



Zicherheit
P.O. Box 408
Selbyville, DE 19975
(855)638-9611

Zicherheit Employment Application Addendum

As conditions of employment with Zicherheit LLC, I _____ understand the following requirements and agree to comply with meeting those requirements prior to and throughout my tenure with Zicherheit LLC.

Drug Testing – This will be completed prior to being offered a position with Zicherheit LLC. The cost of this test is \$30 and is the responsibility of the applicant. Additional testing, conducted randomly, can occur throughout your tenure but at the cost of Zicherheit LLC. The possession of, use of, or under the influence of drugs and/or alcohol, while on duty, is grounds for immediate dismissal.

Background Investigation - This will be completed prior to being offered a position with Zicherheit LLC. The cost of this investigation is \$15 and is the responsibility of the applicant. Additional inquiries can occur throughout your tenure but at the cost of Zicherheit LLC.

Driver History – A copy of your driving record, showing the current and previous few years is required if you are scheduled for a position in which you will operate a company owned vehicle. In those case, the employee can obtain one on their own or use the services of Zicherheit, for a fee (fees vary according to the state). This requirement must be met annually.

Grooming Standards – Employees must always be in proper uniform or attire, appropriate with the post/task they are performing. In addition, employees must be in compliance with the company's grooming standards as outlined in policy (a copy is made available to all employees).

Transportation – It is incumbent upon the employee to have dependable transportation or a consistent means of arriving for work. All employees are expected to report on time at their scheduled location, in proper uniform or attire, ready to work.

Mobility Clause / Flexibility – It is understood that security work is an ever changing process in which conditions can change at a moment's notice. Employees must be aware and willing to work different posts, in different locations, under different conditions from which they might normally be scheduled. In addition, employees must be able to remain on their post until properly relieved.

Criminal Charges – it is incumbent upon the employee to immediately report any arrests or filing of charges against the employee. Failure to report this immediately is grounds for immediate dismissal.

Post Orders / Standard Operating Procedures – Each employee is responsible for reviewing the post orders for the specific posts for which they are assigned. In addition, it is also the responsibility of the employee to become knowledgeable of company Standard Operating Procedures.

Confidentiality – Employees with Zicherheit LLC can often come in contact with client data. Even if a Confidentiality Clause or Non-Disclosure Agreement is not in place, employees will treat such information as if there was an agreement in place. In essence, all company information and that of its clients will not be disclosed to other entities without the express permission of the client and Zicherheit LLC.

Standards of Conduct - Employees must be in compliance with the company's Standards of Conduct as outlined in policy (a copy is made available to all employees).

NAME: _____

DATE: _____

Signature

NAME: _____

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