

August 31, 2022

ALL N ONE Security Services, Inc.
3915 Cascade Road, Suite 240
Atlanta, Georgia 30331

Ms. Jennifer Schofield
DeKalb County Government
1300 Commerce Drive, 2nd Floor
Decatur, Georgia 30030

Dear Ms. Schofield,

This letter serves as ALL N ONE's official request for a Pandemic related bill rate increase. Escalating crime rates dictate that we maintain the ability to deploy the highest caliber security officers on all the Dekalb County sites.

ALL N ONE is facing the following post Pandemic related challenges:

- Starting wage rates are now exceeding \$15.00 per hour
- ALL N ONE cannot staff the contract with high caliber security officers at the current rate
- ALL N ONE is experiencing quality control issues at various locations
- There has been an increase in dropped coverage and it will likely get worse
- ALL N ONE is incurring an increasing amount of non-billable overtime hours
- The current bill rate equates to serious safety and security concerns

Employee Pay Rate Chart

Description	Current Hourly Pay Rate	Proposed Hourly Pay Rate
Unarmed Guard Services	\$10.00	\$16.00
Armed Guard Services	\$13.00	\$18.00

This letter also serves as ALL N ONE's official commitment to increase the employee pay rates commensurate with the proposed hourly pay rates noted above. Additionally, we will require Flagship Security (LSBE subcontractor) to honor the same commitment with its employees who work on the Dekalb County sites.

ALL N ONE's single-minded focus is a safe and secure Dekalb County.

Sincerely,

Keith R. Jackson
Corporate Operations

3915 Cascade Rd, Suite 240, Atlanta, Georgia, 30331