



CRITICAL SOLUTIONS PROTECTIVE SERVICES GROUP, INC.

THREAT ASSESSMENT, RISK MANAGEMENT, INTEGRATED SECURITY

8549 Wilshire Blvd, Suite 1276, Beverly Hills, CA 90211 (800)278-4575

CALIFORNIA LICENSED SECURITY FIRM PPO NO. 16754

WWW.CRITICALSOLUTIONSPSG.COM

Thank you for taking the time to complete an employee application with Critical Solutions Protective Services Group.

Please include a copy of the following with your employee application:

- POLICE IDENTIFICATION IF APPLICABLE
- CDL
- GUARD CARD
- FIREARM PERMIT IF APPLICABLE
- SOCIAL SECURITY CARD OR PASSPORT
- INCLUDE A COPY OF YOUR PASSPORT IF YOU HAVE ONE
- COMPLETED W-4 TAX FORM

Fax your completed applications to 866-403-3260 or mail them to:

Critical Solutions PSG
Attn: Irina Dankov
8549 Wilshire Blvd, Suite 1276
Beverly Hills, CA 90211

Please call 800-278-4575 or email irina@criticalsolutionspsg.com should you have any questions regarding your application.

Thank You,
Irina Dankov
Operations Manager



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EMPLOYMENT APPLICATION
SECURITY SPECIALIST AND/OR OFF DUTY OFFICER

LAST NAME

FIRST NAME, MIDDLE NAME

DATE OF BIRTH

SOCIAL SECURITY NUMBER

DRIVER'S LICENSE NUMBER

PHONE NUMBER WITH AREA CODE

STREET ADDRESS

CELL PHONE NUMBER

CITY, STATE

ALTERNATE PHONE NUMBER

ZIP CODE

EMAIL ADDRESS

WHAT BUREAU OF SECURITY & INVESTIGATION SERVICE [BSIS] LICENSES DO YOU HOLD?

___ Guard Card No. _____ Exp. _____

___ Firearms Card No. _____ Exp. _____

___ Baton Card No. _____ Exp. _____

___ Mace Card No. _____ Exp. _____

WHAT ADDITIONAL TRAINING OR RELEVANT LICENSES [e.g. First Aid/CPR] DO YOU POSSESS, WITH EXPIRATION DATE(S):

1) _____ Exp. Date _____

2) _____ Exp. Date _____

3) _____ Exp. Date _____

FOR HOLDERS OF BSIS GUARD CARDS ISSUED AFTER JULY 1, 2004:

Have you completed the mandatory 40 hours of additional training the BSIS requires if Guard Card holders within six (6) months of your card issuance date? ___ Yes ___ No

If "Yes", do you have training completion certificates? ___ Yes ___ No [If "Yes", please provide all certificates with this employment application]



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EMPLOYMENT HISTORY

1. Previous Employer _____
Address _____
Supervisor _____ Phone _____
Position _____
Dates of Employment From _____ To _____
Rate of Pay Starting _____ Ending _____
Reason for Leaving Employer _____

2. Previous Employer _____
Address _____
Supervisor _____ Phone _____
Position _____
Dates of Employment From _____ To _____
Rate of Pay Starting _____ Ending _____
Reason for Leaving Employer _____

3. Previous Employer _____
Address _____
Supervisor _____ Phone _____
Position _____
Dates of Employment From _____ To _____
Rate of Pay Starting _____ Ending _____
Reason for Leaving Employer _____



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APPLICANT AVAILABILITY VERIFICATION

Sunday: _____

Monday: _____

Tuesday: _____

Wednesday: _____

Thursday: _____

Friday: _____

Saturday: _____

Holidays: _____

Work Shifts: _____

Maximum Distance in Miles Available to Travel, if any: _____

I, _____, acknowledge that the above is my availability for a possible work schedule with Critical Solutions – Protective Services Group, Inc.

Applicant's Signature

Date



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APPLICANT'S ACKNOWLEDGEMENTS AND AUTHORIZATIONS

1. Guard Card

"I understand that, as a condition of my employment with CSPSG, Inc.. I am required to possess a valid "Guard Card" from the Bureau of Security & Investigative Services, California Department of Consumer Affairs. I understand and agree that any costs associated with obtaining this Guard Card, or any other licenses or registration required for me to work for CSPSG, Inc., shall be my responsibility, without any right of reimbursement from CSPSG, Inc.. I will maintain and keep current all necessary certifications, licenses and registrations."

2. Consent and Authorization for Background Investigation

"I hereby authorize Critical Solutions – Protective Services Group, Inc. (CSPSG) and/or its clients or agents to make a complete and thorough investigation of my background, in the United States and internationally, police and criminal record(s), references, character, credit history, driving record, and current and past employment, including any records, databases or other agencies, and all public records, for the purpose of confirming the information contained in my employment application and/or obtaining any other information that may be relevant or material to my qualifications for employment with CSPSG, or its clients in their sole discretion."

3. Drug Free Workplace

"I do hereby agree to abide by the following Drug-Free Workplace Policy as to employment with CSPSG."

CSPSG has a **ZERO TOLERANCE** drug free workplace that strictly prohibits the unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of *ANY* controlled substance in the workplace. Employees who violate this policy will be subject to disciplinary action, up to and including immediate termination. CSPSG also may report such a violation to law enforcement authorities or regulatory agencies, including but not limited to the Bureau of Security and Investigative Services.

ALCOHOL IS CONSIDERED A "DRUG OF ABUSE" WITHIN THE SCOPE OF THIS POLICY. All employees are prohibited from being under the influence of alcohol while on duty. Use or possession of alcohol while on duty is strictly prohibited and is a violation of this policy.

"I agree to submit to any pre-employment and/subsequent random drug testing requested by CSPSG. I also agree that, if such drug testing reveals the use of ANY "drugs of abuse", not just the ones listed in this agreement, this will be grounds for the immediate termination of my employment. I agree that in order for CSPSG to enforce a drug free work place, CSPSG has the right to conduct searches of CSPSG property or me and/or my personal property, and to implement any other policies in furtherance of this policy. I agree that any criminal conviction of an offense based on the sale or possession of any controlled substance will result in termination of employment, even if off duty."



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4. Confidentiality/Trade Secrets/Inventions/Property

"I do hereby agree to abide by the following agreement regarding confidentiality, trade secrets, inventions and property with regards to my employment with CSPSG, Inc."

Information. For the purposes of this Agreement, "Information" means information about CSPSG, Inc., its employees, policies, practices, business plans or any other items that can be considered proprietary information of CSPSG, Inc.. This includes, but is not limited to: any data, technique, process, internal CSPSG, Inc. documents, records, revenue, information, financial or personnel information, customers and/or customer lists, business strategies, Trade Secret or confidential information relating to the services or business of CSPSG, Inc.. It also includes any and all discoveries, ideas, facts, and any other information, of whatever type and in whatever form, that is not publicly known, and that is disclosed or otherwise made available to me or that was developed by me, alone or with others, within the scope of my employment with CSPSG, Inc., including but not limited to: discoveries, ideas, facts or other information in the form of drawings, formulas, designs, computer programs, patterns, analyses, compilations, devices, methods, techniques, operating procedures, and processes that relate to the business, plans, promotion, marketing, licensing, advertising, distribution, sales, mailing lists, and supply sources of CSPSG, Inc.. "Information" also includes: *All Information related to or learned about any client with which CSPSG, Inc. is under contract.*

Trade Secret. For the purpose of this Agreement, "Trade Secret" means any and all information that derives independent economic value, actual or potential, not generally known to the public or to other persons who can obtain economic value from its disclosure or use.

Confidentiality. I understand that any and all Information and Trade Secrets which are or have been received or developed by me are disclosed to me in confidence and/or are confidential. I agree that during the term of my employment and thereafter I will not directly or indirectly, except as required by the normal business of CSPSG, Inc. or expressly consented to in writing by the President of CSPSG, Inc.: (a) disclose, publish, or make available, other than to an authorized employee, officer or director of CSPSG, Inc., any Information or Trade Secrets; (b) sell, transfer or otherwise use or exploit any Information or Trade Secrets; (c) permit the sale, transfer, use or exploitation of any Information or Trade Secrets; or (d) remove from CSPSG, Inc.'s premises or retain on termination of my employment any Information or Trade Secrets, any copies thereof, or any other tangible or intangible items containing or constituting Information or Trade Secrets.

Company Property. I understand that all CSPSG, Inc. property, including Information and Trade Secrets, such as keys, credit cards, books, manuals, records, reports, notes, contracts, and customer or vendor lists, any copies thereof, and any equipment furnished to me by CSPSG, Inc. (including cell phones, computers and other equipment), belong to CSPSG, Inc., and that I must promptly return to CSPSG, Inc. all such property on termination of my employment

Obligations on Unauthorized Disclosure. I agree that if, at any time, I become aware of any unauthorized access to or possession or knowledge of any Information or Trade Secrets, I shall immediately notify CSPSG, Inc. In the event that I have directly or indirectly disclosed, published or made available to third parties without authorization as provided in this Agreement any Information or Trade Secrets, I further agree to provide any and all reasonable assistance to CSPSG, Inc. to protect the confidentiality of such Information or Trade Secrets. I also agree to take all reasonable steps requested by CSPSG, Inc. to prevent the recurrence of such unauthorized access, use possession or knowledge.

Inventions. All processes, inventions, patents, copyrights, trademarks, and other intangible rights that may be conceived or developed by me, either alone or with others, during the term of my employment, whether or not conceived or developed during my working hours, and respect to which the equipment, supplies, facilities, Trade Secrets or Information of CSPSG, Inc. was used, or that relate at the time of conception or reduction to practice of the invention or creation to the business of CSPSG, Inc. or to CSPSG, Inc.'s actual or demonstrably anticipated research and development, or that result from any work performed by me for CSPSG, Inc., shall be the sole property of CSPSG, Inc.. I shall disclose to CSPSG, Inc. all inventions or creations conceived during the term of employment, and for one (1) year thereafter, whether or not the property of CSPSG, Inc. under the terms of the preceding sentence, provided that such disclosure shall be received by CSPSG, Inc. in confidence. I shall execute all documents, including copyrights, patent applications and assignments, required by CSPSG, Inc. to establish CSPSG, Inc.'s rights under this agreement. It is the intention of both CSPSG, Inc. and me that this paragraph complies with all applicable Nevada Labor Code sections.

I understand and agree that violations of this policy may result in disciplinary action, up to and including termination of employment.



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5. Waiver of Meal Period for Six-Hour Shifts

"I recognize that I may be asked to work six-hour shifts for certain CSPSG, Inc. clients and, in the event I work a shift of six hours or less, I agree to waive my right to a meal period "free of all duties" for that shift."

6. Certification of Ability to Communicate English

"I recognize that my responsibilities as a security specialist require that I effectively observe and communicate circumstances and incidents - both verbally and in writing - using the English language to fulfill my duties as a security specialist to protect people and property, and that a CSPSG, Inc. client and public safety may depend upon my communication abilities. While multi-lingual ability is a significant asset, I hereby certify that I can fulfill these requirements by reading the English language without assistance and effectively communicating, verbally and in writing, in English."

7. Policy Against Harassment

"I do hereby agree to abide by the following Policy Against Harassment with regards to my employment with CSPSG, Inc."

CSPSG, Inc. is committed to providing a workplace free of harassment. This includes harassment based on sex, gender, pregnancy, childbirth, or medical condition, as well as harassment based on race, color, religion, national origin, ancestry, age, disability, medical condition, marital status, sexual orientation, family care status, or veteran status, or any other category protected by federal, state or local law. SIS strongly disapproves of - and will not tolerate - harassment of our job applicants or employees by other employees, supervisors, vendors or clients.

8. At Will Employment Agreement

"I understand and agree that, should I accept employment with Critical Solutions Protective Services Group, Inc. ("CSPSG, Inc.," "Company" or "Employer"), I may terminate employment at any time, for any reason or no reason, and with or without notice to Critical Solutions Protective Services Group, Inc.

"I also agree and understand that Critical Solutions Protective Services Group, Inc. may terminate my employment at any time, for any reason or no reason, and with or without notice. I understand that employment with Critical Solutions Protective Services Group, Inc. is for no specified term."

9. Consent to Provide Photo Identification

"I understand and consent that as a condition to my employment with Critical Solutions Protective Services Group, Inc. ("CSPSG, Inc.," "Company" or "Employer"), I have to provide a wallet sized color photograph of my person in professional business attire. It is further agreed and consented to that said photograph will be used to visually identify me and may be used by Critical Solutions Protective Services Group, Inc. in any lawful manner and for any lawful purpose."



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CERTIFICATION: I CERTIFY THAT I HAVE READ THESE ACKNOWLEDGEMENTS AND AUTHORIZATIONS AND UNDERSTAND THEIR MEANING, PURPOSE AND LEGAL EFFECT. I FURTHER ACKNOWLEDGE THAT I HAVE BEEN GIVEN THE OPPORTUNITY TO DISCUSS THESE ACKNOWLEDGEMENTS AND AUTHORIZATIONS WITH MY PRIVATE LEGAL COUNSEL AND HAVE AVAILED MYSELF OF THAT OPPORTUNITY TO THE EXTENT I WISH TO DO SO.

Applicant's Signature

Date