AGENDA OF THE VETERANS COMMISSION MEETING
FOR THE CITY OF HAYDEN, KOOTENAI COUNTY, IDAHO

Thursday, September 3, 2026

Commission Meeting: 4:00 PM
Hayden City Hall Council Chambers, 8930 N. Government Way, Hayden, ID 83835

CALL TO ORDER
ROLL CALL OF COUNCIL MEMBERS
PLEDGE OF ALLEGIANCE
ADDITIONS OR CORRECTIONS

1. **CONSENT CALENDAR** ***All items on the Consent Calendar are Action Items***
   A. Approval of July 9, 2026 Veterans Commission Meeting Minutes

Assistance for persons with disabilities will be provided, upon provision of verbal or written notice to city staff 24 hours in advance of the meeting. The phone number for City Hall is (208) 772-4411.

MINUTES OF THE VETERANS COMMISSION MEETING
FOR THE CITY OF HAYDEN, KOOTENAI COUNTY, IDAHO

Thursday, July 9, 2026

Commission Meeting: 4:00 PM
Hayden City Hall Council Chambers, 8930 N. Government Way, Hayden, ID 83835

CALL TO ORDER

The meeting was called to order at 4:02 PM.

ROLL CALL OF COMMISSION MEMBERS

Ian Cosby:	Present
Shelley Holloway	Present
Kyle Jackson	Present
Jim Schrader:	Absent
Jeffrey Snell:	Present
Ray Verbrugge:	Absent

ADDITIONS OR CORRECTIONS

1. CONSENT CALENDAR *All items on the Consent Calendar are Action Items*
   Motion to approve the June 4, 2026 Veterans Commission Meeting Minutes. This motion, made by Snell and seconded by Holloway, Carried.

Ian Cosby:	**Yes**
Shelley Holloway	**Yes**
Kyle Jackson	**Yes**
Jim Schrader:	**Absent**
Jeffrey Snell:	**Yes**
Ray Verbrugge:	**Absent**

   Yes: 4, No: 0, Absent: 2

   A. Approval of June 4, 2026 Veterans Commission Meeting Minutes
2. VISITOR/PUBLIC COMMENTS on Non-Agenda Items (5-minutes maximum)
   There was one visitor, Tyler Oxley, who gave a brief introduction of himself.
3. UNFINISHED BUSINESS
   A. Distinguished Veteran 2026 (ACTION ITEM)
      Chair Cosby went through the Distinguished Veteran criteria contained in the Veterans Commission Standard Operating Procedures (SOP) and told the commission that they needed to get the word out. Commissioner Holloway said she had someone she would like to nominate. The commission briefly paused discussion of the agenda item to introduce themselves to new Commissioner Jackson, and Jackson gave a brief introduction as well. The commission then returned to the agenda item, and Cosby continued to go through the Distinguished Veteran criteria and selection protocol guidelines in the SOP. Discussion with Recreation and Community Events Director Suzanne Cano took place regarding the timeline for nominating the Distinguished Veteran in order to make a recommendation to City Council, as well as how nominations from commission members and voting on those nominations would work. The commission also discussed advertising for the 2026 Distinguished Veteran.
   B. Veterans Commission Recruitment (ACTION ITEM)

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Chair Cosby said he was working on getting the visitor who attended the meeting to join the commission, but noted that the commission was doing well in that regard and mentioned the commission could have up to nine members.

C. Establishing Guest Speaker Guidance (ACTION ITEM)

Chair Cosby updated the guest speaker protocol in the Veterans Commission Standard Operating Procedures (SOP) based on the commission's discussion at the previous month's meeting and went through the revisions. Discussion was held with Recreation and Community Events Director Suzanne Cano included potential core values the City may have that the commission could use when selecting a guest speaker, reviewing the guest speaker's speech before the upcoming ceremony, determining at which meeting they would need to select a guest speaker for the Veterans Day Ceremony after gathering a pool of potential candidates, and whether the Speaker Information Request Form should be sent to potential speakers before or after going through the commission's selection protocol. During the discussion, Commissioner Holloway provided contact information for an individual she thought would be a good speaker. Cosby said that the commission member who knows the potential speaker should ask if they are interested, and Holloway said she had done the same after receiving information at the previous month's meeting and was passing along the contact information because she was unsure what the next step in the process was.

Motion to accept the speaker information request with minor modifications as written and send to any speaker candidates before the future Veterans Day Ceremony. This motion, made by Snell and seconded by Jackson, Carried.

Ian Cosby:	**Yes**
Shelley Holloway	**Yes**
Kyle Jackson	**Yes**
Jim Schrader:	**Absent**
Jeffrey Snell:	**Yes**
Ray Verbrugge:	**Absent**

Yes: 4, No: 0, Absent: 2

i. Criteria for Selecting a Guest Speaker (ACTION ITEM)

ii. Speech Criteria for Memorial & Veterans Day Ceremonies (ACTION ITEM)

D. Veterans Day Ceremony (ACTION ITEM)

The commission discussed the Veterans Day Ceremony lineup with Recreation and Community Events Director Suzanne Cano.

E. Veterans Commission Standard Operating Procedures Discussion (ACTION ITEM)

Chair Cosby said the commission had a general discussion about the Standard Operating Procedures (SOP) during Agenda Item 3.C. Establishing Guest Speaker Guidance and that no additional changes were identified beyond what had already been completed. Recreation and Community Events Director Suzanne Cano asked Cosby to provide the final SOP once completed so she could begin the process of moving it forward as a resolution. Cosby said he had sent the SOP to Cano before the meeting and mentioned adding numbers to a section, with Cano asking him to send her the final copy once completed so she could review it. The clerk clarified whether Agenda Item 3.C. Establishing Guest Speaker Guidance should remain on the next month's agenda in addition to this agenda item. After discussion, Cosby agreed to remove Agenda Item 3.C. Establishing Guest Speaker Guidance and continue the discussion under the Veterans Commission Standard Operating Procedures agenda item, changing the title from Veterans Commission Standard Operating Procedures Discussion to Veterans Commission Standard Operating Procedures Approval.

F. Distribution of Memorial & Veterans Day Invitations (ACTION ITEM)

Recreation and Community Events Director Suzanne Cano said the commission had a generous benefactor who donated stamps, so the expense would not come out of the commission’s budget. Cano asked the clerk if the previous month’s minutes reflected how many years back the commission wanted to send invitations to those who purchased commemorative bricks for their ceremonies. The clerk said the discussion was brief because the meeting needed to wrap up. Chair Cosby said he believed the discussion was

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to send invitations to everyone, and the clerk said it may have been determined that the expense was not significant, but the discussion was not fully completed. The agenda item was closed with the understanding that invitations would continue to be sent to everyone who purchased a commemorative brick.

G. Discussion Regarding Way to Honor Thomas (Tommy) Norris (ACTION ITEM)
This agenda item was tabled until the next month's meeting.

4. NEW BUSINESS
   A. Submission of Quarterly Written Report for Council Review
   Recreation & Community Events Director Suzanne Cano and the clerk said they would confirm with the City Clerk whether Chair Cosby needed to submit a written report since he had recently provided an in-person report and would let him know. Cosby told the commission that he informed City Council they were doing great things, and the Council said they were doing great things and encouraged them to keep up the good work.
5. REPORTS
   A. City Staff
   Recreation & Community Events Director Suzanne Cano said she needed volunteers for the Hayden Days Parade lineup. Vice-Chair Snell said he would not be able to attend. Chair Cosby said he would be there. Commissioner Holloway said she would likely be able to attend but would need to check her calendar. Commissioner Jackson said he should be able to attend.
   B. Chair and Commission Members
   There was nothing to report.
6. ADJOURNMENT
   The meeting was adjourned at 5:04 p.m.

_____
Isabelle White, Clerk

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2. **VISITOR/PUBLIC COMMENTS on Non-Agenda Items (5-minutes maximum)**
3. **UNFINISHED BUSINESS**
   A. Distinguished Veteran 2026 (ACTION ITEM)

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CITY OF
HAYDEN
IDAHO

DISTINGUISHED VETERAN OF THE YEAR

The City of Hayden's Veterans Commission will honor the Distinguished Veteran on Veterans Day at its annual Veterans Day Ceremony. The criteria for selection of the Distinguished Veteran are as follows:

- Epitomizes the spirit of "Duty, Honor, Country" both during his/her military service and in continued service to the Local Community
- Have been enlisted, a warrant or commission officer
- Possess Honorable Discharge
- No felony convictions
- Agree to participate in the Hayden Veterans Day Ceremony on November 11 at 11:00 a.m.; and,
- Agree to be the Grand Marshal/Distinguished Veteran in the following parades:
  - Hayden Lights Parade (1st Saturday in December)
  - Hayden Days Parade (4th or 5th Saturday in July)

How to nominate:

- Write a one-two page biography highlighting the candidate's:
  - Military experience
  - Service to the local community

- Qualified documentation required:
  - Proper discharge certificate (DD-214 or equivalent)
  - Awards
  - Commendation listed
  - Any other pertinent military facts
  - Community service activities and positions held

Please submit nominations by **September 25** to:

City of Hayden Veterans Commission
ATTN: Distinguished Veteran Subcommittee
8930 North Government Way
Hayden, Idaho 83835

OR email to Isabelle White, Veterans Commission Clerk, at iwhite@haydenid.gov.

B. Veterans Commission Recruitment (ACTION ITEM)
C. Veterans Day Ceremony (ACTION ITEM)

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Hayden Veterans Commission Members

Ian Cosby, Chair
Jeffrey Snell, Vice Chair
Shelley Holloway
Kyle Jackson
Jim Schrader
Ray Verbrugge

If you're interested in joining the Veterans Commission, please go to *www.haydenid.gov, and under the Government tab, go to Human Resources, Volunteer Opportunities.*

The Hayden Veterans Commission invites community and area residents to honor veterans by placing their names on commemorative bricks in the PFC Robert J. Gordon Veterans Memorial Plaza. For more information visit our website or stop by Hayden City Hall.

8930 N. Government Way, Hayden, Idaho 83835

Phone; (208) 209-1080/Website: www.haydenid.gov

2026

CITY OF HAYDEN VETERANS DAY CEREMONY

WEDNESDAY, NOVEMBER 11
MCINTIRE FAMILY PARK
11:00 A.M.

City of Hayden
Veterans Day Ceremony

Master of Ceremonies	**Ian Cosby, Chair** *Hayden Veterans Commission*
Presentation of Colors	**Northern Lakes Fire Honor Guard**
Pledge of Allegiance	**Jeff Snell, Vice-Chair** *Hayden Veterans Commission*
"National Anthem"	**Harley Shaver** *2026 Hayden's Got Talent 3rd Place Winner*
Prayer for the Veterans	**Kevin Schultz, Pastor** *The Vine Church*
"Bless Our Troops"	**School Performance?**
"American Every Day"	**School Performance?**
Recognition of Special Guests	**Ed DePriest, City Council President** *City of Hayden*
Mayor's Welcome	**Alan Davis, Mayor** *City of Hayden*
Distinguished Veteran of the Year Presentation	**Alan Davis, Mayor** *City of Hayden*
Introduction of Guest Speaker	
Veterans Day Address	
Retiring of Colors	**Northern Lakes Fire Honor Guard**
"Amazing Grace"	**Kristin Stafford** *Hot Punch Highlanders*

- ***Many thanks to The Vine Church for refreshments being served in the Gazebo.***
- ***A big thank you to Lake City Rental for Donating Chairs!***
- ***The Veterans Commemorative Brick Slideshow can be seen on the City of Hayden website at www.haydenid.gov***

Doran W. Vanderhoef
Vernon Vanderhoef
Dwight D. Van Horn
Bruce Vickerman
Carol H. Vorhis
Marvin L. Waddell
Robert Wagner
Thomas R. Walker
Dick Wandrocke
Eric L. Ward
Roy F. Wargi
Craig R. Watt
Frank J. Weiss
Randolph F. Weiss
Steven K. Weitz
William R. Welch Jr.
Steve Wesson
Ernest White
George White
Harold E. Whitney
Paul W. Wicks
Kenneth G. Wiegele
Aaron J. Williams
W. R. Williams
Ronald E. Wilson
Craig S. Wood
Jack Wood
Harold Woodson
George M. Wuest
Joanna Lee Wuest
Joseph H. Wuest
Kenneth W. Wuest
Kevin S. Wuest
Otis S. Wuest
Gary D. Yoder
John L. Zorn
Combat Vet. Riders of Coeur d'Alene
Disabled American Veterans
Ft. Sherman Chapter 9
Submarine Veterans of North Idaho &
Eastern Washington
VFW Post 3622 Bonners Ferry
Military Order of the Cootie Pup
Tent 3 Idaho
All Those Missing in Action

DISTINGUISHED VETERAN OF THE YEAR

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- Epitomizes the spirit of "Duty, Honor, Country" both during his/her military service and in continued service to the Hayden Community
- Have been enlisted, a warrant or commission officer
- Possess Honorable Discharge
- No felony conviction

How to Nominate:

- Write a one-two page biography highlighting the candidate's military experience and service to the local community

Qualified Documentation Required:

- Proper discharge certificate (DD-214 or equivalent)
- Awards
- Commendation listed
- Any other pertinent military facts
- Community service activities/positions held

DISTINGUISHED VETERANS

2007 - Wayne Syth
2008 - William Conally
2009 - William "Dusty" Rhoads
2010 - Dorothy Tarleton
2011 - Gerald W. Engelbrecht
2012 - Carl Gidlund
2013 - David Sheldon
2014 - Herbert (Bud) Kirchhoff
2015 - Robert Shoeman
2016 - Margaret Ogram
2017 - Harold Markiewicz
2018 - Gregory "Mac" McCarty
2019 - Charles L. Riffel
2020 - Joan Genter
2021 - Helen Kinder
2022 - Harold "Hal" Donahue
2023 - Christopher Spatz
2024 - Robert O. Martin
2025 - Ross Welburn
2026 - TBD

For more information, call 208-209-1080

Thank You For Your Service

Names engraved on the Commemorative Bricks are placed in the PFC. Robert J. Gordon Veterans Memorial Plaza

***New Commemorative Brick Names**
Lewis Abegglen
Robert Abegglen
Carolyn E. Adams
Charles Anderson
Kristine M. Anding
M. W. Anding
Tom Anding
James A. Angel
Renee Ann
Roger Conrad Axlund
Earl R. Baker
Vernon J. Baker
David F. Balbi
John E. Barbagello
Elbert M. Barton
Carl F. Bartz
H.G. Baughman
Vernon F. Beamis
Ronald Becker
Mike Bernardo
Nate Beyers
H. W. Biggerstaff
Darold L. Bingham
Ivan L. Bishop
Dennis W. Blaire
Bryan D. Bledsoe
Clayton D. Blumer
Rick L. Blumer
B.E. "Brad" Bradford
Don E. Bradford
Don E. "DJ" Bradford
Michael Brooks
William J. Bruce
Robert E. Buckham
Robert H. Buckham
David Burrough
Kenneth E. Burton
Wayne Kenneth Burton
Stephen J. Caires
Bruce R. Carde
Rudy T. Carlson
Dick Casselman
David R. Casteel
Walter J. Chapman
Stefan T. Chatwin
Conrad A. Chisholm
David N. Churilla
Lloyd Allen Clark
Stanley A. Clem
Roger P. Clemens
Gary Cobb
Jerry J. Cobb
John W. Conaway
Edward Conery
William W. Connally
Jim Connell
William O. Cooper
Robert C. Courtemanche
James Loid Crandall
Tom Cronin
Eric R. Cross
Frank Cozzetto
Andrew Cypher
Lyle Allen Daggett
James A. Daly
Sean M Daly
Charles H. Daman
Oliver P. Dawson
Thomas C. DePew
George R. Dietz
James C. Dillman
Laurie E. Dillman
Megan Dison

Dave “Mad Dog” Dolby
Harold “Hal” Donahue
Jeremiah Donovan
Stanley J. Dorosh
Robert T. Douglas
Dennis Duff
Travis G. Duff
Kenneth E. Dunlap Jr.
Reynaldo A. Duran
Frank C. Durk
Vic Eachon Jr.
Lorin L. Eaton
Tom F. Edmondson
Gerald W. Engelbrecht
Fred Anthony Exner Iii
Matthew P. Farina
Nicholas J. Farina
Jon James Fencl
Otis Myron Fencl
Donald C. Ferguson
John D. Ferguson
Kenneth W. Fiddelke
Luis Flores
James H. Frame
Tom Franklin
H. John Freligh
Benedict A. Frigge
Joseph R. Frontado
Duke Gaffney
William G. Gaines Jr.
William G. Gaines Sr.
Brandon “Doc” Gallegos
Collin R. Galloway
Richard J. Gamache
James Allen Garvey
Joseph M. Garvey
Mike George
Joan Genter
Carl Gidlund
Bob Gilbertson
Edward B. Gombos
Richard D. Good
Robert J. Gordon
Robert L. Gordon
James Darrell Gould
Adam D. Grace
Douglas S. Grace
Charles Q. Graham
Kellen M. Griffitts

James R. Griffitts Jr.
Darwin Grunwald
Jane O. Grunwald
Daniel Guerrero
James William Gully
Steven Guzauskis
Gary L. Habecker
Leo Haick
James W. Hall (Jim)
Roger Dean Hansen
Pat Hargrave
James William Harsch
Cecil W. Hathaway
Allen Henkin
Eugene James Hergert
Charles F. Hetzler
Francis Hildahl
Melvin C. Hill
Edward D. Hirschinger
James W. Hite Sr.
Gordon M. Hodge
Wilbur B. Hodge
Wayne Holecek
E.P. “Al” Holm
John L. Holst
Steven C. Holst
Patrick J. Hongslo
Jack Hood
Richard A. Hoopman
Arthur Huey
Richard F. Hughes
Daniel C. Hummer
Milton L. Hunt
Thomas Hyndman Jr.
Billy Speed Ingram
Ronald S. Ingram
Gordon Lee Jettie
Charles T. Johnson
Chris Johnson
David E. Johnson
Richard M. Johnson
Ronald E. Johnson
Samuel Mark Johnson
Wayne E Johnson
Timothy Johnston
Camella Jane Jones
Darcy L. Jones
Angelo Bob Juliano
Irvan Kaplan

Eddie A. Keith
Fred "Doc" Kelly
Ce Kerwin
Craig Kerwin
Ruth Everett Keys
Jesse E. Kimm
John L. Kimm
Dr. Frank Kimball
Noel R. Kimball
Samuel R. Kimball
Helen Kinder
Herbert “Bud” Kirchhoff
Wayne Evan Kleitz
Gail Anthony Koch
John Devana Koger Jr.
Floyd L. Koontz
Gilbert Laird
Lyman L. Lambeth
David D. Larsen
Brandon Lyle Larson
Michael L. Larson
Frederick K. Lartz Jr.
Eli Leach
Chris Liermann
Jay Lee Lillefloren
Gene “Geno” Lindsey
Stephen A. Loar
Bill Lopez
Clinton H. Lowery
Garth B. Lybbert
Roy Macdonald
Paul Mahlow
Dana R. Mailloux
Franklin Mark
Harold E. Markiewicz
Lloyd P Marsh
Frank A. Martin
Robert O. Martin
Calvin M. Mauck
Gregory “Mac” McCarty
Dwight A. McCain
Doral L. Mcgee
Michael B. M**c**Farland
Don M**c**grogan
Ronald B. M**c**Intire
Hugh Walter M**c**Kay
William A. M**c**Kenna
Nicole M**c**Lain
James B. M**c**Master

Frank E. Mille
Ralph H. Miller
Ray Mitten
Eugene E. Moe
Harold Edward Moline
Michael J. Montgomery
Kenneth D. Montreuil
Terry Morgan
James E. Moss
Jon Moss
Henry "Hap" Murphy
Delbert Napier
John A. Nelson
John N. Nelson
Erik P. Nemeck
Paul N. Nemeck
Zachary W. Nemeck
Lee Nesbitt
Robert B. Neubig
Nicholas W. Newby
Nick Nicholson
Glenn F. Nyberg
Charles B. O'Brien
Daniel R. Obrien
Margaret F. Ogram
William (Al) Ogram
Patrick C. O’Halloran
Delmer Olson
Richard E. Olson
Julius S. Orsak Jr.
Julius S. Orsak Sr.
Michael Paquin
Jerry Parker
Jim Parsons
Robert C. Petersen
Robert H. Petersen
George Phinney
Edgar B. Pickens
Patrick P. Pickens
Thaddeus “Thad” Piller
Edwin D. Pleger
Dennis L. Poncato
Nancy H. Powers
Dane A. Prevatt
Robert C. Prevatt
Steven M. Puder
Monty Quiring
Sandra J. Rakow
Aaron P. Rasmussen

Leland "Jay" Reasor
Gary J. Redel
Stanley R. Regele
Jeremy Lane Reynolds
Theodore M Reynolds
William “Dusty” Rhoads
Herman “Dusty” Rhodes
Robert V. Riddle
Charles L. Riffel
Paul Ritchie
Edward L. Robinson
James F. Robison
Marvin C. Rod
Michael C. Rod
Mark A. Rohring
Bernarr G. Roper
David Rosenkrantz
Harry W. Ross
Samuel W. Ross
Dr. Vincent A. Rossi
Bruce G. Roth
Joseph A. Roth
Roger J. Roth
Edward Rowe
Jeffrey E. Royer
Abram C. Rubow
Robert T. Rubow
William Rubow
Richard David Ruen
Rey Rule
C. Allan Ryan
Jason Rzepa
Catherine Sampert
Ronald J. Sampert Jr.
John A. Sans
Edward M. Santos
Albert Saterfiel
Dick Sather
Lavern Earl Schaffer
D.D. Schlegelmilch
Albert W. Schlepp
Barrett A. Schulenburg
James Sciortino
Herbert E. Scott
James W. Seigfried
Darrell Severns
Joe L. Shankle
Kenneth A. Sharp
Delmar L. Shaw

Dave Sheldon
Robert Thomas Shelly
Richard Sherrow
Edward Shipman
Robert Shoeman
Taylor Silva
Dustin W. Slaney
Charles H. Slate
Larry Smith
Richard Smith
Roger B. Smith
Charles A. Somers Jr.
Wayne R. Sorensen
Christopher Spatz
John D. Spencer
Norman W. Spencer
Dale Stamper
Robert D. Stanley
Paul D. Stephens
Willard Stetzelberger
James W. Stillinger
Charles L. Stockdale
Travis Stolley
Timothy W. Stricklin
Naaman Strom
Neil Strom
James T. Strong
Emmett M. Sullivan
James T. Sullivan
Fred Harvey Summers
Vern L. Stambaugh
Martin P. Suter
Randell Sweet
Gary G. Sylte
Hugh K. Syth
Wayne H. Syth
Anthony S. Taibi
Sal A. Taibi
Dorothy Tarleton
Dean A. Thie
Walter P. Tipke
Jay L. Townsend
Frank G. Tripepi
Jack H. Troxel
Jeffrey S. Tucker
Richard C. Turnbow
Timothy W. Turner
Michael Lee Valerino
Neil B. Vandemark

D. Veterans Commission Standard Operating Procedures Approval (ACTION ITEM)
E. Discussion Regarding Ways to Honor Thomas (Tommy) Norris (ACTION ITEM)

4. **NEW BUSINESS**
   A. Budget Report (ACTION ITEM)
   B. Friday Night Frights (ACTION ITEM)

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2026 FRIDAY NIGHT FRIGHTS DRIVE-THRU TRICK OR TREAT

PARTICIPANT APPLICATION & WAIVER

APPLICATION DEADLINE: Friday, October 16
EVENT DATE: Friday, October 30
SET-UP TIME: 5:00-5:45 p.m.
EVENT TIME: 6:00-7:30 p.m.
LOCATION: Hayden Meadows Elementary Parking Lot

Participant Information	
Name of Group or Organization:	
Contact Name:	
Phone Number:	Email Address:
Address:	
Description of Entry:	

Once completed and signed, please return to Jennifer Arrotta at jarrotta@haydenid.gov or mail to Hayden Recreation & Community Events, 8930 N. Government Way, Hayden, ID 83835.

RELEASE: PARTICIPANT, by signing this application, releases and discharges the City of Hayden from any liability of any nature for any property damage or personal injury suffered by the undersigned on the event premises, including personal injury and the theft, loss, injury or destruction of property of any kind from any cause.

INDEMNIFICATION: PARTICIPANT agrees to indemnify, defend, and hold harmless the City of Hayden and its officers, agents and employees from and against any and all claims, losses, actions, or judgments for damages or injury to persons or property arising out of or in connection with the acts and/or any performances or activities of PARTICIPANT, PARTICIPANT's agents, employees, or representatives under this Agreement.

NONDISCRIMINATION: No person shall be discriminated against in the providing of the services herein under, and the PARTICIPANT shall not refuse to serve or hire any person because of such person's race, creed, sex, color, or national origin. Also, the PARTICIPANT will in no manner discriminate against any person because of such person's race, creed, sex, color, or national origin in the performance of this Agreement. Any such discrimination shall be deemed a violation of this Agreement and shall render this Agreement subject to forfeiture.

SAFETY AND HOUSEKEEPING: PARTICIPANT agrees to provide a decorated trunk or pop-up structure and insures that all structures erected for the event will be substantial in structure and neat in appearance. PARTICIPANT further agrees to provide appropriate chemical type fire extinguisher(s), if required by the Fire Marshal, and to comply with all reasonable orders of said Fire Marshal. All decorations must be fireproof.

WORKER'S COMPENSATION: PARTICIPANT shall maintain in full force and effect worker's compensation for PARTICIPANT and any agents, employees, and staff that the PARTICIPANT may employ, and provide proof to The City of Hayden of such coverage or that such worker's compensation insurance is not required under the circumstances.

I acknowledge that there are known and unknown dangers and risks associated by participating in this event, and I grant a general release for my participants and for myself, my heirs, executors, administrators and assigns, and I waive, remise and forever discharge and release the City and any and all elected or appointed officials of the City, and all officers, employees, volunteers, agents, insurers and any and all other individuals or entities affiliated with such persons, from any and all claims, several or otherwise, which can or may ever be asserted as a result of any injuries, damages, or communicable diseases sustained by me or by my participants while being involved in this event and during said use of the facility, including coming to and going away from the site.

Participant's Signature: _____ **Date:** _____

5. **REPORTS**
   A. City Staff
   B. Chair and Commission Members
6. **ADJOURNMENT**

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