



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

12/18/2024

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 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 El Dorado Insurance Agency, Inc. El Dorado Sec Svcs Ins Agy 3673 Westcenter Drive Houston TX 77042	CONTACT NAME: Jennifer LeRoy PHONE (A/C No. Ext): (713)521-9251 E-MAIL ADDRESS: jleroy@eldoradoinsurance.com	FAX (A/C, No): (713)521-0125
	INSURER(S) AFFORDING COVERAGE	
INSURED American Guard Services, Inc. 1125 W. 190th Street Los Angeles CA 90248	INSURER A: Lexington Insurance Company	NAIC # 19437
	INSURER B: National Union Fire Ins Co Pittsburgh I	NAIC # 19445
	INSURER C: Endurance American Specialty Insurance	NAIC # 41718
	INSURER D: Sunz Insurance Company	NAIC # 34762
	INSURER E: Hartford Fire Insurance Co.	NAIC # 19682
INSURER F:		

COVERAGES

CERTIFICATE NUMBER: AGS Certs (12/24)

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"/> Errors & Omissions GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			080878076	11/19/2024	11/22/2025	EACH OCCURRENCE	\$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
B	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS			019321961	11/19/2024	11/22/2025	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 checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			ELD30073718000	11/22/2024	11/22/2025	EACH OCCURRENCE	\$ 10,000,000
							AGGREGATE	\$ 10,000,000
D	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/A	WC100-00161-025	1/1/2025	1/1/2026	<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
E	1st & 3rd Party Crime			13BDDIT8512	11/24/2024	11/24/2025	Aggregate	2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Evidence of Insurance	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 R.L. Ring, Jr./JL03

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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.

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

Vendor has no current or past cases involving the Company that are considered by management of the Company to be material which, for the purposes of this RFP are defined in Section D.1 – D.5 of the RFP Litigation History section

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: Click or tap here to enter text.

Case Name: Click or tap here to enter text.

Date Filed: Click or tap here to enter text.

Name of Court or other Tribunal: Click or tap here to enter text.

Type of Case: Bankruptcy Civil Criminal Administrative/Regulatory

Claim or Cause of Action and Brief description of each Count: Click or tap here to enter text.

Brief Description of the Subject Matter and Project Involved: Click or tap here to enter text.

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: Click or tap here to enter text.

Opposing Counsel email: Click or tap here to enter text.

Opposing Counsel Phone: Click or tap here to enter text.

Vendor Name: American Guard Services, Inc.



AMERICAN GUARD SERVICES, INC.

Corporate Office:
90248
Direct:
E-mail:

1125 West 190th Street, Los Angeles, CA
(424) 213-4045
Counsel@wwsginc.com

June 5th, 2025

To whom it may concern,

Please allow this letter to inform you of the litigation matters involving American Guard Services Inc. ("American Guard").

Like any organization, American Guard is subject to litigation arising in the ordinary course of business.

American Guard employs approximately 6,000 security officers nationwide. As the organization has expanded, the lawsuits filed against the organization have increased as well.

The lawsuits include contested general liability matters, employment law issues, civil suits, and worker's compensation claims. In certain instances, American Guard is also obligated to defend personal injury claims brought against our clients. In addition, American Guard is occasionally involved in commercial litigation resulting from contractual disputes.

American Guard has a series of cases pending whereby those matters are covered through insurance. Given the limited deductible amounts based on claims made to insurance, liability to the Company is limited. Cases are in various stages of litigation and are handled primarily through outside counsel assigned to the respective insurance carrier. The majority of the matters are disputed and covered by insurance and/or handled by our Risk Management and Legal Department. There are no cases in litigation involving American Guard that are considered by management of the Company to be material which are not covered by the appropriate insurance carrier.

While litigation is part of doing business, American Guard is confident and hopeful that all matters will be defended and resolved justly and expediently, as American Guard and its affiliated entities continue to grow as a security services provider and gain market share in the security services industry.

Should you have any questions or concerns, please contact me directly.

Sincerely,

Dale Nowicki
General Counsel
American Guard Services, Inc.

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: N/A, AGS will be self performing on this contract
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: N/A, AGS will be self performing on this contract
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: N/A, AGS will be self performing on this contract
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: N/A, AGS will be self performing on this contract
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: American Guard Services, Inc.

Signature: 

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 2025

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)

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
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 Name: American Guard 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: American Guard Services, Inc.

Signature:  _____

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 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: 2550 Eisenhower Blvd , Suite 322-326
City, State, Zip: Fort Lauderdale, FL 33136

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.

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- 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.

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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: American Guard Services, Inc.

Signature: _____

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 2025

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"):	American Guard Services, Inc.			
Reference Date:	11/04/2025			
Organization/Firm Providing Reference:	University of Southern California (USC)			
Contact Name:	Phil Turner			
Contact Title:	Safety Manager, USC Auxiliary Services, Housing			
Contact Email:	plturner@usc.edu			
Contact Phone:	818-482-6674 or 213-821-4335			
Name of Referenced Project:	Security Guard Services			
Contract Number:	4813b			
Date Range of Services Provided:	Start Date: 07/01/2024	End Date: Present		
Project Amount:	\$4,109,315.43			
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) AGS provides security officer services for University of Southern California (USC) Housing. AGS staffs twenty (20) security officer stations, ensuring that all individuals entering the living areas are properly identified and cleared for entry while denying access to unverified parties. Officers remain alert for unusual noises, odors, or smoke that could indicate fire or other incidents, and provide high-level customer service to all individuals they encounter. All incidents are reported to an AGS Supervisor and the USC Department of Public Safety in accordance with the Clery Act. Officers maintain Daily Activity Reports for review by stakeholders and AGS management, and secure and report any lost personal property to the Department of Public Safety or the on-duty AGS Supervisor.				
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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

*****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

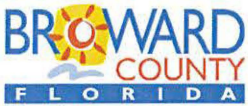
Form Date 4/1/25

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"):	American Guard Services, Inc.			
Reference Date:	09/17/2025			
Organization/Firm Providing Reference:	Chino Airport			
Contact Name:	Greg Zarco			
Contact Title:	Airport Manager			
Contact Email:	Greg.zarco@airports.sbcounty.gov			
Contact Phone:	(760) 482 - 7461			
Name of Referenced Project:	Security Guard Services			
Contract Number:	RGS_03262024160245376			
Date Range of Services Provided:	Start Date: 04/08/2024	End Date: Ongoing		
Project Amount:	\$216,000 (part of a master contract)			
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) N/A				
Description of services provided by Vendor, please specify below: (attach additional sheet if needed) AGS security personnel observe, report, and assist with de-escalation of incidents at all County location sites; Promote and maintain good public relations; anticipate criminal acts and take remedial action from discernment of person's conduct; Courteously direct and assist in the apprehension, of lawbreakers; Assist with traffic control and issue parking citations.				
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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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.

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"):	American Guard Services, Inc.		
Reference Date:	10/07/25		
Organization/Firm Providing Reference:	County of Brevard		
Contact Name:	Wendi Jo Bost		
Contact Title:	Director		
Contact Email:	wbost@brev.org		
Contact Phone:	321-633-1801		
Name of Referenced Project:	Security Guard Services		
Contract Number:	RFP-P-1-23-02-0-2023		
Date Range of Services Provided:	Start Date: 03/01/2023	End Date: present	
Project Amount:	\$ 752,337.06		
Vendor's Role in Project:	<input checked="" type="checkbox"/> Prime	<input type="checkbox"/> Subconsultant/Subcontractor	
Would you use this Vendor again?	<input 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)
 AGS provides unarmed security officers for the Brevard County ("County") Public Works Department/Facilities, Parks & Recreation Department campgrounds, and select Library Services Departments. Duties include provision of professional customer service and general information to the public; performance of walkthrough metal detector screening and handheld wand to screen all visitors for weapons and other contraband; search of personal belongings (i.e., purses, handbags, backpacks, briefcases, containers, etc.) for weapons and other contraband using X-Ray machines; ensure proper Americans with Disabilities Act (ADA) treatment through screening stations; keeping a daily written log of all activities; patrol the perimeter of the facilities every hour or as entrant traffic allows; report any dangerous situations to the County Sheriff's Office Staff; and more.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vendor's Organization:				
Staff Expertise:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Turnover:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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.

*****THE SECTION BELOW IS FOR COUNTY USE ONLY*****

Verified via: <input checked="" type="checkbox"/> Email <input type="checkbox"/> Verbal	Verified by: Wendi Bost	Division: Library Services
		Date: 10/7/2025

Vendor Reference Verification Form – RFP/RLI/RFQ
Form Date 4/1/25

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
N/A, AGS has never entered into a contract with Broward County	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.
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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: American Guard Services, Inc.

**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
N/A, AGS has never entered into a contract with Broward County	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: American Guard Services, Inc.



AMERICAN GUARD SERVICES



Response to BLD2129654P1 - Security Guard Services for FLL and North Perry Airports

Submitted by:

Gerald A. Gregory,
Executive Vice President
American Guard Services, Inc.
Local Office: 2550 Eisenhower Blvd.,
Suite 322, 324, 326,
Ft. Lauderdale, FL 33316
Headquarters: 1125 W. 190th St.
Los Angeles, CA 90248
(800) 441-1808
igregory@americanguardservices.com



Submitted to:
Broward County Aviation Department
(Electronic Submittal)





AMERICAN GUARD SERVICES

(800) 441-1808

americanguardservices.com

National HQ : 1125 W. 190th St.

Los Angeles, CA 90248



Licensed
Nationwide

November 4, 2025

Broward County Aviation Department
(Electronic Submittal)

Response to BLD2129654P1 - Security Guard Services for FLL and North Perry Airports

American Guard Services, Inc. (AGS) appreciates the opportunity to present our proposal for security services to Broward County Aviation Department (BCAD) for their Fort Lauderdale-Hollywood International Airport (FLL) and North Perry (HWO) Airport sites. We believe that the assembled documents herein stand apart from our competition and form a fully compliant response.

Brief History of the Firm

Founded in 1997, AGS is a woman-owned C corporation equipped with licenses, resources, personnel, and offices nationwide. We have provided security services to government and commercial clients for over twenty-eight (28) years. AGS employs more than six thousand (6,000) personnel across the United States. Our services and deliverables include the provision of unarmed and armed security officers, mobile and foot patrols, surveillance solutions, loss prevention, event security, risk management, facial recognition integration, thermal camera solutions, and more. Our company has grown organically over the last quarter century due in part to our exceptional quality of staff, security services, and expanding capabilities. AGS holds current and completed contracts for counties, airports, municipalities, states, critical infrastructure facilities, transit authorities, seaports, housing authorities, and K-12 and higher education institutions. AGS proposes that, if awarded, we will exceed the standards set forth by BCAD and fulfill all requested services.

SAFETY ACT Designation

In the aftermath of the 9/11 attacks, the private sector was extremely reluctant to deploy security technologies and services in civilian settings due to the enormous liability risks involved. In response, Congress enacted the Support Anti-Terrorism by Fostering Effective Technologies (SAFETY) Act in 2002. AGS's application to earn this Designation took nearly a year to complete due to COVID-19. AGS earned its SAFETY Act Designation by



undergoing a thorough review of our technologies, applications, and methodologies by the Department of Homeland Security Under Secretary for Science and Technology. Out of thousands of securities companies, AGS is one of the few equipped with this Designation.

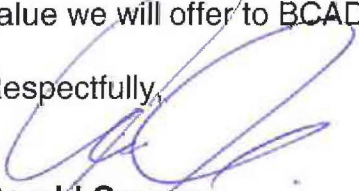
AGS's Motto: Observe, Take Action, Report

These Designations, experience, resources, national reach, and overall know-how are all part of AGS's distinguishing characteristics as a security service provider and under the Code of Conduct we teach all officers who display our badge: Observe, Take Action, Report. AGS makes this simple addition to a trusted ideal to emphasize the role a security officer undertakes to serve as a mediator and uniformed protector.

Authorized Representative

As the signer of this proposal, I am an official corporate officer of AGS listed on file as an Authorized Representative and signatory. In the event you require further information, please contact me at any time. AGS looks forward to the opportunity to demonstrate the value we will offer to BCAD and its stakeholders.

Respectfully,



**Gerald Gregory,
Executive Vice President
American Guard Services, Inc.**

Local Office: 2550 Eisenhower Blvd., Suite 322, 324, 326, Ft. Lauderdale, FL 33316

Headquarters: 1125 W. 190th St. Los Angeles, CA 90248

Phone: (800) 441-1808

Email: jgregory@americanguardservices.com

Please submit all requests for information and correspondence to both Mr. Gregory and Mr. Weissman as they complement and support each other.

**Craig Weissman, CFE
Vice President of Contract Compliance
American Guard Services, Inc.**
Email: cweissman@americanguardservices.com

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1. Ability of Professional Personnel

1.1. Describe the qualifications and relevant experience of the Project Manager, key staff, and subcontractors that are intended to be assigned to this project. Provide a summary of the following for the project manager, key staff, and subcontractors.

- a) Identify at least two (2) continuous years of relevant experience within the last five (5) years at a government-regulated airport
- b) Summary of their education, license(s), and certification(s)
- c) Resume of the project manager, and all key personnel
- d) Minimum qualifications and relevant experience of all subcontractor's key staff to be assigned to this project

AGS will not be subcontracting. As AGS practices the security industry standard of seeking to onboard qualified incumbents to streamline the transition process, we will finalize staffing upon award. Please see the following requested information:

❖ **Gerald Gregory, Executive Vice President**

- a) Mr. Gregory has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Gregory's education includes the following: Criminal Justice Associates Degree, John Jay College of Criminal Justice. Mr. Gregory's licenses and certificates include the following: Private Investigator, ASIS Member, and CALSAGA Member.
- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.

❖ **Craig Weissman, CFE, Vice President of Contract Compliance**

- a) Mr. Weissman has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Weissman's education includes the following: BS in Economics, George Washington University. Mr. Weissman's licenses and certificates include the following: Certified Fraud Examiner certification.
- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.

❖ **Donald Salvador, Risk Management Senior Investigator**

- a) Mr. Salvador has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Salvador's education includes the following: Administration of Justice, Master's Degree; Criminal Justice, Bachelor's Degree; Graduate, Rio Hondo Police Academy; Golden West College Post Police Supervisor Certificate; California Department of Corrections Academy Graduate; and Federal Bureau of Prisons Academy Graduate. Mr. Salvador's licenses and certificates include the following: Department of Defense Police Academy Certificate, California Department of Corrections Academy Certificate, Rio Hondo Police Academy Certificate, California Post Supervisor Certificate

(Golden West College), and California Post Manager Certificate (Cal State Long Beach).

- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.

❖ **Jeffrey Kagan, Rapid Response Operations Manager**

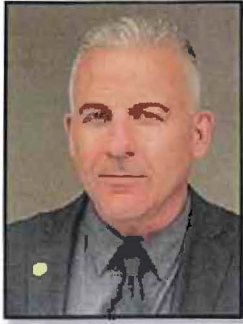
- a) Mr. Kagan has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Kagan's education includes the following: Bachelor's Degree in Criminal Justice, University of Phoenix. Mr. Kagan's licenses and certificates include the following: CPR and First Aid, Stop the Bleed, FEMA Incident Management, and FEMA Active Shooter.
- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.

❖ **Doug Snow, Director of Operations**

- a) Mr. Snow has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Snow's education includes the following: Community College of the Air Force, Industrial Security, 1990. Mr. Snow's licenses and certificates include the following: Florida "MB" Licensed Security Manager, Intermediate Force Instructor Certification, Florida "C" Licensed Private Investigator, Winchester Expandable Baton Training Certification, Florida "D" Licensed Unarmed Security Officer, Central Alarm Station Instructor and Operator, Florida "G" Licensed Armed Security Officer, CPR and First Aid Certification, and Florida "DI" Licensed Security Officer Instructor.
- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.

❖ **Billy Fives, Acting Project Manager**

- a) Mr. Fives has helped execute our DHL contract at Los Angeles International Airport for two (2) continuous years within the last five (5) years.
- b) Mr. Fives' education includes the following: Broward College, Business Administration and Management, 1990-1991; C-Tech, IT Security/Technology Cabling, 1998-1989, Computer Network Cabling; and Mount Aloysius College, Business Administration and Management, 1987-1988. Mr. Fives' licenses and certificates include the following: US Department of Homeland Security, Cyber Security Certification—2019; Association of Ship Brokers & Agents, Boarding Agent Certifications—2018; Capital Safety, Competent Person Fall Protection—2016; Occupational Health and Safety, OSHA 10 Certification—2015; US Department of Homeland Security, Terrorism Liaison Officer—2014; and US Coast Guard, FSO/SSO/CSO Certification—2010.
- c) Please see the following pages for the applicable resumes.
- d) AGS will not be subcontracting.



GERALD GREGORY
EXECUTIVE VICE PRESIDENT

Overview:

Gerald Gregory brings over 47 years of security, investigations, and public law enforcement experience. Today, a Licensed Private Detective and security professional, Mr. Gregory has extensive industry experience in both the private and public sectors. In the public law enforcement sector, he successfully completed his duty as an Essex County Constable, Police Officer, Sergeant, Lieutenant, and Captain of a police department Emergency Management Division. Since 2009, Mr. Gregory has personally overseen all manner of security officer contracts and is apt at transitions, swift issue resolutions, and tailoring security officer program approaches.

Employment History:

2008 – Present	American Guard Services, Inc.	Executive Vice President
2007 – 2008	Beau Security & Investigations, Inc.	President of Internal Intelligence
1990 – 2007	Internal Intelligence Service	Chief Executive Officer & President

Licenses and Certificates:

- ❖ Private Investigator
- ❖ ASIS Member
- ❖ CALSAGA Member

Education:

- ❖ Criminal Justice Associates Degree, John Jay College of Criminal Justice



CRAIG WEISSMAN, CFE
VICE PRESIDENT OF CONTRACT COMPLIANCE

Overview:

Mr. Weissman has over 24 years of experience in the security and investigative industry. His expertise includes contract compliance and management and operational guidance. His investigative experience includes conducting financial review audits, financial fraud examinations, due diligence investigations, and the corporate restructuring of several companies. His career includes 6 years in the corporate office of Beau Dietl & Associates as Vice President of the White-Collar Division, managing a staff of analysts and investigators. As an investigator, he has provided risk assessment and competitive intelligence to help clients make strategic business decisions.

Mr. Weissman has been a Certified Fraud Examiner since 2004. As granted by the Association of Certified Fraud Examiners, a Certified Fraud Examiner credential denotes proven expertise in fraud prevention, detection, and deterrence. Mr. Weissman graduated from George Washington University with a Bachelor of Science in Economics. Specific responsibilities include operations management, operations guidance, business development, and compliance.

Employment History:

2008 – Present	American Guard Services, Inc.	Vice President of Contract Compliance
2001 – 2008	Beau Dietl & Associates	Vice President

Education and Certifications:

- ❖ BS Economics, George Washington University
- ❖ Certified Fraud Examiner (CFE)



DONALD SALVADOR
RISK MANAGEMENT SENIOR INVESTIGATOR

Overview:

Mr. Salvador is a former Police Chief with over 22 years of federal and state law enforcement experience. In his previous role as a Police Chief, Mr. Salvador oversaw and managed over 190 personnel including police officers, investigators, dispatchers, and support staff. As a Risk Management Senior Investigator, Mr. Salvador is currently responsible for the conduct of investigations, identifying various risks, leading routine inspections, acquiring and evaluating documents, and conducting evaluations.

Employment History:

2024 – Present	American Guard Services, Inc.	Risk Management Senior Investigator
2020 – 2024	Daly Strategic Group LLC	Chief Executive Officer
2020 – 2021	UEI College	Associate Criminal Justice Instructor
2015 – 2017	Grossmont College	Training Officer
2008 – 2023	California Department of State Hospitals	Chief of Police
2005 – 2008	California Department of Corrections and Rehabilitation	Correctional Officer

Licenses and Certificates:

- ❖ Department of Defense Police Academy Certificate
- ❖ California Department of Corrections Academy Certificate
- ❖ Rio Hondo Police Academy Certificate
- ❖ California Post Supervisor Certificate (Golden West College)
- ❖ California Post Manager Certificate (Cal State Long Beach)

Education:

- ❖ Administration of Justice, Master's Degree
- ❖ Criminal Justice, Bachelor's Degree
- ❖ Graduate, Rio Hondo Police Academy
- ❖ Golden West College Post Police Supervisor Certificate
- ❖ California Department of Corrections Academy Graduate
- ❖ Federal Bureau of Prisons Academy Graduate

Associations:

- ❖ Current Member: American Correctional Association (Member)
- ❖ Current Member: Filipino American Law Enforcement Officers Association – Los Angeles Chapter (Former President/Current Director)



JEFFREY KAGAN
RAPID RESPONSE OPERATIONS MANAGER

Overview:

Mr. Kagan provides expert field training and officer development, employee recruitment and retention services, and ensures the provision of the best officers available. Previous experience includes involvement in start-up operations for a 3,000 hour per week contract for a government agency. Additional expertise is leveraged through client consultations, regular and emergency response, conducting site visits, and officer inspections. Mr. Kagan facilitates branch duties and operations, communicating with clients and coordinating needed support services to effectively manage accounts. Included in his duties are managing our Rapid Response Team and assisting with the successful execution of security contracts. Assisting with recruiting, vetting, training, and contract compliance, our Rapid Response Team is designed to ensure the success of all our contracts.

Employment History:

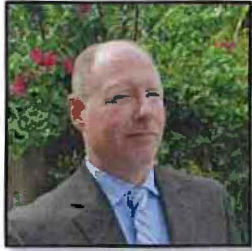
2023 - Present	American Guard Services, Inc.	Rapid Response Operations Manager
2020 – 2022	Silverblade Protection Services	Chief Operations Officer
2021 – 2022	Security Reconnaissance Team Inc	Captain
2019 – 2020	Global Source Solutions Security	Security Officer Supervisor
2017 - 2019	Admiral Security Services, Inc.	North Texas Manager

Licenses and Certifications:

- ❖ CPR and First Aid
- ❖ Stop the Bleed
- ❖ FEMA Incident Management
- ❖ FEMA Active Shooter

Education:

- ❖ Bachelor's Degree in Criminal Justice, University of Phoenix



DOUG SNOW
DIRECTOR OF OPERATIONS

Overview:

Mr. Snow has over 32 years of experience in the security industry. Mr. Snow directly manages operations for Florida-based clients for AGS. Additionally, Mr. Snow monitors and maintains the Facility Security Plans for all Maritime Security Operations.

Employment History:

2016- Present	American Guard Services, Inc.	Director Of Operations
2011-2016	McRoberts Maritime Security	South Florida Operations
2006-2011	McRoberts Maritime Security	Operations Manager
2003-2006	McRoberts Maritime Security	Terminal Security Officer
2003-2003	Diplomatic Protection Services	Protection Specialist
1997-2001	Diamond Group Argonne Nat'l Lab	Operations Manager
1990-1997	Diamond Group Argonne Nat'l Lab	Shift Supervisor
1986-1990	United States Air Force	Sergeant

Education:

- ❖ Community College of the Air Force, Industrial Security, 1990

Certifications:

- ❖ Florida "MB" Licensed Security Manager, Intermediate Force Instructor Certified
- ❖ Florida "C" Licensed Private Investigator, Winchester Expandable Baton Training Certified
- ❖ Florida "D" Licensed Unarmed Security Officer, Central Alarm Station Instructor and Operator
- ❖ Florida "G" Licensed Armed Security Officer, CPR and First Aid Certified
- ❖ Florida "DI" Licensed Security Officer Instructor



BILLY FIVES
ACTING PROJECT MANAGER

Overview:

Billy Fives is a veteran trainer and security operations expert. He has overseen Homeland Security based operations, served as USCG certified FSO for multiple major cruise lines and cargo terminals, staffed and trained officers to work in high-traffic and federally regulated locations, and scheduled and maintained professionalism of staff.

Employment History:

2016 – Present	American Guard Services, Inc.	Project Manager
2007 – 2016	McRoberts Protective Agency, Inc.	Account Manager
2006 – 2007	Mardi Gras Casino	Criminal/Corporate Investigator
2000 – 2007	Miami Dade College	Instructor

Training/Certifications:

- ❖ US Department of Homeland Security, Cyber Security Certification—2019
- ❖ Association of Ship Brokers & Agents, Boarding Agent Certifications—2018
- ❖ Capital Safety, Competent Person Fall Protection—2016
- ❖ Occupational Health and Safety, OSHA 10 Certification—2015
- ❖ US Department of Homeland Security, Terrorism Liaison Officer—2014
- ❖ US Coast Guard, FSO/SSO/CSO Certification—2010

Education:

- ❖ Broward College, Business Administration and Management, 1990-1991
- ❖ C-Tech, IT Security/Technology Cabling, 1998-1989, Computer Network Cabling
- ❖ Mount Aloysius College, Business Administration and Management, 1987-1988

2. Project Approach

2.1. Describe the Prime Vendor’s approach to the project including how subcontractors will be used in the project. Detailed specific information that clearly and fully illustrates the Vendor’s understanding of the requirements, and the inherent risks associated with General Security Guard Services for Fort Lauderdale and North Perry Airports as described in the Specifications and Requirements.

AGS will not be using subcontractors. Approaches not outlined elsewhere include the following:

Employee Discipline Plan

Prevention of Misconduct

Most acts of misconduct can be prevented through familiarizing officers with the company, client, and site’s policies providing officers with a quick reference document of these policies and reminding officers frequently of these policies.

Initial Orientation—Ensure familiarity with and understanding of AGS and client policies and regulations.

Easy Reference—Provide an easily accessible list of AGS and client policies and regulations for quick reference.

Frequent Reminders—Frequently remind officers of commonly violated regulations (e.g., no smoking, no drug use, no fraternization, etc.).

In general, we follow an escalation matrix of disciplinary procedures. This begins with soft measures such as warnings or demerits. Further misconduct merits a supervisor working closely with the officer to identify root causes of the behavior; in the long term, this increases retention by avoiding termination of guards for fixable issues and by showing the value we place on officers. If behavior fails to improve or worsens, drastic measures such as suspension, re-assignment, or even termination are implemented as last resorts.

Firing a security officer is done via a personalized, face-to-face meeting with their supervisor or manager. Information is kept secure by disallowing access to our servers, their email, etc. once the decision is complete. This is done only in circumstances where all options in our escalation matrix have been exhausted and there is no alternative course of action, or if the severity of the officer’s actions warrants immediate termination. Please see the following for our escalation matrix sample:

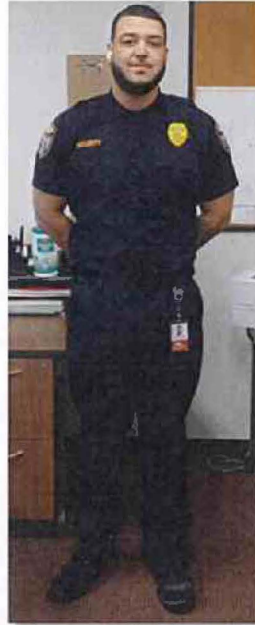
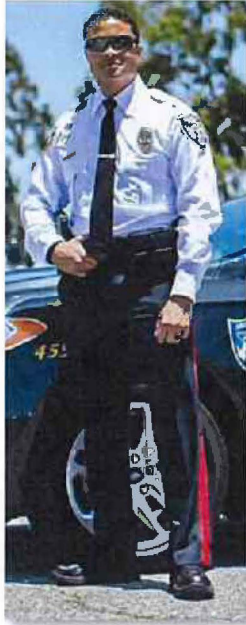
Escalation Matrix

Severity	Example	Consequence
First Offense	Improper wearing of uniform	<ul style="list-style-type: none"> • Written warning placed in personnel file • Corrective action taken to ensure compliance
Repeated Offenses	Regular inadequate performance of duties	<ul style="list-style-type: none"> • Extra training/supervision from supervisor

		<ul style="list-style-type: none">• Corrective action taken to ensure compliance• Removal from Assignment/Termination
Severe Offense	Offenses that result in direct and malicious breach of contract	

Uniforms and Equipment

AGS has fully customizable uniforms for all weather conditions. Please see the following for samplings.



Equipment Plan

We have adequate resources to purchase and provide our officers with all required equipment. Moreover, as outlined below, we stock reserves, replace malfunctioning equipment, and undergo regular inspections to ensure contract compliance.

Reserves

We keep a surplus of commonly used security equipment in the event of requested additional or emergency coverage. This is possible due to our tremendous financial strength and the foresight of our key personnel and supervisors.

Replacement

In the event of broken or otherwise malfunctioning equipment, we will immediately replace it with functioning equipment from our reserves for the sake of our officers' and client's safety.

Regular Inspections

In addition, each officer is expected to inspect their equipment before and after their shift to ensure that it is functioning properly; malfunctioning equipment will be reported to the supervisor and replaced.

Dispatching System



AGS has access to a **24/7 Operations and Dispatch Center**, a state-of-the-art, multi-million-dollar facility that allows our executive management and corporate compliance officers a greater degree of connection and oversight. It is manned by a team of the most qualified dispatchers in the nation, hired and trained by our corporate staff. The Operations and Dispatch Center is powered by cutting edge technologies that allow our firm to provide a level of service that is unparalleled in the security industry. Our Operations and Dispatch Center combines technology and hands-on customer service to

provide clients with uninterrupted Security Officer coverage and an accelerated response time to all other security requests.



The Operations and Dispatch Center has online functionality and can be remotely accessed; our corporate management team regularly views real-time dispatch center footage from their own office desktops, laptops, or even phones to monitor compliance.

Real-Time Officer Supervision/Monitoring (TrackTik)

AGS will utilize **TrackTik** for this contract. AGS provides cellular phones with **TrackTik** to provide the following:

- ❖ **Customizable Reports:** Creating Client-Specific Reporting Forms for Officers. AGS can create any type of report (e.g., Incident Reports and Daily Activity Reports).
- ❖ **GPS Tracking:** Tracking Personnel in Real-Time.
- ❖ **Live Dashboard:** Centralized Field Operations View.
- ❖ **Geofencing:** Establishing Restricted and Accessible Zones.
- ❖ **Dynamic Map View:** Viewing Personnel Locations on a Map.
- ❖ **Panic Button:** Emergency Button to Connect Security Officers to Management.
- ❖ **Automated SMS and Email Alerts:** Push Notifications on Field Incidents.
- ❖ **Checkpoint Tours:** Establishing Digital Checkpoints for Security Officers to Scan on Patrol.
- ❖ **Post Order Acknowledgement:** Ensuring Security Officers Have Taken Notice of Post Orders.
- ❖ **Watch Mode:** Acquiring a Live Feed of Security Personnel.
- ❖ **Client Portal:** Sharing an Operational Overview with Clients.
- ❖ **Customizable Incident Categories:** Creating Incident Levels Suited to Needs.
- ❖ **Incident Analytics:** Reporting on Operational Intelligence.
- ❖ **Customizable Report Templates:** Creating Site-Specific Reporting Forms for Guards.
- ❖ **Customizable Incident Categories:** Creating Incident Levels Suited to Needs.
- ❖ **Incident Severity Levels:** Defining the Level of Emergency Attached to Incidents.
- ❖ **Customizable Reporting Exports:** Extracting Reports According to Needs.
- ❖ **GPS Location Capture When Completing Reports:** Compiling Reports Using Personnel Locations.

Sample Incident Report

American Guard Services, Inc. (AGS)
 1125 W. 190th St
 Los Angeles California 90248
 United States of America (the)






Incident Report	
Report #	135824
Report Date	03/07/2023
Report Time	09:34
Created By	[REDACTED]
Position	Armed Security Officer
Client	[REDACTED]

Information	
Date	03/07/2023
Time	09:25
Client	[REDACTED]
Incident Report # and Dispatcher Name (Please report this incident to Dispatch prior to completing this Incident Report)	-
Incident Category	Hazards / Other
Site Location	[REDACTED]
Incident Location (area, floor, apt number, etc...)	AOA - SOUTH part of the airport
Complainant's Contact Information (if applicable)	-
Police/EMS Contact Information (if applicable)	-
Which Supervisor was Notified	[REDACTED]
Date Supervisor Notified	03/07/2023
Time Supervisor Notified	09:27
Which agency was involved?	
Police Involved	
EMS Involved	
Fire Involved	
Arrest Made	
Witness Contact Information (if applicable)	-
What happened?	When I was on vehicle patrol of AOA perimeter, I observed geese on the ground not far from runway 34. I contacted with Tower, and after their permission used Crack gun and scared the geese away from AOA
When did it happen?	-
How did it happen?	-
Who was involved?	
Employee(s)	
Visitor(s)	
Customer(s)	
Client(s)	
Officer(s)	
Supervisor(s)	
Who was involved? Provide names and titles, if applicable.	RDD Tower
What was done about it?	-
Additional Details/Narrative	-

Consolidated Report# 135824 Incident Report

1/2

<p>Photo 1 - Ensure ALL pictures pertain to the incident and are high quality. No blurry pictures.</p>	
<p>Photo 2</p>	
<p>Security Officer Name (Print):</p>	<p>[REDACTED]</p>
<p>Officer's Signature</p>	<p><i>I hereby declare that all information provided is accurate and true to the best of my knowledge.</i> </p>

Sample Daily Activity Report



Daily Activity Report Entry	
Report #	112644
Report Date	02/15/2023
Report Time	04:51
Created By	[Redacted]
Position	Armed Security Officer
Client	[Redacted]

Information	
Date/Time	02/15/2023 04:55
Site Location	[Redacted] United States of America (the)
Site Location - Type below, if not available in search box above.	
Location (Front desk, restroom, parking lot, etc.)	Front desk
Entry (Please provide a brief description of the activity)	2100-2105 vehicle inspection 2105-2110 patrol parking lot 2110-2145 patrol terminal arrival flight 2145-2230 physical/on site 2210-cornacopia building found un locked Made an I.R.#02142023-16 Frank 2230-2300 AOA SIDA 2300-2310 lock terminal 2310-2335 tie-down reports 2335-0000 monitor cameras 0000-0040 FOD lighting inspection 0040-0120 monitor cameras 0120-0235 patrol parking lot 0235-0305 patrol perimeter 0305-0345 monitor cameras 0345-0355 un lock terminal 0355-0415 Daily activity report 0415-0500 TSA STANDBY Sterile area sweep
Picture	

Sample Patrol Report

Patrol Report



Route: [Redacted] Employee: [Redacted]
 Start: 05/17/2024 12:17 End: 05/17/2024 12:45 Duration: 28 Minutes



Checkpoint	Patrol Date	Patrol Time	Result
A Level 10 (Opposite side of Atrium)	05/17/2024	12:17	Scanned
B Level 11 (Far Corner of Atrium)	05/17/2024	12:17	Scanned
C Level 12 (Far Corner of Atrium)	05/17/2024	12:17	Scanned
D Level 13 (Front of Atrium)	05/17/2024	12:17	Scanned
E Level 14 (Far Corner of Atrium)	05/17/2024	12:18	Scanned
F Level 15 (Front of Atrium)	05/17/2024	12:18	Scanned
G Level 16 (Far Corner of Atrium)	05/17/2024	12:18	Scanned
H Level 17 (Corner of Atrium)	05/17/2024	12:18	Scanned
I Level 18 (Corner of Atrium)	05/17/2024	12:42	Scanned
J Level 2 (Left Corner of Atrium)	05/17/2024	12:18	Scanned
K Level 3 (Left Corner of Atrium)	05/17/2024	12:18	Scanned
L Level 4 (Corner of Atrium)	05/17/2024	12:18	Scanned
M Level 5 (Corner of Atrium)	05/17/2024	12:18	Scanned
N Level 6 (Opposite side of Atrium)	05/17/2024	12:18	Scanned
Level 7 (Opposite side of Atrium)	05/17/2024	12:18	Scanned
P Level 8 (Opposite side of Atrium)	05/17/2024	12:18	Scanned
O Level 9 (Far Corner of Atrium)	05/17/2024	12:18	Scanned
R Stairwell to Main St.	05/17/2024	12:18	Scanned
S Lobby / Bottom of Stairs to Tunnel	05/17/2024	12:18	Scanned
T Lobby / Security Desk	05/17/2024	12:18	Scanned
U Parking Garage	05/17/2024	12:44	Scanned

100%

Checkpoints	21
Scanned	21
Missed	0

Tour Details



Time	Action	Details
12:17 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 10 (Opposite side of Atrium)
12:17 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 11 (Far Corner of Atrium)
12:17 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 12 (Far Corner of Atrium)
12:17 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 13 (Front of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 14 (Far Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 15 (Front of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 16 (Far Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 17 (Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 2 (Left Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 3 (Left Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 4 (Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 5 (Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 6 (Opposite side of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 7 (Opposite side of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 8 (Opposite side of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 9 (Far Corner of Atrium)
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Stairwell to Main St.
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Lobby / Bottom of Stairs to Tunnel
12:18 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Lobby / Security Desk Instructions: Monitor Area
12:42 05/17/2024	Checkpoint Scan [REDACTED]	Checkpoint Name: Level 18 (Corner of Atrium) Extra Scan Option: Open a Report Form - Daily Activity Report Entry
12:43 05/17/2024	#B755B3 Daily Activity Report Entry [REDACTED]	<p>Date/Time 05/17/2024 12:42</p> <p>Site Location [REDACTED] United States of America (the)</p> <p>Location (Front desk, restroom, parking lot, etc.) 18th</p> <p>Entry (Please provide a brief description of the activity) End tour</p>

Picture



12:44
05/17/2024

Checkpoint Scan
[Redacted]

Checkpoint Name: Parking Garage
Extra Scan Option: Open a Report Form - Daily Activity Report Entry

12:45
05/17/2024

#875586 Daily Activity Report Entry
[Redacted]

Date/Time
05/17/2024 12:45

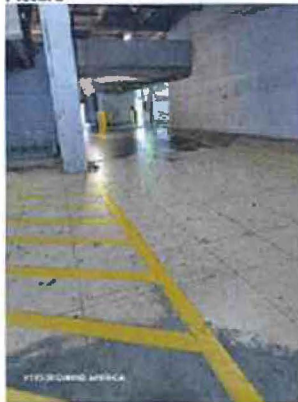
Site Location
[Redacted]

United States of America (the)

Location (Front desk, restroom, parking lot, etc.)
Garage


Entry (Please provide a brief description of the activity)
Start

Picture



Automated Officer Scheduling and Management (MITC)

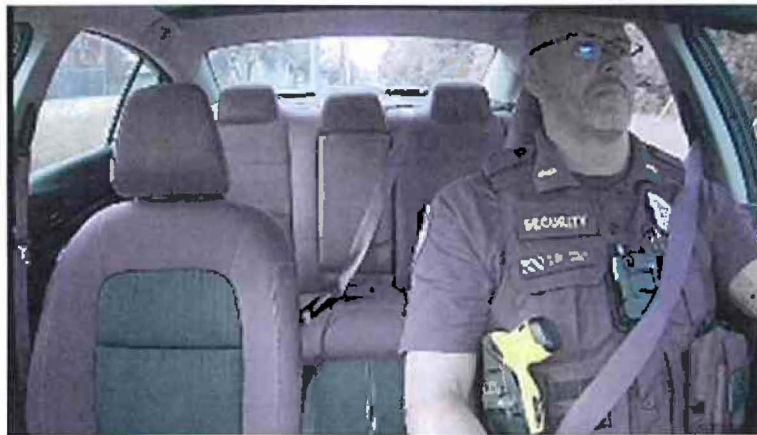
To streamline scheduling and management services via automation, AGS utilizes **MITC**, which brings web-based, real-time automation through a centralized database. From dynamic scheduling and attendance to payroll and human resources, MITC uses patent pending technology and advanced biometrics to power a seamless, fully-automated management system—all in real-time.

	
Streamlined Scheduling Solutions	MITC Workforce Management Solutions streamlines our administrative operations. They offer modular workforce packages and a wide range of customization for every partner. Among many advantages to MITC integration, MITC allows us to fill positions quickly with real-time publishing; they implement improved time management with prompts; no-shows, over and under-schedule alerts and alarms; and the service supports any device (smartphones, tablets, PC).
Improved Communication	MITC facilitates communication of schedules in real time to employees, managers, and client representatives. Communication features such as schedule prompting can improve time management by sending emails or text messages with schedule reminders prior to an employee's shift.
Innovative Compliance Measures	Auto-reminders for employees reduce the possibility of missed shifts or late arrivals. This system also enables MITC to send officers messages to update necessary information such as post orders and ensure compliance with requisite training and certifications. All messages are time-stamped to confirm that officers heard the Supervisor's directive(s).
Universal Accessibility	MITC's technology allows officers to go online via cellular phone or computer to check their schedules and payroll at any time. Not only does this add to system efficiency, but also significantly decreases traditional paperwork-related errors/malfunctions.
Increased Transparency and Auditability	MITC's online scheduling system provides the ability for our clients to log in and view their site scheduling, which officers are covering shifts, and that their posts are properly covered. Further, any client looking to conduct audits will have access to most of the records they need online.

Real-Time Vehicle Supervision/Monitoring (Verizon Connect)

In addition to smartphones assigned to personnel, AGS uses **Verizon Connect Fleet Management and KP2 Sensata Cameras** on all vehicles to track roving patrols and provide the following:

- ❖ **Increased Accountability and Comprehensive Monitoring**—Web-based maps and reports track Officer/patrol details such as how many times they visit client sites, how long they stay, and more.
- ❖ **Record Uploading and Tracking**—Automatic footage upload of accidents, hard braking, distracted driving, and other events of interest.
- ❖ **Tamper Resistant**—Professionally installed to mitigate interference or compromising footage.
- ❖ **Additional Features**—Footage is retrievable on-demand; provides audio speaker for voice-based safety coaching; provides cloud-based reporting, accident reconstruction, and driver safety scorecards; no hard-wiring into vehicle required.



2.2. Provide a detailed overview of the Vendor's plans and programs listed in Specifications and Requirements, 4. Plans and Manuals.

Transition Plan

AGS understands that the transition phase for the BCAD security services contract is a critical period that must be executed with precision, structure, and coordination. Our objective is to ensure a seamless and uninterrupted transfer of responsibilities that fully aligns BCAD standards while maintaining security integrity and compliance with all Transportation Security Administration (TSA) and Airport Security Plan (ASP) requirements. This transition plan outlines the methodology, schedule, milestones, and contingency measures that AGS will implement to guarantee operational readiness on the commencement date.

Methodology and Approach

AGS will manage the transition through a phased implementation process designed to ensure that all operational, personnel, and administrative components are integrated without disruption to existing services. The process will be led by a dedicated Transition Management Team composed of the Project Manager, Operations Manager, and Training Coordinator. This team will serve as the single point of coordination with BCAD's Contract Security Services Administrator (CSSA) and will be responsible for oversight, communication, and compliance throughout the transition period.

Phase I: Initiation and Coordination (Weeks 1–2)

The initial phase begins immediately after the notice of award. AGS will conduct a detailed assessment of the incumbent contractor's operations, existing Post Orders, and personnel distribution. Meetings will be scheduled with BCAD officials to establish communication protocols, data exchange procedures, and reporting structures. The Transition Management Team will also begin reviewing all facility access control and credentialing requirements to prepare for staff badging.

Phase II: Recruitment and Screening Synchronization (Weeks 3–5)

During this phase, AGS will finalize the roster of employees for transition and initiate screening for new hires to meet the staffing levels identified in the solicitation. This includes security officers, supervisors, Security Operations Center specialists, and management personnel. Background checks, fingerprinting, and badging applications will be submitted in accordance with BCAD and TSA requirements. Coordination with the incumbent vendor will ensure continuity of qualified staff and minimize onboarding delays.

Phase III: Training and Technology Integration (Weeks 4–6)

All retained and newly hired personnel will complete the initial 40-hour airport-specific training program. This program will include instruction on the Airport Security Plan, insider threat awareness, emergency response procedures, and customer service protocols. At the same time, AGS will implement its automated timekeeping and scheduling technology to integrate with BCAD's labor tracking and invoicing requirements. This system ensures accuracy in attendance verification, payroll reconciliation, and billing in compliance with BCAD's specifications.

Phase IV: Operational Validation (Week 7)

Before the commencement date, AGS will conduct full-scale operational rehearsals covering shift turnover, radio communication, reporting, and emergency drills. The purpose of this phase is to verify readiness at all levels and to allow BCAD representatives to observe and confirm compliance with the scope of work. Any necessary adjustments will be made immediately following the validation exercise.

Schedule and Transition Timeframe

The transition period will last approximately seven weeks, or 35 to 45 days, from the notice of award through the official start date. The schedule will be refined in coordination with BCAD but will follow the structure below:

Week	Activity	Deliverable
1	Kickoff meeting, communication setup	Transition governance established
2	Assessment and coordination	Baseline operations and resource mapping
3	Recruitment and screening	Candidate rosters and background checks
4	Training commencement	Initial 40-hour training begins
5	Technology integration	Timekeeping and reporting system installed
6	Mock operations	System and personnel readiness verified
7	Final review and approval	BCAD acceptance and full turnover

Milestones

1. Approval of transition plan by the Contract Security Services Administrator
2. Completion of all screening, licensing, and badging requirements
3. Staffing alignment verified and confirmed
4. Completion of all training and certification requirements
5. Successful execution of operational validation and BCAD acceptance

Weekly progress updates will be provided to BCAD through a shared Transition Status Report that will document progress toward each milestone and identify any risks requiring intervention.

Contingency Planning

AGS has developed contingency protocols to manage any risks that could affect the transition schedule. Potential challenges include delays in background checks, last-minute staff attrition, or supply chain issues affecting uniforms and equipment. To mitigate these, AGS maintains a regional pool of pre-screened and trained officers available for immediate deployment. Additionally, AGS will activate extended work shifts and deploy management-level staff to fill temporary coverage gaps until replacements are cleared. All adjustments will be communicated to the CSSA in advance and will not impact commencement readiness.

Commitment to Seamless Continuity

AGS is committed to ensuring that all posts at FLL and HWO are fully operational, fully staffed, and fully compliant on the commencement date. Our approach is built on proactive communication, structured coordination, and accountability. By adhering to this plan, AGS will achieve a smooth and professional transition that meets every BCAD requirement and delivers the consistent security excellence expected of a major aviation environment.

Recruitment and Screening Plan

AGS recognizes that the success of the security program at Fort Lauderdale-Hollywood International Airport (FLL) and North Perry Airport (HWO) depends upon the quality, professionalism, and reliability of the personnel assigned. The Recruitment and Screening Program outlined below is designed to ensure that every Contract Security Services (CSS) employee meets or exceeds all BCAD and Transportation Security Administration (TSA) standards. This plan is both strategic and operational, balancing immediate staffing requirements with long-term workforce stability and retention.

Recruitment Strategy

AGS will employ a multi-layered recruitment strategy to source a diverse pool of highly qualified candidates with the skills, temperament, and commitment necessary for an airport security environment. The recruitment campaign will begin immediately following the notice of award and will align with the transition plan timeline to ensure seamless onboarding prior to the commencement date.

Recruitment will be conducted using multiple channels to reach a wide and qualified audience. Advertising will include paid job postings on multiple websites, career fairs, flyer campaigns, partnerships with government agencies, and direct recruitment from military bases.

All advertising materials will emphasize AGS's commitment to professionalism, equal opportunity, and career advancement within the aviation security field. The messaging will be designed to attract candidates who demonstrate integrity, reliability, customer service orientation, and the ability to perform in a fast-paced operational setting. Positions to be filled will include Security Officers, Supervisors, Security Operations Center Specialists, and administrative support roles.

Screening Process

AGS follows a rigorous screening process that ensures compliance with all applicable federal, state, and county requirements, including Florida Statute 493, BCAD badging standards, and TSA regulations. The process will begin with initial application screening followed by structured interviews conducted by trained HR personnel and project management staff. Each applicant will undergo an in-depth review of professional background, employment history, and character references.

Upon conditional offer of employment, the applicant must successfully complete the following mandatory checks and verifications prior to assignment:

1. **Background Investigation:** Comprehensive criminal history check through local, state, and federal databases, including the FBI fingerprint system and the Florida Department of Law Enforcement.
2. **Employment Verification:** Confirmation of previous employment, positions held, and performance references for at least the past five years.
3. **Education Verification:** Validation of high school diploma, GED, or higher education credentials where applicable.
4. **License Verification:** Verification of active State of Florida Class “D” Security Officer license or Class “B” agency license for supervisory and management staff.
5. **Drug and Alcohol Testing:** Pre-employment and random drug screening in compliance with Florida Statute 440.102 and AGS company policy.
6. **Work Authorization Verification:** Completion of Form I-9 and verification through the Department of Homeland Security’s E-Verify system.
7. **Airport Badging:** Completion of all BCAD security threat assessments, fingerprinting, and badging requirements prior to commencement of any duties on airport property.

We will utilize SimpliVerified to help conduct background checks. SimpliVerified is accredited by the Professional Background Screening Association (PBSA); only two percent (2%) of screening companies have been able to achieve this accreditation.

Background checks will also include the following:

- ❖ Social Security Number Trace.
- ❖ Federal Criminal Records.
- ❖ State Criminal Records.
- ❖ National Sexual Offender Registry Search.

We will also conduct a series of tests prior to employment, which may include:

- ❖ Physical Examination/Testing.
- ❖ Drug and Alcohol Testing that complies with BCAD’s standards.
- ❖ E-Verify.

To streamline drug and alcohol testing, AGS maintains a contract with Concentra, a nationwide urgent care clinic that partners with AGS to complete all drug testing and physical exams for all potential and incumbent security personnel. Concentra will allow us to complete all medical testing.

Each applicant’s record will be documented in a secure digital personnel file maintained in AGS’s Human Resources Management System (HRMS). These files will be made available for inspection by BCAD upon request as required under Section 2.6(D) of the specifications. Only individuals who have completed all stages of the screening process will be assigned to airport duties.

Recruitment and Screening Timeline

The recruitment and screening program will begin immediately after the contract award and will align with the transition schedule as follows:

Week	Activity	Deliverable
1	Job postings and advertising launch	Recruitment campaign activated
2	Resume review and initial interviews	Candidate shortlist developed
3	Background checks and license verification	Pre-employment clearance underway
4	Badging and security threat assessments	BCAD badging process initiated
5	Training program participation	Cleared candidates enter 40-hour training
6	Final roster certification	Submission of cleared and trained personnel list

This schedule ensures that all personnel are trained, cleared, and ready prior to the commencement date in full coordination with the approved Transition Plan.

Employee Retention and Incentive Program

To help retain high-quality personnel, we offer the following **benefits package**:

- ❖ **Health Care Insurance:** We offer all employees a customizable insurance plan for which we will pay a monthly stipend. If the employee adds plan benefits that exceed this stipend, the remainder will be deducted from their pay.
- ❖ **No-Cost Uniforms:** We provide all employees with no-cost uniforms: these are regularly resized as needed to upkeep each officer’s professional appearance.
- ❖ **Holiday/Premium Pay:** When they are working, we will pay our officers at the holiday or premium rate.
- ❖ **Merit-Based Cash Bonus Program:** We award exceptional employees through a merit-based cash bonus program. Eligibility is based on attendance and work performance.
- ❖ **401(k) Program:** AGS offers 401(k) benefits to all our employees, thereby providing a tax-advantaged retirement account that helps increase retention.

In addition to these benefits, we also offer the following **retention incentives**:

- ❖ **Promote from Within Policy:** Rather than continually fill supervisor positions by hiring from outside, AGS endeavors to promote deserving officers to these positions, thus incentivizing retention and continuously developing our security personnel.
- ❖ **Personal and Career Development Opportunities:** AGS offers development opportunities to its security personnel by offering webinars, conferences, special training, etc.
- ❖ **Competitive Pay:** AGS conducts comprehensive market surveys to ensure our officers are paid above the median. This allows us to offer competitive rates and hire based on prior experience and training.

The survey below is for Unarmed Security Officers in Broward County, FL. As illustrated, AGS will pay a first-year wage of \$23.00. Notably, other positions will earn more, and all positions will earn annual increases.



Commitment to Compliance and Excellence

AGS’s Recruitment and Screening Program is built upon transparency, compliance, and quality. Every candidate will be vetted through standardized, documented procedures that withstand audit scrutiny and align with BCAD’s operational and regulatory framework. Through disciplined recruitment, rigorous screening, and proactive retention practices, AGS ensures that every officer and supervisor entrusted with airport security duties reflects the highest standards of professionalism, integrity, and reliability required to protect the traveling public and maintain the safety of FLL and HWO.

Program Management Plan

AGS’s Program Management Plan for the BCAD contract is designed to ensure full operational control, regulatory compliance, and accountability across all levels of the Contract Security Services (CSS) program. This plan establishes the organizational structure, management procedures, communication systems, and operational controls required to meet and exceed all obligations of the Agreement. The primary objective is to maintain a highly disciplined, responsive, and efficient security program that aligns with BCAD’s mission to ensure the safety and security of the traveling public, airport personnel, and facilities.

Organizational Structure and Key Personnel

AGS will implement a comprehensive management structure tailored specifically for BCAD's operational requirements. The chain of command will ensure clear lines of authority, efficient communication, and immediate decision-making capability. The program will be led by the Project Manager, who will have full authority to act on behalf of AGS in all contractual and operational matters.

Key Personnel Assignments and Duties

1. **Project Manager:** Responsible for overall program leadership, strategic planning, and coordination with BCAD's Contract Security Services Administrator (CSSA). The Project Manager will oversee all CSS personnel, ensure compliance with the Agreement, and maintain 24-hour availability to respond to emergencies or operational issues.
2. **Operations Manager:** Responsible for daily operational supervision, scheduling, staffing adjustments, and direct oversight of supervisory personnel. The Operations Manager will serve as the acting Project Manager in the latter's absence.
3. **Training Coordinator:** Oversees the design and delivery of training programs, maintains all training records, ensures compliance with TSA and BCAD requirements, and coordinates refresher training sessions and evaluations.
4. **Supervisors:** Manage day-to-day field operations, ensure that Post Orders are followed, perform inspections, monitor attendance and performance, and ensure appropriate reporting of incidents and activities.
5. **Security Operations Center Specialists:** Manage communication and dispatch functions, handle alarm and emergency calls, and coordinate with law enforcement and BCAD command in real time.

All key personnel will be permanently assigned to the FLL/HWO operation and will be available for meetings, inspections, and coordination activities as required by BCAD.

Employee Roster and Certification Tracking

AGS will maintain an active roster of all employees assigned to the contract, including their current status in the certification, training, and badging process. The roster will be updated daily through MITC and cross-referenced with BCAD's clearance database. Each employee record will contain verified documentation of the Florida Class "D" Security Officer license, BCAD badge, TSA background check, and all mandatory training certificates. Copies of these records will be made available for review upon request by the CSSA to ensure compliance with Section 2.6(D) of the specifications.

Timekeeping, Billing, and Accounting Procedures

AGS utilizes an automated timekeeping system that employs digital check-in and check-out at each assigned post. Each security officer will use a secure credential to log start and end times through a mobile device. The system (MITC) provides real-time attendance verification and automatically compiles data for invoicing and payroll. All labor hours will be reviewed by the Project Manager before submission to BCAD. Monthly invoices will be formatted in accordance with Section 6 of the specifications, detailing actual hours

worked per classification and post location. The accounting team will reconcile these invoices against approved Staffing Reports to ensure full transparency and accuracy.

Internal Communication and Information Dissemination

AGS will maintain continuous two-way communication across all management and field levels through multiple channels, including radio communication, daily operational briefings, and digital management dashboards. Weekly coordination meetings between AGS management and BCAD representatives will address staffing performance, procedural issues, and any policy updates. All operational information, such as updated Post Orders, procedural memoranda, or training directives, will be distributed electronically through the AGS internal communication portal. Supervisors will be responsible for verifying that each CSS employee has received and acknowledged all updates.

A Monthly Management Summary Report will be submitted to BCAD detailing staffing performance, incidents, quality control findings, and corrective actions. This ensures that BCAD has continuous visibility into all aspects of the program.

Employee Relief and Coverage Procedures

AGS recognizes that maintaining full post coverage, even during breaks or shift changes, is essential to compliance with airport security regulations. To achieve this, AGS will establish dedicated relief officers who are trained and cleared for deployment across all terminals and perimeter posts. Supervisors will manage the relief schedule to ensure that every employee receives required meal and rest periods without compromising post coverage. The schedule will identify the total number of employees required to sustain continuous coverage, clearance levels, routes of deployment, and vehicle requirements for mobile assignments.

Operational Oversight and Reporting

The AGS management team will maintain direct oversight through a combination of on-site supervision, electronic reporting, and real-time monitoring. Supervisors will complete post inspection reports at least once per week, ensuring that uniforms, equipment, and Post Orders meet established standards. Any deviations or deficiencies identified will be corrected immediately, and follow-up inspections will be documented. The Project Manager will review all reports and provide monthly summaries to BCAD outlining trends, issues, and resolutions.

Commitment to Transparency and Accountability

AGS's Program Management Plan is based on proactive leadership, structured oversight, and continuous communication. The system of daily reports, technology-based tracking, and regular collaboration with BCAD ensures that all elements of the security operation are measurable, auditable, and transparent. By maintaining clear accountability at every level, AGS guarantees consistent performance, immediate responsiveness, and continuous improvement throughout the term of the Agreement.

Operations Plan

The AGS Operations Plan for FLL and HWO provides a detailed framework for how all Contract Security Services (CSS) personnel will perform their duties in compliance with BCAD's operational and regulatory requirements. This plan defines daily procedures, communication protocols, technology applications, and emergency response measures to ensure consistent, reliable, and high-quality performance. It also includes the structure and purpose of the Operations Manual, which will be maintained as a living document reflecting current policies, Post Orders, and standard operating procedures approved by the Contract Security Services Administrator (CSSA).

Operational Structure and Purpose

The AGS Operations Manual will serve as the central reference for all CSS personnel. It will contain detailed written instructions for each post, including duties, safety requirements, communication guidelines, and emergency response actions. The manual will be organized by location and function, ensuring that all officers can easily access the procedures specific to their assignments. It will be updated at least quarterly or whenever operational or regulatory changes occur. Each revision will be approved in writing by the CSSA before implementation.

The Operations Plan emphasizes compliance with 49 CFR 1542 and TSA-NA-23-02, as well as BCAD's Airport Security Plan (ASP). Every operational process, from personnel check-in to incident reporting, will align with these governing regulations to maintain the airport's security posture and prevent any lapse in compliance.

Radio and Communication Protocols

All CSS personnel will use BCAD-approved radio communication equipment to maintain contact with their supervisors and the Security Operations Center (SOC). Radios will be tested at the start and end of every shift to ensure operability. The SOC will monitor all active frequencies and dispatch officers in response to alarms, emergencies, or requests for assistance. Radio codes and call signs will be standardized to prevent confusion and ensure rapid response. In addition, AGS will maintain a secondary digital communication platform for internal coordination and secure message dissemination.

Supervisors and SOC Specialists will conduct daily communication tests and log all radio transmissions related to incidents or alarms. Records will be retained in accordance with BCAD data retention policies.

Vehicle Inspections and Usage

All vehicles used by CSS personnel will be owned and maintained by AGS in compliance with Section 2.8 of the specifications. Each vehicle will undergo a pre-shift inspection conducted by the assigned officer, who will verify that the vehicle is clean, operational, and equipped with required items including first aid kits, traffic cones, jumper cables, and safety lights. A post-shift inspection will ensure accountability for vehicle condition and equipment inventory. Inspection forms will be submitted electronically to the Project Manager and reviewed weekly.

Vehicle patrol routes will be defined in the Post Orders, covering perimeter gates, airside operations areas, and designated landside zones. GPS tracking will be used to monitor vehicle activity and verify patrol completion.

Employee Credential and Badge Verification

All CSS personnel will be responsible for performing routine verification of airport employee credentials in accordance with BCAD policies. Officers stationed at checkpoints, terminal access points, and perimeter gates will verify identification badges, confirm expiration dates, and ensure that only authorized individuals enter secure areas. Any discrepancies or suspicious behavior will be reported immediately to the SOC and the Aviation Department Security Division. Periodic random checks will be conducted by Supervisors to ensure full compliance.

Reporting Procedures and Documentation

AGS will implement an electronic reporting system that allows real-time submission of Daily Activity Reports (DARs), Incident Reports, and Shift Logs. Each report will be submitted through TrackTik. Reports will include officer names, post location, date, time, and detailed descriptions of activities or incidents. Supervisors will review and validate all reports before submission to the CSSA. This system ensures that BCAD receives accurate and timely operational data for auditing and review.

In addition to daily documentation, AGS will produce weekly summary reports highlighting notable incidents, post-performance, and any recommendations for procedural improvements. These reports will be included in the Monthly Management Summary provided under the Program Management Plan.

Emergency Contingency and Rapid Response

The Operations Plan includes an integrated emergency contingency framework that aligns with BCAD's Airport Emergency Plan. CSS personnel will be trained to respond to various emergency scenarios including fire, medical incidents, security breaches, weather-related events, and active threat situations. The SOC will serve as the central command point during emergencies, coordinating with airport police, fire rescue, and BCAD administration. Drills will be conducted quarterly to evaluate readiness and identify areas for improvement. Lessons learned from these exercises will be incorporated into updates of the Operations Manual.

Technology and Automation

AGS will utilize advanced technology to enhance accountability and operational efficiency. Timekeeping and attendance will be automated through a digital clock-in system (MITC), while mobile applications will be used to record patrol routes, track labor hours, and generate reports. This data will feed directly into AGS's management system to facilitate accurate billing and performance analysis. Supervisors will monitor real-time dashboards to ensure that all posts are staffed and that shifts begin and end on time.

Information Control and Data Security

All operational data, including personnel records, reports, and communication logs, will be treated as sensitive security information. AGS will maintain strict controls to prevent unauthorized access or disclosure. Electronic systems will be encrypted and password protected. Dissemination of time-sensitive information will occur through approved secure channels only.

Commitment to Operational Excellence

AGS's Operations Plan provides a disciplined, transparent, and adaptive approach to airport security management. Every process is documented, traceable, and aligned with BCAD's operational requirements. Through technology integration, rigorous supervision, and continuous communication, AGS ensures that all CSS personnel perform their duties with professionalism, accuracy, and readiness. This plan establishes the operational foundation necessary to sustain long-term security excellence and regulatory compliance at both FLL and HWO.

Staffing Contingency Plan

AGS recognizes that maintaining continuous and uninterrupted staffing coverage is critical to the security and operational integrity of FLL and HWO. The Staffing Contingency Plan outlined below establishes clear procedures, timelines, and resource strategies to ensure that all security posts are adequately staffed under normal conditions, surge requirements, and emergency situations. This plan is designed to guarantee that AGS can deploy, redeploy, and reinforce personnel rapidly and efficiently while remaining in full compliance with BCAD's licensing, training, and badging requirements.

Emergency Response and Surge Activation

AGS will comply fully with the surge requirements defined in Section 2.5 of the specifications. Upon notification by the Contract Security Services Administrator (CSSA), AGS will activate its Emergency Staffing Protocol, which authorizes the immediate mobilization of pre-cleared and badged Contract Security Services (CSS) personnel. The surge activation schedule will be as follows:

- ❖ Within 24 hours of notice, up to 10 additional CSS personnel will be available for deployment.
- ❖ Within 48 hours of notice, up to 20 total additional CSS personnel will be available.
- ❖ Within 72 hours of notice, up to 40 total additional CSS personnel will be on-site and ready for duty.

All surge personnel will be properly licensed, badged, and trained in accordance with BCAD and TSA regulations. The Project Manager and Operations Manager will coordinate directly with BCAD to determine specific deployment sites and reporting times. Each surge activation will include a debriefing at the conclusion of the event to evaluate performance and identify areas for process improvement.

Timeframe for Deploying and Redeploying Staff

AGS's operational structure and regional footprint allow for flexible staff allocation within clearly defined timeframes. AGS maintains an active database of pre-screened and

trained security professionals in the South Florida region who can be assigned to the BCAD contract when required. These individuals are categorized by clearance level, license type, and current availability. Deployment and redeployment timelines are as follows:

1. **Immediate Replacement (0–4 hours):** Coverage achieved through on-duty relief personnel and available floaters (Flex-Force Officers).
2. **Short-Term Replacement (4–12 hours):** Coverage achieved through reallocation of off-duty or standby personnel with valid credentials.
3. **Intermediate Replacement (12–24 hours):** Deployment of regional reserve officers from the AGS Miami and Cape Canaveral.
4. **Extended Replacement (24–72 hours):** Activation of surge personnel and, if needed, expedited onboarding of additional pre-screened officers.

All deployment decisions will be coordinated through the Project Manager, who will maintain communication with the CSSA throughout the process. Staffing adjustments will be documented in an updated Staffing Report for BCAD’s review and approval.

Allocation of Additional Coverage Hours

AGS will manage additional coverage hours through its automated workforce scheduling system (MITC). This platform allows management to monitor shift availability, track attendance, and approve overtime assignments in real time. Supervisors will maintain authority to approve minor shift extensions for short-term coverage needs, while the Project Manager will approve all extended coverage and overtime. The goal of this system is to ensure that coverage gaps are filled immediately while maintaining compliance with labor laws and minimizing fatigue-related risks.

To prevent dependence on overtime, AGS maintains a rotating reserve schedule that ensures a pool of qualified officers is available for additional assignments without exceeding standard duty hours. This reserve group will be refreshed weekly to guarantee readiness and compliance with work-hour limitations.

Compliance with Licensing, Training, and Badging Requirements

All CSS personnel, including those assigned as part of contingency or surge operations, will hold valid State of Florida Class “D” Security Officer licenses and possess BCAD-issued identification media in accordance with Section 2-43 of the Code of Ordinances. No personnel will be deployed to airport property without full compliance with licensing, background screening, and badging standards. The Training Coordinator will verify that all emergency and annual training requirements are current for any employee deployed under contingency conditions. Records of license renewals, training certifications, and badge expirations will be continuously updated in AGS’s Human Resource Management System (Dashboard) and made available to BCAD upon request.

Resolution of Routine Staffing Issues

AGS’s staffing philosophy prioritizes proactive workforce management to minimize unplanned absences and disruptions. The Project Manager and Supervisors will conduct daily attendance verification through automated check-ins and post inspections. In cases

of tardiness, illness, or unexpected absence, relief personnel will be deployed immediately. If necessary, Supervisors will temporarily assume post duties until replacements arrive. Every staffing variance will be documented, reported, and analyzed to identify trends and implement preventive measures.

AGS also maintains an employee support and communication program to reduce absenteeism and increase reliability. Employees will have access to a 24-hour hotline for scheduling issues, allowing management to respond quickly and maintain real-time awareness of staffing conditions.

Coordination with BCAD and Accountability

All activations of this contingency plan will be coordinated with and reported to BCAD's Contract Security Services Administrator. The Project Manager will provide a written report summarizing actions taken, personnel deployed, and duration of coverage. Post-event reviews will be conducted jointly with BCAD to assess performance effectiveness and document lessons learned. These reviews will be incorporated into ongoing training and planning for future contingency events.

Commitment to Continuous Coverage

AGS's Staffing Contingency Plan guarantees uninterrupted security coverage at FLL and HWO under all circumstances. Through effective planning, technology integration, and a deep reserve of qualified personnel, AGS can ensure operational stability and responsiveness even during emergencies or periods of increased demand. This plan demonstrates AGS's commitment to reliability, readiness, and excellence in meeting BCAD's security and staffing requirements every hour of every day.

Quality Control Program

AGS is committed to maintaining the highest standards of performance, accountability, and compliance throughout the execution of the Contract Security Services (CSS) program for FLL and HWO. The Quality Control Program (QCP) described below provides the structure, procedures, and measurement tools necessary to ensure that all requirements of the Agreement are met or exceeded. This program emphasizes continuous improvement through systematic inspection, testing, documentation, and communication between AGS management and BCAD.

Program Objectives

The primary objective of AGS's Quality Control Program is to verify that all security services are performed in strict accordance with the specifications, Post Orders, and applicable laws and regulations. The program also ensures that CSS personnel consistently display professionalism, competence, and integrity while carrying out their assigned duties. The QCP promotes early identification and correction of deficiencies and fosters a culture of continuous performance improvement.

Quality Control Framework

AGS's QCP will operate under the direct supervision of the Project Manager, who will be supported by the Operations Manager, Supervisors, and the Training Coordinator. This

team will be responsible for monitoring field operations, conducting inspections, and implementing corrective actions as necessary. The program is divided into four primary components: inspection, testing, documentation, and corrective action.

1. Inspection:

Routine inspections will be conducted daily, weekly, and monthly to ensure that personnel, equipment, and procedures meet BCAD standards. Inspections will cover uniform compliance, adherence to Post Orders, operational readiness of communication and screening equipment, and professionalism of conduct. Supervisors will complete inspection forms for each post, and results will be reviewed by management.

2. Testing:

AGS will conduct practical on-site testing at least once per week on a random basis as required by the Agreement. Testing will include simulated emergency scenarios, credential verification drills, communication exercises, and procedural compliance checks. Results will be documented and used to evaluate the effectiveness of training and identify areas requiring improvement.

3. Documentation:

All inspection and testing results will be recorded electronically and stored in the AGS Quality Management System (QMS). The database will allow for tracking trends, monitoring compliance, and generating performance reports. Documentation will include the type of inspection or test, date, time, personnel involved, findings, corrective actions, and resolution status.

4. Corrective Action:

When deficiencies are identified, AGS will take immediate corrective measures. Supervisors will provide on-the-spot guidance for minor issues, while more significant deficiencies will be escalated to the Project Manager for formal resolution. Corrective action timelines will be established based on severity, and follow-up inspections will be performed to verify completion.

Post Inspections and Employee Responsibilities

Each post will be inspected regularly to confirm compliance with BCAD's operational and safety standards. Inspections will include verification of the following:

1. Condition and maintenance of uniforms, equipment, and vehicles.
2. Employee knowledge and understanding of current Post Orders.
3. Availability and accessibility of the most recent version of Post Orders at each location.
4. Frequency and thoroughness of patrols, communications, and reporting.
5. Adherence to safety and security regulations, including proper use of Personal Protective Equipment.

Supervisors will document inspection outcomes and submit findings to the Operations Manager and Project Manager for review. Any identified deficiency will be categorized as minor, moderate, or critical. Corrective measures will then be assigned to the responsible employee or management level, along with a completion deadline.

Quality Control Reporting

AGS will provide BCAD with a summary report of all Quality Control Program activities upon request and on a scheduled basis as part of the Monthly Management Summary Report. These reports will include the following information:

- ❖ Number and type of inspections conducted.
- ❖ Results of on-site testing and compliance checks.
- ❖ Identified deficiencies and the actions taken to correct them.
- ❖ Performance metrics and trends over time.
- ❖ Training and certification status of personnel.

All reports will be submitted electronically in PDF format, ensuring easy reference and archival.

Training and Certification Monitoring

Training compliance is a central element of AGS's quality control process. The Training Coordinator will monitor all training records and ensure that each CSS employee maintains current certifications. The QMS will flag upcoming training expiration dates and generate reminders for recertification. This proactive approach prevents lapses in training compliance and ensures that all personnel remain qualified to perform assigned duties.

Performance Metrics and Key Indicators

AGS will use measurable Key Performance Indicators (KPIs) to assess the overall effectiveness of the Quality Control Program. These indicators will include inspection pass rates, incident response times, report accuracy levels, and employee retention rates. KPIs will be reviewed monthly by management and discussed with BCAD during review meetings. Adjustments to procedures or training will be made as necessary to maintain continuous improvement.

Continuous Improvement Process

The QCP is designed to evolve based on feedback, performance data, and operational analysis. Lessons learned from inspections, audits, and client feedback will be incorporated into updated procedures and training curricula. Annual internal audits will be conducted to evaluate the effectiveness of the QCP, and recommendations for enhancements will be documented and implemented.

Commitment to Excellence and Accountability

AGS's Quality Control Program represents a systematic approach to maintaining superior service performance at FLL and HWO. Through consistent inspections, practical testing, detailed documentation, and open communication with BCAD, AGS ensures that every security operation meets the highest standards of quality and reliability. This structured and transparent process reinforces AGS's dedication to safety, compliance, and professional excellence in every aspect of contract execution.

Training Program

AGS understands that the quality and preparedness of Contract Security Services (CSS) personnel directly determine the success of airport security operations. A comprehensive,

ongoing, and fully compliant training program is therefore essential to ensure that all personnel perform their duties safely, professionally, and in alignment with Broward County Aviation Department (BCAD) standards and the Transportation Security Administration (TSA) regulatory framework. The AGS Training Program is structured to meet and exceed the requirements outlined in the Agreement, ensuring that all officers are fully qualified before being assigned to any post and remain proficient throughout their service.

Training Philosophy and Objectives

AGS's training philosophy is grounded in the principle of competence through continuous learning. Every security officer must not only understand their specific duties but also demonstrate sound judgment, customer service excellence, and situational awareness in an airport environment. The objectives of this training program are to ensure that all CSS personnel:

1. Comprehend and comply with BCAD's Airport Security Plan (ASP) and TSA regulations under 49 CFR 1542.
2. Exhibit the professional conduct, communication skills, and integrity expected of airport security professionals.
3. Maintain proficiency in emergency procedures, access control, patrol techniques, and incident reporting.
4. Apply customer service principles that reflect BCAD's commitment to the traveling public.
5. Remain current with evolving airport security practices and local, state, and federal regulations.

Training Oversight and Administration

The AGS Training Program will be overseen by a designated Training Coordinator (TC), who will be responsible for the design, implementation, and documentation of all training activities. The TC will report directly to the Project Manager and coordinate with BCAD's Contract Security Services Administrator (CSSA) to ensure all training content is reviewed and approved in advance. The TC will maintain all training records, prepare training schedules, and ensure that no CSS employee performs duties prior to the completion of all required initial training.

The Training Coordinator will also notify BCAD in writing at least five business days prior to the commencement of any scheduled training to allow the CSSA or a designee to observe the session, as required by the Agreement.

Initial Training

At least seven days prior to the official commencement date, AGS will complete an initial, in-house training program for all assigned personnel. This program will consist of a minimum of 40 hours of classroom and practical instruction, unless BCAD authorizes a shorter period in writing. The curriculum will include, but not be limited to, the following core topics:

- ❖ Airport Security Plan and TSA Part 1542 overview
- ❖ BCAD rules, regulations, and procedures

- ❖ Access control and credential verification
- ❖ Radio communication protocols
- ❖ Incident response and report writing
- ❖ Emergency procedures and evacuation plans
- ❖ Terrorism awareness and insider threat mitigation
- ❖ Conflict resolution and customer service techniques
- ❖ Use of technology for timekeeping and reporting

All personnel will be required to demonstrate understanding and proficiency through written and practical evaluations. Only those who successfully complete all modules and pass the final assessment will be certified for duty. Upon completion, AGS will submit a written report to the CSSA listing all personnel who have completed the required training.

Refresher and Ongoing Training

To maintain high levels of competence, all CSS personnel will participate in annual refresher training consisting of at least 16 hours of instruction, unless BCAD approves a reduced duration. Refresher training will include updates on regulatory changes, revisions to Post Orders, incident debriefs, and lessons learned from operational reviews. Supervisors and managers will also receive specialized leadership and compliance training to enhance their management effectiveness and reinforce BCAD's performance standards.

Additional training sessions will be conducted under the following circumstances:

1. When a CSS employee is reassigned to a new post requiring different knowledge or skill sets.
2. When operational deficiencies or performance issues are identified through inspections or quality control testing.
3. When BCAD issues new security procedures or policy changes.

Refresher and remedial training records will be maintained and submitted to BCAD upon request.

Emergency Training

AGS will ensure that all CSS personnel complete the emergency training mandated by Section 2-43 of the Code of Ordinances and any other training required by BCAD. This will include instruction in emergency notification procedures, active threat response, fire prevention, medical emergencies, and severe weather protocols. Emergency drills will be coordinated with BCAD, airport police, and fire rescue services to ensure seamless interagency response and coordination.

Training Documentation and Records

AGS will maintain complete and current records of all training conducted. Each employee's training file will include documentation of completed courses, instructor credentials, test results, and certifications. These records will be stored electronically within AGS's Learning Management System (Dashboard), which provides secure access,

version control, and audit readiness. The Training Coordinator will provide BCAD with copies of training records upon written request.

In addition, AGS will issue training certificates to each officer upon completion of required courses. These certificates will be available for verification during audits or compliance inspections by BCAD or TSA representatives.

Training Observation and Evaluation

BCAD will be invited to observe any training sessions, both initial and refresher, to verify content quality and compliance with contractual requirements. AGS will provide advance written notice of the schedule, location, and agenda for each training event. Following each training cycle, feedback from BCAD observers will be incorporated into curriculum updates to ensure continuous improvement and alignment with airport-specific needs.

Cost and Responsibility

AGS acknowledges that all costs associated with training, including materials, facilities, instructor fees, and employee compensation during training periods, are the sole responsibility of the Contractor. No training costs will be invoiced to the County, consistent with Section 4.7(D) of the specifications.

Commitment to Professional Development

AGS's training program establishes a framework for continuous professional development, ensuring that every CSS employee remains skilled, confident, and mission-ready. Through structured instruction, regular evaluation, and coordination with BCAD, AGS guarantees that all personnel will consistently deliver secure, courteous, and efficient service at both FLL and HWO. This investment in training reflects AGS's unwavering commitment to safety, compliance, and the highest standards of operational excellence.

2.3. Describe Vendor's approach to staffing all positions and provide procedures for responding to holidays, surges, and/or emergencies.

Staffing Approach

AGS understands that at the heart of this contract is the competence, reliability, and trustworthiness of its security professionals. Accordingly, AGS goes through many stages, including rigorous and selective screening and vetting, in order to guarantee the most competent, reliable, and trustworthy security personnel that are qualified and licensed to carry out their duties. These highly trained and qualified Security Officers will be engaged yet tactful in their approach, thereby providing a safe environment for all persons who work or visit BCAD facilities while simultaneously limiting liability and de-escalating situations with composure and discretion, always upholding professionalism and emotional maturity.

Recruitment

Our fully staffed Recruitment Department uses the following resources to help recruit:

- ❖ **Paid Job Postings on Multiple Websites**

- Indeed, ZipRecruiter, etc.
- ❖ **Career Fairs**
 - AGS's Recruiting Team attends college job fairs, military/veteran job fairs, and other events to recruit potential candidates.
 - AGS also hosts our own career fairs and participates in existing local career fairs.
- ❖ **Flyer Campaigns**
 - AGS posts flyers in highly trafficked, public areas (e.g., near employment agencies, universities, and colleges).
- ❖ **Partnerships with Government Agencies**
 - AGS works with local and state labor and employment agencies/workforce commissions to further streamline recruitment.
- ❖ **Direct Recruitment from Military Bases**
 - AGS recruits veterans returning to civilian life.

Additionally, AGS always seeks to onboard qualified incumbents to streamline the transition process.

Screening

Given how important proper character and temperament are to being a Security Officer, we maintain a strict and rigorous screening process that is comprised of three stages, each of which screens various aspects of our applicants. Screening occurs in three stages:

1. Automated Screening

Aspects Screened/Vetted: Qualifications/Licenses/Education/Experience

Using proprietary software, we will create an online checklist comprised of both BCAD's and AGS's required qualifications for candidates, which will be checked against all incoming job applications. Inadequate and incomplete applications will be screened out, and qualified applications will be saved to a short list. Automated screening can also be done continuously 24/7 without human assistance, which saves AGS time and money, allowing us to give BCAD our best price.

2. In-Person Assessments

Aspects Screened/Vetted: Character/Temperament/Personality

We will contact all short-listed candidates to come in for an interview with AGS employees from multiple departments, including the recruiter, a Human Resources representative, and the scheduler. The purpose of such an intense review process is to screen out not only unqualified candidates, but those that may become troublesome further along in their employment. This will reflect in our work with BCAD—we endeavor to assign only the most courteous and competent officers to BCAD's sites, and a thorough in-person assessment will help us do just that.

Interview questions can include but are not limited to the following:

- ❖ Have you ever worked as a security officer or in a security-related position before? If so, what positions have you held?

- ❖ Were your previous roles for public or private companies?
- ❖ What duties have you executed in the past?
- ❖ Tell us about a challenging situation you have handled while on the job.
- ❖ How would you describe your observational skills?
- ❖ How would you describe your communication skills?
- ❖ What interested you in applying to be a security officer for our company?
- ❖ How do you believe you would add value to our company's security?
- ❖ What, in your opinion, are the responsibilities of a security officer?
- ❖ What would you do if you caught a fellow security officer sleeping on the job?
- ❖ Have you ever felt like you were in physical danger on the job? How did you handle it?
- ❖ How would you handle incidents such as theft or vandalism?
- ❖ Recall a time an unauthorized person tried to enter your building. How did you respond?
- ❖ What if an authorized person, such as a senior executive, tried to enter the building after hours but did not have proper credentials? What would you do?

3. Background Checks and Verification

Aspects Screened/Vetted: Honesty/Trustworthiness/Credibility

AGS follows a rigorous screening process that ensures compliance with all applicable federal, state, and county requirements, including Florida Statute 493, BCAD badging standards, and TSA regulations. The process will begin with initial application screening followed by structured interviews conducted by trained HR personnel and project management staff. Each applicant will undergo an in-depth review of professional background, employment history, and character references.

Upon conditional offer of employment, the applicant must successfully complete the following mandatory checks and verifications prior to assignment:

1. **Background Investigation:** Comprehensive criminal history check through local, state, and federal databases, including the FBI fingerprint system and the Florida Department of Law Enforcement.
2. **Employment Verification:** Confirmation of previous employment, positions held, and performance references for at least the past five years.
3. **Education Verification:** Validation of high school diploma, GED, or higher education credentials where applicable.
4. **License Verification:** Verification of active State of Florida Class "D" Security Officer license or Class "B" agency license for supervisory and management staff.
5. **Drug and Alcohol Testing:** Pre-employment and random drug screening in compliance with Florida Statute 440.102 and AGS company policy.
6. **Work Authorization Verification:** Completion of Form I-9 and verification through the Department of Homeland Security's E-Verify system.
7. **Airport Badging:** Completion of all BCAD security threat assessments, fingerprinting, and badging requirements prior to commencement of any duties on airport property.

Each applicant's record will be documented in a secure digital personnel file maintained in AGS's Human Resources Management System (HRMS). These files will be made available for inspection by BCAD upon request as required under Section 2.6(D) of the specifications. Only individuals who have completed all stages of the screening process will be assigned to airport duties.

We will utilize SimpliVerified to help conduct background checks. SimpliVerified is accredited by the Professional Background Screening Association (PBSA); only two percent (2%) of screening companies have been able to achieve this accreditation. Background checks will also include the following:

- ❖ Social Security Number Trace.
- ❖ Federal Criminal Records.
- ❖ State Criminal Records.
- ❖ National Sexual Offender Registry Search.

We will also conduct a series of tests prior to employment, which may include:

- ❖ Physical Examination/Testing.
- ❖ Drug and Alcohol Testing that complies with the BCAD's standards.
- ❖ E-Verify.

To streamline drug and alcohol testing, AGS maintains a contract with Concentra, a nationwide urgent care clinic that partners with AGS to complete all drug testing and physical exams for all potential and incumbent security personnel. Concentra will allow us to complete all medical testing.

Hiring

We will offer employment to all qualified candidates that pass all three stages of screening. Upon hiring, all employees must attend orientation that includes sexual harassment training.

AGS's Dedication to Fair Employment

AGS is dedicated to offering employment fairly to all individuals, and we have policies in place to reinforce this.

Non-Discrimination

AGS not discriminate against any employee or applicant for employment because of race, color, national origin or ancestry, age, sex, sexual orientation, gender identity and gender expression, disability, marital status, family status, lawful source of income, or status as a victim of domestic abuse, sexual assault or stalking, which includes but is not limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training including apprenticeships.

Equal Opportunity

AGS intends to offer equal opportunity to veterans, the handicapped, and the disabled. We will also reasonably accommodate religious observances and practices when this can be done without undue hardship on the conduct of our business.

To implement these policies, AGS and its officials will continue to carry out our commitments to:

- ❖ Recruit, hire, train and promote persons in all job classifications without regard to race, sex, religion, national origin, age sexual orientation, veteran status, and/or handicap.
- ❖ Ensure that all personnel actions (including, but not limited to compensation, benefits, transfers, layoffs, retire from layoffs, or return from disability or pregnancy leave) are administered equally.
- ❖ Ensure that promotion decisions are in accord with principles of equal employment opportunity by presenting valid requirements for promotion.

Staffing

To properly staff BCAD's contract and comply with all requirements of its security personnel, we will ensure that all officers assigned will be appropriate for the contract by utilizing a checklist of BCAD's requirements. Officers must fulfill all checklist items before being considered for assignment to this contract.

In addition, we will address any concerns brought up by BCAD's stakeholders during the transition period (e.g., locality to site, behavioral concerns, etc.) and staff appropriately. We recognize BCAD's right to remove any guard who does not meet the proper standards for customer service and performance.

Procedures for Responding to Holidays, Surges, and/or Emergencies

AGS understands that gaps in security coverage can occur at any time including a no call or a no show, which creates security vulnerability and causing worry and anxiety for clients. Fortunately, we plan for emergency coverage before it is needed and have ample resources at the ready for emergencies and additional coverage. Through this Consistent Coverage Plan, AGS fills these gaps and ensures continuous security.

We will continue to provide this peace of mind to BCAD through our Consistent Coverage plan, and can fulfill the following requests and more:

- ❖ Back-filling requests
- ❖ Emergency service requests
- ❖ Expansion of service requests
- ❖ Additional coverage requests

Flex-Force Officers: To guarantee a breakless continuity of quality coverage, we keep a reserve of local Flex-Force Officers who have also been trained at BCAD's sites and thus are already familiar with their tasks and duties. We will staff Flex-Force Officers at 20% of the contract hours to help ensure we have qualified reserve officers ready to fill vacancies.

Road Supervisors: To immediately address coverage gaps (e.g., from a no call or no show), we have Road Supervisors on duty during all coverage hours to be available as a temporary replacement while a Flex-Force Officer is en route.

24/7 Operations and Dispatch Center: AGS can handle emergency requests immediately through our 24/7 Dispatch Center. Dispatchers are trained to be friendly, helpful, and understanding in times of emergency.

Automated Scheduling: AGS can be alerted to gaps in coverage caused by sick leave, vacation time, etc. through our automated scheduling system, MITC.

Rapid Response Team: Licensed and assigned to each state, this team receives specialized training to handle all sorts of emergency issues. Established and implemented at the height of the COVID-19 pandemic, this team was so successful we ensured their inclusion as an AGS mainstay able to assist with emergency situations, contract start-ups, recruiting, scheduling, vetting, training, providing equipment, contract compliance, and more.

Procedure to Resolve Unforeseen Gaps in Coverage

If for any reason a post is left uncovered, the following plan will be followed:

- ❖ **Late Officer Procedure:** If an Officer fails to clock in on time, an alert is sent to his/her direct Supervisor via cell phone.
- ❖ **No Show Officer Procedure:** If an Officer fails to show up for a designated shift, an AGS Road Supervisor will immediately relocate to cover the shift until an adequate replacement is found.
- ❖ **Absent Officer Procedure:** AGS maintains an adequate pool of backup Officers (Flex-Force Officers) who can be utilized to cover an Officer's expected absence (e.g., illness, vacation).
- ❖ **Emergency Request Procedure:** Flex-Force Officers and Road Supervisors can all be utilized to cover unexpected/emergency requests.

Emergency Response and Surge Activation

AGS will comply fully with the surge requirements defined in Section 2.5 of the specifications. Upon notification by the Contract Security Services Administrator (CSSA), AGS will activate its Emergency Staffing Protocol, which authorizes the immediate mobilization of pre-cleared and badged Contract Security Services (CSS) personnel. The surge activation schedule will be as follows:

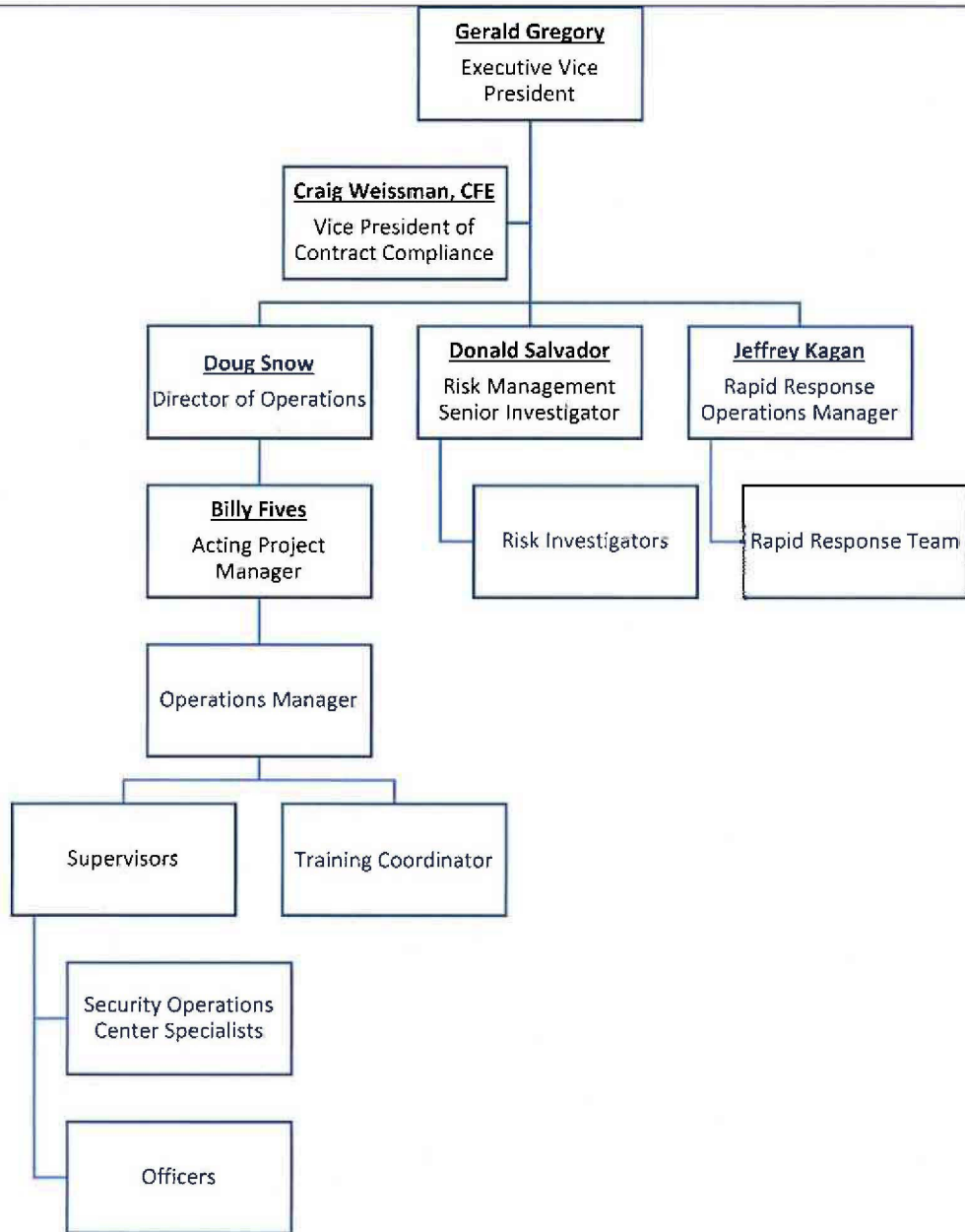
- ❖ Within 24 hours of notice, up to 10 additional CSS personnel will be available for deployment.
- ❖ Within 48 hours of notice, up to 20 total additional CSS personnel will be available.
- ❖ Within 72 hours of notice, up to 40 total additional CSS personnel will be on-site and ready for duty.

All surge personnel will be properly licensed, badged, and trained in accordance with BCAD and TSA regulations. The Project Manager and Operations Manager will coordinate directly with BCAD to determine specific deployment sites and reporting times.

Each surge activation will include a debriefing at the conclusion of the event to evaluate performance and identify areas for process improvement.

2.4. Provide an Organizational Staffing Plan/Chart that depicts clearly identifies a chain of command and associated lines of communication that displays the Contractor's approach to meeting baseline staffing levels.

Organizational Chart



Staffing Levels (Contract-Specific Positions)

Description	Annual Hours	Weekly Hours	Full-Time Equivalent
Unarmed Officers	586,082.00	11,270.81	281.77
Security Operations Center Specialists	20,967.00	403.21	10.08
Supervisors	61,805.00	1,188.56	29.71
Training Coordinator	2,080.00	40.00	1.00
Operations Manager	2,080.00	40.00	1.00
Project Manager	2,080.00	40.00	1.00

3. Past Performance

Describe Prime Vendor's experience on projects of similar nature (airports similar in passenger volume (enplanements) to FLL), scope and duration, along with a detailed description of satisfactory completion, both on time and within budget, for the past five (5) years.

The following projects have been carried out satisfactorily, both on time and within budget:

Los Angeles International Airport (DHL)

a) Brief Description	Security Services at Los Angeles International Airport (LAX) for DHL
b) Scope of Work	<p>Since 2010, for more than 15 continuous years, AGS has provided comprehensive security services for DHL at Los Angeles International Airport. The contract includes security operations for cargo holding and transfer facilities, with an emphasis on access control, identity verification, patrol and surveillance, CCTV monitoring, random searches, and professional customer engagement.</p> <p>AGS provides continuous 24/7 coverage at multiple sites to protect high-value freight, personnel, and property. Operations are supported by field supervision, CCTV oversight, and TSA-mandated compliance training. All officers receive both AGS baseline training and annual TSA-compliant certifications through the Safe Passage online program.</p> <p>At LAX, AGS manages a diverse range of posts and responsibilities. The Front Desk Security Officer controls access at the main building entrance, verifying employee identities, SIDA badges, and visitor credentials while maintaining a professional customer service approach. Facility patrols are conducted throughout interior and exterior areas to identify vandalism, graffiti, loitering, suspicious persons, or other irregular activity. These patrols also include restroom and waste receptacle inspections to identify prohibited or hazardous items.</p> <p>Parking lot patrols ensure compliance with parking pass requirements and prevent unauthorized vehicles from occupying reserved spaces. Officers issue warnings and maintain detailed reports to support enforcement. CCTV monitoring is conducted daily by the Field Manager, who reviews camera footage to investigate missing freight, reported injuries, or personnel incidents, and reports findings to DHL management.</p>

	<p>In the warehouse areas, Security Officers manage shipping and receiving activities by documenting truck arrivals and departures, verifying shipments, and securing sign-offs from authorized stakeholders. Records are then uploaded into the client's digital tracking system to maintain accuracy and accountability.</p> <p>AGS officers trained as Ground Security Coordinators (GSC) perform aircraft inspections before cargo loading. These inspections include checks of the aircraft's interior spaces such as cargo bays and restrooms to ensure no prohibited items are present. Once cleared, the inspection forms are signed by the flight captain and loading crew. Officers also conduct metal detection screening for personnel boarding aircraft.</p> <p>AGS additionally provides freight screening operations at an adjacent DHL facility. Screening Officers are trained and certified annually under TSA's Safe Passage program. The screening process includes x-ray review and manual inspection of freight to ensure all shipments comply with security standards. Escort services are also provided upon client request.</p>
c) Period of Performance	2010-Present
d) Place of Performance	Los Angeles, CA
e) Average Number of Employees on the contract per year	63

Seattle–Tacoma International Airport

a) Brief Description	Security Services at Seattle–Tacoma International Airport
b) Scope of Work	<p>AGS provided professional Security Officer Services for the Seattle-Tacoma International Airport to monitor passenger entry points into the main terminal. Security Officers were stationed at multiple entry points, including Skybridge 1 through 6 and several entry doors on the arrivals-level curbside. An AGS Supervisor/Lead remained on duty and available by phone during all staffed hours.</p> <p>Security Officer duties included maintaining a visible security presence and verifying that individuals entering the terminal had a legitimate reason to be there. Officers requested to view boarding passes or arrival flight information for those meeting arriving passengers and verified the legitimacy of customers' reasons for entering the terminal through respectful verbal</p>

	<p>interactions. This included verification of boarding passes, flight reservations, or specific flight information for both outbound and inbound passengers.</p> <p>Security Officers also ensured airport employees displayed their badges and requested that ride-share drivers, limo services, and pre-arranged pickups provide appropriate credentials. Any individual failing to verify a legitimate reason for entry was reported to the Airport Control Center (ACC) via phone or radio, along with a brief description to enable a proper response from the Port of Seattle Police Department (POSPD). Individuals without proper authorization were advised that entry was prohibited and that they were subject to criminal trespass laws as posted.</p> <p>Additional duties included providing basic wayfinding directions, representing the SEA Brand through professional and courteous interactions, and submitting complete shift reports. Security Officers were responsible for locking and unlocking entry doors or restrooms as needed, placing and removing signage related to terminal restrictions, conducting bag-claim walkthroughs before and after shifts, performing document observations in bag claim areas, and actively tracking and documenting all interactions where entry was denied.</p>
c) Period of Performance	2021-2022
d) Place of Performance	Seattle, WA
e) Average Number of Employees on the contract per year	14

Santa Barbara Municipal Airport

a) Brief Description	Security Services at Santa Barbara Municipal Airport
b) Scope of Work	<p>AGS provided the City of Santa Barbara with security services at Santa Barbara Airport. Under the general supervision of the Airport Director or their designee, AGS Security Officers assisted Airport staff with line management of passengers entering the Transportation Security Administration (TSA) screening checkpoint.</p> <p>The Security Officers were responsible for managing passengers as they queued for pre-departure screening. This included ensuring that only ticketed passengers and authorized employees entered the second floor of the Airport Terminal,</p>

	<p>coordinating with another officer to meter the flow of passengers from the first-floor queuing area to the second-floor area safely and efficiently, answering questions from the public in a courteous and professional manner, coordinating priority passenger movement with airline personnel, and contacting Airport staff as needed.</p> <p>General duties also included maintaining a friendly and professional presence, ensuring an orderly atmosphere conducive to safe and efficient Airport operations, and handling disruptive, offensive, or inappropriate behavior in a respectful and tactful manner. Security Officers were trained to manage unattended or under-attended children with care, assist in emergency situations, and safeguard staff, customers, and property.</p>
c) Period of Performance	2022-2022
d) Place of Performance	Santa Barbara, CA
e) Average Number of Employees on the contract per year	4

Stockton Metropolitan Airport

a) Brief Description	Security Services at Stockton Metropolitan Airport
b) Scope of Work	<p>AGS provided unarmed security guard services at San Joaquin County’s Stockton Metropolitan Airport, including 7-day/week overnight patrols of airport property and access control monitoring at locations designated by the Airport.</p> <p>Security Officer duties included monitoring the admittance of personnel and authorized visitors to County facilities and conducting rounds of inspection to ensure fences, gates, doors, and windows were properly secured. This included performing vehicle patrols around the facility perimeter. Officers were responsible for turning lights and alarm systems on and off, investigating unusual or suspicious conditions, and preventing trespass, damage, or theft of County property.</p> <p>Additional responsibilities included inspecting parking areas, enforcing security and county building ordinance regulations, interacting professionally with the public, assisting clients with directions, and maintaining a visible presence in reception areas. Security Officers operated telephones, radios, cameras, and automated security systems, responded to emergencies and alarms, escorted County personnel to or from their</p>

	<p>vehicles, and screened and documented County property entering or leaving County premises as directed by the facility site supervisor.</p> <p>Security Officers also notified appropriate County personnel and local authorities in emergencies, reported any dishonest or criminal acts committed on County premises, and reported unsafe or dangerous conditions to the Facility Manager.</p>
c) Period of Performance	2022-2023
d) Place of Performance	Stockton, CA
e) Average Number of Employees on the contract per year	11

Redding Regional Airport

a) Brief Description	Security Services at Redding Regional Airport
b) Scope of Work	<p>AGS provides the Redding Regional Airport with security services, including the provision of law enforcement officers who meet the requirements of the Transportation Security Administration (TSA) to support the TSA screening program. AGS security personnel conduct security patrols in accordance with the Airport Security Plan and assist with passenger security screening in compliance with TSA regulations outlined in 49 CFR Part 1542.</p> <p>The Security Officer serving as the on-duty Law Enforcement Officer (LEO) for passenger screening is always positioned within the passenger screening area during screening activities. The LEO responds immediately when summoned by TSA or airline personnel and responds within ten minutes during non-passenger screening activities.</p> <p>AGS security personnel provide a wide range of services, including support for boarding passenger screening, monitoring aircraft arrivals and departures, securing Air Operations Area (AOA) doors and gates, and overall airport security. Officers also manage terminal curb vehicle parking, conduct airport perimeter security and airfield safety inspections, oversee the passenger terminal building, monitor the arrival of transient aircraft, provide surveillance during nighttime hours, secure paid airport parking facilities, respond to requests for assistance, make arrests as needed, and perform other duties to maintain airport safety and security.</p>

c) Period of Performance	2022-Present
d) Place of Performance	Redding, CA
e) Average Number of Employees on the contract per year	5

Chino Airport

a) Brief Description	Security Services at Chino Airport
b) Scope of Work	<p>AGS provides comprehensive security services at Chino Airport, including continuous roaming patrols, gate checks, and perimeter inspections to maintain facility integrity and airfield safety. Officers ensure pedestrian and vehicle gates are secured and verify that hangar doors are locked. Patrols follow a designated quadrant schedule, covering both interior and exterior perimeter areas.</p> <p>Security staff monitor operations during overnight hours, directing access through alternate gates and maintaining heightened vigilance. Officers are AOA-certified, trained in airport driving protocols, and conduct pre- and post-shift inspections of patrol vehicles and golf carts, which are used solely for official patrols and escort duties.</p> <p>Additional responsibilities include providing escort services, removing debris that could endanger taxiing aircraft, responding to safety hazards, and documenting maintenance issues in Daily Activity Reports. Officers promptly report smoke, fire, or other emergencies to 911 and supervisors, and ensure unauthorized individuals are removed from airport property.</p> <p>AGS emphasizes clear communication, professional conduct, and detailed incident reporting to ensure that Chino Airport remains safe, secure, and fully compliant.</p>
c) Period of Performance	2024-Present
d) Place of Performance	Chino, CA
e) Average Number of Employees on the contract per year	2

Apple Valley Airport

a) Brief Description	Security Services at Apple Valley Airport
b) Scope of Work	<p>AGS provides roaming security services at Apple Valley Airport, with Officers actively patrolling the entire facility. Key responsibilities include verifying that all hangar doors are secured, removing foreign objects from airfield surfaces, and conducting regular inspections of lights, sprinklers, signage, and other maintenance issues, all of which are documented in the Daily Activity Report.</p> <p>Officers respond to and report fire, smoke, safety hazards, and unauthorized activities, ensuring that vagrants or solicitors are removed from the property in accordance with airport policies. Security personnel are trained and AOA-certified by San Bernardino County, adhering to strict motor vehicle regulations while operating on the airfield, including the use of beacon lights and compliance with speed limits. Patrol vehicles are maintained in clean condition, inspected regularly, and parked only in designated areas. Safety vests must be worn during all patrol activities.</p> <p>Clear communication with supervisors is required before breaks and during all emergency situations. Officers are also responsible for submitting incident reports immediately after resolution and maintaining accurate hourly entries in the Daily Activity Report. Through consistent presence, timely reporting, and strict regulatory compliance, AGS supports Apple Valley Airport's safety, security, and operational standards.</p>
c) Period of Performance	2024-Present
d) Place of Performance	Apple Valley, CA
e) Average Number of Employees on the contract per year	3

Hillsborough Area Regional Transit Authority

a) Brief Description	Security Services at Hillsborough Area Regional Transit Authority
b) Scope of Work	The Scope of Services includes AGS Security Officers reporting for duty on time at their assigned posts, in full uniform provided by AGS, to establish a visible and professional security presence. Officers patrol facilities on foot or by vehicle as directed by the Authority's Safety and Security Department.

	<p>While on duty, Security Officers provide assistance, information, and directions to visitors and employees as requested. They remain alert for suspicious persons, criminal acts, disruptive activities, or any incidents occurring on Authority property and document all daily activities, including any unusual occurrences.</p> <p>Officers monitor facilities through the use of surveillance equipment such as security cameras and monitors when applicable. They use verbal commands to warn away individuals approaching HART employees and are authorized to use their weapon only as a last resort to protect themselves or a HART employee, in accordance with state and local laws.</p> <p>Security Officers also perform other duties as requested by HART personnel, ensuring a safe, secure, and professional environment across Authority facilities.</p>
c) Period of Performance	2022-Present
d) Place of Performance	Hillsborough County, FL
e) Average Number of Employees on the contract per year	26

Brevard County

a) Brief Description	Security Services at Brevard County
b) Scope of Work	<p>AGS provides Unarmed Security Officers for the Brevard County Public Works Department/Facilities, Parks and Recreation Department campgrounds, and select Library Services Departments.</p> <p>Security Officer duties include providing professional customer service and general information to the public while maintaining a safe and welcoming environment. Officers perform walkthrough metal detector screening and use handheld wands to screen all visitors for weapons or other contraband. They also search personal belongings—such as purses, handbags, backpacks, briefcases, and containers—using X-ray machines to detect prohibited items.</p> <p>Officers ensure proper Americans with Disabilities Act (ADA) treatment through all screening stations and maintain a daily written log of all activities. They patrol the perimeter of facilities every hour, or more frequently as entrant traffic allows, and</p>

	report any dangerous or suspicious situations to the County Sheriff's Office staff.
c) Period of Performance	2023-Present
d) Place of Performance	Brevard County, FL
e) Average Number of Employees on the contract per year	13

University of Southern California

a) Brief Description	Security Services at the University of Southern California
b) Scope of Work	<p>AGS provides security officer services for University of Southern California (USC) Housing. AGS staffs twenty (20) security officer stations, ensuring that all individuals entering the living areas are properly identified and cleared for entry while denying access to unverified parties.</p> <p>Officers remain alert for unusual noises, odors, or smoke that could indicate fire or other incidents, and provide high-level customer service to all individuals they encounter. All incidents are reported to an AGS Supervisor and the USC Department of Public Safety in accordance with the Clerly Act. Officers maintain Daily Activity Reports for review by stakeholders and AGS management, and secure and report any lost personal property to the Department of Public Safety or the on-duty AGS Supervisor.</p>
c) Period of Performance	2019-Present
d) Place of Performance	Los Angeles, CA
e) Average Number of Employees on the contract per year	94

Provide a minimum of three (3) projects with references. The Prime Vendor should provide references for similar work performed to show evidence of qualifications and previous experience. Refer to Vendor Reference Verification Form and submit as instructed or within three business days after County's request. Only provide references for non-Broward County Board of County Commissioners contracts. For Broward County contracts, the County will review performance evaluations in its database for vendors with previous or current contracts with the County. The County considers references and performance evaluations in the evaluation of Prime Vendor's past performance.

Please see the separately attached Vendor Reference Verification Form.

4. Workload of the Contractor

For the Prime Vendor only, list all completed and active projects that Vendor has managed within the past five (5) years. In addition, list all projected projects that Vendor will be working on in the near future. Projected projects will be defined as a project(s) that Vendor is awarded a contract but the Notice to Proceed has not been issued. Identify any projects that Vendor worked on concurrently. Describe Vendor's approach to managing these projects. Were there or will there be any challenges for any of these listed projects? If so, describe how Vendor dealt or will deal with projects' challenges.

Completed and Active Projects

DHL (at Los Angeles International Airport)
Nevada Department of Administration
City of Tucson
University of Southern California
Arizona Department of Administration
City of Phoenix
Hawaii State Public Library System
Alameda-Contra Costa Transit District
Hillsborough Transit Authority
Los Angeles Department of Water & Power
Eastern Municipal Water District
Texas Department of Transportation
City and County of Honolulu
City of North Las Vegas
Yuba Community College
Port of Seattle
City of Mission Viejo
San Bernardino County (includes Chino Airport and Apple Valley Airport)
City of Rialto
County of Mohave
Circle the City
City of Fresno Housing
San Joaquin County's Stockton Airport
Hawaii Community College
Kroger
University of California, San Francisco
Department of Parks and Recreation, State of Hawaii
Honolulu Department of Parks and Recreation
San Joaquin Regional Rail Commission
Hawaii Labor and Industrial Relations
Arizona Department of Veterans' Services
State of Hawaii
Interurban Transit Partnership
Mass Transit Agency

Oro Grande School District
Stanislaus Regional Transit Authority
CODAC Health, Recovery and Wellness
Miami Lakes Florida
City of Roseville
Compton Unified School District
Tampa Housing Authority
County of Riverside
City of Fontana
Gila County
Kalamazoo County
Ann Arbor Area Transportation Authority
Vancouver Housing Authority
City of Laguna Niguel
Oakland Community Health Network
EF Academy Pasadena
City of Redding
New Oakland Family Center
Notre Dame de Namur University
West Hawaii Civic Center, County of Hawaii
Flowing Wells Unified School District
City of Santa Barbara
Seattle Housing Authority
City of Redondo Beach
City of Chino
Maluhia and Leahi Hospital
Hawaii Department of Environment
Hawaii Department of Taxation
Hawaii DMV
Verbum DEI Jesuit High School
Superior Court of California - Santa Clara
Hawaii State Department of Health
EF Academy Santa Barbara
King County
Magnolia Public Schools
Sonoran University of Health Sciences
Hawaii Department of Health
Honolulu Community College
University of Hawaii at Manoa
Hawaii State Procurement Office
Department of Human Resources Development
Hawaii County Department of Water Supply
Honolulu Fire Department
Southern CA Association of Governments
City of Kingman

Seattle Arts and Culture Museum
State of Washington
Hawaii State Archives
Hawaii Child Support Enforcement Agency
City of Malibu
Town of Marana

Projected Projects

AGS is projected to begin servicing Jacksonville Housing Authority before 2025 concludes.

Concurrent Projects

AGS has no projected projects that are also active.

AGS’s Approach to Managing our Projects

AGS employs a structured, hands-on approach to project management that emphasizes communication, accountability, and performance excellence. Each project is overseen by a dedicated management team who coordinate all aspects of operations, from recruitment and training to quality assurance and client communication.

AGS begins every engagement with a detailed transition and implementation plan that outlines key milestones, deliverables, and staffing requirements. This ensures a smooth startup and alignment with client expectations. Our management team conducts site assessments, collaborates with client representatives to define post orders, and establishes reporting procedures that promote transparency and responsiveness.

To ensure consistent performance, AGS utilizes a tiered supervision structure supported by real-time reporting tools, electronic scheduling systems, and regular performance audits. Supervisors conduct inspections and briefings, while Project Managers hold operational reviews with client representatives. Any issues or incidents are escalated immediately through established communication protocols, ensuring prompt resolution and documentation.

Resource management is a cornerstone of AGS’s project oversight. We maintain a reserve pool of trained officers and leverage our nationwide infrastructure to provide rapid reinforcement or replacement personnel when needed. This approach allows AGS to manage multiple concurrent projects efficiently without compromising quality or compliance.

Finally, AGS’s management philosophy centers on continuous improvement. We analyze performance metrics, client feedback, and incident trends to identify opportunities for enhancement. Through regular training refreshers, leadership development, and proactive engagement, AGS consistently delivers reliable, professional, and client-focused security services.

Challenges Relating to our Projects

AGS faces challenges that are common across the security industry. One ongoing challenge is employee turnover, as the nature of security work can result in career changes or seasonal fluctuations in staffing. Another challenge is managing emergency vacancies or sudden absences, which require rapid adjustments to ensure uninterrupted coverage for clients. Additionally, maintaining consistent training and compliance across all personnel is critical to meeting both regulatory requirements and client expectations. Like many in the industry, AGS must also navigate evolving security threats, client-specific operational demands, and the need to integrate new technologies while maintaining a high level of service.

Approaches to Challenges

To address common industry challenges, AGS implements proactive strategies designed to maintain consistent, high-quality security services. For turnover and emergency vacancies, AGS maintains a pool of trained, on-call personnel (Flex-Force Officers) who can be deployed quickly to ensure uninterrupted client coverage. We emphasize comprehensive recruitment, competitive compensation, and retention programs to attract and keep qualified security professionals.

To ensure training and compliance, AGS delivers ongoing classroom, on-the-job, and scenario-based training tailored to client needs and regulatory requirements. Regular performance evaluations and audits help maintain accountability and operational excellence.

AGS also leverages technology and robust communication protocols to respond effectively to evolving security threats and client-specific demands (e.g., TrackTik, MITC, Verizon Connect). By combining preparedness, flexibility, and continuous improvement, AGS ensures reliable security services even in the face of common industry challenges.

5. Location

Refer to Location Certification Form and submit as instructed. Points shall be allocated as follows based on the vendor's selection of one of the five options in the Location Certification Form: Option 1 (0 points); Option 2 (5 points); Option 3 (3 points); Option 4 (points range from 0-5 depending on the composition of the joint venture); and Option 5 (0 points).

Please see the Location Certification Form separately attached.

6. Pricing

Refer to the Bid Table and submit pricing as instructed. Points value allocated for pricing will be based on the price proposed for years 1 through 2 of the initial term. Refer to the Instructions to Vendors for additional information. Total points awarded for price will be determined by applying the following formula: $(\text{Lowest proposed price/proposer's price}) \times 20 = \text{Price Score}$.

Please see the Bid Table separately attached.

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: N/A	Name of Lobbyist: N/A
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: American Guard Services, Inc.

Signature: 

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 2025

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**WILTON SIMPSON
COMMISSIONER**

DIVISION OF LICENSING

04/17/24
DATE ISSUED

04/17/27
DATE OF EXPIRATION

B 9900131
LICENSE NUMBER

AMERICAN GUARD SERVICES, INC

1015 N. AMERICA WAY

APT # 106

MIAMI, FL 33132

ASSAL, SHERINE, OTHER
ASSAL, SHERIF M., OWNER

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



A handwritten signature in black ink, appearing to read "Wilton Simpson", is written over the printed name of the Commissioner.

**WILTON SIMPSON
COMMISSIONER**

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**WILTON SIMPSON
COMMISSIONER**

DIVISION OF LICENSING

09/09/24
DATE ISSUED

11/17/27
DATE OF EXPIRATION

BB2300048
LICENSE NUMBER

AMERICAN GUARD SERVICE (HOLLYWOOD)

1015 NORTH AMERICA WAY

#108

MIAMI, FL 33132

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



A stylized, handwritten signature in black ink, appearing to read "Wilton Simpson".

**WILTON SIMPSON
COMMISSIONER**

THIS LICENSE MUST BE POSTED IN A CONSPICUOUS PLACE AT THE LICENSED PHYSICAL LOCATION WHERE THE BUSINESS IS CONDUCTED. THIS LICENSE IS VALID ONLY FOR LOCATION NAMED THEREON AND IS NOT TRANSFERABLE. YOU MUST REPORT ANY CHANGES OF NAME OR ADDRESS WITHIN 10 DAYS OF THE CHANGE TO THE ADDRESS LISTED BELOW (\$10 FEE REQUIRED). AT LEAST 90 DAYS PRIOR TO THE EXPIRATION DATE SHOWN ON THIS LICENSE, A RENEWAL NOTICE WILL BE SENT TO YOU. IF FOR ANY REASON YOU HAVE NOT RECEIVED YOUR RENEWAL NOTICE, FORWARD A COPY OF THIS LICENSE WITH THE PROPER FEE TO THE ADDRESS BELOW. LICENSES MUST BE RENEWED ON OR BEFORE THE DATE OF EXPIRATION OR A LATE FEE WILL BE IMPOSED.

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES
DIVISION OF LICENSING
POST OFFICE BOX 5767
TALLAHASSEE, FL 32314-5767

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



AMERICAN GUARD SERVICES

(800) 441-1808
americanguardservices.com

National HQ : 1125 W. 190th St.
Los Angeles, CA 90248



Licensed
Nationwide

November 4, 2025

Broward County Aviation Department
(Electronic Submittal)

RE: Good Faith Effort for Response to BLD2129654P1 - Security Guard Services for FLL and North Perry Airports

I. Statement of Compliance and Authority

I, the undersigned authorized representative of American Guard Services, Inc. (AGS), the Prime Contractor, certify that I have the authority to bind the Prime Contractor and that this documentation is submitted in accordance with Section 1-81.5 of the Broward County Business Opportunity Act of 2012, as amended, to demonstrate Good Faith Efforts to meet the established County Business Enterprise (CBE) participation goal.

AGS acknowledges that it has made consistent, timely, and documented efforts to recruit CBE-certified subcontractors to participate in this project. Despite these efforts, the Prime Contractor has not received sufficient participation commitments to meet the established 25% CBE goal. The following documentation is submitted to the Office of Economic and Small Business Development (OESBD) for review and determination of Good Faith Efforts in lieu of goal attainment.

II. Summary of Outreach Efforts

Between September 17, 2025, and October 29, 2025, AGS conducted proactive and repeated outreach to 16 CBE-certified firms specializing in security and protective services. Outreach included a combination of email solicitations, telephone follow-ups, and, where applicable, requests for quotes or capacity statements.

#	Firm Name	CBE Status	Initial Contact	Follow-Up Dates	Result / Response
1	Almighty Protection	CBE	09/17/25	10/02	No response
2	Aquarius Security Services	CBE	09/17/25	09/22, 09/23, 10/06, 10/13, 10/15, 10/29	Engaged; no final proposal

3	Blue Shield Protection	CBE	09/17/25	—	No response
4	DF Security LLC	CBE	09/17/25	—	No response
5	I Watch Services	CBE	09/17/25	—	No response
6	Jampol Protective Services	CBE	09/17/25	—	No response
7	Kemp Group International	CBE	09/17/25	—	No response
8	King Intelligence Security	CBE	09/17/25	09/18, 09/22	No response after follow-up
9	Olivier Protection Services	CBE	09/17/25	09/18, 10/02	No response after follow-up
10	OSSES US	CBE	09/17/25	09/18	No response after follow-up
11	Stonegate Allied	CBE	09/17/25	09/18, 09/22	No response after follow-up
12	Strong Tower	CBE	09/17/25	—	No response
13	Universal Security Group	CBE	09/17/25	09/18	No response after follow-up
14	VSC Guards	CBE	09/17/25	09/18	No response after follow-up
15	Trident Security	CBE	09/17/25	09/18, 09/22	No response after follow-up
16	JCJ National Security	CBE	09/17/25	09/22, 09/23, 09/24	No response after follow-up

Note: Firms listed above were identified from the Broward County OESBD Certified CBE Directory under the category Security Services (NAICS 561612). Where no follow-up was recorded, firms were nonresponsive despite multiple outreach attempts.

III. Documentation of Outreach Methods

1. Solicitation Invitations: On September 17, 2025, AGS issued written and email solicitations to all 16 CBE-certified firms listed above. Each solicitation described the project scope, anticipated subcontracting opportunities, and requested quotes or interest confirmations.

2. Follow-Up Communications: Between September 18 and October 29, 2025, multiple follow-ups were made by email to confirm interest, request quotes, and clarify work scopes. Documentation of each contact attempt is retained in internal logs and email records.

3. Availability and Capacity Discussions: Where contact was established (e.g., Aquarius Security Services), AGS discussed scope requirements and subcontracting capacity. Although initial interest was expressed, no proposal or pricing was submitted by the CBE.

4. Recordkeeping: All communications, including emails, have been retained for submission to OESBD as verification of outreach efforts, consistent with the documentation requirements of Section 1-81.5(d).

IV. Summary of Results

Despite documented and repeated efforts to engage County Business Enterprises:

- ❖ Only one firm (Aquarius Security Services) provided meaningful engagement but did not finalize a subcontracting proposal.
- ❖ Fifteen firms did not respond or declined to participate.
- ❖ No CBE subcontracting commitments were obtained prior to proposal submission.

Accordingly, AGS respectfully requests that the OESBD Director evaluate the attached documentation and determine that the efforts described herein constitute Good Faith Efforts under the Business Opportunity Act.

V. Certification

I certify that the information provided in this Good Faith Effort Report and all supporting documentation is true and accurate to the best of my knowledge and belief. I further understand that the determination of Good Faith Efforts is made by the OESBD Director and is not subject to appeal.

VI. Attachments (Recommended for Submission)

- ❖ Copies of solicitation emails sent to CBE firms (dated 09/17/25).
- ❖ Copies of follow-up email correspondence

Respectfully,



Gerald Gregory,
Executive Vice President
American Guard Services, Inc.

Local Office: 2550 Eisenhower Blvd., Suite 322, 324, 326, Ft. Lauderdale, FL 33316

Headquarters: 1125 W. 190th St. Los Angeles, CA 90248

Phone: (800) 441-1808

Email: jgregory@americanguardservices.com

Perry Airports subcontracting efforts

Summary of efforts

Firms contacted 16

1. Almighty Protection
2. Aquarius Security Services
3. Blue Shield Protection
4. DF Security LLC
5. I watch Services
6. Jampol Protective Services
7. Kemp Group International
8. King Intelligence Security
9. Olivier Protection Services
10. OSES US
11. Stonegate Allied
12. Strong Tower
13. Universal Security Group
14. VSC Guards
15. Trident Security
16. JCJ National Security

- 09/17/25
 - initial contact made to 14 firms
- 09/18/25
 - Follow ups made with the following firms: OSES US, VSC, King Intelligence, Universal Security Group, Stonegate Allied, Olivier Protection, Trident
- 09/22/25
 - Follow ups made with Aquarius, JCJ National, King Intelligence, Trident, Stonegate Allied
- 09/23
 - Follow ups made with JCJ National, Aquarius
- 09/24
 - Follow ups made with JCJ National
- 10/02
 - Follow ups made with Olivier Protection, Almighty,
- 10/06

- Follow up made with Aquarius
- 10/13
 - Follow up made with Aquarius
- 10/15
 - Follow up made with Aquarius
- 10/29
 - Follow up made with Aquarius

09/17/25

Script:

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Potential Subcontracting opportunity

JA Julia Davidson- AGS
To: almightyprotectionfl@gmail.com
Cc: Luis Marin; Arlyn Lamela; Paul Mendez

Reply Reply all Forward

Wed 9/17/2025 2:31 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



Potential Subcontracting Opportunity

JA Julia Davidson- AGS
To: d.toussaint@aquasecusev.com
Cc: Luis Marin; Arlyn Lamela; Paul Mendez

Reply Reply all Forward

Wed 9/17/2025 2:32 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



CONFIDENTIALITY NOTICE:

The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure.

Potential Subcontracting Opportunity

JA

Julia Davidson - AGS

To: blueshieldprotect@gmail.com

Cc: Arlyn Lamela, Paul Mendez, Luis Marin

Wed 9/17/2025 2:34 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com

Potential Subcontracting Opportunity

JA

Julia Davidson - AGS

To: info@dfsecurityllc.com

Cc: Luis Marin, Paul Mendez, Arlyn Lamela

Wed 9/17/2025 2:38 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator

Potential Subcontracting Opportunity

JA

Julia Davidson - AGS

To: cthompson@i-watchservices.com

Cc: Luis Marin, Paul Mendez, Arlyn Lamela

Wed 9/17/2025 2:45 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson

Potential Subcontracting Opportunity

 Julia Davidson
To: admin@jampolprotectiveservices.com
Cc: Arlyn Lamela, Paul Mendez, Luis Marin
Wed 9/17/2025 2:46 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services

Subcontracting Opportunity

 Julia Davidson - AGS
To: kempgroupintl@aol.com
Cc: Arlyn Lamela, Paul Mendez, Luis Marin
Wed 9/17/2025 2:54 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator

 Julia Davidson - AGS
To: kaola@langintellsec.com
Cc: Luis Marin, Paul Mendez
Wed 9/17/2025 2:57 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services



Julia Davidson

To: olvierprotectionervices@gmail.com

Cc: Luis Marin; Paul Mendez; Arlyn Lamela

Reply Reply all Forward Wed 9/17/2025 3:03 PM

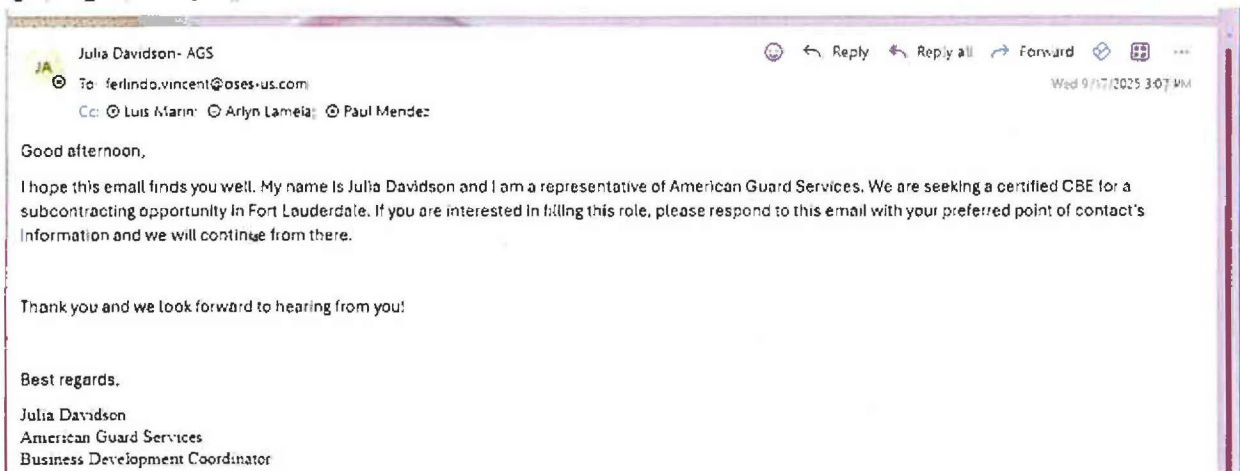
Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services



Julia Davidson

To: ROYBARKER@STONEGATEALLIED.COM

Cc: Arlyn Lamela; Paul Mendez; Luis Marin

Reply Reply all Forward Wed 9/17/2025 3:09 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services

Potential Subcontracting opportunity

JD Julia Davidson ☺ ↩ Reply ↩ Reply all ➦ Forward 📧 ⋮
To: infostrongtowerfl@gmail.com Wed 9/17/2023 3:13 PM
Cc: Arlyn Lamela; Paul Mendez; Luis Marin

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248

JA Julia Davidson - AGS ☺ ↩ Reply ↩ Reply all ➦ Forward 📧 ⋮
To: ctaylor@tridentgroundprotection.com Wed 9/17/2023 3:14 PM
Cc: Arlyn Lamela; Luis Marin; Paul Mendez

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



Potential Subcontracting Opportunity



Julia Davidson

To: Mmsgina@universalsecuritygroups.com

Cc: Luis Mann; Paul Mendez; Arlyn Lamela

Reply Reply all Forward

Wed 9/17/2025 3:15 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,
Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street



Julia Davidson - AGS

To: info@vscguards.com

Cc: Luis Mann; Arlyn Lamela; Paul Mendez

Reply Reply all Forward

Wed 9/17/2025 3:16 PM

Good afternoon,

I hope this email finds you well. My name is Julia Davidson and I am a representative of American Guard Services. We are seeking a certified CBE for a subcontracting opportunity in Fort Lauderdale. If you are interested in filling this role, please respond to this email with your preferred point of contact's information and we will continue from there.

Thank you and we look forward to hearing from you!

Best regards,
Julia Davidson
American Guard Services
Business Development Coordinator

09/18/25

Script: Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

From: Ferlindo Vincent <ferlindo.vincent@oses-us.com>
Sent: Wednesday, September 17, 2025 3:47 PM
To: Julia Davidson- AGS <jdavidson@americanguardservices.com>
Cc: Luis Marin <lmartin@americanguardservices.com>; Ariyn Lamela <alamela@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>
Subject: Re: Potential Subcontracting Opportunity

GRAPHUS
Warning: Sender @ferlindo.vincent@oses-us.com has never sent any emails to your organization.
Please be careful before replying or clicking on the URLs.
[Report Phishing](#) [Mask As Safe](#)
powered by Graphus®

Hi Julia,

We are a certified CBE security company. You can email me or contact me directly. 785-410-7751.

Good Morning

Julia

Veterans Security Corps of America (VSC), Inc., a Certified Business Enterprise (CBE), is excited to express its interest in partnering with American Guard Services. We are keen to serve as a subcontractor in the City of Fort Lauderdale, specifically at the Fort Lauderdale/Hollywood and North Perry Airport.

We sincerely appreciate the opportunity, and I will serve as the primary point of contact for VSC. Upon receipt of the necessary information, I will ensure it is promptly disseminated to the appropriate parties.

Thank you again for your consideration and we look forward to hearing from you.

George B. Beasley
President/CEO
Veterans Security Corps of America, Inc.
Business License: B 1300017

Office: (954) 731-5151
www.veteranssecuritycorp.com



To: @ Julia Davidson- AGS
Cc: @ Luis Marin; @ Paul Mendez

Thu 9/18/2025 7:45 AM

GRAPHUS
Warning: Sender kaola@kingintellsec.com is not yet trusted by your organization.
Please be careful before replying or clicking on the URLs.
[Report Phishing](#) [Mask As Safe](#)
powered by Graphus®

Good Morning Julia,

I am interested.

Thank you.

Kaola King
~~~~~  
Direct Ph: 954-624-2040  
King Intelligence and Security Services, Inc.  
2880 West Oakland Park Blvd, 216  
Oakland Park, FL 33311  
Off: 954-530-2600 ... Fx: 954-653-9160

**From:** Gina Laguerre <msgina@universalsecuritygroups.com>  
**Sent:** Wednesday, September 17, 2025 3:49 PM  
**To:** Julia Davidson <julia@vetssecuringamerica.com>  
**Cc:** Luis Marin <lmarin@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>; Arlyn Lamela <alamela@americanguardservices.com>  
**Subject:** Re: Potential Subcontracting Opportunity

**GRAPHUS**

**Warning:** Sender @msgina@universalsecuritygroups.com has never sent any emails to your organization. Please be careful before replying or clicking on the URLs.

[Report Phishing](#) [Mask As Safe](#)

powered by Graphus

Good afternoon,

Hope this message finds you well. We will be interested. Our best contact information is Via email or you can always reach us @ 866-326-8464

Good evening David,

Thank you for your email. We are very interested in the potential opportunity to partner with you

Could you please provide more information about the contracts in Fort Lauderdale that you would like us to participate in with your company?

You can reach me directly at 954-505-0130 or at my office at 888-919-5649. I look forward to hearing from you.

Sincerely,  
Marc Olivier

Regards,

**Marc Sony Olivier**

Chief Executive Officer

Good evening or Good Morning when you receive this. Sorry for the late response. I am interested in Subcontracting opportunities.

--  
ROY BARKER  
Stonegate Allied Services LLC  
1900 Sunset Harbour Dr  
2nd Floor  
Miami Beach, FL 33139  
stonegateallied.com  
License# 1200199  
786-443-7951

CONFIDENTIALITY NOTICE: This electronic mail transmission is

Julia Davidson

Reply Reply all Forward

To: Roy Barker <roybarker@stonegateallied.com>  
Cc: Arlyn Lamela; Paul Mendez; Luis Mann

Thu 9/18/2025 8:19 AM

21-Specifications and Requirements  
791 KB

Good morning.

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson

JA Julia Davidson- AGS

👤 ↩ Reply ↩ Reply all ➡ Forward 📎 🗑️ ⋮

📧 To: MARC SONY OLIVIER <olivierprotectionservices@gmail.com>

Thu 9/18/2023 8:19 AM

Cc: 📧 Luis Marin; 📧 Paul Mendez; 📧 Arlyn Lamela; Marc Olivier <Marc@olivierprotectionservices.com>; + 1 other

📎 21-Specifications and Requir...  
791 KB

Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W 100th Street

JD Julia Davidson

👤 ↩ Reply ↩ Reply all ➡ Forward 📎 🗑️ ⋮

📧 To: Gina Laguerre <msgina@universalsecuritygroups.com>

Thu 9/18/2023 8:17 AM

Cc: 📧 Luis Marin; 📧 Paul Mendez; 📧 Arlyn Lamela

📎 21-Specifications and Requir...  
791 KB

Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator

JA Julia Davidson- AGS

👤 ↩ Reply ↩ Reply all ➡ Forward 📎 🗑️ ⋮

📧 To: kaola.kingintellsec.com <kaola@kingintellsec.com>; Julia Davidson- AGS

Thu 9/18/2023 8:14 AM

Cc: 📧 Luis Marin; 📧 Paul Mendez

📎 21-Specifications and Requir...  
791 KB

Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator

JA Julia Davidson - AGS

☺️ ↩️ Reply ↩️ Reply all ➡️ Forward 🗑️ 🗒️ ⋮

📧 To: George B Beasley <gbeasley@vscguards.com>; 📧 Julia Davidson - AGS

Thu 9/18/2025 8:14 AM

📎 21-Specifications and Requir...  
791 KB

Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W 190th Street

Re: Potential Subcontracting Opportunity

JA Julia Davidson - AGS

☺️ ↩️ Reply ↩️ Reply all ➡️ Forward 🗑️ 🗒️ ⋮

📧 To: Ferlindo Vincent <ferlindo.vincent@oses-us.com>; 📧 Julia Davidson - AGS

Thu 9/18/2025 8:13 AM

Cc: 📧 Luis Marin; 📧 Ariyn Lamela; 📧 Paul Mendez

📎 21-Specifications and Requir...  
791 KB

Good morning,

Thank you for your response! We look forward to discussing this opportunity with you further. Please see attached the solicitation for your review. Please also note that based on the CBE requirements for this project, we estimate that your company (if we are awarded the project) will receive about 800 HPW. If this is acceptable to you, please send us your rates for this project so we can pass them along to our contract manager for review.

Thank you again for your time! We appreciate your interest.

Best regards,

Julia Davidson  
American Guard Services

09/18/25

**MO** Marc Olivier <marc@olivierprotectionservices.com> Thu 9/18/2025 9:41 AM  
To: Julia Davidson - AGS  
Cc: MARC SONY OLIVIER <olivierprotectionservices@gmail.com>; Luis Marin; Paul Mendez; Arlyn Lamela; +1 other

Some content in this message has been blocked because the sender isn't in your Safe senders list. Trust sender Show blocked content

Good afternoon Julia.

Thank you for sending this over.

Regarding the rates for subcontractors on government contracts, based on our experience with past government subcontracts in Florida, the rate is typically the same as what is charged to the prime institution. I'm not certain how this works in Los Angeles, California.

**JA** Julia Davidson - AGS Thu 9/18/2025 3:41 PM  
To: Roy Barker <roybarker@stonegateallied.com>  
Cc: Paul Mendez; Arlyn Lamela; Luis Marin

Good afternoon Mr. Barker,

Thank you for leaving a message. However, for ease of keeping track of our reach-out attempts for subcontractors, email is my preferred method of communication.

Thank you for your time and understanding!

Best regards,  
Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W. 190th Street  
Los Angeles, CA 90248

**JA** Julia Davidson - AGS Thu 9/18/2025 3:44 PM  
To: Marc Olivier <marc@olivierprotectionservices.com>  
Cc: MARC SONY OLIVIER <olivierprotectionservices@gmail.com>; Luis Marin; Paul Mendez; Arlyn Lamela; +1 other

Good afternoon Mr. Olivier,

Thank you for your message! To clarify, if awarded this contract, we would be running it out of our Florida branch office. Therefore, I believe we'd be following a similar procedure to what you described.

Presently, I am waiting to get rates for this project from our contract manager.

Best regards,  
Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W. 190th Street

**FV** Ferlindo Vincent <ferlindo.vincent@oses-us.com> ←  
To: Julia Davidson - AGS  
Cc: Luis Marin; Arlyn Lamela; Paul Mendez

Hi Julia,

Thanks for the details. Could you clarify what the specific duties would entail for the 800 HPW?

Best regards,  
Ferlindo

Re: Potential Subcontracting Opportunity

Re: Potential Subcontracting Opportunity

KK

kaola.kingintellsec.com <kaola@kingintellsec.com>

To: Julia Davidson - AGS

Cc: Luis Marin; Paul Mendez

Reply Reply all Forward

Thu 9/18/2025 11:45 AM

Some people who received this message don't often get email from kaola@kingintellsec.com. [Learn why this is important](#)

Hello Julia,

Yes, we can fulfill the request.

Is this a living wage RFP?

Kaola King

Direct Ph: 954-624-2040

Re: Potential Subcontracting Opportunity

JA

Julia Davidson - AGS

To: kaola.kingintellsec.com <kaola@kingintellsec.com>

Cc: Luis Marin; Paul Mendez

Reply Reply all Forward

Thu 9/18/2025 3:53 PM

15-Living Wage Ordinance R...

Good afternoon,

Thank you for your email! Yes, this contract is subject to the living wage ordinance. Please see attached.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W 190th Street  
Los Angeles, CA 90248  
Re: Potential Subcontracting Opportunity

JA

Julia Davidson - AGS

To: Ferlindo Vincent <ferlindo.vincent@oses-us.com>

Cc: Luis Marin; Arlyn Lamela; Paul Mendez

Reply Reply all Forward

Thu 9/18/2025 4:00 PM

Good afternoon Ferlindo,

More detailed information about the scope of work can be found on pages 1-3 of the solicitation I sent you in a previous email. To very briefly outline the duties they are:

- Merchandise inspections
- Inspecting employee badges and screening people who enter the airport
- Securing exit lanes
- Securing the perimeter of the airport
- Responding to calls from employees
- Responding to alarms
- Vehicle checks.

Thank you for your time.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W 190th Street  
Los Angeles, CA 90248  
Direct (424) 213-4038  
[www.americanguardservices.com](http://www.americanguardservices.com)

Re: Potential subcontracting opportunity



Julia Davidson - AGS

Reply Reply all Forward

To: d.robertson <d.robertson@tridentgroundprotection.com>

Thu 9/18/2025 4:00 PM

Cc: c.taylor <ctaylor@tridentgroundprotection.com>; Luis Marin



15-Living Wage Ordinance R...



21-Specifications and Requir...

2 attachments (845 KB) Save all to OneDrive - Worldwide Sourcing Group, Inc. Save All Attachments

Good afternoon Mr. Robertson,

Thank you for your email! We appreciate your interest. Please see attached the solicitation and the living wage requirement for this project. If AGS is awarded, we estimate that our potential subcontractor would receive about 800 hours per week.

If this is acceptable to you or if you need more information, please let me know! Thank you again for your time!

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W. 190th Street  
Los Angeles, CA 90248  
Direct: (424) 213-4038

Re: Potential Subcontracting Opportunity



Julia Davidson - AGS

Reply Reply all Forward

To: kaola.king@kingintellsec.com <kaola@kingintellsec.com>

Thu 9/18/2025 3:57 PM

Cc: Luis Marin; Paul Mendez



15-Living Wage Ordinance R...

Good afternoon,

Thank you for your email! Yes, this contract is subject to the living wage ordinance. Please see attached.

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W. 190th Street  
Los Angeles, CA 90248  
Direct: (424) 213-4038  
[www.americanguardservices.com](http://www.americanguardservices.com)



09/22/2025

DT Delbeau TOUSSAINT <d.toussaint@aquasecuser.com>  
To: Julia Davidson - AGS

Sat 9/20/2025 10:47 AM

**GRAPHUS**

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You don't often get email from d.toussaint@aquasecuser.com. [Learn why this is important](#)

am Deribeau Toussaint, CEO for Aquarius Security Services in Florida. This company is a BE/SBE certified in Broward County. Yes, we are ready to subcontract with American Guard Services in Fort Lauderdale. My direct 954-687-6851 is 24/7 available. Our company email and link are: 1) [d.toussaint@aquasecuser.com](mailto:d.toussaint@aquasecuser.com)  
2) [www.aquasecuser.com](http://www.aquasecuser.com)

thank you for your time, and you have a great day.

Reply Forward

**From:** John Brown <jbrown@jcjns.com>  
**Sent:** Sunday, September 21, 2025 10:27 AM  
**To:** Julia Davidson - AGS <jdavidson@americanguardservices.com>; JCJ Accounts Receivable <accountsreceivable@jcjns.com>  
**Cc:** Luis Marin <lmarin@americanguardservices.com>; Arlyn Lamela <alamela@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>; Morrise Luckey <mluckey@jcjns.com>  
**Subject:** RE: Potential Subcontracting Opportunity

Some people who received this message don't often get email from jbrown@jcjns.com. [Learn why this is important](#)

Hi Julia,

We are familiar with this solicitation and have attended the mandatory site visit. We would be happy to set up a call with your team to discuss the possibilities of moving forward with you on this project. Attached is our press packet to provide you with additional information about our company.

Thank you,

John



John Brown  
Director of Operations  
JCJ National Security  
Phone 303.377.8179  
Email [jbrown@jcjns.com](mailto:jbrown@jcjns.com)

Send From: j davidson@americanguardservices.com

To: John Brown <jbrown@jgns.com> X JCJ Accounts Receivable <accountsreceivable@jgns.com> X Bcc

Cc: Luis Marin X Arlyn Lamela X Paul Mendez X Morrise Luckey <mluckey@jgns.com> X

Re: Potential Subcontracting Opportunity Draft saved at 2:19 PM

Good afternoon Mr. Brown,

Thank you for your response! Regarding a potential call, would next Tuesday (09/30) work for you?

Thank you again for your time and consideration!

Best regards,

Julia Davidson  
American Guard Services  
Business Development Coordinator  
1125 W. 190th Street  
Los Angeles, CA 90248  
Direct (424) 213-4038  
[www.americanguardservices.com](http://www.americanguardservices.com)



CONFIDENTIALITY NOTICE

KK kaola.kingintellsec.com <kaola@kingintellsec.com>  
To: Julia Davidson - AGS  
Cc: Luis Marin; Paul Mendez

Reply Reply all Forward Mo 9/22/2025 8:33 AM

Some people who received this message don't often get email from kaola@kingintellsec.com. [Learn why this is important](#)

Good Morning

Thank you,

**Kaola King**  
~~~~~  
Direct Ph: 954-624-2040
King Intelligence and Security Services, Inc.
2880 West Oakland Park Blvd, 216
Oakland Park, FL 33311
Off: 954-530-2600 ... Fx: 954-653-9160

Additional Locations:
7200 Lake Ellenor Drive, 105
Orlando, FL 32809

3801 PGA Blvd, Suite 600
Palm Beach Gardens, FL 33410

DR

d robertson <d.robertson@tridentgroundprotection.com>

To: Julia Davidson - AGS

Cc: uscgauxct@gmail.com

Mon 9/22/2025 11:03 AM

Good afternoon Ms. Davidson,

If you're able to confirm that BCAD will cover PTO, we'd be pleased to continue exploring a partnership with you on this project. Please also keep me posted or any updates or additional details shared by the county.

Best regards,



Doug Robertson
Executive Vice President
Corporate Headquarters
Trident Ground Protection
Oakland Commerce Center 3217 NW 10th Terrace
Suite 307 Oakland Park FL 33309
954-306-3956

Please send a google review to the link below. Thank you.

Send From: j.davidson@americanguardservices.com

To: d.robertson <d.robertson@tridentgroundprotection.com> Bcc
Cc: uscgauxct@gmail.com Luis Marin Paul Mendez Arlyn Lamela

Re: Follow-up on Broward County FLL Airport Security RFP Opportunity Draft issued at 2:21 PM

Good afternoon Mr. Robertson,

Thank you for your message. We are currently awaiting the release of the Q&A addendum. Once it has been released we should be able to provide you with an update. We anticipate it being released withing the coming weeks.

Thank you for your patience!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 233-4038
www.americanguardservices.com



Send From: j davidson@americanguardservices.com

To: Roy Barker <roybarker@stonegateallied.com>
Cc: Luis Marin, Arlyn Lamela, Paul Mendez

Re: Potential Subcontracting Opportunity Draft saved at 2:23 PM

Good afternoon Mr. Barker,
Thank you for your message! Currently, we are waiting for more information from the Q&A addendum. Once it has been released, we will most likely have more specific information to request from you. I will be sure to keep you updated.

Thank you again for your time and patience!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



CONFIDENTIALITY NOTICE

From: Roy Barker <roybarker@stonegateallied.com>
Sent: Monday, September 22, 2025 1:43 PM
To: Julia Davidson- AGS <jdavidson@americanguardservices.com>
Subject: Re: Potential Subcontracting Opportunity

GRAPHUS
Warning: Sender @roybarker@stonegateallied.com is not yet trusted by your organization.
Please be careful before replying.
Report Phishing Mask As-Safe
powered by Graphu

Good afternoon. Is there anything else you require of me? I just got back in town so I wanted to make sure.

ROY BARKER
Stonegate Allied Services LLC
1900 Sunset Harbour Dr
2nd Floor
Miami Beach, FL 33139
stonegateallied.com
License# 1200199
786-443-7951

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John Brown <jbrown@jcjns.com>

Reply Reply all Forward ...

To: Julia Davidson - AGS; JCJ Accounts Receivable <accountsreceivable@jcjns.com>
Cc: Luis Marin; Arlyn Lamela; Paul Mendez; Morrise Luckey <mluckey@jcjns.com>

Mon 9/22/2025 3:02 PM

Some people who received this message don't often get email from jbrown@jcjns.com. [Learn why this is important](#)
Hi Julia,

Mr. Luckey is out of the office all of next week, do you have any availability this week?

Thank you.

John

From: Julia Davidson - AGS <jdavidson@americanguardservices.com>

09/23/25



John Brown <jbrown@jcjns.com>

Reply Reply all Forward ...

To: Julia Davidson - AGS; JCJ Accounts Receivable <accountsreceivable@jcjns.com>
Cc: Luis Marin; Arlyn Lamela; Paul Mendez; Morrise Luckey <mluckey@jcjns.com>

Tue 9/23/2025 12:56 PM

That sounds great, talk then.

From: Julia Davidson - AGS <jdavidson@americanguardservices.com>

Sent: Tuesday, September 23, 2025 12:52 PM

To: John Brown <jbrown@jcjns.com>; JCJ Accounts Receivable <accountsreceivable@jcjns.com>

Cc: Luis Marin <lmarin@americanguardservices.com>; Arlyn Lamela <alame.la@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>; Morrise Luckey <mluckey@jcjns.com>

Subject: Re: Potential Subcontracting Opportunity

Good afternoon Mr. Brown,

1pm MDT works for me! We look forward to connecting with you tomorrow.

Best regards,

Julia Davidson

American Guard Services

Business Development Coordinator

1125 W 190th Street

Los Angeles, CA 90248

Direct: (424) 213-4038

Re: Response Draft saved at 8:12 AM

Good morning Mr. Toussaint,

My apologies for the very late reply! I have been having issues with my computer recently. As far as next steps, we would like to know your expected hourly rates so we can pass them onto our contract manager for review. Ideally, this would be done by 10/09/25.

Thank you for your time and patience,

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



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DT Delbeau TOUSSAINT <d.toussaint@aquasecusevicom>
To: © Julia Davidson- AGS Tue 9/23/2025 11:51 AM

Good afternoon, Mrs Julia Davidson,
I received the specifications and the living wage ordinance requirements. I'm not done reading them yet. So what would be my next step for our subcontractor's duty at the above Airport?
Also, what is our deadline to get it done completely, how, and where exactly? I thank you in advance for your assistance. Have a good one.

On Mon, Sep 22, 2025 at 5:17 PM Julia Davidson- AGS <j.davidson@americanguardservices.com> wrote:
Good afternoon Mr. Toussaint,
Thank you for your response! Please see attached the Bid requirements and Living wage information from the client.

09/24/25



Arlyn Lamela

Reply Reply all Forward

To: Julia Davidson - AGS; John Brown <jbrown@jgns.com>; JCI Accounts Receivable <accountsreceivable@jgns.com>
Cc: Luis Marin; Paul Mendez; Morris Luckey <mluckey@jgns.com>; Craig Weissman - AGS

Wed 9/24/2025 12:09 PM

Mr. Brown,

Would you be able to send us your hourly rates please?

Best Regards,

Arlyn Lamela
Business Development Supervisor
American Guard Services, Inc.
1125 W. 190th Street,
Los Angeles, CA 90248
Direct: (424) 213-4151
www.americanguardservices.com



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10/02/2025

Send v From: j davidson@americanguardservices.com v [Clock] [Trash] [Print]

To: Marc Olivier <marc@olivierprotectionservices.com> x [Ecc]

Cc: MARC SONY OLIVIER <olivierprotectionservices@gmail.com> x [X] Luis Marin x [X] Paul Mendez x [X] Arlyn Lamela x [X]
Ulesia Godfrey <opsmgr@olivierprotectionservices.com> x [X]

Re: Potential Subcontracting Opportunity Draft saved at 8:04 AM

Good morning,

At present, we have no updates as we are currently waiting for the Q&A addendum to be released so the contract manager can set rates.

Thank you for your patience.

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



CONFIDENTIALITY NOTICE

From: Marc Olivier <marc@olivierprotectionservices.com>
Sent: Wednesday, October 1, 2025 6:56 PM
To: Julia Davidson AGS <jdavidson@americanguardservices.com>
Cc: MARC SONY OLIVIER <olivierprotectionservices@gmail.com>; Luis Marin <lmartin@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>; Arlyn Lamela <alamelala@americanguardservices.com>; Ulesia Godfrey <opsmgr@olivierprotectionservices.com>
Subject: Re: Potential Subcontracting Opportunity

Any updates on this please ?

Send From: j davidson@americanguardservices.com

To: Almighty Protection Services 2 LLC <almightyprotectionfl@gmail.com>

Cc: Luis Marin, Arlyn Lamela, Paul Mendez

Re: Potential Subcontracting opportunity

Draft saved at 8:04 AM

Good morning,

At present, we have no updates as we are currently waiting for the Q&A addendum to be released so the contract manager can set rates. We will reach out again when we have more information.

Thank you for your patience.

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



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From: Almighty Protection Services 2 LLC <almightyprotectionfl@gmail.com>
Sent: Wednesday, October 1, 2025 8:46 AM
To: Julia Davidson - AGS <jdavidson@americanguardservices.com>
Cc: Luis Marin <lmarin@americanguardservices.com>; Arlyn Lamela <alamela@americanguardservices.com>; Paul Mendez <pmendez@americanguardservices.com>
Subject: Re: Potential Subcontracting opportunity

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[Report Phishing](#) [Mask-As-Safe](#)

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Good morning Julia,

We appreciate that you reached out to us. Forgive the delay in responding.

We would be very interested in subcontracting with you if you still need assistance. If so, please call the owner, Sarge, at 954.526.8250

Have a great day &
Be Safe,
Ms. Jamye Simpson
Office Manager
Almighty Protection Services 2 LLC
269 N. University Dr., Ste G
Pembroke Pines, FL 33024
Office: 954.404.7432

A

Almighty Protection Services 2 LLC <almightyprotectionfl@gmail.com>

To: ☉ Julia Davidson- AGS

Cc: ☉ Luis Marin; ☉ Arlyn Lamela; ☉ Paul Mendez

Good morning Julia,

Thank you for the update. We look forward to hearing from you with more details. In the meantime, if you need anything from us, please let us know.

Have a great day &

Be Safe,

Ms. Jamye Simpson

Office Manager

Almighty Protection Services 2 LLC

269 N. University Dr., Ste G

Pembroke Pines, FL 33024

Office: 954.404.7432

10/06/25

To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> X
Cc: Luis Marin X Paul Mendez X Arlyn Lamela X

Bcc

Re: Response

Draft saved at 2:56 PM

Good afternoon Mr. Toussaint,

Regarding the requirements, we are presently awaiting a few answers from the Q&A to be issued. In the meantime, I will pass your rates along to our contract manager for evaluation.

Thank you again for your continued interest and cooperation. We hope to have an update for you soon!

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



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DT Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>
To: Julia Davidson - AGS

Sun 10/5/2025 11:52 AM

Good afternoon, Mrs. Davidson,

I completely read the specifications, requirements, and confidentiality notices to subcontract with American Guards at the Airport basing on your support. I proposed \$25 per hour. When and what documents do you need from Aquarius Security Services before 10/09/2025? Also, we are open to your suggestions to become an American Guards subcontractors. Thanks for your regards on my response. Have a good one.

On Thu, Oct 2, 2025 at 11:13 AM Julia Davidson - AGS <juliasdavidson@americanguardservices.com> wrote:

10/13/25

From: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>
Sent: Saturday, October 11, 2025 11:13 AM
To: Julia Davidson - AGS <juliasdavidson@americanguardservices.com>
Subject: Precisions

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Good afternoon, Mrs. Davidson,

I haven't heard from you for a while about our eventual subcontractor services at the Airport. Also, I would like to precise the following wages:

Armed Guards..... \$ 30.00 per hour
Unarmed Guards..... \$ 25.00 per hour

So, your considerations will be welcomed by Aquarius Security Services at any time. I thank you for your understanding. Have a great day.

JA Julia Davidson - AGS ☺ ← Reply ← Reply all → Forward


To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>
 Cc: Luis Marin

Good Morning Mr. Toussaint,

My apologies for the lack of communication. I have sent a reminder to our contracts manager regarding your rates. Hopefully he responds by end of day.

Thank you again for your interest and patience.

Best regards,
 Julia Davidson
 American Guard Services
 Business Development Coordinator
 1125 W 190th Street
 Los Angeles, CA 90248
 Direct: (424) 213-4038
www.americanguardservices.com



DT Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> ← Reply
 To: Julia Davidson - AGS

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I am still waiting for you to know:

- 1) Where and what documents do I have to submit? I would greatly appreciate the help you can provide with my request. Thanks

← Reply → Forward

JA Julia Davidson - AGS ☺ ← Reply ← Reply all → Forward 📧 ⋮

To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> Mon 10/13/2025 8:23 AM
 Cc: Luis Marin

Good morning Mr. Toussaint,

Thank you for your email. To the best of my knowledge we would need to submit a letter of intent signed by both us and our intended subcontractor. I am still awaiting word from our contract manager regarding your proposed rates. I will send an update as soon as I have it.

Thank you again for your patience and continued interest.

Best regards,
 Julia Davidson
 American Guard Services
 Business Development Coordinator
 1125 W 190th Street
 Los Angeles, CA 90248
 Direct: (424) 213-4038
www.americanguardservices.com

DT Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> ← Reply ← Reply all → Forward 📧 ⋮

To: Julia Davidson - AGS Mon 10/13/2025 9:07 AM

Hi Dear Davidson, I got your last response this morning. Okay I'm patient waiting for your communication whenever you have the Contract manager's decisions. Have a good day.

To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> X

Bcc

Cc: Luis Marin X

Re: Submission of documents

Draft saved at 9:58 AM

Good morning Mr. Toussaint,

Thank you for your email. I spoke to our contracts manager and he just wanted to make sure you were aware of the living wage requirement of \$22.03.

Please let us know if this affects your rates. Thank you again for your time and cooperation.

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



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10/15/25

JA

Julia Davidson - AGS

To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>

Cc: Luis Marin

Reply Reply all Forward

Wed 10/15/2025 10:40 AM

Good morning,

I believe there might be a slight issue with communication. The \$22.03 is a required minimum wage. Furthermore, what your company bill AGS if you were to pay your security officers \$23?

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



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DT Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>
To: Julia Davidson- AGS

Tue 10/14/2025 6:36 PM

Good evening, dear Davidson,
This response relates to the wages. I proposed \$30/Hr for Armed Guards and \$25/Hr for unarmed guards. But based on your last email about the living wage requirements, we can work with \$23/Hr for the Unarmed Guards. Let me know, please, your words on this matter. Thanks.

On Tue, Oct 14, 2025 at 9:23 PM Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com> wrote:
Good evening, dear Davidson, when the intent letter is ready, please sign it and forward it to my business email. After appending my signature, you will get it back in the same way. Thanks.

On Mon, Oct 13, 2025 at 12:59 PM Julia Davidson- AGS <jdavidson@americanguardservices.com> wrote:
Good morning Mr. Toussaint,

Thank you for your email. I spoke to our contracts manager and he just wanted to make sure you were aware of the living wage requirement of \$22.03.

Please let us know if this affects your rates. Thank you again for your time and cooperation.

Best regards,
Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



10/29/2025

JA Julia Davidson- AGS
To: Delbeau TOUSSAINT <d.toussaint@aquasecuserv.com>
Cc: Luis Marin

Wed 10/29/2025 6:42 AM

Good morning,

My apologies, your previous messages were sent to my spam folder. I am still awaiting more information from our contracts manager. Additionally, I must highlight that no decision has been made regarding either the contract or the use of subcontractors.

Best regards,

Julia Davidson
American Guard Services
Business Development Coordinator
1125 W. 190th Street
Los Angeles, CA 90248
Direct: (424) 213-4038
www.americanguardservices.com



DT

Delbeau TOUSSAINT <d.toussaint@aquasecuser.com>

To: Julia Davidson - AGS

Tue 10/28/2025 5:26 PM

GRAPHUS

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Good evening, how is everything going on your side? We haven't had any communications from 10/23 to now. My team is available, waiting for your signal to start our security duty at the Airport.

The \$22.03 per hour is acceptable, no problem. Please,
Please, do not hesitate to respond to this email. Have a good night.
Best regards

Delbeau Toussaint
C.E.O
954-687-6851

DT

Delbeau TOUSSAINT <d.toussaint@aquasecuser.com>

To: Julia Davidson - AGS

Reply Reply all Forward

Wed 10/29/2025 4:47 PM

Hi Davidson, I understand your attention to this subject. We will stay in touch whenever your contract manager decides on our available services. I thank you for your time. Have a nice night.

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: American Guard Services, Inc.
Address: 1125 W. 190 th Street, Los Angeles, CA, 90248
Telephone Number: 800-441-1808
Local contact person: Doug Snow
Email address: dsnow@americanguardservices.com
Solicitation No.: BLD2129654P1
Solicitation Title: Security Guard Services for FLL and North Perry Airports, FL
Bid/Proposal Amount: \$58,033,230.34
County department the contract will service: Broward County Purchasing Division
A brief description of the project or service provided: Security Guard Services
A statement of the wage level for all Covered Employees: AGS will fully comply with any wage requirements outlined for this project.

In accordance with the Living Wage Ordinance:

1. Vendor agrees to pay its covered employees no less than: (select one)
 - \$ Click or tap here to enter amount. dollars per hour and are provided health care benefits during Click or tap here to enter text., valued at no less than \$ Click or tap here to enter amount. dollars per hour.
 - \$ 23.00 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.

LIVING WAGE ORDINANCE WRITTEN DECLARATION

- 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.

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: American Guard Services, Inc.

Authorized Signature: 

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Vendor Name: American Guard Services, Inc.

Date: November 5, 2025

**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: American Guard Services, Inc.

Signature: _____

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 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: American Guard Services, Inc.
2. Doing Business As/Fictitious Name (if applicable): N/A
3. Federal Employer I.D. No. (FEIN): 95-4654353
4. Dun and Bradstreet No.: 00-512-2853
5. Website address (if applicable): <https://americanguardservices.com/>
6. Principal place of business address: 1125 W. 190th Street, Los Angeles, CA 90248
7. Office location responsible for this project: 2550 Eisenhower Blvd, Suite 322-326, Fort Lauderdale, FL, 33136
8. Telephone No.: 800-441-1808 Fax No.: 424-421-7123
9. Generic e-mail for purchase orders: ar@americanguardservices.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) California
 - Sole Proprietor
 - Limited Liability Company (LLC)
 - Limited Partnership
 - General Partnership
 - Other – Specify: Click or tap here to enter text.

11. Authorized Contact(s):

Name: Gerald A. Gregory	Name: Craig Weissman
Title: Executive Vice President	Title: Vice President of Contract Compliance
E-mail: jgregory@americanguardservices.com	E-mail: cweissman@americanguardservices.com
Telephone No.: 800-441-1808	Telephone No.: 800-441-1808

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

a) Sherine Assal, Chief Executive Officer	d) Click or tap here to enter text.
b) Sherif Assal, Vice President	e) Click or tap here to enter text.
c) Click or tap here to enter text.	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: American Guard Services, Inc.

Signature: 

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 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).

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

Form Date 7/1/25

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](#) (CareerSource) 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:

American Guard 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: American Guard Services, Inc.

Signature: _____

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 2025

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: American Guard Services, Inc.

Signature:  _____

Printed Name: Gerald A. Gregory

Title: Executive Vice President

Date: September 8, 2025

Responses

American Guard 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	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	61%	\$ 37.70	\$ 21,271,207.10
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	61%	\$ 56.55	\$ 1,236,126.45

Responses

American Guard 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	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	59%	\$ 40.71	\$ 827,756.43
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	59%	\$ 61.07	\$ 38,718.38

Responses

American Guard 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	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	63%	\$ 39.74	\$ 2,367,987.38
Success: All values provided	#1-6	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	63%	\$ 59.61	\$ 132,214.98
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	65%	\$ 44.72	\$ 93,017.60

Responses

American Guard 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	Unit Price	
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	65%	\$ 47.99	\$ 99,819.20
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	66%	\$ 61.98	\$ 128,918.40
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	\$ 72.33	\$ 132,002.25

Responses

American Guard 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	Unit Price	
Basket Total								
						\$ 26,327,768.17		

Year 2 Pricing

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	61%	\$ 39.23	\$ 22,134,468.29
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	61%	\$ 58.85	\$ 1,286,402.15

Responses

American Guard 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	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	59%	\$ 42.30	\$ 860,085.90
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	59%	\$ 63.45	\$ 40,227.30

Responses

American Guard 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	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	63%	\$ 41.23	\$ 2,456,772.01
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	63%	\$ 61.85	\$ 137,183.30
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	65%	\$ 46.17	\$ 96,033.60

Responses

American Guard Services, Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Percentage of Price Attributed to Labor Portion		Unit Price	Total Cost
						Numeric	Numeric		
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	65%		\$ 49.45	\$ 102,856.00
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	66%		\$ 63.44	\$ 131,955.20
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%		\$ 72.33	\$ 132,002.25
Basket Total									
\$ 27,377,986.00									
Grand Total									
\$ 53,705,754.17									