



Trust. Strength. Experience. Loyalty. Service.

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Annual Good Conduct

Brownstone Security eliminated the vacation policy in January 2009 and in place implemented an Anniversary Bonus. In the past few months there has been some confusion in regards to the Annual Good Conduct Bonus and payout process.

Brownstone Security values all of our employees and we will continue to provide benefits that far exceed most security companies. Brownstone Security made some changes to its vacation policy due to government regulations involving benefits. Below is an explanation of the Annual Good Conduct Bonus:

Annual Good Conduct Bonus Plan

A new annual bonus plan has been implemented. This bonus program is for full-time employees who have worked at least **1920** hours in the previous year, and is meant to reward good employees who perform their jobs well. Employees with **NO** disciplinary write-ups will receive a bonus upon completing their employment anniversary. The anniversary date is based on the hire date and bonus payouts will occur the month after the anniversary date.

The bonus amount will be based on the anniversary year:

- 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 last payday of each month, following the anniversary date. For example, if the anniversary date is in May 2009, the bonus will not be made payable until June 2009.

You may request a copy of the benefits manual at any time from your local branch office. We thank you for your continued hard work!

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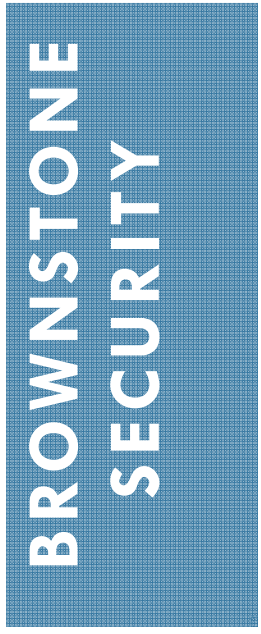
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Corporate HQ:

Redondo Beach, CA



June's Employees of the Month



- ◆ *Anthony Jones — Las Vegas office (Housing)*
- ◆ *Smail Zita — Los Angeles office*

The Employees of the Month will receive a \$100.00 bonus and a plaque!



- ◆ [Facebook.com](https://www.facebook.com)
- ◆ [Myspace.com](https://www.myspace.com)
- ◆ [Yelp.com](https://www.yelp.com)
- ◆ [Youtube.com](https://www.youtube.com)

Search for "Brownstone Security" and add reviews, become a friend, or start discussions about Brownstone Security. Make sure to sign up for a free account if you don't already have one!

Special Recognitions

Congratulations to the below employees for demonstrating outstanding leadership and work ethics. Continue the good work!

- *Vanessa Amaya — Los Angeles office*
- *Angel Chagolla — Los Angeles office*
- *Marina Acosta — Los Angeles office*
- *Stephanie Johnson — Las Vegas office*
- *Eric Doss — Las Vegas office*

