

**PORT EVERGLADES FRANCHISE APPLICATION**

An application will not be deemed complete and ready for processing until all required documents and fees are received.

A separate application must be filed for each type of franchise applied for.

FRANCHISE TYPE

CHECK ONE

STEAMSHIP AGENT

STEVEDORE

CARGO HANDLER

TUGBOAT & TOWING

VESSEL BUNKERING

VESSEL OILY WASTE REMOVAL

VESSEL SANITARY WASTE WATER REMOVAL

MARINE TERMINAL SECURITY

MARINE TERMINAL SECURITY

FIREARMS CARRYING SECURITY PERSONNEL

NON-FIREARMS CARRYING SECURITY PERSONNEL

Note: Applicant is the legal entity applying for the franchise. If the Applicant is granted the franchise, it will be the named franchisee. All information contained in this application shall apply only to the Applicant, and not to any parent, affiliate, or subsidiary entities.

Applicant's

Name SOS Security LLC

(Name as it appears on the certificate of incorporation, charter, or other legal documentation as applicable, evidencing the legal formation of the Applicant)

Applicant's Business Address 6360 NW 5th Way, Ft. Lauderdale, FL 33309

Number /

Street

City/State/Zip

Phone # ( 561 ) 939-1300

E-mail address rdiaz@sossecurity.com

Fax #: ( 561 ) 939-1301

Name of the person authorized to bind the Applicant (Person's signature must appear on Page 13.)

Name Rodolfo (Rudy) Diaz

Title SVP - Regional Director

Business Address 6360 NW 5th Way, Ft. Lauderdale, FL 33309

Number /

Street

City/State/Zip

Phone # ( 561 ) 939-1300

E-mail address rdiaz@sossecurity.com

Fax #: ( 561 ) 939-1301

Provide the Name and Contact Information of Applicant's Representative to whom questions about this application are to be directed (if different from the person authorized to bind the Applicant):

Representative's Name Robert (Rob) Morison

Representative's Title Regional Vice President - Florida

Representative's Business Address 6360 NW 5th Way, Ft. Lauderdale, FL 33309

Number /

Street

City/State/Zip

Representative's Phone # ( 561 ) 939 - 1300

Representative's E-mail address rmorison @ sossecurity.com

Representative's Fax # ( 561 ) 939 - 1301

**PLEASE COMPLETE THIS APPLICATION AND LABEL ALL REQUIRED BACKUP DOCUMENTATION TO CLEARLY IDENTIFY THE SECTION OF THE APPLICATION TO WHICH THE DOCUMENTATION APPLIES (I.E....., SECTION A, B, C, etc.).**

**Section A**

1. List the name(s) of Applicant's officers, including, CEO, COO, CFO, director(s), member(s), partner(s), shareholder(s), principal(s), employee(s), agents, and local representative(s) active in the management of the Applicant.

Officers:

Title CPP, CIPM - Chairman and CEO

First Name Edward Middle Name B.

Last Name Silverman

Business Street Address 1915 Route 46 East

City, State, Zip Code Parsippany, NJ 07054

Phone Number (973) 402 - 6600 Fax Number ( )

Email Address esilverman @ sossecurity.com

Title President

First Name Kenneth Middle Name M.

Last Name Fisher

Business Street Address 1915 Route 46 East

City, State, Zip Code Parsippany, NJ 07054

Phone Number (973) 402 - 6600 Fax Number ( )

Email Address kfisher @ sossecurity.com

Title CFO

First Name Thomas Middle Name \_\_\_\_\_

Last Name Gustafson

Business Street Address 1915 Route 46 East

City, State, Zip Code Parsippany, NJ 07054

Phone Number (973) 402 - 6600 Fax Number ( )

Email Address tgustafson @ sossecurity.com

Title \_\_\_\_\_

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_

Last Name \_\_\_\_\_

Business Street Address \_\_\_\_\_

City, State, Zip Code \_\_\_\_\_

Phone Number ( ) Fax Number ( )

Email Address \_\_\_\_\_ @ \_\_\_\_\_

Attach additional sheets if necessary.

2. RESUMES: Provide a resume for each officer, director, member, partner, shareholder, principal, employee, agent, and local representative(s) active in the management of the Applicant, as listed above.

**Section B**

1. Place checkmark to describe the Applicant:  
( ) Sole Proprietorship ( ) Corporation ( ) Partnership ( ) Joint Venture (✓) Limited Liability Company
2. Provide copies of the documents filed at the time the Applicant was formed including Articles of Incorporation (if a corporation); Articles of Organization (if an LLC); or Certificate of Limited Partnership or Limited Liability Limited Partnership (if a partnership). If the Applicant was not formed in the State of Florida, provide a copy of the documents demonstrating that the Applicant is authorized to conduct business in the State of Florida.

**Section C**

1. Has there been any change in the ownership of the Applicant within the last five (5) years? (e.g., any transfer of interest to another party)  
Yes \_\_\_ No ✓ If "Yes," please provide details in the space provided. Attach additional sheets if necessary.
2. Has there been any name change of the Applicant or has the Applicant operated under a different name within the last five (5) years?  
Yes \_\_\_ No ✓ If "Yes," please provide details in the space provided, including: Prior name(s) and Date of name change(s) filed with the State of Florida's Division of Corporations or other applicable state agency. Attach additional sheets if necessary.
3. Has there been any change in the officers, directors, executives, partners, shareholders, or members of the Applicant within the past five (5) years?  
Yes \_\_\_ No ✓ If "Yes," please provide details in the space provided, including:  
Prior officers, directors, executives, partners, shareholders, members  
Name(s) \_\_\_\_\_  
New officers, directors, executives, partners, shareholders, members  
Name(s) \_\_\_\_\_  
Also supply documentation evidencing the changes including resolution or minutes appointing new officers, list of new principals with titles and contact information, and effective date of changes. Attach additional sheets if necessary.

**Section D**

Provide copies of all fictitious name registrations filed by the Applicant with the State of Florida's Division of Corporations or other State agencies. If none, indicate "None" None.

**Section E**

1. Has the Applicant acquired another business entity within the last five (5) years?  
Yes \_\_\_ No  If "Yes," please provide the full legal name of any business entity which the Applicant acquired during the last five (5) years which engaged in a similar business activity as the business activity which is the subject of this Port Everglades Franchise Application.  
If none, indicate "None" None.
  
2. Indicate in the space provided the date of the acquisition and whether the acquisition was by a stock purchase or asset purchase and whether the Applicant herein is relying on the background and history of the acquired firm's officers, managers, employees and/or the acquired firm's business reputation in the industry to describe the Applicant's experience or previous business history. Attach additional sheets if necessary.
  
3. Has the Applicant been acquired by another business entity within the last five (5) years?  
Yes \_\_\_ No  If "Yes," provide the full legal name of any business entity which acquired the Applicant during the last five (5) years which engaged in a similar business activity as the business activity which is the subject of this Port Everglades Franchise Application.  
If none, indicate "None" None.
  
4. Indicate in the space provided the date of the acquisition and whether the acquisition was by a stock purchase or asset purchase and whether the Applicant herein is relying on the background and history of the parent firm's officers, managers, employees and/or the parent firm's business reputation in the industry to describe the Applicant's experience or previous business history. Attach additional sheets if necessary.

**Section F**

Provide the Applicant's previous business history, including length of time in the same or similar business activities as planned at Port Everglades.

**Section G**

1. Provide a list of the Applicant's current managerial employees, including supervisors, superintendents, and forepersons.
  
2. List the previous work history/experience of the Applicant's current managerial employees, including their active involvement in seaports and length of time in the same or similar business activities as planned at Port Everglades.



**Section H**

List all seaports, including Port Everglades (if application is for renewal), where the Applicant is currently performing the services/operation which is the subject of this Franchise application. **Use this form for each seaport listed. Photocopy additional pages as needed (one page for each seaport listed).**

If none, state "None" See below.

Seaport Port Everglades, Ft. Lauderdale Number of Years Operating at this Seaport One (1)

List below all of the Applicant's Clients for which it provides services at the seaport listed above.

Client Name (Company)	Number of Years Applicant has Provided Services to this Client
Port Everglades - Marine Terminal Security	One (1) Year
Crowley Logistics (2 locations): 1163 Talleyrand Ave, Jacksonville, FL 32206 Petty's Island, 36th Street & Delaware River, Pennsauken, NJ 08110	One (1) Year
SpaceX (2 locations): 2700 Miner Street, San Pedro, CA 90731 801 Reeves Avenue, San Pedro, CA 90731	One (1) Year

**Section I**

1. Provide a description of all past (within the last five (5) years) and pending litigation and legal claims where the Applicant is a named party, whether in the State of Florida or in another jurisdiction, involving allegations that Applicant has violated or otherwise failed to comply with environmental laws, rules, or regulations or committed a public entity crime as defined by Chapter 287, Florida Statutes, or theft-related crime such as fraud, bribery, smuggling, embezzlement or misappropriation of funds or acts of moral turpitude, meaning conduct or acts that tend to degrade persons in society or ridicule public morals.

The description must include all of the following:

- a) The case title and docket number
- b) The name and location of the court before which it is pending or was heard
- c) The identification of all parties to the litigation
- d) General nature of all claims being made

If none, indicate "None" None.

2. Indicate whether in the last five (5) years the Applicant or an officer, director, executive, partner, or a shareholder, employee or agent who is or was (during the time period in which the illegal conduct or activity took place) active in the management of the Applicant was charged, indicted, found guilty or convicted of illegal conduct or activity (with or without an adjudication of guilt) as a result of a jury verdict, nonjury trial, entry of a plea of guilty or nolo contendere where the illegal conduct or activity (1) is considered to be a public entity crime as defined by Chapter 287, Florida Statutes, as amended from time to time, or (2) is customarily considered to be a white-collar crime or theft-related crime such as fraud, smuggling, bribery, embezzlement, or misappropriation of funds, etc. or (3) results in a felony conviction where the crime is directly related to the business activities for which the franchise is sought.

Yes \_\_\_ No

If you responded "Yes," please provide all of the following information for each indictment, charge, or conviction:

- a) A description of the case style and docket number
- b) The nature of the charge or indictment
- c) Date of the charge or indictment
- d) Location of the court before which the proceeding is pending or was heard
- e) The disposition (e.g., convicted, acquitted, dismissed, etc.)
- f) Any sentence imposed
- g) Any evidence which the County (in its discretion) may determine that the Applicant and/or person found guilty or convicted of illegal conduct or activity has conducted itself, himself or herself in a manner as to warrant the granting or renewal of the franchise.

**Section J**

The Applicant must provide a current certificate(s) of insurance. Franchise insurance requirements are determined by Broward County's Risk Management Division and are contained in the Port Everglades Tariff No. 12 as amended, revised or reissued from time to time. The Port Everglades Tariff is contained in the Broward County Administrative Code, Chapter 42, and is available for inspection on line at: <http://www.porteverglades.net/development/tariff>.

**Section K**

1. The Applicant must provide its most recent audited or reviewed financial statements prepared in accordance with generally accepted accounting principles, or other documents and information which demonstrate the Applicant's creditworthiness, financial responsibility, and resources, which the Port will consider in evaluating the Applicant's financial responsibility.
2. Has the Applicant or entity acquired by Applicant (discussed in Section E herein) sought relief under any provision of the Federal Bankruptcy Code or under any state insolvency law filed by or against it within the last five (5) year period?  
Yes \_\_\_ No

If "Yes," please provide the following information for each bankruptcy or insolvency proceeding:

- a) Date petition was filed or relief sought
- b) Title of case and docket number
- c) Name and address of court or agency
- d) Nature of judgment or relief
- e) Date entered

3. Has any receiver, fiscal agent, trustee, reorganization trustee, or similar officer been appointed in the last five (5) year period by a court for the business or property of the Applicant?  
Yes \_\_\_ No

If "Yes," please provide the following information for each appointment:

- a) Name of person appointed
- b) Date appointed
- c) Name and address of court
- d) Reason for appointment

4. Has any receiver, fiscal agent, trustee, reorganization trustee, or similar officer been appointed in the last five (5) year period by a court for any entity, business, or property acquired by the Applicant?  
Yes \_\_\_ No

If "Yes," please provide the following information for each appointment:

- a) Name of person appointed
- b) Date appointed
- c) Name and address of court
- d) Reason for appointment

**Section L**

List four (4) credit references for the Applicant, one of which must be a bank. Use this format:

Name of Reference	<u>JP Morgan Chase Bank</u>	Nature of Business	<u>Banking</u>
Contact Name	<u>Pamela Cyran</u>	Title	<u>Assistant Vice President</u>
Legal Business Street Address	<u>695 Route 46 West</u>		
City, State, Zip Code	<u>Fairfield, NJ 07004</u>		
Phone Number	<u>(973) 439 - 5046</u>		

(Provide on a separate sheet.)

**Section M**

1. Security: Pursuant to Port Everglades Tariff 12, Item 960, all Franchisees are required to furnish an Indemnity and Payment Bond or Irrevocable Letter of Credit drawn on a U.S. bank in a format and an amount not less than \$20,000 as required by Broward County Port Everglades Department.
2. Has the Applicant been denied a bond or letter of credit within the past five (5) years?  
Yes \_\_\_ No   
If "Yes," please provide a summary explanation in the space provided of why the Applicant was denied. Use additional sheets if necessary.

**Section N**

1. Provide a list and description of all equipment currently owned and/or leased by the Applicant and intended to be used by the Applicant for the type of service(s) intended to be performed at Port Everglades including the age, type of equipment and model number. **None**
2. Identify the type of fuel used for each piece of equipment.
3. Indicate which equipment, if any, is to be domiciled at Port Everglades.
4. Will all equipment operators be employees of the Applicant, on the payroll of the Applicant, with wages, taxes, benefits, and insurance paid by the Applicant?  
Yes  No \_\_\_  
If "No," please explain in the space provided who will operate the equipment and pay wages, taxes, benefits, and insurance, if the franchise is granted. Use additional sheets if necessary.

**Section O**

Provide a copy of the Applicant's current Broward County Business Tax Receipt (formerly Occupational License).

**Section P**

1. Provide a copy of Applicant's safety program.
2. Provide a copy of Applicant's substance abuse policy.
3. Provide a copy of Applicant's employee job training program/policy.
4. Provide information regarding frequency of training.
5. Include equipment operator certificates, if any.

**Section Q**

1. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or fines from any federal, state, or local environmental regulatory agencies?  
Yes \_\_\_ No
  
2. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or civil penalties from the U.S. Coast Guard?  
Yes \_\_\_ No
  
3. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or fines from the Occupational Safety and Health Administration?  
Yes \_\_\_ No

If you responded "Yes" to any of this section's questions 1, 2, or 3 above, please provide a detailed summary for each question containing the following information:

- a) Name and address of the agency issuing the citation or notice
- b) Date of the notice
- c) Nature of the violation
- d) Copies of the infraction notice(s) from the agency
- e) Disposition of case
- f) Amount of fines, if any
- g) Corrective action taken

Attach copies of all citations, notices of violations, warning notices, civil penalties and fines issued by local, state, and federal regulatory agencies, all related correspondence, and proof of payment of fines.

4. Provide a statement (and/or documentation) which describes the Applicant's commitment to environmental protection, environmental maintenance, and environmental enhancement in the Port.

**Section R**

Provide written evidence of Applicant's ability to promote and develop growth in the business activities, projects or facilities of Port Everglades through its provision of the services (i.e., stevedore, cargo handler or steamship agent) it seeks to perform at Port Everglades. For first-time applicants (stevedore, cargo handler and steamship agent), the written evidence must demonstrate Applicant's ability to attract and retain new business such that, Broward County may determine in its discretion that the franchise is in the best interests of the operation and promotion of the port and harbor facilities. The term "new business" is defined in Chapter 32, Part II of the Broward County Administrative Code as may be amended from time to time.

If you have checked an Applicant box for VESSEL BUNKERING, VESSEL OILY WASTE REMOVAL, VESSEL SANITARY WASTE WATER REMOVAL, OR MARINE TERMINAL SECURITY, the following additional information is required:

**VESSEL BUNKERING**

**Section T-** A Letter of Adequacy from the U.S. Coast Guard and a copy of the applicant's operations manual approved by the U.S. Coast Guard.

**Section V-** A copy of the applicant's Oil Spill Contingency Plan for Marine Transportation Related Facilities approved by the U.S. Coast Guard.

**Section W-** A Terminal Facility Discharge Prevention and Response Certificate with a copy of an approved Oil Spill Contingency Plan from the Florida Dept. of Environmental Protection.

**Section Z-** An approved Discharge Cleanup Organization Certificate from the Florida Dept. of Environmental Protection which has been issued to the applicant or to its cleanup contractor with a copy of the cleanup contract showing the expiration date.

**VESSEL OILY WASTE REMOVAL**

**Section S -** Certificate of Adequacy in compliance with the Directives of MARPOL 73/75 and 33 CFR 158, if applicable.

**Section T-** A Letter of Adequacy from the U.S. Coast Guard and a copy of the Applicant's operations manual approved by the U.S. Coast Guard.

**Section U-** A Waste Transporter License from the Broward County Environmental Protection Department identifying the nature of the discarded hazardous (or non-hazardous) material to be transported.

**Section V-** A copy of the Applicant's Oil Spill Contingency Plan for Marine Transportation Related Facilities approved by the U.S. Coast Guard.

**Section W-** A Terminal Facility Discharge Prevention and Response Certificate with a copy of an approved Oil Spill Contingency Plan from the Florida Dept. of Environmental Protection.

**Section X-** A Used Oil Collector, Transporter, and Recycler Certificate from the Florida Dept. of Environmental Protection.

**Section Y-** An Identification Certificate from the U.S. Environmental Protection Agency.

**Section Z-** An approved Discharge Cleanup Organization Certificate from the Florida Dept. of Environmental Protection which has been issued to the Applicant or to its cleanup contractor with a copy of the cleanup contract showing the expiration date.

**VESSEL SANITARY WASTE WATER REMOVAL**

**Section U-** A Waste Transporter License from the Broward County Environmental Protection Department identifying the nature of the discarded hazardous (or non-hazardous) material to be transported.

**Section Z1-** A copy of the Applicant's operations manual.

**Section Z2-** A Septage Receiving Facility Waste Hauler Discharge Permit from the Broward County Water and Wastewater Services Operations Division.

**MARINE TERMINAL SECURITY**

**Section N1-** A list of all metal detection devices, walk-through and hand held, as well as all luggage and carryon x-ray machines owned or leased, to be used or domiciled at Port Everglades. Listing must include brand name and model.

**Section N2-** A copy of all manufacturers recommended service intervals and name of

company contracted to provide such services on all aforementioned equipment.

**Section N3-** A description of current method employed to assure all equipment is properly calibrated and functioning.

**Section N4-** current training requirements and training syllabus for employees operating x-ray equipment. Highlight emphasis on weapon and contraband identification. Include equipment operator certificates, if any.

**Section O1-** Provide copies of all local, state and federal licenses, including:

**a.** A copy of the Applicant's State of Florida Business License.

**b.** A copy of security agency's Manager's "M" or "MB" License and a copy of the security agency's "B" or "BB" License issued by the Florida Department of Agriculture and Consumer Services.

**Section P3- SECURITY GUARDS / SUPERVISORS**

**a.** Provide Applicant's background requirements, education, training etc., for personnel hired as security guards.

**b.** Provide historic annual turnover ratio for security guards.

**c.** Provide a copy of Applicant's job training program/policy including a copy of training curriculum and copies of all manuals and take-home materials made available to security guards. Include information regarding frequency of training.

**d.** Provide background requirements, experience, licensing and any and all advanced training provided to supervisory personnel.

**e.** Provide present policy for individual communication devices either required of security guards or supplied by the employer.

**f.** Provide procurement criteria and source as well as Applicant's certification requirements for K-9 workforce.

**g.** Provide information on the number of security guards / supervisors currently employed or expected to be employed to provide security services at Port Everglades.

Supervisors \_\_\_\_\_  
Class D Guards \_\_\_\_\_  
Class G Guards \_\_\_\_\_  
K-9 Handlers \_\_\_\_\_

**Port Everglades Tariff 12**

References to the Port Everglades Tariff 12 as amended or reissued: <http://www.porteverglades.net/development/tariff>

**Application Fees**

The following fees have been established for franchised businesses at Port Everglades. Initial processing fees are nonrefundable. A franchise is required for each category of business.

**Stevedore**

Initial processing fee, assignment fee, or reinstatement fee \$ 11,000.00

Annual Fee

\$ 4,000.00

**Cargo Handler**

Initial processing fee, assignment fee, or reinstatement fee \$ 11,000.00

Annual Fee

\$ 4,000.00

**Steamship Agent**

Initial processing fee, assignment fee, or reinstatement fee \$

4,000.00

Annual Fee

\$ 2,250.00

**Tugboat and Towing**

Initial processing fee, assignment fee, or reinstatement fee \$ 26,000.00

Annual Fee

By Contract

**Vessel Bunkering, Vessel Oily Waste Removal,**

**Vessel Sanitary Waste Water Removal**

Initial processing fee, assignment fee, or reinstatement fee \$ 4,000.00

Annual Fee

\$ 2,250.00

For first-time franchise Applicants, both the initial application fee and the annual fee must be submitted at time of application. Thereafter, annual franchise fees are due and payable each year on the franchise anniversary date, which is defined as the effective date of the franchise.

Note: Check(s) should be made payable to:

BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS and be mailed with this application to:

Port Everglades Business Administration Division

1850 Eller Drive, Fort Lauderdale, FL 33316

**Required Public Hearing**

Staff review of this application will not commence until such time as all of the above requested information and documentation has been provided and the franchise application has been determined by staff to be complete. All of the above requested information and Sections are required to be completed prior to the scheduling of the public hearing. Staff will request that the Broward County Board of County Commissioners set a public hearing to consider the franchise application and hear comments from the public. The Applicant will be notified of the Public Hearing date and must plan to attend the Public Hearing.



By signing and submitting this application, Applicant certifies that all information provided in this application is true and correct. Applicant understands that providing false or misleading information on this application may result in the franchise application being denied, or in instances of renewal, a franchise revoked. Applicant hereby waives any and all claims for any damages resulting to the Applicant from any disclosure or publication in any manner of any material or information acquired by Broward County during the franchise application process or during any inquiries, investigations, or public hearings.

Applicant further understands that if there are any changes to the information provided herein (subsequent to this application submission) or to its officers, directors, senior management personnel, or business operation as stated in this application, Applicant agrees to provide such updated information to the Port Everglades Department of Broward County, including the furnishing of the names, addresses (and other information as required above) with respect to persons becoming associated with Applicant after its franchise application is submitted, and any other required documentation requested by Port Everglades Department staff as relating to the changes in the business operation. This information must be submitted within ten (10) calendar days from the date of any change made by the Applicant.

Applicant certifies that all workers performing functions for Applicant who are subject to the Longshore and Harbor Workers' Act are covered by Longshore & Harbor Workers' Act, Jones Act Insurance, as required by federal law.

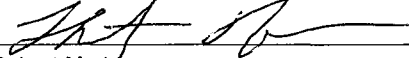
This application and all related records are subject to Chapter 119, F.S., the Florida Public Records Act.


By its execution of this application, Applicant acknowledges that it has read and understands the rules, regulations, terms and conditions of the franchise it is applying for as set forth in Chapter 32, Part II, of the Broward County Administrative Code as amended, and agrees, should the franchise be granted by Broward County, to be legally bound and governed by all such rules, regulations, terms and conditions of the franchise as set forth in Chapter 32, Part II, of the Broward County Administrative Code as amended.

The individual executing this application on behalf of the Applicant, personally warrants that s/he has the full legal authority to execute this application and legally bind the Applicant.

Signature of Applicant's Authorized Representative  Date Signed 2/28/19

Signature name and title typed or printed Rodolfo A. Diaz

Witness Signature (\*Required\*)   
Witness name-typed or printed Robert Morison

Witness Signature (\*Required\*)   
Witness name-typed or printed Omri Omar Chin

If a franchise is granted, all official notices/correspondence should be sent to:

Name Rob Morison Title VP, Operations

Address 6360 NW 5th Way, Ft. Lauderdale, FL 33309 Phone ( 561 ) 939 - 1300



## SOS Security LLC

February 12, 2019

Broward County Florida  
Department of Port Everglades  
Business Administration Division  
Attn: Angela Osorno Belleme, Franchise & Business Permit Manager  
1850 Eller Drive  
Fort Lauderdale, Florida 33316-4201  
[aosornobelleme@broward.org](mailto:aosornobelleme@broward.org)

Re: SOS Security LLC Application – Requested Items

Dear Ms. Osorno Belleme,

Please let this letter serve as authorization for Mr. Rodolfo Diaz, Senior Vice President of SOS Security LLC, to legally bind the company as it relates to contractual obligations for security services at the marine terminal at Port Everglades.

Should you have any questions and/or require additional information, please feel free to contact me at [kfisher@sossecurity.com](mailto:kfisher@sossecurity.com) and/or 973-270-2308.

Very truly yours,

**SOS SECURITY LLC**

Kenneth M. Fisher  
President

KMF:mr

cc: Rodolfo Diaz, SVP



## Edward B. Silverman, CPP, CIPM

### Chairman and Chief Executive Officer

Mr. Silverman is the Chairman and Chief Executive Officer of SOS Security LLC, where he oversees the company's strategic vision and growth through unique service offerings and strong client partnerships. CEO since 1972, he has led the company's transformation from a startup into a leading global security services provider, and fifth largest provider of security personnel in the United States.

He attended the University of Maryland, John Jay College of Criminal Justice and received his Polygraph Examiner certification from the Backster School of Lie Detection in 1973. He is a licensed Private Investigator, a Certified Institutional Protection Manager (CIPM), and has been a CPP, Certified Protection Professional, since 1986.

A member of ASIS International since 1972, Mr. Silverman is an active voice in the security industry. He serves on the International Security Foundation (ISF) Steering Committee, and is a member of the Overseas Security Advisory Committee (OSAC), which is established under the authority of the U.S. Department of State. He is also a member of the International Security Management Association (ISMA), the World President's Organization (WPO) and the National Council of Investigation and Security Services (NCISS).

Previously, Mr. Silverman served as Chapter Chairman of New Jersey's Young President Organization (YPO). He is an honorary member of the Association of Former Agents of the Secret Service, an honor bestowed on him for his continued service, commitment and advocacy.



## SOS SECURITY LLC

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Kenneth M. Fisher

**President**

Mr. Fisher has over 30 years of financial, operations and general management experience working with public and private companies in a variety of industries. Mr. Fisher has worked at SOS since 2003. He earned a B.A. Degree from The University of Maryland and an M.B.E. from The University of California. Mr. Fisher is a Certified Public Accountant and a member of the American Institute of Certified Public Accountants and California's Society of CPA's.

Scanned  
The CFO for  
SOS Security LLC  
EXHIBIT 3  
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# THOMAS M. GUSTAFSON

53 Ramsey Avenue | Ramsey, NJ 07446 | (201) 995-1032 | tmgus62@yahoo.com

## CFO | FINANCIAL CONTROLLER

Space April  
1, 2013

- Extensive experience establishing, reorganizing, streamlining, and strengthening financial operations to invigorate and stabilize startups, turnarounds, and mergers/acquisitions.
  - Confident and effective developer of solutions to business challenges with talent for boosting efficiencies through analysis and deployment of accounting infrastructures from day one to fruition.
  - Record of accelerating cash flow and revitalizing companies through pragmatic, focused leadership. Solid cross-functional team interaction combined with management style that incites quality performance.
  - Experienced in negotiations and relationship building with key decision makers. Possess business acumen, managing vision, managerial courage, and strategic agility. Thrive in dynamic, fluid environments.
- |   |  |
|---|--|
| - A/R, A/P, P&L, General Ledger, and Payroll      | - Start-Ups / Mergers and Acquisitions |
| - Process Improvement / Restructuring             | - Financial Systems Management         |
| - Internal Controls and Fiscal Procedures         | - Due Diligence & Business Valuation   |
| - Financial Statements, Budgets, and Forecasts    | - Statutory Audit Requirements         |
| - Tax and Cost Accounting / Variance Analysis     | - SEC and Management Reporting         |
| - Accounting and Administration Operations        | - Credit and Collections               |
| - Generally Accepted Accounting Principles (GAAP) | - Team Leadership and Staff Management |

## PROFESSIONAL EXPERIENCE

CREATIVE MANAGEMENT SERVICES (dba MC<sup>2</sup>), Chestnut Ridge, NY, 2002–present  
*Global provider of exhibition marketing and event management services to Fortune 500 companies; 300 employees; \$125M sales.*

### Corporate Finance Controller

Challenged initially by lack of synergy across newly merged multi-divisional company with five disparate controllers, cash flow issues, delinquent tax files, and loose policies and controls. Centralized functions and assumed controllership in New York. Instituted systems and procedures that improved quality, accuracy, and timeliness of finance functions and elevated the finance division to become integral to the business, directly supporting strategic decisions for bottom line results.

Oversee monthly consolidations, reporting, budgeting, forecasting, financial and sales tax audits, annual income tax returns, and treasury functions. Work with insurance brokers regarding company's insurance needs.

- Negotiated \$27M Credit Facility creating an infusion of cash to address immediate operating expenses.
- Consolidated financial functions resulting in \$500K annual savings.
- Improved year-end financial audits, reducing fees \$100K+ by combining finance functions, creating comprehensive audit packages, and enlisting cost-effective national accounting firm.
- Navigated company through system intrusion, which resulted in six weeks of lost financial data. Led team in recreating data in short timeframe to meet year-end audit deadlines.
- Wrote and implemented Travel and Entertainment (T&E) policy that fostered quality professional performance and reduced overall T&E costs.
- Implemented and directed company's American Express Travel Card program resulting in better reporting, management and controls.
- Managed treasury function improving cash flows which resulted in accelerated payment of Credit Facility.

**THOMAS M. GUSTAFSON**

(201) 995-1032 • Page two

ALLIED OFFICE PRODUCTS, Clifton, NJ, 1999–2002

*Full service distributor of office products to mid-market and Fortune 500 companies; 900 employees; \$300M annual sales.*

**Corporate Controller**

Recruited to maximize productivity of financial infrastructure, integrate five acquisitions into the organization's framework, and bolster company's rapid growth from \$50M to \$300M in annual sales. Oversaw day-to-day financial functions with focus on financial reporting, cash management, bank reporting, budgeting, A/R collections, payables, monthly sales, and payroll tax filings. Recruited, trained, and developed staff, emphasizing quality performance and team effort through massive culture change.

- Led information technology deployment of Great Plains accounting software, which facilitated financial management, reporting, and consolidation improvements.
- Performed due diligence for all five company acquisitions. Instituted new systems and accounting controls, integrating disparate units into centralized finance unit.
- Successfully revamped and directed biannual physical inventories involving an intensive two-day process with 70 employees and up to \$10M in inventory items.
- Significantly reduced annual audit fee through comprehensive packages that shortened processing time.
- Managed mezzanine and bank debt portfolio of over \$100MM.
- Navigated company through severe cash flow problems. Served as lead with banks and vendors in negotiating more favorable terms for the company.

BT OFFICE PRODUCTS, New York, NY & Landover, MD, 1990–1999

*Full service distributor of office products and furniture to mid-market and Fortune 100 companies; \$1B total annual sales.*

**Regional Controller, Mid-Atlantic Region (1996–1999)**

Selected to manage all financial functions for the Mid-Atlantic Region with a staff of 30. Served as key member of four-person executive committee for the region. Developed accounting policies and procedures. Formulated capital and operating budgets, divisional reporting, and internal and external controls.

- Helped obtain ISO certification working with senior managers of the region.
- Implemented structured biannual inventory system to enhance efficiency.

**Divisional Controller, Washington D.C. (1994–1996)**

Promoted to set up and operate division in Washington D.C., which had been without a controller for years.

- Authored and implemented internal controls, policies, and system of key performance indicators.
- Developed accounting staff to assume management positions.

**Financial Analyst (1990–1994)**

Managed inventory analysis and control, coordinated external audits, analyzed acquisitions, liquidated retailers, and audited internal audit reviews. Reported to the CFO of the New York division.

Prior Experience as an **Audit Supervisor** with COOPERS & LYBRAND.

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**EDUCATION | PROFESSIONAL DEVELOPMENT**

Bachelor of Science (B.S.), Accounting, University of Scranton,  
Certified Public Accountant (CPA)

*PC Applications: Great Plains, Solomon, Microsoft Office Suite*



**Florida e-Services User Information**  
floridarevenue.com

**This Notice Contains Confidential Information. Keep in a Secure Place.**

Enrolled Entity:	Enrolled Tax/Fee/Remittance and Account Number:
Business Name SOS SECURITY LLC  Address 1915 US HIGHWAY 46  City State ZIP Parsippany NJ 07054-1300	Tax Type (ex. Sales and Use Tax) Sales and Use Tax  Tax Account # 7880161892349

The entity listed above has enrolled to electronically submit Florida taxes, fees, or other state remittances. The enrolled tax, fee, or remittance, and the account or license number are printed above. Your User ID and Password are shown at the bottom of the page. If you have enrolled to submit more than one tax, fee, or remittance type, you will receive separate notices.

**How to file and pay online:** Go to our website and select "File and Pay • Taxes • Fees • Remittances." Choose the tax, fee, or remittance activity you wish to perform. Enter your User ID and Password printed on the bottom of the page to log in.

**When to file and pay:** Submit your tax returns with payments, or payments only, before 5 p.m., ET, on the business day before the due date. You may file your return up to 30 days before the due date and schedule electronic payments ahead of time with our payment-scheduling feature. The *Florida e-Services Calendar of Due Dates* (Form DR-659) on our website, provides payment initiation deadlines. Payments initiated through software programs generally follow this calendar. Contact your software vendor to verify their deadlines.

**How to make a payment only:** The Department provides a Payment Only website for persons or entities that do not have an electronic filing requirement, that transmit payments separate from their returns, or have a waiver from e-filing. From the "File and Pay Taxes, Fees or Remittances" webpage, go to Pay a Bill or Make a Payment," then choose "Tax/Fee/Remittance Payment Only." Enter your User ID and Password.

Persons and entities making payments into the Florida Retirement System or to the Division of State Group Insurance, Alcoholic Beverages and Tobacco, and Pari-Mutuel Wagering must also use the Payment Only website.

**How to change your enrollment information:** You may change your filing or payment method, contact information, or banking information using the e-Services Enrollment System, at <https://taxapps.floridarevenue.com/EEEnrollment/>.

**Filing using software:** You may need the user information provided below to use the software you purchased. Some software products require you to register with our service provider, BSWA SecureNet, to submit files containing tax return information. Consult the setup information provided with your software.

To register with our service provider, BSWA SecureNet, go to our "File and Pay Taxes, Fees or Remittances" webpage and scroll down to the "Upload a File Using SecureNet" section. Choose the appropriate option and follow the prompts to register. Taxpayers with large files may request to FTP.

Once registered, you will be able to log into your BSWA SecureNet account to electronically file your tax returns. Each time you electronically file a return, you will receive an acceptance receipt with a trace number. This trace number **only** indicates that your tax return was uploaded successfully; **it does NOT confirm that your tax return information was accepted.** To find out if your return was accepted, you must log back into your BSWA SecureNet account **within two (2) business days.** If your return was approved, you will be issued a confirmation number.

If your return was rejected, you must resolve the problem that caused the rejection and then resubmit your return. To **timely e-file your return, you must receive a confirmation number on or before the due date. Be sure to save your confirmation number.**

**Corporate income taxpayers using the IRS Modernized e-File (MeF) Program** do not need the user information below to file Florida corporate income tax returns using the MeF program. However, the user information allows you to use the Department's file-and-pay system to make other corporate income tax related payments.

If you have questions related to software configuration and functionality, consult your software user guide or contact your software vendor.

If you need assistance, have questions, or need to report a problem, call the Department at 850-488-6800 or send an email to "e-services@floridarevenue.com"

Your Department of Revenue e-Services User Credentials			
User ID:	AF1618923401	Password:	55926518

Florida Department of Revenue  
**e-Services Enrollment**[Log Off](#)**Confirmation**  
**SOS SECURITY LLC**

Thank you for using the e-Enrollment online system. The FEIN/SSN and Confirmation ID listed below should be used to retrieve your previously submitted e-Enrollment information. If you selected ACH Credit as your payment method, click on the "ACH Credit Information" link below for information about submitting your payments. Your account will be ready for filing after two business days. **Print this page for your records.**

**Confirmation**

**FEIN/SSN:** 461387064  
**Confirmation ID:** 14947010719

**Sales and Use Tax for Certificate Number: 7880161892349****Important Information**

User ID(s) and Password(s) displayed below will allow access to the online tax application. The enrolled account will be available for e-File and/or e-Pay after two business days.

**User ID:** AF1618923401  
**Password:** 55926518

[Click here](#) to view/print your User Information Notice for e-File and/or e-Pay Methods.

**Tax Information**

**Tax Type:** Sales and Use Tax  
**Tax Identifier:** 7880161892349  
**Business Name:** SOS SECURITY LLC  
**File/Pay Method:** e-File and e-Pay (Debit)  
**SSN:**  
**FEIN:** 461387064

**Filing Contact**

**Name:** THOMAS GUSTAFSON  
**Address:** 1915 US HIGHWAY 46, Parsippany, NJ, 07054-1300, US  
**Phone:** 9732702316  
**Fax:**  
**Email:** TGUSTAFSON@SOSSECURITY.COM

**Payment Contact**

**Name:** THOMAS GUSTAFSON  
**Address:** 1915 US HIGHWAY 46, Parsippany, NJ, 07054-1300, US



Phone: 9732702316  
Fax:  
Email: TGUSTAFSON@SOSSECURITY.COM

**Bank Information**

Bank Name: VALLEY NATIONAL BANK  
Account Type: Checking  
Account Owner: Personal  
Account Number: 41674065  
Routing Number: 021201383

**Enrollee Authorization and Agreement**

This is an Agreement between the Florida Department of Revenue, hereinafter "the Department," and the business entity named herein, hereinafter "the Enrollee," entered into pursuant to the provisions of the Florida Statutes and the Florida Administrative Code.

By completing this agreement and submitting this enrollment request, the Enrollee applies and is hereby authorized by the Department to file tax returns and reports, make tax and fee payments, and transmit remittances to the Department electronically. This Agreement represents the entire understanding of the parties in relation to the electronic filing of returns, reports, and remittances.

The same statute and rule sections that pertain to all paper documents filed or remitted by the Enrollee also govern an electronic return, report, payment, or remittance initiated electronically pursuant to this enrollment.

By entering my/our name(s) below, I/we certify that I/we am/are authorized to sign on behalf of the business entity identified herein, and that all information provided in this document has been personally reviewed by me/us and the facts stated in it are true. According to the payment method selected above, I/we hereby authorize the Department to present debit entries into the bank account referenced above at the depository designated herein (ACH-Debit), or, I/we am/are authorized to register for the ACH-Credit payment privilege and accept all responsibility for the filing of payments through the ACH-Credit method.

**Signature(s)**

Signature: THOMAS GUSTAFSON Title: CFO

Submission Date and Time: 4/17/2019 2:22 PM

Exit

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## SOS SECURITY LLC

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Thomas Gustafson

**Chief Financial Officer**

Mr. Gustafson has over 25 years of financial experience, which include public accounting, distribution and manufacturing. Mr. Gustafson holds a B.S. from the University of Scranton, is a Certified Public Accountant and a current member of both AICPA and the Knights of Columbus.

**CORPORATE HEADQUARTERS:**  
1915 Route 46 East, Parsippany, NJ 07054  
Phone: (973) 402-6600 · Toll-Free: 1-800-SECURE-0  
[www.sossecurity.com](http://www.sossecurity.com)



# SOS Security LLC

February 27, 2013

Tom Gustafson  
53 Ramsey Ave.  
Ramsey, New Jersey 07466  
February 26, 2013

Re: Offer of Employment at SOS Security LLC

Dear Tom,

SOS Security LLC is pleased to offer you the position of Chief Financial Officer. We trust that your knowledge, skills and experience will be among our most valuable assets.

We are offering you a base salary of [REDACTED] which will be subject to deductions for taxes and other withholdings as required by law or policies of the company.

In addition, you will receive the following benefits:

- Bonus of [REDACTED] % of the Key Employee Incentive Compensation Plan;
- Auto Allowance of \$[REDACTED].00 per month, or similar vehicle, along with gas card and insurance;
- Fifteen (15) paid days off per year, in addition to seven (7) paid holidays and one (1) floating holiday;
- Full family medical coverage paid by SOS Security LLC;
- Blackberry and laptop for business use.

Your anticipated start date will be ~~March 25, 2013~~ *APRIL 1<sup>ST</sup>, 2013*

This letter is not an employment agreement or guarantee of future employment. As with all SOS employees, your employment is considered at-will and either party can terminate the employment relationship at any time without cause and with or without notice. You acknowledge that this employment offer letter represents the entire agreement between you and SOS Security LLC and that no verbal or written agreements, promises, or representations that are not specifically stated in this employment offer letter, are or will be binding upon SOS Security LLC.

If you are in agreement with the above employment details, please sign below and return this employment offer to the company.

Sincerely yours,  
SOS Security LLC

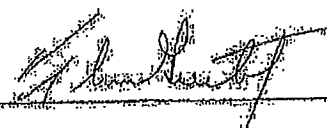
Handwritten signature of Kenneth M. Fisher.

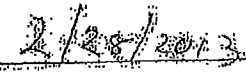
Kenneth M. Fisher,  
President

CORPORATE HEADQUARTERS:  
1915 US Highway 46, P.O. Box 6373, Parsippany, NJ 07054  
(973)402-6600 • Fax: (973)402-6262 • 1-800-SECURE-0  
www.sossecurity.com



# SOS Security LLC

  
\_\_\_\_\_  
Thomas Gustafson

  
\_\_\_\_\_  
Date

# Delaware

PAGE 1

*The First State*

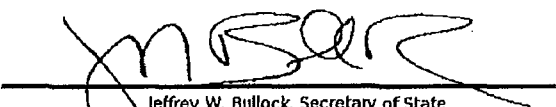
I, JEFFREY W. BULLOCK, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF FORMATION OF "SOS SECURITY LLC", FILED IN THIS OFFICE ON THE ELEVENTH DAY OF OCTOBER, A.D. 2012, AT 12:28 O'CLOCK P.M.



5226505 8100

121119276

You may verify this certificate online  
at [corp.delaware.gov/authver.shtml](http://corp.delaware.gov/authver.shtml)

  
Jeffrey W. Bullock, Secretary of State  
AUTHENTICATION: 9910624

DATE: 10-11-12

State of Delaware  
Secretary of State  
Division of Corporations  
Delivered 12:28 PM 10/11/2012  
FILED 12:28 PM 10/11/2012  
SRV 121119276 - 5226505 FILE

**CERTIFICATE OF FORMATION**

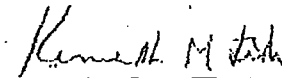
OF

**SOS SECURITY LLC**

In compliance with the requirements of Section 18-201 of the Delaware Limited Liability Company Act, relating to the formation of a limited liability company, the undersigned, desiring to form a limited liability company, hereby certifies that:

1. The name of the limited liability company is: SOS SECURITY LLC.
2. The address of the limited liability company's registered office is 2711 Centerville Road, Suite 400, Wilmington, New Castle County, Delaware 19808. The name of its registered agent at such address is Corporation Service Company.

IN TESTIMONY WHEREOF, the undersigned has executed this Certificate of Formation of SOS SECURITY LLC this 10th day of October, 2012.



Name: Ken Fisher  
Title: AUTHORIZED SIGNOR



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Detail By Document Number](#) /

### Detail by Entity Name

Foreign Limited Liability Company  
SOS SECURITY LLC

#### Filing Information

<b>Document Number</b>	M12000006394
<b>FEI/EIN Number</b>	46-1387064
<b>Date Filed</b>	11/16/2012
<b>State</b>	DE
<b>Status</b>	ACTIVE
<b>Last Event</b>	LC STMNT OF RA/RO CHG
<b>Event Date Filed</b>	04/24/2014
<b>Event Effective Date</b>	NONE

#### Principal Address

1915 ROUTE 46 EAST  
PARSIPPANY, NJ 07054

Changed: 04/21/2017

#### Mailing Address

1915 ROUTE 46 EAST  
PARSIPPANY, NJ 07054

Changed: 04/21/2017

#### Registered Agent Name & Address

CORPORATION SERVICE COMPANY  
1201 HAYS STREET  
TALLAHASSEE, FL 32301-2525

Name Changed: 04/24/2014

Address Changed: 04/24/2014

#### Authorized Person(s) Detail

##### **Name & Address**

Title MEMBER

FRANK, BARRY  
1915 ROUTE 46 EAST  
PARSIPPANY, NJ 07054

Title MEMBER, CEO

SILVERMAN, EDWARD  
 1915 ROUTE 46 EAST  
 PARSIPPANY, NJ 07054

Title MEMBER, PRESIDENT

FISHER, KENNETH  
 1915 ROUTE 46 EAST  
 PARSIPPANY, NJ 07054

Title AUTHORIZED PERSON

MELILLO, VINCENT  
 1915 ROUTE 46 EAST  
 PARSIPPANY, NJ 07054

**Annual Reports**

Report Year	Filed Date
2016	04/25/2016
2017	04/21/2017
2018	01/05/2018

**Document Images**

<a href="#">01/05/2018 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">04/21/2017 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">04/25/2016 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">04/25/2015 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">04/26/2014 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">04/24/2014 -- CORLCRACHG</a>	View image in PDF format
<a href="#">04/09/2013 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">11/16/2012 -- Foreign Limited</a>	View image in PDF format





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No Filing History

## Fictitious Name Detail

### Fictitious Name

MARILL SECURITY SERVICES

### Filing Information

**Registration Number** G14000024831  
**Status** ACTIVE  
**Filed Date** 03/11/2014  
**Expiration Date** 12/31/2019  
**Current Owners** 1  
**County** PALM BEACH  
**Total Pages** 1  
**Events Filed** NONE  
**FEI/EIN Number** NONE

### Mailing Address

1915 ROUTE 46 EAST  
PARSIPPANY, NJ 07960

### Owner Information

SOS SECURITY LLC  
 1915 ROUTE 46 EAST  
 PARSIPPANY, NJ 07960  
**FEI/EIN Number:** 46-1387054  
**Document Number:** M12000000063

### Document Images

03/11/2014 -- CANCELLATION/RE-REGISTRATION

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No Filing History



## **REDIFINING GLOBAL SECURITY** **by Protecting People, Assets & Reputations**

**SOS Security is the fifth largest security personnel company in the US and growing.**

A leading provider of security personnel and related services, SOS Security helps a broad range of clients in the corporate, government and high net worth sectors to protect their people, assets, and reputations.

Our services extend beyond personnel and include executive protection and secure travel support to operations center set-up and support, event risk mitigation, intelligence analysis and dedicated niche services such as retail risk and theft prevention.

- Founded in 1969, we are privately-owned, family-operated, with approximately 70 offices in major metropolitan areas throughout the U.S.
- Backed by strong management teams, our 10,000 dedicated, highly-skilled staff have expertise in all key aspects of fixed site, emergency response and specialist services to support client requirements.
- As a boutique services provider, we work with each client to analyze procedures, examine vulnerabilities and tailor a plan that fits security and budget requirements, and adapt quickly to client, market and employee needs.
- By integrating the best people, procedures and technology, we balance outstanding quality with competitive total costs of security program ownership.
- Through strategic alliances and acquisitions with like-minded international companies, we deliver the quality, innovation and service that has been our calling card since 1969.







## SOS SECURITY LEADERSHIP TEAM



**Edward B. Silverman, CPP, CIPM**

Chairman and Chief Executive Officer

Eddie oversees the company's strategic vision and growth through unique service offerings and strong client partnerships. CEO since 1972, he has led the company's transformation from a startup into a leading global security services provider, and fifth largest provider of security personnel in the United States.

He attended the University of Maryland, John Jay College of Criminal Justice and received his Polygraph Examiner certification from the Backster School of Lie Detection in 1973. He is a licensed Private Investigator, a Certified Institutional Protection Manager (CIPM), and has been a CPP, Certified Protection Professional, since 1986.

A member of ASIS International since 1972, Eddie is an active voice in the security industry. He serves on the International Security Foundation Steering Committee and is a member of the Overseas Security Advisory Committee, which is established under the authority of the U.S. Department of State. He is also a member of the International Security Management Association, the World President's Organization (WPO) and the National Council of Investigation and Security Services (NCISS).



**Scott B. Alswang**

Executive Vice President, Government Liaison

After 20 years in the United States Secret Service, Scott retired as the assistant to the special agent in charge of the New York office. In his service he protected every U.S. president from Ronald Reagan to George W. Bush and conducted protective advances for almost every major foreign head of state that visited the United States of America. Scott began his career as a Police Officer in West Orange, New Jersey. He graduated from William Paterson University with a B.S. in Public Safety Administration and completed an M.A. in Criminal Justice at City University of New York's John Jay School of Criminal Justice.





**Marc Bognar, CPP**

Executive Vice President and Chief Security Officer

With over 30 years of security management experience, Marc has been instrumental in consulting, designing and implementing security solutions to Fortune 1000 companies both domestically and internationally.

Marc is a past Regional Vice President for ASIS International, leading four Chapters which comprise over 1,500 security professionals in NJ and Eastern PA. He has also served as Chair of the ASIS International RVP Strategic Planning Committee, and is a member of ASIS International and the Society for Human Resource Management (SHRM). He is Board Certified in Security Management and is tri-lingual. He obtained a B.S. in Business Administration from Thomas Edison State College in New Jersey, and an M.B.A. specializing in Global Business Management from APU, West Virginia. He is also a graduate of the FBI Citizens Academy.



**Mick Chandrani**

Board Member

Mick retired from American Express in 2016 after serving 15-years as the Senior Vice-President of Global Security, where he led a security program that encompassed physical security and protection of employees, corporate assets and facilities, crisis management program, due diligence, executive protection, fraud investigations and proactive fraud prevention.

Prior to American Express, Mick was the Special Agent in Charge of the New York Field Office of the United States Secret Service. The New York office is the largest and the busiest investigative office of the Service and a leader in electronic crimes. In his distinguished twenty-year career, Mick served in both domestic and overseas locations, including assignments in Washington, D.C., where he served in leadership positions in headquarters and on the Presidential Protective Division.



**Rodolfo "Rudy" Diaz**

Senior Vice President/Regional Director, Florida and Latin America

Prior to joining SOS Security, Rudy served as Head of Global Security for Global Foundries, a major semi-conductor enterprise operating across three continents. During his 25-year career he also held executive positions with Hewlett-Packard and Pinkerton Consulting and Investigations.



Rudy served in the United States Marine Corps He holds a B.A. in Criminology from Marquette University and is a member of the ASIS, Overseas Security Advisory Council, Domestic Security Alliance Council, Northern California Regional Intelligence Center, and the Counter Terrorism Forum sponsored by NYPD.



**Lou DiLorenzo**

Senior Vice President Global Retail

Lou brings more than 33 years of retail loss prevention and private security experience to SOS Security, which includes major retailers such as Macy's, Lord & Taylor and TJ Maxx.

He specializes in crisis management, risk assessment, auditing, investigations, training and physical security operations, and has helped private security clients implement better operational practices and training programs that enhance the level of security officers. Leveraging his extensive loss prevention background, Lou works side-by-side with many of our retail accounts, such as Gucci, LVMH, Sak's Fifth Avenue, David Yurman, Fendi, Tiffany's, and many others.

In 2009, and by request, Lou was a consultant for the 81st Academy Awards, where he helped with training and strategic deployment of all security officers, crowd control, and served as liaison with law enforcement on physical security exposures. Lou is a Charter Member of the Loss Prevention Foundation, and a member of the Loss Prevention Benevolent Fund committee.



**Christina "Chris" Duffey, CPP**

Senior Vice President/Regional Director, Midwest

With more than 25 years of progressive experience in contract security management in the United States and Canada, Christina has extensive knowledge and experience in asset protection, guard force management.

Christina is Board Certified in Security Management as a Certified Protection Professional (CPP) and in 2011 served as President of the Professional Certification Board with ASIS International, concluding a five-year term. She currently serves on the Board of Directors of ASIS as President-Elect. She graduated from DePaul University with a degree in Commerce as well as an Associate's Degree.

Christina makes significant contributions to the security industry through volunteer leadership, guest speaking and mentoring. She was the 2014 recipient of the ASIS Canada Ron Minion Security Pioneer Award.

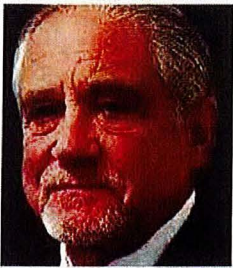




**Ken Fisher**

President

Ken has over 30 years of financial, operations and general management experience working with public and private companies in a variety of industries. Mr. Fisher has worked at SOS since 2003. He earned a B.A. Degree from The University of Maryland and an M.B.E. from The University of California. Mr. Fisher is a Certified Public Accountant and a member of the American Institute of Certified Public Accountants and California's Society of CPA's.



**Barry Frank**

Executive Vice President and General Counsel

Mr. Frank has been the Executive Vice President and General Counsel of SOS Security for over 30 years. He graduated from the University of Connecticut with a B.A. Degree and earned a J.D. Degree from Loyola University School of Law. He is a member of the New York and New Jersey Bar, a licensed Private Investigator, member of ASIS International and a former PBA attorney.



**John "J.J." Frazer**

Senior Vice President / Regional Director, Mid-Atlantic

J.J. oversees security operations in six states and the District of Columbia. Since 1998, Frazer was the Co-founder and President of New Horizon Security Services, Inc., which was recognized six consecutive years by Inc. Magazine as one of the fastest growing private businesses in America.

He is a member of the Private Security Services Advisory Board, which develops recommendations to shape Virginia Department of Criminal Justice Services regulations. He holds a B.S. in Public Administration with a concentration on Criminal Justice from James Madison University, and an MBA with a concentration on Homeland Security from Northcentral University.



**Bob Larkin**

Executive Vice President, Global Retail

After a lengthy career in security and operational management at Macy's, Bob founded Asset Protection Associates (APA) to assist retailers with shrink management and proactive solutions to increased sales and profitability. APA joined SOS Security in 2014, and Bob joined the executive team to continue consulting with retailers with large scale organized retail crime, royalty assurance and profit maximization for retailers with franchised based operations and security officer standards.



Notably, Bob provided for the retail operations consulting at the 1996 Summer Olympic Games in Atlanta, where he helped forecast physical security needs such as locking hardware, lighting, and CCTV requirements. He also assisted with crowd control management, crisis response planning, liaison with law enforcement on safety and terrorism-related incidents and training the security staff on emergency preparedness.



**Rosanne Manghisi**

Senior Vice President/Chief of Staff

Roe is a retired Captain from the New Jersey State Police and a law enforcement professional with over 26 years of progressively responsible law enforcement experience. Her background reflects accomplishments in special operations, investigations, intelligence, undercover operations, security operations, training, policy and executive management.

Prior to her retirement, Roe was a captain in the Special Operations Section and Emergency Management Section of the Homeland Security Branch, served as Chief of Staff to the Superintendent. She is a graduate of the FBI National Academy and holds a B.A. in Criminal Justice from Seton Hall University and Thomas Edison State College.



**Joseph Martino**

Senior Vice President/Regional Director, Northeast

Joe joined SOS Security in 2014. He has more than 20 years of experience in the security industry, specializing in security personnel management, client relations, disaster response planning, special operations, training, and executive protection. He holds a B.S. degree in Business Management from Iona College and is a member of ASIS International.



**Craig Matsumoto**

Vice President, Custom Risk Solutions

Craig leads global loss prevention, asset protection and risk control strategies. Previously he was Managing Director of Loss Prevention at Protiviti Risk Consulting, which followed a 26-year career serving as Director and Vice President of Loss Prevention and Audit for Mervyn's Department Stores, T.J. Maxx, and Reebok International, as well as President of Radius under the Creative Options umbrella, and Chief Operating Officer of LP Innovations.

An engaging speaker and thought leader, Craig appeared in a "60 Minutes" segment exploring the impact of organized crime on the retail industry. He has also been actively involved with industry steering committees to set global norms for tagging standardization for RFID applications and more. He has led close personal protection efforts for high-profile executives, international icons, celebrities and athletes. He



attended the University of California at Berkeley and Fresno State University, and is a member of the National Retail Federation, Retail Industry Leaders Association, Retail Council of Canada and ASIS.



**Kendra Parker**

Managing Director, Custom Risk Solutions

Kendra helps our risk management and loss prevention clients implement business data intelligence solutions. In this role, she helps improve operational processes and supports critical business strategies by managing the development, implementation, and maintenance of applications systems.

With more than 25 years of experience in security and loss prevention, Kendra specialized in Mystery Shopping, including regulations, best practices, concepts, KPI metrics and delivery. She works closely with clients to help define business processes and implement technical solutions to manage critical company performance data and develop technical roadmaps.

Kendra joined SOS Security from Macy's East, where she in corporate loss prevention. Her responsibilities included field management, training, investigations, interviewing and interrogation, inventory control, safety and risk management, internal case management and integrity shopping programs. She was recognized and awarded numerous times for her high-profile investigation success, and her ability to use her technical skills to often uncover and resolve large company loss issues.



**Aaron Silverman**

Director, Business Intelligence

Aaron began working in the private security industry over 15 years ago prior to attending Lehigh University where he received a B.S. Degree from the School of Business and Administration with dual degrees in Finance and Marketing.

Aaron joined Credit Suisse immediately following undergraduate school working, working in the sales/ trading division for nearly seven years. He ran institutional fixed income sales desks in New York City, Chicago and London. While in London, where he oversaw business with counterparts throughout Europe and was responsible for specialized alternative fixed income product distribution with pension funds, asset managers, hedge funds and various other institutions. Aaron rejoined SOS Security in 2010, where he now serves as the Director of the Intelligence Division. In this role, he has developed services and solutions for clients related to business continuity, corporate resilience, emergency response, global security operations center design/engineering & operations, tactical communications systems, enterprise technology/cyber security, risk/





vulnerability assessments, intelligence/analytic program development, specialized project management/planning & execution, as well as ad hoc security and strategic business engagements.

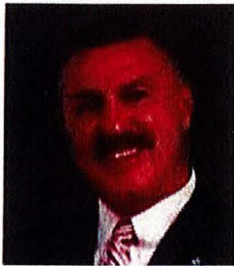


**Andrew Silverman**

Director of Special Services

For more than 15 years, Andrew has been providing physical security services, executive protection and management and consulting to Fortune 1000 companies, as well as armed and unarmed security services to various U.S. Embassies and Consulates for the Department of State. Andrew helped SOS Security develop its full-service portfolio and Strategic Security Global Alliance partnerships with over a dozen firms worldwide. He has conducted executive protection details for former Heads of State including assignments for major events and disasters.

He holds a bachelor's degree from Muhlenberg College, is a licensed private investigator and security instructor. In addition, he is a member of the ASIS, the Overseas Security Advisory Council (OSAC), the Latin America Regional Council (LARC) and the Youth Adult Form – Young & World's President Organization.



**Christopher N. Walsh**

Senior Vice President, Training Director and Special Services

After 25 years of law enforcement experience, Chris retired as a Patrol Division Commander Lieutenant. With over 10 years of private security experience he currently holds Security Officer Instructor certification in New York, New Jersey, Delaware and Connecticut.

Chris received an M.Ed. Degree from Seton Hall University. He participates in national security seminars at the US Army War College and was also the lead Instructor for the NJSACOP West Point Leadership and Command program. He has conducted and supervised protection details for dignitaries and prominent individuals in and out of the United States, as well as providing personal executive protection for Fortune 500 business executives traveling abroad.



**Rebekah Wells, CPP**

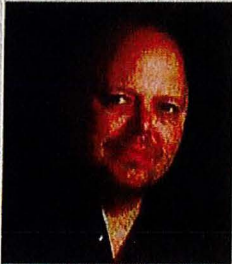
Senior Vice President/Regional Director, West Coast

Rebekah brings more than 25 years of private security experience to SOS Security. She joined SOS Security from Allied Universal Security Services, where she served as a Vice President of Operations in the Southwest Region. She also held executive positions with Guardsmark, LLC. Wells is a member of the ASIS International and has served as a Senior Regional Vice President. She holds a B.A. in Political Science from California State University, San Bernardino, and is a Certified Protection Professional (CPP).





## AS SOLUTION LEADERSHIP TEAM



**Christian West**  
CEO/Founder

Christian has been active in the executive protection industry since the late 1980s, when he worked for Danish musicians who relocated to Hollywood. Upon returning to Denmark, he founded his own EP company, which he quickly grew into Scandinavia's largest, before it was acquired by Securitas.

Christian founded AS Solution in 2003, and again in 2009 followed his international clients to the US, where he is now based. An active member of ASIS and a leader in the corporate executive protection industry, Christian has personally planned and led high-profile engagements in over 76 countries for a wide variety of corporate and high net worth individual clients, including the international roadshow for the biggest IPO in history.



**Tommy Christensen**  
Director of Operations

Tommy is a seasoned, multi-lingual EP specialist with extensive global experience creating client support programs and providing executive protection, threat and risk assessment, covert/counter and protective surveillance and logistics management to Fortune 100 corporations, philanthropic organizations and individuals. Since he began his EP career in the 1990s, Tommy has worked in more than 60 countries across Western and Eastern Europe, the Middle East, Asia, Africa, South/Central and North America.

An experienced protection operative and strategist, Tommy is intimately familiar with all aspects of EP operations, customer service, vendor management and administration.



**Jared Van Driessche**  
Director of Operations

As Director of Operations, Jared Van Driessche is responsible for strategic leadership and oversight of all full-time embedded AS Solution operations worldwide. His role entails the cultivation, development and quality control of executive protection programs that adds value directly to the client.





Over the course of his long and diverse career, Jared has planned, executed and led close protection details for CEOs, dignitaries, heads of state, boards of directors, celebrities, media, and various public figures on more than 300 international trips to over 70 different countries. He has extensive international exposure, including the provision of close protection and threat assessment to clients in high-risk environments throughout Africa, Asia, Central America, South America, Europe, and the Middle East.



**Brian Jantzen**

Executive Vice President

After leaving the US Marine Corps as a captain in the early 1990s, Brian has pioneered corporate executive protection services internationally for Fortune 500 companies, high net worth families and NGOs.

Brian has provided protection at the highest levels of corporate and philanthropic environments in over 35 countries. With his demonstrated ability to align security operations with both the client's organizational goals and personal preferences, Brian uses his strong relationship building, collaboration and project and vendor management expertise to create security solutions that deliver program efficiencies and customer satisfaction. Brian graduated from the University of Washington with a BA in Sociology and is the subject matter expert chair for the ASIS Executive Protection Council.



**Ray O'Hara**

Executive Vice President

Prior to entering the corporate security sector in the late 1970s, Ray was a supervising detective for the Los Angeles Police Department. He led corporate security for Weyerhaeuser and GTE and headed Garda World Security Corporation's (formerly Vance) security consulting and investigations projects worldwide.

Ray has served ASIS in numerous capacities: Chairman of the Board and President of the International Board of Directors; President of the Professional Certification Board; and Chair of the ASIS International Investigations Council. Board certified in security management by ASIS International, Ray is considered a risk and vulnerability expert, and is a sought-after consultant in business vulnerabilities, homeland security initiatives, terrorism and political threats.

## Robert A. Morison – Security Executive

10556 Buttonwood Lake Drive, Boca Raton, FL ~ (860) 951-5958 ~ robmorison51@gmail.com

### AREAS OF EXPERTISE

- Organized, efficient, and experienced executive with exceptional problem solving skills.
- Operations management background with strong leadership and team-building ability honed by staff supervision & training experience.
- Experience multi-tasking and coordinating staff, schedules, and projects to maintain safe, secure environments for clients.
- Excellent negotiating and customer relations skills.

### EDUCATION

- Jan 2005 – Bachelor Degree, concentration in Political Science & Human Services -- University of Connecticut
- May 1998 -- Associate Degree in Criminal Justice, Manchester Community Technical College

### EMPLOYMENT

2014-Present **Regional Vice-President, Florida, SOS Security, LLC**, Boca Raton, FL

- Oversee four offices across Florida, including a staff of over 500 security managers, supervisors, and guards at various sites.
- Manage security needs for close to 200 clients, totaling approximately 20,000 weekly hours.
- Facilitate training of security staff including managers, supervisors, and guards ensuring compliance with safety and security regulations and standards across service areas.
- Assure adherence to emergency and crisis management protocols for all clients and offices.

2003-2014

**Director - National Services Group/Regional Vice-President, Northeast Region, SOS Security LLC**, Rocky Hill, CT

- Led the National Services Group, coordinating the security service needs for national customer portfolio.
- Managed three offices in NY, CT, MA, in addition to supervising a team of 3 managers, 400 security officers, and a national dispatch center.
- Oversaw the daily branch operations (weekly financials, payroll, staffing levels, training, and implementation of H.R. initiatives, administration of yearly officer performance evaluations) for the Northeast Region.
- Managed startup of new branch offices in major markets, including the recruitment and hiring of office personnel.
- Contracted and managed an affiliate network of over 50 contractors.
- Coordinated short term and temporary special assignments (concerts, offsite meetings, events, etc.) adhering to local regulations.
- Solicited and maintained new accounts through local and national bid negotiations.
- Managed billing and invoicing for approximately \$5 million in revenue.

2002-2003

**National Account Executive, St. Moritz Security Services**, Watertown, MA

- Directly facilitated the creation of the National Retail Services Group.
- Generated an estimated \$175,000 in sales revenue in four months.
- Reviewed and approved all bids and proposals created for national retail clients.
- Represented company at international trade shows.

2002-2002

**Operations Manager, SOS Security Inc.**, Rocky Hill, CT

- Managed a team of 150 security officers.
- Managed billing for approximately 1500 hours of service for four states, profit and loss statements, and payroll using MS Excel.
- Maintained positive client relations.

## Robert A. Morison – Security Executive

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10556 Buttonwood Lake Drive, Boca Raton, FL ~ (860) 951-5958 ~ robmorison51@gmail.com

1999-2002      **Assistant Director of Retail Services, Command Security Corporation**, Hartford, CT

- Exceeded revenue targets by maintaining volume, increasing business, and renegotiating contracts with national accounts and subcontractors.
- Helped to establish extensive subcontractor network of 150 agencies internationally.
- Facilitated billing process by approving invoices and coordinating the billing of national clients.
- Tracked monthly revenue and maintained record of client needs and services rendered.

### **COMMUNITY SERVICE ACTIVITIES**

- Assistant Coach West Boca Youth Baseball, 2015-2017
- Coach Manchester Youth Soccer, 2012-2013
- Dudack Open - Co-organize an annual charity golf tournament, 1997-2012

**Omri Omar CHIN**, MSc, BSc (Hon), Dip. Ed. & Training  
7300 NW 17<sup>th</sup> Street  
Plantation, Florida, 33313  
(718) 679-5580

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**PROFILE**

A skilled leader, motivator and team builder capable of analyzing a given situation and develop mitigating concepts and procedures within the boundaries of the organization strategic plan.

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**EDUCATIONAL PROFILE**

<b>Post Graduate Diploma in Education &amp; Training</b> VOCATIONAL TRAINING DEVELOPMENT INSTITUTE (VTDI)	2017
<b>MSc Security &amp; Risk Management</b> UNIVERSITY OF LEICESTER	2016
<b>BSc Security Administration &amp; Management</b> CARIBBEAN MARITIME INSTITUTE	2014
<b>GCE Advance Level &amp; Ordinary Level/CXC</b> ST. GEORGE'S COLLEGE	1984 - 1991

**EMPLOYMENT PROFILE**

<b>Branch Manager</b> SOS Security Fort Lauderdale, USA	<b>2019</b> 2017 - Present
<b>General Manager</b> Guardsman Security Limited (Guardsman Group) Kingston, Jamaica	2014 - 2017

*Achievements*

- Coordinate the establishment of the Guardsman Group Central Command Centre and the merger of the following departments islandwide:
  - Duty Officers (Guardsman & Marksman Limited)
  - Mobile Supervisors (Guardsman & Marksman Limited)
  - Guardsman Alarms Central Station
  - Guardsman Alarms Armed Response Teams
  - Guardsman Group Vehicle Tracking
  - CCTV Monitoring of Group properties
- Streamlined the effective utilization of the following software:
  - Microkeys (Central Station)
  - Pegasus & Rastrak (Automated Vehicle Locator-AVL)
  - Security Management System (
  - ITrak (Incident Management)

- Coordinate the merger of the Group's weapon and canine delivery islandwide; providing cost savings and efficiencies.
- Facilitate improved operational performance resulting in immediate monitoring of all operational assets within the Group in order to provide the most efficient response to the Group's clients.

### **General Manager – Operations & Administration**

Marksman Limited (Guardzman Group)  
Kingston, Jamaica

2012 - 2014

#### *Achievements*

- Streamline the effective use of the mobile supervisors across the 5 branched.
- Initiate the company's incentive programme acknowledging the above average performance of the security officers and supervisors.
- Coordinate the effective and efficient utilization of personnel and resources resulting in company savings of over J\$10M.
- Streamline the update and utilization of the company's SMS software.
- Coordinated security surveys for all major clients with recommendations for improved security.

### **Regional Manager (Marksman, Montego Bay)**

2010 - 2012

Operational and administrative efficiency of the branch consisting of 6 Managers and 800 Security Contractors and logistics.

### **Operations Manager (Marksman, Montego Bay)**

2008 - 2010

Operational efficiency of the branch.

### **Zone Manager (Marksman, Montego Bay)**

2007 - 2008

Operational and administrative efficiency of Zone East consisting of 2 Managers and 300 Security Contractors and logistics.

### **Location Manager (Marksman, Montego Bay)**

2007 - 2007

Operational efficiency of the Rose Hall contract consisting of 150 Security Contractors and logistics.

### **Adjunct Lecturer – BSc Security Administration and Management**

Caribbean Maritime Institute  
Kingston, Jamaica

2013-2017

### **Self Employed**

Direct Sales and Marketing  
Kingston, Jamaica

2001- 2007

#### *Responsibilities*

- Managing, Training and Motivating a Sales Staff of up to 40 persons.

**Army Officer**

Jamaica Defence Force  
Up Park Camp, Kingston, Jamaica

1991- 2001

**Appointments:**

**Company/Squadron Commander**

First Battalion the Jamaica Regiment and  
1 Engineer Regiment (JDF)

**Force Recruit Training Officer**

Support & Services Battalion

**Company/Squadron Second in Command**

First Battalion the Jamaica Regiment and  
1 Engineer Regiment (JDF)

**Adjutant**

First Battalion the Jamaica Regiment and  
1 Engineer Regiment (JDF)

**Platoon Commander**

First Battalion the Jamaica Regiment

*Accomplishments*

Assistant Battalion Operations Officer, Second CARICOM Battalion, in Haiti during Operation Anvil in 1995.

Commander of a thirty man contingent in St Kitts for the construction of twenty houses in three months.

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**PROFESSIONAL DEVELOPMENT**

**ISPS Code Trainer (Security Duties)**

International Maritime Organization/Maritime Authority of Jamaica  
Kingston, Jamaica

2014

**Advance Port Facility Security Officer**

Security Administrator's Ltd & Caribbean Maritime Institute  
Kingston, Jamaica

2008

**Jamaica Junior Command and Staff College**

JDF Training Depot  
Newcastle, Jamaica

1998

**Royal Engineer Troop Commanders' Course**

Royal School of Military Engineering  
Chatham, England

1998



<b>Company Commanders' Internal Security Course</b> BRITISH ARMY'S NORTHERN IRELAND TACTICAL TRAINING ASSISTANCE TEAM	1997
<b>Platoon Commanders' Internal Security Course</b> BRITISH ARMY'S NORTHERN IRELAND TACTICAL TRAINING ASSISTANCE TEAM	1993
<b>Basic Officer Training Course</b> ROYAL MILITARY ACADEMY SANDHURST CAMBERLEY, ENGLAND	1992

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## LICENSES

- \* D License (Florida)
- \* G License (Florida)
- \* CPR

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## DECORATIONS

- \* Medal of Honour for General Service (Haiti 1995)
- \* United States Army Achievement Medal (Haiti 1995)

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## CLUBS & AFFILIATIONS

- American Society for Industrial Security (ASIS) International - member
- Jamaica Officers' Club – member

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## SPECIAL SKILLS

- Supervise, train, mentor, coach, and evaluate staff
- Analyse, evaluate, and document policies and procedures
- Strategically coordinate, manage, and execute plans projects and tasks
- Ability to multitask

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## HOBBIES

Football and Athletics

## REFERENCES

References will be provided on request.



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
2/27/2019

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

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

<b>PRODUCER</b> The Graham Company The Graham Building 1 Penn Square West Philadelphia PA 19102	<b>CONTACT NAME:</b> Kevin Connelly	
	<b>PHONE (A/C, No, Ext):</b> 215-567-6300	<b>FAX (A/C, No):</b> 215-525-0235
<b>E-MAIL ADDRESS:</b> CONNELLY_UNIT@grahamco.com		
<b>INSURED</b> SOS Security LLC 1915 US Highway 46 Parsippany, NJ 07054-1300	<b>INSURER(S) AFFORDING COVERAGE</b>	
	<b>INSURER A:</b> Nat'l Union Fire of Pitts, PA	<b>NAIC #</b> 19445
	<b>INSURER B:</b> Berkshire Hathaway	<b>NAIC #</b> 20044
	<b>INSURER C:</b> Endurance American Specialty	<b>NAIC #</b> 41718
	<b>INSURER D:</b> Hartford Fire Ins Co	<b>NAIC #</b> 19682
	<b>INSURER E:</b> Property & Casualty Insurance Company of Hartford	<b>NAIC #</b> 20079

**COVERAGES** **CERTIFICATE NUMBER:** 49950563 **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/INSUR/INSUR/ WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
F	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Contractual Liab <input checked="" type="checkbox"/> Professional GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:	Y	42-GLO-305436-01	6/8/2018	6/4/2019	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 1,000,000 Professional \$ 1,000,000
D	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY <input checked="" type="checkbox"/> Comp \$1,000 <input checked="" type="checkbox"/> Coll \$1,000		39ABS55001	6/8/2018	6/4/2019	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> DED <input type="checkbox"/> RETENTION \$		42-UMO-305437-01	6/8/2018	6/4/2019	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 Deductible \$ 25,000
E	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N/A	39WNS55000	12/28/2018	12/28/2019	<input checked="" type="checkbox"/> PER STATUTE <input 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
C A A	Excess Liability Crime / Fidelity Cyber Liability		EXC30000689100 01-505-05-15 01-505-05-23	6/8/2018 6/4/2018 6/4/2018	6/4/2019 6/4/2019 6/4/2019	Limit: Occurrence/Agg: \$14,000,000 Limit: \$5,000,000 Limit: \$5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
 Directors & Officers / Employment Practices Liability / Fiduciary Policy #MML-11613-18 NAIC #27154 Effective: 12/28/2018 - 12/28/2019  
 Property Policy #39 UUM HF9971 NAIC #19682 Effective: 06/08/2018 - 06/04/2019  
 Port Everglades Department is an additional insured on the above General Liability policy where required by written contract.

<b>CERTIFICATE HOLDER</b>  Port Everglades Department Attn: Angela Osorno Belleme, Franchise & Bus. Per 1850 Eller Drive, Suite 603 Fort Lauderdale FL 33316	<b>CANCELLATION</b>  SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  AUTHORIZED REPRESENTATIVE 
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**SOS SECURITY HOLDINGS, LLC AND SUBSIDIARIES**

**Consolidated Balance Sheets**

	Year Ended	
	December 30, 2017	December 31, 2016
<b>ASSETS</b>		
Current assets:		
Cash	\$ 4,059,923	\$ 787,157
Accounts receivable, net of allowance for doubtful accounts of approximately \$670,000 and \$116,000, respectively	38,651,114	17,649,440
Prepaid expenses and other current assets	<u>3,219,387</u>	<u>1,667,092</u>
Total current assets	45,930,424	20,103,689
Property and equipment, net of accumulated depreciation	3,366,113	1,601,257
Goodwill, net of accumulated amortization	60,113,122	25,648,018
Intangible assets, net of accumulated amortization	9,841,942	13,451,257
Other assets	<u>113,302</u>	<u>137,826</u>
Total assets	<u>\$ 119,364,903</u>	<u>\$ 60,942,047</u>
<b>LIABILITIES</b>		
Current liabilities:		
Revolving credit facility	\$ 6,700,000	\$ 1,900,000
Current maturities of long-term debt, net of debt discount	2,999,950	1,409,054
Accounts payable	3,575,752	1,416,587
Accrued expenses and other current liabilities	15,465,448	7,014,744
Contingent consideration - business combinations	<u>2,324,022</u>	<u>1,850,000</u>
Total current liabilities	31,065,172	13,590,385
Long-term debt, net of debt discount	62,842,031	21,105,391
Seller note - related party	2,000,000	2,000,000
Deferred tax liability	230,639	-
Contingent consideration - business combinations	<u>3,006,000</u>	<u>-</u>
Total liabilities	<u>99,143,842</u>	<u>36,695,776</u>
Commitments and contingencies		
<b>MEMBERS' EQUITY</b>		
Accumulated other comprehensive income	122,646	-
Members' equity	<u>20,098,415</u>	<u>24,246,271</u>
Total members' equity	<u>20,221,061</u>	<u>24,246,271</u>
Total liabilities and members' equity	<u>\$ 119,364,903</u>	<u>\$ 60,942,047</u>

See accompanying notes to consolidated financial statements

**SOS SECURITY HOLDINGS, LLC AND SUBSIDIARIES**

**Consolidated Statements of Operations and Comprehensive Income (Loss)**

	Year Ended	
	December 30, 2017	December 31, 2016
Net service revenues	\$ 245,028,321	\$ 168,983,507
Cost of revenues	<u>203,477,610</u>	<u>145,351,785</u>
Gross profit	<u>41,550,711</u>	<u>23,631,722</u>
Selling, general and administrative expenses	26,615,079	14,216,189
Amortization of goodwill and intangible assets	<u>8,825,923</u>	<u>3,513,215</u>
	<u>35,441,002</u>	<u>17,729,404</u>
Change in fair market value of contingent consideration	<u>290,734</u>	<u>59,000</u>
Income from operations	<u>6,400,443</u>	<u>5,961,318</u>
<b>Other income (expense):</b>		
Gain on bargain purchase - business combination	-	350,000
Interest expense and financing fees	(3,932,565)	(1,837,721)
Deferred financing expense	(627,628)	(330,008)
Lawsuit settlement	(1,925,000)	-
Management fees - related party	(449,794)	(253,777)
Interest and other income	<u>11,190</u>	<u>18,437</u>
	<u>(6,923,797)</u>	<u>(2,053,069)</u>
(Loss) income before provision for income taxes	(523,354)	3,908,249
Provision for income taxes	<u>799,529</u>	<u>303,522</u>
<b>Net (loss) income</b>	<u>(1,322,883)</u>	<u>3,604,727</u>
Other comprehensive income - change in foreign-currency translation adjustment	<u>122,646</u>	<u>-</u>
<b>Comprehensive (loss) income</b>	<u>\$ (1,200,237)</u>	<u>\$ 3,604,727</u>

See accompanying notes to consolidated financial statements

**SOS SECURITY HOLDINGS, LLC AND SUBSIDIARIES**

**Consolidated Statements of Cash Flows**

	Year Ended	
	December 30, 2017	December 31, 2016
<b>Cash flows from operating activities, net of business combinations:</b>		
Net (loss) income	\$ (1,322,883)	\$ 3,604,727
Adjustments to reconcile net (loss) income to net cash provided by operating activities:		
Depreciation expense	882,048	424,738
Amortization of goodwill and intangible assets	8,825,923	3,513,215
Deferred financing costs amortization	627,628	330,008
Bad debt expense	482,090	45,443
Gain on bargain purchase - business combination	-	(350,000)
Change in fair market value of contingent consideration	(290,734)	(59,000)
Loss on sale of property and equipment	4,665	6,694
Deferred income tax benefit	(167,421)	-
(Increase) decrease in:		
Accounts receivable	(12,586,264)	2,027,575
Prepaid expenses and other current assets	453,355	49,402
Other assets	24,524	(21,804)
Increase (decrease) in:		
Accounts payable	930,945	(534,889)
Accrued expenses and other current liabilities	3,346,118	(1,636,642)
Net cash provided by operating activities	<u>1,209,994</u>	<u>7,399,467</u>
<b>Cash flows from investing activities:</b>		
Payments related to business combinations, net of cash acquired	(38,288,775)	(1,715,000)
Purchases of property and equipment	(1,386,768)	(732,592)
Net cash used in investing activities	<u>(39,675,543)</u>	<u>(2,447,592)</u>
<b>Cash flows from financing activities:</b>		
Proceeds net of borrowings - revolving credit facility	4,800,000	-
Proceeds from issuance of long-term debt	47,200,000	1,850,000
Payments of long-term debt	(3,157,603)	(1,364,244)
Payments of contingent consideration	(1,559,266)	(2,191,000)
Distributions	(4,324,973)	(2,769,405)
Deferred financing costs	(1,342,489)	(110,501)
Net cash provided by (used in) financing activities	<u>41,615,669</u>	<u>(4,585,150)</u>
Effect of exchange rate changes on cash	<u>122,646</u>	<u>-</u>
<b>Net change in cash</b>	<b>3,272,766</b>	<b>366,725</b>
Cash at beginning of year	<u>787,157</u>	<u>420,432</u>
<b>Cash at end of year</b>	<u><b>\$ 4,059,923</b></u>	<u><b>\$ 787,157</b></u>

See accompanying notes to consolidated financial statements

**SOS SECURITY HOLDINGS, LLC AND SUBSIDIARIES**

**Consolidated Statements of Cash Flows (continued)**

	Year Ended	
	December 30, 2017	December 31, 2016
<b>Supplemental disclosures of cash paid:</b>		
Interest	\$ 3,566,639	\$ 2,112,834
Taxes	\$ 1,424,188	\$ 304,427
<b>Noncash investing and financing activities:</b>		
Contingent consideration relating to business combinations	\$ 5,330,022	\$ 600,000
Common units issued for business combination	\$ 1,500,000	\$ -
Payable related to business combination	\$ 1,264,944	\$ -

*See accompanying notes to consolidated financial statements*

CREDIT REFERENCES

1. Name: FedEx Contact: Frank Cherichella Jr.  
Account#: 28777 Phone: 973-979-4332 Fax: \_\_\_\_\_  
Date of Account Opening: 5/31/2013 Payment Terms: 15 days Pay Per Terms: Yes  
Twelve Month High: \$3,500 Current Balance: \$2,005.00

2. Name: Staples Contact: Wendy Stewart  
Account#: 1038697 Phone: 201-510-7149 Fax: \_\_\_\_\_

3. Name: Madison Capital Contact: Erin Istuan  
Account#: \_\_\_\_\_ Phone: 312-980-5931 Fax: \_\_\_\_\_  
Date of Account Opening: \_\_\_\_\_ Payment Terms: \_\_\_\_\_ Pay Per Terms: Yes

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INDEMNITY AND PAYMENT BOND

BOND NO. 605-100020-4

KNOW ALL BY THESE PRESENTS:

That we, SOS Security LLC as INDEMNITOR and United States Fire Insurance Company as SURETY, a surety company authorized to do business in the State of Florida, are held and firmly bound unto BROWARD COUNTY, as OBLIGEE, a political subdivision of the State of Florida, in the full sum of Twenty Thousand Dollars xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx DOLLARS (\$ 20,000 xxxxxxxxxxxx), for the payment of which we bind ourselves, our heirs, successors, assigns and personal representatives for the performance of the obligations hereinafter set forth:

NOW THEREFORE, the condition of this obligation is such that if INDEMNITOR, its heirs, executors, administrators, successors and assigns shall well and truly save harmless and keep indemnified BROWARD COUNTY, its successors and assigns, from and against all loss, costs, expenses, damages, injury, claims, actions, liabilities and demands of every kind (including but not limited to all reasonable attorney's fees to and through appellate, supplemental and bankruptcy proceedings) which arises from, is caused by, or results from or on account of:

- (i) failure of INDEMNITOR to pay to BROWARD COUNTY, when due, any and all tariff or other charges that have accrued at Port Everglades (whether relating to the furnishing of services or materials to INDEMNITOR, its principals, agents, servants or employees at Port Everglades; or, due to injury to property of Port Everglades; or, stemming from the use of Port Everglades facilities by INDEMNITOR, its principals, agents, servants or employees; or, otherwise); or
- (ii) non-compliance by INDEMNITOR, its principals, agents, servants or employees with applicable laws, ordinances, rules and regulations of the federal, state and local governmental units or agencies (including but not limited to the terms and provisions of the BROWARD COUNTY Code of Ordinances, Administrative Code, and all procedures and policies of the Port Everglades Department), as amended from time to time; or
- (iii) any act, omission, negligence or misconduct of INDEMNITOR, its principals, agents, servants or employees in Port Everglades (whether causing injury to persons or otherwise);

then these obligations shall be null and void, otherwise to remain in full force and effect.



AS A FURTHER CONDITION of this obligation that it shall remain in full force and effect until and unless the Surety provides at least ninety (90) days prior written notice to BROWARD COUNTY of its intention to terminate this Bond.

Any notices required herein shall be given in writing and be delivered to: Broward County's Port Everglades Department, Attn: Director of Administration, 1850 Eller Drive, Fort Lauderdale, Florida 33316, with a copy to: Broward County Administrator, Governmental Center, 115 S. Andrews Avenue, Fort Lauderdale, Florida 33301.

IN WITNESS WHEREOF, INDEMNITOR has caused this Bond to be executed by SOS Security LLC, on this 26th day of June, 2018, and attested to by its Secretary and its corporate seal to be affixed, and the Surety has caused this Bond to be executed on this 26th day of June, 2018, in its name, by its Attorney-in-Fact, duly authorized to do so.

**INDEMNITOR:**

Company Name: SOS Security

ATTEST:

Kenneth M Fisher  
Corporate Secretary

By: Kenneth M Fisher

Secretary  
(Print Name of Secretary)

President  
(Print Name of Pres./Vice Pres.)

(SEAL)

Title: Kenneth M Fisher  
(Print)

27 day of June, 2018

**SURETY:**

Company Name: United States Fire Insurance Company

ATTEST:

See Power of Attorney

By: [Signature]

(SEAL)

Michael Lehner  
(Print Name of Pres./Vice Pres.)

Title: Attorney In Fact  
(Print)

26th day of June, 2018

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## SURETY ACKNOWLEDGEMENT

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State of (New Jersey)  
County of (Bergen)

On this 26th day of June 2018 before me personally came Michael Lehner; to me known, who being by me duly sworn, deposes and says that he resides in the City of New City that he is the ATTORNEY-IN-FACT of UNITED STATES FIRE INSURANCE COMPANY, INC. of Delaware the corporation described in and which executed the foregoing Agreement; that she knows the seal of the said corporation; that the seal affixed to the said agreement is such corporate seal; that it was so affixed by the order of the Board of Directors of said corporation, and that she signed (her)(his) name thereto by like order.

  
\_\_\_\_\_  
(Signature of Notary Public)

My commission expires 4/10/2023

**AMANDA DUKE**  
**NOTARY PUBLIC OF NEW JERSEY**  
Comm. # 50080289  
My Commission Expires 4/10/2023

POWER OF ATTORNEY  
UNITED STATES FIRE INSURANCE COMPANY  
PRINCIPAL OFFICE - MORRISTOWN, NEW JERSEY

87802416318

**KNOW ALL MEN BY THESE PRESENTS:** That United States Fire Insurance Company, a corporation duly organized and existing under the laws of the state of Delaware, has made, constituted and appointed, and does hereby make, constitute and appoint:

*Marc Katz, Michael Lehner, Steven Mechanic*

each, its true and lawful Attorney(s)-In-Fact, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver: Any and all bonds and undertakings of surety and other documents that the ordinary course of surety business may require, and to bind United States Fire Insurance Company thereby as fully and to the same extent as if such bonds or undertakings had been duly executed and acknowledged by the regularly elected officers of United States Fire Insurance Company at its principal office, in amounts or penalties not exceeding: **Seven Million, Five Hundred Thousand Dollars (\$7,500,000).**

This Power of Attorney limits the act of those named therein to the bonds and undertakings specifically named therein, and they have no authority to bind United States Fire Insurance Company except in the manner and to the extent therein stated.

This Power of Attorney revokes all previous Powers of Attorney issued on behalf of the Attorneys-In-Fact named above and expires on January 31, 2019.

This Power of Attorney is granted pursuant to Article IV of the By-Laws of United States Fire Insurance Company as now in full force and effect, and consistent with Article III thereof, which Articles provide, in pertinent part:

Article IV, Execution of Instruments - Except as the Board of Directors may authorize by resolution, the Chairman of the Board, President, any Vice-President, any Assistant Vice President, the Secretary, or any Assistant Secretary shall have power on behalf of the Corporation:

(a) to execute, affix the corporate seal manually or by facsimile to, acknowledge, verify and deliver any contracts, obligations, instruments and documents whatsoever in connection with its business including, without limiting the foregoing, any bonds, guarantees, undertakings, recognizances, powers of attorney or revocations of any powers of attorney, stipulations, policies of insurance, deeds, leases, mortgages, releases, satisfactions and agency agreements;

(b) to appoint, in writing, one or more persons for any or all of the purposes mentioned in the preceding paragraph (a), including affixing the seal of the Corporation.

Article III, Officers, Section 3.11, Facsimile Signatures. The signature of any officer authorized by the Corporation to sign any bonds, guarantees, undertakings, recognizances, stipulations, powers of attorney or revocations of any powers of attorney and policies of insurance issued by the Corporation may be printed, facsimile, lithographed or otherwise produced. In addition, if and as authorized by the Board of Directors, dividend warrants or checks, or other numerous instruments similar to one another in form, may be signed by the facsimile signature or signatures, lithographed or otherwise produced, of such officer or officers of the Corporation as from time to time may be authorized to sign such instruments on behalf of the Corporation. The Corporation may continue to use for the purposes herein stated the facsimile signature of any person or persons who shall have been such officer or officers of the Corporation, notwithstanding the fact that he may have ceased to be such at the time when such instruments shall be issued.

**IN WITNESS WHEREOF**, United States Fire Insurance Company has caused these presents to be signed and attested by its appropriate officer and its corporate seal hereunto affixed this 10<sup>th</sup> day of March, 2016.

UNITED STATES FIRE INSURANCE COMPANY



*Anthony R. Slimowicz*

Anthony R. Slimowicz, Senior Vice President

State of New Jersey }  
County of Morris }

On this 10<sup>th</sup> day of March 2016, before me, a Notary public of the State of New Jersey, came the above named officer of United States Fire Insurance Company, to me personally known to be the individual and officer described herein, and acknowledged that he executed the foregoing instrument and affixed the seal of United States Fire Insurance Company thereto by the authority of his office.

SONIA SCALA  
NOTARY PUBLIC OF NEW JERSEY  
MY COMMISSION EXPIRES 3/25/2019

Sonia Scala

*Sonia Scala*

(Notary Public)

I, the undersigned officer of United States Fire Insurance Company, a Delaware corporation, do hereby certify that the original Power of Attorney of which the foregoing is a full, true and correct copy is still in force and effect and has not been revoked.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the corporate seal of United States Fire Insurance Company on the 26th day of June 2018  
UNITED STATES FIRE INSURANCE COMPANY



*Al Wright*

Al Wright, Senior Vice President

UNITED STATES FIRE INSURANCE COMPANY  
1209 ORANGE STREET, WILMINGTON, DELAWARE 19801

STATEMENT OF ASSETS, LIABILITIES, SURPLUS AND OTHER FUNDS

AT DECEMBER 31, 2017

ASSETS	
Bonds (Amortized Value) .....	852,724,517
Preferred Stocks (Market Value).....	2,500,000
Common Stocks (Market Value) .....	1,278,534,869
Cash, Cash Equivalents, and Short Term Investments.....	1,110,717,497
Derivatives.....	11,462,474
Other Invested Assets.....	335,759,125
Investment Income Due and Accrued.....	8,013,891
Premiums and Considerations.....	237,021,943
Amounts Recoverable from Reinsurers.....	23,944,019
Funds Held by or Deposited with Reinsured Companies.....	4,521,882
Current Income Taxes Recoverable.....	324,900
Net Deferred Tax Asset.....	135,312,662
Electronic Data Processing Equipment .....	3,772,271
Receivables from Parent, Subsidiaries and Affiliates.....	26,323,495
Other Assets .....	63,413,033
<b>TOTAL ASSETS.....</b>	<b><u>4,094,346,578</u></b>

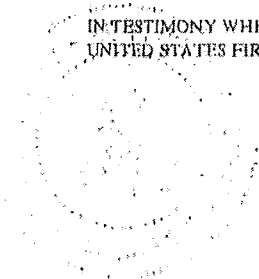
LIABILITIES, SURPLUS & OTHER FUNDS

Losses (Reported Losses Net of Reinsurance Ceded and Incurred But Not Reported Losses).....	1,570,075,192
Reinsurance Payable on Paid Losses and Loss Adjustment Expenses.....	76,325,088
Loss Adjustment Expenses.....	394,866,509
Commissions Payable, Contingent Commissions and Other Similar Charges.....	6,115,178
Other Expenses (Excluding Taxes, Licenses and Fees).....	53,552,681
Taxes, Licenses and Fees (Excluding Federal Income Taxes).....	20,497,732
Unearned Premiums.....	504,835,046
Advance Premium.....	3,459,204
Ceded Reinsurance Premiums Payable.....	23,031,797
Funds Held by Company under Reinsurance Treaties.....	16,414,772
Amounts Withheld by Company for Account of Others.....	68,163,429
Provision for Reinsurance.....	900,479
Payable to Parent, Subsidiaries and Affiliates.....	21,048,714
Other Liabilities.....	32,798,898
<b>TOTAL LIABILITIES.....</b>	<b><u>\$2,792,084,719</u></b>
Common Capital Stock.....	12,210,000
Gross Paid In and Contributed Surplus.....	1,115,644,940
Unassigned Funds (Surplus).....	174,406,919
Surplus as Regards Policyholders.....	1,302,261,859
<b>TOTAL LIABILITIES, SURPLUS &amp; OTHER FUNDS.....</b>	<b><u>\$4,094,346,578</u></b>

I, Carmine Scaglione, Vice President and Controller of UNITED STATES FIRE INSURANCE COMPANY, certify that the foregoing is a fair statement of Assets, Liabilities, Surplus and Other Funds of this Company, at the close of business, December 31, 2017, as reflected by its books and records and as reported in its statement on file with the Insurance Department of the State of Delaware.



IN TESTIMONY WHEREOF, I have set my hand and affixed the seal of the Company, this 6th day of March, 2018.  
UNITED STATES FIRE INSURANCE COMPANY



## COMPANY PROPERTY

If it is discovered that an employee has neglected or misused equipment, (s)he may be disciplined or otherwise held accountable. This also applies to damage to a client's property when it is found to have resulted from negligence or misuse. Security equipment, including, but not limited to, vehicles, two-way radios, flashlights, uniforms and mobile or smart phones must always be inspected at the start of the shift to ensure that the equipment is in good working order. Any damage must be reported at the start of your shift. SOS reserves the right to monitor SOS vehicles and their locations through GPS or other systems and to use and disclose the data generated by such systems for any business purpose. Employees have no right of privacy, and should have no expectation of privacy, in connection with their use of Company vehicles and other equipment. By using SOS vehicles and equipment, you consent to all available methods of monitoring by the Company and to the Company's use and disclosure of data acquired through any such monitoring.

The Company reserves the right to pursue legal action, including monetary remedies, against employees who deliberately or through reckless conduct destroy, damage or sabotage Company property. Criminal charges may also be sought where appropriate for theft or destruction of property.

All Company property must be returned upon separation of employment or earlier if requested.

## TECHNOLOGY

Information is one of the most important assets of this Company. SOS is entrusted with many sensitive bits of information from pass codes and keys to executive schedules and locations. It is essential that we keep both SOS and our clients' information private and secure. In today's world of computers, internet, mobile and smart phones, privacy becomes a critical issue. Our Company's reputation and trust is on the line every day in this regard. Our policies on information are simple. Everyone is responsible for ensuring the privacy of both SOS's and our client's information. Below are the individual policies every employee must follow in order to protect such information.

**Computers:** SOS and client computers are to be used solely for the purpose of business between SOS and its employees and clients. Never use any SOS or client computer for sending personal e-mail, downloading software, music or any other non-business applications. SOS computers are preset with the tools needed to work at SOS and employees should never install any software without the express written permission from the IT Department or the Chief Financial Officer.

**Internet:** SOS and client computers are generally connected to the internet in order to receive important information via e-mail or from the SOS or client website. Use of the internet for non-business purposes is against the Company's policy. Anyone found using an SOS or client computer to view lewd or inappropriate materials will be subject to disciplinary action up to and including termination of employment.

**Phones:** SOS does not allow the use of any client phone for personal use. SOS phones, including mobile and smart phones, are for business purposes only. Unless there is an emergency, personal calls are not to be made from any SOS or client telephone. Please conduct personal calls and text messaging only on break or lunch periods from your personal mobile or smart phone or pay phone. Personal mobile or smart phones may not be used on duty, except for SOS or client business-related calls.

**Monitoring and Usage Prohibitions:** Our Company's policies against sexual and other types of harassment apply fully to the e-mail, voicemail and internet systems. Violations of those policies are not permitted and may result in disciplinary action, up to and including discharge. Therefore, employees are also prohibited from accessing pornographic or lewd material, displaying or transmitting sexually-explicit images or messages, ethnic slurs, racial epithets or anything that could be construed as harassment, discrimination, or disparaging to others.

Employees shall not use unauthorized codes or passwords to gain access to other users' files and/or accounts.

All e-mail and voicemail passwords must be made available to the Company at all times. Employees are strictly prohibited from changing these passwords or adding any additional passwords or other ways of restricting access to Company equipment. Employees are also prohibited from installing or downloading any software on to Company equipment.

Violation of this policy may result in disciplinary action, up to and including discharge.

Because our technology resources are provided for business purposes, employees should not have, and do not have, an expectation of privacy in their workplace electronic communications, including e-mail messages and their use of the Internet. For business purposes, management reserves the right to enter, search and/or monitor the Company's private e-mail, voicemail and internet systems and the files/transmissions of any employee transmitted by way of Company information systems without advance notice and consistent with applicable State and Federal laws. Employees should expect that communications they send and receive through the Company's computers, e-mail and voicemail systems will be disclosed to management. Employees should not assume that communications that they send and receive through the Company's private e-mail, voicemail and internet systems are private or confidential.

## SOCIAL AND PROFESSIONAL NETWORKING

Social media encompasses a broad array of online activity. These activities include, but are not limited to, using or participating in social or professional networking sites, such as Facebook, Snapchat, LinkedIn, YouTube, Instagram, and Twitter, posting or reviewing content on video-sharing sites, such as YouTube, creating "wikis," and authoring or commenting on blogs and microblogs, such as Twitter ("Social Media").

SOS recognizes and respects that it is your individual decision to engage in social media activities outside of company time on your own personal equipment. However, it is important for you to be careful with communications that may impact the Company or our employees, even if you make the communications in your personal capacity. It is the right and duty of the Company to protect its employees and itself from, among other things, unauthorized disclosures of confidential proprietary information and posts or comments that could violate Federal, state, and/or local laws. To ensure that SOS and its employees adhere to their ethical and legal obligations, employees are required to comply with these Social and Professional Networking Guidelines. Our intent is not to restrict the flow of useful and appropriate information, but to minimize the risk to the Company and its employees.

The Company has put together the following list of **Do's and Don'ts** for issues that may be raised by social networking and other aspects of life online. Although the guidelines set forth below may not cover every situation, they provide guidance. Employees are expected to use their best judgment while engaging in Social Media activities. Furthermore, the Company's policies, including the principles set forth in the Company's Equal Employment Opportunity, Harassment and other applicable policies apply to your online presence and

communications if they relate to the Company, its employees, its properties, its products or services, its vendors, its distributors, or its related affiliates reputation and legal standing – even if you are engaging in these activities outside of the office or on a personal phone or computer. As discussed in the Company's Technology Policy, the Company reserves the right to monitor comments or discussions about the Company, its employees, clients, and the industry, including products and competitors, posted on the internet by anyone, including employees and non-employees.

#### WHAT YOU SHOULD DO:

- **Act responsibly.** Think before you act or post and use common sense. You are responsible for the content you publish on blogs, wikis or any other form of user-generated media internally and externally, including, but not limited to, Facebook, Snapchat, LinkedIn, YouTube, Instagram, and Twitter. Be mindful: what you publish will be public for a long time, and what you do and say may be viewed by your co-workers. This includes all postings that you may participate in, whether you originate, support, "like" and/or add comments. When posting, refrain from using vulgar language, posting references to illegal drugs, posting explicit sexual references, or posting obscene, derogatory, threatening, intimidating, harassing or otherwise inappropriate material (such as libelous comments about SOS services or products or a competitors' employees, products or services) that could injure the Company's reputation or legal standing or that could violate the Company's policies against discrimination or harassment or retaliation based on a protected class and/or protected activity.
- **Obey the law.** Respect privacy, copyright, trademark, libel, defamation, employment discrimination and other laws.
- **Exercise discretion when adding "friends."** The process of connecting by inviting or responding to a co-worker's "friend" request can often be awkward or create feelings of exclusion and coercion. Before inviting a co-worker to connect with you online ask: Is this connection appropriate?
- **Use good judgment.** Ensure that your profiles and postings are consistent with how you would present yourself to co-workers, vendors, or distributors.
- **Be Respectful.** Keep good taste in mind at all times.
- **When in doubt, ask.** If you are not sure about certain conduct, contact a manager or a human resources representative.

#### WHAT YOU SHOULD NOT DO:

- Engage in social media activities for business purposes on behalf of the Company without the express permission of the President or Vice President of Sales and Marketing of the Company.
- Engage in social media activities for personal purposes while on company time.
- Post photos taken in the Company's or Client's workplace or in the Company's uniform without the express written permission of President or Vice President of Human Resources of the Company.

- Use Company or Client logos, company names or business addresses either in photos or in writing.
- Use social media to harass, threaten, defame, libel, or discriminate against co-workers, customers, distributors, and the like in violation of federal, state, and/or local laws or in violation of the Company's policies.
- Use ethnic slurs, personal insults, or obscenity or engage in other conduct that would violate the Company's policies, including the policy against harassment.
- Reveal personally identifiable information (e.g., social security numbers, home addresses, medical information, and so forth) about others.
- Disclose, post, or refer to any confidential, proprietary, or embargoed information of or about the Company, its clients, distributors, or its vendors, including, but not limited to, customer lists, business and financial information, pending business transactions, sales and marketing strategies, manufacturing processes and procedures, intellectual property such as designs, ideas, or innovations, and company-issued documents.
- Represent that you are communicating the views of the Company or submit postings that might reasonably create the impression that you are communicating on behalf of or as a representative of the Company without the express permission of President or CEO of the Company.
- Use Company-owned equipment – including computers, hand-held electronic devices, company-licensed software or other electronic equipment – to conduct personal blogging or social and professional networking activities.

Nothing in these Social and Professional Networking Guidelines is intended to prohibit or infringe upon an employee's rights under the National Labor Relations Act or any other federal or state statute protecting employee workplace rights.

#### WHEN IN DOUBT, ASK BEFORE YOU ACT:

It is impossible to list all forms of online behavior that may raise concerns or potentially injure the Company's reputation or legal standing. If you are not sure if certain conduct online is appropriate or legal, please consult with the Human Resources Department.

#### REPORTING VIOLATIONS:

If you become aware of any violations of this policy, report them immediately to your manager or the Human Resources Department. Violations include discussions of the Company's or its clients' confidential, proprietary, or embargoed information and any unlawful activity related to blogging or social networking.

The Company investigates and responds to *all* reports of violations of the Company's Social and Professional Networking Guidelines and other related policies.

Users who violate the Company's Social Networking Guidelines may be subject to discipline, up to and including termination of employment, so we ask that you take these matters seriously.

The Company reserves the right to take legal action where necessary against employees who engage in prohibited or unlawful conduct.

## STANDARDS OF CONDUCT

As an employee of SOS, it is expected that you will act in accordance with all Local, State and Federal laws. Further, each employee has an obligation to comply with the Company's policies and client requests, and to maintain proper standards of conduct at all times. If an employee's conduct interferes with the Company's orderly and efficient operation, corrective disciplinary measures will be taken up to and including termination.

Every employee of the Company must realize that (s)he not only represents the Company, but all security companies, all security officers and the security industry as a whole. An officer who takes pride in his or her uniform makes it a point to be attentive to his or her surroundings and to look like a first rate security officer who will be viewed as a professional.

The following requirements are important in order to maintain a positive working environment for all personnel:

1. Failure to report for duty without proper and timely notification is grounds for termination in most cases. Officers are requested to notify the SOS office ten (10) business days in advance of all scheduled absences. The Company reserves the right to limit the number of personnel who are approved for time off for non-protected leave at a particular time. In the case of an emergency or illness, four (4) hours' notice, if possible, is mandatory. Repeated absenteeism or tardiness will be documented and can result in demotion, reassignment and even termination if improvement is not evident.
2. All injuries, accidents, thefts and other reportable incidents must be reported to your supervisor and the SOS Injury Hotline immediately even if the injury or other damage is minimal. An SOS Incident Report and other pertinent forms must be completed before the end of your shift.
3. The fundamental job of security personnel is to observe and report. In order to do this effectively, it is paramount that officers remain alert at all times while on duty. Sleeping on duty or failure to remain alert while on duty is grounds for disciplinary action, including termination.
4. Officers are required to sign in on the timesheet when starting their shift and in some cases may also be required to call into an automated system. At the end of the shift, officers are required to sign out on the timesheets and may also be required to call into an automated system. If you arrive to work early, you may not perform any work until your scheduled shift time, unless requested by your manager, at which time you are required to sign in and call in before starting work. Under no circumstances are employees permitted to perform any work prior to signing in or after signing out. **All time spent actually working must be recorded!** No one, including an SOS manager or client, can authorize you to perform any work before signing in or after signing out. Any requests to do so must be immediately reported to the Human Resources Department. In addition, employees must also sign in and out on the timesheet at those locations with non-paid meal breaks.
5. Gaps in security coverage at a client facility can have serious consequences. As a result, officers are not permitted to leave a post without proper relief, unless specifically authorized by an SOS manager. On occasion, there may be some posts that do not require relief because there is no coverage required during certain hours. Your manager will be able to advise you if this applies to your assigned post.

6. Absent extenuating or protected circumstances, an officer who fails to report for work at their starting time for two (2) consecutive days without giving prior notice to his or her supervisor will be considered to have voluntarily quit his or her employment with SOS, unless a reasonable excuse is offered at the earliest possible time and accepted by the Company.
7. Subject to applicable local, state, and federal law, all sick leave beyond two (2) consecutive work days requires a doctor's release before returning to work.
8. Three (3) unexcused absences within a six (6) month period may result in disciplinary action up to and including termination. An unexcused absence is any absence that was not scheduled and approved in advance or substantiated within a reasonable time thereafter.
9. All employees must adhere to the Attendance and Punctuality Policy.
10. All officers must adhere to the dress code for his or her work environment.
11. An officer must never share Confidential Information (as defined in this Handbook's Confidentiality Policy) with a client or any employee or customer of the client. Officers must maintain SOS' commitment to client service and should always address clients and any employee or customer of the client in a professional, respectful manner.
12. Fighting on the client's property for any other reason than self-defense is grounds for immediate dismissal. Fighting, even if in self-defense, is strictly as a last resort. Employees must utilize every other option, including verbal de-escalation, calling for assistance, leaving the area, and other non-physical methods.
13. Reporting for duty while impaired by drugs or alcohol is grounds for immediate dismissal. Officers taking prescription or non-prescription medications that may impair their ability to perform as expected, or to operate machinery or vehicles safely must notify Human Resources before reporting for work and may be asked for a doctor's note listing any limitations.
14. An officer must wear his/her badge and uniform while on duty and is prohibited from wearing it outside the workplace, except to commute to and from the workplace. Any misrepresentation regarding use of the badge or uniform is grounds for dismissal and even arrest. Knowledge of the law concerning "Color of Authority" is mandatory.
15. An officer must not use the client's telephone or other equipment unless instructed to do so.
16. Officers are prohibited from fraternizing or becoming personally involved with the client, employees of the client, or anyone regularly associated with the client's location. SOS is hired to protect the employees and assets of clients. Any personal relationship could distract an officer from an officer's duties and result in a potentially disastrous outcome. Officers are expected to treat all people the same at clients' locations.
17. Officers must not accept gratuities (except for small gifts valued at under \$75, no more than twice per year) or ask for special favors from a client or its employees. Failure to comply with this policy could jeopardize an officer's position, as well as the credibility of the Company.

18. Officers must become completely familiar with their post-specific instructions, the client's site and general post orders. Officers must also know the Powers of Arrest procedures, including arrest and detention requirements.

19. Any officer who changes his or her address, telephone number, marital status or tax filing status must notify the SOS office in writing immediately.

Nothing in this policy changes the employment-at-will status of all employees, which permits you or SOS to terminate your employment at any time, with or without cause and with or without advance notice, and permits SOS to impose discipline in its sole discretion as it determines appropriate.

## NON-FRATERNIZATION POLICY

For purposes of this Policy, "Fraternization" shall be defined to occur when any employee is involved in a marital, dating or sexual relationship with another SOS employee (also defined as co-worker), or an employee of a client, vendor, strategic partner, or consultant of SOS.

No employee shall engage in Fraternalization, as defined in the foregoing paragraph or as stated within Item 16 under Standards of Conduct (Page 12), without signing a Consensual Relationship Agreement (please refer to the end of the Handbook for sample), available from SOS's Human Resources Department, and returning it to the Human Resources Department. Additionally, if two (2) employees are married or engaged in a relationship covered under the definition of Fraternalization, the affected employees must immediately arrange to meet either in person or via conference call with SOS's General Counsel and/or the Human Resources Department so as to ensure compliance with the provisions above.

Fraternalization may compromise the professionalism of the work environment. Employees may perceive favoritism as a result of a personal relationship, or perceive sexual harassment when the relationship has ended. This is especially true when a supervisor and a subordinate employee are engaged in such a relationship. Employees should be aware of the negative ramifications and perceptions that could result from these actions and should avoid situations in which fraternization or the appearance of fraternization could occur.

If the employees in a relationship work closely with each other and SOS management makes the determination that such Fraternalization has the potential to negatively affect the quality of one or both employees work or is interfering with job performance of either employee, or other co-workers of either employee one or both employees may be transferred to a different position. If transfer to a different position is not possible, termination may be considered by the Company.

Fraternalization that occurs in violation of SOS's Non-Fraternalization Policy, as outlined above, shall be considered a basis for disciplinary action by SOS. Because of inherent problems involved in Fraternalization, SOS reserves the right to discipline employees who violate this Policy, up to and including termination.

## SEARCH POLICY

SOS reserves the right to conduct searches to monitor compliance with rules concerning safety of employees, security of Company property, customer and individual property, drugs and alcohol, and possession of other prohibited items. SOS has the right to access at any time Company premises and property, equipment, information, records, documents

and files. Upon reasonable suspicion, the Company may search employees, their work areas, lockers, personal vehicles if driven or parked on Company property, and other personal items, such as bags, purses, briefcases, backpacks, lunch boxes and other containers for Company property or other contraband. In requesting a search, the Company is by no means accusing anyone of theft, some other crime or other improper conduct. **Employees should have no general or specific expectation of privacy in SOS' workplace, either on the premises of the Company or while on duty.** In general, employees should assume that what they do while on duty or on the Company's premises is not private. In general, employees should assume that what they do while on duty or on the Company's premises is not private. All areas are subject to search at any time and, upon reasonable suspicion, all employees are subject to search at any time. Because even a routine search of Company property might result in the discovery of an employee's personal possessions, all employees are encouraged to refrain from bringing into the workplace any item of personal property (with the exception of items relating to personal hygiene or health) that they do not wish to reveal to the Company. SOS believes that maintaining a workplace that is free of drugs, alcohol and other harmful materials is vital to the health and safety of its employees and the success of its business. Accordingly, the Company has established this policy concerning inspections and searches. This policy applies to all employees of the Company. Please note that any search under this policy will be done in a manner protecting employees' privacy, confidentiality and personal dignity to the greatest extent possible under the circumstances. Failure to follow this policy could result in discipline, up to and including termination.

## For Purposes of This Policy

"Prohibited items" means firearms or other weapons (except for registered firearms in the possession of on-duty armed employees duly licensed and required to carry a firearm in the course of providing armed security services); explosives and/or hazardous materials or articles; illegal drugs or other controlled substances; drug-related paraphernalia; prescription drugs or medications not used or possessed in compliance with a current valid prescription; any items of an obscene, harassing, demeaning or violent nature; alcoholic beverages; and any property in the possession or control of an employee who does not have authorization from the owner of such property to possess or control the property.

"Control" means knowing where a particular item is, having placed an item where it is currently located or having any influence over its continued placement.

"Company property" includes all documents, records, software, data and files relating to the Company's business and all equipment, hardware and other property of any kind, whether owned, leased, rented or used by the Company.

"Company premises" includes all premises and locations owned or leased by the Company or the client or under the control of the Company or the client, including parking lots, lockers and storage areas.

"Reasonable suspicion" means circumstances suggesting to a reasonable person that there is a possibility that one or more individuals may be in possession of a prohibited item as defined above.

"Possession" means that an employee has the substance or property on his or her person or otherwise under his or her control.



**BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT**

115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-831-4000

**VALID OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019**

**DBA:** SOS SECURITY LLC  
**Business Name:**

**Receipt #:** 319-227560  
**Business Type:** ALL OTHERS (PRIVATE INVESTIGATIVE AGENCY)

**Owner Name:** EDWARD B SILVERMAN  
**Business Location:** 6360 NW 5 WAY STE 203  
WESTON

**Business Opened:** 09/17/2009  
**State/County/Cert/Reg:**  
**Exemption Code:**

**Business Phone:**

**Rooms**                      **Seats**                      **Employees**                      **Machines**                      **Professionals**  
6

For Vending Business Only						
Number of Machines:				Vending Type:		
Tax Amount	Transfer Fee	NSF Fee	Penalty	Prior Years	Collection Cost	Total Paid
37.50	3.75	0.00	0.00	0.00	0.00	41.25

**THIS RECEIPT MUST BE POSTED CONSPICUOUSLY IN YOUR PLACE OF BUSINESS**

**THIS BECOMES A TAX RECEIPT**

**WHEN VALIDATED**

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

**Mailing Address:**

EDWARD B SILVERMAN  
1915 ROUTE 46 E  
PARSIPPANY, NJ 07054

**Receipt #** 10A-17-00000196  
**Paid** 07/25/2018 41.25

**2018 - 2019**

**FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES**

**ADAM H. PUTNAM  
COMMISSIONER**

**DIVISION OF LICENSING**

**07/06/17**  
DATE ISSUED

**09/22/20**  
DATE OF EXPIRATION

**B 2500022**  
LICENSE NUMBER

**SOS SECURITY LLC**

6360 NW 5TH WAY  
SUITE 203  
FORT LAUDERDALE, FL 33309

FISHER, KENNETH, PRESIDENT  
FRANK, BARRY, VICE PRESIDENT  
SILVERMAN, EDWARD B, OTHER

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



**ADAM H. PUTNAM  
COMMISSIONER**



**FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES**

**ADAM H. PUTNAM  
COMMISSIONER**

**DIVISION OF LICENSING**

**12/05/18**  
DATE ISSUED

**03/18/22**  
DATE OF EXPIRATION

**A 1200257**  
LICENSE NUMBER

**SOS SECURITY LLC**

6360 NW 5TH WAY  
SUITE 203  
FORT LAUDERDALE, FL 33309

FISHER, KENNETH, PRESIDENT  
FRANK, BARRY, VICE PRESIDENT  
SILVERMAN, EDWARD B, OTHER

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



**ADAM H. PUTNAM  
COMMISSIONER**



**FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES**

**ADAM H. PUTNAM  
COMMISSIONER**

**DIVISION OF LICENSING**

**11/22/16**  
DATE ISSUED

**03/20/20**  
DATE OF EXPIRATION

**BB1400005**  
LICENSE NUMBER

**SOS SECURITY LLC**

412 EAST MADISON STREET  
SUITE 802  
TAMPA, FL 33602

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



**ADAM H. PUTNAM  
COMMISSIONER**



**FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES**

**ADAM H. PUTNAM  
COMMISSIONER**

**DIVISION OF LICENSING**

**09/04/18**  
DATE ISSUED

**12/09/21**  
DATE OF EXPIRATION

**BB2900052**  
LICENSE NUMBER

**SOS SECURITY LLC JACKSONVILLE BRANCH**

2121 CORPORATE SQUARE BLVD  
SUITE 146  
JACKSONVILLE, FL 32216

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



**ADAM H. PUTNAM  
COMMISSIONER**







***SAFETY – A BEST PRACTICE***

Safety is a fundamental concern of SOS Security. We place the highest degree of importance on the safety and well-being of employees.

- 2017-2018 EMR rating of 0.59

Our safety programs are compatible with customers’ programs and in compliance with OSHA requirements at all locations; as well as federal directives, regulations, and procedures. It is with the complete commitment of the entire organization that SOS Security develops, implements, and sustains a safety program for security operations.

***Safety Program Management***

GOAL	OBJECTIVE
Safe Workplace with Zero Accidents	Involve every employee in safety management as an essential part of all operations

***Safety Responsibilities***

Each SOS Security employee plays a vital role in the safety program. These documented, formal roles outline the proper procedures that each employee must follow in pursuit of safety. Roles are defined for:

- ❖ Chief Operating Officer
- ❖ Vice Presidents & Branch Managers
- ❖ Managers & Supervisors
- ❖ Employees

***SOS Security Safety Management Team***

The Chief Operating Officer has formed and serves as principle Executive of the Safety Management Team. Other members of the team include the Corporate Safety Director, Regional Vice Presidents, and Senior VP- Training. This team will review the details of any accident, determine (or verify) the root cause of the accident, and ensure that





corrective action is taken to prevent its recurrence. This team monitors safety performance and interacts with SOS Security Executive Management – and, when necessary, customers as well – to resolve safety issues.

#### *Safety Hotline (800-SECURE-0)*

The Safety Hotline was established to give each employee direct access to SOS Security senior management. The hotline is available 24 hours a day, 7 days a week. All calls are reviewed by the Corporate Safety Director, who directs the appropriate office to investigate, take needed action, and report findings and corrective action. If the caller leaves a name, an individual response will be provided. Anonymous calls are also accepted and investigated.

The hotline is answered by a member of the SOS Security corporate staff 24-hours a day.

#### *Safety Program Requirements*

##### *Occupational Safety and Health Act Compliance*

The plan will be reviewed annually by the Corporate Safety Director to ensure that it is in compliance with OSHA requirements. Field locations will learn OSHA requirements and will ensure compliance consistent with operational needs. Generally, sites with complex and/or varied operations need a person or persons (Safety Officer, Operations Officer, Administrator, etc.) to serve as the focal point for OSHA requirements and compliance. The Corporate Safety Director will render assistance to persons serving in this capacity, particularly with regard to interpretation of requirements.

##### *Task Safety Analysis*

The Corporate Safety Director or his designee will examine safety aspects of each new work site in order to identify safety issues and include specific task and associated subtasks, related to safety, in the contract. Each task and subtask will be prioritized in terms of the degree and types of risks that are associated with it.

Changes in the tasks and subtasks that will potentially alter the level or type of risk will also be analyzed, as will any task that is being performed when an accident, injury, illness or lost time incident occurs.



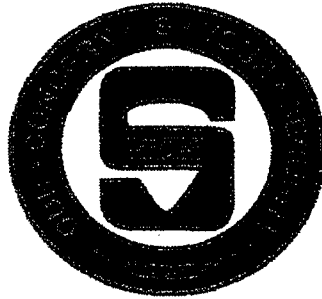
*Accident/Incident Investigation, Analysis & Reporting*

It is extremely important that accidents, injuries and lost time incidents, as well as unusual occurrences, and "near misses," are thoroughly investigated. Any such occurrences should be analyzed to determine their root causes, and these should be reported in the most expeditious manner possible. Senior management is responsible for timely reporting and the ongoing tracking of each matter's resolution.

If possible, the manager or supervisor responsible for the work site in question must report to the scene of an accident or incident personally. This is to ensure the accident/incident is properly investigated and analyzed, and to ensure that any injured employee receives prompt and proper care.

*Safety Training Corporate Objectives*

<b>OBJECTIVES</b>
<b>The objective of safety training is to foster concern for safety among each employee, and to create a culture of safety in the organization at large.</b>
<b>POLICY</b>
<b>It will be SOS Security's safety training policy that no employee will spend a day on the job without encountering a reminder, lesson, briefing, campaign, awareness program, sign, poster, bulletin, memo that deals with some aspect of safety.</b>
<b>Safety training materials should be omnipresent, such that each employee will spend his or her workday aware of SOS Security's call to safety, and its "zero accident" goal.</b>
<b>RESPONSIBILITY</b>
<b>Managers and supervisors will be responsible for administering safety training programs. Such programs may be centered on topics ranging from workplace safety to safety in the home, to safety on the road.</b>



# **SOS Security Safety Training**

# “5 C’s of Workplace Safety”

- ▣ Concern
- ▣ Consciousness
- ▣ Communication
- ▣ Commitment
- ▣ Common Sense



# Goals for Today's Training

- ▣ **Increase employees' awareness regarding workplace safety and emergency preparedness**
- ▣ **Provide employees with tools to reduce risks of illness and injury in the workplace**
- ▣ **Inform employees of their rights and responsibilities regarding workplace safety**
- ▣ **Build community together**
- ▣ **Comply with regulatory mandates**



# Agenda

- ▣ **Emergency Preparedness**
  - **Emergency Action Plan/Emergency evacuation - earthquake, fire, other disasters**
  - **Emergency supplies - office and personal**
  - **Personal emergency data**
  - **Emergency information/resources**
- ▣ **General and Office Safety**
  - **Overview of potential workplace hazards - prevention and correction**
  - **Injury and Illness Prevention Program**





# Emergency Preparedness

- ▣ **Emergency Action Plan/Emergency evacuation - earthquake, fire, other disasters**
- ▣ **Emergency supplies - office and personal**
- ▣ **Personal emergency data**
- ▣ **Emergency information/resources**



# **Injury and Illness Prevention Program**

**At many client locations we have implemented campus wide Injury and Illness Prevention Programs (IIPP) to assure a safe and healthful work environment for their employees. The IIPP is the umbrella under which all employee health and safety programs are implemented.**



# IIPP Goals

- ▣ **Provide a safe and healthful workplace for employees**
- ▣ **Reduce risk of disease, illness, injury and harmful exposures to the campus community**
- ▣ **Reduce worker's compensation claims and costs**
- ▣ **Improve employee morale and efficiency**
- ▣ **Comply with regulatory mandates**



# Program Elements

- ▣ **Assigns *responsibilities* for health and safety**
- ▣ **Establishes mechanisms for *hazard identification* and *hazard mitigation***
- ▣ **Requires *workplace inspections* and *accident investigation***
- ▣ **Requires *communication* of health and safety information**
- ▣ **Reaffirms *training* and *documentation* mandates**



# Common IIPP Policies

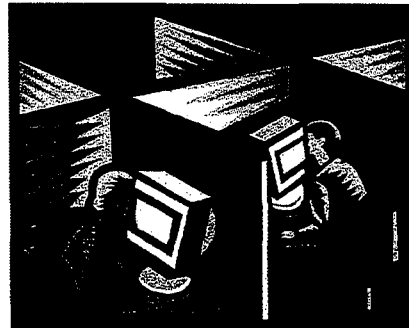
- ▣ Emergency Preparedness
- ▣ Ergonomics
- ▣ Communicable Diseases
- ▣ Hazard Communication
- ▣ Hazardous Materials



# ERGONOMICS

What is good Ergonomics?

- Proper seating
- Proper alignment to work
- Height of VDT to employees view
- Glare and eye strain
- Work breaks
- Exercises





# Biohazardous & Chemical Safety



## Use Universal Precautions

- Assume all human blood or other potentially contaminated material is treated as infectious

## Chemical Hygiene Plan

Specific provisions require:

- Training
- Labeling of Hazardous Materials
- Management of MSDS's



## **Rights - As an employee you have a right to:**

- ▣ **A safe workplace free from recognized hazards**
- ▣ **Receive training on hazards associated with your job**
- ▣ **Know how to control hazards of your job**
- ▣ **Report workplace hazards without fear of reprisal**



# **Roles & Responsibilities - Managers and Supervisors**

***Managers and Supervisors* are expected to provide Environmental Health and Safety leadership and guidance within their departments**



# **Managers and Supervisors should:**

- ▣ Inform employees about specifics of the department's IIPP**
- ▣ Provide safety training consistent with employee job duties**
- ▣ Enforce safety rules and regulations within the department**
- ▣ Provide a means to identify workplace hazards**
- ▣ Maintain all EH&S documentation**



# Roles & Responsibilities - All Employees

***All employees*** have a responsibility to maintain a safe and healthful work environment



# **As an employee, you should:**

- ▣ Follow safe work practices**
- ▣ Be familiar with your departmental IIPP**
- ▣ Know the potential health and safety hazards of your job and how to protect yourself**
- ▣ Know how to report unsafe conditions**
- ▣ Report any work-related injury or illness to your supervisor**
- ▣ Know what to do in an emergency**





# **As an employee, you should:**

- ▣ **Correct unsafe conditions within your authority**
- ▣ **If you are unclear about your responsibilities ask your supervisor**



# **Roles & Responsibilities - Environmental Health & Safety**

***EH&S* has responsibility for monitoring compliance of the overall Injury and Illness Prevention Program to minimize or prevent occupational injuries and illnesses, and to protect the quality of the workplace and surrounding environment**



# **EH&S:**

- ▣ **Advises the campus community of its responsibilities with respect to health and safety issues**
- ▣ **Recommends appropriate corrective actions and programs**
- ▣ **Implements new health and safety programs**
- ▣ **Serves as the liaison between security and various external agencies and regulatory bodies**



# GENERAL GOAL OF ALL SAFETY COMMITTEES

Conducting well planned, regularly scheduled safety committee meetings provides an opportunity to present training and exchange ideas, fosters an environment that promotes safe behavior, improves safety performance through collaboration and participation and reinforces everyone's responsibility to safety.



# Safety Committee Members Activities & Duties

- Review departmental self inspections
- Review RM&S Safety Consultations
- Evaluate equipment / work processes (JHA's)
- Report department safety suggestions, facilitate employee participation
- Assist in solving safety problems.
- Assist in developing and implementing safety training



## **Safety Committee Members Activities & Duties (Continued)**

- Review incident / accident trends
- Conduct accident investigations
- Review old policies and procedures and assist in developing new ones
- Evaluate the safety program effectiveness





# Resources

- ▣ **Your Supervisor**
- ▣ **Bulletin Board in Staff Room**
- ▣ **IIPP Plan**
- ▣ **IIPP Coordinator**



# “5 C’s of Workplace Safety”

- ▣ Concern
- ▣ Consciousness
- ▣ Communication
- ▣ Commitment
- ▣ Common Sense



## RECRUITING, SCREENING & SELECTION



- **Employee background screenings include:**

- Criminal records – Prior seven years
- Employment references – Prior three years
- Sexual offender, education, and military service checked and documented.
- Social Security Number verification
- Minimum of three personal reference
- Department of Motor Vehicle check when personnel are required to drive a patrol vehicle.
- Proof of U.S. Citizenship (I-9), with certain exceptions for approved immigrants, will be maintained in the applicant's personnel file.



## TRAINING - STANDARD PROGRAM

- New Employee Orientation
- State Mandated Training
- Client Pre-assignment Training
- Site Specific Tailored Training
- On-going Refresher Training

### Building the Best Partners for our Clients

#### INITIAL TRAINING

SOS Orientation

Client Training

Site-Specific Training

On the Job Training

#### ONGOING TRAINING & DEVELOPMENT

Monitor Performance



Additional Training



Promote from Within

## TRAINING- SPECIALIZED PROGRAM

- First Aid, AED & CPR Certification and Re-certification
- Fire Safety Officer / Director Training & Certification
- OSHA / HAZMAT – First Responder
- Customer Service / Report Writing
- Active Shooter Training
- Scenario-Based Training
- Decision Mechanics Training
- Supervisory Training Platforms
- Career Development Training
- Emergency Response / Evacuation Preparedness
- Client Safety Programs





## TRAINING - CUSTOMER SERVICE SKILLS

- Attitude of excellent service
- Identifying customers needs
- Thoughtful body language and words
- Uncompromising service at every contact point
- Resolving conflict
- Exceeding customer expectations





## EMPLOYEE RETENTION: INCENTIVE PROGRAM

- Competitive Wages
- Training
- Performance Evaluations
- Comprehensive Benefits – Offered to all
- Incentive Programs
  - Officer of the Year Award
  - Officer of the Month Award
  - Referral Bonus
  - Loyalty Award based upon Longevity
  - Outstanding Achievement Award Merit Increases
  - Bonuses for Attendance and Performance
- Promote from within (*Career Path*)
- Work Environment
- Hands-On Management Support
- Advanced Education and Training Seminars



**A. Selection and Profile of Staff**

1. The employee mix will be representative of SOS's Affirmative Action Program for sex, age and race. **SOS certifies that it is an Equal Employment Opportunity Employer, and that all annual Equal Employment Opportunity reports have been filed.**
2. If applicable, all security personnel currently assigned to a Client account will be evaluated. Individuals, who continue to meet with SOS's and Client's qualifications, will be retained.
3. The balance of the staff assigned to Client will be recruited through the following resources:
  - a) Law enforcement (federal, state and municipal) or military Correction
  - b) Fire, Correction and Emergency Medical Departments
  - c) Military Organizations
  - d) Social Media including our Webpage ([www.sossecurity.com](http://www.sossecurity.com))
  - e) Classified Advertising
  - f) Bonus Incentive/Employee Referral programs for new applicants
  - g) SOS's "Employment Search Placement Program" (ESP)
  - h) Job Fairs
  - i) Other organizations such as the Veterans' Administration, Kiwanis, Lions, Shriners, Elks and Rotary Clubs, etc.
  - j) SOS also supports and is an active participant in the "Wounded Warrior Project's Warriors to Work "(WtoW)" Program; where we recruit disabled veterans for suitable employment opportunities.

**Our recruiting efforts are further enhanced by developing and maintaining relationships with various organizations in the security industry as well as, federal, state and municipal law enforcement organizations.**

**B. Minimum Requirements of Personnel**

Each applicant shall:

1. Possess the necessary state security guard license.
2. Be capable of coherently communicating, reading and writing English.
3. Have the necessary reading and writing skills to comprehend security procedures and post order, to write reports legibly and coherently, and complete forms.
4. Demonstrate the ability to carry out mathematical functions, as it relates to the assignment.
5. Maintain general knowledge of the site layout and access areas.
6. Possess computer skills needed to carry out job functions.
7. Be a citizen of the United States or alien legally eligible for employment under the United States Immigration Laws.
8. Twenty-one (21) years of age or greater, based upon contract requirements.
9. Have a high school education or general equivalence diploma.
10. Not have been convicted of a felony crime or be the subject of any pending felony charges.
11. Have unlimited access to reliable transportation and a valid private telephone number at which the individual can be reached during non-business hours.
12. Be courteous, articulate, have the ability to use good judgment and work in a team environment.
13. React calmly, quickly and efficiently while under stress in problem situations.
14. Ability to follow prescribed methods and procedures.
15. Sufficient organizational skills to complete daily administrative responsibilities.
16. Ability to interact with all levels of management and other employees, internal and external.
17. Maintain a degree of deportment, which will reflect favorably upon our clients.



18. Complete the course of basic security training specified by SOS and Client.
19. Possess supervisory skills, as required.
20. Ability to work flexible hours.

**C. Medical and Physical Requirements**

1. All SOS applicants, prior to employment, are required to submit to and pass a drug-screening test.
2. An SOS employee will not be assigned to Client if he/she has health problems that could adversely affect their ability to perform or to meet specified minimum standards.
3. All SOS applicants must be physically capable of performing all duties assigned, and at a minimum, meet the following physical requirements:
  - a) Binocular vision, correctable to 20/30 (Snellen) and a keen sense of smell.
  - b) Ability to discriminate between standard colors.
  - c) Capability of hearing ordinary conversation at 20 feet and whispered conversation at 10 feet.
4. All SOS employees must be able to perform normal or emergency duties requiring moderate to arduous exertion such as:
  - a) Standing or walking for an entire eight (8) hour shift.
  - b) Climbing six (6) stories of stairs and ladders unimpeded.
  - c) Lifting and carrying objects weighing up to fifty (50) pounds (i.e., fire extinguishers).
  - d) Running short distances.
  - e) Unarmed self-defense or in defense of others and client's site.

**D. Personnel Documentation and Certification**

1. SOS will maintain complete and current files for all persons assigned under this contract, including proof of successfully completing all registration/licensing requirements, as per applicable state regulations. Such files shall be made available to Client upon request during normal business hours.
2. Personnel files will include at minimum:
  - a) New Hire Procedures Check List.
  - b) Signed employment application to include a signed release to conduct background investigations and a statement by the applicant permitting release of all information to the client.
  - c) Copy of identity verification.
  - d) Copy of education record.
  - e) Completed background investigation.
  - f) Dates and results of all screening examinations and certifications, where applicable.
  - g) Employee Profile.
  - h) Color photographs
  - i) Verification and copy of required state guard license/registration card.
  - j) Evaluation and/or disciplinary records

- k) Record of salary, benefits, and other compensation.
- l) Signed SOS Confidentiality Non-Disclosure Agreement.
- m) Fingerprint cards.
- n) Records of all training and testing.

➤ **PRE-EMPLOYMENT SCREENING**

- A. Initial screening will be conducted at SOS's branch office where each candidate prepares an Application for Employment (if not already submitted electronically) prior to a formal interview with the Human Resources Department.
- B. During the interview, the personnel specialist reviews the application with the candidate. Evaluations are based on the following areas:
- o Appearance and demeanor
  - o Expression and communications
  - o Job knowledge and general experience
  - o Motivation
  - o Personality

The personnel specialist will then complete an Interview Report, which will be maintained in SOS's files as part of the candidate's permanent record.

- C. Further screening and interviewing will be conducted and the following procedures will then be implemented.
1. **Fingerprint cards and required State forms** are prepared and submitted to the appropriate law enforcement authorities who will then in turn investigate the candidate for any prior criminal record.
  2. **Drug Screening:** In accordance with SOS's Substance Abuse Policy, prior to any candidate being assigned to provide security services at any client site location, SOS shall perform a 10-panel drug-screening test for controlled substances. The results will be reviewed and evaluated in a highly confidential manner. Any positive finding on the basis of the drug screening will require the sample to be tested by an independent laboratory for a gross confirmatory test (serum). Any positive finding (urine and/or serum test) will automatically disqualify an applicant for employment or assignment to any client location.
  3. **Background verification requirements** includes, but are not limited to:
    - a) Social Security Number verifications will be conducted and documented.
    - b) County criminal records search in all counties that candidate lived or worked in the past 7 year period. (Statewide checks in lieu of county are acceptable where available, provided the same data is covered).
    - c) State criminal records search, if available (7 year search).
    - d) Federal criminal records search (per State).
    - e) National criminal records search: General database search (all 50 states).
    - f) A national Sexual Offenders registry check will be performed and documented.
    - g) A state Sexual Offenders registry check will be performed and documented.
    - h) Office of Foreign Assets Control (OFAC).
    - i) General Services Administration (GSA).
    - j) Education verification – highest level indicated.
    - k) Employment verification – all previous employers for prior five (5) years.

- l) A military service check will be conducted and documented.
- m) Previous residential address check covering the past three (3) years will be performed and documented.
- n) Three (3) reference checks will be performed and documented.
- o) Department of Motor Vehicle check will be performed and documented, if applicable.
- p) E-Verify Compliant Proof of U.S. citizenship (I-9), with certain exceptions for approved immigrants.

Any adverse findings will be reviewed where SOS reserves the right to reject any applicant.

#### **E. Training / Certification**

At SOS we hold training paramount to the success of our operations at each client site. Recognizing that each client's operation is unique to their facility, our standard training program will be matched against those needs and tailored to their environment. If standard operating procedures are in place, we will review and make recommendations as necessary. If none are in place, we will provide a working copy to the client as soon as practical. Our standard training curriculum is as follows:

- o SOS orientation
- o Client pre-assignment training
- o Site specific training
  - Procedural review; operating procedures, access control, visitors, etc.
  - Reporting procedures
  - Emergency procedures
  - Safety and first aid
  - Legal issues
- o On-the-job training
- o Incident reporting procedures
- o Recurring training as needed, or by contract

As a need arises or at the clients request, additional training can be provided. Under the direction of the Senior VP-Training, SOS has assembled a staff of trainers whose collective experience spans all aspects of security with backgrounds ranging from certified training instructors, Certified Protection Professionals, personnel specialists and former law enforcement and military officers. What this provides our clients is our ability to meet any training need with tangible, flexible solutions.

#### **Some additional training needs that may be recognized:**

- CPR training/first-aid/AED
- Specialized bomb threat training
- OSHA training
- CFATS training
- TIPS training
- CLSO training
- Bloodborne Pathogens training
- Fire Safety training
- Customer Service training

**Provide what are your hiring requirements for supervisors.**

*In addition to meeting the requirements mentioned in Attachment F, all supervisors must:*

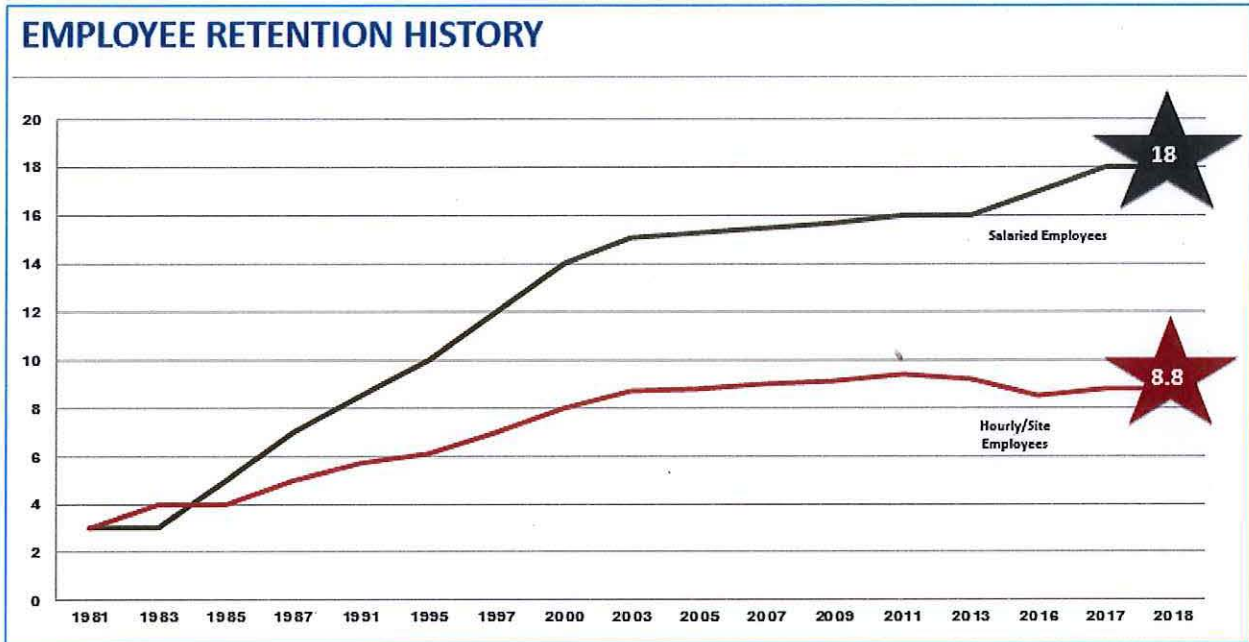
- *Have a proven track record in managing staff at a supervisory level.*
- *Be able to take responsibility for all security details operating on site as well as providing one's own vigilance to ensure safe/secure operations.*
- *Perform additional duties including, but not limited to:*
  - *Accountable for day to day supervision of officers in their respective shift*
  - *Supervise and monitor all activity associated with Client's security control centers to include CCTV, Access Control and Alarm Response (as applicable).*
  - *Ensure all security staff adhere to Client's post orders and execute their duties as directed.*
  - *Ensure accuracy and completeness of all incident reports.*
  - *Report any and all security related incidents as dictated by Client's security policy and procedures.*
  - *Conduct patrols, ensuring all is secure and validate daily staffing needs through supervisory post checks.*





procurement criteria and source as well as Applicants' certification requirements for K-9 workforce. g. List number of security guards / supervisors.

b. Please refer to below chart (displayed utilizing percentages).



c. SOS' training program is presented to our officers in an on-going refresher format with a focus on specific aspects when the need arises or at the Client's request. At minimum, the training requirements are formally reviewed on an annual basis.

f. SOS does not provide a K-9 workforce.

g. Regarding the number of personnel SOS provides for the Port Everglades account, there are five (5) Supervisors and twenty (20) Class D security officers.

Thank you for your continued consideration. Please contact me at 561-939-1300 or [rdiaz@sossecurity.com](mailto:rdiaz@sossecurity.com) with any questions or concerns regarding the enclosed correspondence.

Sincerely,

SOS Security LLC

Rodolfo "Rudy" Diaz  
SVP – Regional Director

RD:mr  
Enclosure(s)

#### CORPORATE HEADQUARTERS

One Security Plaza · 1915 Route 46 · Parsippany, NJ · 07054  
(973) 402-6600 · [www.sossecurity.com](http://www.sossecurity.com)

## Health and Safety

### ZERO TOLERANCE DRUG AND ALCOHOL POLICY

The objective of this policy is to provide a workplace and environment that is free from the effects of substance abuse. Furthermore, the Company believes that it has a responsibility to its employees, to those who use or come into contact with the Company's services, and to the general public to ensure safe operating and working conditions. To satisfy the Company's drug free workplace objective and meet these responsibilities, SOS must establish a work environment where employees are free from the effects of drugs, alcohol or other impairing substances. Accordingly, the Company has adopted this substance abuse policy.

The following conditions and activities are expressly prohibited on Company premises or property or during work time or while representing the Company in any work-related fashion:

- The manufacture, offer, sale, attempt to sell or possession of alcohol and other controlled or illegal substances (except strictly in accordance with medical authorization);
- The use of alcohol and other controlled or illegal substances prior to coming to work and/or while on duty;
- The use or possession of any other substances that impair job performance or pose a hazard;
- Reporting for work under the influence of alcohol, illegal drugs or controlled substances in a manner that may impair work performance.

If your doctor prescribes medication for you, either over-the-counter or prescription drugs, it is your responsibility to ensure that your ability to work safely will not be affected by taking the medication. If you are in doubt, please discuss this with your physician. Under no circumstances are medications to be taken while on duty that could reduce the alertness or physical ability to perform normal duties and respond appropriately to emergencies. If you are unable to work safely due to the effects of taking prescribed medication, you are required to provide a doctor's statement before commencing work. Any medical issues discussed will be kept confidential.

If you have a problem with drugs and/or alcohol and wish to undertake rehabilitation, you will be granted an unpaid leave of absence for this purpose. It is your responsibility to seek help before the problem adversely affects your work performance or results in a violation of this policy. If you need assistance in seeking this help, you may talk to a member of management. No one will be discriminated against for undertaking rehabilitation.

As part of the Company's employment screening process, any applicant to whom an offer of employment is made must pass a test for controlled substances, under the procedures described below. The offer of employment is conditioned on a negative test result. Applicants will be informed of the Company's drug testing policy in the employment application process.

For purposes of this policy, having any detectable level of an illegal or controlled drug in one's system while covered by this policy will be considered to be a violation. Where the Company has a reasonable suspicion that an employee is in violation of this policy, the employee will be required to submit to testing to determine the presence or use or any involvement with alcohol or drugs. The Company reserves the right to determine whether reasonable suspicion exists.

The following definitions apply:

**Reasonable suspicion** is specific describable observations concerning such circumstances as the work performance, appearance (including, for example, noticeable odor of an alcoholic beverage or other illicit substance), behavior or speech of the employee, or as being involved in an accident on Company premises which results in physical injury or property damage.

**Under the Influence** is defined as any detectable level of alcohol or drugs in an employee's blood or urine or any noticeable or perceptible impairment of the employee's mental or physical faculties.

**Controlled Substances** is defined as all forms of narcotics, depressants, stimulants, hallucinogens and cannabis whose sale, purchase, transfer, use or possession is prohibited or restricted by law.

**Over-the-counter drugs** are those that are generally available without a prescription from a medical doctor and are limited to those drugs that are capable of impairing the judgment of an employee to safely perform his or her duties.

**Prescription drugs** are defined as those drugs that are used in the course of medical treatment and have been prescribed and authorized for use by a licensed practitioner/physician or dentist.

Any employee who is found to be in violation of this policy, or who refuses to submit to testing as required, or who refuses to cooperate or attempts to subvert the testing process, will be subject to corrective action which could include immediate termination of employment. The Company also reserves the right to involve law enforcement officials for any conduct which it believes might be in violation of Federal or State law.

### *SMOKE-FREE WORK ENVIRONMENT*

It is prohibited to smoke cigarettes or use any tobacco products while on duty or in uniform at any time at a client's facility. The only time that smoking is permitted is while on scheduled breaks and lunch periods that are taken away from your post and in a designated smoking area, if that client allows for security personnel to smoke while in uniform.

~End of Section~



***SAFETY – A BEST PRACTICE***

Safety is a fundamental concern of SOS Security. We place the highest degree of importance on the safety and well-being of employees.

- 2017-2018 EMR rating of 0.59

Our safety programs are compatible with customers’ programs and in compliance with OSHA requirements at all locations; as well as federal directives, regulations, and procedures. It is with the complete commitment of the entire organization that SOS Security develops, implements, and sustains a safety program for security operations.

***Safety Program Management***

GOAL	OBJECTIVE
Safe Workplace with Zero Accidents	Involve every employee in safety management as an essential part of all operations

***Safety Responsibilities***

Each SOS Security employee plays a vital role in the safety program. These documented, formal roles outline the proper procedures that each employee must follow in pursuit of safety. Roles are defined for:

- ❖ Chief Operating Officer
- ❖ Vice Presidents & Branch Managers
- ❖ Managers & Supervisors
- ❖ Employees

***SOS Security Safety Management Team***

The Chief Operating Officer has formed and serves as principle Executive of the Safety Management Team. Other members of the team include the Corporate Safety Director, Regional Vice Presidents, and Senior VP- Training. This team will review the details of any accident, determine (or verify) the root cause of the accident, and ensure that





corrective action is taken to prevent its recurrence. This team monitors safety performance and interacts with SOS Security Executive Management – and, when necessary, customers as well – to resolve safety issues.

#### *Safety Hotline (800-SECURE-0)*

The Safety Hotline was established to give each employee direct access to SOS Security senior management. The hotline is available 24 hours a day, 7 days a week. All calls are reviewed by the Corporate Safety Director, who directs the appropriate office to investigate, take needed action, and report findings and corrective action. If the caller leaves a name, an individual response will be provided. Anonymous calls are also accepted and investigated.

The hotline is answered by a member of the SOS Security corporate staff 24-hours a day.

#### *Safety Program Requirements*

##### *Occupational Safety and Health Act Compliance*

The plan will be reviewed annually by the Corporate Safety Director to ensure that it is in compliance with OSHA requirements. Field locations will learn OSHA requirements and will ensure compliance consistent with operational needs. Generally, sites with complex and/or varied operations need a person or persons (Safety Officer, Operations Officer, Administrator, etc.) to serve as the focal point for OSHA requirements and compliance. The Corporate Safety Director will render assistance to persons serving in this capacity, particularly with regard to interpretation of requirements.

##### *Task Safety Analysis*

The Corporate Safety Director or his designee will examine safety aspects of each new work site in order to identify safety issues and include specific task and associated subtasks, related to safety, in the contract. Each task and subtask will be prioritized in terms of the degree and types of risks that are associated with it.

Changes in the tasks and subtasks that will potentially alter the level or type of risk will also be analyzed, as will any task that is being performed when an accident, injury, illness or lost time incident occurs.



*Accident/Incident Investigation, Analysis & Reporting*

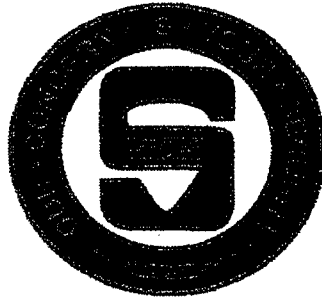
It is extremely important that accidents, injuries and lost time incidents, as well as unusual occurrences, and "near misses," are thoroughly investigated. Any such occurrences should be analyzed to determine their root causes, and these should be reported in the most expeditious manner possible. Senior management is responsible for timely reporting and the ongoing tracking of each matter's resolution.

If possible, the manager or supervisor responsible for the work site in question must report to the scene of an accident or incident personally. This is to ensure the accident/incident is properly investigated and analyzed, and to ensure that any injured employee receives prompt and proper care.

*Safety Training Corporate Objectives*

<b>OBJECTIVES</b>
<p>The objective of safety training is to foster concern for safety among each employee, and to create a culture of safety in the organization at large.</p>
<b>POLICY</b>
<p>It will be SOS Security's safety training policy that no employee will spend a day on the job without encountering a reminder, lesson, briefing, campaign, awareness program, sign, poster, bulletin, memo that deals with some aspect of safety.</p> <p>Safety training materials should be omnipresent, such that each employee will spend his or her workday aware of SOS Security's call to safety, and its "zero accident" goal.</p>
<b>RESPONSIBILITY</b>
<p>Managers and supervisors will be responsible for administering safety training programs. Such programs may be centered on topics ranging from workplace safety to safety in the home, to safety on the road.</p>





# **SOS Security Safety Training**

# “5 C’s of Workplace Safety”

- ▣ Concern
- ▣ Consciousness
- ▣ Communication
- ▣ Commitment
- ▣ Common Sense



# Goals for Today's Training

- ▣ **Increase employees' awareness regarding workplace safety and emergency preparedness**
- ▣ **Provide employees with tools to reduce risks of illness and injury in the workplace**
- ▣ **Inform employees of their rights and responsibilities regarding workplace safety**
- ▣ **Build community together**
- ▣ **Comply with regulatory mandates**



# Agenda

- ▣ **Emergency Preparedness**
  - **Emergency Action Plan/Emergency evacuation - earthquake, fire, other disasters**
  - **Emergency supplies - office and personal**
  - **Personal emergency data**
  - **Emergency information/resources**
- ▣ **General and Office Safety**
  - **Overview of potential workplace hazards - prevention and correction**
  - **Injury and Illness Prevention Program**



# Emergency Preparedness

- ▣ **Emergency Action Plan/Emergency evacuation - earthquake, fire, other disasters**
- ▣ **Emergency supplies - office and personal**
- ▣ **Personal emergency data**
- ▣ **Emergency information/resources**





# **Injury and Illness Prevention Program**

**At many client locations we have implemented campus wide Injury and Illness Prevention Programs (IIPP) to assure a safe and healthful work environment for their employees. The IIPP is the umbrella under which all employee health and safety programs are implemented.**



# IIPP Goals

- ▣ **Provide a safe and healthful workplace for employees**
- ▣ **Reduce risk of disease, illness, injury and harmful exposures to the campus community**
- ▣ **Reduce worker's compensation claims and costs**
- ▣ **Improve employee morale and efficiency**
- ▣ **Comply with regulatory mandates**



# Program Elements

- ▣ **Assigns *responsibilities* for health and safety**
- ▣ **Establishes mechanisms for *hazard identification* and *hazard mitigation***
- ▣ **Requires *workplace inspections* and *accident investigation***
- ▣ **Requires *communication* of health and safety information**
- ▣ **Reaffirms *training* and *documentation* mandates**



# Common IIPP Policies

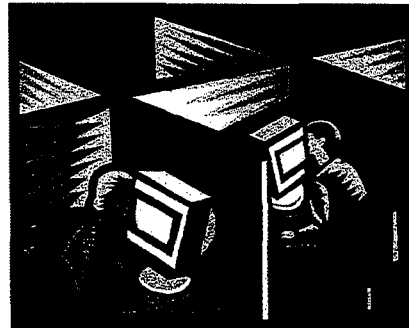
- ▣ Emergency Preparedness
- ▣ Ergonomics
- ▣ Communicable Diseases
- ▣ Hazard Communication
- ▣ Hazardous Materials



# ERGONOMICS

What is good Ergonomics?

- Proper seating
- Proper alignment to work
- Height of VDT to employees view
- Glare and eye strain
- Work breaks
- Exercises



# Biohazardous & Chemical Safety



## Use Universal Precautions

- Assume all human blood or other potentially contaminated material is treated as infectious

## Chemical Hygiene Plan

Specific provisions require:

- Training
- Labeling of Hazardous Materials
- Management of MSDS's





## **Rights - As an employee you have a right to:**

- ▣ A safe workplace free from recognized hazards**
- ▣ Receive training on hazards associated with your job**
- ▣ Know how to control hazards of your job**
- ▣ Report workplace hazards without fear of reprisal**



# **Roles & Responsibilities - Managers and Supervisors**

***Managers and Supervisors* are  
expected to provide Environmental Health  
and Safety leadership and guidance within  
their departments**



# **Managers and Supervisors should:**

- ▣ Inform employees about specifics of the department's IIPP**
- ▣ Provide safety training consistent with employee job duties**
- ▣ Enforce safety rules and regulations within the department**
- ▣ Provide a means to identify workplace hazards**
- ▣ Maintain all EH&S documentation**



# Roles & Responsibilities - All Employees

***All employees*** have a responsibility to maintain a safe and healthful work environment



# **As an employee, you should:**

- ▣ Follow safe work practices**
- ▣ Be familiar with your departmental IIPP**
- ▣ Know the potential health and safety hazards of your job and how to protect yourself**
- ▣ Know how to report unsafe conditions**
- ▣ Report any work-related injury or illness to your supervisor**
- ▣ Know what to do in an emergency**



# **As an employee, you should:**

- ▣ **Correct unsafe conditions within your authority**
- ▣ **If you are unclear about your responsibilities ask your supervisor**





# **Roles & Responsibilities - Environmental Health & Safety**

***EH&S* has responsibility for monitoring compliance of the overall Injury and Illness Prevention Program to minimize or prevent occupational injuries and illnesses, and to protect the quality of the workplace and surrounding environment**



# **EH&S:**

- ▣ **Advises the campus community of its responsibilities with respect to health and safety issues**
- ▣ **Recommends appropriate corrective actions and programs**
- ▣ **Implements new health and safety programs**
- ▣ **Serves as the liaison between security and various external agencies and regulatory bodies**



# GENERAL GOAL OF ALL SAFETY COMMITTEES

Conducting well planned, regularly scheduled safety committee meetings provides an opportunity to present training and exchange ideas, fosters an environment that promotes safe behavior, improves safety performance through collaboration and participation and reinforces everyone's responsibility to safety.



# Safety Committee Members Activities & Duties

- Review departmental self inspections
- Review RM&S Safety Consultations
- Evaluate equipment / work processes (JHA's)
- Report department safety suggestions, facilitate employee participation
- Assist in solving safety problems.
- Assist in developing and implementing safety training



## **Safety Committee Members Activities & Duties (Continued)**

- Review incident / accident trends
- Conduct accident investigations
- Review old policies and procedures and assist in developing new ones
- Evaluate the safety program effectiveness



# Resources

- ▣ **Your Supervisor**
- ▣ **Bulletin Board in Staff Room**
- ▣ **IIPP Plan**
- ▣ **IIPP Coordinator**





# “5 C’s of Workplace Safety”

- ▣ Concern
- ▣ Consciousness
- ▣ Communication
- ▣ Commitment
- ▣ Common Sense



## RECRUITING, SCREENING & SELECTION



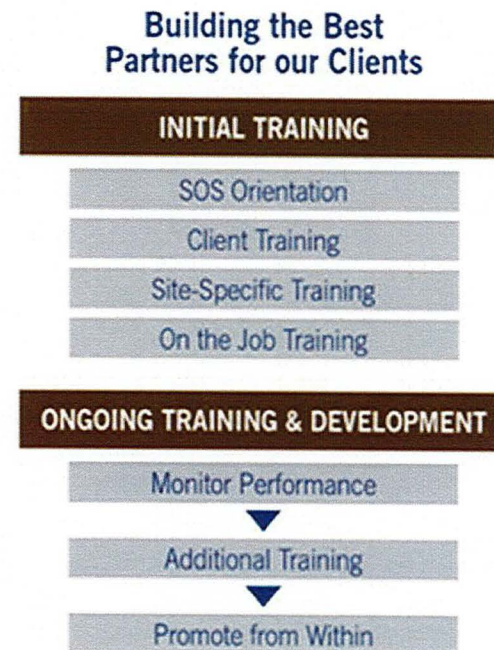
- **Employee background screenings include:**

- Criminal records – Prior seven years
- Employment references – Prior three years
- Sexual offender, education, and military service checked and documented.
- Social Security Number verification
- Minimum of three personal reference
- Department of Motor Vehicle check when personnel are required to drive a patrol vehicle.
- Proof of U.S. Citizenship (I-9), with certain exceptions for approved immigrants, will be maintained in the applicant's personnel file.



## TRAINING - STANDARD PROGRAM

- New Employee Orientation
- State Mandated Training
- Client Pre-assignment Training
- Site Specific Tailored Training
- On-going Refresher Training



## TRAINING- SPECIALIZED PROGRAM

- First Aid, AED & CPR Certification and Re-certification
- Fire Safety Officer / Director Training & Certification
- OSHA / HAZMAT – First Responder
- Customer Service / Report Writing
- Active Shooter Training
- Scenario-Based Training
- Decision Mechanics Training
- Supervisory Training Platforms
- Career Development Training
- Emergency Response / Evacuation Preparedness
- Client Safety Programs





## TRAINING - CUSTOMER SERVICE SKILLS

- Attitude of excellent service
- Identifying customers needs
- Thoughtful body language and words
- Uncompromising service at every contact point
- Resolving conflict
- Exceeding customer expectations



## EMPLOYEE RETENTION: INCENTIVE PROGRAM

- Competitive Wages
- Training
- Performance Evaluations
- Comprehensive Benefits – Offered to all
- Incentive Programs
  - Officer of the Year Award
  - Officer of the Month Award
  - Referral Bonus
  - Loyalty Award based upon Longevity
  - Outstanding Achievement Award Merit Increases
  - Bonuses for Attendance and Performance
- Promote from within (*Career Path*)
- Work Environment
- Hands-On Management Support
- Advanced Education and Training Seminars





**A. Selection and Profile of Staff**

1. The employee mix will be representative of SOS's Affirmative Action Program for sex, age and race. **SOS certifies that it is an Equal Employment Opportunity Employer, and that all annual Equal Employment Opportunity reports have been filed.**
2. If applicable, all security personnel currently assigned to a Client account will be evaluated. Individuals, who continue to meet with SOS's and Client's qualifications, will be retained.
3. The balance of the staff assigned to Client will be recruited through the following resources:
  - a) Law enforcement (federal, state and municipal) or military Correction
  - b) Fire, Correction and Emergency Medical Departments
  - c) Military Organizations
  - d) Social Media including our Webpage ([www.sossecurity.com](http://www.sossecurity.com))
  - e) Classified Advertising
  - f) Bonus Incentive/Employee Referral programs for new applicants
  - g) SOS's "Employment Search Placement Program" (ESP)
  - h) Job Fairs
  - i) Other organizations such as the Veterans' Administration, Kiwanis, Lions, Shriners, Elks and Rotary Clubs, etc.
  - j) SOS also supports and is an active participant in the "Wounded Warrior Project's Warriors to Work "(WtoW)" Program; where we recruit disabled veterans for suitable employment opportunities.

**Our recruiting efforts are further enhanced by developing and maintaining relationships with various organizations in the security industry as well as, federal, state and municipal law enforcement organizations.**

**B. Minimum Requirements of Personnel**

Each applicant shall:

1. Possess the necessary state security guard license.
2. Be capable of coherently communicating, reading and writing English.
3. Have the necessary reading and writing skills to comprehend security procedures and post order, to write reports legibly and coherently, and complete forms.
4. Demonstrate the ability to carry out mathematical functions, as it relates to the assignment.
5. Maintain general knowledge of the site layout and access areas.
6. Possess computer skills needed to carry out job functions.
7. Be a citizen of the United States or alien legally eligible for employment under the United States Immigration Laws.
8. Twenty-one (21) years of age or greater, based upon contract requirements.
9. Have a high school education or general equivalence diploma.
10. Not have been convicted of a felony crime or be the subject of any pending felony charges.
11. Have unlimited access to reliable transportation and a valid private telephone number at which the individual can be reached during non-business hours.
12. Be courteous, articulate, have the ability to use good judgment and work in a team environment.
13. React calmly, quickly and efficiently while under stress in problem situations.
14. Ability to follow prescribed methods and procedures.
15. Sufficient organizational skills to complete daily administrative responsibilities.
16. Ability to interact with all levels of management and other employees, internal and external.
17. Maintain a degree of deportment, which will reflect favorably upon our clients.

18. Complete the course of basic security training specified by SOS and Client.
19. Possess supervisory skills, as required.
20. Ability to work flexible hours.

**C. Medical and Physical Requirements**

1. All SOS applicants, prior to employment, are required to submit to and pass a drug-screening test.
2. An SOS employee will not be assigned to Client if he/she has health problems that could adversely affect their ability to perform or to meet specified minimum standards.
3. All SOS applicants must be physically capable of performing all duties assigned, and at a minimum, meet the following physical requirements:
  - a) Binocular vision, correctable to 20/30 (Snellen) and a keen sense of smell.
  - b) Ability to discriminate between standard colors.
  - c) Capability of hearing ordinary conversation at 20 feet and whispered conversation at 10 feet.
4. All SOS employees must be able to perform normal or emergency duties requiring moderate to arduous exertion such as:
  - a) Standing or walking for an entire eight (8) hour shift.
  - b) Climbing six (6) stories of stairs and ladders unimpeded.
  - c) Lifting and carrying objects weighing up to fifty (50) pounds (i.e., fire extinguishers).
  - d) Running short distances.
  - e) Unarmed self-defense or in defense of others and client's site.

**D. Personnel Documentation and Certification**

1. SOS will maintain complete and current files for all persons assigned under this contract, including proof of successfully completing all registration/licensing requirements, as per applicable state regulations. Such files shall be made available to Client upon request during normal business hours.
2. Personnel files will include at minimum:
  - a) New Hire Procedures Check List.
  - b) Signed employment application to include a signed release to conduct background investigations and a statement by the applicant permitting release of all information to the client.
  - c) Copy of identity verification.
  - d) Copy of education record.
  - e) Completed background investigation.
  - f) Dates and results of all screening examinations and certifications, where applicable.
  - g) Employee Profile.
  - h) Color photographs
  - i) Verification and copy of required state guard license/registration card.
  - j) Evaluation and/or disciplinary records



- k) Record of salary, benefits, and other compensation.
- l) Signed SOS Confidentiality Non-Disclosure Agreement.
- m) Fingerprint cards.
- n) Records of all training and testing.

➤ **PRE-EMPLOYMENT SCREENING**

- A. Initial screening will be conducted at SOS's branch office where each candidate prepares an Application for Employment (if not already submitted electronically) prior to a formal interview with the Human Resources Department.
- B. During the interview, the personnel specialist reviews the application with the candidate. Evaluations are based on the following areas:
- o Appearance and demeanor
  - o Expression and communications
  - o Job knowledge and general experience
  - o Motivation
  - o Personality

The personnel specialist will then complete an Interview Report, which will be maintained in SOS's files as part of the candidate's permanent record.

- C. Further screening and interviewing will be conducted and the following procedures will then be implemented.
1. **Fingerprint cards and required State forms** are prepared and submitted to the appropriate law enforcement authorities who will then in turn investigate the candidate for any prior criminal record.
  2. **Drug Screening:** In accordance with SOS's Substance Abuse Policy, prior to any candidate being assigned to provide security services at any client site location, SOS shall perform a 10-panel drug-screening test for controlled substances. The results will be reviewed and evaluated in a highly confidential manner. Any positive finding on the basis of the drug screening will require the sample to be tested by an independent laboratory for a gross confirmatory test (serum). Any positive finding (urine and/or serum test) will automatically disqualify an applicant for employment or assignment to any client location.
  3. **Background verification requirements** includes, but are not limited to:
    - a) Social Security Number verifications will be conducted and documented.
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- o Recurring training as needed, or by contract

As a need arises or at the clients request, additional training can be provided. Under the direction of the Senior VP-Training, SOS has assembled a staff of trainers whose collective experience spans all aspects of security with backgrounds ranging from certified training instructors, Certified Protection Professionals, personnel specialists and former law enforcement and military officers. What this provides our clients is our ability to meet any training need with tangible, flexible solutions.

#### **Some additional training needs that may be recognized:**

- CPR training/first-aid/AED
- Specialized bomb threat training
- OSHA training
- CFATS training
- TIPS training
- CLSO training
- Bloodborne Pathogens training
- Fire Safety training
- Customer Service training

**Provide what are your hiring requirements for supervisors.**

*In addition to meeting the requirements mentioned in Attachment F, all supervisors must:*

- *Have a proven track record in managing staff at a supervisory level.*
- *Be able to take responsibility for all security details operating on site as well as providing one's own vigilance to ensure safe/secure operations.*
- *Perform additional duties including, but not limited to:*
  - *Accountable for day to day supervision of officers in their respective shift*
  - *Supervise and monitor all activity associated with Client's security control centers to include CCTV, Access Control and Alarm Response (as applicable).*
  - *Ensure all security staff adhere to Client's post orders and execute their duties as directed.*
  - *Ensure accuracy and completeness of all incident reports.*
  - *Report any and all security related incidents as dictated by Client's security policy and procedures.*
  - *Conduct patrols, ensuring all is secure and validate daily staffing needs through supervisory post checks.*



Search County Government

Home | County Commission | Doing Business | Visiting

**ENVIROS**

Enforcement Action Advanced Search

Search Reset

**No information was found matching your selection criteria. Please try again.**

Enforcement Action Number:

House Number:  To:

Street:      
**Direction Street Name Street Type Suite**

City:  Zip:

Section:  Township:  Range:

Respondent:

[Help on this page](#)

Screen ID: 23473



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Florida Department of Environmental Protection

### Hazardous Waste Facilities Search Results

**Selection Criteria for This Handler Search:**

**EPAID: % ; Name: SOS SECURITY LLC% ; Address: % ; City: % ; County: %**

**For Facility Data Links:**

**A**ctivities -- provides a list of RCRA compliance activities and violations.

**M**apping in GIS -- this opens a **[NEW IMPROVED]** GIS mapping tool focused on the facility.

**D**ocuments -- this provides a list of electronic documents available online.

**E**rror Reporting -- send us feedback to address data errors.

**C**ounty Verification -- County or RPC verification of Facility and Waste for this site.

**For a Generator Status History:**

click on the **Status**. - **NOT** indicates a facility is a Non-Notifier and may not have been issued the associated EPAID - **Check with DEP before using that EPAID!**

[Legend of Status Types](#)

EPA ID	Name	County	Address	Contact	Status	As of	Data Links
<b>Search has retrieved 0 Facilities</b>							

**Legend of Status Types:**

- LQG - Large Quantity Generator
- SQG - Small Quantity Generator
- CES - Conditionally Exempt Small Quantity Generator
- UOT - Used Oil Transporter
- TRA - Hazardous Waste Transporter
- TSD - Treatment/Storage/Disposal Facility
- CLO - Closed
- NHR - Non-Handler of Hazardous Waste

**OSHA** English | Spanish

Find it in OSHA

A TO Z INDEX

**OSHA** ▾ **WORKER** ▾ **EMPLOYER** ▾ **STANDARDS** ▾ **ENFORCEMENT** ▾ **CONSTRUCTION TOPIC** ▾ **NEWS/RESOURCES** ▾ **DATA** ▾ **TRAINING** ▾

## Establishment Search

### Reflects inspection data through 03/22/2019

This page enables the user to search for OSHA enforcement inspections by the name of the establishment. Information may also be obtained for a specified inspection or inspections within a specified SIC.

**Note:** Please read important information below regarding interpreting search results before using.

Search By:

**Your search did not return any results.**

Establishment

*(This box can also be used to search for a State Activity Number for the following states: NC, SC, KY, IN, OR and WA)*

**State** All States ▾ Fed & State ▾

**OSHA Office** All Offices ▾

**Site Zip Code**

**Case Status**  All  Closed  Open

**Violation Status**  All  With Violations  Without Violations

Inspection Date

**Start Date** March ▾ 1 ▾ 2014 ▾

**End Date** March ▾ 26 ▾ 2019 ▾

**Can't find it?**

- Wildcard use %
- Basic Establishment Search Instructions
- Advanced Search Syntax

**NOTE TO USERS**

The Integrated Management Information System (IMIS) was designed as an information resource for in-house use by OSHA staff and management, and by state agencies which carry out federally-approved OSHA programs. Access to this OSHA work product is being afforded via the Internet for the use of members of the public who wish to track OSHA interventions at particular work sites or to perform statistical analyses of OSHA enforcement activity. It is critical that users of the data understand several aspects of the system in order to accurately use the information.

The source of the information in the IMIS is the local federal or state office in the geographical area where the activity occurred. Information is entered as events occur in the course of agency activities. Until cases are closed, IMIS entries concerning specific OSHA inspections are subject to correction and updating, particularly with regard to citation items, which are subject to modification by amended citations, settlement agreements, or as a result of contest proceedings. THE USER SHOULD ALSO BE AWARE THAT DIFFERENT COMPANIES MAY HAVE SIMILAR NAMES AND CLOSE ATTENTION TO THE ADDRESS MAY BE NECESSARY TO AVOID MISINTERPRETATION.

The Integrated Management Information System (IMIS) is designed and administered as a management tool for OSHA to help it direct its resources. When IMIS is put to new or different uses, the data should be verified by reference to the case file and confirmed by the appropriate federal or state office. Employers or employees who believe a particular IMIS entry to be inaccurate, incomplete or out-of-date are encouraged to contact the OSHA field office or state plan agency which originated the entry.

UNITED STATES  
DEPARTMENT OF LABOR

Occupational Safety and Health Administration  
200 Constitution Ave NW  
Washington, DC 20210  
☎ 800-321-6742 (OSHA)  
TTY  
www.OSHA.gov

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**OCCUPATIONAL SAFETY AND HEALTH**

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Plug-Ins Used by DOL  
Accessibility Statement

**From:** [efoia@uscg.mil](mailto:efoia@uscg.mil)  
**To:** [Osorno-Belleme, Angela](#)  
**Subject:** RE: Your Freedom of Information Act (FOIA)/Privacy Act (PA) 2019-CGFO-01262  
**Date:** Wednesday, March 27, 2019 11:54:08 AM  
**Attachments:** [Non-DoD Source Freedom of Information Act Request1.msg](#)

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Ms. Osorno-Belleme,

This acknowledges receipt of your March 21, 2019, Freedom of Information Act (FOIA) request to the U.S. Coast Guard (USCG). Your request was received on March 27, 2019 and has been assigned FOIA[PA] number 2019-CGFO-01262.

We have queried the appropriate component of the USCG for responsive records. If any responsive records are located, they will be reviewed for determination of releasability. Please be assured that one of the processors in our office will respond to your request as expeditiously as possible. We appreciate your patience as we proceed with your request.

You may check the status of your request by entering FOIA[PA] request number 2019-CGFO-01262 into the following site: <http://www.dhs.gov/foia-status>. Request status is updated and refreshed on a nightly basis electronically.

You may contact this office via telephone at 202-475-3522 or via email at [EFOIA@uscg.mil](mailto:EFOIA@uscg.mil) if you have any further questions.

Sincerely,

U.S. Coast Guard  
FOIA/PA Office

**From:** [Osorno-Belleme, Angela](#)  
**To:** "[EFOIA@uscg.mil](mailto:EFOIA@uscg.mil)"  
**Subject:** Freedom of Information Act Request  
**Date:** Thursday, March 21, 2019 2:16:53 PM  
**Attachments:** [image001.png](#)

---

Please accept this email as a Freedom of Information Act request for information on any environmental infractions, fines, penalties, and resolutions associated with the following companies:

Tethys Supply and Marketing, LLC  
954 W Washington BLVD, Suite 250  
Chicago, IL 60607

SOS Security LLC  
6360 NW 5<sup>th</sup> Way  
Fort Lauderdale, Florida 33309

Raider Environmental Services of Florida, Inc.  
4103 NW 132 Street  
Opa Locka, FL 33054

The period of this request is March 1, 2014 through March 1, 2019.

Your response may include redactions (removal) of Personal Information(5 U.S.C. 552(b)(6) and (b)(7)(c) information.

Thank you.



**Angela Osorno Belleme, PMP**  
**Franchise & Business Permit Manager**  
Broward County Port Everglades Department  
1850 Eller Drive, Suite 603  
Fort Lauderdale, FL 33316  
Ph (954) 468-0112 Fx (954) 468-525-1910  
[aosornobelleme@broward.org](mailto:aosornobelleme@broward.org)  
[www.broward.org](http://www.broward.org)



**SOSSecurity®**

April 18, 2019

Department of Port Everglades  
**Attn: Ms. Angela Osorno-Belleme,**  
**Franchise & Business Permit Manager**  
1850 Eller Drive, Suite 603  
Fort Lauderdale, FL 33316-4201

**Sent via Email: aosornobelleme@broward.org**

**Re: Renewal of Marine Terminal Security**  
**Response Due Date: April 18, 2019**

Dear Ms. Osorno-Belleme:

Further to your email dated April 17, 2019, please find our responses:

1. **Page 2, Section A.1 – Officers:** Please provide a resume for Vincent Melillo. He is registered with the Florida Department of Revenue, Division of Corporations, as officer of the company.

Please see Attachment A. Vincent Melillo is no longer with SOS Security. Thomas Gustafson, our CFO has now been registered, and the change is reflected within Attachment A. We have also provided a copy of Thomas Gustafson's resume.

2. **Page 8, Section P.4 – Frequency of Training.** Please submit information regarding frequency of training.

SOS' training program is presented to our offices in an on-going refresher format with a focus on specific aspects when the need arises or at the Clients' request. At minimum, the training requirements are formally reviewed on an annual basis.

3. **Page 9, Section Q.4 – Statement of Commitment to Environmental Protection.** Please submit a statement addressing the company's commitment to the environment.

SOS Security LLC is committed to improving the environment by fostering partnerships with area businesses, community leaders and neighbors to create a cleaner, safer place to live and work.

4. **Page 9, Section R – Promoting Growth at Port Everglades.** Please submit a statement addressing how the company will promote and develop growth at Port Everglades.

SOS Security LLC will promote port growth internally by introducing our port franchise at Port Everglades to all of our existing Clients. SOS will underscore the value the port can provide to any given Client's supply chain.

5. **Page 11, Section P.3 b, c, f & g – Security Guards / Supervisors.** b. Provide historic annual turnover ratio for security guards. c. Provide information regarding frequency of training. f. Provide

---

**CORPORATE HEADQUARTERS**

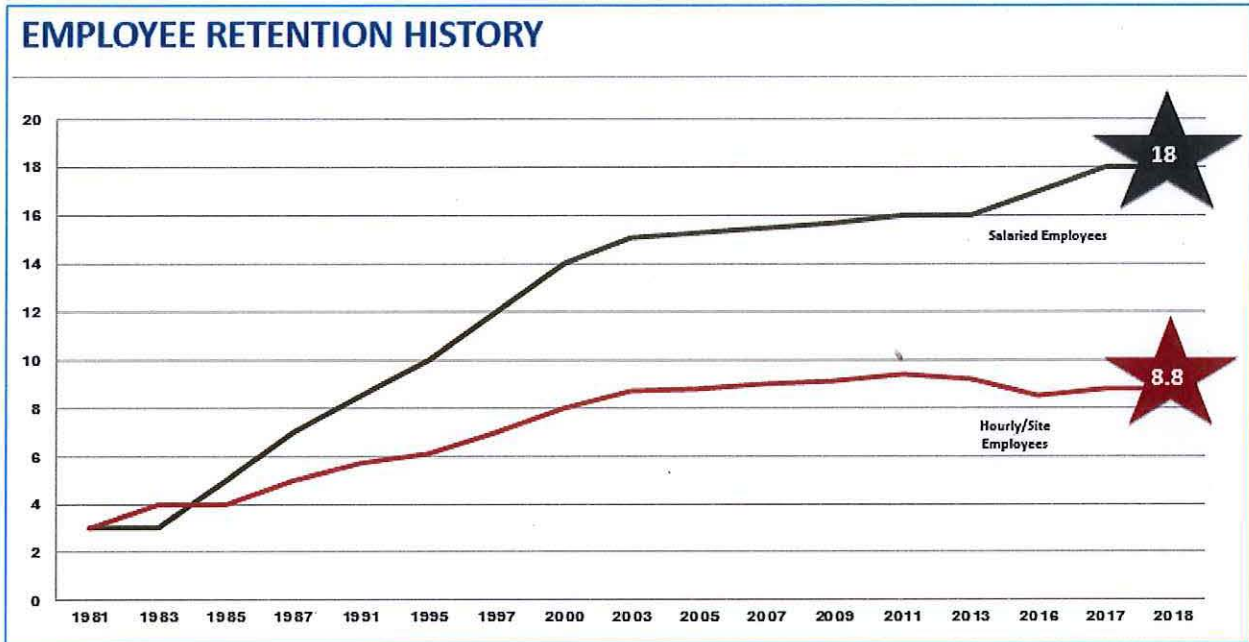
One Security Plaza · 1915 Route 46 · Parsippany, NJ · 07054  
(973) 402-6600 · [www.sossecurity.com](http://www.sossecurity.com)





procurement criteria and source as well as Applicants' certification requirements for K-9 workforce. g. List number of security guards / supervisors.

b. Please refer to below chart (displayed utilizing percentages).



c. SOS' training program is presented to our officers in an on-going refresher format with a focus on specific aspects when the need arises or at the Client's request. At minimum, the training requirements are formally reviewed on an annual basis.

f. SOS does not provide a K-9 workforce.

g. Regarding the number of personnel SOS provides for the Port Everglades account, there are five (5) Supervisors and twenty (20) Class D security officers.

Thank you for your continued consideration. Please contact me at 561-939-1300 or [rdiaz@sossecurity.com](mailto:rdiaz@sossecurity.com) with any questions or concerns regarding the enclosed correspondence.

Sincerely,

SOS Security LLC

Rodolfo "Rudy" Diaz  
SVP – Regional Director

RD:mr  
Enclosure(s)

**CORPORATE HEADQUARTERS**

One Security Plaza · 1915 Route 46 · Parsippany, NJ · 07054  
(973) 402-6600 · [www.sossecurity.com](http://www.sossecurity.com)