

**MEMORANDUM OF UNDERSTANDING
BETWEEN
PARAGON SYSTEMS, INC.
AND
UNITED GOVERNMENT SECURITY OFFICERS OF AMERICA**

This Memorandum of Understanding will confirm that Paragon Systems, Inc. and the United Government Security Officers of America, International Union (UGSOA) and its Local 236 have agreed to amend the current Collective Bargaining Agreement (CBA) fully executed by the parties on September 6, 2018 to revise Section 15.1 of the CBA and include superseding health and welfare payments as follows:

Health & Welfare Benefits

Current: \$4.41

Effective December 1, 2019: **\$4.57**

All other provisions of the CBA remain unchanged.

By: _____

Laura M. Hagan
Vice President/General Counsel
Paragon Systems, Inc.

Date: _____

By: _____

Eric McMillen
Senior Vice President
UGSOA International

Date: _____