

MEMORANDUM OF AGREEMENT

BETWEEN

PARAGON SYSTEMS, INC. (EMPLOYER)


AND COMMITTEE FOR FAIR AND EQUAL REPRESENTATION (UNION)

This Memorandum of Agreement (MOU) is executed by Paragon Systems, Inc. (Employer), Praetorian Shield, Inc. (Subcontractor), and the Committee for Fair and Equal Representation (Union). The purpose of this Memorandum is to set forth certain agreements and understandings between the parties with respect to the employees under the subcontract to Praetorian Shield.

In order to maintain harmony and reduce the potential for disputes between the parties, the parties have reached the following agreement:

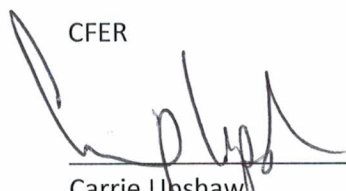
1. Employees who work in excess of 40 hours on the contract during any workweek shall be paid at overtime for all hours over 40, regardless of which posts or locations the employees worked. In other words, if an employee works at a Praetorian post for 38 hours, and a Paragon post for 8 hours, that employee worked on the contract for 46 hours in the work week and shall be entitled to be paid at the overtime rate for 6 hours.
2. Employees shall be paid by the company that employs them, regardless of the post that they may work on a given date, and all such paid hours shall be credited toward that employee's leave balances (including sick, personal, vacation, etc) with the company employing them. For example: if a Praetorian employee works at a Paragon post for 20 hours during the anniversary year, those 20 hours shall be credited toward his or her leave vesting with Praetorian.
3. Employees shall not be permitted to switch between Praetorian and Paragon more frequently than once in a twelve-month period. An employee who desires to move from one company to the other shall be required to resign from his or her employing company, and shall not be considered for re-employment for twelve months from that date.
4. In the event issues arise that are not foreseen by the parties that materially affect the terms and conditions of employment of those employees hired by Praetorian Shield, the parties shall meet and confer over the issues in an attempt to reach resolution.

Paragon Systems



Laura M. Hagan 6/14/18
Date

CFER



Carrie Upshaw 6-14-2018
Date