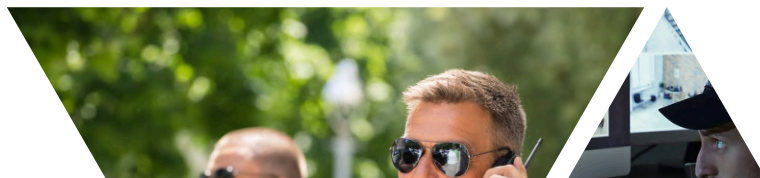




City of Lauderhill

Security Guard Services

RFP #: 2025-026



Technical Proposal

Prepared For:

City of Lauderhill
Kentrea Dykes
Purchasing & Contracts Manager
5581 W. Oakland Park Blvd.
Lauderhill, FL 33313

Prepared By:

GSGI LLC dba Global Security
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February 6, 2025

City of Lauderhill
Kentrea Dykes, Purchasing & Contracts Manager
5581 W. Oakland Park Blvd. Lauderhill, FL 33313

Letter of Intent

Dear Review Committee:

On behalf of GSGI LLC dba Global Security (GSGI), we are pleased to submit our proposal to provide security guard services to various locations throughout the City of Lauderhill for armed, unarmed, and roaming security. At GSGI, we firmly believe that we are the most qualified local firm to provide these essential services, offering the best price while prioritizing customer service, quality, and responsiveness. This offer is valid for 120 days from the date of this letter. We also understand and acknowledge the addenda.

Our firm was founded in Fort Myers, Florida by law enforcement professionals and former military experts and our reach proudly extends to the Lauderhill area. We provide law enforcement and community-based security personnel, utilizing state-of-the-art technology to deliver customized security services to the business community. With our extensive network of locations across the U.S. and overseas, GSGI offers essential staffing and personnel to help our clientele deploy tailored security solutions. Our team comprises experts from various security fields, including police officers, U.S. military professionals, service industry specialists, and small business owners, all united by a shared vision and commitment to providing our clients with the most advanced security services available.

GSGI is equipped to fulfill the need for professional, reliable, and vigilant security officers at the Lauderhill Performing Arts Center (LPAC) and all required areas. We are prepared to take full responsibility for ensuring the safety and security of the City's premises, assets, and personnel through the effective deployment of our highly trained security personnel. Our objective is to establish a comprehensive security solution that mitigates risks, deters threats, and fosters a secure environment conducive to the smooth operation of your organization.

What Sets Us Apart:

- **Diverse Firm with Local Expertise:** As a local firm, we have an intimate understanding of the unique security challenges and needs specific to the State of Florida, particularly the Lauderhill area. Our familiarity with the community and local regulations allows us to tailor our services effectively.
- **Customer Service:** We are committed to providing exceptional customer service. Our approach is client-centered, ensuring that we meet and exceed your expectations through open communication and responsiveness.
- **Quality Assurance:** Our security officers are thoroughly vetted, well-trained, and continually assessed to maintain the highest standards of performance. We invest in ongoing training and development to ensure our team is equipped with the latest knowledge and skills in security practices.
- **Responsiveness:** We pride ourselves on our ability to respond swiftly and effectively to any security needs or incidents. Our operational protocols are designed to provide prompt and efficient service, ensuring minimal disruption and maximum protection.



Letter of Intent

• **Comprehensive Security Solutions:** Our approach to security is holistic, addressing both immediate and long-term needs. We implement strategic measures to mitigate risks and deter potential threats, creating a secure environment that supports the smooth functioning of City operations.

GSGI's Commitment To You

We will ensure the constant presence of unarmed and armed uniformed guard services for the City, as required. Our services include submitting written activity and incident reports, maintenance requests, visitor logs, and other necessary documents as dictated by the post assignment. We will also deploy our guard tour system, Tracktik, to monitor and ensure the performance of assigned duties, with weekly reports submitted to the City's designee.

To ensure ease of service, we will appoint a designated Contract Manager who will exclusively oversee the County contract, will meet with City representatives monthly and will conduct bi-monthly site visits at no additional cost. We will supply all required uniforms, radios, firearms, rain gear, and other necessary equipment as per the solicitation specifications, if any.

Our services will remain uninterrupted under any conditions, including strikes, severe weather, or emergencies, at the agreed hourly rate. We will maintain and provide a Rules and Regulations Manual for Security Officers, develop Officer Post Orders, and deliver quarterly security incident reports to the City. We will do everything in our power to deliver quality security services to meet your needs!

Primary Contact Info:

- Angel Pino, CEO, Principal
- Email: pino@gsgicorp.com
- Phone: (239) 600-0831
- Years of Service: 17+

We are confident that our expertise, commitment to excellence, and competitive pricing make GSGI the ideal partner for the City. We look forward to the opportunity to work with you and contribute to the safety and security of your community. Above all, we committed to delivering top-tier security solutions to the City, ensuring the safety and security of the City's premises, assets, and personnel.

Thank you for considering our proposal. Please feel free to contact me if you have any questions or require further information.

Sincerely,

Angel Pino
CEO, GSGI



Executive Summary

GSGI is a veteran-owned security firm with over 17 years of dedicated service in South Florida. We specialize in armed, unarmed, and roaming security services, providing municipalities, businesses, and event venues with the highest level of protection. With a team of over 200 highly trained security professionals, GSGI is committed to delivering top-tier security solutions tailored to meet the unique needs of the City of Lauderhill.

Comprehensive Security Services

GSGI is fully equipped to address the security needs of Lauderhill, offering:

- Unarmed and Armed Security Officers for static and mobile protection at city facilities.
- Roaming Security Patrols providing a visible deterrence to crime and rapid response capabilities.
- 24/7 Coverage ensuring continuous security for city assets, personnel, and residents.
- Event Security at the Lauderhill Performing Arts Center (LPAC) to maintain order, control crowds, and manage emergency response protocols.

Justification for Security Coverage

To ensure comprehensive protection, GSGI provides continuous security coverage across multiple locations. The designated staffing hours are strategically calculated based on:

- Facility operational hours requiring full-time security presence.
- Risk assessments to determine high-traffic and high-risk periods that necessitate increased security personnel.
- Community events and special occasions requiring temporary security reinforcements to maintain safety.
- Rapid response readiness to provide immediate assistance in case of emergencies or security threats.

Our approach ensures that the City of Lauderhill benefits from full-spectrum security, allowing flexibility in staffing while maintaining vigilance across critical locations.

The GSGI Advantage: High-Value Security Solutions

- Proven Local Expertise: Over 17 years of experience in South Florida with a deep understanding of Lauderhill's security needs.
- Veteran-Owned Leadership: Ensuring discipline, reliability, and excellence in service.
- Scalable Workforce: Over 200 security professionals, ready for rapid deployment.
- Commitment to Excellence: Officers undergo rigorous training in de-escalation, emergency response, and conflict resolution.

Flexible & Negotiable Staffing Solutions

GSGI is willing to work closely with the City of Lauderhill to tailor staffing levels that align with security priorities and operational demands. Our commitment to cost-effectiveness and adaptive security solutions ensures that Lauderhill receives the best value for its investment. By choosing GSGI, the City of Lauderhill secures a trusted, professional, and adaptable security partner dedicated to maintaining public safety at the most effective levels of coverage.



TAB I:

Proposer's Qualification Statement (Attachment "A")

ATTACHMENT "A"
PROPOSER'S QUALIFICATIONS STATEMENT

PROPOSER shall furnish the following information. Failure to comply with this requirement will render Bid non-responsive and shall cause its rejection. Additional sheets shall be attached as required.

PROPOSER'S Name and Principal Address:

GSGI LLC dba Global Security

3949 Evans Ave, Ste 303

Fort Myers, FL 33901

Contact Person's Name and Title: Angel Pino, CEO

PROPOSER'S Telephone and Fax Number: (239) 600-0831

PROPOSER'S License Number: B1200280

(Please attach certificate of competency and/or state registration.)

PROPOSER'S Federal Identification Number: 85-4354057

Number of years your organization has been in business, in this type of work: 10+

Names and titles of all officers, partners or individuals doing business under trade name:

Angel Pino, CEO

The business is a: Sole Proprietorship ☐ Partnership ☐ Corporation ☒ LLC

Name, address, and telephone number of Surety Company and agent who will provide the required bonds on this contract:

Not required, N/A

Have you ever failed to complete work awarded to you; If so; when, where and why?

No, does not apply

Have you personally inspected the proposed WORK and do you have a complete plan for its performance?

Yes

Will you subcontract any part of this WORK? If so, give details including a list of each subcontractor(s) that will perform work in excess of ten percent (10%) of the contract amount and the work that will be performed by each subcontractor(s).

No

The foregoing list of subcontractor(s) may not be amended after award of the contract without the prior written approval of the Contract Administrator, whose approval shall not be reasonably withheld.

List and describe all bankruptcy petitions (voluntary or involuntary) which have been filed by or against the Proposer, its parent or subsidiaries or predecessor organizations during the past five (5) years. Include in the description the disposition of each such petition.

N/A

List and describe all successful Bond claims made to your surety (ies) during the last five (5) years. The list and descriptions should include claims against the bond of the Proposer and its predecessor organization(s).

N/A

List all claims, arbitrations, administrative hearings and lawsuits brought by or against the Proposer or its predecessor organizations(s) during the last (5) years. The list shall include all case names; case, arbitration or hearing identification numbers; the name of the project over which the dispute arose; and a description of the subject matter of the dispute.

None

List and describe all criminal proceedings or hearings concerning business related offenses in which the Proposer, its principals or officers or predecessor organization(s) were defendants.

None

Has the Proposer, its principals, officers or predecessor organization(s) been CONVICTED OF a Public Entity Crime, debarred or suspended from bidding by any government during the last five (5) years? If so, provide details.

No

The PROPOSER acknowledges and understands that the information contained in response to this Qualification Statement shall be relied upon by CITY in awarding the contract and such information is warranted by PROPOSER to be true. The discovery of any omission or misstatement that materially affects the PROPOSER'S qualifications to perform under the contract shall cause the CITY to reject the Bid, and if after the award, to cancel and terminate the award and/or contract.



TAB II:

Statement of Capabilities





Statement of Capabilities

GSGI is a veteran-owned security firm with over 17 years of dedicated service in South Florida. We specialize in providing armed, unarmed, and roaming security services, ensuring the highest level of protection for municipalities, businesses, and event venues. With a team of over 200 highly trained security professionals, we are committed to delivering top-tier security solutions tailored to the unique needs of our clients.

Security Services for the City of Lauderhill

GSGI is fully equipped to meet the comprehensive security needs of the City of Lauderhill, including:

- Unarmed and Armed Security Officers: Trained professionals providing static and mobile security at city facilities and designated locations.
- Roaming Security Patrols: Continuous and visible deterrence to crime with strategically deployed patrol officers.
- 24/7 Coverage: Reliable security services available round-the-clock to ensure the safety of city assets, personnel, and residents.
- Event Security at Lauderhill Performing Arts Center (LPAC): On-demand security for special events, ensuring crowd control, access management, and emergency response preparedness.

Extensive Event & 24/7 Security Expertise at the Most Competitive Rates

GSGI brings extensive experience in event security and 24/7 protection, ensuring the highest level of safety at all times. Our team is trained to manage large crowds, secure perimeters, and respond swiftly to emergencies, making us the ideal partner for high-profile events and continuous security coverage. We leverage cost-effective strategies and resource optimization to provide the most competitive rates without compromising on quality, reliability, or professionalism. Our commitment to excellence, coupled with our deep expertise, allows us to deliver unmatched security solutions tailored to your needs.

Why GSGI?

- Proven Local Expertise: With over 17 years of service in South Florida, GSGI has a deep understanding of the security challenges specific to the Lauderhill area.
- Veteran-Owned Leadership: Our company's military foundation ensures discipline, reliability, and excellence in service delivery.
- Strong Presence in Lauderhill: We currently have security personnel actively working in the area, ensuring quick response times and familiarity with local security needs.
- Scalable Workforce: With a team of 200+ security professionals, we can rapidly deploy personnel to accommodate the city's evolving security demands.
- Commitment to Excellence: Our officers undergo rigorous training in de-escalation, emergency response, and conflict resolution to maintain the highest standards of professionalism.

GSGI is ready to partner with the City of Lauderhill to provide exceptional security solutions. We welcome the opportunity to discuss how our expertise can support the city's safety and



TAB III:

Proposal of Service





GLOBAL SECURITY GROUP
INTERNATIONAL



YOUR TRUSTED PARTNER IN CUTTING EDGE SECURITY SOLUTIONS

WWW.GSGICORP.COM

Global Security, founded by law enforcement and military experts in Fort Myers, Florida, delivers value-driven, customized security solutions. We combine top-tier personnel with cutting-edge technology to meet the unique needs of businesses across the U.S. and overseas. Our team, which includes law enforcement, military professionals, and industry specialists, is dedicated to providing the most effective and up-to-date security services available.

WHAT SETS GSGI APART?

GSGI sets itself apart by fully understanding the specific needs of the businesses, properties, and people we protect. Our approach ensures that our security solutions are both effective and tailored to each client, promoting safety, deterrence, and peace of mind.



Customized Solutions: We adapt our services to the unique dynamics and risks of each business environment.



Proactive Security: Our strategies focus on prevention, actively deterring threats before they arise.



State-of-the-Art Technology: We incorporate advanced technology to deliver reliable and effective security outcomes.



Our commitment at Global Security is to deliver the highest quality protection at a competitive price. We believe in providing the best value for our clients by combining top-tier security solutions with affordability, ensuring safety without compromise.

— Angel Pino, CEO



HIGH-QUALITY PROTECTION

Our team of seasoned professionals delivers top-tier security solutions, ensuring the highest standards of safety and service.



COMPETITIVE PRICING

We offer exceptional security services at competitive rates, making quality protection accessible and cost-effective for businesses of all sizes.



BEST VALUE ASSURANCE

By integrating advanced technology with expert personnel, we provide tailored security solutions that maximize effectiveness while minimizing costs.



On-Call Service 24/7
(239) 217.0581



3.1 Company History & Background

GSGL has been an up and coming leader in security and protection services for years. Our firm was created by and is still lead by retired military leaders with a passion for to serve and protect. In 2022, our CEO, Mr. Angel J. Pino was appointed the helm of GSGL, bringing with him a wealth of expertise garnered over 15 years of dedicated service in the security sector, including a prominent period in the Middle East and the Pacific. His extensive background and proactive approach to enhancing security measures and anti-terrorism tactics have established him as a seasoned security professional.

Angel's career is distinguished by his strategic vision and robust work ethic, which have significantly propelled the company forward. Today, as CEO of GSGL, Mr. Pino takes on full responsibility for the day-to-day operations of the company, steering its strategic direction. Under Angel's guidance, GSGL has flourished, supporting over 200 employees and managing a global network of independent contractors. With properties and assets exceeding 1,500 across various locations, the firm has cemented its position as a leading entity in security and force protection across the United States.

Mr. Pino holds an exemplary track record as a certified security officer and an Army NG veteran, showcasing high standards of professionalism, integrity, and industry expertise. His leadership is a pivotal factor in maintaining the company's leading status and commitment to excellence.

GSGL Leadership Team:

- Angel Pino, CEO
- Matthew Gillstrom, Chief Operations Manager
- Rubbens Garcia, Operations
- Kali Almodovar, Comptroller & Human Resources

A Military & Law Enforcement-Centric Firm

At GSGL, we take pride in our leadership and workforce, predominantly comprised of retired military personnel and experienced law enforcement officers. The unique benefits of having a security firm led by individuals with such backgrounds are immense and multi-faceted, reflecting positively on every aspect of our operations and corporate ethos.

Our leadership team, guided by retired military veterans, brings a level of precision, discipline, and rigor that is unparalleled. The strategic and tactical skills learned in the military translate into meticulous planning, detailed risk assessments, and flawless execution of security protocols. This military-grade precision ensures that all operations are conducted with the utmost efficiency and to the highest standards.

Leaders with military and law enforcement backgrounds are adept at handling high-pressure situations and complex security challenges. Their extensive training and real-world experiences are invaluable in developing and implementing robust security strategies that address a wide range of scenarios, from routine surveillance to emergency responses.

Next, leveraging our deep connections within military and law enforcement communities, GSGL excels in attracting top-tier talent. Our leaders naturally understand the skills and attributes that make a security professional effective. This insider knowledge aids in a rigorous vetting process, ensuring that only the most qualified, reliable, and disciplined personnel join our ranks. There is a strong sense of camaraderie and mutual respect among individuals who have served in



the military or law enforcement. This shared background fosters a cohesive team environment and a seamless integration of new recruits who are veterans or former law enforcement officers. The existing cultural affinity promotes a high level of trust and reliability within teams, crucial attributes for a security firm.

Support For Veterans Transitioning to Civilian Life

For veterans transitioning to civilian roles, joining a security firm led by one of their own can ease the adjustment. Our leaders understand the unique challenges faced by those coming from military backgrounds and provide tailored support to integrate these skills into our civilian operations. This not only aids in the professional development of our staff but also enhances their personal adjustment to civilian life.

Clients are reassured by the presence of security personnel with military and law enforcement backgrounds. The perception of higher reliability and competence in handling security matters is a strong selling point. This reassurance is backed by our firm's proven track record, which is a direct result of our leadership's strategic foresight and the consistent performance of our team.



200+

Security Personnel

1,500+

Assets & Properties
Protected Globally

50+

Years of Combined
Military Experience

17+

Years of Local Service



3.2 Capabilities Statement

CAPABILITY STATEMENT

CAGE: 9L0F4 UEI: R8SXZ1SJJU31

Based in Fort Myers, Florida, Global Security Group, Inc. was founded by a team of dedicated law enforcement and military professionals. We specialize in providing comprehensive security solutions, integrating highly trained personnel with cutting-edge technology. Our commitment is to deliver tailored security services across the United States and beyond. With a network of locations, our team offers key staffing and personnel to craft personalized security solutions, ensuring the safety of businesses and communities.

Our suite of services includes Uniformed Security Officers, Access Control, Patrol Services, Alarm Response, CCTV Monitoring, Event Security, Retail Security, Executive Protection, Loss Prevention, Fire Watch Services, Crowd Control, Security Consulting, Emergency Response, Armed Security Officers, Security Escort Services, Residential Security, Parking Lot Security, Mobile Security Patrols, Healthcare Security, and Transportation Security.

DIFFERENTIATORS



Specialized Expertise



Cutting-Edge Tech Integration



Customized Security Solutions

CORE COMPETENCIES

- | | | |
|------------------------------------|-----------------------------------|----------------------------------|
| ✓ Uniformed Security Services | ✓ Executive Protection Services | ✓ Security Escort Services |
| ✓ Access Control Solutions | ✓ Loss Prevention Strategies | ✓ Residential Security Solutions |
| ✓ Patrol Services | ✓ Fire Watch Services | ✓ Parking Lot Security |
| ✓ Alarm Response and Investigation | ✓ Crowd Control Services | ✓ Mobile Security Patrols |
| ✓ CCTV Monitoring | ✓ Security Consulting | ✓ Healthcare Security Services |
| ✓ Event Security | ✓ Emergency Response Coordination | ✓ Transportation Security |
| ✓ Retail Security Solutions | ✓ Armed Security Services | ✓ Government Facilities |

COMPANY DATA

UEI: R8SXZ1SJJU31
CAGE Code: 9L0F4

NAICS Code: 561612



GSGI LLC dba Global Security
3949 Evans Ave Ste 303
Fort Myers, FL 33901



Angel Pino, CEO
pino.gsgi@gmail.com
239-600-0831

PAST PERFORMANCE

PARKS AND RECREATION DEPARTMENT, CITY OF CAPE CORAL

Cape Coral, Florida

Provided Security Services for Event: Global Security Group, Inc. had the honor of delivering comprehensive security services for the City of Cape Coral's Red, White and Boom event. This high-profile event took place in Cape Coral, Florida, and spanned a specific duration to ensure the safety and security of the community during a celebration that attracted over 5000 people.

Scope of Services: Our team provided security services encompassing crowd control, access management, surveillance, and emergency response coordination. With a contingent of 25 highly trained guards, we worked collaboratively with the City's Parks and Recreation Department to ensure the smooth and secure execution of the event, emphasizing the safety and well-being of all attendees.

Special Events Expertise: This project showcased our expertise in handling special events, demonstrating our ability to manage large crowds, navigate dynamic environments, and tailor security measures to the unique requirements of a festive community gathering. The success of this event underscores our commitment to excellence in providing specialized security solutions for diverse occasions.

LEE HEALTH / COVID-19 TESTING POP-UP SITES

Lee County, Florida

Provided Security Services for Lee Health: Global Security Group, Inc. played a crucial role in ensuring the safety and security of Lee Health's COVID testing pop-up sites across more than 25 locations in Lee County, Florida.

Scope of Services: Our security services included managing access control, securing testing areas, and providing assistance with biohazard containment measures. Our team was dedicated to creating a safe and sanitized environment, addressing the unique challenges posed by COVID testing sites, and contributing to the overall efficiency of the testing process.

Expertise in Healthcare Security: This project demonstrated our expertise in healthcare security, particularly in dealing with the challenges associated with pandemic response efforts. Our commitment to maintaining safe and sanitized areas showcased our understanding of the critical role security plays in healthcare settings.

SYNERGY NDS / CHARLOTTE COUNTY SCHOOLS

Charlotte County, Florida

Provided Security Services for Access Control: Global Security, collaborated with Synergy NDS to deliver essential security services for Charlotte County schools. The project involved securing access control points for more than 15 schools throughout the county.

Scope of Services: Our security team focused on managing access control points, and ensuring the safety and security of students, staff, and school premises during school hours. This included implementing robust security measures while Synergy NDS worked on enhancing gate systems for security that was damaged during the hurricane.

Enhancing School Safety: This project demonstrated our commitment to enhancing school safety through strategic access control measures. By working in tandem with Synergy NDS on gate systems, we contributed to the overall security infrastructure of the schools, creating a safer environment for students and staff.



3.3 Plan of Approach

GSGL is fully equipped and highly capable of managing the comprehensive scope of security work required by the City. Our diverse range of security services is designed to ensure an adaptive, thorough, and proactive approach to safeguarding assets, personnel, and residents/visitors.

Understanding the Scope of Work & Post Orders:

GSGL recognizes the critical role of providing reliable, responsive, and professional security services to Lauderhill under the outlined scope of work. Our team is committed to delivering armed and unarmed security guard services that adhere to Florida State Statute 493 and meet the unique needs of various locations. Whether the requirement is proactive patrols, parking lot monitoring, or emergency response, GSGL's approach is centered on quality, safety, and accountability.

GSGL has extensive experience in developing and maintaining detailed standing orders and post orders tailored to specific operational conditions. Our approach involves collaborating closely with City representatives to understand unique site requirements and expectations, ensuring that all post orders are clearly defined and aligned with City protocols. These orders are regularly reviewed and updated to reflect changes in operational needs or conditions. Supervisors ensure that all personnel are thoroughly briefed and trained on post-specific duties, and compliance is monitored through regular inspections and performance evaluations.

Comprehensive Staffing and Training:

GSGL will recruit and deploy personnel who are not only licensed but also possess the qualifications, physical capability, and mental acuity necessary to perform their duties effectively. Every guard will be trained to understand the specific duties outlined by Lauderhill, including credential checks, facility patrols, and emergency drills. All personnel will be certified in CPR, First Aid, and AED use, ensuring preparedness for medical emergencies. Our supervisory staff will maintain close oversight to ensure compliance with post orders and provide continuous improvement in service delivery.

Equipment and Technology:

GSGL will supply all required uniforms, equipment, and communication devices to ensure guards are prepared and professional. Parking monitors will be equipped with radios, rain gear, and necessary documentation tools to maintain operations in any weather conditions. In addition, we will leverage technology such as electronic incident reporting and GPS-enabled patrol tracking to enhance transparency and operational efficiency.

To enhance transparency and operational efficiency, GSGL will utilize TrackTik, a state-of-the-art security workforce management platform. TrackTik enables real-time tracking and measurement of officer performance, ensuring that all patrols, incident reports, and tasks are completed accurately and on time. This technology provides Lauderhill with actionable data and insights, fostering accountability and improving service quality.

Responsive Supervision and Coordination:

Our supervisory framework ensures seamless execution of security services across all shifts. Supervisors will patrol locations regularly, address staffing gaps immediately, and liaise with Lauderhill representatives to address unique requirements promptly. Supervisors will maintain familiarity with all City facilities, venues, and post orders, ensuring guards are fully briefed on expectations and emergency protocols.

Collaboration and Communication:

GSGL views collaboration as a cornerstone of successful service delivery. Our team will maintain open lines of communication with Lauderhill representatives, participating in the creation and refinement of post orders and schedules. Daily logs, incident reports, and post-shift summaries will be submitted promptly, ensuring that the City remains informed of all activities and incidents.

Scalable and Reliable Operations: GSGL's operational model is designed to adapt to the dynamic needs of the City, whether responding to an emergency, staffing a high-profile event, or covering a routine shift. Our team is equipped to scale operations quickly and efficiently, providing dependable security services whenever and wherever needed.

Workload and Ability to Support Lauderhill With Ease: GSGL successfully manages security operations for diverse clients throughout the local area. With a team of over 200 trained officers and advanced tools like TrackTik for real-time performance monitoring, we efficiently allocate resources to meet the unique needs of each client. Our scalable structure and experienced management ensure we can fully support Lauderhill's requirements while maintaining excellent service for our existing contracts.



CPOP Methodology

At GSGI, we deploy a pioneering approach through the Community Policing-Oriented Program (CPOP), which merges the vigilant watchfulness of traditional security services with the community-engaged philosophy of modern policing. This integration forms the backbone of our operational methodology, aiming not only to protect but also to connect, understanding that community involvement is key to effective security.

Our CPOP methodology is founded on the principle that genuine security transcends the mere presence of guards and surveillance equipment. It involves building a rapport with the community, understanding its unique needs, and fostering an environment of mutual trust and respect. This community-first approach helps in identifying and resolving issues more collaboratively and effectively, ensuring not just safety but also enhancing the quality of life for community members.

GSGI redefines the role of security services, ensuring that they are not only protectors but also partners. By integrating CPOP into our methodology, we deliver security solutions that are comprehensive, community-focused, and above all, grounded in the principles of cooperation and mutual respect.

Proactive Community Engagement:

Central to our methodology is proactive engagement. Our officers are trained to serve not only as guards but as liaisons between GSGI and the community. They conduct regular outreach to understand community concerns, gather feedback, and provide safety education. This ongoing dialogue enables us to tailor our security measures more accurately to the specific needs and expectations of the communities we serve.

Training for Community Integration:

GSGI places a strong emphasis on specialized training for our officers in the tenets of community policing. This includes courses on effective communication, cultural sensitivity, conflict resolution, and ethical behavior. Our training programs are designed to prepare our officers to handle various community interactions positively and constructively, ensuring they contribute to the community beyond traditional security roles.

Strategic Problem-Solving:

Embracing the CPOP philosophy, our approach involves strategic problem-solving that goes beyond the surface level. By analyzing patterns of incidents and collaborating with local stakeholders, including law enforcement and community leaders, we develop strategic interventions that address the root causes of security concerns. This might involve adjusting environmental designs to reduce crime hotspots or initiating community programs that deter criminal activity.

Feedback Mechanisms and Adaptability:

Our methodology incorporates robust feedback mechanisms to ensure our strategies remain effective and relevant. Regular surveys, community meetings, and feedback channels allow us to gather insightful data on the efficacy of our approaches and the satisfaction of the community. This input leads to continuous improvement in our services, helping us adapt to evolving challenges and expectations.

Visibility and Accessibility:

A key aspect of our CPOP approach is ensuring that our officers are visible and accessible within the community. This visibility not only acts as a deterrent to potential threats but also reassures the community members that we are always on hand to assist. Our officers are encouraged to be approachable and available, bridging the gap between formal security enforcement and community support.



3.4 Vetting & Recruiting Plan

GSGI is committed to assembling a top-tier security team for all City security operations, emphasizing the recruitment and integration of individuals with military, National Guard, and veteran backgrounds. These candidates bring a wealth of discipline, leadership, and specialized skills that are invaluable in high-stakes security environments. Our strategic approach involves forging strong partnerships with military organizations, conducting targeted recruitment campaigns, and implementing a rigorous vetting process that aligns military expertise with the unique demands of civilian security roles.

Targeted Recruitment Initiatives:

Our recruitment strategy harnesses the potential of military and veteran communities through direct partnerships with national veterans' organizations and local military bases. We host recruitment events specifically designed for these groups, providing forums where potential candidates can learn about the unique opportunities at GSGI. Additionally, our online recruitment campaigns on platforms dedicated to veterans and military personnel ensure we connect with candidates actively seeking new challenges post-service.

Veteran Preference and Integration Support:

Our hiring process includes a veteran preference policy, ensuring that qualified veterans are given priority during recruitment. This policy reflects our commitment to supporting those who have served by providing them with meaningful employment opportunities post-service. Once hired, veterans receive comprehensive support to integrate smoothly into their new roles, including mentorship programs with fellow veteran colleagues and ongoing professional development to ensure continuous growth and success in their careers.

Community Engagement and Information Sessions:

We actively engage with the local community, particularly local veteran groups and community centers, to spread awareness about career opportunities within our organization. Through these community outreach efforts, we conduct informational sessions that highlight how military skills can seamlessly transition to fulfilling careers in security services. These sessions are crucial for illustrating the professional pathways and advancement opportunities available at GSGI.

Comprehensive Vetting and Skills Assessment:

The cornerstone of our recruitment process is a comprehensive vetting system that includes extensive background checks, competency assessments, and structured interviews. This multi-layered approach ensures that all potential hires meet our high standards for integrity, professionalism, and skills. Our competency assessments are specifically designed to evaluate how well military training and experience translate into the security sector, ensuring a perfect match between job requirements and candidate capabilities.

Skills Translation and Role-Specific Training:

Recognizing the unique skills that veterans bring, we facilitate workshops that help translate military experiences into valuable security skills. This not only aids candidates in understanding their role within civilian security operations but also helps our HR team in aligning these skills with specific job needs. Following recruitment, we offer tailored training programs that fine-tune these skills to meet the specific challenges faced in security roles, emphasizing areas such as civilian law enforcement techniques and advanced surveillance technologies.



Compliance and Ethical Hiring Practices:

GSGL adheres strictly to all applicable employment laws and upholds the highest standards of fairness and ethical practices in hiring. Our transparent recruitment process is designed to foster diversity and equality, providing equal opportunities for all candidates while focusing on the empowerment of veterans.

Performance Evaluation and Continuous Improvement:

We continually monitor the performance of all new hires, especially veterans, to ensure they meet our operational standards and adapt well to their new roles. This monitoring is complemented by feedback mechanisms that encourage new veterans to share their experiences and suggestions for improving our recruitment and integration processes. This feedback is invaluable as it helps us refine our strategies and ensure that we remain a preferred employer for veterans.

Local Hiring Strategy

Our recruitment initiative in the local City area targets key local sectors to attract a diverse range of candidates, including our list of current hires and referrals. As a firm with local preference, we understand your needs first-hand.

We also aim to hire primarily from the following areas:

Local Veterans and Military Personnel:

- We focus on recruiting veterans and transitioning military personnel who are residents of City or the surrounding areas. This demographic is uniquely skilled with invaluable experience that enhances our security operations. We work closely with local veteran organizations and military bases, such as the U.S. Coast Guard Base City, to facilitate transitions to civilian security roles.

Educational Institutions:

- Collaborations with local educational institutions such as Miami Dade College and Florida International University allow us to tap into a pool of young, energetic individuals who are eager to start careers in security. We offer internships and part-time positions to students who are interested in law enforcement and security services, providing them with practical experience and a pathway to full-time employment upon graduation.

Local Community Job Fairs:

- Participating in job fairs within City and nearby neighborhoods is a critical component of our local hiring strategy. These fairs help us connect directly with job seekers, providing information about the career opportunities available at GSGL and the benefits of joining our team.

Online and Social Media Platforms:

- We utilize local online job boards and social media platforms to reach potential applicants, ensuring a wide dissemination of our job postings to residents of City and surrounding areas.



Hiring Requirements For Lauderhill

GSGI is committed to providing highly trained and qualified security officers to ensure the safety and security of the City of Lauderhill. All personnel assigned to this contract will meet or exceed the experience and training standards outlined by the City. Our rigorous selection process ensures that only the most capable and professional individuals are entrusted with security responsibilities.

Level A - Base Level Security Officers

All security officers deployed under this contract will undergo comprehensive background checks, the results of which will be made available to the City upon request. GSGI ensures that every officer meets the following criteria:

- Legal Eligibility: U.S. citizen or valid resident alien status.
- Licensing & Training: Completion of Basic Security Guard Training with a valid Florida unarmed security license.
- Language & Communication: Full literacy in English, including the ability to read, write, speak, and comprehend effectively, especially in high-stress situations.
- Experience: Minimum of one year in a responsible security role.
- Education: High school diploma or equivalent.
- Contractor Training Completion: Officers will undergo specialized training in patrolling techniques, first aid (including CPR), public relations, safety protocols, telecommunications, radio communication, report writing, and on-site field training supervised by GSGI management.
- Character & Conduct: Officers must have a clean background with no history of felonies, sex offenses, military dishonorable discharges, or irresponsible behavior (such as reckless driving or poor employment records).

Physical Capability Requirements:

- Medical Clearance: Officers must pass a medical examination at the contractor's expense before duty assignment.
- Vision & Hearing: Correctable 20/20 vision with the ability to distinguish color shades and hear conversations at 20 feet without hearing aids.
- Substance-Free: Officers must pass a drug test and be free from communicable diseases.
- Speech & Health: No physical or emotional conditions that could impair professional performance.
- Vital Signs: Blood pressure and other vital signs must be within normal limits.

Level B - Mid-Level Security Officers

In addition to meeting all Level A requirements, Level B security officers must have a minimum of two (2) years of satisfactory full-time experience as a military or civilian law enforcement officer. Service as a part-time police officer, reserve officer, or security officer does not qualify for this level.

Level C - High-Level Armed Security Officers

Level C security officers are required to meet all Level B criteria and possess additional training qualifications and licenses necessary to provide armed security services:

- State of Florida Officer's "G" License for armed security duties.
- Comprehensive Background Checks including felony screening at both the state (Florida) and national (FBI) levels.
- City Review: The City of Lauderhill will review all background documentation before approving personnel for Level C assignments.



3.5 Officer Training Plan

Our training team will deploy a specialized training program for the City contract, if awarded. Our goal is to equip GSGI officers with the skills, knowledge, and situational awareness necessary to effectively manage security operations in a dynamic and high-traffic tourist destination. The program focuses on comprehensive training with specialized modules tailored to the unique needs of the City, ensuring officers are prepared to handle diverse situations with professionalism and precision.

Training Modules:

Basic Security Training:

- Topics Covered: Legal aspects of security, ethics, patrol techniques, report writing, emergency response protocols.
- Importance: Establishes a foundation for all security operations, ensuring officers are well-versed in fundamental security principles and practices.

Advanced Customer Service Skills:

- Topics Covered: Conflict resolution, effective communication, cultural sensitivity, customer care in a tourism-focused environment.
- Importance: Enhances officers' ability to interact positively with tourists and locals, crucial in a tourist destination where interactions are frequent and impactful on visitor experiences.

Crisis Management and Emergency Response:

- Topics Covered: Emergency medical techniques, fire safety, active shooter protocols, natural disaster response.
- Importance: Prepares officers to respond efficiently and effectively in high-stress situations, ensuring the safety and security of all individuals in emergency scenarios.

Location-Specific Security Operations:

- Topics Covered: Location-specific patrol methods, lost child procedures, managing water-related incidents (if any), coordination with local personnel.
- Importance: Tailors security practices to the unique challenges of a beach settings, high tourist areas or similar.

Crowd Control and Event Security:

- Topics Covered: Techniques for managing large crowds, security at major events, use of surveillance equipment, coordination with local law enforcement.
- Importance: Equips officers to handle the significant influx of people during events and peak tourist seasons, ensuring public safety amidst large gatherings.

Tourist Exploitation and Crime Prevention:

- Topics Covered: Identifying and responding to petty crimes, scams targeting tourists, theft prevention, surveillance tactics.
- Importance: Focuses on protecting tourists from common crimes, thus enhancing their overall experience and safety.

Specialized Equipment Training:

- Topics Covered: Use of body cameras, hand-held radios, non-lethal weapons (e.g., tasers, pepper spray), mobile security applications.
- Importance: Ensures officers are proficient in using specialized equipment that enhances their effectiveness and responsiveness.

3.6 Customer Service & Communications Protocols

At GSGI, our communications plan and customer service training are designed to ensure seamless, efficient, and effective operations, providing unmatched security services. Our comprehensive approach includes advanced technology, rigorous training, and meticulous system maintenance to meet and exceed the stringent requirements of the City.

1. Advanced Radio Communication Technology:

GSGI will equip all on-duty security officers and supervisors with two-way hand-held radios licensed by the Federal Communications Commission (FCC). This ensures our team can communicate swiftly and clearly in various operational environments. The radios provided will feature emergency capabilities and printout identification to enhance functionality and safety during operations.

2. Centralized Dispatch System:

To manage our communications effectively, we will maintain a centralized dispatching service operated from a local base station in the City. This station will be manned by experienced personnel 24 hours a day and will include a recorded backup system to guarantee continuity and reliability. Our commitment extends to ensuring complete in-building radio communication coverage within the city limits of Lauderhill, thus supporting our team's ability to respond promptly and efficiently to any situation.

3. System Quality and Maintenance:

GSGI is dedicated to maintaining the highest quality of radio communications. We will provide and maintain a network of transceivers and repeaters that are robust enough to cover all areas of the City effectively. Our exclusive radio frequency, which will be used solely by our team, will facilitate clear and uninterrupted communications. Moreover, we are committed to a rigorous maintenance and repair program that ensures all equipment operates at optimum levels at all times. This includes a systematic approach to battery management and equipment readiness, ensuring that all radios, flashlights, and other communication devices are fully charged and ready for immediate use throughout each shift.

4. Training and Performance Standards:

Our security officers undergo extensive training not only in security protocols but also in effective communication practices. This training ensures that every team member can utilize the communication tools effectively and understand the protocols for different scenarios, from routine operations to emergency responses. Our focus on continuous training and development helps maintain high standards of communication efficacy and customer service.

5. Evaluation and Compliance:

The effectiveness of our radio communication system will be continually evaluated against the City's contractual standards. Prior to the award of the contract, our system will undergo a thorough review by the City's key stakeholders to ensure it meets all operational requirements. Should any aspect of our communications system be deemed inadequate at any point during the contract term, we are prepared to make immediate enhancements. GSGI is committed to adhering to all conditions outlined in the contract and to making any necessary adjustments to maintain or exceed the required service standards.

6. Responsiveness to City Feedback:

We maintain an open line of communication with the City and are responsive to any concerns or feedback regarding our communications system. Should the City identify any inadequacies, we will address these issues promptly and effectively.



3.7 Uniform & Vehicle Standards

At GSGL, we understand that the presentation of our security officers is not just a reflection of our company and the professionalism we exude, but also of the clients we serve, including the City. To this end, we ensure that all our security officers are not only well-trained and highly competent but are also well-groomed and neatly uniformed, upholding the professional image and integrity required for such critical roles.

Professional Appearance and Identification:

Every security officer assigned to the City will be outfitted in uniforms that are both professional and distinct. These uniforms will be readily distinguishable from the City of Lauderhill Police uniforms, avoiding any confusion while maintaining a formal, authoritative presence. Each officer will wear a nameplate bearing their name, alongside either a patch or additional identification that displays the GSGL name, ensuring transparency and accountability in all interactions with the public and city personnel.

Uniform Standards and Policies:

GSGL takes full responsibility for providing these uniforms, absorbing the cost to ensure that our officers' presentation meets the highest standards without impacting their compensation. This approach adheres to ethical practices, ensuring that the provision of uniforms does not reduce the officers' hourly pay rate below the living wage. By managing the uniform supply internally, we maintain control over the quality and consistency of our officers' appearance.

Identification and Verification:

Understanding the importance of security and trust, all officers are also required to carry photo identification at all times during their duties. This strict policy supports the City's requirement for easy verification of a guard's identity and credentials. Our commitment to this protocol not only enhances security but also fosters a relationship of trust and reliability between our staff, the city, and its citizens.

Ensuring Compliance and Dignity:

GSGL's commitment to maintaining high uniform standards exemplifies our dedication to dignity, professionalism, and respect in all aspects of our operations. We ensure that every officer feels valued and respected, equipped not just with the necessary tools for their safety and duties but also with attire that promotes confidence and pride in their role.

The GSGL Uniform Policy

Purpose:

The purpose of this uniform policy is to ensure that all security officers present a professional, authoritative, and consistent appearance that reflects the high standards of GSGL and promotes confidence among the public, clients, and colleagues.







Uniform Standards:

Issuance and Ownership:

- GSGL will provide each officer with a complete uniform set at the company's expense.
- Officers are responsible for the care and maintenance of issued uniforms. Uniforms remain the property of GSGL and must be returned in good condition upon termination of employment.

Dress Requirements:

- The standard uniform includes a shirt, pants, jacket, nameplate, hat, and footwear. Specific components may vary based on assignment or weather conditions.
- All uniforms will feature the GSGL logo, either embroidered directly on the uniform or affixed as a patch.
- Name badges displaying the officer's name and GSGL's name will be worn at all times.

Appearance:

- Uniforms must be clean, pressed, and in good repair at all times.
- Officers must adhere to personal grooming standards that reflect professionalism and respect for the roles they perform. This includes, but is not limited to, keeping hair neat, beards trimmed, and nails clean.

Additional Gear:

- Depending on the assignment, additional gear such as belts, flashlights, radios, and safety vests may be issued. These items are also to be maintained properly and returned if an officer leaves the company.

Footwear:

- Officers are required to wear black, polished, non-slip safety footwear while on duty. Footwear must be kept clean and in good repair.

Identification and Credentials:

- Photo identification badges must be visible at all times while on duty. This badge will be provided by GSGL and must be returned upon termination of employment.

Compliance:

- Officers are expected to wear their complete uniform during all working hours and while performing duties related to their position.
- Failure to wear the proper uniform or to maintain a neat and professional appearance may result in disciplinary action.

Inspections:

- Uniform and appearance inspections may be conducted randomly or at scheduled times to ensure compliance with this policy.
- Supervisors are responsible for enforcing uniform standards and reporting any deviations to the human resources department.

Implementation and Enforcement:

This policy is effective immediately and applies to all security officers employed by GSGL. Supervisors are responsible for ensuring that all team members are informed about the uniform policy and comply with its standards. Regular training sessions will be held to reinforce the importance of professional appearance and compliance with the uniform policy.



3.8 Quality Control Plan (QCP)

Our Quality Control Plan (QCP) and Standard Operating Procedures (SOPs) are designed to ensure excellence in all aspects of our security service delivery. This document outlines detailed protocols and strategies to maintain high standards through on-the-job performance, corrective actions, incident reporting, and ongoing performance management.

GSGL's quality assurance plan includes regular inspections of service areas by supervisory staff, ensuring compliance with post orders and addressing any operational concerns promptly. We maintain open communication with the City through daily logs, incident reports, and performance reviews, while complaints are documented, investigated, and resolved efficiently to uphold the highest standards of service.

On-The-Job Expectations of Officers

Professional Conduct: At GSGL, we hold our officers to the highest standards of professionalism. This entails a comprehensive expectation for behavior that not only reflects their training but also embodies the ethos of our company and the specific needs of our clients.

- **Respect and Integrity:** Officers are expected to conduct themselves with utmost respect and integrity in all interactions. This includes maintaining a calm and respectful demeanor even in high-pressure situations, ensuring that all engagements are handled with tact and sensitivity.
- **Ethical Behavior:** Our officers are champions of ethical behavior, upholding principles of fairness and justice. They are expected to perform their duties with honesty and loyalty, adhering to both the letter and the spirit of the ethical guidelines established by our company.
- **Confidentiality:** Given the sensitive nature of security work, officers are required to maintain strict confidentiality in all matters related to their duties. This includes safeguarding any personal or proprietary information encountered while on duty.
- **Legal and Regulatory Compliance:** Officers must rigorously comply with all applicable local, state, and federal laws, as well as specific directives and protocols set forth by our clients. This compliance is fundamental to our operations and critical to maintaining the trust of the clients we serve.

Operational Excellence: Operational excellence is the cornerstone of our service delivery, ensuring that all security operations are conducted flawlessly and without interruption.

- **Adherence to Protocols:** Officers are trained to follow all operational guidelines meticulously. This includes sticking to designated patrol routes, adhering to precise monitoring schedules, and executing emergency response procedures as dictated by our protocols.
- **Proactivity and Vigilance:** We expect our officers to maintain constant vigilance and to employ proactive security measures. This proactive approach is crucial in identifying and mitigating potential threats before they escalate. Officers are trained to anticipate possible security issues and to take preemptive actions to mitigate risks, ensuring the safety and security of the premises and people under our protection.

Customer Service: At GSGL, customer service is as crucial as any security measure. Our officers play a vital role in representing our values and enhancing client satisfaction.

- **Courtesy and Responsiveness:** Officers are expected to handle all interactions with the public, clients, and colleagues with the utmost courtesy and responsiveness. Whether addressing inquiries, responding to requests, or managing incidents, our officers do so with professionalism and a customer-focused attitude.
- **Assistance and Engagement:** Beyond basic courtesy, our officers are trained to be actively helpful and informative. They provide assistance, directions, and general information, always aiming to enhance the experience of those they interact with.



Corrective Action Plan (CAP)

At GSGL, maintaining high standards of performance and behavior is crucial to our operations and reputation. Our corrective action process is structured to address any deviations effectively and ensure our officers meet the rigorous standards expected in the security industry.

Identification of Issues: Our supervisory teams play a critical role in the ongoing monitoring and evaluation of officer behavior and performance. This oversight is crucial for maintaining operational integrity and professionalism.

- **Continuous Monitoring:** Supervisors are assigned the responsibility of continuously assessing officer performance against established benchmarks and protocols. This includes direct observation, review of incident reports, and feedback from clients and colleagues.
- **Assessment of Deviations:** When deviations from expected standards are identified, supervisors note these incidents and assess their severity and potential impact on operations and client safety. This assessment helps in determining the appropriate level of corrective action required, ensuring responses are proportional to the nature of the deviation.

Immediate Correction: For minor infractions, immediate and on-site corrective actions are taken to address issues before they escalate or become habitual.

- **On-the-Spot Coaching:** Supervisors address minor infractions through direct, on-the-spot coaching. This immediate intervention is aimed at correcting the behavior and providing a learning opportunity for the officer involved.
- **Constructive Feedback:** In these interactions, supervisors provide constructive feedback and practical advice, helping officers understand the importance of adhering to protocols and the potential consequences of their actions. This guidance is crucial for helping officers meet and exceed the operational standards of GSGL.

Formal Corrective Actions: More severe or repeated violations are addressed through a formal corrective action process, designed to handle significant breaches with the seriousness they warrant.

- **Disciplinary Procedures:** Formal procedures may include disciplinary meetings where the officer is presented with evidence of the infraction and given an opportunity to respond. Based on the findings, formal warnings or performance improvement plans may be issued to provide clear expectations and benchmarks for future behavior.
- **Suspension or Termination:** For severe breaches, and when an officer repeatedly fails to improve despite previous warnings, more drastic measures such as suspension or termination may be implemented. These actions are taken only after a thorough review and are conducted in strict accordance with company policies and legal guidelines to ensure fairness and due process.

Documentation: Maintaining comprehensive records of all corrective actions is fundamental to our quality control and legal compliance.

- **Record Keeping:** Detailed records of each corrective action, including the nature of the infraction, the response from the supervisory team, and any follow-up actions, are meticulously documented. These records provide a clear audit trail that can be reviewed by management and auditors to ensure that all actions are justified and that similar issues are handled consistently across the organization.
- **Supporting Documentation:** These documents are crucial for supporting decisions in the event of disputes or legal challenges. They also serve as an educational tool, helping to refine training programs and prevent future incidents.



Incident Reporting Procedures

At GSGL, our incident reporting procedures are integral to our operational integrity and effectiveness. These procedures ensure that all security incidents or breaches are handled with utmost efficiency and precision, maintaining the highest standards of security service.

Immediate Reporting:

Rapid response begins with immediate incident reporting. Our protocol mandates that officers report any security incidents or breaches as soon as they occur to facilitate a swift response and mitigate potential impacts.

- **Designated Communication Channels:** Officers are trained to use specific, secure communication channels to report incidents. These channels are monitored 24/7 by our command center to ensure that no report is overlooked and that appropriate response measures are initiated without delay.
- **Structured Reporting System:** The incident reporting system is meticulously designed to capture all critical details necessary for an effective response and subsequent analysis. Officers are required to provide specific information including the nature of the incident, immediate actions taken, and any observations that might help in further handling the situation. This structured approach ensures consistency and completeness in incident reports, which are crucial for effective resolution and ongoing analysis.

Incident Logs:

Maintaining a detailed log of all incidents is a critical component of our security management system. These logs provide a comprehensive record that is invaluable for both immediate response and long-term security planning.

- **Comprehensive Documentation:** Each incident entry includes a timestamp, specific location, identification of involved parties, and a thorough description of the event. This information is crucial for immediate analysis and for guiding the response teams effectively.
- **Trend Analysis and Preventive Strategies:** Regularly analyzing these logs allows our security analysts to identify patterns or trends in security breaches, which can indicate underlying vulnerabilities. Understanding these patterns is essential for developing targeted preventive strategies and for formulating improvements to security protocols.

Review and Follow-Up:

The process of reviewing and following up on each reported incident ensures that our responses are not only effective but also continually improving.

- **Incident Review:** Senior security managers review each incident report to validate the initial response and assess the effectiveness of the actions taken. This review helps determine if additional measures are necessary, such as further investigations, involving law enforcement, or immediate adjustments to security deployments.
- **Lessons Learned:** Insights gained from these reviews are critically analyzed and integrated into our training and operational protocols. This integration aims to bolster our security measures and enhance the preparedness and responsiveness of our team. It ensures that lessons learned from past incidents directly contribute to strengthening our security practices.
- **Feedback Loop:** Officers involved in the incidents, as well as their supervisors, are debriefed and provided with feedback about their actions. This feedback loop not only helps in personal and team development but also reinforces the importance of adherence to protocols and the effectiveness of rapid incident reporting.



Performance Management & Continuous Improvement

Regular Evaluations: At GSGL, regular performance evaluations are a cornerstone of our quality control framework, ensuring each officer consistently meets our high standards of service.

- **Comprehensive Assessment Criteria:** Evaluations are comprehensive and structured, focusing on criteria that include adherence to security protocols, professional conduct, and responsiveness to clients. These criteria are designed to holistically assess the effectiveness and professionalism of each officer.
- **Supervisor-led Reviews:** Supervisors conduct these evaluations and are trained to provide objective feedback based on observable behaviors and outcomes. This process ensures that all officers are fairly assessed on their performance and contributions.

Feedback and Improvement: Continuous improvement is integral to our operational ethos, and it begins with constructive feedback.

- **Interactive Evaluation Sessions:** During evaluation sessions, supervisors provide detailed feedback to officers, discussing strengths and areas for improvement. These sessions are interactive, allowing officers to reflect on their performance, set personal goals, and express any concerns or challenges they face.
- **Support and Guidance:** Supervisors are tasked with offering support and guidance, helping officers understand how they can improve and grow within their roles. This supportive environment encourages officers to strive for excellence and seek help when needed to overcome job-related challenges.

Training and Development: Development of our personnel is critical to maintaining the effectiveness and readiness of our team.

- **Tailored Training Programs:** Based on the outcomes of performance reviews, specific training programs are recommended to address any skill gaps or to advance an officer's capabilities. These programs range from on-the-job training sessions focusing on practical skills to more formal educational offerings that enhance theoretical knowledge and strategic thinking.
- **Continuous Learning:** We emphasize the importance of ongoing professional development, encouraging our officers to continuously upgrade their skills and stay abreast of the latest security practices and technologies.

Recognition and Rewards: Recognizing and rewarding outstanding performance is key to motivating our workforce and reinforcing desirable behaviors.

- **Merit-Based Rewards:** Officers who exceed performance expectations may receive formal commendations, performance bonuses, or be considered for promotions. These rewards are not only a token of appreciation but also serve to motivate others within the organization.
- **Public Recognition:** Achievements are often recognized publicly within the organization to celebrate success and set a benchmark for excellence within the team.

Quality Assurance Audits:

- **Routine and Random Audits:** Our quality assurance team conducts regular and surprise audits to ensure strict adherence to the Quality Control Plan and to assess the effectiveness of current security practices.
- **Identification of Improvement Areas:** These audits help identify systematic issues or areas for improvement, ensuring that our operations continually evolve to meet the demands of our environments.

Client Feedback:

- **Client-Centric Approach:** Regular client feedback is solicited through surveys, direct interviews, and informal meetings. This feedback is crucial for understanding client satisfaction and adjusting our services to better meet their needs.
- **Responsive Adjustments:** Client insights lead to operational adjustments and training updates, ensuring that our services remain aligned with client expectations and industry best practices.



3.9 Transition Planning

Creating an effective 30-day transition plan is crucial to seamlessly transition from an incumbent security service provider to GSGL without compromising the safety and security operations of the client. This 30-day transition plan by GSGL is designed to mitigate risks associated with changing security providers, ensuring that not only is the transition smooth but also that GSGL's superior standards of security and client service are upheld from day one.

Day 1-5: Initial Assessment and Documentation

- Meetings with Client and Incumbent Provider: Conduct introductory meetings to discuss the current security protocols, understand specific client needs, expectations, and gather all relevant documentation from the incumbent provider.
- Site Surveys: Begin comprehensive surveys of all facilities, understanding the layout, critical points, and existing security measures.
- Risk Assessment: Conduct a thorough assessment to identify potential security risks and areas for improvement.

Day 6-10: Staffing and Resource Allocation

- Personnel Selection: Start recruitment and selection processes focusing on finding qualified candidates, especially prioritizing those with military, National Guard, and veteran backgrounds.
- Training Schedules: Develop and schedule training sessions tailored to meet the specific security needs of the client's premises.
- Equipment Audit: Review the condition and adequacy of existing security equipment and technology. Plan for the integration or upgrade of systems including surveillance cameras, alarms, and communication devices.

Day 11-15: Training and Certifications

- Onboarding and Training: Begin intensive training sessions for all new guards focusing on site-specific security procedures, crisis response, and customer service excellence.
- Certification: Ensure all personnel complete necessary certifications and are familiar with local compliance and regulatory requirements.
- Shadowing Program: Initiate shadowing sessions where new personnel work alongside incumbent security staff to gain hands-on experience.

Day 16-20: Systems Integration

- Technology Setup: Install and configure security technology systems as needed. This may involve setting up servers, integrating software systems like TrackTik for real-time monitoring, and testing communication systems.
- Data Migration: Safely transfer all necessary data from the incumbent provider to GSGL systems, ensuring data integrity and security.
- Feedback Mechanism Implementation: Establish channels for ongoing communication and feedback between security personnel, management, and the client.

Day 21-25: Soft Launch

- Soft Launch of Operations: Begin partial deployment of GSGL teams to take over certain security responsibilities under the observation of incumbent providers.
- Performance Review: Daily review of security operations to identify any gaps or areas for immediate adjustment.
- Client Meetings: Hold meetings with the client to provide updates on the transition progress and gather feedback.

Day 26-30: Full Operational Transition

- Full Deployment: Officially take over all security operations from the incumbent provider.
- Final Evaluations: Conduct final evaluations of all aspects of the security operations to ensure that they meet GSGL's standards and client expectations.
- Sign-off Meeting: Hold a final meeting with the client and the incumbent provider to sign off on the completion of the transition process.
- Ongoing Support and Adjustment: Establish a plan for the first month of operations post-transition to address any lingering problems and ensure a robust process of continual improvement.



3.10 TrackTik: Technology, Geolocating & Innovation

At GSGI, we are committed to leveraging cutting-edge technology to enhance our operational efficiency and effectiveness. A cornerstone of this commitment is our partnership with TrackTik, an advanced security workforce management platform that revolutionizes how we monitor and manage our security personnel across the City. TrackTik's innovative solutions empower us to ensure our officers are precisely where they need to be, enhancing both safety and service quality.

Real-Time Guard Tracking:

With TrackTik's GPS tracking capabilities, we have transformed the traditional approach to security management. Every guard's location is continuously updated and displayed on a dynamic, real-time map. This level of transparency allows our command center to monitor movements and deployments accurately, ensuring that all assigned areas are adequately covered. For our clients, this means never having to wonder about the whereabouts of the guards tasked with securing their premises. They have real-time data at their fingertips, reinforcing trust and peace of mind.

Enhanced Geofencing Capabilities:

TrackTik's geofencing technology offers sophisticated spatial management tools that are particularly valuable in diverse and bustling areas like Lauderhill. We can define precise geographical boundaries for our operations, designating specific areas where officers should remain during their shifts and identifying restricted zones. This capability is crucial for managing large-scale events or sensitive locations, where specific area constraints must be adhered to. When an officer enters a restricted zone, automated alerts are immediately sent to both supervisors and the officer via SMS and email, ensuring immediate corrective action is taken.

Optimized Performance and Reporting:

TrackTik not only enhances our monitoring and deployment capabilities but also significantly improves our reporting processes. The platform enables our officers to report incidents swiftly and efficiently, with all data centrally logged for immediate analysis and response. This streamlined communication ensures that any issues are addressed promptly and effectively, with all relevant stakeholders kept in the loop.

Strategic Deployment and Operational Efficiency:

Utilizing TrackTik, we can strategically deploy personnel based on real-time data and historical analysis, optimizing our coverage and resource allocation. This data-driven approach allows us to anticipate needs and adjust our strategies dynamically, ensuring optimal security coverage at all times. The efficiency gained through TrackTik's comprehensive management tools means that we can do more than just react to situations—we can proactively manage them.

Commitment to Innovation:

Our partnership with TrackTik is a testament to GSGI's commitment to embracing technological innovations that enhance our service delivery. This partnership not only sets us apart in the security industry but also aligns perfectly with our mission to provide reliable, transparent, and effective security solutions.



Efficiency, Reliability and Oversight

Mobile security that's ready
for any eventuality

Mobile security can be fast-moving and unpredictable. We use real-time information and automation to deliver tailored and dependable mobile patrol and dispatch services. With the TrackTik platform, we can deliver a mobile security service that's perfectly aligned to your goals.

TrackTik enables us to take a data-driven approach to mobile security which means we can take proactive action to meet your security needs.

Understand how your security profile compares to the market and take steps to improve your approach using real-life data.

POWERED BY
TRACK TIK

Flexible and efficient security patrols

TrackTik allows us to assign the right resources to the tasks that need completing in the most efficient way possible, thus delivering maximum value. We can optimize your patrols to increase efficiency, but also design in unpredictability to make sure we're providing an effective service.



Full transparency through in-depth reporting

We can report on patrols by route position; status; user; date; month; year; day of the week; job type; runsheet; and location. Not only does this give peace of mind over quality, but it also delivers precious insight over your operations and helps support compliance with regulatory protocols for patrol incident management.



3.11 Sample Security Plan

Introduction: GSGI LLC dba Global Security (GSGI) is committed to providing comprehensive, reliable, and professional security services tailored to the unique needs of the City of Lauderhill. This security plan outlines our approach to delivering armed and unarmed security guard services, ensuring safety, accountability, and exceptional service across all City locations.

Key Elements of the Security Plan

1. Personnel Deployment and Management
 - Qualified Personnel: Deploy licensed, trained, and professional security officers with Class “D” (unarmed) and Class “G” (armed) licenses as required.
 - Supervision: Ensure each shift is overseen by a dedicated supervisor responsible for patrols, post inspections, and staff performance.
2. Technology Integration
 - Utilize TrackTik for real-time tracking, performance monitoring, and reporting of all security activities. This ensures transparency and accountability for all tasks performed.
 - Leverage GPS-enabled patrol tracking to verify guard locations and patrol patterns.
3. Guard Duties

Security officers will perform the following key duties:

 - Patrolling interior and exterior areas of facilities to deter unauthorized access and ensure safety.
 - Conducting credential checks, visual inspections, and entrance searches as required.
 - Maintaining logs of activities and incidents, submitting reports promptly after each shift.
 - Responding to emergencies, including medical incidents and facility evacuations, with professionalism and efficiency.
4. Parking Lot Monitoring

Parking monitors will:

 - Direct vehicles, enforce parking regulations, and identify unauthorized vehicles.
 - Submit detailed incident reports and call for towing services if necessary.
 - Ensure the safe flow of pedestrian and vehicle traffic during peak hours.
5. Emergency Response
 - All personnel will be trained in CPR, First Aid, and AED use to respond effectively to medical emergencies.
 - Security staff will participate in City-led drills, fire alarms, and disaster exercises to ensure readiness.
6. Communication and Collaboration
 - Maintain open lines of communication with Lauderhill representatives to address specific needs or concerns promptly.
 - Provide daily logs, incident reports, and TrackTik performance metrics for review and evaluation.

Uniforms and Equipment

- Security personnel will wear clean, professional uniforms displaying the GSGI logo and identification badges at all times.
- Guards will be equipped with necessary tools, including radios, flashlights, and first aid kits, to perform their duties effectively.

Evaluation and Continuous Improvement

- Conduct regular performance reviews using TrackTik data and on-site inspections to ensure high service standards.
- Solicit feedback from Lauderhill representatives to adjust and refine security strategies as needed.

Commitment to Excellence

GSGI is dedicated to providing a secure and welcoming environment for Lauderhill’s staff, visitors, and residents. Through expert personnel, advanced technology, and proactive management, we will exceed expectations and ensure the safety and security of all City assets and operations.



3.12 Project Management Team

Led By Qualified Military Professionals & Veterans

Our core leadership team is comprised of:

- Angel Pino, Chief Executive Officer (CEO), veteran
- Matthew Gillstrom, Chief Operations Officer (COO) & Project Director
- Rubbens Garcia, VP of Field Operations
- Daniel Coustoulas, Founder & Director of Security Management, veteran

GSGL acknowledges and fully understands that the project management team and key team members assigned to the Lauderhill contract, as described, shall not be substituted without the expressed permission of Lauderhill. We are committed to maintaining consistency in personnel to ensure seamless operations and alignment with the City's expectations.

Growth & Market Expansion: Under the skilled leadership of Mr. Angel Pino, GSGL has not only sustained its growth but has dramatically enhanced its market presence, making it a pivotal force in the security industry both domestically and internationally. Our leadership team brings over 50 years of combined military experience to our operation, a depth of knowledge that infuses our operations with unmatched strategic and operational excellence. Angel's extensive military background is characterized by rigorous leadership roles across various challenging environments. His experience encompasses strategic planning, risk assessment, and crisis management—skills that he has seamlessly translated into the civilian security sector. This military-grade strategic acumen underpins our approach to security management, ensuring that all operations are meticulously planned and robustly executed.

3.13 Staff Experience & Credentials

Our Founder & Visionary: Daniel Coustoulas was a visionary entrepreneur who played a pivotal role in the establishment of GSGL in 2007. As the founder of the company, he embarked on a mission to exponentially expand its presence, both nationally and internationally, across all aspects of the security business. With strong determination and strategic acumen, Daniel took charge of driving GSGL's growth and solidifying its position in the industry. Since taking the helm at GSGL, Mr. Angel Pino, our CEO, has been instrumental in expanding the company's reach. Under his guidance, GSGL now supports over 200 employees and manages a vast network of independent contractors spread across the globe. This expansion is not just in numbers but in the scope of capabilities and the diversity of environments we operate in, ranging from corporate settings to critical infrastructure protection.

Mr. Pino's journey with GSGL began over a decade ago when he joined as an unarmed security officer. Through a passion for service and a strong work ethic, he steadily advanced within the company's ranks, becoming a source of inspiration for his colleagues. Mr. Pino assumes responsibility for all corporate day-to-day operations, both domestically and internationally. As a certified security officer and an Army NG veteran, Mr. Pino exemplifies the highest standards of professionalism, integrity, and expertise in the security industry. His remarkable journey from an entry-level security officer to owning and leading GSGL is a testament to his exceptional leadership qualities and commitment to excellence.

Management of Assets and Properties: GSGL, under Mr. Pino's leadership, manages an impressive portfolio of over 1,500 assets and properties. This management includes high-risk and high-value locations where the demand for security is not only about protection but also about strategic foresight and immediate responsiveness. Our ability to handle this scale of operations effectively is a testament to our robust organizational structure and the advanced training regimes that Angel has implemented.

Strategic Expansion and Global Reach: The expansion of GSGL under Mr. Pino's leadership reflects a strategic vision that is forward-thinking and globally oriented. We've established ourselves as an industry leader in security and force protection within the United States, and our influence continues to grow on the international stage. Our CEO's military background, with a strategic understanding of global security dynamics, enables us to adapt and respond to the complex security challenges presented by different regions and markets with ease.



GSGI, LLC dba Global Security Org Chart





TAB IV:

Specific Related Experience of the Firm





4.1 Experience & Qualifications

At GSGL, our strength is rooted in over 17 years of delivering exceptional protection services to the local community, supported by the expertise and commitment of our team of more than 200 highly qualified officers and staff members. With a significant number of our team being comprised of retired and active military personnel, members of the National Guard, and veterans, we bring a unique set of skills and experiences that elevate our service delivery to the highest standards in the security industry. We proudly possess our Veteran Business Enterprise certification (VBE) with the State of Florida and a copy of our certificate is attached.

Proven Security Expertise and Training:

The military training and experience that our team members possess are unparalleled in their depth and breadth. This background equips them with advanced tactical skills, strategic thinking capabilities, and a profound understanding of risk assessment. These attributes are critical in crafting security measures that are not only effective but also adaptable to the ever-changing threats in today's world.

Military and National Guard training instills a level of discipline and precision that is unmatched. Our team operates with military-grade precision, ensuring that all procedures are followed meticulously and with the utmost attention to detail. This rigorous discipline underpins our operational protocols, making our execution flawless and our response times swift and efficient.

Our extensive experience delivering tailored security services makes us the ideal firm for this contract. Over the past 17+ years, we have successfully partnered with a diverse range of clients, including municipalities, community organizations, and private entities, to provide high-quality protection services. Notable projects such as the City of Cape Coral Security Services, where we deployed 18 officers for access control, patrols, and emergency response, and the Salvation Army Center of Hope, where we managed access, conducted patrols, and utilized de-escalation techniques, highlight our expertise in delivering results across complex environments.

Our ongoing contracts with Venice Theater, Vines Community Association, and Edison Grand showcase our ability to provide consistent, professional services tailored to each client's unique needs, from surveillance and perimeter patrols to access control and safety checks. With a team of over 200 highly trained officers, advanced technologies like TrackTik for real-time performance monitoring, and a proven track record of managing security for high-traffic and sensitive locations, GSGL is uniquely equipped to ensure the safety and security of Lauderhill's assets. Our commitment to excellence, professionalism, and client-focused service sets us apart as the best choice for this contract.

Cohesion, Teamwork and Decisiveness:

The camaraderie and teamwork fostered in military units are deeply ingrained in our staff. This results in a cohesive unit that operates seamlessly, with each member understanding their role within the team and trusting in the capabilities of their colleagues. Such unity is crucial in high-stress situations where coordinated efforts are essential for the security and safety of our clients.

Veterans and active military personnel are trained to handle complex and volatile situations with calm and decisiveness. This resilience is integral to our operations, allowing us to effectively manage any scenario that may arise. Additionally, their experience in diverse environments enables our team to adapt our security strategies to fit specific contexts and needs, offering tailored solutions that provide maximum protection.

Trust and Reliability:

Leadership is a core attribute developed in the military, and our team is full of natural leaders who take charge in critical situations. This leadership is pivotal not only in managing security operations but also in taking responsibility for the safety of all stakeholders involved, including clients, their assets, and our own team members. GSGL stands out in the security sector, not just for the sheer number of professionals we deploy, but for the quality, preparedness, and ethical standards they bring to each assignment. Our extensive roster of officers, enriched with military, National Guard, and veteran expertise, positions us as a leader in security services, ready to face any challenge with confidence and professionalism.



4.2 Past Performance, Reference & Projects

Project 1:

Owner / Business Name: City of Cape Coral

Project Location / Address: 1015 Cultural Park Blvd, Cape Coral, FL 33990

Point of Contact: Todd King

Phone Number: (239) 573.3121

E-mail Address: tking@capecoral.gov

Project Name: Cape Coral Security Services

Brief Description of Work:

18 officers; Access Control: managing entry and exit points, checking tickets or credentials, and ensuring only authorized individuals gain access to event venues; Patrol and Surveillance: regular patrolling of areas, including high-traffic zones and vulnerable spots, to deter crime and ensure public safety; Emergency Response: quick response to emergencies such as accidents, natural disasters, or criminal activities, coordinating with local law enforcement and emergency services.

Project 2:

Owner / Business Name: Salvation Army Center of Hope

Project Location / Address: 2400 Edison Ave, Fort Myers, FL 33901

Point of Contact: Terryn Baah-Acheamfour

Phone Number: (239) 628.1402

E-mail Address: terryn.baah-acheamfour@uss.salvationarmy.org

Project Name: Salvation Army Center of Hope Security

Brief Description of Work:

Access Control: monitoring and controlling entry and exit points to ensure only authorized individuals are allowed inside; Patrols: conduct regular patrols of the facility and surrounding areas to deter and detect any suspicious activity or potential threats; Conflict Resolution: managing conflicts or disturbances among clients or between clients and staff, using de-escalation techniques; Safety Checks: ensuring the safety of all individuals in the center by checking for hazards and maintaining a safe environment.

Project 3:

Owner / Business Name: Venice Theater

Project Location / Address: 140 Tampa Ave W, Venice FL 34285

Point of Contact: Madeline McGrail

Phone Number: (941) 867.8632

E-mail Address: madeline@venicetheatre.net

Project Name: Venice Theater Security

Brief Description of Work:

Perimeter Patrols: Conducting regular patrols around the exterior of the theatre to check for any signs of attempted break-ins, vandalism, or other suspicious activity. Access Control: Ensuring all entry points, including doors and windows, are securely locked and monitoring any access points for unauthorized entry. Surveillance Monitoring: Monitoring CCTV cameras and alarm systems to detect and respond to any unusual activity.



4.2 Past Performance, Reference & Projects

Project 4:

Owner / Business Name: Vines Community Association

Project Location / Address: 8015 Vintage Pkwy, Fort Myers FL 33967

Point of Contact: Heidi Bower

Dates of Work: May 2022 to Present

Phone Number: (239) 454.8568

E-mail Address: heidi@pegasus.com

Project Name: Vines Community Association Security

Contract Award: \$480K

Brief Description of Work:

5-10 officers; conducting regular patrols around the exterior of the theatre to check for any signs of attempted break-ins, vandalism, or other suspicious activity. Access Control: Ensuring all entry points, including doors and windows are securely locked and monitoring any access points for unauthorized entry.

Project 5:

Owner / Business Name: Edison Grand

Project Location / Address: 2500 Edwards Dr, Fort Myers FL 33901

Point of Contact: Elizabeth Saavedra

Dates of Work: August 2021 to Present

Phone Number: (239) 307.5491

E-mail Address: elizabeth.saavedra@assetliving.com

Project Name: Edison Grand Security

Contract Award: \$495K

Brief Description of Work:

4 officers; conducting regular patrols around the exterior of the theatre to check for any signs of attempted break-ins, vandalism, or other suspicious activity. Access Control: Ensuring all entry points, including doors and windows, are securely locked and monitoring any access points for unauthorized entry.



TAB V:

Current Workload





Current Workload

City of Cape Coral

Todd King, Special Events Coordinator

(239) 573.3121

tking@capecoral.gov

1015 Cultural Park Blvd, Cape Coral, FL 33990

General Security Duties:

- **Patrol and Surveillance:** Regular patrolling of areas, including high-traffic zones and vulnerable spots, to deter crime and ensure public safety.
- **Emergency Response:** Quick response to emergencies such as accidents, natural disasters, or criminal activities, coordinating with local law enforcement and emergency services.
- **Public Interaction:** Assisting and providing information to residents and visitors, helping with directions, and addressing any concerns to enhance public trust and safety.

Event Security Duties:

- **Access Control:** Managing entry and exit points, checking tickets or credentials, and ensuring only authorized individuals gain access to event venues.
- **Crowd Management:** Monitoring and controlling crowds to prevent overcrowding, ensuring orderly conduct, and addressing any disturbances or conflicts.
- **Surveillance and Monitoring:** Using CCTV and other surveillance tools to monitor the event area for any suspicious activities or potential threats.
- **Emergency Preparedness:** Preparing for potential emergencies, including having evacuation plans and coordinating with emergency services for quick response.
- **VIP Protection:** Providing additional security for VIPs or performers, ensuring their safe arrival, presence, and departure from the event.
- **Perimeter Security:** Securing the perimeter of the event venue to prevent unauthorized access and monitor for potential threats.

Private Security Duties:

- **Property Protection:** Guarding private properties, including residential buildings, commercial establishments, and private venues, to prevent theft, vandalism, and unauthorized access.
- **Alarm Response:** Monitoring alarm systems and responding promptly to any triggered alarms, coordinating with local law enforcement if needed.
- **Personal Protection:** Providing personal security services for individuals who may be at higher risk, such as executives, celebrities, or other high-profile persons.
- **Risk Assessment:** Conducting regular risk assessments of area and recommending security improvements to mitigate potential threats.
- **Surveillance:** Monitoring CCTV and other security systems to detect and respond to any suspicious activities.
- **Access Management:** Controlling access to private properties, ensuring only authorized individuals are allowed entry.

Salvation Army Center of Hope

Terryn Baah-Acheamfour, Director of Program Services
(239) 628.1402

Terryn.baah-acheamfour@uss.salvationarmy.org

2400 Edison Ave, Fort Myers, FL 33901

General Security Duties:

- Access Control: Monitoring and controlling entry and exit points to ensure only authorized individuals are allowed inside.
- Patrols: Conduct regular patrols of the facility and surrounding areas to deter and detect any suspicious activity or potential threats.
- Conflict Resolution: Managing conflicts or disturbances among clients or between clients and staff, using de-escalation techniques.
- Safety Checks: Ensuring the safety of all individuals in the center by checking for hazards and maintaining a safe environment.
- Incident Reporting: Documenting and reporting any incidents, accidents, or security breaches to the appropriate authorities.
- Emergency Response: Responding to emergencies, including medical situations, fire alarms, or other urgent incidents, and coordinating with emergency services if needed.

Venice Theater

Madeline McGrail, Volunteer Manager and Human Resources Director
(941) 867.8632

madeline@venicetheatre.net

140 Tampa Ave W, Venice, FL 34285

General Security Duties:

- Perimeter Patrols: Conducting regular patrols around the exterior of the theatre to check for any signs of attempted break-ins, vandalism, or other suspicious activity.
- Access Control: Ensuring all entry points, including doors and windows, are securely locked and monitoring any access points for unauthorized entry.
- Surveillance Monitoring: Monitoring CCTV cameras and alarm systems to detect and respond to any unusual activity.
- Lighting Management: Ensuring adequate lighting in and around the theatre to deter potential intruders and increase visibility for patrols.
- Emergency Response: Being prepared to respond to alarms or emergencies, including contacting law enforcement or emergency services if necessary.
- Incident Reporting: Documenting and reporting any incidents, such as suspicious behavior or security breaches, to theatre management.
- Deterrence Presence: Maintaining a visible presence to deter potential intruders or vandals from attempting any unauthorized activities.
- Safety Checks: Performing regular checks of the theatre's safety systems, including fire alarms and systems, to ensure they are functioning correctly.



TAB VI:

Cost Schedule



Cost Schedule



GSGL is pleased to present our comprehensive and cost-effective proposal to provide armed and unarmed security services for the City of Lauderhill under RFP 2025-026. With over 17 years of experience in South Florida, our veteran-owned company is committed to delivering top-tier security solutions with highly trained personnel, ensuring safety and peace of mind for the community. Our proposal reflects competitive pricing, exceptional service quality, and the highest value for the City's investment. Our Price Schedule is provided in Tab 7.

Pricing Schedule Breakdown

Unarmed Security Services (Stationary)

- Security Guard: \$25 per hour (8,760 annual hours) – Annual Cost: \$216,750
- Security Supervisor: \$27 per hour (2,912 annual hours) – Annual Cost: \$78,624
- Total Annual Cost: \$295,374

Armed Security Services (Stationary)

- Security Guard: \$29 per hour (8,760 annual hours) – Annual Cost: \$254,040
- Security Supervisor: \$31 per hour (2,912 annual hours) – Annual Cost: \$90,272
- Total Annual Cost: \$344,312

Roaming Unarmed Security Services

- Security Guard: \$25 per hour (8,760 annual hours) – Annual Cost: \$216,750
- Security Supervisor: \$27 per hour (2,912 annual hours) – Annual Cost: \$78,624
- Sedans: \$5 per hour (2,080 annual hours) – Annual Cost: \$10,400
- SUVs: \$7 per hour (2,080 annual hours) – Annual Cost: \$14,560
- Golf Carts: \$5 per hour (2,080 annual hours) – Annual Cost: \$10,400
- Total Annual Cost: \$330,734

Roaming Armed Security Services

- Security Guard: \$29 per hour (8,760 annual hours) – Annual Cost: \$254,040
- Security Supervisor: \$31 per hour (2,912 annual hours) – Annual Cost: \$90,272
- Sedans: \$5 per hour (2,080 annual hours) – Annual Cost: \$10,400
- SUVs: \$7 per hour (2,080 annual hours) – Annual Cost: \$14,560
- Golf Carts: \$5 per hour (2,080 annual hours) – Annual Cost: \$10,400
- Total Annual Cost: \$379,672

The GSGL Advantage: Competitive, High-Value Security Solutions

GSGL is dedicated to providing the most competitive rates while ensuring the highest level of security service. Our pricing reflects a balance between affordability and the exceptional quality of our officers, all of whom undergo rigorous training in conflict resolution, emergency response, and situational awareness.

- **Unmatched Value:** Our services are priced competitively while maintaining superior security standards, making us the best investment for Lauderhill.
- **Scalable Workforce:** With over 200 security professionals, we can quickly adapt to the city's evolving security needs.
- **Local Expertise:** Our presence in the Lauderhill area ensures rapid response times and familiarity with local security concerns.
- **Veteran-Owned Commitment:** Our leadership instills discipline, reliability, and professionalism in every officer we deploy.

Flexible & Negotiable Pricing

GSGL is willing to work closely with the City of Lauderhill to tailor a pricing structure that meets budgetary constraints while delivering the highest standard of security. We are open to negotiations to optimize cost efficiencies without compromising safety and effectiveness. By choosing GSGL, the City of Lauderhill will receive a trusted security partner with a proven record of delivering cost-effective, professional, and adaptable security services. Our competitive pricing, extensive experience, and dedication to public safety make us the best choice to protect Lauderhill's facilities and events.



TAB VII:

Attachments



ATTACHMENT "B"
NON-COLLUSIVE AFFIDAVIT

STATE OF

FL

COUNTY OF

Lee

Angel Pino of GSGL, LLC

being first duly sworn deposes and says that:

BIDDER is the

CEO

(Owner, Partner, Officer, Representative or Agent)

BIDDER is fully informed respecting the preparation and contents of the attached Bid and of all pertinent circumstances respecting such Bid;

Such Bid is genuine and is not a collusive or sham Bid;

Neither the said BIDDER nor any of its officers, partners, owners, agents, representative, employees or parties in interest, including this affidavit, have in any way colluded, conspired, connived or agreed, directly or indirectly, with any other BIDDER, firm or person to submit a collusive or sham Bid in connection with the Contract for which the attached Bid has been submitted; or to refrain from bidding in connection with such Contract; or have in any manner, directly or indirectly, sought by agreement or collusion, or communications, or conference with any BIDDER, firm, or person to fix the price or prices in the attached Bid or any other BIDDER, or to fix any overhead, profit, or cost element of the Bid Price or the Bid Price of any other BIDDER, or to secure through any collusion conspiracy, connivance, or unlawful agreement any advantage against (Recipient), or any person interested in the proposed Contract;

The price of items quoted in the attached Bid are fair and proper and are not tainted by collusion, conspiracy, connivance, or unlawful agreement on the part of the BIDDER or any other of its agents, representatives, owners, employees or parties in interest, including this affidavit.

By

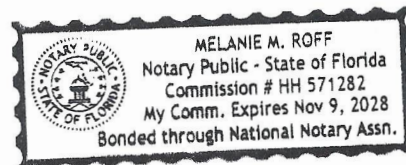
Angel Pino

Subscribed and sworn to before me this 6 day of February, 2025.

Melanie M. Roff

Notary Public (Signature)

My Commission Expires: 11/9/28



Pricing Schedule
RFP 2025-026
SECURITY GUARD SERVICE

Unarmed Services- Stationary		
Description	Hourly Cost to the City	Annual Cost
Security Guard	\$ 25 (8,760 annual hrs)	\$ 216,750
Security Supervisor	\$ 27 (2,912 annual hrs)	\$ 78,624
	Total:	\$ 295,374

Armed Services- Stationary		
Description	Hourly Cost to the City	Annual Cost
Security Guard	\$ 29 (8,760 annual hrs)	\$ 254,040
Security Supervisor	\$ 31 (2,912 annual hrs)	\$ 90,272
	Total:	\$ 344,312

Roaming Unarmed Services		
Description	Hourly Cost to the City	Annual Cost
Security Guard	\$ 25 (8,760 annual hrs)	\$ 216,750
Security Supervisor	\$ 27 (2,912 annual hrs)	\$ 78,624
Sedans	\$ 5.00 (2,080 annual hrs)	\$ 10,400
SUV	\$ 7.00 (2,080 annual hrs)	\$ 14,560
Golf Cart	\$ 5.00 (2,080 annual hrs)	\$ 10,400
	Total:	\$ 330,734

Roaming Armed Services		
Description	Hourly Cost to the City	Annual Cost
Security Guard	\$ 29 (8,760 annual hrs)	\$ 254,040
Security Supervisor	\$ 31 (2,912 annual hrs)	\$ 90,272
Sedans	\$ 5.00 (2,080 annual hrs)	\$ 10,400
SUV	\$ 7.00 (2,080 annual hrs)	\$ 14,560
Golf Cart	\$ 5.00 (2,080 annual hrs)	\$ 10,400
	Total:	\$ 379,672

All costs associated with the proposal must be included.

No additional fee will be paid for a reasonable number of changes or minor additions to the scope of work during the implementation process.

No payments will be made for any other services unless written authorization is received from the Library prior to the commencement of any such work.

Company Name: GSGI, LLC

Representative: Angel Pino

Title: CEO

Phone: (239) 600-0831 **Email:** pino@gsgicorp.com

ATTACHMENT “D”
CONFIRMATION OF DRUG-FREE WORKPLACE

In order to have a drug-free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibitions.
2. Inform employees about the dangers of drug abuse in the workplace, the business’s policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or Contractual services that are under Bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employee that, as a condition of working on the commodities or Contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any State, for a violation occurring in the workplace no later than five (5) days after the conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee’s community by, any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

A signed copy of your Drug-Free Workplace Policy must be attached to this signed copy and submitted with the Bid Documents.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.



Vendor's Signature

**ATTACHMENT “E”
SIGNATURE PAGE**

The undersigned attests to his (her, their) authority to submit this Submittal and to bind the firm(s) herein named to perform as per agreement. Further, by signature, the undersigned attests to the following:

1. The Proposer is financially solvent and sufficiently experienced and competent to perform all of the work required of the Proposer in the Contract;
2. The facts stated in the Proposer’s response pursuant to Request for Submittals, instructions to Proposer and Specifications are true and correct in all respects;
3. The Proposer has read and complied with, and submits their proposal agreeing to all of the requirements, terms and conditions as set forth in the Request for Proposals.
4. The Proposer warrants all materials supplied by it are delivered to the CITY of Lauderhill, Florida, free from any security interest, and other lien, and that the Proposer is a lawful owner having the right to supply the same and will defend the conveyance to the CITY of Lauderhill, Florida, against all persons claiming the whole or any part thereof.
5. **Proposer understands that if a team is selected to make oral presentations to the selection committee and/or CITY, only the team members evaluated in the written submissions may present at the oral presentations. Any changes to the team at the oral presentations will result in that team’s disqualification.**
6. The undersigned certifies that if the firm is selected by the City the firm will negotiate in good faith to establish an agreement.
7. Proposer understands that all information listed above may be checked by the City of Lauderhill and Proposer authorizes all entities or persons listed above to answer any and all questions. Proposer hereby indemnifies the City of Lauderhill and the persons and entities listed above and holds them harmless from any claim arising from such authorization or the exercise thereof, including the dissemination of information pursuant thereto.

Submitted on this 6 day of February, 2025.

(If an individual, partnership, or non-incorporated organization) - N/A, we are a LLC corp

N/A

Witness

Printed

Title

N/A

Company

By

Printed Name, Title

(If a corporation, affix seal)

N/A

Company

By

Printed Name, Title

Attested by Secretary

Incorporated under the laws of the State of N/A.

CERTIFICATE - N/A, we are a LLC corp
(For Partnership)

I HEREBY CERTIFY that a meeting of the partners of
N/A, a Partnership under the laws of the State of _____
held on _____, 20____, the following resolution was duly passed and
adopted:

"RESOLVED, that N/A as _____ of
the Partnership is hereby authorized to execute the Bid Form dated
_____, 20____, between the City of Lauderhill, Florida, and this
Partnership, and that the execution thereof, attested by the _____ of the
Partnership is the official act and deed of this Partnership."

I further certify that said resolution is now in full force and effect.

IN WITNESS WHEREOF, I have
hereunto set my hand this ____ day of
_____, 20____.

(Signature)
N/A

(Title)

STATE OF FLORIDA

COUNTY OF N/A

Sworn to and subscribed before me on this _____ day of N/A, 20____ by _____
_____ who ☐ is personally known to me or who ☐ has presented the following type of
identification: _____.

N/A

Signature of Notary Public, State of
Florida

N/A

Notary seal (stamped in black ink)

OR

Printed, typed or stamped name of Notary and Commission Number

CERTIFICATE -We are a LLC
(For Corporation)

I HEREBY CERTIFY that a meeting of the Board of Directors of
GSGI, a corporation under the laws of the State of Florida held
on February 6, 20 25, the following resolution was duly passed and adopted:

"RESOLVED, that Angel Pino, as CEO of the
Corporation, is hereby authorized to execute the Bid Form dated
February 6, 20 25, between the City of Lauderhill, Florida, and this
Corporation, and that the execution thereof, attested by the Secretary of the Corporation
and with corporate seal affixed, shall be the official act and deed of this Corporation".

I further certify that said resolution is now in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand this 6 day of February, 20 25.

Angel Pino
Secretary

STATE OF FLORIDA

COUNTY OF Lee

Sworn to and subscribed before me on this 6 day of February,
2025 by Angel Pino who ☒ is personally known to me or who ☐ has presented the
following type of identification: _____.

Angel Pino

Signature of Notary Public, State of Florida

Melanie M. Roff
Notary seal (stamped in black ink)

OR

Printed, typed or stamped name of Notary and
Commission Number



Attachment "F"
Acknowledgement of Addendums

RFP 2025-026
TITLE Security Guard Services

Acknowledgement is hereby made of the following Addenda received since issuance of Specifications:

Addendum No. 1 Dated: 1/27/2025

Addendum No. _____ Dated: _____

Addendum No. _____ Dated: _____

Name of Vendor: GSGI LLC

Address: 3949 Evans Ave, Ste 303
Fort Myers, FL 33901

Signature  Date 2/6/2025

This page must be submitted with RFP. Failure to provide the requested documents may result in your proposal being deemed Non-Responsive.

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**WILTON SIMPSON
COMMISSIONER**

DIVISION OF LICENSING

03/04/24
DATE ISSUED

02/23/25
DATE OF EXPIRATION

B 1200280
LICENSE NUMBER

**GSGI LLC
DBA GLOBAL SECURITY**

3949 EVANS AVE
STE 303
FORT MYERS, FL 33901

PINO, ANGEL J, OTHER

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



**WILTON SIMPSON
COMMISSIONER**

State of Florida

Veteran Business Certification

GSGI LLC

Is certified under the provisions of
287 and 295.187, Florida Statutes, for a period from:

08/01/2024

to

08/01/2026



Pedro Allende
Florida Department of Management Services





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

5/21/2024

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

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

PRODUCER El Dorado Insurance Agency, Inc. El Dorado Sec Svcs Ins Agy 3673 Westcenter Drive Houston TX 77042	CONTACT NAME: Certificate Department PHONE (A/C, No, Ext): (713) 521-9251 FAX (A/C, No): (713) 521-0125 E-MAIL ADDRESS: certificate@eldoradoinsurance.com														
INSURED Gsgi LLC DbA Global Security Pine Island Rd Ste 42 #501 Cape Coral FL 33991	<table><tr><th>INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A: Champlain Specialty Insurance Co</td><td>16834</td></tr><tr><td>INSURER B: Progressive Express Insurance Company</td><td>10193</td></tr><tr><td>INSURER C: Norguard Insurance Company</td><td>31470</td></tr><tr><td>INSURER D: Great American Insurance Co.</td><td>16691</td></tr><tr><td>INSURER E:</td><td></td></tr><tr><td>INSURER F:</td><td></td></tr></table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: Champlain Specialty Insurance Co	16834	INSURER B: Progressive Express Insurance Company	10193	INSURER C: Norguard Insurance Company	31470	INSURER D: Great American Insurance Co.	16691	INSURER E:		INSURER F:	
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COVERAGES**CERTIFICATE NUMBER:** CERTIFICATE (05/24)**REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS														
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Errors & Omissions GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			CSSE-CGL-0001425-02	12/21/2023	12/21/2024	<table><tr><td>EACH OCCURRENCE</td><td>\$ 1,000,000</td></tr><tr><td>DAMAGE TO RENTED PREMISES (Ea occurrence)</td><td>\$ 100,000</td></tr><tr><td>MED EXP (Any one person)</td><td>\$ 5,000</td></tr><tr><td>PERSONAL & ADV INJURY</td><td>\$ 1,000,000</td></tr><tr><td>GENERAL AGGREGATE</td><td>\$ 2,000,000</td></tr><tr><td>PRODUCTS - COMP/OP AGG</td><td>\$ 2,000,000</td></tr><tr><td></td><td>\$</td></tr></table>	EACH OCCURRENCE	\$ 1,000,000	DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000	MED EXP (Any one person)	\$ 5,000	PERSONAL & ADV INJURY	\$ 1,000,000	GENERAL AGGREGATE	\$ 2,000,000	PRODUCTS - COMP/OP AGG	\$ 2,000,000		\$
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GENERAL AGGREGATE	\$ 2,000,000																				
PRODUCTS - COMP/OP AGG	\$ 2,000,000																				
	\$																				
B	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS			957906330	5/6/2024	5/6/2025	<table><tr><td>COMBINED SINGLE LIMIT (Ea accident)</td><td>\$ 1,000,000</td></tr><tr><td>BODILY INJURY (Per person)</td><td>\$</td></tr><tr><td>BODILY INJURY (Per accident)</td><td>\$</td></tr><tr><td>PROPERTY DAMAGE (Per accident)</td><td>\$</td></tr><tr><td></td><td>\$</td></tr></table>	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000	BODILY INJURY (Per person)	\$	BODILY INJURY (Per accident)	\$	PROPERTY DAMAGE (Per accident)	\$		\$				
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BODILY INJURY (Per accident)	\$																				
PROPERTY DAMAGE (Per accident)	\$																				
	\$																				
A	<input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			CSSE-CEL-0001426-02	12/21/2023	12/21/2024	<table><tr><td>EACH OCCURRENCE</td><td>\$ 1,000,000</td></tr><tr><td>AGGREGATE</td><td>\$ 1,000,000</td></tr><tr><td></td><td>\$</td></tr></table>	EACH OCCURRENCE	\$ 1,000,000	AGGREGATE	\$ 1,000,000		\$								
EACH OCCURRENCE	\$ 1,000,000																				
AGGREGATE	\$ 1,000,000																				
	\$																				
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input type="checkbox"/> N/A			GSWC486921	12/21/2023	12/21/2024	<table><tr><td><input checked="" type="checkbox"/> PER STATUTE <input checked="" type="checkbox"/> OTH-ER</td><td></td></tr><tr><td>E.L. EACH ACCIDENT</td><td>\$ 1,000,000</td></tr><tr><td>E.L. DISEASE - EA EMPLOYEE</td><td>\$ 1,000,000</td></tr><tr><td>E.L. DISEASE - POLICY LIMIT</td><td>\$ 1,000,000</td></tr></table>	<input checked="" type="checkbox"/> PER STATUTE <input checked="" type="checkbox"/> OTH-ER		E.L. EACH ACCIDENT	\$ 1,000,000	E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000	E.L. DISEASE - POLICY LIMIT	\$ 1,000,000						
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E.L. DISEASE - POLICY LIMIT	\$ 1,000,000																				
D	Employment Practice Liability Claims made and reported			EPLE506845	12/21/2023	12/21/2024	<table><tr><td>Limit</td><td>\$1,000,000</td></tr><tr><td>Deductible per Claim</td><td>\$5,000</td></tr></table>	Limit	\$1,000,000	Deductible per Claim	\$5,000										
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Deductible per Claim	\$5,000																				

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

SAMPLE

CERTIFICATE HOLDER**CANCELLATION**

	<p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE</p> <p>R.L. Ring, Jr./TWICKE </p>
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