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**LETTER OF AGREEMENT
on Wages and Fringe Benefits**

This letter will confirm that Paragon Systems, Inc. and the Committee for Fair and Equal Representation (CFER) have agreed to amend the current Collective Bargaining Agreement for the State of Illinois, that has an expiration date of December 31, 2020, to include the following new rates for wages and Health and Welfare:

Wages – Current

Cook, Lake, Kane, DuPage, Stephenson, and Winnebago Counties:

Armed Security Guards at FBI Facility, 2111 W. Roosevelt Road, Chicago:	\$27.90 per hour
Armed Security Guards at NRC Facility, 2443 Warrenville Road, Lisle:	\$27.90 per hour
Armed Security Guards at all other locations:	\$25.90 per hour

Saline Montgomery Champaign Vermilion, Jefferson, Madison, St. Clair, Franklin, Alexander, Jackson, and Effingham Counties:

Armed Security Guards at all locations:	\$25.29 per hour
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Adams, Sangamon, Macon, Kankakee, Rock Island, McLean Counties:

Armed Security Guards at FBI Facility, 900 E. Linton Avenue, Springfield:	\$25.38 per hour
Armed Security Guards at all other locations:	\$23.38 per hour

Will, LaSalle, Schuyler, White Side, Knox, Tazewell, Peoria and McHenry Counties:

Armed Security Guards at all locations:	\$23.64 per hour
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Wages – Effective January 1, 2019

Cook, Lake, Kane, DuPage, Stephenson, and Winnebago Counties:

Armed Security Guards at FBI Facility, 2111 W. Roosevelt Road, Chicago:	\$28.97 per hour
Armed Security Guards at NRC Facility, 2443 Warrenville Road, Lisle:	\$28.97 per hour
Armed Security Guards at all other locations:	\$26.72 per hour

Saline Montgomery Champaign Vermilion, Jefferson, Madison, St. Clair, Franklin, Alexander, Jackson, and Effingham Counties:

Armed Security Guards at all locations:	\$26.10 per hour
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Adams, Sangamon, Macon, Kankakee, Rock Island, McLean Counties:

Armed Security Guards at FBI Facility, 900 E. Linton Avenue, Springfield:	\$26.40 per hour
Armed Security Guards at all other locations:	\$24.15 per hour

Will, LaSalle, Schuyler, White Side, Knox, Tazewell, Peoria and McHenry Counties:

Armed Security Guards at all locations:	\$24.41 per hour
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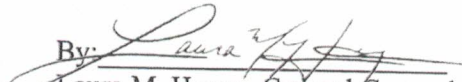
Health & Welfare – Current

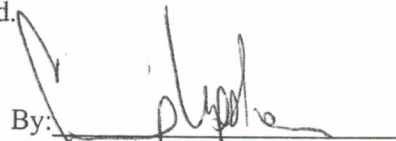
The Employer will make Health and Welfare Allowance payments to non-probationary employees at the total rate of \$4.75 per hour, for each hour worked up to forty (40) hours per week, not to exceed 2,080 hours per year. The \$4.75 will be paid as follows: \$4.62 shall be paid as part of the employee's regular paycheck; \$0.13 will be deposited into a bona fide retirement plan.

Health & Welfare – Effective January 1, 2019

The Employer will make Health and Welfare Allowance payments to non-probationary employees at the total rate of \$4.45 per hour, for each hour worked up to forty (40) hours per week, not to exceed 2,080 hours per year. The \$4.45 will be paid as follows: \$4.32 shall be paid as part of the employee's regular paycheck; \$0.13 will be deposited into a bona fide retirement plan.

All other provisions of the Agreement remain unchanged.

By: 
Laura M. Hagan, General Counsel
Paragon Systems, Inc.

By: 
Carrie Upshaw, President
Committee for Fair and Equal Representation

Date: 11/29/18

Date: 11/28/2018