



El Paso International Airport

Security Violation Notice Program

January 19, 2017

Table of Contents

- A. Purpose**
- B. Scope**
- C. Definitions**
- D. Procedures**
- E. Individual Violations**
- F. Issuance of Violations**
- G. Appeal Process**
- H. Company Violations**
- I. Appendix 1 – Individual Violations and Penalty Table**
- J. Appendix 2 – Notice of Violation Form**
- K. Appendix 3 – ASC Counseling Form**
- L. Appendix 4 – Terms and Conditions**

A. PURPOSE:

The purpose of this program is to develop and ensure continuous security awareness and compliance with the El Paso International Airport's Security Program (ASP), by those individuals that have been provided access to restricted areas, Security Identification Display Area (SIDA)/Secured Areas, Sterile areas, and the Air Operations Area (AOA) of El Paso International Airport (EPIA).

B. SCOPE:

1. EPIA's Airport Security Violation Notice Program applies to all persons at EPIA who are in possession of an Airport Identification Badge or other approved airport identification media as outlined in the EPIA ASP.
2. This Program is designed to address, in general, non-compliance of security rules, procedures, and policies by individuals/organization that have been granted access to the SIDA/Secured Areas, Sterile Areas and/or the AOA of EPIA, in accordance with Federal Security Regulations, CFR 49 Parts 1540,1542,1544,1546 and as outlined in the EPIA ASP. It is not to be construed as an exhaustive list of security rules, procedures, policies, functions or requirements.
3. EPIA reserves the right to make changes to the Security Violation Notice Program
4. Individuals who have agreed to the terms and conditions of this document are subject to any and all rules, regulations and procedures made in subsequent revisions.

C. DEFINITIONS:

1. **49 CFR Chapter XII** - Transportation Security Administration (TSA) rules governing civil aviation security. This includes Part 1500 through Part 1699. Subchapter A contains administrative and procedural rules; Subchapter B contains security rules for all modes of transportation; and Subchapter C contains rules for civil aviation security.
2. **Air Operations Area (AOA)** - The portion of the airport, specified in the Airport Security Program, in which measures specified in CFR Parts 1540 and 1542 are carried out. This area includes aircraft movement areas, aircraft parking areas, loading ramps, and safety areas, for use by aircraft operators regulated under CFR Parts 1544 or 1546, and any adjacent areas (such as general aviation areas) that are not separated by adequate security systems, measures or procedures. This area does not include the secured areas of the airport.
3. **Airport Identification Badge** - The identification media that is issued to individuals, by the Department of Aviation. The Airport Identification Badge consists of a plastic stock material containing information regarding the individual to whom the badge has been issued, along with a photo of the individual, clearly denoting authorized areas of access.
4. **Airport Security Coordinator (ASC)** - the airport's primary and immediate contact for security-related activities and communications with the TSA.
5. **Airport Security Program (ASP)** - an airport operator's security program approved by the TSA under Part 1542.101. The ASP is regulatory in nature, and once approved by TSA it must be strictly followed.



6. **Challenge Procedure**- the act of attempting to ascertain, in a non-threatening manner, the authority or purpose of an unescorted person, not wearing or displaying an airport approved identification, to access or remain in the AOA or SIDA/Secured Areas of the airport by directly requesting such person to display airport-approved identification.
7. **Escort** - a properly badged person, with unescorted access authority, who accompanies or monitors the activities of an individual who does not have unescorted access authority into or within the AOA and SIDA/Secured Areas.
8. **Person** - an individual, firm, partnership, corporation, company, association, joint stock association, or government entity. It includes a trustee, receiver, assignee, or similar representative of any of them.
9. **Secured Area** - a portion of an airport, specified in the airport security program, in which certain security measures specified in Part 1542 are carried out. This area is where aircraft operators and foreign air carriers that have a security program under Parts 1544 or 1546 enplane and deplane passengers and sort and load baggage. This is separate from the AOA of the airport.
10. **Security Identification Display Area (SIDA)** - a portion of the airport, specified in the Airport Security Program, in which security measures specified in Part 1542 are carried out. The areas identified in this program require each person to continuously display on their outermost garment, above the waist, an airport approved identification medium unless under an airport approved escort. The SIDA includes the secured areas and may include other areas of the airport.
11. **Notice of Violation** - a document that is utilized to inform a person of a violation of the Airport Security Program.
12. **Sterile Area** - a portion of the airport defined in the Airport Security Program that provides passengers access to boarding aircraft and to which the access generally is controlled by TSA, or by an aircraft operator under Part 1544 or a foreign air carrier under Part 1546, through the screening of persons.
13. **Unescorted Access** - the authority granted to individuals by an airport operator, aircraft operator, foreign air carrier, or airport tenant authorized under Parts 1542, 1544 or 1546 to gain entry to, and be present without an escort in secured areas, SIDAs or other areas of the airport based on an operational need.
14. **Valid Access Indication** - A "green" light being displayed at or on the access control device denotes a valid access indication. This indication is utilized at all SIDA/Secured Areas, Sterile Areas, or AOA portals connected to the airport's Access Control System.
15. **Piggybacking** – Piggybacking occurs when an unauthorized individual, on foot or in a vehicle, enters through a portal providing access to a secured area, SIDA or AOA during an authorized individual's entry into or exit from such area with or without the authorized person's knowledge. Piggybacking also occurs when an otherwise authorized individual accesses an open secured area, SIDA or AOA portal without following required access control procedures.



16. **Tailgating** – Tailgating occurs when an authorized individual(s), on foot or in a vehicle, enters through a portal providing access to a secured area, SIDA or AOA after an authorized persons granted access and before the portal is secured.

D. PROCEDURES:

1. Access Procedures

- a. **Secured Area Access** - Each airport identification badge holder, unless otherwise escorted by a badge holder, must present his/her Airport Identification Badge card to the access card reader and obtain a valid access indication before entering a controlled portal. There are no exceptions. Tailgating is prohibited. Piggybacking is prohibited. Each vehicle operator and all vehicle occupants that have been issued an Airport Identification Badge must obtain a valid access indication prior to entering a secured area.
- b. **Sterile Area Access** - No person may enter a sterile area without submitting to the screening and inspection of his or her person and accessible property in accordance with the procedures applied to control access to that area under Parts 1544 or 1546; or the person accesses a system, method or procedure which has been approved by the TSA as meeting the requirements of 49 CFR Part 1542.
- c. **AOA Access** - All access points to the AOA of the airport are controlled by 49 CFR Part 1542.203.

2. Escort Procedures:

- a. All persons who are escorted into one of the restricted areas of EPIA must be continuously accompanied and controlled by an individual with a valid Airport Identification Badge for the appropriate security area.
- b. The individual providing the escort shall monitor the escorted person(s) to ensure they are engaging in activities for which the access was granted.
- c. If the person(s) under escort engage in activities other than those for which access was granted, the individual providing the escort must notify the Airport Operations Dispatch Office immediately at (915) 212-0333. Airport Operations will dispatch a Police Officer and/or EPIA Operations Officer to the location to investigate the incident.
- d. Proper closure of all doors and/or gates used to access the secured area, SIDA or AOA is the responsibility of the individual providing the escort. These ingress and egress areas must be secured after entry or be guarded by an individual with a valid Airport Identification Badge for the area of access.
- e. If a person is escorted into the sterile area, through a controlled access door by a properly authorized individual, the individual providing access must remain with the person until they exit the sterile area or submit to screening.
- f. No piggybacking. The individual providing the escort must ensure they provide access to the individuals, vehicles or equipment they are intending to escort.

- g. The number of individuals being escorted in the SIDA, Secured Area, and Sterile Area is limited to three (3).

Exemptions: Special events or circumstances will be evaluated on a case by case basis and require prior notification and approval by the ASC. Approval must be obtained before conducting the escort. EMS, ARFF, EPPD, Airport Operations, TSA and Law Enforcement Personnel are exempt from notification process and 3 person limitations.

- h. Each person acting as an escort must inform all individual(s) being escorted that they are in a security area of the airport and all security rules and regulations must be followed.

3. **Challenge Procedures:**

- a. While in the SIDA/Secured Area or AOA of El Paso International Airport, it is the responsibility of every person to challenge persons not displaying an Airport Identification Badge or an Airport approved identification media.
- b. When a person who is not properly displaying an Airport Identification Badge is observed, the challenge should be accomplished by approaching the person in a NON-THREATENING manner and immediately notify the Airport Operations Dispatch Office at (915) 212-0333.
- c. If a person being challenged becomes uncooperative or if you reasonably believe that making a challenge may result in such behavior, a verbal challenge need not be made. You are not expected to physically restrain or remove a person. Do not put yourself in a dangerous situation. Contact the Airport Operations Dispatch Office immediately at (915) 212-0333.
- d. If the person being challenged fails to produce either an Airport Identification Badge, or a proper escort, you must notify Airport Dispatch immediately. If the challenger is unable to remain with the individual, the challenger should keep the person being challenged under observation until Airport Police or Operations Officer can respond to the incident and investigate the situation.
- e. Anyone in the airport's security areas, who is in an unescorted status, is subject to being challenged.
- f. When a person is granted unescorted access to the SIDA/Secured Area, Sterile Area or AOA at the EPIA, the responsibilities associated with that unescorted access are immediately assigned as well.

E. INDIVIDUAL RESPONSIBILITIES:

1. **No person may:**

- a. Tamper or interfere with, compromise, modify, attempt to circumvent, or cause a person to tamper or interfere with, compromise, modify, or attempt to circumvent any security system, measure, or procedure implemented under 49 CFR Chapter XII and EPIA's Airport Security Program.

- b. Enter, or be present within, a SIDA/Secured Area, AOA, or Sterile area of this airport without complying with the systems, measures, or procedures being applied to control access to, or presence or movement in, such areas.
 - c. Use, allow to be used, or cause to be used, any airport-issued or airport-approved access media or identification media that authorizes the access, presence, or movement of persons or vehicles in the secured areas/SIDA or AOA in any other manner than that for which it was issued by the appropriate authority under 49 CFR Chapter XII.
 - d. Conduct unauthorized testing, tampering or vandalism of the screening checkpoint, screening equipment, or security systems.
2. Airport Identification Badge Display Requirements - While occupying any portion of the SIDA/Secured Area, or AOA, any individual with current and valid airport identification shall continuously display their airport identification badge or approved identification media above waist level, ensuring visibility by wearing it on their outermost garment, or be escorted by an individual meeting these requirements.
 3. Access to and from the Sterile Area and the SIDA/Secure Area is permitted only at designated access doors. Use of any door/access point not designated as an access point is considered a violation (improper entry) of the Airport Security Program. Doors or access points not approved for normal access (non-emergency) shall be properly identified, warning against improper entry.
 4. Persons causing an access control door or gate to alarm, either audible or electronic, at any access control portal (door or gate) must remain in the immediate area of the door or gate to properly resolve the alarm by Airport Security Personnel (El Paso Police or Airport Operations). Failure to remain at the portal in alarm state, and to monitor the portal or to resolve the alarm, will be considered a violation of the Airport Security Program as well as other appropriate Transportation Security Administration (TSA) regulations, procedures and policies.
 5. All vehicles operating in a SIDA/Secured Area, or the AOA of EPIA must be identified in accordance with the EPIA ASP - Vehicle Identification Program.

All vehicles that enter through a perimeter access control gate shall be identified. Access to and driving within the ELP perimeter fence is subject to prior approval. All drivers must have proper ELP/IDB or be under escort.

- a. Access to the area within the ELP perimeter fence is limited to the following appropriately marked vehicles:
 - i. ELP department vehicles,
 - ii. FAA field and administrative vehicles,
 - iii. Registered tenant-owned and/or operated vehicles,
 - iv. Authorized contractor vehicles with company logos on both sides and,
 - v. Vehicles under proper escort.

c. Registration

All unmarked motor vehicles, except federal and Texas state government exempt plates, operated within the ELP perimeter fence will be registered with ELP and a ramp pass will be issued to the ELP/IDB-holder registering the vehicle. Proof of liability insurance will be presented to ELP upon registration.

d. Ramp Passes

- i. The ASC, through subordinate personnel, will issue and control the AOA ramp passes.
- ii. ELP tenants, may, upon formal request, be issued a series of AOA passes. These ramp passes will be logged and controlled (consecutively numbered) by the tenant.
- iii. Ramp passes will expire after one year.

6. Any individual with current and valid airport identification badge who has actual knowledge of, or witnesses, or reasonably perceives a security violation occurrence or a violation of the Airport's Security Program by another individual or person shall immediately report the violation to the Airport Security Coordinator and/or Airport Operations Security.

F. ISSUANCE OF VIOLATIONS:

1. Security Notices of Violation (NOV) may be issued for failure to comply with any security policy or procedure(s) contained in the El Paso International Airport ASP. The following individuals have the authority to issue Security Violation Notices:
 - Assistant Director of Aviation /Operations & Security
 - Airport Operations Manager
 - Airport Security Coordinator (ASC)
 - Airport Operations Supervisors
 - Assistant Airport Operations Officers
2. Upon issuance of a Security Notice of Violation, the individual will be advised that this, and future violations, may result in:
 - Suspension and/or revocation of their Airport Identification Badge and access privileges to the non-public areas of the airport
 - Disciplinary and/or corrective action*
 - Security re-training
 - Possible enforcement action by the Transportation Security Administration (TSA)
 - Note: TSA may initiate civil penalties for violations of TSA regulations, regardless of whether a Security Violation Notice is issued or not
 - Any and all violations require ASC Counseling with the violator and the company signatory (Appendix 3)

City of El Paso employees (classified or unclassified) will be subject to disciplinary action in accordance with the City of El Paso's Discipline Policy and Matrix, Rules and Regulations, and any relevant EPIA policies

G. INDIVIDUAL VIOLATIONS:

Airport Identification Badge holders that are in violation of one of the security violations, listed in Table 1, must immediately surrender their Airport Identification Badge for the suspended period of time identified in Table 1 and may be permanently revoked, depending on the severity of the infraction. The individual will be escorted from the SIDA/Secure area and AOA by their management, Airport Operations, Airport Security Coordinator, Airport Security Contractor or El Paso Police Officer. Individuals having their access rights suspended CANNOT be escorted within the SIDA/Secure Area and AOA of the airport while the Airport Identification Badge is suspended.

H. APPEAL PROCESS:

1. Persons may appeal the issuance of a Security Notice of Violation for the following: first, second or third violation notice or badge revocation notice. The appeal must be submitted, in writing, to the Airport Operations Manager within five (5) working days of the violation.
2. The written appeal must include the following:
 - a. Name of the individual (First and Last Name),
 - b. Company employed by,
 - c. Company sponsor (if any),
 - d. Date of violation,
 - e. Nature of violation (from the Notice of Violation),
 - f. Appeal summary, and
 - g. Documentation supporting the appeal, including any extenuating circumstances.
3. Upon receipt of the appeal letter, a hearing date will be scheduled within a reasonable period of time. A review of the appeal request will be made and the Airport Operations Manager will issue a final decision within 2 working days of the appeal hearing.
4. If the appeal concerns the penalty issued for a second offense, the penalty will be suspended until the appeal process is completed. If the appeal is upheld, the violation will be dismissed. If the appeal is denied, the remainder of the penalty will be immediately imposed.
5. If the appeal concerns the penalty issued for a third offense or a violation in which the El Paso International Airport ID Badge was revoked, the penalty will remain in effect until the appeal process is completed.

I. COMPANY VIOLATIONS:

1. In all circumstances, the EPIA reserves the right to penalize companies conducting business at the EPIA for security infractions. Penalties may be assessed and determined based on consultation and coordination with TSA.
2. When a violation of the El Paso International Airport ASP occurs at any control access point, within the SIDA/Secured Area, Sterile Area or the AOA, and the violator cannot be located or identified, a representative of the access point's leaseholder or organization

responsible for the security of the access point will be required to respond to the violation location to receive a Security Notice of Violation, which will be issued to the company.

3. A violation by an individual that is utilizing an Airport approved, non-airport issued and control identification badge, will be considered a company violation.
4. Any violation not attributable to an individual shall be addressed to the Manager or Supervisor of the tenant, leaseholder or organization responsible for the area in/at which the violation occurred.
5. The following enforcement actions will be taken as a result of a violation issued to a company.

a. First Company Violation

If a company violates any of the security regulations, the manager of the organization will be issued a Security Notice of Violation. The organization's manager will have ten (10) calendar days to submit a corrective action plan to the Airport Security Coordinator, identifying the actions that will be taken to correct the problem or to prevent the action from reoccurring.

b. Second Company Violation

A second violation of the same category by an organization will result in a Security Notice of Violation being issued to the organization's manager. A meeting between the organization's or leaseholder's representative (if different), the Airport Operations Manager/ASC, and the TSA will be required so that a plan can be developed to ensure a similar violation does not occur in the future. This meeting will take place within seven (7) business days of the second company violation. A response plan will be due to the Airport Operations Manager/ASC within ten (10) days of the meeting.

c. Third Company Violation

A third violation of the same category by an organization will result in a Security Notice of Violation being issued to the organization's manager, and, in addition, the organization's badging privileges may be suspended until such time as the organization's manager can demonstrate to the Airport Operations Manager/ASC and TSA that the violation will not occur again.

Appendix 1

EL PASO INTERNATIONAL AIRPORT SECURITY PROGRAM

Individual Violation and Penalty Table

VIOLATION		PENALTY
1.1	Improper entrance or allowing improper entrance into a Secured Area, SIDA, Sterile Area, AOA, or Restricted Area.	1st Offense*- At a minimum, a first Offense will result in an immediate suspension of the individual's ELP ID and access media. The individual in violation must attend and successfully complete** a Department of Aviation SIDA conducted re-training class within 7 calendar days of violation. If an individual does not attend or cannot satisfactorily complete the airport SIDA and/or Driver training class within the calendar day period, Airport ID Badge access privileges will be suspended until training class has been completed. Thereafter, the ELP ID and access media can be retrieved by the offending individual from the ASC (or designee), provided his or her supervisor accompanies him or her.
1.2	Allowing unauthorized entrance into the Secured Area, SIDA, Sterile Area, AOA or Restricted Area. <i>(Minimum 3-day suspension).</i>	
1.3	Failure to properly secure/monitor any access portal that provides access into the Secured Area, SIDA, AOA, Sterile Area and/or Restricted Area.	
1.4	Failure to observe Stop & Wait procedures at all security gates.	
1.5	Failure to properly display ELP or approved Airport Identification Badge in the Secured/SIDA, AOA and/or Restricted Area.	
1.6	Piggybacking behind an individual at any access control point, without a valid access read or failure to observe an individual Piggyback behind you.	2nd Offense*- If a Second violation occurs within 12 calendar months of the first violation, it will result in suspension of a minimum of seven (7) days of the individual's EPIA ID and access media. During this suspension period, the individual <u>and his or her supervisor</u> must attend a Department of Aviation conducted SIDA training class. If this required training is not completed within the suspension period, the individual's access privileges shall be suspended until the training is satisfactorily completed. **
1.7	Improper escort procedures in the Secured/ SIDA, AOA, Sterile Area and/or Restricted Area.	
1.8	Failure to remain at an activated alarm at any Access Control Door/Gate for Law Enforcement or Airport Security response.	
1.9	Failure to challenge an un-badged individual in the Secured Area/SIDA, AOA or Restricted Area of the Airport.	
1.10	Operating or parking a vehicle in the Secured Area/ SIDA, AOA or Restricted Area in violation of the Airport's Vehicle Identification System.	3rd Offense*- If a Third violation occurs within 12-calendar months of the first violation it will result in the Permanent Revocation of the EPIA ID and access media. * City of El Paso employees will be subject to disciplinary action in accordance with the City of El Paso Discipline Policy and Matrix, Rules and Regulations, and/or relevant EPIA policies. **Successful completion of the required remedial SIDA means attendance during the entire class. ***If an individual receives a Security Violation Notice for any of the events in Section 2, it will result in the immediate revocation of the individual's EPIA Identification Badge and access media for a period of at least 12 consecutive calendar months from the date of incident.
1.11	Use of Airport ID media, personal or vehicle, that has been reported lost/stolen/unaccountable (minimum 7-day suspension).	
2.1	Use of another person's ELP Airport Identification Badge. ***	
2.2	Permitting use of one's ELP Airport Identification Badge by another person. ***	
2.3	Unauthorized testing, tampering, or vandalism of Checkpoint, Screening, or Security Systems. ***	
2.4	Interference with security personnel. ***	
2.5	Tamper or interfere with, compromise, modify, attempt to circumvent any security system, measure, or procedure. ***	
This table is a guide in administering the access control and Airport Identification Program at El Paso International Airport. Notwithstanding the guidelines listed in this table, the Department of Aviation reserves the right to suspend and/or revoke access or escort privileges, as well as Airport Identification/Access media, as an appropriate response to any failure to comply with established security rules, regulations, policies or procedures. Non-standard disciplinary actions must be approved by the ASC on the issued Notice of Violation (NOV).		
ACTION: VALID <input type="checkbox"/> VOID <input type="checkbox"/>		ACTION AUTHORIZED BY: DATE:

Appendix 2

Notice of Violation (NOV) City of El Paso Department of Aviation

Incident #:		TIME:		DATE:		LOCATION:	
		1		2		3 (Witness)	
NAME							
DOB							
ADDRESS							
COMPANY							
E-MAIL -							
PHONE -							
SUPERVISOR							
VEHICLE		MAKE:		MODEL:		PLATE:	
		INSURANCE:		DL #			
EPPD CASE#				EPIA WO#:			

VIOLATION (check all that apply):

If an individual is found to be in violation for any of the following violations and the individual is required to surrender their ELP Airport Identification Badge. The surrendered ELP ID Badge must be turned into Airport Operations.

1.1	Improper entrance or allowing improper entrance into a Secured Area, SIDA, Sterile Area AOA, or Restricted Area.	1.9	Failure to challenge an un-badged individual in the Secured Area/SIDA, AOA, or Restricted Area of the Airport
1.2	Allowing unauthorized entrance into the Secured Area, SIDA, Sterile Area, AOA or Restricted Area. (This violation is a minimum 3-day suspension of access privileges).	1.10	Operating or parking a vehicle in the Secured Area/SIDA, AOA or Restricted Area in violation of the Airport Vehicle Identification System.
1.3	Failure to properly secure/monitor any access portal that provides access into the Secured Area, SIDA, AOA, Sterile Area and/or Restricted Area.	1.11	Use of Airport ID media, persona or vehicle, that has been reported lost/stolen/unaccountable. (Minimum 7 day suspension).
1.4	Failure to observe Stop & Wait procedures at all security gates	2.1	Use of another person's ELP Airport Identification Badge
1.5	Failure to properly hold/display ELP/Approved Airport Identification Badge in the Secured/SIDA, AOA and/or Restricted Area	2.2	Permitting use of one's Airport Identification Badge by another person.
1.6	Piggyback behind an individual at any access control point without valid access read or failure to observe an individual piggyback behind you.	2.3	Unauthorized testing, tampering, or vandalism of Checkpoint, Screening or Security Systems
1.7	Improper personnel escort procedures in the Secured/SIDA, AOA, Sterile Area or Restricted Area	2.4	Interference with security personnel
1.8	Failure to remain at an activated alarm at any Access Control Door/Gate for Law Enforcement or Airport Security.	2.5	Tamper or interfere with, compromise, modify, attempt to circumvent any security system, measure, or procedure.

PRIOR OFFENSES:	ASC COUNSELING REQUIRED?	TEST: TSA <input type="checkbox"/> EPIA <input type="checkbox"/>
-----------------	--------------------------	--

NARRATIVE OF EVENTS:

SIGNATURE OF VIOLATOR:	SIGNATURE OF OPS	ASC Approval for non-standard penalties

Appendix 3

Airport Security Coordinator (ASC) Counseling Form

1. Remedial Violation counseling with ASC/Airport Operations
 - a. Persons found to be in violation of 14 CFR 1540, 1542 the EPIA ASP or any SD will be disciplined in accordance to the Security Violations Program and will need to attend SIDA Remedial Training as well as one-on-one Compliance Counseling alongside a company signatory with the ASC or authorized individual from Airport Operations.
 - b. The content of the meeting will be as follows:
 - i. In depth review of individual responsibilities to include:
 1. Review of the EPIA Incident,
 2. Situation Awareness,
 3. Challenge Procedures,
 4. Escort Procedures, and
 5. Reserved non-standard situational counseling.
 - ii. Explain the consequences of further noncompliance of the Airport Security Program.
 - iii. Sign document.
 - c. Records of this counseling will be stored in the individual's EPIA Personnel file in the badging office.

I have been counseled in person by the acting Airport Security Coordinator or authorized EPIA Airport Operations representative specifically in reference to EPIA Incident Report # _____.
I sign this document to affirm that

I have a thorough understanding of the disciplinary actions that have resulted from my previous actions/inactions.

I understand that further violations of this nature could result in further sanctions from EPIA and/or TSA including Civil Penalties of up to \$11,000 per offense and permanent revocation of EPIA credentials.

I understand my responsibilities of possessing a badge at EPIA

Name (Print) Date

Signature Date

Signatory Name (Print) Date

Signature Date

Signatory Name (Or any other witness) Date

Signature Date

ASC Approval Date

Appendix 4

TERMS AND CONDITIONS

I HAVE READ AND UNDERSTAND THE EL PASO INTERNATIONAL AIRPORT SECURITY VIOLATIONS PROGRAM, AND I ACCEPT AND AGREE TO ALL OF ITS TERMS AND CONDITIONS. I ENTER INTO THIS AGREEMENT VOLUNTARILY, WITH FULL KNOWLEDGE OF ITS EFFECT.

EMPLOYEE SIGNATURE

DATE

EMPLOYEE NAME (PRINT)

COMPANY / ORGANIZATION