

PEOPLE

RECRUITING

At Securitas USA, our business is based on people. Therefore, Securitas USA has developed and produced an extensive manual to support our field personnel in recruiting, hiring and leading employees. The recruiting guideline includes recruiting strategies, programs and processes to effectively attract the right people to our company. Recruiting functions are handled by the human resources manager of each local office servicing DC Ranch Association.

Recruiting sources include our recruiting web page (www.Securitasjobs.com), local newspapers, college campus

placement centers, state employment commissions/development departments, veterans' groups, senior organizations, city and county social service agencies, private industry councils, JTPA programs, vocational centers, military organizations, civil police offices, job fairs, specifically targeted groups and employee referrals (referral bonuses), and numerous other qualified employment sources listed in our best practices. In low unemployment areas, we may offer sign-on bonuses (based on length of employment).

To complete the picture of attracting a talented workforce, Securitas USA has developed the position of recruiter/retention specialist that is utilized at selected branch offices. Once we have hired the best, we must retain them. To insure that competitive wages are paid, Securitas USA uses wage survey data from the Economic Research Institute to validate the officer's wages vs. those paid in each U.S. metropolitan area.

In cases where we assume responsibilities from incumbent providers or in-house personnel, our goal is to recruit and retain as many qualified incumbent personnel who are found suitable for employment with Securitas USA. We take seriously our responsibility to select only those security officers who possess the appropriate skills, qualifications and aptitudes for each client location. Every officer we hire has undergone personal interviews, reliability testing and reference checks to determine our comfort level with the individual's ability to represent Securitas USA and our clients in a professional manner. We then screen officers to help to provide a good match between the officer's aptitudes and our client's site.

Securitas USA takes a serious and consistent view on increasing retention and making Securitas USA the employer of choice. Our focus on retention begins as an applicant completes our hiring paperwork. We strive to make every person who walks through our doors feel special. Continued focus on retention occurs with individual visits (or calls) to newly hired security officers to discuss anything that might be on the officer's mind. Securitas USA also uses a series of branch and region awards which recognize excellent work and consistently promote on-going education and development.

