



Wisconsin Union
Experiences for a lifetime

Union Council Meeting Agenda

Monday, March 14, 2016

5:30pm - 8:00pm

| | | |
|---------|---|---------|
| 5:30 pm | Dinner Served Open Forum | Jack |
| 5:45pm | Call to Order Approval of the Minutes | Jack |
| 5:45 pm | Financial Update (5 min) | Susan |
| 5:50 pm | HEC Liquidation Update (10 min) | Susan |
| 6:00 pm | Director's Report (5 min) | Mark |
| 6:05 pm | Publications - MODA Mini Including Nudity (5 min) | Jack |
| 6:10 pm | Administration Policy Updates (15 min) | Jack |
| 6:25 pm | External Relations Policy Updates (10 min) | Mohan |
| 6:35 pm | Facilities Policy Updates (15 min) | Khea |
| 6:50 pm | Dining Policy Updates (10 min) | Philip |
| 7:00 pm | Director Selection (60 min) | Deshawn |
| 8:00 pm | Meeting Adjourned | |

| | ORIGINAL BUDGET | REVISED BUDGET | CURRENT ACTUAL | ORIGINAL BUDGET VARIANCE | REVISED BUDGET VARIANCE | PRIOR ACTUAL | |
|---------------------------|--------------------|-------------------|-------------------|--------------------------------|-------------------------------|-------------------|---|
| REVENUE | | | | | | | |
| OPERATIONS & PROGRAMS | | | | | | | |
| RETAIL DINING | \$8,780,689 | \$8,962,727 | \$9,012,636 | \$231,967 | \$49,909 | \$10,189,552 | Restaurants and Markets & Cafes |
| CATERING | 2,773,437 | 2,886,376 | 2,938,782 | 165,345 | 52,406 | 3,255,881 | MUJUS and Grainger Catering, plus Conference Centers |
| FACILITY RENTALS & FEES | 1,640,992 | 1,736,264 | 1,768,167 | 127,175 | 31,903 | 1,713,720 | US Hotel/MU Guestrooms, AV rentals, campus vending, Facility fees.... |
| PROGRAMS | 1,771,176 | 1,738,283 | 1,721,151 | (50,025) | (17,133) | 1,932,021 | Theater Operations/Season, Minicourses, Alt Breaks, Hoofers.... |
| SUBTOTAL OPS&PROG | 14,966,274 | 15,323,650 | 15,440,736 | 474,462 | 117,086 | 17,091,174 | |
| SEG FEES - WU | 6,175,351 | 6,175,351 | 6,175,351 | | | 6,025,425 | |
| SEG FEES - UBIP | 4,320,617 | 4,320,617 | 4,320,617 | | | 4,301,619 | |
| PARTNERSHIP/WISCARD RE | 462,156 | 470,739 | 480,260 | 18,104 | 9,521 | 475,805 | Wiscard partnership fees, ATM commissions, Housing Wiscard web transaction fee reimbursement.... |
| CAMPUS/OTHER REIMBURS | 295,318 | 293,587 | 298,712 | 3,394 | 5,125 | 285,806 | Campus Photo ID Office/CESO support, student theater ticket subsidy supp, offsetting cost reimbursements, ... |
| MEMBERSHIP & MISC | 73,310 | 71,653 | 15,682 | (57,628) | (95,971) | 69,663 | Membership, interest income, miscellaneous gifts/contributions, ... |
| TOTAL REVENUE | 26,281,026 | 26,655,597 | 26,731,358 | 438,332 | 75,761 | 28,249,292 | |
| EXPENSES | | | | | | | |
| COST OF GOODS SOLD | 5,126,560 | 5,253,200 | 5,275,825 | 149,265 | 22,625 | 5,910,270 | Food costs, products and costs associated with generating revenue by the units |
| DIRECT OP EXPENSES | 7,287,308 | 7,457,235 | 7,560,984 | 273,656 | 103,729 | 8,254,502 | Salaries/wages/fringes, general expenses for the revenue units, Hooper expenses, Minicourses.... |
| SUPPORT SERVICES | 2,557,650 | 2,451,650 | 2,320,914 | (236,736) | (130,736) | 2,349,323 | |
| FACILITIES | 3,863,627 | 3,726,621 | 3,707,653 | (155,974) | (18,968) | 3,867,862 | |
| PROGRAMS & LEADERSHIP | 1,000,405 | 975,286 | 898,653 | (101,752) | (76,633) | 953,805 | Includes cost of WUD no fee or admission cost programming expenses |
| DEPRECIATION/BUILDINGS | 225,024 | 225,024 | 225,024 | | | 225,121 | |
| MAJOR REPR/BLDGS & EQ | 532,966 | 981,140 | 981,069 | 448,103 | (71) | 1,603,535 | Includes UBIP commitment |
| UTILITIES/TAXES/INS/TELEP | 410,725 | 456,205 | 431,349 | 20,624 | (26,856) | 427,961 | |
| STATE/UW ASSESSMENTS | 1,073,703 | 1,084,616 | 1,081,836 | 8,133 | (2,760) | 831,669 | |
| INTEREST EXPENSE/BONDE | 3,954,006 | 3,954,006 | 3,954,006 | | | 3,676,274 | |
| OTHER & OFFSETTING EXPI | 249,609 | 100,244 | 209,561 | (40,048) | 109,317 | 190,387 | Wiscard credit card fees, UBIP project swf, cashier testing services... |
| TOTAL EXPENSE | 26,281,583 | 26,667,227 | 26,646,954 | 366,271 | (20,373) | 28,295,709 | |
| NET INCOME(LOSS) | 11,443 | (11,630) | 84,504 | 73,061 | 96,134 | (46,417) | |

Wisconsin Union
Income Statement - Revenue/Expense
Year to Date
As of January 31, 2016

| | PRIOR ACTUAL | REVISED BUDGET | ORIGINAL BUDGET | CURRENT ACTUAL | PRIOR CS % | REV/BGT CS % | ORIG/BGT CS % | CURRENT CS % | PRIOR YEAR VARIANCE | PRIOR YEAR % | REVISED BUDGET VAR | REVISED BUDGET % | ORIG BUDGET VARIANCE | ORIG BUDGET % |
|-------------------------------|-------------------|-------------------|--------------------|-------------------|---------------|-----------------|------------------|-----------------|---------------------------|--------------------|--------------------------|------------------------|----------------------------|---------------------|
| REVENUE | | | | | | | | | | | | | | |
| Direct Operating Revenue | | | | | | | | | | | | | | |
| Restaurants | \$6,016,810 | \$5,018,523 | \$4,915,205 | \$5,044,855 | 21.3% | 18.8% | 18.7% | 18.9% | (\$971,955) | (16.2%) | \$26,332 | 0.5% | \$129,650 | 2.6% |
| Markets & Cafes | 4,172,742 | 3,944,204 | 3,865,464 | 3,967,781 | 14.8% | 14.8% | 14.7% | 14.8% | (204,961) | (4.9%) | 23,577 | 0.6% | 102,317 | 2.6% |
| WU Catering | 2,598,475 | 2,229,779 | 2,125,200 | 2,295,260 | 9.2% | 8.4% | 8.4% | 8.6% | (303,215) | (11.7%) | 65,481 | 2.9% | 170,060 | 8.0% |
| Conf Center Catering | 657,406 | 656,598 | 648,237 | 643,522 | 2.3% | 2.5% | 2.5% | 2.4% | (13,884) | (2.1%) | (13,076) | (2.0%) | (4,715) | (0.7%) |
| Retail | 1,177,365 | 1,177,211 | 1,150,585 | 1,184,475 | 4.2% | 4.4% | 4.4% | 4.4% | 7,110 | 0.6% | 7,264 | 0.6% | 33,890 | 2.9% |
| Programs | 1,932,021 | 1,738,283 | 1,771,176 | 1,721,151 | 6.8% | 6.5% | 6.7% | 6.4% | (210,870) | (10.9%) | (17,132) | (1.0%) | (50,025) | (2.8%) |
| Total Op Revenue | 16,554,819 | 14,764,598 | 14,475,867 | 14,857,044 | 58.6% | 55.4% | 55.1% | 55.6% | (1,697,775) | (10.3%) | 92,446 | 0.6% | 381,177 | 2.6% |
| Indirect Revenue | | | | | | | | | | | | | | |
| Commissions | 240,950 | 244,635 | 243,453 | 244,635 | 0.9% | 0.9% | 0.9% | 0.9% | 3,685 | 1.5% | 1,359 | 0.5% | 1,182 | 0.5% |
| Rentals | 247,738 | 253,621 | 212,045 | 254,980 | 0.9% | 1.0% | 0.8% | 1.0% | 7,242 | 2.9% | 8,428 | 1.5% | 42,935 | 20.2% |
| Service Revenue | 541,255 | 546,927 | 507,928 | 555,355 | 1.9% | 2.1% | 1.9% | 2.1% | 14,100 | 2.6% | 8,428 | 1.5% | 47,427 | 9.3% |
| Reimbursements | 46,626 | 36,000 | 48,000 | 38,977 | 0.2% | 0.1% | 0.2% | 0.1% | (7,649) | (16.4%) | 2,977 | 8.3% | (10,023) | (20.5%) |
| Total Indirect Revenue | 1,076,569 | 1,081,183 | 1,012,426 | 1,093,947 | 3.8% | 4.1% | 3.9% | 4.1% | 17,378 | 1.6% | 12,764 | 1.2% | 81,521 | 8.1% |
| Net Operating Revenue | 17,631,388 | 15,845,781 | 15,488,293 | 15,950,991 | 62.4% | 59.4% | 58.9% | 59.7% | (1,680,397) | (9.5%) | 105,210 | 0.7% | 462,698 | 3.0% |
| Other Revenue | | | | | | | | | | | | | | |
| Student Segregated Fe | 6,025,425 | 6,175,351 | 6,175,351 | 6,175,351 | 21.3% | 23.2% | 23.5% | 23.1% | 149,926 | 2.5% | (3,153) | (1.5%) | (18,710) | (36.4%) |
| Student Seg Fees - UE | 4,301,619 | 4,320,617 | 4,320,617 | 4,320,617 | 15.2% | 16.2% | 16.4% | 16.2% | 18,998 | 0.4% | (9,941) | (23.3%) | (3,006) | (56.7%) |
| Campus Vending | 179,848 | 206,315 | 203,162 | 203,162 | 0.6% | 0.8% | 0.8% | 0.8% | 23,314 | 13.0% | 4,032 | 42.5% | 7,579 | 127.4% |
| Membership | 36,556 | 42,575 | 51,344 | 32,634 | 0.1% | 0.2% | 0.2% | 0.1% | (8,732) | (18.2%) | 2,300 | 2.0% | (3,006) | (56.7%) |
| Investment Revenue | 4,797 | 9,497 | 5,950 | 13,529 | 0.0% | 0.0% | 0.0% | 0.1% | 8,732 | 182.0% | 2,300 | 2.0% | (3,006) | (56.7%) |
| Investment Rev - UBP | | | | 2,300 | | | 0.0% | 0.0% | (36,884) | (53.0%) | (22,688) | (40.9%) | (10,229) | (23.8%) |
| Miscellaneous | 69,658 | 55,462 | 43,003 | 32,774 | 0.2% | 0.2% | 0.2% | 0.1% | 162,464 | 1.5% | (29,450) | (0.3%) | (24,366) | (0.2%) |
| Total Other Revenue | 10,617,903 | 10,809,817 | 10,804,733 | 10,780,367 | 37.6% | 40.6% | 41.1% | 40.3% | (1,517,933) | (5.4%) | 75,760 | 0.3% | 438,332 | 1.7% |
| Total Revenue | 28,249,291 | 26,655,598 | 26,293,026 | 26,731,358 | 100.0% | 100.0% | 100.0% | 100.0% | (1,517,933) | (5.4%) | 75,760 | 0.3% | 438,332 | 1.7% |
| EXPENSES | | | | | | | | | | | | | | |
| Cost of Goods Sold | | | | | | | | | | | | | | |
| Food | 5,848,828 | 5,204,972 | 5,076,091 | 5,224,719 | 20.7% | 19.5% | 19.3% | 19.5% | (625,110) | (10.7%) | 19,747 | 0.4% | 148,628 | 2.9% |
| Retail Merchandise | 60,441 | 48,228 | 50,469 | 51,106 | 0.2% | 0.2% | 0.2% | 0.2% | (9,395) | (15.4%) | 2,878 | 6.0% | 637 | 1.3% |
| Total Cost of Goods | 5,910,270 | 5,253,200 | 5,126,560 | 5,275,825 | 20.9% | 19.7% | 19.5% | 19.7% | (634,445) | (10.7%) | 22,625 | 0.4% | 149,265 | 2.9% |
| Direct Op Expenses | | | | | | | | | | | | | | |
| Salaries, Wages, Fring | 4,783,502 | 4,469,398 | 4,568,585 | 4,460,663 | 16.9% | 16.8% | 17.4% | 16.7% | (322,839) | (6.7%) | (6,735) | (0.2%) | (107,922) | (2.4%) |
| Supplies & Services | 3,052,088 | 2,641,688 | 2,413,832 | 2,752,234 | 10.8% | 9.9% | 9.2% | 10.3% | (299,854) | (9.8%) | 110,546 | 4.2% | 338,402 | 14.0% |
| Depreciation - Equipme | 220,621 | 193,808 | 192,443 | 193,812 | 0.8% | 0.7% | 0.7% | 0.7% | (26,809) | (12.2%) | 4 | 0.0% | 1,369 | 0.7% |
| Total Direct Op Exper | 8,056,211 | 7,304,894 | 7,174,860 | 7,406,709 | 28.5% | 27.4% | 27.3% | 27.7% | (649,502) | (8.1%) | 101,815 | 1.4% | 231,849 | 3.2% |
| Support Services | | | | | | | | | | | | | | |
| Salaries, Wages, Fring | 1,970,392 | 1,990,798 | 2,048,499 | 1,921,578 | 7.0% | 7.5% | 7.8% | 7.2% | (48,814) | (2.5%) | (69,220) | (3.5%) | (126,921) | (6.2%) |
| Supplies & Services | 527,570 | 543,447 | 583,552 | 483,659 | 1.9% | 2.0% | 2.2% | 1.8% | (43,911) | (8.3%) | (59,788) | (11.0%) | (99,893) | (17.1%) |
| Depreciation - Equipme | 49,652 | 69,745 | 38,048 | 69,933 | 0.2% | 0.3% | 0.1% | 0.3% | 20,281 | 40.8% | 188 | 0.3% | 31,885 | 83.8% |
| Total Support Service | 2,547,614 | 2,603,990 | 2,670,099 | 2,475,170 | 9.0% | 9.8% | 10.2% | 9.3% | (72,444) | (2.8%) | (128,820) | (4.9%) | (184,929) | (7.3%) |

Wisconsin Union
Income Statement - Revenue/Expense
Year to Date
As of January 31, 2016

| | PRIOR ACTUAL | REVISED BUDGET | ORIGINAL BUDGET | CURRENT ACTUAL | PRIOR CS % | REV/BGT CS % | ORIG/BGT CS % | CURRENT CS % | PRIOR YEAR VARIANCE | PRIOR YEAR % | REVISED BUDGET VAR | REVISED BUDGET % | ORIG BUDGET VARIANCE | ORIG BUDGET % |
|---|-------------------|-------------------|--------------------|-------------------|---------------|-----------------|------------------|-----------------|---------------------------|--------------------|--------------------------|------------------------|----------------------------|---------------------|
| Facilities | | | | | | | | | | | | | | |
| Salaries, Wages, Fring | \$2,910,865 | \$2,791,946 | \$2,942,923 | \$2,753,673 | 10.3% | 10.5% | 11.2% | 10.3% | (\$157,192) | (5.4%) | (\$38,273) | (1.4%) | (\$189,250) | (6.4%) |
| Supplies & Services | 697,370 | 617,999 | 598,999 | 636,890 | 2.5% | 2.3% | 2.3% | 2.4% | (60,480) | (8.7%) | 18,891 | 3.1% | 37,991 | 6.3% |
| Depreciation - Equipme | 269,627 | 316,676 | 321,805 | 317,090 | 0.9% | 1.2% | 1.2% | 1.2% | 57,463 | 22.1% | 414 | 0.1% | (4,715) | (1.5%) |
| Total Facilities Expen | 3,867,862 | 3,726,621 | 3,863,627 | 3,707,653 | 13.7% | 14.0% | 14.7% | 13.9% | (160,209) | (4.1%) | (18,968) | (0.5%) | (155,974) | (4.0%) |
| Programs & Leadership | | | | | | | | | | | | | | |
| Salaries, Wages, Fring | 503,908 | 521,754 | 504,711 | 525,351 | 1.8% | 2.0% | 1.9% | 2.0% | 21,443 | 4.3% | 3,597 | 0.7% | 20,640 | 4.1% |
| Supplies & Services | 442,170 | 442,248 | 483,202 | 362,018 | 1.6% | 1.7% | 1.8% | 1.4% | (80,152) | (18.1%) | (80,230) | (18.1%) | (121,184) | (25.1%) |
| Depreciation - Equipme | 7,727 | 11,284 | 12,492 | 11,284 | 0.0% | 0.0% | 0.0% | 0.0% | 3,557 | 46.0% | | | (1,208) | (9.7%) |
| Total Program Expen | 953,805 | 975,286 | 1,000,405 | 898,653 | 3.4% | 3.7% | 3.8% | 3.4% | (55,152) | (5.8%) | (76,633) | (7.9%) | (101,752) | (10.2%) |
| Depreciation & Major Repairs/Maintenance | | | | | | | | | | | | | | |
| Major Rprs/Mnt - Equip | 7,007 | | 7,700 | | 0.0% | 0.0% | 0.0% | 0.0% | (7,007) | (100.0%) | | | (7,700) | (100.0%) |
| Major Rprs/Mnt - Bldg | 466,899 | 455,874 | 640,556 | 455,803 | 1.7% | 1.7% | 2.4% | 1.7% | (11,096) | (2.4%) | (71) | (0.0%) | (184,753) | (28.8%) |
| Def Bldg Exp - UBP | 1,134,629 | 525,266 | (115,290) | 525,266 | 4.0% | 2.0% | (0.4%) | 2.0% | (609,363) | (53.7%) | | | 640,556 | (555.6%) |
| Depreciation - Bldg | 225,121 | 225,024 | 225,024 | 225,024 | 0.8% | 0.8% | 0.9% | 0.8% | (97) | (0.0%) | | | | |
| Total Depr & Major Ri | 1,833,656 | 1,206,164 | 757,990 | 1,206,093 | 6.5% | 4.5% | 2.9% | 4.5% | (627,563) | (34.2%) | (71) | (0.0%) | 448,103 | 59.1% |
| Utilities, Taxes & Insurance | | | | | | | | | | | | | | |
| Unemployment Compe | 6,306 | 4,137 | 8,456 | 1,011 | 0.0% | 0.0% | 0.0% | 0.0% | (5,285) | (84.0%) | (3,126) | (75.6%) | (7,445) | (88.0%) |
| Worker's Compensation | 45,619 | 45,619 | 45,619 | 45,619 | 0.2% | 0.2% | 0.2% | 0.2% | | | | | | |
| Telephone | 49,200 | 47,124 | 47,124 | 47,232 | 0.2% | 0.2% | 0.2% | 0.2% | (1,968) | (4.0%) | 108 | 0.2% | 108 | 0.2% |
| Insurance - Property | 68,800 | 123,200 | 59,976 | 123,200 | 0.2% | 0.5% | 0.2% | 0.5% | 54,400 | 79.1% | | | 63,224 | 105.4% |
| Heating/Cooling | 91,076 | 69,096 | 79,988 | 46,566 | 0.3% | 0.3% | 0.3% | 0.2% | (44,510) | (48.9%) | (22,530) | (32.6%) | (32,422) | (41.0%) |
| Electricity | 87,803 | 102,914 | 104,447 | 101,606 | 0.3% | 0.4% | 0.4% | 0.4% | 13,803 | 15.7% | (1,308) | (1.3%) | (2,841) | (2.7%) |
| Water & Sewer | 31,501 | 17,500 | 17,500 | 17,500 | 0.1% | 0.1% | 0.1% | 0.1% | (14,001) | (44.4%) | 959 | 2.0% | | |
| Trash Removal | 47,656 | 48,615 | 48,615 | 48,615 | 0.2% | 0.2% | 0.2% | 0.2% | | | | | | |
| Total Utilities, Taxes & | 427,961 | 458,205 | 410,725 | 431,349 | 1.5% | 1.7% | 1.6% | 1.6% | 3,388 | 0.8% | (26,856) | (5.9%) | 20,624 | 5.0% |
| Stater/UW Assessments | | | | | | | | | | | | | | |
| Municipal Services | 55,300 | 65,100 | 56,959 | 65,100 | 0.2% | 0.2% | 0.2% | 0.2% | 9,800 | 17.7% | | | 8,141 | 14.3% |
| Utility Assessments | 131,307 | 105,553 | 105,553 | 105,553 | 0.5% | 0.4% | 0.4% | 0.4% | (25,754) | (19.6%) | | | | |
| UW Assessments | 645,062 | 913,963 | 911,191 | 911,183 | 2.3% | 3.4% | 3.5% | 3.4% | 266,121 | 41.3% | (2,780) | (0.3%) | (8) | (0.0%) |
| Total Stater/UW Asset | 831,669 | 1,084,616 | 1,073,703 | 1,081,836 | 2.9% | 4.1% | 4.1% | 4.0% | 250,167 | 30.1% | (2,780) | (0.3%) | 8,133 | 0.8% |
| Other Expenses | | | | | | | | | | | | | | |
| Debt Svc UBP/WU | 3,676,274 | 3,954,006 | 3,954,006 | 3,954,006 | 13.0% | 14.8% | 15.0% | 14.8% | 277,732 | 7.6% | | | | |
| Misc - SWF, S&S | 143,761 | 64,246 | 200,612 | 170,584 | 0.5% | 0.2% | 0.8% | 0.6% | 26,923 | 18.7% | 106,338 | 165.5% | (30,028) | (15.0%) |
| Reimbursements | 46,626 | 36,000 | 49,000 | 38,977 | 0.2% | 0.1% | 0.2% | 0.1% | (7,649) | (16.4%) | 2,977 | 8.3% | (10,023) | (20.5%) |
| Total Other Expenses | 3,866,661 | 4,054,252 | 4,203,618 | 4,163,567 | 13.7% | 15.2% | 16.0% | 15.6% | 296,906 | 7.7% | 109,315 | 2.7% | (40,051) | (1.0%) |
| Total Expenses | 28,295,709 | 26,667,228 | 26,281,587 | 26,646,855 | 100.2% | 100.0% | 100.0% | 99.7% | (1,648,854) | (5.8%) | (20,373) | (0.1%) | 365,268 | 1.4% |
| Net Income/(Loss) | (46,418) | (11,630) | 11,439 | 84,503 | (0.2%) | (0.0%) | 0.0% | 0.3% | 130,921 | (282.0%) | 96,133 | (826.6%) | 73,064 | 638.7% |

Union Council Meeting
Minutes
Tuesday, February 23, 2016

Present:

Juli Aulik, Alumni Rep
Jack Comeau, President
George Cutlip, Alumni Rep (WAA)
Susan Dibbell, Treasurer
Jessica Franco-Morales, ASM Rep
Mark Guthier, Secretary
Erin Harper, ASM Rep
Madison Laning, ASM Chair
Heidi Lang, Ex-Officio
Lori Berquam, ex-officio
Tyler O'Connell, VP-Development
Philip Ostrov, VP-Internal Relations
Khea Yashadhana, VP-External Relations
Peter Lipton, Faculty Rep

Absent:

Brett Ducharme, ASM Rep
Will Lipske, Academic Staff Rep
Mohan Mandali, WUD Rep

5:30pm Mixer with Officer Candidates

Meeting Called to order at 6pm

Minutes from February 1, 2016 were approved.

Jack Comeau provided an update on the Summer Coordinator positions. There was not time to approve them by this body so Union Council Exec approved. Major change was moving from 3 Summer Music Coordinators to 2 paid summer production managers. Given the complexity of this summer with limited capacity there are limits on the size of acts that can be booked this summer. Students will be paid and will assist in advancing the show as well as night of show coverage.

Officer Selection

Moved into closed session at 6:04pm.

Khea announced that there were 23 officer applicants for 3 positions. 19 were interviewed in the first round.

The following students were selected to serve as Officers for 2016-17:

Deshawn McKinney, President

Lily R. Hansen, Vice President External Relations

Adan Abu-Hakmeh, Vice President Internal Relations

Meeting was adjourned at 9:40pm

Classification

positions @ November 2015

| Category I - Pres for sure/choice of adding another | Category II - Student - not necessarily Pres | Category III - Pres Informal/choice | Category IV - Not Informed/No Involvement |
|---|--|-------------------------------------|---|
| | | STUDENT SERVICES SPEC | ASSOC STU SERV COORD |
| EXTERNAL RELATIONS | | | |
| ASST DIRECTOR | ADMIN PRG MANAGER III | SR MARKETING SPEC | |
| | | ASSOC MARKETING SPEC | |
| | | SR ARTIST | |
| | | ASSOC MARKETING SPEC | |
| | | UNIV SERVICES ASSOC 2 | |
| | | ASSOC MARKETING SPEC | |
| | | UNIV RELATIONS SPEC | |
| | | ASSOC DEVELOP SPEC | |
| | | ASSOC UNIV REL SPEC | UNIV SERVICES ASSOC 2 |

| PROGRAM LEADERSHIP | | | |
|---------------------------|-----------------------|-----------------------|------------------|
| Category I: | Category II: | Category III: | |
| ASST DIRECTOR | SR ADMIN PRGM SPEC | ASSOC STU SERV COORD | |
| | STUDENT SV/PR MGR II | SR STUDENT SERV COORD | |
| | STUDENT SV/PR MGR I | STUDENT SERVICES SPEC | |
| | | ASSOC STUDENT SV SPEC | |
| | | ASSOC RECREATION SPEC | |
| | | RECREATION SPECIALIST | |
| | ADMIN PRG MANAGER III | DEVELOP SPECIALIST | ASSOCIATE ARTIST |
| | | ARTIST | |
| | | ADMIN PROGRAM SPEC | |
| | | UNIVERSITY BUS SPEC | |
| | | SR UNIV REL SPEC | |
| | STUDENT SV/PR MGR I | | |
| | ADMIN PROGRAM SPEC | | |

Wisconsin Union Policy A5-0
Computer Support/Information Systems Purpose Statement

Provide and maintain a computing environment that is efficient, secure, flexible, and consistent with the applicable University and State regulations and ensure that the computing environment meets current and emerging needs of the organization, including support for PC and Apple equipment in an appropriate, coordinated and cost-efficient way.

Date(s) of Action: March 30, 2005; 2/19/16, draft revision

Former Policy AM5-0

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Wisconsin Union Policy ER9-3 Non-Governmental and Non-Campus Co-Sponsorship Support

This policy and its guidelines refer to co-sponsorship agreements between the Wisconsin Union, non-governmental, and non-campus organizations. In seeking to complement the academic mission of the University of Wisconsin-Madison, it is the general mission of the Wisconsin Union to provide opportunities for students, faculty, staff and Union members to participate in a large portion of the social, educational, cultural and recreational programs held on the campus.

The UW System has a policy (UWS 21) regarding the use of University facilities by outside individuals and organizations. In addition, the University of Wisconsin-Madison has established policies governing advertising, commercial use, acceptance of gifts, and sponsorships. All requests must be in accordance with these policies:

“The University of Wisconsin-Madison (“University”) recognizes that many of its activities provide potential sources of revenue or other non-financial benefits through legitimate and worthwhile opportunities for advertising, sponsorships and other promotional activities. This revenue can be beneficial to the entire University community, and, in turn, the State of Wisconsin.

However, it is also necessary to recognize that the University is a public institution and that its reputation and image must be protected. Therefore, the University has adopted the following policies applicable to the granting of advertising, sponsorship and promotional rights to non-university entities.

The Office of the Vice Chancellor for Legal and Executive Affairs (“Legal and Executive Affairs”) has been given the authority to administer these policies under the authority of the UW System Board of Regents (“Regents”). In addition, any dispute about these policies or their application must be referred for resolution to Legal and Executive Affairs. Certain decision making and administrative functions related to these policies may be delegated to other University offices or entities upon appropriate application to and approval by the Vice Chancellor for Legal and Executive Affairs (“Vice Chancellor”).”

In general, the Wisconsin Union encourages the pursuit of outside sponsorships, provided that these sponsorships provide support to enhance Union programs and services in a manner that is consistent with the Union’s mission, vision and goals. In addition, care should be taken in considering possible co-sponsorships with organizations that provide products and services that

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are similar in nature to those offered by the Union to minimize situations in which competing businesses are involved in Union programs.

To ensure compliance with University policies, the Wisconsin Union has developed formal procedures for review and approval of sponsorships. The process for following these procedures varies depending on whether the program in question is sponsored by Directorate or another Wisconsin Union department, however in each case, the focus is intended to follow consistent standards of approval, ensure compliance with University policies, and coordinate sponsorships from an organization-wide perspective.

Non-Directorate sponsored events will be coordinated by the Assistant Director for External Relations and approved by the Wisconsin Union Director. Directorate sponsored programs will be coordinated by the individual committees and approved by the Wisconsin Union Directorate. In cases where events include both non-Directorate departments and Directorate, approval will be made by the Wisconsin Union Directorate with input from the Wisconsin Union Director. Decisions of the Directorate may be appealed to Union Council.

The Assistant Director for External Relations and Directorate are expected to share sponsorship agreements with the Marketing Director, who will fulfill sponsorship obligations as they relate to traditional, digital, and experiential marketing. The Marketing Department will have no decision-making authority over co-sponsorship agreements but will work with the Assistant Director for External Relations to identify approved sponsorship inventory and maintain marketing alignment with the Wisconsin Union's overall brand.

For information on specific guidelines and procedures, see procedures ER9-3a and ER9-3b.

Additional background:

Former Policy 7.17

Date(s) of Action: May 8, 1985; November 15, 1995; March 30, 2005

Former Policy AM9-3

Last Date of Review: Spring 2016

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Wisconsin Union Policy ER9-1

Union Web Site Policy

The Wisconsin Union maintains a Web site at union.wisc.edu. The site has been active since 1996. A redesign was completed in the fall of 2001, and again in 2015. The site provides students, Wisconsin Union members, the UW-Madison community, and the general public with accurate and up-to-date information on the Union's programs, services, and activities.

To ensure consistency, quality, and a unified organizational identity, professional staff members of Union Marketing maintain the overall design, functionality and content of the site. Wisconsin Union operating units, Wisconsin Union Directorate, and related organizations are featured on the site at no charge to the individual department. Unlike most Wisconsin Union units, Wisconsin Union Directorate and Wisconsin Hoofers have the option of designing, maintaining and hosting their own external websites in addition to their presence on union.wisc.edu, should they decide to do so; however all content on the Wisconsin Union site must follow the established Union web policies and procedures.

- All information must be accurate, current, and meet ADA Accessibility Guidelines. Links to files that are out of date, not related to Union programs and services, or otherwise deemed inappropriate by the Union Leadership Team may be disabled.
- The Union web site is intended to serve an external audience. In general, any information that primarily serves internal user groups (Union policies, forms, online trainings, etc) should not appear on the Union website unless it is determined that the information serves external customers. Information for internal groups may be made available through other means, such as the Union's shared drive or possible development of a Union intranet.
- The Marketing & External Relations Area will be responsible for developing graphic standards for Union web pages to ensure that the Union projects a consistent and easily identifiable look throughout the web site. (*All external Directorate or Hooper websites must include a link back to the Union's website.)
- Each web page must follow the *World Wide Web Accessibility Policy* at UW-Madison. Information on the policy can be found at: <http://www.wisc.edu/policies/wwwap/>.

Related materials and support documents:

- Wisconsin Union Procedure ER9-1a: Web Procedure for Wisconsin Union Directorate and Wisconsin Hoofers

Date(s) of Action: March 30, 2004

Former Policy AM9-1

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Wisconsin Union
Experiences for a lifetime

Wisconsin Union Procedure A6-0f
Student Involvement in Selection of Permanent Staff

1. Student involvement in the selection of permanent staff will depend on the position being filled. (Refer the attached 'Schedule 1' for supplemental category and position details). as follows:

• Category I

○ The President **and** another student employee, to be determined by the President, will be on the interview panel for any position at the Assistant Director level or higher (Category I), including:

- ❖ Wisconsin Union Director
- ❖ Wisconsin Union Deputy Director
- ❖ Assistant Director – Administration
- ❖ Assistant Director – Dining
- ❖ Assistant Director – Facilities
- ❖ Assistant Director – External Relations
- ❖ Assistant Director – Program & Leadership

• Category II

○ The President will be informed of the recruitment process for all Category II positions). The President may choose to participate on the interview panel him/herself, or the President may select a Union Council VP or a student employee to be on the interview panel, for any of the following positions:

❖ Administration:

- Student Services Program Manager III (Financial Manager)
- UW Human Resource Manager Advanced (Human Resource Director)
- IS Supervisor 2 (Information Technology Director)

❖ Dining:

- Admin Program Manager III (Catering)
- Food Service Administrator (Deli's & Cafes)
- Food Service Administrator (Restaurants)

❖ Facilities:

- Student Services Program Manager III (Operations)
- Building/Grounds Superintendent
- Student Services Program Manager III (Events)

❖ External Relations:

- Admin Program Manager III (Marketing)

❖ Program & Leadership:

- Admin Program Manager III (Theater)
- Senior Admin Program Specialist (Jones Leadership Center)
- Student Services Program Manager II (Wheelhouse Studios)
- Student Services Program Manager I (Outdoor UW)
- Development Specialist (Theater)
- Student Services Program Manager I (Program Advisor)

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Wisconsin Union Procedure A6-0f
Student Involvement in Selection of Permanent Staff

- Admin Program Specialist (Program Advisor)
- Category III
 - The President will be informed of the recruitment process. If the President wishes to, he/she may appoint a student WUD member or a student employee to be on the interview panel, for any of the following positions:
 - ❖ Director's Office:
 - Program Assistant Advanced
 - ❖ Administration:
 - Financial Specialist Program Supervisor
 - Accountant
 - UW Human Resources Manager
 - HR Assistant Advanced
 - Training Officer Senior
 - IS Network Service Senior
 - IS Technical Service Professional
 - IS System Development Service Senior
 - ❖ Dining:
 - Food Service Admin (Catering)
 - Food Service Manager (Catering)
 - Food Service Manager (Kitchens)
 - Food Service Manager (Cafes & Delis)
 - Food Service Manager (Restaurants)
 - ❖ Facilities:
 - Engineering Specialist Adv I (Facility Support)
 - Carpenter (Tech Maintenance)
 - Electrician (Tech Maintenance)
 - Painter (Tech Maintenance)
 - Admin. Program Specialist (CESO)
 - UW Program Specialist Support (Production)
 - University Specialist Support (Hotels)
 - Student Services Specialist (Facility Support)
 - ❖ External Relations:
 - Senior Marketing Specialist (Marketing Director)
 - Associate Marketing Specialist (Marketing Production Manager))
 - Senior Artist (Marketing)
 - University Relations Specialist (Membership Director)
 - ❖ Program & Leadership:
 - Senior Admin Program Specialist (Jones Leadership)
 - Associate Student Services Coordinator (Program)
 - Student Services Program Manager II (Wheelhouse)

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Wisconsin Union Procedure A6-0f
Student Involvement in Selection of Permanent Staff

- Senior Student Services Coordinator (Wheelhouse)
 - Student Services Program Manager I (Outdoor UW)
 - Student Services Specialist (Outdoor UW)
 - Associate Student Services Specialist (Hoofers Advisor)
 - Associate Recreation Specialist (Hoofers Stable Manager)
 - Recreation Specialist (Outdoor UW)
 - Artist (Theater)
 - Associate Artist (Theater)
 - Admin Program Specialist (Theater)
 - University Business Specialist (Theater)
 - Senior University Relations Specialist (Theater)
 - Category IV
 - No official communication will be made with the President regarding the recruitment process for Category IV positions.
 - No Program & Leadership Unit positions are included in Category IV.

 - In Summary:
 - Category I positions require the President and one other student's participation on the interview panel (two students).
 - Category II positions require one student to participate on the interview panel (the President or a student selected by the President)
 - Category III positions may involve a student's participation on the interview panel, at the President's discretion.
- (
2. 1.—At the time a full-time academic staff position in Category I, II and III for -
The Wisconsin Union becomes vacant or is under consideration to be created, a written job description including salary range to be offered will be given to the Council President ~~and the Administration & Marketing Sub-Committee of Council~~ for review and recommendations. Special criteria for the job should be attached.
At his/her discretion, the President may share this vacancy information with the other officers and/or the Administrative Sub-Committee.

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Wisconsin Union Procedure A6-0f
Student Involvement in Selection of Permanent Staff

~~Special criteria for the job should be attached.~~

3. ~~If the President is not personally serving on the interview panel for a Category II or III position, th2.~~ The Union Director or his designated representative will report to the President and the Administration & Marketing Sub-Committee concerning the recruitment procedure to be followed process, the results of recruitment, and the candidates being considered. It is the responsibility of the President to communicate this information to the other officers and to the Administrative Sub-Committee.
4. ~~When3.~~ When applications and references are received from candidates under consideration, copies will be given to the President to be circulated among the Administration & Marketing Sub-Committee and such others as the President deems appropriate. It is recommended that the Director or his designated representative confer with the President to discuss the applications and references.
5. ~~4.~~ The President and members of the Administration & Marketing Sub-Committee are free to ask that any candidate under consideration have a personal interview.
- 6.
7. The president and another student employee, to be determined by the President, will be on all final interview panels for any position at the Assistant Director level or higher.
8. ~~5.~~ When a date is set to interview a candidate, the President will be immediately notified and a time and place will be set to interview the candidate.
9. ~~The President is expected to involve others, as appropriate, in the interview. No candidate may be considered without having been interviewed by at least two of the Council officers unless an extreme situation exists (e.g. the candidate can only be interviewed by long distance phone).~~
10. ~~6.~~ The President and/or his/her designated student representative(s) serve on an interview panel, t will be present at meetings when candidates are considered. Their opinions will be considered equally with other opinions. No candidate may be recommended unless the President or his representative-designee has been involved in the decision and at least three of the five Council officers concur with the decision.

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Wisconsin Union
Experiences for a lifetime

Wisconsin Union Procedure A6-0f
Student Involvement in Selection of Permanent Staff

11. ~~7.~~ —After hiring, at the President's request, the new staff member may~~will~~ be invited to the next meeting of the Council.
- 12.

Additional background, related materials, and support documents:

- Schedule 1
- Former Policy 4.1
- As new job titles and/or organizational restructuring occur, this policy will be updated to reflect relevant changes.

The Wisconsin Union Leadership Team approved this procedure and its amendments on the following date(s): February 1, 1973; March 28, 1973; November, 2015

Former Policy AM6-0f

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Wisconsin Union Policy WU2-0 Committees of Union Council

To strengthen the Wisconsin Union and its governance, the Union Council by this action seeks to better define its roles and responsibilities, to clarify its policies and procedures, to involve itself fully in policy development and implementation, to provide an avenue for complaints and recommendations from the members of the Wisconsin Union, and to report conscientiously to the membership.

- A. To broaden and deepen understanding of the Wisconsin Union and the powers and responsibilities of its Council:
1. The Executive Committee of the Union Council will present a detailed explanation of the structure and functions of the Wisconsin Union as part of an orientation program for the Council at its first meeting each year;
 2. The Executive Committee, or its designees, will provide a similar orientation program open to all interested members of the University community at least once each year, early in each fall semester;
 3. The Executive Committee will make a continuing effort to keep the University community aware that the officers of the Union Council are always available to answer questions about the Wisconsin Union and its Council.
 4. The Council will develop and annually review a statement of goals and philosophy for the Wisconsin Union, keeping it current and forward-looking.
- B. To enable the Union Council to carry out the responsibilities assigned to it by the Constitution of the Wisconsin Union, the Council establishes four committees:
1. Administration & Marketing
 - a. The Administration & Marketing Committee of Union Council represents the Wisconsin Union administration and marketing operating areas, which include Campus Card, Cashier's Office & Payroll, Fiscal Services, Human Resources, Information Systems, and Staff Education & Training, Marketing, and Graphics & Printshop.
 - b. The Administration & Marketing Council Committee deals with the WU operating budget, and with policy issues that arise regarding Union personnel, technology and other appropriate administration area issues as they pertain to policies.
 - c. This committee may also review ongoing marketing applications such as the websites and solicitation of customer feedback.

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Wisconsin Union Policy WU2-0 Committees of Union Council

2. Facilities Management

- a. The Facilities Management Committee of Union Council represents the WU facilities management operating area, which includes building services, Central Reservations, Conference Services, Project Management, and Technical Maintenance.
- b. The Facilities Management Council Committee deals with the WU building usage, space allocation and operation guidelines as they pertain to policies.

3. ~~Food & Retail Dining~~ Services

- a. The ~~Food & Retail Dining~~ Services Committee of Union Council represents the WU Food & Retail Services operating area, which includes Catering, ~~Delis~~Markets and Cafes, ~~Games Rooms~~Recreation Areas, ~~Guestrooms~~, ~~Outdoor Rentals~~, Restaurants, and Retail Stores.
- b. The ~~Food & Retail Dining~~ Services ~~Council~~ Committee of Union Council deals with proposals regarding menu, price and other operational changes such as meal plan contracts, ~~sustainability~~recycling efforts, and multicultural goals of ~~food~~dining service as they pertain to policies.

4. Social Education

- a. The Social Education Committee of Union Council is comprised of the programming board constructed in the WU Bylaws. This committee represents the WU Social Education operating area, which includes all WUD programming areas plus the Craftshop, Outdoor Programs, Mini Courses, Morgridge Center, and Travel Center.
 - b. The Social Education Council Committee deals with Social Education issues as they pertain to policies.
- C. Committee makeup should reflect the diverse nature of the Union community. In order to fully represent a diversity of perspectives within the Union, the recruitment for committees should extend beyond the walls of the Union whenever possible.
- a. The President shall annually appoint committee members with the advice and consent of the Council, and by the same procedure may fill vacancies which may develop during the year in committee membership; the preferences of Council members should be considered in naming them to committees insofar as possible.

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Wisconsin Union Policy WU2-0
Committees of Union Council

- b. There shall be approximately 12 voting members on each committee, the majority of whom shall be students. Whenever possible students and academic staff from outside the Union should be recruited. The chair of each committee will be a student, typically a Union Council officer or the Union Directorate-appointed representative to Union Council. The Chair will vote only in the case of a tie. Quorum exists when a majority of members are present.

- c. Each committee should be composed of at least two members of the Council, with each Council member serving on at least one committee. All committees, insofar as possible, should include students, alumni, and faculty members, and at least one staff member who will be recognized as the facilitator, acting as the historian on the committee issues and actions, being responsible for regular updates to and from their respective operating area and for ensuring notes are taken for each committee meeting and are available to the Council.

D. Committee Responsibilities

- 1. Each committee will monitor constantly its areas of concern, make needed studies in depth, share its findings with the Council, and make recommendations for action to the Council.

- 2. The committees serve dual roles: policy gatekeepers and sounding boards for the respective operating areas.

Additional background: Former Union Policy 1.2

Date(s) of Action:

November 1, 1972; May 9, 1979; November 7, 1984; May 7, 1990; March 30, 2004; September 16, 2005

Last Date of Review:

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Wisconsin Union Policy FM1-2
Smoke-Free Policy

The Union Council affirms the right of every individual using the Wisconsin Union facilities to an environment as clean and healthy ~~an environment~~ as possible. To that end, and to comply with State statutes and University policies, Union Council adopts the following policy to protect the public health, safety, comfort, and general welfare of Wisconsin Union facilities users.

Smoking includes the use of tobacco, electronic cigarettes, vaporizers, and hookahs.

Smoking will not be permitted near exits and entrances of buildings, except at a reasonable distance (25 feet or more) or unless otherwise designated. Approved smoking areas include: at Memorial Union, 25 feet or more away from the Park St. entrance, ceremonial south entrance, and east wing entrance; at Union South, by the covered bike racks across from Wendt Library and on Orchard St.

Smoking is prohibited inside the buildings and on all balconies and decks. Smoking is prohibited on the Union South Plaza and Memorial Union Terrace except ~~on the lower Terrace immediately in front of the stage between the Terrace's east sidewalk and the stairs west of the Terrace stage by the lakeshore path next to Lake Mendota, near the picnic tables.~~ See link below for Terrace diagram.

Any exceptions to this policy for reservable outdoor spaces must be approved by the Wisconsin Union Assistant Director-Facilities.

Additional background:

Former Policy 3.7

Date(s) of Action:

December 8, 1976; November 9, 1977; February 8, 1982; February 25, 1985; May 4, 1986; February 2, 1987; April 16, 1990; February 19, 1991; October 22, 1991; September 14, 1992; April 19, 2007; April 14, 2009

[\\Mu-main\user2\Sh All\Policies&Procedures\Facilities Management\FM1-2 Terrace Diagram - 2009.JPG --> diagram should be edited to reflect new Terrace](#)

Last Date of Review:

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STATEMENT OF SUPPORT FOR EXTENDED LIQUIDATION DEADLINE

To: HEC Liquidation Committee, Hooper Council, and Union Council
From: Riding Club Continuation Committee
Date: March 7, 2016

The Riding Club Continuation Committee is a voluntary group of people with knowledge and experience in the horse world, the Riding Club, Stable, and Team, including current members and lesson students. We are writing to support the Riding Club President's proposal to modify the liquidation timeline:

- **Extend deadline to remove horses from June 1 to September 1, 2016 with the final turn over of the HEC property to MUBA by October 15, 2016. This will allow for orderly removal of equipment and moveable property once operations have ended and the horses have been relocated;**
- **Permit the Riding Club to continue its operations (summer camps, horse shows and a reduced lesson schedule) at HEC until September 1st to provide revenue for maintenance of the horses and property so that the Riding Club can support itself financially during the transition;**
- **Give immediate and continuing authority to the Donation and Sales Coordinator or Operations Coordinator, and/or Barn Manager to arrange for sale of club horses (or return to donors), pursuant to applicable HRC policies for horse sales, because it will be impossible to immediately re-home horses on June 1st without advance work.**

The request above addresses several practical concerns with the current June 1 deadline. The proposed timeline calls for the end of all Club activities by May 31 and vacation of the property **the next day** - June 1, 2016, with any property - including horses - on-site after that date under the control of the Union Council. This is unrealistic (how would the Union Council feed and care for 17 horses? How does the Council intend to sell the horses? Who will clean the stalls after June 1?). If Club programming continues until May 31, the Club will need most of its equipment in order to keep functioning up until that point. This includes tack, feed, supplies, as well as leased equipment like the tractor. It is impossible to expect that equipment in use up until May 31 can be abruptly moved off the property the next day, or even within a month. (That is the purpose of the period from September 1 to October 15 in the proposed modified timeline). Most importantly, we are concerned that the current deadline of June 1 will compromise the Liquidation Committee's charge to investigate the future of the Riding Club and Team.

To plan for the future, the Club needs to know how many horses it can keep. To determine this, the Club must find a new location. The Continuation Committee had its first meeting on Feb. 29 and began immediately to contact area stables. We are committed to contacting each stable on the list provided by Union staff but there are *many* variables to consider. We will need to do site visits and evaluate costs.

In the meantime, lessons and club activities continue, so the student instructors and Club officers will be busy running the club and giving lessons, plus doing schoolwork and taking finals. At the same time, they must plan for the contingency that horses will have to be sold. Horse ownership is not as simple as putting a horse in a trailer and hauling it away. The Club is obligated to find suitable, quality homes for the horses it cannot keep. It can and *should* take time to sell a horse responsibly. But, we understand the stable manager was told that no horses can be sold or returned to donors right now. This is a Catch 22 that will prevent the club from making smart decisions about herd reduction and will make it impossible to shop for a new venue. And this will leave the Union Council with 17 horses to care for on June 1st.

Our alternate time line is very modest and is necessary for relocation, for these reasons:

1. The added time will allow the Riding Club Continuation Committee to complete its task of contacting and assessing barns in the area for suitability for Club and Team purposes, choose a new site, and arrange to move the horses.
2. The adjusted timeline allows a more logical sequencing of tasks. The current timeline forces the Club to dispose of its horses *before* a determination can be made regarding the future of the Club and Team - in fact creates a foregone conclusion that the Club and Team will not continue.
3. The summer months are the heaviest revenue generating months - with 2 schooling shows, kids' summer camps, and lessons. Ending operations on June 1st cuts off this valuable revenue. The additional 3 months will provide revenue to defray the costs of maintaining the horses after June 1st until the horses are sold or relocated by September 1st (ensuring that neither the Hoofers Council nor the Union Council will have to assume those costs).
4. Riding Club horse donors have been real partners in the success of the Riding Club and the Team. This added time will allow **appropriate** notice to donors so that, if they choose to take back their horses, they can make orderly arrangements to do so. Horses are **very** hard to sell. The ability to return certain horses to their donors, if necessary, is a blessing and should not be inhibited.

In conclusion, the Club leaders and this volunteer group are making intense efforts to identify a plan to continue the Club and Team despite what seems to be insurmountable circumstances thrust upon them. This will involve significant changes to the program, including herd size and activities - difficult and complex choices. The Club and Team deserve a **realistic** time period to investigate options and plan a course of action. The current timelines only sets them up for failure. The 70 + years that this Club has existed warrants this modest added time to assess and map out a possible future.

Thank you.

Carolyn Hogg, current riding club lesson student

Lara Mainella-Martin, lifetime Union member, past riding club instructor and HRC executive board member

Johanna Wilbert, past riding club president, treasurer, Hooper Council member

Lori Gerlach, parent of riding student

Ali Gerlach, current riding club lesson student

Sheri Rice, past (since 1997) and current riding club lesson student

Izabela Sibilska, current riding club lesson student

Galina Mirnov, current riding club lesson student

Vladimir Mirnov, spouse of current riding club lesson student

Ekaterina Mirnov, current riding club lesson student

Barbara Landes, current riding club lesson student

Paul Sullivan, current riding club lesson student

Audrey Wilde, HRC Vice President

Jeanne Ferguson, current Union lifetime member, former Hooper Riding Club member (15 years), owner of a former HRC school horse, former Executive Board member for many years

Kirbi Rogers, Barn Manager

Linda Messana, parent of student rider Grace Cox-Messana and three-year summer camp attendee