



Parrish Security Group (“PSG”)

Our Mission Statement

Parrish Security Group (“PSG”) is a premier contract security company that provides to its clients a multi-dimensional and quality-focused view of services. The high level of services we give our clients is predicated upon our people. We believe that by providing our employees industry-leading wages and benefits, comprehensive training, a professional working environment, and advancement opportunities will not only allow PSG to grow in its own reputation but will also elevate industry standards.

PSG considers “integrity” far more than a mere word. “Integrity” in fact is an indispensable part of our corporate culture and is central to our approach in both employee relations and customer service. We are committed to the provision of service with the highest of standards of integrity in all that we do. We believe our pre-hire screening and training programs improve both our employee and client relationships as well as the delivery of services and as such, we promise to continually operate our business with the highest level of integrity.

- PSG is an equal opportunity employer. We do not discriminate based on age, gender, race, religion, disability, or other status protected by applicable law.
- PSG requires that each applicant meet the necessary state licensing criteria to fulfill the legal obligations set forth by the authorities. PSG requires that each employee always maintain a current and valid security officers license or guard card for the state in which they work.
- PSG will perform a criminal background check on each applicant prior to an offer of employment, and may include similar background information, such as credit and work history.
- PSG requires all employees to fulfill their scheduling and duty obligations. Once a schedule is agreed to between PSG management and employees, it is expected that the employee arrive at the post in which they are assigned on time and in the proper and complete uniform attire. If the employee is unable to fulfill the schedule in which they agreed for any reason, they are to notify their supervisor or on-duty manager a minimum of four (4) hours prior to their scheduled shift. Failure to do so creates at a minimum potential contractual violation and may result in disciplinary action.
- To the maximum extent allowed by law, PSG requires all employees to maintain appropriate hygiene and appearance standards, and we do maintain a company standard, which is outlined in the policy. PSG endeavors to provide to our clients a professional appearance for all employees.
- PSG is a drug-free workplace and all applicants are tested prior to an offer of employment. Failure to show at the designated clinic for a scheduled drug test prior to or during employment without prior approval can lead to the withdrawal of an offer of employment or disciplinary action. PSG will perform random drug tests for cause.

Signature of Applicant: _____ Date: _____



Parrish Security Group

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Emergency Contact Name: _____ Phone: _____

List all Residences for the past seven years showing no gaps in time.

Current Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Period Covered: From: *Month & Year:* _____ To: *Month & Year* _____ **Present**

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Period Covered: From: *Month & Year:* _____ To: *Month & Year* _____

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Period Covered: From: *Month & Year:* _____ To: *Month & Year* _____

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Period Covered: From: *Month & Year:* _____ To: *Month & Year* _____

Phone: _____ Email: _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO

If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Previous Employment

List all employment for the past seven years showing no gaps in time.

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: Present Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge. If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____



Parrish Security Group
Job Profile: Security Officer

Essential Duties:

- Reports to Shift Supervisor/Site Captain
- Performs guarding operations procedures according to the Site Specific Post Orders to ensure the delivery of high quality service
- Reports any and all activity to the Shift Supervisor or Site Captain that could be deemed as a security or safety threat to either the clients' property or personnel.
- Conducts either foot or vehicular patrols, meets and greets client employees or visitors, observes monitors and/or alarms.
- Provides a good, positive attitude when dealing with the client and client employees and strives to provide assistance when it may be requested.
- Ensures accuracy and legibility of reports and all written correspondence.
- Ensures that equipment is properly accounted for at all times.
- Ensures that unless specific circumstances require it, the post to which they are assigned is not vacated at any time without proper relief.
- Ensures that the necessary and pertinent information is passed onto their relief.
- Maintains a positive, professional image while on duty.
- Maintains an environment in compliance with applicable laws, regulations, PSG policies and procedures.
- Actively makes recommendations to improve the standing of the security of the clients' facility, to include items such as Site Specific Post Orders and Training Documents.
- Performs tasks and duties of a similar nature and scope as required for assigned office.

I, _____, understand the general duties of the PSG security officer position.

Signature: _____

Date: _____