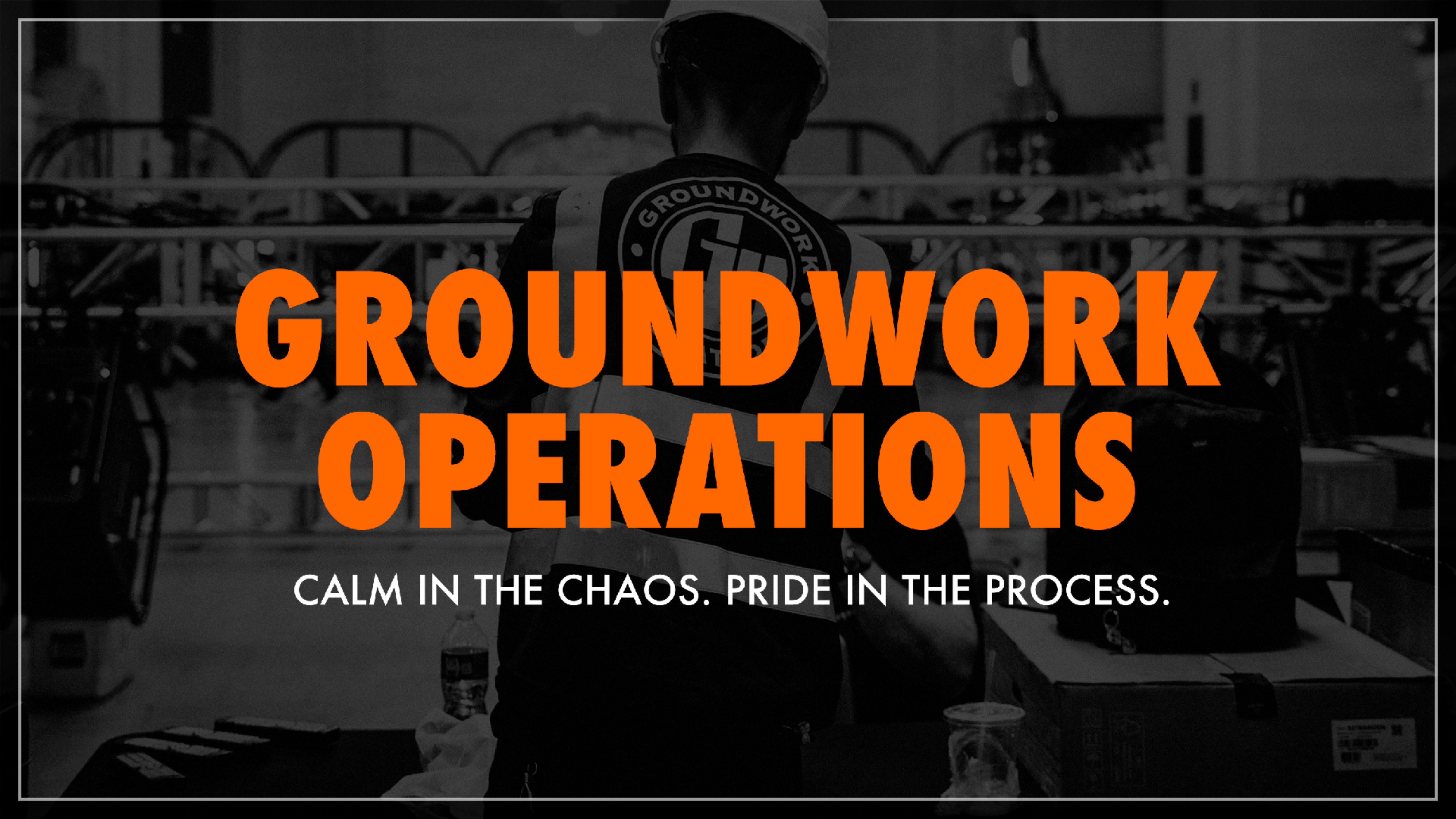


A grayscale photograph of a worker in a warehouse or industrial setting. The worker is seen from the back, wearing a white hard hat and a high-visibility safety vest. The vest has a circular logo on the back that says 'GROUNDWORK' around a stylized 'G' and 'T' emblem. The worker is standing in front of a large, cluttered area with many boxes and equipment. The lighting is somewhat dim, creating a sense of a busy, industrial environment.

GROUNDWORK OPERATIONS

CALM IN THE CHAOS. PRIDE IN THE PROCESS.

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ALL images feature real Groundwork Operations crew working real jobs. Photos taken by Sinematic Studios IG: @Sinematic.Studios

WHO WE ARE

Founded in 2010 by childhood friends with shared passions for **people, process + improvement**, and personal networks as wide and diverse as our interests and experiences.



Today, we are a well-oiled machine, providing **logistics consulting + production crew** to support everyone from small startups to marquee events, conferences + brand activations.

WHAT WE DO

Groundwork Operations supplies
general + specialized production
crew, scalable from a single staff
member, to hundreds of hands
holding down weeks of work.



We provide experienced,
adaptable, collaborative
professionals for clients
who require **competence**,
consistency, and **care**.

WHERE WE WORK*

Fully insured with high-limit policies for even the strictest venues.

HEAVY PRESENCE IN:

- NYC + Tri-State Area
- North / Central / South NJ
- Boston + Surrounding Areas
- Philadelphia + Surrounding Areas

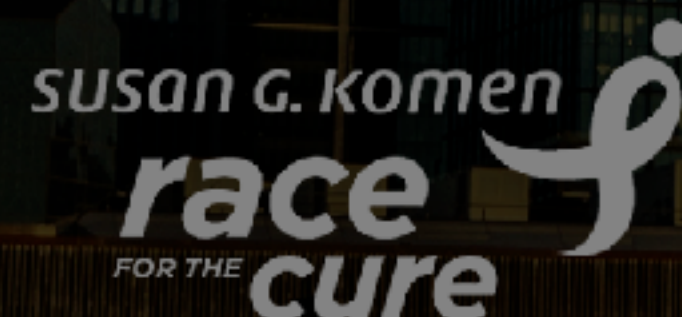


* Utilizing our custom recruitment + staff allocation tools, our road-tested project managers can help source and oversee local crews anywhere in the continental US, allowing your team to focus on bigger picture aspects of your event.



WHO WE WORK WITH

NON-PROFITS • EXPERIENTIAL AGENCIES • AV COMPANIES • CONFERENCES



CORPORATE + CULTURAL INSTITUTIONS • BRANDS • VENUES • GOVERNMENT

WHAT MAKES US DIFFERENT

Our business model is built to deliver **operational consistency**, while protecting you from legal risk *

COMPLETE COMPLIANCE



- ALL W2 Employees
 - No 1099 Risks
- Fully Paid FICA, FUTA, SUTA, State + Local Taxes
- Weekly Payroll

TECH-DRIVEN PROCESSES



- Fully Integrated Recruiting › Onboarding › Quoting › Scheduling › Payroll › Invoicing
 - Real-Time Tracking
- In-Field Digital Signatures

CREW-LED MANAGEMENT



- Clearer Communication
 - Smarter Planning
 - Fewer Surprises
 - Faster Pivots
- Saves Time + Money

FAIR + SIMPLE POLICIES



- Flexible Shift Structures
- No Night or Weekend OT
 - Clear Hourly Rates
 - No Hidden Costs
- Detailed + Transparent Billing

* All direct and sub-contracting employers are encouraged to consult the IRS and DOL policies regarding 1099 vs. W2 employment. Many crewing companies cut corners, using "day-rates" and employee submitted invoices to pass their crew off as valid 1099 hires. By doing so they: 1.) Rob their people of rightfully earned employer paid taxes, including unemployment and social security; 2.) expose themselves and their clients to devastating fines and penalties, and 3.) run the risk of having to overhaul their entire operational, pricing, and payment structure at the drop of a dime when the jig is up.

TECH-FORWARD + SCALABLE

Heavily integrated. Light on admin. Automated where it counts. Human where it matters.



VETTING » ON-BOARDING » SCHEDULING » TRACKING » BILLING » PAYROLL

- Basic Eligibility Screening
- Video Interview
- Career + Cultural Fit
- Comprehension + Problem Solving
- Tailored Background Checks
- Single-Entry Multi-Doc E-Sign
- Single hub for ALL shift + project details + tracking
- Integrated communication via chat, text + email
- Custom billing + pay rates by role, crew + client
- Tailored templates for estimates + invoicing
- Bullet-Proof Time Sheets w/ In-Field E-Signatures

90% AUTOMATED OR APPLICANT-LED

BUILT TO SCALE w/o COMPROMISING QUALITY • CUSTOMIZED WORKFLOWS FOR HIGH-VOLUME CLIENTS

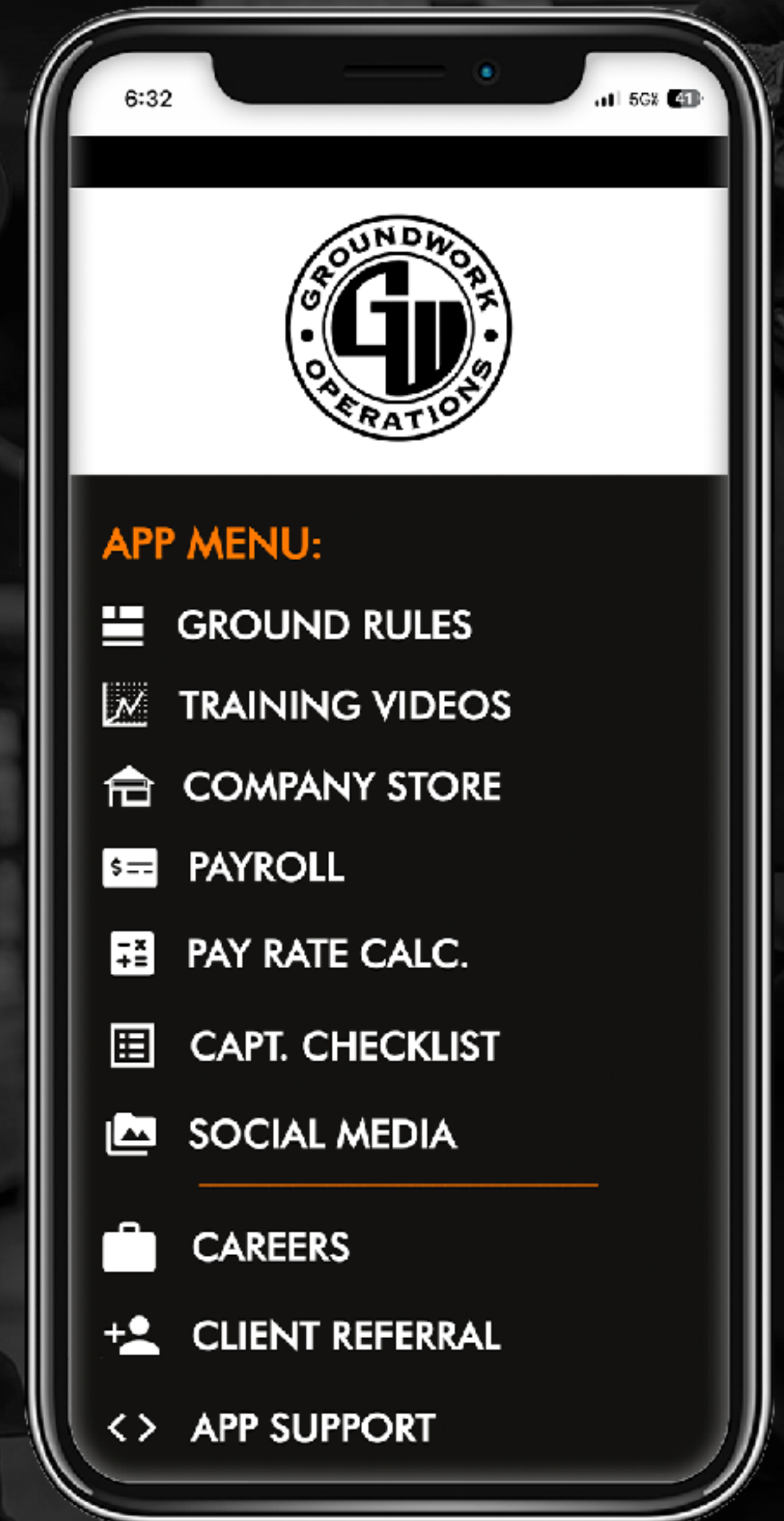
TECH-FORWARD (Continued)

EMPLOYEE APP

Through decades of freelance experience, we understand the grind firsthand. Building a company we'd want to work for ourselves required fair, timely pay, clear communication, and easy tools.

- SOP's w / Checklists
- Training Videos + Job Tools
- Ground Rules (Handbook)
- Company Store (Branded Attire)
- Crew + Client Referral Portal
- 94% FAQ's Auto - Resolved

Our Employee App is a centralized mobile hub built for clarity, consistency, and ease, strengthening crew culture and empowering autonomy, on and off site.



FAIR + SIMPLE POLICIES

INDUSTRY NORM

- 8 - 10hr minimums for ALL roles
- Jump to 10hr min after 5hr
- Overtime (1.5x) after 8 hrs
- Double Time (2x) after 12 hrs
- Nights + weekends OT charges
- Hidden fees + complex cost formulas

GROUNDWORK OPS

- 5 hr minimum across general roles
- We bill in 15 - minute increments
- Overtime after 10 hrs
- Double Time after 15 hrs
- NO nights or weekend upcharges
- ALL-inclusive hourly rates

Other outfits focus on short-term profit. We invest time + energy building lasting partnerships through better process, stronger collaboration, and consistent project success. The return? Scalability + longevity.

CREW-LED MANAGEMENT

SMARTER PLANNING • CLEARER COMMUNICATION • FEWER SURPRISES • FASTER PIVOTS



Instead of relying on office-bound project managers, we empower **seasoned crew** with real **field experience** to lead logistics and client communication.

This **hands-on leadership** model results in fewer breakdowns, better execution, and **real cost savings** - both in time and dollars.



We don't just fill schedules. We fill the gaps between planning and execution.

COMPANY CULTURE

We recruit and train for adaptability emotional intelligence + problem-solving ✓

WE SHOW UP WITH

- A collaborative mindset
- Resilience under pressure
- A sense of humor
- Genuine camaraderie

*"We don't just lift
the gear. . . we lift
the room"*

- Matt Mejias (Crew Member + Project Manager)

BECAUSE CLIENTS NEED CREW AT THEIR BEST WHEN CIRCUMSTANCES ARE AT THEIR WORST.

"The best way to find yourself is to lose yourself in the service of others."

- Mahatma Gandhi

ROLES WE FILL

General Operations Crew (Loader) • Ops Crew Captain • Ops Crew Steward • Van Driver • Truck Driver • Scissor Lift Operator • Forklift Operator • Boom Lift Operator • General Stagehand • Scenic Carpenter • Stagehand Dept. Head • Climber • Rigger • Head Rigger • Crew Chief • Show Runner • L3 • L2 • Lighting Director (L1) • Lighting Technician Specialist • Spotlight Operator • A3 • A2 • Audio Director (A1) • Audio Specialist • Record Op Specialist • Record Op Technician • V3 • V2 • Video Director (V1) • Video Specialist • Video Record Operator Specialist • Video Playback Operator Technician • Camera Operator (Short Lens) • Camera Technician Specialist (Long Lens) • Presentation Technician Specialist • Graphics Operator • Computer Content Manager • Project Manager • Stage Manager • Technical Director

TASKS WE TACKLE

Equipment + Material Prep • Sorting + Packing • Loading + Unloading Box Trucks • Barricades • Material Distribution • Signage + Graphic Installation • Tables, Tents + Chairs • Pipe + Drape • Site Maintenance + Reset • Run / Walk / Bike Operations • Route Marking • Water Station Setup • Assembly + Disassembly of Scenic Flats + Structures • Operating Hand + Power Tools • Painting + Touch-Ups • Installing Truss • Cable Runs (Taping, Dressing, Coiling) • Hanging + Focusing Fixtures • Running DMX, XLR, Speaker + Power Cable • Running SDI / HDMI / Fiber Lines • Setting Up Speaker Stacks + Monitors • Placing Mic's + DI Boxes • Breakout Room Setup • Staging • Assembling LED Walls + Projection Rigs • Mounting Monitors + Displays • Ground Rigging (Assembling Motors, Labeling, Assisting) **AND MORE**



LET'S WORK



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