



**Resolution Letter to Complainant**

November 6, 2023

**Mark Errington**  
**12135 SW Par 4 Drive, #11**  
**King City, OR 97224**

Re: Conclusion of Investigation

Dear Mark:

Securitas USA has concluded its investigation into your allegations of unfair treatment involving Site Supervisor, Heather and District Manager, George. We have interviewed all relevant witnesses and considered all the evidence and determined remedial action needed to be taken.

Securitas USA takes all allegations and concerns seriously and is committed to investigating and resolving these issues. In the future, if you experience behavior by any Securitas USA associate, or other agent of the Company which you believe is a violation of Company policy, please contact me directly @ 360-608-9739. We are committed to maintaining a productive work environment free from unlawful behavior of any kind.

Thank you for bringing this situation to our attention.

Sincerely,

A handwritten signature in black ink, appearing to be "Sear Jago".

Sear Jago  
Area Human Resources Manager  
Securitas Security Services USA, Inc.