



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/10/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Marsh & McLennan Agency LLC 1031 W 4th Ave, Suite 400 Anchorage AK 99501	CONTACT NAME: Nicole M. Garcia PHONE (A/C No. Ext): 907-276-5617 E-MAIL ADDRESS: nicole.garcia@marshmma.com	FAX (A/C, No):
	INSURER(S) AFFORDING COVERAGE	
License#: 82353 AFOGNNATIV6	INSURER A: Evanston Insurance Company INSURER B: ACE American Insurance Company INSURER C: Navigators Specialty Insurance Company INSURER D: INSURER E: INSURER F:	NAIC # 35378 22667 36056


COVERAGES **CERTIFICATE NUMBER:** 1343335758 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> BI&PD \$100k SIR <input checked="" type="checkbox"/> *PL-Claims Made GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:	Y	Y	MKLV5ENV104968	12/31/2024	12/31/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 *Prof. Liab. \$ 1,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY	Y	Y	ISAH08874475	12/31/2024	12/31/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
C	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$	N	N	LA24FXS718746IC	12/31/2024	12/31/2025	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	Y	WLRC68933717	12/31/2024	12/31/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Contractor's Pollution Liability Claims Made	N	N	MKLV5EN104976	12/31/2024	12/31/2025	Each Condition \$ 1,000,000 Aggregate \$ 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 Re: Evidence of Insurance for proposal purposes

Workers Compensation includes Stop Gap for ND OH WA WY, MEL, and USL&H coverages. Certificate holder, Broward County, is included as an Additional Insured as respects to General Liability and Auto Liability coverage per attached endorsements. Waiver of Subrogation applies to General Liability, Auto Liability and Workers Compensation coverage per attached endorsements. Primary Non-Contributory wording applies per attached endorsements. Cancellation provision applies per attached endorsements.

CERTIFICATE HOLDER Broward County 320 Terminal Drive Suite 200 Fort Lauderdale FL 33315	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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ADDITIONAL REMARKS SCHEDULE

Page ____ of ____

AGENCY Marsh & McLennan Agency LLC		NAMED INSURED Afognak Diversified Services, Inc.	
CARRIER	NAIC CODE	EFFECTIVE DATE:	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability

This is evidence of insurance procured and developed under the Alaska Surplus Lines Law, AS 21.34. It is not covered by the Alaska Insurance Guaranty Association Act, AS 21.80.

**ADDITIONAL INSURED –
DESIGNATED PERSONS OR ORGANIZATIONS**

Named Insured Afognak Diversified Services, Inc.			Endorsement Number 3
Policy Symbol ISA	Policy Number H08874475	Policy Period 12/31/2024 TO 12/31/2025	Effective Date of Endorsement 12/31/2024
Issued By (Name of Insurance Company) ACE American Insurance Company			

Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the following:

**BUSINESS AUTO COVERAGE FORM
AUTO DEALERS COVERAGE FORM
MOTOR CARRIER COVERAGE FORM
EXCESS BUSINESS AUTO COVERAGE FORM**

Additional Insured(s): Any person or organization whom you have agreed to include as an additional insured under a written contract, provided such contract was executed prior to the date of loss.

- A. For a covered "auto," Who Is Insured is amended to include as an "insured," the persons or organizations named in this endorsement. However, these persons or organizations are an "insured" only for "bodily injury" or "property damage" resulting from acts or omissions of:
1. You.
 2. Any of your "employees" or agents.
 3. Any person operating a covered "auto" with permission from you, any of your "employees" or agents.
- B. The persons or organizations named in this endorsement are not liable for payment of your premium.

Authorized Representative

EARLIER NOTICE OF CANCELLATION AND NON-RENEWAL ENDORSEMENT

Named Insured Afognak Diversified Services, Inc.			Endorsement Number 8
Policy Symbol ISAH	Policy Number 08874475	Policy Period 12/31/2024 to 12/31/2025	Effective Date of Endorsement
Issued By (Name of Insurance Company) ACE American Insurance Company			

Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the following:

**COMMERCIAL GENERAL LIABILITY COVERAGE FORM
BUSINESS AUTOMOBILE COVERAGE FORM
MOTOR CARRIER COVERAGE FORM
AUTO DEALERS COVERAGE FORM
COMMERCIAL UMBRELLA LIABILITY POLICY
EXCESS GENERAL LIABILITY POLICY
RAILROAD PROTECTIVE LIABILITY COVERAGE FORM
EXCESS BUSINESS AUTO COVERAGE FORM**

A. EARLIER NOTICE OF CANCELLATION

For any statutorily permitted reason, other than nonpayment of premium, the minimum number of days required for notice of cancellation as provided in either the Cancellation Condition of the policy or as amended by any applicable state cancellation endorsement is increased to 90 days.

If the state cancellation endorsement provides for more than the number of days notice of cancellation shown above, this provision does not apply.

B. EARLIER NOTICE OF NON-RENEWAL

If we decide not to renew this policy for any reason other than nonpayment of premium, the minimum number of days for notice of non-renewal as provided by any applicable state non-renewal endorsement is increased to 90 days.

If the state non-renewal endorsement provides for more than the number of days notice of non-renewal shown above, this provision does not apply.

Authorized Representative

NON-CONTRIBUTORY ENDORSEMENT FOR ADDITIONAL INSURED

Named Insured Afognak Diversified Services, Inc.			Endorsement Number 10
Policy Symbol ISAH	Policy Number 08874475	Policy Period 12/31/2024 TO 12/31/2025	Effective Date of Endorsement
Issued By (Name of Insurance Company) ACE American Insurance Company			

Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**BUSINESS AUTO COVERAGE FORM
MOTOR CARRIER COVERAGE FORM
AUTO DEALERS COVERAGE FORM**

Schedule

Organization _____ Additional Insured Endorsement

Any additional insured with whom you have agreed to provide such non-contributory insurance, pursuant to and as required under a written contract executed prior to the date of loss.

(If no information is filled in, the schedule shall read: "All persons or entities added as additional insureds through an endorsement with the term "Additional Insured" in the title)

For organizations that are listed in the Schedule above that are also an Additional Insured under an endorsement attached to this policy, the following is added to the Other Insurance Condition under General Conditions:

If other insurance is available to an insured we cover under any of the endorsements listed or described above (the "Additional Insured") for a loss we cover under this policy, this insurance will apply to such loss on a primary basis and we will not seek contribution from the other insurance available to the Additional Insured.

Authorized Representative

Workers' Compensation and Employers' Liability Policy

Named Insured Afognak Diversified Services, Inc.	Endorsement Number
	Policy Number Symbol: Number: WLRC68933717
Policy Period 12/31/2024 TO 12/31/2025	Effective Date of Endorsement 12/31/2024
Issued By (Name of Insurance Company) ACE AMERICAN INSURANCE COMPANY	
Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy. This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.	

**NOTICE TO OTHERS ENDORSEMENT – SCHEDULE
NOTICE BY INSURED’S REPRESENTATIVE**

- A.** If we cancel this Policy prior to its expiration date by notice to you or the first Named insured for any reason other than nonpayment of premium, we will endeavor, as set out in this endorsement, to send written notice of cancellation, to the persons or organizations listed in the schedule that you or your representative create or maintain (the "Schedule") by allowing your representative to send such notice to such persons or organizations. This notice will be **in addition to** our notice to you or the first Named Insured, and any other party whom we are required to notify by statute and in accordance with the cancellation provisions of the Policy.
- B.** The notice referenced in this endorsement as provided by your representative is intended only to be a courtesy notification to the person(s) or organization(s) named in the Schedule in the event of a pending cancellation of coverage. We have no legal obligation of any kind to any such person(s) or organization(s). The failure to provide advance notification of cancellation to the person(s) or organization(s) shown in the Schedule will impose no obligation or liability of any kind upon us, our agents or representatives, will not extend any Policy cancellation date and will not negate any cancellation of the Policy.
- C.** We are not responsible for verifying any information in any Schedule, nor are we responsible for any incorrect information that you or your representative may use.
- D.** We will only be responsible for sending such notice to your representative, and your representative will in turn send the notice to the persons or organizations listed in the Schedule at least 30 days prior to the cancellation date applicable to the Policy. You will cooperate with us in providing the Schedule, or in causing your representative to provide the Schedule.
- E.** This endorsement does not apply in the event that you cancel the Policy.

All other terms and conditions of this Policy remain unchanged.

This endorsement is not applicable in the states of AZ, FL, ID, ME, NC, NJ, NM, TX and WI.



Authorized Representative

Workers' Compensation and Employers' Liability Policy

Named Insured Afognak Diversified Services, Inc.	Endorsement Number
	Policy Number WLRC68933717 Symbol: Number:
Policy Period 12/31/2024 TO 12/31/2025	Effective Date of Endorsement
Issued By (Name of Insurance Company) ACE AMERICAN INSURANCE COMPANY	
Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy. This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.	

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.

This agreement shall not operate directly or indirectly to benefit any one not named in the Schedule.

Schedule

ANY PERSON OR ORGANIZATION AGAINST WHOM YOU HAVE AGREED TO WAIVE YOUR RIGHT OF RECOVERY IN A WRITTEN CONTRACT, PROVIDED SUCH CONTRACT WAS EXECUTED PRIOR TO THE DATE OF LOSS.

For the states of CA, UT, TX, refer to state specific endorsements.

This endorsement is not applicable in KY, NH, and NJ.

The endorsement does not apply to policies in Missouri where the employer is in the construction group of code classifications. According to Section 287.150(6) of the Missouri statutes, a contractual provision purporting to waive subrogation rights against public policy and void where one party to the contract is an employer in the construction group of code classifications.

For Kansas, use of this endorsement is limited by the Kansas Fairness in Private Construction Contract Act(K.S.A.. 16-1801 through 16-1807 and any amendments thereto) and the Kansas Fairness in Public Construction Contract Act(K.S.A 16-1901 through 16-1908 and any amendments thereto). According to the Acts a provision in a contract for private or public construction purporting to waive subrogation rights for losses or claims covered or paid by liability or workers compensation insurance shall be against public policy and shall be void and unenforceable except that, subject to the Acts, a contract may require waiver of subrogation for losses or claims paid by a consolidated or wrap-up insurance program.



Authorized Agent

INSURED: Afognak Diversified Services, Inc.

POLICY NUMBER: MKLV5ENV104968

POLICY PERIOD: 12/31/2024

TO 12/31/2025

COMMERCIAL GENERAL LIABILITY
CG 20 10 04 13

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – SCHEDULED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
Any person(s) or organization(s) to whom the insured is required by written contract to provide additional insured status	n/a
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

1. Your acts or omissions; or
2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or
2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or

2. Available under the applicable Limits of Insurance shown in the Declarations;
whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.



INSURED: Afognak Diversified Services, Inc.

ENVIRONMENTAL

POLICY #: MKLV5ENV104968

MARKEL POLICY PERIOD: 12/31/2024 TO 12/31/2025

EVANSTON INSURANCE COMPANY

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

NOTICE OF CANCELLATION OR MATERIAL CHANGE – CONTRACT WITH GOVERNMENTAL BODY AND CERTIFICATES ON FILE – ALASKA NATIVE CORPORATION

This endorsement modifies insurance provided under the following, where indicated by an "X" in the checkbox below:

- COMMERCIAL GENERAL LIABILITY COVERAGE FORM
- CONTRACTOR'S POLLUTION LIABILITY COVERAGE FORM
- OWNERS AND CONTRACTORS PROTECTIVE LIABILITY COVERAGE FORM
- PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE FORM
- PROFESSIONAL LIABILITY COVERAGE FORM
- SITE POLLUTION AND ENVIRONMENTAL COVERAGE FORM

The following is added to Common Policy Condition **A. Cancellation Or Nonrenewal:**

Cancellation Or Material Change (Written Contracts/Certificates Of Insurance)

- a. We will provide 30 days prior written notice of:
 - (1) Cancellation; or
 - (2) Material change in coverage;
 to the government's Task Order Contracting Officer.
- b. This condition applies only if:
 - (1) Such prior written notice is required by written contract with a governmental body; and
 - (2) Certificates of Insurance evidencing this provision were on file with us prior to the effective date of the cancellation or material change in coverage.
- c. If the laws of a state in which this contract is to be performed require advance written notice that differs from that in Paragraph **a.** above, this condition will be amended to comply with such state requirement.

All other terms and conditions remain unchanged.



INSURED: Afognak Diversified Services, Inc.

POLICY PERIOD: 12/31/2024

TO 12/31/2025

ENVIRONMENTAL
POLICY NUMBER: MKLV5ENV104968

EVANSTON INSURANCE COMPANY

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

AUTOMATIC PRIMARY AND NON-CONTRIBUTORY INSURANCE – ALASKA NATIVE CORPORATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE FORM
PROFESSIONAL LIABILITY COVERAGE FORM

SCHEDULE

Person Or Organization: Any additional insured with whom you agree in a written contract signed by both parties to provide Primary and Non-Contributory status under this insurance.

The following is added to the Other Insurance condition:

Primary And Non-Contributory Insurance

This insurance is primary to and will not seek contribution from any other insurance available to the Person Or Organization shown in the Schedule of this endorsement.

All other terms and conditions remain unchanged.



INSURED: Afognak Diversified Services, Inc.

ENVIRONMENTAL

POLICY NUMBER: MKLV5ENV104968

POLICY PERIOD: 12/31/2024 TO 12/31/2025

[Evanston Insurance Company]

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**BLANKET WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST
OTHERS TO US (WRITTEN CONTRACT LIMITATION) – ALASKA NATIVE
CORPORATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE FORM

PROFESSIONAL LIABILITY COVERAGE FORM

Please refer to each Coverage Form to determine which terms are defined. Words shown in quotations on this endorsement may or may not be defined in all Coverage Forms.

The following is added to the Transfer Of Rights Of Recovery Against Others To Us condition:

However, we waive our rights of recovery against any person(s) or organization(s) to whom the insured agrees in a written contract to provide a waiver of transfer of rights of recovery because of payments we make for injury or damage arising out of your ongoing operations or "your work" done under such contract(s) and included in the "products-completed operations hazard" or the "completed operations" of "your work". This waiver will not apply to "occurrences" or "pollution conditions" resulting from the sole negligence of such person(s) or organization(s).

All other terms and conditions remain unchanged.

Company Proprietary Information

LITIGATION HISTORY

- A. Vendor is required to disclose to the County all "material" cases during the last three (3) years prior to the solicitation response end date, whether such cases were brought by or against the Vendor, any parent or subsidiary of the Vendor, or any predecessor organization.
- B. Additionally, the Vendor is required to disclose to the County all "material" cases against any principal of Vendor, regardless of whether the principal was associated with Vendor at the time of the "material" cases against the principal, during the last three (3) years prior to the solicitation response.
- C. A "case" means any filed, pending, or resolved litigation, arbitration, or administrative proceeding.
- D. A case is considered "material" if it relates, in whole or in part, to any of the following:
 - 1. A similar type of work that the Vendor is seeking to perform for the County under the current solicitation;
 - 2. An allegation of fraud, negligence, error or omissions, or malpractice against the Vendor or any of its principals or agents who would be performing work under the current solicitation;
 - 3. A vendor's default, termination, suspension, failure to perform, or improper performance in connection with any contract;
 - 4. The financial condition of the Vendor, including any bankruptcy petition (voluntary and involuntary) or receivership; or
 - 5. A criminal proceeding or hearing concerning business-related offenses in which the Vendor or its principals (including officers) were/are defendants.
- E. For each material case, the Vendor is required to provide all information identified in the **Litigation History Form**. Additionally, the Vendor shall provide a copy of any judgment or settlement of any material case during the last three (3) years prior to the solicitation response. Redactions of any confidential portions of the settlement agreement are only permitted upon a certification by the Vendor that all redactions are required under the express terms of a pre-existing confidentiality agreement or provision.
- F. The County will consider the Vendor's litigation history information in its review and determination of responsibility.
- G. If the Vendor is a joint venture, the information provided must encompass the joint venture and each of the entities forming the joint venture.
- H. Vendor is required to disclose to the County any and all cases(s) that exist between the County and any of the Vendor's subcontractors/subconsultants proposed to work on this project during the last five (5) years prior to the solicitation response.
- I. Failure to disclose any material case, including all requested information in connection with each such case, as well as failure to disclose the Vendor's subcontractors/subconsultants litigation history against the County, may result in the Vendor being deemed nonresponsive.

Company Proprietary Information

LITIGATION HISTORY FORM

The completed form(s) should be returned with the Vendor's submittal. If not provided with submittal, the Vendor must submit within three business days of County's request. Vendor may be deemed non-responsive for failure to fully comply within stated timeframes.

There are no material cases for this Vendor; or

Material Case(s) are disclosed below:

Is this for a: (check type)

Parent Company

Subsidiary

Predecessor Firm

None of the above

If Yes: Name of Parent Subsidiary/Predecessor: Click or tap here to enter text.

Vendor is Plaintiff

Vendor is Defendant

Case Number: 510-2024-02680

Case Name: [REDACTED]

Date Filed: 10/2/2024

Name of Court or other Tribunal: U.S. Equal Employment Opportunity Commission, Miami District Office

Type of Case: Bankruptcy Civil Criminal Administrative/Regulatory

Claim or Cause of Action and Brief description of each Count: [REDACTED]

Brief Description of the Subject Matter and Project Involved: [REDACTED]

Disposition of Case: Pending Settled Dismissed

Judgment: Vendor's Favor Against Vendor

If Judgment is against, is Judgment Satisfied? Yes: No:

Attach copy of any applicable Judgment, Settlement Agreement, and Satisfaction of Judgement.

Opposing Counsel Name: N/A

Opposing Counsel email: N/A

Opposing Counsel Phone: N/A

Company Proprietary Information

LITIGATION HISTORY FORM

Vendor Name: Afognak Diversified Services, Inc. fka: Alutiiq Diversified Services, Inc.

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974.
See attached Privacy Act Statement and other information before completing this form.

CHARGE PRESENTED TO:

AGENCY CHARGE NO.

EEOC

510-2024-02680

Florida Commission On Human Relations

Name (indicate Mr., Ms., Mrs., Miss, Mx., Dr., Hon., Rev.):

Home Phone:

Year of Birth:

Street Address:

Named below is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency that I believe discriminated against me or others.

Name: Alutiiq Diversified Service

No. Employees, Members: 201 - 500 Employees

Phone No.:

Street Address: 4355 NW 36TH ST

MIAMI SPRINGS, FL 33166

Name:

No. Employees, Members:

Phone No.:

Street Address:

DISCRIMINATION BASED ON:

DATE(S) DISCRIMINATION TOOK PLACE

Earliest: 08/01/2023

Latest: 10/02/2024

THE PARTICULARS ARE:

Charging Party Signature & Date

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief.

Signature of Complainant

Subscribed and sworn to before me this date: _____

PRIVACY ACT STATEMENT

Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (06/24).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so *within 15 days* of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA, Section 207(f) of GINA, and 42 USC 2000gg-2(f)(1) of the PWFA it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Miami District Office
100 SE 2nd St, Suite 1500
Miami, FL 33131
(800) 669-4000
Website: www.eeoc.gov

DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 06/10/2025

To:



Charge No: 510-2024-02680

EEOC Representative and email:



DISMISSAL OF CHARGE

The EEOC is closing this charge because the Respondent is a private membership club or tribal entity.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign in to the EEOC Public Portal and upload the court complaint to charge 510-2024-02680.

On behalf of the Commission,

Digitally Signed By: Evangeline Hawthorne
06/10/2025

Evangeline Hawthorne
Director

- **Cc:**
David Hoover
Afognak Native Corporation
3909 Arctic Blvd. Suite 500
Anchorage, AK 99503

Please retain this notice for your records.

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court **under Federal law**. If you also plan to sue claiming violations of State law, please be aware that time limits may be shorter and other provisions of State law may be different than those described below.)*

IMPORTANT TIME LIMITS – 90 DAYS TO FILE A LAWSUIT

If you choose to file a lawsuit against the respondent(s) named in the charge of discrimination, you must file a complaint in court **within 90 days of the date you receive this Notice**. Receipt generally means the date when you (or your representative) opened this email or mail. You should **keep a record of the date you received this notice**. Once this 90-day period has passed, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and the record of your receiving it (email or envelope).

If your lawsuit includes a claim under the Equal Pay Act (EPA), you must file your complaint in court within 2 years (3 years for willful violations) of the date you did not receive equal pay. This time limit for filing an EPA lawsuit is separate from the 90-day filing period under Title VII, the ADA, GINA, the ADEA, or the PWFA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA, the ADEA or the PWFA, in addition to suing on the EPA claim, your lawsuit must be filed within 90 days of this Notice and within the 2- or 3-year EPA period.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Filing this Notice is not enough. For more information about filing a lawsuit, go to <https://www.eeoc.gov/employees/lawsuit.cfm>.

ATTORNEY REPRESENTATION

For information about locating an attorney to represent you, go to:
<https://www.eeoc.gov/employees/lawsuit.cfm>.

In very limited circumstances, a U.S. District Court may appoint an attorney to represent individuals who demonstrate that they are financially unable to afford an attorney.

HOW TO REQUEST YOUR CHARGE FILE AND 90-DAY TIME LIMIT FOR REQUESTS

There are two ways to request a charge file: 1) a Freedom of Information Act (FOIA) request or 2) a "Section 83" request. You may request your charge file under either or both procedures. EEOC can generally respond to Section 83 requests more promptly than FOIA requests.

Since a lawsuit must be filed within 90 days of this notice, please submit your FOIA and/or Section 83 request for the charge file promptly to allow sufficient time for EEOC to respond and for your review.

To make a FOIA request for your charge file, submit your request online at <https://eeoc.arkcase.com/foia/portal/login> (this is the preferred method). You may also submit a FOIA request for your charge file by U.S. Mail by submitting a signed, written request identifying your request as a "FOIA Request" for Charge Number 510-2024-02680 to the

District Director at Evangeline Hawthorne, 100 SE 2nd St Suite 1500, Miami, FL 33131.

To make a Section 83 request for your charge file, submit a signed written request stating it is a "Section 83 Request" for Charge Number 510-2024-02680 to the District Director at Evangeline Hawthorne, 100 SE 2nd St Suite 1500, Miami, FL 33131.

You may request the charge file up to 90 days after receiving this Notice of Right to Sue. After the 90 days have passed, you may request the charge file only if you have filed a lawsuit in court and provide a copy of the court complaint to EEOC.

For more information on submitting FOIA requests, go to <https://www.eeoc.gov/eeoc/foia/index.cfm>.

For more information on submitted Section 83 requests, go to <https://www.eeoc.gov/foia/section-83-disclosure-information-charge-files>.

Company Proprietary Information

LITIGATION HISTORY FORM

The completed form(s) should be returned with the Vendor's submittal. If not provided with submittal, the Vendor must submit within three business days of County's request. Vendor may be deemed non-responsive for failure to fully comply within stated timeframes.

There are no material cases for this Vendor; or

Material Case(s) are disclosed below:

Is this for a: (check type)

Parent Company

Subsidiary

Predecessor Firm

None of the above

If Yes: Name of Parent Subsidiary/Predecessor: Click or tap here to enter text.

Vendor is Plaintiff

Vendor is Defendant

Case Number: E2300018904 CO; 32A-2023-00559 EEOC

Case Name: [REDACTED]

Date Filed: 04/28/2023

Name of Court or other Tribunal: U.S. Equal Employment Opportunity Commission, Colorado Division

Type of Case: Bankruptcy Civil Criminal Administrative/Regulatory

Claim or Cause of Action and Brief description of each Count: [REDACTED]

Brief Description of the Subject Matter and Project Involved: [REDACTED]

Disposition of Case: Pending Settled Dismissed

Judgment: Vendor's Favor Against Vendor

If Judgment is against, is Judgment Satisfied? Yes: No:

Attach copy of any applicable Judgment, Settlement Agreement, and Satisfaction of Judgement.

Opposing Counsel Name: N/A

Opposing Counsel email: N/A

Opposing Counsel Phone: N/A

Company Proprietary Information

LITIGATION HISTORY FORM

Vendor Name: Afognak Diverified Services, Inc. fka: Alutiiq Diversified Services, Inc.



COLORADO
Department of
Regulatory Agencies
Colorado Civil Rights Division

1560 Broadway Street, Suite 825
Denver, CO 80202

May 3, 2023

Attn: Alutiiq Diversified Services, Inc.
a/k/a Afognak Native Corporation
3909 Artic Blvd., #500
Ankorage, AK 99503

Charge Number: E2300018904

[REDACTED] Alutiiq Diversified Services, Inc. a/k/a Afognak Native Corporation

To Whom it May Concern:

[REDACTED] the Complainant in the above-referenced matter, has filed a complaint of alleged discrimination with the Colorado Civil Rights Division, naming **Alutiiq Diversified Services, Inc. a/k/a Afognak Native Corporation** as the Respondent. Pursuant to the Colorado Civil Rights Commission's Rules, attached to this correspondence is a copy of the charge of discrimination.

Also attached are various Requests For Information ("RFI") from the Division regarding this matter. **Alutiiq Diversified Services, Inc. a/k/a Afognak Native Corporation is required to provide a response to the Division's enclosed RFI by no later than thirty (30) days from the date of this letter.** Please send the RFI responses, including a position statement and any supporting documents, witness statements, or other exhibits, to the Division via email to DORA_CCRDInvestigations@state.co.us or via U.S. Mail (1560 Broadway, Suite 825, Denver, CO 80202), fax (303-894-7830), or hand-delivery (DORA Welcome Center located on the first floor of 1560 Broadway, Denver, CO 80202).

When a charge of discrimination is filed with the Colorado Civil Rights Division, the Division promptly initiates an investigation into the claim(s). Due to the general legal requirements that the administrative processing of this matter must be completed within a certain number of days from the date of filing, your timely compliance in this matter is essential. The data that you submit in response to this request may be sufficient for us to complete our investigation. However, if we need additional information at a later date, we will count on your continued cooperation to help us resolve this complaint as efficiently as possible. If you have any question about the investigative process, please contact the Investigator assigned to this matter through the Division's main telephone line at (303) 894-2997.



Additionally, please note that the Division offers free mediation services to the parties so that they have the opportunity to try to reach an agreement to resolve and dismiss the complaint. This Alternative Dispute Resolution (“ADR”) process often provides a much faster and more cost-effective resolution of the complaint than the full investigative process. If you have any interest in mediation of this matter, or any questions about the Division’s ADR process, please either contact the assigned Investigator, or send an email the Division’s ADR Unit at DORA_CCRDADR@state.co.us

Colorado Civil Rights Division





COLORADO

Department of
Regulatory Agencies
Colorado Civil Rights Division

1560 Broadway Street, Suite 825
Denver, CO 80202

REQUEST FOR INFORMATION

A complaint has been filed with the Colorado Civil Rights Division (“CCRD” or “Division”) against your company. For more information on the Division or the administrative process, please visit our website at ccrd.colorado.gov/the-complaint-process

So that we may deal with this charge in an efficient manner, please submit the following specific, written information and/or documentation by the deadline indicated in the service letter. Your failure to do so may result in CCRD issuing a finding based on the available evidence.

Please be advised that you are expected to provide a complete response to each question. If you, or your representative, believe that a question is impermissible, is not relevant, or is overly broad in scope, do not simply object and/or decline to answer. Rather, **contact the assigned Investigator to discuss your concerns**. Failure to fully answer all questions will be viewed as a refusal to cooperate. The Investigator is always willing to discuss the scope of the request, and in most instances, can narrow, modify and/or clarify the request(s) to ensure that only information essential to the specific facts and allegations of your case is required. You may find contact information for the Investigator assigned to this matter via email to DORA_CCRDInvestigations@state.co.us or by calling CCRD’s main line at (303) 894-2997.

SUBPOENA POWER NOTICE: You should be aware that the State of Colorado’s Anti-Discrimination statute grants the Director of the Colorado Civil Rights Division the authority to subpoena witnesses and to compel the production of books, papers and records relevant to any unfair employment practice C.R.S. 24-34-306(2)(a). Such subpoena is enforceable in the district court in which the alleged discriminatory practice occurred. Subpoena authority is exercised only when, in the judgment of the Director, the Respondent’s failure to voluntarily cooperate makes it necessary.

NEGATIVE INFERENCE NOTICE: You should also be aware that your failure to comply with a request for information may create a rebuttable presumption that the particular information requested is harmful to your position. Colorado Civil Rights Commission Rule 10.5(B)(2).

The information submitted by both parties is considered in deciding the merits of the allegation(s). This information is made available to the opposing party, who then is given an opportunity to review and provide a response. The information is not made available to the public. Colorado Civil Rights Commission Rule 10.5 (E) and (F).



Please provide the following:

1. The full and correct name of the company if it is incorrect on the administrative complaint. Please specify your form of organization (e.g. LLC, PC, Ltd). Identify any person who should be copied on the correspondence and provide his or her contact information (e.g. e-mail address, telephone number). In addition, if there is another company or entity who you believe may be jointly responsible for the alleged adverse action (e.g. a parent corporation, staffing agency, etc.), please provide identifying information.
2. Describe the nature of the business (type of goods or services it provides).
3. Indicate if there are currently more or less than fifteen (15) employees. If there are less than fifteen (15), provide a list of all persons employed within the past two-year period. For each cited person, indicate his or her dates of employment. (For cases in which age is involved, indicate if there are more or less than twenty (20) employees).
4. A position statement which responds fully and specifically to all allegations of discrimination presented in the Charge of Discrimination. If possible, please provide the statement in chronological order of events. Include the following:
 - a. Detailed description of all events surrounding the allegations of discrimination.
 - b. The name, position title and protected class information for each person involved in these events. (For example, if the Complainant has alleged discrimination based on age and race, provide age and race information for each person listed. If the Complainant alleges age and sex, provide the age and sex of each person listed.)
 - c. If the Complainant alleges adverse employment action (such as termination or discipline) was taken against the Complainant, provide justification for such action and accompanying documentation (such as disciplinary actions, internal investigation, etc.) to support such reasoning.
 - d. For some protected classes, such as (but not limited to) disability, sexual orientation, religion, and pregnancy, indicate when you became aware of the Complainant's protected class. (e.g. if the Complainant alleges a disability, when were you made aware, if at all, of such disability?)
 - e. For retaliation claims, indicate when you became aware that the Complainant engaged in a civil rights protected activity and what action, if any, you took in response to this civil rights protected activity. Protected activity is: 1) opposing unlawful discrimination (e.g. complaining of discrimination to the employer or other member of management, EEOC, CCRD, etc.); 2) requesting an accommodation related to a protected class (e.g. asking for a disability, religious, or pregnancy-related accommodation); or 3) participating in a discrimination-related matter (e.g. providing information/serving as a witness in a civil rights-related investigation or trial).
 - f. Provide the name, job or position title, and protected class information for the individual(s) who made the personnel decision at issue.
 - g. Provide statements, preferably affidavits, from current employees who can support the responses you make in your position statement. In particular, provide statements from: 1) decision-makers in personnel actions at issue, and; 2) individuals alleged to have

harassed or otherwise discriminated against the Complainant. If a decision-maker or alleged harasser is no longer employed, provide last known contact information, the separation date, and a brief reason for the separation.

5. The job description for the position to which the Complainant was or is employed, or for which the Complainant applied and was allegedly not hired, promoted, etc.
6. A copy of the Complainant's complete personnel records, including accolades, warnings, reprimands, and evaluations.
7. A copy of the Employee Handbook applicable during the Complainant's employment. Please note if an Employee Handbook does not exist.
 - a. Provide copies of all relevant policies. For example, if harassment is involved, provide a copy of the harassment policy. If discipline is involved, provide a copy of the progressive discipline policy. Please note if the requested policies are not in existence.
8. Provide copies of applications and/or resumes for either the person or person(s) who replaced the Complainant or, if applicable, those who were promoted, hired or rehired instead of the Complainant.

PLEASE NOTE: The Civil Rights Division **requires** comparative workforce data related to this claim, and as such, we may request information regarding the demographics of your workforce. In many such instances, the Division is unable to finish processing the claim without such information as it is essential toward conducting a thorough analysis of the Complainant's allegations. As such, please provide comparative data relevant to the claim whenever asked to do so. The Division is also aware, however, that some demographic information may not be recorded in the ordinary course of business (such as employees' religious beliefs or sexual orientation information). Thus, when such information is requested, but is not of the type commonly recorded, you must contact the Investigator on the case to discuss the specifics of what must be provided. Likewise, where a large workforce is involved, contact the Investigator to discuss a possible narrowing of the scope of information requested, such as limiting data to a particular work location, department, or position title.

For the following items, provide information for one (1) year preceding the date that the Charge of Discrimination was filed.

9. Provide a list of all current employees, with relative protected class information, name, employment dates and job or position title.
10. If applicable, provide a list of all employees who were hired or rehired for the position sought by the Complainant. Specify each employee's relative protected classes (for example, if the Complainant has alleged discrimination based on age and race, provide age and race information for each person listed.). Also provide that person's name, dates of employment, and the job or position title.

11. If applicable, provide a list of all employees who were subjected to similar adverse employment actions[s] as alleged by the Complainant (suspension, demotion, discharge, etc.), whether or not such action was implemented for the same reason it was taken against the Complainant. For each individual identified, specify, their relative protected class[s], names, dates of employment, job or position title, and reason for which the adverse action was taken. For example, if the Complainant alleges suspension leading to discharge, provide a list of individuals who were also suspended and discharged during the relevant time period.

12. If harassment or a complaint of discrimination to management or a supervisor is involved: Provide a list of all employees who complained of discrimination or harassment, the date of the complaint, the individuals involved, and the relative protected class information for the complaining employee and the persons of which he or she complained. Also, provide details regarding the resolution of the complaint.

COMPLAINT OF DISCRIMINATION <i>The Privacy Act of 1974 affects this form.</i> <i>See Privacy Act Statement before completing this form.</i>		EEOC Complaint No. 32A-2023-00559 CCRD Complaint No. E2300018904
COLORADO CIVIL RIGHTS DIVISION AND EEOC		
Name (Complainant)		(Area Code) Telephone
Street Address		City, State, and Zip Code
County		Jefferson
The Employer, Labor Organization, Employment Agency, Apprenticeship Committee, State or Local Government Agency who discriminated against me is:		
Name (Respondent)		Number of Employees
Alutiiq Diversified Services, Inc. a/k/a Afognak Native Corporation		15+
		(Area Code) Telephone
		(907) 222-9500
		Email Address
		spences@afognak.com
Street Address		City, State, and Zip Code
3909 Artic Blvd., #500		Anchorage, AK 99503
		County
		Anchorage Municipality
Discrimination Based on:		Date Most Recent Discrimination Occurred:
		November 18, 2022
<p>I. Jurisdiction: The Colorado Civil Rights Division and Equal Employment Opportunity Commission have jurisdiction over the subject matter of this charge and the named Respondent, pursuant to the provisions of the Colorado Revised Statutes (C.R.S. 1973, 24-34-301, <i>et seq.</i>), as reenacted, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101, <i>et seq.</i>), as amended.</p> <p>II. Personal Harm:</p> <p>III. Respondent's Position: Unknown.</p> <p>IV. Discrimination Statement:</p>		

V.

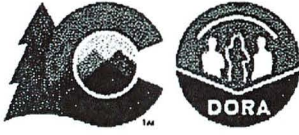
I want this charge filed with both the Equal Employment Opportunity Commission and the State or local agency, if any. I will advise the agency if I change my address or telephone number, and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I understand that, by filing this complaint, I consent to the disclosure of the foregoing information to the above-named Respondent.

I declare under penalty of perjury that the foregoing is true and correct.

Date

Charging Party/Complainant (Signature)



COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

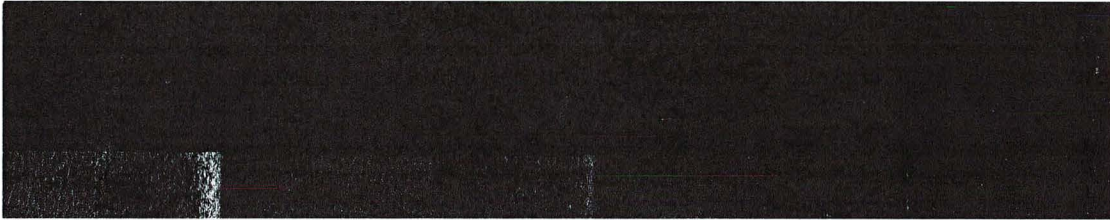
Case Name: [REDACTED] Alutiiq Diversified Services, Inc. a/k/a Afognak Native Corporation

Charge Received Date: 4/28/2023 12:00:00 AM

Complaint Number: E2300018904

Case Type: Employment

Statement of Discrimination



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Alutiiq Diversified Services, Inc. A/K/A Afognak Native Corporation 3909 Artic Blvd., #500 Anchorage, AK 99503	PERSON FILING CHARGE [REDACTED]	
	THIS PERSON Claims to be aggrieved	
	EEOC CHARGE NO. 32A-2023-00559	
	FEPA CHARGE NO. E2300018904	
NOTICE OF CHARGE OF DISCRIMINATION in Jurisdiction where a FEP Agency will initially process <i>(See the enclosed for additional information)</i>		
<p>THIS IS NOTICE THAT A CHARGE OF EMPLOYMENT DISCRIMINATION UNDER The Americans With Disabilities Act of 1990 (ADA) HAS BEEN RECEIVED BY Colorado Civil Rights Division and sent to the EEOC for dual filing.</p> <p>While EEOC has jurisdiction (upon expiration of any deferral requirement if this is a Title VII, ADA or GINA charge) to investigate this charge, EEOC may suspend its investigation and await the issuance of the Agency's final findings and orders. These findings and orders will be given weight by EEOC in making its own determination as to whether reasonable cause exists to believe that discrimination has occurred.</p> <p>You are therefore encouraged to cooperate fully with the Agency. All facts and evidence provided by you to the Agency will be considered by EEOC when it reviews the Agency's final findings and orders. In many cases EEOC will take no further action, thereby avoiding the necessity of an investigation by both the Agency and EEOC. This likelihood is increased by your active cooperation with the Agency.</p> <p>As a party to the charge, you may request that EEOC review the final findings and orders of the above-named Agency.</p> <p>For such a request to be honored, you must notify EEOC in writing within 15 days of your receipt of the Agency's final decision and order. If the Agency terminates its proceedings without issuing a final finding and order, you will be contacted further by EEOC. Regardless of whether the Agency or EEOC processes the charge, the Recordkeeping and Non-Retaliation provisions of the statutes as explained in the enclosed information sheet apply.</p> <p>For further correspondence on this matter, please use the charge number(s) shown above.</p>		
ENCLOSURE(S): Copy of Charge		
CIRCUMSTANCES OF ALLEGED DISCRIMINATION Disability and Retaliation See enclosed copy of Charge of Discrimination		
DATE 05/02/2023	NAME/TITLE OF AUTHORIZED OFFICIAL Melinda Caraballo, Acting District Director	SIGNATURE

INFORMATION ON CHARGES OF DISCRIMINATION

EEOC RULES AND REGULATIONS

Section 1601.15 of EEOC's regulations provides that persons or organizations charged with employment discrimination may submit a statement of position or evidence regarding the issues covered by this charge.

EEOC's recordkeeping and reporting requirements are found at Title 29, Code of Federal Regulations (29 CFR): 29 CFR Part 1602 (see particularly Sec. 1602.14 below) for Title VII and the ADA; 29 CFR Part 1620 for the EPA; and 29 CFR Part 1627, for the ADEA. These regulations generally require respondents to preserve payroll and personnel records relevant to a charge of discrimination until disposition of the charge or litigation relating to the charge. (For ADEA charges, this notice is the written requirement described in Part 1627, Sec. 1627.3(b)(3), .4(a)(2) or .5(c), for respondents to preserve records relevant to the charge – the records to be retained, and for how long, are as described in Sec. 1602.14, as set out below). Parts 1602, 1620 and 1627 also prescribe record retention periods – generally, three years for basic payroll records and one year for personnel records. Questions about retention periods and the types of records to be retained should be resolved by referring to the regulations.

Section 1602.14 Preservation of records made or kept. Where a charge... has been filed, or an action brought by the Commission or the Attorney General, against an employer under Title VII or the ADA, the respondent ... shall preserve all personnel records relevant to the charge or the action until final disposition of the charge or action. The term *personnel records relevant to the charge*, for example, would include personnel or employment records relating to the aggrieved person and to all other aggrieved employees holding positions similar to that held or sought by the aggrieved person and application forms or test papers completed by an unsuccessful applicant and by all other candidates or the same position as that for which the aggrieved person applied and was rejected. The date of *final disposition of the charge or the action* means the date of expiration of the statutory period within which the aggrieved person may bring [a lawsuit] or, where an action is brought against an employer either by the aggrieved person, the Commission, or the Attorney General, the date on which such litigation is terminated.

NOTICE OF NON-RETALIATION REQUIREMENTS

Section 704(a) of Title VII, Section 207(f) of GINA, Section 4(d) of the ADEA, and Section 503(a) of the ADA provide that it is an unlawful employment practice for an employer to discriminate against present or former employees or job applicants, for an employment agency to discriminate against any individual, or for a union to discriminate against its members or applicants for membership, because they have opposed any practice made an unlawful employment practice by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the statutes. The Equal Pay Act contains similar provisions. Additionally, Section 503(b) of the ADA prohibits coercion, intimidation, threats, or interference with anyone because they have exercised or enjoyed or aided or encouraged others in their exercise or enjoyment, of rights under the Act.

Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made. Please note that the Civil Rights Act of 1991 provides substantial additional monetary provisions to remedy instances of retaliation or other discrimination, including, for example, to remedy the emotional harm caused by on-the-job harassment.

NOTICE REGARDING REPRESENTATION BY ATTORNEYS

Although you do not have to be represented by an attorney while we handle this charge, you have a right, and may wish to retain an attorney to represent you. If you do retain an attorney, please give us your attorney's name, address and phone number, and ask your attorney to write us confirming such representation.



COLORADO

Department of
Regulatory Agencies

Colorado Civil Rights Division

**COLORADO CIVIL RIGHTS DIVISION COMPLAINT OF DISCRIMINATION FILING
DATE VERIFICATION**



v.

ALUTIIQ DIVERSIFIED SERVICES, INC. a/k/a AFOGNAK NATIVE CORPORATION,
Respondent.

Complaint No.: E2300018904

I, Tatiana Sanchez, an employee of the Colorado Civil Rights Division (CCRD),
verify that the above-referenced Complainant filed a specific, written Complaint
of Discrimination with the CCRD on April 28, 2023.

The above-referenced Complaint was submitted to the CCRD via:

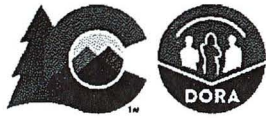
Mail, Email, Fax, **OR** Hand-delivery

Dated this 1st day of May, 2023.

Tatiana Sanchez

Signature of CCRD Employee





COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

Notice

TO EMPLOYERS, REAL ESTATE AGENTS, BUSINESS OWNERS, ET AL

Please be advised that Rule 20.5, which deals with the preservation of records relevant to civil rights charges, will affect all Respondents named in any charge or complaint that has been filed with the Colorado Civil Rights Division.

The text of General Provision Rule 20.5 - Preservation of Records:

(A) Retention of Records During Processing of Charge.

Whenever a charge of discrimination is filed with the Division, all parties shall maintain all relevant records in their custody, control, or possession until final disposition. Relevant records include, but are not limited to, the following: personnel or employment records of a Charging Party and of all employees holding similar positions; applications or test papers and assessments of all candidates for the positions sought by the Charging Party; payroll records; handbooks; registration records; offers; leases; contracts; tenant files; rental applications; loan and purchase files; advertisements; data regarding protected classes; disability-related and medical records; policies and procedures; notices; phone records; bank and accounting records; photographs; videos; correspondence; emails; electronic records; and other business or institutional records relevant to the allegations of the charge. Final disposition of the charge or complaint occurs when the statutory time periods for all appeals have expired.

(B) Rebuttable Presumption.

The failure to comply with this regulation shall create a rebuttable presumption.

If you have any questions regarding General Provision Rule 20.5 or any other Rules or Regulations of the Colorado Civil Rights Commission, please contact one of the Division's offices.



COLORADO
Department of
Regulatory Agencies
Colorado Civil Rights Division

Charge No. E2300018904



Complainant

Alutiiq Diversified Services, Inc.
3909 Arctic Boulevard, #500
Anchorage, AK 99503

Respondent

DETERMINATION

Jurisdiction

Under the authority vested in me by C.R.S. 24-34-306(2), I conclude from our investigation that this agency **lacks jurisdiction** over the Complainant's claims of discrimination, as the Respondent is a wholly owned subsidiary entity of Afognak Native Corporation, a federally recognized Indian tribe corporation formed under the Alaska Native Claims Settlement Act, and thus, absent a limitation of its immunity by an Act of Congress or waiver of immunity by the Respondent, jurisdiction with this agency is improper. As such, the claim is hereby dismissed.

Appeal and Dismissal Information

In accordance with C.R.S. § 24-34-306(2)(b)(I)(A) and Rule 10.6(A)(1) of the Commission's Rules of Practice and Procedure, the Complainant may appeal the dismissal of this claim to the Commission within ten (10) days, as set forth in the enclosed form.

If the Complainant wishes to file a civil action in a district court in this state, which action is based on the alleged discriminatory or unfair practice that was the subject of the charge filed with the Division, such must be done:

- a. Within ninety (90) days of the mailing of this notice if no appeal is filed with the Colorado Civil Rights Commission; or
- b. Within ninety (90) days of the mailing of the final notice of the Commission dismissing the appeal.

If the Complainant does not file an action within the time limits specified above, such action will be barred and no State District Court shall have jurisdiction to hear such action. C.R.S. § 24-34-306(2)(b)(I)(C).

On Behalf of the Colorado Civil Rights Division

/s/ Geoff Salant
Aubrey Elenis, Director
Or Authorized Designee

December 28, 2023
Date



COLORADO

Department of
Regulatory Agencies

Colorado Civil Rights Division

HOW TO FILE AN APPEAL OF THE DIRECTOR'S DETERMINATION

Commission's Authority

You have been issued a Determination dismissing your case regarding your charge of discrimination. If you disagree with the Director's decision in the dismissal of your charge, you have the right to appeal that determination [C.R.S. 24-34-306 (2)(b)(I)(A)] to the Colorado Civil Rights Commission (Commission). The Commission is a separate and distinct body from the Colorado Civil Rights Division (CCRD). The Commission is composed of seven members appointed by the Governor and one of its many functions is to review properly filed appeals.

The Commission has the option to either:

- 1) *Uphold* the Director's determination, thus dismissing your case;
- 2) *Remand* the case to the Division for further investigation on a specific issue; or
- 3) *Reverse* the Director's determination.

Only a Complainant may file an appeal of the Director's no probable cause determination. A probable cause finding cannot be appealed by the Respondent.

Filing Requirements

The appeal process is not intended to simply review the evidence already submitted, which formed the basis of the Director's determination. The Commission will only consider a properly filed appeal wherein:

- *Available, substantial, and relevant evidence exists now that was previously not available, presented, and considered during the investigation; or*
- *There is clear evidence that existing evidence was misinterpreted, or the determination was based on erroneous information.*

In both, it is your responsibility to submit the above information along with the Notice of Appeal Form.

Filing Procedure

The Notice of Appeal form and relevant documentation **MUST** be received in the Civil Rights Division's office **WITHIN 10 DAYS** from the date of the mailing of the Director's Determination. **If your appeal is not received within the 10-day time limit, you will lose your right to appeal.** Filing out any other form included in this mailing does not change the 10-day deadline for appeal. If you wish to appeal but cannot file a written appeal within the 10-day time limit, contact the Appeal Coordinator ***before*** the 10-day period is over to request an extension of the filing deadline. A verbal request for an extension must be confirmed in writing and an extension is not official until approved by the Commission or the Commission's designee. Requesting an extension does not mean the request will be approved. Extension requests will be granted for good cause.

If you are asserting that *relevant evidence exists now that was previously not available, presented, and considered during the investigation*, you will need to attach a copy of that evidence with your Notice of Appeal. If you assert that there is witness testimony to support your appeal, please submit a statement from your witness(es). It is not sufficient for you to simply provide the name of the witness(es). The witness statement(s) should include testimony that is specifically relevant to your case and argument. It must also include the current telephone number(s) and address(es) of the witness(es). Witness statements need not be notarized.

If you are asserting that *existing evidence was misinterpreted or the determination was based on erroneous information*, you will need to identify the particular evidence and specific facts that were misinterpreted. You must also specify how this misinterpretation affected the overall case decision. It is not sufficient to simply state that you disagree with the Director's decision.

Upon receipt of your Notice of Appeal, if it is determined that the appeal is either:

- 1) **untimely;**
- 2) **you have failed to provide new evidence that was previously unavailable; or**
- 3) **you have failed to identify specific information regarding a misinterpretation of evidence or erroneous basis for the determination;**

you will be notified in writing that your appeal has been denied. You will also be provided with a Notice of Dismissal, and, in Employment cases, you will be provided with a notification regarding the allowable time frames in which you may file an action in civil court.

If you have submitted the necessary information required for consideration, your case will be reviewed on appeal by the Commission at a regularly scheduled Commission meeting. You will be notified of the Commission meeting date for your appeal review.

General Information

It is not necessary for you to file an appeal in order to exhaust the administrative process. In Employment cases, the Letter of Determination includes the notice of Right to Sue, which allows you to file your case in the civil court having appropriate jurisdiction.

If you are filing an appeal, please return the Notice of Appeal Form and documentation to:

COLORADO CIVIL RIGHTS DIVISION
Attn: Appeal Coordinator
1560 Broadway, Suite 825
Denver, CO 80202-5143
By fax: (303) 894-7830
By email: dora_ccrd@state.co.us



COLORADO
Department of
Regulatory Agencies
Colorado Civil Rights Division

NOTICE OF APPEAL TO THE COLORADO CIVIL RIGHTS COMMISSION

Appeal Instructions:

If you are filing an Appeal, this form must be submitted within ten (10) days of the date of the mailing of the Director's determination of no probable cause. Attach additional pages and/or documents as necessary.

Charge Number: _____

Complainant: _____

Address: _____ Apt. Number: _____

City: _____ State: _____ Zip Code: _____

Telephone Number(s): _____

Respondent: _____

A. **New Information Available:** What evidence is now available that was not available and presented during the investigation? What is the relevance and significance of this information to your case? Please attach copies of the new information, including any witness statements.

B. **Facts in Dispute:** What material facts presented in the Director's determination are incorrect or were misinterpreted? Please attach your argument and documentation to support your claim or make specific reference to evidence previously submitted in the investigation.

NOTE: Failure to state a specific reason or reasons for appeal will result in the automatic denial of a review of your appeal by the Commission.

After it is determined your appeal filing is accepted and warrants consideration, the appeal will be scheduled for review at a regularly scheduled Commission meeting. You will be notified of the date of your scheduled appeal review.

Signature

Date

Please return this form to:
Colorado Civil Rights Division
Attn: Appeal Coordinator
1560 Broadway, Suite 825
Denver, CO 80202-5143
Fax: 303.894.7830
Email: dora_ccrd@state.co.us



COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

Because your complaint was concurrently filed with the Equal Employment Opportunity Commission ("EEOC") under Title VII of the Federal Civil Rights Act of 1964 and/or the Americans with Disabilities Act, you also have the right to request that the EEOC conduct a Substantial Weight Review of the Determination.

If you have any questions regarding a Substantial Weight Review, please contact:

State and Local Unit
3300 N. Central Ave, Suite 690
Phoenix, AZ 85012
Or by email: Phoenix.Intake@eeoc.gov

If you intend to appeal the Determination, you must do so within 10-days from the date of the letter of determination. If an appeal is filed, you cannot request a substantial weight review by the EEOC until after you receive an appeal decision by the Colorado Civil Rights Commission.

If you do not intend to appeal the Determination, you can request a Substantial Weight Review by the EEOC by sending your request in writing, within 15-days of the date of your receipt of this Determination to the above address.



CERTIFICATE OF E-MAILING

This is to certify that on **January 3, 2024** a true and exact copy of the Closing Action of the below-referenced charge was *e-mailed* addressed to the parties and/or representatives listed below.

CCRD Case Number:
E2300018904

EEOC Case Number:
32A-2023-00559

dodgeavenger-1@outlook.com

sspencer@afognak.com



David L. Martinez

Division of Civil Rights

1560 Broadway, Suite 825

Denver, CO 80202

www.dora.state.co.us

Company Proprietary Information

LITIGATION HISTORY FORM

The completed form(s) should be returned with the Vendor's submittal. If not provided with submittal, the Vendor must submit within three business days of County's request. Vendor may be deemed non-responsive for failure to fully comply within stated timeframes.

There are no material cases for this Vendor; or

Material Case(s) are disclosed below:

Is this for a: (check type)

Parent Company

Subsidiary

Predecessor Firm

None of the above

If Yes: Name of Parent Subsidiary/Predecessor: Click or tap here to enter text.

Vendor is Plaintiff

Vendor is Defendant

Case Number: 425-2023-00198

Case Name:

Date Filed: 11/10/2022

Name of Court or other Tribunal: U.S. Equal Employment Opportunity Commission, Mobile, AL Office

Type of Case: Bankruptcy Civil Criminal Administrative/Regulatory

Claim or Cause of Action and Brief description of each Count:

Brief Description of the Subject Matter and Project Involved: Age Discrimination

Disposition of Case: Pending Settled Dismissed

Judgment: Vendor's Favor Against Vendor

If Judgment is against, is Judgment Satisfied? Yes: No:

Attach copy of any applicable Judgment, Settlement Agreement, and Satisfaction of Judgement.

Opposing Counsel Name: N/A

Opposing Counsel email: N/A

Opposing Counsel Phone: N/A

Company Proprietary Information

LITIGATION HISTORY FORM

Vendor Name: Afognak Diversified Services, Inc. fka: Alutiiq Diversified Services, Inc.

CHARGE OF DISCRIMINATION	AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER 425-2023-00198
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This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

_____ and EEOC
State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.) _____	HOME TELEPHONE (Include Area Code) _____
---	---

STREET ADDRESS _____	CITY, STATE AND ZIP CODE _____	DATE OF BIRTH ____
-------------------------	-----------------------------------	-----------------------

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME Altech	NUMBER OF EMPLOYEES, MEMBERS Over 500	TELEPHONE (Include Area Code) (907) 222-9500
----------------	--	---

STREET ADDRESS 115 North Calhoun St Tallahassee FL 32301	CITY, STATE AND ZIP CODE _____	COUNTY _____
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NAME _____	TELEPHONE NUMBER (Include Area Code) _____
---------------	---

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)	DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) September 2022 November 2022 <input checked="" type="checkbox"/> CONTINUING ACTION
---	---

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - (When necessary for State and Local Requirements) I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
---	--

I 1 D	SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (day, month, and year)
-----------------	---

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.</small>	AGENCY	CHARGE NUMBER
	<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	425-2023-00198

_____ and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.) _____	HOME TELEPHONE (Include Area Code) _____
---	---

STREET ADDRESS _____	CITY, STATE AND ZIP CODE _____	DATE OF BIRTH ____/____/____
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NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

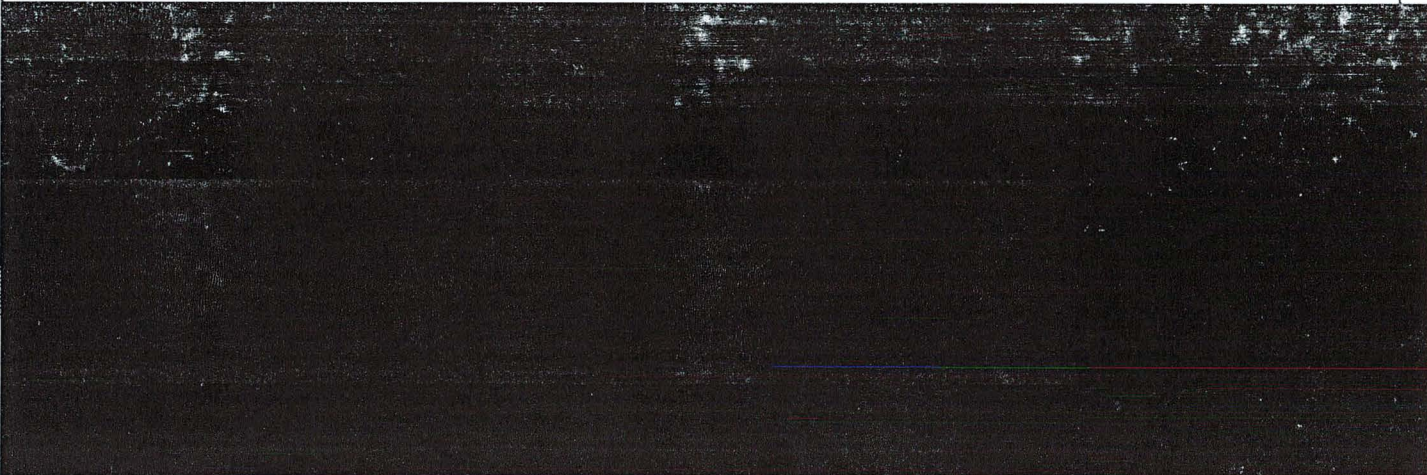
NAME Alutiiq Diversified Services, LLC.	NUMBER OF EMPLOYEES, MEMBERS Over 500	TELEPHONE (Include Area Code) (907) 222-9500
--	--	---

STREET ADDRESS 360 F Quality Circle, Suite 600, Huntsville, AL 35806	CITY, STATE AND ZIP CODE _____	COUNTY _____
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NAME _____	TELEPHONE NUMBER (Include Area Code) _____	
STREET ADDRESS _____	CITY, STATE AND ZIP CODE _____	COUNTY _____

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)	DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) September 2022 November 2022 <input checked="" type="checkbox"/> CONTINUING ACTION
---	---

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):
CORRECTED CHARGE



EEOC MLO
 Received 1/11/2023

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - (When necessary for State and Local Requirements)
	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

_____ SIGNATURE OF COMPLAINANT	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)
-----------------------------------	---

CP Enclosure with EEOC Form 5 (11/09)

PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY

CHARGE NUMBER

FEPA
 EEOC

425-2023-00497

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE

DATE OF BIRTH

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

Alutiq Diversified Services, LLC.

Over 500

(907) 222-9500

STREET ADDRESS CITY, STATE AND ZIP CODE

COUNTY

360 F Quality Circle, Suite 600, Huntsville, AL 35806

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

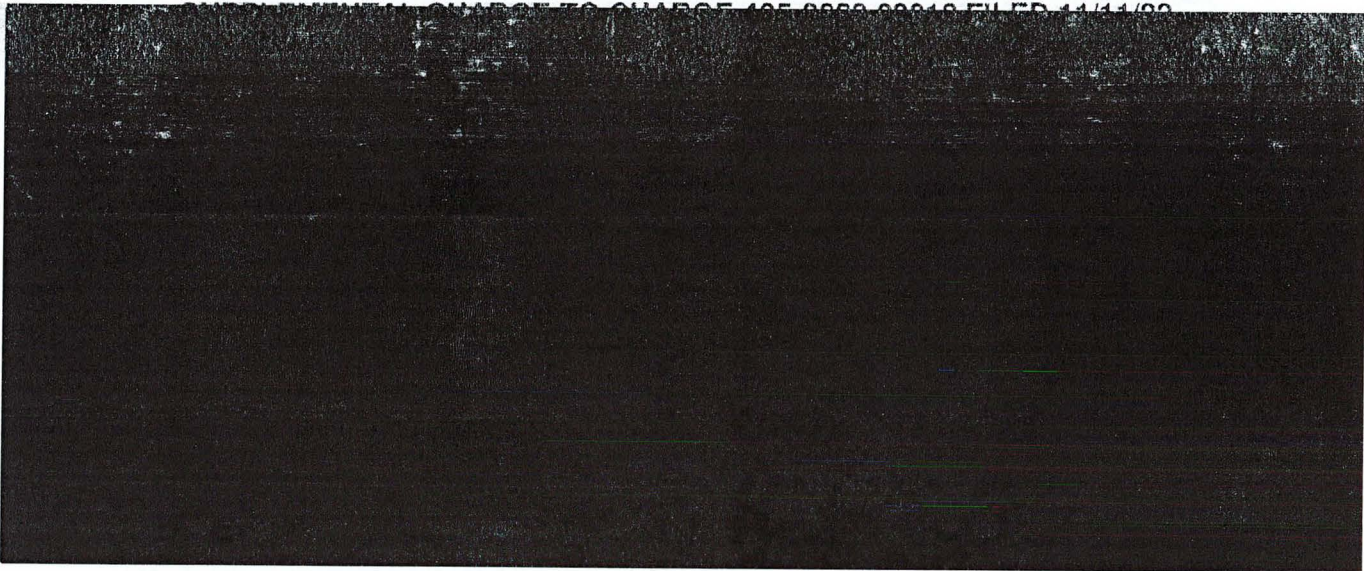
DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

RACE COLOR SEX RELIGION AGE
 RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify)

Terminated 1/20/22

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):



Received 1/24/2023

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

CP Enclosure with EEOC Form 5 (11/09)

PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
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4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.

EEOC MLO
Received 1/24/2023



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Mobile Local Office
63 South Royal Street, Suite 504
Mobile, AL 36602
(251) 304-7920
Website: www.eeoc.gov

DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)



Charge No: 425-2023-00198

EEOC Representative and email: ARLENE GORCEY
Investigator
arlene.gorcey@eeoc.gov

DISMISSAL OF CHARGE

The EEOC has granted your request for a Notice of Right to Sue, and more than 180 days have passed since the filing of this charge.

The EEOC is terminating its processing of this charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign-in to the EEOC Public Portal and upload the court complaint to charge 425-2023-00198.

On behalf of the Commission,
ERIKA LACOUR Digitally signed by ERIKA LACOUR
Date: 2023.07.14 14:12:10 -05'00'

Erika LaCour
MLO Director

cc:

Shanika Spencer
Afognak Native Corporation
sspencer@afognak.com
360F Quality Circle NW
Huntsville, AL 35806

Brooke Henderson
Wiggins, Childs et.al.
The Kress Building 301-19th Street North
Birmingham, AL 35203

Please retain this notice for your records.

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

(This information relates to filing suit in Federal or State court under Federal law. If you also plan to sue claiming violations of State law, please be aware that time limits may be shorter and other provisions of State law may be different than those described below.)

IMPORTANT TIME LIMITS – 90 DAYS TO FILE A LAWSUIT

If you choose to file a lawsuit against the respondent(s) named in the charge of discrimination, you must file a complaint in court **within 90 days of the date you receive this Notice**. Receipt generally means the date when you (or your representative) opened this email or mail. You should **keep a record of the date you received this notice**. Once this 90-day period has passed, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and the record of your receiving it (email or envelope).

If your lawsuit includes a claim under the Equal Pay Act (EPA), you must file your complaint in court within 2 years (3 years for willful violations) of the date you did not receive equal pay. This time limit for filing an EPA lawsuit is separate from the 90-day filing period under Title VII, the ADA, GINA, the ADEA, or the PFWA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA, the ADEA or the PFWA, in addition to suing on the EPA claim, your lawsuit must be filed within 90 days of this Notice and within the 2- or 3-year EPA period.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Filing this Notice is not enough. For more information about filing a lawsuit, go to <https://www.eeoc.gov/employees/lawsuit.cfm>.

ATTORNEY REPRESENTATION

For information about locating an attorney to represent you, go to:
<https://www.eeoc.gov/employees/lawsuit.cfm>.

In very limited circumstances, a U.S. District Court may appoint an attorney to represent individuals who demonstrate that they are financially unable to afford an attorney.

HOW TO REQUEST YOUR CHARGE FILE AND 90-DAY TIME LIMIT FOR REQUESTS

There are two ways to request a charge file: 1) a FOIA Request or 2) a Section 83 request. You may request your charge file under either or both procedures. EEOC can generally respond to Section 83 requests more promptly than FOIA requests.

Since a lawsuit must be filed within 90 days of this notice, please submit your request for the charge file promptly to allow sufficient time for EEOC to respond and for your review. Submit a signed written request stating it is a "FOIA Request" or a "Section 83 Request" for Charge Number 425-2023-00198 to the District Director Bradley Anderson, at 1130 22nd Street South Suite 2000

Birmingham, AL 35205.

You can also make a FOIA request online at <https://eeoc.arkcase.com/foia/portal/login>.

You may request the charge file up to 90 days after receiving this Notice of Right to Sue. After the 90 days have passed, you may request the charge file only if you have filed a lawsuit in court and provide a copy of the court complaint to EEOC.

For more information on submitting FOIA Requests and Section 83 Requests, go to:

<https://www.eeoc.gov/eeoc/foia/index.cfm>.

SUBCONTRACTORS/SUBCONSULTANTS/SUPPLIERS REQUIREMENT

The completed and signed form(s) should be returned with the Vendor's submittal. If not provided with submittal, the Vendor must submit within three business days after County's request. Vendor may be deemed nonresponsive for failure to fully comply within the stated timeframes.

- A. The Vendor must submit a listing of all subcontractors, subconsultants, and major material suppliers (firms), if any, and the portion of the contract they will perform. A major material supplier is considered any firm that provides construction material for construction contracts, or commodities for service contracts, in excess of \$50,000, to the Vendor.
- B. If participation goals apply to the contract, only non-certified firms shall be identified on the form. A non-certified firm is a firm that is not listed as a firm for attainment of participation goals (e.g., County Business Enterprise or Disadvantaged Business Enterprise), if applicable to the solicitation.
- C. This list shall be kept up-to-date for the duration of the contract. If subcontractors, subconsultants, or suppliers are stated, this does not relieve the Vendor from the prime responsibility of full and complete satisfactory performance under any awarded contract.
- D. After completion of the contract/final payment, the Vendor shall certify the final list of non-certified subcontractors, subconsultants, and suppliers that performed or provided services to the County for the referenced contract.
- E. The Vendor has confirmed that none of the listed subcontractors, subconsultants, or suppliers' principal(s), officer(s), affiliate(s), or any other related companies, have been debarred from doing business with Broward County or any other governmental agency.

If none, state "none" on this form. Use additional sheets as needed. Vendor should scan and upload any additional form(s) in electric bidding system.

1. Subcontracted Firm's Name: None

Subcontracted Firm's Address: Click or tap here to enter text.

Subcontracted Firm's Telephone Number: Click or tap here to enter text.

Contact Person's Name and Position: Click or tap here to enter text.

Contact Person's E-mail: Click or tap here to enter text.

Type of Work/Supplies Provided: Click or tap here to enter text.

2. Subcontracted Firm's Name: None

Subcontracted Firm's Address: Click or tap here to enter text.

Subcontracted Firm's Telephone Number: Click or tap here to enter text.

Contact Person's Name and Position: Click or tap here to enter text.

Contact Person's E-mail: Click or tap here to enter text.

Type of Work/Supplies Provided: Click or tap here to enter text.

SUBCONTRACTORS/SUBCONSULTANTS/SUPPLIERS REQUIREMENT

3. Subcontracted Firm's Name: None

Subcontracted Firm's Address: Click or tap here to enter text.

Subcontracted Firm's Telephone Number: Click or tap here to enter text.

Contact Person's Name and Position: Click or tap here to enter text.

Contact Person's E-mail: Click or tap here to enter text.

Type of Work/Supplies Provided: Click or tap here to enter text.

4. Subcontracted Firm's Name: None

Subcontracted Firm's Address: Click or tap here to enter text.

Subcontracted Firm's Telephone Number: Click or tap here to enter text.


Contact Person's Name and Position: Click or tap here to enter text.

Contact Person's E-mail: Click or tap here to enter text.

Type of Work/Supplies Provided: Click or tap here to enter text.

By signature below, I certify on behalf of the Vendor that the information stated above is true and correct to the best of my knowledge.

Vendor Name: Afognak Diversified Services, Inc.

Signed by:
Signature: 
1730BC9C20FA4F2...

Printed Name: Charles Darren Evans

Title: President

Date: November 6, 2025

Form Date 9/9/24

AGREEMENT EXCEPTIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, REQUEST FOR LETTER OF INTEREST

The completed form should be submitted with the solicitation response. If not submitted with solicitation response, it shall be deemed an affirmation by the Vendor that it accepts contract terms and conditions stated in the solicitation.

The Vendor must provide on the form below any and all exceptions it takes to the contract terms and conditions stated in the solicitation, including all proposed modifications to the contract terms and conditions or proposed additional terms and conditions. Additionally, a brief justification specifically addressing each provision to which an exception is taken should be provided.

- The Vendor takes no exceptions to the contract terms and conditions stated in the solicitation.
- The Vendor takes the following exceptions to the contract terms and conditions stated in the solicitation: (use additional forms as needed; separately identify each article/section number)

AGREEMENT EXCEPTIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, REQUEST FOR LETTER OF INTEREST

Term or Condition Article / Section	Insert proposed modifications to the contract terms and conditions or proposed additional terms and conditions	Provide brief justification for proposed modifications
Standard Agreement Form / Section 4.2	The parties may, in their individual discretion, mutually agree to renew this Agreement for up to ___ () additional one (1) year terms (each a "Renewal Term"). Any such renewal is conditioned on the parties' prior mutual agreement, again in their individual discretion, as to the rates, terms and conditions governing the Renewal Term. The Purchasing Director is authorized to exercise any Renewal Term(s), and notice of same to Contractor by electronic mail alone shall be effective and sufficient.	We would like the option to discuss the rates upon each renewal.
Standard Agreement Form /Section 9.2	9.2 This Agreement may also terminated for convenience by the Board or by the Contractor with at least thirty (30) days' advance written notice to the other party. Contractor acknowledges that it has received good, valuable, and sufficient consideration for County's right to terminate this Agreement for convenience including in the form of County's obligation to provide advance written notice to Contractor of such termination in accordance with this section. This Agreement may also be terminated by the County Administrator upon such notice as the County Administrator deems appropriate under the circumstances if the County Administrator determines that termination is necessary to protect the public health, safety, or welfare. If this Agreement is terminated by either party pursuant to this section, Contractor shall be paid for any Services properly performed though the termination date specified in the written notice of termination, subject to any right of County to retain any sums otherwise due and payable, and County shall have no further obligation to pay Contractor for Services under this Agreement.	The updated language allows either party to terminate.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Vendor Name: Afognak Diversified Services, Inc.

Form Date 9/9/24

DOMESTIC PARTNERSHIP ACT CERTIFICATION

REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

Refer to applicable section below. Failure to submit this form by stated timeframes may deem the Vendor nonresponsive to the solicitation *or* ineligible for the Domestic Partnership tiebreaker, as applicable.

Domestic Partnership Responsiveness Requirement (Refer to Instructions to Vendors, if applicable)

This completed and signed form should be returned with the Vendor's submittal. If not provided with the submittal, the Vendor must submit this form within three business days after County's request. A Vendor shall be deemed non-responsive for failure to fully comply within stated timeframes.

Domestic Partnership Tiebreaker (Refer to Instructions to Vendors, if applicable)

To be eligible for the Domestic Partnership tiebreaker, **the Vendor must currently offer the Domestic Partnership benefit and the completed form must be returned at the time of solicitation submittal.** Vendors who fail to comply with this submittal deadline will not be eligible for the Domestic Partnership tiebreaker.

The Domestic Partnership Act, Sections 16½- 150 through 16½-165, Broward County Code of Ordinances (the "Act") requires any Vendor contracting to provide goods or services to the County in an amount over \$100,000 to provide benefits to registered domestic partners of its employees on the same basis as the Vendor provides benefits to its employees' spouses, with certain exceptions as provided by the Act.

For all submittals over \$100,000, the Vendor, by virtue of the signature below, certifies that it is aware of the requirements of Broward County's Domestic Partnership Act, Section 16½-157, Broward County Code of Ordinances, and certifies the following: (check only one below)

- The Vendor currently complies with the requirements of the County's Domestic Partnership Act and provides benefits to Domestic Partners of its employees on the same basis as it provides benefits to employees' spouses.
- The Vendor will comply with the requirements of the County's Domestic Partnership Act at time of contract award and provide benefits to Domestic Partners of its employees on the same basis as it provides benefits to employees' spouses.
- The Vendor will not comply with the requirements of the County's Domestic Partnership Act at time of award.
- The Vendor does not need to comply with the requirements of the County's Domestic Partnership Act at time of award because the following exception(s) applies: (check only one below).
 - The Vendor employs less than five (5) employees.
 - The Vendor does not provide benefits to employees' spouses.
 - The Vendor is a governmental entity, not-for-profit corporation, or charitable organization.
 - The Vendor is a religious organization, association, society, or non-profit charitable or educational institution.


DOMESTIC PARTNERSHIP ACT CERTIFICATION

REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

- The Vendor provides an employee the cash equivalent of benefits. (Attach a notarized affidavit in compliance with the Act stating the efforts taken to provide such benefits and the amount of the cash equivalent).

- The Vendor cannot comply with the provisions of the Domestic Partnership Act because it would violate the laws, rules or regulations of federal or state law or would violate or be inconsistent with the terms or conditions of a grant or contract with the United States or the State of Florida. (State the law, statute or regulation and attach explanation of its applicability).

Vendor Name: Afognak Diversified Services, Inc.

Signature: 

Printed Name: David Hoover

Title: HR Director

Date: October 7, 2025

**LOCATION CERTIFICATION
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST**

To Be Eligible for Local Preference: (refer to Instructions to Vendors if applicable to the solicitation)

The Vendor should submit this fully completed form and all Required Supporting Documentation (as indicated below) by solicitation end date. If not provided with submittal, the Vendor must submit within three business days after County’s written request. Failure to submit required forms or information by stated timeframes may deem the Vendor ineligible for local preference or points for location.

To be eligible for the ‘Location’ tiebreaker: (refer to Instructions to Vendors if applicable to the solicitation)

The Vendor must submit this fully completed form *and* a copy of its Broward County local business tax receipt by solicitation end date. Vendors who fail to comply with this submittal deadline *will not* be eligible for the location tiebreaker.

Broward County [Code of Ordinances, Section 1-74](#), et seq., provides certain preferences to Local Businesses, Locally Based Businesses, and Locally Based Subsidiaries, and the [Broward County Procurement Code](#) provides location as the first tiebreaker criteria. The undersigned Vendor hereby certifies that (check the box for only one option below):

- Option 1:** The Vendor is a **Local Business**, but does not qualify as a Locally Based Business or a Locally Based Subsidiary, as each term is defined by Section 1-74, Broward County Code of Ordinances. The Vendor further certifies that:

- A. It has continuously maintained, for at least the one (1) year period immediately preceding the bid posting date (i.e., the date on which the solicitation was advertised),
 - i. a physical business address located within the limits of Broward County, listed on the Vendor’s valid business tax receipt issued by Broward County (unless exempt from business tax receipt requirements),
 - ii. in an area zoned for the conduct of such business,
 - iii. that the Vendor owns or has the legal right to use, and
 - iv. from which the Vendor operates and performs on a day-to-day basis business that is a substantial component of the goods or services being offered to Broward County in connection with the applicable competitive solicitation (as so defined, the “Local Business Location”).

If Option 1 selected, indicate **Local Business Location**:
 Street Address: [Click or tap here to enter text.](#)
 City, State, Zip: [Click or tap here to enter text.](#)

- Option 2:** The Vendor is both a **Local Business** and a **Locally Based Business** as each term is defined by Section 1-74, Broward County Code of Ordinances. The Vendor further certifies that:

- A. The Vendor has continuously maintained, for at least the one (1) year period immediately preceding the bid posting date (i.e., the date on which the solicitation was advertised),
 - i. a physical business address located within the limits of Broward County, listed on the Vendor’s valid business tax receipt issued by Broward County (unless exempt from business tax receipt requirements),
 - ii. in an area zoned for the conduct of such business,
 - iii. that the Vendor owns or has the legal right to use, and
 - iv. from which the Vendor operates and performs on a day-to-day basis business that is a substantial component of the goods or services being offered to Broward County in connection with the applicable competitive solicitation as so defined, the “Local Business Location”).
- B. The Local Business Location is the primary business address of the majority of the Vendor’s employees as of the bid posting date, and/or the majority of the work under the solicitation, if

LOCATION CERTIFICATION
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

awarded to the Vendor, will be performed by employees of the Vendor whose primary business address is the Local Business Location;

- C. The Vendor's management directs, controls, and coordinates all or substantially all of the day-to-day activities of the entity (such as marketing, finance, accounting, human resources, payroll, and operations) from the Local Business Location;
- D. The Vendor has not claimed any other location as its principal place of business within the one (1) year period immediately preceding the bid posting date; and
- E. Less than fifty percent (50%) of the total equity interests in the business are owned, directly or indirectly, by one or more entities with a principal place of business located outside of Broward County. The Vendor certifies that the total equity interests in the owned, directly or indirectly, by one or more entities with a principal place of business Vendor located outside of Broward County is ___ %.

If Option 2 selected, indicate **Local Business Location**:

Street Address: [Click or tap here to enter text.](#)

City, State, Zip: [Click or tap here to enter text.](#)

- Option 3:** The Vendor is both a **Local Business** and a **Locally Based Subsidiary** as each term is defined by Section 1-74, Broward County Code of Ordinances. The Vendor further certifies that:

- A. The Vendor has continuously maintained:
 - i. for at least the one (1) year period immediately preceding the bid posting date(i.e., the date on which the solicitation was advertised),
 - ii. a physical business address located within the limits of Broward County, listed on the Vendor's valid business tax receipt issued by Broward County (unless exempt from business tax receipt requirements),
 - iii. in an area zoned for the conduct of such business,
 - iv. that the Vendor owns or has the legal right to use, and
 - v. from which the Vendor operates and performs on a day-to-day basis business that is a substantial component of the goods or services being offered to Broward County in connection with the applicable competitive solicitation (as so defined, the "Local Business Location").
- B. The Local Business Location is the primary business address of the majority of the Vendor's employees as of the bid posting date, and/or the majority of the work under the solicitation, if awarded to the Vendor, will be performed by employees of the Vendor whose primary business address is the Local Business Location;
- C. The Vendor's management directs, controls, and coordinates all or substantially all of the day-to-day activities of the entity (such as marketing, finance, accounting, human resources, payroll, and operations) from the Local Business Location;
- D. The Vendor has not claimed any other location as its principal place of business within the one (1) year period immediately preceding the bid posting date; and
- E. At least fifty percent (50%) of the total equity interests in the business are owned, directly or indirectly, by one or more entities with a principal place of business located outside of Broward County. The Vendor certifies that the total equity interests in the Vendor owned, directly or indirectly, by one or more entities with a principal place of business located outside of Broward County is ____%.

If Option 3 selected, indicate **Local Business Location**:

Street Address: [Click or tap here to enter text.](#)

City, State, Zip: [Click or tap here to enter text.](#)

**LOCATION CERTIFICATION
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST**

Option 4: The Vendor is a **joint venture** composed of one or more Local Businesses, Locally Based Businesses, or Locally Based Subsidiaries, as each term is defined by Section 1-74, Broward County Code of Ordinances. Fill in blanks with percentage equity interest or list "N/A" if section does not apply. The Vendor further certifies that:

- A. The proportion of equity interests in the joint venture owned by **Local Business(es)** (each Local Business must comply with all of the requirements stated in Option 1) is _____% of the total equity interests in the joint venture; and/or
- B. The proportion of equity interests in the joint venture owned by **Locally Based Business(es)** (each Locally Based Business must comply with all of the requirements stated in Option 2) is _____% of the total equity interests in the joint venture; and/or
- C. The proportion of equity interests in the joint venture owned by **Locally Based Subsidiary(ies)** (each Locally Based Subsidiary must comply with all of the requirements stated in Option 3) is _____% of the total equity interests in the joint venture.

If Option 4 selected, indicate the Local Business Location(s) on separate sheet.

Option 5: Vendor is not a Local Business, a Locally Based Business, or a Locally Based Subsidiary, as each term is defined by Section 1-74, Broward County Code of Ordinances.

Required Supporting Documentation (in addition to this form):

Option 1 or 2 (Local Business or Locally Based Business)

- 1. Broward County local business tax receipt.

Option 3 (Locally Based Subsidiary)

- 1. Broward County local business tax receipt.
- 2. Documentation identifying the Vendor's vertical corporate organization and names of parent entities.

Option 4 (joint venture composed of one or more Local Business(es), Locally Based Business(es), or Locally Based Subsidiary(ies):

- 1. Broward County local business tax receipt(s) for each Local Business(es), Locally Based Business(es), and/or Locally Based Subsidiary(ies).
- 2. Executed joint venture agreement if the Vendor is a joint venture.
- 3. If joint venture is comprised of one or more Locally Based Subsidiary(ies), submit documentation identifying the vertical corporate organization and parent entities name(s) of each Locally Based Subsidiary.

If requested by County (any option):

- 1. Written proof of the Vendor's ownership or right to use the real property at the Local Business Location.
- 2. Additional documentation relating to the parent entities of the Vendor.
- 3. Additional documentation demonstrating the applicable percentage of equity interests in the joint venture, if not shown in the joint venture agreement.
- 4. Any other documentation requested by County regarding the location from which the activities of the Vendor are directed, controlled, and coordinated.

By submitting this form, the Vendor certifies that if awarded a contract, it is the intent of the Vendor to remain at the Local Business Locations listed above, if any (or another qualifying Local Business Location within Broward County), for the duration of the contract term, including any renewals or extensions.

**LOCATION CERTIFICATION
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST**

True and Correct Attestations:

Any misleading, inaccurate, or false information or documentation submitted by any party affiliated with this procurement may lead to suspension and/or debarment from doing business with Broward County as authorized by the Broward County Procurement Code. The Vendor understands that, if after contract award, the County learns that any of the information provided by the Vendor on this form was false, and the County determines, upon investigation, that the Vendor's provision of such false information was willful or intentional, the County may exercise any contractual right to terminate the contract. The provision of false or fraudulent information or documentation by a Vendor may subject the Vendor to civil and criminal penalties.

Vendor Name: Afognak Diversified Services, Inc.

DocuSigned by:
Signature Larry Symons
262F3A56BF7148C...

Printed Name: Larry Symons

Title: Director, New Operations

Date: October 9, 2025

Form Date 9/9/24

VENDOR REFERENCE VERIFICATION

REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

Vendor should provide a minimum of three (3) non-Broward County Board of County Commissioners' references or as per **Evaluation Criteria** instructions. Vendor should provide the **Vendor Reference Verification Form** to its reference organization/firm to complete and return to the Vendor's attention.

Completed **Vendor Reference Verification Forms** should be submitted with submittal. If not provided with submittal, or if reference is not able to be verified, the Vendor must submit form(s) (or a new Vendor Reference Verification Form) within three business days after the County's written request.



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BLD2129654P1, Security Guard Services for FLL and North Perry Airports					
Reference For (hereinafter, "Vendor"):		Alutiiq Diversified Services, Inc. (ADS), (Shields Point, LLC sister subsidiary)			
Reference Date:		10/6/25			
Organization/Firm Providing Reference:		Joint Interagency Task Force-South (JIATF-S)			
Contact Name:		Joshua Bassett			
Contact Title:		Technical Point of Contact			
Contact Email:		joshua.d.bassett.civ@mail.mil			
Contact Phone:		305-293-5199			
Name of Referenced Project:		Joint Interagency Task Force-South (JIATF-S)			
Contract Number:		W91QEX24C0002			
Date Range of Services Provided:		Start Date: 08/01/24	End Date: 07/31/29		
Project Amount:		\$10,263,793.79			
Vendor's Role in Project:		<input checked="" type="checkbox"/> Prime	<input type="checkbox"/> Subconsultant/Subcontractor		
Would you use this Vendor again?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
If you answered no to the question above, please specify below: (attach additional sheet if needed) Click or tap here to enter text.					
Description of services provided by Vendor, please specify below: (attach additional sheet if needed) Alutiiq provides security and monitoring services to JIATF-South in the form of a 24-hour security force as well as 24-hour screening of all facility entrants.					
Please rate your experience with the referenced Vendor via checkbox:		Needs Improvement	Satisfactory	Excellent	Not Applicable
Vendor's Quality of Service:					
Responsive:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Accuracy:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Vendor's Organization:					
Staff Expertise:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Professionalism:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Turnover:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Timeliness of:					
Project:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Project completed within budget:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Cooperation with:					
Your Firm:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Subcontractor(s)/Subconsultant(s):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<i>All information provided to Broward County is subject to verification. Vendor acknowledges that inaccurate, untruthful, or incorrect statements made in support of this response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to the Broward County Procurement Code.</i>					
THE SECTION BELOW IS FOR COUNTY USE ONLY					
Verified via: <input type="checkbox"/> Email <input type="checkbox"/> Verbal	Verified by:	Click or tap here to enter text.	Division:	Click or tap here to enter text.	
			Date:	Click or tap here to enter text.	

VOLUME OF PREVIOUS PAYMENTS ATTESTATION

REQUEST FOR PROPOSALS, REQUEST FOR QUALIFICATIONS, OR REQUEST FOR LETTERS OF INTEREST

The completed form(s) should be returned with the Vendor’s submittal. If not provided with the submittal, Vendor must submit the form(s) within three business days after County’s request. Failure to timely submit this form and supporting documentation may affect the Vendor’s evaluation.

Points assigned for Volume of Previous Payments will be based on the amount paid-to-date by the Broward County Board of County Commissioners (County) to a prime Vendor **MINUS** the Vendor’s confirmed payments paid-to-date to approved certified County Business Enterprise (CBE) firms performing services as Vendor’s subcontractor/subconsultant to obtain the CBE goal commitment as confirmed by County’s Office of Economic and Small Business Development. Reporting must be within five (5) years of the current solicitation’s closing date.

Vendor must list all received payments paid-to-date by contract as a prime vendor from Broward County Board of County Commissioners. Reporting must be within five (5) years of the current solicitation’s closing date.

Vendor must also list all total confirmed payments paid-to-date by contract, to approved certified CBE firms utilized to obtain the contract’s CBE goal commitment. Reporting must be within five (5) years of the current solicitation’s closing date.

In accordance with Section [21.41\(h\)\(4\)](#) and [21.42\(d\)\(3\)](#) of the Broward County Procurement Code, the Vendor with the lowest dollar volume of payments previously paid by the County over a five-year period from the current solicitation’s closing date will receive the Tie Breaker.

The Vendor attests to the following:

Project Title	Contract No.	Department/Division	Date Awarded	Prime: Paid to Date	CBE: Paid to Date
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Has the Vendor been a member/partner of a Joint Venture firm that was awarded a contract by the County?

Yes (if Yes, Vendor must submit a **Joint Venture Volume of Previous Payments Attestation.**)

No

Vendor Name: Afognak Diversified Services, Inc.

Form Date 9/9/24

**VOLUME OF PREVIOUS PAYMENTS ATTESTATION
REQUEST FOR PROPOSALS, REQUEST FOR QUALIFICATIONS, OR REQUEST FOR LETTERS OF INTEREST**

VOLUME OF PREVIOUS PAYMENTS ATTESTATION FORM FOR JOINT VENTURE

The completed form(s) should be returned with the Vendor’s submittal. If not provided with the submittal, Vendor must submit the form(s) within three business days after County’s request. Failure to timely submit this form and supporting documentation may affect the Vendor’s evaluation.

If a Joint Venture, the payments paid-to-date by contract provided must encompass the Joint Venture and each of the entities forming the Joint Venture. Points assigned for Volume of Previous Payments will be based on the amount paid-to-date by contract to the Joint Venture firm **MINUS** all confirmed payments paid-to-date to approved certified CBE firms utilized to obtain the CBE goal commitment. Reporting must be within five (5) years of the current solicitation’s closing date. Amount will then be multiplied by the member firm’s equity percentage.

In accordance with Section 21.41(h)(4) and [21.42\(d\)\(3\)](#) of the Broward County Procurement Code, the Vendor with the lowest dollar volume of payments previously paid by the County over a five-year period from current solicitation’s closing date will receive the Tie Breaker.

The Vendor attests to the following:

Project Title	Contract No.	Department/ Division	Date Awarded	JV Equity Percent	Prime: Paid to Date	CBE: Paid to Date
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Vendor is required to submit an executed Joint Venture agreement(s) and any amendments for each project listed above. Each agreement must be executed prior to the opening date of this solicitation.

Vendor Name: Afognak Diversified Services, Inc.



*Solicitation from Broward County Aviation
Department (BCAD)*

Security Guard Services for Fort Lauderdale-Hollywood International (FLL) Airport and North Perry (HWO) Airport

Vendor Proposal

Prepared by:

Afognak Diversified Services, Inc. (ADS)
Darren Evans, President
3909 Arctic Blvd, Suite 500
Anchorage, AK 99503
Phone: 256-428-4460
ADS-Proposal@alutiiq.com
CAGE: 4JLC9
SAM UEI: RJ1MM7XUCBQ4

Submitted to:

Broward County Aviation Department (BCAD)
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Submission Due Date:

November 7, 2025

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VENDOR PROPOSAL

INTRODUCTION

Afognak Diversified Services, Inc. (ADS) is committed to supporting the Broward County Aviation Department (BCAD) by delivering reliable, compliant, and high-quality security services that protect the traveling public, airport personnel, and facilities while maintaining seamless airport operations. The following sections illustrate our ability to provide **Security Guard Services for Fort Lauderdale-Hollywood International (FLL) Airport and North Perry (HWO) Airport**. Our organization brings proven experience, professional expertise, and a deep understanding of the operational, regulatory, and security requirements unique to government-regulated airport environments. Our proposal addresses each evaluation criterion outlined in the solicitation, demonstrating our comprehensive capabilities across personnel qualifications, project approach, and past performance.

ADS and our sister subsidiaries under Afognak Native Corporation (Afognak) have successfully managed armed security guard programs across more than 20 geographically dispersed sites, including contracts for Airbus, U.S. Army Kwajalein Atoll (KA)/Reagan Test Site (RTS), and Joint Interagency Task Force-South (JIATF-S), Key West. These programs required us to deploy hundreds of Protective Security Officers, manage critical incidents under extreme conditions, and ensure an uninterrupted security presence through proactive staffing and contingency planning. The lessons learned and best practices from these efforts directly inform our approach to Security Guard Services for FLL and HWO Airport's requirements.

ADS is positioned to safeguard the high-stakes operations of FLL and HWO Airports. As a subsidiary of Afognak, an Alaskan Native Corporation (ANC) with decades of proven performance in federal and commercial security, ADS brings the scale, discipline, and cultural commitment forged through protecting mission-critical government facilities and sensitive environments nationwide. We excel in providing a visible deterrent and a rapid, controlled response to incidents, ensuring staff, clients, and visitors remain safe. With a national track record in securing complex, sensitive facilities, robust corporate resources, and the legal and operational advantages of ANC federal status, ADS offers BCAD a partner capable of delivering uncompromising protection with uninterrupted service.

In summary, ADS offers BCAD a partner with proven federal and commercial security experience, resilient staffing and management systems, a rigorous Quality Assurance/Quality Control (QA/QC) framework, and the financial and cultural backing of an ANC. Our approach ensures that FLL and HWO Airports remain secure with uninterrupted operations.

1.0 ABILITY OF PROFESSIONAL PERSONNEL

According to **Question #60 – Manager Question** in the Public Q&A section of the solicitation website, a job posting /minimum qualifications and experience for candidates is sufficient for proposal submission. ADS presents the job posting and qualifications we would seek in a candidate for the Security Guard Services for FLL and HWO Airports contract.

1.1 PROJECT MANAGER

Position Overview: The Project Manager (PM) is an exempt position reporting to the President of ADS and is the senior project representative tasked to oversee the BCAD project. The PM is responsible for the overall management and coordination of services and has full authority to act on behalf of ADS in performing services. The PM is the central point of contact with the Contract Security Services Administrator (CSSA) and will liaise between ADS and the CSSA to ensure effective, efficient, and accurate operations; additional duties may be assigned, and functions may be modified according to the business necessity. The PM is responsible for the overall success of the project however, the PM is authorized to delegate the responsibilities of manpower, training, scheduling, operations, and quality of services provided to the customer to the project management staff. The PM ensures ADS employees maintain the necessary qualifications, certifications, and licenses required at their assigned location(s). The PM must be familiar with the operations of each facility to ensure that the necessary processes and procedures are documented and in place for the success of the facility and ADS employee(s) physical security.

The PM coordinates with the CSSA to ensure ADS is meeting customer goals. The PM also communicates with the CSSA to assess project performance and is responsible for implementing corrective actions as required.

As the senior project representative, the PM is responsible for ensuring the project operates within the established budgetary constraints and advises the ADS President on all matters of significance, including, but not limited to, performance, discipline, corrective actions, and financial performance.

This opportunity is for a POTENTIAL CONTRACT award and is contingent upon the contract being awarded. Consideration for a potential contract may require a signed letter of intent. If the contract is awarded, another position posting will be available on the Company Careers portal.

Primary/Major Duties and Responsibilities (Essential Functions):

- Manage, oversee, and supervise (directly or indirectly) performance of ADS operations and personnel at assigned locations
- Ensure all positions are staffed with qualified personnel per contract requirements
- Shall provide recommendations to update, modify or develop new policies and/or procedures and ensure that personnel have adequate information to perform the mission of a specific post.
- Ensure operations are conducted cost-effectively
- Provide Subject Matter Expertise (SME) and recommendations to the customer concerning the physical security of their facilities
- Ensure all activities are compliant with contract requirements, client processes/procedures, and company policies/procedures
- Serve as primary point of contact with client regarding physical security operations at assigned locations
- Maintain 24/7 availability to client contacts, company President, and subordinate site personnel
- Effective communication throughout all levels of the Chain of Command
- Candidate interviews and selection/rejection
- Employee engagement, retention, mentoring, counseling, and discharge
- Logistical support for assigned locations

- Cultivating successful client relationships
- Generation and maintenance of Standard Operating Procedures, Post Orders, and other directives/policy documents
- Conduct and report on internal investigations
- Operate various computer and mobile software packages
- Periodic ground and air travel within the United States is required.

Required Qualifications and Experience:

Education

Applicant must possess a bachelor's degree from an accredited college or university in law enforcement, security management, or related fields.

Experience

Applicant must have an excellent working knowledge of armed/unarmed security operations. The candidate must show the ability to supervise subordinates in an effective and professional manner. Must have at least four years of experience in law enforcement, in the military, or at a security firm as a supervisor or equivalent title. Applicant must have at least two continuous years of relevant experience within the last five years at a government-regulated airport.

- Applicant must be proficient in the use of Microsoft Office software applications.
- Applicant must have demonstrated effective leadership and team-building skills.
- Applicant must have demonstrated excellent analytical, oral, verbal and writing skills.
- Active Florida Class "D" Security Officer License for a minimum of two years.
- Valid Florida driver's license.

1.2 KEY STAFF

1.2.1 Operations Manager

Position Overview: The Operations Manager (OM) is an exempt position responsible to the PM.

The ADS President and the PM support the OM in oversight of the BCAD project. The OM is responsible for the daily operations of the services provided by ADS and for overseeing all subordinate staff. The OM has full authority to act on behalf of ADS in performing services and immediately respond to situations when requested by the customer.

This opportunity is for a POTENTIAL CONTRACT award and is contingent upon the contract being awarded. Consideration for a potential contract may require a signed letter of intent. If the contract is awarded, another position posting will be available on the Company Careers portal.

Primary/Major Duties and Responsibilities (Essential Functions):

- Manage, oversee, and supervise (directly or indirectly) performance of ADS operations and personnel at assigned locations;
- Ensure all positions are staffed with qualified personnel per contract requirements

- Provide recommendations to update, modify or develop new policies and/or procedures and ensure that personnel have adequate information to perform the mission of a specific post.
- Ensure operations are conducted cost-effectively;
- Provide SME and recommendations to the customer concerning the physical security of their facilities;
- Ensure all activities are compliant with contract requirements, client processes/procedures, and company policies/procedures;
- Serve as primary point of contact with client regarding physical security operations at assigned locations;
- Maintain 24/7 availability to client contacts, company President, and subordinate site personnel;
- Effective communication throughout all levels of the Chain of Command;
- Candidate interviews and selection/rejection;
- Employee engagement, retention, mentoring, counseling, and discharge;
- Logistical support for assigned locations;
- Cultivating successful client relationships;
- Generation and maintenance of Standard Operating Procedures, Post Orders, and other directives/policy documents;
- Conduct and report on internal investigations;
- Operate various computer and mobile software packages;
- Periodic ground and air travel within the United States is required

Required Qualifications and Experience:

Education

Applicant must possess a bachelor's degree from an accredited college or university in law enforcement, security management, or related fields.

Experience

Applicant must have an excellent working knowledge of armed/unarmed security operations. The candidate must show the ability to supervise subordinates in an effective and professional manner. Must have at least three years of experience in law enforcement, in the military, or at a security firm as a supervisor or equivalent title. Applicant must have at least two continuous years of relevant experience within the last five years at a government-regulated airport.

- Applicant must be proficient in the use of Microsoft Office software applications.
- Applicant must have demonstrated effective leadership and team-building skills.
- Applicant must have demonstrated excellent analytical, oral, verbal and writing skills.
- Must have active Florida Class "D" Security Officer License for a minimum of two years.
- Valid Florida driver's license.

1.2.2 Training Coordinator

Position Overview: The Training Coordinator (TC) is responsible to the PM and provides training and instructional support to unarmed security officers and staff. The TC is responsible for managing assigned tasks within the confines of the organizational policies and procedures and in

accordance with certification and qualification requirements. The TC is also responsible for providing employee and customer support and performing all operational support tasks associated with the program.

This opportunity is for a POTENTIAL CONTRACT award and is contingent upon the contract being awarded. Consideration for a potential contract may require a signed letter of intent. If the contract is awarded, another position posting will be available on the Company Careers portal.

Primary/Major Duties and Responsibilities (Essential Functions):

- Coordinate classroom preparation and materials inventory;
- Assist in identifying or locating training space for practical exercises and/or operational assessments;
- Ensure accountability and serviceability of training equipment prior to and following training courses and notify the PM and designated personnel of any discrepancies;
- Provide instruction via traditional classroom, hands-on and/or scenario-based training;
- Conduct classroom instruction, presentations, exercises, and performance assessments in accordance with the guidelines and directives;
- Ensure only current, approved training materials (lesson plans, participant handouts, videos, case studies, etc.) are used in course delivery;
- Provide end-of-course review for submission to PM and/or customer upon request;
- Coordinate with the PM and designated personnel in cases where external factors may disrupt or affect course scheduling and performance (i.e., inclement weather, student absences, holiday observance, etc.) ;
- Develop, deliver, and evaluate scenario-based training;
- Liaise regarding all aspects of training and accept and follow any specific instructions provided by the PM;
- Liaise with designated personnel logistics (i.e., internet access, availability of, and access to training facilities);
- As required, coordinate logistics for off-site or commercially procured training sites;
- Use Microsoft products in the preparation, delivery, and synopsis of training courses;
- Always maintain a high level of professionalism;

Provides direct instruction in their specialty, including, but not limited to, the following topics:

- 1st Aid, CPR/AED
- De-escalation Techniques
- Dispatch and Radio Communications
- Protective Security Operations
- Report writing
- Use of Force, Defensive Tactics, Expandable Baton, Handcuffing

The primary duty schedule will be Monday – Friday, 7:00 a.m. – 3:00 p.m. but must be able to flex schedule to provide training on second or third shifts and/or weekends.

Required Qualifications and Experience:

- At least two continuous years of relevant experience within the last five years at a government-regulated airport
- Bachelor's degree from an accredited college or university in one of the law enforcement, security management, or related fields.
- Demonstrated knowledge and experience in Law enforcement and or security services of five plus (5+) may be substituted for educational requirements.
- Certified Protection Officer Instructor or Class "DI" Security Officer Instructor License.
- Valid Florida driver's license.
- Must have at least two years of verifiable teaching or training experience.
- Must be proficient in the use of Microsoft Office software applications.
- Must be able to multitask.
- Must have demonstrated especially effective leadership and team-building skills.
- Should have experience in logistics, and communications.
- Must have demonstrated excellent analytical, oral, verbal and writing skills.

1.3 SUBCONTRACTORS

ADS will not use subcontractors in the performance of this contract.

2.0 PROJECT APPROACH

2.1 APPROACH TO THE PROJECT, INCLUDING HOW SUBCONTRACTORS ARE USED IN THE PROJECT

ADS's approach to providing Security Guard Services for FLL and HWO Airports is built on three pillars: **compliance, readiness, and adaptability**. We understand these are federally regulated airports operating under Transportation Security Administration (TSA) directives (49 CFR 1542.103(a) and TSA-NA-23-02) and the Airport Security Plan (ASP), requiring a contractor capable of ensuring continuous regulatory compliance, safeguarding against insider threats, and maintaining operational continuity across all posts 24 hours a day, 7 days a week, 365 days a year. Our combination of local infrastructure, cross-trained personnel, and proven government security experience guarantees continuity of service and alignment with the solicitation's operational and safety goals.

We deliver a comprehensive and fully integrated security program that meets the County's requirements as detailed in the Specifications and Requirements. Our management structure provides accountability, consistent staffing, and timely response to all operational demands, including ad hoc and surge requirements.

As the prime contractor, we assume full responsibility for all security operations, compliance, and management under this contract. Our on-site leadership team consists of a PM, OM, and TC, all of whom meet or exceed the qualification and availability standards outlined by the BCAD. The PM serves as the single point of contact for the CSSA, ensuring seamless coordination and issue resolution.

We use a centralized command structure supported by technology-based tools to manage personnel deployment, timekeeping, and reporting. These systems ensure accurate billing, immediate access to operational data, and the ability to respond to real-time changes in airport security needs. We train all Contract Security Staff (CSS) in compliance with the ASP, BCAD policies, and post-

specific orders, with ongoing refresher and emergency training integrated into our quality assurance program.

Our methodologies have quality built-in, and we measure (and share) results with our customers to provide continuous improvement over the course of our contracts. We describe these methodologies below.

- **Post Order Compliance:** All guards receive site-specific training, including post orders, prior to deployment. We refresh training annually and after any procedural updates.
- **Quality Checks:** Supervisor site visits and monthly QA audits verify compliance with the Scope of Work (SOW), scheduling, and emergency readiness.
- **Performance Metrics:** We track staffing fulfillment rates, response times, and incident handling effectiveness, reporting results to our customers as part of ongoing contract management.
- **Centralized Scheduling System:** Program management office manages to ensure full coverage during prescribed hours. Our approach is anchored on three operational controls:
 - *Site-Specific Rosters & Shift Templates* – Each location has a dedicated staffing roster aligned with the precise start/end times listed in the solicitation. We preloaded the rosters into our scheduling platform to prevent coverage gaps.
 - *Tiered Personnel Pool* – We maintain a primary guard staff, a trained float pool for cross-site coverage, and pre-cleared on-call personnel for rapid deployment. We cross-train float guards for seamless substitution without productivity loss.
 - *Proactive Absence Management* – We confirm all shifts at least 72 hours in advance, and fill any vacancies due to illness or emergencies within one hour of notification.

Subcontractors. ADS will not use subcontractors in the performance of this contract.

2.1.1 Understanding the Requirements and Inherent Risks

We recognize that airport security operations involve unique risks due to the high public visibility, 24/7 operational tempo, and complex coordination with multiple stakeholders, including TSA, airlines, concessionaires, and law enforcement. **Table 2.1.1-1** shows ADS’s approach to mitigate these risks.

Table 2.1.1-1. Potential Risks and Mitigation Approach

Risk Area	Mitigation Approach
Regulatory Compliance	All activities align with the ASP, TSA regulations, and County procedures. Our internal audits and weekly supervisory inspections ensure continuous compliance and readiness for external inspections.
Personnel Reliability	We mitigate staffing risk through an active recruitment and retention program, pre-screening, cross-training, and a robust contingency staffing plan providing capability to deploy additional qualified personnel within 24–72 hours, as required under surge conditions.
Operational Continuity	We maintain full coverage during severe weather events, emergencies, or unexpected changes in post assignments through redundant staffing and communication protocols.
Information Security	ADS handles all Sensitive Security Information (SSI) and operational data per 49 CFR Part 1520. We enforce strict controls over electronic communications, access credentials, and training materials.

Risk Area	Mitigation Approach
Quality Assurance	Our formal Quality Control Program includes unannounced post inspections, employee performance reviews, and corrective action tracking to maintain consistent, high-quality performance.

Our project team understands the mission-critical nature of security operations at FLL and HWO airports. We provide a disciplined, responsive, and professional workforce that reflects BCAD’s standards of excellence and ensures the safety, security, and satisfaction of all airport users. Through proactive communication, technology integration, and continuous improvement, ADS delivers reliable and compliant security services that protect County assets and maintain public confidence in the airport’s security posture.

2.2 VENDOR’S PLANS AND PROGRAMS LISTED IN SPECIFICATIONS AND REQUIREMENTS, 4. PLANS AND MANUALS

In this section, ADS outlines the framework for developing, submitting, and maintaining all required operational plans, manuals, and programs. These documents form the foundation of our management and operational approach, providing the procedures, controls, and standards necessary to deliver compliant and continuous security services at FLL and HWO. We provide an overview of our plans and programs in the following sections and submit all detailed plans, programs, and manuals to the CSSA at least 30 days before the Commencement Date, or before such other date approved in writing by the CSSA.

2.2.1 Transition Plan

ADS is ready to begin performance of the new contract on October 1, 2026, with no disruption in service. Our transition experience reinforces our understanding of the importance of a seamless transition and involves conducting pre-transition activities to facilitate a smooth and seamless transition, ensuring no disruption of operations. Our transition approach emphasizes continuity of operations, workforce stability, compliance readiness, and communication. We coordinate with and obtain the CSSA’s approval on the transition plan and the resulting schedule.

Our primary transition objectives are to:

1. Complete pre-award phase-in activities to reduce phase-in workload, risks, phase-in completion time, and improve phase-in efficiency.
2. Maintain uninterrupted airport security operations from the first day of performance.
3. Properly vetted, trained, and badged all personnel before deployment.
4. Establish effective communication, reporting, and coordination channels with BCAD and the CSSA.
5. Transfer institutional knowledge, Post Orders, and operational data efficiently and securely.
6. Implement a management and staffing structure that meets or exceeds all contract requirements within the prescribed transition timeline.

Methodology. ADS begins planning and coordination efforts prior to award, resulting in efficient and effective transition activities. This planning provides BCAD with a qualified and standardized workforce on Day One, ensuring continuity of operations and a smooth transition. We initiate formal pre-award planning activities one month before the anticipated award date. We identify corporate personnel during the pre-award planning stage and assign specific activities during pre-

award planning and the actual transition. These planning activities monitored by the ADS President, establish internal deliverables and milestones. These activities include, but are not limited to, assigning a Transition Manager (TM), notification to transition team members, initial coordination with primary support staff, i.e., Human Resources (HR), payroll, risk management, recruiting, contract manager, and procurement specialists.

Immediately upon award and proceeding through three key phases:

Phase 1 – Mobilization and Planning. ADS conducts a kickoff meeting with BCAD to confirm transition milestones, post assignments, and security requirements. We review and refine Post Orders, staffing reports, and training schedules in coordination with BCAD. We establish a transition command center and finalize communication and reporting procedures. The TM submits the required documents (final Transition Plan, Recruitment and Screening Program, and Training Program).

Phase 2 – Staffing, Screening, and Training. Initiate recruitment and onboarding of qualified CSS with required Class “D” licenses and security clearances. ADS coordinates with BCAD for fingerprinting, badging, and compliance with airport security requirements. We conduct an initial 40-hour training program covering ASP compliance, emergency procedures, and post-specific duties. We finalize assignment rosters, shift schedules, and relief coverage in accordance with approved Staffing Reports.

Phase 3 – Operational Turnover. ADS implements parallel operations, allowing shadowing of incumbent staff to ensure knowledge transfer and operational continuity. We confirm radio communications, vehicle deployment, and technology systems integration. We conduct joint inspections with BCAD to validate staffing levels, uniforms, and equipment readiness. ADS officially assumes all posts upon BCAD approval, providing seamless transition without gaps in coverage.

Contingency Planning. Recognizing that unforeseen challenges, such as delays in background checks, inclement weather, or incumbent turnover, may arise, our plan includes built-in contingencies. We maintain a reserve pool of pre-screened officers ready for rapid deployment. We adjust training and onboarding schedules dynamically to meet staffing milestones. ADS implements daily coordination calls with BCAD during transition to address emerging issues immediately. We escalate risks to the PM and CSSA for prompt mitigation.

Communication. Throughout the transition, the TM leads daily progress meetings with BCAD, providing detailed updates on staffing status, training completion, and issue resolution. Weekly written reports summarize progress against the approved timeline, and we coordinate all modifications BCAD’s CSSA for written approval.

ADS delivers a smooth, transparent, and compliant transition with zero service disruption.

2.2.2 Recruitment and Screening Program

Our recruitment and screening program integrates a recruitment process geared toward hiring qualified people with a retention strategy to encourage longevity. We adopt a proactive, continuous recruiting approach. Our respective corporate recruiting and talent management teams have general and specialized recruiters focusing on targeted labor categories and qualifications. ADS

offers our employees a competitive benefits package that is attractive to professionals and service-oriented staff.

Recruit. A strength of our approach is that we continually recruit regardless of job openings. We maintain a database of qualified individuals whom we can contact when job openings occur. We recruit, screen, and hire only the highest quality security services professionals. For vacancies, we use our corporate Recruiting Center of Excellence (RCoE), which provides tools for successful, time-sensitive recruiting. The RCoE is a corporate resource that supports each contract. We provide this recruiting support under the corporate common administrative services. The HR recruiting centers support recruitment, hiring, and associated HR actions, including conducting orientation meetings designed to introduce our company and company policies and answer questions concerning the impact of the transition. HR verifies personnel certifications and performs a gap analysis to identify additional training or recruitment requirements. **Figure 2.2.2-1** provides the corporate structure of the RCoE.

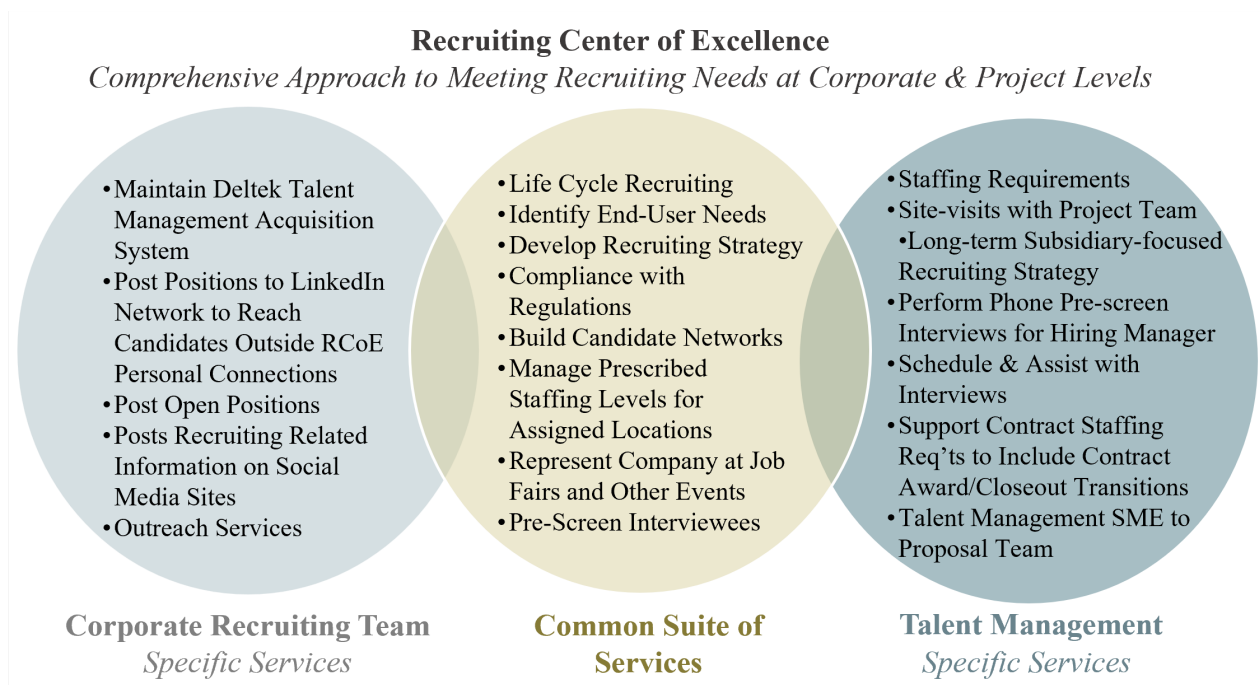


Figure 2.2.2-1: RCoE Organization and Responsibilities. *The Corporate RCoE is comprised of recruiters assigned to the Security Guard Services for FLL and HWO Airport contract, and the Talent Management services to assist with staffing and talent management when viable candidates are identified to provide a common suite of services to ADS.*

The RCoE comprises eight full-time professional recruiters with relevant experience finding uniquely qualified talent. The team is geographically dispersed across four time zones to maximize access to available candidates for employment and is centrally managed by a corporate Director. For this project, we assign a dedicated recruiter supported by the other seven recruiters as needed. The RCoE recruiter assigned to support this program uses various methods for sourcing candidates in addition to job postings managed in our Deltek Talent Management software.

Sourcing Personnel. To ensure a seamless transition and maintain operational continuity, ADS prioritizes recruiting and retaining the incumbent workforce while strategically integrating new

qualified employees to enhance overall program performance and mitigate risk. Retaining experienced personnel preserves institutional knowledge and ensures expertise remain intact. At the same time, targeted recruitment efforts bring in new qualified personnel.

Also, we engage the RCoE and other proven recruiting levers in our efforts to source personnel. Our corporate recruiting team uses extensive resources, from internet search engines to personnel firms, and our file of applicants. In order to support the Broward County Workforce Investment Program, CareerSource Broward is one of our resources.

Our professional recruiters readily identify potential candidates and support the on-site team in the interview, selection, and training process. In addition, our corporate HR team uses our approved ISO-9001 work processes throughout recruiting and hiring effort to ensure full compliance with all federal and state employment laws. By balancing workforce retention with strategic new hires, the contract maintains stability while driving continuous improvement, ultimately providing a smooth transition with minimal risk to program execution.

Resources. In addition to our web-based recruiting tools, our recruiters in the RCoE routinely participate in job fairs, visit colleges and universities, contact local law enforcement agencies, and engage military service organizations that serve transitioning members to locate candidates. As a contingency, we also consult with employment agencies that understand the security services of the local labor market. We comply with all contractual requirements for recruiting, hiring, training, and retaining qualified security personnel. Our RCoE has a rigorous candidate review process, including candidate interviews with on-site management to ensure a fit. It verifies experience, education, licensing, and certifications before hiring.

Hire. Our Recruiting and Retention Plan is governed by ISO-9001 approved processes, continuous staffing assessments for the Security Guard Services for FLL and HWO Airport contract, written procedures, and formal policies that enable us to identify, hire, and retain highly qualified security personnel in a consistent and compliant manner. These documented practices ensure standardization, accountability, and repeatable success across all contract locations. **Figure 2.2.2-2** illustrates our proven recruitment process.



Figure 2.2.2-2: ADS’s Mature and Proven Hiring Process. *Efficiently and Effectively Reaches Candidates and Engages Resources to Screen, Qualify, and Onboard Personnel.*

Retain. Our retention strategy combines competitive benefits, employee recognition, fair compensation, and the sustainment of a positive work environment, promoting stability in the

workforce. We use lessons learned from years of transition experience to secure qualified incumbent staff and recruit any replacement personnel that may be necessary.

ADS offers our employees a competitive benefits package that is attractive to professionals and service-oriented staff. All staff deserve access to the same robust medical and retirement services. Our annual audit of benefit plans provides our employees with the lowest possible cost for the greatest assortment of options to meet individual needs. To create a desirable workplace, we offer strong incentives to encourage our skilled employees to remain with the company. The proposed employee fringe benefits include paid leave; 401(k) savings plan; group health, dental, vision, life, and disability insurance; payroll taxes; and Workers’ Compensation.

Through our Employee Recognition and Awards Policy, we encourage high performance standards. Any company employee or group may receive an award, and co-workers, customers, or management may nominate potential recipients. The awards shown in **Table 2.2.2-1** identify the types of awards that can be used.

Table 2.2.2-1: Award Types

Team Alutiiq Awards	Purpose
Safety Award	To recognize significant efforts to promote safe workplace practices.
“On the Spot”	To immediately recognize employees for a special act or service to the team. The act of service may be as simple as doing a job exceptionally well or exhibiting exemplary behavior, attitude, work ethic, etc.
Appreciation	To recognize employees for individual or group achievements (group achievement awarded to individuals involved).
Customer Service	Given for an achievement resulting in cost savings, excellence on a specific task, and/or customer recognition. This award is given in both the technical and business areas of performance.
Outstanding Achievement	Recognizes outstanding achievement over an extended period, resulting in substantial cost savings, customer recognition, new business, or sustained high performance on several tasks.

To ensure ADS provides competitive salaries to retain the workforce and recruit additional staffing as needed, we utilize ERI Salary Assessor®, a recognized national compensation survey for professional, public, and private organizations, incumbent salaries, local Wage Determinations and Collective Bargaining Agreements, and other sources as needed.

ADS ensures our employees receive a competitive wage through a formal performance management and salary review process. We base salary increases on an assessment of employee performance in support of the contractual requirements. Our performance management process provides a means for evaluating, acknowledging, and improving employee performance.

In addition, HR personnel monitor trends in industry-provided benefit packages and continually review ways to reduce employer and employee costs without sacrificing benefits.

2.2.3 Program Management Plan

ADS’s Program Management Plan establishes the organizational framework, procedures, and controls necessary to deliver high-quality, compliant, and continuous security services at FLL and HWO. The plan ensures that all personnel, resources, and systems meet the BCAD’s operational, regulatory, and performance standards.

ADS delivers security guard services to FLL and HWO through a centralized Program Management Office designed for accountability, responsiveness, and transparency. The PM serves as the single point of contact for BCAD and the CSSA, supported by an OM and a TC. This management team is responsible for:

- Daily operational oversight of all CSS.
- Direct communication and coordination with BCAD.
- Implementation and enforcement of Post Orders, training programs, and quality assurance measures.
- Ensuring compliance with the ASP, TSA regulations, and County requirements.

All Key Personnel are fully qualified and available on-site in accordance with the specifications, providing continuous leadership coverage and immediate response to operational issues.

Staff. ADS maintains a detailed roster listing all employees assigned to FLL and HWO, including their status in the certification and badging process. This roster is updated daily and submitted to BCAD as part of the required Staffing Report.

We utilize our corporate online Learning Management System (LMS), Alutiiq University (AQU), and our streamlined workforce management software, WinTeam, to track personnel certifications, license renewals, background clearances, and annual training completion. Automated alerts ensure no employee is assigned to a post without maintaining all required qualifications.

ADS employs a layered management approach, deploying Supervisors to oversee site-level performance, manage shift schedules, and conduct inspections. They provide immediate oversight to Guards, ensuring compliance with security protocols, and serve as the first escalation point for operational issues. We carefully recruit, vet, and train Guards to meet or exceed state licensing standards, with specialized instruction in protecting high-risk facilities, safeguarding sensitive data, and de-escalating volatile situations.

Process. We use WinTeam workforce management software to forecast staffing needs, track time, and assign shifts based on qualifications and availability. We standardize incident reporting across all locations, with Supervisors reviewing reports daily and escalating issues to the PM when needed. An on-call Supervisor supports after-hours response and a pre-cleared roster of armed personnel, ensuring immediate deployment capability. Afognak corporate resources support Quality Control, Recruiting, Training, and Payroll functions, giving our field operations the administrative stability and logistical reach to maintain uninterrupted service.

WinTeam provides electronic timekeeping and labor tracking technology that records staff check-in and check-out at each assigned post. This ensures billing accuracy, transparency, and full accountability for hours worked. These processes eliminate manual errors, reduce administrative burden, and provide BCAD with real-time access to workforce and billing data.

Communication. Effective communication is essential to maintaining consistent security operations. The PM conducts daily briefings with supervisory staff to review updates, incidents, and operational priorities. Key information, such as policy updates, security alerts, and procedural changes, is distributed electronically to all affected personnel and documented through acknowledgment logs. We also establish weekly coordination meetings with BCAD, incident communication protocols, and a secure document management system.

Break and Relief Management. To maintain compliance with Post Orders and labor requirements, our scheduling system identifies coverage needs and automatically assigns relief officers during meal and rest breaks. This ensures no post is left unattended, maintains compliance with the Agreement, and supports workforce well-being and retention.

ADS's integrated structure of centralized coordination, local supervision, standardized processes, and corporate reach back ensures fluid management of services, operations, people, and processes. The result is a security operation that is responsive, compliant, and capable of sustaining mission-critical services without interruption, both during regular hours and in after-hours emergencies.

2.2.4 Operations Plan

Our Operations Plan provides the structure, systems, and procedures to execute CSS at FLL and HWO. It aligns with the BCAD standards and the ASP, ensuring that every aspect of day-to-day security operations supports the safety, regulatory compliance, and efficiency of airport activities.

The Operations Plan outlines detailed procedures for managing airside, landside, and terminal security operations, including employee screening, perimeter gate control, patrols, and emergency response. The key objectives are to:

- Maintain 24/7/365 coverage across all assigned posts.
- Ensure all CSS personnel perform their duties in accordance with approved Post Orders and TSA regulations.
- Facilitate accurate communication, coordination, and reporting across all operational levels.
- Prevent unauthorized access, protect County assets, and ensure continuous regulatory compliance.

The PM serves as the central point of operational control for FFL & HWO security services. The PM manages daily contract performance, compliance with scheduling requirements, coordinates emergency response actions, and acts as the direct liaison with agency representatives. The PM leverages Afognak's corporate infrastructure to maintain efficiency, accountability, and contract compliance. The OM supports the PM in daily administration, personnel coordination, and operational reporting. Together, the PM and OM oversee the TC, who manages all training, certification, and compliance documentation, and the Supervisory Team, who provide direct field leadership to CSS.

Supervisors oversee site-level operations, verifying that post orders, shift schedules, and guard performance meet or exceed contract standards. They conduct post inspections, manage incident reporting, coordinate guard assignments, and serve as the first escalation point for operational or security concerns. Supervisors work closely with the PM to maintain full coverage and provide rapid response during emergencies or unexpected staffing shortfalls.

ADS' strength lies in its experienced Supervisors, who deliver disciplined oversight so that every post operates at or above contract standards. By managing inspections, incident reporting, and guard assignments while coordinating closely with the PM, they guarantee consistent coverage and rapid, effective response to emergencies or staffing gaps.

CSS personnel protect staff, vendors, and visitors, and property at FFL and HWO facilities. Their duties include inspections and screening of concession employees and merchandise via the use of x-ray machines, handheld metal detectors, explosive trace detection technology and walk through

threat detection technology. Prevention of unauthorized persons and prohibited items through exit lanes and similar security tasks. They are also responsible for access control and patrols.

A Security Operations Center (SOC) serves as the communications and coordination hub for incident reporting, dispatching, and emergency management, staffed by trained SOC Specialists. They create service requests for Aviation Department Security personnel and interact with BSO dispatch.

Our Operations Plan provides a disciplined, technology-enabled framework that delivers consistent, compliant, and responsive security operations at FLL and HWO. Through structured command, communication, continuous training, and real-time reporting, our approach meets BCAD’s security objectives with precision, accountability, and reliability.

2.2.5 Staffing Contingency Plan

Our staffing methodology is designed for resiliency. ADS provides the FLL and HWO Airports with dedicated site-level security supported by supervisors, float pools, and pre-cleared on-call personnel to ensure zero coverage gaps. The program management office centrally manages scheduling, compliance, and communications. We maintain after-hours readiness through 24/7 supervisory coverage and rapid recall protocols, allowing for immediate deployment during emergencies or disasters. We thoroughly vet, train, and equip each guard. We track qualifications in a centralized training and certification matrix.

ADS maintains 24/7 readiness to deploy security personnel during emergency or disaster events. Our plan integrates the elements in **Figure 2.2.5-1**.

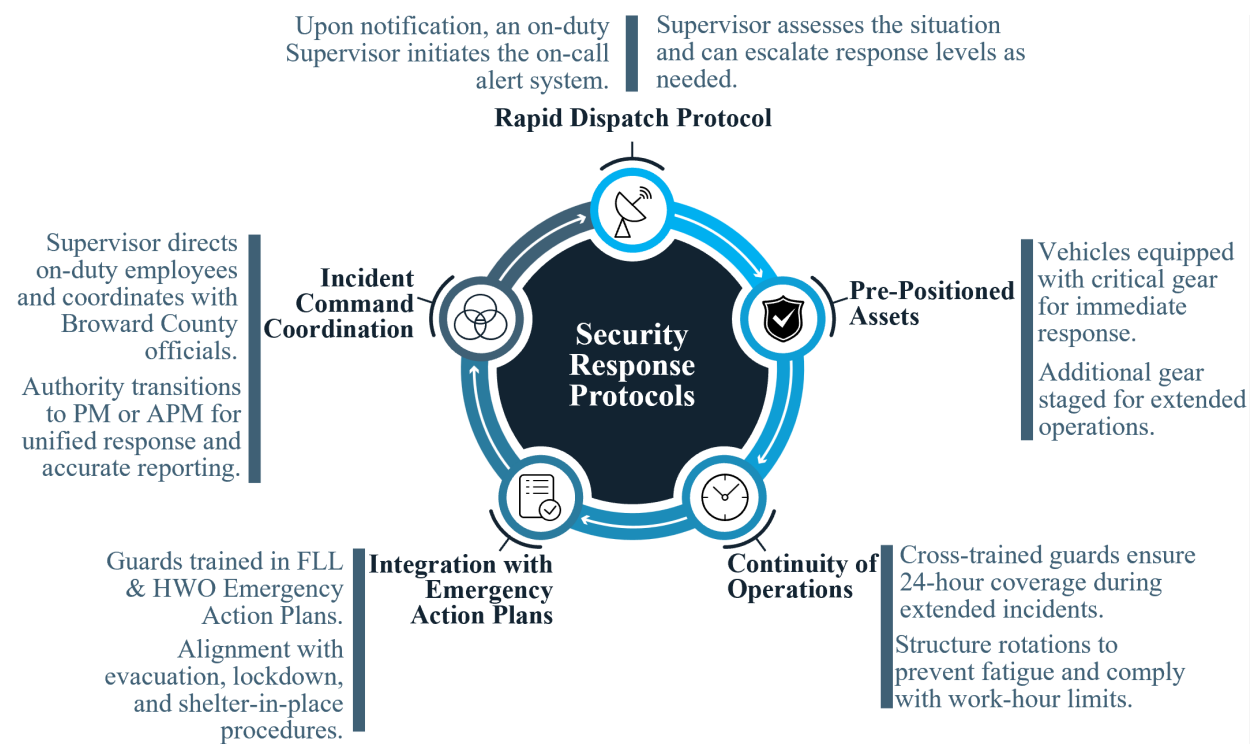


Figure 2.2.5-1: Security Response Protocols. ADS’s comprehensive security response protocols deliver rapid action, preparedness, and coordination for every incident.

2.2.6 Quality Control Program

The following sections summarize our Quality Control Plan (QCP), how we perform inspections, the frequency, and location of the inspections, and processes for addressing non-compliance issues. Afognak companies, including ADS, have been perfecting our protective services’ QC processes for over 18 years. We have achieved ISO 9001:2015 registration for our Quality Management System (QMS) at Alutiiq, which provides the foundation for each QCP we develop. We apply these same principles to contracts held by ADS under the commercial side of Afognak. This includes safeguards and QC activities throughout the organization, from the security officer on post to our corporate managers. By infusing quality into every position and embedding checks and balances into our inspection system, we elevate the reliability of our services, reducing risk to Federal personnel and property in our care.

Our QCP establishes performance standards and metrics and describes the inspection methods for each contract requirement. The QCP describes a detailed procedure to monitor, measure, quantify, verify, and document performance. For example, the measurement for customer service to visitors might include direct observations, scheduled or unscheduled inspections, quality reviews, and customer surveys.

The QCP institutes a QC system, including a set of standards for the services offered to BCAD, to demonstrate our ability to implement QC throughout each area of the Specifications and Requirements for the life of the contract. Our plan includes checks and balances requiring the PM to review all inspections. This QCP applies to all stakeholders, management, employees, subcontractors, and vendors associated with the Security Guard Services for FLL and HWO Airport contract.

To make certain ADS maintains the highest quality professional services throughout the contract, our QC management approach follows the Plan-Do-Check-Act (PDCA) quality management model illustrated in **Figure 2.2.6-1**.

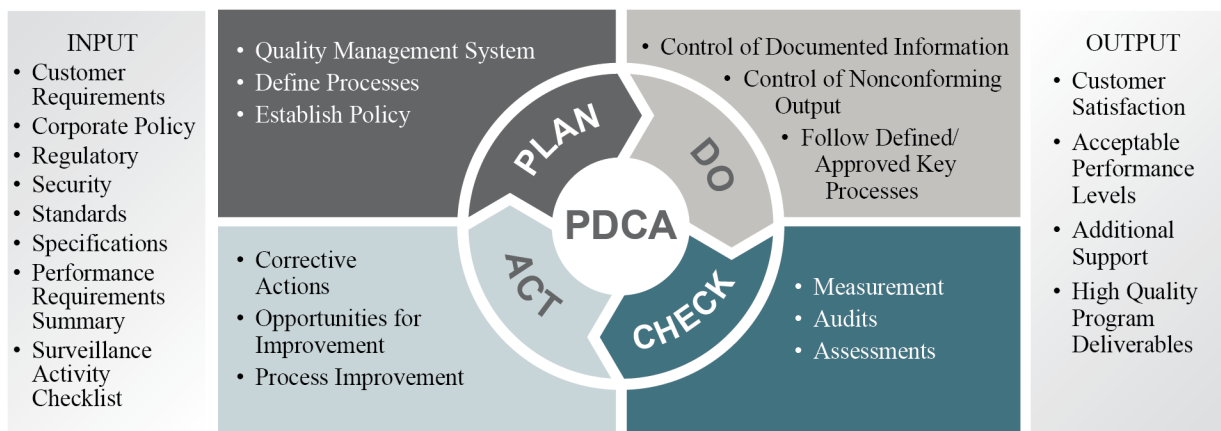


Figure 2.2.6-1: PDCA Approach for Continuous Improvement.

The QCP includes processes and procedures defining who performs inspections, what is inspected, inspection method, frequency and location of inspections, inspection of remote posts and high visibility/high traffic post, documentation method, and the process for addressing non-compliance.

Implementation: Our QC approach employs methods of inspection, including, but not limited to, direct observations, daily inspections, periodic reviews, and scheduled and unscheduled audits. We exercise these methods at a frequency and scope for efficient task performance and valid metrics collection. We use a comprehensive assessment approach to conform to program standards and expectations. As part of overall QC, our supervisors continuously assess our security officers' appearance, demeanor, and professional interactions with the public and with their colleagues. All security officers and supervisors participate in formal and informal inspections when requested by the PM. Failure to receive a favorable inspection, results in additional training, counseling, and, if appropriate, corrective action. All inspections include an inspector and a reviewer. This provides a check and balance system, so each inspection is reviewed, and any required actions are initiated for desired results. We provide inspections to the CSSA upon request.

We require all personnel assigned to this effort to participate in the execution of the QCP; individuals are subject to performance assessments and direct observation. We employ various methods of inspection, including direct observations, daily inspections, periodic reviews, and scheduled and unscheduled audits. These methods are exercised at a frequency and scope to ensure effective performance of tasks, and to collect valid metrics. Inspection results allow ADS to provide a continuous assessment and evaluation to identify security weaknesses and vulnerabilities. The PM provides recommended corrective actions to the CSSA upon request.

Our comprehensive assessment approach ensures conformance with standards and expectations. Supervisors continuously assess conduct, performance, appearance, demeanor, professionalism, and interactions with the airport employees, contractors, general public, as well as that of their colleagues. All employees on this effort must participate in both formal and informal inspections when requested by executive leadership, the PM, or supervisors. Failure to receive a favorable performance evaluation subjects an employee to remedial training, counseling, and, if appropriate, disciplinary action. We perform follow-up audits to ensure the corrective action provides desired results. We employ a system of corrective and preventive actions to detect and correct non-compliance. Depicted in **Figure 2.2.6-2, Closed-Loop Corrective/Preventive Action System**, we designed our approach to identify inadequate performance and eliminate the actual or potential

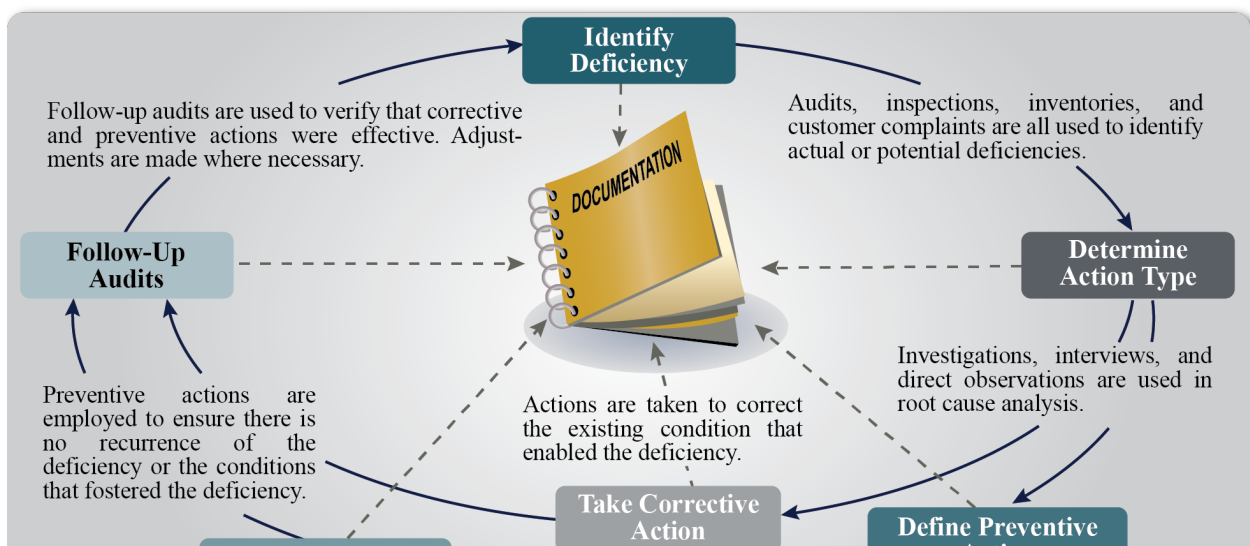


Figure 2.2.6-2: ADS's Closed-Loop Corrective/Preventive Action System. *Our Corrective / Preventive Action System addresses and eliminates non-compliance issues.*

cause. We base corrective actions on the magnitude of the problem and implement procedures to prevent future occurrences.

We perform internal QA evaluations using the metrics established in our QCP to monitor our performance and quality of services. An additional method of monitoring and documenting our contract performance is through our established QMS, which includes methods of inspection such as direct observations, scheduled and unscheduled audits, quality reviews, and customer surveys.

What is Inspected: As part of our QCP, a post-inspection checklist is used to capture and document inspection results and is developed by using a component of the SOW. A customized QC Checklist for this contract is provided as part of the QCP. We provide copies of inspection checklists to the CSSA upon request. We utilize the post-inspection checklist to ensure security officers are:

- Conducting communication checks
- In possession of all requisite certificates
- Informed of special orders/events (when applicable)
- Properly equipped
- Properly conducting security checks
- Aware of all critical pass-down information
- Fit for duty and maintaining a professional appearance
- Accounting for radios, equipment, keys and paperwork

Methods of Inspection: All personnel and posts are subject to the various methods of inspection described above. The PM/OM exercise these methods at a frequency and scope to ensure effective performance of tasks and to collect metrics for analysis. Our inspection methods include Direct Observation, Scheduled Inspection, Scheduled Audit, Unscheduled Audit, and Scheduled Review.

Frequency, Location, and Methods of Documenting Inspections: Supervisors conduct formal and informal daily inspections, resulting in all posts being formally inspected seven days per week, 365 days per year. Inspections include, but are not limited to, appearance, uniforms, equipment, keys and badges, mobile patrols, entry access points, x-ray screening operations, static posts, post orders, time sheets, operational logs and radios. We provide the findings to the PM and OM along with the CSSA when requested as part of a monthly report. Supervisors brief the PM daily regarding significant observations and outcomes. Our PM and OM perform additional independent audits, documented using our standard Audit Report. This form evaluates contract compliance and captures specific data, such as adherence to corporate policies and procedures for payroll, HR, billing, and training.

QC Inspections Results: After a QC inspection, if non-compliances are identified, the PM reviews the non-compliance to categorize and determine the classification. We define non-compliance as one of three types of violation: major, minor, or as an opportunity for improvement. The PM writes a Corrective Action Plan (CAP) and submits to the ADS President for approval. Once approved, the PM executes the mitigation, tracks progress, and monitors the plan's effectiveness. All deficiencies must reach an acceptable quality level prior to close out. The PM notifies the CSSA within 24 hours of any deficiency and informs of all actions to resolve the problem.

Preventive Actions. All employees associated with the contract are responsible for taking action to eliminate the causes of potential non-compliance to prevent their occurrence. Areas identified as having the potential for future problems are evaluated to define requirements for: Determining

potential nonconformities and their causes, Evaluating the need for action to prevent the occurrence of non-compliance, Determining and implementing action as needed, Recording results of action(s) taken (when applicable), Reviewing preventive actions taken, Evaluating if disciplinary procedures are warranted.

2.2.7 Training Program

Our Training Plan establishes the framework for developing and maintaining a highly skilled, compliant, and professional security workforce for FLL and HWO. This plan aligns with the requirements outlined in the solicitation and supports BCAD’s goals of maintaining full regulatory compliance, operational readiness, and superior service quality across all CSS operations.

Personnel possess a current Class “D” security license issued by the state of Florida prior to employment. ADS uses our corporate on-line LMS AQU to introduce and track formal training. The TC tracks all employee training to ensure they are compliant with all state, local and contract required training.

Our Training Plan provides our security personnel with the knowledge, skills, and confidence necessary to perform their duties in accordance with:

- The ASP
- TSA and Federal Aviation Administration (FAA) regulations (49 CFR 1542)
- BCAD policies and procedures
- Post-specific operational and emergency requirements

We detail our Training Program Structure in **Table 2.2.7-1** below.

Table 2.2.7-1. Training Program Structure

Training	Description	Sample Curriculum
Initial Training	Minimum of 40 hours of comprehensive initial training, covering both classroom instruction and hands-on application. Each participant must pass written and practical evaluations before being assigned to duty.	<ul style="list-style-type: none"> • Onboarding • Policies/procedures, • Legal powers & limitations • Use of Force • Safety
Site Specific Training	Detailed, post-level instruction tailored to the unique operational requirements of each assignment at FLL and HWO.	<ul style="list-style-type: none"> • Post Responsibilities • Access Control • Patrol Techniques • Communications • Report Writing
On-The-Job Training (OJT)	Hands-on, scenario-based instruction that prepares CSS for real-world incidents encountered in the airport environment.	<ul style="list-style-type: none"> • Disturbances • Emergency Situations • Fire Alarms/Response • Medical Emergencies • Suspicious Persons
Ongoing & Refresher Training	Annual refresher training consisting of at least 16 hours of instruction, as required by BCAD. Reinforces regulatory updates, site-specific changes, and lessons learned from prior operations.	<ul style="list-style-type: none"> • 1st Aid, CPR/AED • Policies/procedures, • Legal powers & limitations • Use of Force • Safety • Disturbances • Emergency Situations

Training	Description	Sample Curriculum
		<ul style="list-style-type: none"> • Fire Alarms/Response • Medical Emergencies • Suspicious Persons
Emergency and Contingency Training	CSS personnel receive emergency training on responding to fire, medical, security, and environmental incidents.	<ul style="list-style-type: none"> • Scenario-based exercises and joint drills with BCAD, TSA, and first responders

ADS’ Training Plan establishes a rigorous, standards-based framework that cultivates a disciplined, knowledgeable, and responsive security force. By integrating regulatory compliance, practical skills, and continuous development, we maintain a workforce that upholds BCAD’s commitment to safety, security, and service excellence at both FLL and HWO.

2.3 STAFFING

ADS has the proven capability to fully meet BCAD’s staffing requirements outlined in the solicitation. During regular work hours, ADS deploys Site Supervisors to ensure all posts are staffed in accordance with the prescribed hours and workdays for each location. Our scheduling system integrates workforce management software with contingency coverage protocols, enabling us to maintain continuous post coverage, prevent lapses in security presence, and rapidly adjust staffing in response to unscheduled absences or emergent needs.

After hours, ADS maintains a 24/7/365 on-duty Site Supervisor and a roster of pre-cleared security officers trained for immediate deployment. This readiness posture ensures that we can respond to emergencies, including natural disasters, facility breaches, or critical incidents, within the timelines required by the solicitation. Our reachback to Afognak corporate resources further strengthens this capability by providing rapid access to recruiting, training, payroll, and quality control functions, ensuring that routine and emergency staffing needs are met without disruption to FLL and HWO operations.

This structure provides BCAD with a reliable, compliant, and responsive CSS program that safeguards personnel, clients, and assets around the clock.

2.4 ORGANIZATIONAL STAFFING PLAN/CHART

ADS’s organizational design reflects a tiered command structure that enables centralized oversight with decentralized execution, ensuring both flexibility and consistency in daily operations. The PM serves as the single point of contact with BCAD and the CSSA, holding full authority to make decisions and manage all contract-related matters.

Figure 2.4-1: ADS Organization Chart illustrates our management structure, reporting hierarchy, and communication framework for providing CSS at FLL and HWO Airports. Our organization promotes clear lines of authority, accountability, and communication across all levels of the program, from executive management to front-line security personnel. Leadership, supervision, and support functions are integrated to maintain full compliance, operational continuity, and rapid responsiveness to the BCAD mission and requirements.

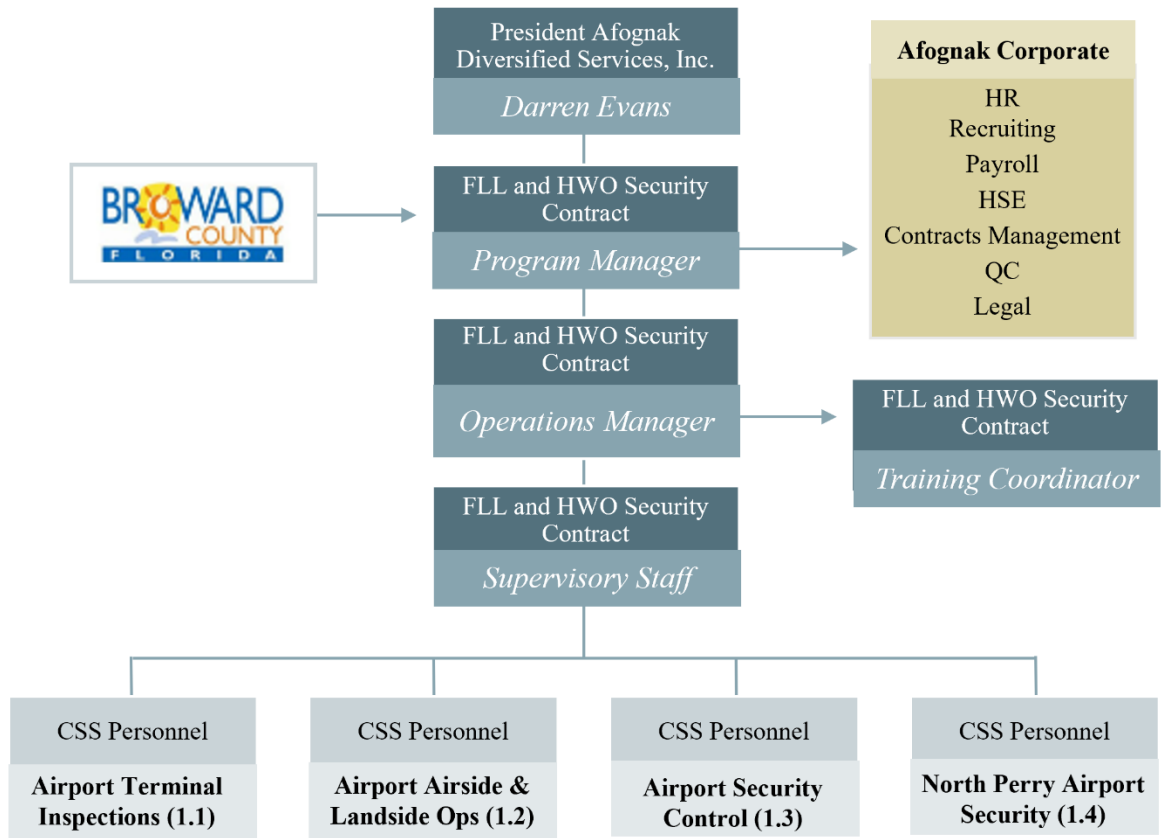


Figure 2.4-1: ADS Organization Chart. *Our dedicated team provides support and effective program operations, giving BCAD the most effective security operations support over the life of the contract.*

3.0 PAST PERFORMANCE

Meaningful Involvement

In this section, ADS presents highly relevant Past Performance examples from ADS and our sister Alutiiq subsidiaries Shields Point, LLC (SPLLC) and Alutiiq Pacific, LLC (AP). As an ANC-owned entity, ADS may leverage the past performance of its sister subsidiaries, provided the past performance is relevant and the sister subsidiaries are meaningfully involved in ADS’s performance of the relevant contract if awarded. ADS benefits significantly from the strong relationships that its sister subsidiaries have established across multiple contracts, as detailed below. These contracts demonstrate the proven expertise of Alutiiq’s subsidiaries in providing critical support with an emphasis on armed security guard services. Mr. Darren Evans is the President of ADS. ADS is further strengthened by the executive-level oversight of Afognak’s senior executives, including Chief Executive Officer, Dan Corbett, Chief Operating Officer Afognak Commercial Group, LLC (ACG), Ana Fisk, and Senior Director of Contracts, Kathryn Stem. Our corporate prior relevant experience with Armed Guards Services enhances ADS’s ability to leverage this track record of success while preparing for the continued rigorous standards required by the Security Guard Services for FLL and HWO Airport contract.

Our Past Performance references align closely with the operational and security requirements of the Security Guard Services for FLL and HWO Airport contract. We highlight the specialized

services we provide for Airbus Security, Fire, and Reception Services, including compliance with TSA and Customs regulations and the operation of a North American SOC. We also showcase our expertise in armed security services at Kwajalein Atoll, emphasizing access control and advanced detection systems, as well as our security support at the Joint Interagency Task Force-South (JIATF-S) in Key West, FL, which focuses on safeguarding classified information with a Top Secret (TS)/Sensitive Compartmented Information (SCI)-cleared workforce. Our experience emphasizes support of critical areas such as access control, advanced screening, patrols, emergency response, and adaptability to dynamic security challenges.

3.1 AIRBUS SECURITY, FIRE, AND RECEPTION SERVICES

a) Brief Description

ADS provides Airbus Americas Inc. Security, Fire, and Reception Services in seven states and the District of Columbia. There are approximately 100 Security Professionals supporting this effort, which consists of management, security administration and fixed posts and roving posts. ADS provides all management, personnel, supervision, training, equipment, and supplies necessary to perform on this contract, ensuring all productive and supervisory personnel maintain the required licensure and permits required under state law. ADS also ensures all personnel are trained in accordance with contract requirements. We have successfully fulfilled the regulatory requirements of the TSA and the U.S. Customs and Border Patrol's Foreign-Trade Zone program. This includes the responsibility of identification and badging of Airbus employees and visitors to support Airbus properties. Our Security Administration team maintains records of all actions to meet FAA and European Aviation Safety Agency requirements. ADS operates Airbus' North American SOC with personnel responsible for monitoring and dispatching fire and intrusion alarms and monitoring Closed Circuit Television (CCTV). When necessary, the SOC dispatches roving patrols to provide immediate visual assessments of alarms and act as First Responders to all emergencies on Airbus property. This includes providing Firefighter and Emergency Medical Technicians (EMT) at Airbus' U.S. Manufacturing Facility (USMF) located in Mobile, Alabama.

b) Scope of Work

Airbus requires similar services as the Security Guard Services for FLL and HWO Airport contract: advanced screening, mobile patrols, access control, emergency response, and adaptability to dynamic security needs.

In the following paragraphs, we describe the type and breadth of responsibility under Airbus for comparison to the Security Guard Services for FLL and HWO Airport Specifications and Requirements.

Mobile Security: ADS Uniformed Security Officers provide mobile security coverage and respond to emergency and non-emergency calls for assistance or service. Our Security Officers observe, detect, and respond to potential or actual security violations. We also respond to security alarms and emergencies within the assigned area of operations. ADS Security Professionals physically staffing the Airbus SOC are the points of contact for non-emergency and emergency communications and information. We operate and monitor security and safety systems such as fire alarms, environmental and intrusion detection, CCTV, automated access control system (ACS), personnel, and package screening systems, and communications systems. Duties also include reporting and dispatching security personnel and monitoring the process until the situation was

resolved (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.3: Airport Security Control, Section 1.4: HWO Security**).

Physical Security: ADS maintains physical security, law, and order as prescribed by statute, regulation, and Post Orders. Security Officers detect, delay, and/or detain people attempting to gain unauthorized access to property or otherwise violating laws, rules, and regulations. Our Security Officers provide mobile security coverage and respond to emergency and non-emergency calls for assistance or service. They observe, detect, and respond to potential or actual security violations. ADS controls access to facilities and areas by validating and processing people prior to entry. We verify visitor's identification, contact agency sponsors or escorts, and issue visitor passes. Our Security Officers also enter and maintain data on visitor logs and automated databases, screen all visitors, direct vehicle and pedestrian traffic, control parking, issue traffic courtesy violation notices, and examine surroundings for suspicious vehicles or people. Security Officers also identify, delay, and detain suspicious person(s), as necessary, to maintain a level of security sufficient to ensure safety and protection of personnel, property, and resources (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections Section 1.2: Airport Airside and Landside Operations, Section 1.4: HWO Security**).

Alarm/Systems Monitoring: Security Officers monitor and operate facility fire alarms, environmental and Intrusion Detection Systems (IDS), CCTV systems, automated ACS, package and personnel screening systems, communications systems, and other protection devices or facility equipment located on or near post (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections, Section 1.3: Airport Security Control**).

Emergency Services: ADS supports sustained emergency services such as natural disasters, civil disturbances, and other unanticipated events. We have assisted in the preparation of an Emergency Contingency Plan and Continuity of Operations Plan (COOP), which includes Standard Operating Procedures (SOPs) and an updated list of emergency contact telephone numbers (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.4: HWO Security, Section 1.5: Ad hoc Requirements**).

Training: ADS personnel maintain training to support an appropriate response to civil disturbances using a minimum amount of force to enforce order and protect employees, property, and the general public. Our personnel ensure all Airbus, state, and local requirements on this contract are maintained, with all Security Officers possessing the appropriate state Security Officer licensing and First Aid, CPR, and AED (and, in some cases, EMT) certifications. Security Officer supervisors conduct a range of operations during weapons qualification, qualifying for the initial training and each semi-annual qualification thereafter. Security Officers are also required to complete Transitional Weapons training and qualifications whenever there is a change in firearm requirements (**comparable to FLL and HWO Section 1.5: Ad hoc Requirements**).

c) Period of Performance

11/1/2021 – 10/31/2026

d) Place of Performance

Alabama, Colorado, Florida, Georgia, Kansas, Virginia, Washington, and the District of Columbia.

e) Average Number of Employees on the contract per year: Approximately 100

3.2 U.S. ARMY KWAJALEIN ATOLL SECURITY & ACCESS CONTROL CONTRACT (SACC)

a) Brief Description

Alutiiq Pacific, LLC (AP) provided comprehensive armed security on the military reservation at Kwajalein (KWAJ) Atoll (KA)/RTS including 11 defense sites, eight facilities and 23 posts, marine vessel patrol of over 300 miles of shoreline, access control and screening of the international airport on Kwajalein (Buckholtz Army Airfield) and the airstrip on Roi-Namur, international seaports (Kwajalein and Roi-Namur Dock Security Checkpoints), and K-9 patrols. We also performed these services in and around Launch Hazard Areas and Radio Frequency Hazard Areas in support of launch missions for the Department of Defense (DoD) and telemetry operations for DoD, NASA, and other U.S. Government agencies. We provided vehicle and vessel patrol services; alarm monitoring; property control; dispatch services; badging, biometric registering, and production and issuance of Common Access Cards (CACs); database management for LENEL access control; security screening of personnel using X-ray; and calibration, operation, and user-level maintenance of both walk-through and hand-held metal detectors. We conducted all activities as authorized by law and described in applicable General and Post Orders. Additionally, we maintained all necessary documentation under the requirements of the contract.

b) Scope of Work

KWAJ requires similar services as the Security Guard Services for FLL and HWO Airport contract: Access Control, Traffic Management, Perimeter Security, Patrols, Emergency Response, Compliance with Regulations, Visitor Processing, Specialized Posts, Adaptability.

In the following paragraphs, we describe the type and breadth of responsibility under KWAJ for comparison to the Security Guard Services for FLL and HWO Airport Specifications and Requirements. Additional required services on the KWAJ contract included marine patrols and vessel maintenance, K-9 patrols, and security and access control of **two airports** and two seaports.

Access Control. We used a wide variety of physical and electronic access control measures such as metal detection, entry-exit information systems at high traffic access points, fencelike access points, and pop-up barriers and performed access control functions at all KWAJ facilities. We managed the authorized entry and exit processes at 11 defense sites and 23 controlled KWAJ post locations that include two airports, seaports, and marine patrols responsible for over 300 miles of shoreline and two islands (Kwajalein and Roi Namur). Our officers assigned to Access Control Points and Dock Security Checkpoints attend Access Control Officer special training and certification to routinely detected prohibited items, such as knives, and respond to all emergencies, including medical, law enforcement, hazardous materials spill/release, fire, flooding, etc. We used the Kwajalein's Lenel On-Guard System to account for the arrival and departure of all U.S. Army Garrison-Kwajalein Atoll residents, resident and non-resident employees, official and unofficial visitors, and administratively barred or suspended personnel entering or exiting Kwajalein and Roi-Namur Islands. Our personnel also utilized the following equipment for inspections: metal detection equipment (both stand-alone walk-through units and hand-held units); CCTV monitors; IDS; fire, smoke, heat, and environmental alarm detection systems; explosive, radiation, and chemical detection systems; and duress alarms. All security officers on this contract were armed. Our security officers conducted random vehicle inspections and delivery vehicle inspections. We maintained tremendous liaison relationships with installation and civil authorities to process access

violations properly. For outbound foot, bicycle, or vehicle traffic, officers conducted random cursory visual inspections to look for unauthorized removal of government equipment. If found, we detained the suspect, confiscated the equipment, and completed an incident report. We monitored and dispatched patrols to alarm activations (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections, Section 1.2: Airport Airside and Landside Operations, Section 1.3 Airport Security Control, Section 1.4: HWO Security, Section 1.5: Ad hoc Requirements**).

Screening Operations. Our security officers conducted random bag and package inspections at all entry control points using metal detection equipment (stand-alone walk-through units and hand-held units) to include the two airports and two seaports (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections**).

Physical Security. AP protected the Nuclear Spectroscopic Telescope Array (NuSTAR) for NASA through enforcement and access control to the aircraft using detection prevention, random anti-terrorist measures, and routine and random vehicle patrols. We developed internal programs for government approval and participated in other Installation-wide Operational Security working groups. We provided numerous special services, such as personal protection for distinguished visitors, area sweeps with detection K9 in concert with explosive ordinance disposal teams of other prime contractors, protection of personnel and resources for highly publicized events, Command-sponsored community events, and tests, such as Inter-Continental Ballistic Missile launches (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections**).

Remote Alarm Systems (RAS). Security officers monitored the RAS on Kwajalein and Roi-Namur Islands for intrusion detection and operational effectiveness and immediately respond to alarms, breaches or suspected breaches. We contacted the Office of the Provost Marshal (PMO) when response to an alarm required DoD personnel to respond. When an alarm response was verified and closed, we made sure the facility was secured before departing. We maintained and conducted operational and process verification reviews of existing plans (Contractor Accident Prevention Plan, Occupational Risk and Compliance Plan, Respiratory Protection Plan, and Health Hazard Control Program, and Hazard Communication Plan), procedures, and other documents annually. We reviewed these documents, as necessary, to ensure they adequately addressed functional target capabilities such as evacuations; post-disaster response and recovery operations; deployment of resources; and interoperable communications, notifications, alerts, and warning systems (**comparable to FLL and HWO Section 1.3: Airport Security Control**).

Traffic Control. Our security officers provided assistance in directing and controlling the flow of traffic, which includes foot, bicycles, and vehicles, and provided support to the logistics support contractor's bicycle and vehicle traffic safety program. We recorded traffic acts contrary to the laws and regulations of the U.S. and USAG-KA by reporting these observations to the PMO (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations**).

Roving Security Patrols. We provided roving security patrols for Kwajalein and Roi-Namur Islands. We used government furnished property vehicles to protect US Government buildings, documents, equipment, facilities, and material, as well as employees, guests, and family members to prevent or minimize loss or damage from theft, misuse, espionage, sabotage, and other criminal or disruptive activities. We patrolled and inspect Mission Essential Vulnerable Areas (MEVAs) based on the MEVA List contained in the Kwajalein Physical Security Plan (**comparable to FLL**

and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.4 HWO Security).

Patrol and Response. We provided a security presence during missions at the RTS, special events, and emergencies to protect Kwajalein and Roi-Namur residents, employees, properties, visiting dignitaries, or official guests of the United States. Our officers conducted routine roving (bicycle), locking, and alarm system management, and Personnel Security programs. We deliver static and roving security patrols and control access points 24/7, evaluate and recommended methods to improve installation protection by conducting Physical Security Surveys to ascertain information to complete the installation physical security survey with the PMO Physical Security Inspector. Security officers responded to security alerts or life-threatening situations such as medical alerts, fire alarms, any other life-threatening situations, or when directed by law enforcement personnel. All KWAJ locations require 24/7 security operations, including guarding the two airports and seaports (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.3: Airport Security Control, Section 1.4 HWO Security**).

Marine Patrols. We operated government-provided marine vessels and perform marine harbor patrols within three miles of the Atoll shorelines. Our SOs reported any violations of maritime and environmental laws and policies applicable to the surrounding waters of the USAG-KA, its personnel, and marine vessels to the PMO.

Mission Support Marine Patrols. During missions at the RTS, we performed marine patrols to conduct sweeps of USAG-KA surrounding waters and controlled islands so no personnel are located in the designated off-limits/hazardous areas.

Search and Rescue (SAR). Security officers were the primary lead on SAR missions per the SAR Plan and Emergency Action Plan. We received direction from the SAR Mission Coordinator and USAG-KA Commander (**comparable to FLL and HWO Section 1.5: Ad hoc Requirements**).

Visitor Processing. Our personnel processed thousands of visitors each year, making this activity relevant in scope, magnitude, and complexity to FPS AR. We visually verified visitors' identification, notified agency sponsors or escorts that their guests have arrived, fabricated and issued visitor passes, entered and maintained data on visitor logs and the Lenel On-Guard ACS, and ensured visitors are subject to screening (**comparable to FLL and HWO Section 1.4 HWO Security**).

c) Period of Performance

2/27/2015 – 2/15/2021

d) Place of Performance

U.S. Army Kwajalein Atoll / RTS - Republic of the Marshall Islands

e) Average Number of Employees on the contract per year: 63

3.3 JOINT INTERAGENCY TASK FORCE-SOUTH (JIATF-S)

a) Brief Description

SPLLC is the prime contractor providing comprehensive security administration and access control support services for the JIATF-S Key West facility at Truman Annex, Naval Air Station,

Key West, FL. Our security support services include armed security guards, access control officers, visitor control personnel, security screeners, and security escorts. **This contract represents a continuation of our commitment to excellence following the previous two contracts (#W912PX15C0001 and #W912PX19C0004) also held by SPLLC, with positive (Contractor Performance Assessment Reporting System) CPARS ratings underscoring our commitment to quality and performance.**

SPLLC provides personnel, equipment, supplies, tools, materials, supervision, and other items to perform Security Support Services to JIATF-S in Key West, FL, including conducting security sweeps and inspections, including arming/disarming and opening/closing of Level 5 Sensitive Compartmented Information Facilities (SCIFs). We also monitor Collateral Space (Level 3) to ensure they are opened and closed properly and report anomalies when they occur. The requirements include providing 24-hour armed security guards, preventing unlawful entries, terrorist attacks, assassination attempts, thefts of property or classified materials, unlawful destruction of public property, and violations of other Federal, State, and local criminal statutes.

This contract supports a TS/SCI-cleared guard force responsible for physical security, screening, and visitor vetting at a TS intelligence command. We maintain a highly trained workforce consisting of TS/SCI and Secret-cleared uniformed armed security personnel. Our guards are cross-trained as screeners, escorts, and access control specialists, supporting a high-stakes, national security mission with zero tolerance for compromise.

Guards and control officers are embedded in a classified national defense environment where we manage real-time threat detection, visitor vetting, escort coordination, and incident escalation. Our TS/SCI cleared personnel are trained in DoD security directives, providing a direct analog to the Defense Counterintelligence and Security Agency's (DCSA's) high-clearance continuous evaluation mission.

b) Scope of Work

JIATF-S requires similar services as the Security Guard Services for Security Guard Services for FLL and HWO Airport contract: advanced screening, patrols, access control, emergency response, and adaptability to dynamic security needs.

In the following paragraphs, we describe the type and breadth of responsibility under JIATF-S for comparison to the Security Guard Services for Security Guard Services for FLL and HWO Airport Specifications and Requirements.

Access Control. SPLLC provides armed guards who perform alarm monitoring, observe CCTV and security systems, and conduct interior and exterior security checks and inspections of MEVAs. They also monitor and observe people and vehicles entering/exiting parking areas within the JIATF-S AO and conduct random inspections of incoming and outgoing property within the buildings and grounds (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections, Section 1.2: Airport Airside and Landside Operations, Section 1.3 Airport Security Control, Section 1.4: HWO Security, Section 1.5: Ad hoc Requirements**).

Control Center Operations. The security escorts are in direct control of individuals with no or inadequate security clearances (e.g., vendors, contractors, Seabees). Our security escorts maintain positive visual contact with the escorted individuals to ensure they do not stray to an unauthorized area or have access to unauthorized materials. They are vital in ensuring classified materials are

not compromised. We accomplish this by sanitizing any secure spaces before any un-cleared individuals enter that space (**comparable to FLL and HWO Section 1.3 Airport Security Control, Section 1.4: HWO Security**).

Patrol and Response. Armed security guards deliver a professional security team of 23 Secret and TS/SCI-cleared uniformed armed security guards capable of providing a deterrent against unauthorized, illegal, or potentially life-threatening activities directed against JIATF-S employees, visitors, classified information, programs, or property. We ensure that at least one TS/SCI-cleared armed security guard is always on duty (24/7/365). We are also responsible for arming/disarming and opening/closing SCIFs and SCIFs-within-SCIFs, and monitoring all Collateral Spaces at JIATF-S. Other duties include providing 24-hour armed security, preventing unlawful entries, terrorist attacks, assassination attempts, property thefts and/or classified materials, unlawful destruction of public property, and violations of other Federal, State, and local criminal statutes (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.4: HWO Security**).

Screening Operations. Security screeners are the first line of defense against potential threats, including hostile attacks or active shooter scenarios. They maintain meticulous records of all personnel entering and exiting the facility, which are reviewed daily by the Contract Manager and available for government review upon request. Our screening processes involve the use of advanced X-ray machines and magnetometers to ensure that no contraband is brought into the facility and that unauthorized items are not removed. Screeners also conduct command-directed Random Anti-terrorism Measures (RAMP) and increased screening of JIATF-S employees (**comparable to FLL and HWO Section 1.1: Airport Terminal Inspections**).

Visitor Processing. Our visitor control officers and security administrators provide entry control support and security for JIATF-S. The position uses knowledge of the Department of Army Personnel Security Program to perform duties including, but not limited to, security clearance processing, derogatory information identification and reporting, utilization of the appeal process, and identification, storage, and handling requirements of classified information and material. We receive visitor certifications via the Defense Information System for Security (DISS) and work with on-site action officers to verify need-to-know and classified access authorizations.

Emergency Response. Our armed security personnel, 14 of whom possess TS/SCI clearances, are trained in real-time response to unauthorized access attempts, insider threat indicators, and high-threat scenarios. Through 24/7-armed presence, active monitoring of CCTV and intrusion systems, and layered access control, SPLLC plays a direct role in deterring and escalating high-risk incidents to command and law enforcement. Security screeners and escorts enforce control protocols for all uncleared visitors entering restricted areas (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.3 Airport Security Control, Section 1.4: HWO Security, Section 1.5 Ad hoc Requirements**).

Incident Reporting and Documentation. SPLLC maintains a robust incident reporting structure supporting JIATF-S's high-risk mission set. All personnel are trained to identify, report, and escalate security incidents, with logs submitted within 30 minutes to the Protective Security Officer (PSO) and the U.S. Southern Command (USSOUTHCOM) Operations Center, per the Performance Work Statement (PWS). We also conduct RAMP inspections and provide written summaries to the Anti-Terrorism Officer within three business days, supporting proactive threat

posture and interagency coordination (**comparable to FLL and HWO Section 1.5 Ad hoc Requirements**).

Post Orders and Records Management. Operate under a formal QCP that includes incident classification, root cause analysis, and documented corrective actions. Our QCP was submitted and approved by the Contracting Officer post-award and is routinely validated through COR surveillance. The PWS requires 100% compliance across key metrics, including key control, training documentation, and incident reporting, all of which is met or exceeded. SPLLC documents that each individual's training and qualifications are available for the COR's review at any time.

Security and Safety Systems Monitoring. Armed security guards monitor alarm panels, IDS, and CCTV surveillance systems. These systems are used to detect and assess potential threats in real-time. Our personnel are trained to interpret alarms, identify system anomalies, and respond in accordance with established emergency and escalation protocols. This continuous monitoring ensures 24/7 situational awareness and supports the protection of classified spaces and sensitive infrastructure (**comparable to FLL and HWO Section 1.2: Airport Airside and Landside Operations, Section 1.3: Airport Security Control, Section 1.4: HWO Security**).

The JIATF-S contract requires armed security services within a multi-agency, multinational intelligence environment, demanding heightened discretion, continuous coordination with U.S. and foreign mission partners, and strict adherence to compartmentalized access control. All personnel must hold active Secret or TS/SCI clearances and operate within SCIFs, a requirement not typically found in standard armed security contracts. The sensitive nature of JIATF-S operations requires exceptional situational awareness, communication discipline, and readiness to respond to evolving national security threats. Officers routinely interface with federal agents, foreign liaisons, and intelligence professionals, reinforcing the need for maturity, professionalism, and operational discretion beyond baseline federal PSO standards.

c) Period of Performance

08/01/2024 – 07/31/2029

d) Place of Performance

Truman Annex, Naval Air Station, Key West, FL

e) Average Number of Employees on the contract per year: 34

3.4 VENDOR REFERENCE VERIFICATION FORMS

3.4.1 Airbus Security, Fire, and Reception Services Verification Form

The Vendor Reference Verification Form request was sent to the customer POC below on 10/6/25. ADS will continue to follow up to provide the completed form within three business days after the County's written request.

Christine Helton, Senior Buyer PJR
Christine.helton@airbus.com
251-753-6351

3.4.2 U.S. Army Kwajalein Atoll SACC Verification Form

The Vendor Reference Verification Form request was sent to the customer POC below on 10/6/25. ADS will continue to follow up to provide the completed form within three business days after the County's written request.

Danielle Gainey, Contracting Officer
danielle.m.gainey2.civ@mail.mil
309-782-4153

3.4.3 Joint Interagency Task Force – South (JIATF-S) Verification Form



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BLD2129654P1, Security Guard Services for FLL and North Perry Airports				
Reference For (hereinafter, "Vendor"):	Alutiiq Diversified Services, Inc. (ADS), (Shields Point, LLC sister subsidiary)			
Reference Date:	10/6/25			
Organization/Firm Providing Reference:	Joint Interagency Task Force-South (JIATF-S)			
Contact Name:	Joshua Bassett			
Contact Title:	Technical Point of Contact			
Contact Email:	joshua.d.bassett.civ@mail.mil			
Contact Phone:	305-293-5199			
Name of Referenced Project:	Joint Interagency Task Force-South (JIATF-S)			
Contract Number:	W91QEX24C0002			
Date Range of Services Provided:	Start Date: 08/01/24	End Date: 07/31/29		
Project Amount:	\$10,263,793.79			
Vendor's Role in Project:	<input checked="" type="checkbox"/> Prime	<input type="checkbox"/> Subconsultant/Subcontractor		
Would you use this Vendor again?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
If you answered no to the question above, please specify below: (attach additional sheet if needed) Click or tap here to enter text.				
Description of services provided by Vendor, please specify below: (attach additional sheet if needed) Alutiiq provides security and monitoring services to JIATF-South in the form of a 24-hour security force as well as 24-hour screening of all facility entrants.				
Please rate your experience with the referenced Vendor via checkbox:	Needs Improvement	Satisfactory	Excellent	Not Applicable
Vendor's Quality of Service:				
Responsive:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Accuracy:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Vendor's Organization:				
Staff Expertise:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Professionalism:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Turnover:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Timeliness of:				
Project:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Project completed within budget:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Cooperation with:				
Your Firm:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Subcontractor(s)/Subconsultant(s):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<small>All information provided to Broward County is subject to verification. Vendor acknowledges that inaccurate, untruthful, or incorrect statements made in support of this response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to the Broward County Procurement Code.</small>				
THE SECTION BELOW IS FOR COUNTY USE ONLY				
Verified via: <input type="checkbox"/> Email <input type="checkbox"/> Verbal	Verified by:	Click or tap here to enter text.	Division:	Click or tap here to enter text.
			Date:	Click or tap here to enter text.

Vendor Reference Verification Form – RFP/RLI/RFQ

Vendor Proposal

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal.

4.0 WORKLOAD OF THE CONTRACTOR

Over the past five years, ADS has managed a diverse portfolio of security service contracts across multiple government-regulated airports and critical infrastructure facilities. Our current project management approach is rooted in structured oversight, standardized procedures, and proactive communication. We consistently apply our project approach across all contracts to maintain quality, compliance, and client satisfaction. We tailor this core project approach to meet each contract’s specific requirements. **Table 4.0-1** shows all ADS completed and active projects that we managed within the past five years.

Table 4.0-1 Completed and Active Projects

Project Name	Period of Performance	Description
Mooses Tooth Pub	08/11/24 – 08/10/2025	Provided Facility Security Inspections and patrol response to alarm activations and security threats.
Bayshore Security	10/03/22 – 08/31/25	Provided school administrators and staff with security resources to maintain safety, order and discipline in the school environment
Mitsubishi Guards	09/01/22 – 08/31/2025	Performed access and visitor control and roving security services
Airbus Security, Fire, and Reception Services	11/01/21 – 10/31/2026	Provides management, security administration and fixed posts and roving posts for Airbus Americas Inc.
Guard Services Alabama Industrial Development Training Institute (AIDT)	10/01/21 – 09/30/25	Provide security services
Invitation to Qualify (ITQ) Training Services	02/09/12 – 12/31/2026	Assist in the development, design and implementation of training programs

Each contract, whether completed, active, or pending commencement, operates under the same core management framework designed to provide continuity, consistency, and accountability. This includes:

- A dedicated PM responsible for direct oversight, client communication, and performance reporting.
- A centralized Project Management Office that supports scheduling, compliance tracking, and documentation across all contracts.
- A standardized QC and Training Program to maintain uniform performance standards and regulatory compliance.
- A flexible staffing model with pre-cleared personnel pools that allow rapid resource allocation between concurrent projects without compromising service quality.

This integrated management approach allows ADS to handle multiple, concurrent security contracts while balancing workload, staffing, and performance monitoring across different operational environments.

In several instances, projects have overlapped in transition or operational phases. To mitigate potential challenges such as personnel allocation or schedule conflicts, we implement cross-project coordination meetings and utilize centralized scheduling software that provides real-time visibility into staffing levels, certification status, and contract deliverables. Additionally, our contingency

staffing plans enable the swift deployment of trained personnel to address surges, emergencies, or unanticipated vacancies.

We understand the typical challenges for these projects, such as staffing delays or evolving client requirements, and follow our risk-based management process for early identification, communication, and resolution. We have not encountered any major challenges on these projects and do not anticipate any. We employ our Risk Management Plan on all projects to identify and mitigate potential challenges before they arise. Our PMs collaborate closely with clients to adjust post coverage, reallocate resources, and maintain service continuity with minimal disruption.

This disciplined, scalable management model has proven successful in every contract we have administered, resulting in strong client relationships, consistent performance ratings, and successful contract renewals. The same approach will continue to guide our active and projected projects, ensuring that we manage every engagement with the same focus on compliance, professionalism, and operational excellence.

5.0 LOCATION

The Location Certification Form is submitted as a separate attachment with our proposal submission, file: **11-RFP-RFQ-RLI_Location_Certification_For_Signature**.

6.0 PRICING

The Bid Table is submitted as a separate attachment with our proposal submission, file: **Bid Table - BLD2129654P1 BT-49AU**.

APPENDIX A ABBREVIATIONS AND ACRONYMS

ACS	Access control system
ADS	Afognak Diversified Services, Inc.
ANC	Alaskan Native Corporation
AP	Alutiiq Pacific, LLC
AQU	Alutiiq University
ASP	Airport Security Plan
BCAD	Broward County Aviation Department
CAC	Common Access Cards
CAP	Corrective Action Plan
COOP	Continuity of Operations Plan
CPARS	Contractor Performance Assessment Reporting System
CSS	Contract Security Staff
CSSA	Contract Security Services Administrator
DCSA	Defense Counterintelligence and Security Agency
DISS	Defense Information System for Security
DoD	Department of Defense
DSC	Dock Security Checkpoints
DTM	Deltek Talent Management
EMT	Emergency Medical Technicians
FAA	Federal Aviation Administration
FLL	Fort Lauderdale-Hollywood International
HR	Human Resources
HWO	North Perry
ICBM	Inter-Continental Ballistic Missile
IDS	Intrusion Detection Systems
ITQ	Invitation to Qualify
KWAJ	Kwajalein
LMS	Learning Management System
MEVA	Mission Essential Vulnerable Areas
NuSTAR	Nuclear Spectroscopic Telescope Array
OJT	On-The-Job Training
OM	Operations Manager
OPSEC	Operational Security
PDCA	Plan-Do-Check-Act
PM	Project Manager
PMO	Office of the Provost Marshal
PSO	Protective Security Officer
PWS	Performance Work Statement
Q&A	Questions & Answers
QA	Quality Assurance
QC	Quality Control

QCP	Quality Control Plan
QMS	Quality Management System
RAMP	Random Anti-terrorism Measures
RAS	Remote Alarm Systems
RCoE	Recruiting Center of Excellence
RTS	Reagan Test Site
SAR	Search and Rescue
SCIF	Sensitive Compartmented Information Facilities
SME	Subject Matter Expertise
SOC	Security Operations Center
SOP	Standard Operating Procedures
SOW	Scope of Work
SPLLC	Shields Point, LLC
SSI	Sensitive Security Information
TC	Training Coordinator
TM	Transition Manager
TS	Top Secret
TSA	Transportation Security Administration
USMF	U.S. Manufacturing Facility
WC	Workers' Compensation

LOBBYIST REGISTRATION REQUIREMENT CERTIFICATION

The completed form should be submitted with the solicitation response but must be submitted within three business days after County’s request. The Vendor may be deemed nonresponsive for failure to fully comply within stated timeframes.

The Vendor certifies that it understands if it has retained a lobbyist(s) to lobby in connection with a competitive solicitation, it shall be deemed nonresponsive unless the firm, in responding to the competitive solicitation, certifies that each lobbyist retained has timely filed the registration or amended registration required under the [Broward County Lobbyist Registration Act, Sections 1-260 through 1-262](#), Broward County Code of Ordinances; and it understands that if, after awarding a contract in connection with the solicitation, the County learns that the certification was erroneous, and upon investigation determines that the error was willful or intentional on the part of the Vendor, the County may, on that basis, exercise any contractual right to terminate the contract for convenience.

The Vendor hereby certifies that: (select one)

- It has not retained a lobbyist(s) to lobby in connection with this competitive solicitation; however, if retained after the solicitation, the County will be promptly notified.

- It has retained a lobbyist(s) to lobby in connection with this competitive solicitation and certifies that each lobbyist retained has timely filed the registration or amended registration required under Broward County Lobbyist Registration Act, Sections 1-260 through 1-262, Broward County Code of Ordinances.

It is a requirement of this solicitation that the names of any and all lobbyists retained to lobby in connection with this solicitation be listed below:

Name of Lobbyist: Click or tap here to enter text.	Name of Lobbyist: Click or tap here to enter text.
Lobbyist’s Firm: Click or tap here to enter text.	Lobbyist’s Firm: Click or tap here to enter text.
Phone: Click or tap here to enter text.	Phone: Click or tap here to enter text.
E-mail: Click or tap here to enter text.	E-mail: Click or tap here to enter text.

Vendor Name: Afognak Diversified Services, Inc.

Signed by: 
Signature: _____
1730DC9C26FA4F2...

Printed Name: Darren Evans

Title: President

Date: October 3, 2025

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**WILTON SIMPSON
COMMISSIONER**

DIVISION OF LICENSING

04/22/25
DATE ISSUED

06/04/27
DATE OF EXPIRATION

B 1700248
LICENSE NUMBER

AFOGNAK DIVERSIFIED SERVICES, INC.

4355 NW 36TH ST
MIAMI SPRINGS, FL 33166

SYMONS, LARRY M, OTHER
FISK, ANA B, OTHER

THE *SECURITY AGENCY* NAMED ABOVE IS LICENSED AND REGULATED UNDER THE PROVISIONS OF
CHAPTER 493, FLORIDA STATUTES.



**WILTON SIMPSON
COMMISSIONER**

DISCLOSURE NOTICE

CHAPTER 493, FLORIDA STATUTES

THE BUSINESS OPERATED AT THIS LOCATION IS REGULATED BY
THE FLORIDA DEPARTMENT OF AGRICULTURE and CONSUMER SERVICES

DIRECT ANY QUESTIONS OR COMPLAINTS TO:

FLORIDA DEPARTMENT OF AGRICULTURE and CONSUMER SERVICES

DIVISION OF LICENSING

POST OFFICE BOX 5647

TALLAHASSEE, FLORIDA 32314-5647

(850) 245-5499

www.mylicensesite.com

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE AT THE LICENSED
PHYSICAL LOCATION WHERE BUSINESS IS CONDUCTED.**



Florida Department of Agriculture and Consumer Services

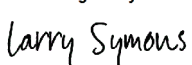


APPLICATION FOR EVALUATION OF GOOD FAITH EFFORTS

RLI / BID No.: BLD2129654P1
Project Name: Security Guard Services for FLL and North Perry Airports
Prime Contractor: Afognak Diversified Services, Inc.
Address: 3909 Arctic Blvd, Suite 500, Anchorage, Alaska 99503
Phone: (757) 802-1234
Email: lsymons@alutiiq.com

The undersigned representative of the Prime Contractor attests that he/she has authority to bind the Prime Contractor and certifies that the Prime Contractor has made Good Faith Efforts, as defined in Section 1-81.5 of the Broward County Business Opportunity Act of 2012, as amended (the "Business Opportunity Act"), to meet the County Business Enterprise (CBE) goal established for this solicitation by contacting CBE-certified firms to serve as subcontractors for the Project. However, Prime Contractor has been unable to recruit enough CBE-certified firms to meet the CBE participation goal. Consistent with the requirements of the Business Opportunity Act, Prime Contractor hereby submits documentation (attached to this form) of its recruitment efforts, for evaluation by Broward County's Office of Economic and Small Business Development (OESBD), to determine whether Prime Contractor's efforts are sufficient to be deemed Good Faith Efforts, in lieu of goal attainment, under the Business Opportunity Act.

Prime Contractor understands that a determination of Good Faith Efforts to meet the CBE participation goal is contingent upon the information provided by Prime Contractor with this application and the other factors listed in Section 1-81.5(d) of the Business Opportunity Act, as applicable with respect to this solicitation. See § 1-81.5(d), County Code of Ordinances. Prime Contractor acknowledges that the determination of Good Faith Efforts is made by the OESBD Director and is not subject to appeal.

DocuSigned by:
 Signature 
262F3A56BF7148C...

Name / Title: Larry Symons

Date: 10/09/2025

LIVING WAGE ORDINANCE REQUIREMENTS

- A. This solicitation is subject to the Broward County's Living Wage Ordinance, [Section 26-100](#), et seq., of the Broward County Code of Ordinances ("Living Wage Ordinance"). By responding to the solicitation, Vendor agrees to comply with the provisions of the Living Wage Ordinance and acknowledges the penalties for noncompliance.
- B. All covered employees, including the Vendor's subcontractors, providing services pursuant to the Vendor's contract with the County, must be paid wage rates in accordance with the Living Wage Ordinance, as adjusted annually, no less than either:
1. the living wage rate with health care benefits (in addition to providing health care benefits); or
 2. the living wage rate without health care benefits.
- C. In addition, all such covered employees must be provided paid time off, by either the accrual method or the lump sum method, as described in the Living Wage Ordinance.
- D. The **Living Wage Ordinance Written Declaration** should be returned with the Vendor's submittal. If not provided with submittal, the Vendor must submit within three business days of County's request. Vendor may be deemed non-responsive for failure to fully comply within stated timeframes.
- E. Living Wage Requirements: All covered employees, including those of the Vendor's subcontractors, providing services pursuant to the Vendor's contract, shall be paid wage rates in accordance with the Living Wage Ordinance, as adjusted. The Vendor and covered subcontractors, hereinafter referred to as "covered employer" may comply with this living wage provision by choosing to pay no less than the lower specified hourly wage rate when said employer also provides health benefits to its covered employees. Proof of the provision of health care benefits must be submitted to the County to qualify for the living wage rate for employees with health care benefits.
1. Covered employees shall be paid not less than bi-weekly and without subsequent deduction or rebate of any amount (except for such payroll deductions as are directed or permitted by law or a collective bargaining agreement). The covered employer shall pay living wage rates in accordance with federal and all other applicable laws such as overtime and similar wage laws.
 2. The covered employer must post in a prominent place at the site of the work and where paychecks are distributed, a notice (Living Wage rates poster) specifying the wages/benefits to be paid under the Living Wage Ordinance. This poster will be made available by the County. Vendors shall provide a copy of the requirements of the Living Wage Ordinance to any subcontractor submitting a bid/quote/proposal for a subcontract under this contract, prior to their submitting a bid to the Vendor.
 3. The covered employer shall provide the statement required by section 26-102(i) of the Living Wage Ordinance, in English, Spanish, and Creole ("three language statement") to each covered employee with the employee's first paycheck and every six (6) months thereafter in the manner set forth by the Living Wage Ordinance.

Living Wage - Indexing: The living wage rate and the health benefits payment shall be annually indexed, consistent with indexing methodology set forth in the Living Wage Ordinance. The County will publish living wage rates on an annual basis. **There will be no increase in contract prices paid by the County to the Vendor due to any increase in wages or other benefits, including paid time off, required to be paid or provided to employees covered by the Living Wage Ordinance based on annual indexing.**

LIVING WAGE ORDINANCE REQUIREMENTS

- F. Sanctions for Unpaid Wages: In the event of any underpayment of required wage rates by the covered employer, civil and/or administrative penalties may be assessed to include sanctioning a covered employer by requiring the covered employer to pay wage restitution to the affected employee or subcontractor or by other means of sanctioning in accordance with the Living Wage Ordinance.
- G. Payroll; Basic Records; Reporting: Each covered employer shall maintain payroll records for all covered employees and basic records relating thereto and shall preserve them for a period of three (3) years beyond the termination or expiration of this contract. The covered employer shall make the covered employees' payroll records required available for inspection, copying or transcription by authorized representatives of the County for a period of three years from the termination date of any County Service Contract. Failure to submit the required reports upon request or to make records available may be grounds for termination of the contract. The service contractor is responsible for the submission of the information required by the Living Wage Ordinance and for the maintenance of records and provision of access to same by all covered subcontractors. The covered employer shall submit the payroll information required every six months, to the applicable using agency's Contract Administrator, including a copy of the complete payroll for one payroll period showing employer's payroll records for each covered employee working on the contract for covered services.
- H. Exemption: The covered employer may request approval from the Director of Purchasing for an exemption from the requirement to report and file payroll records every six months. Covered employers may submit an original [Application for Exemption from Living Wage Ordinance Reporting Requirements Form](#) to apply for an exemption from these reporting requirements, prior to award. Failure to submit timely may result in rejection of Application for Exemption. Exemptions based on wage history or contractual obligations (ex. Collective Bargaining Agreements) may be granted by the Director of Purchasing prior to contract award; however, an exemption may be canceled at any time by written notice to the covered employer. The reporting exemption does not apply to any new covered employees hired after the date the exemption was granted. For newly hired covered employees, the covered employer may submit an additional exemption application to the Contract Administrator prior to the renewal of contract by the County.
- I. Subcontracts: Covered employees of Vendor's subcontractors, providing covered services pursuant to the Vendor's contract shall be paid wage rates, as adjusted, in accordance with the Living Wage Ordinance. The Vendor shall insert in any subcontracts the applicable clauses as required by the Living Wage Ordinance and also a clause requiring the subcontractors to include these clauses in all other subcontracts. The Vendor shall be responsible for compliance by any subcontractor with the Living Wage Ordinance as it applies to their subcontract.
- J. Complaints and Hearings; Termination and Debarment: If a covered employee or service subcontractor employee believes that the employee is not being paid in accordance with the Living Wage Ordinance, the employee may file a complaint with the County's Professional Standards Section in accordance with the County's Living Wage Complaint Procedures. Complaints will be investigated, determinations issued, and hearings afforded to the effected parties in accordance with the County's Living Wage Complaint Procedure. Covered employers found to have violated the Living Wage Ordinance may suffer any or all sanctions provided for in the Living Wage Ordinance, including wage restitution, damages, termination or suspension of payment under the contract, termination of the contract, and debarment. The Living Wage Ordinance also provides employees and service subcontractors employees with a private right of action in court.
- K. Further information about Vendor's obligations under the Living Wage Ordinance, may be obtained from the Purchasing Division's website, including the Living Wage Ordinance, "three-language" statement, and yearly Living Wage poster at: <https://www.broward.org/Purchasing/pages/livingwageordinance.aspx>

LIVING WAGE ORDINANCE WRITTEN DECLARATION

This completed and signed declaration should be returned with the Vendor's submittal. If not provided with the submittal, the Vendor must submit within three business days after the County's request. The Vendor may be deemed nonresponsive for failure to fully comply with the stated timeframes.

Covered Employer Information
Vendor Name: Afognak Diversified Services, Inc.
Address: 3909 Arctic Blvd, Suite 500, Anchorage, Alaska 99503
Telephone Number: (757) 802-1234
Local contact person: Larry Symons
Email address: lsymons@alutiiq.com
Solicitation No.: BLD2129654P1
Solicitation Title: Security Guard Services for FLL and North Perry Airports
Bid/Proposal Amount: \$42,364,480
County department the contract will service: FLL and North Perry Hollywood Airports, Broward County
A brief description of the project or service provided: Security Guard Services at Airports
A statement of the wage level for all Covered Employees: \$18.17

In accordance with the Living Wage Ordinance:

1. Vendor agrees to pay its covered employees no less than: (select one)
 - \$ 18.17 dollars per hour and are provided health care benefits during 10/01/2026 – 009/30/2028, valued at no less than \$ 3.86 dollars per hour.
 - \$ [Click or tap here to enter amount.](#) dollars per hour and are not provided health care benefits.
2. Vendor agrees to provide its covered employees with paid time off in the following manner: (select one)
 - Accrual Method: Covered employees earn at least one (1) hour of paid time off for every thirty (30) hours worked. Under the accrual method, each covered employee of a service contractor shall earn at least one (1) hour of paid time off for every thirty (30) hours worked, provided that nothing in this section requires that total accrued paid time off, on an annual basis, exceed forty (40) hours.
 - Lump Sum Method: Covered employees are awarded no less than forty (40) hours of paid time off at the beginning of each twelve-month period of employment, which award must occur by 90 days after the covered employee's effective date of hire.
3. Vendor agrees to provide the applicable living wage statement regarding wage rates and requirements for paid time off with the covered employee's first paycheck or direct deposit receipt, and every six (6) months thereafter.

LIVING WAGE ORDINANCE WRITTEN DECLARATION

Provide all covered employees' names for the above referenced solicitation/contract:

Covered Employee Name:	Job Title and Classification:
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

OR

Refer to attached covered employee list (upload in the Electronic Bidding System).

OR

Covered employee list will be provided within three business days of Recommendation for Award/ Ranking or as otherwise approved by Contract Administrator (upload in the Electronic Bidding System).

Under penalties of perjury, I declare that I have read the foregoing Living Wage Ordinance Written Declaration and that the facts stated in it are true.

Vendor Name: Afognak Diversified Services, Inc.

Authorized Signatu ^{Signed by:}  _____
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Printed Name: Charles Darren Evans

Title: President

Vendor Name: Afognak Diversified Services, Inc.

Date: November 4, 2025

Form Date 2/14/25

**OFFICE OF ECONOMIC AND SMALL BUSINESS DEVELOPMENT REQUIREMENTS
AFFILIATED ENTITIES OF THE PRINCIPAL(S) CERTIFICATION**

The completed form should be submitted with the solicitation response. If not submitted with the solicitation response, it must be submitted within three business days after of County's request. Failure to timely submit may result in Vendor being deemed non-responsive.

- a. All Vendors are required to disclose the names and addresses of Affiliated Entities (defined below) of the Vendor's principal(s) over the last five years (from the solicitation opening deadline) that have acted as a prime vendor with the County.
- b. The County will review all Affiliated Entities of the Vendor's principal(s) for contract performance evaluations and the compliance history with the County's Small Business Development Program, including County Business Enterprise (CBE), Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) goal attainment requirements. "Affiliated Entities" of the principal(s) are those entities related to the Vendor by the sharing of stock or other means of control, including but not limited to a subsidiary, parent, or sibling entity.
- c. The County will consider the contract performance evaluations and the compliance history of the Affiliated Entities of the Vendor's principals in its review and determination of responsibility.

The Vendor hereby certifies that: (select one)

- No principal of the proposing Vendor has prior affiliations that meet the criteria defined as Affiliated Entities.
- Principal(s) listed below have prior affiliations that meet the criteria defined as Affiliated Entities.

Principal's Name: Click or tap here to enter text.

Names and addresses of Affiliated Entities: Click or tap here to enter text.

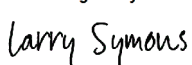
Principal's Name: Click or tap here to enter text.

Names and addresses of Affiliated Entities: Click or tap here to enter text.

Principal's Name: Click or tap here to enter text.

Names and addresses of Affiliated Entities: Click or tap here to enter text.

Vendor Name: Afognak Diversified Services, Inc.

DocuSigned by:
Signature: 
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Printed Name: Larry Symons

Title: President

Date: October 9, 2025

**VENDOR QUESTIONNAIRE AND STANDARD CERTIFICATIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST**

The completed form, including standard certifications, should be submitted with the solicitation response. If a response requires additional information, the Vendor should upload a written detailed response with submittal; each response should be labeled to match the question number.

If not submitted with solicitation response, it must be submitted within three business days after County's written request. Failure to timely submit may affect Vendor's evaluation.

1. Legal business name: Afognak Diversified Services, Inc.
2. Doing Business As/Fictitious Name (if applicable): N/A
3. Federal Employer I.D. No. (FEIN): 20-5179976
4. Dun and Bradstreet No.: 784737723
5. Website address (if applicable): <https://ads.afognak.com/>
6. Principal place of business address: 3909 Arctic Blvd., Suite 500, Anchorage, AK 99503
7. Office location responsible for this project: Huntsville, AL
8. Telephone No.: 256-489-9304 Fax No.: Click or tap here to enter text.
9. Generic e-mail for purchase orders: lsymons@afognak.com
(Broward County auto distributes purchase orders; to ensure Vendor receives purchase orders, a company accessible e-mail address is suggested.)

10. Type of business (check appropriate box):
 - Corporation (specify the state of incorporation) Alaska
 - Sole Proprietor
 - Limited Liability Company (LLC)
 - Limited Partnership
 - General Partnership
 - Other – Specify: Click or tap here to enter text.

11. Authorized Contact(s):

Name: Larry Symons	Name: Click or tap here to enter text.
Title: Director, New Operations	Title: Click or tap here to enter text.
E-mail: lsymons@afognak.com	E-mail: Click or tap here to enter text.
Telephone No.: 256-489-9304	Telephone No.: Click or tap here to enter text.

12. List name and title of each principal, owner, officer, and majority shareholder:

a) Charles "Darren" Evans, President	d) Click or tap here to enter text.
b) Ana Fisk, Director	e) Click or tap here to enter text.
c) Michelle Spratt, Treasurer	f) Click or tap here to enter text.

VENDOR QUESTIONNAIRE AND STANDARD CERTIFICATIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

For Questions 13 – 19, if any answer is “Yes”, specify details in an attached written response with submittal; each response should be labeled to match the question number.

13. Is Vendor or any of its principals or officers currently a principal or officer of another organization?
 Yes No
14. Has Vendor, or any of its principals, officers, or predecessor organization(s), been debarred or suspended by any government entity within the last three years? Yes No
15. Has Vendor ever failed to complete any services and/or delivery of products during the last three years?
 Yes No
16. Have any voluntary or involuntary bankruptcy petitions been filed by or against Vendor, its parent or subsidiaries or predecessor organizations during the last three years? Yes No
17. Has Vendor’s surety ever intervened to assist in the completion of a contract or have Performance and/or Payment Bond claims been made to Vendor’s or its predecessor’s sureties during the last three years?
 Yes No
18. Has Vendor ever failed to complete any services and/or delivery of products during the last three years?
 Yes No
19. Has Vendor been terminated from a contract within the last three years? Yes No
20. Participation in Solicitation Development: By submission of this solicitation response, the Vendor certifies as follows (select one):
- I have not participated in the preparation or drafting of any language, scope, or specification that would provide my firm or any affiliate an unfair advantage of securing this solicitation.
 - I have provided information regarding the specifications and/or products listed in this solicitation. If this box is checked, provide the following:
 - Name of Person the information was provided to: [Click or tap here to enter text.](#)
 - Title: [Click or tap here to enter text.](#)
 - Date information provided: [Click or tap here to enter text.](#)
 - For what purpose was the information provided? [Click or tap here to enter text.](#)

VENDOR QUESTIONNAIRE AND STANDARD CERTIFICATIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

Standard Certifications:**Drug-Free Workplace Certification**

In accordance with Section 287.087, Florida Statutes, whenever two or more submittals are tied, a submittal received from a Vendor that certifies it has implemented a drug-free workplace program shall be given preference in the award process.

The Vendor hereby certifies that: (only if Vendor is certifying it currently complies, check box)

- The Vendor hereby certifies that it has established a drug-free workplace program in accordance with the requirements of Section 287.087, Florida Statutes, (“Preference to businesses with drug-free workplace programs.”)

Non-Collusion Certification

Vendor shall disclose, to their best knowledge, any Broward County officer or employee, or any relative of any such officer or employee as defined in Section 112.3135 (1) (c), Florida Statutes, who is an officer or director of, or has a material interest in, the Vendor's business, who is in a position to influence this procurement. Any Broward County officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement. Failure of a Vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the Broward County Procurement Code.

The Vendor hereby certifies that: (select one)

- The Vendor certifies that this offer is made independently and free from collusion; or
- The Vendor is disclosing names of officers or employees who have a material interest in this procurement and is in a position to influence this procurement. Vendor must include a list of name(s), and relationship(s) with its submittal.

Public Entities Crimes Certification

In accordance with Public Entity Crimes, Section 287.133, Florida Statutes, a person or affiliate placed on the convicted vendor list following a conviction for a public entity crime may not submit on a contract: to provide any goods or services; for construction or repair of a public building or public work; for leases of real property to a public entity; and may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity; and may not transact business with any public entity in excess of the threshold amount provided in s. 287.017 for Category Two for a period of 36 months following the date of being placed on the convicted vendor list.

The Vendor hereby certifies that: (check box)

- The Vendor certifies that no person or affiliates of the Vendor are currently on the convicted vendor list and/or has not been found to commit a public entity crime, as described in the statutes.

VENDOR QUESTIONNAIRE AND STANDARD CERTIFICATIONS
REQUEST FOR PROPOSAL, REQUEST FOR QUALIFICATION, OR REQUEST FOR LETTER OF INTEREST

Scrutinized Companies List Certification

Pursuant to Section 287.135, Florida Statutes, any company or other entity on the **Scrutinized Companies with Activities in Sudan List**, the **Scrutinized Companies with Activities in Iran Terrorism Sectors List**, or the **Scrutinized Companies or Other Entities that Boycott Israel List**, are prohibited from bidding on, submitting a proposal for, or entering into or renewing a contract with an agency or local governmental entity for goods or services of (a) \$100,000 or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company or other entity is on the Scrutinized Companies or Other Entities that Boycott Israel List, created pursuant to Section 215.4725, Florida Statutes, or is engaged in a boycott of Israel; or (b) \$1,000,000 or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company or other entity is on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in Iran Terrorism Sectors List, created pursuant to Section 215.473, Florida Statutes; or is engaged in business operations in Cuba or Syria.

The Vendor hereby certifies that: (check each box)

- The company or other entity is aware of the above cited requirements of Sections 287.135, 215.473, and 215.4725, Florida Statutes, regarding the above cited lists; and
- The company or other entity is eligible to participate in this solicitation and are not listed on the cited lists above; and
- If awarded the Contract, the company or other entity will immediately notify the County in writing if it is placed on the above cited lists.

I hereby certify the information provided in this Vendor Questionnaire and Standard Certifications is true and correct*:

Vendor Name: Afognak Diversified Services, Inc.

DocuSigned by:
Signature: Larry Symons
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Printed Name: Larry Symons

Title: Director, New Operations

Date: October 16, 2025

* I certify that I am authorized to sign this solicitation response on behalf of the Vendor as indicated in Certificate as to Corporate Principal, designation letter by Director/Corporate Officer, or other business authorization to bind on behalf of the Vendor. As the Vendor's authorized representative, I attest that any and all statements, oral, written or otherwise, made in support of the Vendor's response, are accurate, true and correct. I also acknowledge that inaccurate, untruthful, or incorrect statements made in support of the Vendor's response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to PART XI of the Broward County Procurement Code. I certify that the Vendor's response is made without prior understanding, agreement, or connection with any corporation, firm or person submitting a response for the same items/services, and is in all respects fair and without collusion or fraud. I also certify that the Vendor agrees to abide by all terms and conditions of this solicitation, acknowledge and accept all of the solicitation pages as well as any special instructions sheet(s).

WORKFORCE INVESTMENT PROGRAM REQUIREMENTS

- A. In accordance with [Broward County Workforce Investment Program, Administrative Code, Section 19.211, the Workforce Investment Program](#) (Program) this solicitation is a covered contract if the open-end contract award value exceeds \$500,000 per year or if the individual project value exceeds \$500,000 under a fixed-term contract. The Program encourages Vendors to utilize [CareerSource Broward](#) (CareerSouce) and their contract partners as a firstsource for employment candidates for work on County-funded projects, and encourages investment in Broward County economic development through the hiring of economically disadvantaged or hard-to-hire individuals.
- B. Compliance with the Program, including compliance with First Source Referral and the Qualifying New Hires goals, is a matter of responsibility. Vendor should submit the **Workforce Investment Program Certification** with its response. If not provided with solicitation submittal, the Vendor must supply within three business days of County's request. Vendor may be deemed non-responsible for failure to comply within stated timeframes.
- C. The following is a summary of requirements contained in the Program. This summary is not all-inclusive of the requirements of the Program. If there is any conflict between the followingsummary and the language in the Program, the language in the Program shall prevail. In compliance with the Program, Vendor (and/or its subcontractors) shall agree to:
1. be bound to contractual obligations under the contract;
 2. use good faith efforts to meet First Source Referral goal for vacancies that result from award of this contract;
 3. publicly advertise any vacancies that are the direct result of this contract, exclusively with CareerSource for at least five (5) business days;
 4. review qualifications of CareerSource's Qualified Referrals and use good faith efforts to interview Qualified Referrals that appear to meet the required qualifications;
 5. use good faith efforts to hire Qualifying New Hires (as defined by the Program) for at least fifty percent (50%) of the vacancies (rounded up) that are the direct result of this contract;
 6. obtain a hired worker's written certification, attesting to a status as a Qualifying New Hire, Economically Disadvantaged Worker, or Hard-to-Hire worker (if applicable);
 7. retain records relating to Program requirements, including: records of all applicable vacancies; job order requests to CareerSource; qualified referral lists; and records of candidates interviewed and the outcome of the interviews.
 8. provide to the County any documents and records demonstrating Vendor's compliance and good faith efforts to comply with the Program;
 9. submit to the County an annual report by January 31st and within 30 days of contract completion or expiration; and
 10. ensure that all of its subcontractors comply with the requirements of the Program.

- D. Further information about the Program, Vendor's obligations, and the Qualifying New Hire's certification form may be obtained on the Office of Economic and Small Business Development website:

broward.org/econdev/Pages/WorkforceInvestmentProgram.aspx. Vendor is responsible for reading and understanding requirements of the Program.

- E. Subcontractors: Vendor's subcontractors shall use good faith efforts to meet the First Source Referral and the Qualifying New Hires goals, in accordance with the Program. The Vendor shall include in any subcontracts a requirement that all subcontractors comply with the Program requirements. The Vendor shall be responsible for compliance by any subcontractor with the Program as it applies to their subcontract.
- F. Reporting: Vendor shall maintain and make available to County upon request all records documenting Vendor's compliance and its subcontractors' compliance with the requirements of the Program, and shall submit the required reports to the Contract Administrator annually by January 31 and within thirty (30) days after the conclusion of this contract. Failure to timely comply with reporting requirements shall constitute a material breach of this contract.
- G. Evaluation: The Contract Administrator will document the Vendor's compliance and good faith efforts as part of the Vendor's Performance Evaluation.
- H. Failure to demonstrate good faith efforts to meet the First Source Referral and the Qualifying New Hires goal shall constitute a material breach of this contract.

WORKFORCE INVESTMENT PROGRAM CERTIFICATION

The completed form[s] should be returned with the Vendor's submittal. If not provided with the submittal, Vendor must submit the form within three business days after County's request. Vendor may be deemed nonresponsible for failure to fully comply within the stated timeframe or for not offering an affirmative response.

In accordance with the Workforce Investment Program:

Afognak Diversified Services, Inc. (Vendor) agrees to be bound to the contractual obligations of the Workforce Investment Program, Broward County Administrative Code Section 19.211, requiring our firm to use good faith efforts to meet the First Source Referral Goal and the Qualifying New Hires Goal.

Vendor Name: Afognak Diversified Services, Inc.

DocuSigned by:
Signature:  _____
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Printed Name: Larry Symons

Title: Director, New Operations

Date: September 9, 2024

Form Date 9/16/24

WORKFORCE INVESTMENT PROGRAM REQUIREMENTS

Exceptions & Clarifications

C.3 Publicly advertise any vacancies that are the direct result of this contract, exclusively with CareerSource for at least five (5) business days.

We take exception to C.3. ADS actively promotes job vacancies across various platforms and locations to attract the most qualified and diverse applicant pool.

C.6 Obtain a hired worker's written certification, attesting to a status as a Qualified New Hire, Economically Disadvantaged Worker, or Hard-to-Hire worker (if applicable).

We request further clarification regarding this requirement. Could you provide a more detailed explanation? Is there specific documentation required for the written certification? Additionally, are these definitions uniquely established by the County to outline the requirements mentioned above?

C.8 Provide the County with any documents and records demonstrating Vendor's compliance and good faith efforts to comply with the program.

We request further clarification regarding this requirement. Would these documents be provided upon request or on a regular basis?

C.9 Submit to the County an annual report by January 31st and within 30 days of contract completion or expiration.

We request further clarification regarding this requirement. Could you provide details on the expected format of the report?

DS
LS

CRIMINAL HISTORY SCREENING PRACTICES CERTIFICATION

The completed form should be returned with the Vendor's submittal. If not provided with the submittal, Vendor must submit the form within three business days after County's request. Vendor may be deemed nonresponsive for failure to fully comply within the stated timeframe.

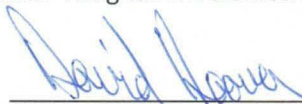
Section 26-125(d) of the Broward County Code of Ordinances ("Criminal History Screening Practices") requires that a Vendor seeking a contract in the amount of \$100,000 or more with Broward County shall certify:

- A. Vendor has implemented, or will implement upon award of the contract, policies, practices, and procedures regarding inquiry into the criminal history of an applicant for employment, including a criminal history background check of any such person, that preclude inquiry into an applicant's criminal history until the applicant is selected as a finalist and interviewed for the position.
- B. This requirement shall apply only to positions located within the United States that will foreseeably perform work under a contract with Broward County.
- C. The failure of Vendor to comply with Section 26-125(d) at any time during the contract term shall constitute a material breach of the contract, entitling Broward County to pursue any remedy permitted under the contract and any other remedy provided under applicable law.
- D. If Vendor fails to comply with Section 26-125(d) at any time during the contract term, Broward County may, in addition to all other available remedies, terminate the contract and Vendor may be subject to debarment or suspension proceedings consistent with the procedures in Chapter 21 of the Broward County Administrative Code.

By signing below, Vendor certifies that it is aware of the requirements of Section 26-125(d) of the Broward County Code of Ordinances and certifies the following: (check only one box below).

- Vendor certifies that, for positions located within the United States that will foreseeably perform work under a contract with Broward County, it has implemented, or will implement upon award of the contract, policies, practices, and procedures regarding inquiry into the criminal history of an applicant for employment, including a criminal history background check of any such person, that preclude inquiry into an applicant's criminal history until the applicant is selected as a finalist and interviewed for the position.
- Vendor is exempt from the requirements of Section 26-125(d) of the Broward County Code of Ordinances because Vendor is required by applicable federal, state, or local law to conduct a criminal history background check in connection with potential employment at a time or in a manner that would otherwise be prohibited by this section, or because Vendor is a governmental agency.

Vendor Name: Afognak Diversified Services, Inc.

Signature: 

Printed Name: David Hoover

Title: HR Director

Date: October 7, 2025

Responses

Afognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	

Year 1 Pricing

Success: All values provided	#1-1	Level 1 Officer (unarmed)	Level 1 Officer (unarmed), Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	564223	Hour	97%	\$ 29.94	\$ 16,891,535.30
Success: All values provided	#1-2	Level 1 Officer (unarmed) (Overtime/Holiday)	Level 1 Officer (unarmed), Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	21859	Hour	100%	\$ 34.75	\$ 759,565.25

Responses

Atognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-3	Security Operations Center Specialist	Security Operations Center Specialist, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	20333	Hour	98%	\$ 29.71	\$ 604,158.82
Success: All values provided	#1-4	Security Operations Center Specialist (Overtime/Holiday)	Security Operations Center Specialist, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	634	Hour	100%	\$ 34.75	\$ 22,030.48

Responses

Atognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-5	Supervisor	Supervisor, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	59587	Hour	98%	\$ 36.30	\$ 2,162,901.59
Success: All values provided	#1-6	Supervisor (Overtime/Holiday)	Supervisor, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall includewages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2218	Hour	100%	\$ 42.40	\$ 94,038.81

Responses

Afognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-7	Training Coordinator	Training Coordinator, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	95%	\$ 44.02	\$ 91,566.73
Success: All values provided	#1-8	Operations Manager	Operations Manager, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	95%	\$ 54.29	\$ 112,920.83

Responses

Afognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-9	Project Manager	Project Manager, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	95%	\$ 75.19	\$ 156,385.23
Success: All values provided	#1-10	Vehicle (per vehicle)	Vehicle (five (5) vehicles). Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each day per vehicle.	1825	Day	0%	\$ 39.76	\$ 72,568.91
Basket Total								\$ 20,967,671.94

Year 2 Pricing

Responses

Atognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-1	Level 1 Officer (unarmed)	Level 1 Officer (unarmed), Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	564223	Hour	98%	\$ 30.54	\$ 17,234,032.57
Success: All values provided	#2-2	Level 1 Officer (unarmed) (Overtime/Holiday)	Level 1 Officer (unarmed), Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	21859	Hour	100%	\$ 35.84	\$ 783,339.64

Responses

Afognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-3	Security Operations Center Specialist	Security Operations Center Specialist, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	20333	Hour	99%	\$ 30.43	\$ 618,699.27
Success: All values provided	#2-4	Security Operations Center Specialist (Overtime/Holiday)	Security Operations Center Specialist, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	634	Hour	100%	\$ 35.84	\$ 22,720.04

Responses

Atognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-5	Supervisor	Supervisor, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	59587	Hour	99%	\$ 37.18	\$ 2,215,168.68
Success: All values provided	#2-6	Supervisor (Overtime/Holiday)	Supervisor, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2218	Hour	100%	\$ 43.73	\$ 96,982.22

Responses

Afognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-7	Training Coordinator	Training Coordinator, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	99%	\$ 43.85	\$ 91,200.71
Success: All values provided	#2-8	Operations Manager	Operations Manager, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	99%	\$ 54.06	\$ 112,443.59

Responses

Atognak Diversified Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-9	Project Manager	Project Manager, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	99%	\$ 74.85	\$ 155,685.10
Success: All values provided	#2-10	Vehicle (per vehicle)	Vehicle (five (5) vehicles). Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each day per vehicle.	1825	Day	0%	\$ 36.46	\$ 66,536.25
Basket Total								\$ 21,396,808.06
Grand Total								\$ 42,364,480.01