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*Remco Loevendie
COO Aviation Division
G4S Secure Solutions (Canada) Ltd.*

Welcome from Remco Loevendie, G4S Chief Operations Officer:

I would like to take this opportunity to let you know how happy and excited I am that G4S has been awarded the Pacific Region. In the last couple of weeks I finally have been able to have a look at the operations. I see a lot of opportunities in what is already a great operation. I am convinced that by working all together we will be able to take our service delivery to CATSA and the travelling public to the next level. We can do this by taking your commitment and bringing in the international expertise of G4S in the aviation industry. This will result in an organization that will not only make sure that our customers can travel safely, but will also pass through our checkpoints swiftly, while being treated courteously.

On a personal note, I would like to add that during the visits to the operation I have been able to talk to some of you and I am happy to see and hear that everybody is looking forward to joining G4S! You have also been very welcoming to me personally, which only strengthens my feeling that we can make a great team. Lastly, I have also noticed that there is a good sense of security awareness among you and that you all pay good attention to our communications; I was readily recognized when I went through one of the check points when traveling earlier this week!

Schedule for G4S Welcome & Screening Personnel Sign-Up Sessions

Exact times of these sessions will be published in an upcoming communication:

- Mon Sept 12 through to Thurs. Sept. 22: Vancouver International Airport
- Saturday Sept. 17: Sandspit
- Monday Sept. 19: Prince Rupert and Terrace
- Tuesday Sept. 20: Smithers and Whitehorse
- Wednesday Sept. 21: Cranbrook and Campbell River
- Thursday Sept. 22: Castlegar and Comox
- Friday Sept. 23: Penticton and Kelowna and Nanaimo
- Saturday Sept. 24: Kelowna and Victoria
- Sunday Sept. 25: Kelowna and Victoria
- Monday Sept. 26: Kamloops and Victoria
- Tuesday Sept. 27: Williams Lake and Abbotsford
- Wednesday Sept 28: Prince George and Dawson Creek and Fort St. John and Quesnel
- Thursday Sept. 29: Prince George

What do you need to bring to the upcoming G4S Welcome & Screening Personnel Sign-Up Sessions?

You will be receiving a copy of the **G4S Welcome Package** at these sessions. Included in these packages are several documents:

- | | |
|---|---|
| 1. Welcome Letter | 9. Duty to Report Injury |
| 2. Offer of Employment | 10. Exclusive Employment Agreement |
| 3. Personal Data Collection Forms | 11. Payroll Deduction Authorization for Charity |
| 4. Information on the Legislated Employment Equity Program (LEEP) | 12. Computer Policy |
| 5. The G4S Employment Equity Self-Identification Questionnaire | 13. Information on the Canadian Human Rights Code |
| 6. Information and Expectations | 14. Airport Office Protocol |
| 7. Confidentiality Statement | 15. Information on the Employee Concerns Hotline |
| 8. Availability Requirements | 16. The G4S Harassment Policy |
| | 17. Tax Forms |

Please bring all applicable original documents to the Sign-Up Sessions:

1. If Born in Canada, your Birth Certificate (Note: Quebec Birth Certificate's must be issued after Jan 1994)
2. If Born outside of Canada: (current status), your Landed Immigrant/(Valid) Permanent Residence/Citizenship document
3. Passport (if applicable, valid or expired)
4. Valid Government Picture ID e.g. Drivers License or BCID (British Columbia Identification card)
5. A voided cheque for your direct deposit pay
6. Your BC Medical Services Plan Card
7. RAIC and/or paper copy of security clearance

Important note concerning banking information:

- If you have changed your banking information in the last month, please let the transition team representative know when you meet with them.
- Do not change your current banking information after you meet with the transition team as we will have old information and you will not get paid.

Update for Non-Screening Personnel

We strongly encourage candidates to apply to G4S; even if you do not see a comparable position in the most current open roles, please send us your resume regardless. There is a chance there still might be a fit, either now or in the future. We always keep our resumes on file for a minimum of six months. As of this newsletter the following positions remain open:

Vice President, Operations
(Vancouver)
Vice President Finance
Vice President, Human
Resources & Labour Relations
Director, Operations (Pacific
Region)
Executive Assistant &
Communications Coordinator
Business Reporting Analyst

Billing Administrators
Purchasing Manager
Compliance Manager
Recruiters
Human Resources
Administration
Human Resources Operations
Support Coordinators/Managers
Training Managers

Training Point Leaders
Capacity Manager
Capacity Analyst
Schedulers
Duty Managers
Service Delivery Managers
(Vancouver)
Regional Service Delivery
Managers

G4S Aviation

G4S is the world's leading supplier of security solutions to the aviation industry.

G4S works at numerous airports and major airlines and organizations in the aviation industry around the world. We have screeners and security agents working across 49 countries at 61 airports and providing services to 81 airlines. They ensure, just like you, that passengers, crew and cargo can travel safely all around the world.

Just some examples of where G4S is at work around the world:

Airports

London Heathrow
Amsterdam Schiphol
Oslo
Athens
Delhi
Bangkok
Johannesburg
Abu Dhabi
Dubai
Hong Kong

Airlines

British Airways
Virgin Atlantic
Etihad
Emirates
Qantas
Cathay Pacific
Delta
American Airlines
KLM
Air Canada



The world of aviation security has changed beyond recognition over the last 10 years. Constant, vigilant and effective security solutions have never been so important, and finding new ways of countering threats to aviation is now even more of a priority.

Frequently Asked Questions & Answers

Q. Will I be offered employment?

A. Yes.

Q. Will my pay change?

A. Your wages will not be less than what you received with your previous employer.

Q. Will there be changes to my certifications and designation?

A. No, your certifications and designation will not be affected.



Recognition of the International Association of Machinists and Aerospace Workers' Union ("IAMAW")

Please be advised that G4S recognizes the International Association of Machinists and Aerospace Workers' Union (IAMAW) as the union representing Screening Personnel in the Pacific Region. G4S will be immediately entering into collective bargaining negotiations with the IAMAW.

Q. What about the Screening Personnel that are currently represented by another Trade Union, or not represented by any Trade Union?

A. It makes practical sense since there will be one Contractor, that there also be one trade union and one collective agreement covering all Screening Personnel in the Pacific Region. This will help provide you with a fair and consistent Pacific Region collective agreement.

** We are sensitive to those Screening Personnel that are currently not represented by the IAMAW. In order to consider your needs, we have agreed that an IAMAW representative will attend the G4S-Screening Personnel Employee Sign-up sessions for those airport sites that are currently not represented by the IAMAW.

Q. What about your (Screening Personnel) Service and Seniority?

A. G4S will recognize service and seniority for all Screening Personnel.

Q. Will all Screening Personnel receive a letter of offer from G4S?

A. Yes.

We wish to ensure a harmonious transition of Screening Personnel from your current employers to G4S.

Contacting G4S



Toll Free Phone:

1-888-717-4447

Press "0" for assistance

For questions email:

aviation.questions@ca.q4s.com

G4S Careers Web Site:

<http://www.q4s.ca/en-ca/Careers/> (English)

<http://www.q4s.ca/fr-ca/Careers/> (français)

G4S Canada Web Site:

www.q4s.ca

To send resumes email:

aviation.resumes@ca.q4s.com