



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/23/2025

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

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

PRODUCER Marsh Risk & Insurance Services CA License #0437153 633 W. Fifth Street, Suite 1200 Los Angeles, CA 90071	CONTACT NAME: PHONE (A/C, No. Ext):		FAX (A/C, No):
	E-MAIL ADDRESS:		
CN101410269-GEG-GAWCU-25-26 GEG FL		INSURER(S) AFFORDING COVERAGE	NAIC #
		INSURER A : Allianz Global Risks US Insurance Company	35300
		INSURER B : Indemnity Insurance Company of North America	43575
		INSURER C : Steadfast Ins Co & AXIS SL Ins Co	26387
		INSURER D :	
		INSURER E :	
		INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** LOS-002651505-11 **REVISION NUMBER:** 13

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 GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:	Y	Y	USL03039625	01/01/2025	01/01/2026	EACH OCCURRENCE \$ 5,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ N/A PERSONAL & ADV INJURY \$ 5,000,000 GENERAL AGGREGATE \$ 5,000,000 PRODUCTS - COMP/OP AGG \$ 5,000,000 Self-Insured Retention \$ 100,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY <input type="checkbox"/> OTHER:	Y	Y	CAL H11369662	01/01/2025	01/01/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 5,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
C	<input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY <input type="checkbox"/> OTHER:			SXS 5668165 02 & P-001-001495871-01	01/01/2025	01/01/2026	BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			USL03033025	01/01/2025	01/01/2026	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
B	<input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> N	N/A	RWC C72620884	01/01/2025	01/01/2026	<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

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

Re: Solicitation No. GEN2120413P1, Security Services at Fort Lauderdale-Hollywood International Airport (Group 2) – Project Manager Rafael Arroyo

Broward County is named as Additional Insured where required by executed written contract between the Insured and the Certificate Holder (or between the Insured and its client, if different from the Certificate Holder), and in accordance with the terms and conditions of such contract and the terms and conditions of the insurance policy. Acts or omissions of Additional Insureds are not covered under any circumstances. Additional insured coverage does not apply to the above Workers Compensation or Professional Liability/Employee Theft Liability policies.

CERTIFICATE HOLDER

Broward County
320 Terminal Drive, Suite 200
Fort Lauderdale, FL 33315

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Marsh Risk & Insurance Services



ADDITIONAL REMARKS SCHEDULE

AGENCY Marsh Risk & Insurance Services		NAMED INSURED Global Security Consulting Group, Inc. Global Security Associates, LLC Global Elite Group Inc. 825 East Gate Blvd., Suite 301 Garden City, NY 11530	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE		

ADDITIONAL REMARKS

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

Professional Liability; Carrier: Fireman's Fund Indemnity Corporation; Policy Number USF05301025; Policy Dates: 01/01/25-01/01/26; SIR: \$5,000,000; Limit: \$2,000,000
 Assault and Battery are not excluded under the General Liability policy.
 Crime: Policy No.: USL03039625 Effective Date: 01/01/2025 Expiration Date: 01/01/2026 Carrier: Allianz Global Risk U S Insurance Co. Limit: \$2,000,000
 The Securitas Group Global Liability policy includes coverage for loss of keys that are in Securitas' care, custody and control.

Where required under executed written contract and where applicable waiver of subrogation applies.

WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS

Named Insured Securitas Holdings, Inc.			Endorsement Number 61
Policy Symbol ISA	Policy Number H11369595	Policy Period 01/01/2025 TO 01/01/2026	Effective Date of Endorsement
Issued By (Name of Insurance Company) ACE American Insurance Company			

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

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This Endorsement modifies Insurance provided under the following:

**BUSINESS AUTO COVERAGE FORM
MOTOR CARRIERS COVERAGE FORM
AUTO DEALERS COVERAGE FORM**

We waive any right of recovery we may have against the person or organization shown in the Schedule below because of payments we make for injury or damage arising out of the use of a covered auto. The waiver applies only to the person or organization shown in the SCHEDULE.

SCHEDULE

Any person or organization against whom you have agreed to waive your right of recovery in a written contract, provided such contract was executed prior to the date of loss.

Authorized Representative

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

WAIVER OF TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS TO US (WAIVER OF SUBROGATION)

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
ELECTRONIC DATA LIABILITY COVERAGE PART
LIQUOR LIABILITY COVERAGE PART
POLLUTION LIABILITY COVERAGE PART DESIGNATED SITES
POLLUTION LIABILITY LIMITED COVERAGE PART DESIGNATED SITES
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART
RAILROAD PROTECTIVE LIABILITY COVERAGE PART
UNDERGROUND STORAGE TANK POLICY DESIGNATED TANKS

SCHEDULE

Name Of Person(s) Or Organization(s):

All as required by written contract or agreement with the Insured prior to the date of loss.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

The following is added to Paragraph 8. **Transfer Of Rights Of Recovery Against Others To Us** of **Section IV – Conditions:**

We waive any right of recovery against the person(s) or organization(s) shown in the Schedule above because of payments we make under this Coverage Part. Such waiver by us applies only to the extent that the insured has waived its right of recovery against such person(s) or organization(s) prior to loss. This endorsement applies only to the person(s) or organization(s) shown in the Schedule above.

Workers' Compensation and Employers' Liability Policy

Named Insured GLOBAL ELITE GROUP, INC. 825 EAST GATE BLVD GARDEN CITY NY 11530	Endorsement Number
	Policy Number Symbol: RWC Number: C72620884
Policy Period 01-01-2025 TO 01-01-2026	Effective Date of Endorsement 01-01-2025
Issued By (Name of Insurance Company) INDEMNITY INS. CO. OF NORTH AMERICA	
Insert the policy number. The remainder of the information is to be completed only when this endorsement is issued subsequent to the preparation of the policy. This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.	

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

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

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

Schedule

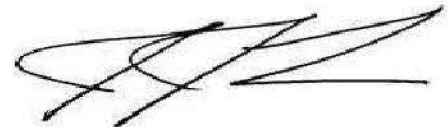
ANY PERSON OR ORGANIZATION AGAINST WHOM YOU HAVE AGREED TO WAIVE YOUR RIGHT OF RECOVERY IN A WRITTEN CONTRACT, PROVIDED SUCH CONTRACT WAS EXECUTED PRIOR TO THE DATE OF LOSS.

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

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

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

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



Authorized Agent

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – COMPLETED OPERATIONS

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location And Description Of Completed Operations
As required by written contract or agreement with the Insured prior to the date of loss	As required by written contract or agreement with the Insured prior to the date of loss.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury" or "property damage" caused, in whole or in part, by "your work" at the location designated and described in the Schedule of this endorsement performed for that additional insured and included in the "products-completed operations hazard".

However:

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

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

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

1. Required by the contract or agreement; or
 2. Available under the applicable limits of insurance;
- whichever is less.

This endorsement shall not increase the applicable limits of insurance.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY

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

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
As required by written contract or agreement with the Insured prior to the date of loss.	All as required by written contract or agreement with the Insured prior to the date of loss.
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

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

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

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

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and

2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

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

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

1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or

2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

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

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

1. Required by the contract or agreement; or

2. Available under the applicable limits of insurance;

whichever is less.

This endorsement shall not increase the applicable limits of insurance.

CERTIFICATE OF INSURANCE



Marsh NV/SA (UK Branch)
1 Tower Place, Tower Place West
London EC34 5BU
Branch Number BR022344
+44 (0)20 7357 1000 Fax +44 (0)20 7929 2705
www.marsh.com

2nd April, 2025

Reference No. C25/STAS/00448

TO WHOM IT MAY CONCERN

THIS IS TO CERTIFY that as Insurance Brokers we have placed Insurance in the name of SECURITAS AB and/or associated companies and/or subsidiary companies and/or affiliated companies as now or may hereafter be constituted jointly and severally for their respective rights and interests including specifically Global Security Consulting Group, Inc. and/or Global Security Associates, LLC and/or Global Elite Group, Inc. (hereinafter called the "Insured") covering their operations worldwide, against the following risks and up to the limits stated:

1. **THIRD PARTY LEGAL LIABILITY**, arising out of the aviation operations of the Insured including but not limited to premises, hangarkeepers and products liability for a Combined Single Limit (Bodily Injury/Property Damage) of not less than USD 25,000,000 any one occurrence, and in the aggregate in respect of products liability. This limit in turn is excess of self-insured retentions of USD 500,000 each occurrence/USD 1,500,000 aggregate (in respect of the United States of America) and USD 100,000 each occurrence/USD 500,000 aggregate (in respect of the Rest of the World). War and Allied Risks are excluded in accordance with War Hi-jacking and Other Perils Exclusion Clause AVN 48B.
2. **AVIATION WAR, HI-JACKING AND OTHER PERILS LIABILITY** providing coverage in accordance with the Extended Coverage Endorsement (AVN 52G) in respect of all sums which the Insured shall become legally liable to pay as damages for bodily injury or property damage, caused by an occurrence which would have been payable under the THIRD PARTY LEGAL LIABILITY in 1. above but for the exclusions (other than sub-paragraph (b)) contained in the War Hi-jacking and Other Perils Exclusion Clause (Aviation) AVN 48B, for a Combined Single Limit (Bodily Injury/Property Damage) of not less than USD 25,000,000 any one occurrence, and in the aggregate.

NOTE: THE ABOVE AGGREGATE LIMIT(S) MAY BE REDUCED OR EXHAUSTED BY CLAIMS MADE IN RESPECT OF ANY INTEREST INSURED UNDER THE POLICY.

It is further certified that Insurers have applied the Date Recognition Exclusion Clause - AVN 2000A and have agreed to provide limited "writeback" of coverage in respect thereof in accordance with the Date Recognition Limited Coverage Clause(s) AVN 2001A and AVN 2002A, as applicable.



Subject to the terms, conditions, limitations, exclusions and cancellation provisions of the relative contract number(s), as held on file by Marsh NV/SA (UK Branch), effective for the period from 2nd April, 2025 to 1st January, 2026, both days at 00:01 a.m. Local Standard Time, Stockholm, Sweden.

This certificate shall be governed by and shall be construed in accordance with English Law and the parties submit to the exclusive jurisdiction of the English Courts.

A handwritten signature in blue ink, appearing to read 'A. Stobbe', is centered on the page.

Authorised Signatory

SEVERAL LIABILITY NOTICE - The subscribing insurers' obligations under policies to which they subscribe are several and not joint and are limited solely to the extent of their individual subscriptions. The subscribing insurers are not responsible for the subscription of any co-subscribing insurer who for any reason does not satisfy all or part of its obligations.

BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT

115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-357-4829

VALID OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2026

Business Name: GLOBAL SECURITY CONSULTING GROUP
INC

Receipt #: 327-321582
Business Type: BUSINESS/FINANCIAL/CONSULTANT
(AVIATION HANDLING SERVICES)

Owner Name: GLOBAL SECURITY CONSULTING GROUP INC **Business Opened:** 11/29/2021

Business Location: 825 E GATE BLVD STE 301
OUT OF STATE

State/County/Cert/Reg:
Exemption Code:

Business Phone: 5163933523

Rooms **Seats** **Employees** **Machines** **Professionals**
5

For Vending Business Only						
Number of Machines:			Vending Type:			
Tax Amount	Transfer Fee	NSF Fee	Penalty	Prior Years	Collection Cost	Total Paid
33.00	0.00	0.00	0.00	0.00	0.00	33.00

Receipt Fee 33.00
Packing/Processing/Canning Employees 0.00

THIS RECEIPT MUST BE POSTED CONSPICUOUSLY IN YOUR PLACE OF BUSINESS

THIS BECOMES A TAX RECEIPT

WHEN VALIDATED

This tax is levied for the privilege of doing business within Broward County and is non-regulatory in nature. You must meet all County and/or Municipality planning and zoning requirements. This Business Tax Receipt must be transferred when the business is sold, business name has changed or you have moved the business location. This receipt does not indicate that the business is legal or that it is in compliance with State or local laws and regulations.

Mailing Address:

GLOBAL SECURITY CONSULTING GROUP I
825 E GATE BLVD STE 301
GARDEN CITY, NY
11530-2144

Receipt # WWW-24-00280957
Paid 07/11/2025 33.00

2025 - 2026

BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT

115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-357-4829

VALID OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2026

Business Name: GLOBAL SECURITY CONSULTING GROUP
INC

Receipt #: 327-321582
Business Type: BUSINESS/FINANCIAL/CONSULTANT
(AVIATION HANDLING SERVICES)

Owner Name: GLOBAL SECURITY CONSULTING GROUP INC **Business Opened:** 11/29/2021

Business Location: 825 E GATE BLVD STE 301
OUT OF STATE

State/County/Cert/Reg:
Exemption Code:

Business Phone: 5163933523

Rooms **Seats** **Employees** **Machines** **Professionals**
5

For Vending Business Only						
Number of Machines:			Vending Type:			
Tax Amount	Transfer Fee	NSF Fee	Penalty	Prior Years	Collection Cost	Total Paid
33.00	0.00	0.00	0.00	0.00	0.00	33.00

Receipt # WWW-24-00280957
Paid 07/11/2025 33.00

SUBCONTRACTORS/SUBCONSULTANTS/SUPPLIERS REQUIREMENT

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

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

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

- 1. Subcontracted Firm's Name: NONE – All subcontractors provided are Certified CBEs
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: Click or tap here to enter text.
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: Click or tap here to enter text.
Subcontracted Firm's Address: Click or tap here to enter text.
Subcontracted Firm's Telephone Number: 786 443 7951
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: Click or tap here to enter text.
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: Global Security Consulting Group, Inc.

Signature

Printed Name: Lenny Bonventre

Title: CFO

Date: October 13, 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
Article 8.6	All required insurance coverages shall provide primary coverage and not require contribution from any County insurance, self-insurance, or otherwise, which shall be in excess of and shall not contribute to the required insurance provided by Contractor	Language is on current Security Services Agreement (GEN2120413P1 Dated Feb 1, 2023) with Contractor and previously negotiated.
Article 8.7	Contractor shall declare in writing any self-insured retentions or deductibles over the limit(s) prescribed in Exhibit and submit to County for approval at least fifteen (15) days prior to the Effective Date or commencement of services. Contractor shall be solely responsible for and shall pay any deductible or self-insured retention applicable to any claim against County. Provide proof of ability to pay losses and related investigations, claim administration, and defense expenses with the retention. Any deductible or self-insured retention may be satisfied by named insured.	SIR is identified and disclosed on our Certificate of Insurance under additional remarks.
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: Global Security Consulting Group, Inc.

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

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: Global Security Consulting Group, Inc.

Signature: _____



Printed Name: Dayna Kandell

Title: SVP Human Resources

Date: October 13, 2025

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

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

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

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

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

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

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

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

If Option 1 selected, indicate **Local Business Location**:

Street Address: Click or tap here to enter text.

City, State, Zip: Click or tap here to enter text.

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

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

LOCATION CERTIFICATION

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

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

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

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

Street Address: Click or tap here to enter text.

City, State, Zip: Click or tap here to enter text.

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

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

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

Street Address: Click or tap here to enter text.

City, State, Zip: Click or tap here to enter text.

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

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

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

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

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

Required Supporting Documentation (in addition to this form):

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

- 1. Broward County local business tax receipt.

Option 3 (Locally Based Subsidiary)

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

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

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

If requested by County (any option):

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

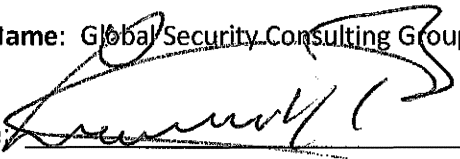
By submitting this form, the Vendor certifies that if awarded a contract, it is the intent of the Vendor to remain at the Local Business Locations listed above, if any (or another qualifying Local Business Location within Broward County), for the duration of the contract term, including any renewals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

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

True and Correct Attestations:

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

Vendor Name: Global Security Consulting Group, Inc.

Signature: 

Printed Name: Lenny Bonventre

Title: CFO

Date: October 13, 2025

Form Date 9/9/24

VENDOR REFERENCE VERIFICATION

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

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

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



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BDL21296541P1 – Security Guard Services for Ft.Lauderdale International Airport & North Perry Airport

Reference For (hereinafter, “Vendor”):	Global Security Consulting Group, Inc.		
Reference Date:	10/20/2025		
Organization/Firm Providing Reference:	Delta Airlines - LGA		
Contact Name:	Mayra Fazio		
Contact Title:	General Manager		
Contact Email:	Mayra.fazio@delta.com		
Contact Phone:	718 578 8026		
Name of Referenced Project:	Terminal – C Security Services - LGA		
Contract Number:	#CW2501736		
Date Range of Services Provided:	Start Date: 2/13/2024	End Date: 2/12/2027 Currently	
Project Amount:	6.9M		
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)
 Terminal Security

Please rate your experience with the referenced Vendor via checkbox:	Needs Improvement	Satisfactory	Excellent	Not Applicable
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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 type="checkbox"/>	<input checked="" type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Project completed within budget:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Cooperation with:				
Your Firm:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Subcontractor(s)/Subconsultant(s):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

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: BDL21296541P1 – Security Guard Services for Ft.Lauderdale International Airport & North Perry Airport

Reference For (hereinafter, “Vendor”):	Global Security Associates, LLC		
Reference Date:	10/7/2025		
Organization/Firm Providing Reference:	Metropolitan Washington Airports Authority (MWA) IAD & DCA		
Contact Name:	Andrew Abdale		
Contact Title:	Assistant Airport Security Coordinator/DCA COTR		
Contact Email:	Andrew.Abdale@mwa.com		
Contact Phone:	+1 703-417-1350		
Name of Referenced Project:	Unarmed Guard Services DCA & IAD		
Contract Number:	SC-24-00058		
Date Range of Services Provided:	Start Date: 4/1/2024	End Date: 4/30/2027 Current	
Project Amount:	Combined DCA & IAD – \$41.9M – 3 year base 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)
IAD: Terminal Security, Roving site supervisor, exterior vehicle gate inspections, exterior rover, exit lanes, concourse rover, merchandise inspection, Aviation Worker Inspection Program team
DCA: Terminal Security, Roving site supervisor, exterior vehicle gate inspections, exit lanes, concourse rover, loading dock inspector, loading dock X-ray, Aviation Worker Inspection Program team

Please rate your experience with the referenced Vendor via checkbox:	Needs Improvement	Satisfactory	Excellent	Not Applicable
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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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Project completed within budget:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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*****

<input type="checkbox"/> Email	Click or tap here to enter text.	Division:	Click or tap here to enter text.
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Verified via: Verbal

Verified by:

Date:

Click or tap here to enter text.

Vendor Reference Verification Form – RFP/RFI/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: BDL21296541P1 – Security Guard Services for Ft.Lauderdale International Airport & North Perry Airport

Reference For (hereinafter, "Vendor"):	Global Security Consulting Group, Inc.		
Reference Date:	10/15/2025		
Organization/Firm Providing Reference:	United Airlines		
Contact Name:	Vihen Hung		
Contact Title:	Manager - Security		
Contact Email:	Vihen.hung@united.com		
Contact Phone:	973 681 0396		
Name of Referenced Project:	Airport Services Agreement / Security Services Terminal C		
Contract Number:	CW69920		
Date Range of Services Provided:	Start Date: 12/1/2018	End Date: current/ongoing	
Project Amount:	Annual \$3.5M		
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)
 Terminal Security, Alarm response, Access Control, SCC (Security Control Center)

Please rate your experience with the referenced Vendor via checkbox:	Needs Improvement	Satisfactory	Excellent	Not Applicable
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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 checked="" type="checkbox"/>	<input type="checkbox"/>
Regulatory Agency(ies):	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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.

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
Security Services at Fort Lauderdale-Hollywood International Airport (Group 2)	1115-067B RFP #GEN2120413P1	Broward County/Aviation	February 1, 2023	\$10,901,546.16	\$2,408,101.44
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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

- Yes (if Yes, Vendor must submit a **Joint Venture Volume of Previous Payments Attestation.**)
- No

Vendor Name: Global Security Consulting Group, Inc.

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

Form Date 9/9/24

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

VOLUME OF PREVIOUS PAYMENTS ATTESTATION FORM FOR JOINT VENTURE

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

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

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

The Vendor attests to the following:

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

Response to Request for Proposal BLD2129654P1 to Provide Security Guard Services at Fort Lauderdale-Hollywood International Airport and North Perry Airport



Submitted on November 7, 2025
To Broward County Board of County Commissioners

Firm: Global Security Consulting Group, Inc.

Contact Person: Victor Anderes

Phone: (516) 507-8812

Email: vanderes@globaleliteinc.com

825 East Gate Blvd, Suite, 301
Garden City, New York 11530

Table of Contents

1. Cover Letter	4
2. License, Prequalification, or Certification Requirements.....	6
a. Executive Summary.....	12
b. Company Experience - The Global Approach.....	13
c. Specific and Specialized Experience.....	14
d. What Makes Us Different.....	16
3. Ability of Professional Personnel.....	20
a. Management Staff with Assigned Oversight of this Contract	20
b. Organization Chart.....	24
4. Project Approach.....	26
a. Certified CBE Partner.....	26
b. Promoting Small Business.....	26
c. Transition Plan.....	28
d. Employment, Recruitment, and Retention	34
e. Program Management Plan.....	37
i. Timekeeping, Billing, and Accounting.....	39
ii. Communications and Reporting.....	40
f. Operations Plan.....	41
iii. Staffing.....	41
iv. Training Plan.....	44
v. Implementation of Technology Enhancers.....	50
vi. Equipment and Uniform.....	58
vii. Service Excellence Program.....	58
viii. Safety Plan.....	60
ix. Quality Control and Continuous Improvement Program.....	60
5. Past Performance.....	65
6. Workload of the Contractor.....	66
a. Approach to Managing These Projects.....	68
b. Staffing Contingency Plan for Meeting Surge Requirements.....	68
c. Evidence of Effectiveness: Prior Examples of Emergency Response.....	68
7. Pricing Assumptions	70
8. Conclusion.....	70
9. Attachments and Forms.....	72
a. Résumés.....	72
b. Financial Information.....	85

Documents Uploaded to Bonfire.....86

1. Financial Information
2. Surety/Bonding Company Letter for Payment & Performance Bond
3. Criminal History Screening Form
4. Broward County Local Business Tax Receipt
5. Certificate of Insurance and Insurance Requirements (ACORD 25 Form) - Additional \$25M Aviation Insurance Policy
6. Living Wage Ordinance Written Declaration
7. Workforce Investment Program Requirements Form
8. Lobbyist Registration Requirement Certification
9. Affiliated Entities of the Principal(s) Certification
10. Prime Contractor License and Authority to Conduct Business in Florida – Florida Business Registration
11. Domestic Partnership Act Certification
12. Vendor Reference Verification Forms
13. Volume of Previous Payments Attestation
14. CBE Goal Participation Form - Subcontractors Requirement Information Form
 - DF Security
 - Infinity Protection
 - Stonegate Allied Services Inc.
15. Bid Table – BLD2129654P1 revised
16. Digital Copy of Proposal Bond (original delivered by UPS to BCAD)
17. Location Certification Form
18. Vendor Questionnaire and Standard Certifications
19. Vendor Proposal (this document)
20. Agreement Exception Form

November 7, 2025

Broward County Purchasing Division
115 S Andrews Avenue, Room 212
Fort Lauderdale, FL 33301

Dear Evaluation Committee,

Thank you for allowing **Global Security Consulting Group, Inc.** (Global) the opportunity to participate in the RFP process to provide Security Guard Services at Fort Lauderdale-Hollywood International Airport (FLL) and North Perry Airport (HWO).

As of 2019, Global is a wholly owned but **independently operated** subsidiary of Securitas. We were founded in 2002 as a 100% dedicated aviation security services specialist. Based on our aviation expertise we have been designated by Securitas as the **lead group member for all U.S. based aviation security business** within the world-wide Securitas Aviation Division. We are proud to be a **member of the largest aviation security provider in the world**, with 28,000 aviation security professionals in **268 airports in 36 countries with 42 years of experience**.

Global consistently delivers award-winning aviation security programs for aviation clients in **20 U.S. Cat X and Cat I airports**; including 45+ airlines. We have more aviation security officers and since the pandemic have added large aviation security contracts at MSP, SAN and at both IAD and DCA. Global is cognizant that the security, compliance, and safety of the airport is critical to all and essential to the future of the community. We have successfully partnered with BCAD since February 2023 on the former "Group 2" portion of services included in the current RFP and appreciate the opportunity to expand on the services we currently perform at FLL.

To us, **airport security is non-negotiable** but so is passenger satisfaction. We believe it's best to do one thing very, very well and to have a responsive, reliable, resilient security partner who will focus on you and your success. We will continue to reliably contribute to advancing FLL's already outstanding reputation should we be awarded this expanded contract. In this proposal, we present our **23-year track record** of our people and our AVSEC programs being consistently recognized with a long string of industry awards -- evidence of our focus on tailoring to our client's specific needs ensuring security and pleasant customer experiences are balanced.

We began as a 1-person aviation security startup and are grateful to have thrived in a highly competitive industry. Most importantly, **aviation security is our passion** since most of our executive team was in the aviation and security industry before 9/11, on 9/11, and continuously since then. This drives us to focus on being a great security partner who listens, responds, adjusts, performs reliably, commits to our client's success, delivers, and invests in creating more effective systems to benefit our clients.

Due to the nature of our origin and our passion and as evidenced over our almost 4-year partnership with Broward County Aviation Department (BCAD), Global genuinely cares about the security and passenger's experiences at FLL, including BCAD's reputation, success, and resilience. Global is committed to excellence and the best-suited talent. The Broward County Board and BCAD can trust Global and its executive team, whose entire C-Suite come from the Aviation Sector in different roles, **to continue to listen and to embrace your organization and culture**. We exist to earn and maintain your trust every day.

For 23 years aviation clients have selected our aviation security services. While not perfect, our aviation clients have come to **trust** that we will deliver. Our aviation clients trust that we can and will do what we say we can do. Our aviation clients have come to trust us as a reliable security partner and sharing in their high stakes security in TSA regulated airport environments. As a result, when given the chance to change providers **98%** of clients have elected to stay with us.

Helping others succeed and giving back to communities is also part of our DNA. Similarly aligned, our parent company's Corporate Social Responsibility (CSR) ranking is the next to highest ranking category for all companies worldwide. To better accomplish this, we also strive to become the most responsible corporate citizen in the security industry. Part of this is **supporting and growing the capacity of local County Business Enterprises (CBE)**.

We are fully supportive of your **25% CBE participation goal** and are pleased to continue with our current three eligible CBE certified business partners, **Infinity Protection Service Inc., DF Security LLC, and Stonegate Allied Services LLC** to our team for Security Guard Services at FLL. All three are local security firms working with us to provide current security services to BCAD at FLL.

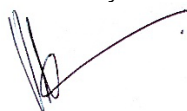
We believe our strengths and our offering continue to be **well-aligned** to your needs and evaluation criteria: well planned and adaptable transition plans, effective recruiting and screen for well-suited talent, comprehensive and proven program management and operations plans, thorough monitoring and many-layered audits assuring compliance, customer service-orientation, deep leadership experience, unparalleled financial stability, expert personnel, low turnover, wages meeting the CBA and Living Wage requirements, and a reasonable price.

Our offering also includes reach back access to advanced security technologies that can be leveraged and implemented for BCAD to innovatively augment your security plan as it continues to keep pace with insider threats and evolving threat landscapes. Our parent company Securitas is making **significant investments in security intelligence**, central to its strategy of becoming a global leader in intelligent protective services. These investments focus on integrating **technology, data-driven insights, artificial intelligence (AI), and human expertise** to provide proactive and predictive risk management solutions for clients.

We partner to continue to offer you **aviation security made easy**, keeping you ahead of your risks so you can progress and focus on what truly matters. We're here to protect people, premises, and property. Based on our focus we see what really matters. We are eager to listen, learn, and continue to serve as your security partner. We're ready, capable, and funded to **transform** alongside you.

Making purchasing decisions are difficult. We trust our experience providing security services to BCAD at FLL and our offering including the additional scope under this RFP will help make the justification of an award easier. Please do not hesitate to contact me if you require any additional information or clarifications concerning our submission. My designated Point of Contact for this proposal is Phil Cain, Senior Vice President. You can reach him via email at pcain@globaleliteinc.com or by telephone at 516-393-3558.

Sincerely,

A handwritten signature in black ink, appearing to read "Victor", with a long, sweeping underline that extends to the right.

Victor Anderes
President and CEO

2. License, Prequalification, or Certification Requirements

Following are copies of Global's Florida state business and security licenses:

***State of Florida
Department of State***

I certify from the records of this office that GLOBAL SECURITY CONSULTING GROUP INC. is a New York corporation authorized to transact business in the State of Florida, qualified on December 7, 2010.

The document number of this corporation is F10000005352.

I further certify that said corporation has paid all fees due this office through December 31, 2020, that its most recent annual report/uniform business report was filed on May 22, 2020, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fourteenth day of September,
2020*



Samuel R. King
Secretary of State

Tracking Number: 7689625255CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

WILTON SIMPSON
COMMISSIONER


DIVISION OF LICENSING

07/22/25 DATE ISSUED	08/12/28 DATE OF EXPIRATION	BB1900025 LICENSE NUMBER
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**GLOBAL SECURITY ASSOCIATES LLC
DBA GLOBAL SECURITY CONSULTING GROUP**

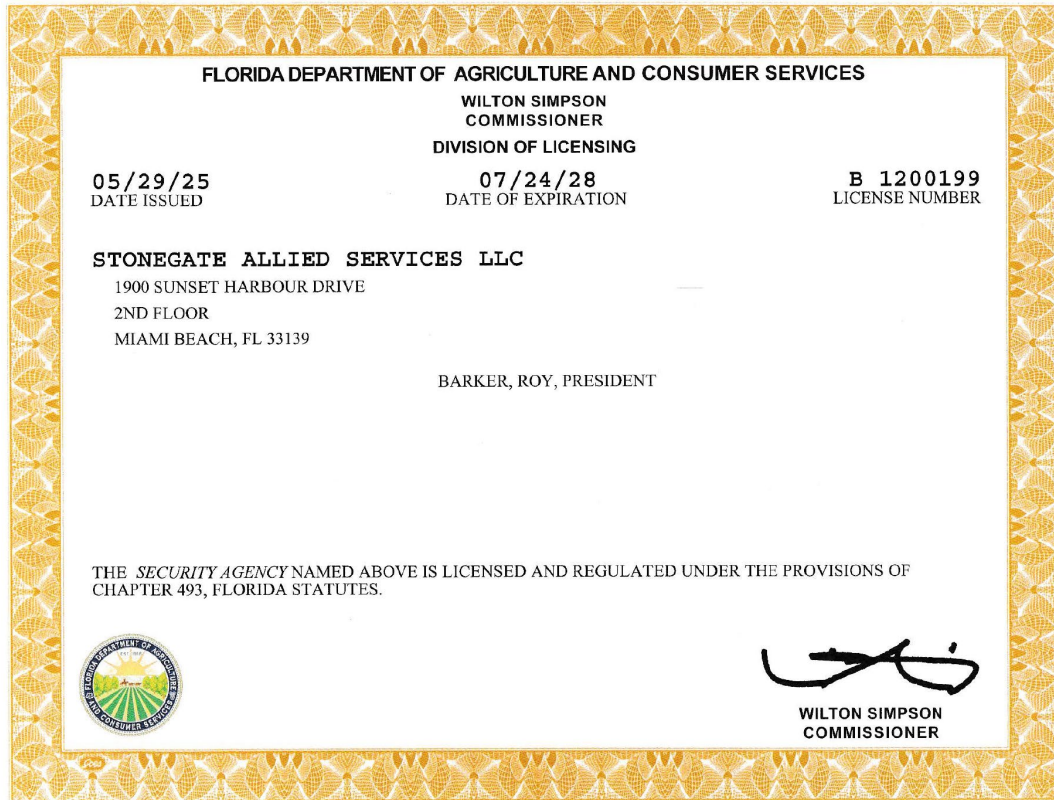
750 SW 34TH ST
STE 210
FORT LAUDERDALE, FL 33315

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



Wilton Simpson
WILTON SIMPSON
COMMISSIONER

Following are copies of Stonegate's License and Certification





OFFICE OF ECONOMIC AND SMALL BUSINESS DEVELOPMENT
Governmental Center Annex
115 S. Andrews Avenue, Room A680 • Fort Lauderdale, Florida 33301 • 954-357-6400

February 4, 2025

ANNIVERSARY DATE: July 17th.

Mr. Roy Barker
Stonegate Allied Services, LLC
7451 Riviera Blvd, #217
Miramar, FL, 33023

Dear Mr. Baker:

The Broward County Office of Economic and Small Business Development (OESBD) is pleased to announce that your firm's County Business Enterprise certification has been renewed. **Your firm, however, is no longer eligible for the Small Business Enterprise (SBE) designation because your company has exceeded the allowed number of full-time employees, which is 15 or less permanent full-time employees for the category contract services.**

Your firm's certifications are continuing from your anniversary date but are contingent upon the firm verifying its eligibility annually through this office. You will be notified in advance of your obligation to continue eligibility in a timely fashion. **However, the responsibility to ensure continued certification is yours.** Failure to document your firm's continued eligibility for the CBE and SBE programs within **thirty (30) days** from your anniversary may result in the expiration of your firm's certifications. Should you continue to be interested in certification after it has expired, you will need to submit a new application, and all required supporting documentation for review.

To access and respond to Broward County's solicitations, you will need to be a registered vendor with Broward County. The current web-based procurement platform is **BPRO, powered by Bonfire**. All vendors must complete the vendor registration process in Broward County's **BPRO** system. It is free to do so. Information on how to register your company can be found on the Purchasing Division's webpage: www.broward.org/Purchasing. Alternatively, you may use your camera to scan the QR code in this letter.



To review current Broward County Government bid opportunities visit: www.broward.org/Purchasing and click on "Current Solicitations and Results." Also, from this website, you can log into your firm's profile in **BPRO** to ensure you have added all appropriate classification codes. Bid opportunities over \$3,500 will be advertised to vendors via e-mail and according to classification codes, so please ensure that both the Purchasing Division and OESBD are apprised of your current e-mail address.

Your primary certification group is: **Contract Services**. This is also how your listing in our directory will read. You may access your firm's listing by visiting the Office of Economic and Small Business Development Directory, located on the internet at: www.broward.org/EconDev and click on "Certified Firm Directories."

Broward County Board of County Commissioners

Mark D. Bogen • Alexandra P. Davis • Lamar P. Fisher • Beem Furr • Steve Geller • Robert McKinzie • Nan H. Rich • Hazelle P. Rogers • Michael Udine
www.broward.org

Your firm may compete for, and perform work on Broward County projects in the following area:

NAICS CODE: 561720, 561612

We look forward to working with you to achieve greater opportunities for your business through county procurement.

Sincerely,

DONNA-ANN
KNAPP

Digitally signed by DONNA-ANN KNAPP
Date: 2025.02.05 09:03:50
-05'00'

Donna-Ann Knapp, Small Business Development Manager
Office of Economic and Small Business Development

Cert Agency: BC-CBE

Additional Legal Requirements:

1. Employee Retention

Global (Contractor) and our Subcontractors hereby stipulate and agree that Contractor and its Subcontractors are subject to and fully comply with the employee retention procedures and requirements set forth in Section 26.41(c) of the Broward County Administrative Code, as amended, which are incorporated by reference as if fully restated herein.

2. Ensuring Uninterrupted Service

Global (Contractor) shall continue to take adequate measures to ensure that Contractor and its Subcontractors will be able to provide uninterrupted Services at the Airports throughout the Term. Such measures shall include, but are not limited to, Contractor’s commitment, to the extent permitted by law, to enter into a labor peace agreement with applicable labor organization(s), which agreement prohibits the labor organization(s) and its members from picketing, work stoppages, boycotts, or other economic interference with the business of Contractor at the FLL and HWO Airports.

As evidence of this, below are the first page and signature page of the current CBA in effect January 1, 2025 through July 15, 2027 between Global and Service Employees International Union (SEIU) Local 32BJ at FLL:

This Agreement is entered by Service Employees International Union, Local 32BJ (“the Union”) and Global Elite Group (the “Employer”). The parties agree as follows:

PREAMBLE

The Employer, the Union and the Union members agree that they will endeavor to treat each other with dignity and respect. The Union and the Employer recognize that the single greatest threat to their continued success is the proliferation of non-union competition in the security industry. As such, it is imperative that the Union and the Employer work together to preserve union jobs by supplying clients with the best possible security services. To this end, the Union and the Employer agree to resolve their problems through the procedures provided for in this Agreement and not by taking internal disputes to the customer for resolution. Only by cooperation and understanding of each other’s needs and the realities of the marketplace, can both the Union and the Employer prosper.

ARTICLE 1 - RECOGNITION

1. This Agreement shall apply to all of the Employer’s full-time and regular part-time security officers at or assigned to accounts in the Miami, FL market (“Miami Market”), excluding managers, supervisors, professionals, confidential employees, non-security officer employees, and clericals within the meaning of the Labor Management Relations Act. For the purposes of this Agreement, the Miami Market shall consist of the geographic boundaries of Miami-Dade County, including the Miami International Airport (“Miami Airport”) and the City of Miami Beach, Florida and include the following types of accounts: facilities owned, operated, or managed by governmental entities or quasi-governmental entities (e.g. convention centers, public event venues, transit systems, the Seaport of Miami). The Miami Market shall also consist of the geographic boundaries of Broward County, including Fort Lauderdale-Hollywood International Airport (“FLL”) and Port Everglades, and shall include the following types of accounts: facilities owned, operated, or managed by governmental entities or quasi-governmental entities, including the Broward County Various Agencies account that includes judicial complexes, courthouses, municipal buildings, libraries, parks, homeless shelters, animal control centers, transit bus stations, landfills, and wastewater services facilities (G4S Legacy); except this paragraph shall not include work contracted by 1) freight carriers, 2) work contracted by commercial airlines or other non-governmental or non-quasi-governmental clients operating on airport property, and 3) operations directly related to commercial airlines that are located off airport property due to facility and space limitations.

If the Employer acquires a new account in a facility or building as described above, such shall be treated as an accretion to the bargaining unit to the extent permitted by law, subject to all other applicable terms and conditions regarding economics and/or exclusions or phase-ins. If the Employer acquires a new account in a facility or building as described above and those workers may not be lawfully accreted to an existing unit, the Employer agrees to honor the recognition procedure provided for in Addendum A.

2. The Employer may hire or engage security personnel to perform specialized functions (such as, but not limited to, canine patrols, armed guards, and/or staffing relating to short term events) for up to and including sixty (60) days without such personnel being covered by the

applicable law, shall be provided to the employees at no cost and shall be worn and/or utilized by the employees in the performance of their work assignments.

2. With respect to COVID-19 and other infectious diseases, the Employer shall make reasonable efforts to comply with Center for Disease Control, State, or local guidelines regarding the provision and replenishment of personal protective equipment.

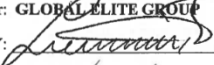

3. Should there be an incident resulting in a severe injury, or death to any employee, client or member of the public, the employer agrees to make best efforts to grant the union access to meet with affected bargaining union members. Such meetings must be scheduled with the Employer to avoid disruption to operations and undue burden on the Employer. On a case by case basis employees may be paid one hour of straight time pay for such meeting.

ARTICLE 28 - DURATION

1. This Agreement shall take effect January 1, 2025 and shall expire July 15, 2027.

2. Upon the expiration date of this Agreement as set forth above, it shall renew thereafter year to year unless either party desires to modify or terminate the Agreement at the end of its term. Written notice regarding a party’s intent to modify or terminate the Agreement must be provided to the other party at least sixty (60) days prior to the expiration date of the Agreement.

3. Re-opener: This Agreement shall be re-opened by October 1, 2025 to address the following: the Broward County health supplement amount for calendar year 2026; CRE market expansion; security licensing reimbursement; and any other topic to which the parties agree to bargain. During negotiations for such re-opener, all provisions of this Agreement shall remain in effect unless modified by the parties.

For: **GLOBAL ELITE GROUP**
 BY:  DATE: 5/21/2025
 For: **SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 32BJ**
 BY:  DATE: 5/21/2025

a. Executive Summary

Global is an industry leader in aviation security and understands the unique nature of security guard services within an international airport environment. Over the years Global has refined security services to provide a secure terminal, aircraft and passenger experience while maintaining passenger satisfaction. Global is committed to continuing to meet and exceed the Broward County Board's service expectations by delivering consistently high-quality services. Our passion is aviation, and we strive to continually exceed all expectations of our clients. To that end, our specific proposal offers:

- (1) commitment to performing with excellence and maintaining your trust,
- (2) alignment to the Broward County and Aviation Department's stated criteria,
- (3) outstanding approach to airport security service,
- (4) remarkable industry qualifications,
- (5) exceptionally well-credentialed and accomplished Project Team,
- (6) applied understanding of regulatory requirements for officers,
- (7) TSA audited, proven and flexible plans,
- (8) high value yet price sensitive,
- (9) systems with industry leading, data rich, analytic technologies,
- (10) continual specialized AVSEC training (i.e., customer service, human trafficking) and testing for an enhanced and engaged team,
- (11) 23 years of consistent, award winning aviation security programs, and
- (12) financial stability

To us, airport security and passenger satisfaction are non-negotiable. We believe airports are not places providers should be learning how to deliver TSA regulated security services or the unique nature of airport terminal overall security. Broward County Board and FLL can trust Global and its executive team, whose entire C-Suite come from the aviation sector in different roles, to continue to listen and to embrace your organization and culture. We exist to earn the trust of every client each and every day of the partnership; from Day 1 of a transition to the last hour at every post of the final year of an agreement. We exceed all the required criterion in this RFP. Our offering complies with all applicable rules, regulations, and RFP requirements.

Our aviation security services, training plan, quality control plan, and safety plan are detailed and robust. Along with the required independent 3rd party audits this helps ensure high standards, currency of our training, and repeatable consistency in our services. Together, our demonstrated effectiveness, resources, experience, project team, and investments in systems and leaders have contributed to our well-suited match to Broward County Board's and FLL's requirements.

Global's offering and our key personnel meet the minimum qualifications of this RFP as referenced in this response and Required Forms uploaded into the Bonfire portal as part of our response. Our Vendor Reference Verification Forms quantify the quality of our services in action. If you have any questions or seek clarifications my designated point of contact for this response is Phil Cain, Senior Vice President. You can reach him via email at pcain@globaleliteinc.com or by telephone at 516-393-3558.

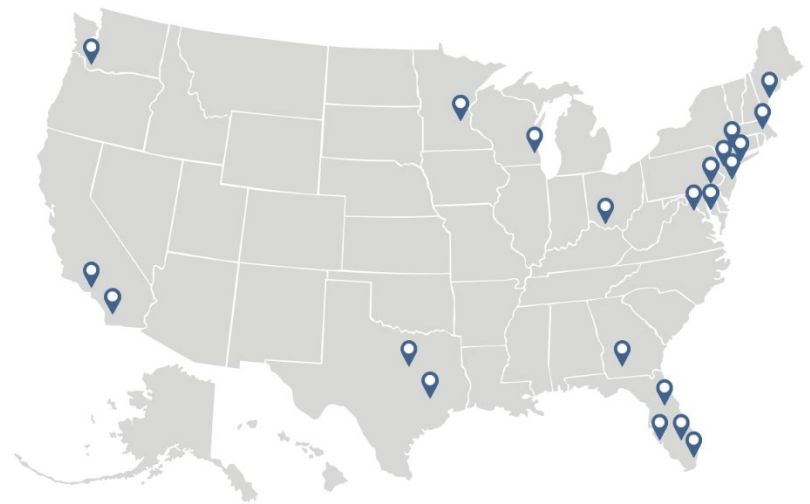
If our response to this RFP is accepted, Global agrees to execute and deliver in good faith to Broward County Board of County Commissioners a contract in accordance with the Contract Documents within ten days of notice of the award. We affirm that at the time of submittal we have no known conflicts of interest.

b. Company Experience - The Global Approach

Global is an aviation industry security solution provider who creates customized programs to help our aviation clients comply with the ever-growing number of requirements set forth by an ever-increasing number of regulatory bodies. We offer these services for three specific reasons – to help provide a safe working environment, to help our client management meet these regulations, and ensure smooth, secure airport operations.

Global Security Consulting Group was founded in 2002 and headquartered in New York. Global is led by its President & CEO Victor Anderes.

Together with his executive team they have over 150 years of experience in aviation security working with many of the world's leading airlines and U.S. airports. Global is an aviation security specialist solely committed 100% to providing only aviation-related security services. This means a deep unique understanding of passenger security and facilitation. Global is now integrated into the Securitas Aviation Division and designated to be their company lead for all U.S. Securitas Aviation Division members. Although wholly owned, GSCG is an **independently operated** subsidiary of Securitas Transport Aviation Services USA.



Securitas Aviation Division is **present at approximately 268 airports** in the U.S., Europe, South America, and Asia, with a workforce of about **28,000 dedicated security staff**. Our Aviation Division is **the largest aviation security provider in the world**. We have 45 years' experience providing regulated aviation security services worldwide. In the U.S. Global and Securitas combined serve 21 U.S. airports, with approximately 2,300 aviation security officers and over two decades of experience. Global currently employs approximately 390 aviation security officers between MIA and FLL airports as well as our Special Operations team. In addition, Securitas Group Members have large local presence with a local Branch Office staffed with 12 full-time HR staff, District Managers, and administrators supporting approximately 450 licensed, local security officers. Individually, we are honored to be entrusted with contributing to world-class security, safety, and remarkable client experiences at 20 airports in the United States, including FLL, MIA, ORD, IAD, DCA, EWR, JFK, LGA, LAX, SEA, SAN, MSP, DFW and others.

c. Specific and Specialized Experience

Global has extensive experience providing TSA regulated security guard services at a range of Part 1542 Cat X and Large Hub airports and both meet and exceed the minimum eligibility requirements for this contract.

1. We have a valid State of Florida Class “B” Security Agency license (#BB1900025).
2. We have committed a 25% share between three currently certified Broward County, County Business Entities (CBE): **DF Security LLC, Infinity Protection Service Inc., and Stonegate Allied Services, LLC**. If awarded, we intend to retain all three CBE subcontractors who currently partner with us on our existing contract with BCAD at FLL. Each has agreed to continue with increased hours should we be awarded this contract.

Our aviation security services at Part 1542 regulated airports include but are not limited to terminal security, inspections, airside/landside security, and employee screening services. Examples include:

Cat X Airports: Washington Dulles International Airport (IAD) and Washington-Reagan Airport (DCA): Global was awarded the MWA contract to provide regulated aviation security services for MWA at **both IAD and DCA** and began on April 1, 2025. Our team provides terminal & airport perimeter security, terminal access control, exit lane security, perimeter gates, vehicle screening, terminal patrols, concessionaire goods screening, and Aviation Worker Inspections. Global has approximately 130 aviation security officers at IAD securing the airport and approximately 90 aviation security officers at DCA securing the airport. In addition, we also currently provide approximately 65 officers at IAD supporting various aviation accounts. **We have delivered regulated aviation security services at IAD for twenty-two (22) continuous years.**

Cat X Airport: Newark Liberty International Airport (EWR): Global is currently contracted by United Airlines (UA) at Newark Liberty International Airport to provide Terminal Security Services in UA’s exclusive space Terminal C & Terminal A at Newark Airport. Scope includes terminal access control, alarm response, loading dock identification checks, security operations center management and roving patrols. Global has ~128 officers at EWR.

Cat X Airport: Minneapolis-Saint Paul International Airport (MSP) – Current Contract: Global is contracted directly by Delta Air Lines at Minneapolis-Saint Paul International Airport to conduct Delta Employee Screening. Global has ~112 screening aviation security officers deployed at Minneapolis-Saint Paul International Airport. This is in addition to a national account with Delta Air Lines for Private Charter Security Screening Services at approximately fourteen (14) Cat X and Cat I airports. Our services include screening passengers, accessible property, and luggage for any TSA Prohibited Items. These TSA regulated services are part of the PCSSP and all staff receive extensive training in the BST and PCSSP/PAPSP. Private Charter Security Screening is a modified security screening which utilizes WTMD, HHMD, Full Body Pat Downs and physical (hand) inspections of persons and property. We also provide Private Charter Screening services for Delta VIP passengers.

Cat X Airport: LaGuardia Airport (LGA): Global is currently contracted by Delta Airlines (DL) at LaGuardia Airport to provide Terminal Security Services in DL’s exclusive space Terminal C at LGA. Scope

includes terminal access control, alarm response, exit lanes security, security operations center management and roving patrols. Global has approximately 125 officers at LGA.

Large Hub Airport: San Diego International Airport (SAN) – Current Contract: Global was awarded a security services contract with the San Diego County Regional Airport Client (SDCRAA). Our scope for ~100 officers includes operations of the airport Security Operations Center (SOC) and Airport Communications Center (ACC), alarm response, access control, terminal patrol, exit lane security, vendor & vehicle inspections, identification checks, roving patrols, and operating of screening equipment and screening of employees and property.

Providing these security services across these many airports is not without challenge. The biggest challenge being personnel. To mitigate this Global has a robust and effective employee retention, recruitment, training, and quality assurance program. Understanding the aviation security is about people, means that we invest in our aviation security officers to ensure that they provide the best security services. In full transparency the two tables below detail our annual turnover rates and the reasons for staff separation.

All Company-wide Staff Turnover Rates* Aviation Security Officers and Supervisors				
Year	Turnover	Involuntary	Voluntary	Notes
2025 YTD	40%	31.94%	68.06%	<ul style="list-style-type: none"> Turnover has fluctuated but increased in 2024 due to a contract end. Involuntary terminations are increasing, indicating strong performance management.
2024	56.10%	25.94%	74.06%	
2023	50.70%	20.49%	79.51%	

Context: The national annual turnover rate for security guards is estimated to be 100% – 400% percent, according to the Service Employees International Union, the nation’s largest private security officers’ union.

FLL-specific Staff Turnover Rates* Aviation Security Officers and Supervisors				
Year	Turnover	Involuntary	Voluntary	Notes
2025 YTD	29.20%	40.00%	60.00%	<ul style="list-style-type: none"> Turnover has declined year over year with 2025 tracking to be our lowest. Voluntary resignations continue to be the biggest driver. Significant improvement in retention year over year.
2024	80.10%	34.09%	65.91%	
2023	100.00%	40.00%	60.00%	

Year	FLL		GEG companywide	
	Turnover	Retention	Turnover	Retention
2025 YTD	29.20%	72%	40%	71%
2024	80.10%	42%	56.10%	36%
2023	100.00%	63%	50.70%	80%

Over the past three years, FLL has shown significant improvement in employee retention and a substantial reduction in turnover.

Compared to GEG companywide, FLL has had higher retention rates in 2024 and 2025.

As of 2025 year-to-date, FLL turnover has dropped to 29.20%, while retention has risen to 72%, which shows strong progress in employee engagement and stability.



52% of Supervisors & Managers Promoted

* Promotions are not included as they are not tracked as vacancies or turnovers.

Turnover: Hiring well-suited talent, providing affordable benefits and good training, creating positive work cultures and effective retention practices are how we keep our turnover low. Another way to reduce turnover is to invest in exceptional site leadership, continually invest in their development, and support them well in the field so they create positive experiences for their security teams. **This proactively creates a local culture where employees feel they belong, are supported, respected, and valued, feel confident in their skills, and don't want to leave, reducing major contributors to turnover.** Another strategy is meaningful employee engagement – we have seen fall out rates for candidates/new hires be reduced significantly by more meaningful employee engagement. For example: (1) When the Site PM stops by the post of each new employee in their first 14 days to have a meaningful and personal interaction the turnover rate drops. (2) When supervisors make meaningful personal contact with at least three officers each shift to ask them about their lives and concerns turnover is significantly reduced.

d. What Makes Us Different

Everything we do is driven by our aspiration to be the best security partner of choice for U.S. airports. Similarly, we aspire to be the most respected aviation security employer – the first company security officers think of to join for aviation security careers. Below is a partial summary of what makes us different from our rivals.

- Lowered Risks: We also provide an **additional \$25M aviation operations insurance policy** above and beyond all the required insurance requirements in this RFP at no additional cost.
- When combined, Global & the corporate Aviation Division conduct **1,050,000 hours of AVSEC-specific training each year** (estimated).
- Global screens approximately 2,400,000 **airport employees** annually (inclusive of post-pandemic reductions).
- Security at airports is non-negotiable. We believe in testing ourselves and being tested. Our additional layers of QA are proven effective.
- Our group member companies have been **financially resilient** and **fiscally disciplined** since the pandemic. In our last full annual report (2020) we had over **\$530M in free cash flow** and Global is **debt free**. (<https://annualreport.securitas.com/>)
- Clients can end our services at their choice, however **98%** of our clients do not end our services. We have not had an account terminated for **Default, Deficiency, or Breach**.

- Our tested and proven plans, processes, and procedures are guided at the top level by TSA regulations and broad-based industry best practices collected in our corporate **Aviation Business Centre (ABC)** in Brussels -- tailored for FLL per your approval. This includes the collective Aviation Knowledge Base from the 260+ airports where our corporate Aviation Division serves. Our offering to FLL includes reach back to top subject matter experts from the Aviation Business Centre in Brussels uniquely qualified to reduce program risk by providing **annual, third-party quality control audits** of our security program at **no additional cost**. The results, findings of deficiencies or variances, and recommendations will be shared with the Broward County Aviation Department (BCAD).
- Our full-time senior leadership (not consultants or senior advisors) is committed to high standards and active in advancing the industry:
 - One (1) **ACI-NA elected Security Steering Committee Member**, One (1) **AAAE Security Committee Member**
 - One InfraGard Transportation Sub-Sector Chief, One **Ex-President of the Executive Board of Long Island InfraGard Members Alliance**
 - **One (1) dedicated LEO BCAD client liaison** – Retired from the **Broward Sheriff’s Office** in 2023
 - One (1) dedicated, **LEO executive liaison** – Former Commanding Officer of Port Authority NY/NJ Police (JFK)
 - Full-time Liaison to FBI, TSA, USSS, State Department, HIS, DHS, CPB, White House, United Nations, ALEAN, airlines & stakeholders.
 - Two (2) ICAO AVSEC Program Manager Certifications, **Eight (8) AAAA A.C.E.- Security Certifications**
 - One (1) AAAE C.M., One (1) AAAE A.C.E. Trusted Agent
 - Current participation in Safe Skies Alliance & PARAS panels
 - One (1) AVSEC National Auditor & Inspector/AVSEC Instructor, Six (6) TSA trained Security Instructors
 - One (1) IATA Accredited Security & Crisis Management Instructor, One (1) Crisis Incident Command Instructor
- Global has positive relationships with many airlines (examples: Emirates Airlines, United Airlines and Delta Air Lines based on shared successes at EWR and MSP respectively).

We realize that being different isn’t enough. We must **understand and align** to our client’s needs. We must **competently help solve their toughest challenges** and must be reliable, have integrity, and serve with transparency. We exist to earn each client’s trust as their security partner to help solve their problems. Here are some of the problems we help Aviation Departments solve:

1. **Risk of outsourcing** elements of your airport’s security and your community’s largest source of economic benefit **to an outside security services company**.
2. Risk of a vendor not being **empathetic, sensitive, and responsive to your priorities** and the uniqueness of your security program.
3. Risk of contracting with a vendor that may prove to **not be a good partner**, or **reflects poorly on BCAD or FLL**, or **is difficult to do business with** over the term of the agreement. One who’s

not reliable, non-responsive, not responsible, not competent, not consistent, and lacks integrity.

4. Risk of **underdelivering on staffing** a highly trained and tested team, then compounding that by losing them with high turnover rates.
5. Risk of selecting a vendor that won't stand up and **doesn't take responsibility** when challenges arise.
6. Risk of delivering a **non-compliant program**, increasing risks of violations, or **not being transparent** with their performance.
7. Risk of the vendor having too much workload, internal transition, departures of senior leadership, or financial stress to **maintain the necessary focus, support, resources, presence, and capacity** to service your needs.
8. In short, the risk of selecting a 'security vendor' instead of a low risk, high value, **highly reliable and trusted security partner focused on your success** – who's ready now, capable to deliver on your future needs, and can transform with your evolving threats. Who achieves excellence with integrity, transparency, systems, and technology.

Things happen – will your selected provider duck for cover and point fingers or instead own the results by being engaged and transparent, correcting when there are variances, and preventing the likelihood of reoccurrence?

We intentionally focus on solving problems. We've solved these problems for other aviation partners. And we're ready to solve them for you. If we're selected and given the responsibility to be your trusted security partner. **Our priority will always be you and the success of your airports and community.**

An essential element of helping solve problems is if they're done with excellence too. At Global, we aspire to be excellent. Please see below our neutral evidence of 23+ consistent years Global's AVSEC excellence; by listening to our clients, aligning to our client's needs, and focusing on quietly delivering responsive and the highest quality, award-winning AVSEC services.

Highlights of Industry Recognition Affirming Global's Commitment to Excellence	
High Profile AVSEC	<i>Entrusted to provide high stakes, aviation security services for four (4) U.S. Presidential Inaugurations (2021, 2017, 2013, 2005) and Inaugural Flights, as well as Quarterly U.S. Congressional Roundtables.</i>
ASIS International	<p>2025 Outstanding Security Performance Award (OSPA) Winner – Outstanding New Security Product (SATT device)</p> <p>2025 OSPA finalists:</p> <ul style="list-style-type: none"> • Outstanding Contract Security Company (Guarding) - GEG • Outstanding Security Team • Outstanding Young Security Professional • Outstanding Contract Security Manager/Director – Angelo Santiago
American Security Today	<i>ASTOR Platinum Winner for Best Airport/Aviation Security Solution (2023)</i>
American Security Today	<i>ASTOR Platinum Winner for Best Airport/Aviation Security Solution (2022)</i>

American Security Today	<i>ASTOR Platinum Winner (tie) for Best Airport/Aviation Security Solution (2021)</i>
Emirates Group Security	<i>AVSEC Training Organization of the Year Award, AVSEC Global 2021 Symposium</i>
Emirates Group Security	<i>AVSEC Staff Member of the Year Award, AVSEC Global 2021 Symposium</i>
ASIS International	<p>ASIS International 2021 Outstanding Security Performance Award (OSPA) Finalists:</p> <p><i>(1) Outstanding Contract Security Manager/Director – Ms. Katie Artz, HR Director, overseeing FLL services</i></p> <p><i>(2) Outstanding Contract Security Company (Guarding)</i></p> <p><i>(3) Outstanding Security Training Initiative</i></p> <p><i>(4) Outstanding Young Security Professional</i></p>
American Security Today	<i>ASTOR Gold Award Winner for Best Airport/Aviation Security Solution (2020)</i>
ASIS International	<i>2020 Winner – Outstanding Contract Security Manager/Director</i>
American Security Today	<i>ASTOR Platinum Award Winner for Best Airport/Aviation Security Solution (2019)</i>
American Security Today	<i>ASTOR Platinum Award Winner for Best Aviation Security & Management Program (2018)</i>
ASIS International	<i>Outstanding Security Performance Award (OSPA) (2017)</i>
American Security Today	<i>ASTOR Platinum Award Winner for Best Airport/Aviation Security Solution (2017)</i>
Emirates Group Security	<i>International Award of Excellence, AVSEC Global 2017 Symposium</i>
Emirates Group Security	<i>Award for AVSEC Team of the Year (DFW), AVSEC Global 2017 Symposium</i>
Emirates Group Security	<i>Award for AVSEC Senior Professional of the Year - Mr. Douglas O'Mara, SVP of Performance & Regulatory Compliance, overseeing FLL services, AVSEC Global 2017 Symposium</i>
ASIS International	<i>1st winner of the annual "Outstanding [U.S.] Contract Security Company (OSPA) Award" (2016)</i>
Gov't Security News Magazine	<i>Best Guard Services & Facility Protection Services Winner – 2014 Airport, Seaport, Border Security</i>
Gov't Security News Magazine	<i>Best Security Checkpoint Solutions at Airports Winner – 2014 Airport, Seaport, Border Security</i>
Gov't Security News Magazine	<i>Best Physical/Logical Privileged Access Solution Finalist – 2014 Airport, Seaport, Border Security</i>
Gov't Security News Magazine	<i>Best Aviation Security & Management Solutions for Airports & Aviation Award (2010)</i>

Preeminent Aviation Security Expertise	<i>A national Israeli airline awarded the Aviation Division the contract to outsource their full scope of aviation security services at London Heathrow airport (including passenger screening). Our Aviation Division is honored to be the most trusted non-Israeli private aviation security company in the world to outsource the national Israeli airline's security -- employees, passengers, aircraft, and brand.</i>
High Profile AVSEC	<i>Certificate of Appreciation for Outstanding Contributions in Support of the Protective Mission of the United States Secret Service for the 70th United Nations General Assembly and the 2015 visit of Pope Francis, United States Secret Service (2015)</i>
High Profile AVSEC	<i>Selected to provide specialized VIP aviation security & screening services for (10) NFL Super Bowls (2023-2014) and three NFL London Games. Recognized by Delta Air Lines Private Charters for creating a great experience for the players and their families.</i>
High Profile AVSEC	<i>Selected to provide specialized AVSEC services for 2012 - 2024 NCAA Tournament Games</i>

3. Ability of Professional Personnel

a. Management Staff with Assigned Oversight of this Contract

This table highlights the executive, corporate and regional leadership, key personnel, CBE subcontractors, and key support roles who will have oversight and accountability for this program if we're selected to build on your trust in us. Their assignments, relevant credentials, certifications, accomplishments, and minimum qualifications are summarized. We believe this team's aviation security credentials and passion for program excellence are unmatched. Of course, this presumes that BCAD approves these proposed candidates. Alternatively, Global currently has a deep bench of highly qualified backup candidates with notable leadership accomplishments in Florida (and other) Cat X airports and substantial highly applicable and distinguished law enforcement accomplishments. Secondly, although we are unfamiliar with the incumbent key personnel on the current Group 1 and 3 contract, if BCAD desires us to retain any we will exercise good faith to fairly review their qualifications, accomplishments, performance backgrounds, well-suitedness and ability to pass our hiring criteria and standards and background checks.

GSCG EXECUTIVE MANAGEMENT TEAM / KEY PERSONNEL FOR FLL

Name / Title	Qualifications
Jossy Stamm Proposed FLL Project Manager Candidate (Contingent upon award and BCAD acceptance) Current GSCG Program Manager on BCAD current contract at FLL	Ms. Stamm exceeds these requirements and after over two years as Assistant Program Manager since the startup of Global's current contract with BCAD, she was promoted to Program Manager of this contract in February 2025. <ul style="list-style-type: none"> • More than two years combined experience in airport security operations at two regulated airports. • Consistent history of progressive advancement, high performance, and rapid development. • Program Manager for Global at FLL <ul style="list-style-type: none"> • Lead all operations under the Broward County Aviation Department (BCAD) Access Control and Perimeter Gate Security Contract, ensuring compliance with 49 CFR Part 1542 and TSA directives. • Direct and support a team of security supervisors and officers responsible for access control, gate management, and 24/7 operational coverage across airport facilities. • Serve as primary liaison between BCAD, TSA, Airport Operations, and other agencies, ensuring timely communication and resolution of operational or security matters.

	<ul style="list-style-type: none"> • Drive a culture of safety, professionalism, and accountability, aligned with BCAD’s mission for a secure and efficient airport environment. • Assistant Program Manager for Global at FLL. <ul style="list-style-type: none"> • Managed operational startup and staffing plans for new aviation security contracts, onboarding over 65 new hires in 8 weeks, exceeding all project deadlines. • Ensured compliance with TSA 49 CFR 1542 standards, airport security protocols, and company policies. • Collaborated with the Training and Compliance department to deliver comprehensive training programs covering both initial and recurrent requirements. • Account Supervisor for Global – Emirates Account (MIA/FLL) <ul style="list-style-type: none"> • Managed daily security operations for Emirates Airlines, ensuring compliance with TSA 49 CFR 1544/1546 and airline-specific standards. • Served as liaison between Global Elite Group, Emirates, Airport Authority, and law enforcement, maintaining exceptional working relationships. • Conducted station inspections, testing, and staff performance evaluations to ensure operational excellence. • Supported recurrent training programs and compliance audits in collaboration with the Training Department. • Special Operations Officer/Supervisor for Global: Conducted high-level security screening for private charter and VIP operations, including international travel assignments. Deployed to disaster relief zones (Puerto Rico, Bahamas) to assist in protection and evacuation operations. • Training/Education: Universidad del Sagrado Corazón (Lima, Peru), Bachelor of Architecture • Certifications: AAAE – Airport Member, AVSEC-certified – Advanced Aviation Security • Fluent in Spanish and English.
<p>Jorge Posada</p> <p>Proposed FLL Operations Manager Candidate</p> <p>(Contingent upon award and BCAD acceptance)</p> <p>Current GSCG Assistant Program Manager on BCAD current contract at FLL</p>	<p>Retired U.S. Army Special Forces (Green Beret) professional and proven leader with over 15 years of experience in high-stakes operations, aviation security management, and mission-critical planning. Combines combat-tested leadership with hands-on expertise in contract administration, compliance oversight, and access control operations. Adept at coordinating complex logistics, managing diverse teams, and fostering interagency collaboration across federal, state, and local entities. Brings an exceptional record of integrity, discipline, and operational excellence from elite military service to civilian program management roles in the aviation and security industries. Maintain the COOP Plan, the Occupant Emergency Program (OEP), and the Pacific Northwest Region Pandemic Plan to ensure preparation for emergency situations.</p> <ul style="list-style-type: none"> • Education: A-A Business Specialization, Miami Dade College • Retired from US Army with: Purple Heart, Combat Infantryman’s Badge, Expert Infantryman’s Badge, Special Forces Tab Ranger Tab Sapper Tab, Air Assault Badge Basic & Free-Fall Parachutist Wings, Army Commendation Medal (2 Oak Leaf Clusters), Afghanistan Campaign Medal (4 Campaign Stars), Global War on Terror Service Medal, NATO Medal Army Service & Overseas Service Ribbons, National Defense Service Medal
<p>Stanley Noel</p> <p>Proposed FLL Training Coordinator Candidate</p> <p>(Contingent upon award and BCAD acceptance)</p> <p>Current GSCG Duty Manager on BCAD current contract at FLL</p>	<p>Highly skilled and results-driven security management professional with over a decade of experience in law enforcement operations, aviation security, and private protection services across domestic and international assignments. Demonstrated success in leading security operations, fugitive recovery missions, and access control programs at major transportation hubs. Adept at building effective teams, managing complex logistics, and enforcing compliance with federal, state, and county security standards, including TSA 49 CFR Part 1542. Known for strong leadership under pressure, investigative acumen, and a proactive approach to safety, risk management, and crisis response.</p> <ul style="list-style-type: none"> • Education: A-A Criminal Forensics, ITT Technical Institute • Florida Class D & G Security Licenses • Florida Class K Firearms Instructor License • Certified Guardian Officer, Broward Sheriff’s Department • CPR & First Aid certification • Annual SWAT Tactical Training Participant, Broward Sheriff’s Office

	<ul style="list-style-type: none"> Specialized in hostage response, high-risk warrants, and advanced tactical coordination. Trained in crisis leadership, teamwork, and high-pressure decision-making.
<p>Angelo Santiago, ACE GSCG Regional Director</p> <p>15 years of aviation services experience</p> <p>15 years of tenure at Global</p>	<ul style="list-style-type: none"> Licenses: State of FL “MB” Security Manager License (#MB1900110 expires 6/20/2023), State of FL “DI” Security Officer Instructor License (#DI900210 expires 8/2/2023) 15 years aviation and aviation security leadership experience, high performance, and progressive advancement from JFK to MIA and MCO Orlando-based Regional Director leading and accountable for Global’s quality and compliant aviation security services at FLL, MIA, and MCO Accreditations/Certifications: AAAE ACE, FEMA ICS 100, 200, 700; AVSEC Trainer, TSA Baggage Scanner Training (BST), TSA Cargo Screener Instructor (ISDS), World Health Organization (WHO) COVID 19 Operational Planning, Six Sigma certification
<p>Robert Furman, Director of Special Projects and BCAD Client Liaison</p> <p>30 years of law enforcement experience retiring from the Broward Sheriff’s Office.</p> <p>2+ years of tenure at the Global Elite Group.</p>	<ul style="list-style-type: none"> 30-year law enforcement veteran, retiring from the Broward Sheriff’s Office in 2023. Executive Lieutenant of the Fort Lauderdale/Hollywood International Airport (FLL). Developed the 2017, FLL Active Shooter incident Law Enforcement Response presentation. Has delivered this presentation as airport law enforcement education to agencies including Airport Law Enforcement Agencies Network, FBI, Allied Pilots Association (APA) and the PANY&NJ governing board. Extensive experience in aviation security, public safety, anti-terrorism, risk management, active shooter, emergency management. Midwest Regional Director (DFW, ORD, IAH, MSP, CVG) for the Global Elite Group (two years). Has created the Global Elite Group Health & Safety Program for all GEG employees dealing with: Ramp, Warehouse, Terminals, Perimeter Gates and X-ray machine safety. Education: Master’s degree in criminal justice with a specialization in Business Administration (NOVA Southeastern University). FBI-Law Enforcement, Executive Development Association (Supervisory, Command and Leadership) Trinity Program. NIMS: 100, 200, 214a, 300, 400, 700-706, 800b and 2200.
<p>Phil Cain, Senior Vice President, Airport Operations</p> <p>35 years of aviation and aviation security experience</p> <p>16 years of tenure at Global</p>	<ul style="list-style-type: none"> 35+ years aviation and aviation security experience on three continents (US, Europe & Africa) Oversees US aviation security operations for Global working closely with the Regional Director group. 25 years as General Manager with Virgin Atlantic Airways at JFK, EWR and NBO Represents Global at numerous International Aviation security events, including annual IATA AVSEC conventions around the world.
<p>Victor Anderes, President & CEO</p> <p>35 years of aviation services experience</p> <p>22 years of tenure at Global</p>	<ul style="list-style-type: none"> 35 years aviation security experience (i.e., airport, airline, cargo, and general aviation) Contributes to the advancement of the state-of-the-art airport and airline security in his role on the Advisory Board (and contributing authorship) in the #1 Aviation Security Magazine globally: Aviation Security International (www.asi-mag.com/advisory-board). IATA Accredited Security & Crisis Management Instructor. Vast experience conducting Risk Assessments for large organizations with de-centralized aviation business units, Risk and Threat Assessment Certification – UK DfT Member: ASIS, DERA, OSAC, U.S. DHS - Community Emergency Response Team (CERT)
<p>Joseph Scarano, VP of Law Enforcement, Government Affairs, Industry Liaison</p> <p>26 years of law enforcement experience with the PANYNJ Police Department</p> <p>12 years of tenure at Global</p>	<ul style="list-style-type: none"> Internal corporate leadership trainer. 26-year law enforcement veteran at Port Authority of New York & New Jersey, JFK, and Port Authority Police Department. Commanding Officer of John F. Kennedy International Airport (JFK) Liaison to 14 Federal agencies and the United Nations, over 80 airlines and 7 Terminal Operators. Commander of the JFK/UNGA 2009-2012. Responsible for the safe passage of 50 million passengers and over 5 million AirTrain passengers. Full-time corporate liaison to TSA, CPB, NYPD, NCPD, FBI, USSS, State Department, HSI, White House, State Department, DOD, Military, United Nations, all airlines, and stakeholders Director, Global Foundation for First Responders Vast experience in aviation security, public safety, anti-terrorism, risk management, active shooter, emergency management, and private investigations

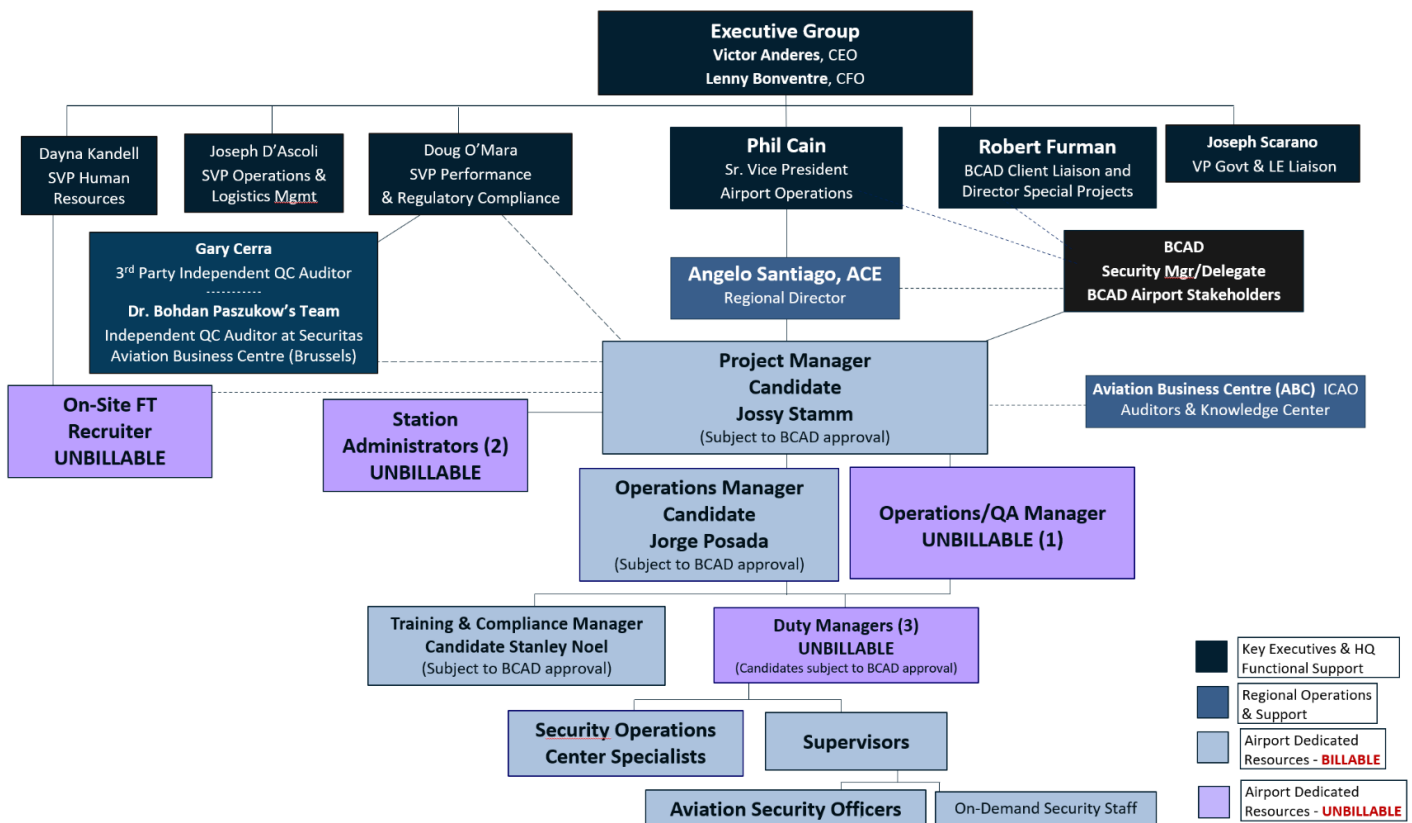
	<ul style="list-style-type: none"> • Education: Jurisdictional Enhanced Incident Management/Unified Command Certificate (Texas Engineering Extension Service), Computer Data Processing (Nassau Community College)
<p>Douglas O'Mara. ACE, ICAO PM, Senior Vice President Performance & Regulatory Compliance</p> <p>11 years of tenure at Global</p>	<ul style="list-style-type: none"> • 19-year veteran in emergency service field, aviation operations, training • Recipient of the 2017 AVSEC World Symposium - Senior Professional of the Year Award • New York State General Topics Instructor, Diploma - Aviation Security Management • Certified BST and PCSSP (Private Charter Screening) instructor • Certifications: ICAO AVSEC Program Manager, AAE ACE-Security • Education: Aviation Security Professional Management (AVSEC PM ICAO) - Concordia University; University Diploma, Aviation Security Management – Edith Cowan University; Bachelor of Arts (B.A.) Communications and Media Studies – Hofstra University; Marketing Certificate Program – Hofstra University • Prior FD Rescue Company Captain, Firemen's Assoc. (Board Member), Volunteer Firefighter holding the ranks of Captain and Lieutenant of Heavy Rescue Company, NYS Vehicle Extrication qualified.
<p>Joseph D'Ascoli Senior Vice President Operations & Logistics Management.</p> <p>16 years of tenure at Global</p>	<ul style="list-style-type: none"> • 15+ years of working experience in Civil Aviation, specializing in Aviation Security • 15 years serving at Global. Current role is SVP, Operations & Logistics Management. • Assist with the development of AVSEC training programs. Prepare Standard Operating Procedures (SOP) and Local Instructions Manual (LIM) for each client to facilitate smooth operations. • Review of stations operational performance & maintaining reports and statistics • In depth knowledge of domestic (US) & international aviation security programs supporting diplomatic, VIP and commercial flight operations. • 14+ Years of development and leadership of Special Operations Department within Global Elite Group. • Training & Certifications: Instructor NYSSGL Topics, Instructor TSA PCSSP, DHS ICS Emergency Preparedness • Education: BS Appalachian State University • Member: PARAS Panel Member National Safe Skies Alliance
<p>Gary Cerra, Owner – GLC Aviation Consultants, LLC</p> <p>3rd Party Independent QC Audit</p>	<ul style="list-style-type: none"> • 20 years Director of Security, North America – Lufthansa (2003-2023) <ul style="list-style-type: none"> ◦ 20 US airports (Category X and 1), 3 Canadian Airports • Former Assistant Federal Security Director, Screening for TSA • Former Police Officer, New York Police Department (NYPD) – 5 years
<p>Dr. Bohdan Paszukow, Independent Quality Control & Auditor</p> <p>15 years of service with Securitas AB</p>	<ul style="list-style-type: none"> • Executive oversees the Corporate Int'l Aviation Audit Program at >220 airports. • Education: PhD in International Security – Master's Degrees in Organized Crime & Terrorism Issues and European Law Studies - Post-graduate studies in International Security, EU Law & Administration, Graduate studies in Security Sensitive Information and Protection, International Diplomatic Services, Aviation/Airway Management & Operations • Member: European Commission - Aviation Security & CBRN Expert (the executive branch of the European Union), AITRAP Aviation Insider Threat Recognition & Prevention Certifications/Licenses: National Aviation Security Coordinator for TSA/ICAO/EUCOM/ ECAC Inspections, Aviation Security Training Instructor, Dangerous Goods Regulations Training, Cargo AVSEC Management (UK Dept of Transport), Improvised Explosive Devices/Compilation/Detection, Sr. Management in Civil Aviation Security (IATA), Certified EU Aviation Security Inspector, Level 4 Award in Foundations of Security & Risk Mgmt.
<p>Adrian Ellis, President & CEO, Infinity Protection Inc.</p> <p>(Certified Broward County CBE)</p>	<ul style="list-style-type: none"> • CEO/President (2005 – Present) • Executive Protection and Security Consultant (1999 – 2004) • Executive Director of AAU (1999 – 2004) • License and Certifications: State Certified and approved course by DBPR; Minority Certified FMSDC; Minority Certified Broward County; Minority Certified City of Tampa; Minority Certified City of Orlando; Minority Certified State of Florida; License Private Investigator; License Notary Public; License Process Server; Board of Director for the African American Chamber of Commerce; Member of Rotary International • 7-time United States Champion; 1994 World Champion; 1980 Goodwill Games Gold Medalist

Ferdinel, Executive Vice President, DF Security LLC (Certified Broward County CBE)	<ul style="list-style-type: none"> Experienced Chief Executive Officer with a demonstrated history of working in the accounting industry. Skilled in Strategic Planning, and Team Building. Strong operations professional with a Bachelor's degree focused in Criminal Justice/Law Enforcement Administration from American InterContinental University.
Roy Barker, President, Stonegate Allied Services LLC (Certified Broward County CBE)	<ul style="list-style-type: none"> President, Stonegate 2012-Present; Professional NFL Player (1992-2001), VP NFL Players Association 2019-Present. Education: University of North Carolina at Chapel Hill, Bachelor's degree Communication and Media Studies

b. Organization Chart

The diagram below visualizes the Organizational Chart, the lines of communications, lines of authority, and the relationships of those responsible for the performance of this contract. It is designed specifically for FLL to be the most effective and most capable based on various rationale:

(1) clear line of sight for management, (2) based on ICS-100 Best Practices for effective “Span of Control” and increased responsiveness, (3) ownership and empowerment, (4) multiple layers of added quality control and audit for compliance and consistency included at no additional cost, (5) value add of more resources for training and testing, and increased focus on performance by our Site PM and time for collaboration/engagement with FLL and other stakeholders, (6) provides **unbillable positions**: 3 Duty Managers, 1 additional Operations/QA Manager, 2 Station Administrators, and one on-site Recruiter , (7) Global’s past experience on effective site management support for program excellence in airport environments.



The FLL aviation security operation would continue as an individual business unit under a Project Manager (PM). Based on our past experiences, Global has learned to invest heavily in exceptional local leadership talent and supporting the local leadership from the home office. Our PM will provide

management and oversight of all operational and administrative functions and the 24/7 on-site leadership.

We propose that **Josy Stamm** continue as PM at FLL. She is **currently providing high performing site leadership at FLL for BCAD on the current Group 2 contract**. She reports directly to our Southeast Regional Director of Operations, **Mr. Angelo Santiago**, home-based out of Florida. He has two (2) current State of Florida security licenses; **Security Agency Manager “MB” license (#MB1900110)** and **Security Officer School Instructor license (#DI1900210)**. **Mr. Robert Furman** is also our BCAD Client Liaison and would continue to remain closely involved with this contract.

Our FLL team’s Quality Control and Compliance will be subject to review by the SVP Performance and Regulatory Compliance, **Doug O’Mara**.

Expert operational support and oversight at the corporate level will be provided by the **Global Senior Vice President for Airport Operations, Phil Cain**. The Global management team will draw on its 185+ combined years of aviation security experience for reach-back support if needed and additional community liaisons, to ensure that the security operations at FLL are excellent, aligned to your priorities, and exceed all client expectations.

Based on our knowledge of the current Airside/Landside scope of services, the limited details provided to preserve operational security of the rest of this contract, and not knowing the specific staffing levels and details for each Post, our notional staffing plan to provide 24/7 coverage is **detailed in the Operations Plan section** of this offering.

On a day-to-day basis, our approach to FLL security operations would continue to be that our personnel:

- Perform compliant AVSEC functions to protect property, employees, tenants, passengers, and visitors to FLL;
- Be 100% knowledgeable, attentive, and diligent at their assigned post, reporting, pass-downs, enforcing stop lists and challenging as appropriate. Adhere to detailed FLL reporting protocols, including incident and activity reporting;
- Deter, detect, identify, and prevent unauthorized access and/or entry of persons and prohibited items;
- Enforce proper entrance and exit control of personnel and property and complete thorough inspections of identification badges and assist Department of Aviation Security personnel in the event of emergencies as needed;
- Adhere to legislative requirements and ensure full compliance with the Airport Security Plan, Post Orders, all TSA regulations and directives, and in particular with United States Code Title 49 CFR Part 1542, requiring that airports maintain control of access to secured and sterile areas of the airport and enforce compliance with all applicable security regulations by personnel in security sensitive areas of the airport;
- Are well prepared for changing situations and regulations through robust training and communication planning;
- Enforce established procedures and report incidents accurately, concisely, and timely;

- Perform a customer service role with a goal of achieving high standards and professionalism;
- During interactions, create a lasting positive memory of the airport and the community and
- Will receive relevant refresher training and re-certification if non-compliant with the ASP, airport or TSA regulations, or security directives (and will be documented).

The Global management team will continue to monitor and adjust to the ever-changing threats to the aviation industry and TSA's top strategic security priorities; including focusing on new policies and technologies to guard airport systems from being compromised by any of the many FLL aviation workers who have non-escorted access to security-restricted areas. We are aligned to and believe strongly in the implementation of random and unpredictable security measures in our Plans to address insider and other threat vectors. This includes our own covert testing of officers and manager and supervisor audits. We will achieve these objectives by providing clear roles and responsibilities to our employees and holding them accountable for exemplary performance. Please refer to the Attachments for resume summaries for the key operational personnel.

4. Project Approach

a. Certified CBE Partners

Having started 20 years ago as a 1-person small security business in this very competitive industry we know how hard it is to succeed when competing against larger and more established and better resourced companies. As we have succeeded and grown, helping others succeed too and giving back to communities is part of our DNA. To better accomplish this, we also strive to become the most responsible corporate citizen in the security industry. Part of this is supporting and growing the capacity of local CBEs when able. We propose to continue our existing partnership with the three (3) CBE subcontractors currently working with us on the BCAD contract at FLL: DF Security LLC, Infinity Protection Inc, and Stonegate Allied Services LLC.

b. Promoting Small Business:

We believe Broward County's small business goals are in direct alignment with our corporate **Supplier Diversity mission**. Our mission is to **contribute to the growth of the communities we serve by proactively seeking, developing, integrating, and procuring goods and services from diverse suppliers**. Our supplier diversity program is an integral part of our strategic sourcing and procuring processes and provides opportunities for firms that ordinarily might not be considered as supplier candidates due to their size, status, or limited ability to compete.

Our Enterprise-level procurement efforts and supply chain management is active in seeking out and promoting competitive participation through client associated functions, including attending seminars and membership in the National Minority Supplier Development Council and the Minority Supplier Development Council of NY & NJ.

BCAD's CBE Goals:

Having ourselves started as a very small business we are very sympathetic to and embrace giving back to smaller local security firms through mentoring and help grow our certified CBE partners, also helping Broward County meet/exceed its CBE participation goals. Our immediate strategy is to contract with DF Security LLC, Infinity Protection Inc, and Stonegate Allied Services LLC and allocate

in total amongst them a minimum of 25% of the contract share. This is documented in the provided Letters of Intent (LOI).

Although not an RFP requirement, we believe a systematic small business mentoring program can benefit our small business partner and build an even stronger security firm in the community. After transition start, we would build on the existing framework to best suit both our team's performance at FLL. But in general, the framework will continue to have these objectives:

- Common AVSEC training program and the same AVSEC training curriculum for assuring the same competencies are taught
- Common on-site officer testing programs for consistency of service
- No differentiation between prime & subcontractor for quality control and standards
- We will share equally with our CBEs all well-suited and acceptably qualified & screened incumbents
- After assessment of the additional Post Orders and BCAD's priorities we will assign and balance meaningful work – reducing work packages to more manageable sizes, if needed.
- Regular monitoring and reporting of CBE's status and performance and variance from milestones/KPI/standards.
- We will provide constructive and honest feedback for possible variances, spot check findings, testing results, and employee and client satisfaction.
- We will 'true up' CBE participation targets quarterly (or as needed) to track closely to the 25% participation goals so any variances are adjusted early enough to be achieved.
- We can provide access to and the ability to connect to our President & CEO.

Our company has a long history of commitment and accountability to embracing and advancing diversity, equity, inclusion, and community volunteering. Especially how we intentionally and effectively create opportunities and support small businesses in the communities we serve. We don't just talk about it; we intentionally act and hold ourselves accountable to deliver as part of our corporate culture.

Below are representative examples, but not an exhaustive list, of **unparalleled evidence** highlighting our proven track record of accomplishments relative to **championing and advancing DE&I, as well as supporting Small Business growth/local economic development**.

2025:

- Aug 28 — **Accelerate Program wins Brandon Hall Gold (Leadership Development)**.
<https://www.securitasinc.com/about-us/press/accelerate-program-brandon-hall-gold-award-for-leadership-development/>

2024:

- Dec 9 — **Recognized by U.S. Government for outstanding climate leadership**
<https://www.securitasinc.com/about-us/press/securitas-recognized-by-u.s.-government-for-outstanding-climate-leadership>

- Oct 4 — Recognized as one of America’s Greatest Workplaces (women & diverse employees) <https://www.securitasinc.com/about-us/press/securitas-recognized-as-one-of-americas-greatest-workplaces-for-women-and-diverse-employees/>.

c. Transition Plan

Global has become an expert at managing seamless, worry-free transitions and particularly in this case *the transition would be streamlined being that we are already providing some of the services covered under the scope of this RFP.*

Transitions at airports have typical problems and challenges that we have experienced. Those that our members have experienced during more than 260 airport transitions have been captured via lessons learned feedback loops as part of our continuous improvement processes. Our challenges, similar experiences, and best practices, in turn, drives our Transition and Implementation Plan and the associated, detailed Transition & Implementation Project Plan. Through the numerous transitions completed over many years, we have learned:

- To ask critical questions and understand our clients’ expectations, at all levels.
- To communicate transition information in a timely manner. We develop employee packets of information and transmit a transition newsletter to keep everyone informed of transition activities.
- To maintain absolute flexibility regarding transition timelines and implementation schedules. Clients’ needs and their environments can be very dynamic, and frequent adjustments may need to be made.

We’ve learned the key precepts are a seasoned aviation team, a rigorous plan, comprehensive risk identification and mitigation, frequent reviews, both listening and continual communication, proven high-volume hiring and onboarding, attractive benefits, courageous elevation of potential issues, the right transition team, perseverance, and quick adaptability. A comprehensive risk management review is conducted to mitigate each element in advance and ensure that no detail is left unaddressed. A Project Implementation Roadmap is created with detailed and specific actions to be undertaken by project team members and the time required.

Despite our systematic and disciplined approach, we remain fully aware that every airport is different, and every client has different needs. Even the best plans must be adaptable, able to incorporate changes, and be customized to our clients. Even though we are already performing some of the scope under this RFP, we would build out the transition based on our highly effective Transition Plan and Project Management Plan in conjunction with your Security Management Team representatives and listened and learned your unique priorities and objectives. From there we baseline the essential tasks, timelines, start/completion dates, milestones, responsible parties, deliverables, and resources in collaboration with you.

We **continuously update** the key functional interfaces, essential transition tasks, timelines, milestones, duration for each essential task, resource loading, dependencies, deliverables, and exit criteria **into**

Global has successfully completed 30+ transitions at Cat X and Cat I airports.

Three transitions occurred/occurring during the business disruptions of the pandemic.

Global has successfully transitioned two Cat X airports at the same time for one major client.

our **Transition & Implementation Project Plans & Master Schedules**. Critical paths and critical resources are tracked. High risks to essential transition tasks are managed in our Risk Register.

The most recent implementation of our Transition & Implementation Project Plan and Project Master Schedule for Essential Transition Tasks is **currently ongoing** as we add another airport to our service locations. Our Transition Project Manager and corporate team will use this systematic approach, with significant customization aligned your priorities and several risk mitigations to adapt to recent pandemic-driven changes to standard operations.

Similarly, we **used this systematic yet adaptable approach** very successfully for our February 01, 2023 transition at FLL itself. Despite the standard challenges of a Cat X security program transition, Employing our resilient, flexible, and effective Transition Plan our Transition Team successfully on-boarded and trained our aviation security officers. Our planning and experience managing problems delivered a brand-new team of aviation professionals that secured the airport’s employees, customers, facilities, and assets on Day One.

The key success factors for Global at FLL are the ability to adapt to local situations and challenges, and the capability to combine the local labor & market knowledge of our US team and global best practices and approaches from the ABC. The best proof of this formula is the **successful startup & transition of over 80 airport security operations around the globe in the last 5 years.**



Project Transition Team

Assuming we are awarded the tender to expand and continue our partnership with the Broward County Board and BCAD to help protect FLL airport, we will mobilize our seasoned and dedicated Transition & Implementation Project Team. It will be organized and will have the defined interfaces as visualized in this graphic. The team will be led by our Executive Champion, **Phil Cain** (biographical information listed above) and our Transition & Implementation Project Manager, **Anne de Jongh**. She uses the included draft Transition and Implementation Project Plan as the roadmap to assure all steps, actions, deliverables, and exit criteria are accomplished, and is the primary interface with you from Pre-Transition, Service Implementation, and Post-Transition. Together with these two, Angelo Santiago and Rob Furman (biographical information also above) would also be closely involved in the expanded contract with BCAD. The transition would be further supported by our functional groups in New York (bios with experience and credentials provided).

Each new contract implementation is transitioned with a comprehensive project management approach that ensures all aspects are fully addressed at multiple levels. Global has developed a draft FLL Transition Plan document (attached below) which is an airport specific template that encompasses more than **140 milestones and associated tasks**; including actions, deliverables, exit criteria, responsible parties, durations, etc. to ensure nothing is missed during the transition planning.

This document can be reviewed with BCAD representatives during transition meetings and adjusted collaboratively..

Throughout the preparation period, we believe in having regular (at least twice per week) communication updates with BCAD delegates to confirm progress towards transition day. The project manager of the project team is responsible for communicating updates to the client. FLL designee(s) are immediately notified if any critical milestones are not achieved. The team will work with the BCAD to identify areas of immediate concern, areas of potential innovation and efficiency and agree timelines and working practices that would set the tone for a successful and rewarding relationship for both parties.

As a standard business practice, Global establishes routine, recurring meetings with our clients. The frequency of these meetings is established during the weekly transition meetings and is subject to change upon mutual agreement but is typically at a minimum of once per month. These meetings are to review performance and identify areas for improvement or changes within the scope of services due to client need.

Contingency plans if milestones not met: With the commencement of the implementation period begins our weekly RAG (Red/Amber/Green) risk assessment reports submitted to project stakeholders. While falling behind schedule on the implementation timeline is never part of the plan, the purpose of the RAG assessment reports is to maintain transparency of progress and potential risk. Each line item of the implementation plan will be addressed in this report as its respective due date approaches. With that any dependent or contingent tasks will also be outlined to highlight potential risk with one or more items not being feasible if dependent items are not first completed. Our goal is to keep all tasks in the green category, but when we are approaching a deadline and identify potential risk, the item will be moved to amber, so that the required tasks are moved up the priority list and if required additional resources can be allocated to ensure amber does not turn to red.

Contingency plans are prepared following the risk assessment and subsequent mitigation plans. We first will identify any potential areas of concern with the project, timeline, and delivery confidence. Once we identify areas of concern, specific contingency plans are developed and ready to be deployed should we require them. We ensure the same level of buy in to our contingency plans as we do our original project plan. Our Project Manager coordinates with Supervisors to transition incumbent aviation security officers into Global issued uniforms and airport issued security badges on or immediately after midnight on the determined phase-in date. Global's Project Manager and Operations Managers shall ensure the post locations are completely operational while retrieving incumbent company, airport issued security badges and return them to the FLL.

A **representative, consolidated example** of an initial **60-day Transition & Implementation Project Plan** is shown below to highlight the detail of the planned steps and deliverables. We assume a 60-day mobilization schedule followed by phase out tasks, dependent on negotiations and BCAD's needs, but are prepared to modify this Plan to meet BCAD's needs as we have done multiple times over the last two years at other airports (e.g., 30-days, 45-days, etc.). The **start date and completions dates** are dependent upon notification of award, execution of an agreement, and BCAD's requirements at that time. This Project Plan will be a starting point for tailoring a FLL-specific Transition Project Plan in collaboration with the Security Manager. A mobilization plan would be submitted to the BCAD for approval within two weeks of contract execution (a representative example is attached below,

including our pre-award lead times for certain tasks and post-service implementation close out tasks. As stated earlier, we expect this would be a smooth transition due to the fact that we are the incumbent on half of the contract. Lessons learned from our first transition at FLL would eliminate some unknowns.

Project Planner - FLL Transition and Implementation Plan

includes pre-award activities, award day is day 7.

1 ■ Plan Duration ■ Actual Start ■ % Complete ■ Actual (beyond plan) ■ % Complete (beyond plan)

ACTIVITY	PLAN START	PLAN DURATION	Days
	1	2	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60
Pre-award tasks			
Securitas coordination	1	5	[Gantt bar from day 1 to 5]
CBE coordination	1	3	[Gantt bar from day 1 to 3]
Execute subcontract with CBE	4	1	[Gantt bar from day 4 to 5]
GEG Interface with FLL			
Receive Notice of Intent to Award	7	1	[Gantt bar from day 7 to 8]
Initial Post Award meeting with Client	7	1	[Gantt bar from day 7 to 8]
Agree on Communication Protocols and POC	7	1	[Gantt bar from day 7 to 8]
Provide Key Personnel Contact List	7	1	[Gantt bar from day 7 to 8]
Resumes of All Key Personnel	10	1	[Gantt bar from day 10 to 11]
Submit Transition Plan for Approval by FLL Authority	7	1	[Gantt bar from day 7 to 8]
Submit Safety & Protection Plan (Initial & Annual)	7	1	[Gantt bar from day 7 to 8]
Submit Business Continuity Plan	7	1	[Gantt bar from day 7 to 8]
Provide FLL with Insurance Certificates	7	1	[Gantt bar from day 7 to 8]
Provide FLL Credit Letter & Bond	7	1	[Gantt bar from day 7 to 8]
Documentation	7	5	[Gantt bar from day 7 to 11]
Contract Redlines, Finalization, Signatures & Execution	7	3	[Gantt bar from day 7 to 10]
Permit Update / Authorized Signatory Approvals	12	1	[Gantt bar from day 12 to 13]
Provide Insurance COI	7	1	[Gantt bar from day 7 to 8]
Provide Letter of Credit or Performance Bond	7	1	[Gantt bar from day 7 to 8]
FLL to provide Training Material / Policies	7	5	[Gantt bar from day 7 to 11]
Provide Uniform Design for Approval	7	5	[Gantt bar from day 7 to 11]
Provide KPI's for Approval	12	4	[Gantt bar from day 12 to 16]
Provide Post Order for Approval	30	4	[Gantt bar from day 30 to 34]
Provide Standard Operations Procedures (SOP)	30	4	[Gantt bar from day 30 to 34]
Provide Employee Code of Conduct	50	1	[Gantt bar from day 50 to 51]
FLL / GEG Agency Coordination (FLL, Local PD, TSA, CBP)	40	2	[Gantt bar from day 40 to 42]
Coordinate Site survey / Evaluate & Document Existing Conditions	15	4	[Gantt bar from day 15 to 19]
Incumbent Transition Coordination	25	10	[Gantt bar from day 25 to 35]
Coordinate Key Handover / Chain of Custody	58	2	[Gantt bar from day 58 to 60]
Provide Securitas Vision Access & Instructions	55	4	[Gantt bar from day 55 to 59]
Provide Transition Project Update Timetable	7	1	[Gantt bar from day 7 to 8]
Post start-up review meeting with FLL	59	1	[Gantt bar from day 59 to 60]
Validate protocols for Vehicle parking & AOA access	20	1	[Gantt bar from day 20 to 21]
Coordinate Handover of Incumbent Deliverables	55	1	[Gantt bar from day 55 to 56]
Coordinate Familiarization of FLL-Owned Legacy IP	55	1	[Gantt bar from day 55 to 56]
Human Resources			
Finalize Staffing Requirements	15	5	[Gantt bar from day 15 to 20]
Finalize Job Descriptions / Requirements	4	5	[Gantt bar from day 4 to 9]
Advertise Job Postings	9	30	[Gantt bar from day 9 to 39]
Prepare New Hire Packages	8	4	[Gantt bar from day 8 to 12]
Prepare New Hire ELP Familiarization Packages	20	15	[Gantt bar from day 20 to 35]
Coordinate/Review Incumbent Workforce	9	20	[Gantt bar from day 9 to 29]
Incumbent Employee Welcome & Interviews	9	20	[Gantt bar from day 9 to 29]
Setup & Host Hiring Events (incl. VA workforce placement group)	9	20	[Gantt bar from day 9 to 29]
New Hire Interviews & Communication Expectations & Standards	20	15	[Gantt bar from day 20 to 35]
GEG Pre-screening, Background Checks & Driver's License Verification	20	15	[Gantt bar from day 20 to 35]
Score & Rank Candidate's Mission Profiles & Suitability (English Language)	20	15	[Gantt bar from day 20 to 35]
Provide Employee Staff List	33	1	[Gantt bar from day 33 to 34]
Advise incumbents/new hires with low ELP suitability of other opportunities	33	4	[Gantt bar from day 33 to 37]
Applicant Social Media Checks	33	4	[Gantt bar from day 33 to 37]
Contingent Employment Offers	33	10	[Gantt bar from day 33 to 43]
Submit OR Licenses for Managers as needed	29	5	[Gantt bar from day 29 to 34]
New Hire & Incumbent SIDA Badge Applications	29	15	[Gantt bar from day 29 to 44]
Finger Printing	33	10	[Gantt bar from day 33 to 43]
Criminal history records checks (CHRC)	33	7	[Gantt bar from day 33 to 40]
Security Threat Assessments (STA)	33	7	[Gantt bar from day 33 to 40]
Customs Seal Application (if required)	33	7	[Gantt bar from day 33 to 40]
Surge Support Team SIDA Applications	40	3	[Gantt bar from day 40 to 43]
SIDA Badge Processing and Distribution	45	5	[Gantt bar from day 45 to 50]
Coordinate Driver Training / Approvals	39	10	[Gantt bar from day 39 to 49]
Input / Update New Hires in PayCom & Drug/Alcohol Program	15	25	[Gantt bar from day 15 to 40]
Distribute New Hire Orientation Packages	15	25	[Gantt bar from day 15 to 40]
Finalize specific reward/retention program	20	7	[Gantt bar from day 20 to 27]

d. Employment, Recruitment and Retention

Our recruitment and selection process include these key activity steps:

Min Hiring Standards Check	Initial Interview	Guard Card/Driver License Checks
Job Application Documentation	English Fluency Validation	Clearance Processing/SIDA Badging
Pre-employment Profile	Background Verification	Assignment/Scheduling Meeting
Retention Assessment	Drug & Fitness Screening	Growth/Development Opportunities
Determining Realistic Wages	Site Interview	Explain Benefits & Rewards

Our strength is our people and culture, identifying, recruiting, training, and retaining the best-suited teammates. We are not just sourcing labor but sourcing talent that is behaviorally matched to mission essential traits. We use a rigorous recruitment and on-boarding process (including social media checks) to ensure we get the best candidates with behavioral traits targeting natural dispositions for security, engagement, diligence, helpfulness, and customer service.

Candidates' English proficiency is assessed and documented (i.e., verbal, reading, and writing comprehension). The candidates individually complete a sample shift report as a practical verification, as well as taking a computer-based assessment that covers reading comprehension from basic levels to technical and industry-specific language use.

Advertising/Recruitment Methods

In addition to sourcing strong candidates through broad channels we may also access **national talent networks**. This Enterprise-scale pool is larger than one-hundred thousand interested applicants, including more representation from diverse and typically underrepresented pools. Additionally, other channels utilized to source well-suited talent with higher retention traits and desire to work are:

HRIS systems sourcing Enterprise-scale qualified candidate pools	Targeted media management and sponsored campaigns for job postings	National, regional, and local advertising
Data-mining resumes search tools/web scraping non-traditional sources	Working with Airport networks/ Employment Opportunity Organizations	Web based & broadcast media advertisements
Working with Airport networks/ Employment Opportunity Organizations	Working with local work force/unemployment offices	Targeted recruitment at veteran's associations
Security Guard Training Schools	Employee referral programs	Military recruitment
Targeted recruitment at local schools	Social media	Community-based placement services
Job fairs	Open houses	Virtual/In Person hiring events

Global is enrolled in E-Verify as a Federal contractor; we use E-Verify to check the employment eligibility of all new hires, company-wide. Targeting well-suited sourcing pools is critical to sourcing talent for the mission essential roles of aviation security with high retention profiles.

Our parent company employs approximately 110,000 security professionals across America. Their national talent networks are designed for that scale, volume, and effectiveness to staff – of which we can benefit. Through their national talent networks and enterprise career website they receive **~4.4 million website visits per year** of talent intentionally seeking opportunities in our group of companies. When the HR enterprise combines email and text responses approximately 34% are opened. Approximately **14% of emails to desired talent pools result in visits to the enterprise career website.**

We have implemented **more adaptive and innovative approaches to sourcing and recruiting**, such as virtual interviewing, virtual training, and *Indeed Virtual Hiring*. We've implemented paperless hiring & onboarding. And utilized **national** press releases, national **news coverage**, and **local television** outreach.

Other recruiting & staffing efficiencies have resulted from virtual interviewing. When virtual interviews are offered **72% of candidates complete the interview in 24 hours** & 49% respond outside of business hours.

Our recruiters source talent that has well-matched behavioral traits (i.e., integrity, vigilance, helpfulness). Strategically, **we do not outsource recruiting to outside agencies nor independent contractors**. They are financially incentivized to 'fill positions.' The City's airport security is too critical to outsource recruiting.

Commencement and Completion Dates

Incumbent outreach is priority one. Most important is early and frequent communications with incumbent personnel and organized labor. We will work to offer contingent offers to all incumbent staff on the Group 1/Group 3 current contract who are in good standing, pass background screening, provide required documentation, and satisfy our hiring standards within the **first 14 days** of the Transition & Implementation plan.

Congruent to incumbent outreach, job postings will be sponsored online to maximize traffic and application submissions. Once we have completed incumbent outreach, we will then look to external candidates that most closely meet our needs. Following evaluation of all potential candidates, contingent offers will be onboarded beginning with background checks, new hire paperwork, and airport badging process. Depending on the current processing time for CHRC and STA, we will ensure that all offers are made, and badging process initiated allowing the required time to complete this necessary step. Recognizing that the average badging process can take about 30 days, we will ensure that all airport badge applications are complete and **submitted by day 28** of a 60-day implementation plan (other durations and milestones can be accommodated). This allows for CHRC and STA clearances to be received **in time** for required Aviation Security classroom training to be completed, **but not before** these clearances are received. Other specific lead times, durations, and milestones for recruitment of incumbents and external talent is integrated into our Transition Plan (see Transition Plan section and the sample Transition & Implementation Plan).

Regarding labor, we have experienced Labor Relations executives and comply with the National Labor Relations Act (NLRA). We maintain a dedicated Labor Relations executive. More specifically, we have both a national agreement and various Local-specific agreements with SEIU at various airports

including at FLL currently with SEIU 32BJ. These agreements have **labor harmony** provisions. We will **honor** the existing 32BJ CBA.

Employee Turnover and Retention

Traditionally, approx. 80% of incumbent personnel express interest to stay on. In general, we make offers to those that **meet our hiring standards, suitable behavioral traits**, pass background checks/drug tests, and are in good standing with the client. With DOA permission we conduct prompt contact & communicate what to expect in the recruiting, screening, and interviewing process.

Retaining well-trained and well-suited security professionals is paramount. Our commitment to retention begins as early as when an applicant is screened and completes our hiring process. We adapt as we seek to stay relevant and effective regarding recruitment, retention, training, supervision, training, career development, procedures, policies, compensation, benefits, and investments. Our goal to make every person who walks through our doors feel special -- every teammate matters. Our approaches to achieving high rates of engaged and retained, well-suited officers are demonstrably effective:

- Finding & hiring the **best matched people** for aviation security roles among incumbent staff and external candidates with desired behavioral traits, mission-oriented profiles, and **high retention indicators**.
- Hiring and rewarding exceptionally **high caliber leaders** and investing tens of millions in leadership development training which, translates to better employee experiences and retaining quality talent – as well as engaged teams. Our **wages for our on-site management team are intentionally higher** than typical industry rates which generates more interest and longevity of interested leaders. This is another of our internal corporate investments that benefits our leaders, front-line officers, and FLL.
- A strong focus on performance management at all levels of the organization, and on how supervisors engage and inspire officers. **More well-suited employees up front** reduces variables typically attributed to turnover.
- Identifying top performers through quantifiable measurements & customer feedback. Allocate career development resources.
- We post openings on our internal website. We have also rotated teammates to other airport sites for **additional stretch & growth**.
- We **remove artificial barriers** to career advancement & **continuously promote from within**. We provide *legitimate* and progressive opportunities for careers supporting our teammate's development by increasing Client, responsibility, promotion & pay.

Fact: 42% of our Regional Directors and Site Program Managers started out as front-line aviation security officers with Global.

Fact: 77% of Global's Regional Directors and Site Program Managers belong to protected classes.

- The higher costs of the benefit plans we offer put us at a financial disadvantage with competitors as some may be able to bid lower due to benefits that are cost prohibitive.
- We recruit for and hire aviation security officers not security guards being cognizant that **airport environments require a higher level of aptitude and higher employee engagement** due to the critical infrastructure that we protect.
- Robust Recognition/Incentive plans to recognize & reward strong performers and good attendance. We offer an array of service awards, performance awards, and substantial multiple tiers and levels of **bonus/cash awards**. We focus on recruiting, retaining, **rewarding**, and **promoting the best**.
- We contribute to the morale and retention of our teammates by recognizing individuals for their exceptional performance and results. Security personnel will be eligible for the following merit and attentiveness awards although not an exhaustive list of options we can add:

Program	Award
Tenure Awards	Varies
Referral Bonus	\$150.00
Birthdays	E-Card
Aviation Authority/Client Test Pass incentive	\$50.00
Test Pass Random drawing	\$500.00
On-the-spot recognition	\$10.00 gift card
Employee of the month	\$25/\$50/\$150
Employee of the quarter	\$500.00
Above & Beyond: Safety, Customer Service Excellence, The Extra Mile	Varies (\$250/\$350/\$500)
Excellence in Innovation	Varies

e. Program Management Plan

Our track record and **industry’s recognition of our commitment to excellence** in aviation security programs help us stand apart. We see things differently. We are optimistic about the industry. Most competitors are focused on themselves. They’re spending their resources on chasing RFPs or acquiring market share through acquisitions. For their gain. Our parent company is so committed to the industry that in 2019 they invested an additional \$100MM above and beyond their typical investments to lead the transformation of the security industry and to generate those most value for clients down the road.

The strategy is to **see things differently** and to lead the transformation of the security industry. Invest in benefits to our clients. Elsewhere in this offering you’ll see our long list of years of consistently being

recognized by industry, often the toughest critics of private security firms, with awards for our excellence security programs and aligning our programs to clients’ needs. We aim to **elevate security** from the typical experience.

Five (5) key management traits for our Management Team that elevate the security partnership:

- **Trust:** Transparency is a cornerstone for trust. We strive to build trust and transparency into everything we do from our leaders to our decisions to our systems to our program data to our reporting to our levels of quality control to our stakeholders to our teammates. Our program data is shared transparently.
- **Building effective relationships:** Leadership is about relationships. Can our leaders build effective relationships at all levels; BCAD, stakeholders, tenants, a Union representative, our employees? And can they build other leaders?
- **Commitment to excellence:** They must be committed to excellence. They must genuinely care about the program, their subordinate leaders, and their team. They must be engaged, be accountable for the program, compliance, their own personal excellence, have integrity, and own the results.
- **Focused on a security culture:** They must see things differently. They must see a different world through the eyes of a security practitioner. They must set the tone at the top that quality security services, vigilance, integrity, helpfulness, well trained/well tested, and superior experiences are values shared by everyone in an organization.
- **Aligned to your values:** Equity, diversity, inclusion, everyone’s voice amplified and respected, growth opportunities, good wages, good experiences, well trained, sustainability, help shape a FLL future where everyone and every CBE can thrive.

Our service mission entails two key objectives: (1) Proactive – anticipating your needs and delivering solutions before they are requested, and (2) Responsive - immediate resolution of your concerns and rapid response to additional service needs.

To accomplish this, our procedures are clearly defined in our *Aviation Security Master Station Operations Manual*. As this Operations Manual is very competition sensitive and contains proprietary information, we would offer it in its entirety to BCAD upon request and secure transmission. Individual Site Project Managers, and Operations Managers are accountable for the implementation of and adherence to all policies and procedures, including day-to-day compliance with these policies and procedures. Within this *Aviation Security Master Station Operations Manual* are references to at least eight (8) company Policies. They are:

Attendance Policy	Environmental Policy	Recruitment and Hiring Policy and Procedures
Global Driver Policy	Drug and Alcohol Policy	Offers of Employment Policy
Background Check Policy & Procedures	State Security Guard License Policy and Procedures	

As an example of our detailed and documented procedures, a summarized list of our on-site, FLL-tailorable Station Operational Procedures are itemized below:

Communications	Training	Employee Handbook
Weekly Station Conference Calls	State Security Guard License Training	Sexual Harassment
Global AVSEC Newsletters	Initial AVSEC Training	Employee Information Changes
Local Daily Briefings	On-The-Job Training	Employee Professionalism/Conduct
Operational Must-Read Bulletins	In-Service Recurrent Training	Airport SIDA/Customs Seal Use
Employee Handbook	Basic Screener Training	Payroll Reporting
Station Operations	Special Operations Training	Payroll Reporting
Station Organizational Structure	Airport Terminal Security Training	Reporting Hours
Establishing Contacts	Vehicle Inspections Training	Timesheets
Customer Interaction	Driving Training	Payroll Reporting/Hourly Employees
Employee Interaction	Passenger Verification Training	Supervisor Working as Part-Time Officer
Station Planning and Staffing	Training Requests & Local Training	Officers Working as Part-Time Supervisor
Staffing Plan	Training Records Management	Billing vs. Payroll
Station Roster/Schedule	Quality Assurance	Overtime
Daily Manpower Control Sheets	Overview	Payroll Discrepancy
Weekly Station Reports	Operational Audits	Environmental Policy
Client-Specific Requirements	Quality Spot Checks	Reports and Forms
Billing and Overtime	Station Administration	Daily Manpower Control Sheet
Airport Operations	Recruitment and Hiring	Weekly Station Report
Special Operations & VIP Handling	Airport Identification Requirements	Additional Services Request
Equipment Management	New Hire Paperwork	Catering Seal/Catering Truck Seal
Operational Reporting (including Incidents, Federal Agencies, Lost-and-Found, etc.)	Terminations/Resignations	Driver License Review
Operations Policies & Procedures (SIDA/AOA challenging, seals, escorting, bomb threats)	Suspensions	Responsibility Consent
Safety	Disciplinary Action	Daily Vehicle Use and Condition
Ramp Safety	Leaves of Absence	Monthly Vehicle Inspections
Accidents to Personnel	Workplace Injuries	Unusual Incident Worksheet
Damage to Aircraft	Employee Incentive Program	OJT Training
Ground Equipment & Vehicles	Vacation	BST Record
Personal Safety	Sick Calls	Spot Check Audit
Engine/Propeller Hazards	Employment/Wage Verifications	Quality Spot Check Corrective Action
Vehicle/Motorized Equipment Safety	Unemployment Hearings	Payroll Discrepancy
Smoking	Reduction in Hours	Bomb Threats

i. Timekeeping, Billing, and Accounting Procedures

To assure clarity, certainty, consistency, and accountability our State-specific and Station-specific Operational Procedures are contained in the *Aviation Security Master Station Operations Manual*. Our timekeeping, billing and accounting operational procedures are referenced in the Payroll section (see table above).

All employees must submit a timesheet per that State's regulations and that Station's methods for the hours worked within the payroll period (as all airports are different). Depending on the State and Station some may be paper timecard entry (i.e., California) or clock-in/clock-out procedures via biometric capture or via Vision 2.0 login when officers arrive/depart their assigned Posts. Individuals must perform their own clock-in/clock-out procedures to populate digital timesheets or manual timesheets must be filled out legibly and accurately to ensure that employees are paid properly for the hours worked and clients are invoiced accurately. Digital or manual timesheets will not be accepted by payroll without the account worked and position assignment indicated in the appropriate fields for the hours worked.

During the payroll reporting period, a payroll recap must be sent to the Accounting Department along with all hourly employee timesheets. The recap sheet is a ledger of total hours worked within the payroll period and will include: Regular Hours Worked, Overtime Hours Worked, Supervisor Hours, Retroactive Hours, Holiday Hours, Vacation Hours, and Training Hours.

Payroll and invoicing are based on client contract agreements (and Collective Bargaining Agreements). Ensuring the accuracy of reporting payroll is important to employees who rely on their paychecks and for ensuring that Global has applied payroll in accordance with contractual/billable agreements when invoicing clients. Each Operations Manager and/or Project Manager will be measured on the station's accuracy as it applies to invoicing and payroll. Each payroll period, station management will receive a report to allow the Operations Manager/Project Manager to see how the station is performing in this respect.

A payroll discrepancy form must always be completed by the employee when there is a variance or issue with his or her paycheck. This form is available at station offices for the employees. The employee is to fully complete the first section of the form and give as much detail and support as possible. Within seventy-two (72) hours of receiving this form from the employee, the Project Manager or Operations Manager(s) is required to begin the investigation. If after the station's investigation it has been determined that further investigation is required or a change needs to be made in the employee's pay, the Project Manager or Operations Manager(s) must inform the employee and email the payroll discrepancy form to the Accounting Department at accounting@globaleliteinc.com. Supporting documentation should also be submitted, including timesheets. All completed forms are kept on file at the station.

ii. Communications & Reporting

Accurate and timely reporting of incidents and activities is crucial to managing a security operation and ensuring customer confidence and satisfaction. From pre-operational briefings to post-operational debriefs, communication with the security team is crucial to a successful delivery of services and regulatory compliance. The ability to quickly share information and best practices is an important element of operational success. The site Project Manager will be the primary point of contact for **full dissemination of program communications**. We propose to continue the existing communications framework and **cadence frequency** for information exchange, program challenges, trends, listening to and addressing your concerns.

Examples of types of program communications and reporting for BCAD's feedback:

- **Daily Activity Reports** will be provided to the BCAD Management or their representative. DAR's will be prepared for each post and include information on the condition of the post, equipment status, any specific activities (including those requiring **Incident Reports**, completed prior to shift end), disposition of equipment, keys, SSI materials, etc. The daily report may be emailed to the Security Manager representative and available via the web portal.
- Global would recommend per BCAD Management approval a weekly cadence of meetings with Global Site Project Manager to your Security Manager and or representatives.
- All SOC and Communication Center required notifications of security breaches will be escalated per Post Orders and specified protocols.
- Global will ensure that any aviation security officer public and or internal stakeholder interactions that may have an impact are reported to Security and or Operations management team.
- **Monthly Reports** will be prepared by the Supervisors and submitted to the BCAD Management designee.
- **Short Notice Security Procedures:** New TSA SDs, EAs, security bulletins, stop lists, updated procedures, Post Order changes, construction specials, escort needs, contingency ops, etc.

Report data is stored in a secure database for contract compliance and SSI security requirements. Supervisors will chair daily shift briefings for their staff to ensure all officers are aware of new developments at the start of their shifts. The Account Manager will meet formally at least once per week with the BCAD Security Office to review issues of concern and areas for improvement, and plan for upcoming events. We will organize quarterly "all hands" staff meetings to keep morale high, address topics of concern, provide recurrent training, recognize meritorious staff members, and provide an opportunity for updates by BCAD staff.

In conjunction with communication and reporting plan outlined above, and in addition to, Global will be deploying technical solutions for additional program communications. The Vision 2.0 and WeConnect technological solutions for 24/7 web-based report and accessibility will be configured to align with RFP reporting requirements. Per the Security Manager's concurrence and SSI/PII/legal review, other program data such as clock-in/clock-out, timecards, schedules, training records may be configured, tailored, and integrated into the Vision 2.0 and WeConnect technological solution.

f. Operations Plan

i. Staffing

The following table summarizes our proposal for the personnel roles and functions to meet the scheduled requirements of the Scope of Services contained in the solicitation for Aviation Security Officers at FLL based on our past experiences. Management and Supervisory staff will be deployed to ensure around the clock coverage of all shifts by management team personnel and that no guard post is unattended at any time. Aviation security officers will be assigned specific shifts and will be guaranteed those shifts for specific periods (e.g., six months).

In collaboration with and approval of your Security Manager, Global may rotate officers to different posts every six months as one of several methods to reduce potential **complacency**, maintain

competency in all qualified posts, and also combat insider threat vulnerabilities often associated with schedule **predictability** and **rote** officer interaction with the same employees, sometimes daily. This has proven to be effective. On-call officers may be required at any given time to work any of the above listed shifts with the added benefit of breaking up teams, an additional insider threat deterrent.

Security staff will not be allowed to exceed 12 hours of work in a 24-hour period, or 60 hours in a 7-day week without approval of the FLL management. Additionally, security staff will have a minimum 24-hour block of time off in the preceding 7 days. We have an exceptionally well-suited and highly accomplished Site Project Manager heading our current contract with BCAD and who we propose would continue in that role should we be awarded this contract.

Management Oversight

Our proposed management structure meets the hours as presented in the RFP and is based on the assumption that all estimated hours provided in the RFP will be actual working hours from the inception of the contract. This structure provides an effective span of control for a contract of this size to best address the security needs at FLL and HWO.

Our approach for oversight is based on the fact that airport security is non-negotiable, and adequate management oversight is essential for quality, compliant, and client-centric services. Our offering includes the following non-billable oversight above and beyond the baseline billable positions in this RFP, **all at no additional cost to you:**

- **One (1) additional Operations/QA Manager to extend PM coverage,**
- **Three (3) Duty Managers** over and above the Supervisors on shift,
- **Two (2) Administrators** to extend hours for administrative work over a greater period of time and one of whom may also conduct some Training if necessary, and
- **One (1) on-site full-time Recruiter.**

This level of coverage maximizes that time that Supervisors and Duty Managers will be on the floor throughout the airport to manage the operation, and the Project Management Team can focus on higher value tasks and provide focused oversight, coaching, spot checks and also increasing their availability to respond to the BCAD Management elsewhere in the terminal, airside or landside or administrative spaces. Due to the size of this contract, we anticipate ongoing training on a continuous basis included initial training, OJT and compliance spot checks. We have proposed the addition of one (1) additional Operations Manager/Quality Assurance Manager, who will act as a second “assistant PM” and will also be responsible for compliance auditing and spot checks across the operation; in addition this Ops/QA Manager will also act as an additional Trainer as needed. The second Admin may also act as an additional Trainer as needed.

Between one PM, two Ops Managers and three Duty Managers for a total of 240 hours of management coverage per week, their shifts and days off will be staggered in order to maximize management coverage across the entire 24/7 operation.

go unfilled or dark. Our plan overstaffs to assure all necessary breaks and meals are covered in accordance with FL State Law and to provide for any call out or no show. It is assumed that after award and during transition the relevant information of each Post can be shared and effective Weekly Schedules be set accordingly.

ii. Training Plan

We take a holistic approach towards planning and implementing of training, quality assurance, and compliance. While each pillar is unique and important, ultimately, they must all tie in together to achieve a successful performance goal. Driven by Global and Securitas standards, along with decades of aviation security and customer service experience, Global will continue to deliver a comprehensive training and quality management program for FLL that incorporates fundamental training initiatives, interactive workshops, and smart technology to provide measurable key performance.

Training is crucial to prepare our employees to execute their job responsibilities in accordance with client and regulatory requirements. Global places a high priority on training of personnel and invests a large proportion of its operating budget towards sustaining an extensive training program that is of the highest standards. Training ensures understanding, unifies standards, creates consistency, and strengthens compliance. Furthermore, we utilize training as an opportunity to underscore the importance of the individual job roles to instill a sense of pride.

Our commitment to Broward County starts with the commitment from our management team. We recognize that we must develop and engage our audience from a training perspective. By designing a better learning experience, we will achieve optimal results from our staff.

Key Training objectives include:

- To develop and provide a didactic training program that (a) is tailored to meet the individual needs of Global's employees and clients, (b) is comprehensive, and (c) has a high likelihood of producing and retaining well-qualified security agents.
 - To stimulate interest and positive attitudes towards Global's goals and objectives and clients' mission statements.
 - To provide staff with practical experience by involving them in ongoing, productive training sessions given by both internal and external trainers.
 - To help staff master the skills necessary to provide superior service to Global's clients.

Global has adapted and migrated to a more modern approach towards learning. Some steps we have taken to enhance our training experience and to improve retention include:

- Creating an interactive workshop environment
- Utilizing more student participation and teach-back techniques
- Providing roll play and participation scenarios to be conducted group breakout sessions
- Feedback surveys and sessions
- Heavy focus on practical training

- Investing in customized training videos
- Providing light refreshments
- Assessing and **identifying relevant lessons learned** by our parent company's Aviation Division performing **at more than 260 airports** for potential applicability at FLL, subject to prior approval by BCAD security team representatives
- Continuous review of **augmenting technologies** related to **optimizing training, retention, or testing.**
- **Independent, 3rd party annual review of our AVSEC curriculum by Gary Cerra to:**
 - Assess our AVSEC curriculum for relevancy and currency with industry trends and priorities.
 - Provide training curriculum inputs, as appropriate.
 - Provide feedback on training methodologies to **improve employee's retention of material, retained competency, and best practices regarding training retention.**

All company local training instructors are authorized and certified by Global's Corporate SVP Performance and Regulatory Compliance (**Mr. Douglas O'Mara**), a certified ICAO AVSEC Professional Manager, and AAEE Airport Certified Employee (ACE) for Security.

Airport security training programs are always developed in accordance with client needs and requirements. Global can easily adapt and customize our national ***Global Aviation Security Training Program (GASTP)*** to ensure its tailor-made with specific components and modules that include site and city specific content through are multiple learning channels:

- PowerPoint in-person classroom learning
- Computer Based Training (CBT)
- AAEE Digicast Video platforms
- Practical field learning
- Supplemental training resources installed on our technology deployed at each Post, upon approval

Training Course Setup: We have developed a multi-tiered training curriculum to ensure various levels of security personnel are properly trained and thoroughly prepared for security duty. All staff for this contract will receive an initial **40 hours of training**, planned to include three days of classroom training and two days of OJT and practical skills sessions.

Additionally, each year, all aviation security officers on this contract will undergo **16 hours of recurrent AVSEC refresher training** which will focus on key topics relevant to TSA priorities, program-specific priorities, the BCAD Security Manager's input, current trends, or targeting areas requiring maximum retention and increasing officers' confidence to execute diligently.

Tier one includes our aviation security baseline material for all employees hired to work at FLL airport. Baseline training content incorporates the important concepts which are applicable to all officers, supervisors, and management across FLL aviation security officers. The baseline layer syllabus includes:

- Company Orientation
- Professional conduct and customer service

- Active Shooter preparedness and response
- Insider threat awareness
- Anti-terrorism awareness
- Safety Management System
- Incident reporting
- FLL airport overview and post order introductions
- Behavioral awareness
- Human factors
- Human Trafficking
- Emergency repose preparedness and threat mitigation
- Weapons and explosives
- Physical search and HHMD techniques

Training Tier two ensures security personnel received job-specific and comprehensive instructions. This set up allows our trainers to remain laser focus on the client and TSA regulatory requirements of the security duty functions. Tier two training syllabus includes, but not limited to, the following breakdown:

- Screener Training
 - Improvised Explosive Devices
 - Components of IEDs/VBIEDs
 - Prohibited Items
 - ETD operations
 - X-ray operations
 - Walk through metal detectors
 - Handheld metal detectors
 - Screening methods
- Airside/Landside Operations
 - Access control
 - Door alarms response
 - ID verification
 - Breaches
 - Vehicle inspection and verification
 - Goods inspections
 - IEDs - Components of IEDs/VBIEDs

Tier 3 is a program developed as mandatory supervisory training and is provided to all field supervisors managing our operation. This initial **16-hour** program will be conducted prior to contract start and includes an **annual 8-hour refresher session**. The baseline layer syllabus includes:

- Role of the supervisor
- Company and client expectations
- De-escalation
- Conducting effective briefings
- Professional conduct and customer service

- Communication
- Managing change
- Diversity
- Effective training skills

Sample Course Curriculum for FLL

AVSEC Training Curriculum – Baseline Training

Module 1: Introduction

- Company orientation, Role of a security agent
- Airport security regulatory requirements
- ASVEC objectives, SSI requirements
- Security duties and responsibilities
- Role of TSA, CBP, FAA, LEO
- Airport vs. off-airport, Landside & airside
- SIDA Requirements, Escort procedures
- COVID-19 aviation security control guidelines
- Contagious diseases & PPE

Module 3: Active Shooter Response

- Incidents, Statistics, & Trends
- Profile of an active shooter, Law enforcement article
- Run, hide, fight
- Workplace violence indicators

Module 5: Anti-Terrorism Awareness

- Define terrorism & terrorist goals
- Recognize signs of suspicious activity
- Threats against civil aviation
- New threats (Drones, Cyber-attacks)
- Incident case studies (e.g., Brussels attack, Ft. Lauderdale)
- Homegrown terrorism, Lone wolf attacks
- Emergency response to terrorism
- Terrorism Threat Awareness/WMD Training for Officers

Module 7: Incident Reporting

- When to report an incident, The 5 W's
- Process for incident reporting
- Notifications
- Employee and customer injuries
- Examples of good reporting
- Examples of poor reporting
- Incident reporting follow up
- Common English terms of reference in aviation
- Use of Vision / prompts for complete report writing

Module 9: Behavioral detection

- Basics of security profiling, Categories of attackers
- Detecting abnormal behaviors
- Types & sources of suspicious indicators
- Interview techniques, Hostile vs. innocent

Module 11: Human Trafficking Awareness

- Defining Human Trafficking (HT)
- Understand different types of HT
- Recognize signs of HT, Reporting potential HT situations
- How to get involved with HT prevention

Module 13: Weapons & Explosives

- IED Types and past use case studies in aviation
- IED Component Recognition

Module 2: Professional Conduct & Customer Service

- Company & client standards
- Employee attitude, Alertness
- *Customer service skills*, Greeting customers
- Appearance & uniforms
- PDX familiarization & services provided
- Establishing rapport
- Values and ethics code, Unacceptable practices
- Cultural diversity awareness
- Disciplinary actions

Module 4: Insider Threat Awareness

- Define an inside threat, who is an insider?
- Notable case studies (e.g., Metrojet), Current trends
- Pathway to violence, Notifying and reporting
- Recognizing potential risk indicators

Module 6: Safety Management System

- Preventing accidents
- Airport hazards
- Aircraft and ramp safety procedures
- Personal Safety Equipment (including Pandemic PPE)
- Enemies of Safety
- Smoking/Vaping policies
- Foreign Object Debris (FOD)
- Basic vehicle Safety
- Protecting against weather elements

Module 8: Contract and Post Orders (Overview)

- *FLL Airport overview & orientation on positions*
- Job responsibilities and expectations
- Access control and resolving alarms
- Terminal Security/Security areas monitoring
- Patrols and rovers, Door alarm response
- Improvised Explosive Devices (IED) & Vehicle-borne IEDs
- Vehicle inspections and search, Entry and exit lanes
- Threat Item Detection, Artful concealment
- Prohibited & dangerous items

Module 10: Human Factors in Aviation Security

- Situational Awareness
- Communication, Personality Conflicts
- Fatigue
- Time pressure & workloads, Substance abuse

Module 12: Emergency Response

- Emergency Response, Crowd Control
- Bomb Threat Response and Terminal Evacuation
- Conflict Resolution and De-Escalation
- 1st Aid/CPR/AED

Module 14: Physical Search & HHMD Techniques

- Physical Search – Pat Down
- Use of HHMD for search of persons

- Firearms and Component Recognition
- Handling and securing of suspicious items
- Communications protocols
- Search SOP & techniques – Baggage & Property
- Search SOP & techniques – Catering & Aircraft
- Search SOP & techniques – Terminals & Facilities

On Job Training: Requires 16 Hours with Instructor / Senior Supervisor for sign-off.

AVSEC Training Curriculum – Screening Specific

Screening Training

- Improvised Explosive Devices (IED)
- Components of IED
- Vehicle IEDs
- Prohibited & Dangerous items
- Dual use items
- Threat Item Detection
- **Equipment / Manufacturer Specific: (WTMD, EDS, X-Ray, Full Body Scanner, Explosive Trace Detection)**
- Cultural Diversity Awareness
- Religious Wear
- Persons with disabilities
- Service animals
- Hazardous material handling
- Physical Search testing
- Modified screening methods
- Personal Property Search
- Accessible property search
- Artful concealment
- Full Body Pat Down
- WTMD & HHMD Intro
- X-Ray Screening Intro
- Explosive Trace Detectors Intro

AVSEC Training Curriculum – Airside/Landside Specific

Airside/Landside Operations

- Access control systems/Perimeter gate procedures
- Door alarm response procedures
- Badge holder challenging
- Vehicle verification and search/inspections SOPs
- Construction procedures
- Catering goods inspections vehicle gate
- Security breach procedures
- Escort verification
- AOA/sterile area prohibited item discovery
- Random employee screening process (if required in terminal)
- Unattended baggage
- Personal Property Search
- Accessible property search
- Terminal facility checks
- Radio communications
- Crowd control
- Changed conditions

AVSEC Training Curriculum – Supervisor (8 Hours Initial/8 Hours Recurrent)

Module 16: Supervisor Training

- Quality service and client experience
- Role of the supervisor.
- Attributes required of an airport security supervisor.
- Functions of security control.
- Identify and specify the locations of control points.
- Define standard operating procedures.
- Process for developing standard operating procedures.
- Create the outline for a model standard operating procedure for basic security task.
- Job aids/equipment required at security control points.
- Verify operational effectiveness of security equipment.
- Apply appropriate procedures in the event of non-availability or failure of security equipment.
- Principles of human resource planning.
- Identify typical security unit tasks to be performed.
- Process for developing rosters.
- Roster approval and publication procedures.
- Prepare a typical security unit daily task needs assessment sheet.
- Prepare shift task deployment form and assign duty personnel to allocated tasks.
- Process for disseminating relevant local and special information to duty personnel.
- Conducting security briefings and debriefings.
- Authenticate prohibited items, dangerous articles, and substances.
- Identification and permit system for people and vehicles.
- Enhanced search techniques & recent case studies.
- Monitor performance of security tasks by using observation techniques.

- Monitor application of policies relating to special persons and to the handling and carriage of items removed from passengers.
- Benefits of effective personnel assessment.
- Use of effective techniques in personnel assessment.
- Conducting personnel assessment reviews.
- Need for and advantages of on-the-job training.
- Supervisor's responsibility in on-the-job training.
- Process and documentation for conducting on-the-job training.
- Methods of monitoring on-the-job training.
- Classify all types of airport procedures.
- Process for developing emergency response actions.
- Content requirements of an emergency response standard operating procedures.
- Incident Command System Training (ICS- 100, 200, and 300)
- Evaluate whether a detected item or behavior is suspect.
- Incident Reporting.
- Apply appropriate response action to incidents with or without standard operating procedures.
- Project Management Basics.

Module: **Annual Refresher Training (8 hours per teammate)**

- Customer Service, De-escalation
- Active Shooter Awareness, Anti-Terrorism Awareness
- Insider Threat Awareness, Behavior Detection
- New & Emerging Threats

Airport Provided Modules: **As directed by Client**

- Hazardous substance release response
- Customer service, Cultural awareness
- Radio use
- Airport Emergency Response

Recurrent Training: We are committed to excellence and recognize that initial training is not sufficient. Additionally, all personnel will complete **(16) hours of recurrent training** annually **at no additional cost**. After consultation with FLL it may be conducted annually or on a quarterly basis to increase the retention and currency of the training (4 hours per quarter). The recurrent training will cover diverse topics to assure continual learning at FLL, including VBIED procedures and Security Breach procedures. Through recurrent training, covert tests, drills, and inspections, we verify our team is meeting TSA & FLL standards for the airport's sterile, AOA and restricted areas.

Recent Training and Development Initiatives (at no additional cost)



CASRA is a key element to Global Elite Group's training program for enhancing our advanced screening capabilities and screener compliance. Initial and recurrent training will shift to more of CBT focus. Ongoing employee assessments are mandated for continuous improvement. Each employee/screener will be issued a unique user profile. Web-based CBT modules for training and testing in multiple screening environments: Screening of staff (San Diego, Minneapolis), Screening of concessionaire supplies (Washington, DC), and Screening of cargo pallets (Miami).

Compliance Capacity Building Workshops

- Subject matter experts from our global Aviation Business Centre.
- Deeper, focused training on classroom theory for advanced screening.
- Investment into new onsite testing kits (DSA Detection).
- Hands on training in best practices in X-ray screening and threat detection.
- Quality control methodologies for overt testing.
- Professional development for onsite supervisors and key personnel.



Global partnered with the Department of Homeland Security through their Blue Lightning Initiative (BLI) last year. This partnership strengthens our commitment to ensuring safety and security in the aviation security industry.

The Blue Lightning Initiative is a critical program aimed at combatting human trafficking within the aviation industry. BLI plays a vital role in protecting individuals and enhancing overall security by training aviation personnel to identify and report potential trafficking situations. As part of this partnership, we are integrating BLI’s specialized training into our current training programs.

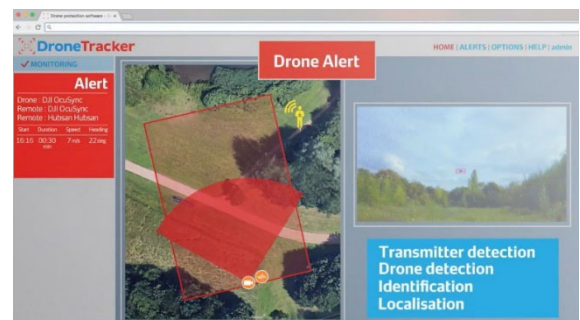
iii. Implementation of Technology Enhancers

We place significant value on the incorporation of technology within security operations and services. We are committed to empowering you with the knowledge you need to be secure – not just on Day 1 of a transition but for the duration of the contract. Our team will work with you to help customize a security solution by utilizing a combination of technology tools and systems to give you a modern, adaptable, high quality, and effective integrated security program. We have selected these technologies for deployment at FLL to improve **quality control**, increase program **transparency**, near real-time contractor **accountability**, and rich sources of searchable/reportable data for **data-driven intelligence and sound program decision making**. It augments our security performance and your informed decision making. We will also participate with new technology or capability pilots at FLL that BCAD undertakes.

As a result of our internal access to solutions within the Securitas Group Members we can deliver mature technology enhancers, systems, and solutions that are leading the transformation of the security industry. If requested, we can collaborate with BCAD on additional security augmenting solutions, technologies, and innovations to offer their most applicable technologies to our airport clients, including but not limited to:



- Ground-based radars or high resolution 360° pan/tilt/zoom thermal cameras augmenting physical perimeter patrols
- Other perimeter intrusion detection supporting systems
- Counter drone systems to detect/classify and mitigate drone threats
- Drones for automated airport surveillance or threat validation



- Access to operational validation data from the R&D technology testbed's testing of the effectiveness of OEMs of optical cameras, thermal imaging technologies, and embedded video analytics
- Big data and analytics for predictive and prescriptive security solutions
 - For example: facilitating dynamic scheduling & positioning of aviation security officers for maximum deterrent value to soft targets and maximized response times to most probable areas of future incidents based on historical airport data
- Explosive detection canine units and handlers
- Robots
- Remote screening or centralized image processing
- Remote video business intelligence
 - People counters, heat maps, demographics, and passenger in/out volumes and peak times for data-driven decision making

Based on this scope of services, our offering includes the most **advanced aviation post management and electronic reporting system** available on the market: Vision 2.0 technology post management/electronic and data reporting system. Through deployment it will bring significant and notable benefits to security operations at FLL to help reduce risks, costs, and improve transparency and efficiency.

Information empowers both your and our organizations. It empowers service efficiencies through the standardization of FLL-specific processes, validation, compliance, and captures audit artifacts and evidence for both independent inspectors/auditors and our airport clients. Actionable information is delivered to our Aviation Security Officers when they need it will result in a more **efficient operating model**, lower error rates and **greater levels of service satisfaction** and consistent quality. The comprehensive reporting features and program data is **available to BCAD 24/7 via web-based access**.

At FLL, continuous improvement by our team will be **data driven**. Global will support BCAD **going beyond performance indicators** and focus on data to drive insights. Our standardized information and management solution Vision 2.0, customized for FLL per your feedback, will provide real-time access to accurate and actionable information when you need it. Data capture will be standardized across Posts allowing for **proactive benchmarking, reporting, and the sharing of operational insights** quickly to you and our management team.

Vision 2.0 (Officer Software): Transparency is a cornerstone for trust and trust is the currency of aviation security. **Vision 2.0 will be initially deployed to site leaders, supervisors, and aviation security officers.** Vision 2.0 is a secure and scalable web-based application for recording duties, recording incidents, security information, data reporting, and additional capabilities: *Tour Verification, Incident Management, Incident Alert Notification, Post Order Management, and Daily Activity Reporting.*

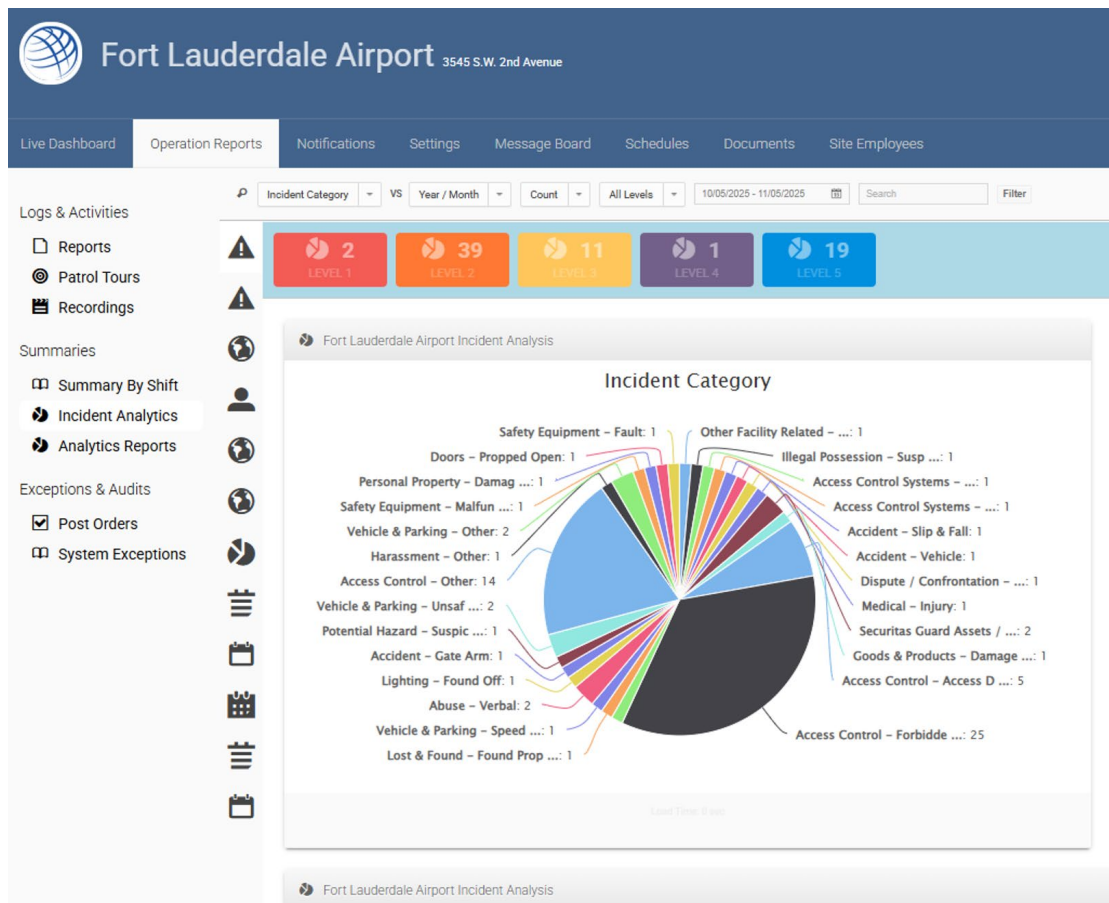
Vision 2.0 is a secure and scalable web-based application that helps us bring innovation, accountability, and efficiency to FLL. Incident reports, daily activity reports and maintenance order requests can be immediately directed to appropriate departments. Information such as Incident Reports can also be pushed to the Security Manager's designee via email or text message. Pass-

down information, changes to post orders and daily duties can be tracked easily to document security. Additionally, an aviation security officer can easily take images to include with the Incident Report (if authorized by the Security Manager). Officers can quickly make emergency phone calls to contact the SOC, police or fire department.

From the time the officer logs into Vision upon beginning a shift, they are **collecting and tracking their activity at the site**. This includes security tours, incident reporting, log in and log out information and other key information. Vision 2.0 helps to ensure the integrity of each shift, reduces complacency, and improves the flow of information. From the time the officer logs in upon beginning a shift, through the completion of security tours, the tool simplifies documenting and archiving activity and incident reports. It combines incident management, tour verification, task scheduling, asset tracking and incident alert notification into one easy-to-use application.



That data flows to another tool we will implement at FLL, WeConnect. BCAD can access reports through WeConnect on demand 24/7 using your user account, allowing you easy access to historical data for comparative informational purposes.



ID	Type	Flags	Date	Reported by	Account	Created by Name	Created by Employee Number	Approval	View
#168633182	*Incident Report		11/05/2025 04:02pm EST	Anthony Maszak	Fort Lauderdale Airport			Approved	View
#168631651	*Incident Report		11/05/2025 03:25pm EST	Anthony Maszak	Fort Lauderdale Airport			Approved	View
#168629774	*Activity Log Entry		11/05/2025 02:40pm EST	DAVID HITCHMAN	Fort Lauderdale Airport			Approved	View
#168629081	*Vehicle Inspection Report		11/05/2025 02:21pm EST	Anthony Maszak	Fort Lauderdale Airport			Approved	View
#168628626	*Golf Cart/Electric Vehicle Inspection		11/05/2025 02:08pm EST	HERMITH JEUDY	Fort Lauderdale Airport			Approved	View
#168628504	*Vehicle Inspection Report		11/05/2025 02:05pm EST	NASHNELL SENESCA	Fort Lauderdale Airport			Approved	View
#168627512	*Vehicle Inspection Report		11/05/2025 01:44pm EST	Mark Curry	Fort Lauderdale Airport			Approved	View
#168610155	*Golf Cart/Electric Vehicle Inspection		11/05/2025 06:09am EST	Alexander Clemont	Fort Lauderdale Airport			Approved	View
#168610015	*Vehicle Inspection Report		11/05/2025 06:07am EST	LUDEMIE ORACIUS	Fort Lauderdale Airport			Approved	View
#168592668	*Vehicle Inspection Report		11/04/2025 10:18pm EST	augusta sara	Fort Lauderdale Airport			Approved	View
#168589924	*Golf Cart/Electric Vehicle Inspection		11/04/2025 10:10pm EST	augusta sara	Fort Lauderdale Airport			Approved	View
#168579966	*Activity Log Entry		11/04/2025 06:49pm EST	Shakiya Brooks	Fort Lauderdale Airport			Approved	View
#168574633	*Vehicle Inspection Report		11/04/2025 04:41pm EST	Anthony Maszak	Fort Lauderdale Airport			Approved	View

Smart Tours: Vision 2.0 gathers officer captured security program information and relevant recorded information on items important to you, such as unlocked doors, slip and fall hazards, and public safety concerns. Officers have instant access to their post orders. In the event they discover an unexpected issue, our officers can provide you with any requested data at multiple points across the airport, e.g., burned out light, required doors secured, etc. This means instant communication is provided to supervisors, managers, maintenance, or others who need to be informed about a particular event. If more detail is needed, a full report can be viewed on your client access portal in WeConnect.

In real-world practicality, such capabilities assure performance standards and completed tasks are quickly verifiable; further deterring complacency and preventing means of possible dereliction.

Print (PDF) Edit

Global Elite Group
 825 East Gate Blvd. Suite 301
 Suite 301
 Garden City New York 11530
 United States of America (the)

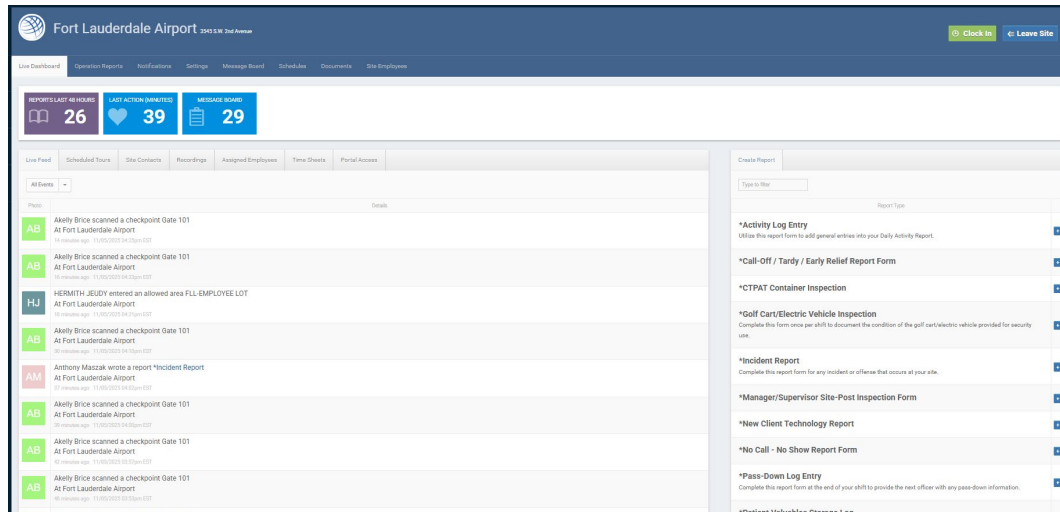
Fort Lauderdale Airport
 3545 S.W. 2nd Avenue
 Ft. Lauderdale-Florida 33315
 United States of America (the)



*Incident Report	
Report #	168570683
Report Date	11/04/2025
Report Time	02:59pm EST
Created By Name	Anthony Maszak
Created By Job Title	Security Supervisor
Position	Supervisor Lt
Client	Fort Lauderdale Airport

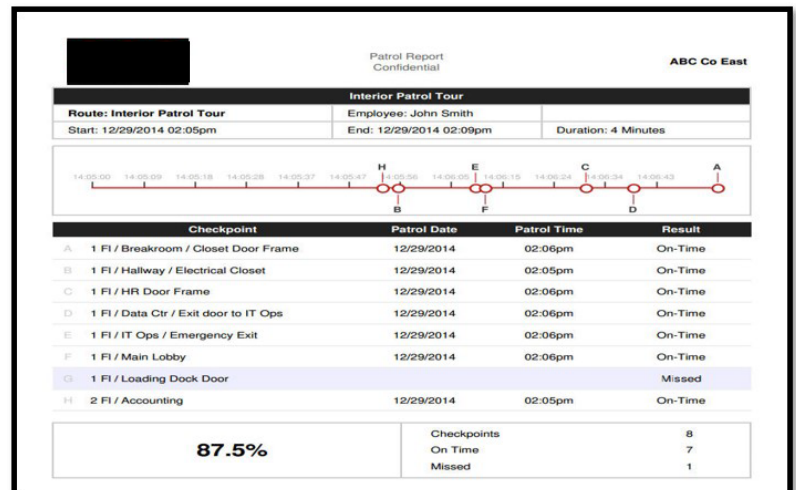
Information	
Incident Type	Access Control - Other
Other Incident Type:	
Date	11/04/2025
Time	02:59pm EST
Incident Location (area, apt number, et cetera)	Gate 100
Which Supervisor was Notified	A.Maszak
Which Property Manager was Notified	BCAD Moore
Police Involved	No
EMS Involved	No
Fire Involved	No
Arrest Made	No
Narrative	On Tuesday November 04, 2025 while assigned as gate 100 supervisor at approximately 1425 hours a vendor with a small tag approached the inbound gate of gate 100 and requested to exit as he was going to BCAD MX area stating it was approved. I contacted BCAD security Moore and advised of the situation who authorized the tag to exit via gate 100. BCAD Moore also advised I could notify all other supervisor that vehicle's that do not have a tag and can not drive on the main streets can exit gate 100. Duty Manager Chavez notified.
Officer's Signature	

GPS and Asset Tracking: GPS tracking for officer location, device tracking, GEO-fencing and incident location reporting verifies officer location and tour completion. Using the **Asset Tracking** feature officers and your assets such as fire extinguishers are easily tracked, and safety compliance is made easier.



Post Orders: Paper post orders are often difficult to update and manage. A dynamic security environment requires procedure updates and changes that are clear and immediate. Via Vision 2.0, updates to post orders are fast and easy. Most importantly, the post orders are readily available on the hand-held device. New and **time sensitive information** can be pushed in real time to users at their posts; updated Stop Lists, new Security Directives, security bulletins, contingency plans, etc.

Daily Activity Reports: Complacency and avoidance can be reduced since officers document their daily shift activities electronically, scheduled tasks, tour completion & incident reports are automatically entered as a line item in an active DAR. These are accessible by site leadership and BCAD designees.

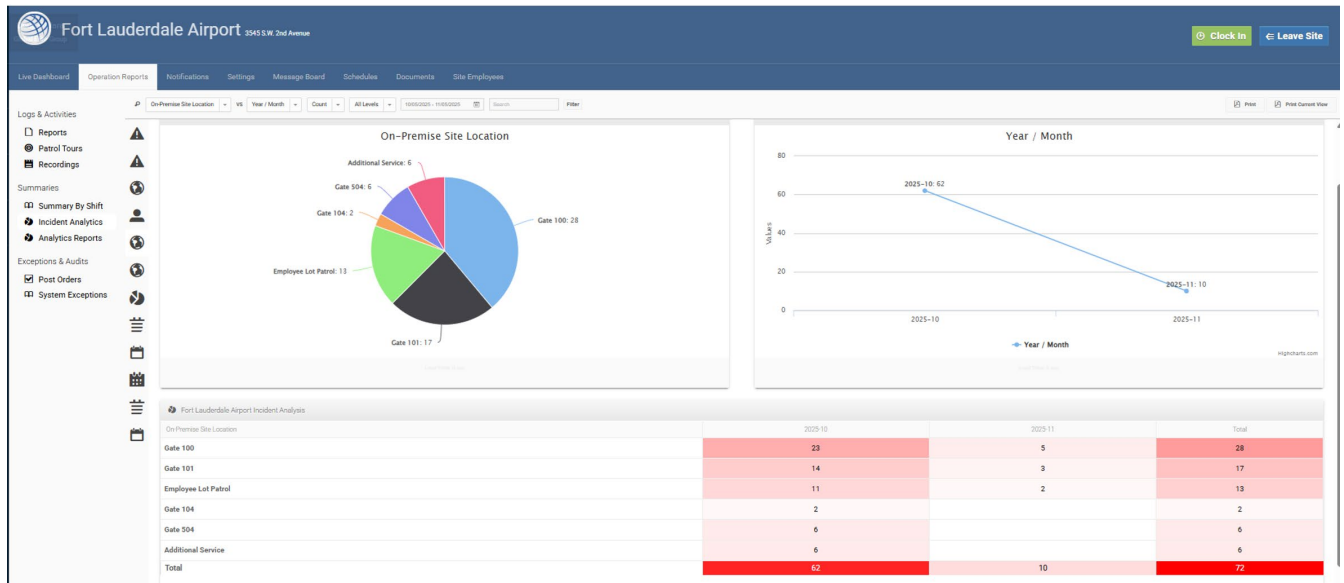


Incident Management and Alerting:

With Vision 2.0, incident management is automated and easy to process. Incidents are captured while on tour (aviation security officer) or while at the PC (account/site manager). Representative examples include:

- (1) Site management and officers can send instantaneous communications to users; to include disseminating updated Stop Lists, short notice security procedures, or updated program information for immediate action.
- (2) Using the phone, officers can take pictures or videos of incidents,
- (3) Officers are prompted with pre- established questions,

- (4) Incident Reports are automatically formatted, notifications of incident are sent to manager and whoever is desired,
- (5) Vision 2.0 gives Global and BCAD quantitative metrics for informed decision making to adjust the security program.



Key Benefits of Vision 2.0:

Incident and exception alerts via mobile texts and/or email	Customized smart-tours and multi-site deployment
Electronic incident and daily activity reporting in real-time	An efficient, user-friendly interface
GPS – officer location, device tracking, geo-fencing, and incident location reporting	24/7 client access to reports, images, Key Performance Indicators (KPIs) and critical information
Asset Tracking – for inventory and safety compliance	Encrypted and secure information
Consistent performance of aviation security officers using uniform procedures. Step-by-step guidance resulting in fewer mistakes, therefore reducing liability	A metric building engine that allows you and your district manager to analyze trends and develop proactive procedures based on real data

Your Security Management Team may easily obtain historical data for comparative or informational purposes. Vision 2.0 will provide you with cutting-edge technology and industry leading 24/7 support to enhance your existing security program. With its dynamic and immediate reporting, you can always stay up to date with the security of your operations. All information captured within Vision is then collated by automated workflows and is presented through management information dashboards and reports within our Client Portal. Vision is a **tested and proven** QATT technology – not an unproven product. It is deployed at **>1,500 sites** across the U.S., **>65,000 patrols** are reported through Vision per day across the U.S., and Vision is **deployed to >5,000 devices** across the U.S.

WeConnect (Client Portal) improves the efficiency of the program and enhance the performance of the team. No paper logbooks or handwritten reports are required. Everything is recorded & available online. Through WeConnect, you can have full visibility and control over your security program. WeConnect is your window to view your site's security, at any time 24/7. This powerful tool allows your Security designee(s) easy access to client related data.

- **People:** Schedule visibility: see at a glance the officers who are scheduled to be on duty.
- **Procedures:** Real-time access to post orders, incident tracking, tour information and more.
- **Tools:** Remote access to the technology utilized at your site.
- **Training:** Monitor officer training details and progress.
- **Feedback:** Monitor ongoing performance against Service Plan goals and defined KPIs.

The WeConnect portal is BCAD's direct link to this network. It is web-based and accessible through any internet connection, the features, and tools to help stay on top of what's happening in the concourse or even outside the airport, allowing us to monitor and protect the airport, employees, and travelers day and night.

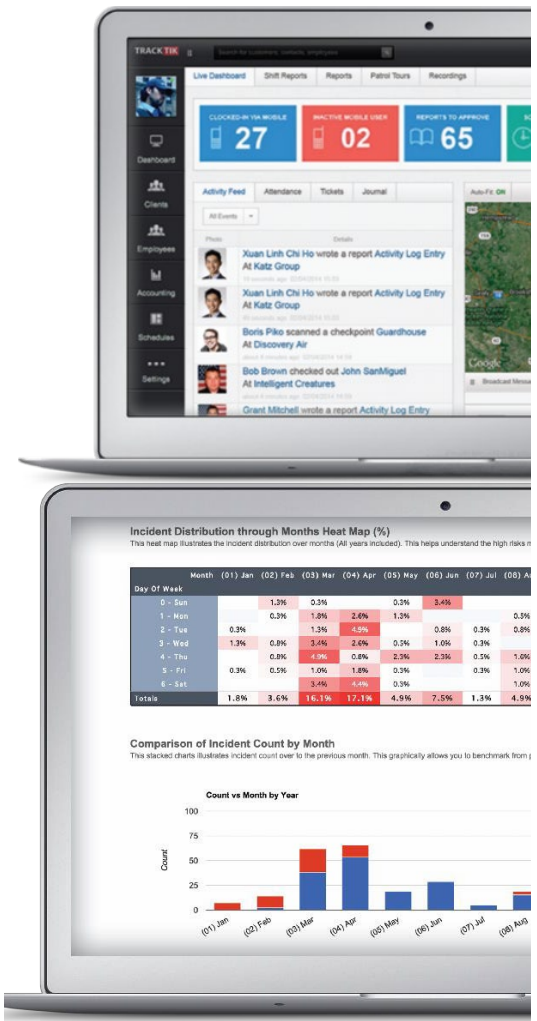
Key features include **Dynamic Reporting:** Data collection, analysis, trends, and metrics capabilities enable us to evaluate and offer data-driven recommendations to improve security efficiencies or protocols. Global can mitigate program risks through incident analysis, analyze data to identify trends, patterns, and potential vulnerabilities, and monitor ongoing performance against defined KPIs.

Vision: This site security management tool provides helpful reports such as exception status, incident status, and daily activities. Electronic searchable records support outreach, analysis, and optimization.

Procedures: Global can modify post orders & tours, review activity and incident reports, and get alerts in real time, enabling us to better manage procedures for any location.

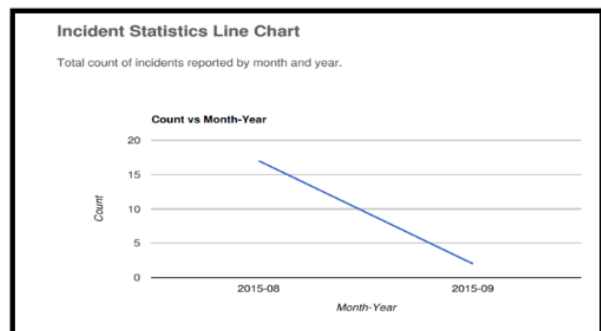
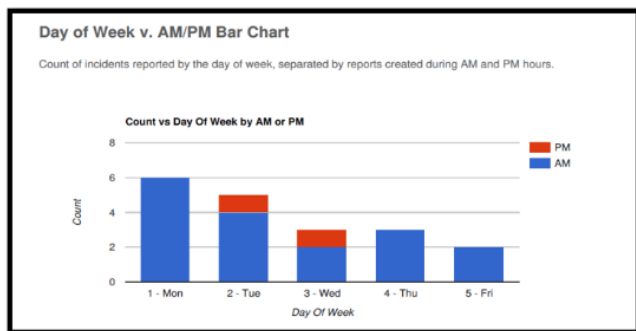
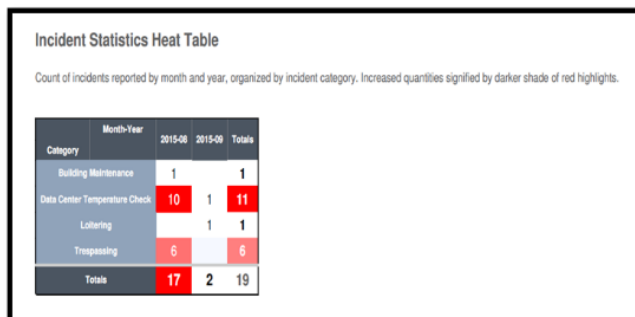
More importantly, **verification** of receipt of updated post orders, tours, procedures, program communications, etc. can be configured to **require each officer's acknowledgement and acceptance** at the time the changes are pushed to users.

WeConnect is the gateway to key information for improved management of our operations. Upon coordination with the BCAD and customized reporting configuration and testing, our management



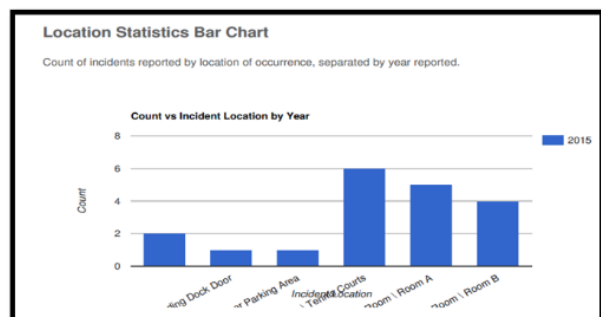
team and you may have **24/7, web-based reporting and accessibility to searchable program data, files, and documents.** Upon request and coordination, assuming it is lawfully permissible to export and excluding applicable Personally Identifiable Information (PII) or Personal Health Information (PHI), other system’s program data may be made available too (e.g., FRS, Paycom, etc.). This can include, but not be limited to:

- (a) Daily and weekly shift schedules.
- (b) Employee training records.
- (c) Generate and review daily activity reports, incident reports and shift logs.
- (d) Automated timekeeping and personnel check in and check out.
- (e) Use of Global Positioning System (GPS) to track and locate employees while rounding in the performance of assignments.
- (f) Accessibility to documents such as Post Orders, Stop Lists, security bulletins, contingency plans, procedures, other essential program documents, etc.
- (g) Taking pictures, record video, save, view, and send.
- (h) Ability for a user within the local network to distribute, send and receive information, instructions, and procedures to all users simultaneously, including verification features.
- (i) Additional program data & reports upon request and system configuration.

Incident Statistics Heat Table
Count of incidents reported by month and year, organized by incident category. Increased quantities signified by darker shade of red highlights.

Category	Month-Year		Totals
	2015-08	2015-09	
Building Maintenance	1	0	1
Data Center Temperature Check	10	1	11
Littering	1	0	1
Trespassing	6	0	6
Totals	17	2	19



Airports are rapidly changing and dynamic environments (e.g., threats, emergencies, pandemics, altercations, extreme weather events, slips/falls, etc.) and having access to real-time information and data-driven decision-making will help drive optimized performance in critical times. The BCAD can have 24/7/365 access to real time program data, rounding activity and incident status reports. You can access practical information to objectively monitor our performance. This is another pillar of trust.

Through selective deployment our current technology offering, and optional, additional future offerings other airports have been able to bring significant and notable benefits to security operations.

We are ready, willing, and able to collaborate on future integrated security solutions at FLL to help further reduce risks and improve transparency and efficiencies.

iv. Equipment and Uniforms

Global will provide uniforms to supervisors and guards compliant with the Broward County Board's standards. We can tailor the type and "look" of the uniform used at each position to correspond with FLL's objectives and preferences (and not be confused with the Airport Police Department), ranging from classic security black pants, black shoes, black belt, and blue or white shirts, or a smarter business attire, if preferred. These are representative sample photos of uniforms. Additional samples can be provided on request. Similar uniforms with unique arm patches (pending Broward County Board approval) will be provided by all Global partners.



Supervisors will be provided cell phones for instant communication. Our offering includes wands, radios, *Vision 2.0* devices, PPE, and a minimum of four (4) vehicles for FLL and one (1) vehicle for HWO. Premium written maintenance plans are included for all vehicles. We will provide a cell phone and laptop computers to the site management teammates. All duty supervisors and officers on duty will be equipped with smart phones running our proprietary *Vision 2.0* electronic touring and reporting solution.

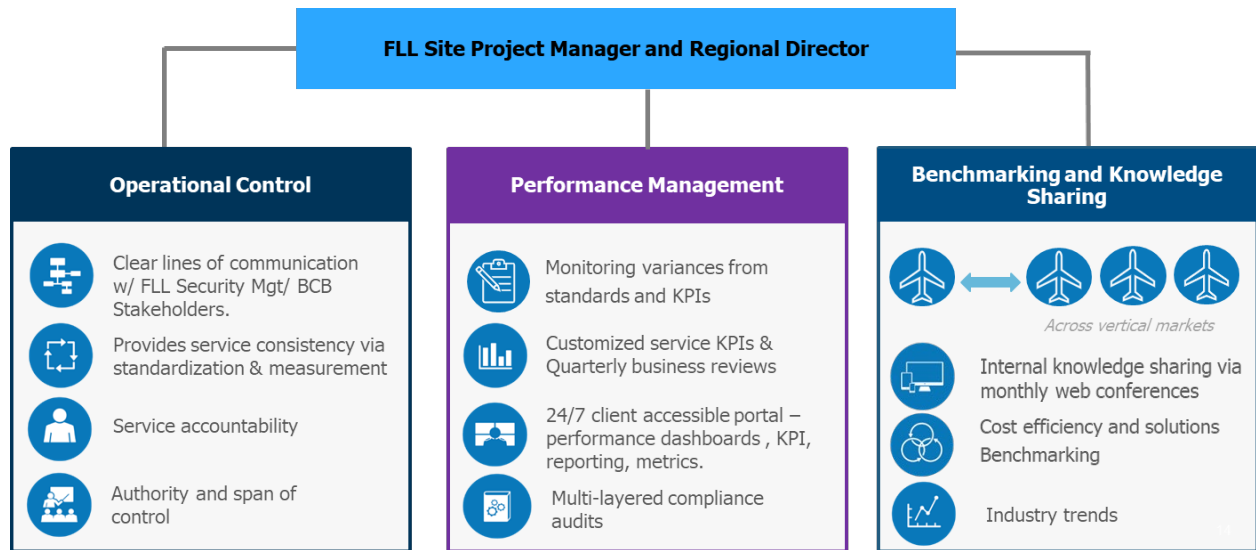
v. Service Excellence Program

Global has integrated its service quality philosophy into commitments that are clearly defined and expressly communicated. Global stands alone within the security industry for putting mechanisms in place that drive behavior and results. Global will enhance the warm and welcoming nature of the FLL experience.

Global understands when it comes to customer experiences and is excited to continue to bring our customer-centric values to FLL, if selected. We understand that we can play a role each day to **help improve the experiences of everyone at the airport**, that we need to create a pleasant environment and make passengers/airport employees feel welcome.

At FLL, the Project Manager will be designated as our Customer Service Representative (CSR). Security services that meet or exceed standards and quality customer service are non-negotiable company principles; moreover, customer services will be a key element of the annual performance review of all aviation security personnel at FLL. Global will train all employees on the balance of security duties along with a positive interaction of the customer service experience. Global’s Regional Director who will be available for local leadership and a resource for the Site Project Manager at FLL. This will enhance our goals and tenants of responsive, reliable, and responsible security providers.

Proposed Service Management Approach



If acceptable to you, we will continue full life-cycle Security Service Management following these representative, top-level, security operations account management models. The Global organizational operating model for FLL ensures flat management structure, clear line of sight for management, ownership, and empowerment, leveraged economies of scale with support services, reduced span of control for responsiveness, and multiple layers of quality control/audit for compliance and consistency are at no additional cost (actual number of supervisors per shift detailed in the Staffing Plan).

Proposed Account Governance Framework: Global would offer the following notional governance framework for this account, subject to further collaboration and agreement with the FLL Management Broward County Board in the account transition and services initiation. If there is a more preferred business cadence, we can adjust to serve your needs better.

Our aviation training, systems, plans, and compliance have been scrutinized rigorously by external auditors and they have been assessed to be effective. We exist to earn the trust of every client every day of the partnership. Our offering complies with all applicable rules, regulations, and RFP requirements.

vi. Safety Plan

Health & Safety Policy – We commit to protecting the health & safety of our Personnel and Clients. We are responsible for ensuring the health and safety of all personnel as well as the health & safety of others, when present at Global and Client Sites.

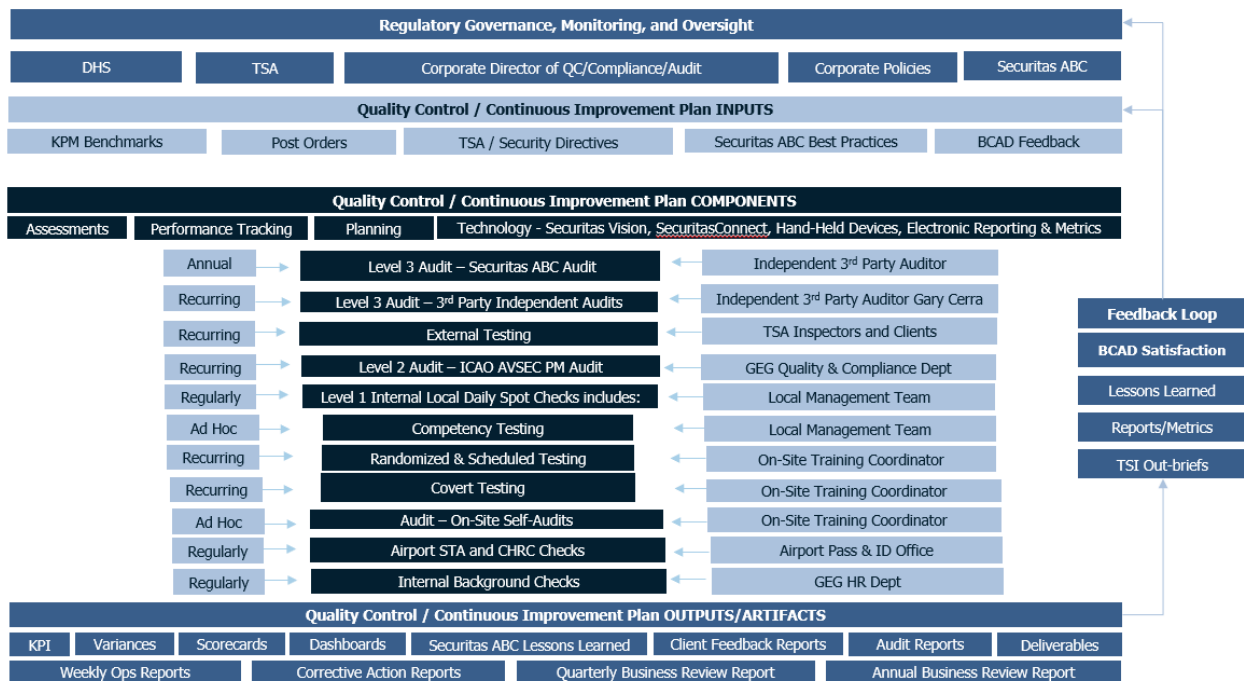
Health and Safety Committee – Global has established a Safety Committee led by **Mr. Robert Furman**. The Safety Committee meets monthly to review any incidents, update of policies and plan/develop Safety improvements, including any corrective or preventative measures. The committee provides a forum to discuss safety issues that are specific to that site or deployment type.

Risk Assessments - Our Quality Assurance Department is tasked with Health and Safety Assessments and conducts regular audits and Risk Assessments. Airport-specific metrics show most accidents at airports fall into the ‘slip, trips and falls’ category. We proactively make our teams aware and focus on mitigating those and other risks; reducing injuries to our team and helps make Terminal 5 a safer place for all.

vii. Quality Control and Continuous Improvement Program

Our Quality Control Plan and Continuous Improvement Program has been extensively evaluated, audited, and assessed. All company quality control, auditing, and continuous improvement are led by Global’s SVP Performance and Regulatory Compliance (**Mr. Douglas O’Mara**), a certified ICAO AVSEC Professional Manager, and AAEA Airport Certified Employee (ACE) for Security. The relationships between his (1) corporate QC, audit, and compliance teams, (2) independent auditors, and (3) site management being inspected is highlighted in our Organization Chart.

Quality Control / Continuous Improvement Approach



To ensure the highest quality of service excellence, the diligence of our security team, and continuous improvement for our clients, Global implements a robust Quality Assurance Program tailored for BCAD

at FLL. The Quality Control Program will be tailored to BCAD to ensure compliance with RFP, your specific Post Orders, 49 CFR 1542 regulations, and your Airport Security Program (ASP).

This will include technical, service and **compliance driven reviews in layers of critical areas** based on our collective learning on other accounts. Secondly, for BCAD we provide **layers of combined internal and external audit**, including two (2) independent quality control audits by industry recognized **AVSEC Subject Matter Expert, Gary Cerra**, and the Securitas Aviation Business Centre (ABC) in Brussels, Belgium – with a collective knowledge base of performing aviation audits in more than 220 airports around the globe. Just as a comprehensive airport security plan has layers of security, our Quality Assurance Program has multiple internal and external layers of audit. The **results** of the findings in these independent audits that measure variances from the applicable standards, suggested corrective & preventative actions, and best practices for consideration will be shared with BCAD at no additional expense. More details are provided below in sub-section #6.

Quality service and excellence is that important to Global. These multiple, detailed layers of Quality Control provide feedback loops for continuous improvement. DHS audits of our evidence has found our practices to be effective. If security is worth doing, it's worth measuring and worth monitoring from every possible vector.

Every new hire is explained the crucial importance of quality services, our expectations, and that their performance will be tested (including covertly). Global's Quality Assurance Program is tailored to each contract to ensure compliance with the specific Statement of Work, the Post Orders, 49 CFR 1542 regulations, and the Airport Security Program (ASP).

Global will maintain a continuous monthly training program designed to promote Post Order knowledge and awareness along with reinforcing good techniques of customer service. The continuous improvement program will prioritize job knowledge not only for the officer's assigned post but include other locations and duties throughout the airport contract. Global is applying added annual quality control with its **third-party consultant** partnerships. This value add will provide FLL a comprehensive evaluation of the current processes and continual improvement initiatives to enhance officer quality and the security program, a proven effective quality control method on other Global programs.

Layers of Critical Areas for Monitoring and Review:

1. Daily Management Monitoring: The performance of all aviation security officers is monitored by line-supervisors and managers daily. This serves as the cornerstone of daily operational quality reviews. From pre-operational briefings to post-operational debriefs, the communication with the security team and addressing expectation is crucial to a successful delivery of services and regulatory compliance. The ability to quickly share information and learn from best practices is an important element of operational success. **In addition** to on-site direct oversight by line management, **all operations are monitored through our Operations Control Center in Garden City, NY**. Our state-of-the-art control center is equipped with advanced technology to monitor local airport conditions and AccuWeather SkyGuard monitoring systems. Our Operations Control staff actively monitor all operational activity and alert our airport business units together with our clients of potential activities and events that could potentially disrupt operations. Our ability to predict and respond pro-actively to disruptions ensures that service to our clients remains uninterrupted.

2. Daily Shift Reports: Global has developed a unique client reporting tool that ensures clients are current with daily operational activities and service deployment. The report format and content are created based on client specifications and is emailed to FLL as required. The data is stored in a database for future reference as required. For numerous clients, all billing is based on the shift report so that any discrepancies can be resolved immediately. Shift reports may be adapted to requirements of the County.

3. Quality Assurance Measurement Score Card: Having developed key performance indicators, we are able to monitor our performance on a month-to-month basis. This is achieved through goal setting for individual units and being able to measure performance in a meaningful manner.

For each business unit, a Performance Report card is completed monthly to measure several aspects of the management, administration, and operation of that unit. All report cards are analyzed by the Executive Management team at their monthly meeting to identify quality standards and address issues / concerns that require addressing. Similarly, the analysis also serves to recognize business units for good performance.

4. Client Feedback Reports: To ascertain whether Global is performing in accordance with the client’s specified requirements and quality standards, it is crucial that we receive regular feedback on our performance.

For this feedback to be measurable and actionable, we believe that the feedback needs to be regular and consistent.

We encourage our clients to participate in weekly meetings with the account manager or business unit manager. The purpose of the meeting is to ensure that we capture feedback to address any service issues that require attention.

Sample Performance Report Card												
	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Client Feedback												
Compliments	0	0	0	0	0	0	0	0	0	0	0	0
Complaints	0	0	0	0	0	0	0	0	0	0	0	0
Employee Turnover												
Resigned	0	0	0	0	0	0	0	0	0	0	0	0
Extended Leave	0	0	0	0	0	0	0	0	0	0	0	0
Terminated	0	0	0	0	0	0	0	0	0	0	0	0
Employee Attendance												
≤15 min late	0	0	0	0	0	0	0	0	0	0	0	0
>15 min late	0	0	0	0	0	0	0	0	0	0	0	0
Shifts uncovered	0	0	0	0	0	0	0	0	0	0	0	0
Compliance												
CBF Alarm Testing	0	0	0	0	0	0	0	0	0	0	0	0
TSA Alarm Testing	0	0	0	0	0	0	0	0	0	0	0	0
OSHA Violations	0	0	0	0	0	0	0	0	0	0	0	0
Airport BOR	0	0	0	0	0	0	0	0	0	0	0	0
Internal Audit Fail	0	0	0	0	0	0	0	0	0	0	0	0
Health & Safety												
Accidents	0	0	0	0	0	0	0	0	0	0	0	0
Injuries	0	0	0	0	0	0	0	0	0	0	0	0
Equipment												
Damage	0	0	0	0	0	0	0	0	0	0	0	0
Loss	0	0	0	0	0	0	0	0	0	0	0	0

5. Site Management Self-Audits: As part of our Quality Assurance Program, individual business units Managers are required to conduct frequent self-audits of at least 22 formally defined elements of their operation. These must be conducted on a quarterly basis per client operation at a minimum or increased frequency if required. In coordination with the Aviation Department, we propose to implement more frequent covert testing to further ensure our performance and compliance with Post Orders and to combat complacency.

The purpose of these self-audit reviews is to ensure that service to FLL is delivered in accordance with specifications and that the quality of service consistent with the highest possible standard and in accordance with the FLL Airport Security Program and 49 CFR Part 1542 regulatory requirements. The reports are submitted to HQ for review by the Training and Quality Assurance Department.

Spot Check Audits: In 2019, Global has partnered with tech company, *SafetyCulture*, to incorporate their cutting-edge technology within our quality management process. *iAuditor* is a technology-based inspection app that allows us to collect consistent data, standardize operations, send reports, identify

failed areas, and therefore get problems resolved quickly. The software provides us easy capabilities of a drag and drop template builder, which will make it easy to create customized forms to our requirement and not just accepting off the shelf forms. Essentially, it allows us to undertake Spot Checks inspection quicker and easier. Supervisors and Managers have a Spot Check app on their company cell phones to perform a targeted number of “spot check” audits within a determined period of time. Daily inspection and testing methods include the following areas of compliance:

- Post Order knowledge checks
- Professionalism (uniform and conduct)
- Technology knowledge checks
- Airport SIDA challenging testing
- Vehicle Inspection compliance: Observations and covert item penetration testing
- Advanced screening item penetration testing via WTMD, X-ray & HHMD.
- Exit lane intrusion testing
- Global has performed over **24,500 spot checks in 2024** and **over 34,600 to date in 2025** (through 11/4/2025) across the US. Each one tested a specific area of regulatory compliance.
- At **FLL** Global performed **461 spot check checks in 2024** and **1,454 spot checks to date in 2025** (through 11/4/2025).

6. Operational Audits: Operational Audits are the most comprehensive internal audits which meet and exceed standards used by regulatory authorities on multiple levels. These audits are conducted at least once per calendar year at no additional cost to BCAD but may occur as often as is necessary to ensure consistent service delivery.

These Operational audits focus specifically on the provision of service and the way Global staff provide service to BCAD. Areas of focus during these audits include but are not limited to the following: (1) proper comprehension of Aviation Security procedures and practices, (2) correct enforcement of Security Policies and protocols, (3) employee knowledge of Post Orders and duties, (4) proper responses to emergent or critical situations, (5) management understanding of service delivery milestones and measures, (6) and client satisfaction.

Two Independent Program Audits: Underscoring the importance of compliance, we will provide two (2) independent **quality control audits. Securitas Transport Aviation Service conducts independent audits of Global** through the Aviation Business Centre (ABC) located in Brussels. Dr. Bohdan Paszukow, Divisional Quality Control Manager for ABC conducts annual audits with this team ensuring compliancy measures at Global are met per regulatory and client requirements. His credentials are highlighted in our leadership bio/resume matrix.

Additionally, we will provide another on-site quality control audit. **Our additional independent 3rd party auditor will be Mr. Gary Cerra.** These audits are all be done at no additional cost to Broward County.

7. Employee Surveys: Client satisfaction is crucial to our long-term success. *For Global it is a non-negotiable business imperative.* For us to ensure our clients are satisfied it is crucial that our employees are engaged and delivering the highest quality of service possible daily. We operate from a perspective that every hour on post matters and every shift matters.

To do this, we believe that our employees must have a high degree of job satisfaction and we therefore believe that employee satisfaction will ultimately result in client satisfaction. As Global strives to deliver exceptional client and traveler experiences at each interaction we also strive to create a better employee experience for our aviation security teammates. *Every teammate matters.* Our parent company's unmatched corporate investments in Leadership development are not just to benefit our clients with more consistent results, better engagement, and memorable experiences but to also benefit each officer holding post similarly. Heavy investments in recruiting better local leaders, delivering industry leading training and coaching, and committed support from the Global home office translate to better leaders and better supervisors inevitably creating a better experience for our teammates. To measure success in assuring every teammate matters we conduct regular employee surveys to gauge satisfaction ratings in key aspects employment conditions to include Compensation, Benefits, Training, Equipment, Uniforms, and Management.

8. Regulatory Compliance: Compliance with various regulatory bodies (e.g., TSA, Federal, FAA, State, City, and Airport) is a critical component of our Quality Assurance Program. Regulatory Compliance is tracked in monthly status reports for each service agreement/location where Global operates and is adapted in accordance with the service provided where regulatory compliance applies. This objectively measured our consistency, retention, currency, and effectiveness. We are also audited by **FAA Drug & Alcohol** and the State of Florida.

Global also deploys a specialized ICAO-certified audit/inspection team to measure the quality of services provided to our clients. These audits/inspections are scheduled annually at no additional cost to BCAD. Auditor/Inspectors conduct tests and measure performance to identify any variance from 100% compliance with contractual obligations (Key Performance Indicators, etc.) and regulatory requirements (TSA, FAA, etc.). It is important to note that not all competitors transparently share the results of each site's audits/inspections with their clients. However, the results of the audits/inspections will be shared by Global with BCAD and are used to identify corrective actions, preventative actions, potential best practices for consideration, and areas for improvement.

Global takes under-performance and service deficiency matters extremely seriously. If a security finding is raised at any point throughout our internal or external quality management process, it's crucial a root cause analysis investigation is conducted to quickly fixed the issue, and more importantly, correct this event from reoccurring. Depending on the severity of the violation, Global will take several steps within the corrective action plan. The steps include (begin with minor observations for improvement):

- On the spot coaching/counseling
- Planned on the practical field retraining
- Re-enrollment with in AVSEC recurrent training
- Corrective action plan with local management and supervisors
- Formal performance counseling notice with local management and Human Resources
- Necessary disciplinary actions

We believe that “If it’s worth doing, it’s worth measuring.” As evidence, in 2019 (2020-2021 not used as it was unrepresentative of a ‘typical year’ due to substantial pandemic-related irregular operations and reduced staffing at most airports) alone we performed 14,250 Spot Checks. Each one tested a specific area of regulatory compliance (e.g., SIDA challenge check, HHMD protocol spot check, hidden item search spot check, etc.)

*From 2024 to November 4, 2025 Global was **inspected 1,187 times** by TSA, CBP, FAA, LE and Airport Authorities which resulted in a 95.28% success rate. Our training, self-testing, officers’ diligence, leadership, performance, and QC program is proven and highly effective.*

Specific elements of our Testing Plan: (1) Testing by site PM/Operations Managers (scheduled, unscheduled, random & covert), (2) knowledge and spot checks specific to regulated elements of our services (scheduled, unscheduled, random & covert), (3) effective post-specific competency testing, (4) recurrent testing, (5) remedial testing, (6) competency testing of new/updated aspects of Post Orders, (7) supporting testing by FLL inspectors (coordinated or un-coordinated), (8) drills, and (9) testing by any of the five layers of our auditing/inspections and Corporate Director of Compliance.

Corrective and preventative action plans: The Site Project Manager and Operations Managers monitor dashboards, KPIs and program reports available from *Vision 2.0*, *WeConnect*, or other company systems. Daily inspections and observations are captured and can be analyzed in real time to quickly address and rectify deficiencies. Our procedure is that corrective and preventative action plans are implemented for **statistically significant variances or deficiencies**. Then progress is tracked and reported to BCAD designees. Our plans are open to feedback from the Security Manager, but generally the **corrective and preventative action plans** start with:

- (1) measuring the variance or defining the deficiency.
- (2) substantive and iterative ‘why’ questions to determine the root causes.
- (3) seeking client feedback as to their perspectives/insights/concerns.
- (4) defining the actions items needed to effectively correct for the root causes.
- (5) tracking progress and exit criteria for closing the corrections.
- (6) implementing pre-emptive preventative actions to reduce the probability of reoccurrence.
- (7) closing the action with the client, as appropriate.

As a matter of practice, a company executive may dispatch to the site in case of a **severe deficiency** to make root cause assessments, prioritize comprehensive corrective actions, allocate resources, support the local team’s return-to-green plan, and not accept closure until the probability of reoccurrence has been successfully mitigated.

5. Past Performance

The matrix below summarizes Global’s experience of projects of similar nature, scope, and duration at Part 1542 regulated airports. The **neutral, client supplied evidence** of our satisfactory, or higher, execution and completion both on time and on budget is documented in the **Vendor Reference Verification Forms** in the Attachments section.

TSA Regulated Aviation Security Experience and Past Performance Credentials																		
TSA Regulated Experience	Global's Aviation Security Account Locations																	
	IAD	PDX	SAN	JFK	LGA	EWR	MSP	DFW	IAH	ORD	SEA	LAX	MIA	MCO	FLL	DCAB	OS	CVG
Regulated, Security Services at a Part 1542 regulated airport	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Airside Escorting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Inspect Employees for Prohibited Items Entering the	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Property/Consumer Inspections	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employee Inspections with Advanced Screening	✓	✓	✓				✓											
Employee Screening Using Wand/WTMD/ETD/X-	✓	✓	✓				✓								✓	✓		✓
Traffic Control															✓			
Patrolling Airside & Landside Areas	✓	✓	✓		✓	✓									✓	✓		✓
Security Services for Construction Projects	✓	✓	✓		✓	✓									✓	✓		✓
Security Services for Special Events & Surge/Emergencies	✓	✓	✓	✓	✓	✓				✓		✓			✓	✓		✓
Perform Airside and Landside Terminal Walkthrough Inspections	✓	✓	✓		✓											✓	✓	
Assist in Crowd Control	✓	✓	✓	✓	✓				✓			✓				✓		✓
Monitoring Exit Lane		✓	✓		✓										✓	✓		
Control Access Points to the Airfield	✓	✓	✓				✓								✓	✓		
Exterior Vehicle Gates & Inspection	✓	✓	✓												✓	✓		
Physical Search for Prohibited Items at Perimeter Gates	✓	✓	✓												✓	✓		
Badge Validation/Access Readers	✓	✓	✓		✓										✓			
Alarm Response	✓	✓	✓		✓	✓									✓	✓		✓
Staffing Access Control Points	✓	✓	✓	✓			✓								✓	✓		✓
Inspect Vehicles for VB-IED	✓	✓	✓												✓	✓		
Perimeter Patrol & Security	✓	✓	✓		✓										✓	✓		✓
Roving Patrols	✓	✓	✓		✓										✓	✓		
Security Operations Center			✓		✓	✓												
Continuous Improvement Program	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Observe/Report Insider Threats	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Multiple levels of Quality Control	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Conduct Independent QC Audits	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Recurrent Testing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

6. Workload of the Contractor

The table below provides a list of current and relevant contracts similar in scope to this contract. They were all competitive awards and Global is the prime contractor on all.

Airport Security	Start Dates
FLL	2/1/2023
SAN	8/1/2020
MWAA IAD & DCA	4/1/2025

Terminal/Facility Security	Start Dates
United Terminal C EWR	12/1/2018
Atlas Cargo CVG/ORD/LAX/MIA	6/17/2017
Delta Terminal C LGA	2/1/2024

Below is a list of airline security contracts including start of service dates and services included:

Updated Oct 2025			
Airline	Locations	Service Date	Security Services
AeroMexico	SEA	11/1/2017	Aircraft Access Control
AeroMexico	DFW	5/1/2024	Aircraft & Ramp Access Control
AeroMexico	EWR	10/27/2024	Aircraft & Ramp Access Control, Catering, Baggage Room
Air Canada	EWR, IAH	4/1/2019	Catering Security
Air Europa	JFK, MIA	6/19/2009	Aircraft Access Control, Aircraft Search, catering Security
Air France	DFW	3/31/2019	Aircraft Access Control
AF/KLM	ORD	2/1/2025	Cargo Aircraft Security
Air India	EWR, IAD, ORD, JFK	5/8/2020	Aircraft Access Control, Baggage control, Catering, aircraft search
Air New Zealand	IAH, ORD, JFK	11/23/2015	Aircraft Access Control, catering, aircraft search
ANA	IAH	6/12/2015	Aircraft Access Control, catering, aircraft search
Air Premia	EWR	5/22/2023	Aircraft Access Control, catering, aircraft search
Atlas Air Cargo	IAH, DFW,	3/1/2010-Various	Aircraft Access Control cargo flights
Atlas Air Cargo	LAX	4/12/2019	Warehouse Security
Atlas Air Cargo	MIA	8/1/2019	Warehouse Security
Atlas Air Cargo	ORD	3/1/2024	Cargo Aircraft Security, Warehouse Security
Atlas Air Cargo	CVG	6/1/2024	Atlas Facility HQ Security
Bermuda Air	LGA, EWR	10/1/2025	Aircraft Door Security
Bermuda Air	MCO	3/26/2024	Aircraft Door Security
British Airways	DFW	5/1/2024	Aircraft & Ramp Access Control
Brussels Air	IAD, JFK	4/1/2013	Aircraft Access Control, aircraft search
Caribbean Airways	JFK	7/25/2016	Aircraft Access Control, catering, aircraft search
Cathay Pacific	JFK	1/15/2017	Cargo Aircraft Security
Cathay Pacific	JFK	1/15/2017	Aircraft & Ramp Access Control, Catering Security
Cathay Pacific	DFW	4/1/2025	Catering Security
Cayman Airways	JFK/LAX	6/15/2007	Aircraft Access Control, aircraft search
La Compagnie	EWR	7/14/2014	Aircraft Access Control, catering, aircraft search
Delta Airlines	MSP	4/1/2020	Employee Screening/Facility Access
Delta Airlines	LGA - Terminal C	2/13/2024	Terminal Security
Egypt Air	IAD	6/3/2019	Aircraft Access Control, catering, aircraft search
Egypt Air	EWR	6/3/2023	Aircraft Access Control, Catering, Aircraft Search
EVA Air	DFW	10/3/2025	Aircraft Access Control, Catering Security
Emirates Airlines	BOS/IAD/JFK/LAX/MCO/MIA/DFW/EWR/IAH/ORD/SEA/IAH	10/26/2008-various	Aircraft Access Control, catering
Ethiopian Airlines	EWR, IAD, ORD, JFK	6/30/2016	Aircraft Access Control, catering, aircraft search
Etihad Airways	ORD	11/19/2018	Aircraft Access Control, catering, aircraft search sub oversight
Etihad Airways	ATL	7/2/2025	Aircraft Access Control, Catering Security.
French Bee	EWR	7/1/2021	Aircraft Access Control, Catering security, aircraft search
French Bee	MIA	11/24/2022	Aircraft Access Control, Catering security, aircraft search
Iberia Airlines	DFW	5/1/2024	Aircraft Access Control
Iceland Air	EWR/ORD	10/8/2013	Aircraft Door Access Control
Kenya Airways	JFK	10/28/2018	Aircraft Access Control, catering, aircraft search
LOT Polish	EWR	4/1/2017	Aircraft Access Control
LSG Sky Chefs	LAX	12/1/2019	Catering Facility Security
Lufthansa Cargo	MIA, IAH, DFW	7/11/2014	Cargo Aircraft Access Control
Lufthansa Psgr	MCO	6/2/2021	Aircraft Access Control
LATAM Airlines	MIA, JFK, BOS, LAX, SEA	4/1/2024	Cargo screening, warehouse, cargo aircraft, Access Control Passenger A/C.
LATAM Airlines	ATL	TBD	Aircraft Access Control, Catering Security
MAS Air Cargo	LAX	5/1/2022	Cargo Aircraft Security, ACMR
Qatar Airways	DFW	2/12/2024	Aircraft Access Control, catering, aircraft search, secondary pax screening
Philippine Airlines	JFK	7/1/2018	Aircraft Search
Philippine Airlines	SEA	10/1/2024	Aircraft Access Control, Catering Security, Baggage Room
Porter Airlines	EWR	1/15/2021	Aircraft Access Control
Royal Air Maroc	IAD	10/16/2018	Aircraft Access Control, aircraft search Catering security
Saudi Arabian	IAD, LAX	9/1/2013	Aircraft Access Control, catering, aircraft search
Singapore Air	JFK, EWR	11/15/2014	Aircraft Access Control, catering, aircraft search, Baggage Security
TAP Air Portugal	JFK	7/1/2016	Aircraft Access Control, Aircraft Search
TAP Air Portugal	IAD	9/19/2023	Aircraft & Ramp Access Control
Turkish Airlines	IAH	5/6/2019	Cargo Aircraft & Ramp Access Control
Turkish Airlines	EWR	5/21/2021	Aircraft Access Control, Catering Security, Baggage room
United Airlines	EWR	12/1/2018	Terminal Security
Virgin Atlantic	JFK, IAD, MIA, LAX, SEA, MCO, TPA	4/22/2008	Aircraft Access Control and Catering
Virgin Atlantic	JFK, TPA, IAD, LAX, MIA, MCO, BOS, SEA, ATL, LAS, SFO	2/1/2025	Catering Security Audit Program/oversight
Volaris Air	JFK, DFW, IAH	11/1/2014	Aircraft Access Control, aircraft search.

a. Approach to Managing These Projects

In the past five years we have successfully transitioned, started services, and managed several large start-up and on-going aviation programs throughout the United States. We take a systematic, **project management approach** with very comprehensive yet adaptable plans, inclusive of the comprehensive Transition and service Implementation Plan. Our Transition and Implementation Plan, including supporting reference documents, is refined, and continuously updated. Many challenges are proactively anticipated and mitigated through:

- Our risk register
- Lessons learned from >30 Global aviation account transitions and >250 Securitas aviation account transitions
- Extensive sets of tailored service implementation resources and station-specific operational procedures
- Corporate resources and assistance from the Aviation Business Centre in Brussels
- Talented and accomplished key personnel & site management
- Effective labor relations
- Good recruiting and retention communications
- A seasoned and dedicated Transition Team Project Manager with home-office support
- Feedback from our aviation clients

Although all parts are essential, **what is paramount is frequent & courageous communications** with the Aviation Department during program transitions and **flexibility**. This strong but flexible approach has resulted in successful aviation program transitions, including during an industry disruptive pandemic with quickly changing protocols and needing improvisation

b. Staffing Contingency Plan for Meeting Surge Requirement

We are committed to providing on-call or surge security support services at our U.S. airports. At FLL in particular, we have successfully deployed surge and ad hoc coverage using our “auxiliary team” created specifically for this purpose. We minimize time required to mobilize aviation security officers by implementing the following steps to provide up to 40 additional officers at FLL within 72 hours for surge support.

c. Evidence of Effectiveness: Prior Examples of Emergency Response

Unique to our offering is the ability to **mobilize and deploy** from our pool of **Special Operations (SPECOPS) aviation security officers** currently distributed nationally. Our SPECOPS officers are on-call and used for short-notice, quick deployments anywhere in the United States. They are trained to a higher standard and are firearm certified. **We have successfully deployed these teams prior at IAH** (2017 Hurricane Harvey), **EWR** (2019 Emergency repairs in Terminal C), **JFK Terminal 4** (2024 anti-Israel protests), and **SAN** (2024-2025 support with vagrants in unoccupied airport buildings)

This is in addition to the FLL-based FT/PT/Flex/Relief/On-call/Call-in aviation security officers we may assign on short notice to FLL in case of emergency. Additionally, we have **security licensed and aviation trained/SIDA-badged officers home-based at MIA** from which some could be deployed and rotated into emergency support at FLL. We understand they are not currently FLL SIDA badged but would discuss whether BCAD would facilitate expediting local SIDA badges (as permitted) or would

consider utilizing them in less sensitive supporting roles. Lastly, the **two closest Securitas Branch Offices in Ft. Lauderdale and West Palm Beach** may assist our local management team with backup administrative, HR, and leadership support for surge requirements.

We will ensure continuity of operations through these plans and deep resources. If individual Aviation Security Officers fail to report for duty or to meet demands for unexpected special duty assignments by ensuring, we constantly have available flex and reach-back in our team to meet surge demand for security services and manpower.

We and our CBE partner expect and stand readily committed for emergency demands in response to emergency situations at FLL such as hurricanes, power outages, pandemics, transportation disruptions, homeland security threats, etc.

1. Provide clear policies to all employees concerning disciplinary actions for no calls/no shows.
2. Maintain a constant hiring pipeline of officers and **maintain an overstaffed condition of ~15% flex and relief officers**, as necessary.
3. **Re-allocate on-site flex/breaker officers & certain other posts immediately** with approval of BCAD's designee(s).
4. **Unique advantage:** Mobilize from our pool of aviation security officers on other accounts already SIDA badged at FLL and MIA.
 - a. These are not just re-assigned personnel from generic security roles (e.g., grocery stores, shopping centers, movie theatres, churches, etc.) but active aviation security trained officers SIDA-badged and performing at other TSA regulated accounts in southern Florida.
5. **Unique advantage:** Mobilize Global's Fast Response SPECOPS officers home-based at various airports for emergency FLL support.
 - a. Deploy from Global's pool of **(37) SPECOPS officers home-based in Florida**.
 - i. Deploy from Global's pool of **>180 SPECOPS officers outside Florida**. SpecOps officers on-call for quick response deployment in TX/NY/VA/IL.
6. Keep lists of **voluntary recall FT officers** and lists of **'on call' & 'call in' PT officers**, including Securitas and our CBE partners.
7. Sustain Short Suspense Activation Pool of **FLL-vetted aviation officers** for mobilization, if acceptable to BCAD.
8. If approved, **rotate officers from MIA and local Securitas accounts to keep them trained, ready, and badged as appropriate**.
 - a. Sustain a Short Suspense Activation Pool of pre-vetted and pre-trained ready now local Securitas officers.
9. Lean into a **fast-to-hire/fast-to-post** contingency capability -- recruit, pre-qualify, interview, issue contingent offers, vet to the greatest extent permissible, and have a **standing cadre of candidate officers** ready for submitting for SIDA badges. Making the FLL vetted candidates eligible for call-in/on-call/part-time assignments on other Securitas accounts increases their likelihood to **remain in the fast-to-post pool & not fall out** while waiting to be activated.

7. Pricing Assumptions

- Hourly wages are based on CBA pay rates in effect Oct 1, 2026; new rates take effect on Jan 1, 2027. If start extends beyond Jan 1, 2027 we would go in with initial rate based on Jan 1, 2027 pay rates.
- Hourly wage and health care benefits are subject to change based on Broward County Living Wage adjustments and /or changes to the CBA. Final rates will be calculated based on the actual published Living Wage and Health Care Benefit adjustments and the CBA in effect.
- We have factored in current pay rates for current Level 2 and Level 3 officers for Year 1 to avoid any issues with the Union, with the intent to reduce the number of Level 2 and Level 3 officers going forward potentially by promotion to Supervisor or Duty Manager, backfilling with Level 1 officers.
- As the Living Wage is not yet published for Y2 we estimated increased pay rates by 5% in Y2.
- Per Q&A #34 to this RFP sufficient billable Relief is included in the hours provided in the RFP; we have therefore not included any additional unbillable break relief in our bill rates.
- Regular bill rates will be charged for all scheduled hours.
- Additional Services will be billed at the OT rate of 1.5x the base bill rate.
- Bill rates are based on hours provided in the RFP are actual scheduled work hours from contract start; bill rates are subject to change based on actual work hours.
- Pricing excludes any city, state or federal Sales Tax, Gross Revenue Tax, Use Tax, or any airport concession fees (if applicable).

8. Conclusion

This offering is shaped to exceed your requirements and deliver the best overall offering: (1) highly experienced, highly trained and tested professionals, (2) a stable executive team with unmatched AVSEC expertise focused on your priorities (our AVSEC-expert executive team is not a revolving door), (3) 80 hours of AVSEC-centric training in year one, (4) unbilled daily breakers for contingencies, (5) proven low turnover, (6) financial stability and deep resources, (7) reach-back capability to deliver innovative technologies from Securitas' portfolio, (8) lessons learned at >260 airports, (9) a large parent company local presence with two local Branch Officers, (10) a capability to staff surges and emergencies, and (11) committed to adjust as needed to assure your success. If desired, we look forward to a Best and Final Offer request. Additionally, if selected we would appreciate discussing a few elements of the terms and conditions of the Agreement regarding allocation of risks that we raised in the questions we submitted. They are important but negotiable.

We have read the attached sample agreement and shall execute the agreement, assuming no modifications are made without an opportunity to negotiate mutually acceptable language in good faith relative to any modifications.

Take Away

Our goal is to continue and grow our successful current partnership with BCAD. We've built a good relationship with BCAD on our current contract, and we will strive to keep your trust every day, to adjust quickly, and deliver AVSEC excellence. We never forget who we work for. It's about your success.

We've met our CBE goals on the current contract and look ahead to expanding our services at FLL with the same team. We've consistently earned positive results on external annual third-party audits conducted at FLL and received positive feedback from the BCAD team at FLL.

Powered by the most trusted and agile workforce, together with the latest intelligent technology, we will partner to offer you **aviation security made easy**, keeping you ahead of your risks so you can progress and focus on what truly matters. We're here to protect people, premises, and property. That's what we protect today. And it's how we protect tomorrow. Because we see what really matters. We see who we really help. We are eager to serve as your **security partner** and ready to transform alongside you with responsive and reliable, expert services.

Addenda

We have read and acknowledge Addendum 1 issued October 14, 2025 and Addendum 2 issued on October 28, 2025.

9. Attachments and Forms

a. Résumés of Candidates for Site Key Personnel

- Jossy Stamm – Project Manager

Jossy Stamm

Aviation Security Program Manager

Profile Dedicated and results-driven professional with over 20 years of progressive experience in aviation security operations, program management, and customer service leadership. Proven success managing complex government contracts, ensuring full compliance with TSA 49 CFR Parts 1542, 1544, and 1546, and leading high-performing teams in secure airport environments. Skilled at building collaborative relationships with airport authorities, regulatory agencies, and law enforcement while maintaining operational efficiency and compliance. Recognized for developing teams, driving performance outcomes, and maintaining the highest standards of safety and professionalism.

Education **Universidad del Sagrado Corazón**
Lima, Peru
Bachelor of Architecture

Key Skills Aviation Security Operations (49 CFR 1542/1544/1546)
Program & Contract Management
Regulatory Compliance & Auditing
Performance Metrics / KPI Management
Stakeholder Relations & Liaison (TSA, BCAD, Law Enforcement)
Team Leadership & Workforce Development
Emergency Response / Incident Command
Training Program Development & Delivery
Payroll, Scheduling & Living Wage Compliance
Documentation Control & Reporting
Project Planning & Implementation
Bilingual Communication (English / Spanish)

Experience Nov 2016-Present
Global Elite Group | Miami/Fort Lauderdale, FL
Program Manager: BCAD Contract- FLL | Feb. 2025-Present

- Lead all operations under the Broward County Aviation Department (BCAD) Access Control and Perimeter Gate Security Contract, ensuring compliance with 49 CFR Part 1542 and TSA directives.
- Direct and support a team of security supervisors and officers responsible for access control, gate management, and 24/7 operational coverage across airport facilities.
- Serve as primary liaison between BCAD, TSA, Airport Operations, and other agencies, ensuring timely communication and resolution of operational or security matters.
- Develop, implement, and monitor Key Performance Indicators (KPIs) to assess contract performance, response times, and quality control.
- Manage compliance reporting for Living Wage, insurance, and contract documentation in alignment with County requirements.
- Oversee incident investigations, access control audits, and perimeter inspections to ensure regulatory and procedural adherence.
- Lead recurring performance meetings with BCAD representatives, delivering reports, staffing updates, and corrective action plans.
- Drive a culture of safety, professionalism, and accountability, aligned with BCAD's mission for a secure and efficient airport environment.

Assistant Program Manager | Dec. 2022-Feb. 2025

- Managed operational startup and staffing plans for new aviation security contracts, onboarding over 65 new hires in 8 weeks, exceeding all project deadlines.

Josy Stamm

Aviation Security Program Manager

- Ensured compliance with TSA 49 CFR 1542 standards, airport security protocols, and company policies.
- Conducted attendance audits and performance evaluations, coordinating corrective actions with HR.
- Oversaw payroll processing, ensuring timely and accurate submissions in compliance with contract requirements.
- Collaborated with the Training and Compliance department to deliver comprehensive training programs covering both initial and recurrent requirements.
- Directed daily operational briefings to maintain alignment and communication across shifts and departments.

Account Supervisor- Emirates Account (MIA/FLL) | Nov. 2016-Dec 2022

- Managed daily security operations for Emirates Airlines, ensuring compliance with TSA 49 CFR 1544/1546 and airline-specific standards.
- Served as liaison between Global Elite Group, Emirates, Airport Authority, and law enforcement, maintaining exceptional working relationships.
- Conducted station inspections, testing, and staff performance evaluations to ensure operational excellence.
- Supported recurrent training programs and compliance audits in collaboration with the Training Department.
- Provided exceptional client support, ensuring seamless coordination and service quality for premium international passengers.

Special Operations Officer/Supervisor | Apr. 2017-Dec. 2022

- Conducted high-level security screening for private charter and VIP operations, including international travel assignments.
- Deployed to disaster relief zones (Puerto Rico, Bahamas) to assist in protection and evacuation operations.
- Supervised and coordinated field teams to maintain security standards and efficient workflow under high-pressure conditions.

2014-2016

Charles Restrepo, P.A. | Plantation, FL

Bankruptcy Specialist

- Prepared and filed Chapter 7 and 13 bankruptcy petitions, ensuring compliance with trustee and court requirements.
- Conducted client interviews, compiled documentation, and drafted response letters to objections.
- Increased department revenue by 100% within four months through process efficiency and client engagement.

2009-2020

Stamm All Services | Pompano Beach, FL

Bankruptcy Specialist

- Prepared and filed Chapter 7 and 13 bankruptcy petitions, ensuring compliance with trustee and court requirements.
- Conducted client interviews, compiled documentation, and drafted response letters to objections.
- Increased department revenue by 100% within four months through process efficiency and client engagement.

Josy Stamm

Aviation Security Program Manager

Certifications & Affiliations AAAE - Airport Member
AVSEC Certified - Advanced Aviation Security
MB 3300046 / SGL D1704713 - Aviation Operations Credentials
Toastmasters International (CTM) - Certified Communicator
Landmark Worldwide - Leadership & Coaching Program (Head Coach)

- Jorge Posada – Operations Manager

Jorge Posada

Retired Military/Aviation Security Professional

Profile Retired U.S. Army Special Forces (Green Beret) professional and proven leader with over 15 years of experience in high-stakes operations, aviation security management, and mission-critical planning. Combines combat-tested leadership with hands-on expertise in contract administration, compliance oversight, and access control operations. Adept at coordinating complex logistics, managing diverse teams, and fostering interagency collaboration across federal, state, and local entities. Brings an exceptional record of integrity, discipline, and operational excellence from elite military service to civilian program management roles in the aviation and security industries.

Education **Miami Dade College**
Miami, FL
A.A- Business Specialization

Key Skills Program & Operations Management
Aviation Security & Access Control (49 CFR 1542)
Risk Assessment & Threat Mitigation
Emergency Response & Incident Command
Leadership & Team Development
Interagency Coordination (TSA, Law Enforcement, BCAD)
Regulatory Compliance & Contract Administration
Strategic Planning & Execution
Workforce Training & Credentialing
Crisis Management & Problem Solving
Client Relations & Performance Reporting

Experience Aug. 2024-Present
Global Elite Group | Fort Lauderdale, FL

Assistant Program Manager: BCAD Contract- FLL | Feb. 2025-Present

- Support the Program Manager in oversight of the Broward County Aviation Department (BCAD) Access Control and Perimeter Gate Security Contract, ensuring compliance with 49 CFR Part 1542 and TSA directives.
- Supervise daily operations of airport perimeter gates and vehicle access control posts, maintaining secure 24/7 coverage and adherence to County standards.
- Manage a team of security officers and supervisors, overseeing scheduling, performance, and compliance with training and credentialing requirements.
- Coordinate with BCAD Security Operations, TSA, and law enforcement on incident response, investigations, and emergency operations.
- Prepare and review compliance documentation including monthly KPI summaries, payroll validation, and Living Wage reports for County submission.
- Lead shift briefings and refresher trainings to reinforce standard operating procedures and ensure operational awareness.
- Serve as acting Program Manager in the Program Manager's absence to maintain continuity of operations and client communication.

Operations Manager: BCAD Contract- FLL | Aug. 2024- Feb. 2025

- Directed all daily access control and gate security operations, ensuring 100% compliance with TSA 49 CFR 1542 and BCAD policy.
- Managed workforce scheduling, payroll accuracy, and contract staffing levels to maintain uninterrupted service delivery.

Jorge Posada

Retired Military/Aviation Security Professional

- Oversaw onboarding and SIDA badging processes in coordination with BCAD's Access Control Office and airport security authorities.
- Conducted operational audits, post inspections, and gate compliance checks to identify and correct procedural deficiencies.
- Supported training coordination for new and recurrent personnel in collaboration with the Training and Compliance Department.
- Led incident documentation, follow-up investigations, and reporting for BCAD and internal management review.
- Maintained strong client relations through participation in BCAD performance meetings and proactive communication with County stakeholders.

2002-2022

United States Army | 5th Special Forces Group (Airborne)

Special Forces Engineer Staff Sergeant (Green Beret) | May 2016-Aug. 2022

- Served on Special Forces Operational Detachment - Alpha (SFODA) 512, specializing in Unconventional Warfare, Counterterrorism, Special Reconnaissance, and Foreign Internal Defense.
- Led planning and execution of tactical missions, training operations, and long-range strategy development for specialized units.
- Represented SFODA in coordination with U.S. and foreign senior military officials, briefing high-ranking officers and embassy personnel on mission plans and outcomes.
- Participated in multinational counter-narcoterrorism operations in Uzbekistan (2016), strengthening foreign security forces' ability to interdict drug trafficking and disrupt extremist networks.
- Supported Operation Flintlock (2014) in Chad, mentoring Chadian anti-terror units in border security and regional counterinsurgency operations.
- Executed a 5-month Counterterrorism rotation (2013) supporting National Mission Units combating violent extremist organizations across North Africa.

Special Forces Engineer Staff Sergeant (Green Beret) | May 2016-Aug. 2022

- Served on Special Forces Operational Detachment - Alpha (SFODA) 512, specializing in Unconventional Warfare, Counterterrorism, Special Reconnaissance, and Foreign Internal Defense.
- Led planning and execution of tactical missions, training operations, and long-range strategy development for specialized units.
- Represented SFODA in coordination with U.S. and foreign senior military officials, briefing high-ranking officers and embassy personnel on mission plans and outcomes.
- Participated in multinational counter-narcoterrorism operations in Uzbekistan (2016), strengthening foreign security forces' ability to interdict drug trafficking and disrupt extremist networks.
- Supported Operation Flintlock (2014) in Chad, mentoring Chadian anti-terror units in border security and regional counterinsurgency operations.
- Executed a 5-month Counterterrorism rotation (2013) supporting National Mission Units combating violent extremist organizations across North Africa.

Sergeant- 1st Battalion, 75th Ranger Regiment | 2002-2016

- Led a 12-man rifle team in four combat deployments to Kandahar Province, Afghanistan in support of Operation Enduring Freedom.
- Planned and executed over 100 combat patrols, including more than 50 direct engagements with enemy forces.
- Directed the implementation of a counterinsurgency (COIN) strategy across an 8-square-mile operational zone in the Arghandab River Valley.

Jorge Posada

Retired Military/Aviation Security Professional

Military	Purple Heart
Honors	Combat Infantryman's Badge
	Expert Infantryman's Badge
	Special Forces Tab Ranger Tab Sapper Tab
	Air Assault Badge Basic & Free-Fall Parachutist Wings
	Army Commendation Medal (2 Oak Leaf Clusters)
	Afghanistan Campaign Medal (4 Campaign Stars)
	Global War on Terror Service Medal
	NATO Medal Army Service & Overseas Service Ribbons
	National Defense Service Medal

- Stanley Noel – Training Coordinator

Stanley Noel

Security Management Professional

Profile Highly skilled and results-driven security management professional with over a decade of experience in law enforcement operations, aviation security, and private protection services across domestic and international assignments. Demonstrated success in leading security operations, fugitive recovery missions, and access control programs at major transportation hubs. Adept at building effective teams, managing complex logistics, and enforcing compliance with federal, state, and county security standards, including TSA 49 CFR Part 1542. Known for strong leadership under pressure, investigative acumen, and a proactive approach to safety, risk management, and crisis response.

Education **ITT Technical Institute**
Davie, FL
A.A- Criminal Forensics

Key Skills Aviation Security & Access Control (49 CFR 1542)
Risk Assessment & Threat Mitigation
Fugitive Recovery & Tactical Operations
Emergency Response & Crisis Management
Law Enforcement Coordination
Training, Mentorship & Team Leadership
Client & Stakeholder Relations
Security Operations & Contract Oversight
Surveillance Systems & CCTV Monitoring
Physical Security & Perimeter Control
Report Writing & Compliance Documentation
Tactical Weapons & Firearms Instruction

Experience June 2024- Current
Global Elite Group | Fort Lauderdale, FL

Duty Manager: BCAD Contract- FLL | Mar. 2025-Present

- Direct daily field operations across multiple access control gates, ensuring compliance with TSA 49 CFR Part 1542 and Broward County standards.
- Oversee security teams and supervisory staff to ensure consistent enforcement of BCAD access protocols and credential verification procedures.
- Coordinate with BCAD Security Operations, TSA, Airport Operations, and law enforcement to manage real-time incidents, emergencies, and access violations.
- Conduct site inspections, validate incident and KPI reports, and ensure accuracy in operational logs and documentation.
- Mentor and develop field supervisors and officers, reinforcing professionalism, accountability, and compliance with client standards.
- Serve as on-site decision-maker during off-hours and weekends, maintaining operational integrity and immediate response capability.
- Lead shift briefings and ongoing training sessions focused on safety, access protocols, and emergency procedures.

Operations Supervisor- Level I: BCAD Contract- FLL | Jun. 2024- Mar. 2025

- Supervise shift operations across perimeter gates, vehicle access control points, and restricted airport areas, ensuring 24/7 compliance with 49 CFR Part 1542 and TSA security directives.

Stanley Noel

Security Management Professional

- Conducted daily post inspections, audits, and quality assurance checks to maintain security posture and operational consistency.
- Supported Duty Managers with workforce coordination, scheduling, and coverage adjustments to meet contractual requirements.
- Oversaw onboarding and field training of new hires, emphasizing security awareness, documentation accuracy, and emergency protocols.
- Assisted in investigations and compliance audits by preparing detailed reports and officer statements.
- Liaised with BCAD officials and Airport Operations to manage temporary access, escorts, and gate maintenance activities.

Oct. 2023- May 2024

ASG/GDI Integrated Facility Services | Greenville, SC

Security Manager

- Managed security operations across multiple client sites, ensuring consistent coverage, professional conduct, and contract compliance.
- Developed and implemented site-specific training programs, safety plans, and emergency response procedures.
- Prepared weekly payroll and coordinated staff scheduling based on client needs and operational priorities.
- Led responses to emergency situations including medical, criminal, and safety incidents, coordinating with law enforcement and emergency services as required.
- Authored detailed incident and investigative reports to support client documentation and risk assessments.

2017-2024

Florida Fugitive Recovery Services | Statewide, FL

Fugitive Recovery Agent/Training Officer

- Planned, coordinated, and executed fugitive apprehension operations across multiple Florida jurisdictions in coordination with local and federal agencies.
- Supervised and trained fugitive recovery personnel, developing tactical protocols and operational safety standards.
- Utilized advanced surveillance, intelligence-gathering, and investigative strategies to locate and apprehend fugitives.
- Prepared case files, after-action reports, and client communications in compliance with legal and contractual requirements.
- Worked with attorneys, law enforcement, and courts to ensure proper documentation and case support.

2018-2024

Broward Sheriff's Office- Guardian/Safe School Officer | Broward County, FL

Certified Guardian Officer- Charter School Security Division

- Served as Head of Security at an alternative charter school, responsible for maintaining the safety of students, staff, and visitors.
- Developed and implemented campus safety protocols, lockdown procedures, and emergency response plans.
- Conducted security assessments, monitored surveillance systems, and responded to incidents and medical emergencies.
- Trained staff and students on security awareness, emergency preparedness, and crisis communication.
- Served as a liaison between the Broward Sheriff's Department and the school community, ensuring consistent communication and cooperation.

Stanley Noel

Security Management Professional

2018-2019

Global Security Solutions | Haiti/Dominican Republic

Security Consultant

- Led international protective security operations and training programs for government and private clients in the Caribbean.
 - Supervised teams of 3-7 agents, providing tactical instruction and personal protection for high-profile clients.
 - Conducted risk assessments, developed site security plans, and implemented crisis management procedures.
 - Trained local law enforcement personnel in weapons handling, tactical movement, and close protection techniques.
 - Ensured all international operations were compliant with local laws and diplomatic protocols.
-

Certs. &
Training

Florida Class D & G Security Licenses

Florida Class K Firearms Instructor License

Certified Guardian Officer, Broward Sheriff's Department

CPR & First Aid Certification

Annual SWAT Tactical Training Participant, Broward Sheriff's Office

Specialized in hostage response, high-risk warrants, and advanced tactical coordination.

Trained in crisis leadership, teamwork, and high-pressure decision-making.

CBE Information

Infinity Protection

Adrian Ellis
321-217-6823
AELLIS@INFINITYProtection.com

PROFESSIONAL BACKGROUND

2005 – Present

President / CEO of Infinity Protection, Inc

- Running all aspects of day to day operations for success of company
- Marketing
- Contract negotiation
- Budget and Purchases
- Currently providing subcontracting services a Broward County FLL

1999 – 2004

Executive Protection and Security Consultant

- Provide threat assessment and executive protection for a multitude of clients and businesses

1999 – 2004

Executive Director of AAU

- Responsible for growth and development of Martial Arts programs through the United States
- Presented workshops for various organization throughout the United States on marketing and business one on one, retention and understanding

License and Certification

- State Certified and approved course by DBPR
- Minority Certified FMSDC
- Minority Certified Broward County
- Minority Certified City of Tampa
- Minority Certified City of Orlando
- Minority Certified State of Florida
- License Private Investigator
- License Notary Public
- License Process Server
- Board of Director for the African American Chamber of Commerce
- Member of Rotary International
- 7 time United States Champion
- 1994 World Champion
- 1980 Goodwill Games Gold Medalist



OUR TALENT



Our History

INFINITY Protection is poised to be a leader in the security industry. Quality, Trust and an endless Pursuit of Perfection are only a few reasons why our name is trusted and respected in the security business. As a full service security company, The INFINITY Group's motto of "quality has no substitute" means you will always have uncompromised service from the first meeting to INFINITY.

Our CEO has an extensive background in Traditional Japanese martial arts, as a member of the United States Team, he was the first Athlete to win seven consecutive national titles and later the World Championship. After retiring, he coached the United States Team to its first world championship.

Infinity Protection is a full service Security firm, whose primary focus are three areas Physical Security (Guard Service), Technology, Access control, CCTV, Camera and investigation (Corporate background screening and employment verification and consulting).

Our number 1 goal is to provide quality service, and build a long lasting relationship that will last for INFINITY.

Our Mission

Our Mission is to ass additional value to our clients by doing more than expected and being a source for all things security

Our Vision

Our Vision is to be our client's most valued business partner and complete extension of their positive corporate imagine

Capabilities

- Armed
- Unarmed
- Airport
- Concierge
- Healthcare
- Construction
- Access Control
- Security Camera
- Education Facility
- Corporate Training
- Security Consultant
- Private Investigation



WWW.INFINITYPROTECTION.COM

INFINITY Protection
 Ph.: 407 - 971 - 9788 Fax: 407 - 386 - 9788
 Email: INFO@INFINITYPROTECTION.COM
 Mailing: P. O. Box 5210, Winter Park, FL. 32793
 Physical: 5401 S. Kirkman Rd. #310, Orlando, FL 32819



Year Established 2004

INFINITY PROTECTION is a provider of Physical Security Services, Access Control and CCTV, Employee background screening, Private investigation, Executive Protection, and concierge service.

NAICS Codes

- 561612 Security Guard and Patrol Services
- 561611 Investigation Services
- 561621 Security Systems and Services

SIC Codes

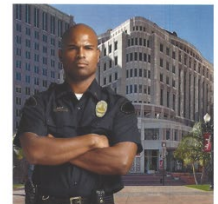
- 7381 Detective, Security Guard
- 7382 Security Systems

Accomplishments and/or Recognitions

- Supplier of the Year
- African American Chamber Eagle Award
- Featured in Orlando Business Journal
- Feature National TV Show

MBE Certifications

Certified by local state and federal Government.



DF Security

FERDINEL DAREUS
 754.281.6319
 info@dfguard.com

3500 North State Rd 7, Suite 190
 Lauderdale Lakes, FL 33319

www.DFGUARD.COM

CAPABILITY STATEMENT



DF Security LLC provides our clients with professional and courteous service, tailored to meet their security needs, while ensuring the highest level of protection, to ensure peace of mind. **We are committed to excellence and creating innovative and flexible security solutions for local, state, federal and commercial clients.** DF Security is a certified minority-owned small business, and our leadership has extensive experience leading over 150 security professionals.

We pride ourselves on our key differentiators: excellent customer service skills, close relationships with client partners, and our highly qualified team, many of whom have extensive military and police experience.

CORE COMPETENCIES

- ✓ Unarmed / Armed Security Personnel
- ✓ Roving & Vehicle Patrol
- ✓ Security Concierge / Receptionist
- ✓ Access Control / Visitor & Identity Management
- ✓ Exterior / Perimeter Patrol Officers
- ✓ Surveillance Detection & Suspicious Package Response Training
- ✓ Parking / Traffic Surveillance (Enforcement & Safety)
- ✓ Emergency / Tactical Response Teams
- ✓ Special Events Security
- ✓ Security Command Center Operations
- ✓ Operational & Safety Evaluations
- ✓ Risk Analysis & Vulnerability Assessment

SECURITY GUARD TRAINING

- ✓ D Unarmed | 42 hrs
- ✓ G Statewide Firearm | 28 hrs

DIFFERENTIATORS

- 10 Years Security Industry Experience
- Strategic Mix Of Ex-Military & Police Background Hiring Process
- Certified Security Guard Instructor
- Excellent Customer & Relationship Management Skills

COMPANY DATA

DBE CERTIFIED
 SBE & CBE Certified in Broward County; Member of the TamaracNorth Lauderdale Chamber of Commerce
 NAICS: 561612 | DUNS: 117027369 | CAGE: 8DXD8
 License: B1800265/DI1800265

PAST & CURRENT PERFORMANCES

GLOBAL SECURITY

Provide physical security to federal facilities by ensuring the protection of high security areas, property, entryways, and personnel.

CATAYU GROUP INC

Providing Armed Security service to Tapatia Supermarket by ensuring the protection to customers entering and exiting the store, patrol the entryways

LSG COMMERCIAL

One of our high value clients, with over 10 shopping plaza through the counties of miami and broward.

HOME DEPOT (FIRE WATCH)

COSTCO (FIRE WATCH)

MELROSE SHOPPING (ARMED GUARD)

PROTOS SECURITY (UNARMED SERVICE)

HILTON GROUP (UNARMED GUARD)

JARED JEWELRY STORE (ARMED GUARD)

MONTCLER (UNARMED GUARD)

ULTA (UNARMED GUARD)

Stonegate

William P. Cooper

EMPLOYMENT HISTORY

- Owner and President of Cooper Executive Protection Services, Inc. July 2012.
- Security Assistant Director, Morgan Group Hotels, Shore Club, October 2008 - March 2012.
- Bail Bondsman, Miami, FL, October 2009 - March 2012.
- Certified Private Investigator State of Florida, March 2008.
- Lowe's Home Improvement Store Clermont, FL March 2006 - March 2007.
- Corporal, Florida City Police Department, Florida City, FL, 1995 - 2005.
- Reserve Police Officer/Corrections Officer, Homestead Police Dept., 1989 - 1995.
- Customs Protection Officer and Investigations, Wackenhut Security Corp., Miami, FL, 1989 - 1995.

Education

- Miami Dade College, Vocational training Bail Bond Agent, 2009 - 2010.
- University of Phoenix, Undergraduate studies, 2008 - 2010.
- Certified, Law Enforcement Academy, Miami - Dade Community College, 1993.
- Miami - Dade College, Undergraduate studies in law enforcement, 1989.

CERTIFICATES AND LICENSES

- Licensed Law Enforcement Officer.
- Licensed Private Investigator/ Licensed Manager of Investigations and Security.
- Licensed Surety Agent/Bail Bonds Man.
- Certified Field Training Officer.
- Certified in FCIC and NCIC, Certified in Interviews and Interrogations

HONORS AND ACTIVITIES

- Florida City Police Department Citation for Life Saving efforts (2).
- Employee of the Month, Florida City Police Department.
- Employee of the Quarter, Florida City Police Department.
- Nominated, Officer of the Year, Florida City Police Department.

R. Kevin Schwartz

PROFESSIONAL EXPERIENCE

CITY OF SWEETWATER POLICE DEPARTMENT, SWEETWATER, FLORIDA

- Motor Unit Police Officer, December, 2013-present.
- Reserve Police Officer, August, 2013 - December, 2013.

FONTAINEBLEAU, MIAMI BEACH, FLORIDA

- Security Manager, March, 2012 - April, 2014.

Supervised shift of 10-15 security personnel; responsible for safety and security of the patrons, guests, premises and employees of 22 acre resort with 1500 rooms, 3 restaurants, 2 nightclubs, and 3 bars that attracted hundreds of non-hotel guests patrons each day.

MAGIC CITY CASINO, MIAMI, FLORIDA

- Assistant Security Agent in Charge, November, 2010 - February, 2012.

Maintained general orderliness of the casino floor and safety of casino patrons and staff; supervised the security staff and monitored casino premises and patrons for potential security problems; report writing, investigated incidents, removed unruly patrons, resolved disputes, and escorted personnel for cash movement.

SCUBA DIVING INSTRUCTOR/BOAT CAPTAIN, MIAMI, FLORIDA

- Self-employed, 2007-present

Able to provide captain's services to ride, run and maintain both private and commercial vessels up to 100 tons. Licensed to instruct students through all courses in scuba diving including Open Water, Advanced Open Water, Emergency First Response, Rescue Diver and Divemaster.

Education

- Basic Law Enforcement Academy.

PROFESSIONAL AFFILIATIONS/LICENSES

- Florida Concealed Weapon of Firearm License.
- Security Officer Instructor License.
- Security Officer License.
- Statewide Firearm License.
- Crowd Manager License.
- USCG 100 Ton Captain's License.
- Member of the American Professional Captains' Association Drug Consortium.
- PADI Master Scuba Diver Trainer.
- Emergency First Response Instructor & CPR/AED Certified.
- Transportation Worker Identification Credentials (TWIC).

Roy Barker

- University of North Carolina, Chapel Hill - BA Speech Communications 1991.
- Drafted fourth round to the Minnesota Vikings in 1992.
- Became a Starter 2nd year with Vikings. Played alongside Hall of fame players John Randle and Chris Doleman.
- Defense was number #1 in 1993. NFC Central Champs 92 & 94.
- Was a three year starter with Vikings before signing with the San Francisco 49ers In 1996.
- Starter with San Fran 3 years. Registering 30 sacks. NFC player of the week October 25, 1998 registering 4 sacks.
- Lead the team in sacks 1996 with 12.5.
- 1997 NFC West Champs. Made it to the NFC championship game with 12 - 4 record.
- Traded to Cleveland 1999. Inaugural comeback season.
- Finishing back with Minnesota 2000 season then retiring.
- 2001 - 2006 Starting Recon Holdings and Apollo management. A property holding corporation and Management Company.
- 2003 - 20012 Opening Florida Health Services (Durable Medical Equipment Company) that serviced Medicare patients.
- 2012 Started Stonegate Allied Services LLC. A security agency specializing in corporate, executive, patrol, construction and event protection.

b. Financial Information

We disclose audited statements on our **public website** demonstrating our financial results, responsibility, and resilience, as this is part of our **culture of transparency and sharing data with clients**. The past two (2) years of independently audited financial statements are posted online at the links below for public review at any time. Securitas elected Ernst & Young AB (EY) as the Group's audit firm, with authorized public accountant Rickard Andersson as auditor in charge, performed in compliance with International Standards on Auditing (ISA). The examination of the audit has been conducted in accordance with Federal Acquisition Regulation (FAR) auditing standard RevR 16. These annual reports include the RFP required balance sheets, statements of changes in financial positions, income statements, all footnotes, and substantially more information for your evaluation and decision making.

Please visit <https://www.securitas.com/en/investors/financial-reports-and-presentations/> to view our audited annual reports.

2024 full year audited financial reports and statements (including balance sheets and income statements):

https://www.securitas.com/globalassets/com/files/annual-reports/eng/securitas_annual-and-sustainability-report_2024.pdf

2023 full year audited financial reports and statements (including balance sheets and income statements):

https://www.securitas.com/globalassets/com/files/annual-reports/eng/securitas_ar2023_eng.pdf

Documents Uploaded to Bonfire

1. Financial Information
2. Surety/Bonding Company Letter for Payment & Performance Bond
3. Criminal History Screening Form
4. Broward County Local Business Tax Receipt
5. Certificate of Insurance and Insurance Requirements (ACORD 25 Form) - Additional \$25M Aviation Insurance Policy
6. Living Wage Ordinance Written Declaration
7. Workforce Investment Program Requirements Form
8. Lobbyist Registration Requirement Certification
9. Affiliated Entities of the Principal(s) Certification
10. Prime Contractor License and Authority to Conduct Business in Florida – Florida Business Registration
11. Domestic Partnership Act Certification
12. Vendor Reference Verification Forms
13. Volume of Previous Payments Attestation
14. CBE Goal Participation Form - Subcontractors Requirement Information Form
 - DF Security
 - Infinity Protection
 - Stonegate Allied Services Inc.
15. Bid Table – BLD2129654P1 revised
16. Digital Copy of Proposal Bond (original delivered by UPS to BCAD)
17. Location Certification Form
18. Vendor Questionnaire and Standard Certifications
19. Vendor Proposal (this document)
20. Agreement Exception Form

Security Guard Services for FL & HMO Broward County Aviation Dept		CLASSIFICATION																																																																								Hours/ Day	Days	Weekly Hours	Annual Hours per Bid sheet	Staffing Requirement FTE	PRE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Billable	Security Officer	000	0030	0100	0130	0200	0300	0330	0400	0430	0500	0530	0600	0630	0700	0730	0800	0830	0900	0930	1000	1030	1100	1130	1200	1230	1300	1330	1400	1430	1500	1530	1600	1630	1700	1730	1800	1830	1900	1930	2000	2030	2100	2130	2200	2230	2300	2330	2400	2430	2500	2530	2600	2630	2700	2730	2800	2830	2900	2930	3000	3030	3100	3130	3200	3230	3300	3330	3400	3430	3500	3530	3600	3630	3700	3730	3800	3830	3900	3930	4000	4030	4100	4130	4200	4230	4300	4330	4400	4430	4500	4530	4600	4630	4700	4730	4800	4830	4900	4930	5000	5030	5100	5130	5200	5230	5300	5330	5400	5430	5500	5530	5600	5630	5700	5730	5800	5830	5900	5930	6000	6030	6100	6130	6200	6230	6300	6330	6400	6430	6500	6530	6600	6630	6700	6730	6800	6830	6900	6930	7000	7030	7100	7130	7200	7230	7300	7330	7400	7430	7500	7530	7600	7630	7700	7730	7800	7830	7900	7930	8000	8030	8100	8130	8200	8230	8300	8330	8400	8430	8500	8530	8600	8630	8700	8730	8800	8830	8900	8930	9000	9030	9100	9130	9200	9230	9300	9330	9400	9430	9500	9530	9600	9630	9700	9730	9800	9830	9900	9930	10000	100030	100060	100090	100120	100150	100180	100210	100240	100270	100300	100330	100360	100390	100420	100450	100480	100510	100540	100570	100600	100630	100660	100690	100720	100750	100780	100810	100840	100870	100900	100930	100960	100990	101020	101050	101080	101110	101140	101170	101200	101230	101260	101290	101320	101350	101380	101410	101440	101470	101500	101530	101560	101590	101620	101650	101680	101710	101740	101770	101800	101830	101860	101890	101920	101950	101980	102010	102040	102070	102100	102130	102160	102190	102220	102250	102280	102310	102340	102370	102400	102430	102460	102490	102520	102550	102580	102610	102640	102670	102700	102730	102760	102790	102820	102850	102880	102910	102940	102970	103000	103030	103060	103090	103120	103150	103180	103210	103240	103270	103300	103330	103360	103390	103420	103450	103480	103510	103540	103570	103600	103630	103660	103690	103720	103750	103780	103810	103840	103870	103900	103930	103960	103990	104020	104050	104080	104110	104140	104170	104200	104230	104260	104290	104320	104350	104380	104410	104440	104470	104500	104530	104560	104590	104620	104650	104680	104710	104740	104770	104800	104830	104860	104890	104920	104950	104980	105010	105040	105070	105100	105130	105160	105190	105220	105250	105280	105310	105340	105370	105400	105430	105460	105490	105520	105550	105580	105610	105640	105670	105700	105730	105760	105790	105820	105850	105880	105910	105940	105970	106000	106030	106060	106090	106120	106150	106180	106210	106240	106270	106300	106330	106360	106390	106420	106450	106480	106510	106540	106570	106600	106630	106660	106690	106720	106750	106780	106810	106840	106870	106900	106930	106960	106990	107020	107050	107080	107110	107140	107170	107200	107230	107260	107290	107320	107350	107380	107410	107440	107470	107500	107530	107560	107590	107620	107650	107680	107710	107740	107770	107800	107830	107860	107890	107920	107950	107980	108010	108040	108070	108100	108130	108160	108190	108220	108250	108280	108310	108340	108370	108400	108430	108460	108490	108520	108550	108580	108610	108640	108670	108700	108730	108760	108790	108820	108850	108880	108910	108940	108970	109000	109030	109060	109090	109120	109150	109180	109210	109240	109270	109300	109330	109360	109390	109420	109450	109480	109510	109540	109570	109600	109630	109660	109690	109720	109750	109780	109810	109840	109870	109900	109930	109960	109990	110020	110050	110080	110110	110140	110170	110200	110230	110260	110290	110320	110350	110380	110410	110440	110470	110500	110530	110560	110590	110620	110650	110680	110710	110740	110770	110800	110830	110860	110890	110920	110950	110980	111010	111040	111070	111100	111130	111160	111190	111220	111250	111280	111310	111340	111370	111400	111430	111460	111490	111520	111550	111580	111610	111640	111670	111700	111730	111760	111790	111820	111850	111880	111910	111940	111970	112000	112030	112060	112090	112120	112150	112180	112210	112240	112270	112300	112330	112360	112390	112420	112450	112480	112510	112540	112570	112600	112630	112660	112690	112720	112750	112780	112810	112840	112870	112900	112930	112960	112990	113020	113050	113080	113110	113140	113170	113200	113230	113260	113290	113320	113350	113380	113410	113440	113470	113500	113530	113560	113590	113620	113650	113680	113710	113740	113770	113800	113830	113860	113890	113920	113950	113980	114010	114040	114070	114100	114130	114160	114190	114220	114250	114280	114310	114340	114370	114400	114430	114460	114490	114520	114550	114580	114610	114640	114670	114700	114730	114760	114790	114820	114850	114880	114910	114940	114970	115000	115030	115060	115090	115120	115150	115180	115210	115240	115270	115300	115330	115360	115390	115420	115450	115480	115510	115540	115570	115600	115630	115660	115690	115720	115750	115780	115810	115840	115870	115900	115930	115960	115990	116020	116050	116080	116110	116140	116170	116200	116230	116260	116290	116320	116350	116380	116410	116440	116470	116500	116530	116560	116590	116620	116650	116680	116710	116740	116770	116800	116830	116860	116890	116920	116950	116980	117010	117040	117070	117100	117130	117160	117190	117220	117250	117280	117310	117340	117370	117400	117430	117460	117490	117520	117550	117580	117610	117640	117670	117700	117730	117760	117790	117820	117850	117880	117910	117940	117970	118000	118030	118060	118090	118120	118150	118180	118210	118240	118270	118300	118330	118360	118390	118420	118450	118480	118510	118540	118570	118600	118630	118660	118690	118720	118750	118780	118810	118840	118870	118900	118930	118960	118990	119020	119050	119080	119110	119140	119170	119200	119230	119260	119290	119320	119350	119380	119410	119440	119470	119500	119530	119560	119590	119620	119650	119680	119710	119740	119770	119800	119830	119860	119890	119920	119950	119980	120010	120040	120070	120100	120130	120160	120190	120220	120250	120280	120310	120340	120370	120400	120430	120460	120490	120520	120550	120580	120610	120640	120670	120700	120730	120760	120790	120820	120850	120880	120910	120940	120970	121000	121030	121060	121090	121120	121150	121180	121210	121240	121270	121300	121330	121360	121390	121420	121450	121480	121510	121540	121570	121600	121630	121660	121690	121720	121750	121780	121810	121840	121870	121900	121930	121960	121990	122020	122050	122080	122110	122140	122170	122200	122230	122260	122290	122320	122350	122380	122410	122440	122470	122500	122530	122560	122590	122620	122650	122680	122710	122740	122770	122800	122830	122860	122890	122920	122950	122980	123010	123040	123070	123100	123130	123160	123190	123220	123250	123280	123310	123340	123370	123400	123430	123460	123490	123520	123550	123580	123610	123640	123670	123700	123730	123760	123790	123820	123850	123880	123910	123940	123970	124000	124030	124060	124090	124120	124150	124180	124210	124240	124270	124300	124330	124360	124390	124420	124450	124480	124510	124540	124570	124600	124630	124660	124690	124720	124750	124780	124810	124840	124870	124900	124930	124960	124990	125020	125050	125080	125110	125140	125170	125200	125230	125260	125290	125320	125350	125380	125410	125440	125470	125500	125530	125560	125590	125620	125650	125680	125710	125740	125770	125800	125830	125860	125890	125920	125950	125980	126010	126040	126070	126100	126130	126160	126190	126220	126250	126280	126310	126340	126370	126400	126430	126460	126490	126520	126550	126580	126610	126640	126670	126700	126730	126760	126790	126820	126850	126880	126910	126940	126970	127000	127030	127060	127090	127120	127150	127180	127210	127240	127270	127300	127330	127360	127390	127420	127450	127480	127510	127540	127570	127600	127630	127660	127690	127720	127750	127780	127810	127840	127870	127900	127930	127960	127990	128020	128050	128080	128110	128140	128170	128200</

LOBBYIST REGISTRATION REQUIREMENT CERTIFICATION

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

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

The Vendor hereby certifies that: (select one)


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

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

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

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

Vendor Name: Global Security Consulting Group, Inc

Signature: 

Printed Name: Lenny Bonventre

Title: CFO

Date: October 13, 2025

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

WILTON SIMPSON
COMMISSIONER

DIVISION OF LICENSING

07/22/25
DATE ISSUED

08/12/28
DATE OF EXPIRATION

BB1900025
LICENSE NUMBER

GLOBAL SECURITY ASSOCIATES LLC
DBA GLOBAL SECURITY CONSULTING GROUP

750 SW 34TH ST
STE 210
FORT LAUDERDALE, FL 33315

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



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

WILTON SIMPSON
COMMISSIONER

State of Florida

Department of State

I certify from the records of this office that GLOBAL SECURITY CONSULTING GROUP INC. is a New York corporation authorized to transact business in the State of Florida, qualified on December 7, 2010.

The document number of this corporation is F10000005352.

I further certify that said corporation has paid all fees due this office through December 31, 2020, that its most recent annual report/uniform business report was filed on May 22, 2020, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fourteenth day of September,
2020*



Randy R. Lee
Secretary of State

Tracking Number: 7689625255CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

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: Global Security Consulting Group, Inc.
Address: 825 East Gate Blvd, Suite 301, Garden City, New York 11530
Telephone Number: 516 393 3523
Local contact person: Dayna Kandell / SVP Human Resources
Email address: dkandell@globaleliteinc.com
Solicitation No.: BDL21296541P1
Solicitation Title: Security Guard Services for Ft. Lauderdale International Airport & North Perry Airport
Bid/Proposal Amount: Click or tap here to enter text.
County department the contract will service: Aviation
A brief description of the project or service provided: Airport Security Services
A statement of the wage level for all Covered Employees: See attached list

In accordance with the Living Wage Ordinance:

1. Vendor agrees to pay its covered employees no less than: (select one)
 - \$ 18.17 dollars per hour and are provided health care benefits during 04/01/2025-12/31/2025, valued at no less than \$ 3.86 dollars per hour.
 - \$ Click or tap here to enter amount. dollars per hour and are not provided health care benefits.
2. Vendor agrees to provide its covered employees with paid time off in the following manner: (select one)
 - Accrual Method: Covered employees earn at least one (1) hour of paid time off for every thirty (30) hours worked. Under the accrual method, each covered employee of a service contractor shall earn at least one (1) hour of paid time off for every thirty (30) hours worked, provided that nothing in this section requires that total accrued paid time off, on an annual basis, exceed forty (40) hours.
 - Lump Sum Method: Covered employees are awarded no less than forty (40) hours of paid time off at the beginning of each twelve-month period of employment, which award must occur by 90 days after the covered employee's effective date of hire.
3. Vendor agrees to provide the applicable living wage statement regarding wage rates and requirements for paid time off with the covered employee's first paycheck or direct deposit receipt, and every six (6) months thereafter.

LIVING WAGE ORDINANCE WRITTEN DECLARATION

- 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: Global Security Consulting Group, Inc.

Authorized Signature: Dayna Kandell

Printed Name: Dayna Kandell

Title: SVP Human Resources

Vendor Name: Global Security Consulting Group, Inc.

Date: Click or tap to enter a date.

Employee_Code	Employee_Name	Position_Title	Rate_1	Health Differential	Total	DOL_Status
CBM5	CAWLEY, TURKANA	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CBOA	ALDERMAN, SHAVONTA LASHAWN	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CCJL	SIMEON, WESLY	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CD9H	BOLES, JEREMIAH	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CD9X	RUPER, ESTHER	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CDHP	BURNS, AYSHA	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CDPR	OSPINA, LIGIA	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CF74	ONE, LOUINER	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CFCK	MCMICHAEL, NOAH	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CFKA	TELESFORD, SARAFINA	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CFKF	WILLIAMS, JAGAN	Security Officer Level I- FLL	\$18.17	\$3.86	\$22.03	Full Time
CB14	LECKIE, DEVIN TYRELL	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CBJQ	JEUDY, HERMITH	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CBJW	PIERRE, MAGULNA	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CBSX	CLERMONT, ALEXANDER	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CC24	LAGUERRE, GERANIE	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CCG6	SENECA, NASHNELL	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CCJK	HILL, TAHJ	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CD3K	RICARDO, ARAMIS	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CD3T	VAUGHN, ERIC	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CD9Z	ORACIUS, LUDEMIE	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CDAO	FRANCOIS, ELIE ELIE	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CDF4	SARA, AUGUSTA	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CDKJ	MCCRAY, TERRELL	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CDWQ	MARCELIN, DONALD	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CFOX	CAJETE, GABRIEL	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CF4B	SIMETON, NIYA	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CF4E	IRBY, JASMINE MONE	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CFA9	PINO III, CHARLES ISAAC	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Full Time
CFGJ	GAMALELE TIGER, RABIA ALIKANA	Security Officer Level II- FLL	\$19.17	\$3.86	\$23.03	Part Time
CBG2	CASIMIR, JEAN MARC	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CBLI	SAMSON ODESOLA, OLAJIDE ENIOLA	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CBM7	CARTER, DELORIE	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CBMO	JEAN, MALDINE NA	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CBO6	PARKER, KEVIN	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CBSJ	CLERMOND, RAYMOND	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CCOE	UGBOMOIKO, ERIC	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time

CD8W	JEAN-LOUIS, FRANTZ	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CFA7	COLEMAN, SHERRINA	Security Officer Level III-FLL	\$20.17	\$3.86	\$24.03	Full Time
CFKE	BROOKS, SHAKIYA NYOKA	Security Officer Level III- FLL	\$20.17	\$3.86	\$24.03	Part Time
CF4M	LAVAUD, BENEDICT LAVAUD	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CFDQ	WRIGHT, VASHAWNN RICHARD-BOYD	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CDZT	MONTOTO, JONATHAN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CBKT	DESRAVINES, RONY	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CFJ5	LOUIMA, RONEL	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
C716	RUIZ, ZORAIDA	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CDX4	BARKLEY, STEVEN REGINALD	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CDZY	SMITH, KEISHA	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CF0U	BROWN, HARLENE	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CFK3	STEPHENSON, STEVE ANTHONY	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CFKB	DUDLEY, CHERYL	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Full Time
CBAK	SARRAMEDA, JOSE DAMIAN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CBMN	DESAUGUSTE, WENDA	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CBZ6	SOLOMON, ANTHONIQUE	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CCB6	CURRY, MARK	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CCLL	LOUIS, MORALES	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CCOU	SHARPE, ANGOLETTA REECHLAHA	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CDK5	EZENE, RICK	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CFCO	HITCHMAN, DAVID NORMAN ROBERT	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CFK4	SMITH, VIDHAL ADRIANO	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CFOE	CAVALLI, KEVIN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CFOF	ELVIE, GARY ST JOHN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Full Time
CBS1	YOUNG, SILVAN	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CDUV	CANO, MARTA I	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CDWR	FANFAN, EVANTZ	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CF0V	BONILLA, DERCIO NMN	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CF4F	FLEUREME-PIERRE, BENLEY	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CF4H	CHARLES, ESTEVE M	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CF4I	LUKE, NIKOLAI	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFA8	HENLEY MR, CHARLES ANTONIO	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFCN	JONES, GLORIA	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFK9	THOMAS, NIKITRESS	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFKD	GONZALEZ, AMANDA T	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFKN	HENRY, CLIFFORD LIVINGSTON	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CFT7	ROBERTS, CHANDRA	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time

CDX6	PHILLIPS, FREDDIE LEE	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CFK5	MASZAK, ANTHONY L	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CFND	LEVEILLE, YVES	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CFNE	TAYLOR, TYRONN GEMARRIE	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CFQG	BAILEY, MICHAEL WARREN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CG1R	FISHER, JEFFREY STEVEN	Operations Supervisor Level I- FLL	\$21.67	\$3.86	\$25.53	Part Time
CFXH	GENSOLLEN, JOAO	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CG1E	ASIF, MUHAMMED	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time
CG3W	MAIGNAN, LESLY	Flex Officer- FLL	\$22.03	\$0.00	\$22.03	Part Time

**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.

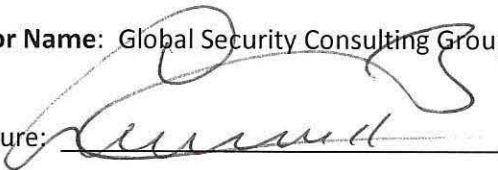
Principal's Name: Click or tap here to enter text.

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: Global Security Consulting Group, Inc.

Signature: 

Printed Name: Lenny Bonventre

Title: CFO

Date: October 13, 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: Global Security Consulting Group, Inc
2. Doing Business As/Fictitious Name (if applicable): Click or tap here to enter text.
3. Federal Employer I.D. No. (FEIN): 204648154
4. Dun and Bradstreet No.: 62-198-9677
5. Website address (if applicable): www.globaleliteinc.com
6. Principal place of business address: 825 East Gate Blvd, Suite 301 Garden City, NY 11530
7. Office location responsible for this project: 5201 Ravenwood Rd Suite 119, Ft. Lauderdale, FL 33312
8. Telephone No.: 516 414 0487 Fax No.: 516 414 0488
9. Generic e-mail for purchase orders: accounting@globaleliteinc.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) Click or tap here to enter text.
 - Sole Proprietor
 - Limited Liability Company (LLC)
 - Limited Partnership
 - General Partnership
 - Other – Specify: Click or tap here to enter text.

11. Authorized Contact(s):

Name: Victor Anderes	Name: Leonard Bonventre
Title: President & CEO	Title: EVP & CFO
E-mail: Vanderes@globaleliteinc.com	E-mail: Lbonventre@globaleliteinc.com
Telephone No.: 516 393 3533	Telephone No.: 516 393 3523

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

a) Global Elite Group, Inc	d) Douglas O'Mara
b) Victor Anderes	e) Alois Seliner
c) Leonard Bonventre	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: Global Security Consulting Group, Inc

Signature:



Printed Name: Leonard Bonventre

Title: CFO

Date: October 13, 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).

Attachment to Vendor Questionnaire and Standard Certifications Form

Response to Question #13:

13. Is your firm or any of its principles or officers currently principles or officers of another organization? If yes, specify details in an attached written response.

Yes, some of our principles are principles in our subsidiaries, but no external organizations.

- Global Elite Group, Inc.
- Global Security Associates, LLC.

WORKFORCE INVESTMENT PROGRAM REQUIREMENTS

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

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

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

E. Subcontractors: Vendor's subcontractors shall use good faith efforts to meet the First Source Referral and the Qualifying New Hires goals, in accordance with the Program. The Vendor shall include in any subcontracts a requirement that all subcontractors comply with the Program requirements. The Vendor shall be responsible for compliance by any subcontractor with the Program as it applies to their subcontract.

F. Reporting: Vendor shall maintain and make available to County upon request all records documenting Vendor's compliance and its subcontractors' compliance with the requirements of the Program, and shall submit the required reports to the Contract Administrator annually by January 31 and within thirty (30) days after the conclusion of this contract. Failure to timely comply with reporting requirements shall constitute a material breach of this contract.

G. Evaluation: The Contract Administrator will document the Vendor's compliance and good faith efforts as part of the Vendor's Performance Evaluation.

H. Failure to demonstrate good faith efforts to meet the First Source Referral and the Qualifying New Hires goal shall constitute a material breach of this contract.


WORKFORCE INVESTMENT PROGRAM CERTIFICATION

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

In accordance with the Workforce Investment Program:

Global Security Consulting Group, 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: Global Security Consulting Group, Inc.

Signature:  _____

Printed Name: Katie Artz

Title: Director, Human Resources

Date: October 13, 2025

Form Date 9/16/24

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 following summary 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:
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 4. review qualifications of CareerSource's Qualified Referrals and use good faith efforts to interview Qualified Referrals that appear to meet the required qualifications;
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 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

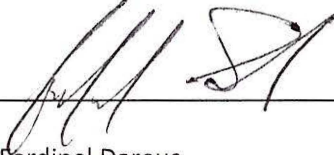
The completed form[s] should be returned with the Vendor's submittal. If not provided with the submittal, Vendor must submit the form within three business days after County's request. Vendor may be deemed nonresponsible for failure to fully comply within the stated timeframe or for not offering an affirmative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

In accordance with the Workforce Investment Program:

Global Security Consulting Group, 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: DF Security

Signature: _____

A handwritten signature in black ink, appearing to read 'Ferdinel Dareus', is written over a horizontal line.

Printed Name: Ferdinel Dareus

Title: Director Of Operations/President

Date: October 28, 2025

Form Date 9/16/24

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 first source 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 following summary 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:

Global Security Consulting Group, 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: Infinity Protection

Signature:  _____

Printed Name: Adrian Ellis

Title: President/CEO

Date: October 28, 2025

Form Date 9/16/24

WORKFORCE INVESTMENT PROGRAM REQUIREMENTS

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

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

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

E. Subcontractors: Vendor's subcontractors shall use good faith efforts to meet the First Source Referral and the Qualifying New Hires goals, in accordance with the Program. The Vendor shall include in any subcontracts a requirement that all subcontractors comply with the Program requirements. The Vendor shall be responsible for compliance by any subcontractor with the Program as it applies to their subcontract.

F. Reporting: Vendor shall maintain and make available to County upon request all records documenting Vendor's compliance and its subcontractors' compliance with the requirements of the Program, and shall submit the required reports to the Contract Administrator annually by January 31 and within thirty (30) days after the conclusion of this contract. Failure to timely comply with reporting requirements shall constitute a material breach of this contract.

G. Evaluation: The Contract Administrator will document the Vendor's compliance and good faith efforts as part of the Vendor's Performance Evaluation.

H. Failure to demonstrate good faith efforts to meet the First Source Referral and the Qualifying New Hires goal shall constitute a material breach of this contract.

WORKFORCE INVESTMENT PROGRAM CERTIFICATION

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

In accordance with the Workforce Investment Program:

Global Security Consulting Group, 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: Stonegate Allied Services

Signature:  _____

Printed Name: Roy Barker

Title: President

Date: October 28, 2025

Form Date 9/16/24

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: Global Security Consulting Group, Inc

Signature: 

Printed Name: Lenny Bonventre

Title: CFO

Date: October 13, 2025



Erin Breslin
Travelers
655 N Central Avenue
Suite 1100
Glendale CA USA 91203
1.818.409.4192
ebreslin@travelers.com

November 5, 2025

Broward County, FL
115 South Andrews Avenue, Room 212
Ft. Lauderdale, FL 33301

Re: Global Security Consulting Group, Inc.
Surety Bondability Letter
Security Guard Services for FLL and North Perry Airports RFP No.
BLD2129654P1

To Whom it May Concern:

It has been the privilege of Travelers Casualty and Surety Company of America ("Travelers") to provide surety bonds for Global Security Consulting Group, Inc., a part of Securitas Technology Corporation since 2000. During that time, they have completed numerous bonded projects for a wide variety of owners. Travelers Company enjoys the A.M. Best's Guide rating of A++ XV.

At the present time, Travelers is in a position to consider single projects up to \$25 Million, within an aggregate limit of \$75 Million. The statement of these values is neither a commitment nor a limitation of the bonding capacity of Global Security Consulting Group, Inc. It is our opinion that Global Security Consulting Group, Inc. is qualified to perform the above captioned project. At their request we will give favorable consideration to providing the required performance and/or payment bond in the amount specified in the RFP.

Please note that the decision to issue performance and payment bonds is a matter between Global Security Consulting Group, Inc. and Travelers, and will be subject to our standard underwriting at the time of the final bond request, which will include but not be limited to the acceptability of the contract documents, bond forms and financing. We assume no liability to third parties or to you if for any reason we do not execute said bonds.

If you have any questions or need any additional information, please do not hesitate to contact me.

Sincerely,

Travelers Casualty and Surety Company of America

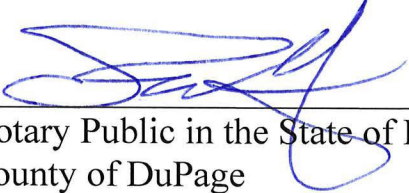
Samantha Chierici, Attorney-in-Fact

ACKNOWLEDGEMENT BY SURETY

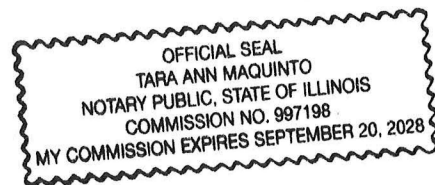
STATE OF ILLINOIS
COUNTY OF DuPage

On this 5th day of November 2025, before me, Tara Ann Maquinto, a Notary Public, within and for said County and State, personally appeared Samantha Chierici to me personally known to be the Attorney-in-Fact of and for Travelers Casualty and Surety Company of America, and acknowledged that she executed the said instrument as the free act and deed of said Company.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal, at my office in the aforesaid County, the day and year in this certificate first above written.



Notary Public in the State of Illinois
County of DuPage





**Travelers Casualty and Surety Company of America
Travelers Casualty and Surety Company
St. Paul Fire and Marine Insurance Company**

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint **Samantha Chierici** of **CHICAGO**, **Illinois**, their true and lawful Attorney(s)-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this **21st** day of **April**, **2021**.



State of Connecticut

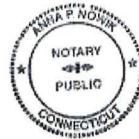
City of Hartford ss.

By: 
Robert L. Raney, Senior Vice President

On this the **21st** day of **April**, **2021**, before me personally appeared **Robert L. Raney**, who acknowledged himself to be the Senior Vice President of each of the Companies, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the **30th** day of **June**, **2026**




Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of each of the Companies, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

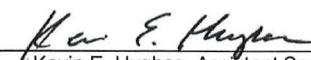
FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, **Kevin E. Hughes**, the undersigned, Assistant Secretary of each of the Companies, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this **5th** day of **November**, **2025**




Kevin E. Hughes, Assistant Secretary

**To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880.
Please refer to the above-named Attorney(s)-in-Fact and the details of the bond to which this Power of Attorney is attached.**

Responses

Global Security Consulting
Group Inc.

Success: All data is valid!

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

Year 1 Pricing

Success: All values provided	#1-1	Level 1 Officer (unarmed)	Level 1 Officer (unarmed), Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	564223	Hour	100	\$ 34.50	\$ 19,465,693.50
Success: All values provided	#1-2	Level 1 Officer (unarmed) (Overtime/Holiday)	Level 1 Officer (unarmed), Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	21859	Hour	100	\$ 51.75	\$ 1,131,203.25
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	100	\$ 39.50	\$ 803,153.50

Responses

Global Security Consulting
Group Inc.

Success: All data
is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-4	Security Operations Center Specialist (Overtime/Holiday)	Security Operations Center Specialist, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	634	Hour	100	\$ 59.25	\$ 37,564.50
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	100	\$ 40.75	\$ 2,428,170.25
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	100	\$ 61.13	\$ 135,586.34

Responses

Global Security Consulting
Group Inc.

Success: All data
is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-7	Training Coordinator	Training Coordinator, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2080	Hour	100	\$ 53.38	\$ 111,030.40
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	100	\$ 59.40	\$ 123,552.00
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	100	\$ 80.47	\$ 167,377.60

Responses

Global Security Consulting Group Inc.

Success: All data
is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-10	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	\$ 103.97	\$ 189,745.25
Basket Total								
\$ 24,593,076.59								

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	100	\$ 36.44	\$ 20,560,286.12
Success: All values provided	#2-2	Level 1 Officer (unarmed) (Overtime/Holiday)	Level 1 Officer (unarmed), Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	21859	Hour	100	\$ 54.66	\$ 1,194,812.94

Responses

**Global Security Consulting
Group Inc.**

Success: All data
is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-3	Security Operations Center Specialist	Security Operations Center Specialist, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	20333	Hour	100	\$ 41.45	\$ 842,802.85
Success: All values provided	#2-4	Security Operations Center Specialist (Overtime/Holiday)	Security Operations Center Specialist, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	634	Hour	100	\$ 62.18	\$ 39,422.12
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	100	\$ 42.70	\$ 2,544,364.90

Responses

Global Security Consulting
Group Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-6	Supervisor (Overtime/Holiday)	Supervisor, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2218	Hour	100	\$ 64.05	\$ 142,062.90
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	100	\$ 56.27	\$ 117,041.60
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	100	\$ 62.59	\$ 130,187.20

Responses

Global Security Consulting
Group Inc.

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Percentage of Price Attributed to Labor Portion of Service		Unit Price	Total Cost
						Numeric	Numeric		
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	100		\$ 84.71	\$ 176,196.80
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		\$ 103.97	\$ 189,745.25
Basket Total									\$ 25,936,922.68
Grand Total									\$ 50,529,999.27