



ADDITIONAL REMARKS SCHEDULE

AGENCY Willis Towers Watson Northeast, Inc.		NAMED INSURED Tarian Security Services, LLC 9600 Brownsboro Rd. Suite 200 Louisville, KY 40241	
POLICY NUMBER See Page 1		EFFECTIVE DATE: See Page 1	
CARRIER See Page 1	NAIC CODE See Page 1		

ADDITIONAL REMARKS

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

General Aggregate: \$5,000,000
 Products & completed operations aggregate: \$5,000,000
 Personal & advertising injury: \$2,000,000
 Each Occurrence: \$2,000,000
 Damaged to rented premises (each occurrence): \$1,000,000

INSURER AFFORDING COVERAGE: Twin City Fire Insurance Company
POLICY NUMBER: 39 WBR S54018 **EFF DATE:** 10/01/2025 **EXP DATE:** 10/01/2026

NAIC#: 29459

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Workers Compensation & Employers Liability - WI	E.L. Each Accident	\$1,000,000
Per Statue	E.L. Disease - EA Emp	\$1,000,000
	E.L. Disease-Pol Lmt	\$1,000,000

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

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: Tarian Security Services, LLC

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: King Intelligence and Security Services
Subcontracted Firm's Address: 2880 W. Oakland Park Blvd, Oakland Park, FL 33311
Subcontracted Firm's Telephone Number: 954-530-2600
Contact Person's Name and Position: Kaola King CEO
Contact Person's E-mail: Kaola@kingintellsec.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.

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
Exhibit C	Delete XCU Explosion/Collapse/Underground GL SECTION	Not applicable
Exhibit C	Delete – Sudden and accidental Pollutions GL section	Not applicable
Exhibit C	Request increase in deductible to \$1m	To match policy structure
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: Tarian Security Services, LLC

Form Date 9/9/24

DOMESTIC PARTNERSHIP ACT CERTIFICATION

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

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

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

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

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

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

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

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

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

DOMESTIC PARTNERSHIP ACT CERTIFICATION

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

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

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

Vendor Name: Tarian Security Services, LLC

Signature: 

Printed Name: Andy Bedlack

Title: CEO

Date: October 6, 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: Tarian Security Services, LLC

Signature:  _____

Printed Name: Andy Bedlack

Title: CEO

Date: October 6, 2025

Form Date 9/9/24



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BLD2129654P1 – Security Guard Services				
Reference For (hereinafter, "Vendor"):	Tarian Group, LLC			
Reference Date:	9/22/2025			
Organization/Firm Providing Reference:	Syracuse Regional airport Authority			
Contact Name:	Aaron Harris, CM			
Contact Title:	Chief Operating Officer			
Contact Email:	harrisa@syracuse.org			
Contact Phone:	314.455.3629			
Name of Referenced Project:	Click or tap here to enter text.			
Contract Number:	Click or tap here to enter text.			
Date Range of Services Provided:	Start Date: July 2024	End Date: Ongoing		
Project Amount:	\$1.3 million annually			
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) Tarian provides approximately 20 security personnel who deliver 721 hours per week of security services. Duties include but are not limited to: access control, record maintenance and creation, incident management procedure implementation, vehicle and SIDA badge inspection, employee screening, lost and found management, curb-to-counter service for passengers who need assistance, driver's license inspection, terminal patrols, response to security-related incidents, and inspection of items moving from public to sterile areas.				
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"/>
<small>All information provided to Broward County is subject to verification. Vendor acknowledges that inaccurate, untruthful, or incorrect statements made in support of this response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to the Broward County Procurement Code.</small>				
THE SECTION BELOW IS FOR COUNTY USE ONLY				
<input type="checkbox"/> Email	Click or tap here to enter text.		Division:	Click or tap here to enter text.

Verified via: Verbal

Verified by:

Date:

Click or tap here to enter text.

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



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BLD2129654P1 – Security Guard Services for FLL and North Perry Airports

Reference For (hereinafter, "Vendor"):	Tarian Group, LLC		
Reference Date:	9/22/25		
Organization/Firm Providing Reference:	Salt Lake City International Airport		
Contact Name:	Gary Bilbrey, II CM		
Contact Title:	Airport Operations Manager - Security		
Contact Email:	Gary.bilbrey@slcgov.com		
Contact Phone:	801.575.2373		
Name of Referenced Project:	Security Guard Services		
Contract Number:	SLCAIR21011		

Date Range of Services Provided:	Start Date: 2011	End Date: ongoing
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Project Amount:	\$2,976,321.92
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Vendor's Role in Project:	<input checked="" type="checkbox"/> Prime	<input type="checkbox"/> Subconsultant/Subcontractor
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Would you use this Vendor again?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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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)
 Since 2011, Tarian has partnered with Salt Lake City International Airport and currently provides over 1,700 hours per week of service using a team of 50 security officers between 4 gate locations, multiple random and Aviation Worker door inspection locations and perimeter patrols which includes information and wayfinding services, vehicle and foot patrols, badge verifications, weapons detection at entrances, and protection of security sensitive areas at vehicle gates.

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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Turnover:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Timeliness of:

Project:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Deliverables:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Project completed within budget:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Cooperation with:

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

All information provided to Broward County is subject to verification. Vendor acknowledges that inaccurate, untruthful, or incorrect statements made in support of this response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to the Broward County Procurement Code.

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

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



VENDOR REFERENCE VERIFICATION FORM (RFP/RLI/RFQ)

Solicitation No. & Title: BLD2129654P1 – Security Guard Services for FLL and North Perry Airports					
Reference For (hereinafter, "Vendor"):	Tarian Group, LLC				
Reference Date:	9/22/2025				
Organization/Firm Providing Reference:	Hartsfield-Jackson Atlanta International Airport				
Contact Name:	Maurice S. Travis				
Contact Title:	Director Safety & Security				
Contact Email:	Maurice.travis@atl.com				
Contact Phone:	404.382.2115				
Name of Referenced Project:	Terminal & Concourses, Screening & Inspection Services				
Contract Number:	223144				
Date Range of Services Provided:	Start Date: 2016	End Date: 06/2026			
Project Amount:	\$12,696,670.40 Annually				
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) Since 2016, Tarian has partnered with H-JAIA and currently provides 175+ security personnel who deliver approximately 7,000 hours per week of security services. Responsibilities include access control, vehicle inspections, foot and vehicle patrols, and internal and external employee 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"/>	
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"/>	
<i>All information provided to Broward County is subject to verification. Vendor acknowledges that inaccurate, untruthful, or incorrect statements made in support of this response may be used by the County as a basis for rejection, rescission of the award, or termination of the contract and may also serve as the basis for debarment of Vendor pursuant to the Broward County Procurement Code.</i>					
THE SECTION BELOW IS FOR COUNTY USE ONLY					
Verified via:	<input type="checkbox"/> Email <input type="checkbox"/> Verbal	Verified by:	Click or tap here to enter text.	Division:	Click or tap here to enter text.
			Date:	Click or tap here to enter text.	

VOLUME OF PREVIOUS PAYMENTS ATTESTATION

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

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

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

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

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

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

The Vendor attests to the following:

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

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

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

No

Vendor Name: Tarian Security Services, LLC

Form Date 9/9/24

VOLUME OF PREVIOUS PAYMENTS ATTESTATION

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

VOLUME OF PREVIOUS PAYMENTS ATTESTATION FORM FOR JOINT VENTURE

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

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

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

The Vendor attests to the following:

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

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

Vendor Name: Tarian Security Services, LLC



A Security Services Solution for: **Broward County Aviation Department**

**BLD21296541P1 – Security Guard Services for
FLL and North Perry Airports**

Presented to:

Nicholas Bryant, Contracts & Grants Administrator Senior
Broward County Purchasing Division
115 South Andrews Dr., Room 212
Fort Lauderdale, FL 33301

Prepared by:

Andy Bedlack, CEO
andy@tariangroup.com
615.406.8585

A Shield for Your Success®

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ENTITY DESCRIPTION NOTICE

Tarian may elect to conduct business activities through one of its related companies due to state/city licensing requirements, compliance with local regulations, or other business reasons. In such instances, all subsidiaries will operate under the Tarian parent organization, ensuring consistency in processes and procedures, full access to resources and programs, and governance of operations and strategic initiatives.

CONFIDENTIALITY AGREEMENT & NOTICE

This document contains confidential and proprietary information regarding Tarian Group, LLC (“Tarian”) and/or one of its affiliate companies, and is not for public disclosure. Public disclosure includes using Tarian's submittal information as input or source material for any artificial intelligence (AI) model, platform, or service, including generative AI tools. The receiving entity and its partners agree that this proposal, its contents, and all related documents shall be used solely for business purposes pertaining to reviewing qualifications for providing professional security services. Any duplication, use, or disclosure of the material must be approved in writing by Tarian, as these items contain either proprietary intellectual property and/or sensitive commercial or financial data not available in the public domain. In the event a party is required to disclose confidential information due to court order, it shall immediately notify the other party prior to disclosure and cooperate in restricting confidential information to the extent possible.





November 7, 2025

Nicholas Bryant
Contracts & Grants Administrator Senior
Broward County Purchasing Division
115 South Andrews Dr., Room 212
Fort Lauderdale, FL 33301

RE: BLD2129654P1 – Security Guard Services for FLL and North Perry Airports

Dear Mr. Bryant,

On behalf of Tarian Security Services, LLC, I am pleased to submit our proposal to Broward County Aviation Division (BCAD) for Security Guard Services for Fort Lauderdale-Hollywood International Airport (FLL) and North Perry Airport (HWO). With more than 25 years of experience securing Category X and I airports, Tarian brings a proven record of performance, compliance, and operational excellence in highly regulated aviation environments. Our approach is built on precision, partnership, and a deep understanding of the complexities inherent to airport security.

We are committed to delivering a seamless transition, retaining qualified incumbent personnel, and deploying a highly trained workforce that meets all TSA and ASP requirements. Tarian's operations plan will create alignment and accountabilities that speak directly to BCAD's unique needs and priorities. Through our DHS SAFETY Act Designation, robust training programs, and real-time workforce management technology, we ensure readiness, accountability, and transparency across all posts and shifts.

Tarian is proud to partner with King Intelligence and Security Services, Inc., a certified County Business Enterprise, and has committed 25% of the total contract value to support inclusive economic development. Together, we will deliver a stable, responsive, and high-performing security program that protects the integrity of your facilities and enhances the experience of travelers, staff, and stakeholders.

Thank you for the opportunity to respond to BCAD's RFP. My team and I look forward to exploring how we can work together to forge a dynamic, collaborative partnership that exceeds your expectations.

Sincerely,

Andy Bedlack

Andy Bedlack
Chief Executive Officer
Tarian Security Services, LLC

1. ABILITY OF PROFESSIONAL PERSONNEL (MAXIMUM 15 POINTS)

1.1 Describe the qualifications and relevant experience of the Project Manager, key staff, and subcontractors that are intended to be assigned to this project. Provide a summary of the following for the Project Manager, key staff, and subcontractors: a. Identify at least two (2) continuous years of relevant experience within the last five (5) years at a government-regulated airport. b. Summary of their education, license(s), and certification(s). c. Resume of the project manager and all key personnel. D. Minimum qualifications and relevant experience of all subcontractors key staff to be assigned to this project.

At Tarian Security Services, LLC., (Tarian) our people are the foundation of our performance. We bring together a team of seasoned professionals and trusted partners who are not only qualified by experience and credentials but also driven by a shared commitment to excellence in aviation security. From leadership to frontline personnel, each individual is selected and supported to ensure continuity, compliance, and confidence in every aspect of our service. Our robust history with **Hartsfield-Jackson Atlanta International Airport** supports our assertion that our processes are both efficient and effective.

The following section highlights the depth of expertise and dedication that defines our workforce and sets the tone for a successful partnership with Broward County Aviation Department (BCAD).

KEY STAFF: QUALIFICATIONS & EXPERIENCE

Tarian will work closely with BCAD to retain qualified and experienced incumbent personnel with whom BCAD has been satisfied to enhance continuity of services and to capitalize on their institutional knowledge and experience working with you. Tarian's approach to retaining incumbent personnel is discussed in detail in the **Continuity Creates A Smooth Transition** section of this response.

Of course, the incumbent Project Manager and key staff may decide to pursue different options. If so, we will be prepared to pivot. Tarian's dedicated recruiting team will work closely with BCAD to recruit, hire, and onboard qualified, credentialed personnel who meld with your culture and will be fully trained and ready to take on the opportunity with BCAD, FLL, and HWO. Tarian's approach to recruiting, hiring, and onboarding new security professionals is presented in detail in the **Recruitment & Screening Program** section of this response.

Using these tactics, we effectively and efficiently introduce Tarian and our key personnel, minimize disruption to daily operations, answer questions, and support employee morale and ongoing retention.

Specifically, Tarian will employ the appropriate strategy to hire the Project Manager and key staff, **as identified in Section 2.2 of the Specifications and Requirements (revised) document**. Ultimately, we will recruit and hire to meet BCAD's qualifications and requirements expectations for the following positions:



KEY STAFF

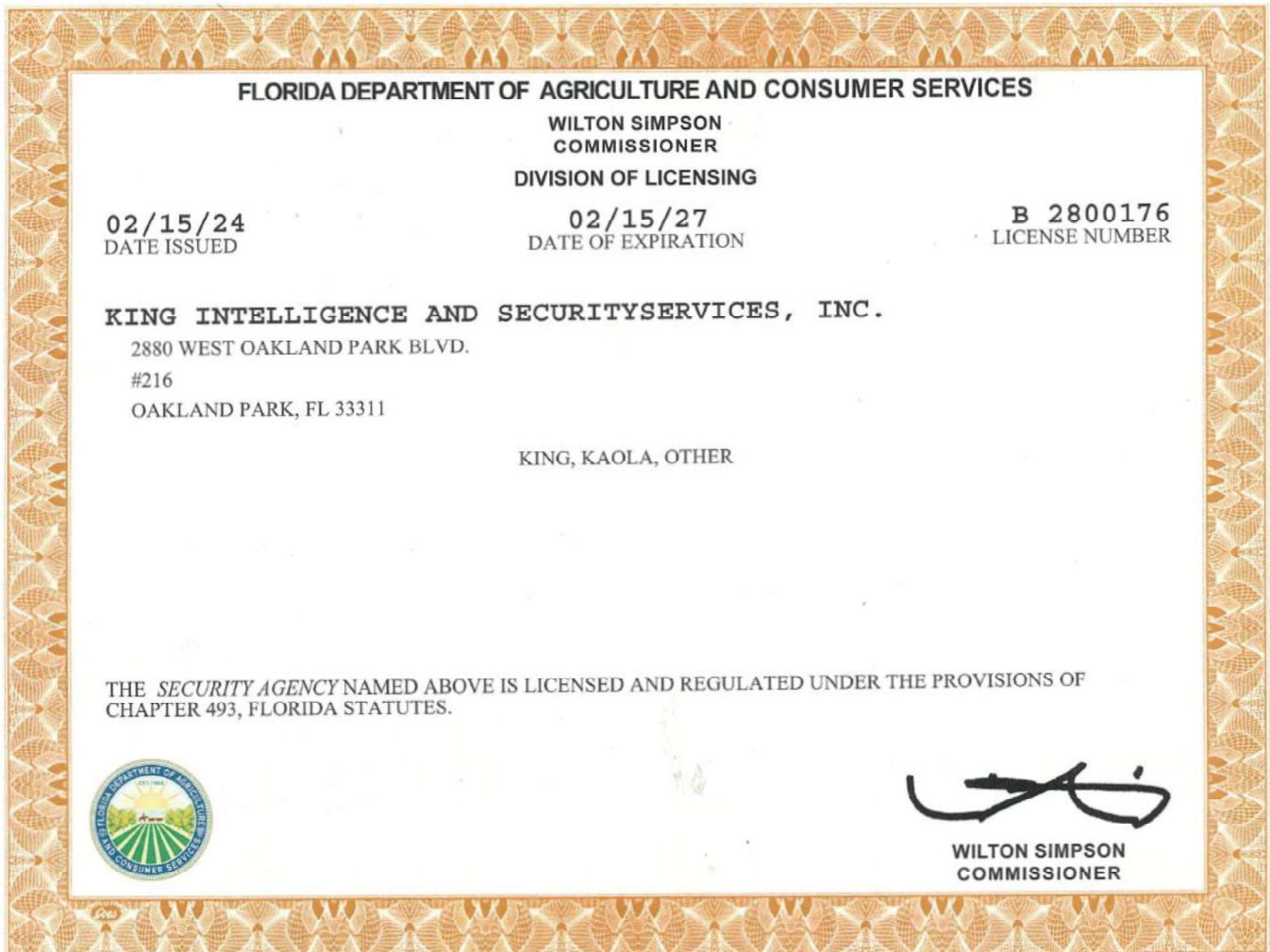
Role	Qualifications & Duties
<p>Project Manager <i>TBD</i></p>	<p>The Project Manager will oversee the full scope of security operations and serve as the primary liaison with the Contract Security Services Administrator. Candidates must have at least four (4) years of supervisory experience in law enforcement, military service, or a security firm; hold an active Florida Class D Security Officer License for a minimum of two (2) years; and possess a high school diploma or GED. Additional requirements include a valid Florida driver's license, successful background screening, medical clearance with drug testing, and honorable military discharge if applicable. The Project Manager must be fluent in English, be accessible via cellphone 24/7, be on site at the airport at least 40 hours per week and be able to physically report to the airport within 45 minutes. This role includes responsibility for staffing, performance oversight, and coordination with airport security leadership. Aviation leadership experience is a preferred qualification, for which Tarian recruits. If a strong candidate does not come to us with aviation leadership, the Project Manager will be enrolled in AAAE / ACE – Security within the first year.</p>
<p>Operations Manager <i>TBD</i></p>	<p>The Operations Manager will be responsible for directing the daily execution of contracted security services and overseeing all subordinate staff. This role requires full authority to act on behalf of the contractor and respond immediately to County requests. The Operations Manager must be on site at the airport for a minimum of 40 hours per week and meet the following qualifications: at least three (3) years of supervisory experience in law enforcement, military service, or a security firm; an active Florida Class D Security Officer License held for at least two (2) years; a high school diploma or GED; a valid Florida driver's license; successful completion of background screening; medical clearance with drug testing; honorable discharge from the military, if applicable; and fluency in spoken and written English. Aviation leadership experience is a preferred qualification, for which Tarian recruits. If a strong candidate does not come to us with aviation leadership, the Operations Manager will be enrolled in AAAE / ACE – Security within the first year.</p>
<p>Training Coordinator <i>TBD</i></p>	<p>The Training Coordinator will serve as the County's primary point of contact for all training-related matters and must be accessible on site at the airport for a minimum of 40 hours per week. This role is responsible for training all officers, specialists, and supervisors in accordance with the Airport Security Plan (ASP) and other County-provided materials. The Training Coordinator will develop lesson plans and graded exams, which must be approved by the Contract Security Services Administrator prior to implementation. Candidates must have at least two years of verifiable teaching or training experience; hold either a Certified Protection Officer Instructor (CPOI) credential or a Class DI Security Officer Instructor License; possess a high school diploma or GED; and maintain a valid Florida driver's license. Additional requirements include successful background screening, medical clearance with drug testing, honorable discharge from the military if applicable, and fluency in spoken and written English. Aviation-specific screening training experience is a preferred qualification for which Tarian will recruit. If a strong candidate emerges without the experience, the Training Coordinator will receive LEIDOS, walk-through metal detector, ETD, X-ray imaging, and hand-held metal detector training to be certified to teach.</p>



SUBCONTRACTOR QUALIFICATIONS: KING INTELLIGENCE AND SECURITY SERVICES, INC.

As a strong proponent of supporting underutilized businesses and to help BCAD meet its CBE business inclusion subcontracting goals, Tarian is proud to partner with **King Intelligence and Security Services, Inc.**, which is led by CEO Kaola King, whose values, capabilities, and commitment to quality align closely with ours. To ensure a meaningful and impactful partnership, **we are committing 25% of the total contract value** to our CBE partner, which affirms our compliance with the contract CBE goal as defined in the RFP. We believe this enhanced allocation better supports their business development and creates a stronger, more cohesive team structure.

Working with King Intelligence and Security Services will support Tarian's ability to staff FLL and HWO with highly skilled and qualified officers who are ready to serve in the specialized aviation environment. King holds a Florida Department of Agriculture and Consumer Services "B" License and is certified by the Broward County Office of Economic and Small Business Development as a County Business Enterprise. Their license and county certification follow:





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

September 16, 2025

ANNIVERSARY DATE: August 12th

Mrs. Kaola King
KING INTELLIGENCE AND SECURITY SERVICES, INC.
 2880 W. Oakland Park Blvd. Suite 211
 Oakland Park, FL, 33311

Dear Mrs. King:

The Broward County Office of Economic and Small Business Development (OESBD) is pleased to announce that your firm's **County Business Enterprise (CBE)** certification has been renewed.

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

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



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

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

Broward County Board of County Commissioners
 Mark D. Bogen • Alexandra P. Davis • Lamar P. Fisher • Beam Furr • Steve Geller • Robert McKinzie • Nan H. Rich • Hazelle P. Rogers • Michael Udine
www.broward.org

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

NAICS CODES: 541690, 561612

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

Sincerely,

CHERYL ROBERTS 
Digitally signed by
 CHERYL ROBERTS
 Date: 2025.09.23
 13:12:31 -04'00'

Cheryl E. Roberts, Small Business Development Supervisor
 Office of Economic and Small Business Development

Cert Agency: BC-CBE





King Intelligence and Security Services has demonstrated consistent and relevant experience operating within government-regulated airport environments over the past five years. From February 2018 to November 2022, the company supported the Greater Orlando Aviation Authority (GOAA) during the construction of Terminal C in partnership with Turner-Kiewit, providing security services aligned with federal aviation standards. More recently, King began work at Fort Lauderdale-Hollywood International Airport (FLL) in

September 2023, supporting the construction of a jet hangar for Azorra Aviation LLC under Fontainebleau Development, with services continuing through March 2025. These engagements reflect King’s capability to meet the stringent requirements of regulated airport operations while maintaining safety and compliance throughout complex construction projects.

Through the subcontractor, officers will be recruited and hired to meet or exceed the following qualifications and requirements for FLL and HWO:

CBE: KING INTELLIGENCE AND SECURITY SERVICES, INC.	
Role	Qualifications & Duties
Level 1 Officer (unarmed) <i>TBD</i>	King Intelligence and Security Services, Inc. provides highly trained and supervised unarmed security officers who meet rigorous standards of professionalism, integrity, and responsiveness. Officers will be selected based on verified experience in security operations and are required to hold a Florida Class D Security Officer License, a valid Florida driver’s license, and a high school diploma or GED. All personnel undergo thorough background screening and medical clearance with drug testing. Where applicable, officers must have an honorable discharge from military service. King’s officers are fluent in English and are trained to perform a wide range of security tasks across commercial, residential, and public environments, including crowd control, emergency response, and site protection. The company emphasizes quality assurance, rapid operational support, and adherence to ethical conduct, ensuring officers are prepared to execute duties in alignment with client expectations and regulatory standards.

QUALIFICATIONS: TARIAN’S MANAGEMENT TEAM

As Tarian has learned from our experience working with Hartsfield-Jackson Atlanta International Airport (H-JAIA), managing security operations for CAT X airports demands more than routine oversight; it requires unwavering precision, strategic foresight, and a partner capable of navigating the highest levels of operational complexity and security. Tarian rises to this challenge with a proven ability to deliver exceptional performance in environments where national security, public safety, and operational continuity are paramount.

Our approach is not just about meeting expectations—it’s about exceeding them. Tarian’s management model is built on a foundation of:

- **Robust security integration** aligned with TSA and federal mandates
- **Streamlined coordination** across law enforcement, emergency response, and aviation stakeholders



- **Proactive risk mitigation** through intelligence-led threat assessments and scenario planning
- **Operational resilience** supported by 24/7 monitoring, rapid response capabilities, and continuous improvement protocols

Tarian's exemplary work and history with H-JAIA, the world's busiest airport, gives our management team a deep understanding of the unique demands of CAT X facilities. We ensure that every aspect of airport management—from access control and credentialing to incident response and stakeholder engagement—is executed with precision, discretion, and accountability.

The following will be the key members of Tarian's management team who will lead and manage the relationship with BCAD to elevate the FLL and HWO's security posture to deliver an enhanced experience for travelers, vendors, employees, and flight crews.

TARIAN'S FLL / HWO LEADERSHIP TEAM	
Role	Qualifications & Duties
Chad Starwalt Chief Operations Officer	<p>Mr. Chad Starwalt brings more than two decades of leadership experience spanning the military, law enforcement, and public sectors. As a veteran of the U.S. Army and a former police officer, Chad has built his career on the principles of discipline, teamwork, and operational readiness—values that align seamlessly with Tarian's mission. Following his transition into the private security industry, Chad worked with large companies such as G4S Secure Solutions and Securitas, where he progressed through a series of senior management positions. His most recent roles include Senior Vice President of Operations and Head of Central U.S. Operations, Critical Infrastructure Services, where he oversaw strategic initiatives and mission-critical operations, making him a perfect fit to lead Tarian's national operations organization. As a proven leader capable of managing complex operations and large-scale projects, Chad's focus centers around driving industry-wide success through proactive change management and comprehensive strategic initiatives, recruiting high-caliber talent, and encouraging professional growth at all levels. This approach translates to enhanced productivity, increased profitability, and operational efficiency for clients by offering clear foresight to navigate around potential operational risks. Chad is a member of ASIS, and he holds both a Bachelor of Arts and an MBA from the University of Illinois. His unique blend of tactical expertise, business acumen, and executive leadership continues to drive operational excellence and innovation across the security industry.</p>
Grant P. Forman Vice President of Operations, Southeast Region	<p>Mr. Grant Forman serves as the Vice President of Southeast Region. Grant has nearly 25 years of experience in public safety and security operations in both the private and public sectors. Grant's passion professionally is focused on the employees and their operational excellence by ensuring positive client relationships, strict contract and statutory compliance, and the utilization of health and safety best practices. Grant has acute awareness of the security industry and provides leadership, coaching, and direction to maintain overall operational effectiveness. Grant is primarily responsible for the retention and profitability of client operations in his region through excellent customer service, strategic planning, and delivery in collaboration with Tarian's executive leadership team, regional directors of operations, and the business development team. Grant began his career with G4S Secure Solutions in January 2013 and has served in various leadership roles within G4S and the G4S Healthcare division. In October</p>



	<p>2021, through the AUS acquisition of G4S, Grant became the Vice President of Enterprise Healthcare Operations with Allied Universal. Grant holds a Bachelor of Science in Sociology from Oregon State University and graduated Summa Cum Laude with his Master of Science degree in Human Resource Management. Graduating from the Federal Law Enforcement Training Center in 2001, Grant maintains affiliation with ILEETA (International Law Enforcement Educators and Trainers Association) and ASIS (American Society for Industrial Security).</p>
<p>Brian McCain, Jr., MBA National Senior Director of Operations</p>	<p>Mr. Brian McCain, Jr., is a solutions-oriented security operations leader with over a decade of experience, primarily focused on highly regulated environments. Based in Atlanta, Georgia, Brian serves as the National Senior Director overseeing security operations across facilities nationwide. His leadership has been instrumental in driving regulatory compliance, enhancing emergency preparedness, and ensuring seamless transitions and business continuity for our clients. Prior to his current role, Brian held key leadership positions at Metro One, Allied Universal, and G4S Secure Solutions, where he consistently improved workforce efficiency, reduced risk, and strengthened client relationships. His expertise spans multi-site operations, incident response, and stakeholder engagement, with a strong track record of aligning security protocols with compliance standards. Brian holds an MBA in Human Resource Management and a B.S. in Business Management from Southern University and A&M College, along with a certificate in Strategy & Marketing for Emerging Countries from Paulista University in Brazil. His career reflects a commitment to safeguarding staff, patient, and visitor safety while driving operational excellence across complex healthcare systems and other multi-site security programs.</p>
<p>Bryan S. Bowden, ACE Director of Aviation Operations</p>	<p>Mr. Bryan Bowden serves as Director of Aviation Operations, overseeing Hartsfield-Jackson International Airport (Atlanta, Cat X), Syracuse Hancock International Airport (joint civil-military airport), and Salt Lake City Airport (large, general aviation). His main responsibilities include operations, compliance, customer service, efficiency solutioning, and financial management for the Tarian aviation and government services portfolio. With a goal to enhance the relationship between the internal and external customer, Bryan collaborates with the executive team and senior leadership on best practices that can be implemented to help provide the most value for our clients and a great experience for our security personnel. Bryan serves as a senior liaison for the American Association of Airport Executives (AAAE) on behalf of Tarian and provides guidance to his peer group on large complex transitions. He also serves as an advisory member for the Tarian Safety Committee. Prior to joining Tarian in 2022, Bryan spent two years with Allied Universal and four years with Securitas in associated airport manager roles specific to the aviation environment. From 2008-2016, Bryan was stationed in three out-of-country duty posts to include Afghanistan, Kuwait, and Iraq as a Flight Engineer/Payload Operator. To further Bryan's experience base, he served as a Senior Deputy Sheriff in Gwinnett County, GA.</p>
<p>Travis Allen Senior Director of Training</p>	<p>As Tarian's training lead, Mr. Travis Allen is responsible for designing and implementing employee training programs that align with company goals, industry regulations, and state standards. With a goal of furthering employee skills and retaining top talent, Travis regularly collaborates with the executive team, senior operational management, and other departments to: (1) establish Tarian's standard training curricula; (2)</p>



customize content to meet specific client needs; and, (3) design professional development programs to encourage growth opportunities for Tarian's workforce. In addition to leading a team of instructors, Travis develops training outlines, course manuals, classroom activities, and other material needed to deliver training sessions across all company platforms. He also coordinates with corporate suppliers to provide equipment for training sessions, and often serves as Range Safety Officer, Chief Instructor, and Instructor as required by client transitions and training environments. Prior to joining Tarian in 2022, Travis served as Patient Transport Client Manager for Allied Universal for two years, successfully managing the Patient Support Services Program (movement of behavioral health patients). He also served as Detail Leader/Embassy Liaison Unit for GardaWorld Federal Services from 2016-2022 on a diplomatic security compound in Kabul, Afghanistan. Travis served in the United States Marine Corps for more than eight years, rising through the ranks in positions that included Squad Leader and Special Operations Training Group/Chief Instructor. He earned a B.S. in Strategic Security and Protection Management from National American University.

DEMONSTRATED EXPERTISE THROUGH CERTIFICATIONS IN THE AVIATION SECTOR

To strengthen our program objectives, Tarian is proud to support our aviation management personnel by investing in their professional development through security certification programs such as the Airport Certified Employee (ACE) program and Airport Security Coordinator (ASC) training through the American Association of Airport Executives (AAAE). In addition to ACE, all of our aviation management personnel are enrolled in or have earned their Certified Member (CM) designations through AAAE.

- *ACE - Designed to establish a general knowledge base for airport professionals working in the security environment, the ACE security program is an extensive curriculum based on 49 Code of Federal Regulations (CFR) - 1500 Series: Transportation Security Administration (TSA) Regulations and the International Civil Aviation Organization (ICAO) Annex 17.*
- *CM - This prestigious designation signifies a diverse knowledge of the primary functions of how an airport operates and how to use that knowledge to improve the safety of the airport environment.*
- *ASC - Airport operations personnel with security responsibilities earning this designation learn the latest information available from the TSA, in addition to tools that can make an airport function safely and efficiently through its Airport Security Program (ASP).*

Dedicated to their careers in airport security, our leaders are also members of several aviation related organizations, including local chapters of AAAE. They serve on committees of the National Safety Council and National Safe Skies Alliance. Some are also Georgia Post Law Enforcement certified and Train-the-Trainer certified through Airports Council International (ACI).

RESUMES

The following resumes provide a comprehensive overview of Tarian's and King Intelligence and Security Services' management leadership qualifications, including career highlights, relevant experience, education, and professional credentials. These profiles demonstrate the depth and diversity of expertise Tarian brings to this engagement.





HIGHLIGHTS

- **Executive Leadership:** Serves as Chief Operating Officer for Tarian Group, LLC., overseeing multi-state operations, contract compliance, and workforce deployment across aviation, healthcare, critical infrastructures, and corporate sectors.
- **P&L and Operational Oversight:** Held full profit and loss responsibility across multiple regions, managing up to 23 offices and more than 5,000 personnel, with annual revenue exceeding \$500M and consistent profit growth.
- **Crisis and Transition Management:** Directed large-scale employee deployments during natural disasters and civil unrest; led successful transition of \$50m+ in new business and implemented operational best practices adopted company wide.
- **Talent Development and Compliance:** Recruited, trained, and mentored high-performing managers, several of whom earned national recognition; oversaw compliance functions including licensing, payroll, audits, and certification protocols.

QUALIFICATIONS AND EXPERIENCE

Proven executive leader with over 20 years of experience overseeing multi-state operations, contract compliance, and workforce deployment across critical sectors. Skilled in managing large teams and complex portfolios with full P&L accountability, driving consistent revenue and profit growth. Experienced in leading high-impact transitions, implementing operational best practices, and coordinating emergency response efforts. Known for developing high-performing teams and maintaining regulatory compliance in demanding environments.

Tarian Group, LLC | Oct. 2024 – Present | Chief Operating Officer

Results-driven Chief Operating Officer with full P&L accountability for a national security services company, overseeing multi-state operations across healthcare, transportation, critical infrastructure, and corporate sectors. Directs all aspects of field operations, contract compliance, workforce deployment, and client satisfaction for thousands of security professionals nationwide. Leads strategic growth initiatives, operational standardization, and technology integration to enhance efficiency, reduce non-billable overtime, and ensure 100% contractual coverage. Partners with executive leadership to drive margin improvement, regulatory compliance, and scalable performance systems that align with long-term organizational goals.

Securitas Critical Infrastructure Services (SCIS) | June 2023 – Oct. 2024 | Director – Central District – Aerospace and Defense

As Director of the Central District, Chad oversaw operations across 20 states, managing service delivery, profitability, and compliance for aerospace and defense clients. He led district-wide initiatives to improve client satisfaction, streamline operations, and support revenue growth. His responsibilities included transitioning new accounts, coaching field managers, and overseeing key business functions such as recruitment, licensing, payroll, and certification compliance. Chad maintained full P&L accountability while driving strategic performance across a large, multi-state portfolio.

G4S Secure Solutions / Allied Universal | TX, LA, NM, OK, AR, MO, IL, KS, NE, MN, IN, KY, WI | 2019 – 2022 | Senior Vice President Operations Central Region

Led operations across 13 states, directing 23 offices and managing a \$500M annual revenue portfolio with more than \$50M in profit. Oversaw large-scale deployments during emergencies, guided a top-down organizational restructure, and transitioned \$50M+ in new business in 2020. Implemented audit and risk mitigation protocols and developed operational methodologies that were adopted as company best practices. His leadership consistently drove performance, compliance, and growth across a multi-state enterprise.

G4S Secure Solutions (USA) Inc. | TX, LA, AL, MS, TN, MO, GA | 2011 – 2019 | Senior Vice President Southern Region

Helmed operations across seven states, managing 15 offices and approximately 5,000 security officers. Consistently exceeded revenue and profit targets, growing annual revenue to more than \$225M and profit to \$17.5M. Assembled and mentored high-performing teams, including multiple award-winning General Managers, and led strategic initiatives that doubled revenue in key verticals. Leadership in contract transitions, government partnerships, and operational best practices drove sustained growth and compliance across a complex regional portfolio.

EDUCATION & ADDITIONAL EXPERIENCE

Bachelor of Arts, University of Illinois	MBA, Applied Finance, University of Illinois
General Manager, G4S Secure Solutions (USA) Inc., Houston, Austin, San Antonio	Project Manager / Dell Computer Corporation, The Wackenhut Corporation, Austin
Operations Manager, The Wackenhut Corporation, Nashville	Project Manager / Nashville International Airport, The Wackenhut Corporation, Nashville
Police Officer, Newton Police Department, Newton, IL	Infantry Rifleman, United States Army, 101 st Airborne, Ft. Campbell, KY



Grant P. Forman

HIGHLIGHTS

- As Vice President of the Southeast Region at Tarian Group LLC, Grant standardized operational practices across Commercial, Healthcare, and Aviation portfolios—resulting in improved compliance scores and reduced audit risks. He also led large-scale deployments and complex regional/national agreements.
- While serving as Vice President of Enterprise Healthcare at Allied Universal, Grant managed operations for a billion-dollar international healthcare program, overseeing 1,285 facilities. He ensured profitability and operational excellence through strategic partnerships and financial oversight.
- As Director of Healthcare Operations at G4S Secure Solutions, Grant was named Healthcare Director of the Year (2019). He successfully turned around customer satisfaction for national multi-million-dollar clients and was recognized as a trusted partner by both internal and client leadership.
- In his role as Regional Healthcare Operations Director, Grant delivered \$3 million in client savings by implementing an all-inclusive solutions-based program. He was specifically approached by executive leadership to restore a critical client relationship, which he successfully transitioned and retained.

QUALIFICATIONS AND EXPERIENCE

Experienced and well-rounded professional with a diverse background seeking an opportunity to succeed in a vibrant and advancing organization that desires strategic thought, innovation, and initiative from their leaders. No stranger to dynamic integrated teams working together, sharing ideas, creating solutions, and witnessing success.

Tarian Group, LLC | Oct. 2024 – Present | Vice President of Southeast Region

Oversees operations across the Southeast region, ensuring full compliance with federal, state, and local regulations while driving high-quality service delivery and client satisfaction. He standardized operational practices across Commercial, Healthcare, and Aviation portfolios, improving compliance scores and reducing audit risks. His leadership strengthened regional client partnerships, expanded contracts, and increased portfolio revenue. He implemented resource alignment strategies that accelerated response times and reduced client escalations and led large-scale deployments and complex regional and national agreements. Grant collaborates closely with the Chief Administrative Officer and CEO on strategic initiatives, compliance frameworks, and safety service innovation, while also providing high-level administrative leadership in policy development, budgeting, and performance improvement.

Allied Universal Security | Sept. 2021 – Oct. 2022 | Vice President, Enterprise Healthcare

Managed operational oversight for a billion-dollar international healthcare program, collaborating with internal and external executives to oversee 1,285 healthcare facilities. He ensured corporate and contractual profitability by managing long-term regional and national agreements from sale through startup and ongoing financial stability, using detailed financial reporting and analysis. He partnered with suppliers and procurement teams to improve investment terms for healthcare clients, enhancing budgeting efficiency and long-term contractual security. As a subject matter expert, he remained informed on environmental care risks and industry developments. Grant was promoted to Vice President during the merger of G4S Secure Solutions and Allied Universal Security.

G4S Secure Solutions | Jan. 2016 – Sept. 2021 | Director of Healthcare Operations | Regional Healthcare Operations Director | Operations Manager

Oversaw national healthcare operations totaling over \$220 million, managing partnerships with regional directors, data analysts, and more than 2,000 healthcare officers across 60+ field offices. Directed daily operations for both national and regional healthcare programs, including a \$12 million non-profit system, ensuring contract compliance, operational profitability, and client satisfaction. Delivered \$3 million in client savings through an all-inclusive, solutions-based model and was hand-selected by executive leadership to restore and retain at-risk client relationships. Led strategic initiatives in staffing, scheduling, and regulatory compliance, including direct engagement with Joint Commission Surveyors. Recognized as Healthcare Director of the Year (2019) for exceptional leadership and turnaround success and consistently regarded as a trusted partner by both internal executives and client leadership.

EDUCATION & PROFESSIONAL MEMBERSHIP

Society of Human Resources Management (member)

Oregon State University, B.S. Sociology

Trident University International, Masters of Human Resources Management, Summa Cum Laude



Brian T. McCain, Jr.

HIGHLIGHTS

- Led national healthcare security operations for Tarian Group, overseeing HealthTrust facilities and ensuring KPI compliance, incident response, and budget control across multiple regions.
- Improved workforce efficiency by 30% at Metro One by implementing optimized officer scheduling strategies, while reducing policy violations by 40% through targeted communication initiatives.
- Directed operations for 375+ personnel at Allied Universal, achieving a 99% client retention rate and reducing turnover by 25% through proactive engagement and workforce reliability improvements.
- Managed 20+ healthcare and commercial accounts at G4S Secure Solutions, conducting safety audits and regulatory-compliant incident investigations aligned with HIPAA and OSHA standards.

QUALIFICATIONS AND EXPERIENCE

Strategic and solutions-oriented professional with 10+ years of leadership experience in security operations, specializing in healthcare environments. Proven ability to drive regulatory compliance, safeguard patient and staff safety, and lead large-scale security teams across hospital systems. Skilled in improving performance metrics, reducing risk, and maintaining service continuity across complex, multi-site operations. Adept at building strong partnerships with hospital administration, law enforcement, and public safety stakeholders.

Tarian Group, LLC | Feb 2024 – Present | National Senior Director of Operations | Atlanta, GA

Oversees national healthcare security operations across HealthTrust facilities, ensuring compliance with KPIs, managing incident response, and controlling budgets. Leads strategic integration during hospital acquisitions and collaborates with executives and public safety agencies to enhance emergency preparedness.

Metro One Loss Prevention Service Group | Dec 2022 – Feb 2024 | Regional Manager | Atlanta, GA

Improved workforce efficiency by 30% through optimized scheduling and reduced policy violations by 40% via targeted communication. Achieved a 90% reduction in open posts within 90 days, significantly boosting site safety and client satisfaction.

Allied Universal | Oct 2021 – Dec 2022 | Director of Operations | Atlanta, GA

Managed security operations for healthcare and high-risk commercial sites, overseeing 375+ personnel and 20 managers. Reduced non-billable overtime by 10% and turnover by 25%, while maintaining a 99% client retention rate through proactive communication and issue resolution.

G4S Secure Solutions | Jan 2017 – Oct 2021 | District Manager | Atlanta, GA

Directed service delivery for 20+ healthcare and commercial accounts, conducting safety audits, post inspections, and regulatory-compliant incident investigations. Partnered with clients to implement corrective actions and strengthen security readiness.

EDUCATION & CORE COMPETENCIES

	Core Competency: Leadership Development & Team
	Core Competency: Joint Commission & OSHA Standards
Paulista University – Sao Paulo, Brazil: Certificate in	Core Competency: Patient & Staff Safety Protocols
Core Competency: Healthcare Security Operations	Core Competency: Multi-site Operations Management
Core Competency: Hospital Risk Mitigation & Compliance	Core Competency: Crisis & Conflict Resolution
	Core Competency: Stakeholder Engagement
Core Competency: Strategic Planning & Execution	



Bryan S. Bowden, ACE

HIGHLIGHTS

- Over 18 years of combined experience in law enforcement and commendable support to the U.S. Military with a transition into the aviation sector, to include senior leadership, operations, cost analysis & savings, and security & risk mitigation and planning at every level.
- Demonstrated success in leading and executing assignments in support of our nation's national security mission, with key areas of expertise in airport management, safety & security, team leadership, and aircraft rescue and firefighting.
- Dedicated, results-driven management professional; enthusiastic, talented, and skilled mentor and motivator with exemplary leadership skills and the ability to drive teams toward achieving operational goals. Builds solid teams through an effective communications system, training, individual assessments, and accountability. Builder of internal/external stakeholder relationships, teams, and managerial and corporate leadership.
- Responsible for the oversight, direction, and coordination of multiple airport security programs (ATL, CLT, DTW, ISN, SYR, MKE)

QUALIFICATIONS AND EXPERIENCE

Well-rounded manager who encompasses frontline leadership influence through to senior-level decision-making capability. With over 15 years of combined experience in multiple roles, his knowledge, skills, and abilities have propelled him through the ranks to assume larger roles and incorporated multi-site leadership and coordination of a myriad of stakeholders and subcontracted entities to round out operations.

- Tarian Group | Atlanta, GA | July 2022–present | Director of Aviation Operations (Hartsfield Jackson International Airport - Atlanta, GA- Category X), Syracuse Hancock International Airport (Joint civil-military airport), Salt Lake City International Airport (Large General Aviation) and Milwaukee Mitchell International Airport (Medium Hub).
- Allied Universal | Duluth, GA | June 2021–July 2022 | Security Account Manager (Alcon)
- Allied Universal | Charlotte, NC | Mar 2020–June 2021 | Security Account Manager (Charlotte Douglas International Airport- Category X)
- Securitas Critical Infrastructure Services: Aviation | Detroit, MI | Mar 2019–Mar 2020 | Director of Security Operations (DTW Airport- Category X)
- Securitas Critical Infrastructure Services: Aviation | Detroit, MI | Nov 2017–Mar 2019 | Performance Manager (DTW Airport)
- Hartsfield Jackson International Airport | Atlanta, GA | July 2017–Nov 2017 | Compliance & Enforcement
- Hartsfield Jackson International Airport | Atlanta, GA | July 2016–July 2017 | Airport Security Representative //Access Control
- Sloulin Field International Airport (General Aviation) | Williston, ND | Feb 2016–July 2016 | Airport Operations Officer/ARFF
- Navmar Applied Science Corporation | Afghanistan, Kuwait, Iraq | Oct 2008–Dec 2012 | Flight Engineer/Payload Operator
- Gwinnett County Sheriff's Department | Lawrenceville, GA | Feb 2005–Oct 2008 | Senior Deputy Sheriff

CERTIFICATIONS AND EDUCATION

Aircraft Rescue & Firefighting Program Fire Academy (Salt Lake City, UT)



HIGHLIGHTS

- **Training Leadership:** As Director of Training, Travis designs and delivers company-wide training programs, develops instructional materials, and serves as Chief Instructor and Range Safety Officer across multiple platforms.
- **Healthcare Operations Management:** At Allied Universal, he oversaw patient transport programs across five states, managing fleet logistics, scheduling over 3,800 weekly service hours, and maintaining key relationships with healthcare and public safety stakeholders.
- **Diplomatic Security Experience:** While serving in Kabul with GardaWorld, Travis led Embassy Liaison Unit operations, including convoy and personal protection for Chief of Mission personnel, perimeter security, and mission planning.
- **Military Instruction and Tactical Operations:** During his tenure with the U.S. Marine Corps, he trained over 450 Marines in advanced assault tactics and led multi-national security operations, including high-value target missions and ceremonial security for national and international dignitaries.

QUALIFICATIONS AND EXPERIENCE

A seasoned training and operations leader, Travis's experience comes from working across military, diplomatic, healthcare, and corporate security environments. He currently serves as Director of Training at Tarian Group, where he designs and delivers company-wide instructional programs. His prior roles include managing multi-state patient transport operations and leading protective missions for U.S. Embassy personnel in Kabul. A U.S. Marine Corps veteran, Travis has trained hundreds of service members in advanced tactics and coordinated joint-force security operations.

Tarian Group | May 2022 – Present | Senior Director of Training

Designs employee training programs that align with company goals, industry standards, and employee skills. Develops training manuals, classroom activities, and other material needed to deliver training sessions across all company platforms. Coordinates with corporate suppliers to provide equipment for training sessions. Additional duties include Range Safety Officers, Chief Instructor, and Instructor as training environments need.

Allied Universal | May 2020 – May 2022 | Patient Transport Client Manager

Provided supervision of all account managers, supervisors, and dispatchers for Allied Universal Patient Support Services Program. Managed the transport hubs, fleet vehicles, purchases, and upkeep required for all successful patient transport programs, including all Patient Transport Programs in Tennessee, Virginia, North Carolina, South Carolina, and Georgia. Maintained key relationships with Patient Transport clients, healthcare staff, CSB (Community Service Board) staff, and magistrates. Completed all necessary administrative actions necessary for reporting, budget management, payroll, and scheduling of services/training for the transport programs, with weekly hours totaling 3,826.

GardaWorld Federal Services | Kabul, Afghanistan | Jun 2016 – May 2020 | Detail Leader/Embassy Liaison Unit

Served as Shift Leader in charge of an Embassy Liaison Unit (ELU) on a diplomatic security compound in Kabul, Afghanistan. Supervised operations including convoy protection and personal protection for all Chief of Mission personnel. Provided perimeter protection for the diplomats and Chief of Mission personnel on grounds of the U.S. Embassy in Kabul. Daily duties included intel briefs, operational planning, reconnaissance operations, and mission success for operations within and around the U.S. Embassy.

United States Marine Corps | Camp Lejeune, NC | Aug 2014 – May 2016 | Special Operations Training Group/Chief Instructor

Trained, evaluated, and certified more than 450 Marines in Close Quarters Battle, Breaching procedures, Advance Assault Tactics, Open Water Navigation, and Amphibious Raids Operations. Served as Assistant and Chief Instructor of the Helicopter Rope Suspension Techniques Course (HRST) and Combat Rubber Reconnaissance Craft Course (CRRC). Developed and revised course curriculum, programs of instruction, and standard operating procedures for motorized, mechanized, and heliborne raid courses. Coordinated and evaluated over 20 heliborne and mechanized raids for the Marine Expeditionary Units deployment training. Additional duties included safety boat driver for all Vessel Board Search and Seize courses (VBSS), coordinating and supervising safety requirements, role players, and intelligence scenarios for situational training exercises. Served as lead instructor in the event of lead instructor's absence.

United States Marine Corps | Jun 2008 – Aug 2014 | Squad Leader

During four tours in Afghanistan, served as Officer in Charge of Camp Leatherneck's main entry, overseeing multinational security teams and managing search operations, threat response, and logistical flow. He led quick reaction drills with allied forces, maintained full accountability of personnel and equipment, and contributed to operational continuity through detailed SOP documentation. As a Squad Leader, he directed tactical missions, planned high-value target operations, and supervised joint-force training. His service also included ceremonial and security duties at Marine Barracks 8th & I, supporting national and international dignitary events.

EDUCATION & AWARDS

National American University: BS, Strategic Security and Protection Management

United States Marine Corp: Awarded Navy and Marine Corps Achievement Medal (with Combat "V") for leadership during combat operations

KAOLA KING
3801 ENVIRON BOULEVARD, 312
LAUDERHILL, FL 33319
(954) 624-2040

OBJECTIVE: To become the largest privately owned and locally operated security services provider in the State. Our security company is financially strong with vast local resources in the Palm Beach, Broward and Miami-Dade counties. Our competitive pricing and customized security guard programs supported by the most experienced security management staff. My goal is to grow King Intelligence and Security Services, Inc. into a Fortune 500 company.

EDUCATION: University of South Alabama – Mobile, AL
Bachelor – Business Management – 1988
Minor Studies – Accounting and Human Resources

EMPLOYMENT: **King Intelligence and Security Services, Inc.**
Fort Lauderdale, FL
02/08 – Current

Task: As CEO, I am directly responsible for instilling the service-oriented dedication exhibited by King Employees at every level, by being available to King clients and taking a "hands on" approach every day. Also, I am currently responsible for managing the day-to-day activity of the corporation and oversees accounting, operations and business development

Town of Lauderdale-By-The-Sea, Lauderdale-by-The-Sea, FL
02/08 – July 2010

Task: **Director of Finance and Budget**
Oversee the daily operation of Accounts Receivable, Accounts Payable, Budget, Human Resources, Payroll, Capital Asset, Grants, Purchasing and Risk Management. My duties also includes monitoring the Balance Sheet, General Ledgers, Budget Amendments and Bank Reconciliation. I administer End of Month and Fiscal Year closing and then Audit preparations. My job consist of working very closely with the Town's Manager, Mayor, Commissioners and Directors.

First Class Star Protection, Corp, Fort Lauderdale, FL
11/06 – 02/08

Task: **President**
Oversee the daily operations of Administration such as Payroll, Human Resource, Staffing of Security Officers, Bank Reconciliation and Account Payables.

**Fort Lauderdale High School, Fort Lauderdale, FL
Broward County School Board
08/05 – 06/07**

Teacher – Computing for Colleges and Careers

Task: My duties and responsibilities are to teach Business (Accounting, Budget, Marketing, Promotion, Business Plans); Computers (Word, Excel, Powerpoint & Keyboarding) and Technology (Internet Research) to incoming 9th graders (freshman) in the Pre-Law Magnet Academy.

**Town of Lauderdale-By-The-Sea–Lauderdale-By-The-Sea, FL
08/02 – 12/04**

Accountant – Finance

Task: I prepared monthly and annual financial statements to be distributed to the Town Manager, Finance Director and Auditors. Prepared monthly bank reconciliation statements with the G/L. Monitored balance sheet, expenditure, revenue reports with general ledgers. Work very closely with Finance Director on other matters such as: preparing a projective and actual budget, reviewed and processed accounts payables, posted accounts receivables, tagging and depreciating fixed assets, processed payroll through ADP and prepared purchased orders.

**Broward County Sheriff’s Office – Ft. Lauderdale, FL
09/93 – 08/02**

03/01 – 08/02

Staff Accountant – Bureau of Finance and Budget

Task: Administered and reconciled highly sensitive accounts to be reported in monthly meetings with Finance Director, Sheriff, Major and representatives from FBI, DEA and Customs. Prepared bank reconciliation, posted journal entries, reviewed and processed accounts payable and posted account receivables, verified general ledger with the balance sheet, prepared monthly financial schedule to G/L, prepared auditor’s letters and budget amendment for fiscal year end preparation. Supervising a staff of 8 included scheduling, verifying work, team building and problem solving.

02/97 – 03/01

Accountant I & Accountant II–Bureau of Finance and Budget

Task: Administered special accounts such as; Grants, Law Enforcement Trust Fund and OCDEF funding. Processed monthly billing and expenditure reports to FBI, Custom, and DEA, prepared, processed and posted accounts payable and receivable, prepared semi-annual and annual financial reports to reconcile with the G/L and State of Florida Governmental (GAAP) report, prepared a monthly schedule to be reconciled with the County. Oversee a staff 3 that required scheduling, verifying work, team building and problem solving.

09/93 – 02/97

Recruiter/Clerical Assistant III - Human Resources Division

Task: Review and processed qualified applications for posted positions, scheduled interviews and typing tests. Assisted in interviews and decision making with hiring department all in timely manner. The position required heavy telephone and public contact. Work closely with Human Resource Director with statistics data such as: number of posting per month, applications per posting, interviews selected, typing tests administered, volume of telephone calls and volume of public contact.

SKILLS/KNOWLEDGE/

Microsoft Office Application (Excel (Spreadsheet), Word & Powerpoint), Crystal Report, GAAP, GASB, excellent written and verbal communications, analytical and problem solving skills.

2. PROJECT APPROACH (MAXIMUM 35 POINTS)

2.1 Describe the Prime Vendor's approach to the project including how subcontractors will be used in the project. Detailed, specific information that clearly and fully illustrates the Vendor's understanding of the requirements, and the inherent risks associated with General Security Guard Services for Fort Lauderdale and North Perry Airports as described in the Specifications and Requirements. (Point Value: 10)

Tarian will implement a structured, compliance-driven approach to delivering Contract Security Services at Fort Lauderdale-Hollywood International Airport (FLL) and North Perry Airport (HWO). Our strategy is built around meeting all requirements outlined in the Airport Security Plan (ASP), TSA regulations (49 CFR 1542.103(a)), and the specific operational needs of BCAD. Tarian will deploy qualified personnel across all designated posts, including terminal buildings, employee screening checkpoints, perimeter gates, and special construction zones, ensuring 24/7/365 coverage and rapid response capabilities.

As part of our collaborative delivery model, **King Intelligence and Security Services, Inc.** will provide experienced, licensed Security Officers to support Tarian's operations. As our subcontractor partner, King's officers will be integrated into Tarian's staffing plan and trained to meet all FLL-specific requirements, including credential verification, vehicle inspections, employee screening, and perimeter security. Their deployment will be coordinated through Tarian's management team to ensure seamless alignment with Post Orders, emergency protocols, and surge staffing needs. This partnership enhances workforce depth, promotes continuity, and reinforces our commitment to maintaining a secure and compliant airport environment.

DHS SAFETY ACT DESIGNATION

As a premier provider to large, medium, and small hub airports across the country, Tarian delivers innovative and customized solutions designed to meet the rigorous demands of airport security with precision and excellence. In recognition of our operational rigor, specialized programs, and high-performance standards, Tarian achieved the **SAFETY Act Designation** by the Department of Homeland Security (DHS) in 2023. Through our subsidiary company HSS, we were originally awarded this designation in 2007 and have worked diligently to maintain and enhance this significant status while continually improving our programs, processes, and technologies.



In complex, high-sensitivity environments like aviation and government facilities, Tarian designs specialized protocols and emergency response plans, with regular drills to ensure readiness and regulatory compliance. This designation underscores our commitment to the safety of these communities and our clients, and the essential operations within critical sectors. FLL can be confident in partnering with a top-tier security provider that meets rigorous quality-control measures, sustains operational excellence, and offers substantial liability protection in the event of terrorism or targeted violence at your facilities.

THE COMPLEXITY & INHERENT RISK OF PROVIDING SERVICES AT FLL AND HWO

Tarian fully understands the complex and high-stakes nature of providing General Security Guard Services at FLL and HWO. Our approach is grounded in regulatory compliance, operational readiness, and a deep awareness of the risks inherent to securing critical aviation infrastructure.

Airport Terminal Inspections

At FLL, terminal inspections are a cornerstone of maintaining secure and sterile environments. Tarian recognizes the importance of merchandise inspections, which involve screening concession goods



entering the sterile concourses. Our personnel will be trained to respond to designated inspection stations, including elevators and alternate stairwell access points, during scheduled inspection blocks coordinated with airport concessionaires and vendor delivery teams. These inspections are conducted in strict accordance with protocols approved by the Contract Security Services Administrator.

Equally critical are employee inspections, which will be conducted around the clock, every day of the year. Tarian understands that all credentialed personnel, which includes County staff, airline employees, and concessionaires, must be screened for prohibited items unless otherwise specified in the Post Orders. Our officers will be proficient in using advanced screening technologies such as x-ray machines, handheld metal detectors, explosive trace detection devices, and walk-through threat detection systems. These inspections are essential to preventing insider threats and maintaining the integrity of secure airport zones.

Securing exit lanes is another vital responsibility. Tarian personnel will be assigned to access control points to ensure that unauthorized individuals and prohibited items do not enter sterile areas through exit lanes. We understand the vulnerabilities these lanes present and are committed to maintaining strict control over these access points.

Airport Airside and Landside Operations

Tarian is well-versed in the operational demands of both airside and landside environments. Our officers will be trained to staff access control points, manage traffic, and conduct patrols across a wide range of areas including parking lots, BCAD offices, perimeters, and construction sites. We will respond swiftly to alarms and emergencies, enforce applicable laws and ordinances, and perform thorough checks of personnel, vehicles, and facilities. Crowd control and escort duties are also part of our standard operations, ensuring safe and orderly movement throughout the airport.

Perimeter gate security is a particularly sensitive area, and Tarian understands the importance of maintaining strict control over airfield entry points. Our personnel will be deployed to these gates to verify credentials and prevent unauthorized access. Officers conduct physical searches of individuals and vehicles to intercept prohibited items and ensure compliance with security protocols.

In addition to routine posts, Tarian is prepared to support special posts that may arise as a result of construction projects or other operational needs. We will coordinate closely with BCAD Program Managers to ensure that staffing and vehicle resources are aligned with project requirements. Our flexibility and responsiveness allow us to adapt to varying scopes, types, and locations of construction-related security needs.

Airport Security Control

Tarian recognizes the strategic importance of the Security Control post, which operates out of the Airport Operations Control Center (AOCC). This post will be staffed exclusively by Security Operations Center Specialists, who are trained to handle a wide range of responsibilities. These include receiving and responding to security-related calls from airport personnel, transferring emergency calls to 911 for Broward Sheriff's Office (BSO) dispatch, and initiating service requests for BCAD's security teams.

Specialists also manage access and lock conditions, enter and retrieve data across multiple systems, and apply trained methods of evaluation and prioritization to ensure that each concern is addressed appropriately. Tarian understands that this role demands a high level of composure, focus, and technical skill (especially under emergency conditions) and we will ensure that only qualified personnel are assigned to this post.



North Perry Airport (HWO) Security

At North Perry Airport, Tarian will provide mobile and responsive security services tailored to the facility's unique layout and operational needs. Our personnel will conduct vehicle patrols along the perimeter fence line, including gate areas, and respond to both BCAD and tenant facilities to perform security tasks. Officers will be trained to staff access control points, respond to alarms and emergencies, enforce relevant laws and ordinances, and conduct inspections of personnel, vehicles, and facilities. We also provide crowd control and escort services as needed, ensuring comprehensive coverage across HWO's operational landscape.

Ad Hoc Requirements

Tarian understands that airport operations are continuous and unpredictable, functioning 24/7/365 regardless of holidays, weather conditions, or time of day. We are prepared to respond to unexpected needs and emergent tasks with speed and adaptability. Our team is equipped to support FLL's discretion in adjusting, increasing, decreasing, or reconfiguring security posts as necessary to maintain safety, efficiency, and regulatory compliance. We recognize that flexibility and readiness are essential to sustaining uninterrupted airport operations in a dynamic environment.

TSA Comprehensive Testing Preparedness

Tarian's security personnel maintain a constant state of readiness, treating every day as if it were part of a TSA testing period. During these unannounced evaluations, TSA agents may attempt to breach security by presenting expired or mismatched SIDA badges, or by triggering alarms at active gates to assess response times and inspection procedures. Our officers are trained to detect these threats, respond swiftly, and conduct thorough inspections in accordance with federal standards. Failure to meet TSA expectations during these tests can result in serious consequences, which is why vigilance, accuracy, and procedural discipline are embedded in our daily operations.

Insider Threat Awareness

Tarian recognizes that insider threats—particularly those involving airport employees with malicious intent—pose one of the most significant risks to aviation security. These individuals may exploit their access to transport unauthorized weapons or contraband into secure areas. Our security personnel are thoroughly trained and tested to identify and mitigate these risks, including monitoring for improper use of SIDA badges and access credentials.

With some employees holding multiple badges, it is critical that they use the correct badge for their assigned access level. Any misuse, especially when a lower-access badge is used to enter higher-security zones, is treated as a serious insider threat violation.

With H-JAIA moving to implement 100% employee screening in July 2022, HSS-ALL(n)1-ATL (a wholly-owned subsidiary and joint venture of Tarian) launched an Employee Security Screening Checkpoint. Our screenings at this checkpoint have yielded numerous prohibited items in possession of employees prior to entering the sterile and secured areas. The Employee Security Screening Checkpoint has increased its customer service rating from 64% to a more than 95% satisfaction rate since August 2022, as measured by real-time customer surveys.



Tarian is committed to building enduring, collaborative partnerships with Broward County Aviation Department. Our approach is rooted in proactive communication, operational transparency, and tailored support strategies that align with your goals and expectations. The following information outlines the tested and proven processes and engagement practices we implement to ensure a responsive, high-performing relationship that evolves with the client's needs and consistently delivers value.

At least 30 days before the commencement date, Tarian will provide detailed and customized plans, programs, and manuals to the Contract Security Services Administrator.

TRANSITION PLAN

Tarian's experience transitioning both large, multi-site and small, local customers has afforded us a wealth of best practices and the expertise necessary to implement a seamless integration of our operations into the FLL and HWO environments. Thorough and proven, our plan includes setting implementation goals and timelines, assigning tasks and team members, and establishing a formal communications strategy to ensure success every step of the way. Open and transparent communications throughout the process keeps all stakeholders informed of the status of transition activities and ensures that we will be fully prepared and compliant on the contract start date.

Our experience and execution plan will reinforce your confidence in Tarian's ability to affect a smooth startup of services with no disruption to your daily business operations. BCAD will be updated continuously through an established communications cadence and transition reporting.

STRATEGIC INTEGRATION PROCESS

Upon award, Tarian will work with BCAD to define clear goals and establish an agreed-upon timeline for the provision of services.

Tarian ensures a seamless contract transition through our comprehensive and proven implementation plan. An experienced team of managers and administrators oversee the transition from the initial notification of award through the contract start date, and beyond to include our 90-day transition quality control plan.

Based on the size and complexity of the account and generous timeline before the proposed contract start date, we have shown below a sample high-level eight-week transition plan with recommended milestones that will serve as a guide for an impending contract transition. Upon award, a detailed and tailored implementation plan will be established taking into consideration the core tasks consistent with all transitions, team member roles and responsibilities, and the unique considerations associated with each facility, post, and client environment.

Time Commitment	Sample Milestones
<p>PHASE 1 ~45-60 days before start</p>	<ul style="list-style-type: none"> • Contract award • Begin internal transition team meetings • Meetings begin with client stakeholders • Recruiting, interviews, and background investigations begin • Assessments begin: schedules, files, reports, SOPs, training, technology, and uniform/ equipment • Reviews of: post orders, quality metrics, invoice accuracy, personnel files, and health insurance enrollment



Time Commitment	Sample Milestones
<p>PHASE 2</p> <p><i>~15-45 days before start</i></p>	<ul style="list-style-type: none"> Finalize staffing plan, including consideration for incumbent personnel, and continue recruiting for open positions Background checks and drug screening continues Order uniforms, equipment, and technology Begin implementing required compliance training Determine KPI measurements, develop SOPs for newly assigned posts, update reports/SOW/contracts as appropriate Review/refresh Post Orders, General Orders, and Emergency Response Plans Finalize master schedule
<p>PHASE 3</p> <p><i>~1-2 weeks before start</i></p>	<ul style="list-style-type: none"> Finalize contract masters and Scope of Work Finalize staff rosters and job assignments Conduct new technology training Deploy uniforms and equipment New contract kickoff meeting with leadership team and client stakeholders Day 1-contract commences and on-the-job training begins
<p>90-Day Post-Transition Quality Control Plan</p>	<ul style="list-style-type: none"> Weekly/bi-weekly/monthly leadership meetings for open communication channels and regular feedback Personnel performance evaluations Operational performance monitoring, including schedules, payroll/invoicing, reporting, and more Ongoing contract compliance and customer satisfaction assessments

AFTER IMPLEMENTATION: MONITOR & ADAPT

- Monitor and Evaluate:** Our 90-day post-integration quality control plan includes ongoing monitoring of established transition items, reporting for compliance purposes, and oversight to obtain feedback from client stakeholders and monitor our performance. If areas for improvement are identified, we are prepared to resolve and adapt the plan as needed. We propose this begins with weekly post transition meetings, then shifting to biweekly and then monthly, to ensure a formal commitment to communication and program success.
- Reinforce the Change:** Tarian has operational controls and programs in place to support compliance with standards, policies, and contract requirements. Further, our management structure and quality assurance framework ensure we engage with both staff and customers regularly to solicit feedback and monitor satisfaction with our service and performance.

COMMUNICATIONS PLAN FOR INCUMBENT SECURITY OFFICERS

Tarian will work in partnership with BCAD to determine who you would like to retain, and we will collaborate on an appropriate timeline for communication that aligns with notification to your current vendor and ensures compliance with your current contract terms. Once the outgoing vendor has been formally notified of the change, Tarian will simultaneously launch transition communications to the current workforce to allay any fears, answer questions, and communicate next steps.

Our hiring management team will be available before and after shifts to meet with the desired incumbents to introduce them to Tarian, conduct initial interviews, assist with submitting applications, and begin the screening process. The applicants who meet our hiring standards and successfully pass



our screening and background investigations will be offered employment with Tarian at your locations and scheduled for training upon acceptance.

COLLABORATION TO ENSURE AN EFFECTIVE TRANSITION

We recognize that the successful transition of your security program is critical. With decades of experience transitioning all sizes of security programs, our leadership team will be directly involved to oversee all activities and ensure a seamless process. Tarian takes a partnership approach and will request client stakeholder involvement with regular meetings throughout the integration process, including a project kickoff meeting. Tarian’s only request of BCAD is open channels of communication and ongoing cooperation from management and staff (e.g., providing visibility to post orders, access to incumbent personnel files, positive change management messaging).

A DEDICATED TRANSITION TEAM

Transitioning security operations is a delicate balance that requires excellent project management skills, unparalleled communication strategies, and a commitment to customer service. Tarian's transition team embodies these characteristics to deliver experiences that launch successful, collaborative relationships.

Tarian's highly skilled transition professionals are committed to ensuring a seamless and efficient transition. Our dedicated team brings together a wealth of experience to meticulously plan and execute the transfer. They leverage proven strategies to minimize disruptions and enable your security operations to continue running smoothly. We are committed to maintaining the highest standards of professionalism and excellence throughout the process.

<p>April Galaway, Director of Transitions</p>	<p>Oversees the entire talent acquisition lifecycle of the transition, from launching the New Customer Form internally, building the account in our recruiting platform, creating, posting and maintaining the open position requisitions, hiring and onboarding, and finally clearing the post. April works collaboratively with Tarian’s operational team and the hiring manager to usher through a smooth transition. She brings nearly eight years of experience to Tarian’s transition experience.</p>
<p>David Trancoso, Sr. Talent Partner, Transitions Recruiting</p>	<p>Manages requisitions and recruitment and onboards employees. David has 30 years of recruiting experience, including four years serving the security market and two years working within transitions.</p>
<p>Brondy Young, Sr. Talent Partner</p>	<p>Supports organizational change and workforce alignment. Brondy brings more than 12 years of experience in recruiting and specializes in talent acquisition and team development across diverse industries. She has been with Tarian for the past three years.</p>
<p>Hogan Brownlee, Sr. Talent Partner, Transitions Onboarding</p>	<p>Supervises onboarding and works with Tarian's operational team. Hogan brings two years of recruiting experience and one year of transition experience to the Tarian transition team.</p>



Vickie Lowell , Sr. Onboarding Specialist	Recruits and onboards employees in partnership with Security Program Managers and Facilities Supervisors ensuring timely processes by consistent communication with candidates to clear for post. Also completes special projects as requested. Have successfully completed three Transition projects for Tarian. Vickie offers 3 years of Security recruiting experience.
Katie Lund , Talent Partner	Builds and maintains each transition tracker, manages data, and recruits and onboards employees. Clients benefit from Katie's seven years of recruiting experience, three years serving the security market specifically, and a year specializing in transitions.
Carley Smith , Talent Partner	Recruits and onboards employees and completes special projects for the team. He offers five years of recruiting experience and a year working specifically in transitions within the security market.

CONTINUITY CREATES A SMOOTH TRANSITION

When Tarian assumes responsibility for security operations, our team will work in lockstep with the outgoing provider to deliver a smooth transition. Our ability to preserve institutional knowledge and align on protocols underpins Tarian's commitment to maintaining operational continuity and delivering the high standards of protection and safety FLL requires and expects.

The following re-iterates Tarian's dedication to recruiting and hiring the Project Manager, key staff, and security officers who have served FLL and HWO well. Their institutional knowledge and experience will contribute to a smooth transition.

Retaining Incumbent Personnel

Tarian works in partnership with clients to retain qualified and desired incumbent personnel to enhance continuity of services and to capitalize on their institutional knowledge and experience working at the account. Provided they meet our hiring qualifications, we will offer the opportunity to complete our hiring process to all of the officers you wish to retain.

Concurrently with the announcement to the outgoing vendor, our transition team leaders will be onsite to meet with the desired incumbents to assist with submitting applications and beginning the screening process. The applicants who meet our hiring standards and successfully pass our screening and background investigations will be offered employment with Tarian at Assurant's locations.

Supporting the Incumbent Workforce

We understand the concerns related to retaining valuable team members during a transition from one contractor to another. Employees are also understandably concerned about benefits, continuity of position, changes in SOPs and policies, and their careers in general. We will provide full customer and employee support through the following multi-pronged initiative:

- All retained personnel will be introduced to Tarian's management and transition team members, so they have various support resources throughout the process. We provide emails and phone numbers for all transition team members, and they can be reached any time.



- To minimize concerns and make the change of employers as easy as possible, we communicate with incumbent personnel through open-house forums, town hall style gatherings, informal meetings, and our Transition Newsletter.
- Our training team members will schedule orientation training for all retained incumbent personnel to provide details on company policies, procedures, and benefits. Any identified training gaps will be addressed and documented and, if any incumbent officers are changing positions, we will conduct on-the-job training, so the officer becomes familiar with the post and its responsibilities. New team members will also be introduced to ongoing training resources and professional development programs to promote retention. Classes will be scheduled at times and locations to have minimum impact on work schedules prior to transition.
- Incumbent employees that may be retained will be grandfathered for group insurance purposes. This means we will count prior service toward the standard 90-day initial period. We will work with the outgoing vendor to communicate schedules, tenure for medical benefits/PTO purposes, and all other relevant employee information.
- We will work with BCAD to comply with your requirements pertaining to credentialing current employees under our new agreement, re-conducting background investigations, or any other checks as determined by FLL.

Using these tactics, we effectively and efficiently introduce Tarian and our key personnel, minimize disruption to daily operations, answer questions, and support employee morale and ongoing retention.

A DETAILED PLAN FOR FLL

Tarian's Sample Eight-Week Implementation Plan is a highly detailed, methodical transition plan that ensures accountability and success at every step. It is worth noting that every location will have its own checklist with defined timelines, tasks, and team members, which include FLL and HWO leadership and stakeholders.



Sample Implementation Plan (8 Weeks)		Pre	Weeks								Start/Post
TASKS	PERSON / TEAM RESPONSIBLE		1	2	3	4	5	6	7	8	
INITIATION											
Notification of award and execute contract	Tarian/Client										
Internal Transition Team selected and initial assignments begin	Tarian										
Confirm HPW, positions, pay rates, hire dates, phone numbers, desired retention, PTO, weapons/LTL, training, screening, licensing, certifications	Tarian/Client										
Create job descriptions and applicant tracking requisitions	Tarian HR										
Coordinate with Training, Purchasing, Leadership teams	Tarian										
Review existing staff performance with internal (Client) stakeholders	Tarian/Client										
Customer announcement	Tarian/Client										
Initial meetings with facility stakeholders	Tarian/Client										
Publish communication letters for leadership and employees	Tarian/Client										
Identify and interview Portfolio Manager candidates	Tarian/Client										
PERSONNEL MANAGEMENT											
Prepare recruitment packages	Tarian HR/Ops-Local										
Identify and meet with incumbents for transfer to Tarian program	Tarian HR/Ops-Local										
Post remaining job openings (internally and externally)	Tarian HR										
Assist transitioning incumbents w/application process	Tarian HR										
Review applications	Tarian HR										
Schedule and conduct interviews	Tarian HR										
Initiate/complete background investigations and screenings	Tarian HR										
Facilitate any required medical screens or fitness tests	Tarian HR/Ops-Local										
New hire facility orientation	Tarian/Client										
Log daily hiring status updates on Transition Tracker/OB tab and iCIMS	Tarian HR										
Complete onboarding paperwork and hire all personnel into HRIS/Paycor	Tarian HR										
Audit personnel files	Tarian HR										
TRAINING											
Review training materials with Client Partner	Tarian Training										
Conduct pre-assignment training, including client-specific, weapons, de-escalation, etc.	Tarian Training										
Client Partner onboarding/orientation/training	Tarian/Client										
Conduct OJT	Tarian Training/PM										
Conduct Supervisory training	Tarian Training/PM										
Conduct competency tests	Tarian Training/PM										
OPERATIONS AND ADMINISTRATION											
Perform Physical Security Survey	Tarian Ops										
Confirm posts, schedules, and roster	Tarian Ops										
Confirm and input billing information	Tarian Admin/HR/Ops										
Insert Master Schedules in TrackTik	Tarian Admin/HR/Ops										
Review Post Orders and make applicable revisions	Tarian Ops										
Develop OJT Training Checklist	Tarian Ops										
Insert Portfolio Manager	Tarian Ops										
PURCHASING											
Order smartphones, tour tags, PM laptop, vehicles, other equipment	Tarian										
Obtain uniform sizes	Tarian										
Order uniforms and accessories	Tarian										
Issue and fit uniforms	Tarian										
Inventory and inspect equipment	Tarian										
Distribute/deploy equipment	Tarian										
TECHNOLOGY											
Coordinate with Client re: patrols, tours, inspections, notifications, etc.	Tarian/Client										
Build tours and inspections, load tags, assign notifications, etc.	Tarian Ops										
Provision devices and assign identifiers	Tarian Ops										
Conduct testing to verify tours / notifications function to specifications	Tarian/Client										
TrackTik technology training	Tarian Ops										
TrackTik reporting training	Tarian PM										
COMMUNICATIONS PLAN											
Transition team meeting with Client Partner	Tarian/Client										
Mid-week status update to Client Partner	Tarian/Client										
Publish Week 1 Transition Newsletter w/application instructions	Tarian Comms/Ops										
Publish Week 2 Transition Newsletter	Tarian Comms/Ops										
Publish Week 3 Transition Newsletter	Tarian Comms/Ops										
Publish Week 4 Transition Newsletter	Tarian Comms/Ops										
Publish Week 5 Transition Newsletter	Tarian Comms/Ops										
Publish Week 6 Transition Newsletter	Tarian Comms/Ops										
Publish Week 7 Transition Newsletter	Tarian Comms/Ops										
Publish Week 8 Transition Newsletter	Tarian Comms/Ops										
QUALITY CONTROL PLAN											
Implement post-transition quality control plan	Tarian/Client										



TRANSITION CONTINGENCIES

At Tarian, we understand the need to be flexible during the implementation phase, as some elements will be outside of our control. We are experienced in meeting implementation milestones through our comprehensive, proven transition plan; however, we have protocols in place to mitigate potential setbacks, some of which may include:

- Our dedicated, corporate Talent Acquisition team will closely monitor recruiting, screening, and onboarding efforts throughout the transition. If the designated talent acquisition team encounters challenges with recruiting efforts, we may put into action contingencies to maximize the applicant base such as increasing our recruiting advertising/outreach or implementing signing bonuses or performance incentives. As needed, we may assign or deploy additional resources to ensure proper staffing levels are met and maintained.
- We strive to provide training at various times throughout each day to ensure incumbent staff working all shifts have the opportunity to attend training sessions that are convenient with their schedules. If needed, we can deploy additional training managers to your site to help facilitate any required training to ensure completion and compliance prior to the start date.
- We have established partnerships with multiple uniform and equipment vendors to assist with any logistical challenges or possible shortages in any geographic area.
- Should the outgoing security contractor abandon the program or not be able to fulfill its obligations during the transition, Tarian is prepared to deploy our emergency operations team to sustain the operation and possibly accelerate the implementation timeline. In addition, we will maintain a pool of cross-trained employees and can pull staff from other local accounts, as applicable.

Tarian is committed to ensuring a seamless transition with no disruption to your day-to-day operations. Our dedicated Transition Management Team will oversee all aspects of this transition, and they have the knowledge and authority to implement contingency plans and/or escalate for executive-level support as required.

RECRUITMENT & SCREENING PROGRAM

At Tarian, we believe that the foundation of exceptional service begins with the alignment of our personnel with FLL's and HWO's unique culture and needs. As your trusted security provider, we oversee every aspect of your security program—from screening, hiring, and training personnel to ensuring comprehensive security coverage and performance accountability. We take pride in recruiting, selecting, and retaining security professionals who are trustworthy, motivated, and dependable. Our process starts with our dedicated transition team collaborating with client representatives to define the objectives of the program, site- and post-specific needs, and hiring profiles for the security professionals representing your organization, considering factors such as skills requirements, geographical location, facility layout, and the complexity of duties, all tailored to your unique needs.

Our deep industry knowledge and commitment to understanding your culture enable us to seamlessly integrate into your organization. By aligning our recruitment and selection practices with your operational objectives, we deliver professional security personnel who not only possess the necessary qualifications but also embody your organization's values and culture.



OUR TEAMMATES – TRUSTED TO PROTECT®

Tarian employs various recruiting strategies to identify, select, and hire the right candidates to meet our clients' staffing and safety needs, some of which begin with referrals, hiring events, digital postings across job boards and our social media platforms, and partnerships with veteran, community, and professional organizations

RECRUITING

To enhance the onboarding experience for our candidates, we take a concierge approach by conducting full-cycle recruiting for open positions at customer locations. During this process, a dedicated recruiter guides each candidate from application to start date, when the applicant is introduced to the site-based leadership. This streamlined process ensures candidates have a single point of contact for direct assistance while completing their responsibilities related to interviews, drug testing, and background checks.

SELECTION

Upon identifying qualified applicants for each role, we ensure the best candidates for your program through one-on-one interviews to make certain each new teammate will succeed in your environment, is a good match for your culture, and possesses the desired characteristics for the role, such as dependability, conscientiousness, and effective communication skills.

ONBOARDING

To verify experience and credentials, all candidates must complete our pre-employment screening process, including successfully passing a thorough background investigation and drug test. Upon successful completion of our hiring program, all teammates complete initial and recurrent training to ensure they are continually prepared, from day one, for the critical role they will play in your security program.

Recognizing that our team is our strength and critical to the success of BCAD's security program at FLL and HWO, we invest in our Talent Acquisition team and recruiting resources to optimize experiences for our clients and our people, and to strengthen our candidate pool in the current competitive hiring landscape. With the goal of providing a stable workforce for FLL and HWO, Tarian offers numerous opportunities for our professionals to grow their careers with us. We are committed to:

- Offering an attractive compensation and benefits package
- Delivering a white-glove approach to recruiting and onboarding
- Providing ongoing training and leadership development programs
- Supporting promotional opportunities for continuous advancement
- Offering multiple channels of communication and respecting the ideas, input, and contributions of our team members
- Demonstrating our appreciation for a job well done by celebrating teammate achievements and rewarding exemplary acts of service

OUR RECRUITING APPROACH

Our recruiting strategy begins before contracts are signed and includes a dedicated team comprised of organizational leaders in talent acquisition, operations, training, and more. Upon notification of award, we take immediate action to work with client stakeholders to gain an in-depth understanding of what a successful partnership looks like, and we start by defining the objectives of the program, site and post-specific needs, and minimum qualification and skills requirements for the security professionals representing the organization. This proven approach ensures we provide FLL with a high-quality, motivated team that respects your mission and the community of people you serve.



Recruiting Strategies to Attract Top Talent

With a vision to **Be Extraordinary. Always.**[®], Tarian employs various recruiting strategies to attract, select, and hire the best-fit candidates to meet our clients' staffing and safety needs.

First, to capitalize on their knowledge and experience, we seek to retain all desired incumbent security officers and supervisory personnel that meet our hiring standards and successfully pass our background investigations. We fill remaining open positions by recruiting qualified, capable, and engaged applicants using the methods and resources below.



Tarian Careers Page & Online Job Boards

We use Tarian's Careers web page to engage top talent for the FLL and HWO programs. Through this site, our recruiting, application, and pre-screening methodology provides an efficient employment resource for candidates, hiring managers, and ultimately our clients. Additionally, these client-centric, job requisitions created by our Talent Acquisition team automatically send digital postings to our sourcing partners for distribution and promotion on job boards such as **Indeed**, **Glassdoor**, and **Zip Recruiter**. We also have the capability to leverage specialized and targeted job search web sites, which may include:

- **Diversity.com:** A leading job board that connects employers with candidates from diverse backgrounds.
- **iHispano.com:** We utilize this site to connect with Hispanic and Latino professionals, ensuring we tap into this vibrant community.
- **BlackJobs.com:** We advertise positions here to reach African American job seekers.



Traditional Recruiting Channels

Our corporate recruiting team draws from an extensive range of channels to reach a broad audience, connect with quality local candidates, and ensure we meet our client's security staffing needs, including without limitation:

- Employee referrals and job promotion from within
- In-person and virtual hiring events
- Social media and digital ad postings
- Local and national advertising
- Local career and employment centers
- Commercial and college career fairs
- State employment services, including workforce development and community boards
- Partnerships with civic and community organizations, law enforcement/first responder organizations, professional networking organizations, and more.

These channels allow Tarian to engage with, hire, and onboard the people within the nearby community. As one example of our continual efforts to foster a diverse and inclusive workforce, our participation in career fairs and networking events at diverse colleges and institutions helps us to expand our reach and build relationships with a variety of talent pools. We also work with local diversity groups and community organizations to sponsor programs and attend events, workshops, and job fairs that focus on equity and inclusion.





Military & Veteran Outreach

We uphold the highest standards to consistently deliver excellence to our client partners, and we place a strong emphasis on attracting and retaining a workforce dedicated to service and making a difference in the world, as veterans bring an exceptional level of professionalism, skill, and leadership to the clients we serve. To source top talent for the FLL account, some of our veteran-specific recruiting initiatives may include:

- Using platforms like **Military.com** and **RecruitMilitary.com** to help us reach veterans, transitioning military personnel, and their families.
- Recruiting veteran applicants through professional and industry organizations for all branches of the military.
- Connecting with local career and community-based organizations and those that provide employment and placement services specifically to veterans and transitioning service members, such as the VA and local homes for veterans.

In addition, Tarian values the sacrifices made by military spouses, families, and caregivers to our service-disabled veterans. The military lifestyle can make finding and holding a job or career that matches the education and qualifications of military spouses and caregivers difficult. Tarian is committed to providing opportunities for these unsung heroes and our national footprint enables us to support them on their career development journey.

STRINGENT, SPECIFIC BACKGROUND SCREENING

We will deliver qualified, competent security personnel through the proper vetting of all candidates using our stringent screening process. Upon identifying qualified candidates, our hiring team conducts a series of interviews and ensures the applicant is licensed in accordance with applicable federal, state, and local laws. Through a third-party partnership, Tarian then conducts thorough background checks and independent drug screens to ensure the integrity of every applicant. Below is our standard background investigation that candidates must successfully pass prior to assignment.

- Identity Verification - Social Security Trace and/or FBI fingerprint (as required by state or contract)
- Alias name search (up to 3 aliases)
- County Criminal Search (7 years plus work/school counties)
- National Criminal Search
- Federal Criminal/Civil Court PACER Search (7 years plus work/school counties)
- Excluded Parties List System (EXPL-covering OFAC, SAM, FinCEN, OIG, FBI Most Wanted, and more)
- National Sex Offender Registry
- MMPI (armed positions only)
- Drug Screening (multi-panel)
- For driving positions, DMV records are also checked.
- For airport positions, FBI Fingerprint Criminal History Record Check and TSA Security Threat Assessment are conducted.

Additional screening is available to incorporate client-specific credentialing elements, some of which may include:

- Education and employment verification
- Credit and/or reference checks
- Fit-for-duty/physical evaluations
- Military service verification (DD-214, as applicable)



With our significant industry knowledge, Tarian understands how to successfully integrate into your culture and adopt the needs of BCAD, and we will strive to continually recruit, select, screen, and hire candidates that fit well with your organization.

EMPLOYEE RETENTION STRATEGIES

Staffing stability is the cornerstone of excellence in service to our clients. We understand that achieving this stability requires a carefully balanced ecosystem, one that encompasses competitive wages, comprehensive benefits including flexible time off, strategic and personalized hiring practices, skilled supervision, continuous training, professional development opportunities, and ongoing employee recognition. With a focus on open communication channels, clearly defined expectations, and promotion from within, we foster a work environment that encourages long-term career growth and supports our team from day one.



Our comprehensive approach is proven to minimize turnover, maximize employee morale, promote productivity and engagement, and drive top performance. We are committed to providing benefits that attract the best candidates and encourage retention of our staff, and we regularly conduct employee engagement surveys to gauge personnel satisfaction levels. Some additional elements of our comprehensive benefits program for full time personnel include:

- Medical, dental, and vision insurance
- HSA savings accounts
- Supplemental medical reimbursement plans (accident, critical illness)
- Life insurance and accidental death and dismemberment insurance
- Short- and long-term disability income protection benefits
- 401k plan and retirement planning consulting
- Paid time off, flex time off, and company holidays
- Employee Assistance Program
- Perks discount purchasing programs
- Group wellness programs
- IDX identity theft protection and credit monitoring
- Pet insurance coverage options
- Employee recognition and incentive reward programs



Employee Recognition & Incentive Reward Programs

In addition to our robust retention strategy highlighted above, Tarian offers incentive programs and recognition awards to further deter attrition and promote stability. Designed to reward and retain competent and motivated personnel, Tarian inspires personal development and empowers managers to recognize employees for completion of special training, meritorious achievement, and safe work habits. Achievements are shared in our company newsletter, on our social media outlets, on internal operations calls and town halls, and more.

Incentive awards may include certificates, paid time off, gift cards or bonuses, electronics or other retail goods, or a combination thereof. Examples of recognized performance include:

- Courage in the line of duty
- Demonstrated leadership
- Professional initiative
- Customer service excellence
- Client commendation letters
- Living our values
- Continuing education and professional development
- Safe driving
- Lifesaving acts
- Crime prevention
- Employee referrals
- Emergency or disaster assistance
- Safety Program participation
- Longevity and attendance milestones

In an industry where security officer turnover rates often range between 80-200% annually, Tarian stands out with a turnover rate of 64% in 2024, down from 71% in 2023, and an employee retention rate nearing 80%. This success is a direct result of our substantial investments in retention strategies, which prioritize competitive pay, robust benefits, peer-to-peer mentoring, professional development, and a culture of meaningful recognition. These efforts have created a supportive environment where employees feel valued, motivated, and committed to long-term careers with Tarian.

In viewing the turnover rates for security professionals, it is critical to understand that Tarian factors 'acceptable turnover' as part of this percentage; this includes when a client directly hires our employees, when a security officer earns a promotion to a supervisory role, or when a security officer returns to active-duty military.



PROGRAM MANAGEMENT PLAN

After the contract is awarded, Tarian will work closely with BCAD, FLL, and HWO stakeholders to create a specific and unique Program Management Plan, which we will provide to the Contract Security Services Administrator. The plan will address the airport’s agreement obligations.

SAFETY BEGINS WITH PEOPLE

It is Tarian's mission to create safe, security environments that empower people, organizations, and communities to achieve their goals. To deliver on our mission for BCAD, we are committed to assigning our best people to serve your account. What’s more, we will recruit and hire talented professionals who will mesh seamlessly with your culture to provide the best possible experience for those who work in and fly through the FLL and HWO airports.

All personnel will meet the minimum standard hiring requirements for their position, including background investigations, credentialing, and badging specifications. The following table presents a list of roles directly supporting this contract, including a description of their responsibilities. Upon award, we will begin the recruiting, retention, hiring, and onboarding process for all roles. The final plan will include the names, assignments, and duties of all Key Personnel and Contractor’s staff.

ROLE	RESPONSIBILITIES
<p>Chief Operations Officer <i>Chad Starwalt</i></p>	<p>Tarian’s Chief Operating Officer, Chad Starwalt, works in lockstep with the Director of Operations to ensure operational standardization, lead technology integration to enhance the efficiency of the BCAD’s safety program, to reduce non-billable overtime, and to ensure contract compliance. With the Director of Operations, the Chief Operating Officer will create a feedback loop where BCAD strategic decisions around its security program will be informed by frontline insights, and operational execution is guided by leadership vision. The Chief Operating Officer collaborates with BCAD stakeholders and the Director Operations to build and fortify trust, drive client satisfaction, and foster true partnership. At Tarian, the lines of communication are open, and the Chief Operating Officer will be available to BCAD. In this client forward position, the goal is to respond quickly and thoughtfully.</p>
<p>Vice President of Southeast Region <i>Grant P. Forman</i></p>	<p>Grant Forman, Vice President of Operations-Southeast Region, oversees the management of the security program and serves as a support liaison for the National Senior Director of Operations and BCAD stakeholders. Provides administrative direction for all phases of the security operation and provides employee involvement / security awareness educational programs. Works with Operations Manager to identify account issues impacting security operations and develop efficient solutions. Analyzes department functions and makes changes when appropriate to increase effectiveness and productivity. Reviews reports and situations for potential negative impact. Serves as direct liaison to all executive leadership and client stakeholders. Attends management meetings with client and various airport stakeholders.</p>
<p>National Senior Director of Operations <i>Brian T. McCain</i></p>	<p>As the National Senior Director of Operations, Brian McCain reports to the Vice President of Operations, Southeast Region, and will lead the management of BCAD’s security program and serve as the support liaison for the Program Manager and BCAD stakeholders. Provides administrative direction for all phases of the security operation. The director will provide employee involvement/ security awareness educational programs. Additionally, the National Senior Director of</p>



ROLE	RESPONSIBILITIES
	<p>Operations will work with the Program Manager to identify account issues affecting security operations and develop efficient solutions. Analyzes department functions and make changes when appropriate to increase effectiveness and productivity. Reviews reports and situations for potential negative impact. Serves as liaison to all executive leadership, King Intelligence and Security Services, Inc., and client stakeholders. Attends management meetings with the client and various client stakeholders.</p>
<p>Director of Aviation Operations <i>Bryan Bowden, ACE</i></p>	<p>The Director of Aviation Operations, Bryan Bowden, ACE, serves as a support liaison and operational consultant for BCAD, FLL, HWO, Tarian's management team, and the Project Manager and key staff. He will provide consultative direction for the security operation at the airport including Title 49 CFR Part 1542 regulations. May provide employee involvement/ security awareness educational programs. The Director of Aviation Operations may collaborate with the National Senior Director of Operations and the Project Manager to identify account issues impacting security operations and develop efficient solutions. He may be requested to review reports and situations for potential negative impact. Serves as direct liaison to all executive leadership, our subcontractor partner (as applicable), and client stakeholders. Upon request, he can attend management meetings with BCAD and various airport stakeholders.</p>
<p>Director of Training <i>Travis Allen</i></p>	<p>Travis Allen, Director of Training, designs employee training programs that align with company goals, industry standards, client and regulatory requirements, and employee skills. He is responsible for coordinating all pre-assignment, on-the-job, ongoing, and annual refresher training in compliance with contractual, state, and company guidelines. Additionally, the Director of Training coordinates with operational and site leadership to ensure every security officer maintains compliance with all required training in accordance with the Scope of Work throughout the contract term. In addition to working in lockstep with the Training Coordinator, his duties may include Range Safety Officer, Chief Instructor, and Instructor as dictated by the training environment.</p>
<p>Project Manager <i>TBD</i></p>	<p>The full-time Project Manager (PM) will oversee the overall security program for FLL. The PM will be integrally involved with all aspects of the program and will be responsible for ensuring compliance and customer satisfaction, as well as identifying opportunities for improvement. The PM will also provide administrative direction for all phases of the security operation (under direct supervision). The person in this role will serve as main point of contact for client stakeholders and liaison for all communications between FLL and our staff. Additionally, the PM will provide overall supervision of and mentoring for security team; and, develops, implements, and manages security program, including project schedules and training. The PM works closely with the operational leadership team and provides employee involvement/security awareness educational programs, training, and best practices; attends regular meetings as required; and, performs any other duties as required by the contract. The Project Manager will be enrolled in AAAE / ACE – Security within the first year.</p>
<p>Operations Manager <i>TBD</i></p>	<p>The full-time Operations Manager will be responsible for directing the daily execution of Tarian's contracted security services, ensuring all posts are properly staffed and compliant with TSA and airport-specific regulations. They manage personnel, coordinate with airport stakeholders, and serve as the on-site authority for operational decisions. The Operations Manager ensures timely response to</p>



ROLE	RESPONSIBILITIES
	<p>incidents, manages shift coverage during surges or emergencies, and facilitates the implementation of Post Orders and staffing reports. Acting as a key liaison with the Contract Security Services Administrator, they will play a critical role in maintaining service quality, regulatory compliance, and operational continuity. The Operations Manager will be enrolled in AAAE / ACE – Security within the first year.</p>
<p>Training Coordinator <i>TBD</i></p>	<p>At FLL, the full-time Training Coordinator will serve as the central point of contact for all training-related activities, ensuring that officers, specialists, and supervisors are fully prepared to meet airport-specific security requirements. In coordination with Tarian’s Director of Training, they develop lesson plans and graded exams aligned with the Airport Security Plan (ASP), and oversee initial, refresher, and emergency training programs. The Training Coordinator ensures all curriculum changes are approved by the Contract Security Services Administrator and maintains detailed training records for compliance. Through structured instruction and continuous oversight, they help uphold Tarian’s high standards of performance and regulatory adherence. The Training Coordinator will receive LEIDOS, walk-through metal detector, ETD, X-ray imaging, and hand-held metal detector training to be certified to teach.</p>
<p>Supervisors <i>TBD</i></p>	<p>Supervisors will be responsible for providing on-site oversight and guidance to officers and specialists, ensuring all personnel adhere to Post Orders, safety protocols, and operational procedures. They will conduct post inspections, verify proper staffing and uniform compliance, and respond to incidents involving security staff. Supervisors also coordinate with Aviation Department Security, manage mobile and foot patrols, and ensure timely reporting of incidents and shift activities. Through active leadership and quality control, they help maintain high standards of service and regulatory compliance.</p>
<p>Security Operations Specialists <i>TBD</i></p>	<p>Security Operations Center Specialists will be responsible for managing the “Security Control” post, which includes receiving and responding to security-related calls from airport personnel and coordinating emergency responses. They will create service requests, manage access control changes, and input data into various systems to support real-time decision-making. Specialists must remain calm under pressure and use trained methods to evaluate, classify, and prioritize concerns to ensure accurate and timely resolution. Operating from the Airport Operations Control Center (AOCC), they will serve as a critical link between airport operations and emergency services.</p>
<p>Level 1 Security Officers (unarmed) <i>TBD</i></p>	<p>Level 1 Security Officers (unarmed) supplied by Tarian and our CBE partner King Intelligence and Security Services, Inc., will be responsible for performing various protective duties across terminal buildings, perimeter gates, employee screening checkpoints, and other critical areas. They will inspect personnel and vehicles, securing exit lanes, conducting patrols, and enforcing access control procedures in accordance with TSA and Airport Security Plan (ASP) requirements. Security officers will be trained to identify prohibited items, respond to alarms and incidents, and assist airport patrons while maintaining a professional and vigilant presence. Through consistent adherence to Post Orders and safety protocols, they will help ensure the security and integrity of the airport’s operations.</p>



EMPLOYEE LIST

Tarian understands and will comply. The final approved plan will include the list of all employees who will be working at the Airport and their status in the certification process.

TIME KEEPING, BILLING, & ACCOUNTING PROCEDURES

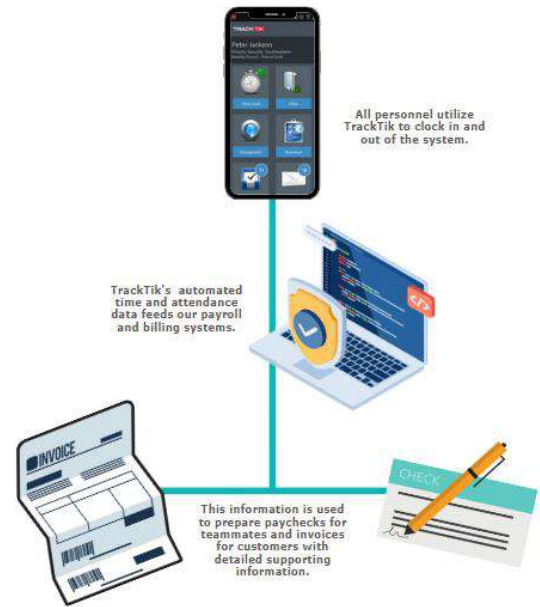
All security personnel use TrackTik as a scheduling and time and attendance system. One master schedule for all posts is maintained, and all personnel use this application via smartphone to clock in and out of the system. This automated time and attendance data is fully integrated with our payroll and billing systems and is used to prepare paychecks for our professionals and invoices for the customer with detailed supporting information as requested by the client.

Tarian will ensure all required reporting is submitted to BCAD to allow for timely payment of invoices. While our onsite operations team is primarily responsible for capturing data that supports the invoice, leadership will also be involved to provide guidance and administrative support, as necessary.

TrackTik has several options for the level of billing detail automatically provided to customers. We will work with your stakeholders to ensure that FLL receives the detailed supporting documentation it requires to meet internal needs.

Payroll Information

Scheduling, time, and attendance (STA) data automatically flows directly from the TrackTik check-in/check-out functions. This adjusts the actual schedules each day with real-time adjustments and validations of changes. The system automatically audits actual time and attendance versus the scheduled time, ensuring proper paychecks for employees and that clients are billed for actual hours worked, not scheduled hours. Our management team will be responsible for weekly verification of the accuracy of the output data to ensure payroll and invoice integrity.



PROJECT COMMUNICATION & MANAGEMENT PLAN

Tarian believes a solid project management plan is critical in defining the scope, objectives, and deliverables of a project, as well as the roles and responsibilities of the project team. It also clearly outlines the timeline, risks, and quality standards of the project, as well as how they will be monitored and controlled. Tarian will ensure ongoing communications with BCAD through our formal Project Management Plan, which includes regular meetings between our dedicated management team as well as BCAD stakeholders and other client representatives. Below is a sample overview that will be customized to ensure all objectives and relevant team members are incorporated throughout the life of the contract.



PMP Elements	Primary Objective	Team Members	Sample Components	Communications Cadence
IMPLEMENTATION PLAN	<i>Deliver a seamless transition</i>	<ul style="list-style-type: none"> • Client representatives • Tarian operations team • Tarian transition team 	<ul style="list-style-type: none"> • Communications • Site assessments • Recruiting, hiring, and training • Purchasing • Technology • Operations and administration • Quality assurance 	As often as daily with staff and client representatives; twice per week internal transition team meetings to identify potential risks and stay on track with go-live
TRAINING PLAN	<i>Ensure ongoing training compliance</i>	<ul style="list-style-type: none"> • Project Manager • Supervisors • Operations manager • Training / Development team 	<ul style="list-style-type: none"> • Initial and on-the-job training • Ongoing training and certifications • Annual/refresher training • Cross training • Client-provided training 	Weekly audit to ensure compliance and "ready-to-work" status, and identify new training opportunities
OPERATIONS PLAN	<i>Implement operational controls and procedures</i>	<ul style="list-style-type: none"> • Project Manager • Supervisors • Operations manager • Training manager + Training coordinator • Regional Director of Operations 	<ul style="list-style-type: none"> • Scheduling • Post orders and SOPs • Training • Incident reports • Regulatory and contract compliance • Performance monitoring and recognition 	<p>Weekly review of schedules, incident and activity reports, payroll, and performance</p> <p>Monthly review of invoicing, licensing, training compliance, and KPIs</p>
MANAGEMENT PLAN	<i>Provide oversight, support, and guidance</i>	<ul style="list-style-type: none"> • Client representatives • Senior National Director Operations • Operations manager • Site lead • Supervisors 	<ul style="list-style-type: none"> • Performance reporting and data analysis • Retention and recognition / MVP Program • Payroll and invoicing • Safety and risk management • Escalation, RCAs, and corrective actions 	Reviewed monthly with onsite team and at QBR meetings with client stakeholders and company leadership
QUALITY ASSURANCE PLAN	<i>Demonstrate value and ensure client satisfaction</i>	<ul style="list-style-type: none"> • Client representatives • Tarian executives • Senior National Director of Operations • Operations manager • Training manager • Site lead • Supervisors 	<ul style="list-style-type: none"> • Performance analysis/KPIs • Service delivery and service adjustments • Audits and penetration testing • Voice of customer surveys • Opportunities and challenges • Innovations and best practices • Program optimization recommendations 	Ongoing and annually to review performance, data, trends, successes, and areas for improvement, and to implement new strategies and continually develop our partnership



BREAKERS

Tarian understands and will comply. Upon award, we will work collaboratively with BCAD to develop a custom policy that provides a description of how we will ensure all employees have a relief for meals and/or breaks in according with the Post Orders. Additionally, we will identify the number of employees required to perform the Services, have clearance level, routes of deployment, and vehicle requirements during the break of other employees.

OPERATIONS PLAN

An operations plan is essential for translating strategic goals into actionable steps, ensuring that resources are effectively allocated and performance targets are met. It provides clarity on roles, timelines, and processes, helping teams stay aligned and accountable.

OPERATIONS MANUAL

Each client's security requirements are unique and require a tailored approach in both operations and training. To ensure full compliance with job specifications, Tarian first develops an internal Contract Profile, which captures all requirements of the contract, from hiring and training standards to site requirements and Key Performance Indicators. This profile serves as a guide for our team to then create a comprehensive FLL and HWO **Operations Manual**. In addition to general program-related SOPs, this manual includes a set of post instructions for each duty assignment that addresses everything required under this contract and as it pertains to each specific post. In these documents, we address elements such as purpose, customer service, general operating rules, post-specific procedures, and emergency action plan and procedures, including roles and responsibilities and leadership contact information.

The creation of the Project Operations Manual will be a cooperative effort between Tarian and BCAD stakeholders. Prior to being put into effect, we present the manual to the client for approval.

The below can help inform a collaborative discussion as Tarian's management team creates an operations manual specific to the needs of FLL and HWO.

Radio Communications

Effective radio communication is a critical security function at Tarian, enabling real-time coordination, incident response, and situational awareness. All security officers are required to maintain active, professional, and disciplined use of radios during duty hours. Communications must follow established protocols, including proper call signs, brevity codes, and escalation procedures.

Vehicle Inspections

Because vehicle inspections are crucial to FLL and HWO, security officers assigned to vehicle inspection posts will verify the credentials of all vehicle occupants prior to granting access to restricted or secured areas. Officers will conduct a thorough physical inspection of the vehicle, including all compartments and cargo, to identify and prevent the entry of prohibited items. All inspections will be performed in accordance with approved Post Orders and applicable TSA and Airport Security Plan (ASP) requirements. Officers are expected to maintain a professional demeanor, ensure compliance with access control procedures, and document any irregularities or violations as required.



Employee Badge & Credential Checks

Tarian understands the profound importance in maintaining a safe, secure airport environment and we take a multi-faceted approach for badging and credential checks that combines thorough vetting with stringent access control measures. We also understand that processes vary based on client requirements, and badging applications and issuance may include any combination of a Security Threat Assessment, Criminal History Record Check, verification of employment, and more. For example, one of our airport clients runs a fingerprint test and FBI Record of Arrest and Background Check annually and continually monitors arrest records through law enforcement databases for each employee.

Working in collaboration with clients, appropriate levels of access are determined by officer role for badging, which is documented in the Operations Manual and communicated during on-the-job and ongoing training. These defined access levels and zones are strictly controlled and regularly reviewed by supervisors for validity and expiration dates. For posts where badge checks are part of the daily scope of work, security personnel visually inspect the badge to ensure it matches the individual's appearance and that it has not expired or been tampered with. As applicable, our professionals may also conduct electronic verification using card readers and/or biometric scanners. In the Operations Manual, we also define procedures for reporting lost or stolen badges and badge revocation when individuals no longer meet requirements. While security is the primary focus, efficient credentialing processes also contribute to smooth airport operations by ensuring authorized personnel can access necessary areas without undue delay.

Tarian will comply with all airport contract worker badge and credentialing checks required by the contract, including any random checks or audits to ensure compliance.

Employee Communication Process

As new directives are identified relative to the security program, management and supervisors are informed through phone calls, meetings, and group text threads. The information typically goes out to all relevant personnel through a read-and-sign document system to verify employees understand the new process, and it is communicated directly to officers during pre-shift meetings and through written shift reports.

When post orders and SOPs are updated, and the new versions are uploaded into our TrackTik workforce management system. In addition to time and attendance and activity reporting, our on-site security team uses TrackTik to keep up to date with critical information such as time-sensitive training, post orders, contingency plans, evacuation procedures, and required document changes. This practice ensures our professionals have the latest information to complete their scheduled and unscheduled activities during their shifts. Our site leaders also conduct post observations, execute training, and perform knowledge checks to ensure the new practices are successfully implemented.

Real-Time Reporting

With clients trusting Tarian to protect what matters most, we believe in providing transparent access to relevant reports and data. Tarian equips our security team with TrackTik, our industry-leading incident reporting and mobile workforce management technology. Reporting through TrackTik is a vital feature in managing a workforce and measuring our performance. Reports provide a detailed record of a security officer's activities and incidents during a specific shift, and clients have real-time visibility to activity and incident reporting data.

Additionally, when BCAD chooses Tarian, you will have access to reports and analytics that will allow you to measure our performance against agreed upon objectives. Data captured using TrackTik drives reporting that can be customized to meet client needs for any time period, including daily, weekly, monthly, quarterly, and on an ad hoc basis. TrackTik provides the flexibility to create tailored reports



organized in ways such as by incident type, patrol tour, alarm activity, and by security officer. Our site leader will analyze data and review with stakeholders to drive informed decision making to help optimize your program.

Through Tarian's proven management processes, this information contributes to the overall effectiveness and efficiency of your security program through the following:

- **Documentation and Evidence:** Security officer shift reports through TrackTik create a documented record of events, which can be crucial in case of incidents or investigations. They provide evidence of a security officer's actions and the state of the premises during their shift.
- **Immediate Notification:** Incident reports through TrackTik enable the timely reporting of incidents, such as thefts, vandalism, or suspicious activity, and can assist in the investigation and resolution of these events. Automatic notifications can be customized to alert various client stakeholders based on the type of incident, such as the maintenance department being notified of property issues or senior security or operations management being notified instantly of any critical incidents.
- **Operational Analysis & Risk Management:** By analyzing reports over time, our security management teams can identify patterns, trends, and potential security vulnerabilities, which supports recommendations for program optimization through the optimal allocation of resources and personnel, proactive measures to prevent future incidents, and updates to security policies and procedures.
- **Performance Evaluation:** Our managers use shift logs or daily activity reports to evaluate the performance of individual security officers and identify areas for improvement, growth, or recognition.
- **Communication and Coordination:** Our reports facilitate the sharing of information between Tarian leadership and client stakeholders and ensure effective coordination and response to incidents. Tarian leadership will collaborate with FLL to review the alarm activity logs, incident reports, and daily activity reports that support strategic enhancements to your security operations.

Examples of reports our security officers are responsible for completing include:

Daily Activity Reports	Incident Reporting	Visitor Management Logs
<p>Through TrackTik, security officers must complete shift reports or Daily Activity Reports (DARs) to electronically document all activities and events that an individual completes or encounters during a shift — including but not limited to visitor assists, patrol and guard tours, scheduled and random equipment and checkpoint inspections, safety inspections, and more.</p>	<p>Our security team completes incident reports in the field, which are captured in real time and filed for any nonroutine activity such as alarms, medical emergencies, crimes, or any operational disturbance. Immediately following an incident, the officer or supervisor enters a report summarizing critical information such as the incident category and location, a description of the event, persons involved, and law enforcement involvement, if any. The system provides for efficient and standardized incident reporting through drop down menus and allows for photos to be uploaded to support the synopsis.</p>	<p>For customers who utilize the Visitor Management feature, security personnel track and manage visitor logs capturing all information the client requires. Customizable reporting can be created to analyze times, volumes, types of visitors (i.e., guests, staff, contractors), units or departments being visited, visitors who were denied access with reasons, and any other information that helps customers understand their visiting population.</p>



Emergency Contingency Plans

Tarian's strategies for ensuring safety and maintaining services during an emergency are relative to the specific situation and scalable should escalations occur. Our team is capable of responding to requests for additional staff in an appropriate amount of time with a complement of officers sufficient to manage the situation at hand, whether it is an open post, a special event, or an emergency response such as a threat to your people, your location, or homeland security.

Some of our capabilities and strategies include:

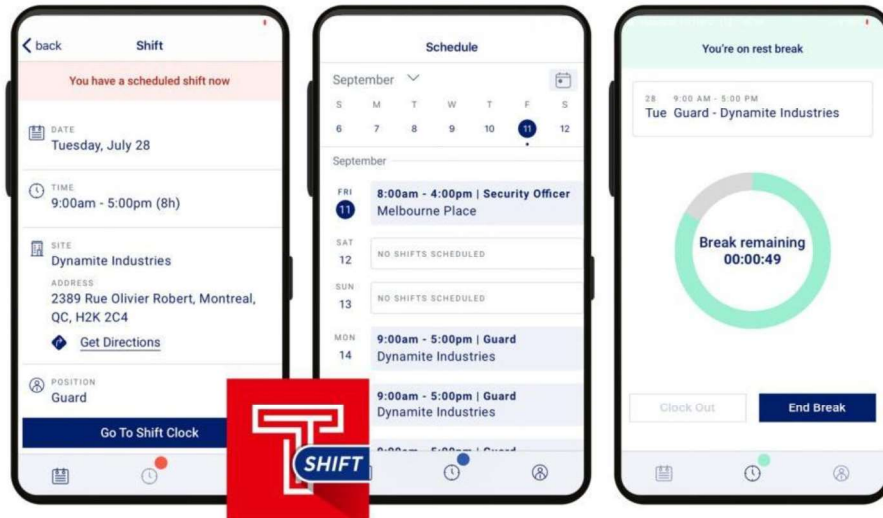
	Short-notice and Temporary Service Requests	For absences and short notice requests for temporary coverage, Tarian credentials and cross-trains a complement of officers at your location(s) to accommodate the need for adjustments in security. This team completes regular shifts at your site and is familiar with SOPs for each specific post to best respond to requests for additional staffing. Officers have full access to post orders, procedures, and contingencies through our handheld mobile technology, TrackTik, and they understand it is their duty to remain on post until properly relieved.
	Emergency & Disaster Services	For events that exceed our agreed-upon security services per the client contract, Tarian provides contingency plans and additional resources through our Disaster Services Assistance Team (DSAT) . In these situations, Tarian has the ability to rapidly deploy security officers, supervisors, and management personnel from across the country to help meet the challenges of handling a crisis or catastrophic event, such as natural disasters, civil unrest, and public emergencies.

TrackTik: Technology For Tracking Labor Hours, Automated Timekeeping, & Invoice Preparation

All personnel will use the TrackTik application to clock in and out of their shifts. Employees also use TrackTik to manage their rest-breaks, which supports compliance with meals and breaks legislation. TrackTik allows for live-time reporting, with the ability for supervisors and clients alike to view time and attendance reports.

In addition, TrackTik is used to increase shift visibility and fulfillment as well as improve security officer engagement. From the app, employees can access the most-up-to-date and accurate schedule of their shifts from the palm of their hands and clock in/out directly using the Shift Clock function. Employees can also browse and pick up open shifts and acknowledge their schedule and shift summaries directly in the app, which helps them manage their time, decreases any schedule confusion, and promotes more efficient shift fulfillment.





TrackTik allows our invoices to be generated directly from the electronic time and attendance system that also houses our master schedules, our site rosters, our meal and rest break management, our guard touring, incident reporting, and dispatching modules. Utilization of this system allows for complete transparency from the "Clock-in, Clock-out" records, and directly correlates to the delivered invoice. All operational reporting comes from within the same system, therefore transparency is inherent and consistent.

Security Sensitive Information (SSI)

The Operations Manual Tarian will create for BCAD will address the prohibition against disclosing, sharing, or distributing security sensitive information. The manual will address how SSI should be handled and who may access or discuss such information.

STAFFING CONTINGENCY PLAN

Tarian has significant experience with staffing surges and we understand the importance of being flexible to adapt to the changing needs of FLL. Continuity of operations and staffing surges will be addressed in our Operations Manual and will align with mutually agreed upon contractual obligations.

Tarian commits to providing Florida Class "D" licensed, trained, professional, reliable, and effective security services using security officers, shift supervisors, and management personnel. Our ongoing strategy to maintain continuity and the staffing levels required in the service agreement will be to implement our proven, full-cycle recruiting and onboarding plan while proactively maintaining enough open positions to account for attrition and hiring fallout.

STAFFING PLAN

Tarian's staffing plan approach ensures 24/7 coverage primarily comprising eight-hour shifts, five days a week with two consecutive days off. To confirm that employees are knowledgeable about other posts and to reduce complacency, our managers create a schedule that includes post rotation, cross-training, and competency testing to ensure security officers can serve in multiple positions.

For patrols and locations that do not require around-the-clock coverage, these will be managed similarly to standard full-time posts, as it relates to building appropriate schedules and ensuring coverage by fully qualified and professionally trained personnel.



Tarian typically maintains a pool of on-call, site-trained, and credentialed team members to provide relief and respond to emergency requests for additional staffing.

Managing Call-offs

To ensure posts are not left uncovered, Tarian assigns at least one supervisor to each shift. Supervisors use TrackTik scheduling notifications and call lists to contact regularly assigned and on-call teammates to meet additional last-minute coverage needs and/or to fill shifts that cannot be completed because of unexpected vacancies.

- We take a proactive approach by overstaffing (at our expense) for shifts or days, including holidays, when staff absences are more likely to occur.
- For short-notice call-offs at locations with 24-hour coverage, these will be handled by the immediate supervisor who will perform corrective actions to ensure all posts are filled as scheduled. This could include holding an officer over from the previous shift, deploying a relief officer, or placing a supervisor at the post as a temporary staffing solution.
- In the case of a “no call, no show” at a cold start location, upon being notified of the open post, the immediate supervisor will work to assign backup resources from our available cadre of cross-trained relief officers to stand post at that location.

The account manager responsible for building and maintaining the master schedule is charged with managing the overtime distribution process to ensure we minimize overtime pay for our clients.

Emergency/Short-Term Requests

Tarian understands that irregular operations are inevitable, and provides support to our clients at the local, regional, and corporate level. For additional posts or emergent coverage, action is taken immediately and response times are dependent upon factors such as how many officers are being requested, their geographical/physical location at the time of the request, and the number of officers in the local area.

Additional Coverage Hours

Tarian is prepared to add staffing for additional coverage hours within the scope of our agreement, and we make every effort to fulfill those requests in an efficient manner that minimizes overtime pay. We recognize there will be occasional needs to modify schedules or to provide temporary coverage for special events, and we understand the importance of being flexible and working with BCAD to meet all of your security staffing needs. Tarian has the following processes and resources available to support and augment requests for additional coverage:

- To ensure a backup contingency of security officers who are ready to serve, Tarian cross-trains and competency-tests security officers in multiple positions. This approach affords us the ability to provide relief officers and serve non-routine security coverage requests while staying mindful of budgetary constraints.
- Supervisory personnel are deployed to ensure post coverage in the event of vacancies or other unforeseen circumstances, which also helps to avoid overtime pay.
- Tarian typically maintains a local flex team of officers in geographies where we have a significant presence to provide relief and fill additional posts as needed.
- We use our on-demand scheduling platform to communicate the open position to all personnel assigned to support the account who are off duty, as well as any contingency staff, as applicable.



Tarian considers a full-time employee to be an individual who generally works between 30-40 hours per week (may vary by state). Our scheduling managers will maximize schedules through staffing plans that allow us to maintain a robust roster of qualified team members. Additionally, the scheduling manager is responsible for managing the overtime distribution process. For example, upon receiving notification for additional coverage beyond the standard schedule and agreed-upon scope of work, the scheduling manager will analyze the employee roster to first look for part-time officers, flex team personnel, or those with less than 40 hours on the schedule for that week, thereby ensuring best efforts to avoid putting individuals in an overtime posture.

Requests for additional coverage hours with 72 hours' notice or more will be billed at straight time hourly rates. Overtime billing rates will only apply if additional hours are requested by the customer outside the regular schedule and typically with less than 72 hours' notice.

On the rare occasion when your security needs exceed our local resources, Tarian can mobilize personnel from within the region or deploy members from our Disaster Security Assistance Team (DSAT). We have a depth of resources we can bring to bear to support the BCAD security program needs, and we can provide an excellent base for strong and prompt operational, administrative, and logistical support.



Tarian understands and will comply with the emergency response plan identified in the Surge Requirements. The plan will include security badging (as described in the Employee Badge & Credentials Check section of the Operations Manual) and emergency training for new and existing employees as required by Section 2-43 of the County Code of Ordinances. We will provide the Contract Security Services Administrator with a fully developed, staffing contingency plan that is specific to FLL and HWO.

QUALITY CONTROL PROGRAM

Your needs drive our commitment to quality control measures, which we designed to maintain high standards and continually improve our security services. To exceed your expectations, Tarian adopts a multi-tiered approach to account management that ensures customer satisfaction, operational excellence, and multiple levels of support to deliver on your service requirements and consistently advance your program.

Our Performance Assurance Quality Control Program will be specific and unique to address and fulfill FLL and HWO agreement obligations. It will enable Tarian to:

- Ensure quality service is provided and contractual requirements are met
- Inform operational decisions and continuous program improvement through data collection and analysis
- Proactively identify and address vulnerabilities
- Provide feedback to teammates, leaders, and client stakeholders on actual performance



<p>Continuous Communication</p> <p>Clients benefit from the transparency that continuous communication fosters. From day-to-day operations to strategic initiatives, our management structure and proven quality assurance framework ensure we engage with customers on a regular basis to build trust, solicit feedback, and monitor satisfaction with our service and performance.</p>	
<p>MVP Program</p> <p>The Most Valuable Performances (MVP) program is designed to identify, recognize, and reward extraordinary performances among Tarian’s security professionals who are protecting what matters most to your business. Supervisors are responsible for monitoring individual teammate performance on the job, overall site performance, and compliance with standards, policies, and contract requirements. These evaluations serve as a check that Tarian is delivering exceptional value for our customers while also incentivizing and recognizing our top performing personnel.</p>	
<p>Technology, Data Analytics, and Reporting</p> <p>Performance management is not just about monitoring outcomes; it is about driving continuous improvement through data-driven decision-making and fostering a culture of accountability and transparency. It is in that spirit that we have implemented The Tarian Enterprise Reporting Tool, which allows data to be automatically populated and integrated from our multiple systems – Paycor (HRIS/employee information), Litmos (training & compliance), and TrackTik (site and employee activities). Through capture and analysis, data is compiled and shared regularly to deliver valuable security performance insights to clients.</p>	
<p>Metrics and KPIs</p> <p>Your key performance indicators and expectations are unique to your organization. Tarian will collaborate with client stakeholders to develop measurement criteria that support success and enforce performance standards. These standards are monitored and reported on regularly through ongoing communications and regular business review meetings. Mutually agreed-upon KPIs and metrics empower us to identify continuous improvement opportunities, recognize achievements, and ensure accountability and contract compliance. Some examples include personnel credentialing compliance, staffing coverage, training compliance, guard tours, turnover/retention, and others which we will customize to meet the objectives of your program.</p>	
<p>Quarterly Business Reviews</p> <p>Clients benefit from Tarian’s quarterly business review meetings, which serve to validate that we are meeting expectations and communicating progress improvements. In these meetings, we review program objectives and our findings from data collection and offer recommendations for program enhancement. We discuss important incidents, risk mitigation tactics, account issues, and overall service delivery. We also review progress toward established objectives, share industry best practices, and collaborate to set ongoing strategic goals. Annually, this meeting focuses on a comprehensive contract review, as needed.</p>	
<p>Customer Surveys</p> <p>Client feedback is critical to Tarian's success and our collaborative client partnerships. To collect direct, un-filtered reviews, we use voice-of-customer surveys as an additional means to engage with clients and measure the customer experience. Tarian’s executive leadership reviews the information and openly discusses the results with client stakeholders. These conversations support robust collaboration and help us incorporate new concepts into the program, such as integrated technology solutions, emergency preparedness planning, workplace violence prevention training, and more.</p>	



AUDITS, TESTS, & EXERCISES

Tarian will (at a minimum) test, audit, and inspect to help identify potential vulnerabilities in BCAD's security program, thus allowing for timely remediation and an enhanced security posture. Continuous improvement is an essential component of the way we do business. We are committed to quality assurance and process improvement and every team member is empowered through training and mentoring, career development opportunities, and our formal incentive program.

As part of Tarian's Quality Control Performance Assurance program, some of our testing and inspections include the following (as applicable to each contract):

- **Independent third-party operational audits:** This external validation is used to evaluate individual sites against their adherence to contractual obligations and Tarian policies and procedures.
- **Internal operational audits:** Tarian uses internal audits, operational scorecards, and onsite assessments to evaluate performance at individual sites against their adherence to contractual obligations and Tarian policies and procedures.
- **Covert inspections/competency tests:** Inspections (announced and unannounced) are conducted by onsite leadership and involve the observation of a security officer's appearance and knowledge of and adherence to post orders.
- **Tabletop exercises:** A tabletop exercise includes a step-by-step interactive review of a procedure to confirm team readiness to respond, determine practicality of procedures, or identify a point of failure.
- **Penetration testing:** Penetration tests involve an attempted security breach by using false identification or introducing fake contraband without prior announcement.

The results of each activity are reviewed by operational management and may be escalated to leaders from Tarian's Training and Development team or our Safety Committee. This group works together to identify gaps and risks and to drive mitigation strategies that adapt to evolving threats. Each activity has a defined purpose and process, plus a set of tools to execute the activity and formally report the results. By identifying potential threats and vulnerabilities, Tarian helps clients manage and mitigate risks more effectively, protecting critical assets and data and preventing costly security breaches and incidents.

POST INSPECTIONS + EMPLOYEE RESPONSIBILITIES

Upon award, Tarian will collaborate with BCAD stakeholders to tailor and formalize descriptions of post inspections and responsibilities of all employees, which will be housed and communicated via the TrackTik-enabled device at each post. The program will include but is not limited to:

Maintenance of equipment and uniforms	Knowledge of Post Orders
All applicable updated Post Orders	Frequency of inspections and whether they are announced or unannounced
Procedures and timeframes for correcting deficiencies	Procedures for maintaining training certification requirements and other quality controls as deemed necessary by BCAD
Any other KPIs as requested by the Contract Security Services Administrator	



The data related to post inspections and employee responsibilities will be aggregated from TrackTik in the Enterprise Reporting Tool to help drive decisions, identify vulnerabilities, track KPI progress, and much more.

AGGREGATED INFORMATION FOR CONTINUOUS IMPROVEMENT

Performance management is not just about monitoring outcomes; it is about driving continuous improvement through data-driven decision-making and fostering a culture of accountability and transparency. It is in that spirit that we have implemented The Tarian Enterprise Reporting Tool, which allows data to be automatically populated and integrated from our multiple systems – Paycor (HRIS/employee information), Litmos (training & compliance), and TrackTik (site & employee activities). Through capture and analysis, data is compiled and shared regularly to deliver valuable security performance insights to clients.

The process begins internally when our site leaders conduct weekly performance reviews through our Tarian Operational Performance System (TOPS), which leverages the data captured by the enterprise reporting tool. These reviews enable us to identify high performers, track compliance and progress towards goals, and address any emerging issues or complaints in real-time. In addition, we use this data to support our Most Valuable Performance (MVP) program, which celebrates top performers within our organization, incentivizes excellence, encourages workforce stability, and drives a culture of continuous improvement. These are factors that – when identified and addressed proactively – can positively affect security-related costs, operational performance, and a myriad of issues your properties may experience.

Our team’s weekly TOPS meetings using aggregated data will inform the comprehensive monthly reports BCAD receives to gain visibility into key metrics, contract compliance, security and incident trends, and areas for improvement. Ultimately, the reports will empower informed, data-driven recommendations, decision-making, and collaboration.



TRAINING

A highly skilled and dedicated team of security officers leads to better job performance. To ensure we provide the best service to our clients, we place our top organizational priority on our security professionals. Through our Training Department, we created **Tarian University** to house all training content and manage professional development opportunities for our team. Tarian University creates an end-to-end learning environment for every security professional starting on their first day. Through a programmatic approach, every course is laid out and planned to prepare our personnel for optimum



performance in their role. Much like the structure in a university, courses are structured in groups, allowing our security officers to complete their required learning goals in an orderly and meaningful way, and move into professional development as they grow in tenure with Tarian.

TRAINING & DEVELOPMENT PLAN

Tarian's training program thoroughly prepares officers and leadership to both deliver routine security services and to prevent and address threats to the client's facility, staff, and visitors. It includes Tarian's standardized curricula and customized training specific to the FLL and HWO airports. As such, training modules and hours vary by officer level, position, and client requirements. For example, supervisors receive leadership training, armed officers receive tactical training, and a screening officer may require training in bag searches or walk-through metal detectors. All training program curricula will be presented to BCDA for approval prior to implementation.

Additionally, when requested, Tarian will give the Contract Security Services Administrator written notice of any training and allow the Contract Security Services Administrator or a designee to observe such trainings.

SECURITY PERSONNEL TRAINING: INSTILLING EXCELLENCE FROM DAY ONE

All Contract Security Services (CSS) personnel assigned to the FLL and HWO airports will receive the necessary training to perform their respective duties safely and competently. Our training program includes pre-assignment training, on-the-job training (OJT), ongoing, and annual refresher training. Through this approach, our team learns how to be successful within the company and your specific environment.

All CSS personnel can expect the following training, administered by the Training Coordinator at no additional cost to BCAD.

Training	Hours	Sample Curricula
Initial Training	88-200 hours	Florida (Class D) Unarmed Security Guard License, Tarian's Aviation 101 (SAFETY Act), TrackTik, Customer Service On-the-Job Training
Subsequent Training	16-20 hours	Florida (Class D) Unarmed Security Guard License (8 hours/2 years) On-the-Job Training
Emergency Response	(8 hours included in OJT)	First Aid Training, CPR Training

The below is an overview of Tarian's training program, which applies to all employees, from our first-time security officers to leadership.

Pre-Assignment / Initial Training

In our New Employee Orientation, our personnel take courses that help them understand company policies and procedures, employment guidelines, duties of a security officer, unconscious bias and trauma-informed care, safety responsibilities, legal aspects, incident management and reporting, customer service, de-escalation, and weapons training, as applicable. Additionally, Tarian's Aviation 101



pre-assignment training ensures that all employees understand what to expect when working in an airport environment. We update our training in response to trends or emerging threats, and we conduct thorough examination of all the components that make up our security officer services as part of SAFETY Act renewal applications and audits.

On-the-Job Training

On-the-job or post-specific training is customized to each site and post and builds on the topics learned in the initial pre-assignment training. This training is designed to maintain and increase knowledge and skills to perform security duties and will incorporate training specific to the account and each post. Included with traditional OJT methods are site-specific competency testing performed by supervisory personnel. Sample topics may include reporting, emergency response procedures, or CPR/AED/First Aid.

Ongoing Refresher Training

To enhance safety awareness among our professionals, we distribute a monthly bulletin comprising Environmental, Health and Safety (EHS) Tips. The bulletin provides information that increases employee awareness of EHS principles, reduces risk of workplace incidents through regular education, and supports overall compliance with OSHA and other regulatory standards. Additionally, the bulletin delivers ongoing training on topics such as fire safety, hazardous materials, and slips, trips and falls.

Annual Training & Recertification

The knowledge base security officers must have to excel in their positions is consistently evolving. To support their professional journey and to ensure our officers are compliant, they participate in annual training and recertification courses to maintain required skills and certifications, keep current on post orders, and stay attuned to the latest developments in the field of security. Examples may include de-escalation, CPR/AED, and any post-, state-, or weapon-specific training as required.

Training is facilitated through a blended learning approach that includes participation-based virtual instructor-led training, in-person classroom training, e-learning, training bulletins, and supervisor-led on-the-job training. Proficiency is measured through knowledge tests and practical application assessments to validate the effectiveness of the training.

- **Knowledge checks** are written or verbal assessments on a topic, usually given after a classroom course.
- **Competency tests** are observation and demonstration assessments on a specific skill.
- **Post-specific tests** are written or verbal assessments on post orders and emergency response procedures.

LEADERSHIP TRAINING FOR LONGEVITY AND SUCCESS

Supervisors and managers play a critical role in performance and morale. Tarian's Leadership Training curriculum progresses their development through advanced courses designed to support their role's specific functions.

Supervisor Foundations

- **Basic Leadership Series:** Supervisors participate in training topics that are relevant to their position and offer support in a leadership role. Coursework covers leadership, employment regulations, scheduling, incident reviews, and corrective action processes.



- **Advanced Communication:** Modules for supervisors include active listening, conflict resolution, and effective team collaboration and communication.
- **TrackTik for Leaders:** This specialized course includes instruction on how to perform leadership tasks related to the TrackTik Guard App. Modules cover report approval and summary reports, patrol tours, post orders, and message boards.

Management Essentials

- **Management Foundations:** For those advancing into leadership, Tarian's management training builds on core leadership skills with advanced topics covering leadership styles, customer service, crisis management, budgeting and finance essentials, hiring and career development, coaching and employee mentoring, and performance appraisals.
- **Advanced Training:** In partnership with Harvard Business Publishing, Tarian offers advanced training for operations and branch managers to optimize leadership skills. Some course modules include project management, negotiation and influence, preparing managers for high-level leadership responsibilities.

TRAINING COMPLIANCE

In collaboration with our operational leaders, Tarian's learning and development team diligently oversees the timely and effective delivery of training required by the client and Tarian, as well as any state and federally required training. Training courses and results from all pre-assignment, OJT, competency testing, and refresher training are managed and tracked in our Learning Management System (LMS), providing a robust, transparent record of each security professional's training history (available to the client at any time upon request). Through this approach, we ensure each security professional's journey is well-supported, with clear direction for ongoing development and channels for compliance tracking with all relevant standards and requirements.

Training Program Evaluation

Our Learning and Development team facilitates a systematic approach to continuously evaluate and update Tarian's training curricula and methodologies, to include the application of best practices across our entire training program and relevance to industry trends or evolving threats. We also ensure alignment with industry standards, regulatory agencies, and professional organization requirements including Techniques for Effective Aggression Management (TEAM), OSHA, and others.

2.3 Describe Vendor's approach to staffing all positions and provide procedures for responding to holidays, surges, and/or emergencies. (Point Value: 5)

STAFFING APPROACH

Tarian takes a proactive, client-centered approach to staffing all positions, ensuring coverage is consistent, qualified, and responsive to operational demands. Our recruitment strategy emphasizes cultural alignment, regulatory compliance, and readiness for dynamic airport environments, even during peak periods or in the case of unforeseen events. As a security provider, we are TRUSTED TO PROTECT®, and as BCAD's partner, our driving motivation is to preserve and protect the health, safety, and welfare of your staff, flight crews, concessionaires, and travelers.



CONTINUOUS COVERAGE STAFFING MODEL

Tarian's approach to our staffing model is to build master schedules that meet the need for each facility we serve. Our staffing plan approach ensures 24/7 coverage primarily comprising eight-hour shifts, five days a week with two consecutive days off. To confirm that employees are knowledgeable about other posts and to reduce complacency, our managers create a schedule that includes post rotation, cross-training, and competency testing to ensure security officers can serve in multiple positions.

For patrols and locations that do not require around-the-clock coverage, these will be managed similarly to standard full-time posts, as it relates to building appropriate schedules and ensuring coverage by fully qualified and properly trained personnel.

Tarian typically maintains a pool of on-call, site-trained, and credentialed team members to provide meal and rest breaks and respond to call-outs or emergency requests for additional staffing. There are times, however, when we will use shift supervision to maintain operations without disruption.

Another lever we can pull when required -- often based on the hours per week of a location being low -- we will use a waiver approach to ensure Tarian is compliant, and we maintain operations.

MANAGING CALL-OFFS

To ensure posts are not left uncovered, Tarian assigns at least one supervisor to each shift. Supervisors utilize TrackTik scheduling notifications and call lists to contact regularly assigned and on-call teammates to meet additional last-minute coverage needs and/or to fill shifts that cannot be completed because of unexpected vacancies.

- We take a proactive approach by overstaffing (at our expense) for shifts or days, including holidays, when staff absences are more likely to occur.
- For short-notice call-offs at locations with 24-hour coverage, these will be handled by the immediate supervisor who will perform corrective actions to ensure all posts are filled as scheduled. This could include holding an officer over from the previous shift, deploying a relief officer, or placing a supervisor at the post as a temporary staffing solution.
- In the case of a “no call, no show” at a cold start location, upon being notified of the open post, the immediate supervisor will work to assign backup resources from our available cadre of cross-trained relief officers to stand post at that location.

The Project Manager responsible for building and maintaining the master schedule is charged with managing the overtime distribution process.

STAFFING BY LOCATION

Tarian commits to providing Broward County Aviation Department with well-trained, professional, reliable, and effective security services through trained, credentialed/SIDA-badged, and properly equipped security officers, supervisors, and management personnel. Our ongoing strategy to maintain continuity and the staffing levels required in the service agreement will be to implement our proven, full cycle recruiting and onboarding plan while proactively maintaining enough open positions to account for attrition and hiring fallout.

Specifically, Tarian understands and will comply with the following FLL and HWO staffing requirements:



FLL Staffing	
Role	Staffing Requirements
Level 1 Officer (unarmed)	Tarian will provide sixty-seven (67) unarmed Level 1 Officers per shift, 24/7/365.
Security Operations Center Specialist	Tarian will provide two (2) Security Operations Specialists per shift 24/7/365.
Supervisor	Tarian will provide seven (7) Supervisors per shift 24/7/365.
Training Coordinator	Tarian will provide one (1) Training Coordinator for 40 hours per week (full time).
Operations Manager	Tarian will provide one (1) Operations Manager for 40 hours per week (full time).
Project Manager	Tarian will provide one (1) Project Manager for 40 hours per week (full time).

HWO Staffing	
Role	Staffing Requirements
Level 1 Officer (unarmed)	Tarian will provide 2 unarmed Level one officers, one shift per day, 7/365.

SURGE STAFFING

Tarian has significant experience with staffing surges, and we understand the importance of being flexible to adapt to the changing needs of FLL and HWO. Tarian understands and we will work closely with BCAD to meet your surge staffing needs to facilitate the continuity of operations.

Surge Staffing Commitment	
24 Hours	Within twenty-four (24) hours of such notice, Tarian will provide up to ten (10) additional qualified and badged CSS Personnel to render services.
48 Hours	Within forty-eight (48) hours of such notice (i.e., within 24 hours of the above notice), Tarian will provide up to ten (10) additional qualified and badged CSS Personnel (i.e., up to twenty (20) total additional CSS Personnel), available to provide Services.
72 Hours	Within seventy-two (72) hours of such notice (i.e., within 24 hours of the above notice), up to twenty (20) additional CSS Personnel (i.e., up to forty (40) total additional qualified and badged CSS Personnel) available to provide Services.



Tarian commits to providing well trained, professional, reliable, and effective security services using security officers, shift supervisors, and management personnel. Our ongoing strategy to maintain continuity and the staffing levels required in the service agreement will be to implement our proven, full-cycle recruiting and onboarding plan while proactively maintaining enough open positions to account for attrition and hiring fallout.

STRIKING THE STAFFING BALANCE

Tarian ensures balanced staffing across all shifts while maintaining all contractually required posts through a proactive, data-driven workforce management strategy. Our approach includes:

Demand-Based Scheduling

Tarian uses workforce analytics to forecast staffing needs based on historical trends, seasonal fluctuations, and operational priorities. This allows us to allocate resources efficiently across all shifts, ensuring coverage without overstaffing.

Dedicated Scheduling Team

Our dedicated scheduling team works closely with site leadership to monitor staffing levels in real time. They adjust schedules dynamically to respond to absences, emergencies, or changes in operational tempo, ensuring all posts remain filled.

Cross-Trained Personnel

Tarian invests in cross-training employees at multiple posts, increasing flexibility and enabling seamless coverage across shifts. This also enhances employee engagement and retention by offering varied responsibilities.

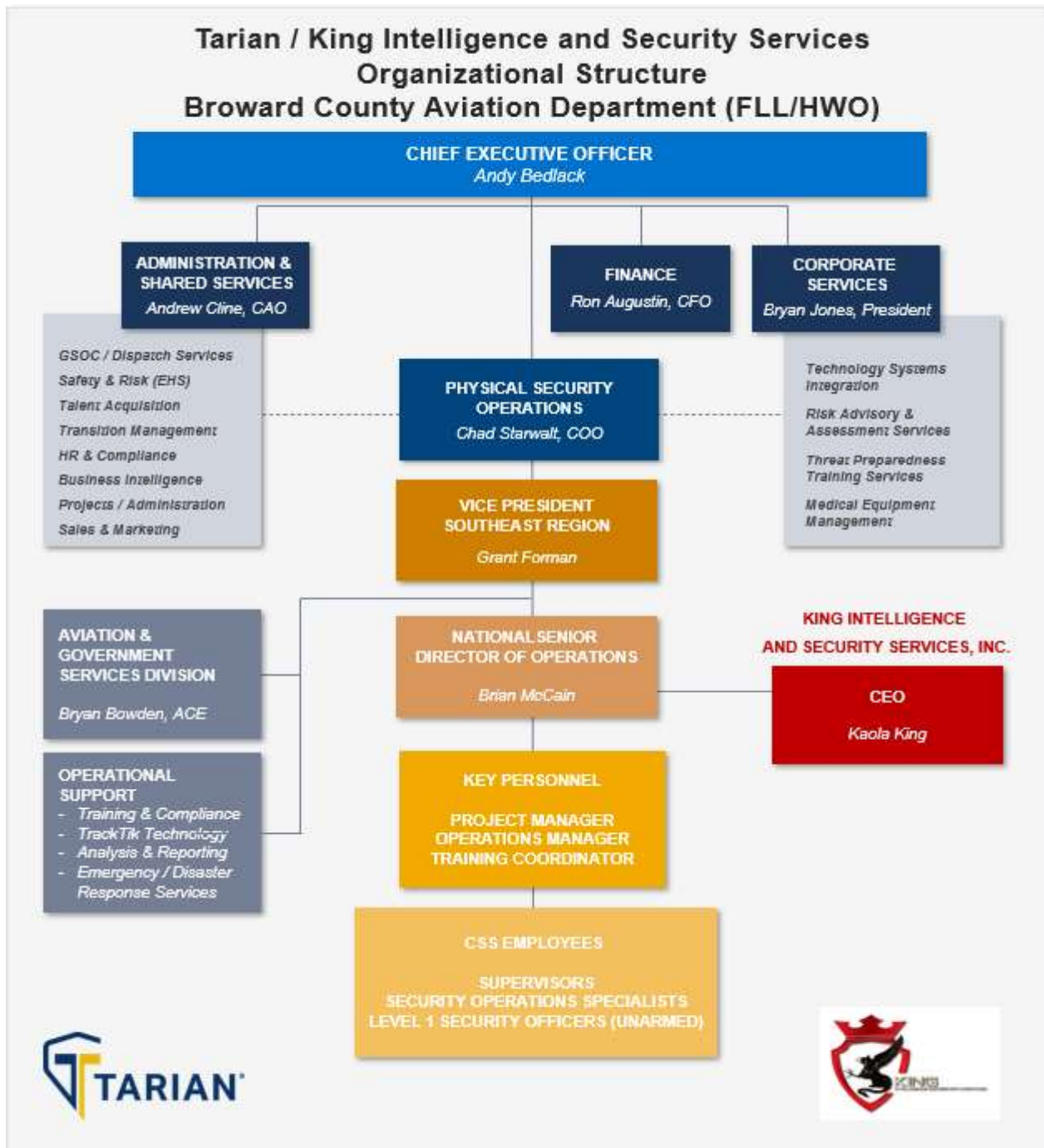
Redundancy and Relief Pools

We maintain a relief pool of trained personnel who can be deployed to cover vacancies, provide relief, or augment staffing during peak periods. This ensures continuity of operations and compliance with all contractual staffing requirements.

Through these measures, Tarian guarantees balanced staffing and uninterrupted coverage, supporting BCAD's mission with reliability and professionalism.



2.4 Provide an Organizational Staffing Plan/Chart that depicts a clearly identified chain of command and associated lines of communication that displays the Contractor's approach to meeting baseline staffing levels. (Point Value: 10)



3. PAST PERFORMANCE (MAXIMUM 20 POINTS)

3.1 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. For each showcased project, furnish the following specifics: (a) Brief Description, (b) Scope of Work, (c) Period of Performance, (d) Place of Performance, (e) Average Number of Employees on the contract per year.

REFERENCES

Tarian's Vendor Reference Verifications have been uploaded to the Broward County Procurement Divisions BRPO Electronic Procurement System.

MARKET SPECIALISTS IN AIRPORT SECURITY

With more than 25 years of experience providing security officer services to CAT X and CAT I airports, Tarian is one of the only security companies with market specialization in the aviation industry. Tarian provides security and aviation worker screening services for several of the nation’s busiest airports in adherence with all Federal Aviation Administration (FAA) and Transportation Security Administration (TSA) rules and regulations governing all security matters, and we deliver these services in full and complete compliance with the Airport Security Program (ASP) required by Part 1542 of Title 49 of the Code of Federal Regulations.

Similar airport clients and services include:

Client + Location	Brief Description	Scope of Work	Period of Performance	Avg. # of Employees / Year
Hartsfield-Jackson Atlanta International Airport (CAT X) Atlanta, GA	For nearly a decade, Tarian has partnered with H-JAIA to provide security personnel who deliver approximately 7,000 hours per week of security services.	Access control; alarm response; vehicle and foot patrols; vendor inspections; perimeter gate control and vehicle inspections; employee inspections; employee screening; sterile area exit staffing, aviation worker screening (AWS) as implemented by TSA	2016 - present	175+ security personnel
Salt Lake City International Airport (CAT I) Salt Lake City, UT	For nearly 15 years, Tarian has partnered with SLC to provide security personnel and more than 1,700 hours per week of security services.	Vehicle & foot patrols; perimeter patrol; access control; employee and vendor inspections; perimeter gate control and vehicle inspections; catering truck seal verification; sterile area exit staffing, AWS (aviation worker screening) as implemented by TSA	2011 – present	50 security officers
Syracuse Hancock International Airport (CAT I) Syracuse, NY	Tarian has partnered with SYR to provide security personnel who deliver 721 hours per week of security services.	Access control; employee screening, alarm response; vehicle and foot patrols; lost and found property management; vehicle and SIDA badge inspections; driver's license inspections; traffic control; gate relief; perimeter checks; facilitating "curb to counter" service (e.g., wheelchair assistance); AWS (aviation worker screening) as implemented by TSA, and other duties	2024 - present	20 security officers



PROVIDING COMPLETE SECURITY AND PHYSICAL ACCESS CONTROL SOLUTIONS

Through our Aviation division, we focus on the unique skills and competencies needed to secure large, medium, and small hub airports, and our number one goal is the safety of the traveling public, staff, vendors, and airport community. Our breadth of expertise includes services such as the following.

- Security for terminal buildings, public areas, secured and sterile areas, Security Identification Display Areas (SIDA) and Air Operations Areas (AOA)
- Passenger screening checkpoint
- Document checks and divesting
- Total queue, line, and bin management
- Security access control and egress points
- Escorts and other passenger assistance
- Enforcing stop lists
- Perimeter and gate control
- Mobile Explosive Trace Detector screening
- Vendor vehicle inspections
- Exterior vehicle gate operations
- On-call services / contingency staffing
- Employee screening and bag checks
- Employee inspections
- Exit lane security
- Video access and alarm monitoring
- Terminal and perimeter patrols
- Traffic control and parking monitoring
- Incident and alarm response

SECURITY SCREENING EXPERTISE

Tarian is acutely aware of and competent in providing Part 1542 services with federally mandated airports. With components consisting of walk-through metal detectors (WTMD), X-ray machines, handheld metal detectors (HHMD), and explosive technical devices (ETD), our workforce will be trained on all equipment and maintenance procedures and abide by any recurring training to stay current within security and aviation worker screening regulations.

Noteworthy examples on which we train include:

- Employees that have a pacemaker or defibrillator
- Employees in wheelchairs or those who have prosthetic limbs
- Employees that enter the screening area with liquids or tools
- Employees with excessive garments/ jackets
- Disgruntled employees
- Dangerous prohibited items

Portable ETD at ATL

Hartsfield-Jackson Atlanta International Airport is one of the first to implement mobile explosive trace detection screening at random locations using the Leidos B220.

Members of Tarian's leadership are certified to deliver training to our onsite employee workforce.

AVIATION WORKER SCREENING CHECKPOINTS

Tarian is TRUSTED TO PROTECT, and we use a blend of human power and security technology to ensure safety at all our client sites. From badge checks, vehicle inspections, and traffic management to employee screening, access control, and incident response, when it comes to elevating aviation security, the nation's busiest airports trust Tarian to set the standard.





Human Power + EDSE

- Trained and certified security officers stationed at employee checkpoints operate at the highest level of security standards
- Lightweight, portable and highly sensitive, the EDSE detects explosives and narcotics in dynamic security screening environments
- Easy to use and proven to deliver trustworthy performance and reliable results



Security Technology

- Advanced X-Ray inspection system that uses multiple views and sophisticated algorithms to indicate potential threat items
- Can penetrate steel and provides a flexible, easy to use interface
- Delivers the ability to "lock in" identified prohibited items for safekeeping until law enforcement can arrive



Handheld Metal Detectors

- Deployed in areas where walk-through metal detectors are not available
- Used for enhanced searches when walk-through metal detectors alarm for positive results
- Allows for specific targeted area searches to minimize potential threats



Walk-through Metal Detectors

- Customizable and portable
- Designed to detect all metallic threat items
- Lights indicate the area of the body to target for additional inspection
- Programmable to include random positive alarms to capture additional security checks based on site requirements

NOTABLE ACHIEVEMENTS

Tarian has achieved recent successes on behalf of our clients, from hard-earned, enterprise-wide accomplishments to small actions that make a big impact with our customers' patrons. For example, we have consistently achieved **impressive pass rates** for all penetration testing, including both internal testing and external testing performed by clients and the TSA. Another relevant example is below.

Achieving Excellence in Customer Satisfaction

*At the Atlanta Airport, client satisfaction has significantly improved since HSS joined Tarian. Through this partnership, we enhanced our program by deploying electronic reporting, implementing regular meetings and a communications cadence with the Department of Aviation, increasing manager-level command presence at employee screening checkpoints, and adding customer service excellence training for all our teammates. In addition, **satisfaction levels at employee screening stations are consistently around 99%.***



4. WORKLOAD OF THE CONTRACTOR (MAXIMUM 5 POINTS)

4.1 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.

Tarian is a nationally recognized security services provider with a robust operational footprint and a proven ability to manage large-scale, complex contracts across multiple sectors. With more than \$300 million in revenue, our portfolio spans aviation, healthcare, government, and critical infrastructure environments. We operate in some of the most demanding and regulated settings in the country, including Category X airports, where precision, compliance, and responsiveness are paramount. Our ability to simultaneously manage dozens of high-volume contracts is supported by a seasoned leadership team, scalable staffing models, and a commitment to continuous improvement.

The following represents a sample of active contracts Tarian is working across various sectors:

Sector	Contract Start Dates	Contract Amount	Scope of Work
Healthcare	2025 – Present New client; transition 80% complete; will finish on-time by 11/3/25	\$9 million annually	For a health system in Buffalo, NY, Tarian employs 170 armed and unarmed guards across seven hospitals, four clinics, one long-term care facility, a data center, and the corporate headquarters. There are approximately 5,700 hours per week.
Shelters	2014 – Present	\$11 million annually	Tarian provides security services for 18 locations throughout all five of NYC's boroughs. We provide static and as needed security services, delivering between 2-5 unarmed security officers per shift for 24/7/365 coverage. Responsibilities include safety checks, access control, magnetometer screenings and hand-wand inspections, interior and exterior patrols, staff support assistance, and fire safety through F02 Fire Guard certification.
Government	2024 – Present	\$3.8 million annually	In Texas, Tarian provides 63 armed and unarmed guards for 2100 hours per week. For various environments, including clinics, psychiatric centers, and medical facilities, guards observe and report suspicious activity, respond to emergencies, document incidents, monitor surveillance systems and retrieve footage, provide exceptional customer service. Additionally, they are trained in de-escalation.
Healthcare	2021 – Present	Est. \$4.7 million annually	Tarian provides more than 75 security personnel to serve across a bi-state health system. Responsibilities include patrol, internal and external screening through metal detection, behavioral health patient monitoring and ensuring the overall safety and security of the hospitals.



TARIAN IS BUILT TO SCALE

Our continued success is reflected in our ability to consistently win and successfully maintain new contracts through both competitive awards and strategic acquisitions. With more than 500 active contracts nationwide, we manage a diverse and demanding portfolio. The volume of work demonstrates our operational maturity and scalability, allowing us to deliver consistent results across multiple sites simultaneously. While the future always holds variables, there are currently no foreseeable obstacles that would hinder our growth or performance, which positions Tarian as a stable, capable, and forward-moving partner to BCAD for long-term success.

Tarian's operational strength is apparent in our ability to deploy thousands of trained personnel across multiple sites while maintaining strict adherence to federal, state, and client-specific requirements. Tarian's infrastructure supports 24/7 service delivery, rapid mobilization, and seamless coordination with stakeholders at every level. Whether executing long-term contracts or responding to surge demands, we consistently deliver measurable results and maintain high client satisfaction. This scale and agility position Tarian as a trusted partner capable of elevating security operations while ensuring continuity, compliance, and accountability.

TRANSITIONS ARE TARIAN'S SPECIALTY

Tarian is purpose-built to add complex contracts to our portfolio at any time. Our success is rooted in our experience-based understanding of transition management and a proven operational model built on years of experience and refined best practices. We approach each new engagement with precision and flexibility, ensuring that transition projects are executed smoothly—without disrupting our new client's operations or compromising service to our existing partners. This adaptability, combined with our structured planning and seasoned leadership, allows us to scale confidently while maintaining the high standards of performance and reliability our clients expect.

THE FUTURE IS BRIGHT

Tarian is poised for growth. In addition to long-time clients and clients who are actively mid-transition, we have several contracts for new business that our leadership and transition teams are planning for right now. The following are a sample of the yet-to-be activated contracts that will soon fold Tarian security officers into their environments.

Pending Transitions	
Healthcare: North Carolina, Eight Hospitals	Healthcare: West Virginia, Hospital
Healthcare: Savoh Market, Virginia, Hospital	Healthcare: National Park, Arkansas, Hospital
Healthcare: Saline, Arkansas, Hospital	Healthcare: Conemaugh, Pennsylvania, Hospital

While Tarian has work on our horizon, it is work we earned based on the strength of our experience, our commitment to putting clients first, always working in their best interests. Everyone on the Tarian team is looking forward to having the opportunity to put our experience to work for BCAD and the FLL and HWO airports, while maintaining the excellent service standard for which Tarian is known.



5. LOCATION (MAXIMUM 5 POINTS)

5.1 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).

Tarian's Location Certification Form has been uploaded to the Broward County Procurement Divisions BRPO Electronic Procurement System.



6. PRICING (MAXIMUM 20 POINTS)

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

Tarian is proposing pricing based upon our understanding of your needs, knowledge of the local market, and our experience serving similar complex programs. The Bid Table reflects the most cost-effective approach to meeting your security requirements and delivering the high-quality service that supports our strong reputation, especially serving the highly-regulated aviation market. We welcome the opportunity to review and hope this serves as the basis for a collaborative discussion.

Tarian's Bid Table has been uploaded to the Broward County Procurement Divisions BRPO Electronic Procurement System.

PRICING NOTES

To build trust through transparency and facilitate a direct comparison with competitor proposals, the following notes provide a summary of your investment, helping to clarify program inclusions, pass-through expenses, and other pertinent details regarding our proposed pricing structure.

Program Inclusions

Tarian's pricing model includes all of the following unless otherwise stated:

- Recruiting, interviewing, and onboarding
- Drug screening and background investigations
- Training, including pre-assignment, on-the-job, annual refresher, and ongoing training
- Uniforms, including but not limited to inclement weather gear and accessories as detailed in Specifications and Requirements, 2.4.S.
- Equipment, including TrackTik-enabled smartphones
- Comprehensive benefits package, including insurance plans, 401(k) plan, and more
- Vacation/paid time off
- Retention and recognition programs
- Professional development opportunities
- Competitive wages, payroll taxes (FICA, FUTA, and SUI), and GL/WC Insurance
- SIDA Badges
- Laptops for Program Manager, Operations Manager, and Training Coordinator
- All authorized equipment as detailed in Specifications and Requirements, 2.4.R.
- All prescribed PPE as listed in Specifications and Requirements, 2.4.S.8.

Pass-through Expenses

- Vehicles, inclusive of insurance, maintenance, fuel, and licensing

Additional Notes

Terms & Assumptions	This proposal contains proprietary information and is contingent upon the ability to further negotiate the contract. The quoted rates are for regular, permanent service, and are based on the hours provided. If such schedules and staffing levels are not sufficient to comply with state laws (e.g., mandating off-duty meal periods and/or rest
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	<p>periods), we reserve the right to revise and/or increase these rates, at any time, to comply with the law.</p> <p>Any changes to hours, scope of work, qualifications, requirements, equipment, or cost changes mandated by law shall be mutually agreed to in writing by both parties and may necessitate a change in fee structure.</p> <p>Payment terms are Net 30/due upon receipt.</p>
Validity & Scope	<p>Unless otherwise stated, pricing is valid for 90 days and fixed and firm for two years. Annual increases will be negotiated and mutually agreed upon to ensure wages remain attractive within the market and to capture mandated cost factors.</p>
Holidays	<p>Tarian prioritizes fair compensation for our team, especially during holidays and periods requiring additional staffing. All security officers who work on holidays are compensated at 1.5 times their regular hourly pay rate (or the state-required rate) and the client is billed at 1.4 times the regular bill rate. Holidays are shown as billable on the bid table.</p>
Overtime	<p>Tarian is responsible for overtime incurred within the normal permanent schedule for employees who are paid hourly. Overtime billing rates only apply if additional hours are requested by the customer outside the regular schedule and typically with less than 72 hours' notice. Salaried personnel are exempt from overtime.</p>
Incumbent Personnel	<p>Should incumbent personnel retained on the account be eligible for additional vacation or other benefits, we will collaborate to incorporate the approved earned benefits and/or grandfathering of current wages.</p>
Specialized Service Requests	<p>Special services and coverage requests in response to natural disasters or other emergency situations are beyond the scope of this proposal. With extensive experience providing these services, Tarian offers these services under a separate agreement/clause after mutual development of the operational response plan.</p>
Discoverable Elements	<p>Tarian has made best efforts to capture pricing needs according to requirements in the RFP and Addendum documents. Based on our understanding of your program, we have not included any of the following in our operational or financial models. If additional positions (e.g., breakers), equipment, or other cost elements are required or discovered after the proposal process, we will collaborate with client representatives and adjust accordingly, with the option to revise our proposed pricing model and/or bill these agreed upon items as incurred. Examples include:</p> <ul style="list-style-type: none"> • Transaction costs associated with payment methods • Sales or use taxes; if applicable, these will be itemized separately on invoices



FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**WILTON SIMPSON
COMMISSIONER**

DIVISION OF LICENSING

01/30/23
DATE ISSUED

01/30/26
DATE OF EXPIRATION

B 3200487
LICENSE NUMBER

TARIAN GROUP LLC

9536 MARKETPLACE ROAD
STE 103
FORT MYERS, FL 33912

LEVINE, STEPHEN M., OTHER
MONTAGUE, BRADFORD, OTHER

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



**WILTON SIMPSON
COMMISSIONER**



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: Tarian Group, LLC

Address: 9600 Brownsboro Rd., Suite 200 City: Louisville State: KY Zip: 40241

Authorized Representative: Andy Bedlack Phone: 615.406.8585

CBE Firm/Supplier Name: King Intelligence and Security Services

Address: 2880 W. Oakland Park Blvd City: Oakland Park State: FL Zip: 33311

Authorized Representative: Kaola King Phone: 954-530-2600

- 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
Unarmed Security Services	561612	\$5,775,000 / year	25.00 %
			%
			%

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

CBE Firm/Supplier Authorized Representative

Signature: *Kaola King* Title: PRESIDENT Date: 10/16/2025

Bidder/Offeror Authorized Representative

Signature: Andy Bedlack Digitally signed by Andy Bedlack
Date: 2025.10.02 13:22:39 -05'00' Title: CEO Date: 10/02/2025

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: Tarian Security Services LLC
Address: 9600 Brownsboro Road, Suite 200, Louisville, KY 40241
Telephone Number: 502.515.2456
Local contact person: Ronald Augustin
Email address: ron@tariangroup.com
Solicitation No.: BLD2129654P1
Solicitation Title: Security Guard Services for FLL and North Perry Airports
Bid/Proposal Amount: \$46,821,003.05 (2 years)
County department the contract will service: FASD-Purchasing
A brief description of the project or service provided: Professional contract services at Fort Lauderdale-Hollywood International Airport and North Perry Airport, to include employee screening checkpoints and preventing unauthorized persons, as well as authorized persons but with unauthorized items, from entering secured areas of FLL airport, as well as North Perry (HWO) airport.
A statement of the wage level for all Covered Employees: Tarian agrees to pay its employees in accordance with the Broward County Living Wage Ordinance. The latest published wages and health benefits from the Living Wage Ordinance for fiscal year ending 9/30/25 is \$22.03. We have assumed a 3% year over year increase through fiscal year beginning 10/1/26 and ending 9/30/27; therefore, we are assuming \$23.37 total wages and health benefits starting 10/1/26.

In accordance with the Living Wage Ordinance:

1. Vendor agrees to pay its covered employees no less than: (select one)

- \$ Click or tap here to enter amount. dollars per hour and are provided health care benefits during Click or tap here to enter text., valued at no less than \$ Click or tap here to enter amount. dollars per hour.
- \$ 23.37 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.

LIVING WAGE ORDINANCE WRITTEN DECLARATION

- 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.

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

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

OR

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

OR

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

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

Vendor Name: Tarian Security Services, LLC

Authorized Signature: 

Printed Name: Andy Bedlack

Title: CEO

Vendor Name: Tarian Security Services, LLC

Date: November 3, 2025

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

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

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

The Vendor hereby certifies that: (select one)

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

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

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

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

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

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

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

Vendor Name: Tarian Security Services, LLC

Signature: 

Printed Name: Andy Bedlack

Title: CEO

Date: October 14, 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: Tarian Security Services, LLC
2. Doing Business As/Fictitious Name (if applicable): Click or tap here to enter text.
3. Federal Employer I.D. No. (FEIN): 88-0707272
4. Dun and Bradstreet No.: 11-879-4071
5. Website address (if applicable): www.tariangroup.com
6. Principal place of business address: 9600 Brownsboro Rd., Suite 200, Louisville, KY 40241
7. Office location responsible for this project: 1132 Hightower Trail, Suite 200, Sandy Springs, GA
8. Telephone No.: 800.372.7121 Fax No.: 859.448.5957
9. Generic e-mail for purchase orders: billing@tariangroup.com
(Broward County auto distributes purchase orders; to ensure Vendor receives purchase orders, a company accessible e-mail address is suggested.)
10. Type of business (check appropriate box):
 - Corporation (specify the state of incorporation) Click or tap here to enter text.
 - Sole Proprietor
 - Limited Liability Company (LLC)
 - Limited Partnership
 - General Partnership
 - Other – Specify: Click or tap here to enter text.

11. Authorized Contact(s):

Name: Andy Bedlack	Name: Ronald Augustin
Title: CEO	Title: CFO
E-mail: andy@tariangroup.com	E-mail: ron@tariangroup.com
Telephone No.: 615.406.8585	Telephone No.: 239.221.0967

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

a) Andy Bedlack, CEO, President	d) Brad Montague, Director of Operations
b) Ron Augustin, CFO, Treasurer	e) Tarian OpCo Holdings, LLC, Shareholder/Owner
c) Michael Hogsten, Secretary, Vice President	f) Click or tap here to enter text.

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

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

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

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

Standard Certifications:

Drug-Free Workplace Certification

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

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

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

Non-Collusion Certification

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

The Vendor hereby certifies that: (select one)

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

Public Entities Crimes Certification

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

The Vendor hereby certifies that: (check box)

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

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

Scrutinized Companies List Certification

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

The Vendor hereby certifies that: (check each box)

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

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

Vendor Name: Tarian Security Services, LLC

Signature: 

Printed Name: Andy Bedlack

Title: CEO

Date: October 7, 2025

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



October 7, 2025

Form 19. Vendor Questionnaire and Standard Certifications

Question 13.

Tarian Security Services, A Tarian Company, has provided the list of entities where officers of Tarian are officers of another entity.

Entity	Jurisdiction	Officers
Tarian Holdings, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer, Secretary)
Tarian Intermediate Holdings, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President)
Tarian OpCo Holdings, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President)
Tarian Group, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President) • Bradford Montague (Director of Operations)
Tarian Services, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President)
Tarian Security Services, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President) • Bradford Montague (Director of Operations)
Tarian Guard Services, LLC	Delaware	<ul style="list-style-type: none"> • Andy Bedlack (CEO, President) • Ronald Augustin (CFO, Treasurer) • Michael Hogsten (Secretary, Vice President)



Entity	Jurisdiction	Officers
		<ul style="list-style-type: none"> Bradford Montague (Director of Operations)
RSIG Security, LLC	Delaware	<ul style="list-style-type: none"> Andy Bedlack (CEO, President) Ronald Augustin (CFO, Treasurer) Michael Hogsten (Secretary, Vice President) Bradford Montague (Director of Operations)
HSS Security, LLC	Delaware	<ul style="list-style-type: none"> Andy Bedlack (Chief Executive Officer) Ronald Augustin (Chief Financial Officer and Treasurer) Bradford Montague (Director of Operations) Michael Hogsten (Secretary, Vice President)
Health Care Security Services of California, LLC	California	<ul style="list-style-type: none"> Andy Bedlack (Chief Executive Officer) Ronald Augustin (Chief Financial Officer and Treasurer) Michael Hogsten (Secretary, Vice President)
HSS California Inc.	Delaware	<ul style="list-style-type: none"> Andy Bedlack (Chief Executive Officer) Ronald Augustin (Chief Financial Officer and Treasurer) Michael Hogsten (Secretary, Vice President)
Vista Security Group, LLC	Delaware	<ul style="list-style-type: none"> Andy Bedlack (Chief Executive Officer and President) Ronald Augustin (Chief Financial Officer and Treasurer) Michael Hogsten (Secretary, Vice President)
Digital Surveillance Solutions, LLC	Delaware	<ul style="list-style-type: none"> Andy Bedlack (Chief Executive Officer and President) Ronald Augustin (Chief Financial Officer and Treasurer) Michael Hogsten (Secretary, Vice President)

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:

Tarian Group, LLC (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: Tarian Security Services, LLC

Signature:  _____

Printed Name: Andy Bedlack

Title: CEO

Date: October 6, 2025

Form Date 9/16/24

CRIMINAL HISTORY SCREENING PRACTICES CERTIFICATION

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

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

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

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

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

Vendor Name: Tarian Security Services, LLC

Signature: 

Printed Name: Andy Bedlack

Title: CEO

Date: October 6, 2025



October 31, 2025

Telephone: 704.344.4878
Website: www.wtwco.com
E-mail: Jynell.Whitehead@wtwco.com

Broward County
c/o Broward County Purchasing Division
115 S. Andrews Avenue, Room 212
Fort Lauderdale, FL, 33301

Re: Tarian Security Services LLC – Bonding Reference (Prequalification)
Solicitation No. BLD2129654P1 – Security Guard Services for Fort Lauderdale-Hollywood
International Airport and North Perry Airports

It is a pleasure to share with you our association and surety credit relationship with Tarian Security Services LLC. Their bonds are placed with XL Specialty Insurance Company. XL Specialty Insurance Company has an AM Best Rating of A+ (Superior).

We consider Tarian Security Services LLC and the management team true professionals. The vast majority of their customers are repeat clientele, which speaks volumes of their dedicated team, value added delivery philosophy, track record on meeting critical deadlines, commitment to their customers and quality projects. Operations are conducted with fiscal responsibility, proficient technical and managerial skills, and ethics of the highest caliber.

In reference to bonding capacity, XL Specialty Insurance Company has established an aggregate bonding program in the \$35,000,000 range. Tarian Security Services LLC has approximately \$500,000 currently in use. This should not be considered the maximum bonding limitations as XL Specialty Insurance Company has an open mind to consider any bond request of Tarian Security Services LLC.

Naturally, please understand the execution of any surety credit would be subject to review of contract terms and conditions, project financing and normal underwriting conditions. It should be understood that any arrangement for surety bonds is a matter strictly between Tarian Security Services LLC and XL Specialty Insurance Company. We assume no liability to third parties or to you by issuance of this letter.

We highly value our surety credit relationship and association with Tarian Security Services LLC and we certainly recommend their services to you. Should you have any questions or need additional information please do not hesitate to contact us.

Sincerely,
XL Specialty Insurance Company

Bryan M Caneshi, Attorney-in-Fact



Willis Towers Watson Southeast, Inc.
1120 South Tryon Street, Suite 650
Charlotte, NC 28203



Power of Attorney
XL Specialty Insurance Company
XL Reinsurance America Inc.

BOND NUMBER Bid Bond
LIMITED POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That XL Specialty Insurance Company, a Delaware insurance companies with offices located at 505 Eagleview Blvd., Exton, PA 19341, and XL Reinsurance America Inc., a New York insurance company with offices located at 70 Seaview Avenue, Stamford, CT 06902, , do hereby nominate, constitute, and appoint:

Bryan M Caneschi

each its true and lawful Attorney(s)-in-fact to make, execute, attest, seal and deliver for and on its behalf, as surety, and as its act and deed, where required, any and all bonds and undertakings in the nature thereof, , for the penal sum of no one of which is in any event to exceed \$100,000,000.00.

Such bonds and undertakings, when duly executed by the aforesaid Attorney (s) - in - Fact shall be binding upon each said Company as fully and to the same extent as if such bonds and undertakings were signed by the President and Secretary of the Company and sealed with its corporate seal.

The Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Board of Directors of each of the Companies on the 26th day of July 2017.

RESOLVED, that Gary Kaplan, Daniel Riordan, Maria Duhart, Gregory Boal and Kevin Mirsch are hereby appointed by the Board as authorized to make, execute, seal and deliver for and on behalf of the Company, any and all bonds, undertakings, contracts or obligations in surety or co-surety with others and that the Secretary or any Assistant Secretary of the Company be and that each of them hereby is authorized to attest the execution of any such bonds, undertakings, contracts or obligations in surety or co-surety and attach thereto the corporate seal of the Company.

RESOLVED, FURTHER, that Gary Kaplan, Daniel Riordan, Maria Duhart, Gregory Boal and Kevin Mirsch each is hereby authorized to execute powers of attorney qualifying the attorney named in the given power of attorney to execute, on behalf of the Company, bonds and undertakings in surety or co-surety with others, and that the Secretary or any Assistant Secretary of the Company be, and that each of them is hereby authorized to attest the execution of any such power of attorney, and to attach thereto the corporate seal of the Company.

RESOLVED, FURTHER, that the signature of such officers named in the preceding resolutions and the corporate seal of the Company may be affixed to such powers of attorney or to any certificate relating thereto by facsimile, and any such power of attorney or certificate bearing such facsimile signatures or facsimile seal shall be thereafter valid and binding upon the Company with respect to any bond, undertaking, contract or obligation in surety or co-surety with others to which it is attached.

IN WITNESS WHEREOF, the XL SPECIALTY INSURANCE COMPANY has caused its corporate seal to be hereunto affixed, and these presents to be signed by its duly authorized officers this April 13th, 2018.

XL SPECIALTY INSURANCE COMPANY



by:

Gregory Boal, VICE PRESIDENT

Attest:

Kevin M. Mirsch, ASSISTANT SECRETARY

STATE OF PENNSYLVANIA
COUNTY OF CHESTER



Commonwealth of Pennsylvania - Notary Seal
Rebecca C. Shalhoub, Notary Public
Northampton County
My commission expires April 28, 2028
Commission number 1268765

Member, Pennsylvania Association of Notaries

Rebecca C. Shalhoub, NOTARY PUBLIC

STATE OF PENNSYLVANIA
COUNTY OF CHESTER

I, Kevin M. Mirsch, Assistant Secretary of XL SPECIALTY INSURANCE COMPANY, a corporation of the State of Delaware, do hereby certify that the above and forgoing is a full, true and correct copy of a Power of Attorney issued by said Companies, and that I have compared same with the original and that it is a correct transcript therefrom and of the whole of the original and that the said Power of Attorney is still in full force and effect and has not been revoked.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Corporation, at the City of Exton, this 31st day of October, 2025



Kevin M. Mirsch
Kevin M. Mirsch, ASSISTANT SECRETARY

IN WITNESS WHEREOF, XL REINSURANCE AMERICA INC. has caused its corporate seal to be hereunto affixed, and these presents to be signed by its duly authorized officers this 13th day of April, 2018.



XL REINSURANCE AMERICA INC.

by: *Gregory Boal*
Gregory Boal, VICE PRESIDENT

Attest: *Kevin M. Mirsch*
Kevin M. Mirsch, ASSISTANT SECRETARY

STATE OF PENNSYLVANIA
COUNTY OF CHESTER

On this 13th day of April, 2018, before me personally came Gregory Boal to me known, who, being duly sworn, did depose and say: that he is Vice President of XL REINSURANCE AMERICA INC., described in and which executed the above instrument; that he knows the seal of said Corporation; that the seal affixed to the aforesaid instrument is such corporate seal and was affixed thereto by order and authority of the Board of Directors of



Commonwealth of Pennsylvania - Notary Seal
Rebecca C. Shalhoub, Notary Public
Northampton County
My commission expires April 28, 2028
Commission number 1268765
Member, Pennsylvania Association of Notaries

Rebecca C. Shalhoub
Rebecca C. Shalhoub, NOTARY PUBLIC

STATE OF PENNSYLVANIA
COUNTY OF CHESTER

I, Kevin M. Mirsch, Assistant Secretary of XL REINSURANCE AMERICA INC. a corporation of the State of New York, do hereby certify that the person who executed this Power of Attorney, with the rights, respectively of XL REINSURANCE AMERICA INC., do hereby certify that the above and forgoing is a full, true and correct copy of a Power of Attorney issued by said Corporation, and that I have compared same with the original and that it is a correct transcript therefrom and of the whole original and that the said Power of Attorney is still in full force and effect and has not been revoked.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Corporation, at the City of Exton, this 31st day of October, 2025.



Kevin M. Mirsch
Kevin M. Mirsch, ASSISTANT SECRETARY

This Power of Attorney may not be used to execute any bond with an inception date

4/28/2028 12:00:00AM

Responses

Tarian Security Services, LLC

Success: All data is valid!

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

Helper: Responses Helper: BidT: BidTableItem: ItemName

BidTableItem: 280036

BidTableItem: 2 BidTableItem: Resp BidTableItem: Resp BidTableItem: Resp BidTableFormula: 1

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	0.89	\$ 32.82	\$ 18,517,798.86
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	0.89	\$ 45.95	\$ 1,004,421.05

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-3	Security Operations Center Specialist	Security Operations Center Specialist, Normal Business Hours. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	20333	Hour	0.88	\$ 38.05	\$ 773,670.65
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	0.88	\$ 53.27	\$ 33,773.18
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	0.88	\$ 35.85	\$ 2,136,193.95

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#1-6	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	0.88	\$ 50.19	\$ 111,321.42
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	0.83	\$ 50.70	\$ 105,456.00
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	0.84	\$ 57.14	\$ 118,851.20

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Percentage of Price Attributed to Labor Portion of Service		Unit Price	Total Cost
						Numeric	Numeric		
Success: All values provided	#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	0.86		\$ 70.01	\$ 145,620.80
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		\$ 75.95	\$ 138,608.75
Basket Total									\$ 23,085,715.86

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	0.89		\$ 33.75	\$ 19,042,526.25
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Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-2	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	0.89	\$ 47.25	\$ 1,032,837.75
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	0.88	\$ 39.14	\$ 795,833.62

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-4	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	0.88	\$ 54.80	\$ 34,743.20
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	0.88	\$ 36.86	\$ 2,196,376.82

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-6	Supervisor (Overtime/Holiday)	Supervisor, Overtime/Holiday. Refer to Specifications and requirements for additional information. Unit prices shall include wages, tools, equipment, fuel, billing, insurance, fringe benefits, overhead, profit, taxes, vacation, sick, uniforms, etc. Offered price shall be for each hour of service.	2218	Hour	0.88	\$ 51.60	\$ 114,448.80
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	0.83	\$ 52.02	\$ 108,201.60

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Numeric	Numeric	Total Cost
						Percentage of Price Attributed to Labor Portion of Service	Unit Price	
Success: All values provided	#2-8	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	0.84	\$ 58.67	\$ 122,033.60
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	0.86	\$ 71.96	\$ 149,676.80

Responses

Tarian Security Services, LLC

Success: All data is valid!

Status	#	Item	Item Description	Quantity Required	Unit of Measure	Percentage of Price Attributed to Labor Portion of Service	Unit Price	Total Cost
						Numeric	Numeric	
Success: All values provided								
	#2-10	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	\$ 75.95	\$ 138,608.75
Basket Total								
								\$ 23,735,287.19
Grand Total								\$ 46,821,003.05