



Message from the President

As Seen on Shout Outs
G4S' North America Training Institute
awarded Gold by Learning Elite

Prepared for Anything
An eight year career in the United
States Marine Corps prepared Alec
MacCammond for his time at G4S

Regulated Security
Solutions

Two G4S RSS employees received the Patriot Award from ESGR

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A Message from the President



Team,

I hope everybody enjoyed Memorial Day weekend. I want to again ask everyone to take a moment to truly appreciate the sacrifices of those who have served this country and given us the opportunity to be free.

To those and their families

who gave the ultimate sacrifice for our freedom, thank you. And to those that have served and are still serving, thank you. With a workforce where every fourth man or woman has worked to protect our country, we are extremely grateful for your service.

This summer, we are honored to be able to recognize our 2016 G4S Security Officer of the Year, Sgt. Douglas Dang of Hawaii. We will be hosting Dang at our Jupiter Headquarters at the end of June for a ceremony to honor his incredible actions. Dang, a 15 year G4S employee, displayed preparation, compassion and bravery when responding to a suicidal woman on the 24th floor of a luxury hotel. Be on the lookout for a very special video and message and check out the Shout Out on Dang in the Shout Out YouTube archive (look for "G4S' Sgt Dang Prevents Woman from Committing Suicide").

This month we are asking you to complete our 2017 G4S Global Employee Engagement Survey. The survey, which is voluntary and anonymous, will allow us to assess whether we are meeting our commitment to protect, respect, involve, develop and engage our employees. The feedback from more than 21,000 employees who completed the 2015 G4S Employee Engagement Survey made us a better company.

At the top of this page, you will find directions to the survey. Please sign on or call in to provide your feedback. We appreciate your time and your opinions.

Sincerely,

Drew Levine

Did You Know About?

G4S Secure Solutions (USA) 2017 Employee Engagement Survey

Please choose the correct survey below that corresponds to your location and business unit. The survey questions are identical, but we have created separate surveys based on location to better assess, analyze and implement action plans.

Secure Solutions (USA) Employees

(Take this survey if you do not work at the HQ building) survey.myg4shr.com/securesolutions

Secure Solutions (USA) Employees at Jupiter Headquarters

(Take this survey if you work at the HQ building) survey.myg4shr.com/hqus

Regulated Security Solutions (RSS) Employee Survey

(Take this survey if you work for RSS) survey.myg4shr.com/RSS

To take the survey via telephone, dial: (800) 906-0982

promote me!



Promote Me! is a program created for G4S Secure Solutions (USA) employees to help easily and effectively identify your intention to be considered for future positions, gain access to important information and encourage your professional development. Members of Promote Me! can begin a personalized, self-guided path to accomplish their career goals. They can improve on professional skills with specific information related to career interests, courses, licenses, and skills.

G4S hiring managers can search for internal candidates participating in Promote Me! that will meet specific needs in the company. It is not just a way to identify career goals, but also a way for employees to access learning modules to be done at each individual's own pace.

To get started, visit: https://community.g4s.com/members/ communities/Promote-Me-G4S-USA

We encourage all G4S employees to take advantage of this exciting new program by joining Promote Me! today.



G S As Seen On Shout Outs



Extraordinary Employees Who Do Extraordinary Work

Shout Outs is a weekly video series that highlights G4S USA employees who have made a meaningful impact on clients and colleagues by displaying our values, consistently leading by example, and inspiring others with their professionalism. Shout Outs are sent to all employees with a G4S USA email address and is delivered to front line employees via the email address they have on file with their local office. To subscribe to Shout Outs and other G4S publications, contact your local HR team and provide them with your email address.

To view the Shout Outs featured here, visit https://goo.gl/iK5tTJ

G4S Custom Protection Officer Saves Bleeding Man

PENSACOLA, Fla., May 4 - At a Florida rest stop, a man fell and began bleeding profusely. G4S CPO Mark Black called 9-1-1 and used a towel to bandage the affected area and stop the bleeding until local paramedics arrived (look for G4S Custom Protection Officer Saves Bleeding Man" in the archive).



L to R: Deputy Rickie Cotton, CPO Mark Black, Pensacola GM Patrick Dawson

G4S Security Officers, Staff and Management Honored by Client



Members of the G4S Atlanta office

ATLANTA, Ga., May 18 - Following a successful transition of a Class A Property Management company, G4S Security Officers, staff and management were all honored by the client (look for G4S Security Officers, Staff and Managedement Honored by Clinet" in the archive).

G4S North America Training Institute Earns Gold



L to R: G4S NATI team members Renee McAlister, Carmen Randall, May Zelner, Joshua Rich

JUPITER, Fla., May 11 – The G4S North America Training Institute was awarded Gold Band by Learning Elite, a program through Chief Learning Magazine. G4S was ranked 19th out of more than 300 applicants from around the globe. The 2017 honor marks the fourth consecutive year that G4S has been recognized by LearningElite (look for "G4S North America Training Institute Earns Gold" in the archive).

G4S Custom Protection Officer Revives Man Using CPR



CPO Yanique Green

FORT LAUDERDALE. Fla., May 24 - G4S CPO Yanique Green responded to a call from a man claiming father unresponsive. When CPO Green arrived, immediately called 9-1-1 and began performing Shortly after, the man began breathing as local PD arrived and took care of him (look "G4S Custom for Officer Protection Revives Man Using CPR").



ccording to Leslie Popieluch, G4S Dallas General Manager and supervisor for Alec MacCammond, one of the main reasons MacCammond is successful in his role as Project Manager is that his military background well-prepared him for almost every project the company entrusted him with. "With a great ability to delve into details, Alec has encountered many challenges and met them head on. He seeks feedback from others and gets them to work as a team toward common goals," says Popieluch.

After serving in the United States Marine Corps for eight years - four as a Reconnaissance Operator, 1st Reconnaissance Battalion and four as a Reconnaissance Tactical Instructor, Advanced Infantry Training Battalion, Reconnaissance Training Company - MacCammond served two tours of duty in Operation Iraqi Freedom and Operation Enduring Freedom. As a veteran, MacCammond, a Purple Heart recipient, was initially concerned with transitioning to a civilian workforce, working with non-military personnel and being able to keep medical appointments.

"After attending a veterans-only job fair, and meeting with local G4S Operation Managers, my fears greatly diminished. Even though I originally did not intend to seek a long-term career in the private security industry, my positive experiences at G4S definitely changed that," he says.

Noting that the support he received from service organizations was a tremendous help when job-searching, MacCammond also credits completing several courses toward a B.S. in Business Management with preparing him for managing 19 accounts and providing support to more than 150 field officers.

"My job responsibilities include ensuring that field officers have the tools they need to safely perform their duties, maintaining strong client relationships and meeting service level guidelines and business goals," he relates, stressing that many advancement opportunities have been provided to him. "During my four years at G4S, I advanced from Custom Protection Officer, Shift Supervisor, Site Supervisor, and Area Manager, before assuming my current position. I've also gained invaluable experience and grown as an employee and person along the way.

"What I most enjoy at G4S is working with co-workers and the

fact that I never have a boring day. There are always challenges to face and overcome, and I couldn't ask for a better team to work with. Everyone does what it takes to get the job done and I have the full support of my managers."

The attributes MacCammond finds most necessary for top-notch performance in the private security sector are excellent communication

skills, high-level problemsolving ability, paying attention to detail, integrity, honesty, and an unwavering work ethic. For other veterans planning to enter the civilian job market, he advises seeking assistance local from support networks and counseling interacting services, with fellow veterans and identifying veteran-friendly companies, such as G4S.

To those like himself who have successfully transitioned to the civilian workforce he urges, "Pay it forward."

According to Popieluch, "During the years I have worked with Alec, I have had many opportunities to observe his



Alec MacCammond's military background helped prepare him for his job at G4S.

interpersonal style and dedication. He treats everyone with dignity and respect and believes in a positive work environment. As a smart and enthusiastic leader, Alec has a great ability for meeting client expectations. As a G4S employee, he makes a positive difference."



USO Roger Kelly Protects Fellow Security Officer



L to R:Account Manager Diane Marsella, Area Supervisor Bruce Goodrich, USO Roger Kelly, Supervisor Chiquita Whitehead

NASHVILLE, Tenn. – Upscale Security Officer Roger Kelly protected a fellow security officer from attack when two unidentified males entered the facility. The two were hiding in the shadows behind a building before USO Kelly arrived.

G4S Security Officers Receive STAR Awards



L to R: Site Security Officer Christopher Cole, Project Manager Thomas Haas, Supervisor Preston Bernardi, Security Officer Kyle Kunkle, Security Officer Christina Hilleren, General Manager Vincent LaPapa

COLORADO SPRINGS, Colo. – G4S Security Officers Kyle Kunkle, Christopher Cole and Christina Hilleren received STAR Awards from Progessive Insurance for their work during the Progressive Spring Egg Hunt. The trio checked in 120 children and parents during the event, and when one parent lost her child, the security officers worked together to locate the child within a minute.

G4S Security Officer Helps Secure Automobile Auction



L to R: Security Officer Howard Lillard, Area Supervisor Brian Roll

NASHVILLE, Tenn. – During an automobile auction, G4S Security Officer Howard Lillard removed a temporary employee's boyfriend from the lobby when he began showing signs of aggression and hostile language toward his girlfriend. The calm approach of Lillard helped to deescalate the situation and made sure that no serious incident took place.

G4S Bank Protection Officer Thwarts Attacker

SACRAMENTO. Calif.—While standing post, Bank Protection Officer (BPO) Kenneth Valentine observed individual approach him and draw a knife. Valentine moved to protect himself, grabbed the person's hand and knife and pushed them away. Valentine's quick actions helped to ensure that no one was injured.



L to R: G4S BPO Kenneth Valentine, G4S Captain Marco Ramirez



Community Service Update

Every month, G4S offices around the United States take part in community service, whether it be donating time, money or resources toward individuals in need or to an important cause. G4S encourages all employees to be involved to help their communities. If you are involved, be sure to share your story and photos with your regional community service representative.

G4S Match it! supports employee community service efforts and the company's Corporate Social Responsibility commitment. Matchit! program encourages G4S employees to become involved in their local community by matching the money they raise for a charity, up to \$500. Applications are accepted year-round. Contact your HR team or email matchit@usa.g4s.com for more info.

Throughout the month of April, G4S offices in Alabama, Arizona, Florida, Hawaii, North Carolina and Wisconsin donated \$20,150 to 15 beneficiaries, as well as volunteering 206 hours for four organizations.



L to R: Miami MBD Ricardo Viquez, Jonathan Finch, G4S Miami General Manager Darren McDonough, Dr. Charles Shuler

In Florida, five G4S offices combined to donate \$12,500 to eight organizations. The Orlando and Miami offices donated \$7,500 to the Health First Foundation and Miami Jewish Health, respectively. In Orlando, a sponsorship worth \$2,500 was given to the Health First Foundation, the largest charitable health care provider in Brevard county. The Miami office sponsored the Miami Jewish Health Classic Golf Tournament (above), helping to raise funds to provide essential services to the elderly in the Miami community. The Miami office also sponsored the Four the Love of Education 2017 Golf and Tennis Tournament, while Orlando sponsored the IOA Corp 5K run.

The G4S Milwaukee office donated \$1,500 to the Wisconsin Department of Veterans, benefiting veterans living in Wisconsin.

The G4S Phoenix team sponsored the American Cancer Society's Relay for Life (below) as well as volunteered time and raised donations for the event. The office provided a \$1,000 sponsorship to the event with funds helping to maintain a 24-hour call center that has handled more than 5,000 requests. The sponsorship also provides funds for lodging for patients having to travel for treatment.

In addition to the sponsorship, the team raised \$1,981 that was donated to the event, including \$1,510 by Joan Bish. Joan raised the funds through a social media fundraising and email campaign.

During the event itself, the team donated 70 hours of time.

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PATTO AMERICAN CANCER SOCIETY & 1,000 CO.

ONE TROUBERS SOCIETY & 1,000 CO.

ONE TROUBERS SOCIETY (U.S.) Tree.

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Lto R:G4S Regional Sales Support Manager Joan Bish, Relay for Life Community Manager Rachel Stern, G4S Phoenix General Manager Lucian Corneliu

Other G4S offices that either donated money or volunteered time were: Honolulu, Hawaii, sponsoring the Easter Seals/Hawaii Prince Wakiki Hotel Grand Opening Gala and volunteering time at the Hawaii Foodbank; Boca Raton, Fla., sponsoring the 9th Annual Delray Medical Center Auxiliary Golf Tournament and donating to the 5th Annual Charlie McCutcheon Memorial Golf Tournament; Jacksonville, Fla., sponsoring the March of Dimes and donating to the Samuel Taylor Foundation; West Palm Beach, Fla., donating to Cardinal Newman High School; Headquarters sponsoring the ICE Annual Golf Tournament and the Habitat for Humanity of the Palm Beaches Annual Golf Tournament; Greensboro, N.C., volunteering for the local YMCA kids programs; Birmingham, Ala., donating to and volunteering at the First Responders Celebration; and Tucson, Ariz., donating trophies to the Academy Adventures 2nd annual college bound car show.



G S Regulated Security Solutions

ESGR Presents Department of Defense Patriot Award to G4S RSS Project Manager and Shift Supervisor



G4S RSS Project Manager Casey Scott (right, holding award) receives the ESGR Department of Defense Patriot Award. Scott was nominated by Florida Army National Guard Sgt. First Class Richard Rafford who is deployed to Djibouti in support of United States Africa Command's mission with the Combined Joint Task Force-Horn of Africa.

Security Officer Helps Tenants During Fire



L to R: Jack Vial, Security Officer Bill Griffore



G4S RSS Shift Supervisor Charlotte Johnson (left, holding award) receives the ESGR Department of Defense Patriot Award from Florida Miami-Dade Area Chair Brian Reynolds.

HOMESTEAD, Fla. - G4S RSS Project Manager Casey Scott and Shift Supervisor Charlotte Johnson were both recipients of Employer Support of the Guard and Reserve's (ESGR) Department of Defense Patriot Award. Scott and Johnson were nominated by Sgt. First Class Richard Rafford, who is currently deployed to Djibouti. In his nomination, Sgt. Rafford said that Scott and Johnson have both maintained constant contact with him, keeping him up-to-date on events and changes at work. Scott routinely sends emails to check in on Sgt. Rafford, while Johnson has worked with his G4S schedule to allow him to make up hours he missed during deployment. Johnson also sent Rafford a care package on behalf of the company.

GREEN BAY, Wisc. - When G4S RSS Security Officer Bill Griffore was working on the roof of his house in Green Bay, he noticed smoke coming from a nearby duplex. Griffore immediately called 9-1-1 and started banging on the doors of the tenants. Griffore was able to successfully get everyone out and his quick reaction helped ensure that the damage caused by the fire wasn't as serious as it could have been.



Celebrating Service

Employees Celebrating Anniversaries April 2017

30 Years Joseph	Savage	Michigan	
25 Years			
Robert	Dorris	Florida	
Larry	Hammes	Florida	
Roberta	Himes	California	
lorge	Villaverde	California	

Jorge Villaverde Californ Johnny Worthy Florida 20 Years Camilo Alarcon Florida Andrew Bedlack Tenness

Florida Tennessee Robert Daly Florida Fagan Ronald Florida Joyce Feddersen Michigan Florida Sarahlene Hill Robert Florida lames **Delores Jenkins** Mississippi New York Brian Mudar Florida Eddie Roman

15 Years

Susan

15 tears		
Abderrahim	Addi	Florida
David	Assad	New Jersey
Terence	Brown	North Carolina
Edward	Brown	North Carolina
Pamela	Bryant	Florida
Andrew	Clark	California
Charles	Davidson	Kentucky
Debbie	Dean	Wisconsin
Daniel	Getz	Florida
Thomas	Hamilton	Illinois
Raymond	Hernandez	Florida
Ronald	Hill	Florida
John	Horn	Virginia
Richard	Jackson	Illinois
Joyce	Kowalevicz	Pennsylvania
Robert	Lambrecht	Illinois
Anthony	Marsicano	Florida
Tracy	McDonald	North Carolina
Cora	Mettra	Florida
Brandy	Mondy	Nevada
Ferdinand	Nelson	Florida

Newman

Florida

Vincent Doug Ruben Thomas Michael Theodore Joseph	Pellerito Richer Sanchez Steele Tamanaha Tribett Whealon	Florida Iowa Washingtor Arizona Hawaii Illinois Missouri
Lee James	Wilcoxen Williams	Oklahoma Nevada

10 Years

I U I Cai S		
John	Anderson	Wisconsin
Antonio	Bonner	Florida
Donald	Boucher	Wisconsin
Tyree	Bowers	Tennessee
Stephanie	Boykin	Maryland
Terry	Brantley	Florida
Zarrol	Brown	California
Rita	Cain	Tennessee
Leonard	Castanon	California
Monica	Coletti	Florida
David	Cox	Florida
Ed gar	Cubias Rivas	Pennsylvania
Ryan	Dreyer	Wisconsin
Nakia	Dupree	Virginia
Gary	Exline	Iowa
Marilyn	Fisher	Colorado
Anna	Ford	Texas
Ramona	Garner	Virginia
Evelyn	Geter	Oklahoma
Paul	Gingras	Michigan
Larry	Golston	New York
Kevin	Goodman	New Jersey
Denise	Hasan	North Carolina
Priscilla	Jiggetts	Virginia
Twana	Jones	Virginia
George	Koukeas	Colorado
Arnold	Kowitt	Nevada
Roland	La Liberte	Oklahoma
Rochelle	Lewis	North Carolina
Gary	Lewis	Washington
Roy	Madison	Alabama
Shawn	Mains	Louisiana
Craig	Martin	Florida
Robert	Martin	Florida



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	on and a	
David	McRill	New Mexico
Benjamin	Miyasato	Hawaii
Tanya	Moryn	Minnesota
Paulinus	Onah	Georgia
Ricardo	Pacheco	Ohio
Gregory	Racer	West Virginia
Ebony	Rice	Illinois
Keith	Rogers	South Carolina
Marino	Sanchez	New Jersey
Darla	Shepheard	Louisiana
Brian	Shiel	Massachusetts
Ronald	Short	Virginia
Sthobert	St Jean	Florida
Fillocy	St Preux	Connecticut
Rocky	Taylor	Oregon
Larry	Turner	Arizona
James	Turner	California
Kenneth	Varian	New York
Joseph	Walker	New York
Roy	Webb	Tennessee
Andrew	Weber	Vermont
Bobby	Williams	California

5 Years

Jicais		
Fiaz	Ahmed	New York
John	Amel	Illinois
Victor	Anderson	Florida
Cody	Antonini	Pennsylvania
Mitchell	Apper	New York
Wenceslao	Audije	California
Jonathan	Aurigui	California
Cosimo	Avella	Florida
lyad	Awadallah	Florida
Raphael	Azaglo	North Carolina
Russell	Bacon	Oklahoma
Sellers	Bailey	Texas
Terrele	Bailey	South Carolina
Orin	Barker	New York
James	Barnes	Florida
Jonathan	Benner	Connecticut
Daniel	Berardy	Connecticut
Warren	Binns	Florida
Sabree	Bosley	Pennsylvania
Stanley	Bowser	Maryland

Jonathan	Bradford
Walter	Brainerd
Donna	Brake
Donnetta	Brinson
Keyon	Brown
David	Brown
Thomas	Brown
David	Brown
Larry	Buchanan
Peter	Burns
Patrick	Cager
Janae	Cain
Kenny	Campbell
Jason	Campos
Stuart	Casselberry
Marcella	Clevenger
Matthew	Coberly
Cedric	Codrington
Leo	Connolly
Cesar	Cornejo
Harold	Cotten
Michelle	Davenport
Timothy	Davis
Jerome	Davis
Andre	Davis
Joshua	Dehart
Antonio	Diaz
Samuel	Dingess
William	Domenech
Kayla	Dover
Bobby	Drown
Joshua	Eubanks
Evan	Fearn
Mario	Felix
Deanna	Fitten
Jessica	Franklin
Diane	
Patrick	Fryman Fulbright
Rachel	Gafford
Jordan	Gamble
Frederick	Gambles
Daniel	Garcia
	Garcia Gersch
Douglas Patricia	Gersch Golaski
Germain	Green

Michigan
New York
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Celebrating Service

Employees Celebrating Anniversaries April 2017

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5 Years	Cor	ntini	ıea

Gren **Thomas** Michigan Arthur Guidry California Ohio Hahn Jerry Malcolm Hampton Oklahoma Hargrove **lulius** Indiana Headley North Carolina Норе Less Hill Michigan Gloria Holiday Tennessee Veronica Норе Florida Don Hostetter Pennsylvania Melissa Hughes Oregon Gregory Humphrey Mississippi Michael California Inductivo California Mikey lackson Raymond Jean-Pierre New York Erica Johnson Tennessee Adrian lohnson Oregon Theodore Kaduce Michigan Cameron Kirwin Nevada Klingenmaier North Carolina lohn Michael LeGrand Arizona lames Lemser Georgia MIchael Maack West Virginia Main California Stuart Wayne Marshall California Eric Virginia Marsik Stephen McCollum New Jersey Michigan Frances McCord lanine McDonald **Texas** Kenneth McManigal Ohio Marquese McMillan Michigan North Carolina Debra Meeks Sylvia Mendez North Carolina Christina Merritt Florida Mihalek Colorado Scott Lawrence Miller New York Stanley Mixon California Kelly Moeller Minnesota Nelson Montero Florida Maryland Howard Moore Oregon Kristie Morris **Patrick** Morrison Florida Yan Munoz Florida

Munoz

Sebastian

California

lessica Murillo Marisol Nandin Unita Neeser Prince Nixon William Ogburn Walter Orndorff Brittany Pagan Palka Henry lacob **Paulson** Timothy Pearson Ilcias Perez Ronald Petruzzi William **Phillips** Adolfo Piazza William **Pickett** Casey Pot Reinelson Rodriguez Rose Anna Catonya Sconiers Smith Rodney Diane Smith Saundra Stevenson Timothy Stubbs Santresha **Taylor** Floyd Terwilliger Chad Thaxton John Thaxton William **Thomas** Carl Truman lohn **Tschombor** Turner loyce Umujane Ese Uzailko Anthony Kirth Vergara Ronald Walton Kathy Waltz **Phyllis** White Patricia White Norvel Williams Amando Wilson

Viola

Douglas

Wilson

Wright

California Michigan West Virginia Virginia Iowa Kentucky North Carolina Connecticut South Dakota New Jersey California Oregon DC New York Kentucky Colorado Florida Nevada Georgia Ohio Louisiana California Illinois **Texas** New York Georgia West Virginia Delaware Ohio California Tennessee New York New York California Florida Florida West Virginia West Virginia West Virginia Michigan Michigan Tennessee



5 Years Continued

Victor Ortega San Fernando Valley Zendejas Eduardo San Fernando Valley

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Brandon St Louis Bailey Antonio St Louis Brown Pamela Cherry St Louis Dale Dudek St Louis St Louis Ronald Hampton lames Herring St Louis Beth Hicks St Louis Clarence Horton St Louis Karla lackson St Louis Andrew Kennebeck St Louis Martha St Louis Knight Michael Leach St Louis Aereal Reed St Louis Marilyn Sieber St Louis **Thomas** St Louis Welsch Willie St Louis Williamham Marvin Wright St Louis lohn Dennis Tampa Thomas Ewell Tampa Edwin Maldonado Tampa Reuben Moye Tampa Baldenegro Tucson David **Joshua** Bennett Tucson

Stephen West Palm Beach Percy Ealy Zachary Flynn Westchester Dwayne lames Westchester

Tulsa

Smith