



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

8/27/2025

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 Arthur J. Gallagher Risk Management Services, LLC 500 N. Brand Boulevard Suite 100 Glendale CA 91203 License#: 0D69293 INTSECC-05 | CONTACT NAME: Monet Rundlett PHONE (A/C, No, Ext): 818-539-1468 E-MAIL ADDRESS: monet_rundlett@ajg.com | FAX (A/C, No): 818-539-1717 | | | | | | | | | | | | | |
|---|---|------------------------------------|-------------------------------|--------|---|-------|---|-------|--|-------|---|-------|---|-------|-------------|
| | <table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Lexington Insurance Company</td> <td>19437</td> </tr> <tr> <td>INSURER B : Hartford Fire Insurance Company</td> <td>19682</td> </tr> <tr> <td>INSURER C : Sutton Specialty Insurance Company</td> <td>16848</td> </tr> <tr> <td>INSURER D : Hartford Accident and Indemnity Company</td> <td>22357</td> </tr> <tr> <td>INSURER E : Travelers Casualty and Surety Co of America</td> <td>31194</td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table> | | INSURER(S) AFFORDING COVERAGE | NAIC # | INSURER A : Lexington Insurance Company | 19437 | INSURER B : Hartford Fire Insurance Company | 19682 | INSURER C : Sutton Specialty Insurance Company | 16848 | INSURER D : Hartford Accident and Indemnity Company | 22357 | INSURER E : Travelers Casualty and Surety Co of America | 31194 | INSURER F : |
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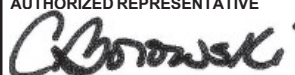
COVERAGES **CERTIFICATE NUMBER:** 1984271135 **REVISION NUMBER:**

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

| INSR LTR | TYPE OF INSURANCE | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS |
|----------|---|-----------|----------|---------------------------|-------------------------|-------------------------|---|
| A | <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> SIR: \$1M <input checked="" type="checkbox"/> Errors & Omission GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input checked="" type="checkbox"/> OTHER: Primary&Non-Cont | | | 011170825 | 9/1/2025 | 9/1/2026 | EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ INCLUDED Errors&Omission \$ 1,000,000 |
| B | <input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY <input checked="" type="checkbox"/> AL Ded \$500k | | | 72 CSE S81601 | 9/1/2025 | 9/1/2026 | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Physical Damage Ded \$ 5,000 |
| C | <input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$ | | | AESIR-298-AEFF3-ICSS-02-2 | 9/1/2025 | 9/1/2026 | EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$ |
| D | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below | Y/N N | N/A | 72 WN S81600 | 9/1/2025 | 9/1/2026 | <input checked="" type="checkbox"/> PER STATUTE <input checked="" type="checkbox"/> OTH-ER Ded \$750,000 E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000 |
| E | Crime Excess Liability | | | 107693180 | 9/1/2025 | 9/1/2026 | EACH OCCURRENCE/DED SEE BELOW \$2M/\$25K |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 1st Layer Excess Liability Sutton Specialty - \$5M xs Primary - Policy #AESIR-298-AEFF3-ICSS-02-2025
 2nd Layer Excess Liability Palomar Excess Surplus - \$3M xs \$6M - Policy #CEPXP-25-0000153-00
 3rd Layer Excess Liability Indian Harbor Ins Co - \$5M xs \$9M - Policy #SXS0069915
 4th Layer Excess Liability Quota Share Navigators Specialty Ins Co - \$5M p/o \$15M xs \$14M - Policy #AZ25EXCZ09SV4IC
 4th Layer Excess Liability Quota Share AXIS Surplus Insurance Co - \$5M p/o \$15M xs \$14M - Policy #P-001-001737519-01
 4th Layer Excess Liability Quota Share Homesite Insurance Co - \$5M p/o \$15M xs \$14M - Policy #CXS-056785-00
 5th Layer Excess Liability Lexington Insurance - \$4M xs \$29M - Policy #011170831
 6th Layer Excess Liability Westfield Specialty Ins Co - \$2.5M xs \$33M - Policy #XSL-498596W-00
 See Attached...

CERTIFICATE HOLDER **CANCELLATION**

| | |
|-------------------|--|
| Proof of Coverage | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. |
| | AUTHORIZED REPRESENTATIVE  |

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ADDITIONAL REMARKS SCHEDULE

| | | | |
|---|-----------|---|--|
| AGENCY Arthur J. Gallagher Risk Management Services, LLC | | NAMED INSURED Inter-Con Security Systems, Inc. 210 S. De Lacey Avenue Pasadena, CA 91105 | |
| 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

7th Layer Excess Liability Quota Share Lloyds of London - \$2.5M p/o \$5M xs \$35.5M - Policy #XS1167025
 7th Layer Excess Liability Quota Share United Specialty - \$2.5M p/o \$5M xs \$35.5M - Policy #DGE-XS6013625
 8th Layer Excess Liability Endurance - \$10M xs \$40.5M - Policy #ELD30044012602

SEE REMARKS SECTION FOR DESCRIPTION OF OPERATIONS (D.O.O) LANGUAGE

Named Insureds:

- 64 West Valley, LLC
- Event Venue Services, Corp.
- Ghana Security Services LLC
- Honduras Security Services LLC
- IC Benin LLC
- IC Canada LLC
- IC Colombia LLC
- IC Costa Rica LLC
- IC France LLC
- IC Guatemala LLC
- IC Guyana LLC
- IC Labs, LLC
- IC Liberia LLC
- IC Mexico LLC
- IC Mexico Properties LLC
- IC Peacemaker Defense, LLC
- IC Security Equipment Leasing LLC
- IC Sierra Leone LLC
- IC Togo LLC
- IC Tunisia LLC
- IC Venezuela LLC
- ICSS Holding Corp.
- Inter-Con Global Holdings LLC
- Inter-Con Holding, Inc.
- Inter-Con International Holdings LLC
- Inter-Con Security Academy, Inc.
- Inter-Con Security Systems, Inc.
- Inter-Con Security Systems de Honduras S. de R. L.
- Omnitempus Limitada
- Systèmes De Sécurité Inter-Con Canada Inc. Or Inter-Con Security Systems Canada Inc
- US Diplomat Protect LLC

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

COMMERCIAL AUTOMOBILE BROAD FORM ENDORSEMENT

This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE FORM

To the extent that the provisions of this endorsement provide broader benefits to the "insured" than other provisions of the Coverage Form, the provisions of this endorsement apply.

1. BROAD FORM INSURED

Paragraph .1. - WHO IS AN INSURED - of Section II - Liability Coverage is amended to add the following:

d. Subsidiaries and Newly Acquired or Formed Organizations

The Named Insured shown in the Declarations is amended to include:

- (1) Any legal business entity other than a partnership or joint venture, formed as a subsidiary in which you have an ownership interest of more than 50% on the effective date of the Coverage Form. However, the Named Insured does not include any subsidiary that is an "insured" under any other automobile policy or would be an "insured" under such a policy but for its termination or the exhaustion of its Limit of Insurance.
- (2) Any organization that is acquired or formed by you and over which you maintain majority ownership. However, the Named Insured does not include any newly formed or acquired organization:
 - (a) That is a partnership or joint venture,
 - (b) That is an "insured" under any other policy,
 - (c) That has exhausted its Limit of Insurance under any other policy, or
 - (d) 180 days or more after its acquisition or formation by you, unless you have given us notice of the acquisition or formation.

Coverage does not apply to "bodily injury" or "property damage" that results from an "accident" that occurred before you formed or acquired the organization.

e. Employees as Insureds

- (1). Any "employee" of yours while using a covered "auto" you don't own, hire or borrow in your business or your personal affairs.

f. Lessors as Insureds

- (1). The lessor of a covered "auto" while the "auto" is leased to you under a written agreement if:
 - (a) The agreement requires you to provide direct primary insurance for the lessor and
 - (b) The "auto" is leased without a driver.

Such a leased "auto" will be considered a covered "auto" you own and not a covered "auto" you hire.

g. Additional Insured if Required by Contract

- (1) When you have agreed, in a written contract or written agreement, that a person or organization be added as an additional insured on your business auto policy, such person or organization is an "insured", but only to the extent such person or organization is liable for "bodily injury" or "property damage" caused by the conduct of an "insured" under paragraphs a. or b. of Who Is An Insured with regard to the ownership, maintenance or use of a covered "auto."

The insurance afforded to any such additional insured applies only if the "bodily injury" or "property damage" occurs:

- (a) During the policy period, and
- (b) Subsequent to the execution of such written contract, and

- (c) Prior to the expiration of the period of time that the written contract requires such insurance be provided to the additional insured.

(2) How Limits Apply

If you have agreed in a written contract or written agreement that another person or organization be added as an additional insured on your policy, the most we will pay on behalf of such additional insured is the lesser of:

- (a) The limits of insurance specified in the written contract or written agreement; or
- (b) The Limits of Insurance shown in the Declarations.

Such amount shall be a part of and not in addition to Limits of Insurance shown in the Declarations and described in this Section.

(3) Additional Insureds Other Insurance

If we cover a claim or "suit" under this Coverage Part that may also be covered by other insurance available to an additional insured, such additional insured must submit such claim or "suit" to the other insurer for defense and indemnity.

However, this provision does not apply to the extent that you have agreed in a written contract or written agreement that this insurance is primary and non-contributory with the additional insured's own insurance.

(4) Duties in The Event Of Accident, Claim, Suit or Loss

If you have agreed in a written contract or written agreement that another person or organization be added as an additional insured on your policy, the additional insured shall be required to comply with the provisions in LOSS CONDITIONS 2. - DUTIES IN THE EVENT OF ACCIDENT, CLAIM , SUIT OR LOSS – OF SECTION IV – BUSINESS AUTO CONDITIONS, in the same manner as the Named Insured.

2. Primary and Non-Contributory if Required by Contract

Only with respect to insurance provided to an additional insured in A.1.g. - Additional Insured If Required by Contract, the following provisions apply:

(1) Primary Insurance When Required By Contract

This insurance is primary if you have agreed in a written contract or written agreement that this insurance be primary. If other insurance is also primary, we will share with all that other insurance by the method described in Other Insurance 5.d.

(2) Primary And Non-Contributory To Other Insurance When Required By Contract

If you have agreed in a written contract or written agreement that this insurance is primary and non-contributory with the additional insured's own insurance, this insurance is primary and we will not seek contribution from that other insurance.

Paragraphs (1) and (2) do not apply to other insurance to which the additional insured has been added as an additional insured.

When this insurance is excess, we will have no duty to defend the insured against any "suit" if any other insurer has a duty to defend the insured against that "suit". If no other insurer defends, we will undertake to do so, but we will be entitled to the insured's rights against all those other insurers.

When this insurance is excess over other insurance, we will pay only our share of the amount of the loss, if any, that exceeds the sum of:

- (1) The total amount that all such other insurance would pay for the loss in the absence of this insurance; and
- (2) The total of all deductible and self-insured amounts under all that other insurance.

We will share the remaining loss, if any, by the method described in SECTION IV- Business Auto Conditions, B. General Conditions, Other Insurance 5.d.

3. AUTOS RENTED BY EMPLOYEES

Any "auto" hired or rented by your "employee" on your behalf and at your direction will be considered an "auto" you hire.

The SECTION IV- Business Auto Conditions, B. General Conditions, 5. OTHER INSURANCE Condition is amended by adding the following:

- e. If an "employee's" personal insurance also applies on an excess basis to a covered "auto" hired or rented by your "employee" on your behalf and at your direction, this insurance will be primary to the "employee's" personal insurance.

4. AMENDED FELLOW EMPLOYEE EXCLUSION

EXCLUSION 5. - FELLOW EMPLOYEE - of SECTION II - LIABILITY COVERAGE does not apply if you have workers' compensation insurance in-force covering all of your "employees".

Coverage is excess over any other collectible insurance.

5. HIRED AUTO PHYSICAL DAMAGE COVERAGE

If hired "autos" are covered "autos" for Liability Coverage and if Comprehensive, Specified Causes of Loss, or Collision coverages are provided under this Coverage Form for any "auto" you own, then the Physical Damage Coverages provided are extended to "autos" you hire or borrow, subject to the following limit.

The most we will pay for "loss" to any hired "auto" is:

- (1) \$100,000;
- (2) The actual cash value of the damaged or stolen property at the time of the "loss"; or
- (3) The cost of repairing or replacing the damaged or stolen property,

whichever is smallest, minus a deductible. The deductible will be equal to the largest deductible applicable to any owned "auto" for that coverage. No deductible applies to "loss" caused by fire or lightning. Hired Auto Physical Damage coverage is excess over any other collectible insurance. Subject to the above limit, deductible and excess provisions, we will provide coverage equal to the broadest coverage applicable to any covered "auto" you own.

We will also cover loss of use of the hired "auto" if it results from an "accident", you are legally liable and the lessor incurs an actual financial loss, subject to a maximum of \$1000 per "accident".

This extension of coverage does not apply to any "auto" you hire or borrow from any of your "employees", partners (if you are a partnership), members (if you are a limited liability company), or members of their households.

6. PHYSICAL DAMAGE - ADDITIONAL TEMPORARY TRANSPORTATION EXPENSE COVERAGE

Paragraph A.4.a. of SECTION III - PHYSICAL DAMAGE COVERAGE is amended to provide a limit of \$50 per day and a maximum limit of \$1,000.

7. LOAN/LEASE GAP COVERAGE

Under SECTION III - PHYSICAL DAMAGE COVERAGE, in the event of a total "loss" to a covered "auto", we will pay your additional legal

obligation for any difference between the actual cash value of the "auto" at the time of the "loss" and the "outstanding balance" of the loan/lease.

"Outstanding balance" means the amount you owe on the loan/lease at the time of "loss" less any amounts representing taxes; overdue payments; penalties, interest or charges resulting from overdue payments; additional mileage charges; excess wear and tear charges; lease termination fees; security deposits not returned by the lessor; costs for extended warranties, credit life Insurance, health, accident or disability insurance purchased with the loan or lease; and carry-over balances from previous loans or leases.

8. AIRBAG COVERAGE

Under Paragraph B. EXCLUSIONS - of SECTION III - PHYSICAL DAMAGE COVERAGE, the following is added:

The exclusion relating to mechanical breakdown does not apply to the accidental discharge of an airbag.

9. ELECTRONIC EQUIPMENT - BROADENED COVERAGE

a. The exceptions to Paragraphs B.4 - EXCLUSIONS - of SECTION III - PHYSICAL DAMAGE COVERAGE are replaced by the following:

Exclusions 4.c. and 4.d. do not apply to equipment designed to be operated solely by use of the power from the "auto's" electrical system that, at the time of "loss", is:

- (1) Permanently installed in or upon the covered "auto";
- (2) Removable from a housing unit which is permanently installed in or upon the covered "auto";
- (3) An integral part of the same unit housing any electronic equipment described in Paragraphs (1) and (2) above; or
- (4) Necessary for the normal operation of the covered "auto" or the monitoring of the covered "auto's" operating system.

b. Section III, Physical Damage Coverage, Limit of Insurance, Paragraph C.2. is amended to add the following:

\$1,500 is the most we will pay for "loss" in any one "accident" to all electronic equipment (other than equipment designed solely for the reproduction of sound, and accessories used with such equipment) that reproduces, receives or transmits audio, visual or data signals which, at the time of "loss", is:

- (1) Permanently installed in or upon the covered "auto" in a housing, opening or other location that is not normally used by the "auto" manufacturer for the installation of such equipment;
- (2) Removable from a permanently installed housing unit as described in Paragraph 2.a. above or is an integral part of that equipment; or
- (3) An integral part of such equipment.

c. For each covered "auto", should loss be limited to electronic equipment only, our obligation to pay for, repair, return or replace damaged or stolen electronic equipment will be reduced by the applicable deductible shown in the Declarations, or \$250, whichever deductible is less.

10. EXTRA EXPENSE - BROADENED COVERAGE

Under Paragraph A. - COVERAGE - of SECTION III - PHYSICAL DAMAGE COVERAGE, we will pay for the expense of returning a stolen covered "auto" to you.

11. GLASS REPAIR - WAIVER OF DEDUCTIBLE

Under Paragraph D. - DEDUCTIBLE - of SECTION III - PHYSICAL DAMAGE COVERAGE, the following is added:

No deductible applies to glass damage if the glass is repaired rather than replaced.

12. TWO OR MORE DEDUCTIBLES

Under Paragraph D. - DEDUCTIBLE - of SECTION III - PHYSICAL DAMAGE COVERAGE, the following is added:

If another Hartford Financial Services Group, Inc. company policy or coverage form that is not an automobile policy or coverage form applies to the same "accident", the following applies:

- (1) If the deductible under this Business Auto Coverage Form is the smaller (or smallest) deductible, it will be waived;
- (2) If the deductible under this Business Auto Coverage Form is not the smaller (or smallest) deductible, it will be reduced by the amount of the smaller (or smallest) deductible.

13. AMENDED DUTIES IN THE EVENT OF ACCIDENT, CLAIM, SUIT OR LOSS

The requirement in LOSS CONDITIONS 2.a. - DUTIES IN THE EVENT OF ACCIDENT, CLAIM, SUIT OR LOSS - of SECTION IV - BUSINESS AUTO CONDITIONS that you must notify us of an "accident" applies only when the "accident" is known to:

- (1) You, if you are an individual;

- (2) A partner, if you are a partnership;
- (3) A member, if you are a limited liability company; or
- (4) An executive officer or insurance manager, if you are a corporation.

14. UNINTENTIONAL FAILURE TO DISCLOSE HAZARDS

If you unintentionally fail to disclose any hazards existing at the inception date of your policy, we will not deny coverage under this Coverage Form because of such failure.

15. HIRED AUTO - COVERAGE TERRITORY

SECTION IV, BUSINESS AUTO CONDITIONS, PARAGRAPH B. GENERAL CONDITIONS, 7. - POLICY PERIOD, COVERAGE TERRITORY - is added to include the following:

- (6) For short-term hired "autos", the coverage territory with respect to Liability Coverage is anywhere in the world provided that if the "insured's" responsibility to pay damages for "bodily injury" or "property damage" is determined in a "suit," the "suit" is brought in the United States of America, the territories and possessions of the United States of America, Puerto Rico or Canada or in a settlement we agree to.

16. WAIVER OF SUBROGATION

Paragraph 5. TRANSFER OF RIGHTS OF RECOVERY AGAINST OTHERS TO US - of SECTION IV - BUSINESS AUTO CONDITIONS A. Loss Conditions is amended by adding the following:

We waive any right of recovery we may have against any person or organization with whom you have a written contract that requires such waiver because of payments we make for damages under this Coverage Form.

17. RESULTANT MENTAL ANGUISH COVERAGE

The definition of "bodily injury" in SECTION V-DEFINITIONS, C. is replaced by the following:

"Bodily injury" means bodily injury, sickness or disease sustained by any person, including mental anguish or death resulting from any of these.

18. EXTENDED CANCELLATION CONDITION

Paragraph 2. of the COMMON POLICY CONDITIONS - CANCELLATION - applies except as follows:

If we cancel for any reason other than nonpayment of premium, we will mail or deliver to the first Named Insured written notice of cancellation at least 60 days before the effective date of cancellation.

19. HYBRID, ELECTRIC, OR NATURAL GAS VEHICLE PAYMENT COVERAGE

In the event of a total loss to a "non-hybrid" auto for which Comprehensive, Specified Causes of Loss, or Collision coverages are provided under this Coverage Form, then such Physical Damage Coverages are amended as follows:

- a. If the auto is replaced with a "hybrid" auto or an auto powered solely by electricity or natural gas, we will pay an additional 10%, to a maximum of \$2,500, of the "non-hybrid" auto's actual cash value or replacement cost, whichever is less,
- b. The auto must be replaced and a copy of a bill of sale or new lease agreement received by us within 60 calendar days of the date of "loss,"
- c. Regardless of the number of autos deemed a total loss, the most we will pay under this Hybrid, Electric, or Natural Gas Vehicle Payment Coverage provision for any one "loss" is \$10,000.

For the purposes of the coverage provision,

- a. A "non-hybrid" auto is defined as an auto that uses only an internal combustion engine to move the auto but does not include autos powered solely by electricity or natural gas.

- b. A "hybrid" auto is defined as an auto with an internal combustion engine and one or more electric motors; and that uses the internal combustion engine and one or more electric motors to move the auto, or the internal combustion engine to charge one or more electric motors, which move the auto.

20. VEHICLE WRAP COVERAGE

In the event of a total loss to an "auto" for which Comprehensive, Specified Causes of Loss, or Collision coverages are provided under this Coverage Form, then such Physical Damage Coverages are amended to add the following:

In addition to the actual cash value of the "auto", we will pay up to \$1,000 for vinyl vehicle wraps which are displayed on the covered "auto" at the time of total loss. Regardless of the number of autos deemed a total loss, the most we will pay under this Vehicle Wrap Coverage provision for any one "loss" is \$5,000. For purposes of this coverage provision, signs or other graphics painted or magnetically affixed to the vehicle are not considered vehicle wraps.



THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

NOTICE OF CANCELLATION TO CERTIFICATE HOLDER(S)

This policy is subject to the following additional Conditions:

If this policy is cancelled by the Company, other than for nonpayment of premium, notice of such cancellation will be provided to the certificate holder(s) with mailing addresses on file with the agent of record. Such notice will be provided within 30 days of the Company's receipt of certificate holder(s) information from the agent of record.

If notice is mailed, proof of mailing to the last known mailing address of the certificate holder(s)

on file with the agent of record will be sufficient proof of notice.

Any notification rights provided by this endorsement apply only to active certificate holder(s) who were issued a certificate of insurance applicable to this policy's term.

Failure to provide such notice to the certificate holder(s) will not amend or extend the date the cancellation becomes effective, nor will it negate cancellation of the policy. Failure to send notice shall impose no liability of any kind upon the Company or its agents or representatives.

ENDORSEMENT # 012

This endorsement, effective 12:01 AM 09/01/2025

Forms a part of policy no.: 011170825

Issued to: INTER-CON SECURITY SYSTEMS, INC

By: LEXINGTON INSURANCE COMPANY

ADDITIONAL INSURED REQUIRED BY WRITTEN CONTRACT ENDORSEMENT

This endorsement modifies insurance provided under the following:

GUARDSECURE® SECURITY RELATED GENERAL AND PROFESSIONAL LIABILITY POLICY

- A. Section II - Who Is An Insured** is amended to include any person or organization you are required to include as an additional insured on this policy by a written contract or written agreement in effect during this policy period and executed prior to the "occurrence" or "wrongful act".
- B.** The insurance provided to the above described additional insured under this endorsement is limited as follows:
- 1. COVERAGE A BODILY INJURY, PROPERTY DAMAGE AND PROFESSIONAL LIABILITY (SECTION I - COVERAGES** only.
 2. The person or organization is only an additional insured with respect to liability arising out of "your work" or your "professional services".
 3. In the event that the Limits of Insurance provided by this policy exceed the Limits of Insurance required by the written contract or written agreement, the insurance provided by this endorsement shall be limited to the Limits of Insurance required by the written contract or written agreement. This endorsement shall not increase the Limits of Insurance shown in the Declarations pertaining to the coverage provided herein.
 4. This insurance does not apply to "bodily injury", "property damage" or "professional liability" arising out of:
 - a. "Your work" or your "professional services" unless you are required to provide such coverage by written contract or written agreement and then only for the period of time required by the written contract or written agreement and in no event beyond the expiration date of the policy; or
 - b. The sole negligence of the additional insured for its own acts or omissions or those of its employees or anyone else acting on its behalf.
 5. Any coverage provided by this endorsement to an additional insured shall be excess over any other valid and collectible insurance available to the additional insured whether provided on a primary, excess, contingent or on any other basis, unless the written contract or written agreement with the additional insured specifically requires that this insurance be primary and non-contributory with any other insurance issued to the additional insured. In such case, this insurance shall be primary and non-contributory with any other insurance issued to the additional insured.

C. In accordance with the terms and conditions of the policy and as more fully explained in the policy, as soon as practicable, each additional insured must give us prompt notice of any "occurrence" or "wrongful act" which may result in a claim, forward all legal papers to us, cooperate in the defense of any actions, and otherwise comply with all of the policy's terms and conditions. Failure to comply with this provision may, at our option, result in the claim or "suit" being denied.

All other terms and conditions of the policy remain the same.



Authorized Representative

ENDORSEMENT # 013

This endorsement, effective 12:01 AM 09/01/2025

Forms a part of policy no.: 011170825

Issued to: INTER-CON SECURITY SYSTEMS, INC

By: LEXINGTON INSURANCE COMPANY

WAIVER OF SUBROGATION ENDORSEMENT

This endorsement modifies insurance provided under the following:

GUARDSECURE® SECURITY RELATED GENERAL AND PROFESSIONAL LIABILITY POLICY

Paragraph **8.** of **SECTION VI - CONDITIONS** is deleted in its entirety and replaced with the following:

8. Transfer Of Rights Of Recovery Against Others To Us

If the insured has rights to recover all or part of any payment we have made under this policy, those rights are transferred to us. The insured must do nothing after loss to impair them. At our request, the insured will bring "suit" or transfer those rights to us and help us enforce them.

However, in the event of any payment under this policy for a loss for which you have waived the right of recovery in a written contract entered into prior to the loss, we shall also waive our right of recovery. This waiver shall only apply with respect to a loss arising out of operations required of you under such written contract in which you have waived your right of recovery.

All other terms and conditions of the policy remain the same.



Authorized Representative

ENDORSEMENT # 014

This endorsement, effective 12:01 AM 09/01/2025

Forms a part of policy no.: 011170825

Issued to: INTER-CON SECURITY SYSTEMS, INC

By: LEXINGTON INSURANCE COMPANY

ADVISE OF CANCELLATION TO ENTITIES OTHER THAN THE NAMED INSURED LIMITED
TO E-MAIL NOTIFICATION

This policy is amended as follows:

In the event that the **Insurer** cancels this policy for any reason other than non payment of premium, and

1. The cancellation effective date is prior to this policy s expiration date;
2. The **First Named Insured** is under an existing contractual obligation to notify a certificate holder when this policy is canceled hereinafter, the "Certificate Holder s " ; and has provided to the **Insurer**, either directly or through its broker of record, the email address of the contact at such entity,

and the **Insurer** received this information after the **First Named Insured** receives notice of cancellation of this policy and prior to this policy s cancellation effective date, via an electronic spreadsheet that is acceptable to the **Insurer**,

the **Insurer** will provide advice of cancellation the "Advice" via e-mail to such Certificate Holders.

Proof of the **Insurer** emailing the Advice, using the information provided by the **First Named Insured**, will serve as proof that the **Insurer** has fully satisfied its obligations under this endorsement.

This endorsement does not affect, in any way, coverage provided under this policy or the cancellation of this policy or the effective date thereof, nor shall this endorsement invest any rights in any entity not insured under this policy.

The following Definitions apply to this endorsement:

1. **First Named Insured** means the Named Insured shown on the Declarations Page of this policy.
2. **Insurer** means the insurance company shown in the header on the Declarations Page of this policy.

All other terms, conditions and exclusions shall remain the same.



Authorized Representative



THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

NOTICE OF CANCELLATION TO CERTIFICATE HOLDER(S)

Policy Number: 72 WN S81600

Endorsement Number:

Effective Date: 09/01/2025 Effective hour is the same as stated on the Information Page of the policy.

Named Insured and Address:
INTER-CON SECURITY SYSTEMS INC.
210 SOUTH DE LACEY AVENUE
PASADENA, CA 91105

If this policy is cancelled by the Company, other than for non-payment of premium, notice of such cancellation will be provided to the certificate holder(s) with mailing addresses on file with the agent of record. Such notice will be provided within 30 days of the Company's receipt of certificate holder(s) information from the agent of record.

If notice is mailed, proof of mailing to the last known mailing address of the certificate holder(s) on file with the agent of record will be sufficient proof of notice.

Any notification rights provided by this endorsement apply only to active certificate holder(s) who were issued a certificate of insurance applicable to this policy's term.

Failure to provide such notice to the certificate holder(s) will not amend or extend the date the cancellation becomes effective, nor will it negate cancellation of the policy. Failure to send notice shall impose no liability of any kind upon the Company or its agents or representatives.



THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**WAIVER OF OUR RIGHT TO RECOVER
FROM OTHERS ENDORSEMENT**

Policy Number: 72 WN S81600

Endorsement Number:

Effective Date: 09/01/2025 Effective hour is the same as stated on the Information Page of the policy.

Named Insured and Address: INTER-CON SECURITY SYSTEMS INC.
210 SOUTH DE LACEY AVENUE
PASADENA, CA 91105

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 shall not operate directly or indirectly to benefit anyone not named in the Schedule.

SCHEDULE

ANY PERSON OR ORGANIZATION FROM WHOM YOU ARE REQUIRED BY WRITTEN CONTRACT OR AGREEMENT TO OBTAIN THIS WAIVER FROM US.

Countersigned by _____

Susan L. Castaneda

Authorized Representative

Form WC 00 03 13 Printed in U.S.A.

Process Date:

Policy Expiration Date:

LITIGATION HISTORY

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

LITIGATION HISTORY FORM

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

There are no material cases for this Vendor; or

Material Case(s) are disclosed below:

Is this for a: (check type)

- Parent Company
- Subsidiary
- Predecessor Firm
- None of the above

We are not involved in any litigation that alleges an allegation of fraud, negligence, error or omissions, or malpractice against the Vendor or any of its principals or agents who would be performing work under the current solicitation; a vendor's default, termination, suspension, failure to perform, or improper performance in connection with any contract; the financial condition of the Vendor, including any bankruptcy petition (voluntary and involuntary) or receivership; or a criminal proceeding or hearing concerning business-related offenses in which the Vendor or its principals (including officers) were/are defendants, however we are involved in a relatively low number of disputes and litigation as part of the ordinary course of our business. We do not believe that any of these matters create any material exposure to the Company, as we strive to operate in compliance with legal and contractual requirements and aim to resolve any dispute that arise amicably. At present, there are no pending litigation matters that would have a material impact on the company's financial position or our ability to fulfill the Airport's security needs.

If Yes: Name of Parent Subsidiary/Predecessor: [Click or tap here to enter text.](#)

Vendor is Plaintiff

Vendor is Defendant

Case Number: [Click or tap here to enter text.](#)

Case Name: [Click or tap here to enter text.](#)

Date Filed: [Click or tap here to enter text.](#)

Name of Court or other Tribunal: [Click or tap here to enter text.](#)

Type of Case: Bankruptcy Civil Criminal Administrative/Regulatory

Claim or Cause of Action and Brief description of each Count: [Click or tap here to enter text.](#)

Brief Description of the Subject Matter and Project Involved: [Click or tap here to enter text.](#)

Disposition of Case: Pending Settled Dismissed

Judgment: Vendor's Favor Against Vendor

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

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

Opposing Counsel Name: [Click or tap here to enter text.](#)

Opposing Counsel email: [Click or tap here to enter text.](#)

Opposing Counsel Phone: [Click or tap here to enter text.](#)

Vendor Name: Inter-Con Security Systems, Inc.

SUBCONTRACTORS/SUBCONSULTANTS/SUPPLIERS REQUIREMENT

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

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

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

1. Subcontracted Firm's Name: Universal Security Guard Association, Inc.
Subcontracted Firm's Address: 1640 NW 114th Ave, Plantation, FL 33323
Subcontracted Firm's Telephone Number: 866-326-8464
Contact Person's Name and Position: Gina Laguerre
Contact Person's E-mail: msgina@universalsecuritygroups.com
Type of Work/Supplies Provided: Security services
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.

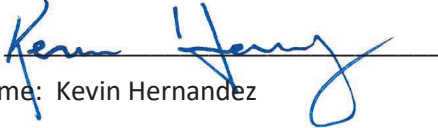
SUBCONTRACTORS/SUBCONSULTANTS/SUPPLIERS REQUIREMENT

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: Click or tap here to enter text.
Contact Person's Name and Position: Click or tap here to enter text.
Contact Person's E-mail: Click or tap here to enter text.
Type of Work/Supplies Provided: Click or tap here to enter text.

4. Subcontracted Firm's Name: 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: Inter-Con Security Systems, Inc.

Signature: 
Printed Name: Kevin Hernandez
Title: Chief Strategy Officer
Date: October 1, 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 |
|--|---|--|
| Page 3, Section 4.2 | See following page where we have provided a redlined version of this section | See following page where we have provided justification for this exception |
| Page 4, Section 5.2.3 | See following page where we have provided a redlined version of this section | See following page where we have provided justification for this exception |
| Page 8, Article 7 | See following page where we have provided a redlined version of this section | See following page where we have provided justification for this section |
| 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: Inter-Con Security Systems, Inc.

Form Date 9/9/24

Agreement Exceptions (Page 2)

| Term or Condition Article / Section | Proposed Modifications to the contract Terms and Conditions or proposed additional Terms and Conditions | Justification for proposed modifications |
|--|---|---|
| <p>Page 3 Section 4.2</p> | <p>Renewals. County may renew this Agreement for up to ____ () additional one (1) year terms (each a “Renewal Term”) on the same rates, terms, and conditions stated in this Agreement by sending written notice to Contractor at least thirty (30) days prior to the expiration of the then-current term. At the time of each renewal the parties will mutually agree on any adjustments to the rates, with any wage increase to proportionally match the greater of: (1) any change in the applicable minimum wage laws or ordinances that increase the pay rate and/or benefits that must be provided to the security officers performing the security services, or (2) any change in the U.S. Department of Labor Consumer Price Index, All Items, Unadjusted, Urban Areas (“CPI-U”) for the 12 months of statistics available at the time of the anniversary of the agreement. The Purchasing Director is authorized to exercise any Renewal Term(s), and notice of same to Contractor by electronic mail alone shall be effective and sufficient.</p> | <p>Reasonable for vendor to able to adjust rates at time of renewal to ensure it can attract high level personnel with raising inflation and accommodate any changes to minimum wage laws/ordinances.</p> |
| <p>Page 4 Section 5.2.3</p> | <p>"County shall pay Contractor within thirty (30) days after receipt of Contractor’s proper invoice in accordance with the “Broward County Prompt Payment Ordinance,” Section 1-51.6 of the Code. To be deemed proper, all invoices must: (a) comply with all applicable requirements, whether set forth in this Agreement or the Code; (b) be submitted pursuant to instructions prescribed by the Contract Administrator; and (c) be submitted to both the County’s Accounting Division (via email at AccountsPayable@Broward.org) and to the Contract Administrator. Payments shall be sent to Contractor’s address in accordance with Article 11, unless otherwise requested by Contractor in writing and approved by the Contract Administrator in writing. Payments may be withheld for failure of Contractor to comply with a term, condition, or requirement of this Agreement. Notwithstanding the forgoing County may only withhold payment amounts for services not properly delivered in accordance with the terms of this agreement. County may set off any amounts Contractor owes to County under this Agreement against any amounts County owes to Contractor under this Agreement."</p> | <p>Added language to clarify that client may only withheld payment amounts for services not properly delivered. Reasonable that if services are properly delivered for vendor to receive payment amounts.</p> |
| <p>Page 8 Article 7</p> | <p>"Contractor shall indemnify, hold harmless, and defend County and all of County’s current, past, and future officers, agents, and employees (collectively, “Indemnified Party”) from and against any and all causes of action, demands, claims, losses, liabilities, and expenditures of any kind, including attorneys’ fees, court costs, and expenses, including through the conclusion of any</p> | <p>Reasonable for vendor to not be obligated to indemnify for loss or liability arising from the county's own negligent acts, omissions or willful misconduct.</p> |

| | | |
|--|---|--|
| | <p>appellate proceedings, raised or asserted by any person or entity not a party to this Agreement, and caused or alleged to be caused, in whole or in part, by any breach of this Agreement by Contractor, or any intentional, reckless, or negligent act or omission of Contractor, its officers, employees, or agents, arising from, relating to, or in connection with this Agreement (collectively, a "Claim"). Notwithstanding the foregoing, Contractor's indemnification obligations shall not apply to any liability or loss arising from the County's negligent acts, omissions or willful misconduct. If any Claim is brought against an Indemnified Party, Contractor shall, upon written notice from County, defend each Indemnified Party with counsel satisfactory to County or, at County's option, pay for an attorney selected by the County Attorney to defend the Indemnified Party. The obligations of this section shall survive the expiration or earlier termination of this Agreement. If considered necessary by the Contract Administrator and the County Attorney, any sums due Contractor under this Agreement may be retained by County until all Claims subject to this indemnification obligation have been settled or otherwise resolved. Any amount withheld shall not be subject to payment of interest by County."</p> | |
|--|---|--|

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.

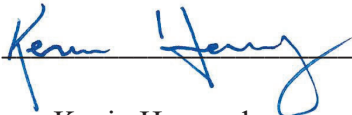
DOMESTIC PARTNERSHIP ACT CERTIFICATION

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: Inter-Con Security Systems, Inc.

Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: September 15, 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: Inter-Con Security Systems, Inc.

Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: October 9, 2025



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: Security Guard Services for Fort Lauderdale-Hollywood International Airport & North Perry Airport

| | | | |
|--|---|--|--|
| Reference For (hereinafter, "Vendor"): | Inter-Con Security Systems, Inc. | | |
| Reference Date: | 9/18/2025 | | |
| Organization/Firm Providing Reference: | [REDACTED] | | |
| Contact Name: | [REDACTED] | | |
| Contact Title: | Director of Security | | |
| Contact Email: | [REDACTED] | | |
| Contact Phone: | [REDACTED] | | |
| Name of Referenced Project: | Airport Security Service | | |
| Contract Number: | NA | | |
| Date Range of Services Provided: | Start Date: 7/31/2023 | End Date: 9/11/2028 | |
| Project Amount: | ~\$89,000,000.00 | | |
| 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)
NA

Description of services provided by Vendor, please specify below: (attach additional sheet if needed)
Employee Screening Checkpoint
Security Operations Center (SOC)
Terminal Security Response- Access Control Alarm First Responder

| | | | | |
|--|-------------------|--------------|-----------|----------------|
| Please rate your experience with the referenced Vendor via checkbox: | Needs Improvement | Satisfactory | Excellent | Not Applicable |
|--|-------------------|--------------|-----------|----------------|

| | | | | |
|-------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Vendor's Quality of Service: | | | | |
| Responsive: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Accuracy: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Deliverables: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|-------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Vendor's Organization: | | | | |
| Staff Expertise: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Professionalism: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Turnover: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Timeliness of: | | | | |
| Project: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Deliverables: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Project completed within budget: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|------------------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|
| Cooperation with: | | | | |
| Your Firm: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Subcontractor(s)/Subconsultant(s): | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Regulatory Agency(ies): | <input type="checkbox"/> | <input type="checkbox"/> | <input 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 FORM (RFP/RLI/RFQ)

Solicitation No. & Title: ecurity Guard Services for Fort Lauderdale-Hollywood International Airport & North Perry Airport

| | | | |
|--|---|--|--|
| Reference For (hereinafter, "Vendor"): | Inter-Con Security Systems, Inc. | | |
| Reference Date: | 9/18/2025 | | |
| Organization/Firm Providing Reference: | San Diego Metropolitan Transit System | | |
| Contact Name: | [REDACTED] | | |
| Contact Title: | Director of Transit Security and Passenger Safety | | |
| Contact Email: | [REDACTED] | | |
| Contact Phone: | [REDACTED] | | |

| | | | |
|----------------------------------|---|--|--|
| Name of Referenced Project: | Security Services | | |
| Contract Number: | MTS Doc No. G2359.7-20 | | |
| Date Range of Services Provided: | Start Date: 1/1/2022 | End Date: 12/31/2026 | |
| Project Amount: | \$66,004,286.00 | | |
| 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)
 Inter-Con provides transit system security services to the San Diego Metropolitan Transit System. They work closely with our internal Code Compliance Inspectors (CCIs). Inter-Con provides excellent service. Their staffing is always at or near 100% and their supervisory and management personnel are very responsive to any issues, concerns or needs.

| | | | | |
|--|-------------------|--------------|-----------|----------------|
| Please rate your experience with the referenced Vendor via checkbox: | Needs Improvement | Satisfactory | Excellent | Not Applicable |
|--|-------------------|--------------|-----------|----------------|

| | | | | |
|-------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Vendor's Quality of Service: | | | | |
| Responsive: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Accuracy: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Deliverables: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|-------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Vendor's Organization: | | | | |
| Staff Expertise: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Professionalism: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Turnover: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Timeliness of: | | | | |
| Project: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Deliverables: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Project completed within budget: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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

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

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



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: Security Guard Services for Fort Lauderdale-Hollywood International Airport & North Perry Airport

| | | | |
|--|---|--|--|
| Reference For (hereinafter, "Vendor"): | Inter-Con Security Systems, Inc. | | |
| Reference Date: | 9/19/2025 | | |
| Organization/Firm Providing Reference: | [REDACTED] | | |
| Contact Name: | [REDACTED] | | |
| Contact Title: | Airport Security Manager | | |
| Contact Email: | [REDACTED] | | |
| Contact Phone: | [REDACTED] | | |
| Name of Referenced Project: | Airport Security Service | | |
| Contract Number: | Click or tap here to enter text. | | |
| Date Range of Services Provided: | Start Date: 1/1/2023 | End Date: 12/31/2027 | |
| Project Amount: | Click or tap here to enter text. | | |
| 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)
Contract security services

| | | | | |
|--|-------------------|--------------|-----------|----------------|
| 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"/> |

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|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 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"/> |

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|------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 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"/> |

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



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: Security Guard Services for Fort Lauderdale-Hollywood International Airport & North Perry Airport

| | | | |
|--|--|--|--|
| Reference For (hereinafter, "Vendor"): | Inter-Con Security Systems, Inc. | | |
| Reference Date: | 9/18/2025 | | |
| Organization/Firm Providing Reference: | [REDACTED] | | |
| Contact Name: | [REDACTED] | | |
| Contact Title: | Manager, Global Aviation Compliance Corporate Security | | |
| Contact Email: | [REDACTED] | | |
| Contact Phone: | [REDACTED] | | |
| Name of Referenced Project: | Airport Security Service | | |
| Contract Number: | Click or tap here to enter text. | | |
| Date Range of Services Provided: | Start Date: 12/15/2025 | End Date: Present | |
| Project Amount: | Click or tap here to enter text. | | |
| 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)
 Persons & Accessible Property security screening. Inspection of Merchandise security screening.

| | | | | |
|--|-------------------|--------------|-----------|----------------|
| Please rate your experience with the referenced Vendor via checkbox: | Needs Improvement | Satisfactory | Excellent | Not Applicable |
|--|-------------------|--------------|-----------|----------------|

| | | | | |
|-------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Vendor's Quality of Service: | | | | |
| Responsive: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Accuracy: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Deliverables: | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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|-------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 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"/> |

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|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|
| 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*****

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|---|---|--|--|
| 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. |
|---|---|--|--|

PROPOSAL **BROWARD COUNTY AVIATION** **DEPARTMENT**

Request for Proposal

**SECURITY GUARD SERVICES FOR FLL AND
NORTH PERRY AIRPORTS**

Proposed By

INTER-CON SECURITY

Address

210 S De Lacey Avenue
Pasadena, CA 91105

Contact

John H. Campbell, CPP
SVP, North America
T: (626) 535 – 2639
E: solutionsdesign@icsecurity.com

Due

November 7, 2025





October 16, 2025

Ms. Karlene Grant

Fort Lauderdale-Hollywood International Airport
100 Terminal Drive
Fort Lauderdale, FL 33315



Subject: Security Guard Services for FLL and North Perry Airports

Dear Ms. Grant

In 1973, my grandparents founded Inter-Con Security with their life savings and a vision to redefine security services by setting higher standards for quality, reliability, and client focus. Over fifty years later, and still 100% family-owned, Inter-Con has grown into a **\$1.2B+ global security provider**, employing 37,000+ professionals around the world. Unlike our volume-focused competitors, we specialize in delivering **high-quality, customized, and cost-efficient security solutions** for clients who, like Fort Lauderdale-Hollywood Airport, require more than a one-size-fits-all approach to their guard services program.

We are excited and proud to share that we were **awarded the Outstanding Security Company of the Year** at this year's Outstanding Security Performance Awards (OSPAs), one of the industry's highest recognitions of excellence. This award underscores the strength of our Dedicated Support Model, the professionalism of our teams, and our ability to deliver measurable results in the most demanding environments.

Our portfolio spans major U.S. airports and mid-size aviation facilities. We currently support security operations at **Munich Airport NJ, LLC, Port Authority of NY & NJ (serving JFK, Newark, and LaGuardia), Nashville International, and Clinton National Airport**, among others. Beyond airports, we provide critical security services for leading transportation and logistics hubs such as **American Airlines, UPS, and Amazon**. Inter-Con also employs **ACE-certified subject matter experts** who are deeply familiar with AOA regulations and airport-specific compliance requirements, ensuring Fort Lauderdale-Hollywood and North Perry Airport's ("FLL and North Perry") would receive both tailored solutions and consistently high standards.

Inter-Con's success in managing large, mission-critical programs can be attributed to our **dedicated service model**. This model offers FLL and North Perry Airports a fully customized security program with **personnel assigned exclusively to you and supported by corporate leadership**. This approach enables us to consistently deliver best-in-class responsiveness, specialized training, a robust compliance infrastructure, and our proprietary **IConIQ security management system**. Together, these capabilities ensure 100% staffing on Day 1, exceptional Officer retention, and seamless regulatory compliance.

As the largest minority-owned security provider (MBE) in the U.S. and the 4th largest in North America, we are proud of the diverse team that drives our success. At Inter-Con, success is measured by the trust we earn, the people we empower, and the difference we make—wherever security matters.

Respectfully,

Enrique Hernandez III

President and Chief Executive Officer

210 South De Lacey Ave.
Pasadena, CA 91105
PPO License #: 6822

Phone: 626.535.2200

Fax: 626.685.9120

inquiries@icsecurity.com



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Confidentiality

Per Fla. Stat. §119.0715 and Fla. Stat. § 815.045, certain portions of the requested records are exempt from public disclosure as they meet the definition of trade secrets, as defined by Fla. Stat. § 688.002(4) and Fla. Stat. § 812.081(f), and include proprietary financial information. Specifically, the withheld information includes: Inter-Con's staffing plan, audited financial statements, client references.

Under Fla. Stat. § 688.002(4):

Trade secret "means information, including a formula, pattern, compilation, program, device, method, technique, or process that:

- a) Derives independent economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use; and
- b) Is the subject of efforts that are reasonable under the circumstances to maintain its secrecy.

According to Fla. Stat. § 812.081(f):

“Trade secret” means the whole or any portion or phase of any formula, pattern, device, combination of devices, or compilation of information which is for use, or is used, in the operation of a business and which provides the business an advantage, or an opportunity to obtain an advantage, over those who do not know or use it. The term includes any scientific, technical, or commercial information, including financial information, and includes any design, process, procedure, list of suppliers, list of customers, business code, or improvement thereof, whether tangible or intangible, and regardless of whether or how it is stored, compiled, or memorialized physically, electronically, graphically, photographically, or in writing. Irrespective of novelty, invention, patentability, the state of the prior art, and the level of skill in the business, art, or field to which the subject matter pertains, a trade secret is considered to be:

- 1. Secret;
- 2. Of value;
- 3. For use or in use by the business; and
- 4. Of advantage to the business, or providing an opportunity to obtain an advantage, over those who do not know or use it

Customer Names (*Pages 91-94*)

Inter-Con has included references to work with other clients providing detailed information about how it delivered and met the specific needs of the clients. The names of these clients have been removed as this information would provide Inter-Con's competitors valuable insights into how it tailored its program for these clients. Furthermore, if the names of its Clients were disclosed, Inter-Con's competitors could use this information in attempts to try to solicit the clients for themselves, using the details shared in the proposal to its advantage when doing so. As a result, Inter-Con spends a great deal of effort including with affidavits such as this to ensure that its customer names and program information are kept confidential. For these reasons stated, the Customer names/details meet the definition of a trade secret.

Financial Information (*Audited Financial Statements submitted via Bonfire*)

Inter-Con has included detailed pricing information as well as audited financial statements which show its capability to meet the obligations of this project, both of which qualify as trade secrets and thus should be exempt from disclosure.

In terms of the information included in the financial statements. This private information provides details into all aspects of Inter-Con's business operations, providing a framework for its overarching business structure and methodology, which it has taken decades to develop and refine. With the disclosure of this information its competitors could attempt to replicate its business structure/framework, thus dissolving the competitive advantage Inter-Con has gained through its years of delivering services. As a result, Inter-Con spends considerable efforts and resources to keep this information private, and thus it meets the definition of trade secrets.

*This page contains
restricted material*

Executive Summary

For more than 50 years, Inter-Con has delivered world-class security services within some of the most complex and demanding environments. Our long-standing history of success reflects not only our operational expertise but also our unwavering commitment to performance, compliance, and client service.

In 2025, this commitment to excellence was recognized when Inter-Con was named the Outstanding Security Provider of the Year at the OSPAs (Outstanding Performance Security Awards). We bring this award-winning standard to every client we serve, from federal agencies like the Departments of State and Energy, to Category X and midsize airports, Fortune 50 companies, non-profit organizations, and some of the largest providers of critical infrastructure in the nation.



Since our founding in 1973, we have grown to become the fourth largest security provider in North America, employing tens of thousands of security professionals and **delivering over \$1.2+ billion in security services annually**. Inter-Con differentiates itself from other providers through our relentless commitment to quality client service, delivering customized security solutions that fit each client’s needs, and continuously evolving our programs to meet our clients’ changing operational requirements. Our entire Leadership Team is involved in the customized creation and implementation of each security program we manage, and our entire Leadership Team will directly support Broward County’s Aviation Department (“County”) throughout the life of this Program.

Our approach is unique in the industry. Unlike other security providers, we utilize a **dedicated model**, under which our resources will support Fort Lauderdale-Hollywood International Airport (FLL) and North Perry Airport exclusively, rather than being shared across multiple programs. We believe that this approach is what allows us to maintain **industry leading staffing rates (over 99.8% across our domestic portfolio)**. This includes numerous 400+ Officer aviation programs we manage, while at the same time ensuring that our Security Officers are better trained and better prepared than their counterparts to carry out their duties and perform their security missions. As a complement to this dedicated model, we also utilize proprietary, cutting-edge technology (**IconIQ** security management platform) that **enhances incident management, compliance tracking, and reporting transparency**, giving the County unparalleled insight into the state of its security program.


We are pleased to present this Proposal, which we have designed specifically to meet the distinct requirements listed in the County’s Scope of Work. The following highlights showcase the value we believe we can bring as a strategic partner to Broward County:

1. **Proven Quality and Aviation Expertise at Scale** – With tens of thousands of weekly service hours at Category X, midsize airports, and aviation clients across the U.S. (including JFK, EWR, LGA, Nashville International, Clinton National, American Airlines, etc.), Inter-Con is consistently called upon to deliver high-quality aviation security programs. **We maintain 100% staffing and contractual compliance on these programs, covering all posts with qualified personnel.** Our Training Academy delivers aviation focused initial, recurrent, and emergency response training designed specifically for airport environments, ensuring officers are fully prepared to operate in SIDA-regulated and TSA-compliant environments.




2. A Stable, Committed Partner for Broward County – Inter-Con has operated under the same ownership and leadership since 1973, maintaining financial strength, continuity of vision, and a client-first culture. Unlike many competitors that are navigating mergers, acquisitions, or debt concerns, **Inter-Con remains 100% privately held, minority- and family-owned, and financially stable.** This stability ensures the County receives a partner that is reliable, not distracted by outside pressures, and fully committed to investing in FLL and North Perry for the long term.
3. Mission-Aligned Leadership and Employee Focus – We care deeply about our employees and maintain a dedicated People Operations Department whose **sole objective is to drive positive morale among our Officers and improve retention.** We are also incredibly proud of the highly collaborative, positive working relationships we have developed with regulators and aviation authorities. These partnerships promote workforce stability, uninterrupted service delivery, and equitable labor practices across even the most complex aviation programs.


Aviation Operations



58,000+
Weekly Service Hours



99.6%
Post Coverage



1,800+
Aviation Personnel

PROVEN QUALITY AT SCALE WITH AVIATION AND TSA EXPERTISE

We currently deliver tens-of-thousands of weekly service hours across the United States and employ thousands of security professionals across major airports and aviation clients nationwide.

Our clients in this sector include, among others, the Port Authority of New York and New Jersey (JFK, EWR, LGA), Metropolitan Nashville Airport Authority, Clinton National Airport in Little Rock, and Munich Airport NJ, LLC (Terminal One at Newark Liberty). In addition to airport authorities, we proudly support major aviation stakeholders including United Airlines, American Airlines, Amazon Air, and UPS Air, providing unarmed security services across hub operations, employee screening programs, access control, perimeter protection, and logistics facility security.

Each of these environments requires full compliance with CFR 49 Part 1542 and TSA directives, areas where **Inter-Con has consistently demonstrated success.** We believe that our aviation portfolio reflects the high degree of trust that leading airports, airlines, and aviation partners place in us—clients that require the highest levels of security, regulatory compliance, and service reliability.

Notably, San Diego Metropolitan Transit System (SDMTS), another Inter-Con client, was awarded the **Transportation Security Administration’s Gold Standard Award**—the highest recognition TSA grants for excellence in security and emergency preparedness. Inter-Con is proud to have supported SDMTS in achieving this distinction, which underscores our **proven ability to help clients reach and maintain the highest levels of regulatory compliance, security performance, and public safety.**

DEDICATED, AVIATION-FOCUSED SERVICE MODEL

For Broward County, Inter-Con would provide a **dedicated team focused exclusively on FLL and North Perry.** This team will be supported by standardized processes, coordinated regional oversight, and program-specific management. Unlike volume-driven competitors that rely on shared, branch-based administrative teams stretched across multiple clients, our dedicated approach ensures focused accountability and uninterrupted support.



“On behalf of the Port Authority of New York & New Jersey, we would like to extend our sincere appreciation to you and your team for the excellent job done during the short security transition at JFK. You and your team were hardworking and professional, and we wouldn’t have reached our deadlines without the dedication of your team.”

Carlton Cummings, Assistant Security Manager
JFK International Airport

We have successfully implemented this dedicated model across numerous other complex airport and TSA regulated environments, reducing overall security expenditure while maintaining the highest standards of service quality and compliance. **This approach enables faster decision-making, greater accountability, and consistent service delivery across terminals, airside and landside operations, and credentialing offices.**

In addition, Inter-Con’s proprietary security management system, **IconIQ**, provides real-time visibility into staffing levels, compliance, and performance. A key component of this system, the dark-post prevention module, **actively tracks and prevents unstaffed positions**, improving operational quality and **ensuring uninterrupted coverage**. The system gives the County unparalleled insight into its program, including live dashboards, Officer GPS-tracking, incident reporting, and training compliance metrics

Following a review of *BLD2129654P1 - Security Guard Services for FLL and North Perry Airports*, our Aviation and Security Subject Matter Experts recommend that the following **additional roles** be integrated into FLL and North Perry’s program at no additional cost to the County. **This support team is fully customizable based on the scope of award and County operational preferences.** Embedding this support team, rather than using shared resources, ensures agility, compliance, and workforce stability at every level of service delivery.



Two Dedicated Recruiters – This team would be responsible for sourcing, vetting, and onboarding qualified candidates specific to FLL and North Perry Airport’s operational, cultural, and compliance standards. They will also maintain a **proactive pipeline of pre-qualified candidates** to quickly address vacancies or surge needs, ensuring seamless staffing continuity. By aligning recruitment practices with both regulatory requirements and the County’s service expectations, the team can deliver a professional, reliable, and stable security force from Day One.



Three Dedicated Admin - We recommend utilizing dedicated Contract Administrators to support the Account Manager and ensure that all contract and record-keeping requirements are consistently adhered to. By maintaining accurate files, licenses, and audit-ready documentation, the Administrative Assistant will strengthen overall program accountability, **reduce administrative burden on the Account Manager and County**, as well as help ensure seamless compliance with the County’s contractual, regulatory, and audit requirements.



Three Schedulers / Dispatchers - We would provide the County with three dedicated Schedulers/Dispatchers who would utilize our security management system, **IconIQ**, with real-time management and comprehensive datasets, to ensure **100% coverage** across all posts. The Schedulers develop schedules three weeks in advance, ensuring continuous coverage and prevention of dark posts.

Finally, as part of our commitment to operational excellence, the following additional support resources are also available at no additional cost to the County.



Global Security Operations Center (GSOC): Our 24/7/365 GSOC functions as a central command and escalation hub, providing the County with real-time access to security supervisors, GPS-tracked patrols, virtual inspections, welfare checks, and situational intelligence aligned with contractual KPIs.



In alignment with the County’s training and compliance requirements, our program is designed not only to meet all federal, state, and local mandates, but also to ensure Officers are prepared to apply policies with sound judgment, professionalism, and skill. Training modules will be customized for FLL and North Perry, reviewed and approved by the County’s CSS Administrator, and fully documented to meet audit and reporting requirements.

100% Pass Rate

During our initial eight days on-site at Munich NJ, LLC (Terminal A at Newark Liberty International Airport), the client conducted 200 unannounced tests on our Officers. Inter-Con Officers proudly achieved a perfect 100% pass rate.

We consistently maintain a 99.99% pass rate on all client and TSA-administered tests across every airport we service.

ROBUST TRAINING & DEVELOPMENT PROGRAM

Inter-Con’s Training and Development Program is designed to exceed regulatory requirements and ensure that every Officer assigned to FLL and North Perry Airports is fully prepared to perform in a complex aviation environment. **Our curriculum emphasizes operational readiness, professionalism, and customer service, with training tailored to the County’s security program and TSA/FAA compliance standards.**

We would integrate classroom instruction, hands-on scenario-based drills, and digital learning to ensure Officers are confident in their roles and capable of responding effectively to both routine and emergency situations. Beyond compliance, our approach emphasizes judgment, communication, and de-escalation skills that directly support a safe and positive vendor, passenger, and employee experience.

To strengthen coordination, we also incorporate collaborative training opportunities with County personnel, aviation stakeholders, and law enforcement partners. These exercises improve real-time communication, cross-functional integration, and emergency response effectiveness.

Our investment in professional development not only enhances safety and service quality but also promotes workforce stability, regulatory compliance, and a culture of continuous improvement across both airports.

PROVEN IMPLEMENTATION & RETENTION EXPERTISE

Inter-Con is the industry leader in executing seamless transitions for high-requirement security programs. **Over the past 12 months alone, we have successfully transitioned 42 new programs, encompassing thousands of Officers and hundreds of thousands of weekly service hours.** Many of these transitions involved overcoming severe understaffing by prior vendors and/or the rapid deployment of multiple new locations simultaneously.

Our disciplined, risk-mitigated approach emphasizes early stakeholder engagement, fully transparent communication, and the strategic retention of high-performing incumbent personnel to preserve institutional knowledge and foster continuity. Our transitions are supported by robust supervisory structures, comprehensive security assessments, and performance monitoring tools that ensure accountability and real-time oversight from the outset. With Inter-Con, transitions are treated as an ongoing process of improvement and value creation, ensuring the County receives a seamless, low-risk, and high-performing implementation from contract inception forward.

TECHNOLOGY AS A FORCE MULTIPLIER

Inter-Con is at the forefront of security program innovation. We leverage proprietary technology not just to meet requirements, but to drive continuous improvement, transparency, and measurable results across every program we manage. Our commitment to innovation is further validated by our U.S. Department of Homeland Security SAFETY Act Designation, recognizing the effectiveness of our technology suite in mitigating security risks.



Through IC Labs, our in-house technology subsidiary staffed by Silicon Valley experts, we developed IConIQ—a proprietary security workforce management platform purpose-built for high-risk, complex environments like FLL and North Perry Airports.

For Broward County, **IConIQ** would provide:

- **AI-powered scheduling** to prevent dark posts and reduce fatigue risks.
- **Biometric and geofenced timekeeping** to ensure accuracy and compliance.
- **Digital guard tours and reporting** to streamline inspections and activity logs.
- **Real-time dashboards** for County stakeholders to view staffing, incidents, and KPIs at any time.
- **Integrated training modules** and shift-based microlearning to reinforce critical knowledge.

By leveraging this platform, Inter-Con delivers unmatched transparency, efficiency, and accountability while simultaneously improving Officer morale, retention, and overall program stability.



100% FAMILY-OWNED MINORITY BUSINESS ENTERPRISE

Since our founding in 1973, **Inter-Con has operated under the same name, ownership, and steadfast commitment** to delivering high-quality, mission-driven security services. As a 100% family-owned and operated business, we have grown organically, without mergers or acquisitions, to become the fourth-largest security company in North America. **We are especially proud to be a 100% Hispanic- and family-owned certified Minority Business Enterprise (MBE), with a workforce that reflects the communities we serve.** Today, 83.5% of our employees and 100% of our Board of Directors identify as diverse and/or female, and over 30% of our workforce is female. Our diversity is achieved through non-discriminatory hiring practices that consider all applicants regardless of their background.

| | |
|--|--|
| <p>100% Hispanic & Family-owned Company</p> | <p>4/4 Board Members are Hispanic and/or Female</p> |
| <p>DEI Steering Committee</p> | <p>Certified Minority Business Enterprise</p> |
| <p>Avetta's 2023 Supplier Award Winner</p> | <p>100% MBE Tier 2 Supplier Goal</p> |

FINANCIALLY ROBUST AND STABLE, LONG-TERM OWNERSHIP

Moreover, in the current landscape, our largest competitors face serious financial instability and/or acquisition uncertainty – factors that often lead to service disruption and diminished quality. **In fact, it is common knowledge that the largest providers in our space find themselves navigating debt crises that severely limit their ability to meet their clients' needs.** By contrast, Inter-Con remains privately held, with little debt and significant capital to self-perform all aspects of the County's Program. Most importantly, we are firmly committed to long-term performance, and unlike other large competitors, **we are not for sale.**

CONCLUSION

Inter-Con is uniquely positioned to deliver not only a superior aviation security program, but also a trusted partnership that evolves with Broward County's needs. With extensive experience, proven operational excellence, and a technology-forward approach, we are ready to support FLL and North Perry with integrity, responsiveness, and professionalism.

We welcome the opportunity to demonstrate how our solution will deliver measurable value, elevate the passenger and stakeholder experience, and ensure that FLL and North Perry Airports remain safe, secure, and efficient gateways for the traveling public.

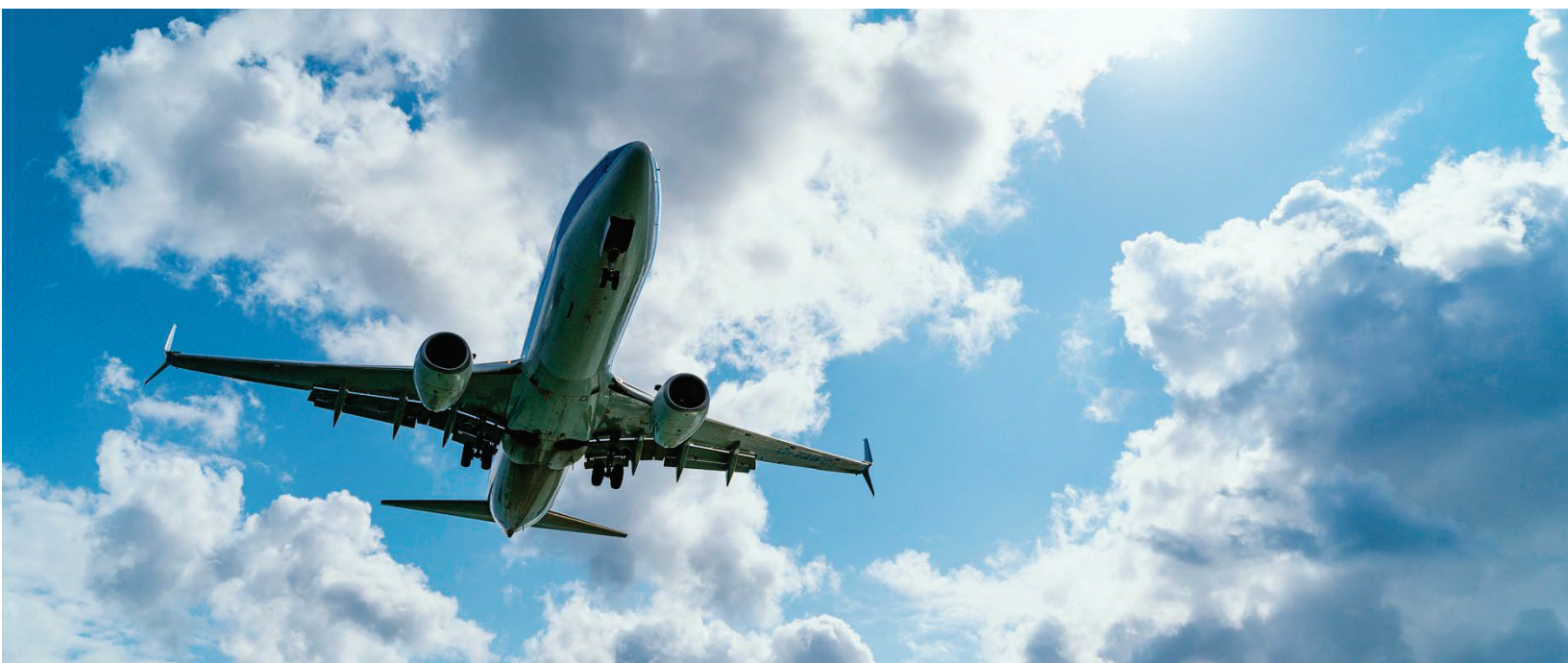
TAB 1
Responsiveness Criteria



TAB 1

Responsiveness Criteria

| Responsiveness Criteria | Requirement | Inter Con s Response |
|---|--|--|
| 1. Bond Requirement | Submit bid bond or alternate security | We have uploaded our Bid Bond into the BPRO Electronic Procurement System |
| 2. Criminal History Screening Practices Requirement | Submit certification form | We have signed and uploaded the Criminal History Screening Practices Certification form |
| 3. Domestic Partnership Act Requirement | Submit certification form | We have signed and uploaded the Domestic Partnership Act Certification form |
| 4. FTA Requirements | Not applicable | Inter-Con acknowledges that per the bid Specifications, this is not applicable to this solicitation. |
| 5. Living Wage Requirements | Submit Living Wage Ordinance Written Declaration | We have completed and uploaded the Living Wage Ordinance Declaration. |
| 6. Lobbyist Registration Requirement | Submit certification form | We have completed and uploaded the Lobbyist Certification form. |
| 7. Pricing Requirements | Submit via electronic system | Inter-Con has submitted our pricing electronically, as instructed in the solicitation. |
| 8. Additional Responsiveness Requirement | Not applicable | Inter-Con acknowledges that per the bid Specifications, this is not applicable to this solicitation. |



TAB 2
Responsibility Criteria



TAB 2

Responsibility Criteria

| Responsibility Criteria | Requirement | Our Response |
|--|---|---|
| Affiliated Entities of the Principal(s) | Disclosure of affiliated entities form | We have uploaded our Affiliated entities form into the BPRO Electronic Procurement System |
| Enterprise Technology Services (VSQ) | Not applicable | Inter-Con acknowledges that per the bid Specifications, this is not applicable to this solicitation. |
| Financial Information/Financial Ability | Provide Two years of financial statements (or tax returns/annual reports) + Surety/Bonding letter | Inter-Con has submitted a hard copy of our financial information |
| Insurance Requirements | Proof of insurance certificates | We have uploaded a copy of our COI into the BPRO Electronic Procurement System |
| License Requirement | State of Florida Security Agency License “Class B” | We have uploaded a copy of our guarding license into the BPRO Electronic Procurement System |
| Litigation History | Submit litigation history form | Per the RFP, Inter-Con will provide this form upon request |
| OESBD Requirements | 25% CBE Goal – required forms | We have uploaded all OESBD Requirements into the BPRO Electronic Procurement System |
| Workforce Investment Program | Certification form | We have uploaded our Workforce Investment Program certification into the BPRO Electronic Procurement System |
| Additional Responsibility Requirement | Not applicable | Not applicable – confirmed |



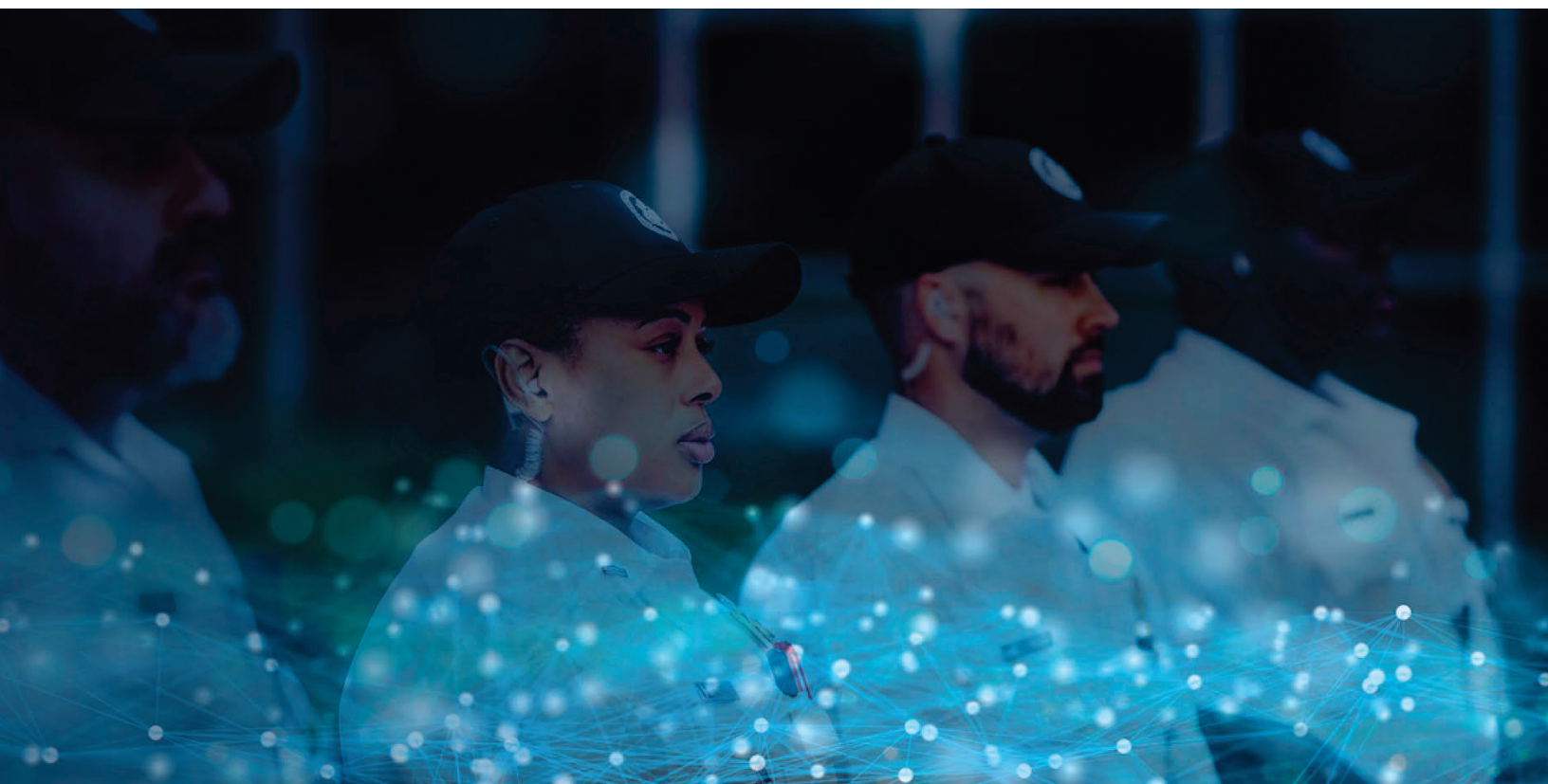
TAB 3
Additional Information &
Certification



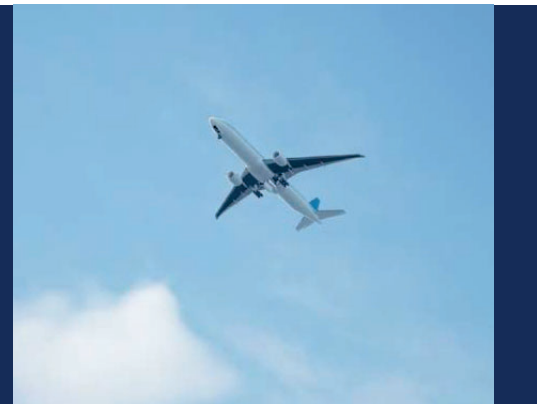
TAB 3

Additional Information & Certifications

| Requirement | Our Response |
|--|---|
| Vendor Questionnaire & Standard Certifications | We have uploaded our Vendor Questionnaire & Standard Certifications into the BPRO Electronic Procurement System |
| Drug-Free Workplace Certification | Attached – Certification provided |
| Non-Collusion Certification | Attached – Certification provided |
| Public Entities Crimes Certification | Attached – Certification provided |
| Scrutinized Companies List Certification | Attached – Certification provided |



TAB 4
Evaluation Criteria

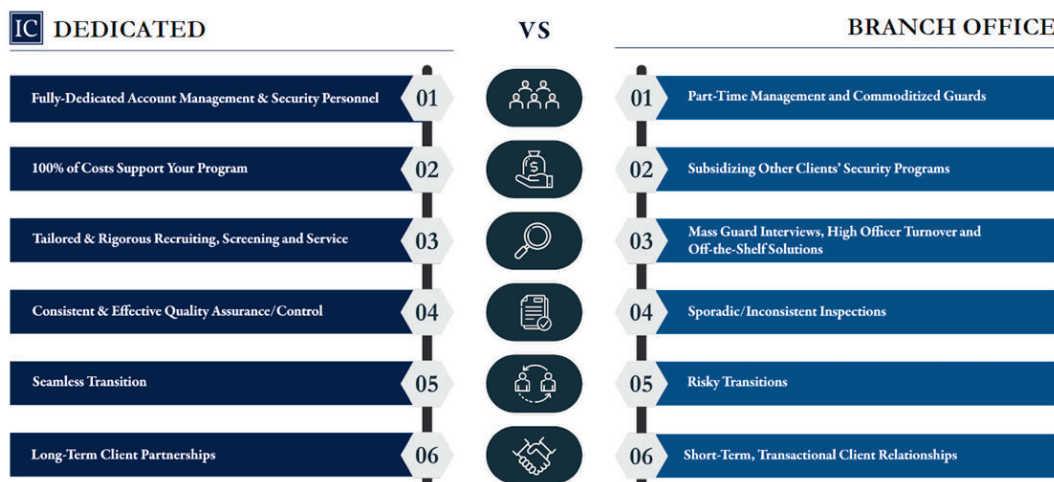


Ability of Professional Personnel

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

QUALIFICATIONS AND RELEVANT EXPERIENCE

Inter-Con’s approach for Broward County’s (“County”) security program at FLL and North Perry Airport would be to deploy our dedicated service model which assigns experienced personnel directly to the security program. **This approach ensures all resources are devoted only to the County fostering transparency and accountability.**



The representative Project Management Team that would be assigned to the County’s mission brings **extensive experience in aviation security, law enforcement, and the military, as well as advanced academic credentials.** Collectively, they possess decades of institutional knowledge gained through similar assignments. At the same time, we recognize that retaining incumbent personnel, and the valuable expertise and familiarity they hold with FLL and North Perry Airport’s security programs is a top priority. Inter-Con is committed to offering employment to incumbent staff who meet all contract requirements, successfully complete our on-boarding process, and receive approval from the County’s designated representatives.

Upon contract award, Inter-Con would seek a candidate with the required experience in personnel management and security services to serve as the FLL and North Perry-dedicated Project Manager and Assistant Project Manager role; first offering employment to all qualified incumbent personnel.

AVIATION LEADERSHIP



Mr. Joshua Ruiz | Vice President of Operations: Mr. Ruiz brings over **22 years of experience** in the security industry, with a strong focus on protecting critical infrastructure at aviation and maritime facilities. Since 2014, he has **managed Category X airport security programs for the Port Authority of New York and New Jersey (JFK, EWR, LGA)**, providing leadership to more than 1,000 security officers and professionals. He is a recognized subject matter expert in policy review, program development, implementation, and risk assessment. He holds professional accreditations from the American Association of Airport Executives (Aviation Security) and the U.S. Coast Guard NMC (Maritime Security). Mr. Ruiz

earned his Bachelor of Science in Public Administration from John Jay College.

Summary of qualifications & alignment with evaluation criteria

| Evaluation Criterion | Relevant Experience / Credentials |
|--------------------------------------|---|
| Ability of Professional Personnel | <ul style="list-style-type: none"> • 11 years of continuous experience within the last five years at government regulated airports (JFK, EWR, LGA). |
| Professional Credentials & Expertise | <ul style="list-style-type: none"> • Accredited by the American Association of Airport Executives (AAAE) in Aviation Security and the U.S. Coast Guard NMC in Maritime Security; • expert in policy development, risk assessment, and program implementation; • Bachelor of Science in Public Administration (John Jay College). |



Mr. Christopher Zaberto | Vice President of Operations: Mr. Zaberto offers more than 25 years of experience in law enforcement, aviation security, and emergency management, including two decades as a New York City Police Detective in tactical operations and counter-assault assignments. He has extensive airport security management expertise, having led contracted security operations at LaGuardia Airport. His responsibilities encompass oversight of large guard forces, specialized operations centers, regulatory compliance under CFR 1542, and direct collaboration with TSA, the Port Authority of New York and New Jersey, and federal law enforcement agencies. Mr. Zaberto holds a Bachelor of Science in Homeland Security & Emergency Management, is an AAAE-certified Airport Security Coordinator, a NYS-certified Security Guard Instructor, and maintains paramedic licensure in New York and Connecticut.

Summary of qualifications & alignment with evaluation criteria

| Evaluation Criterion | Relevant Experience / Credentials |
|--------------------------------------|--|
| Ability of Professional Personnel | <ul style="list-style-type: none"> • 25+ years of combined aviation security, law enforcement, and emergency management experience. • Oversaw multi-million-dollar airport security contracts, including guard forces, access control, and surveillance systems • Led teams of trusted agents in credentialing and compliance under CFR 1542. |
| Professional Credentials & Expertise | <ul style="list-style-type: none"> • Bachelor of Science in Homeland Security & Emergency Management. • AAAE Airport Security Coordinator (ACE) certification. • NYS Security Guard Instructor. • Tactical (SWAT) trained, FEMA/NIIMS certified, HazMat/WMD Specialist, Behavioral Detection trained. • Licensed paramedic (NY & CT). |



Mr. William Swinton | Director, Diplomatic Security Training | Training Coordinator
(Proposed): Mr. William Swinton brings more than 26 years of military, law enforcement, and security training leadership. He has directed large-scale training programs for the U.S. Department of State and Department of Defense, including high-threat security operations worldwide. As Inter-Con’s Director of Diplomatic Security Training, he currently oversees curriculum compliance, pre-employment training, and sustainment training for protective services contracts nationwide. His credentials include a master’s degree in Defense Studies, DCJS Training Director Certification, and multiple instructor-level qualifications, making him uniquely prepared to serve as Training Coordinator for FLL and North Perry Airports.

Summary of qualifications & alignment with evaluation criteria

| Evaluation Criteria | Relevant Experience / Credentials |
|--|--|
| At least two (2) years of verifiable teaching or training experience | 10+ years leading training divisions for DoS and DoD contracts; |
| Ability to create lesson plans and graded exams aligned with Airport Security Plan | Designed and implemented training curriculum for Diplomatic Security, Executive Protection, FACT, HEAT, and Local Guard Services |
| Train Officers, Specialists, and Supervisors in required duties | Recruited, trained, and led 40+ instructors delivering training to multinational personnel across three continents |
| Ensure compliance with County-approved training content | Oversaw curriculum compliance for DoS/DoD mandates; led training protocols ensuring continuity during COVID-19 |

UNIVERSAL SECURITY GUARD ASSO. INC. REPRESENTATIVES



Ms. Gina Laguerre | Chief Operating Officer: Ms. Laguerre has dedicated her career to building a trusted, women-owned security firm that provides reliable protection services to federal, state, and private clients nationwide. Under her leadership, USGA has successfully secured and managed contracts with agencies such as FEMA, the U.S. Department of Health and Human Services, and the Department of Veterans Affairs, while expanding operations into states including Florida, Georgia, Texas, Kentucky, and Washington, D.C. Her expertise lies in managing complex transitions, maintaining full compliance with licensing and regulatory requirements, and ensuring her teams consistently deliver professionalism and excellence on every assignment. In addition to her work with USGA, she founded Blackstone Shield Transport, a luxury security and transportation company operated by an all-women team. This venture reflects her commitment to innovation, empowerment, and advancing the presence of women in security and executive protection.



Mr. James Luxama | Chief Executive Officer: Mr. Luxama brings over 12 years of experience in the security industry, military, and law enforcement sectors. As Chief Executive Officer of Universal Security Guard Association, Inc., he has successfully led strategic growth initiatives, strengthened client partnerships, and ensured operational excellence across all company functions. Mr. Luxama is known for leading by example, fostering teamwork, and maintaining strict compliance with legal and industry standards. His background includes overseeing complex site operations, managing large security teams, and developing sustainable business strategies that drive organizational success. Prior to his executive leadership role, Mr. Luxama served as a Site Supervisor with International Security Guard Services, where he managed personnel deployment, client relations, and incident response. He holds a degree in Business Management from Broward College.

INTER-CON SUPPORTING EXECUTIVES



Mr. Richard Stack | Chief Operating Officer: Mr. Stack has over **30 years of Federal and Private Security experience.** He has risen from a Security Officer on our Department of State contract to COO in charge of all Inter-Con services around the globe. He has served at some point as the Project Manager for every one of Inter-Con’s major programs since 2003, including engagement on Kaiser’s National and Southern California Programs. Mr. Stack has also transitioned and overseen some of the most prestigious security contracts in the United States, including 2,000+ Security Officer contracts for the U.S. Department of State and the U.S. Department of Justice, Microsoft, AWS, and the Port Authority of NY & NJ. He has also implemented and managed security programs for the Bill & Melinda Gates Foundation, as well as the estates of various ultra-high net worth clients. Prior to assuming the role of COO, Mr. Stack served as the EVP of Domestic and International Operations, with responsibility for all global operations, including business development, corporate development, logistical, and administrative activities. Before joining Inter-Con, Mr. Stack served as a military policeman in the U.S. Marine Corps. He also earned a B.S. in Management and Leadership.

Mr. Stack would work closely with the County’s dedicated Account Management Team, overseeing a smooth and successful transition and implementation process. He would work closely with Inter-Con’s executive leadership to expedite any requests that the Project Manager and Assistant Project Manager may require.



Mr. Brian Faulkner | Chief Technology Officer: As Inter-Con’s CTO, Mr. Faulkner has over 15 years of Private Security and Military experience. He currently manages the implementation of our tailored workforce management solutions for Clients, ensuring the alignment of program results with program goals, as well as the achievement of key delivery milestones. He oversees all major technology solutions Inter-Con implements and provides across the United States. Mr. Faulkner has an extensive background in varied mobile development programs from VISA Checkout to Data Collective funded start-ups. Mr. Faulkner most recently worked at Samsung, managing mobile commerce layers to support the company’s “all things open and connected” strategy. Before joining Inter-Con in 2018, Mr. Faulkner served for 10 years as an Officer in the U.S. Army and earned his B.S. at Weber State University and his M.B.A from the Thunderbird School of Global Management. Mr. Faulkner is an active member of the IAHISS.

Upon contract execution and in alignment with all contractual requirements, Mr. Faulkner would propose potential improvements to each airport’s security technology as well as maintain oversight throughout the lifetime of our contractual partnership. Mr. Faulkner would also ensure the smooth operation of Inter-Con’s services and continually seek to provide the County’s with new and innovative security programs and technologies, as well as ensure consistent and timely support from Inter-Con’s Logistics Division.



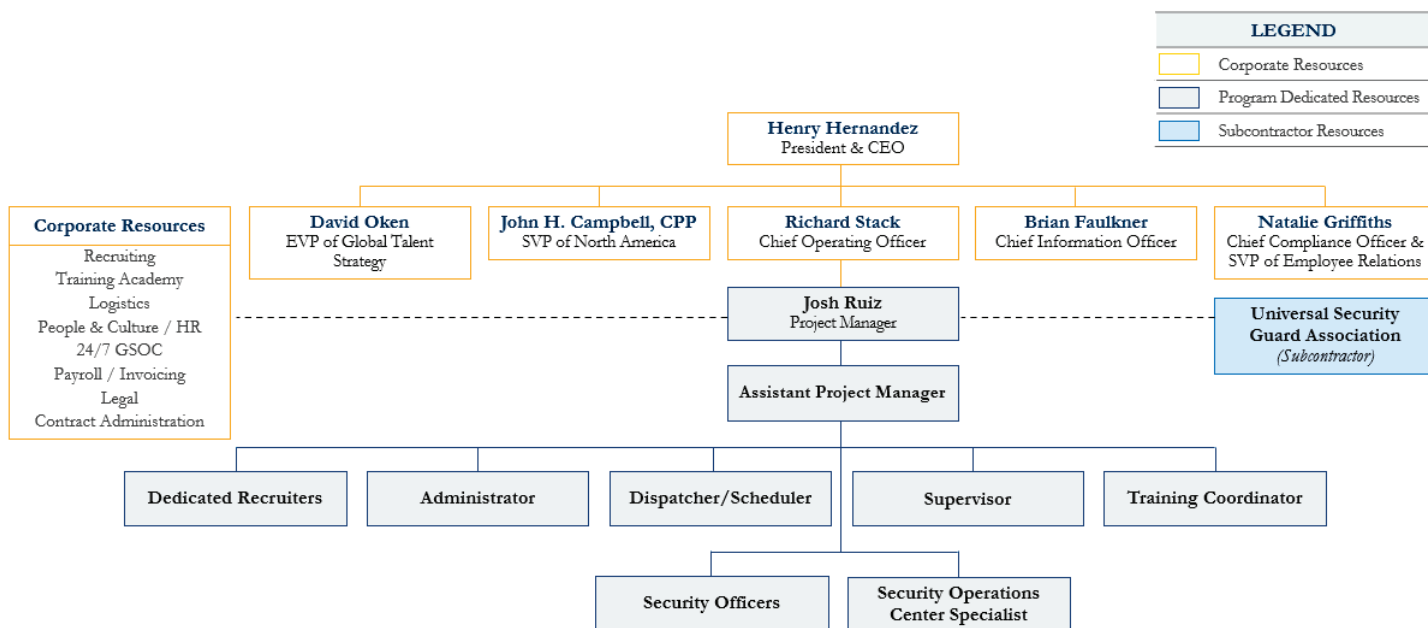
Ms. Natalie Griffiths | Chief Compliance Officer & SVP Employee Relations: Ms. Griffiths has over 15 years of Private Security experience and currently serves as Inter-Con’s Chief Compliance Officer and Senior Vice President of Employee Relations. Ms. Griffiths has held several roles of increasing responsibility during her tenure with Inter-Con. She is currently responsible for overseeing the Company’s compliance matters including Human Resources compliance functions. Ms. Griffiths is also proud to serve as the Chairperson of Inter-Con’s Diversity, Equity, & Inclusion (DE&I) Committee. Ms. Griffiths was an associate attorney in the employment law group at Jones Day prior to joining Inter-Con. She earned her B.S. in Business Administration from the Marshall Business School at the University of Southern California and her JD from Loyola Law School, Los Angeles.

As Inter-Con's Chief Compliance Officer & SVP of Employee Relations, Ms. Griffiths would be responsible for several key functions, including but not limited to ensuring workforce adherence to company policies in accordance to all federal, state, and local regulations, as well as other governing bodies such as TSA and the FAA. She would work closely with our Project Manager and Assistant Project Manager to identify and effectively mitigate risks to ensure the safety of our security personnel in the FLL and North Perry Airports, as well as support Inter-Con's efforts in contractual compliance.



- **Mr. David Oken | Executive Vice President, Global Talent Strategy:** Mr. Oken is a talent acquisition leader with an acumen for developing cohesive teams. Combining his four years of industry experience with his experience and knowledge in all aspects of the hiring process, he is responsible for recruiting efforts across Inter-Con’s domestic portfolio as well as select international programs. Inter-Con’s People Operations department - responsible for Officer retention and employment satisfaction – also rolls up to Mr. Oken. He brings his award-winning talent acquisition expertise, project management skills, leadership development and training proficiencies to the Inter-Con team. He holds a B.A. from the University of San Diego, where he researched industrial and organizational psychology.

Mr. Oken would use his expertise in personnel recruiting to ensure the delivery of a dynamic and highly qualified security force for the County’s security program through every stage of the contract’s lifecycle, including implementation. He would also support the Recruiting Team/County-dedicated Recruiter to ensure that Inter-Con maintains a robust pipeline of pre-vetted candidates to quickly backfill open positions, as they arise, to optimize continuity in security operations. Additionally, Mr. Oken and his team of People Operations Specialists would actively engage with the County, ensuring workforce needs are effectively addressed. Their primary goal is to enhance employee morale, engagement, and retention. Mr. Oken will also oversee compliance with the Broward County Workforce Investment Program requirements, ensuring that all recruitment activities meet First Source Referral and Qualifying New Hire goals.





JOSHUA RUIZ

REPRESENTATIVE EXPERIENCE

Senior Vice President of Operations | Inter-con Security Systems Inc. | Aug 2025 – Present

Vice President of Operations | Inter-con Security Systems Inc. | 2024 – Aug 2025

- Spearhead physical security strategy and execution across diverse critical infrastructure, regulated, and non-regulated sites, encompassing over 45,000 weekly security personnel hours.
- Direct a large-scale security program, ensuring the safety and security of personnel, assets, and operations across multiple geographically dispersed locations.
- Developed and implemented comprehensive security policies, procedures, and protocols in alignment with regulatory requirements and industry best practices.
- Oversee the effective deployment and management of security personnel, optimizing resource allocation to meet the unique security needs of each location.
- Collaborate with executive leadership, site managers, and external stakeholders to identify security risks and implement proactive mitigation strategies.
- Establish and maintain strong relationships with law enforcement, emergency responders, and regulatory agencies to ensure effective coordination and response
- Manage the security budget, ensuring cost-effective resource utilization and maximizing return on investment in security initiatives.
- Provided strategic guidance and leadership to security management and field teams, fostering a culture of vigilance and accountability.
- Consistently ensured compliance with all relevant federal, state, and local regulations and security standards.
- Leveraged data analytics and reporting to identify trends, measure security effectiveness, and inform strategic decision-making.

Deputy Project Manager | Inter-Con Security Systems Inc. | 2022 – 2024

- Deputy Project Manager for the Port Authority of New York and New Jersey contract
- Provides leadership for team of 1,000+ security professionals and manages 40,000+ labor hours
- Performs administrative responsibilities including payroll management and scheduling, conducting personnel reviews, and administering disciplinary procedures as warranted

Branch Manager | Allied Universal | 2020 – 2022

- Led scheduling, logistics, payroll, and personnel efforts while coordinating with 24/7 Security Operations Center
- Implemented mobile application timekeeping system to ensure efficient operations
- Participated in business development pilot programs to optimize billing and payroll while providing benefits

Contract Security Manager, PANYNJ | Summit Security Services, Inc. | 2014 – 2020

POSITION

Representative Project Manager

YEARS IN SECURITY, MILITARY, AND/OR LAW ENFORCEMENT

23 years

EDUCATION, CERTIFICATIONS, AND TRAINING

- Bachelor of Science in Public Administration | John Jay College (CUNY)

- Full P&L responsibility for account, oversees hiring, recruitment, client engagement and receivables
- Supported and executed Performance Management and Talent Management programs, and initiatives for all assigned personnel
- Developed and maintained strong working relationships with key client stakeholders

Regional Manager | Summit Security Services, Inc. | 2010 – 2014

- Responsible for all accounts within assigned region, including full profit and loss oversight
- Overseeing hiring, recruitment, client engagement, and receivables
- Directly involved in the business development and growth while ensuring service quality and client retention

Client Service Manager | Summit Security Services, Inc. | 2004 – 2010

- Responsible for management and oversight of assigned client agreements, including operations, client interactions, staffing, and administrative functions
- Lead scheduling, logistics, payroll, and personnel efforts while coordinating with 24/7 Security Operations Center

Site Security Manager | JPMorgan Chase | 2002 – 2004

- Provide protection for client’s employees, property, and classified materials
- Manage scheduling to ensure staffing levels meet contract requirements
- Supervise security force to ensure Officers maintain the highest security standards in compliance with contract and company policies and procedures
- Communicate with client effectively, implement best practices, and respond accordingly to action items



CHRISTOPHER ZABERTO

REPRESENTATIVE EXPERIENCE:

Assistant Project Manager, LaGuardia Airport | Inter-Con Security Systems Inc. | 2022 – Present

- Oversee Airport Security contracted guard force for LaGuardia Airport, NYC as part of a larger, multi-airport security contract between the Port Authority of New York and New Jersey, a Part 139 Airport Operator.
- Ensure guard force is upholding airport access control regulations at several Air Operations Area access points along the perimeter.
- Oversee two Specialized Airport Security Operations Centers which monitor 1500 cameras, over 5000 access control points and an entire automated airport perimeter intrusion detection system.
- Ensure staffing is provided and adequately trained for airport site security.
- Oversee Airport Credentialing office (1542) staffed with 12 trusted agents, one supervisor and an office manager.
- Respond to incidents involving security, life and safety and assist with intra-agency coordination.

Security Operations Director, Aviation & Transportation | Prosegur Security USA | 2019 – 2022

- Direct airport security and airline security operations at four large US airports for Prosegur Security, a global contracted security service provider.
- Standardized security operational procedures across multiple remote sites and consolidated siloed processes which then were implemented as companywide protocols.
- Managed five site security managers across four states in the Mid-Atlantic Region.
- Developed and Monitored Key Performance indicators and worked collaboratively with Quality Assurance Director to monitor operational and financial performance of contracts.
- Developed and maintained Business Continuity Plans for both the organization and clients.
- Collaborated with executive leadership provide technical guidance in developing the organization's Pandemic Plan using previous emergency management and disaster response experience.
- Ensured security contract scope of work and staffing levels were compliant with contract terms.
- Monitored training and development for security personnel.
- Conducted internal investigations alleging employee theft and other incidents that could damage the global brand's reputation.
- Monitored contract staffing and liaised with Talent Acquisition and Human Resources to assist with sourcing of talent.
- Worked with Prosegur's legal teams to review, amend, and ratify existing contracts.
- Increased new business in 2021 by 3.2M.
- Managed a security portfolio consisting of 10M in revenue.
- Successfully maintained contract margins through labor management and cost sharing of services.
- Monitored financial and operational performance of sixty-eight individual contracts that encompassed the 5 sites within my portfolio.
- Profit and loss accountability to the Chief Financial Officer of Prosegur USA.

POSITION

Representative Assistant Project Manager

EDUCATION, CERTIFICATIONS, AND TRAINING

- Bachelor of Science: Homeland Security & Emergency Management | State University of New York | Hartsdale, New York
- Lenel Systems and CCTV Systems Management Experience
- Tactical (SWAT) Trained
- NYSDCJS Security Guard Instructor
- HIDTA Trained Police Interrogator
- NIIMS/FEMA Certified
- Certified Law Enforcement Instructor
- Hazardous Material/Weapons of Mass Destruction (WMD) Specialist
- Behavioral Analysis and Detection Trained (IATA)
- Airport Security Coordinator Under AAAE- ACE Certification
- NYS Armed Guard License
- Concealed Carry Permit, NYS, CT,

- NYC, HR 218 (Federal)
- New York State Paramedic, Connecticut State Paramedic License
- Notary License in NYS, Westchester and Queens Counties

- Implemented corrective actions for underperforming contracts to improve financial performance.
- Maintained strong relationships with Department of Homeland Security's regional Federal Security Directors as well as local law enforcement leaders.
- Assisted with corporate merger from Command Security to Prosecur Security USA and maintained contract management throughout the transition period.

ORGANIZATIONS AND AFFILIATIONS

- National Tactical Officers Association (Retired Status)
- American Board for Certification in Homeland Security
- American Association of Airport Executives
- National Association of Emergency Medical Technicians
- Special Operations Medical Association
- American Society for Industrial Security

Airport Security Contract Manager, LGA | LaGuardia Gateway Partners, Terminal B | 2014 – 2019

- Managed a three-million-dollar annual contracted security guard force on behalf of LaGuardia Gateway Partners, Terminal B.
- Managed a sub-contracted MWBE security provider as part of the global contract at LaGuardia Airport.
- Developed Post orders that complied with Federal Regulations, Port Authority Airport rules and client needs.
- Intimately partnered with the ASM, Chief Security Officer, his Coordinators, staff assistants, as well as the LGP Terminal security manager to effectively maintain the highest levels of security at LaGuardia Airport, Terminal B, a Category X airport.
- Collaboratively worked with TSA's Inspections unit, Port Authority Facility Security Operations and the LGP Security Manager to develop best practices and training for the creation of a Terminal B Merchandise Screening Center. (consumable goods screening)
- Performed daily terminal security site assessments and reported vulnerabilities to the Terminal B Operations and the Port Authority as necessary.
- Interpret regulatory material and developed training standards, Standard Operating Procedures (SOPs), and training materials for the guard force working at Terminal B.
- As a key security stakeholder, assisted with the project management of opening of Concourse B.
- Routinely worked with LaGuardia Gateway Partners' operational managers to streamline the new Lenel integrated security system in the new Concourse B.
- Regularly review and audit CCTV systems and data to insure internal and external employee compliance.
- Work with the Port Authority to maintain SIDA requirements of our employees under CFR 1542.
- Convert complex regulatory material into specific knowledge, skills and abilities that can be easily understood by entry level security workforce.
- Coordinate training and compliance with operations, human resources, finance/accounting and the company's executive leadership across multiple markets and locations.
- Investigate incidents, client complaints and PA breach of rules, evaluate performance and conduct routine audits.
- Acted as company and client liaison at Port Authority On-Guard Security work sessions.

Police Detective, Tactical | New York City Police Department | 1994 – 2014

- NYPD Emergency Service Unit Counter-Assault team member with extensive experience protecting foreign and domestic heads of state, including the President of the United States while in New York City.
- Worked collaboratively with the United States Secret Service and U.S. State Department to provide security and counter assault measures during motorcades and at safe house locations to principals of extreme importance.

- Cross-trained as a Tactical Paramedic to provide emergency medical care to injured/sick principals.
- Cross-trained as a Hazardous Materials/WMD detection specialist to operate within Federal "HAMMER Teams" during motorcades and VIP movements.
- Assisted City management as a training coordinator and subject matter expert with the development of incident action response plans during coordinated and emergency events.
- Playing a key role in meetings with the Deputy Police Commissioner on a wide variety of topics, such as equipment testing and evaluation, training and incident response consultation.
- Enhanced planning and collaboration abilities, through coordination with personnel from the Federal Bureau of Investigation, US Secret Service, Fire Department, and Department of Environmental Protection in the organization of city-wide events, dispensing advice and expertise where needed.
- Originally employed as a Detective with the anti-gun squad, a proactive and motivated unit where weapon possession recognition was the key mission. Additional training was received in hostage negotiations and crisis intervention while assigned to this unit for over five years.

Hazardous Materials Response Specialist | Federal Emergency Management Agency | 2007 – 20014

- Performed as a crucial component of the Urban Search and Rescue Team, NYTF-1
- Worked as a Haz-Mat recognition and mitigation trainer.
- Training records coordinator.
- Paramedic and Rescue Specialist.



WILLIAM SWINTON

REPRESENTATIVE EXPERIENCE

Director, Diplomatic Security Training | Inter-Con Security Systems, Inc. | 2024 – Present

- Provide operational leadership, curriculum improvement and compliance responsibility for all pre-employment and CONUS-wide sustainment security training for Diplomatic Security Service Uniformed Protective Services contract that provides armed uniformed protective security services to the U.S. Department of State facilities in the National Capital Region and across the U.S.

Principal Consultant and Advisory Board Member | Riley Risk Inc. | 2023 – 2024

- Provided strategic advice, and brand promotion based on firm’s needs and principally in support of the international NGO community
- Served as Account Manager for NGO clients providing global security and safety advice including policies and procedures, pre-travel briefings, monitoring and incident reporting

Executive VP & Managing Director | Panthera Training LLC | 2022 – 2023

- Lead business development and sales, operational delivery and managing the profitability of all services providing tailor-made market-leading security training solutions to a broad range of private, NGO, commercial and U.S. government clients
- Provided daily management and oversight of 800-acre full spectrum training facility

VP, Diplomatic Security Training | Garda World Federal Services (*dba Aegis Defense Services*) | 2014 – 2021

- Reported to President, serving as strategic thought/operations leader with expertise in processes for training security personnel, leading large scale high threat security operations, maintenance of quality assurance/compliance, assessment of risk management
- Oversaw operations for high volume training services for U.S. Departments of State and Defense
- Provided full operational leadership of Training Division including building the division from the ground up into the organization’s most profitable P&L account, delivering high threat diplomatic security training across three continents (10,000 security graduates)
- Recruited and led a training staff of 40+ DoS-approved instructors training multinational security personnel across the U.S., in Jordan and Afghanistan, often simultaneously
- Designed and implemented training curriculum for additional training services including DoS Local Guard Services (LGS), Foreign Affairs Counter Threat (FACT), Hostile Environment Awareness Training (HEAT), Fundamentals of Executive Protection, DOD pre-deployment, Static Guarding and Mobile Security courses
- Led and instituted training protocols to meet U.S. Government mandates for workforce protection and health security at the onset of Covid 19 pandemic, ensuring continuity of DoS and DoD training operations – which led to the successful deployment of 500 security contractors into Afghanistan at the height of the pandemic

POSITION

Representative Project Trainer

YEARS IN SECURITY, MILITARY, AND/OR LAW ENFORCEMENT

26+ years

EDUCATION, CERTIFICATIONS, AND TRAINING

- M.A., Defense Studies | Cranfield University (UK)
- U.S. Department of State | Active Secret Clearance
- DCJS Training Director Certified
- WPS Qualified Firearms Instructor | U.S. Department of State Diplomatic Security
- NRA Certified Pistol Instructor
- International NGO Safety & Security Association | Security Risk Management Professional Certifications (C&R)
- Chairman of the Board | Project Quest Expeditions
- Board Member | Canines for the Cure
- British Army Officer

Director of Special Projects – Training & Quality | Aegis Defense Services LLC | 2012 – 2013

- Owned project quality and risk management, as well as compliance oversight of protective security services, reporting to the CEO, co-chaired Corporate Quality Management Review Board for major U.S. Government security contractor
- Defined standard operating procedures adopted for all deployed projects, achieving accreditation for ANSI PSC1 and meeting ISO 18788 and 9001 requirements

Senior Project Director & General Manager for Iraq | Aegis Defense Services LTD UK | 2010 – 2011

- Operational leadership and program management of 1,100 contractor personnel across 16 sites in Iraq; performance led to Preferred Security Provider status with U.S. DoD and Exceptional CPAR rating for reconstruction security support services (\$1.5B contract)

Lieutenant Colonel – Assistant UK Liaison Officer to CJCS | British Army | 2009 – 2010

- Worked with staff of U.S. Chairman of the Joint Chiefs of staff in the Pentagon, representing UK strategic interests, and providing advice on major bilateral operational issues to the National Security Council and Department of State

Lieutenant Colonel – Commanding Officer 1st Battalion Scots Guards | British Army | 2006 – 2008

- Led elite frontline British infantry battalion of 750+ personnel on operations in the Middle East, including US/UK joint strike force operations in Basra, Iraq
- Managed all training, professional development, morale and welfare, education, operational control, security and safety, including care for 1K+ dependent family members, guided team through Digitization program, and unit permanent relocation from Germany to UK
- Previous experience: Operational duty in Northern Ireland, Belize, Iraq and Afghanistan; staff experience at tactical, operational and strategic levels, and in NATO/multinational settings including tours in USA, Australia, Italy, France and Germany; awarded MBE medal in 2002 for exceptional service in HQ Chief of Staff role



RICHARD STACK

REPRESENTATIVE EXPERIENCE

POSITION

Chief Operating Officer

YEARS IN SECURITY, MILITARY AND/ OR LAW ENFORCEMENT

26 Years

EDUCATION, CERTIFICATIONS, AND TRAINING

- B.S., Management & Leadership | Warren National University | Cheyenne, Wyoming
- Private Sector Overseas Security | National Foreign Affairs Training Center | Arlington, Virginia
- Inter-Con UPSP Supervisory Course | Alexandria, Virginia
- USMC Non-Commissioned Officer Course | Washington, D.C.
- USMC Military Police Academy | Fort McClellan, Alabama
- USMC Boot Camp | Paris Island, South Carolina

Chief Operating Officer (COO) | Inter-Con Security Systems, Inc. | 2015 –Present

- Responsible for all operational, administrative and legal compliance activities associated with Inter-Con’s Global Operations and provides executive oversight, strategic guidance, and client relations for high-net-worth families, Fortune 500 Multi-National organizations, as well as U.S. and Foreign Government agencies.
- Leads continuous improvement efforts for all core operational capabilities as well as oversees all product/service development activities
- Oversees logistical activities for Inter-Con’s corporate operations as well as those for major international projects and serves as a leading operational manager during new contract phase-ins.
- Responsible for contract compliance, excellent delivery of service, and financial performance of Inter-Con’s operations.

Executive Vice President of Operations | Inter-Con Security Systems, Inc. | 2014 –2015

- Responsible for all operational, administrative and legal compliance activities associated with Inter-Con’s Operations, both domestically and internationally on four Continents, and provides executive oversight, strategic guidance, and client relations for all Markets including Fortune 100 Multi-National organizations, as well as U.S. and Foreign Government agencies.
- Exercises responsibility for all logistical activities and serves as a leading operational manager in the field during new contract phase-ins.
- Responsible for contract compliance, delivery of service, and financial performance of Inter-Con operations.

Senior Vice President of Operations | Inter-Con Security Systems, Inc. | 2007 – 2014

- Was responsible for all operational, administrative and legal compliance activities associated with Inter-Con’s International Operations on four Continents, and provides executive oversight, strategic guidance, and client relations for all
- International Markets including Fortune 100 Multi-National organizations as well as U.S. and Foreign Government agencies.
- Exercised responsibility for all logistical activities and serves as a leading operational manager in the field during new contract phase-ins.
- Additionally, served as Senior Vice President with oversight to the Midwestern and Western United States from 2007 to 2012, and assumed International duties in early 2012.
- Provided Executive Oversight to the United States Marshals Service Court Security Officer program in the 5th and 12th Circuits.

Director of East Coast Operations | Inter-Con Security Systems, Inc. | 2003 – 2007

- Exercised responsibility for all operational and administrative activities in Government, commercial and healthcare sectors located east of the Rocky Mountains.

Deputy Project Manager for Administration | Inter-Con Security Systems, Inc. | 2001 – 2003

- Maintained Inter-Con's eligibility with the DoD for more than 700 Security Clearances on the Department of State contract, and ensured Clearance, recruitment and training requirements were met according to rules, regulations and requirements.

Captain/Watch Commander | Inter-Con Security Systems, Inc. | 2000– 2001

- Was responsible for the day-to-day operations of the Department of State contract as the Senior Uniformed Protective Officer (UPO) in uniform, and produced daily 24-hour duty logs, received data from all Department of State Domestic facilities, and interpreted reports from 17 states.

Main State Lieutenant (1998 – 2000) | NCR Lieutenant (1997 – 1998) | NCR Sergeant (1997) | Officer (1997) | Inter-Con Security Systems, Inc. | 1997-2000

- Inspected all NCR posts to ensure contract compliance, performed access control, worked all posts, and reported and distributed information in support of operations.



BRIAN FAULKNER

REPRESENTATIVE EXPERIENCE

Chief Information Officer | Inter-Con Security Systems, Inc. | 2018 – Present

- Manages all tailored workforce management solutions to ensure results align with program goals and delivery milestones are achieved
- Oversee all major technology solutions Inter-Con implements with clients
- Develops strategy and overseeing client relationship management efforts for Inter-Con’s technology practice
- Previous Role: Executive Vice President

Senior Manager | Samsung | 2017 – 2018

- The senior manager for business and product alignment for Samsung’s cutting-edge mobile commerce layer, spanning Bixby AI and Samsung’s mobile wallet program, Samsung Pay
- Managed a budget of \$42MM to drive strategic partnerships with Samsung Pay’s Head of Merchant Services
- Led business and product alignment for merchant services to ensure Samsung commerce platform worked seamlessly across all consumer touchpoints

Director of Product | Aisle Fire Labs, Inc. | 2015 – 2017

- One of the first three employees, reporting directly to the CTO, for an information and marketing services company that utilizes location-sensing and IoT technologies to enable innovative mobile marketing, shopper insights and operations solutions for brick & mortar retail
- Defined and compiled business requirements into feature sets and managed program roadmap
- Implemented and administered JIRA and Confluence to support agile framework and manage product releases, sprints, key program tasks, document processes and ensured key functionality was delivered within business deadlines
- Led the product management, UI/UX design, development, and user testing of four distinct mobile applications and proprietary IoT hardware platform
- Managed large retail store deployments, including hardware installation, testing and ongoing maintenance of indoor location services
- Managed contract mobile development and design team resources
- Key contributor in design and development of first-generation proprietary mapping and location services algorithms utilizing mobile phone sensors and Bluetooth technology

Co-Founder | VKNOW | 2014 – 2015

- Head of Product and Co-Founder of a startup specializing in wine technology. vKnow is a mobile application and RESTful API services that allow developers in the wine industry unique access to a complete database of wine attributes (flavors, pairing, price, etc.). vKnow ensures the accuracy of the attributes by populating from the source (wineries and winemakers). In addition, vKnow allows consumers to rate, and remember wines they enjoy while providing valuable feedback to wineries

POSITION

Chief Information Officer

YEARS IN SECURITY, MILITARY AND/OR LAW ENFORCEMENT

13 years

EDUCATION, CERTIFICATIONS, AND TRAINING

- MBA International Management, Marketing | Thunderbird, School of Global Management, Phoenix, Arizona
- B.S., Business Administration, Marketing | Weber State University, Ogden, Utah

- Managed agile development process from ideation to execution and created UI/UX design, wireframes, mockups, storyboards, initial database architecture and working product demos
- Managed standups with consultants to track progress to development goal sand lead marketing research to define key features for product MVP
- Established, monitored, and managed corporate Business Plan including marketing research and detailed financial forecasts to encapsulate key operating metrics

Director, Emerging Products | VISA Inc. | 2012 – 2014

- Business Operations Director reporting to Senior Vice President of Operations for VISA’s digital payments program, VISA Checkout
- Developed internal standard operating procedures to harmonize interaction between legacy tools, traditional functions, and new agile development process
- Organized and lead multiple stakeholder support group to enhance agile management and developing best practices
- Restructured program’s communication platform, to normalize templates; adopted as the program standard



NATALIE GRIFFITHS

REPRESENTATIVE EXPERIENCE

Chief Compliance Officer and Senior Vice President, Employee Relations | Inter-Con Security Systems, Inc. | 2024 – Present

- Provide strategic direction for the company’s compliance, human resources, and employee relations teams
- Develop guidelines for internal compliance audits of various company operations to see whether proper protocols and procedures are followed, identify problems, and suggest ways for improvement
- Stay up to date on the latest regulatory changes within the industry and update our compliance procedures accordingly
- Manage government compliance audits
- Plan and execute compliance programs to ensure that company operations are adhering to relevant federal, state, and local laws
- Promote an effective compliance culture in our workplace by organizing training workshops to educate employees on the best compliance practices
- Provide counsel and advice to cross-functional stakeholders and senior leaders to set the company’s compliance strategy on a broad range of matters
- Serve as chairperson of the company’s Diversity, Equity, and Inclusion Committee

Chief Compliance Officer and Assistant General Counsel | Inter-Con Security Systems, Inc. | 2021 – 2024

- Provided strategic direction for the company’s compliance and employee relations teams
- Developed guidelines for internal compliance audits of various company operations to determine whether proper protocols and procedures were followed, identified problems, and suggested ways for improvement
- Stayed up to date on the latest regulatory changes within the industry and updated compliance procedures accordingly
- Managed government compliance audits
- Oversaw compliance with applicable laws and regulations that impacted the company
- Managed federal and state regulatory strategy and compliance, and developed state-specific regulatory guidance
- Served as chairperson of the company’s Diversity, Equity, and Inclusion Committee

Vice President of Compliance and Assistant General Counsel | Inter-Con Security Systems, Inc. | 2020 – 2021

- Provided strategic direction for the company’s compliance team
- Worked closely with department heads and other management-level staff to establish compliance priorities and update policies
- Planned and executed compliance programs to ensure that company operations adhered to relevant federal, state, and local laws

POSITION

Chief Compliance Officer and Senior Vice President, Employee Relations

YEARS IN SECURITY, MILITARY AND/OR LAW ENFORCEMENT

15 years

EDUCATION

- Loyola Law School | Los Angeles, CA | 2005
- B.S., Business Administration, University of Southern California | Los Angeles, CA | 1999

- Oversaw the improvement of legal department processes to increase efficiency and mitigate legal risks
- Advised the HR team on federal, multi-state, and international employment law
- Advised management and staff on legal issues related to programmatic initiatives
- Supported the development of training materials, guidance documents, and relevant employee training
- Established and managed relationships with outside counsel

Assistant General Counsel | Inter-Con Security Systems, Inc. | 2019 – 2020

- Oversaw the improvement of legal department processes to increase efficiency and mitigate legal risks
- Reviewed and advised on a range of agreements, including corporate, employment, and commercial agreements
- Advised the HR team on federal, multi-state, and international employment law
- Advised management and staff on legal issues related to programmatic initiatives
- Supported the development of training materials, guidance documents, and relevant employee training
- Established and managed relationships with outside counsel

In House Counsel | Inter-Con Security Systems, Inc. | 2009 – 2019

- Oversaw the improvement of legal department processes to increase efficiency and mitigate legal risks
- Reviewed and advised on a range of agreements, including corporate, employment, and commercial agreements
- Advised the HR team on federal, multi-state, and international employment law

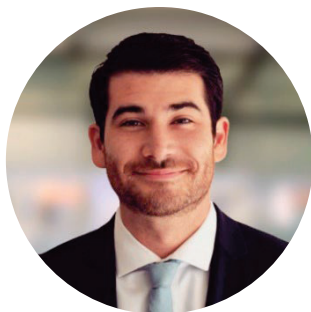
Associate Attorney / Summer Associate | Jones Day | 2004 – 2009

- Counseled and represented clients in multi-district wage and hour class actions, individual plaintiff actions, and commercial litigation
- Drafted substantive pleadings and motions, including complaints, answers, motions to strike, motions to compel, motions to quash, demurrers, and motions in limine
- Conducted and drafted discovery, including interrogatories, requests for production, requests for admissions, defense of depositions, and witness interviews
- Served as primary associate on single plaintiff matters before the Division of Labor Standards Enforcement, Department of Fair Employment and Housing, and U.S. Equal Employment Opportunity Commission
- Independently attended and participated in hearings and mediation proceedings
- Reviewed and analyzed client documents, including employment agreements, non-solicitation agreements, collective bargaining agreements, employee benefit plans, Family and Medical Leave Act and California Family Rights Act leave files, and employment records
- Counseled clients regarding compliance with state and federal law, including wage and hour and statutory leave requirements, as well as proper drafting of personnel policies and due process notices of proposed discipline

- Pro bono: Represented client in real estate fraud action; successfully opposed petition to compel arbitration

Research Administration – Administrative Specialist | Orthopaedic Hospital | 1999 – 2004

- Supervised unit employees by scheduling, assigning, and prioritizing workloads, monitoring employee performance, and training new employees
- Managed office operations by implementing changes and enhancements to procedures, coordinating implementation of departmental policies and procedures, and developing office procedures
- Drafted operating budgets, approved expenditures, reconciled budgets, and resolved discrepancies
- Prepared and edited information for grant submissions to the National Institutes of Health



DAVID OKEN

REPRESENTATIVE EXPERIENCE

Executive Vice President, Global Talent Strategy | Inter-Con Security Systems, Inc. | 2022 – Present

- Direct an international talent acquisition function responsible for the successful recruitment and onboarding of both corporate and field personnel alike
- Serve as a key stakeholder in managing the recruiting and retention of incumbent Security Officers during new contract onboarding phases with incumbent capture rates of over 96%
- Architect and lead the creation of Inter-Con’s comprehensive talent acquisition professional training program
- Oversee the organizational restructuring of the recruiting function, resulting in process optimization, higher recruiting yield, and improved Officer (candidate) experience
- Immediate past position: Senior Vice President of Talent Acquisition

Vice President of Corporate Talent | Inter-Con Security Systems, Inc. | 2021 – 2022

- Successfully achieved top to bottom business process redesign and optimization in the corporate talent acquisition space
- Built and deployed new policies, procedures, and SOPs for talent pipeline management
- Spearhead all domestic vendor and talent partnership strategies affecting corporate recruiting
- Responsible for all personnel decisions relating to the corporate talent acquisition function, to include hiring, training, and international partnerships with Inter-Con subsidiaries

Director of Client Services | Vaco - Talent Solutions | 2018 – 2021

- Elevated to a key leadership role at a nationally accredited consulting firm specializing in talent acquisition
- President’s Club award winner, recognized as the number one overall producer in the company’s nationwide technical recruiting division
- Re-engineered and optimized key business processes, resulting in over 200% increased business YOY and hundreds of candidates recruited/placed in areas of client need
- Identified gaps and created solutions to improve internal onboarding and training experience for new hires within the recruiting function
- Selected as a national trainer/mentor and assigned to coach mentees on strategies for successful implementation of winning talent acquisition strategies

POSITION

Executive Vice President
Global Talent Strategy

YEARS IN SECURITY, MILITARY AND/OR LAW ENFORCEMENT

4 years

EDUCATION, CERTIFICATIONS, AND TRAINING

- B.A., Industrial and Organizational Psychology | University of San Diego *Magna Cum Laude*
- Graduate researcher in Industrial/Organizational Psychology | McNair Scholars Fellow, University of San Diego

Project Approach

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

Inter-Con fully understands the County’s Scope of Work and the critical need for reliable, unarmed Contract Security Services (CSS) at both FLL and North Perry Airports. With decades of experience delivering premium security solutions, including for Category X airports and major aviation clients, **Inter-Con is well-prepared to support the County with a comprehensive program that encompasses secure employee and merchandise inspections, robust airside and landside operations, and professional security control center functions.** We recognize the importance of safeguarding access points, managing traffic and crowds, responding to emergencies, and providing vigilant oversight of security communications. Our proven approach ensures that the County will receive **24/7 SUPPORT THAT IS NOT ONLY RESPONSIVE AND SCALABLE**, but also cost-effective throughout the contract term.

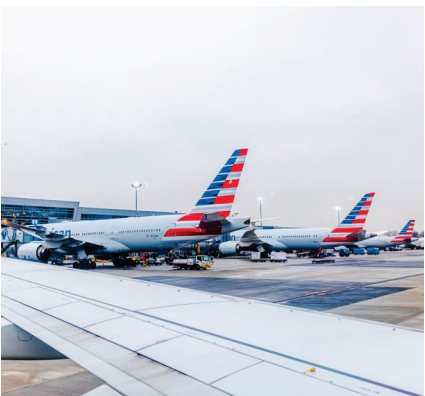
PROJECT METHODOLOGY & WORK PLAN

Inter-Con’s Project Methodology created for the County’s CSS program at FLL North Perry Airports has been tailored to meet the operational, staffing, and reporting requirements as specified in the various solicitation documents. Drawing on proven performance with clients like Newark Airport, LaGuardia Airport, JFK Airport, Munich Airport NJ, LLC, American Airlines, and United – **all of which are environments characterized by the challenge of deterring insider threats and preventing unauthorized persons, or authorized persons carrying unauthorized items, from accessing secured airport areas.** Inter-Con is proposing a structured, three-phase approach: Phase 1 – Project Initiation, Phase 2 – Project Execution, and Phase 3 – Project Maintenance. This approach incorporates all of the County’s requirements while also addressing the inherent risks associated with security guard services in an aviation setting.

Figure 1: Approach to Project Management

| | | | |
|--------------|---|----------------------------|--|
| Phase | 1 | Project Initiation | Program Transition, Recruiting and Screening of security personnel, and establishing stakeholder communication channels. |
| | 2 | Project Execution | Development of a detailed Staffing Plan, Training and Development of the CSS force, procurement of uniforms and equipment, and integration of compliance and regulatory requirements. |
| | 3 | Project Maintenance | Selection of KPIs and implementation of Inter-Con’s Quality Assurance Program (QAP), supported by technology-enabled reporting, employee retention and recognition, surge/contingency planning, and continuous improvement in partnership with the County. |





This lifecycle-based methodology also ensures **operational readiness on Day One**, consistent service delivery throughout the contract term, and proactive performance improvement aligned with the County’s evolving needs.

POLICY & APPROACH TO UTILIZATION OF CBE FIRMS

As with our stable, committed ownership, Inter-Con believes in building long-lasting relationships with our partners. Thus, Inter-Con takes a thoughtful approach in selecting and working alongside our subcontracting partners for whom security and safety truly matter. When we work with a subcontractor, **their staff is fully integrated within our own**, and they abide by all Inter-Con and client policies, **resulting in a uniform contractor base**. This means that Inter-Con and subcontractor employees assigned to the County’s CSS program would report to the same Project Manager and Assistant Project Manager, ensuring consistent communication. **As with our own employees, our subcontracted partners would have full access to our corporate and executive resources, and function as an extension of Inter-Con’s own security force.**



For this solicitation, Inter-Con has vetted and selected Universal Security Guard Association Inc. (USGA) as our subcontractor. USGA emerged in 2017 as a leading provider of dynamic and innovative security solutions and is proudly woman and minority owned. With a nationwide presence spanning Texas, Florida, Georgia, North Carolina, Tennessee, Oklahoma, the District of Columbia, Washington State, Maryland, Virginia, and beyond, USGA offers trained and quality armed, unarmed, Security Officer Services to a diverse range of clients. With a track record of successfully servicing over 40 clients in the region and an organizational structure boasting 100+ employees, client experience remains their utmost priority.

If Inter-Con is awarded the contract, USGA will assume responsibility for approximately 25% of the contracted hours, which equates to 3,624 HPW within the overall staffing plan. Inter-Con will maintain direct oversight of USGA’s performance, ensuring that all assigned personnel are recruited, trained, and supervised in strict accordance with the County’s specifications and Inter-Con’s established standards. All **reporting, compliance, and quality assurance responsibilities would remain centralized** under Inter-Con’s Program Management Team to ensure seamless integration and consistent service delivery across both FLL and North Perry Airports. **(Evaluation Criteria, 2.1)**

PHASE 1: PROJECT INITIATION

STEP 1 – GUARD FORCE TRANSITION (Evaluation Criteria 2.2, Specification and Requirements 4.1)

Inter-Con brings over 52 years of experience managing large-scale contract transitions across complex, multi-site environments. This experience shaped a well-honed, reputable process built on defined milestones dedicated transition staffing and ongoing client collaboration. Our approach involves **meticulously delineating tasks, assigning dedicated team members, defining clear milestones, and closely monitoring weekly progress**, all aimed at ensuring minimal disruption airports operations. These steps would be customized to meet both FLL and North Perry’s unique needs and site-specific requirements. Inter-Con is committed to finalizing the transition and being ready to begin service on October 1, 2026.

DEMONSTRATED TRANSITION EXPERIENCE

Inter-Con has successfully transitioned security programs of comparable scale and complexity, including the Port Authority of New York and New Jersey contract (LGA, EWR, JFK, WTC) which was **completed under a compressed 18-day (13-business days) transition window**. To ensure timely and seamless implementation, Inter-Con engaged in the following ways:



Executive Leadership: Inter-Con sent several teams of transition experts to support each airport and the World Trade Center to include the COO, Vice Presidents and Department Supervisors.

Logistics and IT Teams: Inter-Con’s Logistics and IT leadership, including the CTO, were onsite to assist with technology and equipment integration. Leaders also conducted site surveys to increase our understanding of all technical requirements and identify any gaps

Recruiting Team: The Recruitment team identified all requirements (*both existing and new*) and verified which incumbent employees met those requirements and were eligible to transition with the contract

Training Team: Inter-Con’s dedicated Training Team provided new-hire and refresher training, enhanced escalation and emergency procedures training, and public-facing de-escalation training

Operations Team: All operational structures and procedures were established prior to contract commencement, allowing personnel to assume full responsibilities seamlessly at midnight on 1/1/2022. Inter-Con also implemented integrated billing procedures, providing a streamlined process with real-time reporting capabilities.

As a result of Inter-Con’s structured transition process, **the contract was fully staffed on Day One, ensuring uninterrupted security coverage**. Officer morale **improved immediately**, a fact noted and commended by the client, and Inter-Con successfully achieved a 99% incumbent capture rate at the World Trade Center site. These outcomes demonstrate Inter-Con’s ability to execute complex transitions without service disruption while strengthening workforce stability and client confidence.

TRANSITION TEAM

As mentioned above, Inter-Con’s Transition Team includes cross-functional experts from Operations, Technology, Human Resources, Talent Acquisition, and Contract Administration, each selected for their expertise in standing up large-scale, multi-site contracts. This team collaborates closely to ensure a seamless transition by leveraging institutional knowledge and proven best practices to address all aspects of project mobilization. We have included a short bio on some of the key individuals below.

Figure 2: Key Members of Inter-Con’s Transition Team

| Team Member | Key Responsibilities |
|---|--|
| <p>Richard Stack Chief Operating Officer <i>Role: Supporting Executive</i></p> | <ul style="list-style-type: none"> Leads executive oversight of the transition Directs procurement and reallocation of corporate resources Serves as key liaison with County leadership |
| <p>Josh Ruiz SVP Operations <i>Role: Chief Transition Officer</i></p> | <ul style="list-style-type: none"> Aligns Inter-Con transition strategy with County goals Oversees all mobilization deliverables Expedites requests from County’s Project Manager |

| Team Member | Key Responsibilities |
|--|--|
| Brian Faulkner Chief Technology Officer <i>Role: Technology Interfacing Officer</i> | <ul style="list-style-type: none"> Leads integration of guard tour and security tech Proposes system enhancements and innovations Oversees data/reporting tools for continuous improvement |
| David Oken EVP, Global Talent <i>Role: Transition Manager</i> | <ul style="list-style-type: none"> Oversees incumbent review and new recruiting Ensures candidate compliance with screening criteria Manages Talent Acquisition team for staffing alignment |

TRANSITION TIMELINE

Inter-Con would initiate the transition immediately upon contract award. Members of Inter-Con’s Transition Team would meet with the County to align goals, address identified gaps, confirm timeline milestones, and formalize the transition plan. **The final Transition Plan will be presented to the County at least 30 days prior to the Commencement Date** unless otherwise agreed upon by Inter-Con and the County. **(Specifications and Requirements, Section 2.3 (E))**

Inter-Con understands the critical, high-visibility nature of transitions and commits to a full operational handoff by 10/1/2026. Our Project Management Team would be directly involved in the transition, and like in the transition for PANYNJ, we would commit to having on-site presence at both airports on the first day of the contract’s start.

Figure 3: Graphic Timeline of FLL and North Perry Airport Transition Activities

| ID | Tasks | Duration | 60 Day Transition | | | | | |
|----|--|----------|-------------------|----|----|----|----|----|
| | | | 10 | 20 | 30 | 40 | 50 | 60 |
| 1 | Activate Transition Team | 1 Day | █ | | | | | |
| 2 | Notify & Activate Key Personnel | 1 Day | █ | | | | | |
| 3 | Hold Post-Award Conference | 1 Day | █ | | | | | |
| 4 | Conduct Initial Transition Team Meeting | 1 Day | █ | | | | | |
| 5 | Submit Licenses, Permits and Insurance | 2 Days | | █ | | | | |
| 6 | Submit Job Descriptions & Recruiting Profiles | 10 Days | | █ | | | | |
| 7 | Brief Incumbent Personnel | 3 Days | █ | | | | | |
| 8 | Screen Incumbent Personnel | 15 Days | █ | █ | | | | |
| 9 | Recruit & Screen New Applicants | 60 Days | █ | █ | █ | █ | █ | █ |
| 10 | Submit Approved Application Packages & Hire Personnel | 10 Days | | █ | | | | |
| 11 | Acquire Required Equipment and Software | 30 Days | | █ | █ | █ | | |
| 12 | Hold Weekly Meetings | 60 Days | █ | █ | █ | █ | █ | █ |
| 13 | Review Existing Operational Processes | 15 Days | █ | █ | | | | |
| 14 | Conduct Initial Security Threat Assessments for Assigned Locations Review Existing Posts, Procedures, Deliverables, Data & Regulations | 10 Days | █ | █ | | | | |
| 15 | Submit Final Transition, QC & Contingency Plans | 15 Days | █ | █ | | | | |
| 16 | Secure Approval for Training Programs | 10 Days | █ | █ | | | | |
| 17 | Review Incumbent Personnel Information | 10 Days | █ | █ | | | | |

| ID | Tasks | Duration | 60 Day Transition | | | | | |
|----|--|----------|-------------------|------------------|------------------|----|----|------------------|
| | | | 10 | 20 | 30 | 40 | 50 | 60 |
| 18 | Conduct On-boarding Training for New Personnel | 60 Days | [Solid blue bar] | | | | | |
| 19 | Inventory the County-Furnished Property | 10 Days | | [Solid blue bar] | | | | |
| 20 | Inventory Inter-Con Furnished Property | 10 Days | | | [Solid blue bar] | | | |
| 21 | Implement all Software Tools/Updates | 40 Days | [Solid blue bar] | | | | | |
| 22 | Issue Uniforms & Equipment | 60 Days | [Solid blue bar] | | | | | |
| 23 | Hold Final Transition Meetings | 5 Days | | | | | | [Solid blue bar] |
| 24 | Commence Operations | 2 Days | | | | | | [Solid blue bar] |
| 25 | Monitor & Review Transition Activities | 60 Days | [Solid blue bar] | | | | | |

Figure 4: Inter-Con’s 25-Step of Transition Activities

| Step | Transition Activity Details |
|------|--|
| 1 | Activate Transition Team: Inter-Con will assemble and brief the Transition Team, as well as on-call support from corporate management. Required Resources: County = N/A, Outgoing Provider = N/A, Other Party = N/A |
| 2 | Notify and Activate Key Personnel: Upon receipt of the notice of award, Inter-Con management notifies key management personnel and any approved suppliers. Required Resources: County = N/A, Outgoing Provider = N/A, Other Party = N/A |
| 3 | Hold Post-Award Conference: Inter-Con will meet with the County representatives to discuss specific Transition Plan items. Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A |
| 4 | Conduct Initial Transition Team Meeting: Upon receipt of the notice of award, the Inter-Con team conducts initial meetings with the County representatives to discuss the transition approach and timeline, and incumbent personnel outreach activity. Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A |
| 5 | Submit Licenses, Permits and Insurance: Inter-Con management submits to the County valid documentation and licenses as requested. Required Resources: County = N/A, Outgoing Provider = N/A, Other Party = N/A |
| 6 | Submit Job Descriptions & Recruiting Profiles: Based on feedback from the County, Inter-Con will develop and submit for approval job descriptions and recruiting profiles for all positions. Required Resources: County = Key Stakeholders and the County’s personnel preferences, Outgoing Provider = N/A, Other Party = N/A |
| 7 | Brief Incumbent Personnel: Inter-Con explains new contract and any relevant changes to current personnel and will encourage them to remain with Inter-Con. Required Resources: County = Space onsite to meet with incumbent personnel, Outgoing Provider = Unfettered access to incumbent personnel, Other Party = N/A |
| 8 | Screen Incumbent Personnel: Inter-Con’s Transition and Account Management Teams will identify individuals within the incumbent security force to retain. In coordination with the County, and after discussing proposed compensation levels with incumbent personnel, we will make a sound projection of the number of new personnel that need to be recruited, screened, cleared, and trained prior to the planned contract start-up date to meet all requirements. Inter-Con recruitment is an on-going effort that will continue after contract startup. Required Resources: County = Access to preferred the County Background Screening partner (if applicable), Outgoing Provider = Relevant information for incumbent personnel, Other Party = Background and Drug Screening expertise |
| 9 | Recruit and Screen New Applicants: Inter-Con individually interviews all applicants. All applicants are screened through Inter-Con’s 7-step process to evaluate reliability, honesty, positive work attitudes, and medical and physical |

| Step | Transition Activity Details |
|------|--|
| | <p>fitness, as well as the County-required screening procedures necessary to receive a favorable vetting. Inter-Con assures the County that all employees meet the requirements outlined in the RFP.</p> <p>Required Resources: County = Access to preferred the County Background Screening partner (if applicable), Outgoing Provider = N/A, Other Party = N/A</p> |
| 10 | <p>Submit Approved Application Packages & Hire Personnel: Qualified applicants are selected for hiring. We will utilize an Administrative Specialist to ensure contract requirements pertaining to personnel recordkeeping and documentation are completed, organized, and available for the County inspection and review. Our Administrative Specialist will also draft and submit a list of all Contract employees, their respective Contract start dates, shift assignment, and position identifying part-time or full-time status.</p> <p>Required Resources: County = Access to preferred County Background Screening partner (if applicable), Outgoing Provider = All incumbent information and zero barriers to recruitment, Other Party = N/A</p> |
| 11 | <p>Acquire Required Equipment and Software: Inter-Con coordinates and documents the acquisition of all equipment and software.</p> <p>Required Resources: County = Information on all required and preferred equipment and software, Outgoing Provider = Honest assessment on the value/utility of the equipment and software they provided for the contract, Other Party = Timely and safe delivery of purchased equipment and software</p> |
| 12 | <p>Hold Weekly Meetings: Inter-Con’s Transition Team and Key Personnel meet (weekly, or more often, as appropriate), with the County stakeholders and Outgoing supplier representatives during the transition period to track current and future milestones, as well as blocking issues and risk assessments.</p> <p>Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A</p> |
| 13 | <p>Review Existing Operational Processes: Inter-Con’s Transition Team meets with the County representatives to identify operational and administrative obligations for the new contract and to discuss any required changes to existing security processes and programs.</p> <p>Required Resources: County = Key Stakeholders, Outgoing Provider = N/A, Other Party = N/A</p> |
| 14 | <p>Conduct Initial Security Assessments Review Existing Posts, Procedures, Deliverables, Data & Regulations: Inter-Con’s Security Subject Matter Experts and members of the Transition/Account Management Teams will conduct preliminary site threat assessments to establish new baselines from which our security program will operate off of. All existing Post Orders, procedures, deliverables, as well as Data & Regulations will also be reviewed for compliance and opportunities for enhancement. Any modifications to Post Orders, SOWs, and deliverable templates will be agreed upon and implemented before the completion of the transition period.</p> <p>Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A</p> |
| 15 | <p>Submit Final Transition, QC, and Contingency Plans: Inter-Con’s Transition Team reviews and refines the Transition Plan and collects additional information regarding specific assignments. The final Transition Plan will be submitted at the Post-Award Conference, which is scheduled per the County preference.</p> <p>Required Resources: County = Feedback from stakeholders, Outgoing Provider = Unfettered access to existing QC Plan and all information relevant to the transition, Other Party = N/A</p> |
| 16 | <p>Secure Approval for Training Programs: Inter-Con management obtains the County approval of a detailed Training Plan to include syllabi, schedules, locations, and trainers. The Training Plan will include primary and make-up dates. An on-the-job training plan will be included.</p> <p>Required Resources: County = Feedback from stakeholders, Outgoing Provider = Unfettered access to existing Training Plans and documents, Other Party = N/A</p> |
| 17 | <p>Review Training Details for Incumbent Personnel: Inter-Con will request copies of incumbent personnel training records and administrative files from the outgoing provider.</p> <p>Required Resources: the County = N/A, Outgoing Provider = Unfettered access to incumbent personnel training documents, Other Party = N/A</p> |
| 18 | <p>Conduct On-boarding Training for New Personnel: Inter-Con trains new personnel according to approved plans, uploading training certificates in Inter-Con’s Learning Management System within 5 working days after successful completion.</p> <p>Required Resources: County = Space onsite to train incumbents, Outgoing Provider = N/A, Other Party = N/A</p> |

| Step | Transition Activity Details |
|------|---|
| 19 | <p>Inventory the County-Furnished Property: Inter-Con completes an inventory of the County-Furnished Equipment with designated the County stakeholders. Inter-Con’s Management Team accepts all the County-Furnished Property, supplies and equipment and confirms receipt upon contract assumption. Inter-Con also conducts a full inventory of all the County-Furnished Property, immediately after assumption of the contract and provides the results of the inventory to the County within 10 working days of the start of the contract.</p> <p>Required Resources: County = All the County-furnished property, Outgoing Provider = Access to the County-furnished property, Other Party = N/A</p> |
| 20 | <p>Inventory Inter-Con-Furnished Property: We conduct an inventory of Inter-Con-Furnished Property and provide it to the County on the contract start date. Inventories will be conducted on a quarterly basis, to include all Inter-Con furnished equipment, uniforms, and non-expendable supplementary equipment.</p> <p>Required Resources: County = N/A, Outgoing Provider = N/A, Other Party = N/A</p> |
| 21 | <p>Implement all Software Tools/Updates: Led by our Technology Interfacing Officer for the County, our Account Management Team will assess all existing County and incumbent software tools to gauge operability and identify opportunities for improvement. Once the assessment is completed, all the County stakeholders will be briefed of our findings and all necessary software updates, changes, or procurements will be executed.</p> <p>Required Resources: County = Access to relevant the County systems/technologies and key stakeholders, Outgoing Provider = Unfettered access to incumbents, documents, systems, and key stakeholders, Other Party = N/A</p> |
| 22 | <p>Issue Uniforms & Equipment: The Transition Team schedules distribution of equipment to new and existing personnel as necessary. Personnel are instructed in policies regarding use, return, and disposal of those items. The Transition Team conducts inspections of personnel in uniform to verify the correct wear of equipment.</p> <p>Required Resources: County = N/A, Outgoing Provider = Unfettered access to incumbents, Other Party = N/A</p> |
| 23 | <p>Hold Final Transition Meetings: During the final days of the transition period, Inter-Con’s Transition Team and other Key Personnel begin daily meetings with the County stakeholders to discuss the final steps of the process. A final meeting will be held the day prior to commencement of operations to achieve closure on remaining issues.</p> <p>Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A</p> |
| 24 | <p>Commence Operations: Inter-Con assumes full responsibility for operations, in accordance with the County’s schedule.</p> <p>Required Resources: County = N/A, Outgoing Provider = N/A, Other Party = N/A</p> |
| 25 | <p>Monitor and Review Transition Activity: During the transition period, Inter-Con’s leadership will monitor and review contract performance through daily reports and schedule weekly “QBR-style” meetings. In addition, the Inter-Con Transition Team and Inter-Con’s COO will maintain regular communications with the County stakeholders to monitor and guarantee the quality of the services provided to the County throughout the life of the contract.</p> <p>Required Resources: County = Key Stakeholders, Outgoing Provider = Key Stakeholders, Other Party = N/A</p> |

TRANSITION RISKS AND CONTINGENCY PLANS

Based on our extensive experience and subject matter expertise, Inter-Con understands the full spectrum of risks associated with transitioning and sustaining a contract of this scale. While we look forward to discussing these risks and mitigation measures with the County in greater detail, the following highlights the typical risks and our proven approaches to addressing them.



RISK: INCUMBENT PERSONNEL RETENTION

Challenge: Insufficient vetted candidates to meet staffing requirements throughout the life of the contract.

Mitigation Measures: Inter-Con’s proven transition process has consistently achieved **incumbent capture rates above 96%**. Retaining qualified incumbents preserves institutional knowledge and program stability, so Inter-Con prioritizes offering employment to all incumbents who meet contract requirements, successfully complete our onboarding process, and receive County approval.

Communication Strategy: Inter-Con deploys its Transition Team immediately following award to engage directly with the incumbent workforce. Early, transparent communication reduces misinformation, addresses job security concerns, and builds trust. This approach limits disruption, counters potential incumbent provider resistance, and enhances retention of high-performing personnel.



RISK: KNOWLEDGE TRANSFER & ACQUISITION

Challenge: Incomplete or delayed transfer of information, processes, and operational knowledge during transition.

Mitigation Measures: Inter-Con ensures program start is unhampered by service or information gaps. Our Transition Team conducts **structured stakeholder interviews, weekly County and outgoing provider meetings, data reviews, intelligence briefings,** and site visits to secure critical knowledge.

Communication Strategy: Knowledge transfer is reinforced through cross-training sessions and live scenario-based exercises, pairing new hires with experienced incumbents. These activities ensure all personnel absorb and apply key processes, workflows, and threat protocols. They also establish performance benchmarks for the first 12 months of the contract.



RISK: INCUMBENT CONTRACTOR NON-COOPERATION OR EARLY WITHDRAWAL

Challenge: Outgoing contractor may withdraw prematurely or refuse to cooperate after losing the award, jeopardizing program stability.

Mitigation Measures: Inter-Con would mitigate this risk by **rapidly mobilizing Transition Teams to both airports to engage the workforce and sustain continuity.** We also deploy retention incentive programs, including bonus schemes, to secure commitment from high-performing incumbent personnel. This approach reduces vulnerability to incumbent contractor resistance and ensures uninterrupted service delivery.

Communication Strategy: Inter-Con will communicate directly with incumbent personnel through on-site Transition Team engagement and structured briefings to ensure accurate information is conveyed, reducing uncertainty and mistrust. It is during this time that we will also socialize our retention bonus scheme to further incentivize incumbent personnel retention.

STEP 2 – RECRUITING & SCREENING

To ensure the highest quality of personnel, Inter-Con will assign two Recruiters exclusively to this contract, ensuring focused attention and alignment with the County’s staffing goals. Unlike traditional branch-based models, where Recruiters split their time across multiple clients, our **dedicated recruiting team will concentrate solely on sourcing, screening, and onboarding personnel for this program.** This focused structure minimizes the risk of unqualified candidates reaching post and ensures only those who meet both Inter-Con’s and the County’s standards are presented for selection.

Under the leadership of our Executive Vice President of Talent, Inter-Con’s **dedicated Recruiters** would work closely with the County to develop a Hiring Standards Matrix for all CSS personnel. This Matrix would be tailored to your operational and cultural needs. Together, we will define role-specific requirements that go beyond minimum qualifications, ensuring Officers not only meet technical standards, but also reflect Inter-Con and the County’s values and expectations for professionalism. Inter-Con will integrate the County’s baseline



requirements with our proven hiring standards to create a **holistic, site-specific checklist that drives quality and performance from Day One**. See **Figure 5** for a draft framework; final criteria will be finalized collaboratively during the transition period. (**Evaluation Criteria Section 2.3, Specifications and Requirements Section 4.2**)

INCUMBENT CSS PERSONNEL

We recruit incumbent Officers by engaging in **open and ongoing conversations**, with clear communication about the opportunities Inter-Con provides and an emphasis on the stability of continuing services. All qualified incumbent personnel would be offered the opportunity to remain on the new contract. They must complete Inter-Con’s online application, provide supporting documentation such as relevant credentials, and interview with Inter-Con’s Transition Team. Interviews are conducted during off-duty hours and after contract award to ensure the outgoing vendor is not adversely impacted. We also incentivize retention by offering compelling salary and benefits, matching or improving compensation for follow-on contracts, and honoring original hire dates in the calculation of benefits. This approach has allowed us to achieve high incumbent capture rates of 96%.

Figure 5: Security Officer Requirement Checklist

| Minimum Requirements for Security Personnel | |
|---|--|
| Universal Baseline Requirements <i>(applies to all CSS Personnel)</i> | <ul style="list-style-type: none"> • Be at least 21 years of age • Be a U.S. citizen or legally authorized to work in the U.S. <i>(will be verified with e-verify)</i> • Must have and maintain a valid Class “D” Security Officer license from the State of Florida, pursuant to Section 493, Florida Statutes. • Have and maintain a valid State of Florida Driver’s license if required by the Post Orders for the post assigned. • Have and maintain an Airport Issued Identification Media (badge) as required by Section 2-43 of the Code, and a Customs and Border Protection Seal, and pass all background checks and tests necessary to obtain same. • Having earned a minimum of a high-school diploma or equivalent • Have at least one year of verifiable security experience • Be able to qualify for and obtain a TWIC card if assigned to a secure post |
| <i>Management Requirements</i> | |
| Project Manager | In addition to the above, the Project Manager must: <ul style="list-style-type: none"> • Be accessible via cellphone at all times (24/7) and on site at the Airport at least forty (40) hours per week. • Be able to physically report to the Airport within forty-five (45) minutes • Have a bachelor’s degree (or higher) from an accredited institution • Have at least two years of supervisory experience in security |
| Assistant Project Manager | In addition to the above, the Assistant Project Manager must: <ul style="list-style-type: none"> • Have at least two years of verifiable supervisory experience |
| Security Operations Specialist | In addition to the above, the Security Operations Specialist must: <ul style="list-style-type: none"> • Have at least two years of verifiable experience in security • Be able to remain calm under emergency conditions |
| Supervisors | In addition to the above, all Supervisors must: |

| Minimum Requirements for Security Personnel | |
|--|--|
| | <ul style="list-style-type: none"> • Have at least one year of verifiable supervisory experience |
| Trainer | <p>In addition to the above, the Trainer must:</p> <ul style="list-style-type: none"> • Must have at least two years of verifiable training experience |
| <i>Additional requirements for all personnel</i> | |
| Screenings | <ul style="list-style-type: none"> • Successfully pass pre-employment drug screening • Successfully pass criminal and background checks including inquiry of all previous employers during past five years, driving record history, local, Florida State, Federal criminal history, and military discharge records (if applicable) • Employees who require unescorted access to General Facilities will undergo a FDLE background check (Security Requirements, Section 4) • Must be able to obtain and maintain an Airport Issued Identification Media (badge) as required by Section 2-43 of the Code, and a Customs and Border Protection Seal, and pass all background checks and tests necessary to obtain same. |
| Soft Skills | <ul style="list-style-type: none"> • Have the necessary public relations skills to interact with employees and customers in a courteous, businesslike manner • Understand written and oral rules and regulations and apply them in a tactful and non-confrontational manner • Be able to understand and maintain confidentiality of information • Be able to remain calm and professional in high stress situations • Possess the ability to think quickly and critically • Be able to cooperate in a team environment and follow Supervisor orders |
| Office Skills | <ul style="list-style-type: none"> • Utilize computer and associated equipment to monitor environmental and electronic security systems • Possess basic knowledge of word processing, spreadsheet programs, data entry and operation of multi-line telephone • Must be able to identify and manipulate power switches on inspection equipment, distinguish all colors displayed on such equipment, and explain what each color signifies |
| Language Proficiency | <ul style="list-style-type: none"> • Must demonstrate the ability to read, understand, and apply rules, detailed orders, instructions, and training materials in the English language • Retain the ability to construct and write clear, concise, accurate, and detailed reports, as well as communicate effectively, clearly, and concisely in English |
| Health & Physical Fitness | <p>Be in good general health and capable of the following:</p> <ul style="list-style-type: none"> • Standing, sitting, or walking for extended periods of time-up to eight-hours • Maneuver stairs and other physically demanding terrains at the site as regular duties • Must be physically capable of performing the inspections including, but not limited to, opening and closing latches, zippers, and screw caps; removing or feeling beneath the contents of containers; and reaching all sides and compartments of bags |

| Minimum Requirements for Security Personnel | |
|---|---|
| | <ul style="list-style-type: none"> • Must be physically capable of handling and manipulating baggage, containers, and other objects that are subject to screening • Must be physically capable of performing hand-held metal detector inspections of individuals and reaching all parts of the individual’s body with one hand • Possess long-distance vision (use of glasses/contacts is permitted) • Hear ordinary conversation (hearing aids are suitable), including hearing and responding to audible alarms • Have no medical condition which limits the effective performance of their assigned duties. Temporary incapacitation due to illness, disease, or recent medical operation is permitted • No medical history or medical diagnosis of habitual alcoholism or drug addiction. If such a condition existed, medical evidence of recovery and ability to perform duties is required prior to assignment |

Inter-Con’s sourcing and selection processes are designed to ensure that County is staffed with personnel who are well-qualified, mission-aligned, and prepared to deliver exceptional service. Drawing on our experience supporting similar high-profile security programs, we recognize that **success starts with selecting the right personnel, individuals who not only meet qualification standards but embody County’s culture of professionalism.**

Our candidate selection criteria emphasize physical readiness, professional conduct, and a demonstrated ability to perform effectively in demanding aviation environments. Our rigorous recruitment process is designed to identify individuals who not only meet technical qualifications, but also reflect the values of integrity, reliability, and respect that define Inter-Con’s culture. This people-first philosophy is championed by our leadership and sustained across every level of our organization, from senior management to front-line Supervisors and Officers.

WORKFORCE INVESTMENT PROGRAM

Inter-Con affirms full compliance with the Broward County Workforce Investment Program. In support of the County’s objectives, we will: Use good faith efforts to meet the First Source Referral goal for vacancies resulting from this contract; Publicly advertise all vacancies created under this contract with CareerSource Broward for a minimum of five business days; Review and use good faith efforts to interview all Qualified Referrals; Make good faith efforts to hire Qualifying New Hires for at least fifty percent (50%) of vacancies; Obtain worker certifications attesting to Qualifying New Hire, Economically Disadvantaged Worker, or Hard-to-Hire status where applicable; Retain all required records documenting vacancies, referrals, and interview outcomes; Provide requested compliance documentation to the County; and Submit required annual and close-out reports.

Inter-Con will also ensure that its selected subcontractor, USGA, fully complies with these Workforce Investment Program requirements, applying the same standards of advertisement, referral review, hiring practices, record retention, and reporting throughout their portion of the contract. **(Workforce Investment Program Requirements, Section C)**

PROACTIVE RECRUITMENT PLAN

Inter-Con Recruiters are required to maintain a pipeline of **approximately 20% above base staffing levels**; these extra Officers can step in and quickly fill an opening when necessary. Our dedicated Recruiters will work closely with the PM and APM to identify any events or



new posts that may strain the County’s Officer capacity so that we can recruit the additional personnel needed to maintain a strong reserve.

This recruiting technique is being successfully used at the PANYNJ contract with great success. For this contract, we staff more than 350 standard posts per week (400+ with specials or requests for temporary services) and our metrics report a <.01% dark post rate.

By investing our resources upfront and having individuals solely focus on your staffing needs, Inter-Con can provide the County with assurances that your posts will continuously be staffed with qualified employees.

We will review and assess these numbers every quarter to ensure that we meet the County’s needs with maximum efficiency. We typically recalibrate our full-time/part-time ratio and surge capacity based on changes to contract requirements or staffing patterns. This will then inform us of our hiring practices and allow us to adjust the sizes of our new hire training classes. **(Specifications and Requirements, Section 2.3 (B))**

7-STEP EVALUATION PROCESS

Inter-Con has 52 years of experience recruiting personnel for mission-critical security programs. We would assume full responsibility for the evaluation and screening process as well as ensure clear, consistent communication with the County’s Contract Services Administrator and Director of Aviation to **guarantee that every step aligns with operational requirements and organizational priorities.**

Our Recruiting Team has reviewed and is fully aligned with the County’s Workforce Investment Program requirement. As outlined above, we are committed to sourcing at least 50% of our personnel through this initiative. By leveraging this program, local residents would have direct access to stable, long-term employment opportunities, and Inter-Con supports the County’s broader economic and community development goals.

Inter-Con would plan to supplement this pipeline with established relationships across military bases, law enforcement organizations, local colleges and universities, and other community-based organizations. Our Recruiters also apply proven strategies using online job boards, social media, and targeted outreach to draw from the widest possible labor pool. **This blended approach would guarantee compliance with the Workforce Investment Program, support full staffing on Day One, sustain a 99%+ staffing health, and builds a diverse, professional Security Force.**

To ensure that the County receives the highest caliber of Security Officers, Inter-Con implements its comprehensive 7-step process for recruitment, evaluation, and selection. This rigorous approach verifies the background and qualifications of each candidate, ensuring that only the most capable individuals are selected for assignment to the County’s CSS program (Figure 6).



Figure 6: 7-Step Recruiting, Screening and Evaluation Process

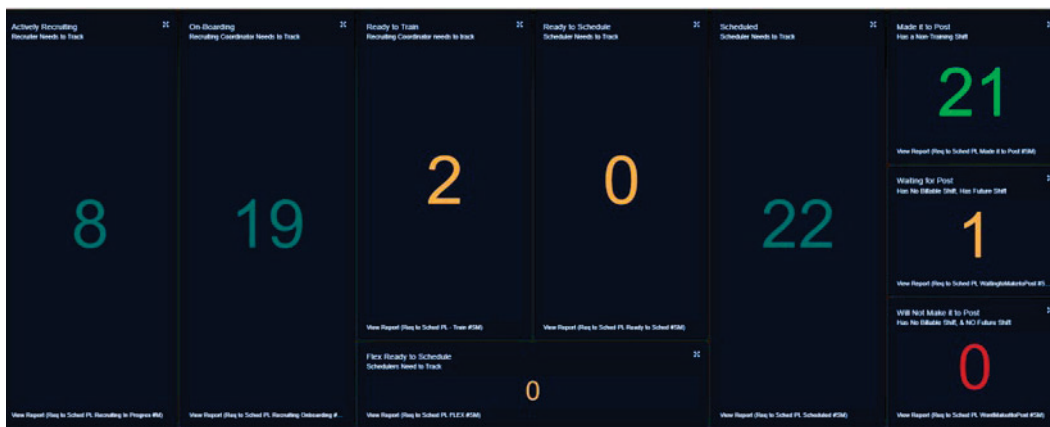
| 7-Step Recruiting & Screening Evaluation Process | | |
|--|---------------------|--|
| 1 | Application Process | Candidates who respond to recruitment efforts would remotely complete an online application and submit an electronic resume. All applicants would be screened in accordance with the County’s general qualifications and facility/post-specific requirements (as applicable) via Inter-Con’s customized “Hiring Matrix.” If all requirements are met, an initial interview is scheduled. |

| 7-Step Recruiting & Screening Evaluation Process | | |
|--|--|---|
| 2 | Information Verification | Inter-Con’s Recruiting Team would perform a preliminary verification check to confirm the status of applicants’ employment history, age, relevant licenses/permits, and education. |
| 3 | Personal Interview | <p>Meeting the required standards, a second interview with the Project Manager would be scheduled to be evaluated on:</p> <ul style="list-style-type: none"> • Knowledge of overall position and job-related topics • Experience (<i>specifically critical infrastructure, AOA, or airport terminal inspections</i>) • Communication ability and command of the English language • Interest in the position and Inter-Con’s organization • Overall motivation to succeed • Appearance, including grooming and habits • Poise, insight, and alertness • Interpersonal skills • Ability to interact with the public <p>All potential security personnel would be made available for an interview by the County’s designated representative(s), prior to beginning service on post.</p> |
| 4 | Background Investigation & Drug Screening | <p>Inter-Con would use Accurate Background to conduct a background investigation for each employee applying to work on the contract.</p> <p>In addition to the background investigation, Inter-Con would utilize eScreen to perform a drug screen that evaluates lab certified urine, saliva, or hair. All Security Officers are prohibited from illegally using or possessing narcotics and other controlled substances during their tenure with Inter-Con.</p> |
| 5 | Reference Verification | Inter-Con performs reference checks to confirm the veracity of applicant’s resume and relevant professional claims. |
| 6 | On-Boarding | Once an applicant meets all qualification standards and passes the required screening, Inter-Con’s onboarding team finalizes their employment status and prepares them for assignment. This includes confirming completion of all required documentation and ensuring the candidate is ready for immediate training and deployment. A conditional offer of employment is issued upon completion of all prior steps, and the applicant package is prepared for submission to the County for approval. |
| 7 | Assignment Preparation & Training | Following onboarding, qualified candidates are scheduled for site-specific training and integrated into the deployment plan. This step includes assigning shift schedules, issuing uniforms and equipment, and entering personnel into the master schedule. County review and final approval is coordinated prior to training. This ensures all personnel are fully prepared and equipped to begin service without delay. |

TRACKING CANDIDATES THROUGH THE HIRING PROCESS

IConIQ, Inter-Con’s proprietary security management system, provides the ability to track candidates as they move through each step of the hiring process. From initial screenings to completed training(s), this level of visibility ensures that Recruiters and clients can easily monitor progress, confirm requirements are being met, and quickly spot where additional attention may be needed. By centralizing this information in an accessible, visual format, the

dashboard streamlines communication, enhances transparency, and supports more efficient, informed decision-making throughout the recruitment journey.



The dashboard image above shows the progression of applicants through the recruitment, training and assignment processes. For this client (as of 10/14) eight individuals are actively being recruited, 19 were being on-boarded, two sent to training, 22 were scheduled and 21 made it to post. A similar dashboard can be utilized for FLL and North Perry Airports.

TRACKING QUALIFICATIONS, SCREENING, AND RENEWALS

Inter-Con’s IConIQ platform would allow the Project Manager to monitor the status of all background checks, driving history checks, and drug and alcohol screening results ensuring compliance with all contract requirements. We are also able to establish expiration dates and notification dates so the system will notify the Project Manager when each check needs to be rerun. Inter-Con can include this information on our Client Portal Dashboard.



This dashboard image shows which elements of screening each employee completed. Those that have completed all the requirements will be sent on to the next step of the hiring process.



This dashboard image allows Inter-Con’s Trainer to track each employee’s licensing and certifications and work with them to ensure they are on top of their renewal.

2: PROJECT EXECUTION

STEP 1 – ACCOUNT MANAGEMENT & STAFFING PLAN

Inter-Con takes a deliberate and **strategic approach to staffing, ensuring the right balance of workforce availability, operational continuity, and cost efficiency.** Our priority is to maintain a pool of qualified, trained, and site-ready Security Officers capable of meeting the County’s coverage requirements around the clock. We understand that staffing needs are not static and that the annual hours provided in the County’s planning tables serve only as useful estimates. Through experience we know that real-world conditions demand flexibility. That is why our staffing plans are built to anticipate ad hoc requirements.

Building on these requirements, Inter-Con has developed daily, and weekly workforce models designed to ensure full staffing coverage at each airport under all operating conditions. These models are dynamically supported by IConIQ, which allows us to **monitor staffing in real time** and make **proactive adjustments when needed.** Through IConIQ, the County will have direct visibility into schedules, coverage levels, and all approved staffing reports, ensuring operational continuity and accountability across the life of the contract. This staffing framework serves as the foundation for Phase 2: Project Execution, where detailed staffing plans, comprehensive training, and resource allocation come together to deliver a fully prepared and professional security force.

For the County, Inter-Con plans to maintain a standard workforce composition of approximately 80% full-time and 20% part-time Security Officers at each airport. This ratio has proven effective in similar TSA and TWIC regulated, multi-site environments and enables seamless coverage during vacations, absences, training, and other leave scenarios, without compromising service delivery. In the event there is a change to the staffing plan the PM will seek the approval of the Contract Services Administrator or Director of Aviation either in writing or verbally, depending on the emergent need. **(Specifications and Requirements, Section 2.3 (G), Evaluation Criteria 2.4)**

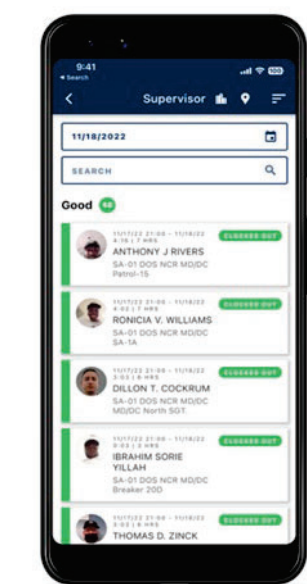


Figure 7: Proposed Staffing Plan for FLL and North Perry Airport

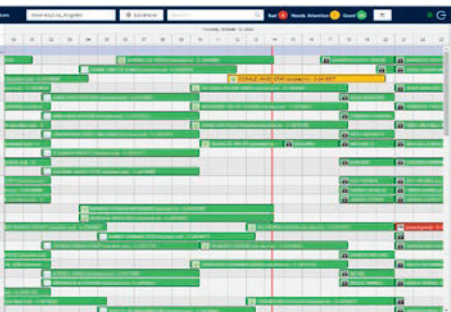
| Position | Planned HPW | Full Time | Part Time | Total Personnel | Normal Surge (HPW) | Emergency Surge (HPW) | Disaster Surge (HPW) |
|---------------------------|-------------|-----------|-----------|-----------------|--------------------|-----------------------|----------------------|
| Project Manager | 40 | 1 | - | 1 | - | 20 | 40 |
| Assistant Project Manager | 40 | 1 | - | 1 | - | 20 | 40 |
| Supervisor | 1,146 | 25 | 7 | 32 | 134 | 774 | 1,414 |

| Position | Planned HPW | Full Time | Part Time | Total Personnel | Normal Surge (HPW) | Emergency Surge (HPW) | Disaster Surge (HPW) |
|----------------------|---------------|------------|-----------|-----------------|--------------------|-----------------------|----------------------|
| SOC Specialist | 391 | 9 | 2 | 11 | 49 | 269 | 489 |
| Recruiter | 80 | 2 | - | 2 | - | 40 | 80 |
| Admin | 113 | 3 | - | 3 | 7 | 67 | 127 |
| Dispatcher/Scheduler | 113 | 3 | - | 3 | 7 | 67 | 127 |
| Training Coordinator | 40 | 1 | - | 1 | - | 20 | 40 |
| Officer | 11,960 | 266 | 66 | 332 | 1,320 | 7,960 | 14,600 |
| Total | 13,960 | 311 | 75 | 399 | 1,583 | 9,563 | 17,543 |

ESTABLISHING AND MAINTAINING WORK SCHEDULES

Inter-Con's Security Management System, IConIQ - enables the PM to **manage all post assignments in real time, ensuring full coverage and visibility**. If desired, the County can also have access to the schedule which will provide the names and qualifications of all personnel. IConIQ leverages predictive analytics and asset tracking to anticipate seasonal fluctuations and emergency response needs, helping maintain contract compliance while deploying well-qualified, properly equipped Officers in the most cost-efficient manner possible. **(Specifications and Requirements, Section 4.3 (B))**

To support this, our Data Analytics Team refines data collection and usage analysis to streamline workforce planning and reduce administrative overhead. IConIQ also includes built-in safeguards that prevent double-shifting and fatigue-related scheduling risks. Officers cannot be scheduled for more than eight hours in a 24-hour period, and each is guaranteed a minimum of eight hours of rest between shifts. If relief is late, the system can be structured to allow for a grace period of up to two extra hours. **(Specifications and Requirements, Section 2.6(G), Evaluation Criteria 2.3)**



All posts are entered into IConIQ and scheduled at least three weeks in advance. In addition, **our proprietary Shyfr application allows pre-qualified Officers to view and self-select available shifts in real time**, significantly improving post coverage and responsiveness.

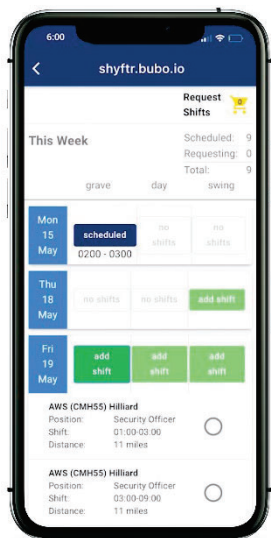
Once assigned, Officer hours, scheduling, payroll, and invoicing data are tracked through IConIQ and monitored by Inter-Con's Global Security Operations Center (GSOC). This 24/7 command center maintains constant communication with the Project Manager and Assistant Project Manager providing immediate alerts and issue resolution when needed. While this information would be available to the County on our IConIQ Client Portal, Inter-Con can also provide the County with additional weekly reports prior to the start of each week. The report is fully customizable and can contain but is not limited to information such as the classifications of each security personnel, the responsibilities of each position, the names of the assigned Officer, and a description of the assigned post. **(Specifications and Requirements, Section 2.6 (F), Evaluation Criteria 2.3)**

Our reputation for successfully supplying staff to meet the County's security needs starts with our commitment to establish an appreciation for the County's operations and ensure the right Officer is at the right place at the right time. Our ongoing efforts to accurately forecast seasonal deployments and create emergency response models have helped maintain comprehensive Staffing Matrixes as well as achieve a **99.5% companywide staffing health and <2% unbilled overtime ratios**. Finally, our growing investment in and utilization of

technology and data analytics can pay significant dividends to the County in improved security and greater cost savings.

The following table outlines the key features and functions of Inter-Con’s **IconIQ** and Shyft application, both of which support efficient, compliant, and responsive scheduling and coverage.

Figure 8: Scheduling Technology Overview



| System | Key Capabilities |
|--------------------------------|---|
| IconIQ Smart Scheduling | <ul style="list-style-type: none"> • Cloud-based Scheduling / Post Management Platform • Real-time post assignment and coverage management • Predictive analytics for seasonal and emergency staffing • Automated safeguards (e.g., max 12 hrs/24 hrs, 8 hr rest) • Three-week advance scheduling • Integrated tracking of hours, payroll, and invoicing • Full integration with GSOC for 24/7 monitoring and escalation |
| Shyft Application | <ul style="list-style-type: none"> • AI-driven, real-time scheduling platform • Officers view and claim pre-qualified open shifts • Boosts coverage rates and reduces unstaffed posts • Enhances flexibility and responsiveness • Seamless integration with IconIQ and GSOC systems |

POST EXTRAS

Inter-Con’s use of ‘Post Extras’ involves assigning a **redundant Officer to select posts at no additional cost to the County**. This proactive measure ensures optimal staffing levels across the entire program, even in the face of unforeseen circumstances such as absences or increased security demands. By maintaining these additional personnel, Inter-Con guarantees uninterrupted coverage and seamless operations, ensuring the highest level of security across large-scale programs.

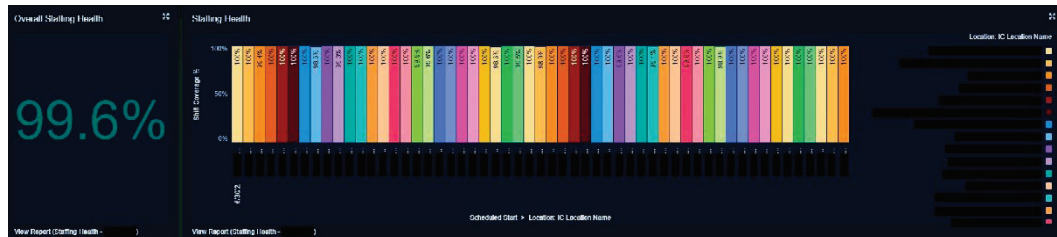
DARK POSTS & MISSED TOURS

Ensuring post coverage is essential to maintaining an effective security program. IconIQ provides our Project Manager real-time management of all post assignments, ensuring 100% coverage. IconIQ uses advanced asset tracking models and comprehensive datasets to accurately forecast seasonal deployments and emergency response demands. This approach ensures contract compliance while simultaneously delivering highly trained, properly uniformed, and equipped Officers at the lowest cost.

In the event an Officer has missed a shift or tour check-in, **IconIQ automatically releases an escalation notification, and alerts designated personnel within 15 minutes, triggering several actions** to remedy the issue, including:

1. An initial health and wellness check to verify if the Officer is in fact on post, but an unexpected incident has caused the missed check-in.
2. If the assigned Officer has in fact not arrived for their shift, Inter-Con will request the previous Officer remain on site until a replacement arrives.
3. If the post is abandoned during a shift, Inter-Con will dispatch a Supervisor to staff the open post and ensure the security of the site until a replacement Officer arrives.

All potential or existing Dark Posts are tracked and visualized on our IConIQ dashboards and will be automatically flagged to assigned management, supervisory, the CSS Administrator, and Director of Aviation via email, text, or SMS notifications. Inter-Con can also provide the County with daily, monthly, and quarterly reports of personnel who have worked on the project, including hours and shifts manned. **(Specifications and Requirements, Section 2.3)**

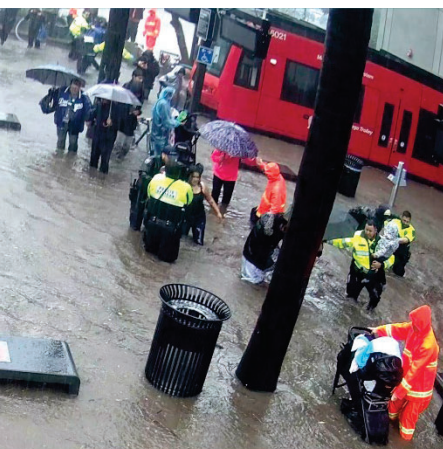


UNINTERRUPTED PROTECTION VIA INTER-CON’S RELIEF PLAN

Proper planning and providing relief are essential to ensuring Security Officers stay alert and focused on the security mission. Inter-Con would provide each Security Officer breaks in accordance with applicable Florida or County Law. Our scheduling team coordinates supervision, break, and mealtime relief support at all locations to ensure uninterrupted coverage. It should be noted that only Security Operation Specialists will be permitted to work the Security Control Post. **(Specifications and Requirements, Section 1.3)**

This plan ensures Security Officers at posts requiring relief can have rest and meal breaks as required, and have their posts continuously covered. The PM, through periodic inspections and regular communications with individual Officers, will make certain that each post is staffed continuously while ensuring that all Officers receive their required breaks. To maintain proper security levels, the PM would ensure that no Security Officer shall leave their post until properly relieved. **(Specifications and Requirements, Section 2.3 (I))**

In addition, Inter-Con will ensure strict compliance with County rules regarding breaks and meals. Officers will take their meal breaks only in areas approved by the Contract Security Services Administrator, will not eat or drink at their security posts unless expressly authorized, and will not bring liquids near electronic screening or monitoring equipment while performing services. These safeguards reinforce operational discipline, protect sensitive equipment, and ensure the highest levels of professionalism and security presence at all times. **(Specifications and Requirements, Section 2.3 (M, N, O))**

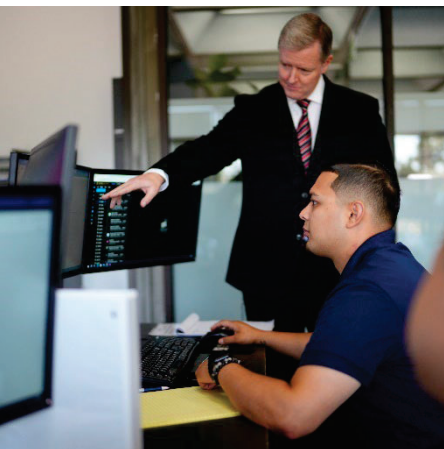


TEMPORARY ADDITIONAL SERVICE (TAS) AND SURGE COVERAGE

In our 52-year history, Inter-Con has never failed to mobilize additional staff when requested by a client. While variable work is not priced explicitly, Inter-Con is fully prepared to provide immediate temporary, emergency, and special event coverage as requested by the County, ensuring continuity of operations during airport emergencies, heightened security levels, special events, or potential work stoppages.

In alignment with the County’s requirements, Inter-Con can rapidly deploy additional personnel who are fully qualified and badged. This surge is achieved through the coordination of Inter-Con’s permanent full-time and part-time Security Officers, supplemented by our flex and overtime staffing capacity. **The total surge capacity of 7,960 hours per week** is a carefully calculated figure derived from our staffing analytics and historical deployment data, ensuring we maintain the right balance between operational efficiency and readiness. This structured approach guarantees that all surge requests are filled exclusively by Inter-Con

employees who are already trained, vetted, and familiar with the County’s airport security program. **(Specifications and Requirements, Section 2.5, 2.6 (F), 4.5, Evaluation Criteria 2.3)**



STEP 2 – TRAINING

Inter-Con delivers a comprehensive training program designed to meet and exceed the County’s requirements while preparing every Security Officer for success in their role. Our approach combines in-person instruction, online learning, and hands-on exercises, giving personnel multiple opportunities to strengthen their skills both before deployment and throughout their service. Training covers initial onboarding, annual refresher courses, and emergency response preparation, ensuring employees remain confident, capable, and fully aligned with operational expectations.

To support this effort, Inter-Con will leverage its **world-class Training Academy**, which emphasizes a student-centric methodology and incorporates real-life scenarios directly relevant to airport operations. Each training program will be customized to the County’s unique needs, reviewed by the dedicated Trainer, and submitted for approval to the CSS Administrator or Director of Aviation. Any updates or modifications will likewise be implemented in coordination with the Administrator to ensure continued compliance. This tailored, collaborative approach guarantees that all CSS personnel are not only well-informed and properly credentialed but also invested in their responsibilities and committed to upholding the highest standards of quality and professionalism. **(Specifications and Requirements, Section 4.7)**

INTER-CON’S PRINCIPLES ON TRAINING

Inter-Con delivers a comprehensive training program that reflects the unique demands of each client’s environment. **Our curriculum development process emphasizes operational relevance, regulatory compliance, and real-world preparedness.**

For the County, each module would be tailored to address site-specific risks, reinforce performance standards, and ensure Officers are fully prepared to perform in the field. We welcome County’s input during the curriculum development phase to ensure alignment with program expectations. Officer performance is also tracked post-deployment to support continuous improvement and measurable training outcomes.

Inter-Con’s training philosophy is built on the following principles:

Figure 9: Inter-Con’s Training Principles

| Inter-Con’s Training Principles | |
|---|--|
| Task-Specific Proficiency | Our instruction is focused on training and testing skill proficiency through repeated, practical drilling, not just delivering content through a classroom setting. Only those students who meet our standards of operational readiness will be assigned to a post at one of the County’s airports. |
| Performance Based Standards | We use clearly defined, measurable performance benchmarks to assess learning outcomes and identify any training gaps. This approach provides the County with transparent insights into Officer readiness and ensures every trainee understands the performance level required by the end of each training phase. |
| Realistic, Scenario-based Drills | Our rigorous training program integrates realistic conditions in our courses by requiring our Officers to perform tasks under varying, sometimes hostile conditions. This training method allows us to instruct our Officers both as individuals and as team members in |

| Inter-Con’s Training Principles | |
|--|--|
| | conditions modeled after an airport environment. This repeated, realistic drilling ensures that our lessons are reinforced with our Officer’s resultant success in the field. |
| Dedicated Instructional Staff | We maintain a full-time staff of 30 highly-qualified trainers in the United States—120 worldwide—to support our contracts. The County would receive full support from our Training Academy. The training team supports the Project Manager and Dedicated Trainer in developing, executing, and tracking the performance of all Inter-Con training modules. |
| Program Oversight & Quality Assurance | The County’s Trainer will be carefully monitored by our Account Management Team to make sure the training provided is client-focused and effective, yielding positive results. |
| Curriculum Updates | Inter-Con conducts formal curriculum audits annually, with immediate updates issued as needed to address new client requirements or evolving federal, state, or local regulations. If the County’s needs change, our team is equipped to respond without delay. |
| Customer Engagement & Professionalism | Inter-Con conducts formal curriculum audits annually, with immediate updates issued as needed to address new client requirements or evolving federal, state, or local regulations |

TRAINING TOPICS

Inter-Con would tailor our training curriculum according to the County’s needs, ensuring it reflects realistic scenarios and specific contract requirements. All training will be approved in advance by the CSS Administrator. The CSS Administrator is also invited to attend or observe any training conducted by Inter-Con. Whether it is conducting initial training or providing tailored skills courses and on-the-job training, we embrace a student-centered training method to keep our personnel invested in their jobs and responsibilities. Beyond these training modules, Inter-Con provides additional opportunities for personnel to enhance their skills and capabilities by using our online Learning Management System (LMS), which facilitates a more efficient and effective test-taking process, storing all training certifications and deliverables for County’s review. **(Specifications and Requirements, Section 4.7)**

TRAINING CURRICULUM

INITIAL TRAINING

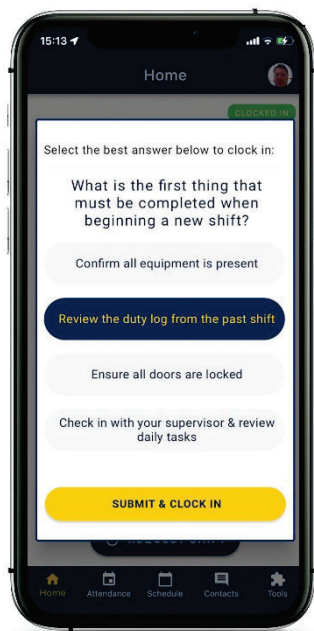
Inter-Con would ensure each Officer receives training specific to the County’s contract. All existing and newly hired personnel would receive a **minimum of 40 hours of Initial training** at least seven days prior to the commencement date of the contract. The training would address all Airport-specific rules and regulations and on-the-job requirements, including customer service. Our Trainer and Assistant Project Manager would evaluate the performance of each Officer to certify their suitability for the assignment and comprehension of training materials prior to any regular scheduled work. **(Specifications and Requirements, Section 4.7 (A))**

ANNUAL AND SUBSEQUENT TRAINING

Inter-Con ensures that all our Officers stay up to date with necessary knowledge, requirements, ideas, programs, devices, and certifications associated with working security for FLL and North Perry Airports. **Our annual training regimen would include 16 hours of refresher**



training, covering these industry updates and the subjects covered in New Hire Training. Every County Officer will be required to complete this course to continue working on the contract. In addition, any Officer assigned to a new post will receive comprehensive, site-specific training prior to their first day on duty to ensure they are fully prepared to perform their responsibilities with confidence and precision. **(Specifications and Requirements, Section 4.7 (B))**



EMERGENCY TRAINING

Pursuant to Section 2-43 of the Broward County Code, Inter-Con would ensure that all security personnel obtain and maintain the required emergency response training before being issued Airport Identification Media, and at each renewal thereafter. Our training program developed for the County would integrate this emergency response component as a foundational element. Inter-Con will also ensure that all employees are compensated appropriately for time spent completing this training, as required by County ordinance. By embedding this training within our Initial, site-specific post assignments, and ongoing refresher curriculum, we commit to full compliance and readiness across all personnel from day one. **(Specifications and Requirements, Section 4.7 (C))**

MICROLEARNING

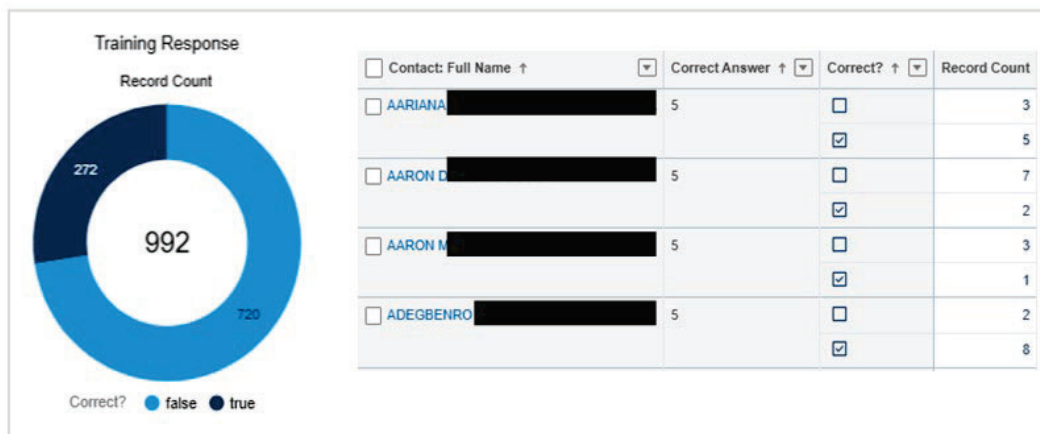
To support knowledge retention and continuous improvement, IConIQ also delivers a brief learning tip before each shift. This feature, known as microlearning, reinforces key concepts and procedures in small, digestible formats that help Officers stay sharp and better retain critical information over time.

MEASURING TRAINING PROGRAM SUCCESS

We measure the success of our Training Program against test scores, retention levels, and performance in the field. For example, our post-incident reports confirm whether an Officer applied their training correctly during or in anticipation of an event. These answers enable us to identify any issues in performance and flag them to be addressed in future training. As a result, we assess both the individual and our program and evaluate our courses' effectiveness training our Officers to proactively prevent incidents or at least limit their impact.

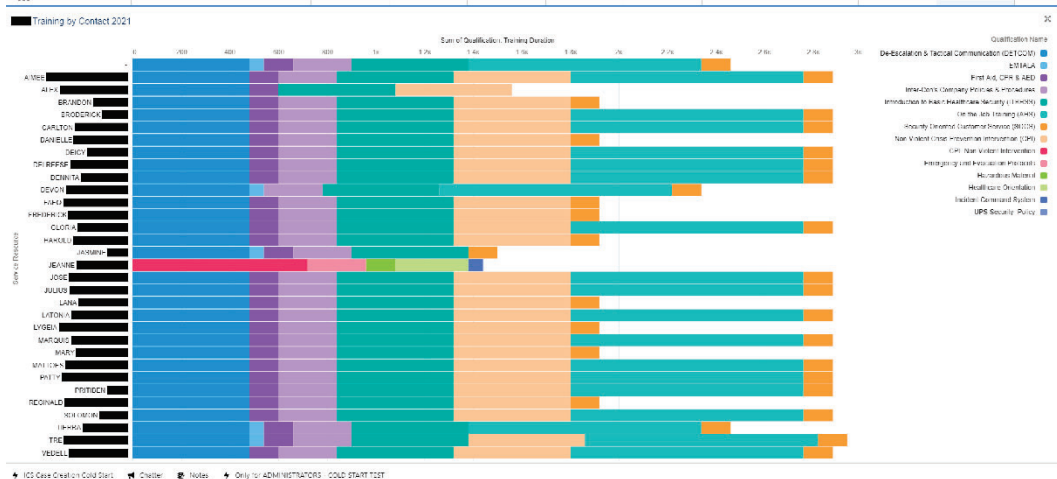
TRACKING TRAINING TEST SCORES

Inter-Con utilizes several methods to measure the success of each training session, as well as the corresponding test scores. These data sets allow Inter-Con's Account Management and Training Teams the ability to see if there are specific sites, posts, and/or Trainers who consistently receive lower scores, and determine the appropriate actions to rectify.



TRACKING TRAINING COMPLETION & COMPLIANCE

Inter-Con offers the capability to maintain training records on County’s customized Client Portal Dashboard, providing County designated representatives with real-time access and up-to-date information. This dashboard not only streamlines record management but also allows for efficient tracking of certification expiration dates for each Security Officer and Supervisor, ensuring compliance and readiness at all times. **(Specifications and Requirements, Section 4.7 (E))**



STEP 3 – UNIFORMS, EQUIPMENT, POST ORDERS AND TECHNOLOGY

UNIFORMS

Inter-Con personnel will always present a professional and welcoming demeanor, with uniforms that are clean, neat, and consistent to clearly identify Security Officers in their roles. All Officers will wear the same uniform color and style, which includes trousers of all-season weight, short or long sleeve shirts/blouses of the same color and style, a solid black belt, solid black socks, and solid black shoes. Officers will be required to wear a photo ID at all times while on site. To ensure clear differentiation, supervisors will wear a distinct shirt/blouse color that sets them apart in their leadership role at the post. Rank insignia will be displayed on the collar or epaulet to designate personnel status. In addition, uniforms will include shoulder patches on both the shirt and jacket, identifying Inter-Con as the contractor. All uniforms will be compliant with all relevant Federal Aviation Administration and OSHA regulations to include all PPE. **(Specifications and Requirements, Section 2.4 (S))**

Figure 10: Uniform Images



UNIFORM PROVISION

Inter-Con will provide all personnel with standardized uniforms that promote a professional appearance, maintain consistency across posts, and allow for clear identification of security staff. Uniforms will be supplied as required by contractual obligations to include any essential items functionality and presentation as well as any additional items needed for construction posts. **(Specifications and Regulations, Section 2.4 (S))** The table below outlines the specific uniform components issued to all personnel.

Figure 11: Uniforms Assigned to each Officer

| Item | Qty. | Item | Qty |
|------------------------------|------|----------------------|-----|
| Polyester Security S/S Shirt | 3 | CPR Life Shield Mask | 1 |
| Lightweight Tactical Pants | 2 | Black Socks | 1 |
| Security Bomber | 1 | Safety Vest | 1 |
| Garrison Belt, Black | 1 | Hard Hat | 1 |
| Tactical Duty Boot | 1 | Work Gloves | 1 |
| Baseball Cap | 1 | Safety Glasses | 1 |
| Inter-Con Badge | 1 | Latex Gloves | 1 |
| Flashlight + Pouch | 1 | Hand Sanitizer | 1 |
| Nametag | 1 | LED Safety Baton | 1 |
| Raingear | 1 | Inspection Mirror | 1 |
| Whistle + Chain | 1 | | |

UNIFORM INSPECTION PROGRAM

Inter-Con attaches great importance to the physical appearance of its security personnel and recognizes that a well-groomed Security Force is fundamental to the County security program as well as contributes to building pride and respect. Physical appearance and personal grooming are important categories in screening new applicants for the County, and these characteristics are stressed during training. **Inter-Con’s Managers and Supervisors also strictly enforce the standards of appearance through frequent post inspections (both in-person and virtual).** Any Officer in violation of uniform standards will be coached and counseled and potentially sent home. At no time will a post be left unattended if this happens.



Inter-Con’s standards on appearance and grooming will be submitted to the County during the transition for final review and approval. Only the uniforms, insignia, and equipment approved by the County security program will be worn or used. No items will be altered or modified for wear or use in any way unless authorized by the County. **Inter-Con is also able to track and monitor all discipline cases related to improper hygiene and uniform wear in IConIQ.**

| Violation Type ↑ | Contact Name: Full Name | Date/Time Opened ↑ | Service Contract: Contract Name | Status |
|-----------------------------------|-------------------------|---------------------|---------------------------------|--------|
| Failure in Hygiene or Uniform (8) | [REDACTED] | 10/18/2024, 8:50 AM | [REDACTED] | Closed |
| | [REDACTED] | 11/24/2024, 1:28 AM | [REDACTED] | Closed |
| | [REDACTED] | 1/24/2025, 1:10 AM | [REDACTED] | Closed |
| | [REDACTED] | 3/24/2025, 12:21 PM | [REDACTED] | Closed |
| | [REDACTED] | 3/24/2025, 12:44 PM | [REDACTED] | Closed |
| | [REDACTED] | 6/21/2025, 8:38 AM | [REDACTED] | Closed |
| | [REDACTED] | 8/13/2025, 9:25 AM | [REDACTED] | Closed |

Inter-Con Officers are highly recognizable, even from a distance, thanks to their impeccable bearing and professional appearance in uniform. Each Officer is assigned high quality uniforms, weather gear, and equipment. Frequent quality inspections, combined with a diverse supply chain and local resources, ensure full and timely logistical back-up for our Officers.

Figure 12: Uniform Standards



| Proposed Standards for Uniform Appearance and Fit | |
|---|--|
| Appearance | All Officers will maintain a high standard of dress and appearance. Uniforms will be properly fitted, clean, pressed, and serviceable. Articles (combs, wallets, keys, etc.) carried in uniform pockets must not protrude or present a bulky appearance. All equipment will be carried in approved carriers. Shoes will be always kept highly polished, and flashlights will be kept clean and functional. |
| Fit | All uniforms should fit the Officer well. Uniforms can be tailored but must allow for free movement and flexibility to perform physical functions and for bodily comfort. |
| Uniform Preparation to Perform Duty | Officers are expected to be prepared to perform assignments during inclement weather. They must keep appropriate inclement weather items, such as jackets and raincoats, readily available. |
| Eyeglasses, Contact Lens, and Sunglasses | Only conservative prescription eyeglasses and sunglasses that coordinate with the uniform are authorized for wear. Plain, black eyeglass cords are authorized for Officers performing desk or communications duties. Officers using glasses or contact lenses are encouraged to have a spare pair of authorized eyeglasses available for use in case their primary glasses or contact lenses are lost or damaged. Officers who wear contact lenses should alert their supervisor in advance in case they are injured. Sunglasses are to be worn on an “as needed” basis and are not to be worn indoors. Any exceptions to this directive require a doctor’s order. Mirrored sunglasses, initialed, designer lens, or other fashion trend designs for sunglasses or eyeglasses are not permitted. |
| Undergarments | Appropriate undergarments will be worn with all uniforms. Only white undershirts will be worn with the short-sleeve uniform shirt. |

EQUIPMENT

To ensure full accountability of all equipment, supplies, and property, Inter-Con employs a continuous receipt system to mark, inventory, monitor, and distribute every item as necessary. This process ensures that all Security Officers are properly equipped and that every piece of equipment is tracked and maintained. Inter-Con’s Procurement and Logistics Manager, Mr. Abess Safiedeen, will serve as the Property Accountability Officer for this contract, assisting in the drafting and submission of inventory reports, overseeing the proper storage and upkeep of property, and supporting the account management and supervisory teams with control, maintenance, and reporting functions. Any malfunctioning or deficient equipment will be reported immediately, or by the end of the shift depending on mission importance, to both the Project Manager (PM) and Mr. Safiedeen, who will arrange for repair or replacement. Additionally, he will ensure that all necessary manuals, books, guides, and forms are provided and accessible to Security Officers.

All personnel must also make proper log notations regarding the disposition of any keys, locking systems, clocks, and Post Orders required for use at their post. To perform their duties effectively, CSS Personnel will be equipped with all authorized equipment necessary to meet contract requirements. **(Specifications and Requirements, Section 2.4 (Q, R))**

VEHICLES

Inter-Con would provide the County with five vehicles required to ensure efficient operations under the SOW for this contract. Any vehicle regularly used on the dock will have a Dockside Parking Permit. Vehicle(s) will be an identical compact SUV-style, comparable to a Chevy Trax, be clearly marked with Inter-Con graphics, fully equipped with a light bar, jumper cables, first aid equipment, and traffic cones as well as hold any additional items as required by contractual obligations. **(Specifications and Requirements, Section 2.8)**

Maintaining a clean and well-kept vehicle is essential to presenting a professional image and ensuring operational readiness. Inter-Con prioritizes vehicle cleanliness as part of our commitment to safety, professionalism, and client satisfaction. To support this, we authorize the use of car washes at gas stations through the fuel cards assigned to each vehicle. When a gas station car wash is not available nearby, the vehicle would be enrolled at the nearest standalone car wash to ensure both the interior and exterior remain in top condition.

For vehicle maintenance and repairs, we enroll our vehicles in Enterprise Fleet’s full maintenance plan that covers all major and minor mechanical repairs, all standard preventative maintenance, and all roadside assistance needs (towing, fuel shortage, key lock outs, etc.). Any time a vehicle is out of service for maintenance/repairs for an extended period, we secure a rental through our corporate account with Enterprise Rent-A-Car. An Enterprise Fleet maintenance card is issued to each vehicle and used as the method of payment for these services. The driver is never responsible for payment themselves.

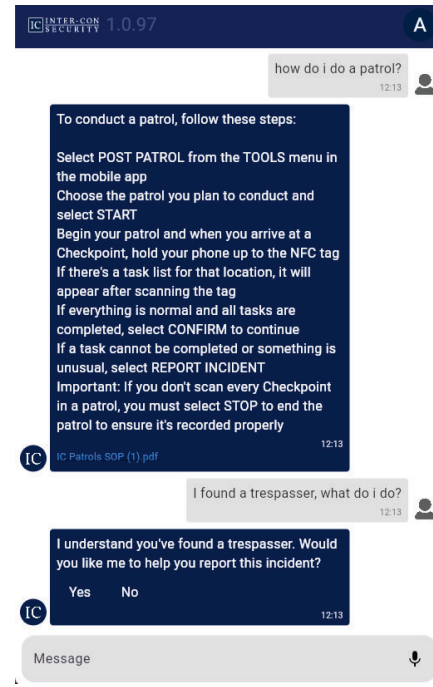
POST ORDERS

During the contract transition period, Inter-Con will collaborate with designated County stakeholders to develop detailed Post Orders for FLL and North Perry Airport. Following our initial site assessments and review of existing procedures, our Transition Team will update the Post Orders to ensure compliance with County policies, operational standards, and expectations. Post Orders, covering general, site-specific, and emergency directives, will be available both at each post and digitally via **IconIQ, enabling Security Officers to access, acknowledge, and receive automated real-time updates.** In addition, Officers are able to use IconIQ’s chatbot feature in the event they have a question regarding the post orders. IconIQ’s smart prompts ensure Officers remain informed of procedural changes as they occur. Inter-Con will maintain and update Post Orders annually or more frequently as required by County security protocols. As part of on-the-job training, each Officer will review and sign off on the Post Orders. **(Specifications and Requirements, Section 4.4)**

INTER-CON’S TECHNOLOGY ADVANTAGE: POWERED BY ICONIQ

Inter-Con utilizes our own **IconIQ**, security management platform to manage the County’s security program. IconIQ is a comprehensive, AI-enabled security management platform designed to meet the complex demands of modern protective services. Built by security professionals for security professionals, **IconIQ will help Inter-Con and the County overcome the most common challenges in the field, including post coverage gaps, reporting delays, and limited visibility into daily activity.** It supports both Officers and the Project Manager with mobile tools that improve reliability, strengthen communication, and simplify oversight.

To support this platform, Inter-Con launched **IC Labs** in 2019, a wholly owned research and development subsidiary focused on designing technologies that strengthen Inter-Con’s operations. The IC Labs Team includes professionals with backgrounds in global technology, enterprise software, and complex systems development. The group works closely with trusted



industry partners to ensure that every solution is secure, scalable, and aligned with the operational needs of modern security programs.

IConIQ brings together scheduling, timekeeping, incident reporting, mobile learning, and program dashboards in one secure mobile application. The platform supports daily field operations and long-term program management by giving County stakeholders clear access to staffing data, incident history, and key performance indicators. IConIQ helps ensure programs are consistent, compliant, and easier to oversee.



A SINGLE, SECURE PLATFORM FOR 360° VISIBILITY

IConIQ is a secure mobile application that gives your entire security team the tools to stay connected, informed, and accountable. Whether they are in the field, in a vehicle, or at a command center, Security Officers use the app to clock in, view their schedules, complete reports, and access post orders and assignment details. Supervisors use the same system to monitor post coverage, check in with Officers, and review incidents as they happen.

All data entered into IConIQ is **transmitted securely** to a dedicated Client Portal, available 24 hours a day to approved users on your team. **The portal is configured to match your program’s specific oversight, reporting, and compliance needs.** From a single screen, you can see who is on post, review incident reports, monitor key performance indicators, and download audit-ready records. There is no need to request data or wait for a summary. The information you need is always live and easy to access.

The system is protected by the same level of encryption used by leading financial institutions and government agencies, ensuring that your data remains secure during storage and transmission. It runs on a reliable cloud infrastructure that provides continuous access, stable performance, and safeguards against unauthorized access or data loss. **With IConIQ, your program operates on a single, secure, easy-to-use platform that replaces paper logs, disconnected systems, and delayed updates with real-time operational visibility.**

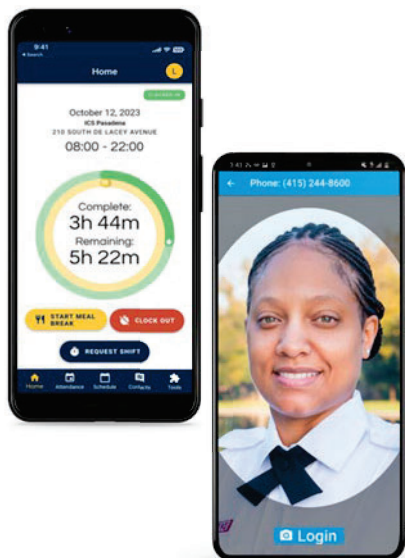
TIMEKEEPING & ATTENDANCE SYSTEM

IConIQ includes a fully integrated timekeeping and attendance system that **ensures each shift is accurately recorded, verified, and available in real time.** Officers clock-in and -out through the IConIQ mobile application using multi-factor authentication that includes a personal PIN, biometric data, and location verification. This ensures that the correct Officer is on post at the correct time.

Attendance data is captured and stored in real time, providing immediate visibility for the PM and Supervisors. If an Officer is late, leaves early, or misses a check-in, the system generates an alert for designated personnel. These alerts can initiate actions such as wellness checks, Supervisor contact, or temporary backfill, depending on site requirements.

The system also enforces rest and shift limits based on contract and labor standards. Officers cannot be scheduled for more than the allowable number of hours within a 24-hour period, and built-in safeguards ensure adequate rest time between assignments. These controls support workforce safety, reduce fatigue, and help **maintain compliance with contract-specific requirements. (Specifications and Requirements, Section 4.3 (C))**

All attendance records are securely stored for audit readiness and are directly linked to billing and reporting systems. **This improves timecard accuracy, supports invoice integrity, and minimizes administrative burden associated with manual reconciliation.**



SMARTER STAFFING WITH AI-POWERED SCHEDULING

IConIQ supports Inter-Con’s commitment to Open Post Prevention by helping **ensure that every shift is staffed with a qualified Officer**. The system continuously monitors scheduled coverage, Officer availability, and credential requirements, identifying potential gaps before they occur. In the event a post is at risk of going unfilled, IConIQ generates a shift request and alerts eligible personnel who meet the qualifications for that assignment.

Through the *Shyft* feature in the mobile application, Officers can view and claim open shifts they are already cleared to work. Officers may also submit their general availability in advance. IConIQ uses this information to generate real-time short lists of available, qualified personnel. Managers can then use these short lists to quickly fill posts impacted by call-outs, schedule adjustments, or rest and meal break rotations.

Supervisors monitor post coverage in real time using a color-coded dashboard that displays filled, pending, and at-risk shifts. This **enables fast, informed staffing decisions** without the need for manual coordination or spreadsheet tracking.

REAL-TIME LOCATION TRACKING & ACCOUNTABILITY

IConIQ provides real-time location tracking to confirm that Security Officers are present, active, and within their assigned patrol zones. Officers use the **GPS-enabled IConIQ mobile application** to report location data throughout each shift. This information is continuously monitored to ensure alignment with post assignments and contractual expectations.

Using geofencing technology, virtual boundaries are established around specific posts or patrol areas. If an Officer leaves their designated zone without authorization, the system immediately sends an alert to supervisory personnel. These alerts allow for timely intervention and help address potential concerns before they escalate into service failures.

Location tracking also strengthens timekeeping accuracy by validating clock-ins and -outs against geolocation data. This provides added assurance that time worked reflects time spent at the assigned post and supports compliance with post order requirements.

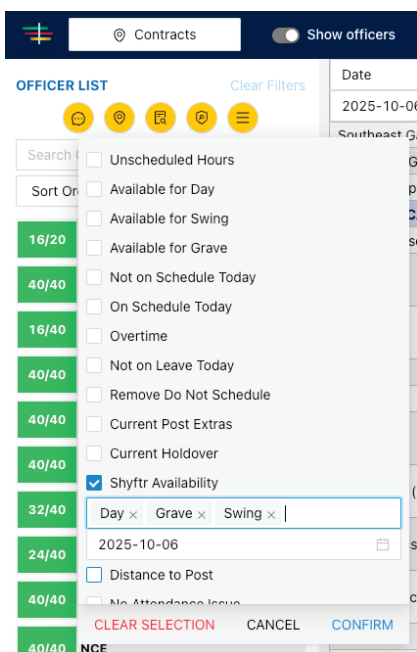
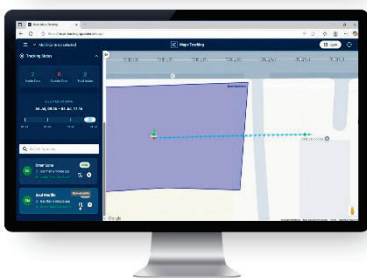
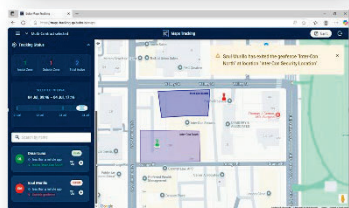
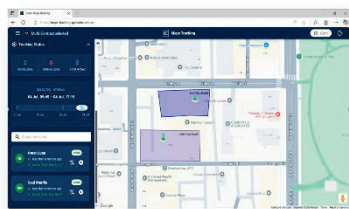
All location data is stored securely and available for review through IConIQ’s Client Portal, giving authorized users a clear, time-stamped view of Officer movements during each shift. **This improves accountability, simplifies contract oversight, and helps reduce the risk of post abandonment or inaccurate reporting.**

PAPERLESS GUARD TOURS & DIGITAL REPORTING

IConIQ enables Officers to complete guard tours, record observations, and submit reports directly through the mobile application, eliminating the need for paper logs or manual data entry. **Each report is time-stamped, geotagged, and automatically uploaded for review, creating a secure and accurate record of site activity.**

Tour points can be configured using GPS coordinates, QR codes, or near-field communication (NFC) tags, depending on site layout and client preference. As Officers complete patrols, the app confirms each checkpoint in real time, documenting route completion and any exceptions or missed scans.

Officers can also use the app to upload incident photos, flag maintenance concerns, or document interactions with the public. Reports are synced with IConIQ’s Client Portal, where they are organized by site, time, and event type for easy access by Supervisors and approved client stakeholders.



This digital process improves report accuracy, eliminates delays, and ensures that important activity is logged and available for review without extra administrative steps. It also supports trend analysis and documentation required for audits, investigations, or performance evaluations.

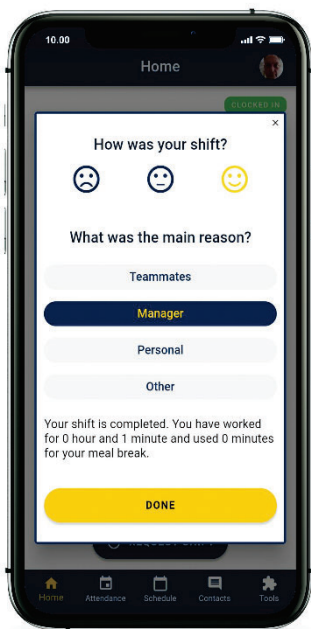
TRAINING, CERTIFICATION, & COMPLIANCE

IConIQ includes a built-in learning management system (LMS) that allows **Officers to complete training modules, site-specific orientation, and policy reviews directly from their mobile devices.** Courses can include written materials, videos, quizzes, and assessments, all accessible on demand. This makes it easier for Officers to prepare for post assignments, refresh their knowledge, or complete required compliance training without delay.

To support knowledge retention and continuous improvement, IConIQ also delivers a brief learning tip before each shift. This feature, known as **microlearning**, reinforces key concepts and procedures in small, digestible formats that help Officers stay sharp and better retain critical information over time.

Training completion is tracked in real time, and certification records are securely stored within the system. Notifications are issued ahead of expiration deadlines, ensuring that licenses, credentials, and required coursework remain current. This supports proper staffing by helping ensure that only qualified personnel are scheduled for each post.

Supervisors and program managers have access to detailed training records through the Client Portal. These records can be filtered by site, employee, or date range, providing clear documentation for audits, performance reviews, or contract reporting.

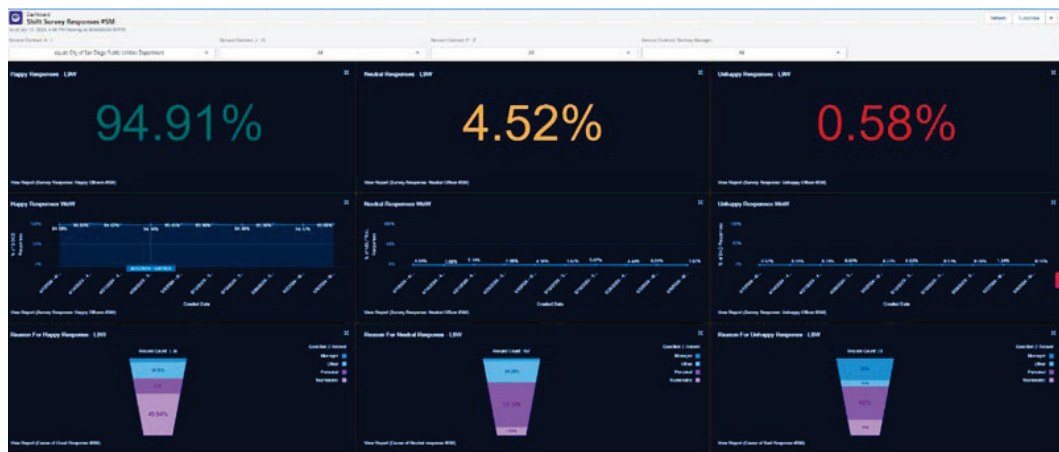


By centralizing training and certification tracking within IConIQ, Inter-Con helps ensure that Officers are prepared, compliant, and fully qualified to meet contract requirements from Day One.

OFFICER ENGAGEMENT & RETENTION TOOLS

IConIQ includes several tools that help improve Officer satisfaction, promote stability, and reduce avoidable turnover. These features are built into the mobile application and are supported by **Inter-Con’s dedicated People Operations Team.**

At the end of each shift, Officers are prompted to complete a short satisfaction survey regarding their experience and supervisory support. If an Officer reports a low satisfaction rating, the system automatically flags the response for follow-up by a member of the People Operations Team. These conversations help uncover issues early and allow for resolution before they affect morale, attendance, or retention. Survey data is reviewed regularly by Inter-Con’s HR and Account Management Teams to identify trends and recommend improvements as needed.



IConIQ also supports financial stability through its **Daily Pay** feature. Officers can request access to earned wages on any day, which helps them manage unexpected expenses without disrupting their work schedule. This added flexibility helps reduce stress, increases shift reliability, and supports long-term retention.

To further assist field personnel, IConIQ includes an AI Chat Assistant that provides 24/7 access to onboarding materials, post orders, policies, and other resources. Officers can quickly find the information they need without needing to contact a manager or wait for support.

Together, these tools give Officers a greater voice, more flexibility, and easier access to the resources they need. This contributes to **higher satisfaction, improved performance, and stronger team continuity across the contract.**

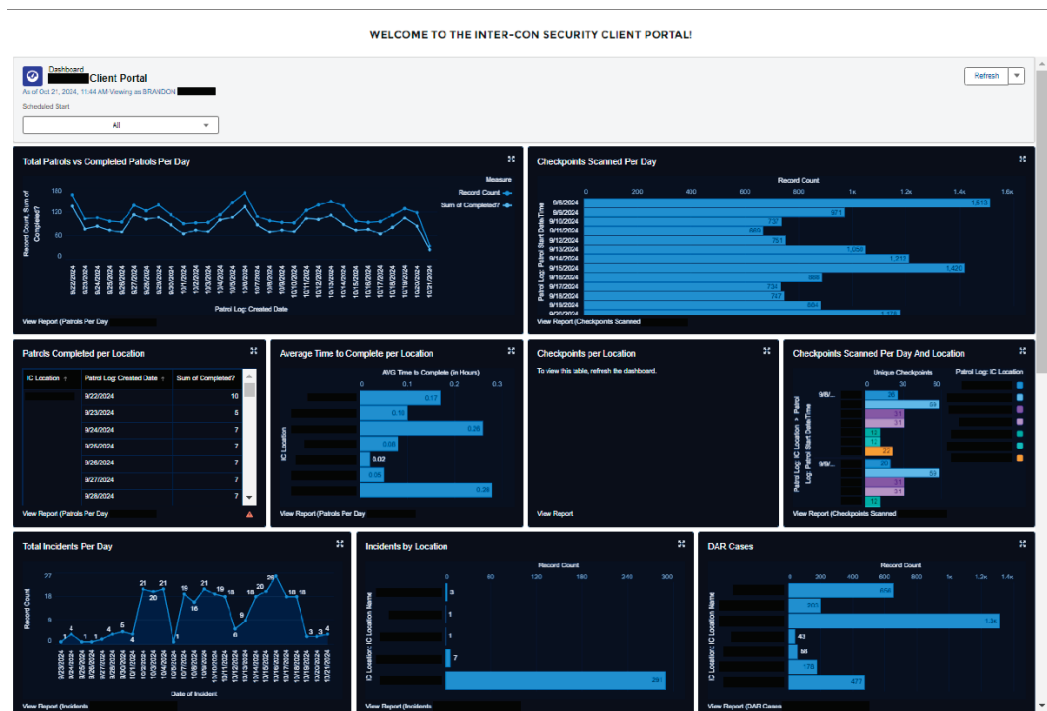
CLIENT PORTAL CUSTOMIZATION & TRANSPARENCY

Inter-Con provides a **secure, cloud-based Client Portal that gives your team 24/7 access to key operational data.** While the portal is separate from IConIQ, it is powered by the data collected through IConIQ and other systems used in daily operations. This integration allows for near **real-time visibility into the performance of your security operation.**

Dashboards and data views can be configured to focus on areas such as staffing coverage, incident activity, training status, and timekeeping compliance. This level of transparency helps County stakeholders stay informed without needing to request data manually.

Inter-Con’s Client Portal eliminates the need for manual updates or repeated report requests. Information that once required email or phone follow-ups is now available for download or review at any time. This also allows Inter-Con to reduce administrative workload and respond more quickly to evolving needs.

By centralizing operational data in a secure, accessible format, **Client Portal** supports **proactive program management, audit readiness, and consistent communication across all stakeholders.**



BILLING ACCURACY & OPERATIONAL EFFICIENCY

ICOnIQ helps ensure that billing is accurate, timely, and aligned with actual time worked. The system connects verified attendance data with scheduling and post assignment records, eliminating the need for manual reconciliation or paper timecards. **Every invoice reflects real activity, with support from biometric login, location validation, and shift-level reporting.**

Inter-Con’s invoicing process is flexible and can be **custom tailored to your contract requirements**, including formatting preferences, charge codes, pay types, and frequency of delivery. Timekeeping records are tied directly to billing, so only verified hours are included. This helps reduce disputes and ensures that invoices are easy to audit and approve. **(Specifications and Requirements, Section 2.3 (J))**

The system can also provide all County stakeholders visibility into billing activity. Reports can be accessed securely through the Client Portal, giving authorized users the ability to review hours worked, post coverage, and cost data at any time. This reduces the back-and-forth often required to confirm charges and **supports stronger financial oversight throughout the life of the contract.**

Report: Service Agpt with w/o TST
End of Month Coverage Review for Ops

This report has more results than we can show (up to 2,000 rows). Summary information is calculated from full report results.

| Post: Post | Client Job Yr | Officer: Name | Shift | Scheduled Dura | Durat | Scheduled Start | Scheduled End | Start Time | End Time | |
|-----------------|-----------------|-----------------|----------------------|----------------|-------------------|------------------|---------------------|---------------------|---------------------|---------------------|
| ABPTT 24 (107) | | Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 12/25/2022 12:00 AM | 12/25/2022 6:00 AM | 12/25/2022 12:00 AM | 12/25/2022 6:03 AM |
| | | Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 12/25/2022 12:00 AM | 12/25/2022 6:00 AM | 12/24/2022 11:45 PM | 12/25/2022 12:00 AM |
| | | Site Supervisor | MICHAEL BISSELL | Day | 12.00 | 12.00 | 12/25/2022 6:00 AM | 12/25/2022 6:00 PM | 12/25/2022 5:45 AM | 12/25/2022 6:03 PM |
| | | Site Supervisor | BRADLY D MARTIN | Swing | 6.00 | 6.00 | 12/25/2022 6:00 PM | 12/26/2022 12:00 AM | 12/26/2022 12:00 AM | 12/26/2022 12:03 AM |
| | | Site Supervisor | BRADLY D MARTIN | Swing | 6.00 | 6.00 | 12/25/2022 6:00 PM | 12/26/2022 12:00 AM | 12/25/2022 5:45 PM | 12/26/2022 12:00 AM |
| | | Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 12/27/2022 12:00 AM | 12/27/2022 6:00 AM | 12/27/2022 12:00 AM | 12/27/2022 6:03 AM |
| | | Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 12/27/2022 12:00 AM | 12/27/2022 6:00 AM | 12/26/2022 11:45 PM | 12/27/2022 12:00 AM |
| | | Site Supervisor | MICHAEL BISSELL | Day | 12.00 | 12.00 | 12/27/2022 6:00 AM | 12/27/2022 6:00 PM | 12/27/2022 5:45 AM | 12/27/2022 6:03 PM |
| | | Site Supervisor | BRADLY D MARTIN | Swing | 6.00 | 6.00 | 12/27/2022 6:00 PM | 12/28/2022 12:00 AM | 12/27/2022 5:45 PM | 12/28/2022 12:00 AM |
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| | | Site Supervisor | MICHAEL BISSELL | Day | 12.00 | 12.00 | 12/28/2022 6:00 AM | 12/28/2022 6:00 PM | 12/28/2022 5:45 AM | 12/28/2022 6:03 PM |
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| | | Site Supervisor | MICHAEL BISSELL | Day | 6.00 | 6.00 | 12/29/2022 6:00 AM | 12/29/2022 12:00 PM | 12/29/2022 5:45 AM | 12/29/2022 12:00 PM |
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| | | Site Supervisor | MELVIN L OSBORN | Day | 12.00 | 12.00 | 12/30/2022 6:00 AM | 12/30/2022 6:00 PM | 12/30/2022 5:45 AM | 12/30/2022 6:03 PM |
| | | Site Supervisor | DYLAN C COBB | Swing | 6.00 | 6.00 | 12/30/2022 6:00 PM | 12/31/2022 12:00 AM | 12/30/2022 5:45 PM | 12/31/2022 12:00 AM |
| | | Site Supervisor | DYLAN C COBB | Grave | 6.00 | 6.00 | 12/31/2022 12:00 AM | 12/31/2022 6:00 AM | 12/31/2022 12:00 AM | 12/31/2022 6:03 AM |
| | | Site Supervisor | JAMES CURTIS JACKSON | Day | 12.00 | 12.00 | 12/31/2022 6:00 AM | 12/31/2022 6:00 PM | 12/31/2022 5:45 AM | 12/31/2022 6:03 PM |
| | | Site Supervisor | DYLAN C COBB | Swing | 6.00 | 6.00 | 12/31/2022 6:00 PM | 1/1/2023 12:00 AM | 1/1/2023 12:00 AM | 1/1/2023 12:03 AM |
| | | Site Supervisor | DYLAN C COBB | Swing | 6.00 | 6.00 | 12/31/2022 6:00 PM | 1/1/2023 12:00 AM | 12/31/2022 5:45 PM | 1/1/2023 12:00 AM |
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| | | Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 1/1/2023 12:00 AM | 1/1/2023 6:00 AM | 12/31/2022 11:45 PM | 1/1/2023 12:00 AM |
| | | Site Supervisor | MICHAEL BISSELL | Day | 12.00 | 12.00 | 1/1/2023 6:00 AM | 1/1/2023 6:00 PM | 1/1/2023 5:45 AM | 1/1/2023 6:03 PM |
| | | Site Supervisor | BRADLY D MARTIN | Swing | 6.00 | 6.00 | 1/1/2023 6:00 PM | 1/2/2023 12:00 AM | 1/1/2023 5:45 PM | 1/2/2023 12:00 AM |
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| Site Supervisor | BRADLY D MARTIN | Grave | 6.00 | 6.00 | 1/2/2023 12:00 AM | 1/2/2023 6:00 AM | 1/2/2023 12:00 AM | 1/2/2023 6:03 AM | | |

ICONIQ INNOVATION PIPELINE

ICONIQ is built to evolve alongside client needs and industry advancements. Our IC Labs team is actively exploring enhancements that will further strengthen service delivery, Officer accountability, and operational integration. Current areas of development include:

- Integration with body-worn camera systems for improved incident visibility with person and object recognition
- Advanced threat detection through AI and behavior-based analytics using Radio Frequencies (RF), mobile and stationary cameras, and Officer-assigned devices and mobile application usage
- Expanded API and app integration with client HR, LMS, and compliance platforms
- Enhancements to mobile reporting tools, including guided report templates and GenAI chat-based integration with applications and real-time information
- Live map view of Officers and vehicles with geofence based triggered alert notifications
- Predictive analytics to identify post coverage risks and deployment gaps with automated shift assignments and job requisitions
- Automated shift reminders and missed patrol notifications, as well as interactive notifications to drive continued Officer engagement of activities in the mobile application
- Drones and robotics for augmenting Officers on patrols and other assigned activities

These innovations are designed to build on ICONIQ’s current foundation, allowing our clients to benefit from emerging technologies without disrupting daily operations or requiring full system overhauls.

PHASE 3: PROJECT MAINTENANCE

STEP 1 – TOTAL QUALITY MANAGEMENT

Inter-Con takes full responsibility for the quality and performance of all Standard and Temporary Additional Services we provide. Quality is monitored through our Quality Control Plan (QCP), which integrates training, administrative protocols, supervisory oversight, and real-time communication ensuring consistent, high-quality service delivery. To monitor and continuously improve these efforts, we incorporate KPI measurement and performance tracking as foundational elements of the plan.

Underpinning our QCP is Inter-Con’s commitment to Total Quality Management (TQM), a company-wide approach that emphasizes continuous analysis and improvement. This philosophy ensures that our quality assurance efforts aren’t just reactive, but strategic. Our Data Analytics Team plays a key role in this effort, turning operational metrics into insights. Led by PM, we work directly with the County to define performance expectations and meet them through ongoing refinement of the program.

ELEMENTS OF THE QUALITY CONTROL PLAN

Inter-Con’s QCP incorporates six distinct components that make up a continuous cycle of improvement through self-audit, illustrated in the image to the left.

1. Training & Education

Quality Control begins by ensuring that all Security Officers are fully trained in the duties and responsibilities of each post to which they are assigned. Inter-Con knows that proficiency in security is based largely on a combination of experience and a thorough training program designed to improve Security Officers’ skills and knowledge. As such, we believe that intensive training at the individual and collective level forms the foundation of any successful security program.

2. Inspection

Inter-Con conducts inspections at every post. Leadership analyzes reports, the quality of security services and documentation, and reviews feedback from the County’s Director of Aviation and CSS Administrator. Post inspections are used to observe actual performance and to conduct interviews to determine the extent of compliance with the quality metrics. Any noted defects are addressed and corrected as quickly as possible. Routine reviews involve direct observation of security personnel performing their duties, interacting with airport staff or travelers, and maintaining logbooks and documentation. These routine reviews ensure compliance with regulatory standards. Inspections may be either announced or unannounced, in-person or virtual, and occur at all posts, including supervisory, no less than once a week. Inter-Con’s PM would establish a schedule to allow for random inspections during each shift throughout the period. Findings would be reported to the Director of Aviation and CSS Administrator with proposed immediate or timely corrective actions.

The measurement and tracking of Key Performance Indicators (KPIs) are critical to Inter-Con’s QCP and improvement efforts. All relevant information would be passed up and down Inter-Con’s project organization. These efforts serve as a source of recommendations and ideas for improvements in operations and as impetus for further training, testing, and review. Our quality control efforts are designed to mirror the operational and administrative requirements our contract with the County, so that any negative trends or deficiencies are addressed and corrected in a timely manner.



On a regular basis, post inspections would be used to inspect:

- Responsibilities of all Security Officers
- Uniform and grooming appearance of all Security Officers
- Maintenance of equipment and uniforms
- Attendance (sign-in and sign-out checks)
- Knowledge of applicable post orders
- Knowledge of and adherence to reporting requirements
- Knowledge of and adherence to the County’s equipment operating procedures
- Possession of appropriate certifications, licenses, permits, and identification cards
- Other elements of contract performance

During our initial eight days on-site at Munich NJ, LLC, a new client situated inside of Terminal A at Newark Liberty International Airport, the client conducted 200 unannounced tests on our officers. Inter-Con Officers proudly achieved a perfect 100% pass rate.

3. Testing & Drills

As part of our QCP and quality control efforts, Inter-Con places special emphasis on unannounced emergency reaction drills that mimic real-world conditions. These drills assess the understanding of duties, improve response effectiveness, and train personnel for possible contingencies. All emergency operational drills would be coordinated in advance with the CSS Administrator and Director of Aviation to avoid disruption or unnecessary confusion. Inter-Con regularly practices such drills and would provide detailed analyses to County leadership, if desired. With the approval and coordination of County site management, Inter-Con’s PM, Training Team, and Supervisors would periodically conduct alarm tests, emergency drills, and other exercises. The real-world drills would cover a variety of situations that could occur at either airport and test results determine if additional training or changes in policies and procedures are necessary.

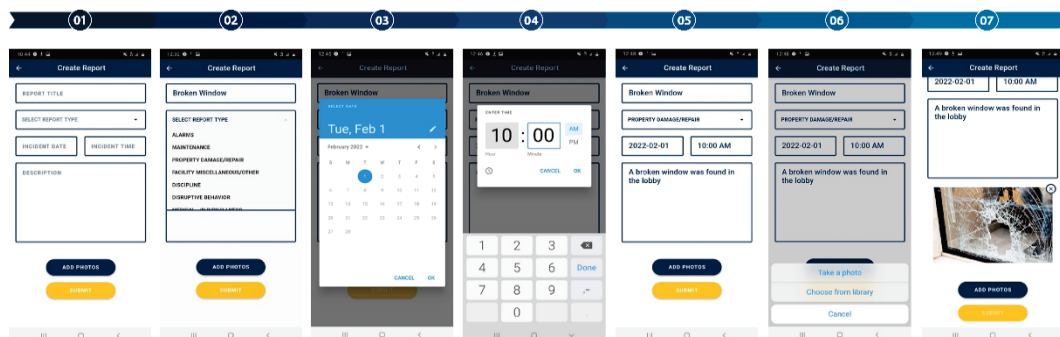
4. Evaluation

Evaluation and review processes are the cornerstones of an effective QCP. Evaluations are conducted through roll calls, field and equipment inspections, and performance evaluations in the form of drills and tests. Reviews of QCP findings and contract policies and procedures confirm results as well as verify policy and procedure effectiveness.

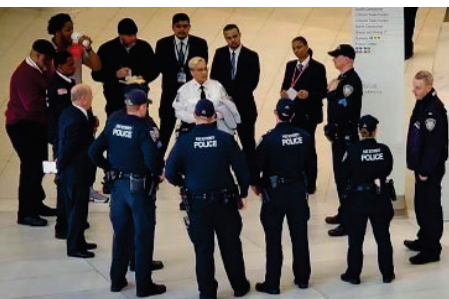
5. Reporting

Inter-Con personnel receive comprehensive instruction on how to maintain post logs, incident reports, and related records clearly, concisely, and in accordance with County’s standards. Officers are expected to treat all reporting requirements as formal extensions of their post duties.

In addition, Inter-Con’s reporting process involves every level of supervision and management in the review and response sequence. Key findings and after-action reports would be reviewed by the County PM, who then provides feedback and direction based on these findings and actions to all supervisory staff.



6. Corrective Action



Inter-Con’s QCP emphasizes timely corrective action and continuous improvement when deficiencies are identified. All inspection, drill, and test reports would include corrective action recommendations as needed. To ensure resolution, follow-up reports, developed by the PM or APM would document implementation and outcome.

In addition to staffing posts with trained professionals, Inter-Con ensures that each Officer receives clear direction, that communication channels remain open, and that performance is regularly monitored. All corrective actions taken are recorded into IConIQ and can be incorporated into monthly, quarterly, and annual progress reports provided to the County. **(Specifications and Requirements, Section 4.6)**

PERFORMANCE METRICS

We systematically collect the data necessary to consistently improve the effectiveness and efficiency of security operations, measuring such indicators as attendance, promptness, appearance, and record keeping. Results gathered through this process would be shared with the CSS Administrator and used by our Project Management Team to identify opportunities for program enhancement and manage all challenges or risks.

Our QCP supports continuous improvement by capturing data at the site and post levels and digitizing reports for timely analysis. All discrepancies are flagged and addressed through a structured response plan. Findings and corrective actions are reported through the appropriate QCP chain of command to ensure transparency and accountability.

QUARTERLY BUSINESS REVIEWS

As part of our data-driven program management, Inter-Con tracks a range of operational, administrative, and financial metrics to promote transparency, accountability, and performance enhancement. These findings can be summarized and delivered to the County as part of recurring reporting and review discussions. The following categories represent typical components of our Quarterly Business Reviews (QBRs):

Figure 13: Proposed QBR/Reporting Metrics (to be customized with the County)

| Inter-Con’s Proposed QBR / Reporting Metrics | | |
|--|-------------------------------|---|
| 1 | Staffing Plan | The status of the County’s program, including a current roster of all personnel working at each airport. We list all additions, deletions, and changes to positions, hours, and days of work that occurred during the previous reporting period. The plan would reflect all positions identified by the contract as well as those supplied in direct support of the program, an analysis of the annual turnover rate of personnel assigned to the program, and a summary of recruiting efforts for the quarter. |
| 2 | Training Statistics | List of key training statistics, including the number/type of training and the Officers who participated in the training. Includes courses attended but not provided by the Trainer (i.e., County-provided training) and the number of personnel that participated, along with scores, etc. |
| 3 | Operational Statistics | Written descriptions of Incident and Daily Activity Reports (DAR) written year-to-date and organized by major category. A chart depicting major category events cumulative by month, quarter, and year-to-date would be provided. All special service requests for the reporting period given would be summarized. |

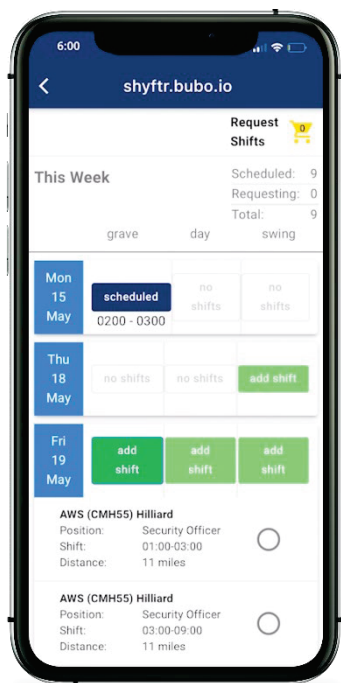
| Inter-Con's Proposed QBR / Reporting Metrics | | |
|--|--------------------------------------|--|
| 4 | Project Management | While Inter-Con's performance on the task order and its compliance with established KPIs serves as an important signal of Project Management success, we also take the opportunity to assess and comment on our Project Management Team's ability to proactively address potential issues before they arise. |
| 5 | Current/Future Project Needs | A summary of current program needs, and a projection of future program needs as it pertains to any County supported activities and evolving needs (<i>per airport</i>). |
| 6 | Quality Control Program Brief | A report depicting actions undertaken during the previous quarter to assure required proficiency and compliance with contract requirements, General and Post Orders, and other directives required. |
| 7 | Drills & Results | A matrix report reflecting the number of operational drills, type, date, and a comparison of expected response vs. real response times. Corrective actions, either recommended or already completed, would be identified. |
| 8 | Equipment Inventory | A list of the number of vehicles, radios, post smartphones, tablets and/or laptops, and any other operational equipment required per post provided to security personnel. |
| 9 | Property Inventory | Identification of fixed posts and office equipment issued by the County or bearing the County's property tag, including a description and location of the item. |
| 10 | Key Inventory | Identifies all keys issued to and controlled by Inter-Con personnel, including identifiers, make, and ID numbers of each key, and the location or areas the keys operate and are kept. The key inventory would also be separated by airport and/or Post, as applicable. |

STEP 2 – EMPLOYEE RETENTION

Inter-Con sees itself as having two customers: our clients and our employees. Based on our experience successfully supporting other Category X and midsize airports, we appreciate that without an engaged workforce, we cannot deliver quality services. While current labor market conditions have been challenging, Inter-Con remains nimble and has implemented measures to retain quality employees. **These efforts have also created meaningful cost savings for our clients in the form of less overtime, training, equipment, administrative action, and more.**

Inter-Con's enhanced retention measures outlined were designed based on insights gained from numerous employ surveys as well as from our experience serving similar programs over the last several years. For the County, these measures would include, but not be limited to:

- **People Operations Team** – Our People Operations Team acts as a centralized resource to support our employees across the country, focusing on their well-being and building trust between them and our company. Our People Operations Specialists administer an anonymous hotline and encourage employees to freely communicate any issues they may encounter while on the job.
- **Competitive Compensation & Benefits** – Inter-Con aims to build a security program that aligns with current market wages and benefits, offering full-time and eligible part-time employees best-in-class medical benefits, as well as exceptional dental, vision, 401k, and other benefits.



- Awards Program** – All personnel will automatically participate in our Performance Awards Program. This program displays the value and recognition we place on the accomplishments and tenure of our employees and includes the following monetary awards: Officer of the Month (\$250), Officer of the Quarter (\$500) and Officer of the Year (\$1,000), Achievement Awards: On an annual basis, Inter-Con will identify a number of the Inter-Con Security Officers assigned to the County’s contract who demonstrate, through specific effort and action, a commitment to the security and safety of personnel and visitors.
- Bonus Program** - Inter-Con’s bonuses encourage security personnel to stay on our security program for the County. While exact bonus amounts would be approved by the County, Inter-Con can pay bonuses to new Officers who successfully serve the account for their first 30, 90 days, and 180 days. Similarly, personnel who continue to serve on the account would receive annual retention bonuses that increase based on the number of years they have been on the contract. **(Specifications and Requirements, Section 2.3 (8))**
- Personalized Scheduling** – Inter-Con’s proprietary Shyftr Application utilizes an AI-driven scheduling system to enhance our ability to thoughtfully design and maintain schedules, in real-time, around the stated preferences of our employees. This tool would assist in limiting turnover at each airport by allowing personnel to automatically sign up for additional shifts, provided they are qualified to work that post and the hours do not create overtime. In addition, the tool creates short lists of personnel who are qualified and willing to work specific shifts so that management can easily find coverage in the event of a scheduled absence.
- Meaningful Career Development** – Inter-Con is committed to providing meaningful career development opportunities for our Officers. We support long-term growth by establishing clear pathways for advancement and incorporating performance metrics that help employees understand how to progress within the organization. In addition, our Security Officers have access to exclusive tuition discounts at select colleges and universities, empowering them to pursue educational goals and expand their career options
- Flexible Pay** – Inter-Con would make it possible for our County employees to get paid on a daily basis through the DailyPay function of ICoIQ. This enhanced payroll flexibility allows our employees to better address any financial needs that may arise, which has shown to contribute to our measured improvements to overall employee satisfaction, retention, and performance rates.
- More Consistent Performance Award Opportunities** – With the approval of the County’s CSS Administrator, we can extend our Performance Awards Program. This program further displays the value and recognition we place on the accomplishments and tenure of our employees. Each award would have a certificate and a cash award, providing not only professional incentive but also a monetary bonus.
- Officer of the Month** – Each month a message is sent to our field Officers inviting them to nominate fellow Officers based on adherence to our corporate values and exemplary behaviors. From the responses, our People Operations team randomly selects an Officer who has received multiple peer nominations. The chosen Officer is then vetted by their manager to ensure they are in good standing. Once approved, People Operations collects their information and a \$250 bonus is deposited into their account through payroll. The nominated Officer is also recognized companywide for a job well done.
- Dedicated Support Platform** – Inter-Con’s dedicated support platform, IConIQ, facilitates interactive communication with our Security Force by responding to SMS inquiries, including OTP verifications for mobile app authentication. This platform is accessible only by our employees and is available 24/7 through SMS, and our mobile app.





Using OpenAI API filters to restrict access to unrelated information, we can generate tailored responses for Officers assigned to specific clients.

- Employee Satisfaction Surveys** - Administered by our industry-unique People Operations Team, our virtual wellness checks and employee satisfaction surveys generate an unrivaled level of positive employee engagement. At the end of each shift, employees are prompted to complete a short survey regarding their satisfaction with their shift and Supervisor. Employees who respond with a lower ranking receive a check-in call to see why their shift did not go well. This short survey empowers employees at each site and provides them with a voice as well as enhances morale. Inter-Con’s Account Management and HR Teams review this data, watch for trends, and recommend corrective action to stem turnover or quality control issues before they proliferate.

Past Performance

Describe Prime Vendor’s experience on projects of similar nature (airports similar in passenger volume (enplanements) to FLL), scope and duration, along with a detailed description of satisfactory completion, both on time and within budget, for the past five (5) years. Provide a minimum of three (3) projects with references. The Prime Vendor should provide references for similar work performed to show evidence of qualifications and previous experience. Refer to Vendor Reference Verification Form and submit as instructed or within three business days after County’s request. Only provide references for non-Broward County Board of County Commissioners contracts. For Broward County contracts, the County will review performance evaluations in its database for vendors with previous or current contracts with the County. The County considers references and performance evaluations in the evaluation of Prime Vendor’s past performance

Inter-Con brings extensive experience successfully delivering security services on projects of similar size, scope, and complexity to the County’s two airports. **Over the past five years, we have managed multiple large-scale airport security contracts with passenger volumes comparable to FLL and HWO, each completed on time, within budget, and to the full satisfaction of our clients.** The following project summaries and references demonstrate our proven qualifications, strong performance history, and ability to meet the County’s requirements with professionalism and reliability. **(Evaluation Criteria, Section 3)**



Newark International Airport

| | |
|------------------------------------|---|
| Brief Description | Since January 1, 2022, Inter-Con’s security force of 221 highly-trained, unarmed Security Officers have been providing aviation security services for Newark International Airport . After undergoing extensive training in airport operations, our Officers began staffing the airport’s ID and Credentialing Office and managing the varying levels of access credentials required by personnel working onsite or requesting access to restricted areas. Our Officers secure the perimeters with posts in and around the airport to include the Airport Operations Areas (tarmac, gates, and vendor checkpoints), provide inspections of vehicles, deliveries, and merchandise entering/exiting airport property, and perform traffic control services. Our security force also fulfills request for on-call and as-needed services when an additional security presence is required or in the event of an emergency situation. Additionally, every Security Officer must pass an extensive background check and be eligible for a Security Identification Display Area (SIDA) credential to comply with Transportation Security Administration (TSA) requirements in CFR 49 1542.205. |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 1/2022 – 12/2026 |
| Place of Performance | Newark, NJ |
| Average Number of Employees | 225 |

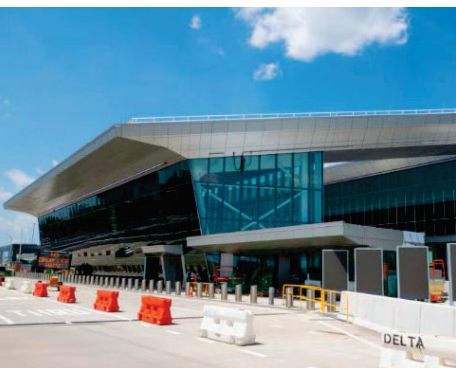
John F. Kennedy International Airport

| | |
|--------------------------|---|
| Brief Description | Since January 1, 2022, Inter-Con’s security force of 305 unarmed Security Officers have been providing aviation security services for the JFK International Airport. After undergoing extensive training in airport operations, our |
|--------------------------|---|

John F. Kennedy International Airport



| | |
|------------------------------------|--|
| | <p>Officers secure the perimeter with posts in and around the airport to include the Airport Operations Areas (AOA) access gates. In addition to staffing the ID and Credentialing Office and managing the varying levels of access credentials for pilots, airport staff, construction workers, vendors, and additional personnel who work onsite and require access to restricted areas, they also provide inspections of vehicles, deliveries, and merchandise, and traffic control services. Our team stands ready to respond as needed to emergency situations or additional service requests. Additionally, every Security Officer must pass an extensive background check and be eligible for a Security Identification Display Area (SIDA) credential to comply with Transportation Security Administration (TSA) requirements in CFR 49 1542.205.</p> |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 01/2022 – 12/2026 |
| Place of Performance | Queens, NY |
| Average Number of Employees | 305 |

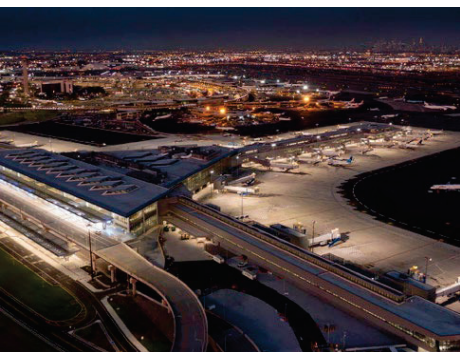


LaGuardia Airport

| | |
|------------------------------------|--|
| Brief Description | <p>Inter-Con began providing aviation Security Officers for the LaGuardia Airport on January 1, 2022. Our security force is comprised of 127 highly-trained, unarmed Security Officers who secure the perimeters with posts in and around the airport to include the Airport Operations Areas (tarmac, gates, and vendor checkpoints). In addition, our team staffs the ID and Credentialing Office where we provide services for the pilots, additional airport staff, construction workers, vendors, and any additional personnel who work onsite and who require access to restricted areas. We also manage varying levels of access credentials for the ID and Credentialing Office. Our Officers and site leadership also respond to emergency situations and on-call/additional coverage requests. Additionally, every Security Officer must pass an extensive background check and be eligible for a Security Identification Display Area (SIDA) credential to comply with Transportation Security Administration (TSA) requirements in CFR 49 1542.205</p> |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 01/2022 – 12/2026 |
| Place of Performance | Queens, NY |
| Average Number of Employees | 130 |

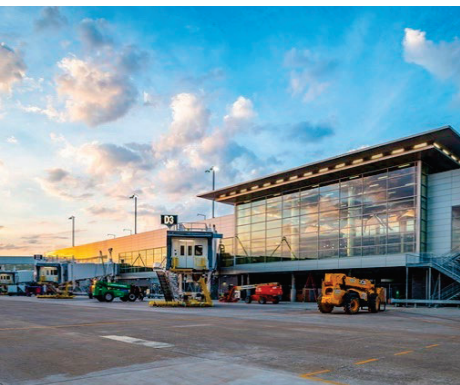
Munich Airport NJ, LLC

| | |
|--------------------------|--|
| Brief Description | <p>Inter-Con provides comprehensive 24/7 armed and unarmed security services for Munich Airport NJ LLC, covering all operational areas of the terminal at Newark Liberty International Airport. Services are delivered in alignment with post coverage requirements, performance criteria, and</p> |
|--------------------------|--|



Munich Airport NJ, LLC

| | |
|------------------------------------|---|
| | <p>operational staffing plans, with more than 100 dedicated security personnel assigned daily across roving patrols, checkpoints, screening operations, and the Terminal Security Operations Center (TA SOC).</p> <p>Key responsibilities include screening all terminal personnel through security checkpoints using X-ray machines, Walk-Through Metal Detectors (WTMDs), Explosive Trace Detection (ETD), and hand-held detectors. Staff are trained to handle prohibited item detection, respond to alarms, perform secondary screening, and coordinate escalations with the TA SOC and Port Authority Police Department (PAPD). Inter-Con also manages the 24/7 TA SOC, a central dispatch and incident response hub integrated with the Terminal Operations Control Center (TTOCC) for coordinated communication and emergency management.</p> <p>Roving patrols are deployed throughout landside and sterile areas, secured access zones, baggage handling zones, and public-facing locations. Officers conduct unpredictable patrols to detect suspicious activity, verify badge compliance, inspect access-controlled doors, and maintain a strong visual deterrent. Additional responsibilities include spot checks of staff credentials, reporting security breaches, responding to door alarms, theft, screening failures, and other incidents as directed by TA SOC.</p> <p>Staffing is structured to maintain full post coverage across three shifts daily and to always support terminal security operations. All personnel are trained in aviation security procedures and equipment handling and are expected to maintain compliance with all Port Authority and Transportation Security Administration (TSA) regulations.</p> |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 7/2023 – 5/2028 |
| Place of Performance | Newark, NJ |
| Average Number of Employees | 225 |



Metropolitan Nashville Airport Authority

| | |
|--------------------------|--|
| Brief Description | <p>Inter-Con provides over 1,800+ weekly hours of unarmed security services to the Metropolitan Nashville Airport Authority (MNA), supporting the safety and operational integrity of Nashville International Airport. This high-visibility deployment includes coverage across multiple posts, with two locations staffed 24/7/365. Our personnel fulfill a wide spectrum of duties essential to airport security and public engagement.</p> <p>Key services include traffic control, access control, and vehicle inspections at designated checkpoints. Inter-Con Officers conduct routine building patrols, roving and lot patrols across three distinct zones, and support emergency response operations. Additional responsibilities include passenger and package screening, badge verification, observing and reporting suspicious behavior, and detailed incident documentation.</p> |
|--------------------------|--|

| Metropolitan Nashville Airport Authority | |
|--|---|
| | Through continuous patrols and public interaction, our team promotes a safe, controlled, and service-oriented environment for travelers, employees, and MNAA personnel. |
| Scope of Work | Unarmed Security |
| Period of Performance | 1/2023 – 12/2027 |
| Place of Performance | Nashville, TN |
| Average Number of Employees | 50 |



| Little Rock Municipal Airport Commission | |
|--|---|
| Brief Description | In July 2021, after a highly competitive bidding process, Inter-Con was awarded the contract to provide security services at the Bill and Hillary Clinton National Airport in Little Rock, Arkansas . Under this contract, Inter-Con is responsible for delivering 632 hours per week, nearly 33,000 hours per year of security services at the Airport. The team consists of 11 full-time and 7 part-time Security Officers, as well as 2 Supervisors. Inter-Con is tasked with meeting all relevant CFR 1542 airport security requirements and remaining available for ad-hoc aviation security consultancy to the Airport. The company is committed to achieving a 100% success rate on applicable Transportation Security Administration (TSA) and other agency testing activities. Duties also include securing all vehicle entry points staffed by personnel, collaborating daily with airport authorities to identify and mitigate vulnerabilities and potential threats, maintaining proficiency in all job requirements, and representing the airport in a professional, tactful, and respectful manner. |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 9/2021 – 9/2027 |
| Place of Performance | Little Rock, AR |
| Average Number of Employees | 20 |



| American Airlines | |
|-------------------|---|
| Brief Description | Since August 2024, Inter-Con has been proudly providing comprehensive security services to American Airlines across key operational locations, including the Phoenix Airport and Charlotte Airport . Our team delivers a full spectrum of services such as vehicle and foot patrols, personnel inspections, access control, surveillance monitoring, and critical response functions. Inter-Con manages thousands of guard hours weekly, ensuring round-the-clock protection. Our staff includes experienced Shift Supervisors, Site and Scheduling Managers, Armed Guards, and Security Operations Center (SOC) Officers who each play a vital role in maintaining safety and operational integrity. SOC Officers, for example, oversee complex surveillance systems and initiate coordinated responses to incidents. Inter-Con’s approach is anchored in |

| American Airlines | |
|------------------------------------|--|
| | operational excellence, consistent adherence to American Airlines’ safety and compliance standards, and a commitment to service that includes threat detection technology, mobile reporting tools, and proactive incident management. Through skilled personnel, proven processes, and integrated systems, Inter-Con continues to deliver high-performing, responsive, and dependable security solutions tailored to the Airline’s evolving needs. |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 8/2024 – 8/2027 |
| Place of Performance | PHX, CLT |
| Average Number of Employees | 107 |



| United Airlines | |
|------------------------------------|--|
| Brief Description | Since November 2024, Inter-Con has been providing over 1,800+ hours per week of comprehensive security services for United Airlines at Newark Liberty International Airport (EWR), focusing on Terminal C operations. These services include 24/7 employee screening, ID verification, access control, and support for TSA’s Random Screening Scheduler (RSS) and Aviation Worker Screening (AWS). Specialized teams conduct screening using hand-held and walk-through metal detectors, as well as physical and x-ray inspections of accessible property. Security personnel also inspect merchandise and consumables entering sterile areas via the C1 and C3 loading docks. All services are delivered in alignment with United’s Exclusive Area Agreement (EAA) and regulatory requirements, with personnel maintaining valid SORA cards and EWR SIDA badges. Each post operates under clearly defined orders, coordinated with UA’s Station Operations Control and Port Authority partners. Supervisors oversee daily operations, staffing, training, and policy compliance while ensuring high standards of professionalism and customer service. Inter-Con also supports ongoing audits, maintains complete training and incident records, and ensures all equipment and personnel meet United’s operational, appearance, and performance expectations. |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 11/2024 – 12/2027 |
| Place of Performance | Newark, NJ |
| Average Number of Employees | 60 |

| Amazon Air | |
|--------------------------|--|
| Brief Description | Inter-Con began providing service to Amazon Air’s logistics facilities in February 2024. Our team of 370+ highly trained security professionals provide nearly 12,000 weekly hours across eight facilities in CA, KY, and OH. Our Amazon-dedicated Security Officers are responsible for controlling |



| Amazon Air | |
|-----------------------------|---|
| | access to Amazon’s facilities by enforcing all badging and access control policies, monitoring and responding to alarms, overseeing the facility via CCTV, and reporting all attempted security breaches. As part of their daily duties, Security Officers utilize metal detectors and x-ray equipment to inspect the clothing, bags, packages, and equipment of all visitors, as well as Amazon employees, for stolen inventory. Additionally, Security Officers perform routine inspections and testing of all alarms, doors, and monitoring systems to ensure optimal security and operational efficiency. |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 2/2024 – 4/2026 |
| Place of Performance | CA, KY, OH |
| Average Number of Employees | 375 |



| San Diego Metro Transit Authority | |
|-----------------------------------|---|
| Brief Description | <p>Inter-Con provides professional security guard services for the City of San Diego’s Public Utilities Department, covering critical water and wastewater infrastructure sites across San Diego County. Services are delivered on a 24/7 basis and include stationary posts, roving foot patrols, and mobile vehicle patrols tailored to each facility's operational needs. The contract currently supports approximately 4,918 service hours per week and is staffed by a dedicated team of 107 security professionals.</p> <p>Inter-Con personnel are assigned to facilities with varying coverage levels, from standard shifts to full 24/7/365 operations. Officers are responsible for access control, perimeter security, incident reporting, and immediate response to on-site emergencies or unauthorized activity. All staff meet required licensing and training standards and are integrated into the City’s operational framework to ensure the continuous protection of essential infrastructure.</p> |
| Scope of Work | Unarmed Security Services |
| Period of Performance | 2/2024 – 3/2029 |
| Place of Performance | San Diego, CA |
| Average Number of Employees | 110 |

Workload of the Contractor

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

52+ Years in Business

100% success rate serving every major contract we have won to completion, without disruption.

COMPLETED AND ACTIVE PROJECTS (PAST FIVE YEARS)

Inter-Con has successfully managed and delivered hundreds of large-scale security programs for some of the nation’s most complex and high-traffic environments, including major airports, transportation hubs, and critical infrastructure facilities. Over the past five years, Inter-Con has maintained a proven track record of operational excellence, regulatory compliance, and superior client satisfaction across all active and completed projects.

Representative examples include:

- **United Airlines** – Newark Liberty International Airport (EWR): Employee screening, access control, TSA support, and inspection of goods entering sterile areas.
- **American Airlines** – Phoenix and Charlotte Airports: Vehicle and foot patrols, access control, surveillance monitoring, and emergency response coordination.
- **Amazon Air** – Logistics Facilities (CA, KY, OH): Access control, alarm monitoring, CCTV operations, and screening of personnel and property.
- **Bill and Hillary Clinton National Airport (LIT)**: Vehicle checkpoint security, perimeter patrols, and compliance with CFR 1542 requirements.
- **Metropolitan Nashville Airport Authority (BNA)**: Traffic control, access control, roving patrols, and emergency response.
- **Munich Airport NJ LLC** – Newark Liberty International Airport: Personnel screening, x-ray operations, roving patrols, and terminal security operations.
- **LaGuardia Airport (LGA)**: Perimeter patrols, ID and credentialing services, access management, and emergency response.
- **John F. Kennedy International Airport (JFK)**: Perimeter and access control, vehicle inspections, credentialing, and traffic control.
- **Newark International Airport (EWR)**: Perimeter patrols, access control, credentialing, and inspections of vehicles and deliveries.

PROJECTED PROJECTS (AWARDED, TRANSITIONING)

Over the past 90 days, Inter-Con has been awarded several new contracts that are now transitioning or have recently begun service. These include major security programs across the **healthcare, transportation, municipal, and infrastructure sectors**. In most cases, start dates are already set or being finalized with each client. Our transition teams are coordinating staffing, onboarding, and site setup to ensure operations begin smoothly and on schedule.

CONCURRENT PROJECT MANAGEMENT AND OVERSIGHT

Inter-Con manages **more than 510,000 hours of security services each week, maintaining a 99.5% post coverage rate** nationwide through a centralized management framework that ensures consistency, compliance, and operational excellence across all client programs. Each major account receives a dedicated Project Manager supported by:

- **Fully dedicated personnel:** All key staff (management, supervisors, Officers) are assigned to a single site or client and are not shared across multiple contracts.
- **Seamless program transitions:** Inter-Con emphasizes a “dedicated support model” that ensures continuity and minimal disruption during startup and turnover.
- **Deep integration with client operations:** Security teams embed inside client processes (e.g., become part of daily operations, use client workflows, align with organizational culture).

This approach allows Inter-Con to deliver seamless, concurrent project execution while maintaining high operational standards.

CHALLENGES AND MITIGATION STRATEGIES

Operating within dynamic, fast-paced environments presents challenges such as credentialing delays, peak-season staffing demands, and regulatory compliance updates. Inter-Con proactively mitigates these through:

- **Dedicated management teams** who work directly alongside client leadership to anticipate operational needs, coordinate site access, and manage credentialing processes in real time.
- **Comprehensive transition planning** and cross-trained personnel pools that ensure consistent staffing coverage during onboarding periods, seasonal surges, or unexpected absences.
- **Standardized training and compliance systems** that integrate site-specific procedures, certification tracking, and regulatory updates to maintain alignment with all applicable requirements.
- **Centralized communication and oversight** through Inter-Con’s 24/7 Operations Center, providing real-time visibility, rapid response, and coordinated decision-making across all client locations.

Location

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

Inter-Con is not a locally owned business; however, if awarded the contract, we intend to establish a dedicated local office near FLL. This location will support administrative functions, recruiting, and logistics for the FLL program. Daily management and operations will be directed by the on-site Program Manager, who will be based within the airport facility provided by FLL.

Pricing

Refer to the Bid Table and submit pricing as instructed. Points value allocated for pricing will be based on the price proposed for years 1 through 2 of the initial term. Refer to the Instructions to Vendors for additional information.

Inter-Con submits this offer in response to FLL and North Perry’s Request for Proposal. Inter-Con’s proposal is valid for 90 calendar days after the bid submission deadline of October 16, 2025.

PRICING ASSUMPTIONS

Inter-Con custom-tailors our pricing for each of our clients. We build our rates from the bottom-up and are very flexible in adjusting our assumptions to meet our clients’ needs. In the sections that follow, we outline a number of key assumptions driving our rates. To the extent that the assumptions we have outlined are incorrect or need to be modified, we would like to work with FLL and North Perry to refine our pricing to reflect the correct information. These assumptions include:

LIVING WAGE ORDINANCE & MODIFICATIONS

Per the RFP, this contract is subject to the Broward County Living Wage Ordinance (LWO). It is also governed by a Collective Bargaining Agreement (CBA) that aligns with the wage and health benefit requirements established under the LWO. Effective January 1, 2025, the Living Wage is \$18.17 per hour in pay and \$3.86 per hour in health benefit allotment.

When asked in Q&A #78, “What percentage increase should we assume for FY 2026 and 2027?”, FLL & North Perry responded that “Living Wage and Health Care Benefits are adjusted annually in accordance with Section 26-102(f) of Broward County's Living Wage Ordinance.”

Our interpretation of this response is that both bill rates and wage/health rates will be adjusted in lockstep when the LWO is amended. Because the program is scheduled to commence on October 1, 2026, and no updated LWO wage or benefit rates have been published for future periods, Inter-Con based our pricing on the rates in effect as of January 1, 2025. This approach avoids embedding speculative cost increases that may never occur or may occur in lesser amounts. For this reason, FLL & North Perry will note that our Year 1 and Year 2 rates are identical so as to avoid artificial rate inflation.

Inter-Con’s proposed rates will change in response to amendments to the LWO and/or the applicable CBA that cause cost increases. At such time, Inter-Con will perform an equitable price adjustment to reflect only the verified increase in cost from revised wage or benefit rates, including associated flow-down costs. Such changes will be applied as follows:

- Pre-start changes – If LWO or CBA costs increase before contract commencement on October 1, 2026, proposed rates will be adjusted accordingly.
- Post-start changes – If the LWO or CBA costs increase after program start, rates will be adjusted from the effective date of the LWO or CBA amendment (including mid-year changes if applicable).

STANDARD SHIFTS

As FLL and North Perry did not provide actual shift hours during the bid process, our rates are priced on the assumption that all personnel work standard eight-hour shifts. Should non-

standard shifts be required that incur unavoidable, scheduled overtime, then our overtime rate will apply at 1.5x our regular rate. Similarly, if short, non-standard shifts (such as but not limited to 2-hour or 4-hour shifts) are required, then a higher rate may apply to cover the extra cost of covering these shifts.

REST AND MEAL BREAKS

Please note that Inter-Con has not priced in the cost of an additional, unbillable breaker force to relieve personnel. Per response to Q&A #34, relief hours are included in the hours and staffing information provided in the Operational Post Requirements in Document 21 Specifications and Requirements. The hours within that document are considered billable time, and so we have assumed that all breaker hours are billable and so our rates are not burdened by any unbillable relief force.

PROPOSED RATES

Our proposed bill rates are provided in the section below. Please note that our rates are inclusive of the cost of a performance bond. **If FLL & North Perry waived the performance bond requirement, we could reduce these rates by 1.00%.**

RATE TABLES

Our hourly rate tables are presented below in the same format as the RFP bid sheet.

| YEAR 1 | | | | | |
|--|-------------------|-----------------|--|------------|------------------------|
| Item | Quantity Required | Unit of Measure | Percentage of Price Attributed to Labor Portion of Service | Unit Price | Total Cost |
| Officer | 564,223 | Hour | 87% | \$30.73 | \$17,338,572.79 |
| Officer (Overtime/Holiday) | 21,859 | Hour | 84% | \$44.25 | \$967,260.75 |
| Security Operations Center Specialist | 20,333 | Hour | 88% | \$34.96 | \$710,841.68 |
| Security Operations Center Specialist (Overtime/Holiday) | 634 | Hour | 86% | \$50.34 | \$31,915.56 |
| Supervisor | 59,587 | Hour | 88% | \$38.47 | \$2,292,311.89 |
| Supervisor (Overtime/Holiday) | 2,218 | Hour | 84% | \$55.40 | \$122,877.20 |
| Training Coordinator | 2,080 | Hour | 92% | \$50.03 | \$104,062.40 |
| Assistant Project Manager | 2,080 | Hour | 93% | \$67.12 | \$139,609.60 |
| Project Manager | 2,080 | Hour | 93% | \$81.36 | \$169,228.80 |
| Vehicle (per vehicle) | 1,825 | Day | 0% | \$50.00 | \$91,250.00 |
| Year 1 Total | | | | | \$21,967,930.67 |

| YEAR 2 | | | | | |
|---------------------------------------|-------------------|-----------------|--|------------|-----------------|
| Item | Quantity Required | Unit of Measure | Percentage of Price Attributed to Labor Portion of Service | Unit Price | Total Cost |
| Officer | 564,223 | Hour | 87% | \$30.73 | \$17,338,572.79 |
| Officer (Overtime/Holiday) | 21,859 | Hour | 84% | \$44.25 | \$967,260.75 |
| Security Operations Center Specialist | 20,333 | Hour | 88% | \$34.96 | \$710,841.68 |

| | | | | | |
|--|--------|------|-----|---------|------------------------|
| Security Operations Center Specialist (Overtime/Holiday) | 634 | Hour | 86% | \$50.34 | \$31,915.56 |
| Supervisor | 59,587 | Hour | 88% | \$38.47 | \$2,292,311.89 |
| Supervisor (Overtime/Holiday) | 2,218 | Hour | 84% | \$55.40 | \$122,877.20 |
| Training Coordinator | 2,080 | Hour | 92% | \$51.53 | \$107,184.27 |
| Assistant Project Manager | 2,080 | Hour | 93% | \$69.13 | \$143,797.89 |
| Project Manager | 2,080 | Hour | 93% | \$83.80 | \$174,305.66 |
| Vehicle (per vehicle) | 1,825 | Day | 0% | \$51.50 | \$93,987.50 |
| Year 2 Total | | | | | \$21,983,055.19 |
| Two-Year Total | | | | | \$43,950,985.86 |

GROSS RECEIPTS TAX / SALES & USE TAX

Any Gross Receipts and/or Sales & Use Taxes that are applicable to the places of performance included in this contract have not been included in our rates. These costs, if applicable, will be billed as a separate line item on our invoice.

VEHICLES

As required by the FLL and North Perry RFP, Inter-Con has provided separately billable vehicles in accordance with the specifications outlined in the bid sheet. The quoted daily rates represent a long-term vehicle deployment rate—not a rental or ad-hoc rate—and are based on consistent, 365-day utilization and invoicing for each dedicated vehicle, as anticipated by the County per Q&A #55. These rates include all associated costs, including depreciation (“lease”), insurance, fuel, maintenance/repairs, and equipment. All expenses are fully covered within our quoted rates, and no additional charges will apply.

If rental vehicles or vehicle deployments for short-term needs are required, then Inter-Con would provide a separate quote for this cost at the time of request. Such short-term or temporary deployments would need to be accommodated by rental vehicles at a higher daily rate.

| Description | Year 1 Daily Rate | Year 2 Daily Rate |
|------------------------------|-------------------|-------------------|
| 2025 Chevy Trax (or similar) | \$50.00 | \$51.50 |

HOLIDAYS

Inter-Con recognizes the following holidays paid & billed at 1.5x the regular bill rate:

| Non CBA Recognized Holidays | |
|-----------------------------|------------------------|
| New Year’s Day | Labor Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| CBA Recognized Holidays | |
| New Year’s Day | Fourth of July |
| Martin Luther King Jr. Day | Labor Day |
| Presidents’ Day | Veteran’s Day |
| Memorial Day | Thanksgiving Day |
| Juneteenth | Day after Thanksgiving |
| | Christmas Day |

COMPONENTS OF INTER-CON’S BILL RATES

In the spirit of transparency, we have outlined the major components that comprise the rates presented above. **All of the costs described below are fully included in our bill rates.** Our pricing is customizable, and to the extent that FLL and North Perry desires an alternative approach to a specific cost item (such as Training, Vacation, Holiday, etc.), we are open to discussing and modifying our rates accordingly.

COMPENSATION

As compensation remains the most critical factor in supporting sustainable recruitment, attracting high-quality personnel, and ensuring employee retention and tenure, Inter-Con has adopted a data-informed, market-conscious approach to wage setting. In this instance, we have aligned our proposed wage rates with the current Living Wage/CBA, ensuring compliance while also recognizing prevailing labor market trends.

To ensure our compensation strategy remains competitive, Inter-Con conducts comprehensive analysis using multiple data sources. This includes benchmarking against competitor job listings in the same geographic region, assessing internal compensation levels on nearby programs, and referencing robust market data through our partnership with Salary.com. We also factor in macroeconomic indicators—such as inflation and cost-of-living adjustments—from the Bureau of Labor Statistics to provide a full picture of current labor market dynamics.

Our research confirms that the Security Officer wage set forth in the CBA when paired with Health & Welfare (H&W) corresponds with roughly the 85th percentile of local market wages, making this a reasonable and competitive baseline. By paying personnel the CBA Wage + H&W, Inter-Con ensures both regulatory adherence and market relevance, thus positioning us to effectively attract and retain skilled personnel for the FLL & North Perry security program.

| Position Description | Wage | H&W | Total Pay |
|---------------------------------------|---------|--------|-----------|
| Officer | \$18.17 | \$3.86 | \$22.03 |
| Security Operations Center Specialist | \$22.25 | \$3.86 | \$26.00 |
| Supervisor | \$24.25 | \$3.86 | \$28.00 |
| Training Coordinator | \$38.46 | N/A* | \$38.46 |
| Assistant Project Manager | \$52.88 | N/A* | \$52.88 |
| Project Manager | \$64.90 | N/A* | \$64.90 |

*Receives a separate corporate health insurance plan

PAID TIME OFF (PTO)

All personnel will receive 40 hours of Paid Time Off (PTO). Additionally, CBA personnel will receive vacation and 3 personal days in accordance with Appendix A of the CBA.

- After 1 year - 40 hours annually
- After 3 years - 80 hours annually
- After 8 years - 120 hours annually

BEREAVEMENT

CBA personnel will be granted up to three (3) days unpaid leave in accordance with Article 15.

AWARDS PROGRAM

All personnel will automatically participate in our Performance Awards Program. This program displays the value and recognition we place on the accomplishments and tenure of our employees and includes the following monetary awards:

- **Officer of the Month:** The Account Manager will select, on a monthly basis, an Officer who has exhibited superior and commendable performance worthy of acknowledgement. The selection will be communicated to the entire Security Team through mass communication technology. The Officer of the Month will receive a \$250 monetary award.
- **Officer of the Quarter and Officer of the Year:** Similarly, every three months the Account Manager will select an Officer who have exhibited superior performance to be recognized as Officer of the Quarter, and at the end of the calendar year, the Account Manager will select the highest performing Officer for Officer of the Year. The Officer of the Quarter will receive a \$500 monetary award and the Officer of the Year will be recognized with a \$1,000 monetary award.
- **Achievement Awards:** On an annual basis, Inter-Con will identify a number of the Inter-Con Security Officers assigned to the Google contract who demonstrate, through specific effort and action, a commitment to the security and safety of personnel and visitors.

401(K)

Our overhead and management personnel will receive an employer match of 50% up to 6% of their contribution.

MEDICAL INSURANCE

Inter-Con has fully incorporated our estimated cost for medical insurance premiums into our bill rates. Our salaried personnel will be eligible for Inter-Con’s corporate insurance offering. CBA personnel will receive a health differential of \$3.86 per hour.

PAYROLL TAXES & INSURANCE

Inter-Con has included the cost of all applicable federal, state, and local taxes in our fully loaded rates. These taxes include the Federal Insurance Contributions Act (FICA), the Federal Unemployment Tax Act (FUTA), State Unemployment Insurance (SUI), Worker’s Compensation (WC), Liability Insurance, and Fidelity Bond.

TRAINING

New Hire pre-assignment training will include the following hours shown in the table below, all fully burdened in our bill rates.

| Pre-Assignment Training (Unbillable) | | | |
|---------------------------------------|-------------------------------|------------|-------|
| Position | RFP Required Initial Training | Supervisor | Total |
| Officer | 40 | - | 48 |
| Security Operations Center Specialist | 40 | - | 48 |
| Supervisor | 40 | 8 | 56 |
| Training Coordinator | 40 | 8 | 56 |
| Assistant Project Manager | 40 | 8 | 56 |
| Project Manager | 40 | 8 | 56 |

Any additional training such as On-the-Job Training, Position Specific Training, or other training specified by FLL and North Perry will be billed at our regular hourly rate. Upon award and transition, we will work closely with FLL and North Perry to develop a billable training plan that works best for FLL and North Perry’s security program.

Per the RFP, all personnel will receive 16 hours of refresher training annually to ensure their skills are kept current and new security knowledge and procedures are transferred on a regular basis. This refresher cost has been included in our rates.

UNIFORMS & EQUIPMENT

We have priced the following uniform, though we can work with FLL and North Perry to revise the uniform specification, if FLL and North Perry desires a different look.

| UNARMED | |
|------------------------------|------|
| Item | Qty. |
| Polyester Security S/S Shirt | 3 |
| Lightweight Tactical Pants | 2 |
| Security Bomber | 1 |
| Garrison Belt, Black | 1 |
| Tactical Duty Boot | 1 |
| Baseball Cap | 1 |
| Inter-Con Badge | 1 |
| Flashlight + Pouch | 1 |
| Nametag | 1 |
| Raingear | 1 |
| Whistle + Chain | 1 |
| CPR Life Shield Mask | 1 |
| Black Socks | 1 |
| Safety Vest | 1 |
| Hard Hat | 1 |
| Work Gloves | 1 |
| Safety Glasses | 1 |
| Latex Gloves | 1 |
| Hand Sanitizer | 1 |
| LED Safety Baton | 1 |
| Inspection Mirror | 1 |

Furthermore, we have provided Garret Handheld Metal Detector’s for each post. Additionally, our management personnel will receive the following:

| EQUIPMENT |
|---------------------------|
| Item |
| Computer Monitor |
| Microsoft Office 365 |
| Standard Inter-Con Laptop |
| Docking Station |
| Mouse & Keyboard |

COMMUNICATIONS & TIMEKEEPING

Inter-Con is pleased to utilize a proprietary mobile solution that was developed in partnership with Salesforce and enables unprecedented transparency and accountability for our security programs. This solution includes biometric time and attendance recordkeeping, incident reporting, and Virtual Post Inspections, among many other solutions. Inter-Con provides this software via Officers’ own phones, and Officers are reimbursed for using their personal phones, which results in significant savings to FLL and North Perry as this means there are no hardware, software, or data charges in our rate.

Alternatively, if more advanced capabilities are required such as a Guard Tour, GPS Tracking, & NFC Tag System or if FLL and North Perry desires that employees not use their own phones, Inter-Con can provide our own smartphone devices at a per unit charge of \$100/month.

Additional hardware and capabilities can be provided as described below:

- **Inter-Con Provided Radios:** Some clients prefer personnel be equipped with radios instead of cellular phones. While we find that radios ultimately have fewer capabilities than a smartphone, there are instances when these devices are more suitable to the scope of work. If requested, Inter-Con provided radios are available at a per unit charge of \$75/month. Base Stations, if required, will be billed at a passthrough with pricing estimated at time of request once specifications are fully known.
- **Inter-Con Provided Kiosks:** In the event that a client does not wish to deploy phones to each post, Inter-Con is able to provide a mobile kiosk that can be used by multiple Officers for biometric clock-in and -out of posts, report writing, and other functions. These kiosks can be mounted in a convenient location at guardmount, carried by a Supervisor, or utilized in some other manner. These devices are available at a per unit charge of \$150/month.

SCREENING

All the Officers will undergo the screening below and will receive a drug test prior to employment.

| Background Screening |
|-------------------------------------|
| Federal Criminal |
| Social Security Trace |
| National Criminal Index Plus |
| Statewide Criminal |
| County Criminal |
| Motor Vehicle Report |
| Fingerprint |

INDIRECT OVERHEAD

Inter-Con will provide dedicated overhead personnel fulfilling recruiting, training, scheduling, and dispatching functions located out of our headquarters in Pasadena, CA. This operation will also be supported by our Security Operations Center, which provides 24/7 watch command & dispatch support as well as Virtual Post Inspection (VPI) of all personnel in the field.

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: None Retained | Name of Lobbyist: None Retained |
| 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: Inter-Con Security Systems, Inc.

Signature:  _____
Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: September 15, 2025

Remove your new Pocket License from the receipt portion and carry it with you at all times.

(Please cut along the dotted lines)

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

I M P O R T A N T

1. Include your license number on any correspondence you send the Bureau regarding your private patrol operator license.
2. Changes to your address or name must be reported to the Bureau within 30 days. See the Bureau's website for information on how to report these changes.
3. If license is lost or stolen, you can apply for a replacement card. See the Bureau's website for application form.
4. Please carry the pocket license with you.

Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000



PRIVATE PATROL OPERATOR

License No. PPO6822 Expiration 11/30/2026

QM OF
INTER-CON SECURITY SYSTEMS INC
ENRIQUE HERNANDEZ JR
210 S DE LACEY AVE
PASADENA, CA 91105-2048

Receipt No.
13981

| License No. | Expiration Date | Receipt No. |
|-------------|-----------------|-------------|
| PPO6822 | 11/30/2026 | 13981 |

INTER-CON SECURITY SYSTEMS INC

This is your RECEIPT.

Please save for your records.

1204.CERT04P.071723

PASADENA CA 91105-2048
210 S DE LACEY AVE
ENRIQUE HERNANDEZ JR

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Remove your new Pocket License from the receipt portion and carry it with you at all times.

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Bureau of Security and Investigative Services



P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000



PRIVATE PATROL OPERATOR

License No. PPO6822 Expiration 11/30/2026

SEC OF
INTER-CON SECURITY SYSTEMS INC
NEIL T MARTAU
210 S DE LACEY AVE
PASADENA, CA 91105-2048

Receipt No.
13981

| License No. | Expiration Date | Receipt No |
|--------------------------------|-----------------|------------|
| PPO6822 | 11/30/2026 | 13981 |
| INTER-CON SECURITY SYSTEMS INC | | |

This is your RECEIPT.

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NEIL T MARTAU
210 S DE LACEY AVE
PASADENA CA 91105-2048

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Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

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Bureau of Security and Investigative Services



P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000



PRIVATE PATROL OPERATOR

License No. PPO6822 Expiration 11/30/2026

CFO OF
INTER-CON SECURITY SYSTEMS INC
CHARLES J THUSS III
210 S DE LACEY AVE
PASADENA, CA 91105-2048

Receipt No.
13981

| License No. | Expiration Date | Receipt No. |
|--------------------------------|-----------------|-------------|
| PPO6822 | 11/30/2026 | 13981 |
| INTER-CON SECURITY SYSTEMS INC | | |

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CHARLES J THUSS III
210 S DE LACEY AVE
PASADENA CA 91105-2048

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Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000

I M P O R T A N T

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4. Please carry the pocket license with you.

Bureau of Security and Investigative Services



P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000



PRIVATE PATROL OPERATOR

License No. PPO6822 Expiration 11/30/2026

CEO OF
INTER-CON SECURITY SYSTEMS INC
ENRIQUE ROBERT HERNANDEZ III
210 S DE LACEY AVE
PASADENA, CA 91105-2048

Receipt No.
13981

| License No. | Expiration Date | Receipt No. |
|--------------------------------|-----------------|-------------|
| PPO6822 | 11/30/2026 | 13981 |
| INTER-CON SECURITY SYSTEMS INC | | |

This is your RECEIPT.

Please save for your records.

1204.CERT04P.071723

ENRIQUE ROBERT HERNANDEZ III
210 S DE LACEY AVE
PASADENA CA 91105-2048

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Bureau of Security and Investigative Services
P.O. Box 989002
West Sacramento, CA 95798-9002
(916) 322-4000



PRIVATE PATROL OPERATOR

License No. PPO6822

Valid Until: 11/30/2026

Receipt No. 13981

INTER-CON SECURITY SYSTEMS INC
210 S DE LACEY AVE
PASADENA, CA 91105-2048

In accordance with the provisions of Division 3, Chapter 11.5 of the Business and Professions Code, the company named hereon is issued a Private Patrol Operator License Renewal.

-----NON-TRANSFERABLE-----POST IN PUBLIC VIEW-----

1204.CERT04S.071823

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INTER-CON SECURITY SYSTEMS INC
210 S DE LACEY AVE
PASADENA CA 91105-2048

BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
PO BOX 989002
WEST SACRAMENTO CA 95798-9002





LETTER OF INTENT BETWEEN BIDDER/OFFEROR AND COUNTY BUSINESS ENTERPRISE (CBE) FIRM/SUPPLIER

This form is to be completed and signed for each CBE firm. If the PRIME is a CBE firm, please indicate the percentage performing with your own forces.

Solicitation No.: BLD2129654P1

Project Title: Security Guard Services for FLL and North Perry Airports

Bidder/Offeror Name: Inter-Con Security Systems, Inc.

Address: 210 South De Lacey Ave City: Pasadena State: CA Zip: 91105

Authorized Representative: Kevin Hernandez Phone: (626) 535 - 2207

CBE Firm/Supplier Name: Universal Security Guard Association, Inc.

Address: 1640 Nw 114th Ave City: Plantation State: FL Zip: 33323

Authorized Representative: Gina Laguerre Phone: 866-326-8464

- A. This is a letter of intent between the bidder/offeror on this project and a CBE firm for the CBE to perform work on this project.
- B. By signing below, the bidder/offeror is committing to utilize the above-named CBE to perform the work described below.
- C. By signing below, the above-named CBE is committing to perform the work described below.
- D. By signing below, the bidder/offeror and CBE affirm that if the CBE subcontracts any of the work described below, it may only subcontract that work to another CBE.

Work to be performed by CBE Firm

| Description | NAICS ¹ | CBE Contract Amount ² | CBE Percentage of Total Project Value |
|-------------------|--------------------|----------------------------------|---------------------------------------|
| Security Services | 561612 | \$10,938,107.85 | 25 % |
| | | | % |
| | | | % |

AFFIRMATION: I hereby affirm that the information above is true and correct.

CBE Firm/Supplier Authorized Representative

Signature: Title: Chief Officer Date: 10-04/2025

Bidder/Offeror Authorized Representative

Signature: Title: Chief Strategy Officer Date: 10/01/2025

¹ Visit Census.gov and select [NAICS](#) to search and identify the correct codes. Match type of work with NAICS code as closely as possible.
² To be provided only when the solicitation requires that bidder/offeror include a dollar amount in its bid/offer.

In the event the bidder/offeror does not receive award of the prime contract, any and all representations in this Letter of Intent and Affirmation shall be null and void.

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: Universal Security Guard Association, Inc |
| Address: 1640 NW 114 th Ave Planttation FL 33323 |
| Telephone Number: 866-326-8464 |
| Local contact person: Gina laguerre |
| Email address: Msgina@unviersalsecuritygroups.com |
| Solicitation No.: BLD2129654P1 |
| Solicitation Title: Security Guard Services for FLL and North Perry Airports |
| Bid/Proposal Amount: N/A |
| County department the contract will service: Broward County Aviation Department |
| A brief description of the project or service provided: Physical security services. |
| A statement of the wage level for all Covered Employees: N/A |

In accordance with the Living Wage Ordinance:

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

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. |
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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. |

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: Universal Security Guard Association, Inc.

Authorized Signature:  _____

Printed Name: Gina Laguerre

Title: CEO

Vendor Name: Universal Security Guard Association, Inc.

Date: October 1, 2025

LIVING WAGE ORDINANCE REQUIREMENTS

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

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

LIVING WAGE ORDINANCE REQUIREMENTS

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

LIVING WAGE ORDINANCE WRITTEN DECLARATION

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

| |
|---|
| Covered Employer Information |
| Vendor Name: Inter-Con Security Systems, Inc. |
| Address: 210 S. De Lacey Ave; Padasena, CA; 91105 |
| Telephone Number: 626-535-2200 |
| Local contact person: John Campbell |
| Email address: jcampbell@icsecurity.com |
| Solicitation No.: BLD2129654P1 |
| Solicitation Title: Security Guard Services for FLL and North Perry Airports |
| Bid/Proposal Amount: Click or tap here to enter text. |
| County department the contract will service: Broward County Aviation Department |
| A brief description of the project or service provided: Physical security services. |
| A statement of the wage level for all Covered Employees: Click or tap here to enter text. |

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

LIVING WAGE ORDINANCE WRITTEN DECLARATION

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

| Covered Employee Name: | Job Title and Classification: |
|----------------------------------|----------------------------------|
| Click or tap here to enter text. | Click or tap here to enter text. |
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| 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: Inter-Con Security Systems, Inc.

Authorized Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Vendor Name: Inter-Con Security Systems, Inc.

Date: October 1, 2025

Form Date 2/14/25

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

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

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

The Vendor hereby certifies that: (select one)

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

Principal's Name: [Click or tap here to enter text.](#)

Names and addresses of Affiliated Entities: [Click or tap here to enter text.](#)


Principal's Name: [Click or tap here to enter text.](#)

Names and addresses of Affiliated Entities: [Click or tap here to enter text.](#)

Principal's Name: [Click or tap here to enter text.](#)

Names and addresses of Affiliated Entities: [Click or tap here to enter text.](#)

Vendor Name: Inter-Con Security Systems, Inc.

Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: September 15, 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: Inter-Con Security Systems, Inc.
2. Doing Business As/Fictitious Name (if applicable): N/A
3. Federal Employer I.D. No. (FEIN): 95-3020192
4. Dun and Bradstreet No.: 07-619-2475
5. Website address (if applicable): www.icsecurity.com
6. Principal place of business address: 210 South De Lacey Ave, Pasadena, CA 90015
7. Office location responsible for this project: Per the RFP, Inter-Con will utilize the Support Space as provided by the Airport.
8. Telephone No.: TBD Fax No.: TBD
9. Generic e-mail for purchase orders: securityservices@icsecurity.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) S
 - Sole Proprietor
 - Limited Liability Company (LLC)
 - Limited Partnership
 - General Partnership
 - Other – Specify: [Click or tap here to enter text.](#)

11. Authorized Contact(s):

| | |
|-----------------------------------|----------------------------------|
| Name: Kevin Hernandez | Name: John Campbell |
| Title: Chief Strategy Officer | Title: SVP |
| E-mail: khernandez@icsecurity.com | E-mail: jcampbell@icsecurity.com |
| Telephone No.: (626) 535-2207 | Telephone No.: (626) 535 - 2639 |

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

| | |
|--|--|
| a) Enrique Hernandez JR.(Owner) | d) Michael Xu, CFO (Officer) |
| b) Enrique Hernandez III (Owner) | e) Richard Stack, COO (Officer), |
| c) Robert Ray, General Council (Officer) | f) Kevin Hernandez, CSO (Officer) g) Brian Faulkner, CIO (Officer) h) Michael Hernandez, EVP (Officer) |

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: Inter-Con Security Systems, Inc.

Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: October 1, 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

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

solicitation, acknowledge and accept all of the solicitation pages as well as any special instructions sheet(s).

Form Date 7/1/25

WORKFORCE INVESTMENT PROGRAM REQUIREMENTS

- A. In accordance with [Broward County Workforce Investment Program, Administrative Code, Section 19.211, the Workforce Investment Program](#) (Program) this solicitation is a covered contract if the open-end contract award value exceeds \$500,000 per year or if the individual project value exceeds \$500,000 under a fixed-term contract. The Program encourages Vendors to utilize [CareerSource Broward](#) (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.

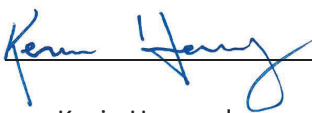
WORKFORCE INVESTMENT PROGRAM CERTIFICATION

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:

Inter-Con Security Systems, 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: Inter-Con Security Systems, Inc.

Signature:  _____

Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: October 1, 2024

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: Inter-Con Security Systems, Inc.

Signature:  _____
Printed Name: Kevin Hernandez

Title: Chief Strategy Officer

Date: October 1, 2025

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

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

Year 1 Pricing

| | | | | | | | | |
|------------------------------|------|---|---|--------|------|-------|----------|------------------|
| Success: All values provided | #1-1 | Level 1 Officer (unarmed) | Level 1 Officer (unarmed), Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service. | 564223 | Hour | 87.4% | \$ 30.73 | \$ 17,338,572.79 |
| 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 | 83.7% | \$ 44.25 | \$ 967,260.75 |
| 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 | 87.9% | \$ 34.96 | \$ 710,841.68 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Numeric | Numeric | Total Cost |
|------------------------------|------|---|--|-------------------|-----------------|---|------------|-----------------|
| | | | | | | Percentage of Price Attributed to Labor Portion | Unit Price | |
| Success: All values provided | #1-4 | 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 | 86.2% | \$ 50.34 | \$ 31,915.56 |
| 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 | 88.2% | \$ 38.47 | \$ 2,292,311.89 |
| 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 | 84.3% | \$ 55.40 | \$ 122,877.20 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Numeric | Numeric | Total Cost |
|------------------------------|------|-----------------------------|--|-------------------|-----------------|---|------------|---------------|
| | | | | | | Percentage of Price Attributed to Labor Portion | Unit Price | |
| Success: All values provided | #1-7 | 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 | 92.2% | \$ 50.03 | \$ 104,062.40 |
| 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 | 92.6% | \$ 67.12 | \$ 139,609.60 |
| 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 | 92.8% | \$ 81.36 | \$ 169,228.80 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Numeric | Numeric | Total Cost |
|------------------------------|-------|-----------------------|--|-------------------|-----------------|---|------------|--------------|
| | | | | | | Percentage of Price Attributed to Labor Portion | Unit Price | |
| Success: All values provided | #1-10 | 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 | 0.0% | \$ 50.00 | \$ 91,250.00 |
| Basket Total | | | | | | | | |
| \$ 21,967,930.67 | | | | | | | | |

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 | 87.4% | \$ 30.73 | \$ 17,338,572.79 |
| 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 | 83.7% | \$ 44.25 | \$ 967,260.75 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Numeric | Numeric | Total Cost |
|------------------------------|------|---|---|-------------------|-----------------|---|------------|-----------------|
| | | | | | | Percentage of Price Attributed to Labor Portion | Unit Price | |
| Success: All values provided | #2-3 | Security Operations Center Specialist | Security Operations Center Specialist, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service. | 20333 | Hour | 87.9% | \$ 34.96 | \$ 710,841.68 |
| 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 | 86.2% | \$ 50.34 | \$ 31,915.56 |
| 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 | 88.2% | \$ 38.47 | \$ 2,292,311.89 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Numeric | Numeric | Total Cost |
|------------------------------|------|--------------------------------------|--|-------------------|-----------------|---|------------|---------------|
| | | | | | | Percentage of Price Attributed to Labor Portion | Unit Price | |
| Success: All values provided | #2-6 | 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 | 84.3% | \$ 55.40 | \$ 122,877.20 |
| 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 | 92.2% | \$ 51.53 | \$ 107,184.27 |
| 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 | 92.6% | \$ 69.13 | \$ 143,797.89 |

Responses

Inter-Con Security Systems, Inc.

Success: All data is valid!

| Status | # | Item | Item Description | Quantity Required | Unit of Measure | Percentage of Price Attributed to Labor Portion | | Unit Price | Total Cost |
|------------------------------|-------|------------------------------|---|-------------------|-----------------|---|---------|------------|-------------------------|
| | | | | | | Numeric | Numeric | | |
| Success: All values provided | #2-9 | 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 | 92.8% | | \$ 83.80 | \$ 174,305.66 |
| 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 | 0.0% | | \$ 51.50 | \$ 93,987.50 |
| Basket Total | | | | | | | | | \$ 21,983,055.19 |
| Grand Total | | | | | | | | | \$ 43,950,985.86 |