



SECURITY OFFICER SERVICE AGREEMENT

FULL LEGAL NAME OF ALLIEDBARTON ENTITY : AlliedBarton Security Services LLC, (hereinafter “AlliedBarton”) ,111 E. Kilbourn Ave, Suite 1875, Milwaukee, WI 53202, with a principal address of Eight Tower Bridge, 161 Washington Street, Suite 600, Conshohocken, PA 19428

CLIENT CONTACT INFORMATION:

FULL LEGAL NAME OF CLIENT (“Client”): Milwaukee County

ADDRESS: 901 N 9th Street Milwaukee WI 53202
Street City State Zip Code

AUTHORIZED REPRESENTATIVE: Gary Waszak
Name Title

TELEPHONE: 414-278-5056 FAX: 414-278-4038 E-MAIL: gary.waszak@milwaukeecountywi.gov

CLIENT’S LOCATION WHERE SERVICES ARE TO BE PROVIDED:

See Scope of Work

GENERAL TERMS AND CONDITIONS

In consideration of the mutual covenants herein and for other good and valuable consideration set forth below, the sufficiency of which is hereby acknowledged, AlliedBarton and Client agree as follows:

The term of this Agreement shall commence on November 17, 2014 (“Commencement Date”) and continue through December 31, 2015, with an option of two (2) additional one (1) year terms upon the agreement of Client and AlliedBarton. If the parties agree to these additional options, and this Agreement is not otherwise terminated, then effective January 1, 2018, this Agreement will automatically continue thereafter on a month to month basis until terminated by either party on thirty (30) days written notice. This Agreement may be terminated by either party for non-performance by the other party upon thirty (30) days written notice to the nonperforming party. The nonperforming party shall have the opportunity to cure the non-performance or deficiency within that thirty (30) day notice period.

Client shall pay AlliedBarton for the performance of the Services and any other products and/or services provided by AlliedBarton hereunder at the rates (“Billing Rates”) and charges set forth herein and on the Service Requirements as set forth on Attachment A of this Agreement, and in any Scope of Work signed by both parties in connection with this Agreement as defined herein without deduction or set-off. Client shall pay in full the amount of all invoices submitted to Client within thirty (30) days of the invoice date.

Billing:
AlliedBarton will invoice Client on a weekly basis for all scheduled Services for the preceding weekly period (starting on Friday and ending the following -Thursday) and any other products and/or services provided by AlliedBarton. Invoicing shall be no later than the tenth (10) day following the work period.

A. Scope of Services

- AlliedBarton shall provide security officer services (the “Services”) in the amount, for the times and at the location set forth in any Scope of Work signed by both parties. AlliedBarton does not warrant or guarantee that the Services set forth in Attachment A or in any Scope of Work constitute complete security at Client’s location so as to prevent any incident, loss, theft, damage or injury (including death). Client agrees that AlliedBarton has not been engaged as a security consultant with respect to any location. AlliedBarton agrees to provide the Services in a professional and diligent manner.
- From time to time, Client may request a change in the Services. Such requested changes, to be communicated in writing, will be effective only upon AlliedBarton’s written approval which AlliedBarton will reasonably grant. However, in no event will a refusal by AlliedBarton to approve requested changes constitute a breach of this Agreement or otherwise constitute cause

for Client’s termination of this Agreement. The parties acknowledge and agree that the Service Requirements set forth in Attachment A and any Scope of Work signed by both parties solely governs AlliedBarton’s duties at the Client locations set forth in a Scope of Work. Notwithstanding any other provision in this Agreement, Client reserves the right to modify the amount of hours required for the Services by providing a one week prior written notice to AlliedBarton.

3. The purpose of any inspection of the premises at Client’s location by AlliedBarton is solely to assist Client with its loss control program. The safe maintenance of those premises and operations and equipment on those premises, and the avoidance of unsafe conditions and practices, is the sole legal responsibility of Client.

B. Personnel

- AlliedBarton is responsible for the hiring, training and supervision of all

security officers assigned to Client's location. Should Client direct or supervise security officers, or alter or change the direction or supervision given to the security officers at its location by AlliedBarton, Client will be responsible for any damages, liabilities, claims or other consequences that may result.

2. In addition to the Services set forth in Attachment A, and in addition to any general or routine training provided by AlliedBarton to its security officers, AlliedBarton shall provide each of its employees assigned to Client's location with training designed specifically for the needs of Client and its location as set forth in any Scope of Work, which includes any applicable costs.

3. AlliedBarton shall provide uniforms for all assigned personnel. AlliedBarton will maintain these uniforms in good condition at AlliedBarton's sole cost and expense. AlliedBarton's personnel will not be required to carry weapons of any kind, unless otherwise expressly set forth herein.

4. Security officers assigned to Client's location are employees of AlliedBarton, which is acting as an independent contractor. AlliedBarton will pay all appropriate compensation due and owing to its employees, all employee contributions (i.e., pension, welfare, etc.) and all required payroll taxes and withholdings as levied by City, County, State and/or Federal authorities. AlliedBarton shall provide for all personnel administration of its employees assigned to Client's location.

5. AlliedBarton is entitled to assign personnel to Client's location in full compliance with applicable equal opportunity and civil rights law. Upon reasonable written notice, Client shall have the right to request in writing that any of AlliedBarton's employees whom it finds to be unacceptable be removed from its location. However, in no event will such a request by Client be made for reasons that would violate applicable law. Client agrees to defend, indemnify and hold AlliedBarton harmless of and from any liability for any reason resulting from any change in assignment of an AlliedBarton employee made at the request of Client.

6. Client acknowledges that AlliedBarton has spent considerable time and expense in recruiting and training its employees. As such, Client agrees that it will not employ, as a security officer or in any related capacity, directly or indirectly, including employment through a successor security contractor, any person who has been employed by AlliedBarton in a supervisory capacity and assigned to Client's location for a period of one hundred and eighty (180) days following the last date of that person's employment with AlliedBarton. In the event of a breach of this provision by Client, Client shall pay AlliedBarton the average weekly billing for such employee for four (4) months as liquidated damages together with all legal fees, cost and disbursements arising from the breach of this provision.

6. AlliedBarton agrees that it shall notify the Facilities Management at the location two (2) weeks prior of any known / intended change in on-site Supervisor staff and provide a work/job history or resume of the replacement individual for review.

C. Term

1. AlliedBarton shall have the right to immediately terminate this Agreement if Client: a) shall apply for or consent to or have imposed upon it the appointment of a receiver, custodian, trustee or liquidator of itself or of all or a substantial part of its property; b) makes a general assignment for the benefit of its creditors; c) commences a voluntary case under the Federal Bankruptcy Code; d) files a petition seeking to take advantage of any other law providing for the relief of debtors; e) in the event an Order for Relief is entered or, Client fails to controvert in a timely manner, or acquiesce in writing to, any petition filed against it in any involuntary case under the Federal Bankruptcy Code; or f) acknowledges in writing its inability to make payments as required under this Agreement.

2. Client may terminate this Agreement, in whole or in part, when in the County's interest, with thirty (30) days written notice. If this Agreement is terminated, Client shall be liable only for payment under the payment provisions of this Agreement for the Services rendered up to the date of termination.

3. In the event AlliedBarton terminates this Agreement for convenience, such termination will require written notice to that effect to be delivered not less than ninety (90) days prior to the termination date and AlliedBarton shall assist and provide for an orderly transition of services. Security Officer Service Agreement 1-2014.doc

D. Billing

1. The Billing Rates do not include the following direct bill items ("Direct Bill Item(s)") listed below, which shall be invoiced on a monthly basis and paid by Client to AlliedBarton in accordance with the payment terms above.

a. All security officers working on the holidays set forth in Attachment A will receive one and one-half (1.5) times their straight-time hourly rates. These holidays will be billed as incurred at one and one-half (1.5) times the applicable billing rate only for the employees who work during the holiday. Holiday coverage is the twenty-four (24) hours of the actual day and will be billed as incurred by each officer for only the holidays worked.

The Billing Rates set forth Attachment A are valid for one year. The Billing Rates thereafter will be increased annually as agreed by the parties and subject to the limitations contained in RFP 948006 upon sixty (60) days prior written notice, effective as of the anniversary date of the Commencement Date in an amount reflecting any increase in cost as set forth below:

a. In the event that AlliedBarton experiences an increase in its costs resulting from any increase, whether or not anticipated, in or resulting from: (1) Federal, state or local taxes, levies, or required withholdings imposed or assessed on amounts payable to and/or by AlliedBarton hereunder or by or in respect of AlliedBarton to its personnel; (2) Federal, state or local minimum wage rates, mandated paid time off and/or sick leave, changes in overtime wage regulations, uniform maintenance expenses or other required employee allowances, licensing fees, or wage, medical, welfare and other benefit costs under collective bargaining agreements; (3) costs related to insurance and/or workers' compensation; and/or (1), (2), and (3) of this paragraph. AlliedBarton will provide Client with written notice of such change in the Billing Rates. 4. Unless otherwise expressly stated herein, AlliedBarton's fees and charges do not include any sales, use, excise or similar taxes, levies or duties ("Taxes"). Client is responsible for paying for all such Taxes in respect of AlliedBarton's Services and amounts payable by Client hereunder. If AlliedBarton has the legal obligation to pay or collect Taxes for which Client is responsible under this section, the appropriate amount shall be promptly paid by Client to AlliedBarton unless Client provides AlliedBarton with either a valid and current tax exemption certificate or direct pay certificate, authorized by the appropriate taxing authority.

5. In the event that legal action is required to collect on any past-due invoiced amount owed to AlliedBarton by Client under this Agreement, Client agrees to pay to AlliedBarton the costs and attorney fees incurred by AlliedBarton in such action.

6. In the event that Client requests additional services beyond that listed on Attachment A or in any Scope of Work, seventy-two (72) hours' notice should be given. In the event that less than seventy-two (72) hours' notice is given, such additional services will be billed at the billable overtime rate. If the request for additional services exceeds five percent (5%) of the base contract hours, then the additional services shall be billed at the billable overtime rate regardless of the amount of notice given. The billable overtime rates for such additional services will continue to apply until this Agreement is amended in writing to provide for the increase in base hours.

E. Property

1. Client recognizes and acknowledges that in performing its duties under this Agreement, AlliedBarton may install and utilize proprietary software (hereinafter "Proprietary Software"), a valuable, special and unique asset of AlliedBarton and/or third parties. This Proprietary Software is and will remain the sole and exclusive property of AlliedBarton and/or those applicable third parties.

2. Any property, equipment or supplies furnished by AlliedBarton to its personnel in performance of the Services described in this Agreement shall remain the property of AlliedBarton and shall be returned to AlliedBarton promptly at the expiration or termination of this Agreement.

F. Insurance and Indemnification

1. AlliedBarton shall maintain and provide, at its expense, appropriate Workers' Compensation coverage for its security officers and personnel

assigned to Client's location at limits imposed by statute, including Employer Liability coverage. AlliedBarton agrees to a waiver of subrogation with respect to the Workers' Compensation coverage.

2. AlliedBarton shall maintain for its own protection and benefit various other policies of insurance, including Comprehensive General Liability coverage, for its performance of security officer Services at Client's location, among others in the amount of one million (\$1,000,000) per occurrence and two million (\$2,000,000) in the aggregate, and Professional Liability coverage in the amount of one million (\$1,000,000) per occurrence and two million (\$2,000,000) in the aggregate. AlliedBarton shall name the Client as an additional insured on its Comprehensive Liability policy and its Automobile Liability policy to the extent of AlliedBarton's negligence and with respect to the types and limits of the insurance required under this Agreement.

4. 3. AlliedBarton shall maintain Automobile Liability insurance to cover its employees' operation of AlliedBarton's owned, leased and non-owned vehicles. AlliedBarton agrees to provide a thirty (30) day written notice of cancellation or non-renewal shall be afforded to the Client. AlliedBarton's insurance required by this Agreement shall be placed with a carrier with at least an A- rating per Best's Rating Guide approved to do business in the State of Wisconsin. AlliedBarton shall submit a certificate of insurance for each successive period of coverage for the term of this Agreement.

5. Client agrees that AlliedBarton is not an insurer of Client's operations, personnel or facilities. Except as provided elsewhere in this Agreement, Client assumes all risk of loss, physical damage and personal injury at its operations, to its personnel and/or facilities or any other property resulting from fire, theft or other casualty.

6. AlliedBarton will protect, defend, hold harmless and indemnify Client, its directors, officers and employees from and against all claims, actions, liabilities, damages, losses, costs and expenses (including reasonable attorney's fees) (the "Losses") directly resulting from the performance of the Services expressly required under this Agreement, provided such Losses (1) are caused solely by the negligent failure of AlliedBarton to perform the Services required pursuant to this Agreement, or by other negligent actions or omissions in the performance of those same Services by AlliedBarton, or through the willful misconduct or unlawful activity of AlliedBarton; and (2) are not caused in any way through the negligence, willful misconduct or unlawful activity of Client or otherwise resulting from AlliedBarton's compliance with specific direction from Client.

7. Client shall protect, defend, hold harmless and indemnify AlliedBarton, its respective successors and assigns, and its directors, officers and employees from and against all Losses asserted against AlliedBarton arising out of incidents or occurrences taking place or arising at Client's location provided that any such Losses are (1) attributable to bodily injury, sickness, disease or death or to damage to tangible property; and (2) are not caused in any way through the negligence, willful misconduct or unlawful activity of AlliedBarton, or the failure of AlliedBarton to perform the Services set forth in this Agreement. Client's obligations under this paragraph are subject to statutory limitations in Sections 893.80 and 345.05.

8. Under no circumstances will AlliedBarton be liable to Client, or any other person or entity, for punitive damages, or for lost profits.

9. AlliedBarton has received a Certificate of SAFETY Act Designation from the Department of Homeland Security, which identifies AlliedBarton's physical security guard services as a Qualified Anti-terrorism Technology ("QATT"). In some cases, AlliedBarton may be utilizing QATT in performing services under this Agreement, either in their entirety or in combination with other, non-SAFETY Act covered services. Where this QATT has been deployed in defense against, response or recovery from an act of terrorism, as that latter term is defined under the SAFETY Act (as herein defined), AlliedBarton and Client, purchaser of the QATT, agree to waive all claims against each other, including their officers, directors, agents or other representatives, arising out of the manufacture, sale, use or operation of the QATT, and further agree that each is responsible for losses, including business interruption losses, that it sustains, or for losses sustained by its own employees resulting from an activity arising out of such act of terrorism. "SAFETY Act" is defined as the Support Anti-terrorism by Fostering Effective Technologies Act of 2002, 6 U.S.C. §§ 441-444, as amended. This provision shall apply throughout the term of this Agreement, regardless of

whether AlliedBarton should cease to have SAFETY Act coverage for these Services for any reason.

G. Miscellaneous

1. This Agreement represents the entire agreement and understanding of the parties concerning the subject matter herein and replaces any and all previous agreements, understandings, representations, discussions or offers. No modification to this Agreement shall be effective unless reduced to writing and executed by both parties.

2. A written waiver by either party of any of the terms or conditions of this Agreement at any time shall not be deemed or construed to be a waiver of such term or condition for the future or of any subsequent breach of the Agreement. The failure to enforce a particular provision of this Agreement shall not constitute a waiver of such provision or otherwise prejudice AlliedBarton's right to enforce such provision at a later time.

3. This Agreement is entered into solely for the mutual benefit of the parties hereto and no benefits, rights, duties or obligations are intended or created by this Agreement as to any third parties.

4. The parties each warrant and represent that each respectively has the right to enter into this Agreement and to perform its respective duties and obligations of this Agreement and that the execution, delivery and performance of this Agreement does not, and will not, require the consent of a third party or violate the terms of any agreement to which such party is bound. Each party further warrants and represents that this Agreement has been executed by a duly authorized individual.

5. Any controversy or claim between the parties arising out of or related to this Agreement, or the breach thereof, with the exception of a failure to pay billed amounts under the Agreement as set forth in Section D, shall be settled by arbitration with the <local> office of the American Arbitration Association, in accordance with the Commercial Arbitration Rules of the American Arbitration Association. Judgment upon the award rendered by an arbitrator(s) may be entered in any court having jurisdiction thereof. Written notice of a demand for arbitration shall be filed with the other party to this Agreement and with the American Arbitration Association. In no event shall a demand for arbitration be made after the date when institution of legal or equitable proceedings based on the claim(s) asserted would be barred by the applicable statute of limitations.

6. This Agreement and all matters collateral hereto shall be governed by the laws of the state wherein the Services are to be provided without reference to its choice of law provisions.

7. If any of the terms or provisions of this Agreement are ruled to be invalid or inoperative, all the remaining terms and provisions shall remain in full force and effect.

8. This Agreement may be executed in one or more counterparts, each of which shall constitute one and the same Agreement.

9. AlliedBarton shall not be responsible for additional expenses and costs incurred by it to provide Services pursuant to this Agreement as a result of unusual circumstances including, but not limited to, strikes, riots, revolutions, wars, military actions, fires, floods, droughts, natural disasters, pandemics, snow storms, blizzards or other inclement weather, accidents, insurrections, lockouts or other acts of God, perils of the sea, stoppage of labor, or other events considered as "Force Majeure", or by any other unavoidable cause beyond AlliedBarton's reasonable control. All such additional expenses shall be the responsibility of Client as an additional charge invoiced and paid by Client as it is incurred, pursuant to the terms of the Billing section set forth above. Additionally, to the extent that AlliedBarton is unable to perform, or is delayed in performing, the Services set forth in this Agreement, such nonperformance or delayed performance is not a breach of this Agreement nor cause for termination of this Agreement.

10. Either party may assign this Agreement to an Affiliate with no change in ultimate ownership or control. "Affiliate" shall mean an entity controlling, controlled by or under common control with the party. Except as permitted in this section, Client may not assign, delegate or subcontract this Agreement without the prior written consent of AlliedBarton. Notwithstanding the foregoing, in the event Client assigns this Agreement, it shall remain liable hereunder after such assignment.

11. Any notice required or permitted hereunder shall be in writing and shall be delivered either in person, by nationally recognized overnight delivery service or by certified or registered mail, postage prepaid, addressed to the parties at the address shown in the opening paragraph (or as may be directed

by a party in the future by written notice).

12. In connection with the negotiation, execution and performance of this Agreement, each party acknowledges that it has been and will be provided with confidential business information of the other party ("Confidential Information"). Each party will exercise reasonable commercial efforts to protect and preserve the confidentiality of Confidential Information, including at a minimum those methods and procedures it uses to protect its own confidential information. A party shall not be required to preserve the confidentiality of Confidential Information to the extent it becomes public other than through the action of the party, or disclosure is required by law.

13. The parties further acknowledge and agree that to the extent AlliedBarton

has assumed insurance, defense and indemnification obligations hereunder, such obligations shall not apply to any work performed by AlliedBarton at the direction of Client, or work performed by AlliedBarton that is not specifically set forth on Attachment A or in any Scope of Work. Notwithstanding anything to the contrary provided herein or in any other direction (oral or written), AlliedBarton and Client agree that in no event shall AlliedBarton employees be required to undertake any duty which could potentially expose themselves to unreasonable risk or harm.

14. The following provisions shall survive expiration or termination of this Agreement for any reason: A.1; A.3; B.1; B.4; B.5; B.6; D; E; F; and G.

By signing below, client agrees to be legally bound to the Agreement, **General Terms and Conditions** and Addendum attached hereto, which form a binding and enforceable part of this Agreement. The parties hereto, intending to be legally bound hereby, enter into this Agreement by their duly authorized representatives as of the day and year first written below.

CLIENT: Milwaukee County

By: _____

Name: _____

Title: _____

Address for Notices and Invoices:

Milwaukee County Facilities Management Facilities Director
901 N. 9th Street G-1, Milwaukee, WI 53233

Fax: _____

Effective Date: _____, 201__

ALLIEDBARTON SECURITY SERVICES LLC

By: _____

Name: _____

Title: _____

Address for Notices:

Eight Tower Bridge, 161 Washington Street, Suite 600, Conshohocken, PA
19428

Fax: (610) 941-1005

Approved with regards to County Ordinance Chapter 42:

By: _____ Date: _____

Community Business Development Partners

Reviewed by:

By: _____ Date: _____

Risk Management

Approved for execution:

By: _____ Date: _____

Corporation Counsel

Approved:

By: _____ Date: _____
Scott B. Manske

Approved:

By: _____ Date: _____
Chris Abele

Approved as compliant under sec. 59.42(2)(b)5, Stats.:

By: _____ Date: _____
Corporation Counsel

ATTACHMENT "A"

Service Requirements:

- Security officer is to perform assigned duties according to the Site Operations Manual that are to be specifically created for this site by the AlliedBarton team.
- Any unusual incidents detected or reported will be reported to the client. An incident report will be filled out and a copy will be forwarded to the client.
- The security officer will also report any out of the ordinary observations to the client
- The Security Officer will need to leave post for bathroom necessities.
- Overtime is billed with requests with less than 72 hours' notice will be billed overtime. With requests for a specific individual to work more than their 40 hours for a special reason, regardless of the notice provided, only the overtime impact for that individual will be billed. Example: "We need Officer Smith to stay two extra hours at the end of his shift to help with a special project." Only the additional two hours will be billed at the overtime rate if it will put him over 40 hours.

	<u>HPW</u>	<u>Wage Rate</u>	<u>Bill Rate</u>	<u>OT/Holiday Bill Rate</u>
Security Officer	425	\$11.47	\$16.36	\$24.54
Site Supervisor	40	\$15.00	\$21.39	\$32.09

Vehicle Security Patrol-Drive by Location \$10.00 per DRIVE BY Utility Cart (Optional Service) \$121.15 per WEEK (when utilized)

In the event that the total hours billed to Milwaukee County pursuant to all Scope of Work and Service Requirements documents in any contract year exceeds [AlliedBarton], all hours billed to Milwaukee County will receive \$_____ allowance for all hours procured during that contract year.

Should Milwaukee County exceed _____ hours of service, AlliedBarton will provide, at no additional cost, a _____ [dedicated account manager person].

Direct Bill Items:

- **Holidays:** All security officers working on the below listed holidays will receive 1.5 times their straight-time hourly rates. These holidays will be billed as incurred at 1.5 times the applicable billing rate only for the employees who work during the holiday. Holiday coverage is the 24 hours of the actual day and will be billed as incurred by each officer for only the holiday hours worked. The holidays are as follows:
 - New Year's Day
 - Memorial Day
 - 4th of July
 - Labor Day

- Thanksgiving
- Christmas Day

Disadvantaged Business Enterprise (DBE) goal of 13.5%

SCOPE OF WORK

The following scope of work represents the level of security services currently required by Milwaukee County at:

Specific Site Criteria:

MARCIA COGGS : 1220 W Vliet Street, Milwaukee, WI 53205

BUILDING OPERATIONAL HOURS

Days & Hours of Operation: Monday thru Friday from 7:30 a.m. to 5:00 p.m.

SERVICES REQUIRED

Monitoring Entrance/Exits - Security officers will make sure that the public entering the facility are directed to the appropriate area. Provide escort service and aid to elderly and disabled clients as needed.

Parking Lot – Security officer is to monitor lots and regulate the visitor spaces, employee spaces, reserved parking spaces and disabled spaces. Periodically conduct patrols through lots and patrol perimeter of building.

Security – Security in the buildings is strictly guarded. Building requires card access and key, secure code or card access for specific areas.

AREAS SERVICED

Entire building (3 floors plus basement) and adjacent parking lots.

REQUIRED COVERAGE

VLIET STREET ENTRANCE

One security officer monitoring entrance/exit door.

Security patrol vehicle to drive by as requested.

BUILDING ASSIGNMENTS

Room 102

Escalator - 1st floor

Escalator - 2nd floor

Security Base

IDAP - basement (2 days per week)

Float

PARKING LOT

One security officer monitoring lot.

AFTER HOURS/CLOSING

Three security officers are to conduct a sweep patrol of the Coggs Center after closing to make sure all areas are secure and all public is out of the building. One officer to remain at base and observe cameras.

WORK SCHEDULE

MARCIA COGGS - All hours are Monday thru Friday: Three officers to work 6:00 a.m. - 2:00 p.m.; two officers to work 7:00 a.m. - 3:00 p.m.; one officer to work 9:00 a.m. - 5:00 p.m.; one officer to work 11:00 a.m. - 7:00 p.m.; two officers to work 2:00 p.m. - 7:00 p.m.; one officer to work 2:00 p.m. - 7:00 p.m. on Monday, Wednesday and Friday and 9:00 a.m. - 7:00 p.m. on Tuesday and Thursday; and one Supervisor to work each day from at least 8:00 am. - 4:00 p.m. (usually longer).

Note: Additional hourly service (8 hour minimum) may be required on days immediately following any state holiday, due to increased foot traffic.

ESTIMATED OFFICER HOURS

REGULAR SHIFT - Unarmed Security 22,100 Hours

REGULAR SHIFT - Unarmed Security - Supervisor 2,080 Hours