



PROUDLY MANAGED BY LEGENDS GLOBAL

2026 U.S. Bank Stadium 24-Hour Facility Security Services
2026 U.S. Bank Stadium Crowd Management Services
REQUEST FOR PROPOSALS (RFP)
ADDENDUM NO. ONE
March 30, 2026

Legends Global
401 Chicago Avenue
Minneapolis, MN 55415

This Addendum forms a part of the documents and modifies the Request for Proposals dated March 3, 2026. The Proposer is responsible for determination of proposal requirements affected by Addendum items.

- A. The following questions were submitted with respect to the Request for Proposals for 2026 U.S. Bank Stadium 24-Hour Facility Security Services and 2026 U.S. Bank Stadium Crowd Management Services. Legends Global's answers are provided in red.

Questions and Answers:

- Should the Onsite Manager position listed in the RFP be included as a billable role?
 - o To be proposed by the bidder.

- How would U.S. Bank Stadium prefer the cost proposal to be structured? Are there any specific formatting requirements we should follow?
 - o To be proposed by the bidder; bidders should follow and outline standard or anticipated billing practices.

- How many years of pricing should be included in the proposal?
 - o Bidders should include proposed pricing per the term of the agreement as outlined on page four of the RFP(s).

- Can U.S. Bank Stadium provide detailed schedules for each position, including the associated weekly hours and any special coverage requirements?
 - o Detailed schedules and positions will not be made publicly available.



PROUDLY MANAGED BY LEGENDS GLOBAL

- How should employee benefits (e.g., medical, vacation, sick time) be incorporated into the pricing? Should these be included within the hourly bill rate or presented separately?
 - o Pricing structures are part of the competitive bid process and should be presented in a manner determined by the bidder.

- What training requirements does U.S. Bank Stadium have for security officers, and how many training hours are expected?
 - o Bidder shall ensure that all security officers have passed all required background check requirements per Minnesota guidelines governing protective agents prior to any work on site.
 - o Bidder shall ensure that all security officers are compliant with training required by the state of Minnesota guidelines governing protective agents.
 - o Defensive tactics training for protective agents delivered by a state of Minnesota approved provider is expected.
 - o Additional training requirements as outlined in the RFP.

- What are the payment terms?
 - o Net 30

- Will there be a BAFO?
 - o Bidders should provide their most competitive bid upon the proposal due date.

- For permanent security staffing, how many hours per week of coverage are required?
 - o Detailed schedules and positions will not be made publicly available.

- Event Staffing: What is the approximate, average number of people needed for each event?
 - o This information will not be made publicly available.

- Page 14 mentions earpieces but not radios. Are radios provided? If so, how many are there? If not, how many would be needed?
 - o Radios are provided for 24/7 Security staff, including adequate number of radios needed for all positions staffed per 24/7 shift.
 - o Radios are not provided for Event Security staff. Event Security bidders should plan to provide sufficient number of radios for effective communication during an event.

- Page 15 mentions Contractor to provide furniture for an office. How big of an office is it? Are there a number of desks required?
 - o Roughly 25' x 15'. There is not a required desk count. Bidder should plan to provide at least enough desk space for day-to-day management staffing.



PROUDLY MANAGED BY LEGENDS GLOBAL

- How would you like to receive exceptions from our Legal Department with regard to the RFP?
 - o Bidders should provide all relevant information within their proposal upon the due date.
- Is there a collective bargaining agreement that dictates wage rates? If so, are you able to share the details or the term of the CBA?
 - o Information related to current labor organization can be found here: <https://www.seiu26.org/>
- Are you able to share the various stadium rules and operational policies that you are asking the vendors to comply with?
 - o Bidders should expect standard Stadium and venue policies and procedures as well as standard professional business environment best practices.
- What is the event security staffing call for event security for a sold-out Vikings game? Concert? Family Show such as Monster Jam and Supercross? Boys and Girls MN High School Tournament games? Gopher Baseball games?
 - o Detailed schedules and positions will not be published.
- Are you able to share the current event security bill rates for the incumbent?
 - o This information will not be shared.
- Are you able to share the total spend for event security services with the incumbent in 2025?
 - o This information will not be shared.
- Will all event security personnel working at U.S. Bank Stadium need to be union members?
 - o Please refer to the RFP regarding information on labor organization. Contractor will be or become a party to a labor peace agreement with any labor organization seeking to represent Contractor's employees when working at the Stadium.
- Are we able to contact someone at the stadium or with Legends Global to discuss sponsorship/partnership options? If so, please provide their name and contact information.
 - o Sponsorship or partnership opportunities are not part of the Security RFP(s) process.
- Are there any client-specific training curriculums required as a part of this award? If so, can you provide an estimated breakdown of course and approx. length?
 - o The SKOL Service training program is maintained and delivered by Legends Global and the Minnesota Vikings with participation from all stadium partners. Topics covered are specific to ensuring employees are prepared to deliver exceptional customer service to our guests. The annual training is typically 3 hours in length
- What is the call number for 24 hr perimeter security the night prior to a game?
 - o Detailed schedules and positions will not be published.



PROUDLY MANAGED BY LEGENDS GLOBAL

- What is the typical game day call for magnetometers?
 - Detailed schedules and positions will not be published.
- What is the typical call for Ushers and ticket takers inside the venue?
 - Please refer to the RFP regarding outlined security services. Ushers and Ticket Takers are not outlined as positions for these services.
- What is the typical call for a field-level game day?
 - Detailed schedules and positions will not be published.
- Can you provide a range of what a typical game day payroll would be?
 - This information will not be shared.
- What is the length of this contract?
 - Please refer to the term as outlined on page four in the RFP(s).
- Are you open to redeployment of personnel from mags to inside the stadium?
 - Bidders should plan to present their best service and coverage plan.
- What is your contingency plan when staffing levels fall short at the last minute?
 - It is the expectation that the bidder will present and manage any necessary contingency plans for their staffing.
- Which positions consistently underperform or cause the most friction?
 - This information will not be shared.
- How would U.S. Bank Stadium like us to provide exceptions?
 - Bidders should provide all relevant information within their proposal upon the due date.
- Both RFPs call for all staff to be trained in TEAMS training. We utilize the content for TEAMS training in the orientation of staff. Is it necessary to have all staff certified TEAMS trained or have TEAMS training related content?
 - TEAMS training related content may be acceptable upon review and approval by Stadium management and stakeholders.
- Both RFPs indicate a requirement of ABI. If our company operates a scheduling and overall workforce management system that provides all the same features as ABI, is it required for the awarded company to specifically use the ABI software system?
 - Other management systems may be acceptable upon review and approval by Stadium management.



PROUDLY MANAGED BY **LEGENDS GLOBAL**

- Both RFPs call for staff to be trained in TCM training. There are several Trained Crowd Manager courses available that meet the requirements of the National Fire Protection Association (NFPA) Life Safety Code 101; Is there a specific course required, or are we able to use any of the approved courses by NFPA? Would NCS4 Certified Sports Venue Staff (CSVS) be a potential alternative?
 - Bidders to provide information related to trained crowd managers training for their company in the proposal as outlined in the RFP. Further discussion related to course specifics may be discussed with Stadium management in the interview process.

- The RFP details that ALL staff be TCM trained. According to NFPA 101 Life Safety Code and NFPA 1 Uniform Fire Code, stadiums and assembly occupancies must provide at least one trained crowd manager for every 250 people, a minimum of two trained crowd managers is required, with additional managers required for larger crowds, often at that ratio. Is the requirement for ALL staff to be TCM trained or ALL staff to meet the requirement of the NFPA 101 Life Safety Code?
 - Please refer to the RFP regarding training requirements. Bidders to provide information related to trained crowd managers training as managed by their company in the proposal.

- 24hr RFP references supplier to need radio accessories but doesn't list radios. The Crowd Management RFP references a need for radios and all accessories. Does the 24hr operation need the bidder to provide radios or are those provided?
 - Radios are provided for 24/7 Security staff.

- Could you please clarify the expectations regarding training financial responsibilities, specifically, which training components are to be provided and funded by the awarded contractor versus those provided by the venue?
 - Bidders are responsible for any associated costs related to staff training.