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for decision makers.**

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Who's Responsible for Sports Venue Rentals?

Renting sports facilities owned by a public entity is inherently risky. Renters get access to operate an event in a (usually) multi-million dollar facility. Typically, there are few owner representatives on site. In some cases no owner representative may be on site during the event at all. In those situations the key is turned over to the renter with instructions to leave the venue clean and return the key when they are finished.

In addition, the renter may not be an incorporated group. These organizations are often run entirely by volunteers who have a personal interest in the sport but with no professional expertise in operating events. Representatives of unincorporated organizations are often executive members who rarely understand that they are taking on personal responsibility for incidents resulting in injury or property damage arising out of the rental. This personal responsibility can lead to a financial obligation far exceeding the rental charge.

For example, most venue rental contracts require that the renter agree to hold harmless and indemnify the venue owner, its executives, employees and other representatives for liability arising out of the negligent acts or omissions of the renter and anyone the renter permits on the premises. The renter is the person who completes the rental application when the organization is not incorporated.

The contract usually goes on to say that the renter will carry insurance covering his/her obligations under the contract. This is often what gets the attention of the renter. "Why do I/we need insurance? Nothing has ever happened and we don't expect it to happen now." What renters fail to recognize is that, upon signing the rental contract, they have agreed to pay for any costs arising out anything that goes wrong that may be blamed on the way the rental was operated. When the organization is not incorporated, the person signing the rental contract may be personally responsible.

Believe me, when someone is injured there is plenty of opportunity to blame anyone with any relationship to the event. Simply investigating and defending against claims is very expensive.

In those cases, with 20/20 hindsight, arranging insurance will appear to have been a brilliant decision.

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"The only person who never makes mistakes is the person who never does anything!"

~Dennis Waitley ~

To Hire the *Right Employee* - Plan the Interview

If you have ever been the position to hire staff you know that it is a critical decision. Whoever you hire will very likely work with you for a very long time. If you hire the wrong person – that time will seem like an eternity ...

Once you have up-dated the job description, advertised the position, and sifted through resumes it is time to schedule interviews. It is a myth that you can meet with someone and promptly judge their character, qualifications, integrity and work ethic from a 'brief meeting'. Instead, to be successful, the interview stage requires as much up-front preparation as the previous steps in the hiring process do.

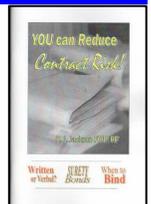
The interview process is inherently extremely subjective. This slanted view of an applicant's 'fit' for the job is not all bad – after all, you need to feel comfortable that the applicant has the right personality to work well with their supervisor, co-workers and clients. You are cannot judge that from a resume or telephone call or test. Your role as interviewer is to:

1. Narrow your selection to the best candidates based on their resumes or applications. The more you interview, the longer it will take; preferably begin with the 'best three' and have one or two more as 'backup'.
2. Ensure there will be NO interruptions during the interview – disruptions cause you to lose train of thought and is disrespectful to the applicant.
3. Decide on the number of people who will be in the interview and what each of their roles will be. For example, the human resources person can explain the hiring process, while the department manager will explain job specifics.
4. Prepare written questions and always take notes of the answers. You cannot, and should not expect to, remember what each person says. It is to your advantage to keep their answers clear for review later.

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