



MY REWARDS



MY REWARDS PROGRAM

In 2013, Securitas introduced a new program designed to incentivize and recognize employees for continued employment, safety practices and participation in ongoing training initiatives. Qualifying officers collect points based on performance, tenure and other key metrics – these points can be used to earn attractive rewards. The My Rewards program serves to achieve the following:

- Focus on the critical first year to improve officer retention
- Welcome new security officers into Securitas culture from start of employment
- Create expectation that great work will be recognized
- Reinforce that Securitas is an organization that provides opportunity and is focused on the well-being of its employees
- Foster understanding and adoption of core values of Integrity, Vigilance & Helpfulness

There are numerous ways officers can earn points by taking part in a qualifying activity, including: client or peer recognition, recruitment referrals, safety meeting attendance, accident free site recognition, on-the-spot awards, sales referrals, and many more activities. The number of My Rewards Points earned increases as an officer hits defined tenure milestones (> 6 month, > 1 year, 2 years +).

The My Rewards Program has proven to be quite successful in the early phases of the program introduction. Feedback from our officer Corp has been overwhelmingly positive. Should we be awarded the contract, we would work with each client site to define specific reward metrics, or qualifying activities, to drive site specific performance.

