of all the duties required, followed by the opportunity to show they understand and can efficiently complete the task.

IN-SERVICE TRAINING

We will provide 16 hours of annual refresher training to Security Officers serving your account on topics imperative to the security function and security policies and procedures. This training will be deployed periodically in a schedule agreed upon with your location and G4S. We encourage the input from our client in development of ongoing training in an effort to align evolving you in security initiatives into the Security Officer's role. This allows G4S the opportunity to identify any changes to policies and procedures and ensures the officers understand how the changes may pertain to their job. Our goal is to make sure all officers are up to date on all of your policies and procedures in order to be an efficient and proficient security partner. We do this to improve the skills and talents our employees, and to maintain a competitive advantage within the security industry through employing a highly trained staff.

SUPERVISORY TRAINING PROGRAM

G4S Secure Solutions Supervisors will complete the G4S Secure Solutions Leadership Manual course. The University of Maryland recognizes this self-study program as an 80-hour course and earns the learner 8 continuing education units (CEUs). This will be an OJT requirement that must be completed within 6 months of assignment as a supervisor. Subjects covered are reflected in the chapter titles below:

- Role of the security leader
- Transition from team member to team leader
- Traits of successful leaders
- Time and task management
- Safety and loss prevention
- Quality in decision making
- Interpersonal communication
- Employee relations
- Customer relations
- Change management
- Shift work, sleep, and optimum performance
- Substance abuse
- Stress management
- Police, community, and media relations
- Interviewing techniques (recruiting, hiring, and selection)
- Motivation, self-image, and success
- Team building
- Equal employment opportunity and the quality of work life
- Coaching and counseling
- Evaluating performance
- Progressive discipline
- Conflict resolution
- Dealing with abnormal behavior
- Ethical conduct
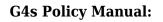- Serving the security customer
- Career development

OFFICER RETENTION

G4S is committed to empowering our people to unlock their full potential and build rewarding careers. Our personnel have the opportunity to make a real difference, to enjoy the rewards of our shared success, and to feel secure in their careers. At G4S, we believe our people are one of our competitive advantages and are essential to the success of your security. Therefore, we are committed to developing and retaining the very best talent by providing comprehensive benefits, awards and recognition programs, and career development opportunities. These efforts have allowed us to achieve long-term stability in our workforce as evidenced by the employees' length of service a quarter of our employees have over five years of service and one in ten have been with G4S for more than a decade.

We believe that retention of our workforce is increased by respecting the input of individuals and teams; by providing the tools, support and opportunity for Officers to perform to the best of their ability; by promoting open and ongoing communication; and by sharing with them the success of a winning organization.

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Wolfgang Guggemos

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