

This No Drug Tolerance Contract is made & entered into on _____

date

Primary Client Information

Name: _____
Address: _____

Phone: _____
Email: _____

Secondary Client Information

Name: _____
Address: _____

Phone: _____
Email: _____

This Recreational & Controlled Substance Zero-Tolerance Compliance Agreement (the "Agreement") is a legally binding addendum executed by and between **First Class Event Services LLC** ("Company") and the undersigned individual(s) or entity ("Client"). This policy is non-negotiable, universally enforced, and takes full effect immediately upon execution.

1. RATIONALE & MANDATED PROFESSIONAL STANDARDS

At First Class Event Services, the physical safety, legal protection, and professional standing of our roster is our absolute highest priority.

The Company's labor force is uniquely comprised of elite specialized professionals, including but not limited to: Department of Transportation (DOT) regulated workers, certified educators/teachers, active-duty military personnel, active law enforcement officers, state government employees, and legally mandated reporters.

Many of these individuals are subject to strict federal regulations, random corporate drug screenings, and rigorous professional licensing boards. Being present in an environment where controlled substances are actively being consumed, displayed, or distributed can permanently jeopardize their security clearances, state licenses, and primary careers. The Company maintains this absolute zero-tolerance stance to aggressively insulate our staff from career-ending liabilities.

2. THE ZERO-TOLERANCE MANDATE

First Class Event Services maintains a strict, unconditional **No Drug Tolerance Policy**. Under no circumstances shall any person engage in the use, display, distribution, or possession of illegal or controlled substances in the presence of our team members, or anywhere within the boundaries of the property where our company has been contracted to work.

- **The Recreational/Medicinal Cannabis Clause:** This policy strictly applies to marijuana, THC, and cannabis in any form (including flower, vapes, oils, concentrates, and edibles), regardless of whether recreational or medicinal use is fully legalized under local state law. State-level legalization does not supersede our private corporate right to enforce a drug-free workspace to protect our personnel.

3. PROTOCOL FOR SUBSTANCE VIOLATIONS

If any drug-related activity, controlled substance exposure, or illicit drug use occurs anywhere on-site while our team is present, the following administrative actions are automatically triggered without exception:

- **Immediate Cessation of Services:** All event coordination, planning, bar, and production services will cease instantly.
- **Unannounced Evacuation:** Our team will immediately pack up all corporate equipment and depart the premises without prior notice to the Client.
- **Forfeiture of Funds & Acceleration of Balance:** The contract balance becomes **100% due and payable in full** immediately, completely regardless of services rendered or timeline incompleteness. No refunds, partial credits, or chargebacks will be issued.
- **Notification of Authorities:** The second any member of our team witnesses or confirms active drug use, possession, or substance abuse on-site, the Company may or may not be obligated to notify local or federal law enforcement authorities immediately to absolve our brand, LLC, and personnel from any vicarious criminal or civil liability.
- **Legal Action:** The Company reserves the right to pursue full civil litigation against the Client for any damages, loss of business, or professional harm caused by the incident.

4. PROHIBITED SUBSTANCES

This policy covers all federally or state-classified controlled substances (regardless of local state decriminalization status), unless directly prescribed by a licensed physician and consumed privately outside of the event footprint. Prohibited substances include, but are not limited to:

- Marijuana (THC, Cannabis, Hashish, Cannabidiol concentrates, Vapes, Edibles)
- Cocaine, Crack, and Amphetamines
- Heroin, Opium, and Fentanyl
- Methamphetamine and MDMA (Ecstasy/Molly)
- LSD (Acid), Psilocybin (Magic Mushrooms), and PCP
- Ketamine and Synthetic Drugs (K2, Spice, Bath Salts)
- Inhalants (Whippets, Nitrous Oxide)
- Unprescribed Opioids and Prescription Narcotics abused in a non-prescribed manner
- Any substance classified as an illicit drug under Federal Law

5. CLIENT & GUEST EXPECTATIONS

The Proximity Boundary: If drug use is a part of the Client's or guests' personal lifestyle, it must occur completely outside of our service window, meaning entirely before our arrival or after our final breakdown departure. No drug-related activity can occur on the property while our team is working, setting up, or breaking down.

Vicarious Client Liability: The Client assumes full responsibility for communicating this policy to all wedding/event guests, secondary vendors, and associated parties. The Client is legally and financially responsible for any breach of this contract caused by an invited guest or third party.

6. ON-SITE INVESTIGATION & LAW ENFORCEMENT DEPLOYMENT

Right of Inquiry: First Class Event Services reserves the absolute right to inquire about the contents of any corporate bags, staging areas, or items on-site should leadership suspect illegal drug activity or the presence of unapproved controlled substances.

Mandated Reporter & Officer Support: Should any member of our assigned event staff be an active law enforcement officer, military official, or legally mandated reporter, the Company fully respects, honors, and supports their legal obligations to uphold federal and state laws.

- These individuals retain the unmitigated right to transition instantly from their role with First Class Event Services to their professional capacity as officers of the law to make inquiries, arrest, or contact dispatch if they suspect criminal activity or threats to public safety.
- The Company will not question, interfere with, or penalize any team member acting within their statutory legal duties. The Client agrees that such a transition is completely beyond the control of the Company and is a direct consequence of a client-side contract breach.



Event Information

Type of Event:

Event Date(s):

Event Location:

Hours of Service:

Number of Guests:

Start/End Times:

Venue Name:

Venue / Manager Information

Name:

Address:

Phone:

Email:



Client Name (Printed)

First Class Event Services Team Member

Client Signature

Date

First Class Signature

Date