



WASHINGTON NATIONALS VENDOR PROCUREMENT PROGRAM

Vendor procurement is a significant business, public relations, and legal issue for the Nationals. For example, the club's new ballpark lease agreement with the DC Sports and Entertainment Commission provides that "[t]he [Nationals] shall take affirmative steps to: (i) recruit residents of the District of Columbia for employment at all levels of the Team's operations within the District of Columbia; and (ii) afford local, small and disadvantaged businesses in the District of Columbia an equal opportunity to compete for business for the supply of goods and services to the Team." Article 8.5(g). The lease further provides that "[t]he [Nationals] shall comply with Major League Baseball's Diverse Business Partners Program." Article 8.5(h).

Major League Baseball sent to us the following language for inclusion in our concessions agreement to ensure that we comply with their policies: "MLB's Diverse Business Partners Program represents our commitment to supplier diversity. In support of this commitment we strongly encourage all vendors to include minority and women owned businesses in your vendor pool and equipment supplier lists. These selected suppliers (MWBES) and their related expenditures should be identified along with estimated and actual dollars spent." I have also included a link to the section of the MLB website discussing the Diverse Business Partners program (http://mlb.mlb.com/mlb/official_info/dbp/about.jsp).

The following language is taken straight from our concessionaire agreement and represents the approach the club has taken on this issue with a major vendor. Similar language will be used in any RFIs or RFPs we send out, and we shall make sure we are inclusive about the pool of candidates to whom any RFI or RFP are sent.

AFFIRMATIVE ACTION

- A. The Nationals are committed to equal opportunity in employment and in the awarding of contracts for goods and services.
- B. The Licensee shall have a written policy statement to inform all employees, job applicants, service recipients and applicants for services of the organization's commitment to ensuring equal opportunity. The policy statement must be consistent with the Nationals' Equal Opportunity/Affirmative Action and Nondiscrimination Policy Statements.
- C. Licensee and its contractors and subcontractors shall comply with the Nationals' commitment to supplier diversity. In support of this commitment the Nationals strongly encourage Licensee to include minority and women owned businesses in its vendor pool and equipment supplier lists. These selected suppliers (MWBES) and their related expenditures shall be identified by Licensee upon the Nationals' request along with estimated and actual dollars spent.

D. Licensee shall require its contractors and subcontractors to comply with all applicable federal, state, and local laws, ordinances, rules, and regulations including, but not limited to, the Americans with Disabilities Act ("ADA") and all regulations promulgated thereunder. Licensee agrees to indemnify the Nationals, its agents, and employees from and against all claims, suits, damages, costs, losses, and expenses in any manner arising out of, or connected with, any alleged failure of the Licensee, its subcontractors, agents, successors, assigns, officers, or employees to comply with any applicable federal, state, and local laws, ordinances, rules, and regulations, in accordance with Article XVI, Section C. of this Agreement.

E. The Licensee shall not discriminate against any employee or applicant for employment or against any service recipient or applicant for services because of race, color, ethnic status, religion, sex, age, national origin, disabled veteran status, Vietnam era veteran status, or disability.