

**American River Flood Control District
Johnston Business Park – Security Service Proposal
Staff Report**

Discussion:

A coalition of business owners, property owners, and tenants in the Johnston Business Park, where the District Headquarters is located, have contracted with a local security company to address safety concerns within the business park.

A representative from the coalition, Jack Greer – Vice President, North Sacramento Land Company, approached the District General Manager with a request that the District consider joining the coalition and cost-share some of the cost of the security service. There was no specific share proposed or requested.

The current cost of the service is \$32,000 per month.

Since the coalition enlisted the services of the security company, Global Protection & Investigations, Inc (GPI), there has been a marked decrease in unauthorized street camping throughout the business park.

Benefit Analysis:

Unlike a business, our public agency does not suffer impacts to our profits from vagrancy or street camping. We did suffer 4 recent acts of vandalism to our building within the past 2 months that may have been prevented had the security services been in place at that time. The total cost of the vandalism was:

Graffiti - \$300

Broken window - \$1200

Damaged Drain spouts - \$1200

Fecal matter pressure wash - \$300

Total - \$3000

If the security service were to cease, it is likely that this magnitude of damage could continue to occur every 2- 3 months. Therefore, a very rough estimate of benefits from the ongoing service is approximately \$1000 per month.

Recommendation:

The General Manager recommends that the Board of Trustees consider if the likelihood of a reduction in vandalism damage could make participation in the security service cost-effective.



Date: September 22, 2023

To: Johnston Business Park Stakeholders

From: N. Brantley, C.E.O

RE: Proposed 24/7 Cooperative Business Park Security Patrol

We, at Global Protection & Investigations, Inc. (GPI), are strategically situated at 191 Lathrop Way, sharing proximity and communal ties with the Johnston Business Park. Acquainted with the unique challenges faced by our neighboring entities, we are poised to extend our specialized security services to ensure a safe and secure environment within the business park, subject to requisite authorizations and collaborations.

Legislative Compliance & Operational Scope

To operate within the legal frameworks, our services are confined to the properties with which we hold contractual agreements or a Notice of Agency (NOA). We are putting forward a proposal to facilitate round-the-clock security patrol within the business park. This proposition is offered at a substantially discounted rate, marginally above our operational cost, contingent on acquiring authoritative jurisdiction throughout the premises, akin to a Property-Based Improvement District (PBID).

Anticipated Impact & Enhancement of Security Measures

Empowered with overarching authority within the business park, we anticipate making significant strides in addressing the prevailing transient situations and enhancing the overall security paradigm. We foresee imminent legislative amendments and policy reshaping at the end of this month, potentially restoring the law enforcement capabilities of the Sacramento Police Department to curb unauthorized encampments and enforce laws that have been hitherto overlooked.

Strategic Approach to Transient Resurgence

The transient populace tends to recongregate post-enforcement actions. By securing authoritative jurisdiction across the business park, we aim to proficiently curtail any potential resurgence. For instance, the security measures employed on Lathrop Way—after the parkway strip's private acquisition and subsequent enforcement empowerment granted to



GPI—successfully prevented the return of the transient population post-sweep, demonstrating our commitment to maintaining a transient-free environment through consistent patrols and a strict no-tolerance policy for trespassing and loitering.

Sustained Security & Long-Term Impact

Our tactical approach, coupled with stringent enforcement policies, has ensured the southern end of the business park remains devoid of transient occupation, establishing a secure and harmonious business environment. By extending our services to the entirety of Johnston Business Park, we intend to replicate this success, offering a fortified and congenial atmosphere conducive to business growth and communal safety.

Conclusion & Invitation for Collaboration

We are optimistic that a collaborative endeavor will facilitate enhanced security measures within Johnston Business Park, fostering a resilient and secure business community. We invite you to review our proposal and look forward to discussing the potential partnership, aligning our synergies to create a safer, more secure environment for all stakeholders involved.

Kind Regards,

Neiko Brantley, CEO

...and the entire passionate team at GPI



Please consider the following...



Experience the Difference with GPI Security Operators!

Our patrol operators are not your average security personnel. They are meticulously selected and highly trained to ensure the safety and security of our clients' properties. Instead of just sitting in patrol units and taking pictures, they actively engage with individuals encroaching on private property. Our operators handle these situations with a firm yet compassionate approach. They educate trespassers about their infractions and the law, providing ample time for compliance.

Thanks to their proactive efforts, property owners and businesses, who are already clients of GPI in this business park have seen positive results. Rental properties are rebounding, and employees feel safer at work. Our dedication to effective enforcement has made a significant impact in curbing the density, damage, and transient activity in the area. Choose GPI Security Operators for unparalleled security services.

As you drive around the business park, it is evident which properties have GPI protecting and securing their interests and assets. However, pooling the security services for the entire business parking would have a significantly greater impact....

Here are just a few of the benefits...

Crime Deterrence and Reduction:

One of the primary benefits of a 24/7 security patrol in the business park, is its ability to deter criminal activity. Visible security patrols and surveillance cameras act as powerful deterrents, dissuading potential wrongdoers from engaging in illegal activities such as theft, vandalism, trespassing and loitering. With a dedicated security team patrolling the area, the risk of crime diminishes significantly, fostering a safer environment for businesses, employees, and customers alike.

Enhanced Customer Confidence:

A secure business district instills confidence in customers and encourages them to frequent the area without fear of falling victim to criminal activities. The knowledge that businesses prioritize safety reassures customers and visitors, leading to increased foot traffic, longer visits, and ultimately, higher revenue for the businesses within the district.



Swift Response to Emergencies:

A well-trained team equipped with modern communication systems ensures a prompt response to emergencies such as medical incidents, fires, or security breaches. Rapid response times can prevent minor incidents from escalating into major crises, thereby safeguarding lives and protecting property.

Collaborative Security Efforts:

By pooling resources through a business association, businesses can collaborate on security measures, leveraging collective knowledge and expertise. This synergy allows for the implementation of comprehensive security plans that address potential vulnerabilities more effectively. Shared security costs can also lead to significant financial savings for individual businesses.

Reputation Enhancement:

A secure business district enhances the overall reputation and perception of the area. This positive reputation attracts new businesses, investors, and customers, contributing to economic growth and increased property values. By prioritizing security, the district becomes an attractive and desirable location for commerce and leisure.

Personalized Security Solutions:

With an association, security measures can be tailored to the unique needs and characteristics of the business district. Whether it's implementing access control systems, establishing a network of surveillance cameras, or conducting regular security audits, an association allows for customized security solutions that align with the specific requirements of each business.

Collaborative Community Engagement:

An association fosters a sense of community engagement as businesses come together to work towards a common goal: securing the district. This collaboration strengthens community ties, promotes a shared sense of responsibility, and encourages businesses to actively participate in community-building initiatives beyond security measures.



JOHNSTON BUSINESS PARK 24/7 SECURITY PATROL PROPOSAL

Item 4

In conclusion, the establishment of a 24/7 security patrol at an allocated cost of \$32,000 per month is a prudent investment that yields multifaceted security benefits to our business district. The proactive approach towards security not only safeguards businesses and their assets but also promotes economic growth, fosters a sense of community, and enhances the overall quality of life for everyone involved.



Global Protection & Investigations, Inc

PPO# 120206

RFQ Bid Proposal
for
Security Service

JOHNSTON BUSINESS PARK



[revised 04/18/23]



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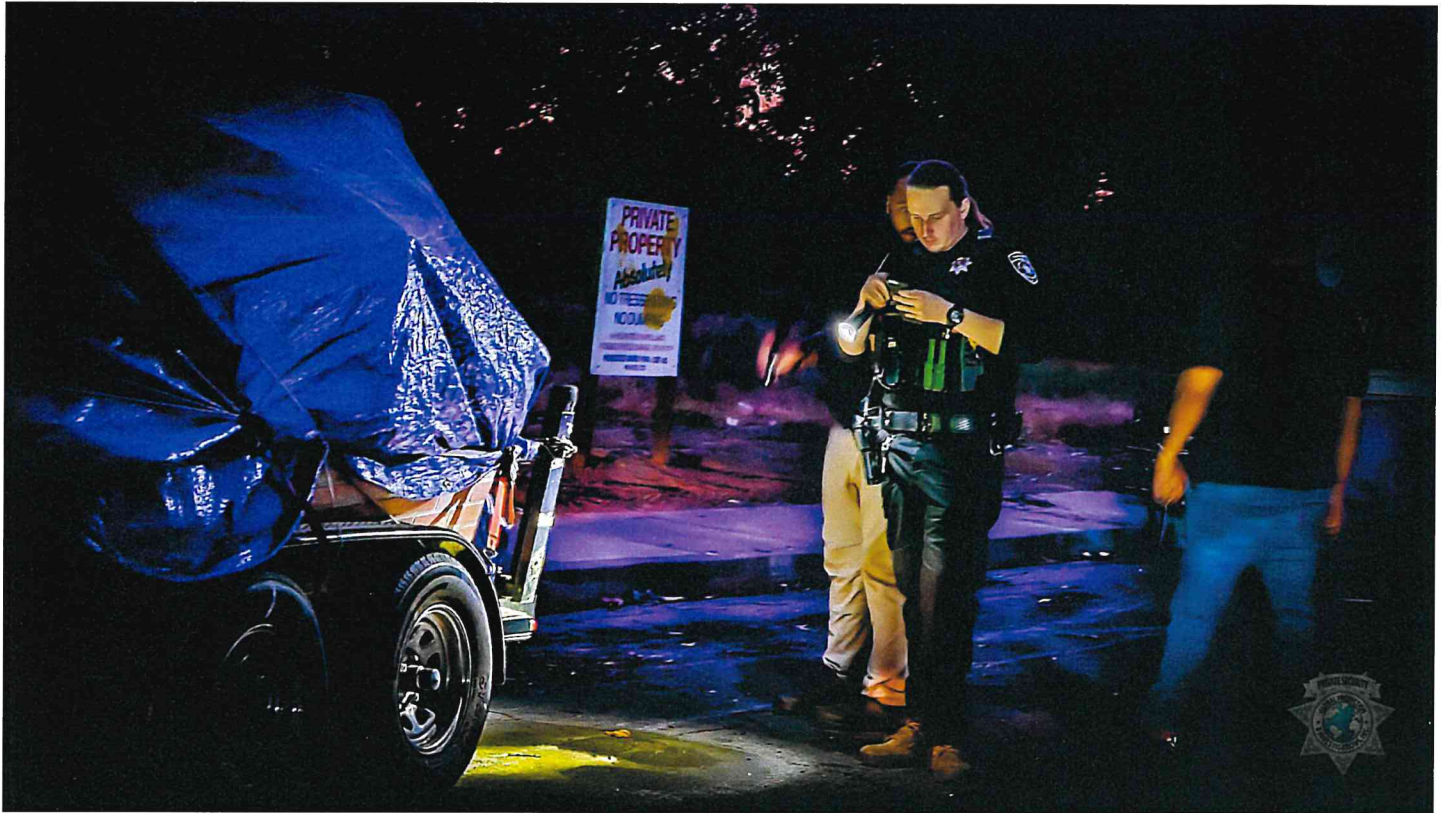
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Collaborating with local agencies to compassionately make a difference in our communities.

Company Description

At Global Protection & Investigations (GPI), we are dedicated to making a positive impact on our communities by collaborating with local agencies and providing compassionate services. As the premier provider of comprehensive safety and security solutions, GPI offers unmatched protection for your commercial, personal, industrial, and residential needs. Backed by state-of-the-art systems and controls, we deliver professional and highly-trained personnel to safeguard your community, facility, or event.

Our specialization lies in crime prevention, offering an array of services tailored to meet your requirements. GPI provides registered unarmed and armed operators, mobile patrol units, construction guards, trailer guards, as well as facility safety and security services. With round-the-clock availability, our mobile patrols ensure a secure environment at your facility, campus, construction site, or community. Marked patrol vehicles act as a strong deterrent against criminal activity, instilling confidence in those who live and work in our protected area.



When you choose GPI as your security agency, you gain access to a team of highly trained and motivated service staff committed to delivering the highest quality security service consistently, 24/7. Skill, courtesy, and reliability are the defining characteristics of all GPI operators and staff. Our security operators have successfully completed extensive state training courses and hold full licenses to ensure the safety and security of our diverse range of clients.



We understand the importance of hiring and training personnel who not only reflect GPI's values but also represent our clients. Therefore, we take utmost care

in the selection process, ensuring that GPI operators consistently maintain the highest levels of quality and professionalism expected from us.

At GPI, we recognize that crime can strike at any time, in any location, and affect everyone. That's why our random security patrols, conducted by uniformed operators on foot or in vehicles, effectively deter criminal activities in various settings such as HOAs, residential complexes, commercial and retail spaces, and industrial areas. Vandalism, theft, trespassing, and personal attacks can be mitigated by our vigilant presence, providing top-notch security services without exemptions. We tailor our training to match your property's specifications, including delivery, vendor, and tenant protocols, gate access, and traffic and parking control, ensuring comprehensive protection seven days a week, during regular and after-work hours.



GPI's expertise extends to providing exceptional safety protection to individuals from all walks of life, whether corporate executives, celebrities, or residential and business property owners. With extensive experience in the security industry, we offer a range of services to address diverse security concerns. From security operator and patrol services, armed and unarmed security, uniformed operators and night watchmen, event security, construction operator security, loss prevention, foot patrol services, to estate and management security, GPI is equipped to handle it all.



Our commitment to successful security lies in understanding each client's unique requirements and expectations. By stationing the best-qualified security operator who fits seamlessly into your business profile, we ensure personalized protection. Effective and creative management forms the cornerstone of our business success, fostering an environment where every employee's internal motivation flourishes. Supporting our personnel through training, supervision, and careful selection for each client, we provide total quality service to both our employees and our clients.



Throughout Northern California, GPI enjoys an excellent reputation built on the trust and satisfaction of our valued clients. We take pride in our accomplishments and welcome the opportunity to include your company in our list of esteemed clientele.

At GPI, professionalism is our guiding philosophy, infused in every aspect of our operations. With a dedicated team and experienced management, we strive for total customer satisfaction while achieving our sales and budgeting goals. We maintain strong connections between our employees



and clients, fostering a sense of motivation, team spirit, and commitment. Our company's growth and flexibility enable us to successfully compete for contracts of any size, offering a wide range of services that surpass the capabilities of smaller companies while maintaining responsiveness and personal commitment, unlike larger national firms. We bring together the best of both worlds.

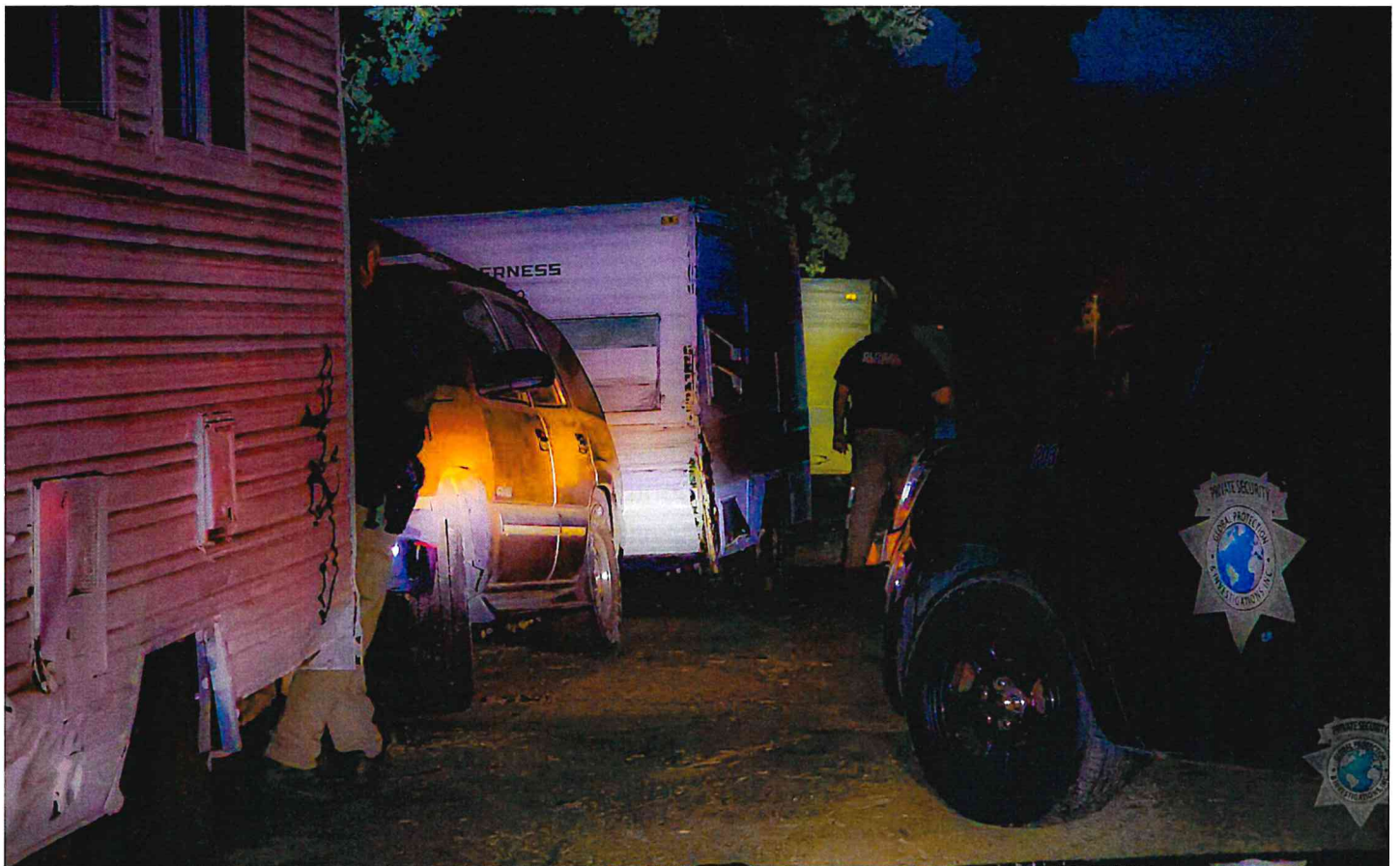
Motivation, team spirit, and commitment are the driving forces behind GPI. Our motivated team takes pride in the reputation we have earned through our unwavering commitment to total customer satisfaction. Guided by our motto of "Honor, Integrity, and Quality," we strive to uphold the highest standards in everything we do.

When you partner with GPI, we go beyond being mere service providers. We become consultants



and colleagues, working hand in hand with you throughout every stage of your project. Leveraging our expertise and skills, we enhance the value of the collaboration, ensuring optimal outcomes.

In summary, Global Protection & Investigations (GPI) is more than just a security company. We are a passionate partner dedicated to making a positive difference in our communities. With a comprehensive range of top-notch protective services, highly-trained personnel, and state-of-the-art systems, we prioritize crime prevention and the safety of your commercial, personal, industrial, and residential spaces. Choose GPI as your trusted security agency and experience professionalism, integrity, and unwavering commitment to your security needs.





Services Provided

- Qualified security operators trained to your requirement.
- Experienced mobile field inspectors to regularly inspect the client's site and supervise the operation of the assigned operators for each assigned shift.
- Availability of an on-site first-line supervisor for a more-than-one man shift.
- Availability of a security consultant when necessary and/or desired.
- Office support for scheduling personnel and advisory needs.
- THERMS Operations
- Carefully maintained DAR's (Daily Activity Report's), Sign-In Sheets, Incident Reports, and other such documents/ records as required by the client's individual needs.
- Security Operator(s) shall perform their duties in an efficient, conscientious manner, and shall be courteous and helpful to all persons on your property.
- Security Operator(s) shall be responsible for continually patrolling the exterior and interior of the property.
- Security Operator(s) are intended to serve as a visual and physical deterrent to crime & respond to calls for assistance, and are to call for Police or other emergency response as circumstances warrant.
- Security Operators are intended to be the eyes, ears and ambassadors of goodwill to all residents.
- All incidents, suspicious or unusual, will be reported to the appropriate authorities and documented by written Incident Reports. The Incident Reports shall be kept in GPI, files and be made available for recall to your management.
- GPI, provides all management, training (including OJT[On The Job Training]), supervision, manpower, material, supplies, and equipment (except as otherwise noted), and shall plan, schedule, coordinate, and assure effective performance of all services described herein. All of the following rates include: Federal and State taxes, unemployment, workers compensation and liability insurances, overtime, training, turnover costs, recruiting, criminal records checks, drug testing, uniforms (blazers for desk clerks and full uniform for security operators), personnel costs, as well as all other management and supervision costs.

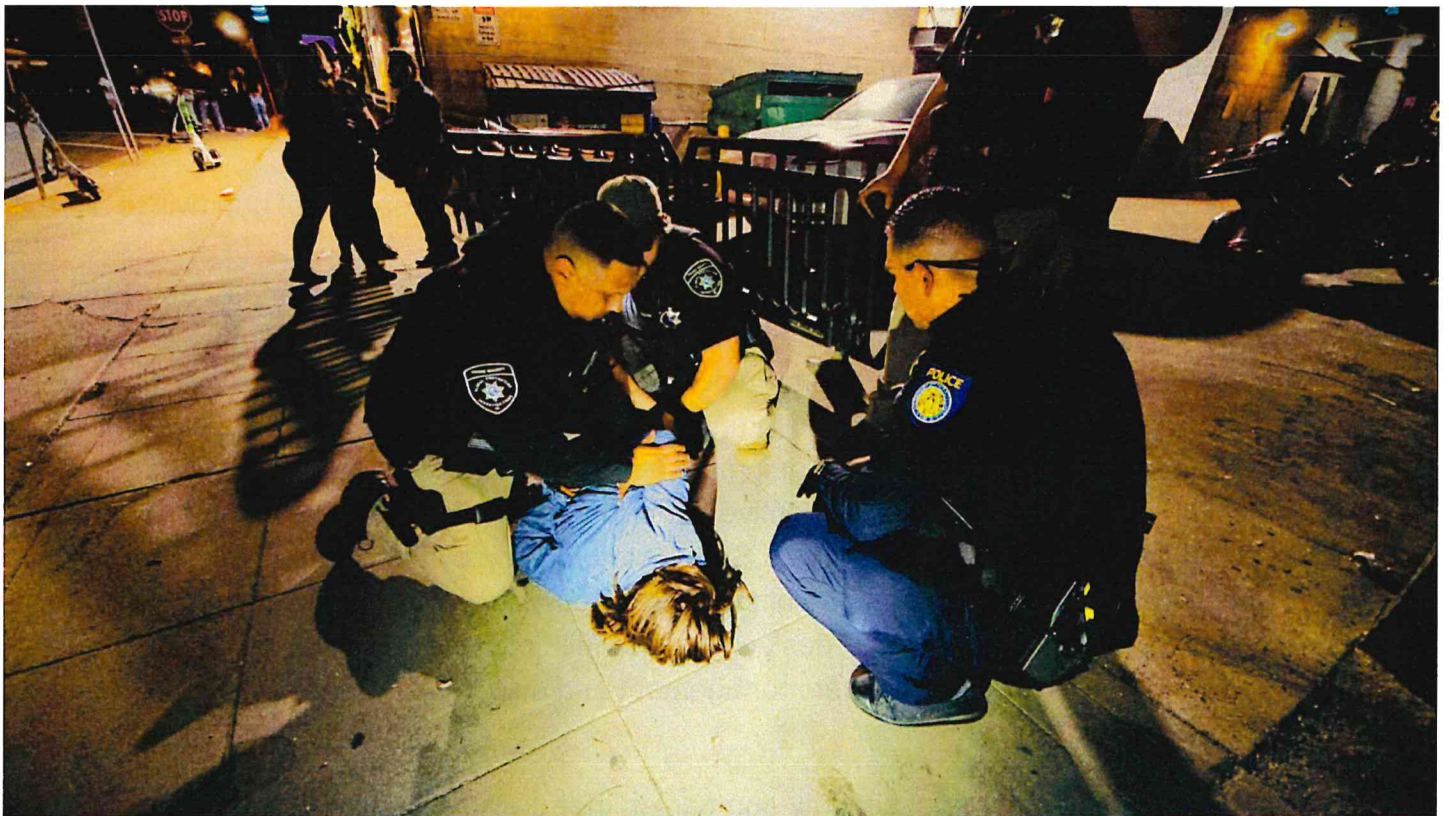
GPI, is one of the top professional security companies that provide clients with the latest technology equipment & professionally trained uniformed security operators and patrol services 24/7. Based on clients needs we can provide security operators and/or clients with the following:

- Motorola TLK radios, Laptops and Cell Phones.
- Outdoor Warning Signs

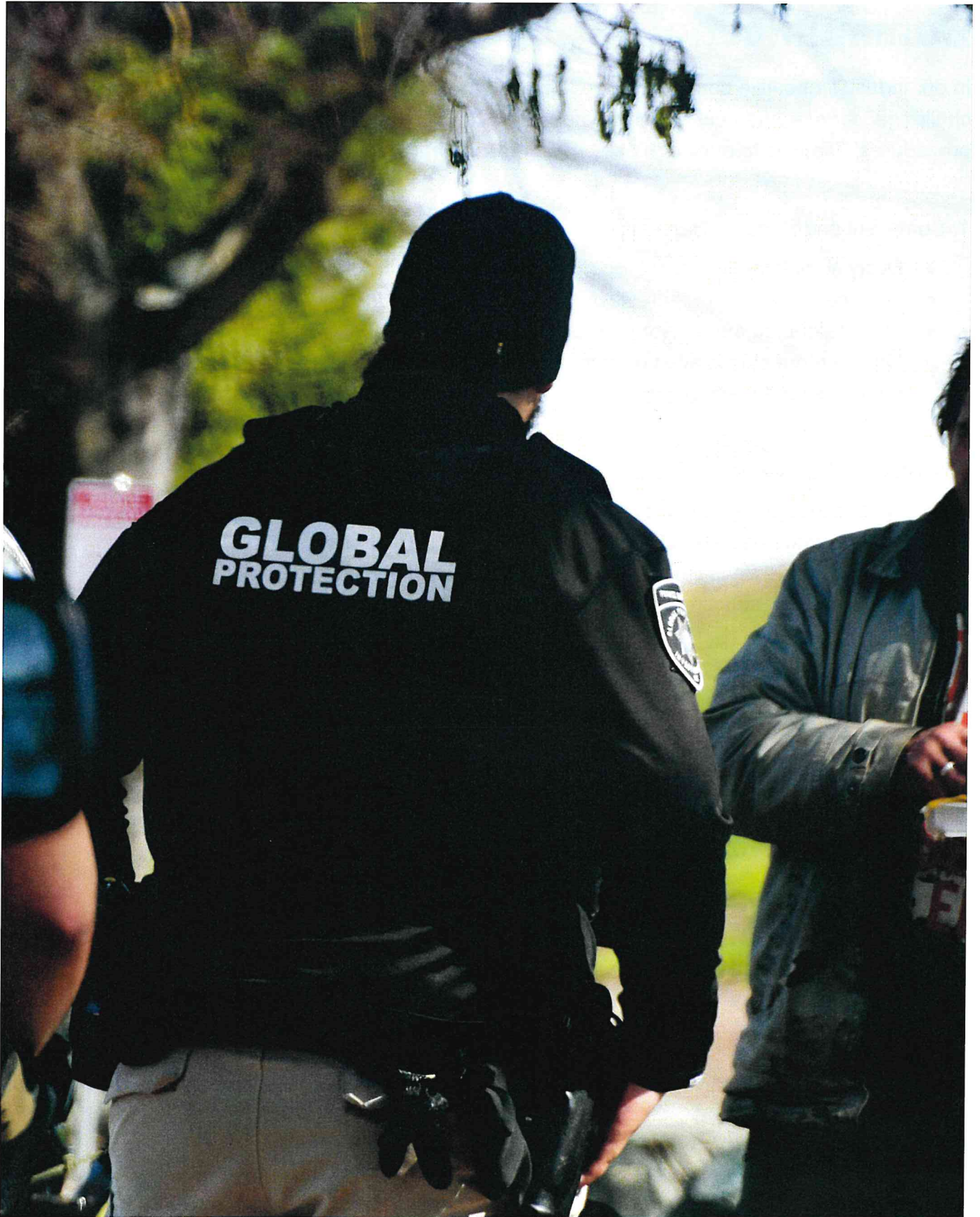


- 24 Hr Field Supervisor/24 hr dispatch
- Daily Activity Report
- Incident Report / Visitor Log Report
- Exterior Lights (for Construction Sites With Trailer Setup)
- Daily Patrol Report (Therms)
- Camera and Video Recording

GPI, will provide a cell phone & or radio to enable the security operator at your site to have direct and continuous communication with our control console. This will enable the security operator to immediately summon local law enforcement support should an incident warrant, in addition to calling in support from our roving patrol and/or field supervisor. This tool will assist our security operator control difficult situations as they occur.



GPI works in cooperation and collaboration with local law enforcement for a safer community.





Communication:

In our industry, effective communication is crucial and often a point of concern. Recognizing this challenge, our management has dedicated years to studying the issue and implementing proven procedures. Allow us to outline the key measures we have established:

1. Complaint and Request Handling:

- Every complaint or request received is diligently recorded on a daily log form.
- Our operations manager reviews these log forms on a daily basis.
- The designated supervisor promptly receives the log forms for immediate action.
- Once a request is fulfilled or a problem is resolved, the supervisor submits a written report to the operations manager for review.

2. Customer History File:

- A comprehensive customer history file contains a list of special instructions for each building.
- This file undergoes regular updates to incorporate any changes or additions.
- Access to this file is limited to management and key operations staff, ensuring it serves as a resource for instructing new personnel.

3. Documentation and Observation:

- Our operations supervisors and personnel are instructed to maintain written records of all observations and comments.
- They diligently take notes at all times and create daily checklists to track tasks.
- Work logs are reviewed on a daily basis to identify any problems or deviations from the normal standards.
- In such cases, subsequent actions and results are meticulously documented.

4. Emergency Communication:

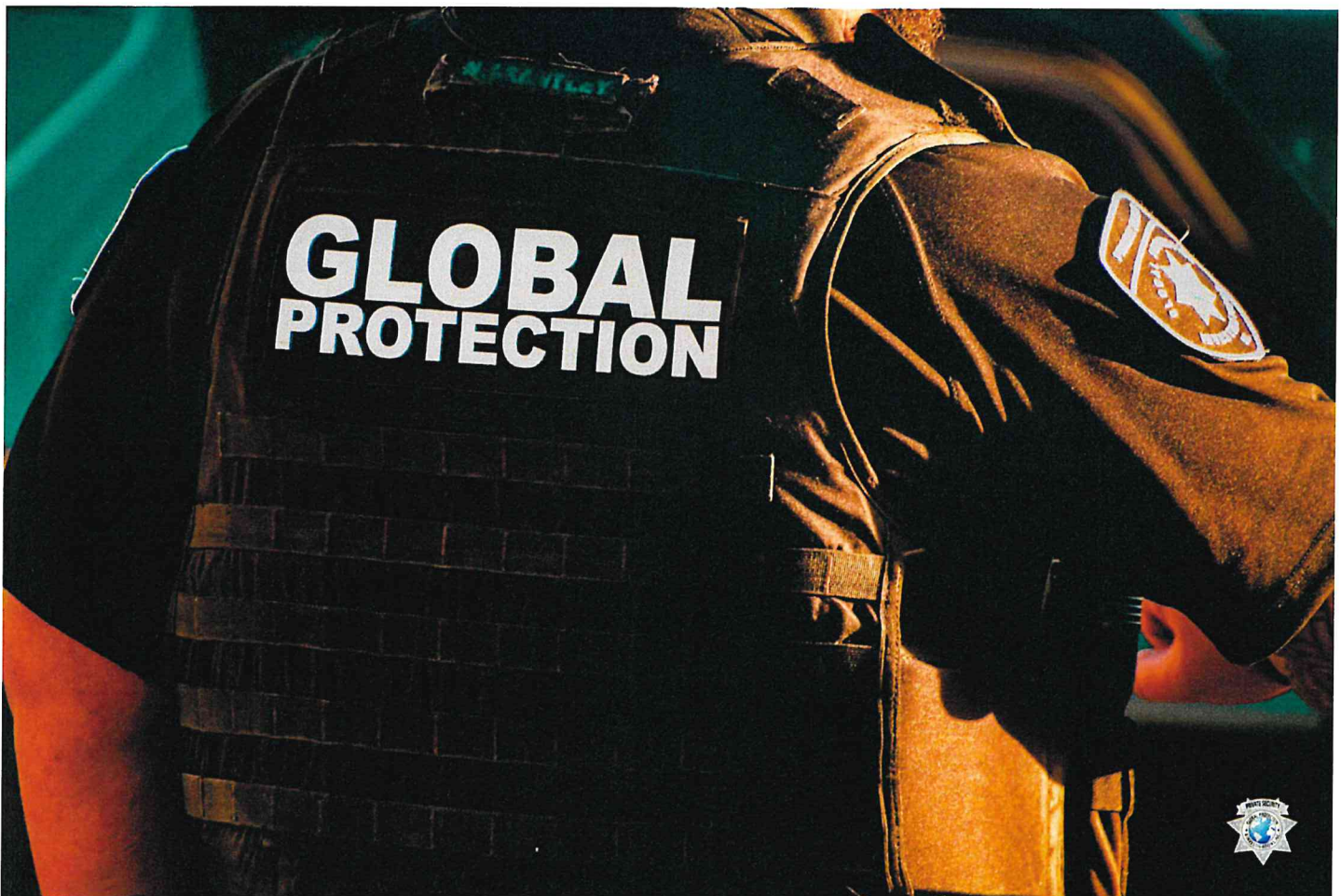
- Our supervising staff are equipped with cell phones, enabling swift response to any emergencies that may arise.

By implementing these measures, we aim to address the issue of communication effectively, ensuring transparency, accountability, and the smooth flow of information throughout our operations.



The Future is Now!

As GPI, turns now to the future, it is more important than ever that commitment to quality remains alive in every manager for all employees to observe and learn from. An honest, open communication between both clients and company, and employees and managers, is an essential part of this philosophy, and is encouraged and practiced by everyone.





Personnel Qualifications/Certifications/Registrations/Weapon Policy

Employment Qualifications: We are an Equal Opportunity Employer. We consider all applicants for all positions, without regard to race, color, religion, creed, gender, national origin, age disability (except under such circumstances as job performance may be inhibited), marital or veteran status, sex, or any other legally protected status. We abide by the same Equal Opportunity policy in our decisions for promotion and discipline.

We will make every effort to provide our clients with the highest quality of personnel available. Before an applicant is considered for employment, they must meet the following minimum qualification requirements:

- Successfully complete our application to include a reference check of their three-year work history.
- High school Diploma or Equivalency.
- Successfully complete our application to include a reference check of their three-year work history.
- Be a permanent resident and be able to read, write and speak the English Language properly.
- Pass a criminal background investigation.
- Provide three personal references for our background check.
- For veterans, have been honorably discharged from any of the Armed Services of the United States. (Verification through review of military form DD214).
- Have reliable transportation.
- Submit their photographs and fingerprints.
- Pass a pre-placement employment physical exam (to ensure they are physically capable of performing required tasks).
- Pass an eleven-panel pre-placement drug test



Job Qualifications

All Security Guards must meet and maintain the following requirements:

Education

- Possess a high school diploma, or equivalency.
- Be able to read at a proficient level.
- Be able to write or print legibly.

Temperament

- Be able to deal with the general public.
- Be able to maintain poise under stressful situations.

License

- Pass the state security officer's license requirement. Must have all certifications up to Level 2 (Baton, Tear Gas, Taser) .
- Possess a valid driver's license and have no more than 2 points.

Health

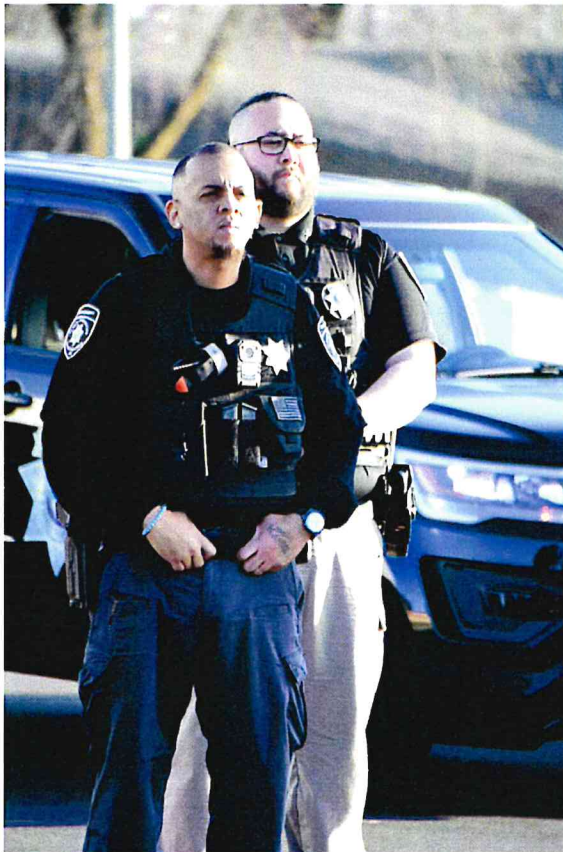
- Be able to walk for long periods of time.
- Have eyesight with corrective glasses of at least 20/40.



Each and every security operator will be in-serviced regularly regarding your specific site to further enhance the protection we provide.

Certified Security Guards

GPI, has developed a Certified Security Guard (CSG) Training Course with the goal of providing more detailed knowledge of specific areas of the security field. The CSG program has two phases—the training course and the exam. The following subjects are included in the CSG Program:



- Fire Risk for Security Operator
- Appropriate Use of Force
- The Professional Security Operator
- Safety
- A New Guard's Tool Kit
- Blood-borne Pathogens
- Effective Report Writing
- Effective Patrolling
- Law and the Security Operator
- First Aid
- Courtesy and the Security Operator
- Access Control
- High Rise Building Security
- Responding to Hazardous Material Incidents
- Bomb Threats
- CPR

Once the applicant has completed the entry level training, the results of their final examination will determine whether or not they will be hired. When they do become an employee, their performance is continually monitored and evaluated.



Licensing

All GPI operators are licensed and carry California Licenses issued by the State Department of Consumer Affairs, Bureau of Security and Investigative Services. GPI, ensures compliance with all City and State requirements, as well as with all general and special post orders established for your security program.

Discover the unparalleled excellence of our team at GPI, where our select members undergo a rigorous and exclusive training process to ensure exceptional service for our esteemed clients. As pioneers in the industry, we take pride in our certified in-house training program, reflecting our commitment to excellence. Prior to joining our ranks, each applicant undergoes a comprehensive pre-assignment training session, followed by a meticulous examination. Our state-of-the-art classroom serves as the hub for regular training sessions, featuring insightful lectures delivered by our seasoned executives and accomplished managers. Our carefully curated curriculum covers a wide array of subjects, equipping our team members with the essential skills and knowledge to thrive in this dynamic business landscape. With GPI, you can rest assured that your assets are in the hands of highly trained professionals dedicated to delivering unparalleled results.

Curriculum

- Administrative and Security Orientation
- Legal Authority
- Weapon defense tactics
- Authority of the Security Officer
- Elements and Mechanics of Arrest
- Rules of Evidence
- Search and Seizure
- Protection of the Crime Scene
- Courtroom Procedures
- Self-Defense
- Company Policy and Procedures
- Public Relations





- Report Writing
- Method of Patrol
- First Aid
- Communications
- Fire Prevention
- Defensive Driving
- Uniforms and Equipment
- CPR Certified (if required by contract)



On-going Training

Ongoing training is also needed by personnel to develop additional skills, to acquire added knowledge, and to operator against complacency in job performance. Periodically, GPI supervisors utilize "Training Task Sheets" to test the operators on their knowledge and execution of a specific duty. "Training Keys" dealing with a specific subject are routinely provided to all operators.

GPI, has taken a unique approach to the business of contract security. Many of our competitors employ minimally screened and trained operators. Our approach involves a proactive theory of well-groomed, exceptionally trained, uniformed security operators. Our strategy entails several steps to mitigate the possibility and opportunity for theft of property, or injury to persons within the facility.

Specific Training for Our Clients . . .

While this pre-assignment training provides a basis, it is only the beginning. Like each client's requirements are unique, so much of the specific training must take place at the job site itself. Each new security operator is assigned to train with a member of our supervisory staff. The new security operator works with the trainer until he is proficient in the performance of his duties.

Training for Supervisory Staff

Supervisory and managerial employees also need job-related training if they are to have a positive influence on the personnel they direct. GPI, supervisors attend in- house training classes on



techniques of supervision and management, company regulations and policies, equipment maintenance, and specific duties.

As you can see, GPI is committed to the concept that training is an essential element in the quest to provide professional, quality service to our clients.





Compliance Assurance

Equal Employment Opportunity

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at GPI, will be based on merit, qualifications, and abilities. Except where required or permitted by law, employment practices will not be influenced or affected by an applicant's or employee's race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

GPI, is in full compliance with the federal mandates of the Americans with Disabilities Act. Property Security Services, Inc will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. In addition to a commitment to provide equal employment opportunities to all qualified individuals, GPI, has established an affirmative action program to promote opportunities for individuals in certain protected classes throughout the organization.

GPI, believes that the work conditions, wages, and benefits it offers to its employees are competitive with those offered by other employers in this area and in this industry. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their supervisors.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that GPI, amply demonstrates its commitment to employees by responding effectively to employee concerns.



Immigration Law Compliance

GPI, is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with GPI, within the past three years, or if their previous I-9 is no longer retained or valid.

Drug and Alcohol Use

It is GPI's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

Drug Testing

GPI, is committed to providing a safe, efficient, and productive work environment for all employees. In keeping with this commitment, employees and job applicants may be asked to provide body substance samples (e.g., blood, urine) to determine the illicit use of marijuana, cocaine, opiates, amphetamines, alcohol, barbiturates, and phencyclidine (PCP). GPI, will attempt to protect the confidentiality of all drug test results. Drug tests may be conducted in any of the following situations:

- Pre Employment
- Periodic
- Reasonable Cause
- Post Accident
- Random Testing



Pre-Employment

As a pre-qualification to assume any position, prospective employees are required to provide a body substance sample for drug testing. This occurs in connection with the pre-employment medical examination.

Periodic

This testing occurs in connection with qualifying medical examinations for required licenses.

Reasonable Cause

Testing of this kind occurs when unusual behavior in the workplace indicates that an employee is under the influence of drugs. Such behavior must be witnessed by at least one supervisor.

Post-Accident

Any current employee who is involved in a serious incident or accident while on duty, whether on or off the employer's premises, may be asked to provide a body substance sample to verify physical condition.



Random Testing

Employees holding safety-sensitive positions may be subjected to testing at any time on a random basis.

Subject to any limitations imposed by law, a refusal to provide a body substance sample under the conditions described above may result in disciplinary action, up to and including termination of employment.

Any driver who refuses to be tested under the provisions of the DOT regulations will not be permitted to operate a commercial motor vehicle. Any driver who tests positive for drugs will be immediately disqualified and taken off the road. Where test results are positive, the driver will be advised by the Disciplinary Review Officer as to what drug was discovered.

Officer Selection:

Selective Recruiting

Less than 10% of those who apply for employment are even considered. The first step to effective performance is the selection of personnel who meet the specified qualifications required for the job.

Criminal Record/Drug Screening

Our current pre-employment process includes in-depth interviews by a trained personnel specialist, background investigations, and criminal record checks by our staff investigators. Applicants must also pass a physical examination including narcotic oriented screening. We currently use an eleven-panel pre- placement screening system.



Screening: Police/Fingerprint/License

Finally, they must pass California police department screening of photo, fingerprint, and license statements. It is understood that if an applicant has recently moved to the area, police screening will be obtained from the applicant's home state. All GPI, employees are routinely licensed in the jurisdiction to which they are assigned.

The quality we bring to your environment begins long before you see our security operators. The Board of Directors at GPI, has resolved to make the recruitment and training of our personnel the key to our success; in that, we conduct hiring initiatives on a regular basis with over 250 applicants per month, with an average of 12 new appointees. Most applicants are unable to meet our qualifications, which are equivalent to the United States Government Secret Clearance Program.

Permanent Schedules

When possible, it is the policy of GPI, to hire only full-time operators to regular 40-hour permanent schedules. While the greater portion of our operators falls into this category, we do have a small cadre of part-time employees who fill swing shifts, or special assignments. All current contractual obligations are therefore satisfied.

Taking over another Contract Security Companies contract, or when conducting a proprietary conversion, it is GPI, policy to interview and offer employment to the personnel of the client. Those individuals must also pass our pre-employment screening procedures and have the approval of the client.

No Minimum Wage Employee

GPI, personnel are paid not only a rate far above minimum wage, but by far, above the industry standard.



Low Turnover

For years the fact of no unjustified turnover is directly reflected in our low unemployment insurance rates.

Liability Insurance

Comprehensive General Liability Insurance. GPI, currently carries a two million dollar (\$2,000,000.00) general liability policy.

Workers Compensation & Auto Liability

Workers Compensation and Comprehensive Automobile Liability Insurance are carried in more than adequate amounts.

Safety Director

Any accidents are investigated thoroughly by our Safety Director. This proactive approach has enabled us to reduce our Worker's Compensation and Automobile claims. We have also instituted a Return to Work Program and a Driver's Safety Program to help keep claim costs down and lower our insurance rates.

Certificate of Insurance

Certificate of Insurance and Additional Insured are available upon request.
Contracts

Contract Milestone Schedule When client awards this contract to GPI, the moment the contract is signed, and all implementation procedures will be put into effect.



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- GPI, executive management personnel will meet with our clients to obtain copies of exact schedules, post instructions and specific duties. A key control system and a notification list with telephone number(s) will be created.
 - If check stations are required, before the contract begins, GPI, technical staff will install them at locations approved by Clients.
 - The final step before commencement is a visit from an executive, along with a manager, the Sector Supervisor(s) and the Security Officer(s) assigned to the client's contract.
 - Only after the implementation form is complete and approved by and GPI, Security, will we consider ourselves ready to serve.

Post Evaluation

We do not forget our responsibility. Periodically, we conduct complete and complex post evaluations to determine that all requirements are being met.

Client Retention

At GPI, our clients tend to remain with us and we attribute this primarily to our immediate staff responsiveness to their needs and concerns, our determination to work on a problem until it is solved to everyone's satisfaction, and the continuous efforts on every management level to provide professional service.

Facilitates Coordination

GPI, has a definite organizational structure within the Patrol Division, which facilitates coordination and communication between the various supervisory levels.



Responsive Management on All Levels

Leading the Patrol Division is the Executive Vice President of Operations, who holds the ultimate responsibility for overseeing the management of the entire team of uniformed security officers. The Patrol Commanders and Watch Commanders work tirelessly from the Company Headquarters, operating round-the-clock. Their primary focus is to ensure proper scheduling and coverage of all sites with competent personnel. They take charge of resolving any security operator issues, ensuring completion of training and orientation assignments, and conducting supervisory inspections. At an equal level of importance are the client project managers, who directly report to the designated Patrol Commander and collaborate closely with the Watch Commanders in their duties.

Clients & Patrol Commanders

The responsibility of scheduling all security operators, considering business profiles and our other clients, lies with the Patrol Commanders. They achieve this through the utilization of the Qualification/Requirement section of the Patrol Command Systems. This system enables Watch Commanders and Project Managers to access data on scheduled personnel, their assigned posts, and timings at any given time. It effectively prevents double scheduling and grants management the ability to control individual work schedules, thereby reducing overtime. Crucially, the system ensures that only individuals with predetermined qualifications are assigned to specific sites. These schedules are published on the mobile app, real-time, ensuring that operators are well-informed about their work schedule well in advance.

Uniforms are inspected on Site

Supervisors conduct post inspections to verify that operators are wearing a complete and tidy uniform, adhering to the GPI regulations. The inspection covers personal hygiene. Operators are only allowed to wear watches and engagement/wedding rings; all other jewelry is strictly prohibited. In case of any missing uniform items, immediate correction is required. If any signs of uniform damage are detected, supervisors report them to management, ensuring that they are addressed before the next scheduled shift. The importance of maintaining the operator's uniform in good condition is acknowledged, as it directly influences their effectiveness.



Report Forms

Report Critique by Supervisors All security operators assigned to job site complete Daily Activity Reports (DARs) and Incident Reports (IRs) when necessary. These reports are read by the supervisors when they conduct post inspections to make sure the operator has a complete, concise and informative report. Copies of all daily reports are emailed to the client at 6:00 a.m. (unless specified otherwise) summarizing the previous night's patrol activities and will be given seven days a week.

Disposition Control

All calls for service are logged and require a disposition from the security operator within a specific time window, depending upon the nature of the call. Any missed disposition from a security operator is immediately brought to the attention of the dispatcher and appropriate steps are made to correct it immediately.

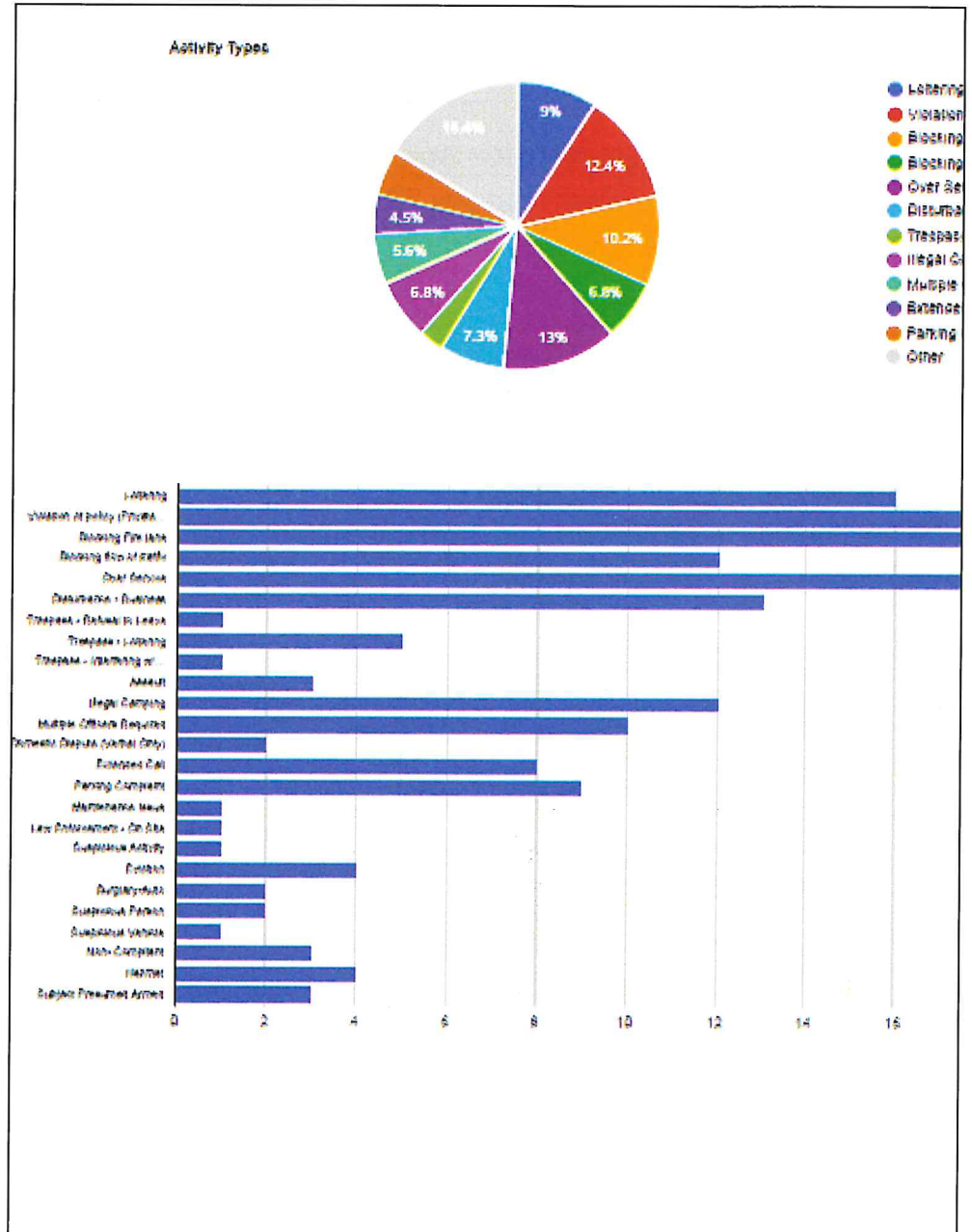
Radio Communication

Our Head Quarters has direct radio communications with security operators in the field, as well as Patrol Vehicles and Supervisors who inspect various sites. They also have a direct dial to all Police, Fire and utility authorities.



Efficient Data Collection

THERMS intuitive mobile operator CAD (Computer Aided Dispatching) allows GPI, to make report writing as easy as possible so the right people get the right alerts at the right time. Our new, upgraded CAD system allows us to see where our patrol units are, and their availability status in real time; enabling us to dispatch the closest available operator to rapidly assist with your urgent situations.



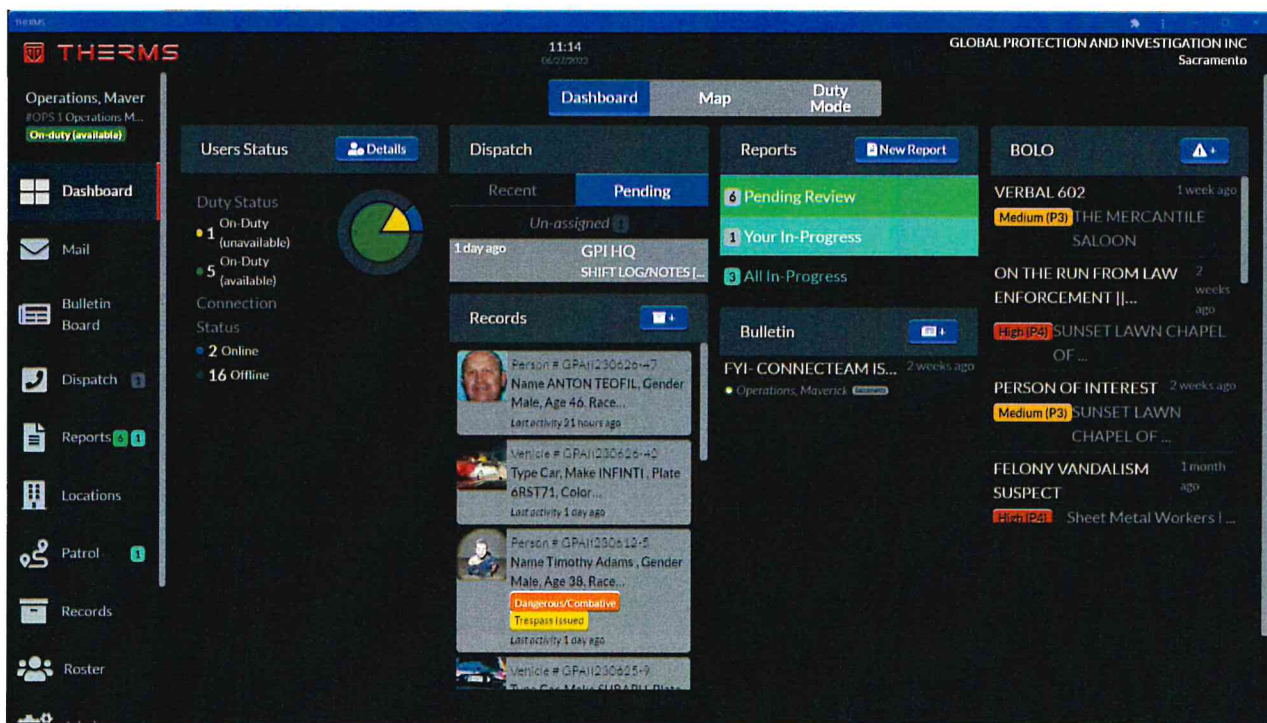


THERMS Software

GPI, integrates the latest technology into our operator and patrol service. THERMS allows GPI, and our clients to have access to accurate and useful reports.

ROBUST INCIDENT REPORTING: Simple incident reporting helps GPI, better gauge operator performance & improve client relations. This allows operators to add the most important information anytime from any site as conveniently as possible.

FILTERED REPORTS: GPI, allows each incident to become available immediately for review in the Issue Monitor. Reports can be filtered by property, issue type, operator, priority level, and more. This allows GPI to easily create detailed and personalized reports that have everything needed to support client demands. Reports are automatically generated and ready to be delivered to clients, giving them everything they need to know in one bite-sized summary delivered directly to your inbox every morning.





Staffing Plan

GPI, will provide California licensed armed or level 2 unarmed operators that are fully licensed. Although tasers, pepper spray, batons and firearms are necessary in the worst possible scenario to protect the community, our belief and practice is to deescalate all situations through communication, respect, and clear intention with the individual(s) or group(s). This creates the safest environment for both the people, their community, and operator(s).

In order to ensure the best security detail, we select our most qualified operators to work the shifts on your site. These operators will have knowledge of your industry or community, the threats that the sites may face and an action plan to combat any threat to loss of property or life.



From all of us at

Global Protection & Investigations, Inc.

...we thank you for the opportunity to compete
for your business.

We look forward to working with you.

YOUR BUSINESS IS OUR BUSINESS

this we are passionate about



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