



General Club Policies

Packers Athletic Club has adopted general policies, procedures, rules and regulations designed to provide a safe, enjoyable and healthy use of our premises and events by all employees, members, and guests.

These policies apply to your conduct on PAC's premises, which include its centers and all indoor and outdoor areas, including parking lots, sidewalks, turf and café, or any use of PAC's online, mobile, or interactive offerings or websites. These policies also apply to conduct during programs, training, events or any other PAC sponsored activities or events off premises.

These policies supplement those posted or otherwise provided in our facility, on our web or mobile sites, or at our events. We may adopt specific policies applicable to a single event at any time. To the extent of a conflict with other policies, the more restrictive policy applies.

If any of these policies are violated, your membership or facility access may be suspended or terminated. Our decision on all questions regarding construction or interpretation of these policies is final.

We may change these policies at any time without notice in our sole discretion. You may find the most recent version of these policies at packersathleticclub.com. As a member or guest of the Packers Athletic Club, you are responsible to always review and comply with these policies.

- **Accessibility Policy:** The PAC complies with all ADA requirements as well as those more restrictive in the State of Wisconsin. PAC promotes an environment of inclusivity.
- **Proper Conduct:** We strive to uphold a safe and fun environment. As such, we expect proper, respectful conduct on the premises always. We do not permit

disrespectful conduct toward our members, guests, employees ("Team Members"), vendors or property including, but not limited to vulgar, profane, indecent, offensive, violent, hostile, aggressive, threatening, harassing, stalking, fraudulent, or other inappropriate conduct or communications.

- **Club Etiquette:** For the comfort of all members, we ask that you follow our club courtesy guidelines outlines.
- **General Hygiene:** We expect you to uphold general personal hygiene and refrain from excessive use of scented oils, lotions, colognes, perfumes or other fragrances out of respect for other members and any fragrance or chemical sensitivities.
- **Weapons:** You may not bring or use weapons of any kind on the premises for any reason.
- **Proper Attire:** You must always wear proper attire, including shirts and shoes, unless noted in a specific area.
- **Membership Cards and Check-In:** As a member, you may not enter the center without scanning your membership code, which you must present to the front desk to be swiped upon entry. Because access to PAC's facility varies by membership level, you must have the required membership, and be in good standing, to access.
- **Personal Belongings:** You must store all workout bags, coats, and personal belongings in a locker. Be sure that your locker is secured before you leave it. You may use our lockers only while you are on the premises; you may not leave any personal belongings in a locker overnight. Items left in a locker overnight will be removed and stored in the lost and found for a limited amount of time (30 days). Do not bring or store any valuables on the premises, including watches, jewelry or large amounts of cash. Do not leave valuables in plain view in your vehicle. Be sure your vehicle is locked. We are not liable or responsible for any lost, stolen or damaged personal property, whether from lockers, vehicles or other locations on the premises. Please inquire in person at the Concierge Services desk for lost articles that may have been found.
- **Equipment:** You may not modify any PAC equipment from its intended use. You may not bring in personal equipment, mechanical or otherwise, unless approved by PAC, and any such approval may be revoked at any time.
- **Locker Rooms:** We always expect proper etiquette in our locker rooms. You may not spit, sleep, or engage in any sexual conduct in our locker rooms. You may not shave in the sauna, spa, or steam room. You may not work out or wear rubber suits or

excessive clothing in the sauna or steam room. You must dispose of towels in the designated container. No photography or cameras are allowed in any locker room, ever. Our gender-neutral locker area is for entry and use by those that may not feel comfortable utilizing the main locker room area. In the event of a maintenance issue whereby an employee from the opposite gender needs access to the locker room, PAC will inform all locker room members about this entrance. Gender neutral locker rooms are available for use during this closure.

- **Injuries:** If you are injured while on the premises, please seek immediate assistance from a PAC employee. All employees can provide or arrange for appropriate medical assistance and complete an incident report (located at the front desk).
- **Physical Examination:** We strongly encourage that you consult with your physician and have a complete physical examination prior to beginning any new exercise or nutrition program.
- **Training Services:** Our personal training services include instruction, coaching, advice, lessons, and/or demonstrations concerning physical exercise, physical fitness, exercise strategies, nutrition, wellness, fitness products, fitness equipment and other fitness-related activities by personal trainers, nutrition coaches teaching professionals or other instructors ("personal training"). Personal training services are available to members, typically for a fee per session, upon completion of a Personal Training Agreement.
- **No Personal Training by Members or Guests:** You may not solicit or conduct on the premises any personal training as defined above, with or without compensation. PAC retains sole discretion to determine whether a member or guest is engaged in personal training.
- **Leagues:** You may not organize your own informal or formal sports leagues, tournaments, or programs.
- **Solicitation:** Unless expressly authorized by the Green Bay Packers or the Packers Athletic Club, you may not solicit whether in person or in writing, any members, guests or employees on the premises or during off-premises events, including but not limited to solicitations for political or religious purposes, media interviews, business opportunities, or competitive products or services.
- **Cell Phones and Other Mobile Devices:** Cellular phones and other mobile devices may not be used in photographic or video mode in any locker room, rest room, sauna, steam room, massage, recovery, or other private area of the center. Please

use common courtesy and refrain from including other members or guests in photos or videos when using mobile devices in other areas of the center.

- **Photography and Video:** Professional photography and recording of video on the premises is not allowed without the advance approval of the PAC Marketing Department. You must have consent to photograph any other member, guest or team member. No photography, video, or cameras of any kind are allowed in any locker room, rest room, sauna or steam room.

The PAC allows certain employees to take images of members and guests for social media purposes, including participants in group fitness and team training classes in studios designated with a “social studio” sign. If you do not wish to have images taken by the PAC, please let the facilitating employee know, so that you can opt out. By your continued use of PAC’s premises and services, including participation in the class, you irrevocably consent to and grant PAC the exclusive, worldwide, perpetual, royalty-free and otherwise unlimited right to use, copy, modify, distribute, publicly display and perform, publish, transmit, remove, retain, and repurpose the images for any purpose in any media or form of communication, without additional consent and without compensation, including but not limited to PAC’s commercial and promotional use on its corporate or employee social media sites.

- **PAC Wireless Network.** Pac utilizes the open Lambeau Field wireless network; there is no password for access.
- **Food:** You may not bring your own food into the center, but you may bring clear, non-alcoholic liquids in closeable, unbreakable bottles. Unless purchased for consumption outside the center, food from our cafe must remain in those areas. No outside food or beverage allowed in the cafe. Our cafe uses peanuts and other products that may cause allergic reactions.
- **Alcohol:** You may not consume alcohol on the premises unless it is purchased from or otherwise provided by the PAC, and only then in designated areas. You must be of legal age and have valid identification to consume alcohol. You may not use our equipment, services or programs while under the influence of alcohol. Alcohol must be consumed responsibly, and you assume all risks associated with your consumption. The PAC reserves the right to refuse alcohol service to anyone at any time.
- **Drugs:** You may not use, possess or sell any illegal drug on the premises, including but not limited to anabolic steroids or other illegal growth-enhancing substance. You may not use our equipment, services, or programs while under the influence of

illegal drugs. You should not use, or should stop using, any equipment, service or program if your prescription medication adversely impacts or influences your ability to safely use it.

- **Smoking:** PAC strictly prohibits the use of cigarettes, chewing tobacco, or the use of any other tobacco or electronic cigarette products on PAC's premises, including any outdoor areas (e.g., sidewalks or parking lot), or at PAC events.
- **Center Closure or Access Restrictions:** PAC reserves the right to close or restrict access, without advance notice, to any area of or the entire center or premises for any reason, including but not limited to closures or restrictions related to construction, remodeling, repair, or maintenance (whether planned or unplanned) or for health or safety reasons, including but not limited to weather, natural disasters, power outages, and medical issues. Your obligation to pay membership dues is not dependent upon usage, availability, or access to the center.
- **Illness:** You may not enter the premises if you have a contagious illness that may be transferred through ordinary use of our equipment, services or programs. You must cover exposed lesions or rashes.
- **Animals:** You may not bring any animal to the premises unless it is (1) a service animal performing its duties in the care of a person who requires its assistance or (2) an on-duty law enforcement animal ("exempt animals"). All exempt animals must be licensed, vaccinated and have identification tags (where applicable); must remain leashed or always caged and under a non-PAC responsible person's control; and must be removed immediately if it causes a disturbance, interrupts the work of others, or poses a health or safety risk to those who are exposed to it. The animal owner must promptly remove animal waste and is liable for any damage caused by the animal. (See Service Animal Policy Document for staff details)
- **Damage to Center:** You may not damage the center in any way, including but not limited to any damage to, or theft of, exercise equipment, towels, supplies or other center property, such as balls breaking lights.