

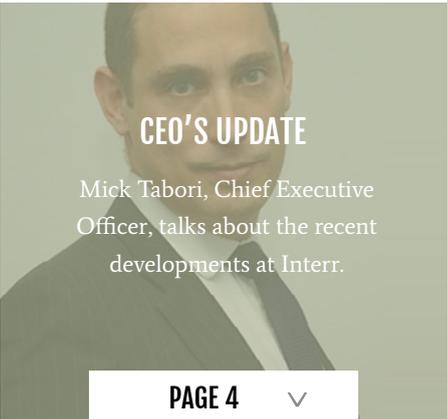
INTERRCONNECT



KIDS OUT 'TROLLEY DASH' AT THE OLYMPIA TOY FAIR

The partnership saw interr providing volunteers to join the annual Trolley Dash, which took place on the final afternoon of Toy Fair at London Olympia.

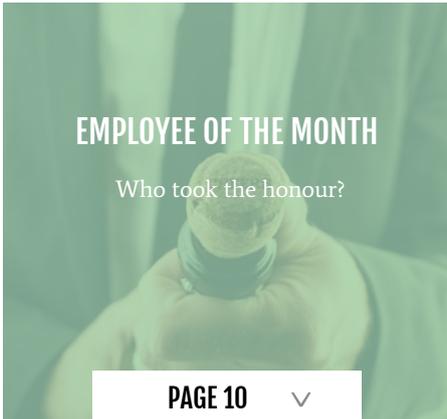
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CEO'S UPDATE

Mick Tabori, Chief Executive Officer, talks about the recent developments at Interr.

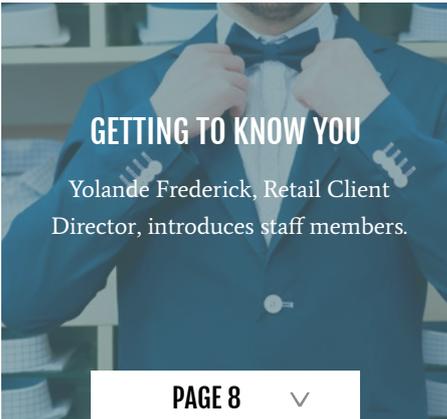
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EMPLOYEE OF THE MONTH

Who took the honour?

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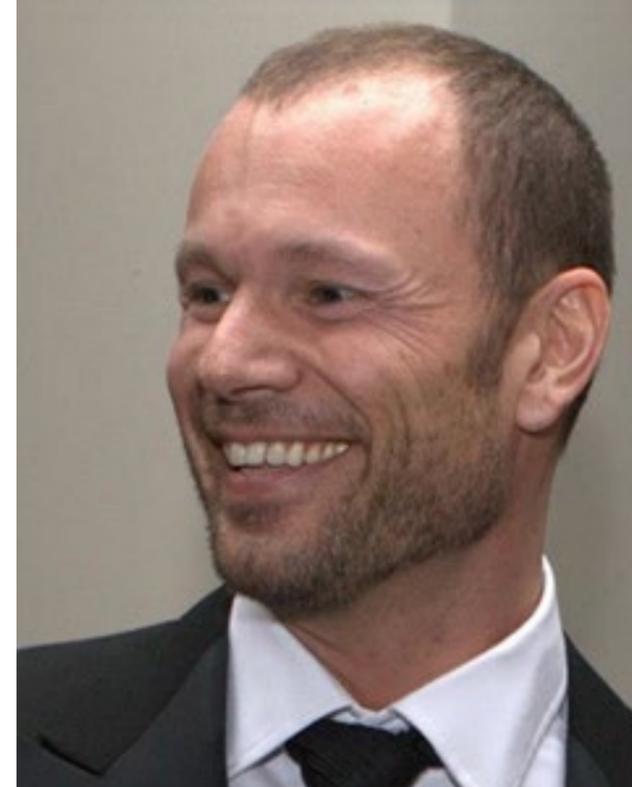


GETTING TO KNOW YOU

Yolande Frederick, Retail Client Director, introduces staff members.

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Interr develop and supply outstanding and innovative solutions to our customers through dedication and a companywide commitment to excellence.



WELCOME

Warm wishes to all of our clients and staff, hoping everyone is having a good start to 2016.

This newsletter has a great message from our CEO Mick Tabori who describes not only our journey forward with our clients, but also how Team Interr keeps evolving by investing in people and making the quality of our management our priority.

Roderick Arnold, our Global MD, will also update you on our work with the charity Kids Out in the 'corporate and social responsibility' section.

Special mentions have to go to some of our excellent staff, who continue to make Team Interr so great to be part of. Employees of the month are Mustapha Musa from our Corporate Guarding division, Katie Steer from Reception, Lucas Macas - our star cleaner - and Onyx Ekebere from Retail, who also is our quarterly star! If you work with them or they are on your site, please join us all in congratulating them.

Our CFO pulled out a 'fun' fact last week. On our list of top 20 clients by size, our average partnership has been 9 years!

A big part of our success is due to our hard-working staff...please read more on their stories in the 'staff focus' section!

In this low-inflation environment with government-regulated wage increases and relatively low unemployment, the industry certainly has a new set of challenges.

Our focus is to stay close to our clients to support their journey - whether it is expansion, consolidation or tighter budgets. Internally, we are continuing to work on creating a great experience for our staff and nurturing the team spirit that got us this far.

It is people like Mustapha, Katie, Lucas and Onyx who through their work express our company ethos better than any boilerplate ever could.

Hope to see many of you over the coming quarter.

Warm regards and until next time!

Joachim Ritter
Chairman



CEO'S UPDATE

Happy New Year! And a very warm welcome to the first of our new look quarterly newsletters. It has been a very eventful and exciting few months for all of us at Interr.

There have been so many improvements in how we do things that to list them all would make this a rather long introduction, so I will focus on just one ever so important aspect; which is the people we now have in the company and how we are coming together to support each other and our clients. I would therefore like to start by introducing some new additions to our management and head office team.

In security operations; Max Loubser joined us from The Shield Group as client director and has already had a huge impact in the few short months he has been with us.

We also welcome three new client managers; Scott Richardson who also started at the end of July after finishing with Templewood where he was supporting their premium brand retailers including De Beers and Donna Karen. Bradley McIntosh who has returned to the Interr family as a client manager having gained a wealth of experience working with clients such as Dolce & Gabbana and Hermes. And Jermaine Smith who came aboard at the end of last year joining us from Swarovski.

I would also like to mention Russell Smith who has been promoted to Area Manager for the Midlands following his success in running the teams at the Sports Direct head office and the distribution centers for Smyth's Toys in Crew and Corby. And Bartek Switala and Ivan Tsyupa both of whom have been with Interr for many years and have been doing so well with their increased responsibilities for our events and licensed leisure clients.

The cleaning division welcomes Kirsty Bryan as Interr's newest client director who joined us from the Royal Opera House and has been very well received by our clients and existing management team.

In Administration, Finance and HR we welcome Michelle, Anetta, Nesta and Lucia. They have improved our administration capability as well as providing 'Elite Support' for our Front of House services. By increasing our management and head office team we have enabled each of our client managers to have more one to one time with each of their clients and our staff. I would like to thank all of Interr's head office team for working so hard and making so many improvements over these months. It has been a real pleasure seeing what can be achieved when we all work together to support each other, our staff and clients.

All of the above has allowed us to welcome many new clients to our ever increasing portfolio, including Michael Kors whom we now support in the UK and Europe wide. River Island, where we have been working with their Loss Prevention team at their stores on Oxford Street, as well as in Croydon, Ealing, Hammersmith, Greenwich and Stratford.

Alexander Wang opened their new store in London and we were delighted to assist them with their launch and ongoing security and cleaning requirements. We have also started our relationships with Lululemon and UGG in the UK and across the EU. In addition we are working in partnership with Cardinal Security in Europe where we are looking after the security provision for Superdry.

Following our success working with Flannels in Manchester we look forward to the opening of their newest store in Portsmouth. The Cleaning division has also grown through the introduction of Beavis Morgan, Hotel Chantelle and The Box.

MICHAEL KORS

RIVER ISLAND

lululemon  athletica

 Superdry.

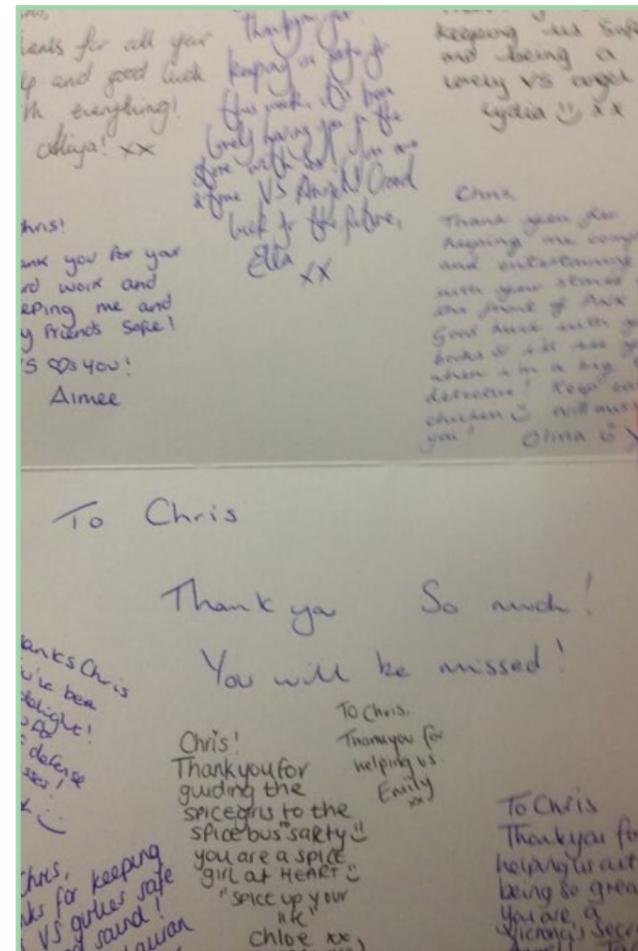
ALEXANDER WANG

BeavisMorgan.

UGG
australia

FLANNELS


APEX HOTELS



We have of course also supported the expansion of many of our existing clients across the group including Sports Direct, Smyth's Toys and The Ballymore Property Group to mention but a few. This growth has enabled Interr to continue to invest in our people, systems and infrastructure to ensure that we are able to best to support our clients.

My final and warmest thank you is for all our officers, front of house staff and cleaners that work so hard each day to deliver on our behalf and for our clients. This card from the Victoria's Secret team to one of our officers demonstrates what you all mean to Interr and our clients better than I ever could.

It just goes to reinforce the fact that without you there would be no us! I look forward to seeing you during my store and site visits over the coming months.

Mick Tabori
Chief Executive Officer

KIDS OUT 'TROLLEY DASH'

Interr sent a team of 6 from our HO team including our GMD, CFO, accounts assistants and client managers, the volunteers all had a great afternoon and the event was a huge success for the charity.



Interr have been very active working with KidsOut for nearly 18 months now and during this time we have raised money by running sponsored half marathons, purchased toy boxes and provided volunteers at various activities throughout the year.

Our most recent work has been directly with the Solace Women's Aid refuges across London. Roderick Arnold our Global Managing Director personally visited a local refuge with KidsOut and instantly knew that we as a company could make a real difference by working together to provide some of the essentials

that the women and children living in refuge care needed to make their time there a little more fun.

We have provided the 'wish list' of all the playroom toys and equipment needed in two of the refuges, collected and donated a large volume of women's and children's clothing, but most importantly we purchased all the age and gender specific Christmas presents for the children in the Solace refuges over the Christmas period so they all had a gift to unwrap on December 25th.

On January 26th we took part in the KidsOut 'trolley dash' at the Olympia toy fair in London.

The partnership saw KidsOut providing volunteers for the annual trolley dash which took place on the final afternoon of the Toy Fair. Exhibitors were encouraged to donate any unwanted or excess stock to the charity's volunteers who pushed trolleys through the aisles of Olympia. All the toys donated will go to the KidsOut Toy Box programme which supports children who are victims of domestic abuse. Almost 20,000 children escaped abuse last year and stayed in a domestic violence refuge.

After a period of around 6-12 months more than 8,000 of these children will eventually be relocated to a new home in an unfamiliar area. KidsOut, in conjunction with the Women's Aid Federation, provides them with a box of brand new toys to help bring stability and fun into their lives when they need it most. All the new toys collected via the trolley dash will become part of this programme giving something positive for these disadvantaged children to focus on.

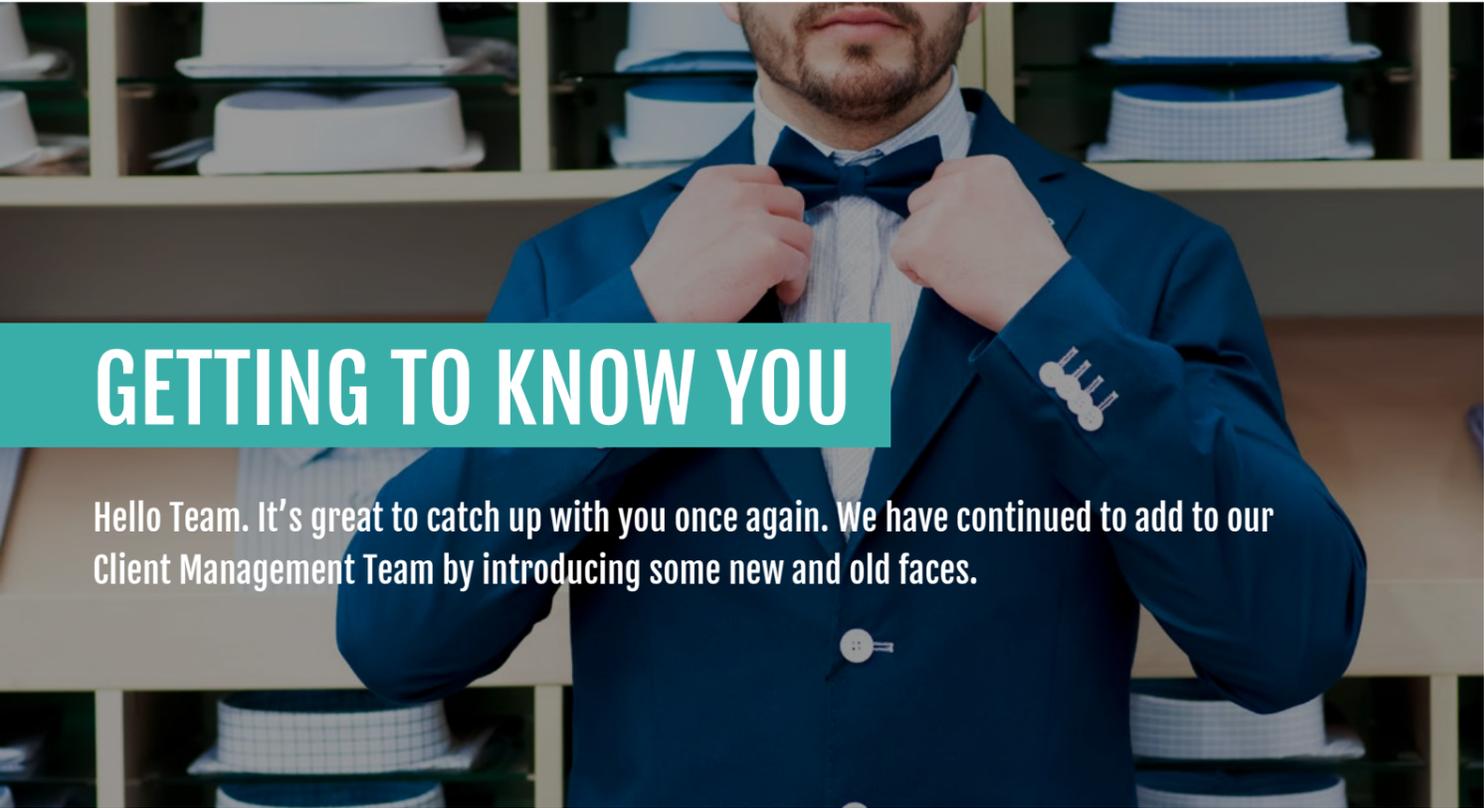
We will continue to work very closely with both KidsOut and Solace throughout 2016 and if anyone would like to get involved with this work please contact us directly for a list of all future volunteer activities.

For more information about our chosen charities please visit their websites below:

www.kidsout.org.uk

www.solacewomensaid.org





GETTING TO KNOW YOU

Hello Team. It's great to catch up with you once again. We have continued to add to our Client Management Team by introducing some new and old faces.

Jermaine Smith (aka Jay)

Jermaine joined the Interr family in December 2015 as a Client Manager. Jay has worked in the retail sector as a senior manager for over 15 years in a number of roles that included sales, project management, HR, and loss prevention.

10 years of his career have been spent at Swarovski, and among his many achievements was being nominated to represent the UK globally for three years running.

When asked to describe himself in one sentence his response was: "I have a strong passion for working with different types of people from various backgrounds, which has allowed me to demonstrate my strengths as a leader and also understand the importance of being a team player".

Jermaine is clearly very committed to his career. So what does he do to relax? There are the odd trips to the Cinema, dining out, and meeting new people.

To keep the grey matter ticking he indulges in building computers, keeping himself up to date with new software, and if time permits he catches up with friends on social media.

His objectives for this year are to get to know his team of officers and clients, build relationships, thus impacting positively on the delivery of great customer service.

Jermaine is passionate about his client base and knows that he is reliant on his team to meet the business expectations. I can only leave the last word to him.

"Not only am I looking forward to working with you but also having a fantastic 2016"



Bradley McIntosh

Bradley initially joined Interr in 2013 having worked in the security industry since 2009. His previous roles took him all over the country covering events where he discovered his love for London, eventually moving to the City for the 2012 Olympics.

Bradley then gained experienced in the world of corporate security working at several high profile hotels. Upon joining Interr in 2013 Bradley took a role within the team at the Intercontinental Park Lane Hotel. He was also part of the events team and had the opportunity to cover for the Formula One at Whittlebury Hall.

Within a few months his talents were spotted and he was promoted to Security Team Leader at the hotel. As you cannot keep a good man down it was not long before he moved into the Interr head office as an Operations Supervisor later that year.

In 2014 the opportunity came for him to take the role of Senior Operations Supervisor which was a great learning curve for him. Bradley then decided to take what we now call a sabbatical from Interr to gain experience as an Area Manager, only to return back to Interr in September 2015 in his current role as Client Manager.

So what does this upwardly mobile individual do to shoot the breeze? Like many people he has a love for music, fashion and socialising with his friends, and time traveling back to Manchester to see his family is always firmly on the agenda.

Anything else that we should know?

"Well, prior to starting in the Security Industry I used to be a professional footballer for Oldham Athletic, until I was unfortunate enough to gain a severe injury which has never properly healed".



Scott Richardson

Scott started his career as a corporate security officer at the tender age of 18. He very quickly realised it was something he loved doing and decided to learn as much about the industry as he possibly could.

What was it that he loved? "The challenge, no two days were the same, and I wanted to show my superiors my passion and aspiration for progression. This attitude to work paid great dividends which gave him the opportunity to work with and be mentored by a great Building Manager who took the time to teach him the key skills needed to become a manager and leader.

Scott was soon appointed to the role of Building Manager himself, and in 2006 he was then given a second building which included a retail site. This heralded the start of a new career.

Scott knew he was entering a challenging but rewarding sector, and soon rewards were afoot in the shape of being awarded a Retail Security Manager role within the luxury jewellery and fashion market. He has a vast amount of knowledge which includes electronic security, installation of access control, CCTV and alarm systems. This knowledge has taken him all over the world for nine years prior to being approached to join team Interr.

So what makes him tick?

"I am intrigued as to how the criminal mind works, so I try to work closely with various intelligence gathering departments. On days off I enjoy running in the forest, cycling & playing rugby, generally trying to stay fit."

Yolande Frederick

Retail Director





EMPLOYEE OF THE MONTH/QUARTER

OCTOBER 2015 / CORPORATE

NOVEMBER 2015 / FRONT OF HOUSE RECEPTION

Congratulations Mustapha Musa

Mustapha joined Interr on the 21st of March 2014 as a permanent night shift officer at New York University, based at Byron Court, and has not missed a single day of work, apart from attending the birth of his daughter.

His duties furthermore extend to regular training of new staff and he completes inductions in both NYU accommodations to ensure that all staff can complete their duties to the highest possible standards.

When talking to Mustapha it is immediately clear that he is extremely knowledgeable in regards to his duties and has an exceptional understanding of the security industry in general.

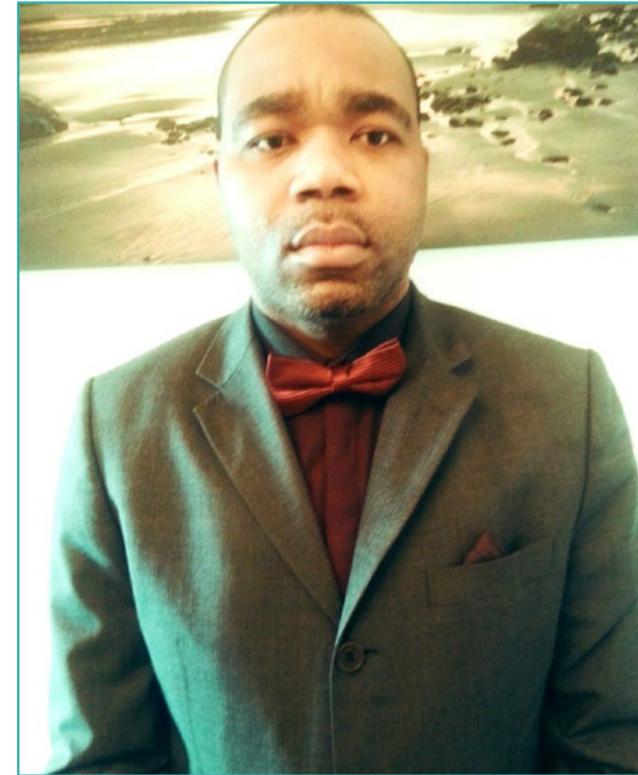
He is truly an asset to the company and is the epitome of reliability.

Congratulations Katie Steer

Katie Joined Interr as a front of house receptionist at Bow Bells House in July 2015.

In her very short time with us she has already started to make her mark and contribute to the Interr family. In addition to her reception duties Katie is assisting us in creating a new and improved reception induction file.

Katie has over 5 years client facing experience before becoming a receptionist. She would describe herself as creative and is a graduated from LCC in 2009, after completing a degree in Display Design. Katie has built strong relationships with the building manager and tenants through exceptional customer service, and the feedback from the client is always positive.



DECEMBER 2015 / RETAIL

Congratulations Onyx Ekebere

Onyx has worked with Interr for over three years within the Sports Direct brand.

His journey with Sport Direct began eight years ago, so it's fair to say he knows the brand well.

Those years have seen him work in Wood Green, Hammersmith and more recently Leyton.

He is regularly complemented by the branch and Area Manager for his contributions to the stores' loss prevention strategy.

EMPLOYEE OF THE QUARTER: OCT TO DEC 2015

Congratulations Onyx Ekebere

Onyx has contributed positively to the Interr family by sharing his knowledge and regularly inducting newly recruited Sports Direct officers.

His continuous focus and hard work has supported the store management and team in achieving a fantastic 0.79% stock loss result. Onyx will go the extra mile to deliver a high level of customer service by making sure that everyone he comes into contact with leaves the store with a smile.

In 2015 he deterred a potential credit card fraud, apprehending individuals who were on the Police's "most wanted" list.

I had the privilege recently of spending some time with Onyx to understand the level of training he delivers to new recruits.

This experience was both interesting and rewarding and he clearly demonstrated a passion for his role as a Training Officer."

JANUARY 2016 / ICS

Congratulations Lucio Macas

Lucas has worked for our Cleaning Services for the past two years. He is described as a very hard worker and someone who is always willing to please.

His main sites are Gable and Forge where he delivers specialist cleaning to the floors which is an integral part of his role.

Lucas has recently restored the parquet floor at Loop, so if you ever have the opportunity to visit the site I am told you can pretend to be John Travolta in Saturday Night Fever.

He has an exemplary working record, is a dedicated and passionate member of the team, and is a joy to work with.

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