



Solicitation BLD2129654P1

SECURITY GUARD SERVICES

FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL AIRPORT and NORTH PERRY AIRPORT

March 6, 2026

Prepared for:
BROWARD COUNTY EVALUATION COMMITTEE

www.globaleliteinc.com

Introductions



- Victor Anderes, President & CEO
- Phil Cain, SVP Operations
- Joseph D'Ascoli, SVP Operations & Logistics Management
- Doug O'Mara, SVP Performance & Compliance
- Angelo Santiago, VP Operations
- Katie Artz, Director Human Resources
- Rob Furman, Director Special Projects



Brief Company Overview



Founded: **2002**

Core Services: **Aviation Security**

Footprint: **25 Airports**

Recognition: **Multiple Awards**

Industry Engagement: **Highly Active**



Our full-time senior leadership (not consultants or senior advisors) is committed to high standards and active in advancing the industry:

- **One (1) dedicated LEO BCAD client liaison** – Retired from the **Broward Sheriff's Office** in 2023
- **One (1) dedicated, LEO executive liaison** – Former Commanding Officer of Port Authority NY/NJ Police (JFK)
 - Full-time Liaison to FBI, TSA, USSS, State Department, HIS, DHS, CPB, White House, United Nations, ALEAN, airlines & stakeholders.
- Two (2) ICAO AVSEC Professional Manager Certifications
- Eight (8) AAAE A.C.E.- Security Certifications; One (1) Airport Security Coordinator (ASC)
- Current participation in Safe Skies Alliance & PARAS panels
- One (1) Certified National Incident Management System (NIMS) and Active Shooter Instructor
- One (1) IATA Accredited Security & Crisis Management Instructor; One (1) Crisis Incident Command Instructor
- Global issues the only weekly aviation security newsletter worldwide.



Providing world-class aviation security through innovation and people committed to excellence.

Experience



- Fort Lauderdale - +/- 50% of Airport Security Contract
- Washington Dulles – Entire Airport Security Contract
- Washington Reagan - Entire Airport Security Contract
- San Diego – Entire Airport Security Contract
- Portland ME – Entire Airport Security Contract
- LaGuardia – Entire Terminal C Security Contract
- John F. Kennedy – Terminal 4 Employee/Goods Screening
- Newark – Terminal C Security Contract
- Minneapolis – Employee Screening Contract

Global is currently providing all services in BCAD's Scope of Work.

Experience



Renewals at:

- **Fort Lauderdale-Hollywood International Airport:** *contract with BCAD began February 1, 2023, initial term 3 years, first renewal this year.*
- **Newark Liberty International Airport Terminal C:** *contract began December 1, 2018, initial term 3 years. 4 one-year contract extensions.*
- **San Diego International Airport:** *contract began August 1, 2020, initial term 3 years. 3 one-year contract extensions. In September 2025 contract was expanded to include the new terminal (contract increased by 30%).*
- **JFK International Airport Terminal 4:** *contract began June 1, 2017, initial 3-year term, one year contract extension. Re-awarded on February 1, 2021, 3-year term. One-year renewal.*

Experience



We currently service the Airside and Landside Operations part of this contract, which includes:



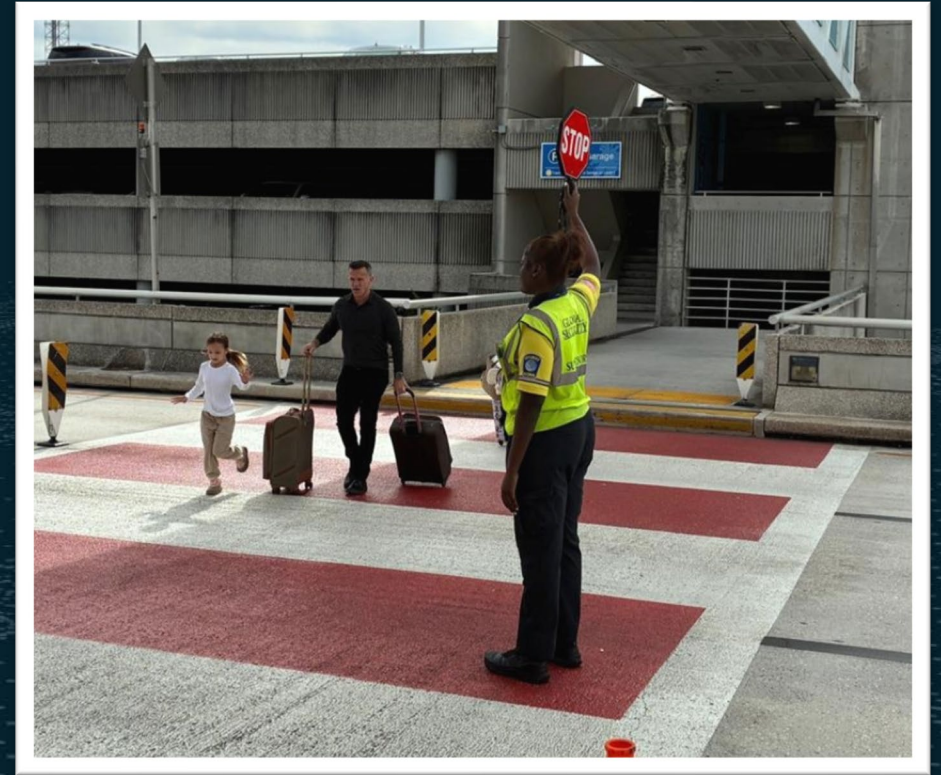
- **Perimeter Gate Security Operations:**
 - staffing perimeter entry gates to the airfield
 - check credentials and prevent persons and vehicles from gaining unauthorized access to restricted areas
 - physical search of individuals and vehicles for prohibited items
- **Fixed and mobile security services** at construction sites at the Airport, and other security tasks approved in advance and in writing by the Contract Administrator.

Experience



We currently service the Airside and Landside Operations part of this contract, which includes:

- **Airside and Landside Operations:**
 - staffing access control points
 - traffic management
 - patrolling landside and airside areas (including parking lots, Aviation Department offices, construction sites, etc.)
 - responding to alarms and emergencies
 - conducting personnel, vehicular, and facility checks and inspections;
 - providing crowd control;
 - escorting persons and equipment



Experience



Global Officers and our CBE Officers **have detected over 391 prohibited items from entering the secure area of the airport** to include: firearms, machetes, knives, box cutters, mace, tasers, stun guns, etc.

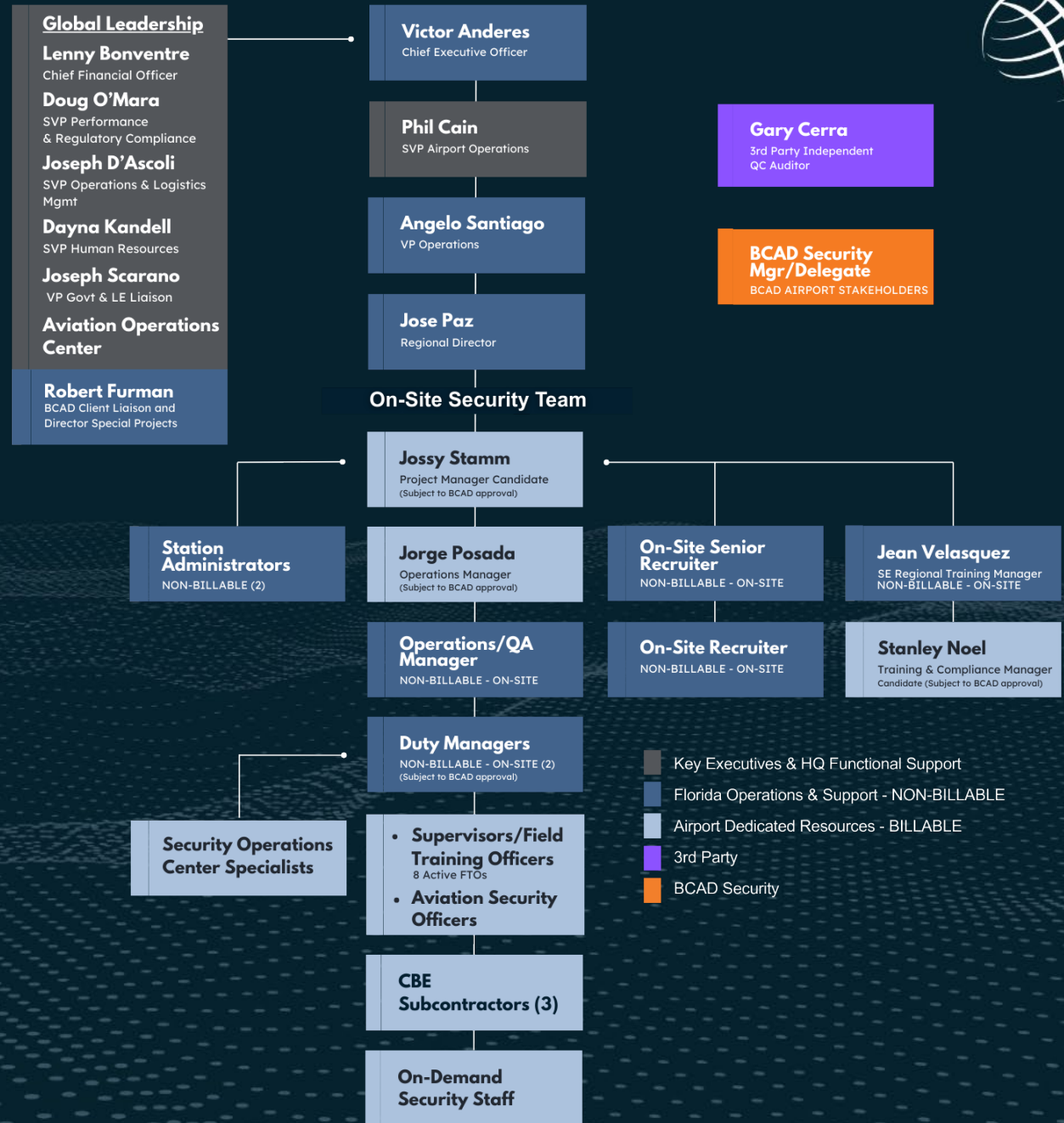


Organizational Chart



This chart shows our projected local Management Structure for this contract which includes non-billable positions above the requirements of the solicitation as shown in our projected staffing plan, which we believe will strengthen the overall contract performance.

Our local management team always has HDQ support elements.



Projected Staffing Plan



Security Guard Services for FLL & HWO Broward County Aviation Dept (BCAD)		CLASSIFICATION	0000	0100	0200	0300	0400	0500	0600	0700	0800	0900	1000	1100	1200	1300	1330	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	Staffing Requirement
			0100	0200	0300	0400	0500	0600	0700	0800	0900	1000	1100	1200	1300	1330	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	0000	FTE
Billable	FLL	Security Officer	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	67	282	
	HWO	Security Officer								2	2	2	2	2	2	2	2	2									10	
	FLL	SOC Specialist	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30	
	FLL	Supervisor	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	1	
	FLL Management		Training Coordinator								1	1	1	1	1	1	1	1									1	
			Operations Manager						1	1	1	1	1	1	1												1	
			Project Manager										1	1	1	1	1	1	1	1	1						1	
		TOTAL HOURS (per RFP)																										325
Non-billable		On-Site Senior Recruiter									1	1	1	1	1	1	1	1								1.0		
		On-Site Recruiter									1	1	1	1	1	1	1	1	1							1.0		
		SE Regional Training Manager									1	1	1	1	1	1	1	1	1							1.0		
		Duty Manager	1	1	1	1	1	1	1	1										1	1	1	1	1	1	1	2.0	
		Ops/Compliance Mgr															1	1	1	1	1	1	1	1			1.0	
		Admin							1	1	1	1	1	2	2	2	2	1	1	1	1	1					2.0	
		TOTAL UNBILLED/OVERHEAD HPW																										8.0
NOTES:	Billable hours include Break Relief per Q&A #34, thus no further Break Relief																											333

✈️ 24/7 on-site Management – always available to BCAD
 ✈️ Dedicated on-site Recruiters

✈️ Two Administrators (overlapping shifts) to handle administrative issues freeing Management to handle operation

Operational Surge Capabilities



- Global already has over **100 officers** assigned at FLL and can immediately create force multiplication by transitioning to 12-hour shifts if operationally required.
- Additional surge capacity includes:
 - Auxiliary standby officers: **52 badged employees available for rapid deployment**
 - CBE Partners (3): **30 current staff**, with an additional **10 officers** available for surge support
 - Florida-Based Special Operations: **51 licensed security officers** ready for deployment
- Regional Support Network
 - Our MIA, MCO, and TPA operations include **300+ licensed security officers** who can be mobilized to support FLL/North Perry during emergency operations.
 - Through our parent company, Securitas, we also have access to over **3,100 licensed security officers** in the Fort Lauderdale metro area who can be mobilized as needed.

This layered staffing model ensures rapid scalability and operational resilience during emergencies or surge events at FLL/North Perry.

See Supplemental Information for examples of our surge staffing capabilities successfully deployed on short notice.

Demonstrated Operational Surge Capabilities



We have continually covered Special Project Requests (SPR) for additional services and were able to cover additional service requests with no impact to our regular operation with use of

- Overtime
- Auxiliary flex officers
- SpecOps officers
- Dual-badged MIA-based officers

Year	2023	2024	2025
Special Service Requests	14	32	52
Total Hours	4,705	18,373	23,022

Even during the 2023 flooding, we maintained operational resilience and ensured all posts remained covered, despite the destruction of security facilities.

Incident Response Capabilities



- In the event of an incident in the airport environment, we respond in accordance with the Airport Security Plan (ASP). We follow BCAD and law enforcement instructions and integrate with the Airport's Emergency Plan (AEP).
- Post Orders are detailed instructions on responsibilities including incident response. Collaborative effort with BCAD.
- In the event of an incident, Global's investigation team conducts a Root Cause Analysis in order to determine Who-What-Where-When-Why. An Action Plan is put in place and follow-up is conducted in coordination with BCAD.
- Global follows the National Incident Management System (NIMS) standards as part of incident management and has an in-house NIMS Certified Instructor as part of our incident management capabilities.

Global was present at FLL during the active shooter incident in 2017 – involved in learning from the after-action reports.

Incident Response Capabilities



- We are proactive in preparing for incidents.
- Very focused on our robust Health and Safety Program.
- Stop the Bleed training conducted at FLL in collaboration with BSO ARFF.
- Sebastian Locurto, Training Coordinator BSO ARFF.



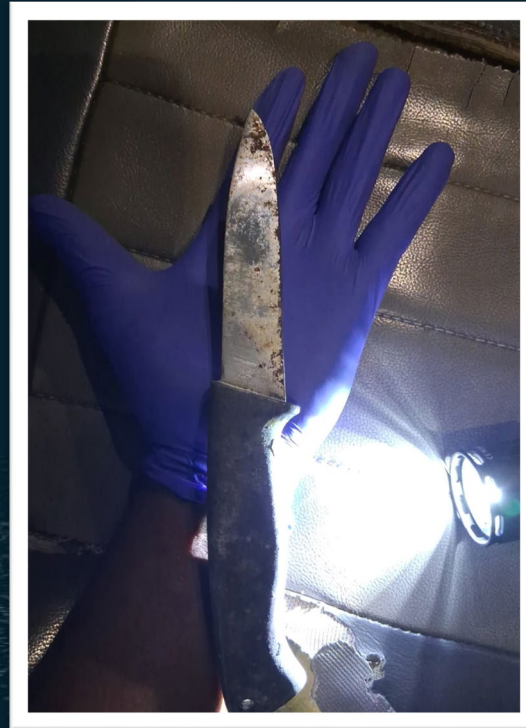
Demonstrated Incident Response Capabilities



At approximately 0451 hours on October 30, 2025, a knife was discovered by a Global inside the cab of a General Asphalt dump truck, located in the driver's side door area. The driver stated that the knife did not belong to him. The item was collected and subsequently destroyed in accordance with established security procedures ...

*... **Thank you to the Global Security Staff for keeping our airport safe.***

William (Bill) Beller
Broward County Aviation
Department – Security /
Compliance Supervisor
October 30, 2025



*I am pleased to present you with the Letter of Appreciation for your actions on August 27, 2025 ... You acted in an extremely professional and competent manner and balanced a high level of security with exceptional customer service which helped lower the temperature at the checkpoint. **Your leadership set the tone and example for the Global security team.***

Due to your efforts, we were able to legally conduct screening, detect and prevent several "prohibited items" from entering the facility.

*Thank you for your assistance and for a **job well done!***

Dr. Lowell Dimoff
Enterprise Security Director
August 29, 2025

Invested in BCAD Culture - Proactive Partnership, Safety Leadership, and Commitment to Excellence



Global Management on FOD walk

- Global is invested in the FLL/North Perry community.
- We attend airport stakeholder's meetings.
- We take part in airport initiatives such as the FOD Walk and Airport Emergency Drills.
- Every day, we challenge ourselves to find new ways to better serve Broward County.
- We have no other fixed contracts in Broward County.

From our CEO on down, Global is rooted in the airport industry, we are airport professionals who understand the unique demands of security in the airport environment.

Training Approach - Experience



Core Training Structure:

- Internal trainers / ONLY Certified Classroom and Field Training Officers (FTOs).
- Global currently has eight (8) certified local AVSEC instructors and FTOs.
- Local contract training coordinator and site trainers are supported by Regional Training Manager (Florida-based) and Corporate Training Directors.

Training oversight consists of **Experienced Instructors/SMEs**:

- Formalized Train-The-Trainer certification structure.
- Operation is supported by experienced training subject matter experts with years of experience in aviation and security operations.
- Former Coast Guard/Military backgrounds.
- Certified National Incident Management System (NIMS) and Active Shooter Instructors
- Certified AAE/ACE-Security

External trainers/instructors may be utilized for specialty trainings under approval of BCAD. For example, TSA Explosive Specialists on VBIEDs.



Training Approach – Program Breakdown



Key Training Functional Areas

1. Initial AVSEC Training
2. Initial Practical-Hands On/OJT
3. Recurrent Training
4. Supervisor & Manager Development
5. Continuous Improvement Training

Important:

- All training is **Non-Billable** to BCAD.
- Current training program already approved by BCAD.
- All CBE personnel are trained directly by Global.

Initial Training

- 40 Hours prior to going on post.
- AVSEC Classroom
- Tailored to BCAD needs
- Specialized
- Comprehensive Instruction & Eval.

Initial Practical Training

- Site/Post Familiarization - Post Order Specific
- Practical Demonstration/Instruction (Teach-back methodology)
- Evaluation
- Certification

Recurrent Training

- 16 hours minimum of annual comprehensive classroom recurrent training
- Random and targeted competency testing
- Covert Testing
- Assessment Spot Checks

Supervisor/Management Training

Initial & Annual Management, Supervisor Training & Development

Continuous Improvement Training

- Bi-weekly Management & Administrative workshop sessions.
- Capacity Building Workshops

Training Approach - Sample Program



- Global Baseline Training:
 - Introduction & Orientation
 - Anti-Terrorism
 - Active Shooter Preparedness
 - Safety Management System
 - **Incident Report Writing**
 - Insider Threat
- Emergency Response & Preparedness
- Security Roles & Responsibilities
 - Post Orders, Patrols, Alarm Response
- AVSEC 101
- Terminal Operations, Rovers & Patrols
- AOA Vehicle Gates, VBIEDs
- Airport Worker Screening:
 - X-ray, ETD, WTMD, HHMD, Pat-downs
- IED Recognition, Explosives, Threat Items.
- Technology: VISION & Ops Reporting

Professional Development:

- Field Training Officers (FTO)
- Capacity Building Workshops
- Supervisors Training
- AAAE / ACE-Security Certification

Specialized:



- **Human Trafficking Awareness.**
- Behavioral Detection Awareness
- Social Engineering
- Driver Training for AOA

Customer Service:

- **Conflict Resolution & De-escalation**
- **Use of force policy**
- Soft Skills
- Product knowledge
- **Communication & radio skills**
- Body Language
- Creating a “better experience”

Field Training/OJT:

- **Observations**
- **Practical Assessments**
- Post Order Specific
- Testing/QA Spot Checks

Training Approach



Additional Training & Continuous Improvement



- ✓ Risks
- ✓ Objectives
- ✓ Methodologies

- ✓ Processes
- ✓ Testing
- ✓ Evaluation



- **Capacity & Compliance Building Workshops** with Subject matter experts.
- Specialized training on Quality Control. Deeper, focused training on classroom theory for advanced screening and access control.
- Investment into new onsite testing kits (DSA Detection).
- Hands on training in best practices of threat detection, screening, vehicle inspections.
- Quality control methodologies for overt testing.
- Professional development for onsite supervisors and key personnel.
- Build further collaboration and partnerships between Global and BCAD.

Compliance Approach – Data Driven



Global is a data-driven organization that leverages advanced technology platforms and dashboards to capture, monitor, and analyze real-time operational data.

Safety Culture

- Inspections
- Training
- Compliance Program

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

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

*Incident Report	
Report #	174410543
Report Date	02/17/2026
Report Time	08:34pm EST
Created By Name	TURKANA CAWLEY
Created By Job Title	GEG Security Officer
Position	Security Officer L3
Client	Fort Lauderdale Airport

Information	
Incident Type	Vehicle & Parking - Speeding Violation
Further details about the incident	11-15 Over Limit
Other Incident Type:	
Date	02/17/2026
Time	08:29pm EST
Incident Location (area, apt number, et cetera)	Employee Lot Patrol
Which Supervisor was Notified	Jose
Which Property Manager was Notified	Stanley
Police Involved	No
EMS Involved	No
Fire Involved	No
Arrest Made	No
Narrative	While patrolling lot 1 I saw an individual driving fast. Once he parked I immediately waited until after he got out the vehicle and left and I reported it. This happened near station D. He also has an expired parking sticker

VISION / TrackTik

- Operational & Incident Reporting
- Analytics review
- Time & Attendance
- Geo-Fencing patrols
- Post Order management
- CFR1542 Compliance

Compliance Approach



As part of the organizational Quality Management framework, Global Managements conducts multiple internal daily inspections, as well as receives external audits and tests which includes assessments conducted by local regulatory entities, or client stakeholders.

- Local Daily Inspections (Spot Checks)
- Internal Covert/Overt Testing
- External Testing
- Comprehensive Audits (Internal and independent 3rd party auditors)

Global has conducted 5,261 inspections & tests since Feb. 1, 2023!



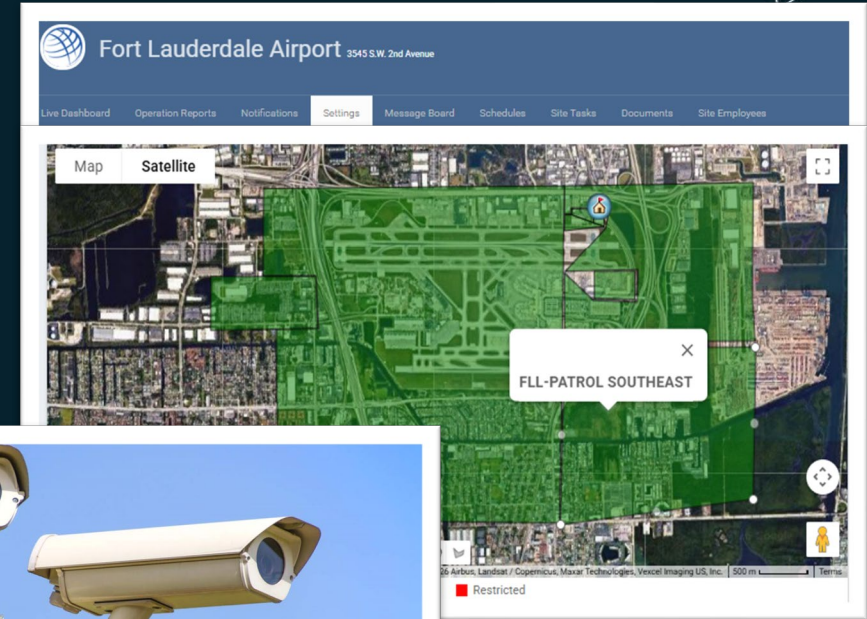
March 3, 2026, BCAD test.

General Information	Date: 03/03/2026	Site/Station: FLL
	Client: BCAD	Post/Location: GATE 100
	Time (24hrs): 0840	Flight # (if applicable): N/A
Details of Federal Agency	Name of Agency: (TSA, CBP, FAA, Airport/Terminal Operator, Law Enforcement, etc.):	BCAD SECURITY
	Officers/Inspectors: (First & Last Names required)	BCAD Officers David Voorhees and Eric Santos.
Audit Details	Purpose of the Visit: Audit / Observation / Test / Questioning	TEST
	Description:	Black Taser
	Please provide a brief report of the inspection.	A black taser was placed under the passenger seat of a JetBlue vendor vehicle to evaluate officer search procedures. Officer Aysha Burns conducted the vehicle search and successfully located the prohibited item.
	Outcome: (Pass/Fail, Include any findings)	Pass
Action Taken		

Operational Management & Oversight



- Rostima and workforce management solution.
- Geo-fenced manpower tracking and oversight of all Global & CBE personnel.
- Accountability through 24/7 tracking of our airport security officers and CBE during patrols and while on post.
- Investment in our supervisors with training and development.
- **On site** 24/7 management coverage on this account.
- Management currently conducts weekly CCTV operational reviews.
- AOC (Global's Airport Operation Center)
- **Strong Span of Control**
 - Based on the outlined staffing for the expanded contract Global will provide a Supervisory/Management oversight ratio of **1: 8**
- Robust Quality Management program.
- Performance management and coaching culture.



**ASIS International sets global industry standards for security.*

Reference Note:

ASIS* identifies span of control as a critical element for maintaining an effective chain of command, ensuring clear lines of authority, and supporting coordinated operational oversight:

Ideal- 1: 3 | Good- 1: 6 | Acceptable- 1: 12

Reporting

- Electronic reporting cellular & Wi-Fi enabled mobile devices.
- Real-time data provided through *client access portal and automated push reports.*
- Accountability through 24/7 tracking of our airport security officers and CBE during patrols and while on post.
- Supervisory oversight reporting.
- Timekeeping & break monitoring, data is verified and then linked to payroll & billing cycle.
- Customized operational reporting:
 - Traffic/frontage reports
 - Vehicle Inspection Compliance
 - Terminal Inspection/Rover Reports
 - Escorting

Information	
Incident Type	Access Control - Forbidden Item
Other Incident Type:	
Date	02/07/2026
Time	05:00pm EST
Incident Location (area, apt number, et cetera)	Gate 101
Which Supervisor was Notified	Philps
Which Property Manager was Notified	Newsome
Police Involved	No
EMS Involved	No
Fire Involved	No
Arrest Made	No
Narrative	At gate 101 we was approached by another vehicle it came with multiple carts beening pull everything seen first Cart open the wide open to do my security search Amazon box with a couple of items when I was about gently put the box down and told Franskaelle Cardich bead came to the scene and spoken to us about what
Photo 1	

3/4 Data Center Temperature Tour

Verify all data center temperatures are within the acceptable range.

Report any malfunctioning air conditioning units or temperatures outside of the normal range.

- Server Room \ Room A
- 1 FI \ Data Ctr \ Exit door to IT Ops
- 1 FI \ IT Ops \ Emergency Exit
- Server Room \ Room B

Reports Finish Tour Scan Barcode +

Fort Lauderdale Airport 3545 S.W. 2nd Avenue

Live Dashboard | Operation Reports | Notifications | Settings | Message Board | Schedules | Site Tasks | Documents | Site Employees

Incident Category: VS Year / Month: Count: All Levels: 01/27/2026 - 02/27/2026

5 LEVEL-1, 29 LEVEL-2, 90 LEVEL-3, 5 LEVEL-4, 56 LEVEL-5

Incident Category

- Inspections / Audits - We ... 1
- Trespassing - Unauthorized ... 1
- Fences - Malfunctioning: 4
- Gates - Malfunctioning: 4
- Doors - Unlocked: 1
- Doors - Found Opened: 3
- Windows - Found Opened: 49
- Personal Property - Damag ... 1
- Safety Equipment - Malfun ... 1
- Access Control Systems ... 2
- Access Control - Access D ... 4
- Access Control - Badge Vi ... 3
- Access Control - Forbidge ... 14
- Lost & Found - Lost Prope ... 7
- Vehicle & Parking - Aband ... 2
- Vehicle & Parking - Parki ... 4
- Vehicle & Parking - Speed ... 6
- Lighting - Found Off: 7
- Vehicle & Parking - Unsaf ... 2
- Inspections / Audits - Se ... 5
- Access Control - Other: 7

Fort Lauderdale Airport 3545 S.W. 2nd Avenue

Live Dashboard | Operation Reports | Notifications | Settings | Message Board | Schedules | Site Tasks | Documents | Site Employees

Map Satellite

FLL-PATROL SOUTHEAST

Allowed Restricted

VISION is ISO, NIST and GDPR compliant
See Supplemental Information for some examples of Vision reporting.



Equipment



Item	Quantity
Vehicles	8
Golf Cart	1
Vision Devices	50+
Cell Phones	3
Hand-Held Metal Detectors	30+
Search Mirrors	15+
Flashlights	30+
Computers	8
Printer/copier/scanner	1
First Aid Kits	8+
Radio Holsters	\$500
Tablets for QA	2
ID printer	1

- Global has incorporated all-terrain vehicles into our pricing based on **prior experience with severe weather conditions**, ensuring safety and maintaining continuity of operations under all circumstances.
- Global has priced in **Military Grade Hand-Held Metal Detectors (HHMD)** for their reliability and accuracy in all weather conditions.
- Global has included **military-grade search mirrors** in its pricing to ensure durability, reliability, and high-quality performance in demanding operational environments.
- Global has priced in **high powered flashlights** for better vision and quality to also withstand severe weather.
- Global also provides **essential operational equipment and employee support resources**, including radio holsters, whistles, LED safety batons, guard shack appliances, and required PPE such as high-visibility vests, steel-toed boots, **OSHA-approved** helmets, gloves, and sanitizing supplies.

Significant Staffing Advantage



- 46% staffed on contract award (based on the outlined staffing for the expanded contract)
- Existing workforce + flex staffing + 3 active CBE partnerships
- 74% staffing achievable within weeks through incumbent engagement with the other provider
- Only 24-30% external hiring required for scalability to the expanded contract
- Although armed security is not specified for this contract, Global maintains a rigorous drug and alcohol screening program consistent with federal standards to ensure workforce reliability and operational safety.

Accelerated mobilization. Reduced transition risk. Immediate operational continuity for BCAD.

Strategic Hiring & Workforce Stabilization Approach



Immediate Activation of Local Aviation Security Recruiting Specialists

- Recruiters with real operational knowledge and familiarization



This approach ensures that recruitment decisions are informed by firsthand operational understanding, not solely resume screening.



Proven Transition and Mobilization Experience

- Global has already demonstrated its ability to successfully mobilize at FLL
- We have proven capable of successfully transitioning incumbent personnel when available
- We have built a qualified workforce from the ground up



Under the proposed expansion of this contract, both approaches will be leveraged simultaneously to efficiently ramp up to required staffing levels.



Proven Ability to Stabilize a Local FLL Workforce

- Global has already established a stable and scalable workforce at FLL
- Supported by local leadership, operational familiarity, and career development opportunities.



For Global, workforce stability is more than a staffing metric, it is a risk mitigation and cost-control strategy designed to protect BCAD, ensure operational continuity, and maintain the highest standards of aviation security performance.

Requirements and Candidate Selection Criteria



Hire for Attitude. Train for Skill.

While all BCAD contract requirements and qualifications serve as immediate screening criteria during our application and pre-screening process, Global's dedicated AVSEC recruiters go beyond basic compliance qualifications.

- Professional Mindset & Accountability
- Situational Awareness & Critical Thinking
- Communication & Public Interaction
- Customer Service & Passenger Experience
- Teamwork & Operational Coordination
- Adaptability & Operational Resilience
- Safety Culture & Security Mindset

This approach ensures that the individuals selected to serve at FLL possess not only the required qualifications, but the judgment, professionalism, and service mindset essential for aviation security operations

HR & People Operations Structure



Local Expertise Supported by Corporate Infrastructure

Local Operations Support (FLL Based)

Ensuring day-to-day workforce engagement, recruiting, training, and supervision

- Senior Recruiter- FLL Based
- Recruiter- FLL Based
- Site Leadership Team
- Supervisor Coaching & Development Structure
- Regional Training Manager

Corporate HR Support

Ensuring policy alignment, employee relations expertise, and regulatory compliance

- Senior Vice President, Human Resources
- Director of Human Resources
- HR Generalist
- HR Coordinator
- Onboarding Specialist
- Outside Counsel- Labor Relations & Union Matters

Cross- Functional Corporate Collaboration

Supporting performance standards, training, and contractual compliance

- Senior Vice President, Performance & Compliance
- Director, Quality & Compliance
- Director, Training

Payroll Accuracy & Workforce Trust



Accurate and timely payroll is essential to workforce trust, operational continuity, and contractual compliance in a critical infrastructure environment. Payroll reliability directly impacts employee morale, retention, and performance. Our payroll processes ensure employees are paid correctly, on time, and in full compliance with contract requirements and applicable labor regulations.

All Global payroll records for current FLL operations are submitted with monthly invoices and provided to Broward County Aviation Department for bi-annual audit and review. Global has never received a payroll audit finding from BCAD, reflecting 100% payroll audit compliance and our commitment to payroll accuracy, regulatory compliance, and contract integrity.



Accurate Payroll is a Critical Component of Workforce Stability and Contract Compliance

In Closing...



- Global is fully vested in FLL Airport (11 years) – highest priority.
- Engagement & Ownership – from ALL levels of our organization.
- Low Risk Transition – Global only needs to scale up.
- We have a proven track-record with Broward County and numerous other airports.
- We are agile and can adjust pricing accordingly.
- Global's Values align with Broward County's values:

Collaborates - Building partnerships and working collaboratively with others to meet shared objectives

Customer Focus - Building strong customer relationships and delivering customer-centric solutions

Instills Trust - Gaining the confidence and trust of others through honesty, integrity and authenticity

Values Differences - Recognizing the value that different perspectives and cultures bring to an organization



Thank you!

Questions?



GLOBAL
SECURITY CONSULTING GROUP

The Evaluation Committee members have requested that the firms address the following topics in their presentation:



a	Experience	
	i. What is your specific experience in providing security services at a category X airport, airports in general, and general aviation operating under federal state local directives, specifically, 49 CFR part 1542?	Slide 4, 6, 7, 8
	ii. At these airports, how many contracts have been renewed and for how long?	Slide 5
b	Emergency	
	i. In the event of emergency or special coverage to be addressed, how long would it take to increase staffing by an additional twenty, fifty or one hundred officers?	Slide 11-12
	ii. These numbers should factor in criteria for a certified and trained officer, excluding the airport badging process.	Slide 11-12
c	Explain or illustrate how your firm processes inspections, incidents, or general data to validate the compliance requirements already specified and which technologies are used to produce that data?	Slide 21-22, 24
d	Transition plans: How will your firm manage the recruitment process during this transition, including if you have staff on board to transition to this project.	Slide 26-28

The Evaluation Committee members have requested that the firms address the following topics in their presentation:



e	Training Experience	
	i. Especially for internal trainers, does your firm have them internally or through subcontractors.	Slide 17
	ii. What is the management process for monitoring the guards and the different locations/posts.	Slide 23-24
f	Staffing plan: Include a detailed plan that outlines your staffing requirements, search criteria, and ability to furnish those personnel, including the badging process.	Slide 10, 27-28
g	How is report writing conducted? Electronic or Paper?	Slide 24
h	How are reports provided?	Slide 24
i	How is additional training handled?	Slide 20
j	How are patrols conducted and what technology is used?	Slide 21, 23-24
k	What type of accountability measures do you have?	Slide 21-24
	i. Patrols?	Slide 21
	ii. Coaching?	Slide 22-23
	iii. Timekeeping?	Slide 21, 23
	iv. Supervision?	Slide 23-24

The Evaluation Committee members have requested that the firms address the following topics in their presentation:



I	How are incidents handled?	Slide 13-15
m	What does training look like for your firm?	Slide 18-20
	i. Use of force?	Slide 19
	ii. De-escalation?	Slide 19
	iii. Observation?	Slide 19
	iv. Report Writing?	Slide 19
	v. Communication?	Slide 19
n	How is payroll conducted?	Slide 30
o	What type of equipment is provided and/or utilized?	Slide 25
	i. Golf carts?	Slide 25
	ii. Vehicles?	Slide 25
	iii. Barricades?	Slide 25
	iv. Etc.?	Slide 25
p	Provide an overview of your Human Resources structure.	Slide 29
q	If armed guards are being used in this contract, what is your drug and alcohol program?	Slide 26

Supplemental Information

Operations – emergency and short notice



Historic flooding caused the complete shutdown of FLL – April 2023

Upon notification call from BCAD that the airport was experiencing historic flooding and BCAD's request for assistance in the approximately 2-3 feet of water that had submerged the entire Aircraft Operations Area (AOA), including the gates, Global immediately activated its disaster protocol.

The Global Management team promptly initiated **Operation Rescue FLL**:

- all on-call staff were placed on standby
- all Global Management personnel were called in to provide relief to our employees.
- the Global Incident Commander requested all available weather utility vehicles and began Operation Rescue, traveling from checkpoint to checkpoint in a utility pickup truck.
- Global employees and other airport staff who needed evacuation were picked up and transported to a safe location while our headquarters worked to secure hotel accommodation for employees stranded in the flood zone with no place to go

Once the rescue operation was completed and all Global employees were accounted for, Global shifted its focus from rescue to resumption of operations:

- After receiving the all-clear from BCAD, Global continued its operations using utility vehicles to bring staff back to the gates to resume work
- The transition to normal operations was seamless: with the regular officers, standby staff, and those staying at hotels, we were able to restart services without any disruptions

Lesson learned: due to the storm damage, Global will provide four mobile shelter vehicles at each gate affected by the flood.

Supplemental Information

Operations – emergency and short notice



Broward Board Meeting security - August 2025

Global was requested to provide security at the Broward Library for a county commissioner meeting with residents near North Perry Airport (HWO).

Global provided a Special Operations team to screen all residents and staff entering the town hall meeting. During the screening, Global prevented prohibited items from entry into the Board Meeting:

- 2 firearms
- 2 pocketknives
- 1 Rambo-style knife
- 1 pepper spray bottle

Traffic Management November 2025 - January 2026

- With less than 48hr notice, Global provided 25 employees per day, seven days a week, from 4:00 AM to 12:00 AM daily to manage traffic duties at the crosswalks of all 4 terminals at FLL.
- Thanks to the size of our on-call auxiliary team, Global was able to meet this request without issue, and more importantly, with no impact to the rest of our FLL operation.

Supplemental Information Recognition from BCAD



AVIATION DEPARTMENT - Fort Lauderdale-Hollywood International Airport
320 Terminal Drive, Suite 200 • Fort Lauderdale, Florida 33315 • 954-359-6100

MEMORANDUM

DATE: August 29, 2025
TO: Luis Silva, Special Operations Officer, Global Elite Security
FROM: Lowell Dimoff, Enterprise Director of Security
SUBJECT: LETTER OF APPRECIATION

I am pleased to present you with this Letter of Appreciation for your actions on August 27, 2025. The Broward County Aviation Department (BCAD) was directed to coordinate and host a public Town Hall event for the Broward County Commission regarding the N. Perry Airport. Security for the event was charged to the BCAD Security Division.

Due to the public nature and high visibility of the town hall event, as well as the number and level of elected officials scheduled to attend, the Security Division was directed to conduct screening of all attendees to ensure that dangerous items were not introduced into the venue. Screening of individuals entering a public venue is an important and often sensitive matter as emotions and tensions can run high both at the inspection station and the venue.

You acted in an extremely professional and competent manner and balanced a high level of security with exceptional customer service which helped lower the temperature at the checkpoint.

Due to your efforts, we were able to legally conduct screening, detect and prevent several 'prohibited' items from entering the facility.

Thank you for your assistance and for a job well done!


Dr. Lowell Dimoff
Enterprise Director of Security

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/www.fl.net

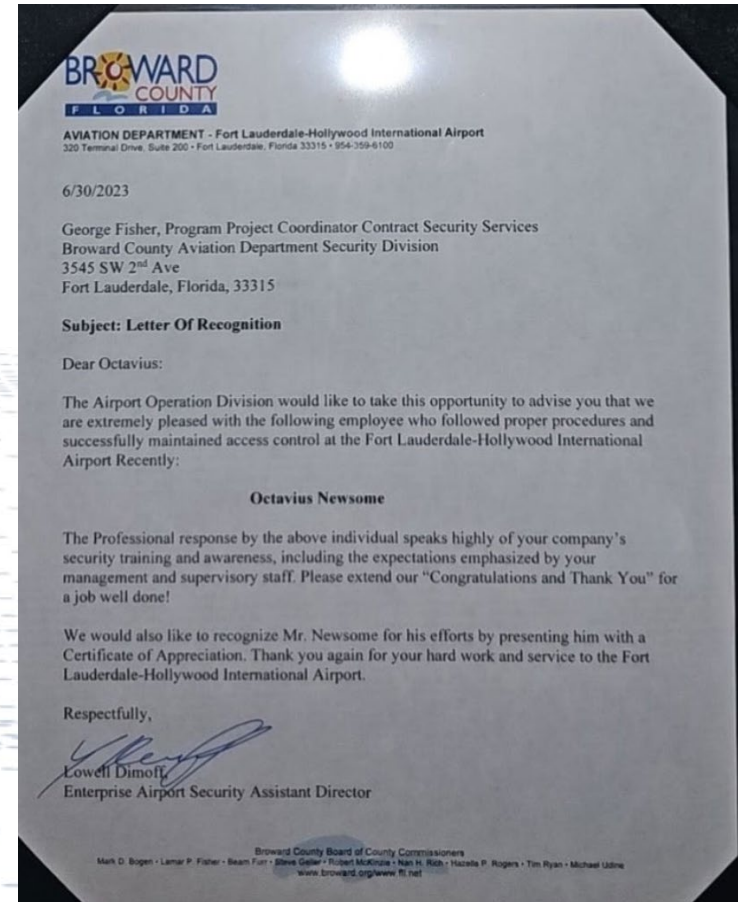
From: Beller, William <WBELLER@broward.org>
Sent: Thursday, October 30, 2025 6:40 AM
To: Riester, William <WRiester@broward.org>; FLLVisitorBadgeRequest <FLLVisitorBadgeRequest@broward.org>
Cc: Bourassa, Jr, Paul <PBOURASSAJR@broward.org>; Abele Iii, Richard <RIABELE@broward.org>; Abele, Richard <RABELE@broward.org>; Adams-Powell, Linda <LADAMSPOWELL@broward.org>; Beller, William <WBELLER@broward.org>; Gay, Clark <clgay@broward.org>; Jackson, Rashad <RJACKSON@broward.org>; King, Arthur <ARKING@broward.org>; Masciarelli, Anthony <AMASCIARELLI@broward.org>; Patton, Scott <spatton@broward.org>; Smith, Natasha <natsmith@broward.org>; Walker, Kenneth <KEWALKER@broward.org>; AVSEC-SRAGENTS <AVSEC-SRAGENTS@broward.org>; Abele, Richard <RABELE@broward.org>; Fisher, George <GFISHER@broward.org>; Abele Iii, Richard <RIABELE@broward.org>
Subject: Prohibited Item – Knife Found in General Asphalt Vehicle

At approximately 0451 hours on October 30, 2025, a knife was discovered by Global Elite Security Supervisor Y. Leveille inside the cab of a General Asphalt dump truck, located in the driver's side door area. The driver stated that the knife did not belong to him. The item was collected and subsequently destroyed in accordance with established security procedures. Please advise General Asphalt to remind their drivers that we maintain a Prohibited Items List and that all personnel and vehicles are subject to inspection while on-site. Please review photographs of the recovered knife. Thank you to the Global Security Staff for keeping our airport safe.

Respectfully,



William (Bill) Beller
Broward County Aviation Department – Security / Compliance Supervisor
Fort Lauderdale-Hollywood International Airport
3545 SW 2nd Avenue, Fort Lauderdale, FL 33315
(954) 644-3727 Cellphone
(954) 359-6277 Office
wbeller@broward.org






Supplemental Information Compliance Approach – Daily Inspections

As part of the local operation quality assurance checks, each station performs regular quality spot checks to test and evaluate agents' operational procedures to ensure that they are performing at a high-quality level.

Stations conduct various types of quality spot checks to measure the effectiveness of various scopes of work. These audits include, but are not necessarily limited to, the following functions and standards:

- AOA Gate/Vehicle Inspections
- ID Challenging & Verification
- HHMD screening/personal & accessible property
- Post knowledge & Regulatory knowledge (AVSEC)
- Covert testing
- Uniforms and professionalism standards

Inspection	5 / 5 (100%)
Employee Information	1 / 1 (100%)
Employee's Name (First & Last Name)	Cajete, Gabriel
Photo of SIDA Badge (Airport ID)	
	
Photo 1	
Vehicle Inspection Process	4 / 4 (100%)
Was the driver of the vehicle challenged and was the airport SIDA Badge inspected correctly?	Compliant
If the individual and SIDA Badge were unauthorized to enter the checkpoint/post, was the individual denied access?	Yes
Did the driver of the vehicle open all doors and	Yes
	Compliant

FLL Ops Master Dashboard 2025

1 Jul 2025 - 31 Jul 2025 | Weekly | All FLL Report | Group All Global Data Groups

FLL Spot Check Progress Report 1136

Q Search | Add Filter | Template: FLL - AVSEC Knowledge Spot Ch. - 11 | Status: Completed

ATTACHMENTS	VERSION	Inspections	Flagged responses	Average score
FLL - AVSEC Knowledge Spot Check Module 1	159	16		99.13 %
FLL - AVSEC Knowledge Spot Check Module 2	172	7		99.02 %
FLL - AVSEC Knowledge Spot Check Module 3	125	11		99.2 %
FLL - AVSEC Knowledge Spot Check Module 4	116	5		99.61 %

Total Spot Check Inspections 1136

Q Search | Add Filter | Template: FLL - AVSEC Knowledge Spot Ch. - 11 | Status: Completed

Template	01-07	07-14	14-21	21-28	28-31	6-13	13-20	20-27	27-31	6-13	13-20	20-27	27-31	6-13	13-20	20-27	27-31	6-13	13-20	20-27	27-31	Total						
FLL - AVSEC Knowledge Spot	9	3	17	2	9	13	20	14	3	17	12	1	4	2	0	12	14	2	5	5	3	0	0	7	0	163		
FLL - AVSEC Knowledge Spot	6	3	13	2	2	10	11	10	1	14	10	3	5	2	0	9	11	1	3	4	2	0	0	0	5	0	123	
FLL - AVSEC Knowledge Spot	5	2	16	3	0	10	9	10	1	14	9	0	5	2	0	9	12	0	3	2	0	0	0	0	5	0	116	
FLL - AVSEC Knowledge Spot	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	20	2	5	0	7	4	20	12	0	0	0	170



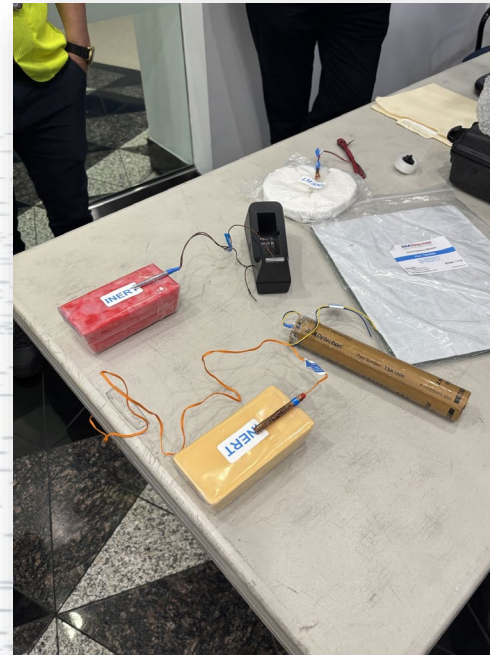
Supplemental Information

Compliance Approach – Internal Testing

Through a series of internal covert tests, Global Site management must verify if the procedural functions conducted throughout the operation are meeting TSA and BCAD regulatory requirements for protection airport sterile, and secured/restricted areas, plus other applicable tenant facilities.

Goals for Red Team and Covert testing include:

- Identifying security vulnerabilities
- Testing incident response and notifications
- Evaluating potential human factors
- Enhancement of security awareness
- AOA Safety





Supplemental Information

Compliance Approach: Audits

As part of the Quality and Compliance process, GEG conducts annual internal and external 3rd party independent audits. Key Performance Indicators (KPIs) as determined by GEG and BCAD. KPIs are broken down by functional area, including, but not limited to:



Page 2 of 11

Inspection: FLL Station

UNIFORM APPEARANCE OBSERVATIONS:

Observation: Uniform Appearance - personnel are compliant in wearing GEG uniform

Below are the categories for compliance and performance of aviation security regulations and directives by GEG personnel witnessed during the inspectional process. The report will signal the category met.

AVIATION SECURITY- CATEGORIES:

Category 1: relates to security measures and methods are fully compliant with aviation security regulations. The process are well defined and executed.

Category 2: relates to security measures and methods are not fully compliant with aviation security regulations. Deficiencies in implementation exist. Corrections to process are required.

Category 3: relate to security measures and methods do not comply with aviation security regulations. Severe deficiencies were discovered and will pose a negative impact to the client and GEG.

Corporate Office:

The corporate office is located off airport, which houses all FLL Global Management, a training area, conference room and uniform distribution. Only the senior managers, admin and SPEC OPS have access to the facility. A key-fob is utilized for entry. Each office door has its own cipher-style lock. One uniform closet is locked, however, there is another area where uniforms are stored behind a bi-fold set of doors that is not secure. With limited access to the facility, this is viewed as a vulnerability, not a finding. Per the contract, there are two (2) GSA vehicles assignment to this contract, and a separate vehicle which can be used by the managers. The car is shared with GSA Spec-Ops Dept., which takes priority if required. When needed, the managers use their personal vehicles to check on the contract obligations. There were two (2) additional rental vehicles utilized for the GSA operation at Gate 100 and Gate 101.

SECURITY SENSITIVE INFORMATION

Warning: This document contains sensitive security information that is controlled under 49 CFR Part 1520. No part of this document may be released to persons without a need to know, as defined in 48 CFR 1530, except with the written permission of the Administrator of the Transportation Security Administration, Arlington, VA 22202. Unauthorized release may result in civil penalty or other action. For U.S. Government agencies, public release is governed by 5 U.S.C. 552.

**GLC AVIATION CONSULTANTS, LLC
GLCAVIATIONCONSULTANTS@PROTON.ME**











Supplemental Information

WorkForce Management (WFM)

Tambla's Rostima WorkForce Management solution provides robust personnel engagement, leveraging skills and availability against client demand to maximize impactfulness of the workforce.

Rostima WorkForce Management solution provides robust personnel engagement, leveraging skills and availability against client demand to maximize impactfulness of the workforce.

A customized, GEG specific solution has been developed for our aviation centric services- catered for operations matching Broward County Aviation.

 Intelligent Rostering Automate the scheduling process, ensuring optimal staff allocation based on skills, availability, and demand to enhance operational efficiency.	 Time & Attendance Accurately capture employee work hours, streamline payroll processes and reduce manual errors for improved compliance and efficiency.	 Award Interpretation Automatically interpret complex pay rules and awards, ensuring employees are paid correctly and reducing the risk of compliance issues.	 Fatigue Management Monitor employee work patterns to manage fatigue, ensuring safety and compliance reducing health risks and improving productivity.
 Leave Management Simplify the process of managing employee leave requests, balances, and accruals, ensuring accurate tracking and compliance with organisational policies.	 Staff Self Service Empower employees with access to their schedules, leave balances, and the ability to request shifts or leave, enhancing engagement and satisfaction.	 Workforce Analytics Provide detailed insights into workforce performance, labor costs, and compliance risks through real-time data and analytics, enabling informed decision-making.	 Communication Tools Facilitate effective communication between managers and employees, ensuring timely updates on schedules and shifts for enhanced collaboration.



Supplemental Information

WorkForce Management (WFM)

Smarter planning for resource management.

Surge staff mapping

'What if' solutions paired with Short Term (ST) and Long Term (LT) client demand environments.



Supplemental Information

WorkForce Management (WFM)



Rostima Enterprise Plus



Messages Definitions Leave Planner Employees Scheduler I & A Duty Manager Queue Planner Configuration Organisation Manager Administration Help

Filter Leave

Filter...

(R)equested (A)pproved (D)enied (T)raining

Summary

Special Holidays Blackout Days Weekend

Leave

Mar. 1-21, 2026

March 2026

March

First Name	Last Name	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Glen	Acton						A	A														
Steven	Addison				A								A									
Dean	Ambridge																					
Charalampos	Antoniou															A					A	
Steven	Armitage																					
David	Artis				A								A									
Prince	Ashirifie	A								A												
Paul	Baildon																					
Ian	Barracough			A																	A	
Magdalena	Biernacka	A																				
Kevin	Boyle	A																				
Barbara	Broadhurst																					
Darren	Burgoyne																					
Melissa	Camm																					
Maisie	Capes	A																				
Slots		11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
Available		-6	-2	-5	-1	1	0	0	-3	-4	-7	-7	-4	-3	-2	-2	0	1	-1	-2	0	1
Absence		17	13	16	12	10	11	11	14	15	18	18	15	14	13	13	11	10	12	13	11	10
Requested		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Approved		17	13	16	12	10	11	11	14	15	18	18	15	14	13	13	11	10	12	13	11	10



Supplemental Information

WorkForce Management (WFM)

Realtime T&A Monitoring

Simple UI for all users

Customized views

Break Management & Alerts

Supports Certified Payroll processing

Operations > Assignment > Attendance Override

EN FR-CA

Zone: SEC > SEC Employee: Status: All In: All Out: All Time: 14:28 Filter

Break Management

<input type="checkbox"/>	Emp #	Name	Date	Start	End	Attend Status	In	In	Out	Out	Asgt Status				
<input type="checkbox"/>	1250	Fabio Censani	04/03	03:00	13:30	Gone	02:36	REAL	13:20	REAL	Complete			Add Comment	Edit Shift
<input type="checkbox"/>	1866	Stuart Hollyoak	04/03	03:00	13:30	Gone	02:32	REAL	13:28	REAL	Complete			Add Comment	Edit Shift
<input type="checkbox"/>	1480	Thomas Hawkins	04/03	03:00	13:30	Gone	02:51	REAL	12:56	REAL	Complete			Add Comment	Edit Shift
<input type="checkbox"/>	2298	Kai Holmes	04/03	03:00	14:00	On Site	03:00	REAL			Pending	Depart Shift		Add Comment	Edit Shift
<input type="checkbox"/>	2430	Abigail Ede	04/03	03:00	14:00	Gone	02:51	REAL	14:06	REAL	Complete			Add Comment	Edit Shift
<input type="checkbox"/>	2395	Arthur Douch	04/03	03:00	14:00	Gone	02:56	REAL	13:59	REAL	Complete			Add Comment	Edit Shift
<input type="checkbox"/>	972	Mark Wilkinson	04/03	04:00	16:00	On Site	03:52	REAL			Pending	Depart Shift		Add Comment	Edit Shift
<input type="checkbox"/>	968	Rafaqat Khan	04/03	04:00	16:00	On Site	03:57	REAL			Pending	Depart Shift		Add Comment	Edit Shift
<input type="checkbox"/>	1027	Rhiannon Nelson	04/03	04:00	16:00	On Site	03:55	REAL			Pending	Depart Shift		Add Comment	Edit Shift

- Home
- Schedule
- Assignment
- Daily Plan
- Attendance
- Operations
- Maintenance
- Alerts
- Logout

Supplemental Information

Requirements & Candidate Selection Criteria



Hire for Attitude. Train for Skill.

While all BCAD contract requirements and qualifications serve as immediate screening criteria during our application and pre-screening process, Global's dedicated AVSEC recruiters go beyond basic compliance qualifications.

Professional Mindset & Accountability

Candidates demonstrate integrity, sound judgment, and accountability for safety, compliance, and regulatory standards while maintaining professionalism under pressure.

Situational Awareness & Critical Thinking

Successful candidates exhibit strong observational skills, the ability to recognize anomalies or suspicious behavior, and the judgment to assess risk and respond appropriately.

Communication & Public Interaction

Officers must communicate clearly and confidently with passengers, airline personnel, and authorities, provide calm direction during stressful situations, and accurately document incidents.

Customer Service & Passenger Experience

We seek individuals who understand the importance of balancing security enforcement with respectful passenger and airport worker engagement, contributing to a safe and welcoming airport environment.

Teamwork & Operational Coordination

Aviation security operations require seamless coordination. Candidates are evaluated for their ability to collaborate effectively with airport partners, law enforcement, and internal security teams.

Adaptability & Operational Resilience

Officers must be capable of performing effectively in a fast-paced operational environment, responding to evolving threats, irregular operations, and emergency situations.

Safety Culture & Security Mindset

Global prioritizes individuals who demonstrate a proactive security mindset, strict adherence to airport and federal security protocols, and a commitment to reporting hazards or vulnerabilities.

This approach ensures that the individuals selected to serve at FLL possess not only the required qualifications, but the judgment, professionalism, and service mindset essential for aviation security operations.



BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT
 115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-357-4829
VALID OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2026

Business Name: GLOBAL SECURITY CONSULTING GROUP INC
Owner Name: GLOBAL SECURITY CONSULTING GROUP INC
Business Location: 5201 RAVENSWOOD RD STE 119 FT LAUDERDALE
Business Phone: 5163933523

Receipt #: 327-321582
Business Type: BUSINESS/FINANCIAL/CONSULTANT (AVIATION HANDLING SERVICES)
Business Opened: 11/29/2021
State/County/Cert/Reg:
Exemption Code:

Rooms	Seats	Employees	Machines	Professionals
		5		

Number of Machines:			Vending Type:			
Tax Amount	Transfer Fee	NSF Fee	Penalty	Prior Years	Collection Cost	Total Paid
33.00	3.30	25.00	0.00	0.00	0.00	61.30

Receipt Fee 33.00

THIS RECEIPT MUST BE POSTED CONSPICUOUSLY IN YOUR PLACE OF BUSINESS

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

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

Receipt #03B-25-00000301
Paid 03/04/2026 3.30

2025 - 2026

BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT
 115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-357-4829
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Receipt #03B-25-00000301
Paid 03/04/2026 3.30

Supplemental Information

Broward County Local Tax Receipt



GLOBAL SECURITY CONSULTING GROUP

*Providing world-class aviation security through innovation
and people committed to excellence.*