



## SUBCONTRACTOR RESPONSIBILITIES & PERFORMANCE EXPECTATIONS

- **Prompt Arrival**
  - Call times must be observed, especially for security reasons.
  - A photo ID must be carried at all times.
  
- **Professional Behavior:** On any call, you are representing our company. Please be aware that your behavior, attitude and work ethic are always a reflection of not only yourself but of the company as a whole. A positive, always helpful outlook and work ethic helps result in positive reviews of your work. This also means repeat business for the company and in turn our repeat hiring of you.
  
- **Cell phones / Photos:** Personal cell phone use is not permitted on site during working hours - with limited exceptions. Excessive phone use will be addressed accordingly. A safe working environment is our priority. Your tasks require your full attention at all times.
  - Calls/texts from our staff or office in relation to the event, phone use on work breaks and emergency calls/texts are permitted.
  - ***Do not take photos of the event, venue, work process, equipment, decor or other vendors without the prior approval of L&M management.***
  
- **Appropriate Dress:** *(as per received instructions in call time email)*
  - **STAGE BLACKS:** black shirt, black pants or jeans (shorts only when explicitly permitted).
    - No tank tops at any time.
  - **DRESS BLACKS:** black dress shirt / black dress pants / black dress shoes or clean black sneakers / dark work shoes.
  - **SUIT & TIE:** Business attire which includes jacket with dark shirt, tie, dark slacks, and black shoes. Appropriate corresponding attire for women.
  - Work boots are recommended. No sandals or open-toed footwear.
  - If you are unsure, please ask.

Thank you for working with L&M Sound & Light.