



Securitas Canada Newsletter

Message from the President

Trevor Thompson, Country President



I first started with Securitas in 2001 as a customer service manager and prior to that I worked for Pinkerton as a guard.

I have held several different positions within Securitas over the past 15 years and I have always been focused on professional growth and constant improvement.

With hard work and dedication anyone with the proper skills can reach the level of Country President. Securitas believes strongly in promoting from within as do I and as such, we are constantly looking towards our talented employees from coast to coast to fill positions as they become available.

Personally, I believe that we have the best talent in the industry and I am proud to be working with you.

I look forward to meeting you at your Contract or in your Branch Office as I travel across this great Country of ours, so please feel free to share your own personal story of success at Securitas when we meet.

"...And in the end, it's not the years in your life that count. It's the life in your years. Whatever you are, be a good one..."

Quote from Abraham Lincoln (February 1809- April 1865)

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Someone You Should Know

Gina Napolitano, Area Vice President, Eastern Canada

Capt. Julien Arthur Las Pinas Securitas Canada Ltd.

Career: Stationed at University of McGill in Montreal

2010 - Started as Officer

2011 - Promoted as Captain (Site Supervisor) to present 2016 (5 years to date)

2013 - 3 Year Appreciation and Melker Schörling Canadian Finalist

2015 - 5 Year Appreciation

2016 - Awarded the Melker Schörling Scholarship

What made you choose security as a career?

It started as a summer job opportunity in order to fund my studies at Concordia University. I was promoted full time to Captain - Site supervisor, once I completed my Bachelor Degree. I chose to pursue Security as it became a passion and loved the contract site. Also was looking for job stability and greater challenge.

What would you say is a career highlight for you? A most proud moment?

I recently was awarded the Melker Schörling Scholarship, the prestigious award given by Securitas AB - HQ. Being 1 of the 4 selected, among employees worldwide was the proudest moment not only for myself, but for my site colleagues and local branch management. I was sent to London, UK for 4 days to study security operations and site logistics, similar to my current site.

What do you find most fulfilling about your job?

The motivation and new challenges the contract presents. It is rewarding every day as we are on the frontline having an impact and making a difference. The site deals with a vast community and we build strong relationships with our client, departments, and contract as a whole. We have had the opportunity to make long lasting memories, bonds, and friendships among my team and peers.

How does Securitas allow you to improve yourself and your skills?

Securitas Canada has allowed me to flourish and build a strong foundation in this emerging field. There is always something to learn and improve. I have been humbled by working for the contract site and within the company. I have gained invaluable life and professional experience.

What are your plans for the future?

It has been an absolute pleasure working and I hope to commit as far I can. I plan on continuing to make a difference within the company and on site, through Vigilance, Helpfulness, and Integrity.



Service Notes



Vancouver 2

Recognition

Beth Morden



While on duty at the U.S. Consulate, S/O Beth Morden noticed an elderly female looking weak and faint while standing in the line to the 20th floor passport office. She immediately got the woman a chair and recognizing the signs of low blood sugar asked a fellow team member to get a glass of water and a packet of sugar. She prepared the cup of sugar water for the woman and very likely saved her passing out or any further complications (the woman did not speak English) but her waiting family outside later confirmed that the woman was diabetic.

For her excellent service and quick reaction to this situation, Beth received guard of the month and also was recognized as Western Canada's guard of the quarter.

Employee Anniversaries

(March 1, 2016 - May 31, 2016)

John Coletti, Vice President Human Resources

5 YEARS

COHOON, DAVID
 AUGUSTIN, KAMARADE
 EXTENCE, DANIEL
 LAOUFI, MOHAMED
 MICHEL, EDNEL
 MBAZUMUTINA,
 ANTHERE
 AHMED OMAR, IDRIS
 ALBERT, VALERIE
 EKANAYAKE, SENAKE
 MINAWA, SALMA
 BALAKRISHNAN,
 PUVIPALAN
 VEJDANI, MEHRAN
 MENDONCA, EDMUND
 FILS-AIME, JEPHTE
 LUCIC, VALENTIN
 DEREPENTIGNY, SAMUEL
 PETION, BONIFACE YVES
 SAVIGNAC, CHANTAL
 OBI, ELVIS
 BURY, DEREK
 ASSI, SURINDER
 BIRHANU, METEKIA
 MORDEN, ELIZABETH
 SUE, WAYMAN
 FOREST, NATHALIE
 GURAU, JAN PAUL
 LABIOD, AHMED
 BENYOUCEF
 PAPIAZIAN, NATHAN
 ROBERTO, ANTONIO
 ROY, MARIO
 DIBBIN, JOSHUA
 SHEARDOWN, KYLE
 BEAUZIER, WILKY
 DOGGETT, JAMES
 CHATHA, JASWINDER
 GILL, PARAMJIT
 HEMSWORTH, PAUL
 LIU, ZHI LIN
 BARENGAYABO, SYLVERE
 BEN SLAMA, KHALED
 BRISSAULT, ERNEST
 GAILLARD, PIERRE-LIONEL
 LEMESURIER, SHERYL
 ANGLEHART, ROBERT
 BABIN, DANIEL
 MONONGO, YVES
 OMAR HOSSEIN, OSMAN
 OGBAMARIAM, TNSIEW
 SMITH, RHONDA
 MULLER, ALEX
 CARTY, WALTER
 ALIBHAI AZIZ, HASSAN
 LAMECHE, ABDELGHANI
 PARENT, JEAN-YVES
 DI IORIO, VINCENT

LEMIEUX, ANNIE
 MALO, MARC-ANTOINE
 NELSON, ALEX
 MINHAS, GURPRIT
 WARSAME, ABDIRIZAK
 ANANTHALINGAM, SRI
 ARUN
 LOGANATHAN,
 KIRUTHIKA
 MULLINGS, LATOYA
 LAYCOCK, GERALD
 SHELLEY, JOHN
 BALDE, ALSINY
 ATTAMAH, PATRICK-
 ROGER
 COURTOIS, JEAN NOBERT
 OCCELAS, CHER-ENFANT
 LASISI, JOSEPH
 CARRIGAN, ADAM
 MILNER, DAVID
 ILOEGBUNAM,
 INNOCENT
 INGRAHAM, GEORGE
 FYFE, MICHAEL
 ALAYOUBI, ALA EDDIN
 ENHAILI, MOHAMMED
 MINDEL, EDWARD
 MONDOR, JOEL
 SANDHU, KIRANDEEP

7 YEARS

OUELLET, SARA
 GILLIS, ROBERT
 HOGAN, KENNETH
 MILLER, DAVID
 THOMPSON, JO-ANN
 ANTONINI, GABRIEL
 MARCHBANK, JAMES
 JANE, SCOTT
 LESLIE, KAYTON
 PICCA, ANTHONY
 HAMDOUS, KARIM
 MILITO, SAM
 WRIGHT, ROBERT
 CLARK, JENNIFER
 HASHMATULLAH, SYED
 LAGUERRE, YVES
 DESFORGES, YOLETTE
 HORION, FRANCIS
 LAMORE, REGINALD
 BISSON, MICHAEL
 MAHMOOD, RANA
 GAUR, RAJESH
 DUVER, JEAN ERIC
 BOURSQUOT, JAMES
 CHERESTIL, ODIQUE
 NORRIS, BRYAN
 GREYLING, PETER
 MATHARU, RAJINDER

NANOO, KEITH
 SCANTLEBURY, PAUL
 APOLLON, DUCKENS LUC
 BIYICK, PAUL-PATRICE
 FRANCIS, MICHAEL
 BASIL, GEORGES
 CARDINAL, LOUISE
 LOREUS, MAIKO
 CORNECT, GREGORY
 VANRAVENSWAAY, AMBER
 HUNEAULT, SACHA
 NEVEU, CHRISTIAN
 HINKSON, GLEN
 PALALI, MURAT
 BELISLE, SIMON
 DAUNAIS, JEAN-FRANCOIS
 BILLARD, JESSICA
 CORNISH, TERRY
 PIERRE-LOUIS, JUNIOR
 SHEPHERD, MATTHEW
 MURPHY, KYLE
 REIMER, PETER

10 YEARS

CLOUTIER, CEDRIC
 BABINEAU, DANIEL
 OUELLETTE, RICHARD
 AHUJA, KAMAL
 KONG, BORITH
 DANSEREAU, LUC
 HOUDE, BENOIT
 RONDEAU, JEAN-MARC
 THOMAS, RICHARD
 DOYON, PIERRE
 GAULIN, SERGE-SAM
 GRAVEL, LUCETTE
 LABRECQUE, ANDRE
 PLANTE, LUC
 ROBITAILLE, CLAUDE
 SCACHERI, LAURA
 ST-AMAND, SERGE
 ROBICHEAU, LARRY
 SANDALL, JEFFREY
 MOULDAY, MICHAEL
 MINHAS, SANDEEP
 PARMAR, MOHINDER
 LABOSSIERE, SMITH
 YAHIAOUI, LAHCHEMI
 CASTONGUAY, COLETTE
 SKINNER, MICHAEL
 LADERAS, MARK
 FULTON, GARNET
 PEREIRA, CYNTHIA
 KEESIC, RANDOLPH
 OGUNSUSI, CHRISTOPHER
 HOFERICHTER, DEREK
 CLASSEN, TONY
 MANCINI, ROCCO
 UPSHALL, ROGER

NUXOLL, BRIAN
 LAROCQUE, MICHEL
 DENT, RAYMOND
 BROWN-THOMAS, DANISHA
 SAEED, BILAL
 MIRZA, ALI HUSSAIN
 TALIBUDDIN, SAMEEN
 TAGAPOLOT, ERVIN
 TESSEMA, YOHANNES
 AL JASSIM, ALI
 ARMSTRONG, KEITH
 MACSWEEN, GARY
 SANDHU, BALBIR
 APETREI CIUCA, FLORIN
 REYNOLDS, NICOLE
 SEGGIE, RYAN

15 YEARS

MILLER, SYDNEY
 TARDIF, MARIO
 LABONTE, JACQUES
 VAILLANCOURT, PAUL
 PELLETIER, JOE
 EMBERLEY, DAVID
 MIELKE, RICHARD
 CARON, GAETAN
 CARON, CHRISTIANE
 ROUSSEL, DENISE
 JAVED, SHAHID
 MAHMOOD, KHALID
 JOHAL, DALBAGH
 JOHAL, SURINDER
 SOUVORAVONG, SODA
 HASHEM, RAMEZ
 MICHAUD, LINDA
 MOHAMED, RAFAT
 DIPTÉE, ASHFORD
 KATHIRESU, SUBRAMANIA
 WILLIAMSON, THOMAS
 LAROCQUE, CHERYL
 HEBERT, JEAN-CLAUDE
 MALLETTE, PIERRE
 MARINIER, JEAN-LOUIS
 ADAM, RICHARD
 BOURDAGES, DAVID
 PARKER, MARTIN

20 YEARS

UTARID, PHILIP
 BARICHELLO, RENATO
 ABDULNABI, EYAD
 LOMELA, GUY
 LEWIS, NORMAN
 GILLET, DONALD
 HANSON, THOMAS
 SMALLING, JILL
 BORDIN, PRIMO
 CHOUDHRY, SOHAIL
 MOHR, MICHAEL

SALMON, LOUISE
 BURNDRED, DENNY

25 YEARS

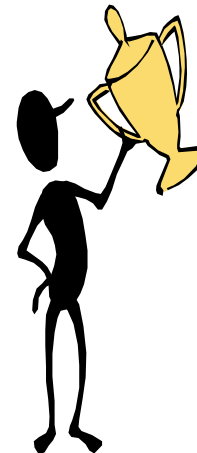
TREPANIER, JACQUES
 BRESSE, RICHARD
 RUTHERFORD, KIMBERLEY
 HUTTON, CRAIG
 EGAN, MICHAEL
 HAMEL, MARK
 ROY, ROMA
 WESTERHOF, ROBERT

30 YEARS

BOOMER, BRYAN
 BOISVERT, YVON

35 YEARS

HARBEC, LIONEL JR
 MACLEAN, THAYNE



Highlight on Employees

The Employee Anniversary Recognition Program

Securitas Canada's Employee Anniversary Recognition Program is designed to formally recognize employees on key anniversary dates. Employee recognition, be it for number of years of service or for other reasons, is a crucial component of employee motivation. Taking the time to recognize an employee goes a long way towards strengthening both employee and client relationships. Our clients appreciate the fact that Securitas understands and demonstrates that people make the difference!

The Employee Anniversary Recognition Program is to be administered locally by each Area and should include an Employee anniversary recognition pin (available for one, three and five-year anniversaries and every five years after that), an employee award certificate and a congratulations letter to the employee. This information is all available on the Knowledge Library.



Talent Development & Succession Planning

Securitas is much more than just the world's largest private security company we are the premier learning organization in the security industry "Our people make the difference" in providing Service Excellence. We recognize that continued service excellence is achieved by identifying and developing future leaders and successors and by living our values of Integrity, Vigilance and Helpfulness it will make a positive contribution in creating a culture of upward mobility and continued personal growth.

To that end, we are focusing on increasing the value of our human capital and invest, as part of our strategic plan, in Succession Planning.

In light of the above, we would like to encourage employees to apply for other positions within the company especially if you desire to move up within the Company. If you are interested in exploring other opportunities, please forward you letter of interest identifying which position(s) you are interested in to:

humanresources@securitas.ca



Heat, Storms, Hazardous Plants, and Insects

What you need to know to keep safe this summer

With the *dog days of summer* here at last, as an employer we have an obligation to take precautions reasonable in the protection of our employees. This includes taking precautions to guard against harm from extreme heat, dangerous weather conditions, and contact with harmful plants or insects. While not all seasonal risks can be eliminated providing education, training and protective equipment where required, and appropriate supervision can help keep all employees safe this summer.

Heat Stress

An employee who is required to work in an environment with high heat or humidity is at risk of heat-related illness. Heat stress occurs when an employee is not able to effectively regulate and maintain internal temperature. Physical exertion in a high heat environment increases the risk of experiencing heat stress. Heat illnesses range from heat rash and heat cramps to heat exhaustion and heat stroke. Heat stroke requires **immediate medical attention** and can result in **death**. To prevent heat related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty
- Rest in the shade to cool down
- Wear a hat and light coloured clothing
- Learn the signs of heat illness and what to do in an emergency
- Keep an eye on fellow workers
- “*Easy does it*” on your first days of work in the heat. You need to get used to it.

Remember these three simple words: **Water, Rest, Shade**.

Taking these precautions can mean the difference between **life** and **death**.

Hazardous Insects

The most common biting or stinging insects are Bee's, Wasp's, Mosquitoes and Ticks. Several diseases may be spread through insect bites, especially Lyme Disease and West Nile Virus. Bee and Wasp stings are usually painful but harmless unless the individual is allergic.

Whenever stung or bit, cleanse the site and watch for infection, which may not occur until several days later. If you suspect an allergic reaction, call a **911 immediately**.

Signs of allergic reaction include, but are not limited to:

- Lip and facial swelling
- Asthma-like symptoms
- Tongue swelling
- Upper airway swelling

Proactive steps to help minimize the chance for insect bites include wearing closed-toe shoes and light-coloured clothes that fully cover the body, use of insect repellent, and showering or bathing within two hours of being outdoors.

Poisonous Plants

Exposure to hazardous plants can pose a serious risk to employees who work outdoors during the summer months. Employees may be exposed to poisonous plants growing at or near the job site. To protect workers, outdoor work sites should be inspected for possible hazardous plants before work begins, and employees should be instructed about how to identify, handle and dispose of hazardous plants.

Some common poisonous plants include:

- Poison Ivy
- Poison Oak
- Poison Sumac

Poisonous plants can usually be found in and around woods, wastelands, fence rows, stone walls and hedges.

This broad group of plants, cause inflammatory rashes known as contact dermatitis and may spread over the body if not attended to immediately.

Dangerous Weather

Summer weather storms such as:

- Floods
- Severe weather
- Air Quality
- Hurricanes
- Tornados
- Heat
- Lightening

are a significant safety risk for a worker working outdoors. Each year Environment Canada reports 60-70 people are injured from lightening strikes in Canada. An electrical shock from lightening can cause death or severe burns. To help minimize risk of electrical shock from lightening or other weather related injuries, employees should monitor approaching weather conditions and follow the established safety protocols as detailed within Post Orders and Company Policy. By practicing safe work procedures, it will assist in keeping all employees safe this summer. If you have any questions regarding this, please contact your Branch Manager and / or Human Resources department for more information.

The Securitas Hotline

John Coletti, Vice President Human Resources

The Securitas Hotline is a secure and confidential way for employees to report ethics, safety, and other workplace concerns.

You can place a call to The Securitas Hotline at 1-866-528-6556 or file a report online at www.securitashotline.ca 24 hours a day, 7 days a week.

Remember, many Securitas employees work at client facilities and are expected to observe and report certain types of situations as part of their job. The Securitas Hotline is not a substitute for everyday reporting, but should be used to report only those conditions or situations that you were unable to resolve through local branch management.

What issues should I first take to my branch management?

Working through your chain of command is key. Questions pertaining to uniforms, paychecks, or clarification regarding Company policy should first be addressed with your Branch Manager. However, if you are uncomfortable with approaching local management or did not receive a satisfactory response from them, The Securitas Hotline is an appropriate option.

What types of concerns should I report to The Securitas Hotline?

- Harassment
- Discrimination
- Alcohol or drug use
- Workplace violence
- Policy violations
- Pay issues
- Health and safety issues
- Theft, fraud, or damage to company property
- Ethics violations or any illegal activity
- Unfair treatment of any kind

These concerns may arise from observing the following types of inappropriate conduct:

- An employee exhibiting signs of violent behaviour.
- Someone selling drugs at work.
- An employee risking an accident because of drugs or alcohol use.
- A fellow employee taking Company or client property such as cash, supplies, inventory or equipment.
- Someone vandalizing Company or client property or equipment.
- Yourself or someone else being treated unfairly or unprofessionally because of sex, race, national origin, age, disability, religion or other protected grounds
- A co-worker making a false injury claim.

What happens when I make a report?

You can either call in a report or submit one online. When you call, a Securitas Hotline communications specialist will answer your call and ask you a series of questions to understand the nature of your call. It is important that you provide information such as the name and location of your branch office and any other pertinent information that will assist the company in researching and resolving your concern. The communications specialists will take your information and prepare a written report that will be forwarded to Securitas management. When you make a report online, you are asked to respond to a series of questions as well. A report is also generated and forwarded to Securitas management. After the report is reviewed, it will be assigned appropriately to initiate an inquiry.

Will I have to give you my name?

No, you do not have to give your name if you do not wish to. The information in your report will always be confidential. However, in some cases, management may need more information in order to address your concerns, or you might be encouraged to meet with a management representative if you were personally affected by the situation being reported. But it will always be your decision whether to identify yourself.

What if I don't have all the facts?

Securitas wants you to report all concerns in good faith. We will look into the information you provide, attempt to verify it and take appropriate action. If additional information is needed, someone will contact you.

How do I check the status of my report to The Securitas Hotline?

After you submit your report, you will enter a custom password and be assigned a unique report key. This information is exclusive to your report and is unavailable to Securitas in order to protect your confidentiality if you chose to remain anonymous. You can use your password and report key to contact The Securitas Hotline either by phone or web to obtain a response or provide additional information.

The Securitas Hotline
www.securitashotline.ca or
1-(866)-528-6556



Community Involvement

James Evans, National Quality / Health and Safety Director

This year will mark our 12th year of fundraising for the Canadian Cancer Society through what has become known as our "Annual Securitas Canada Cure for Cancer Ball Hockey Challenge" and we are pleased to announce that **Saturday October 1, 2016** has been selected as the date for this year's event. Over the past 11 years we have used the sport of ball hockey as the means to drive our fundraising and this year we have decided to trade in our hockey sticks and nets for baseball bats and gloves as this year's event will be a **Slopitch softball** event with all proceeds from the event going to the Canadian Cancer Society.

The event will take place at a very nice ball diamond and community hall located directly across from **Casino Rama** in Rama Ontario and combined with what we're hoping to be nice fall weather and with local area attractions, this year should provide participants with an opportunity to circle their calendars for a full weekend get-a-way of fundraising, good times and relaxation.

Together with Unisync who have partnered with us once more to be our event's Platinum Sponsor, we will have offer participants with a full day of action on the diamond, including a skills challenge and home run hitting derby while off the diamond we will have a Kids Zone, bbq, silent action, raffle's and more. Each player will be required to raise a minimum of \$100.00 and we would greatly appreciate all of our employees across the country to share in this year's event through making a donation. Although many of you are in the Toronto area may not be slopitch players your assistance in being a volunteer or just coming out to the event to cheer on your fellow employees would be a significant contribution to raising the profile of this event.

As a reminder we have also created a Facebook page dedicated to our fundraising efforts which provides us with a means of sharing the event with all our family and friends across the country. The Facebook page is simply Securitas Canada Cure for Cancer Ball Hockey Challenge and updates to the page are now beginning to take place.

Over the coming weeks we will have a number of announcements as all will lead up to what will now be our "Securitas Canada Swing for a Cure" event and we do hope that you will be able to help us create awareness for this and help us to keep the event as a successful Securitas Canada led initiative!

If you live locally and would like to play in the event, volunteer or help us raise money, please contact James Evans (james.evans@securitas.ca) or John Coletti (john.colletti@securitas.ca) to sign up or to receive a pledge form.

Thank you all in advance for your continued support and in helping us make our 2016 event a success and thank you to all our Areas across Canada and to STAS, Large Mobile and GM for your continued support and generosity in making our event a reality for 2016.

For any questions or details about Securitas Canada Limited, please contact Brandi Stanfield, Business Development Administrator at brandi.stanfield@securitas.ca.

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 www.securitascanada.blogspot.ca/