Special Event Permit
Terms and Conditions

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# Special Event Permit
## Terms and Conditions

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Introduction

The purpose of a special event permit is to allow the host of the event to serve or sell liquor in accordance with B.C.’s liquor laws and regulations.

This handbook outlines the requirements of the Liquor Control and Licensing Act, Regulation and the terms and conditions that relate to special event permit holders, which includes individuals, non-profit organizations and business corporations. It is the responsibility of the permittee to be aware of and to operate in compliance with these rules.

You must follow B.C.’s liquor laws and these terms and conditions at all times (as well as any further terms and conditions that might be printed on the permit issued to you by the general manager of the Liquor and Cannabis Regulation Branch).

Throughout this handbook the term "general manager" refers to the general manager of the Liquor and Cannabis Regulation Branch, who has legislative authority to make decisions regarding liquor licensing in British Columbia.

You must follow the special event permit terms and conditions that were in effect at the time your permit was issued.

Stay up to date by referring to the online handbook and checking our policy directives page: https://www2.gov.bc.ca/gov/content/employment-business/business/liquor-regulation-licensing/liquor-law-policy/liquor-policy-directives.

Contact Information

If you have any concerns or questions, please contact your local liquor inspector or the Liquor and Cannabis Regulation Branch at:

**Mailing address**
PO Box 9292 Stn Prov Govt, Victoria, BC V8W 9J8

**Office address**
400-645 Tyee Road
Victoria, BC V9A 6X5

**Email**
lclb.sep@gov.bc.ca

**SEP Toll-Free Phone**
1 855 999-7656

A range of helpful information along with handbooks, application forms and links to the Liquor Control and Licensing Act and regulations can be found on the provincial government website under “Liquor Licensing”:
http://www.gov.bc.ca/liquorregulationandlicensing.

You can apply for special event permits online at https://specialevents.bcldb.com
Serving It Right and Special Event Server: B.C.’s Responsible Beverage Service Programs

Serving It Right is a self-study course that educates permittees, managers and servers about their legal responsibilities. The Special Event Server training is an abridged program developed specifically for special event permit events. There are different training requirements depending on the size of the event and your role. Training must be completed prior to the start of the event.

A Serving It Right certificate is required for permittees and managers for events with 500 or more attendees. Special Event Server training is required for all permittees and managers for events with fewer than 500 attendees. All event servers (paid or unpaid), regardless of the size of the event, must complete Special Event Server training. The following table shows who is required to complete Serving It Right or Special Event Server training.

<table>
<thead>
<tr>
<th>Special Event Permit Group</th>
<th>Small Event &lt;500 attendees</th>
<th>Large Event 500+ attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permittees and managers</td>
<td>Special Event Server*</td>
<td>Serving It Right</td>
</tr>
<tr>
<td>Servers (paid or unpaid)</td>
<td>Special Event Server*</td>
<td>Special Event Server*</td>
</tr>
</tbody>
</table>

*Note: If you have a valid Serving It Right certificate, you are not required to complete Special Event Server training as well.

As the Special Event Permit holder, you must keep available, at all times, a list of all staff who are required to have Serving It Right or Special Event Server training including their certificate number and expiry date, if applicable. You must produce this list to a liquor inspector or peace officer upon request.

Servers relocating to British Columbia with a valid certificate showing completion of a recognized responsible beverage service program in another Canadian jurisdiction are exempt from the Serving It Right requirement until the expiry of their certification. Effective September 15, 2020, servers holding certificates with no expiry date must obtain the training indicated above.

The course packages, exams and certificate numbers can be found online at www.servingitright.com and www.specialeventserver.com or by phoning 604-633-9798.

Your Presence

You, the permit holder, are required to be at the event from the beginning of liquor service until the end of liquor service each day. If this is not practical, you may designate, in writing, a person who can substitute for you on a limited basis. If your event has over 500 attendees, this designation must be approved, in advance, by a liquor inspector. If your event has less than 500 attendees, prior approval is not required. In both cases, the written designation must specify the days and times the substitution will occur and be signed by both you and your substitute. It must be available for inspection with your special event permit.

You, as the permit holder, remain legally responsible at all times, regardless of who is present. You and the person substituting for you must have proper training, either Serving it Right or Special Event Server certification (see training requirements above), and be a member of the organization or group or a manager of the event. You or your designated substitute must not consume liquor at the event.

Event Location

Your event must be located at the address indicated on your permit.
Operation Requirements

Ticket Requirements at Private Events
For private events, tickets must be sold before the event starts. You are not permitted to sell tickets at the door; however, presold tickets may be picked up at the door after the event starts.

Attendance Requirements
You must follow the below attendance requirements throughout the operation of your event.

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Attendance Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ticketed events</td>
<td>Attendance at the event must be limited to you and your staff or members, invited guests or persons who purchased or were given tickets before the event.</td>
</tr>
<tr>
<td>Family events</td>
<td>Attendance at the event is limited to family members and friends of the family or those officiating the event.</td>
</tr>
<tr>
<td>Wine or beer competition events</td>
<td>Attendance at the event is limited to you and your staff or members, invited guests or persons who have been given tickets before the event.</td>
</tr>
</tbody>
</table>

Award Requirement at Beer and Wine Competition Events
If your event is a competitive event for judging beer or wine, you must ensure there are awards or recognition given to the makers of the beer or wine based on the evaluation.
Controlling your Event

Your Responsibilities
You and your staff are responsible for controlling the behaviour of patrons. You must ensure no one is harmed as a result of liquor misuse or criminal activity at your event site, and you are required to take steps to ensure your event does not disturb the surrounding community.

If your event poses a threat to people's safety, the liquor inspector or police can cancel your permit and order the immediate removal of patrons.

Staff Conduct
Your staff, including those who provide entertainment, must not consume liquor at an event site during work hours. This includes breaks, meal periods and between shifts on the same day.

After work, you and your staff may consume liquor in your service area, as long as:

- you do not offer liquor to staff members in lieu of wages or as a bonus;
- your staff members are of legal drinking age;
- your staff members do not wear uniforms or clothing that identifies them as staff members;
- you are serving and consuming the liquor during the hours of sale indicated on the face of your permit; and
- you are not treated differently than a regular patron.

Everyone involved with the event must refrain from illegal activities, disorderly conduct, or any action that might affect public safety.

You are responsible for the actions (or lack of action) of event staff and security personnel, regardless of whether they are paid or volunteer.

Overcrowding
Your permit indicates the maximum number of people, including staff, that you can have at your event site and in your service area at one time. For events over 500 attendees, you must have controls at each entry point and you must be able to count the number of people entering and leaving.

If your event is indoors, it is important that you know the occupant load of the building and ensure you stay within this limit. Local building/fire authorities may establish a maximum capacity or occupant load that may differ from your permit maximum capacity. If fire and building officials have each calculated an occupant load for your indoor event (or if an engineer or architect has) and the numbers are not the same, you must use the lower number. You must not exceed the maximum attendance listed on your permit or the occupant load, if one has been established.

Changes to a building’s layout and configuration for an event may alter the location’s occupant load. In these cases you must obtain a new occupant load from local authorities.

Entrances and Exits
You are responsible for controlling entry to the liquor service area.

Patron Clearance
You must verify that patrons are entitled to enter the area and that they do not possess anything illegal or dangerous, such as weapons or drugs. An individual who has been asked to leave or who has been barred from entering your service area
must not return for at least 24 hours. If a person does not comply, they are committing a criminal offence and you should call the police.

Lighting and Visibility
Lighting and visibility must be sufficient for you and your staff to easily maintain control of patrons and thoroughly check identification.

Overservice and Intoxicated Patrons
It is your responsibility to ensure patrons do not become intoxicated at your event site. A person who appears to be intoxicated may not enter or remain in your service area. You must refuse the person service, have the person removed and ensure they depart safely.

You must write down all incidents of intoxicated patrons and the action you took in an incident log, and have the information available for a liquor inspector or police officer.

Disorderly or Riotous Conduct
You must not allow disorderly conduct or unlawful activities to take place at your event site. This includes behaviour that might cause a reasonable person to believe his or her safety is threatened. If you know or suspect that this kind of behaviour has taken place, is currently taking place or may take place, you must notify the police immediately.

Weapons
A weapon is defined as anything used or intended for use:

- In causing death or injury to persons (whether designed for that purpose or not)
- In threatening or intimidating any person

You are responsible for making sure a person with a weapon does not enter or remain at your event site. If you know or suspect that one of your patrons has a weapon, you should notify the police immediately.

Preventing Disturbances
You must take reasonable measures to ensure your event is not operating contrary to the public interest and does not disturb people near your event site (for example, noise). This means performing actions that are appropriate in the circumstances and within your capacity to do.

Examples of reasonable measures include:

- Installing adequate lighting outside your event and in the parking lot
- Supervising your parking areas
- Posting signs asking patrons not to disturb your neighbours
- Allowing an indoor line-up area, if applicable
Security

Perimeter Fencing
The liquor service area must be surrounded by a barrier sufficient to contain the sale, service and consumption of liquor to that area. If liquor service is provided throughout the whole event site, the whole event site must be surrounded by a barrier.

Security Plan
If you are required to have a security plan, you must comply with it.

Security Staff
If you are required to have security staff, you must have at least the number of security staff that is stated in your security plan. Security staff must be highly visible during the event and must be actively providing security services throughout the site. If your event is required to have a designated liquor service area, such as a beverage garden, all security staff (including volunteers performing security services in the service area) must hold a valid security worker licence in the category of security guard.

Note: Volunteer security staff at an event site are not required to hold a security worker licence, except where the event has been approved for whole-site liquor service. In this case, everyone performing security services at the event site – including volunteers – must hold a valid security worker licence in the category of security guard.

Please visit http://www2.gov.bc.ca/gov/content/employment-business/business/security-services/security-industry-licensing for more information about security licensing requirements.
Minors

It is against the law to provide liquor to a minor. You are expected to have effective policies in place to meet this obligation. If you or a staff member allows a minor to obtain or purchase liquor, the Liquor and Cannabis Regulation Branch (the Branch) may take enforcement action against you and you risk prosecution.

If liquor service is permitted throughout the whole event site, minors are allowed to enter but must not drink, serve liquor or sell liquor or drink tickets.

Anyone under 19 years of age is not allowed in beverage gardens or similar liquor service areas where the service of liquor is the primary focus, except as a professional entertainer. See the “Entertainers” section in this manual for more information.

Minors are not permitted to attend tasting events except as a professional entertainer.

Identification (ID) Requirements
You are responsible for ensuring that minors are not served liquor. If there is any doubt whether a customer is 19 or older, you and your staff members should verify age by asking for two pieces of ID, carefully examining both pieces and acting on the authenticity of the identification. If you can’t demonstrate that you have done this, you could be held responsible for serving a minor, if the person is under 19.

Checking ID
You must provide an area at your event that is well lit and away from entertainment noise so that staff can properly review patrons and their identification and ask appropriate questions to verify identity.

You and your staff must decide on a case-by-case basis if the ID presented proves that the person is not a minor. If the person cannot produce two pieces of acceptable identification, you should refuse service. You must cooperate with a liquor inspector if asked to determine whether a person is a minor.

Primary ID
At least one piece of ID must be a primary ID and it must:

- be issued by a government agency; and
- include the holder’s name, date of birth and picture.

Examples of primary ID include:
- State or provincial driver’s licence
- Passport
- The Photo BC Services Card
- Citizenship card
- First Nations status card
- The federal Firearms Possession and Acquisition licence
- National Defence ID

Note: The B.C. Driver’s Licence and Services Card, which combines the B.C. Driver’s Licence and Services cards (formerly CareCard), counts as only one piece of ID.

Secondary ID
Used to verify the authenticity of the first piece, and:

- Must include the holder’s name; and
- Must include either the holder’s signature OR picture.
Any acceptable piece of primary ID can be used as secondary ID. Examples of other acceptable secondary ID include:

- BC CareCard (which will be replaced by 2018 with the Non-Photo BC Services Card)
- Interim driver’s licence (issued by ICBC)
- BC Transit ProPASS
- University or college student card
- Credit card
- Canadian Blood Services donor card
- Transport Canada's Pleasure Craft Operator's Card
- Many bank cards and rewards cards

You can accept expired and foreign ID, as long as it is readable and you can recognize the customer from the photo.
Liquor Service

Liquor Source
All liquor for your event must be bought from one of the following:

- B.C. government liquor store
- B.C. winery, brewery or onsite distillery store
- Rural Agency Store (as long as the store has prior written permission from the Liquor Distribution Branch)

You must not purchase your liquor from a private liquor store, offsite or private wine store*, or an agent.

*Note: The one exception to this prohibition is that you may purchase wine from wine stores that are permitted to sell all types of wine (classified by government as independent wine stores) if your event is a private special event.

Donated Liquor
A liquor manufacturer may donate liquor to an event if the permittee is a non-profit organization or non-profit corporation and the purpose of the event is to raise funds for a charitable purpose. Family events and businesses may not receive donated liquor.

Donated Liquor

Quantity of Liquor
You must not serve more than the maximum number of servings indicated on your permit.

Hours of Liquor Service
You must only sell or serve liquor at your event during the hours indicated on your permit.

Dispensing Liquor and Mixing Drinks
You may pre-mix drinks by hand or using devices, such as a Bellini machine, in anticipation of patrons ordering drinks, as long as the liquor comes from the original containers purchased from the Liquor Distribution Branch.

You cannot refill original containers purchased from the Liquor Distribution Branch with anything. Doing so would make monitoring unlawful liquor difficult.

Additionally, you are not permitted to:

- Circulate trays of pre-mixed or pre-poured drinks that have not been ordered
- Allow self-service of liquor by patrons
- Pour drinks into the mouths of customers

Serving Amounts
You must not serve more than the amount of liquor below at one time to one person (whether in one container or more):

<table>
<thead>
<tr>
<th></th>
<th>Up to 24 oz (682 ml)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beer, cider or coolers by the glass</td>
<td></td>
</tr>
<tr>
<td>Wine by the glass</td>
<td></td>
</tr>
<tr>
<td>Spirits</td>
<td>Up to 3 fl oz (85 ml)</td>
</tr>
</tbody>
</table>

If non-plastic beverage containers are permitted:

<table>
<thead>
<tr>
<th>Package</th>
<th>Two standard-sized cans or bottles or equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged beer, cider or coolers</td>
<td></td>
</tr>
<tr>
<td>Wine by the bottle (750 ml)</td>
<td>Only if two or more people are sharing and having food</td>
</tr>
</tbody>
</table>
Serving Amounts – Tasting Events
There are different maximum serving sizes permitted at tasting events. Serving sizes must not exceed:

- 4 oz (114 ml) for beer, cider and coolers,
- 2 oz (57 ml) for wine, and
- ½ oz (14 ml) for spirits.

Selling Prices
The price of liquor sold at your event must not exceed the price specified on your permit.

Sales Strategy
You must not use a sales strategy that is likely to promote or encourage intoxication. For example, you cannot sell drinks “two for one.”

All-inclusive Pricing
You must not provide unlimited or unspecified quantities of liquor for a single price.

An all-inclusive ticket price may be offered for any tasting event where the primary purpose of the event is to acquaint the public with liquor products. However, licensees must take precautions to prevent the overservice and intoxication of patrons.

Price Lists
You must have a price list available showing:

- The types of liquor you sell
- The size of each drink (in fluid ounces or millilitres)
- The price, specifying whether or not taxes are included, and what the applicable taxes are

You do not have to include a complete list of all available mixed drinks, as long as you clearly list the price and the amount of liquor (for example, “mixed drinks contain 1.5 ounces of liquor and cost ‘x’ for bar brands and ‘y’ for premium brands”).

You may post the price list, however, at a minimum it must be available on request.

Winding Down Liquor Service
If you are serving from kegs, do not open more than can be consumed responsibly before the end of liquor service. Do not sell drink tickets redeemable for more liquor than can be consumed responsibly before the end of liquor service.

Drinking must cease and all liquor must be removed from patrons within 30 minutes of the end of liquor service.

Liquor Removal
If your event is longer than one day, liquor may be stored onsite to use the following day/s, as long as the storage is secure (no unauthorized access or illegal consumption).

You are not required to return liquor left over after the event. However, any leftover liquor, whether it has been opened or not, cannot be resold, used for another event, or used under a different licence or permit.
UBrew/UVin or Homemade Beer, Cider and Wine
You may serve UBrew/UVin or homemade beer, cider or wine, as long as the event is a family event or a wine or beer competition and the liquor is provided free of charge.

The above events may also sell liquor that is commercially produced and purchased from the Liquor Distribution Branch.

Shooters
If your event is a public event, you must not serve or sell shooters of spirits.

Drinking Games
You must not allow contests and activities that involve the consumption of liquor (for example, beer pong, flip cup, etc.) at your event.

Entertainment

Gaming
Gaming (also called gambling) is defined as playing or gaming, for money or other stakes, on an uncertain event; it involves chance and the hope of gaining something more than the amount paid to participate. Gaming is regulated by the BC Gaming Policy and Enforcement Branch (GPEB).

If minors are allowed at your event, you must not permit any licensed gaming when minors are allowed to be present, except for ticket raffles and bingo events licensed by the GPEB.

If minors are not permitted at your event (or in a particular area of your event site, such as a beverage garden), all forms of gaming licensed by the GPEB are permitted at your event or in the area where minors are not permitted. Unlicensed gaming pools, including those associated with major sporting events, are prohibited under the Criminal Code of Canada.

Contests and Draws
You may offer contests and draws, as long as:

- You do not charge an entry fee (except if the draw is a licensed ticket raffle)
- Anyone at the event is entitled to enter the contest, without having to order a drink (minors may not purchase licensed raffle tickets)
- You do not offer or give liquor as a prize
- The contest does not involve the consumption of liquor

Adult Entertainment
Minors are not permitted to attend a special event where adult-oriented entertainment is provided.

Adult entertainment includes:

- **Exotic dancers** – entertainers who remove clothing during a performance and/or perform in a sexually suggestive manner
- **Adult-oriented performers** – entertainers who present performances not suitable for minors (nudity, sexual content, violence, obscene language)
- **Adult-oriented activities** – activities not suitable for viewing by minors (full or partial nudity, sexual content, violence, degradation or abuse). Belly dancers are not considered adult-oriented performers.
If you are offering adult entertainment:

- The entertainers must be at least 19 and must wear appropriate clothing while walking through the audience before and after performances. This clothing may be part of their stage costume; however, the clothing must cover the entertainer’s breasts and genitalia.
- Performances must be confined to the stage or other approved areas. No performing is allowed in the audience area.
- Animals cannot be part of a performance and are not permitted as entertainment, unless approved by the general manager.
- You must ensure adult-oriented performers, exotic dancers and adult-oriented activities cannot be viewed from outside the service area – dividers or other separation must prevent a line of sight into the area.
- The exotic dancers/adult-oriented performers cannot act as servers or hold any other employment position at your event site while working in their role as entertainers. However, when individuals are not working in their role as an entertainer, they may be employed as servers or hold positions of employment at your event site and this may occur during the same shift.
- If an entertainer holds another employment position at the event site, they must change out of their entertainer clothing and into clothing typical for that other position prior to starting that position. Exotic dancing/adult entertainment must not be combined with serving or any other employment position.

**Entertainer Conduct**

Professional entertainers may consume liquor at the event, but staff members who provide entertainment cannot do so during work hours. As with patrons, it is your responsibility to ensure that professional entertainers do not become intoxicated. If an entertainer becomes intoxicated, they must be refused service, removed from the premises and you must ensure they depart safely from the event site. An intoxicated entertainer must not be allowed into the event site.

Exotic dancers and adult-oriented performers cannot:

- Engage in real or simulated sex acts, or in any acts involving coercion or violence, either simulated or real
- Insert any object into, or extract any object from, the vagina or anus
- Urinate or defecate while performing
- Touch, share food and beverages, or pass objects to members of the audience or to other performers
- Dance/perform on table tops or other areas outside the approved areas
- Deliberately engage a patron in an adult-oriented performance or activity
- Perform while intoxicated

Tipping and distribution of promotional materials is permitted, as long as there is no physical contact between the exotic/adult-oriented entertainers and audience members.

**Advertising**

All of your advertising must comply with the Canadian Radio-television and Telecommunications Commission’s Code for Broadcast Advertising of Alcoholic Beverages and the Liquor Control and Licensing Regulation.

If you are holding a public special event, you may advertise liquor or the availability of liquor, but only in relation to that public special event.

All other special events cannot advertise the availability of liquor at the event.
Charitable Events

A charitable event is an event that raises funds for a non-profit organization whose primary function is to carry out charitable purposes. Charitable purposes means the relief of poverty and other purposes beneficial to the community, including the advancement of education, religion, recreation, sports or athletics, aid to persons with disabilities, culture and youth or senior citizens.

Donating Profit

If you charge above the cost-recovery price list, your entire profit from the event must be donated to a non-profit organization with a primary function to carry out charitable purposes, unless otherwise exempted by the general manager of the Liquor and Cannabis Regulation Branch. See the “Events of Municipal, Provincial, National or International Significance” section in this manual for more details.

If your event has not received an exemption, within 60 days after the permit expires, you must:

- Make the donation
- Send a revenue and expense report to the Branch
- Provide proof to the Branch that the profits have been donated

Proof can be in the form of a receipt, cancelled cheque, letter of thanks or any other document indicating that the profits have been received by the charity, or a copy of any media coverage.

Relations with Manufacturers, Agents and Sales Representatives

You may enter into exclusivity agreements with liquor manufacturers to sell specific brands at charitable events. You are not required to sell a selection of liquor from a variety of manufacturers at charitable events.

Events of Municipal, Provincial, National or International Significance

If your event has been designated by the general manager as being of municipal, provincial, national, or international significance, you may charge over the cost-recovery price list and keep the profits from the event.

If your event has received a designation of municipal significance from the municipality where the event is being held, you must keep a copy of the designation available for inspection on-site. The designation must be given by council resolution or by a delegated municipal official (e.g. municipal clerk).
Permit Documents

Posting Documents
You must post your special event permit in the liquor service area where it can be viewed.

Documents Available for Inspection
You must have the following documents available for inspection at your event site:

- All required records (see “Records” section below)
- Letters from the Branch granting exemptions or documents imposing additional terms and conditions
- Written designation of an individual who can be in attendance at the event on behalf of the permittee, if applicable (see “Your Presence” section)
- Legible receipts clearly showing the amounts, types and source(s) of the liquor you are serving

Records
You must keep the following records for at least two years after your permit expires:

- The special event permit and any records submitted with the application
- The written permission of the local government or First Nation, if applicable
- Records showing the amount of and price paid for liquor purchased
- Records showing the amount of liquor sold or served
- Records showing the prices charged and the revenue from liquor sales
- Records showing the name of each staff member, their Serving It Right or Special Event Server certificate number and the expiry date

Signs
If you are required to post signs they should visibly advise of the following:

- Exit/entrance
- Hours of service
- No minors/two pieces of ID
- Serving sizes and prices
- Two-drink maximum per serve
- Intoxicated persons may not enter/will be removed
- No drinks beyond this point
- Advising of adult entertainment (where offered)
Compliance and Enforcement

You are required to:

1. Follow all of the terms and conditions.
2. Always allow liquor inspectors and/or police officers to enter your event site. Never impede their entry in any way.
3. Never draw attention to liquor inspectors inside your event. This can affect the inspectors’ safety.

For more information on Compliance and Enforcement, please visit our website.

Other ministries also have requirements that you must follow. Please refer to https://www2.gov.bc.ca/gov/content/employment-business/business/liquor-regulation-licensing/liquor-law-policy/other-relevant-laws-related-to-bc-liquor-industry for more information.
Glossary

“The Act” means *The Liquor Control and Licensing Act*, the provincial legislation that guides the permitting of events to sell or serve liquor in B.C.

“The Branch” means the Liquor and Cannabis Regulation Branch, the government agency that administers the Act.

“Event site” means the place referred to in the special event permit.

“Inspector” means a liquor inspector from the Liquor and Cannabis Regulation Branch.

“Special event permit” means the approval granted by the Branch to allow the permittee to sell or serve liquor in the applicable service area at an event site.

“Service area” means the area within an event site where liquor may be sold, served and consumed.

“Special event server” refers to an abridged self-study course for servers, both paid and unpaid, serving at special events. Managers and special event permit holders who do not already have Serving it Right training are required to take the Special Event Serving course for events with less than 500 people.

“Serving It Right” refers to a self-study course that educates permittees, managers and servers about their legal responsibilities. Managers and special event permit holders are required to take the Serving It Right course for events with more than 500 people.

“Staff” means employees or volunteers of an event, whether paid or unpaid.