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DEPARTMENT OF LABOR AND INDUSTRIES

Employment Standards Program 901 N Monroe Street Ste#100 Spokane, Washington 99201 Phone: (509) 324-2663 Fax: (509) 324-2618

December 30, 2014

Jackson Lewis PC Attn: Barry Alan Johnsrud 520 Pike Street Suite 2300 Seattle, Washington 98101

SUBJECT: Employment of Minors

Dear Mr. Johnsrud:

The Department of Labor and Industries needs more information regarding the WHL and minor hockey players for the four teams in Washington; Spokane Chiefs, Tri City Americans, Seattle Thunderbirds and the Everett Silvertips.

The investigation related to child labor rules under WAC 296-125, "Non-Agricultural Employment of Minors" in ongoing. In order to verify or deny allegations of possible violations of the child labor laws, I have attached a series of clarifying questions that each team must answer independently.

Please forward the completed questionnaires to this office by January 30, 2015. These documents may be sent electronically or in hard copy. You may also submit any other information you feel will be helpful in this investigation. 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 kelly.kane@lni.wa.gov.

Sincerely,

Kelly Kane Industrial Relations Agent 509-324-2663 509-324-2618 fax kelly.kane@lni.wa.gov

cc: file #86696, 86938, 86943, 86945

Please provide answers to the following questions to help us determine whether child labor laws apply to the minor players and the teams of the WHL in Washington State.	
Te	eam:
W	estem Hockey League
Do	epartment of Labor and Industries - WHL Teams Questionnaire

Players

Please describe how players join your team.

What restrictions, if any, are there on a player's ability to play for other hockey teams while playing for your team?

Can a player be traded, promoted, or demoted from your team? Explain how such a process works.

How many players from the 2013-14 season remained on your team for the current season (2014-2015)?

What restrictions, if any, apply to the number of 15, 16 and 17 year old players a team may have?

Please provide name and contact information for all 15, 16 and 17 year olds that have signed standard player agreements for last season (2013-2014) and the current season (2014-2015).

Please provide one copy of a signed player agreement from this season or last season. If any player agreement from this season or last season differs from the standard agreement, please provide that.

Scheduling and Play time

Please describe the annual schedule for the last WHL season, and the players' responsibilities under the schedule.

Do the players adhere to a standard practice schedule from week to week? If so, please describe.

Please describe a player's schedule on home game day and an away game day.

If some players' weekly schedules varied from the practice and performance schedule described above, please explain.

Please provide any schedule maintained by the team that reflects travel to away games, including departure and return times for last season and the current season.

Are the players supervised while playing, practicing, and traveling? By whom?

What limitations or restrictions apply to playing or practice time for 15, 16 and 17 year old players on the team?

Please list, along with job titles, all employees of the team for last season (not including players).

Please list, along with job titles, all current employees of the team (not including players).

Housing and Other Compensation

Where do players live while they are playing for your team?

If players live with families in the community, how are those families compensated?

Do players receive any other housing benefits? If yes, please describe:

How much are the monetary stipends the players receive?

How are the stipends paid? (by check? How frequently?)

Does the amount of a player's stipend vary from year to year?

Do the players receive bonuses during the course of the season? If so, what are the criteria for receiving bonuses?

What type of visas, if any, do players have to obtain to play for the team in the United States?

Do the players receive a 1099 and/or a W-2 tax form?

Do players receive any other form of financial assistance other than that described above?

Educational Information

Do any of your current players attend high school in Washington State? If so, please identify those players.

Are any accommodations made to a high school student's schedule to facilitate their hockey schedule?

Do the players receive any high school credit for their hockey play?

For high school students, what educational expenses does the team or league provide for?

What kind of college scholarships are offered by the league and/or individuals teams?

What restrictions, if any, apply to the how the players may use the college scholarships, such as limits on courses of study or time frames for use of the scholarships?

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How many players have accessed and used the available scholarships in the last 3 years? At what institutions?

Post WHL

In the last three years, how many players from your team have gone on to play in the National Hockey League or other professional hockey league after their career in the WHL?

In the past three years, how many players from your team have gone on to play college hockey in Canada or elsewhere?

In the past three years, have any of your former players sought to have their NCAA eligibility restored?

Team Information

Please describe your team's ownership structure.

Are you associated, formally or informally, with any other amateur, professional, or semi-professional hockey leagues in the United States or Canada?

Do you receive payments from professional hockey leagues or teams either directly or indirectly through the WHL? If so, please describe what those payments are related to?

What was team's gross revenue from ticket sales last season (2013-2014)?

What is the gross revenue for ticket sales to date, for this season?

What was the total attendance last season (2013-2014)?

What was the average per game attendance for the 2013-2014 season?

Other:

Provide any other information you feel will be helpful in this investigation.