian and school after emp	Nover completes for ordina )
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approved.	ma or surbrokui	our most rus radi	uramenta of achool attendance p	guations and are neredy
	Phone Number	Title )	School Authority Bigingtone	Print Name Cul
1/15/14	509-208-5104	Decistran	Jestie Chalich	Leslie Chalich
		5 A. 10		
Special Varian	ce allows a 18- (	x 17-vear-old min	Utural Employment Only) and 17-year-old Minppa of to york up to 20 hours per weak.	with 6-hour shifts during the
chool week with	ce allows a 16- approvel of the to WAC 298-121	x 17-year-old min authorized school	the state of the state of the	nth 6-hour shifts during the Ust agree to these additional
chool week with ours, (pursuant ichool officials	approvel of the to WAC 298-121 should not sign	x 17-year old min authorized achool >079(3)) n for any addition	of to work up to 28 hours per weak	ustagrea to these additional fartance if a review of the
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F700-002-000 Parent School Authorization 08-2013

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L&I Child Labor Investigation WHL

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# Spokane Chiefs Hockey Club

# TIMECARD REPORT

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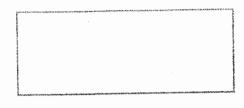
# SORTED BY EMPLOYEE NUMBER/EARNINGS CODE

DATE WORKED	LABOR DP CODE	PUNCH IN/OUT TIMES	EXCEPTION CODE	ST LOC	WORK. COMP	USE PJ ID		amount Paid
85-JOHEMI	Johnson	Emity						
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19/16/13	\$6	05.00 PM 59:36 PM		WA.	0006706	PNDS	4.58	42.09
10/18/13	35	05:28 PM 09:10 PM		WA.	0006706	P N CTC	3.67	33.73
10/19/13	86	03;25 PM 02:10 PM		WA	0006706	P N CTC		32,84
10/25/13	36	05:30 PM 09:11 PM		WA	0006706	PNDS	3.68	33,82
10/26/13	86	05:37 PM 09:06 PM		WA	0006706	P N CTC	3.50	32,17
11/02/13	86	05:27 PM 10:15 PM		WA	0005706	P N DS	4.83	44.39
11/16/13	\$5	65:28 PM 09:05 PM		WA	0006706	9 N CTC	3.58	32.90
11/20/13	36	05:26 PM 09:10 PM		WA	0006706	P N CTC	3,75	34.46
12/01/13	86	03:29 PM 08:01 PM		WA	0005705	P N CTC		41.36
12/04/13	86	05:28 PM 10.00 PM		WA	0006706	P N CTC	4,50	41.55
12/06/13	86	05:28 FM 09:32 PM		WA	0056706	P N CTC	4.03	36.78
12/14/13	86	05:27 PM 09:42 PM		WA	8686766	CTC א יי	4.25	39.06
01/03/14	86	05:27 PM 09:30 PM		N/A	0006706	P N CTC	4.08	38.03
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				15 ENTRIES FOR HARNING	S CODE 01:	:	61.83	369.70
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				DEPARTMENT 86 EARNING	SCODEO		61.83	569.70
				DEPARTMENT			61,83	\$59.70
				13 ENTRIES FOR REPO	RT TOTAL:		61.83	569.70

System Date: 02/13/2014 / 9:21 am Application Date: 02/13/2014

Pape: ] User: GS / risloan

17PB





# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email: teensafetv@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

#### This is not a Minor Work Permit

Employers must have a minor work permit andorsament on their Business License for each work location with amployees under age 18 and renew it each year.

See http://bls.dor.wa.gcv/minorworkpermit.aspx

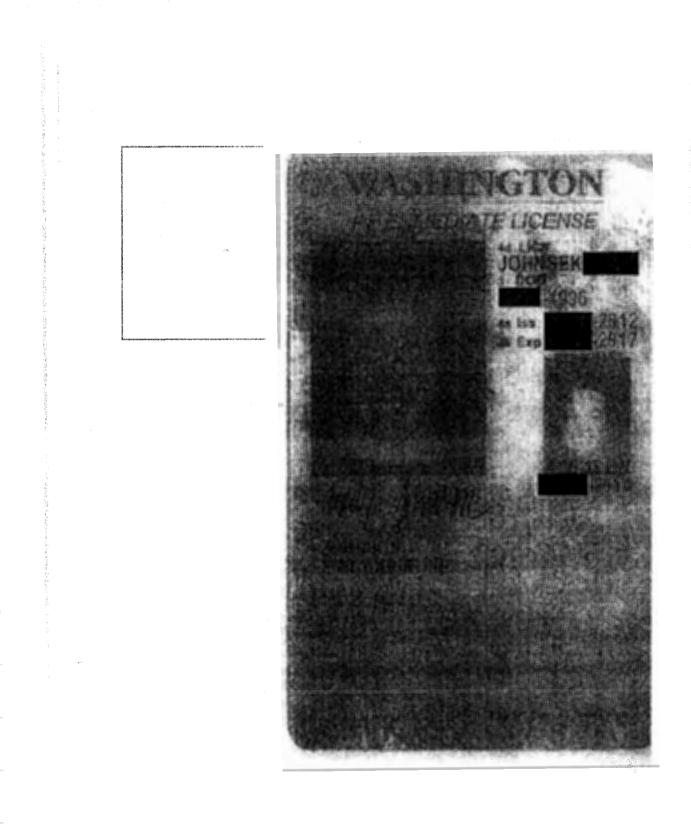
Do not mail this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (N	linor's) Infor	mation									
Name of Employ Emily Johnson						Birth panled by (	proof)		rih.	Day	Year 1996
Employee (Minor 2770 W SR2	rs) Address					City Reardan		WA	State	99029	Zlp
Employee (M	inor's) Scho	ol Informat	ion				4				
Name of Employ Reardan High	ee (Minors) Sch School	ool (if home st	chooled, plea	199 1101	a)   Phi (50	one Number 9) 796-27	(include	area	coda)		
School's Address	1				T	City	*****		State	100000	Zlp
245 S. Aspen S	street					teardan		WA		99029	
Employer Info											
Employer Busines	ss Name	Phone Numb				IBI for Busin	ess Loc	ation	Expirat Work P	ion Date o	f Minor
Spokane Chief	5	(509) 328-	0450		601 24	522			4/30/2		
Address of Minor						City			state		Zip
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F700-902-000 Parent School Authorization 08-2013

Employer Sig	natura				
Date 1/7/2014	CFO	- En	Ner Representative s	Ignature	Print Name Greg Sloan
Employee (Mi	nor's) Signature		<i>Q</i>		
Dete 1/10/14	Employee (Minor) Signat	ure		Fini Name EMILY	ohnson
Parental Auth		linor's naron	for quantizes and so	hool after emol	oyer completos top portion.)
t consent to allow	the minor listed to be	employed a	the occupation an	an an an tha an	nditions stated above,
Date 1-11 - 13	Phone Number 996-72524	Parent or C	SepirGian Signature		Print Name James ( Johnson
School Author	ization (when sch	ool is in se	ission)	27 a 11 a 4 - 14-11 a	a state the state state state and a state of the
The stated hours approved.	of employment mea	t the require	ements of school	attendance rei	gulations and are hereby
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P750-002-000 Parent School Authorization 08-2013



From: Sent: To: Subject: Tim Speltz Tuesday, January 14, 2014 11:16 PM Greg Sloan Fw: Hours

-----Original Message-----From: Graham Gustafson To: Tim Speitz Subject: Hours Sent: Jan 14, 2014 10:41 PM

Tim,

3

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20

My hours for the end of December and the first half of January are the following ...

Dec 28th Kootenay (7 hours) Dec 31 Tri-City (Road trip) (5 hours) - Didn't count travel time just while we were at the rink. Jan 3 Victoria (7.5 hours) Jan 4 Everett (7.5 hours) Jan 10 Kamloops (7 hours) Jan 14 Seattle (7 hours)

1

Total: 41 hours

Thanks, Graham

Sent from my Verizon Wireless BlackBerry

From: Sent: To: Subject: Tim Speltz Monday, December 16, 2013 9:10 AM Greg Sloan FW: Graham Gustafson Hours

1

----Original Message----From: Graham Gustafson [mailto:grahamgus@comeast.net] Sent: Sunday, December 15, 2013 12:41 PM To: Tim Speltz Subject: Hours

#### Tim,

a second

# December Hours

11/29 Portland 7.75 12/1 Seattle 6 12/4 Saskatoon 7.25 12/6 Seattle 7.75 12/11 Everett 7 12/14 Prince George 7.75

Total: 43.5 Hours

-Graham Gustafson

From: Sent: To: Subject: Tim Speltz Tuesday, November 26, 2013 3:10 PM Greg Sloan FW: Graham Gustafson Hours

#### Greg,

Below are Graham's hours. When will the checks be ready? I expect he is working on Friday so we could have Tim L give it to him then if they are ready.

t

Ŷ,

Tim

----Original Message----From: Graham Gustafson [mailto:grahamgus@comcast.net] Sent: Tuesday, November 26, 2013 3:04 PM To: Tim Speltz Subject: Hours

#### Tim,

#### November hours

Saturday Nov. 2nd Por: (8 hours) Friday Nov. 15th PG: (7.75) Saturday Nov. 16th Reg: (7.75) Wednesday Nov. 20th Van: (7.25) Saturday Nov. 23rd: (7.5)

Total: 38.25 hours

-Graham Gustafson

From: Sent: To: Cc: Subject: Tim Speltz Monday, October 28, 2013 7:04 AM Greg Sloan Mark Miles FW: Hours

1

#### Greg,

Below are Grahams hours for the last 2 weeks of October.

#### Tim

----Original Message----From: Graham Gustafson [mailto:grahamgus@comcast.net] Sent: Sunday, October 27, 2013 12:51 PM To: Tim Speltz Subject: Hours

#### Tim,

My hours for the last two weeks are the following:

Swift Current game 10/16 (7.25 hours) Everett game 10/18 (7 hours) Victoria game 10/19 (7.25 hours) Brandon game 10/25 (7.5 hours) Portland game 10/26 (8 hours)

Total= 37 hours

Thanks,

-Graham

10.

From: Sent: To: Subject: Tim Speltz Wednesday, October 09, 2013 7:45 PM Greg Sloan Ew: Hours

Greg,

Following are Graham's hours to Oct 15. Thanks.

Tim

-----Original Message-----From: Graham Gustafson To: Tim Speltz Subject: Hours Sent: Oct 9, 2013 7:31 PM

Hi Tim,

My recent hours,

Game at Eastern (3pm-10:30pm) 7.5 hours Training at the Arena (6:15pm-8:45pm) 2.5 hours October 8th game against Kelowna Rockets (3pm-10:15pm) 7.25 hours

Ł

Thanks,

-Graham Gustafson

Sent from my Verizon Wireless BlackBerry

193

# Pre To

From:	Tim Speltz
Sent:	Tuesday, August 27, 2013 7:19 AM
To:	Greg Sloan
Cc:	Mark Miles: Tim Lindblade
Subject:	Graham Gustafson

#### Greg,

Graham Gustafson is taking over the Dressing Room Assistant position that Matthew Nelson had last year. Graham worked 39.25 hours during Camp. We will need to do a check for him.

Please advise as to any information you require from Graham and I will get it for you.

#### Thanks Greg.

Tim

#### From: Graham Gustafson <u>(mailto:grahamgus@comcast.net)</u> Sent: Monday, August 26, 2013 7:24 PM To: Tim Speltz Subject: Re:

Hi Tim, just writing to say that I had a unbelievable time at camp and am very excited for this year with the Chiefs! I feel like everything went very smoothly and Tim Lindblade is a great boss. All the guys, coaches, scouts, and trainers were great as well. One quick question is how do I record my hours? I kept track of them, and I do not expect to be paid for the days where I just come in and help out a little like today because my duty is just camp and now game days. For camp my hours were Thursday the 22nd from 7:30am-6:00pm (10.5 hours) Friday the 23rd from 9:30am-7:30pm (10 hours) Saturday the 24th from 9:30am-7:15pm (8.25 hours) Thanks Tim, -Graham Gustafson

On Aug 19, 2013, at 7:32 AM, Tim Speltz < tspeltz@spokanechiefs.com > wrote:

#### Graham,

Attached is the 2013 Fall Camp Itinerary.

Thursday is the long day as we have practices that day. I'd like you to be here at 7:30 am on Thursday and that will give us time to review what we need to before the 8:00 practice. We can determine the start times for Friday, Saturday and Sunday later on Thursday.

Dress for games will be kakis and a team golf shirt or track jacket but for camp presentable shorts will be fine. I will have a chiefs shirt and track jacket for you.

1

Thanks Graham, welcome to the team, I'm looking forward to working with you.

Tim Speltz General Manager Spokane Chiefs 509) 340-8383 office 509) 990-1488 cell

# <2013 FALL CAMP ITINERARY - Master with Games highlighted.doc>

L&I Child Labor Investigation WHL Page 000345

2

Washington State I Labor & In Employment Standards P PO Box 44510 Olympia WA 98504-451 Phone (866) 219-7321 FAX (360) 902-5300	dustries rogram 0	For parents or le a minor employ	I/SCHOOL, A gal guardians and schoo ee to work according to <u>well niws gov</u> OR web pa	l officials to indicate a the terms listed by the	pproval for employer.
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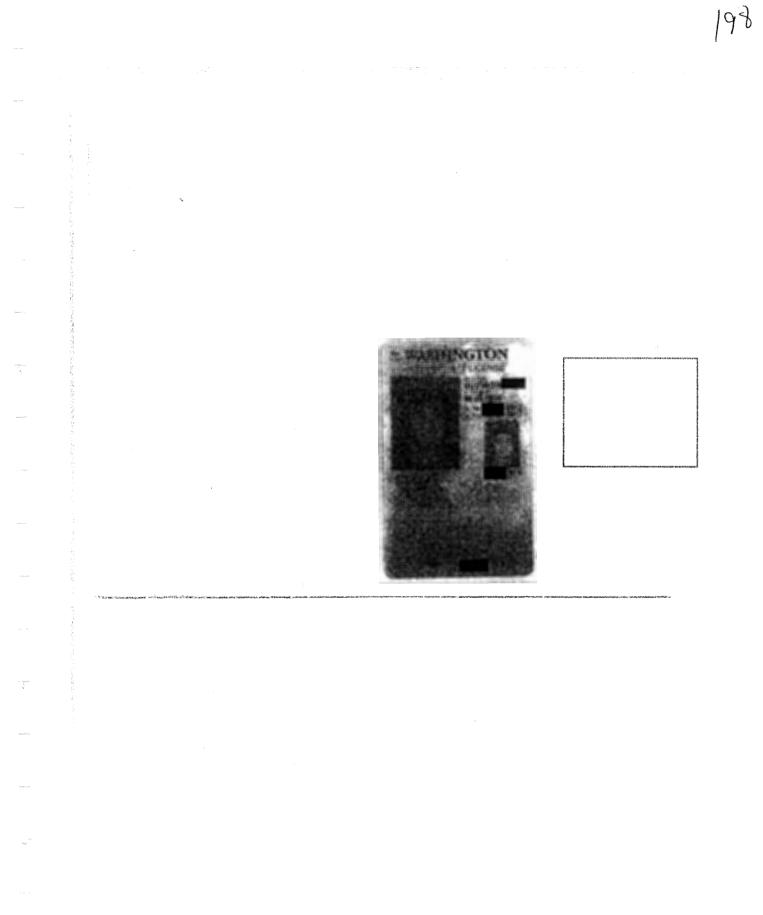
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L&I Child Labor Investigation WHL Page 000346

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A Special Variance allows a 16- or 17-year-old minor to work up to 28 hours per week with 6-hour shifts huring the school week with approval of the authorized school official and the parent. All parties must agree o these additional hours, [pursuant to WAC 296-125-070(3)].			
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# Spokane Chiefs Hockey Club

# TIMECARD REPORT

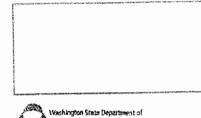
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System Date: 02/13/2014 / 9:37 am Application Date: 02/13/2014

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Employment Standards Program PO Box 44510 Olympia WA 08504-4510 Phone (050) 219-7321 FAX (360) 902-5300

# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email: feensafety@Lni we gov or Web page: www.TaonWorkers Ln: we gov

# This is not a Minor Work Permit

Employers must have a minor work permit endorsoment on their Business License for each work location with employees under age 18 and renew it each year,

See http://bls.dor.wa.gov/minorworkpermit.aspx

Do not mail this form to L&t. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be meintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (M		mation								
Name of Employ Katic Collins	ee (Minor)					f Birth mpanled by pro	1.111		Day	Year 1996
Employee (Minor 48082 E. Hall	's) Address Avenue					City Edwall	W	State A	99008	Zip
Employee (M	inor's) Scho	ol Informat	ion							
Name of Employe Reardan High	e (Minor's) Sch School	ool (If home so	chooled, pla	sase note	)   P	hone Number (in 09) 796-2701	iclude an	sa code)		
School's Address 245 S. Aspen S						City Reardan	W	State A	99029	Zip )
Employer Info	rmation									
Employer Busines Spokane Chiefs		Phone Numt (509) 328-0				UBI for Busines 41 522	s Locatio		ation Date of Permit: 2014	of Minor
Address of Minor 700 W. Mallon		l		L		City Spokane	W	State	99201	Zip
Wage per hour: s min wage	Number of day School week:_ Non-School we	varies	List Job Team S		shier		UYe	s XINO	ed at any o If answere 3 per week	· ·
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F700-002-000 Parent School Authorization 08-2013

Employer Signature		
Data Tide:	Employer Representative Signature	Print Name
1/7/2014 CFO	Smoleter Representative Signature	Greg Sloan
Succession of the second s		

#### Employee (Minor's) Signature

Date / /	Employee (Minor) Signature	· M.	Print Name 17	
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1/7/19	14th	Care	nane	COLUNY

#### Parental Authorization

(These sections to be completed by the minor's parent or guardian and school after employer completes top portion.)

I consent to allow the minor listed to be el	mproyed at the occupation and under th	ne concluons stated above.
Date Phone Number	Parent or Guardian Signature	Print Nome
119/14 509 22. 111 1		Keith Collins
U I I I I I I I I I I I I I I I I I I I	PAC CO CO G	Lite In Contros

# School Authorization (when school is in session)

The stated hours of employment meet the requirements of school attendance regulations and are hereby

approved.	19 <b>.</b>	일 옷 있는 것 같은 것 같		
Date , ,	Phone Number	Trtle:	School Authority Signature	Print Name II
110/14	23-716-2701	Campbell	1111	Matthewilling
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NOTE: Parents and school representatives should not sign this form unless the boxes for the daily and weekly work schedule are completely filled out to reflect the anticipated maximum hours of work. The school or parent may limit the hours of work for a student according to how the student will be affected by working too many hours, e.g., homework, attendance, etc. and may reduce and approve fewer hours than the rules allow or are requested by the employer,

> \*Optional School Week Special Variance Authorization\* (Non-Agricultural Employment Only) For 16- and 17 year-old Minors

A Special Variance allows a 16- or 17-year-old minor to work up to 28 hours per week with 6-hour shifts during the school week with approval of the authorized school official and the parent All parties must agree to these additional hours, [pursuant to WAC 296-126-070(3)].

School officials should not sign for any additional noure allowed by the Special Variance if a review of the student's progress indicates the additional work hours will be detrimental to the minor's educational activities.

Please check if planning to use the Special-Varlance for additional school-week work-mours.

Parental Authorization

XYes No

School Authorization

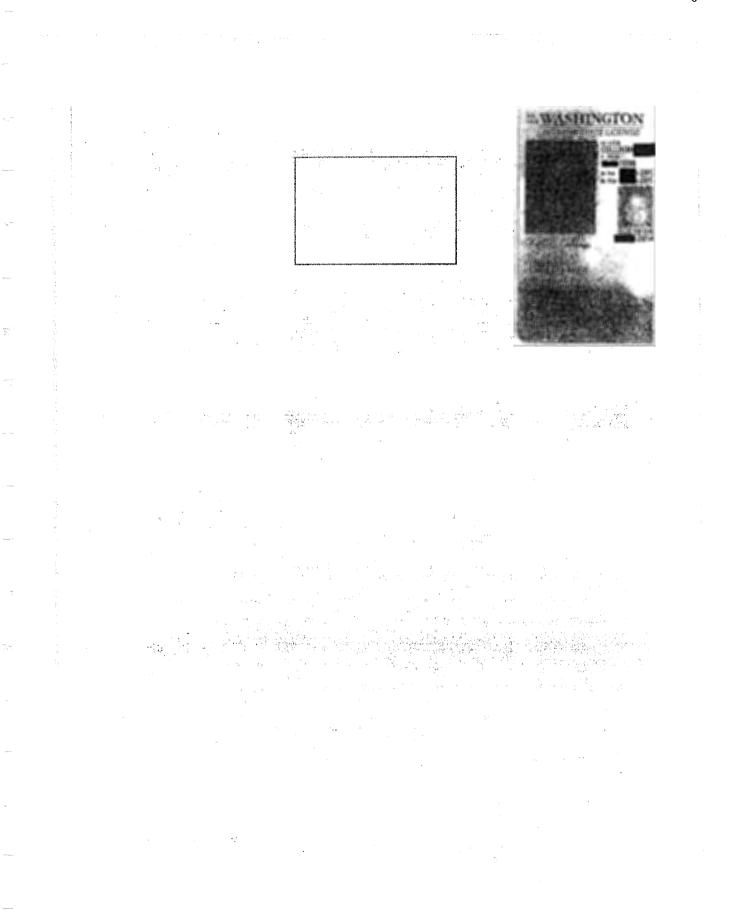
Parents: To get a copy of the prohibited duties and other child labor provisions, contact L&I by phone or email listed on the front of this form or via the internet at <u>www.TeenWorkers.Lni.wa.gov</u>.

Padres: Si tiene preguntas o necesita información en español sobre este formulario u otros requisitos para los trabajadores adolescentes, por favor vaya a <u>www.Lpi.wa.gov/Spanish/WorkplaceRights/TeenWorkers o dame al 1-</u> 866-219-7321.

For translation help in any other language, please call 1-866-219-7321 and press 0.

Comments by School Representative or Parent:

F700-002-000 Parent School Authorization 08-2013



# Spokane Chiefs Hockey Club

# TIMECARD REPORT

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# SORTED BY EMPLOYEE NUMBER/EARNINGS CODE

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10/18/13	86	05:27 PM 10:05 PM		WA	0006706	PN		4.65	42,83
10/19/13	86	05:27 PM 10:11 PM		WA	0006706		CIC	4.75	43,65
10/26/13	80	05:29 PM 10:20 PM		WA	0006706	PN		4.83	44.39
1:/02/15	5	05:28 PM 10:15 PM		WA	0006706	PN		4.75	43.65
11/15/13	86	05:33 PM 10:10 PM		WA	0006706	PN		4.59	42.18
11/16/13	36	05:27 PM 08:03 PM		WA	0006705		CLC	2.65	24.45
11/20/13	36	05:26 PM 10:07 PM		WA	0006706		CTC	4,66	42.83
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01/04/14	56	05:28 PM 10:10 PM		WA	0006706	PN		4.67	43.52
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PO 80x 44510 Olympia WA 98504-4510 Phone (866) 219-7321 FAX (360) 902-5300

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# PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for a minor employee to work according to the terms listed by the employer and within the limits of the child labor regulations.

Email: toensafety@Lni.wa.opy or Web page: vww.TeenWorkers.Lni.wa.nov

This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See http://bls.dor.wa.gov/minorworkpermit.aspx

Do not mall this form to L&I. This form is to be kept on file by the employer at the minor's workplace and be available for department audit. A copy should also be maintained by the minor's school representative. Additionally, the employer must renew this parent/school authorization by September 30, of each year or when work schedule changes.

Employee (M	linor's) infor	mation					,				
Name of Employ	ee (Minor)					f Birth		M	oth 1	Day	Year
Kayla Rott				(Must I	00 2000	mbanled by p	uou)				1996
Employee (Minor 6510 Long Lal	(c) Address (c) Drive				سیرونی کر	City Nine Mile	Falls		State	99026	Zip
Employee (M Name of Employee					1 10	hone Number (	include		cardoù		
Lakeside High	School	oor (in norrise ac	Atooleo, pi	6656 101	6	09) 340-421	2	1 11 11	0008}		
School's Address 5909 Highway	1					City Lakeside		WA	State	99020	Zip
Employer Info	ormation										
Employer Busines	ss Name	Phone Numb	per		9-Digi	UBI for Bushe	135 LOC	ation		on Date i	of Minor
Spokane Chiefs		(509) 328-0	0450		601 2	41 522			Work Pe 4/30/20	umit: )14	
Address of Minor's						City			State	00000	Zip
700 W. Mallon						Spokane		WA		99201	}
Wage per hour:	Number of day	s per week:	List Job	Dutles:			13	niner	employed	af any b	mer jou?
s min wage	School week:	varies	Team S	tore Ca	shier		X	Yes	No If	answered	d as "yes",
2 mil 4 4 20							ho	w man	y hours p	er wask	
	Non-School we	ek rand					12	NO.	1es		. 1
Maximum number	of work hours d	uring School	year		Start	and Oult time o	juring	Scho	ol year		
Maximum hours to	be worked Per	Day:			Earl	est start lime:				Circle	One
Monday - Thursday	y <u>6</u>			]	Mone	lay - Thursday	4:0	OPM		AM	(Ph)
Friday - Sunday	8			_	Fnda	y - Saturday	3:0	OPM		AM	$\overline{\mathbb{O}}$
School/parent may	adjust limits as	needed:			Later	it quit time			_	Circle	One
Maximum hours to	be worked Per	Wesk:			Sund	ay - Thursday	10:	00PM	[	AM	6 I
Weekly maximum:	28				Frida	y Saturday	11:	OOPM	[	AM	E
School/parent may	adjust limit as n	seded:			Scho	ol/parent may a	djust q	uit tim	e as need	eo:	]
Maximum number (			hool yea	<b>r</b>	Start	and Quit time d	uring I	von-S	choot ye		
Maximum hours to	De workee Per	Day:				ist start time:	3:00P	1.6		Circle	
Monday - Sunday	8					ay conday	5.001	IM			EN
Parent may adjust I Maximum hours to	mits as needed	Maak:			1	t quit time	11.00	714		Circle	
Waakimum neurs to Waakiy maximum:		INGRE,			Mond	ey - Sunday	11:00	rM		AM (	M
Parent may adjust					Paren	t may adjust qu	iit time	88 096	dod:		
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Employer Sig	nature		
Date 1/7/2014	Titler CFO	EmployeerRepresentative Signature	Print Name Greg Sloan
L		1 PL Of Maker	an a
The second s	nor's) Signature	Drint Man	
Date 1-13-14	Raya Kott	· / ///	Ja Kott
Parental Auth	orization		1
		parent or guardian and school after	employer completes top partien.)
a new party of the second state of the second		wed at the occupation and under t	
Date 12-14	Phone Number Pan S4192082	art or Guardian Signatures	211 Print Name DIN Tricia Duncan
	rization (when school is		and the main of the state of th
The stated hours	of imployment meet the r	egaliginents of schookattendan	concidulations; and are hereby
	one Number Tile	School Authority Signature	7 Print Namo 1
1-15-14 34	10 4212 ( Ounsel.	r Dmah like	M/ Linka (Mitzlaff
NOTE: Parents an	d school representatives sho	uld not sign this form unless the	boxes for the daily and weekly work
schedule are comp	pletely filled out to reflect the	anticipated maximum hours of wo	k. The school or parent may limit the
	• • • • • • • • • • • •	e student will be affected by work ewer hours than the rules allow or	ing too many hours, e.g., homework,
adencance, ele an	the second s	Ala ana ana ang ang ang ang ang ang ang an	
	Optional School V	Vook Special Varlance Aut	torization*
	CALL AND AD	ແຕ່ເປັນເປັນໃນສິຫຼາງໄຮ່ນາກວ່າຈະເຮົາໃນ ກາວແປວນັ້ນນີ້ກາວສາສະເພາະໃຫ້ແຜ່ງຄະນ	
A Special Variance	allows of 16-jor. 17 year old	angel (on we i care its balls and be ave	ock with other shift of the start
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Sebool officials at		ion liborication distance	Fill Manufactor with the second
studentis progres	andicative the additional w	ofk Rours will be detunientality	und in the squeational
JCTIVIU85.	a kana kana kana kana kana kana		
Please check if pla	anning to use the Special 1	Variance for additional school-y	reak work hours.
XIYes No	Calebar	NON	anda / hotal
• لتما السكا	Parental Aut	horization	School Authorization 7 /7
	copy of the prchibited duties or via the internet at <u>www.Tr</u>		ontact L&I by phone or email listed on
Padres: Si tione pro	eguntas o necesita informaci	ón en español sobre este formular	io u otros requisitos para los
trabajadoras adoleso 866-219-7321,	centes, por favor vaya a <u>ww</u>	v J.nl.wa.ocv/Spanish/WorkplaceF	Ilahts/TeenWorkers o llame al 1-
For translation help t	in any other language, please	e call 1-866-219-7321 and press 0.	
Comments by Schoo	ol Representative or Parent;		

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L&I Child Labor Investigation WHL

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Page 000356

# Spokane Chiefs Hockey Club

# TIMÉCARD REPORT

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# SORTED BY EMPLOYEE NUMBER/EARNINGS CODE

DATE WORKED	LABOR OP CODE	PUNCH DM	OUT TIMES	EXCEPTION CODE		ST LOC	WORK. COMP	P (	USER ID	HOUR	
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01 Regular											
09/28/13	80	05;10 PM	09:51 PM			WA	6096706		N CTC	4.66	42 83
16/18/13	30	05:30 PM	09:32 PM			WA	0006706		4 CTC	4.00	36.76
10/25/13	50	05-28 PM	09:47 PM			WA.	CC06706		N CTC	4.33	39.79
:1/02/13	83	05:33 PM	08:49 FM			₩A	0006706		N DS	3.25	29.87
11/16/13	80	05:29 PM	09:54 PM			WA	0006706		I CTC	4,42	49,62
11/23/13	30	05:30 PM	09:48 PM			WA	0006796		1 CIC	4.33	39.79
11/29/13	30	03;25 PM	07:37 PM			WA.	0006706		I CIC	4.16	38,23
12/28/13	80	05:27 PM	09:32 PM			WA	0006706		1 CIC	4.03	37,50
01/04/14	80	05:28 PM	09.37 PM			WA	0006706		I CTC	4.03	38,03
91/14/14	50	05:26 PM	09:43 PM			WA	0006706		I CTC	4,33	40,36
01/24/14	80	05:27 PM	09:27 PM			WA	0006705		I CIC	4.00	37.28
01/25/14	Q3	05:28 PM	10:13 PM			\$¥Λ	0005706		CTC	4,75	14.2?
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					DEPARTMENT SC	EARNING	S CODE 01			\$4,22	501.03
						ARTMENI				54.22	501.03
					13 ENTRIES	for repo	rt total	:		54.22	501.03

Paner 1 User (iS / sistoan

System Date: 02/13/2914 / 5:58 am Application Date: 02/13/2914



# PARENT/SCHOOL AUTHORIZATION

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Name of Employ Sarah Wier	. ,			r's Dete o t be acco	t Birth impanied by pr	000		Day	Year 1996
Employee (Mino 7615 N. Tucar	(9) Address unon Street				City Spokane	WA	State	99208	Zlp
Employee (M	linor's) Scho	ol informat	ton						
Name of Employ Lewis & Clark	ee (Minor's) Sch High School	iaol (If home s	chooled, please n	ofe) P	hone Number ( 09) 354-700	nciude area D	code)		
School's Address 521 W. 4th Av					City Spokane	WA	State	99204	Zip 1
Employer inf	ormation								
Employer Busine	as Name	Phone Num	ber ·	9-Digi	UBI for Susine	ss Location		tion Date	of Minor
Spokane Chief	ŝ	(509) 328-	0450	601 2	41 522		Work 4/30/2	Permit: 2014	
Address of Minor		1			City	WA	Stato	00201	Zip
700 W. Mallon		****			Spokane	WA		99201	
Wage per hour:	Number of da	ys per week:	List Job Dutie	8:		ls minu	employ	ed at any o	ther job?
s min wage	School week:	varies	Section Lead	er (Ushi	CT)			lf answere per week	d as "yes"

Maximum number of work hours during School year	Start and Quit time during School year
Maximum hours to be worked Per Day:	Earliest start time: Circle One
Monday - Thursday 4	Monday - Thursday 4:00PM AM PM
Friday - Sunday 8	Friday - Saturday 3:00PM AM PM
School/parent may adjust limits as needed:	Latest quit time Circle Ono
Maximum hours to be worked Per Week;	Sunday - Thursday 10:00PM AM PM
Weekly maximum: 20	Friday - Saturday 11:00PM AM PM
School/parent may adjust limit as needed:	School/parent may adjust quit time as needed:
Maximum number of work hours during Non-School year	Start and Quit time during Non-School year
Maximum hours to be worked Por Day:	Earliest start time: Circle One
Monday - Sunday 8	Monday - Sunday 3:00PM AM PM

Monday - Sunday	Monday - Sundby J. COLIVE AM PM
Parent may adjust limits as needed:	Latest quit timo Circle One
Maximum hours to be worked Per Week;	Monday - Sunday 11:00 PM AM PM
Weekly maximum: 48	Speciel Materia Balance Angele Canada Angele Canada Angele A
Parent may adjust limit as needed:	Parent may adjust quit time as needed:

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Non-School week varies

Employer Signature			
Oate 710e: 1/7/2014 CFO	Encloyer Repra	senterve Signature	Print Name Greg Sloan
	9	Left And Left all a company and	and the second of the second
Employee (Minor's) Signatur Date Endoyee (Minor) Sig		PrintName	annan ann an Star Star ann an Star an Star ann an Star an Star
1-13-14 April	a war	Sara	vh Wier
Parental Authorization			
(These sections to be completed by the		Second the second of the	
I consent to allow the minor lated to Date , Phoge Number	be employed at the occup Parent or Guardian Sign		Print Name
1-13-14 601)879-717		Oler	DENISE LUKE
henne fan denning fan de syn inneder fyn De Canadan wer Bie Belinka die en stader beine	min - PA Scholary	King Strature	Print Home Tracey Leyo
NDTE: Parents and school represents schedule are completely filled out to re hours of work for a student according	<u>min - PA</u> atives should not sign this effect the anticipated maxi to how the student will be	IW(UL) s form unless the box imum hours of work. The s affected by working t	es for the daily and weekly in he school or parant may jimi oo many hours, e.g., homaw
NDTE: Parents and school represents schedule are completely filled out to re hours of work for a student according attendance, etc. and may reduce and a *Optional S	<u>min - PA</u> atives should not sign this effect the anticipated maxi to how the student will be	IU(UU) s form unless the box imum hours of work. To a affected by working t the roles allow or are of Variance Authori toyment Only)	es for the daily and weekly he school or parant may jimi oo many hours, e.g., homay requested by the employer.
NDTE: Parents and school represents schedule are completely filled out to re hours of work for a student according attendance, etc. and may reduce and a *Optional S	<u>min - PA</u> attres should not sign this effect the anticipated maxi to how the student will be approve fewer hours than chool Week Special Non-Agricultural Emp For 16- and 17-year year old minor to work up nized school official and th	III (III) a form unless the box imum hours of work. To a affected by working t the roles allow or are of Variance Authorit loyment Only) cold Minors to 28 nours per week	es for the daily and weekly he school or parant may limit or many hours, e.g., homay requested by the employer. zation*
NOTE: Parents and school represente schedule are completely filled out to re hours of work for a student according attendance, etc. and may reduce and to *Opfional S A Special Variance allows a 16 or 17- achool week with approval of the autor	<u>min - PA</u> attres should not sign this effect the anticipated maxi to how the student will be approve fewer hours than chool Wook Special Non-Agricultural Emp For 16- and 17-year for 16- and 17-year rear-old minor to work up mixed school official and th 3))	III (III) s form unless the box imum hours of work. To a affected by working to the roles allow or are in Variance Authorit loyment Only; -old Minors to 28 hours per week to 28 hours per week	es for the daily and weekly he school or parant may limit oo many hours, e.g., homay requested by the employer. zation* with 6-hour shifts during the ust agree to these additiona
A Special Variance allows a 16 or 17- achool week with approval of the sum hours, [pursuant to WAC 206-125-070] School officials should not sign for student's progress indicates the add	<u>Min - HA</u> attves should not sign this effect the anticipated maxi to how the student will be approve fewer hours than chool Week Special Non-Agricultural Emp For 16- and 17-your rear old minor to work up nized school official and th a)) my additional hours will b	III (III) a form unlees the box imum hours of work. To a affected by working t the roles allow or are to Variance Authori Norment Only) old Minors to 28 nours per week the parent. All parties m weed by the Special V as detrimental to the to	es for the daily and weekly he school or parant may limit oo many hours, e.g., homay requested by the employer. zations*
A Special Variance allows a 18 or 17- activities. A Special Variance allows a 18 or 17- activities. Please check if planning to use the Taylog I No Depugat	<u>Min - HA</u> attves should not sign this effect the anticipated maxi to how the student will be approve fewer hours than chool Week Special Non-Agricultural Emp For 16- and 17-your rear old minor to work up nized school official and th a)) my additional hours will b	III (III) a form unlees the box imum hours of work. To a affected by working t the roles allow or are to Variance Authori Norment Only) old Minors to 28 nours per week the parent. All parties m weed by the Special V as detrimental to the to	es for the daily and weekly he school or parent may lim oo many hours, e.g., homay requested by the employer. zations*

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Comments by School Representative or Parent:

F700-002-000 Parent School Authorization 08-2013



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