

# BROWNSTONE SECURITY

TRUST. STRENGTH. EXPERIENCE. SERVICE. LOYALTY.

FEBRUARY, 2009



*Topic of the Month:*

## Annual Good Conduct Bonus Plan

Effective February 1, 2009, Brownstone Security has implemented a new annual bonus plan which will and has replaced vacation. This bonus program is for full-time employees who worked at least 1920 hours in a previous year and is meant to reward good employees who perform their jobs in a satisfactory or above satisfactory manner. Employees with NO disciplinary issues and write-ups will receive a bonus on their employment anniversary date. The amount of the bonus will be based on the anniversary year.

### **Summary of Bonus Payment:**

- ◇ Employment anniversary year one, two and three (No write ups) - 40 hours pay (1 week)
- ◇ Employment anniversary year four and five (No write ups) - 80 hours pay (2 weeks)
- ◇ Employment anniversary for all years over five (No write ups) - 120 hours pay (3 weeks)

### ***In order to be eligible for this bonus you must:***

- ◇ Have no write ups for the year that is covered.
- ◇ Have worked at least 1920 hours during the 12 months that is covered.

Bonuses will be paid on the second payday of each month, for anniversary dates from the previous month. I.E. - on March 19th bonuses will be paid to employees who were eligible in February.

All other benefits remain in tact. A summary of such benefits is provided. You may also request an updated Benefits Manual from your local branch office for further details.

- ◇ **Health Insurance** - Offered. No changed in company contribution and no changes to current plan offered. Full time employees over 90 days only.
- ◇ **Dental/Vision** - Offered. No change to current plan. Full time employees over 90 days only.
- ◇ **Direct deposit** - Offered and encouraged. No change. All employees.

## OFFICE LOCATIONS

- **Las Vegas Office**

2770 S. Maryland Parkway

Suite 102

Las Vegas, NV 89109

Ph. (702) 737-7925

Fax (702) 735-7926

- **Los Angeles Office**

2613 Manhattan Beach Blvd

Suite 100

Redondo Beach, CA 90278

Ph (310) 297-3600

Fax (702) 297-3615

- **Riverside/Inland Office**

601 S. Milliken Avenue

Suite 160-K

Ontario, CA 91761

Ph (909) 390-4242

Fax (909) 390-4343

- **San Diego Office**

110 W. A Street

Suite 123

San Diego, CA 92101

Ph (619) 544-9195

Fax (619) 544-9210

- **Corporate Headquarters**

Redondo Beach, CA

## Safety Tips

*Employee safety begins with you! Here are some safety TIPS to help you remain safe at work and at home:*

- ◇ *Stay Alert*
- ◇ *Be Aware of your Surroundings*
- ◇ *Communicate concerns and problems to your local Branch*
- ◇ *Observe and Report all incidents*

## Make Money Today!!!

The current system for making extra Money from referrals is as follows:

\$200.00 for Unarmed officer.  
\$100.00 paid at 320 hours worked and \$100.00 paid at 480 hours worked.

\$300.00 for Armed. \$150.00 paid at 320 hours worked and \$150.00 paid at 480 hours worked.

**Refer a Friend Today**

## FEBRUARY'S EMPLOYEES OF THE MONTH

- ◇ RANDOLPH WRIGHT - *Los Angeles Office*
- ◇ ROGER HARRIS - *Las Vegas Office*
- ◇ CARLOS DEUFFO - *Corporate*

*The Employees of the Month will receive a \$100.00 bonus and a Plaque of Recognition.*

*Thank you for your continued hard work and dedication.*

## FEBRUARY'S EMPLOYEE RECOGNITIONS

The below employee's have demonstrated outstanding work and dedication. On behalf of Brownstone Security, we thank you and keep up the good work.

*Roxanne Ochoa*

*James Grotz*

*Dan Dinkle*

*Frederic James*

*Eduardo Razo*

*Antonio Vasquez*

*Vincent Listi*

*Derick Kendal*

*Justin Cooper*

