

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

2018 MAY 29 PM 4:42
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 (This 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 (X) 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 X 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 X 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 X 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 X 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 X 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 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 X ___

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 X

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 X

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 X

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 JP Morgan Chase Bank Nature of Business Banking

Contact Name Pamela Cyran Title Assistant Vice President

Legal Business Street Address 695 Route 46 West

City, State, Zip Code Fairfield, NJ 07004

Phone Number (973) 439-5046

(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 X
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.
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 X 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 X

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 X

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 X

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, then 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 29 May 2018

Signature name and title - typed or printed Rodolfo A DIAZ

Witness Signature (*Required*) Frankie Hammond
Witness name-typed or printed Frankie Hammond

Witness Signature (*Required*) Ann McTearna
Witness name-typed or printed Ann McTearna

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

Name Rob Morrison Title VP OPERATIONS

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



SOS SECURITY LLC

June 19, 2018

Broward County Florida
Department of Port Everglades
Business Administration Division
Attn: Angela Osorno Belleme
1850 Eller Drive
Fort Lauderdale, Florida 33316-4201
aosornobelleme@broward.org

Re: SOS Security LLC Application – Requested Items

Dear Ms. Osorno Belleme,

Further to your letter dated June 18, 2018, **Page 13 – Signature**, 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 new 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 and/or 973-270-2308.

Very truly yours,

SOS SECURITY LLC

A handwritten signature in blue ink, appearing to read 'Kenneth M. Fisher'.

Kenneth M. Fisher
President

KMF:mr

cc: Rodolfo Diaz, SVP

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


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

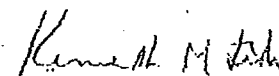
OF

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



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

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.



SOS SECURITY LLC

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



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 10% of the Key Employee Incentive Compensation Plan;
- Auto Allowance of \$2,000.00 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 1ST, 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.

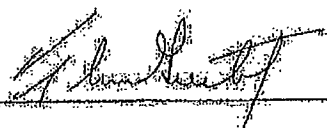
Kenneth M. Fisher,
President

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



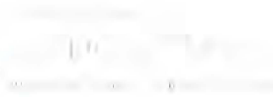
SOS Security LLC



Thomas Gustafson



Date



[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Owner Search

Submit

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 [View image in PDF format](#)

[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Owner Search

Submit

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.

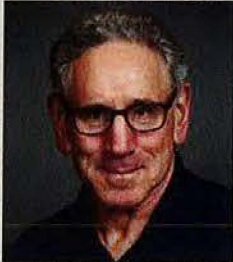
Our services extend beyond personnel and include executive protection and secure travel support to operations center set-up and support, event risk mitigation, intelligence analysis and dedicated niche services such as retail risk and theft prevention.

- 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 Bogнар, 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.



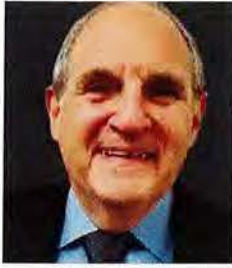
Christina "Chris" Duffey, CPP

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.

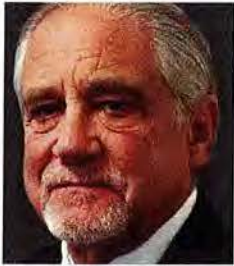
Christina makes significant contributions to the security industry through volunteer leadership, guest speaking and mentoring. She was the 2014 recipient of the ASIS Canada Ron Minion Security Pioneer Award.



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

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

FRANKIE HAMMOND

3011 S.W 37th Terr
Hollywood, FL 33023
frankie.hammond@yahoo.com

1993-2000 The Wackenhut Corp. Palm Beach Gardens, FL
Site Supervisor

- Responsible for the Scheduling of security officer for that site.
- Disciplinary action, Removal of security from the site, & Overall site operation.

1987-1993 Statewide Enterprises Dania Beach, FL
Shift Supervisor

- Responsible for shift operation.

EDUCATION

1982 - 1986 Glades Center High Belle Glade, FL

- High School Diploma

1987 - 1987 Amercia Indoor Security Training Class, Pembroke Park, FL

- Class D State License

1991 – 1991 American Indoor Firearm Training Class, Pembroke Park, FL

- Class G Firearm State License

QUALIFICATIONS

2004 – Obtain a **(C)** Private Investigator License, State of Florida

2002 – Obtain a **(M)** Security/Investigator Manager License , State of Florida

1991 – Obtain a **(G)** State of Florida Firearm License, State of Florida

1987 – Obtain a **(D)** Security Officer License, State of Florida

On the Job Experience with CCTV & DVR, Surveillance Cameras, Electronic Check Point Station, SSP & Guard Xpress Schedule Program, InTime Schedule Program, Valiant Schedule Program

Also worked as a part time home renovation helper with project like pumping, electoral, sheetrock repair.

Page 2, Section A.1 – Officers. Please provide documentation for the appointment of Thomas Gustafson as Chief Financial Officer.

Please see Attachment A, which reflects a redacted signed copy of Mr. Gustafson's Offer letter from SOS Security. Please advise if further information is required.

Page 4, Section F – Business History. Describe the company's previous business history, including length of time providing marine terminal security services.

Please see Attachment B, SOS' Statement of Capabilities brochure. Please advise if further information is required.

Page 5, Section H – Ports of Service. You stated in the application that SOS Security LLC, does not provide security services at any other port. If this is not correct, please provide the names of the ports where you provide security services and the names of clients and length of service.

SOS apologies for the incorrect statement. SOS has provided (for less than one year) security services at the following ports for:

- **Crowley Logistics** – 1163 Talleyrand Ave., Jacksonville, Florida 32206
- **Crowley Logistics** – Petty's Island, 36th Street & Delaware River, Pennsauken, NJ 08110
- **SpaceX** – 2700 Miner Street, San Pedro, CA 90731
- **SpaceX** – 801 Reeves Avenue, San Pedro, CA 90731

Page 6, Section J – Insurance Certificate. The Certificate of Insurance provided expired on June 4, 2018. Please provide an updated certificate.

Please see Attachment C. This is SOS' Evidence of Insurance COI. The first is an extension COI (through June 8, 2018) as well as the renewal certificate (June 8, 2018 – June 4, 2019).

Page 8, Section P.1 – Safety Program. Please provide a copy of your safety manual.

Please see Attachment D.

Page 10, Section N.1, 2, 3, & 4 – Security Equipment. Please provide a list of all security equipment, a copy of all manufacturers recommended service intervals and name of company contracted to provide services on equipment's and include description of current method to assure all equipment's are properly calibrated and functioning. If your company operates an x-ray equipment, please list training requirements and training syllabus for employees. Provide Equipment Operator certificates, if any. If you do not use security equipment as described in this section, please indicate "None".

None.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
6/8/2018

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.

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.

PRODUCER: The Graham Company, The Graham Building, 1 Penn Square West, Philadelphia PA 19102
INSURED: SOS Security LLC, 1915 US Highway 46, Parsippany, NJ 07054-1300
CONTACT NAME: Kevin Connelly, PHONE: 215-567-6300, FAX: 215-525-0235, E-MAIL ADDRESS: CONNELLY_UNIT@grahamco.com

COVERAGES CERTIFICATE NUMBER: 682163084 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.

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSD, SUBR WVD, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Rows include Commercial General Liability, Automobile Liability, Umbrella Liability, Workers Compensation and Employers' Liability, Excess Liability, Crime/Fidelity, and Cyber Liability.

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-09618-17 NAIC #27154 Effective: 12/28/2017 - 12/28/2018
Property Policy #39 UUM HF9971 NAIC #19682 Effective: 06/08/2018 - 06/04/2019

Newmark Knight Frank is an additional insureds on the above General Liability and Umbrella Liability Policies on a primary and non-contributory basis if required by written contract.

Prior to loss, and if required by written contract, Waiver of Subrogation is provided on the General Liability/Umbrella Liability/Workers Compensation Policies for See Attached...

CERTIFICATE HOLDER CANCELLATION

Form with fields for Certificate Holder (Evidence of Insurance) and Cancellation (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: Kenneth J. Swell)

AGENCY CUSTOMER ID: SOSSECU-01

LOC #: _____



ADDITIONAL REMARKS SCHEDULE

Page 1 of 1

AGENCY The Graham Company		NAMED INSURED SOS Security LLC 1915 US Highway 46 Parsippany, NJ 07054-1300	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE		

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: CERTIFICATE OF LIABILITY INSURANCE

Should any of the above described policies be cancelled before the expiration date thereof, The Graham Company will endeavor to mail 30 days written notice to the certificate holder, but failure to do so shall impose no obligation or liability of any kind upon The Graham Company, its agents or representatives.

SOS SECURITY HOLDINGS, LLC AND SUBSIDIARIES

Consolidated Balance Sheets

	Year Ended	
	December 30, 2017	December 31, 2016
ASSETS		
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>
LIABILITIES		
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		
MEMBERS' EQUITY		
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>
Other income (expense):		
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>
Net (loss) income	<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>
Comprehensive (loss) income	<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
Cash flows from operating activities, net of business combinations:		
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>
Cash flows from investing activities:		
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>
Cash flows from financing activities:		
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>
Net change in cash	3,272,766	366,725
Cash at beginning of year	<u>787,157</u>	<u>420,432</u>
Cash at end of year	\$ 4,059,923	\$ 787,157

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
Supplemental disclosures of cash paid:		
Interest	\$ 3,566,639	\$ 2,112,834
Taxes	\$ 1,424,188	\$ 304,427
Noncash investing and financing activities:		
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

INDEMNITY AND PAYMENT BOND

2018 JUN 28 PM 1:51

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 xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx DOLLARS (\$20,000 xxxxxxxxx), 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

SURETY ACKNOWLEDGEMENT

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 10th day of March, 2016.

UNITED STATES FIRE INSURANCE COMPANY

Anthony R. Slimowicz, Senior Vice President

State of New Jersey }
County of Morris }

On this 10th 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 (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, 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
TOTAL ASSETS.....	4,094,346,578
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
TOTAL LIABILITIES.....	\$2,792,084,719
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
TOTAL LIABILITIES, SURPLUS & OTHER FUNDS.....	\$4,094,346,578

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



BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT

115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-831-4000
VALID OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2018

DBA:
Business Name: SOS SECURITY LLC

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

Owner Name: EDWARD B SILVERMAN
Business Location: 2101 N COMMERCE PKWY
WESTON

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

Business Phone:

Rooms Seats Employees Machines Professionals
6

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

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 #WWW-16-00148457
Paid 07/24/2017 37.50

2017 - 2018

BROWARD COUNTY LOCAL BUSINESS TAX RECEIPT

115 S. Andrews Ave., Rm. A-100, Ft. Lauderdale, FL 33301-1895 – 954-831-4000
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State/County/Cert/Reg:
Exemption Code:

Business Phone:

Rooms Seats Employees Machines Professionals
6

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

Receipt #WWW-16-00148457
Paid 07/24/2017 37.50

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

04/04/18
DATE ISSUED

05/06/20
DATE OF EXPIRATION

BB1400004
LICENSE NUMBER

SOS SECURITY LLC

5323 MILLENIA LAKES BLVD,
SUITE 300
ORLANDO, FL 32839

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



A handwritten signature in black ink, appearing to read "Adam H. Putnam".

**ADAM H. PUTNAM
COMMISSIONER**

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**ADAM H. PUTNAM
COMMISSIONER
DIVISION OF LICENSING**

03/07/17
DATE ISSUED

05/06/20
DATE OF EXPIRATION

BB1400004
LICENSE NUMBER

SOS SECURITY LLC
555 WINDERLY PLACE
SUITE 300
MAITLAND, FL 32751

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



A handwritten signature in black ink, appearing to read "Adam H. Putnam".

**ADAM H. PUTNAM
COMMISSIONER**

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

**ADAM H. PUTNAM
COMMISSIONER**

DIVISION OF LICENSING

02/11/16
DATE ISSUED

03/18/19
DATE OF EXPIRATION

A 1200257
LICENSE NUMBER

SOS SECURITY LLC

10510 PORTAL CROSSING
SUITE-104
BRADENTON, FL 34211

FISHER, KENNETH, PRESIDENT
FRANK, BARRY, VICE PRESIDENT
BUTYN, RICHARD J, SECRETARY-TREASURER
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

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

OBJECTIVES
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.
POLICY
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.
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.
RESPONSIBILITY
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.



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

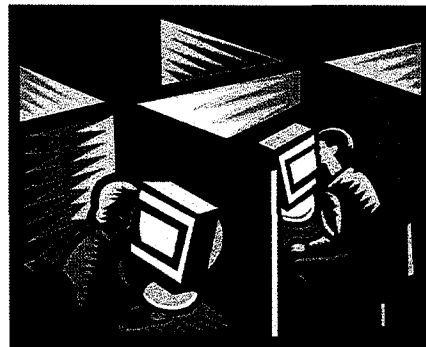
- ▣ Emergency Preparedness
- ▣ Ergonomics
- ▣ Communicable Diseases
- ▣ Hazard Communication
- ▣ Hazardous Materials



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



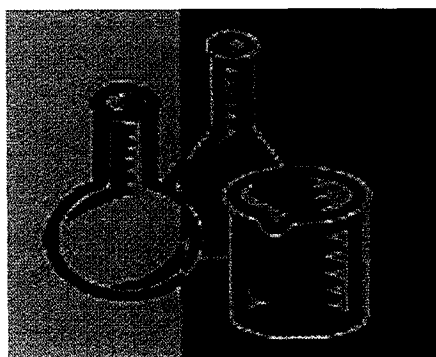
Use Universal Precautions

- 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.

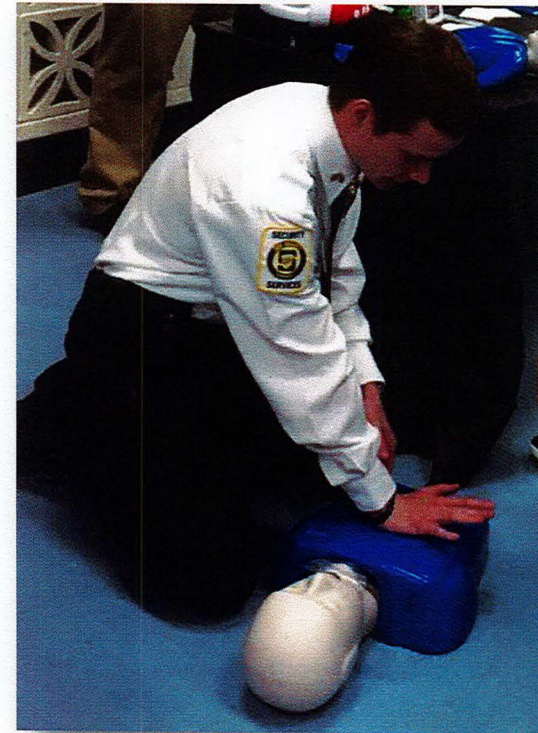
TRAINING - STANDARD PROGRAM

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



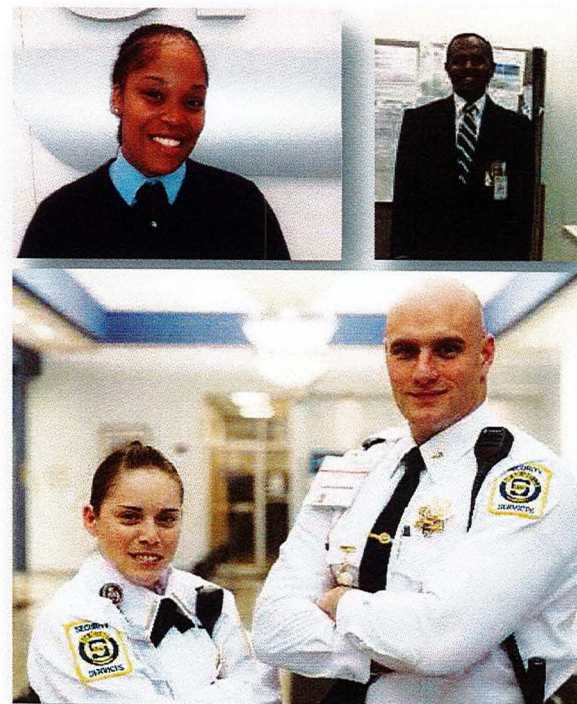
TRAINING- SPECIALIZED PROGRAM

- 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



From: Rob Morison
To: Osorno-Belleme, Angela
Subject: RE: SOS Security LLC MTS 2018
Date: Tuesday, July 31, 2018 11:00:52 AM
Attachments: [image001.png](#)

Angela,

The chain of command is as follows.

Frankie Hammond
Director of Operations

Robert Morison
Regional Vice President – Florida

Rudy Diaz
SVP – Regional Director Southeast Operations

From: Osorno-Belleme, Angela [mailto:AOSORNOBELLEME@broward.org]
Sent: Tuesday, July 31, 2018 10:52 AM
To: Rob Morison
Subject: RE: SOS Security LLC MTS 2018

Who will be the managerial employees of the operation at Port Everglades?



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
aosornobellme@broward.org
www.broward.org

From: Rob Morison [mailto:rmorison@sossecurity.com]
Sent: Tuesday, July 31, 2018 10:50 AM
To: Osorno-Belleme, Angela <AOSORNOBELLEME@broward.org>
Subject: RE: SOS Security LLC MTS 2018

Good morning Angela,

I anticipate the following headcount.

1 Manager
4 Supervisors
20-24 Security Officers

Regards,

Robert Morison
Regional Vice President – Florida
SOS Security LLC
6360 NW 5th Way, Suite 203
Fort Lauderdale, FL 33309
561-939-1300

From: Osorno-Belleme, Angela [<mailto:AOSORNOBELLEME@broward.org>]
Sent: Tuesday, July 31, 2018 9:37 AM
To: Rob Morison
Subject: RE: SOS Security LLC MTS 2018

Good morning, Rob.

Please send me the number of managers, supervisors and security officers that will be working locally at Port Everglades.

Thanks,



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
aosornobellme@broward.org
www.broward.org

From: Rob Morison [<mailto:rmorison@sossecurity.com>]
Sent: Thursday, July 19, 2018 2:04 PM
To: Osorno-Belleme, Angela <AOSORNOBELLEME@broward.org>
Subject: RE: SOS Security LLC MTS 2018

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)
 - 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:

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

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's 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's 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's computers are generally connected to the internet in order to receive important information via e-mail or from the SOS website. Use of the internet for non-business purposes is against the Company's policy. Anyone found using an SOS computer to view pornographic or other 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's 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 telephone. Please conduct personal calls and text messaging only on break or lunch periods from your personal phone or pay phone. Personal 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 websites, displaying or transmitting sexually-explicit images or messages, ethnic slurs, racial epithets or anything that could be construed as harassment or disparaging to others.

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

All client 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 client equipment. Employees are also prohibited from installing or downloading any software on to either Company or client equipment.

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

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 without advance notice and consistent with applicable State and Federal laws. Employees should expect that communications they send and receive through the Company's 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 Usage

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, MySpace, and LinkedIn, posting or reviewing content on video-sharing sites, such as YouTube, creating "wikis", and authoring or commenting on blogs and micro-blogs, 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's, 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, MySpace, LinkedIn, YouTube, 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 based on a protected class.

- **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 your supervisor or 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 Chief Executive Officer 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 Chief Executive Officer of the Company.
- 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 #'s, 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, the California Labor Code, 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 Senior Vice President of Human Resources.

REPORTING VIOLATIONS:

If you become aware of any violations of this policy, report them immediately to your manager or the Senior Vice President of Human Resources. 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 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. In the case of an emergency or serious 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 incidents must be reported to your supervisor immediately. An SOS Incident Report and other pertinent forms must be completed and filed within twenty-four (24) hours of the occurrence.

3. 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. No one, including an SOS manager or client can authorize you to perform any work before or after signing out. Any requests to do so must be immediately reported to the Senior Vice President of Human Resources. In addition, employees must also sign in and out on the timesheet at those locations with non-paid meal breaks.
4. An officer who is absent for more than two (2) consecutive days without notifying the Company shall be considered to have voluntarily quit his or her employment with SOS, which may adversely affect the officer's re-hire status or ability to qualify for State unemployment benefits.
5. All sick leave beyond two (2) consecutive work days requires a doctor's release before returning to work.
6. 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.
7. All officers must adhere to the dress code for his or her work environment. No deviations from a standard uniform are allowed without prior management approval.
8. An officer must never complain, argue or share SOS's proprietary information with a client or any employee or customer of the client. All grievances and issues must be directed through the SOS Chain of Command.
9. Fighting on the client's property for any other reason than self-defense is grounds for immediate dismissal.
10. Reporting for duty while under the influence of non-prescription drugs or alcohol is grounds for immediate dismissal. Officers taking prescription medications that may impair their ability to operate machinery or vehicles must notify Human Resources before reporting for work and may be asked for a doctor's note listing any limitations.
11. 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.
12. An officer must not use the client's telephone or other equipment unless instructed to do so.
13. 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.
14. Officers must not accept gratuities 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.
15. 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.

Page 2, Section A.1 – Officers. Please provide documentation for the appointment of Thomas Gustafson as Chief Financial Officer.

Please see Attachment A, which reflects a redacted signed copy of Mr. Gustafson's Offer letter from SOS Security. Please advise if further information is required.

Page 4, Section F – Business History. Describe the company's previous business history, including length of time providing marine terminal security services.

Please see Attachment B, SOS' Statement of Capabilities brochure. Please advise if further information is required.

Page 5, Section H – Ports of Service. You stated in the application that SOS Security LLC, does not provide security services at any other port. If this is not correct, please provide the names of the ports where you provide security services and the names of clients and length of service.

SOS apologies for the incorrect statement. SOS has provided (for less than one year) security services at the following ports for:

- **Crowley Logistics** – 1163 Talleyrand Ave., Jacksonville, Florida 32206
- **Crowley Logistics** – Petty's Island, 36th Street & Delaware River, Pennsauken, NJ 08110
- **SpaceX** – 2700 Miner Street, San Pedro, CA 90731
- **SpaceX** – 801 Reeves Avenue, San Pedro, CA 90731

Page 6, Section J – Insurance Certificate. The Certificate of Insurance provided expired on June 4, 2018. Please provide an updated certificate.

Please see Attachment C. This is SOS' Evidence of Insurance COI. The first is an extention COI (through June 8, 2018) as well as the renewal certificate (June 8, 2018 – June 4, 2019).

Page 8, Section P.1 – Safety Program. Please provide a copy of your safety manual.

Please see Attachment D.

Page 10, Section N.1, 2, 3, & 4 – Security Equipment. Please provide a list of all security equipment, a copy of all manufacturers recommended service intervals and name of company contracted to provide services on equipment's and include description of current method to assure all equipment's are properly calibrated and functioning. If your company operates an x-ray equipment, please list training requirements and training syllabus for employees. Provide Equipment Operator certificates, if any. If you do not use security equipment as described in this section, please indicate "None".

None.

d. 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.*

e. Provide present policy for individual communication devices.

Please refer to Attachment G, extracted from SOS' Employee Handbook re: Technology and Social Media policies.

Page 13 – Signature. The signatory on the application shall be registered with the State of Florida, Divisions of Corporations as an officer of the company. Rodolfo Diaz does not appear as a registered Agent. Please provide authorization for Mr. Diaz to legally bind the company or submit the application signed by a registered Agent.

Please refer to Attachment H. Kenneth M. Fisher, President of SOS Security LLC, has provided authorization for Mr. Diaz to legally bind the company.

CROWLEY®
People Who Know®

MARSEC TRAINING

Date: 06/13/2018



SOSSecurity®

AGENDA/OUTLINE

- Terrorism Overview
- Current Threats
- DHS Advisories
- Maritime Security/MARSEC
- Security Notifications
- Basic Responsibilities
- MTSA 33 CFR 105.210
 - Facility Security Plan
 - Facility Organization
 - Required Training
 - Records
 - Threat/Pattern Recognition
- Weapon Recognition
- Threat Behavioral Patterns
- Security Circumvention Techniques
- Crowd Management and Control
- Security Related Communication
- Emergency Procedures
- Contingency Plans
- Security Systems and Operations
- Security Systems and Operations
 - Maintenance/Calibration
- Access Control
- Searches/ Inspections
 - Personnel
 - Baggage
 - Vehicle
 - Cargo/Vessel Holds
 - Truck/Trailer
 - Shipping Containers
 - Inbound and Outbound Security Duties

AGENDA/OUTLINE (CONTINUED)

- TWIC and Escorting
- TWIC Training Requirements
- Recognition of TWIC Credentials
- Resolution of violations
- Sensitive Security Information
- SOS Security Point of Contact
- Crowley Points of Contact
- Q&A

TERRORISM

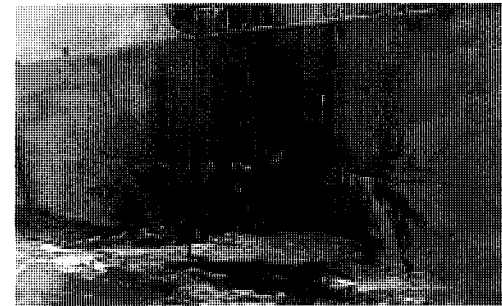
- **Terrorism – Defined by the Department of Defense as the calculated use of unlawful violence or threat of unlawful violence to inculcate fear; intended to coerce or to intimidate governments or societies in the pursuit of goals that are generally political, religious or ideological**
- **Terrorist- is defined as an individual who uses violence, terror and intimidation to achieve a result.**

TERRORISM

- **National Terrorist – individual terrorists or organizations that focus all their operations within territorial boundaries of a single nation.**
- **Transnational Terrorist- The term is used to describe terrorists and organizations that operate across borders of countries.**
- **International Terrorism- Is the unlawful use of force or violence committed by a group or individual, who has some connection to a foreign power of whose activities transcend national boundaries, against persons or property to intimidate or coerce a government, the civilian population, to further political or social goals**

INTERNATIONAL TERRORISM

- **International Terrorism- Is the unlawful use of force of violence committed by a group or individual, who has some nexus to a foreign power of whose activities transcend national boundaries, against persons or property to intimidate or coerce a government, civilian population or any segment thereof, in the furtherance of political or social goals**



October 12, 2000 USS Cole docked at the Yemeni Port of Aden was attacked by a small craft of suicide bombers

DOMESTIC TERRORISM

- **Domestic Terrorism-** Involves groups or individuals who are based and operate entirely within the United States and its protectorates without foreign government support or direction and whose actions are directed at the elements of the U.S. Government or population



April 19, 1995 Timothy McVeigh parked a box truck filled with ammonium nitrate outside the Alfred P. Murah Federal Building killing 168 & leaving hundreds more injured

CURRENT THREATS

- **There are many terrorist organizations throughout the world who would like to do harm and embarrass the United States. They have the knowledge, capability and patience to strike anywhere in the world. Based on this continuous threat, we as security professionals must be aware of our surroundings and report any suspicious activity or behaviors to your supervisor/client.**

DHS ADVISORIES

- **National Terrorism Alerting System (NTAS) was established in 2011 to keep the public informed of possible and probable terrorist threats. This system replaced the previously used Homeland Security Advisory System which used color coding with identifiers to keep the public informed. NTAS uses two types of advisories**
 - **Bulletins**
 - **Alerts**

MARITIME SECURITY

- **MARSEC is the acronym for Maritime Security, which has three levels which are determined by the US Coast Guard to communicate the current threat level to the port**
- **These levels permit the Captain of the Port, the port community, and the vessel operator to pre-plan appropriate security measures for each threat level**

WHAT IS MARSEC? 33 CFR 105.220, 101.200 AND 101.405

- Maritime Security (MARSEC) Level means the level set to reflect the prevailing threat environment to the marine elements of the national transportation system, including ports, vessels, facilities, and critical assets and infrastructure located on or adjacent to waters subject to the jurisdiction of the U.S.
- Think of MARSEC Levels as a term used for the delineation of threat levels. Now, you have heard of the Homeland Security threat levels of Blue, Yellow, Orange, and red. Well, think of MARSEC Levels as the same thing only without the colors. In the maritime community there are only three levels. MARSEC 1,2 and 3. MARSEC level 1 would be the equivalent of Homeland Security's YELLOW threat level. In the maritime industry, this is considered the new normalcy. MARSEC 2 would correlate to Homeland Security's ORANGE threat level and MARSEC 3 with Homeland Security's RED threat level.
- The MARSEC Levels have a direct correlation with the ISPS (International Ship and Port Facility Security) standard worldwide threat levels. They have a different meaning than the homeland security threat levels as they are specifically designed for the national maritime transportation system.
- Once the MARSEC Level is raised by the Commandant of The USCG, you have 12 hours to be in compliance with directives stipulated in the FSP and to report the attainment to the COTP.

MARSEC LEVELS

- What are they?
- What Color are they?
- Who sets the MARSEC Level?
- Attainment time? (How long you have to comply)

MARSEC LEVELS

- Response to change in MARSEC Level:
 - 33 CFR 105.230
 - These changes will be reflected in the FSP and Post Orders.
- Items that change as MARSEC Level Changes are;
 - Access Control
 - Restricted Areas
 - Cargo Handling
 - Delivery Vehicles
 - Monitoring

MARSEC LEVELS

- **MARSEC Level One – is the new maritime security normalcy. This is the level of threat potential for which protective measures may be maintained for an indefinite period of time. This normal day to day operations**
- **MARSEC Level Two – This is an escalated security measure that is enacted when there is a increased threat of an unlawful act against the port, waterfront facility or vessel and the intelligence indicates there is a likelihood of terrorist activity within a specific area against a specific class of target.**

MARSEC LEVELS

- **MARSEC Level Three – Is the unlawful act against a port, waterfront facility or vessel is probable or imminent. Intelligence may indicate that terrorists have chosen specific targets, but may not be possible to identify the targets. Level Three security measures are not intended to be sustained for long periods of time.**
- **Why two systems?**
- **NTAS – Is an advisory for the entire country**
- **MARSEC - Applies only to vessels and ports**
- **The two systems are similar but not tied together**

CHANGING THE MARSEC LEVEL

- **The US Coast Guard is the approving authority to change the MARSEC Level. They will notify one of the three officials who are in charge of security at the port or vessel.**
 - Company Security Officer (CSO)**
 - Facility Security Officer (FSO)**
 - Vessel Security Officer (VSO)**
- **The Facility Security Officer is in charge of security at the Crowley Port**
- **The US Coast Guard has the authority to access any port or US vessel at any time to conduct security inspections**

SECURITY AWARENESS

- Sensing your surroundings and what's out of place or not right
- Outside your organization
- Inside your organization
- React to the situation
- Make immediate notifications
- Follow directions
- Provide aid to those in need
- Keep supervisors updated
- Call 9-1-1 if needed
- Personnel safety is paramount



NOTIFICATIONS

- **Key element in any emergency**
- **Initial notifications are key**
- **Meet management expectations**
- **Minimizes injuries to others**
- **Provides support**
- **Legitimizes our job**



FOLLOW UP

- **Important part of notifications**
- **Ensures to the message was received**
- **Ensures action was or is being taken**



RESPONSIBILITY

- **It's our job to observe and report**
- **It's our job to ensure serious situations are acted upon**
- **Being nice or turning a blind eye; doesn't help**
- **Use the Chain-of-Command**

RESPONSIBILITY

- **Continue to escalate notifications**
- **Provide all the facts**
- **Follow direction(s) from superiors**
- **Keep information confidential**
- **Complete an Incident Report**

RESPONSIBILITY

- **Continue to escalate notifications**
- **Provide all the facts**
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MTSA

33 CFR 105.210

Training for Personnel with Security Duties



LEARNING OBJECTIVES

- **At the end of this course, students will know and be able to apply the following:**
- **Demonstrate knowledge of the Maritime Transportation Security Act (MTSA), and the required knowledge as listed in 33 CFR 105.210.**
- **Perform their duties within federal regulation.**

SEPTEMBER 11, 2001

- On the morning of September 11, 2001, 2 American passenger aircraft were intentionally flown into the World Trade Center Twin Towers.
- The impact of this act was such a shock to the American people that most of us can still remember exactly what we were doing when the news broke.
- A third aircraft was flown into the Pentagon and the fourth aircraft crashed before hitting its' target, thanks to brave men and women on board, refusing to let the terrorist accomplish their mission.
- The attacks resulted in the deaths of 2,996 people and the injuries of 6,000+ others. The 2,996 death toll included 265 on the four planes (from which there were no survivors), 2,606 in the World Trade Center and in the surrounding area, and 125 at the Pentagon.
- This sparked the realization that the U.S. needed to take terrorism seriously and needed to react accordingly.

CONGRESS & POTUS TAKE ACTION

- Immediately, our government brought forward legislation to give Law Enforcement Agencies the power to combat illegal immigrants, penetrate Islamic Fundamentalist cells, and increase our intelligence gathering authority and expertise
- THE PATRIOT ACT was signed into law by President George W. Bush on October 26, 2001.

TRANSPORTATION INDUSTRY

- Because airplanes were used in attacking civilians, the airline transportation industry was immediately reviewed and the lack of security was astonishing.
- Then we turned our eyes to the Maritime Transportation System (MTS).
- We noticed our ports and waterways had become highly vulnerable since WWII.
- There were virtually no security at shipping terminals or our harbors and river systems.
- Foreign crews and personnel were able to walk off a ship right into our towns and cities; from there, anywhere in the United States, all unchecked.

MTSA OF 2002

- On November 25, 2002, President George W. Bush signed into law the Maritime Transportation Security Act (MTSA).
- MTSA contained several provisions intended to enhance America's maritime community against the threat of terrorism.
- MTSA aligns with the International Ship and Port Facility Security Code (ISPS).
- MTSA has a broader application than the ISPS and includes domestic vessels and facilities.
- The U.S. Coast Guard issued regulations in 33 CFR (Code of Federal Regulations) that include requirements for Port Security Committees and Port Security Plans, Vessel Security Assessments and Security Plans, Vessel and Company Security Officers, Facility Security Assessments and Plans, and Facility Security Officers.

IMPLEMENTATION AND ENFORCEMENT

- After MTSA became law, the responsibility was placed upon the U.S. Coast Guard to implement and enforce the law.
- 33 CFR was written, reviewed and then finalized. 33 CFR subchapter H (Maritime Security) delves into the detail of the public's responsibilities and requirements that were implemented on July 1, 2004.

FACILITY SECURITY PLAN..... WHAT IS IT?

- Facility Security Plan (FSP) means the plan developed to ensure the application of security measures designed to protect the facility and its servicing vessels or those vessels interfacing with the facility, their cargoes, and persons on board at the respective MARSEC Levels.
- In layman's terms, it means your employer or owner of the property has written a plan to deal with security threats. Also, if foreign (SOLAS) vessels visit this property there are procedures and protocols on how to handle these people and vessels.

WHAT'S INCLUDED IN THE PLAN?

- Security Administration and Organization of the Facility
- Personnel Training
- Drills and Exercises
- Records and Documentation
- Response to change in MARSEC Levels
- Procedures for interfacing with vessels
- Declaration of Security
- Communications
- Security systems and equipment maintenance
- Security measures for access control, including designated public access areas

WHAT'S INCLUDED IN THE PLAN? (CONTINUED)

- Security measures for handling cargo
- Security measures for delivery of vessel stores and bunkers
- Security measures for monitoring
- Security incident procedures
- Audits and Security Plan amendments
- Facility Security Assessment (FSA) report; and
- Facility Vulnerability and Security Measures Summary (Form CG-6025)



WHAT'S INCLUDED IN THE PLAN? (CONTINUED)

- Security measures for handling cargo
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- Facility Vulnerability and Security Measures Summary (Form CG-6025)

THE ORGANIZATION OF THE FACILITY

FSO, PSD's, and AO's

- Security administration and organization of the facility;

Explained:

- Facility Security Officer
- Personnel w/Security Duties
- All Other Facility Personnel.

REQUIRED TRAINING

- Personnel Training:
 - 33 CFR 105.205 FSO Training
 - 33 CFR 105.210 Personnel w/Security Duties Training.
 - 33 CFR 105.215 All other Facility Personnel Training

Personnel Training

- Personnel w/Security Duties required Training:
- 33 CFR 105.210

Required Knowledge:

- Knowledge of current security threats and patterns.
- Recognition and detection of dangerous substances and devices.
- Recognition of characteristics and behavioral patterns of persons who are likely to threaten security.
- Techniques used to circumvent security measures.
- Crowd management and control techniques.
- Security related communications
- Knowledge of emergency procedures and contingency plans.

Personnel Training

- Personnel w/Security Duties Training Continued:

Required Knowledge:

- Operation of security equipment and systems.
- Testing, calibration, and maintenance of security equipment and systems.
- Inspection, control and monitoring techniques.
- Relevant provisions of the Facility Security Plan (FSP).
- Methods of physical screening of person, personal effects, baggage, cargo, and vessel stores.
- The meaning and the consequential requirements of the different MARSEC Levels.
- Familiar with all relevant aspects of the TWIC program and how to carry them out.

RECORDS/RETENTION

- Records and Documentation:
- 33 CFR 105.225
- The FSO MUST keep records of the following activities for 2 years:
 - Training
 - Drills and Exercises
 - Incidents and Breaches of Security
 - Changes in MARSEC Levels
 - Maintenance, calibration, and testing of security equipment.
 - Security Threats
 - Declaration of Security (DOS)
 - Annual audit of the FSP, 33 CFR 105.415

KNOWLEDGE OF CURRENT SECURITY THREATS AND PATTERNS

• How to Recognize a Threat.

Types of Threats

- Terrorism: Groups such as ISIS, HAMAS, HIZBALLAH, Al-Qa'ida and BOKO HARAM
- Organized Crime: Groups such as Colombian Drug Cartels, Mexican Cartels, and the Mafia.
- Lone Criminal Act: such as Theft, criminal mischief, drug smuggling, assaults; when the perpetrator is acting alone.
- Cyber: Malware, spyware, and ransomware.
- Civil Unrest: Riots, "Protesters"

TERRORIST THREATS

- Throughout the U.S. history, terrorists were insignificant in the scheme of things and were truly not a threat to national security.
- This all changed in October of 1985 with the hijacking of the Italian cruise ship the Achille Lauro. This was the first Major maritime impact.

ORGANIZED CRIME

- Organized crime is a category of transnational, national, or local groupings of highly centralized enterprises run by criminals who intend to engage in illegal activity, most commonly for money and profit.
- **Types of criminal activity committed:**
 - Sex trafficking,
 - Drug smuggling,
 - Weapons trafficking (Fast and Furious)
 - Terrorism
 - Cyber warfare, Computer Viruses
 - Labor Racketeering
 - Illegal immigration and people smuggling



THE LONE CRIMINAL

- This is your typical thief, vandal and trouble maker.
- They tend to look for “easy targets” unlocked vehicle, offices, items left in the open and points of easy access to areas.
- These types of individuals are generally not given direction to commit a crime and make these decisions on their own to benefit themselves.

CYBER THREATS

- Technology and Cyber Security

NIST Framework

- Identify
- Protect
- Detect
- Respond
- Recover

CYBER ATTACKS

- Former FBI Director James Comey once said:
- “There are two kinds of big companies in the United States. There are those who’ve been hacked... and those who don’t know they’ve been hacked.”

CYBER THINGS TO CONSIDER

- Virus Protection
- User Policies
 - Thumb drives
 - Installation of applications
 - Personal laptops/tablets
 - Network access
 - Access to Network server, and server rooms.

DANGEROUS SUBSTANCES AND DEVICES

- Weapons of Mass Destruction
 - Biological
 - Nuclear
 - Incendiary
 - Chemical
 - Explosive

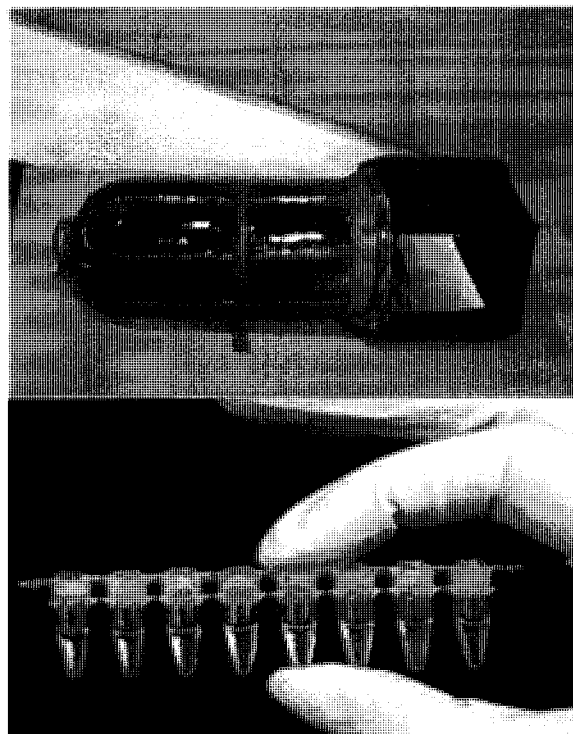
KNOWLEDGE OF CURRENT SECURITY THREATS AND PATTERNS

Agents of Biological Warfare

- Bacterial Agents
 - **Anthrax**
 - **Brucellosis**
 - **Cholera**
 - **Plague (Pneumonic)**
 - **Tularemia**
 - **Q Fever**
- Viruses
 - **Smallpox**
 - **VEE**
 - **VHF**
- Biological Toxins
 - **Botulinum**
 - **Staph Entero-B**
 - **Ricin**
 - **T-2 Mycotoxins**

Source: U.S. AFB 1112

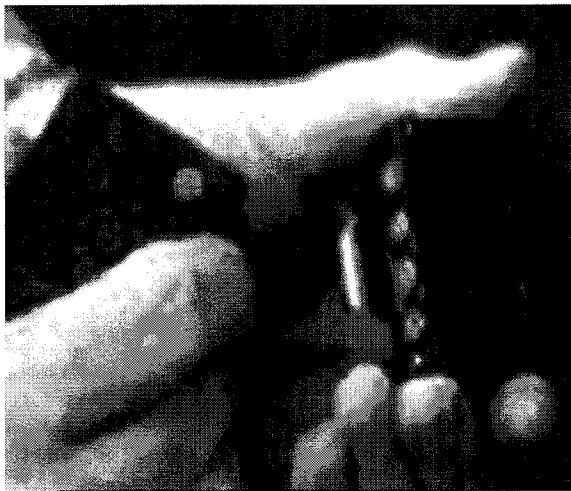
© 1994, Eveready, MO



BIOLOGICAL WARFARE

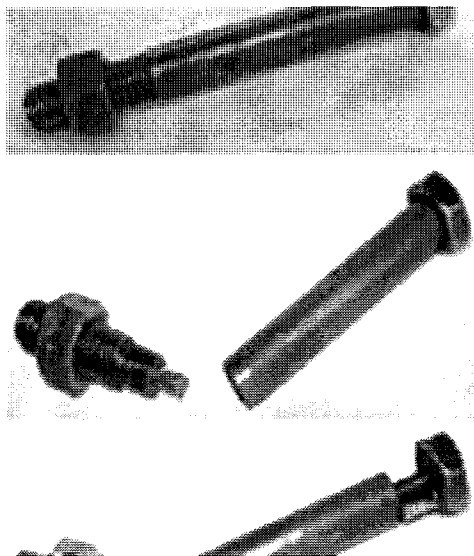
- What is a Biological Warfare?
- Biological Warfare, also known as germ warfare, is the use of biological toxins or infectious agents such as bacteria, viruses, and fungi with the intent to kill or incapacitate humans, animals or plants as an act of war.

DISGUISED WEAPONS



- Beneath the cell phone face is a .22 caliber handgun capable of firing 4 rounds rapidly by using standard telephone keypad.

DISGUISED WEAPONS



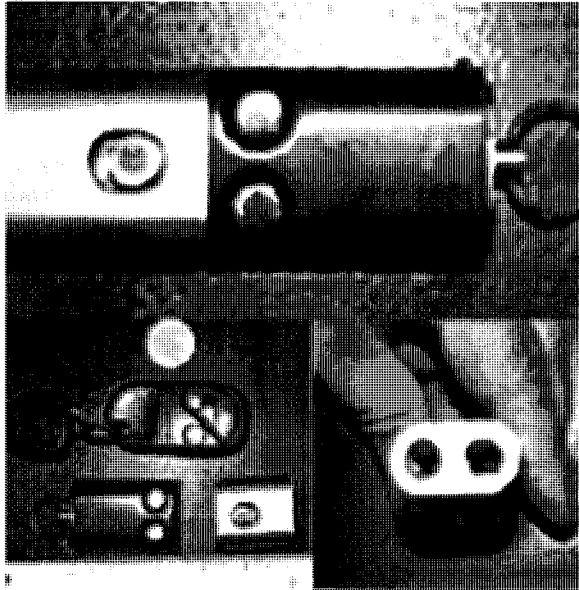
- This gun is homemade and fires a single shot .22 caliber Stinger.
- This weapon is 5/8 inches in diameter and four inches long.
- The only way to tell if the bolt is actually a weapon is if there is a small hole in the threaded portion.

DISGUISED WEAPONS



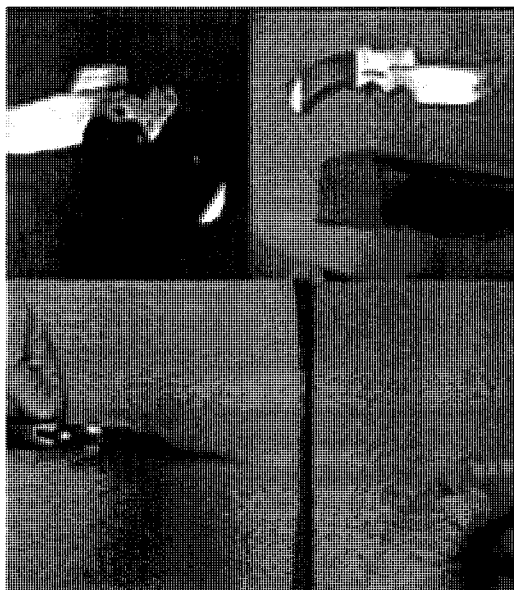
- This item has been modified from a car steering wheel locking device into a shotgun.
- The handle of the club has been hollowed out to act as a shotgun barrel and , when the lock end of the club is pulled back, the modified tip of the metal shaft acts as a firing pin.

DISGUISED WEAPONS



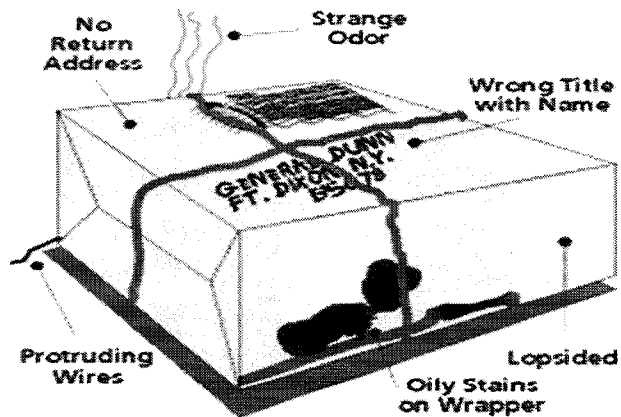
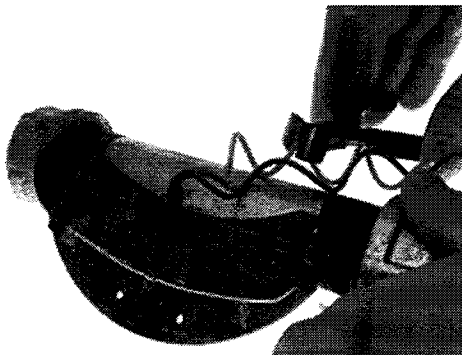
- This gun fires .32 caliber automatic rounds.
- The keychain gun is typically light in weight and is easily kept in pockets or around the neck.
- This item typically will not activate most airport metal detectors.

DISGUISED WEAPONS



- This is a knife that is also a single shot .22 caliber pistol.
- Powell and Brown, of Tucson, AZ, manufacture this item.

EXPLOSIVES



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PARCEL BOMBS

- Letter and Parcel Bomb Recognition Points.
- Foreign Mail, Air Mail, and Special Delivery
- Restrictive Markings, such as Confidential, Personal, etc.
- Excessive Postage
- Hand Written or Poorly typed address.
- Protruding Wires or tinfoil.
- Excessive Securing Material such as Masking Tape, String, etc.
- Incorrect Titles
- Titles by No Names
- Misspelling of Common Words
- Oily Stains or Discolorations
- No Return Address
- Excessive Weight
- Rigid Envelope
- Lopsided or Uneven Envelope
- Visual Distractions

PIPE BOMBS



- A Pipe Bomb is a homemade bomb, the components of which are contained in a pipe.

PIPE BOMBS



- Tannerite is the brand name of a binary explosive marketed primarily for making exploding targets for firearms practice.
- It is a patented combination of ammonium nitrate and aluminum powder that is supplied as two separate powders that are mixed and shaken to produce an explosive.
- When mixed in larger quantities, it can be VERY destructive.

SUSPICIOUS PERSONS

- “PEOPLE ARE NOT SUSPICIOUS, BEHAVIOR IS”
- Although we all say “suspicious person” when in fact it is their behavior that is suspicious not the person themselves.

SUSPICIOUS PERSONS

- How do we Identify Potential Security Risks?
 - Are there profiles of people who can or should be considered security risks?
- Incorrect Titles
 - Titles by No Names
 - Misspelling of Common Words
 - Oily Stains or Discolorations
 - No Return Address
 - Excessive Weight
 - Rigid Envelope
 - Lopsided or Uneven Envelope
 - Visual Distractions

SUSPICIOUS PERSONS

- Possible Indicators
- Persons conducting surveillance, particularly access points.
- Persons appearing to execute “dry runs”.
- Persons attempting to purchase access to sensitive information:
 - I.e.... Blueprints/technical drawings
 - Operations Schedules
 - Details of security systems/procedures
 - Personnel Information

SUSPICIOUS PERSONS

- Wearing oversized coats or inappropriate attire for weather conditions.
- Entering premises on pretext
- Loitering near premises
- Wandering on facility
- Asking specific questions of security
- Uncooperative, evasive when questioned
- Appears nervous or anxious when questioned.
- Making unexpected delivery
- Placing a parcel within or just outside facility



STEREOTYPING/PROFILING

- **Stereotyping:**
- **Definition:** A conventional or formulaic conception or image.
- A stereotype is a preconceived notion.
- **Profiling:**
- **Definition:** The use of personal characteristics or behavior patterns to make generalizations about a person.
- I.e. Racial Profiling, Gender Profiling

SUSPICIOUS VEHICLES

- Unmanned
- Haphazardly parked
- Overly weighted down
- Presence of suspicious materials inside
- Presence of foreign objects under vehicle
- Signs of being tampered with (broken ignition, broken locks etc..).

TECHNIQUES USED TO CIRCUMVENT SECURITY MEASURES

- Disabling of alarm systems
- Picking of locks
- Jamming of radio signals
- Use of Ladders or other equipment to dig under or climb over security fencing.
- Using vehicles to ram gates or fences.
- Piggybacking through access points
- Using Fraudulent ID's to gain unauthorized access
- Posing as a contractor, employee or government agent.
- Developing software to bypass computer firewall systems.
- Cutting power to critical systems.



CROWD MANAGEMENT AND CONTROL TECHNIQUES

- Crowd management means providing a safe and organized setting for patrons entering your facility.
- The structures of how to handle the ingress and egress of person(s) at your facility will be described in the Facility Security Plan (FSP).
- It is important to treat everyone with respect, remain calm but stay firm on the rules and if the situation starts to progress past your abilities, contact your supervisor for assistance.

SECURITY RELATED COMMUNICATIONS

- There are many types of communications.
- They are listed in the following order as they should be used.
- VHS Radio Communications
- Land Line Communications
- Cell Phone Communications (in allowed areas)
- E-mail Communications



EMERGENCY PROCEDURES AND CONTINGENCY PLANS

- As facilities differ, so will their emergency procedures and contingency plans.
- These procedures will generally be contained in the facility's Emergency Response Plan and/or the Facility Security Plan.
- Procedures on how to deal with emergencies should also be incorporated into the Post Order at each security post.
- It is extremely important to become very familiar with the procedures so you feel confident in applying them in real life scenarios.

UNAUTHORIZED PERSON/S DISCOVERED INSIDE THE TERMINAL

- Security personnel will identify themselves as security for the terminal and challenge any individual discovered inside the terminal without proper authorization.
- Security personnel will challenge the individual by asking for their name and company/organization affiliation. A valid TWIC and Crowley ID is required for being on Crowley property. All TWIC cards should be visible at all times when on-site.
- Security will contact the Shift Supervisor on duty to inform them of the situation and to request assistance.
- Security will review any memos or directives issued by the Account Manager or Crowley Management to assess if the individual has been granted access.
- Security will attempt to contact Crowley Management to determine if access has been granted.
- If access has been granted and all identification is valid, then the individual must be escorted to the area in which he/she has been designated.
- If access has not been determined or denied, the individual must be escorted off the property immediately and an Incident Report must be filled out. Notify the Shift Supervisor or Crowley Management immediately.
- Incident Reports must include the individual's information, location on the property where the individual was found, actions observed, equipment or material in the area, Crowley management contacted, and actions taken.
- Incident Reports will be filed with Crowley Management, SOS Security Management, and in the Daily Activity Log book.



UNAUTHORIZED/ILLEGALLY PARKED/ABANDONED VEHICLES ON THE PROPERTY

- Security will enforce the vehicle access procedures
- All personal vehicles entering the terminal must have a valid Crowley parking decal displayed on the front or rear windshield at all times.
- Security officers are to check the “Vehicle Access Log”. Vehicles not listed here must be denied access until authorization from Crowley Management is obtained.
- Patrol officers and escort officers will ensure that any personal vehicle inside the terminal has a Company Tag visible at all times.
- If a personal vehicle is found inside the terminal without their tag, the vehicle information (i.e. Make, Model, License and VIN number), must be documented in the Daily Activity Log and the vehicle’s owner must be located.
- Officers will follow the Chain of Command and notify the Supervisor on duty for assistance
- Officer will contact Crowley Management to inform them of the suspicious vehicle or activity.
- If the driver/owner cannot be located and the vehicles validity cannot be determined and the vehicle poses a security threat due to yard location, exposure to personnel, or suspicious appearance, security is to immediately notify Crowley Management, SOS Security Management, and Local Law Enforcement to resolve issues with the vehicle and for removal of vehicle from the site.



UNAUTHORIZED/ILLEGALLY PARKED/ABANDONED VEHICLES ON THE PROPERTY

- Patrol officers and escort officers must be observant of any vehicles parked near the perimeter fence of Crowley. Officers will politely challenge any individuals parked along the fence line.
- Any vehicle left unattended along the perimeter must be investigated. Law Enforcement must be notified and the vehicle must be removed.
- Officers should be observant of any unusual equipment, material, items on their person, or behavior when questioning.
- Patrol/escort officers will request that individuals move their vehicle within a reasonable amount of time away from the fence line for the safety and security of the facility and employees.
- If the individual refuses, the Main Gate officers are to be notified and JSO/SOS Account Manager must be called.
- Patrol/escort officers will give their location and provide vehicle make, model, and license plate number to JSO. Upon arrival inform the responding officer of the interaction with the vehicles operator and defer to the Deputy.
- Patrol/escort officers responding to the incident must complete an Incident Report and file it with Crowley Management and SOS Security Management.



UNAUTHORIZED VESSELS NEAR WATERFRONT PROPERTY

- Security officers Patrol/Escort Officers will be observant of any suspicious, unusual, or unauthorized vessels moored on or near the dock.
- Upon discovery of such vessel, the officer must contact the Supervisor on Duty and Crowley Management located inside the Marine Operations Building to determine if the vessel has authority to dock.
- If authorization is verified, the officer will document the discovery in the Daily Activity Log. The officer will document the vessel's information, location, time of discovery, who was contacted, and actions taken.
- If authorization is not verified, the officer will contact the FSO or the alternate FSO and the SOS Security Manager immediately to inform them of the situation.
- The officer will maintain visual contact with the vessel at all times from a safe and unexposed location until assistance arrives.
- The officer will relay all information to the enforcement agency upon arrival at the scene and proceed to write an Incident Report to be filed with Crowley and SOS Security.



BOMB THREAT

- All Security personnel will assume that any threat via telephone, mail, or electronic mail is serious and will proceed as if it is real.
- If the officer receives a bomb threat, he/she is to maintain a calm demeanor. If possible, the officer will physically signal to another officer to listen to the conversation.
- The officer receiving the threat will then use the "Security Bomb Threat Questionnaire" which is located inside the Security Post Orders Manual.
- The questionnaire provides the officer questions that can possibly reveal the callers identity, the whereabouts of the device, and the time of detonation or the callers' location. **DO NOT HANG UP ON THE CALLER.** Keep the caller on the line as long as possible and obtain as much information as possible.
- Once the call has been terminated, the officer will immediately report all information to the following Agencies: Crowley FSO, SOS Security Account Manager, Site Supervisor, and Law Enforcement.
- All communication must be made by landline. Cell phones and radios are not to be used due to the wireless wave possibly triggering the device.
- Officer will assist in the evacuation of the property and/or relaying information as requested.
- Security will secure and restrict access to the property and allow access only to those that are authorized to be on site and any emergency personnel responding to the situation.
- Security will not discuss the situation with any non-authorized persons or media. Only emergency responder, security personnel, and authorized Crowley personnel.
- Security will not assist in the physical search unless properly trained and/or certified by law enforcement to do so.
- The officer must write an Incident Report and file it with Crowley and SOS Security.



SUSPICIOUS PERSON(S) OR ACTIVITY

- Security personnel will be observant of the actions of all employees and visitors at Crowley and inside the terminal. Any individual who does not display the proper identification or acts in a way that seems unusual or odd must be challenged by the officer.
- If the officer witnesses any odd or suspicious activity, the officer is tasked with establishing an unobserved vantage point and monitoring the activity and reporting all pertinent information such as a description and location.
- The officer is to call for assistance from the Supervisor on Duty. The officer is not to confront the individual without backup from a Supervisor or law enforcement personnel.
- Officers at the Main Gate are to contact JSO immediately for assistance.
- Upon the arrival of law enforcement the Main Gate officer is to direct the agent to the location of the situation.
- Security will inform law enforcement of the observed actions and assist as instructed.
- Officers must contact the AlliedBarton Security Account Manager, who will contact the FSO.
- Shift Supervisor must complete an Incident Report detailing the situation.



LOSS OF POWER/LIGHTING

- Security personnel will initiate the communication chain between all pertinent Crowley employees and outside agencies (Diamond Electric/JEA)
- Officers will coordinate with Crowley Management in contacting the appropriate agencies and directing them to the situation area.
- As instructed, Security will put the facility into “secure mode” and close all perimeter gates and contain or reduce the flow of traffic.
- Security will provide escorts to any employee or visitor that needs assistance.
- Security will provide patrol sweeps of the interior and exterior of all buildings and the terminal yard to ensure that no injury, damage, or theft has occurred as a result of the power loss.
- Security will assist, as instructed, in directing traffic, evacuating buildings, and monitoring unprotected areas.
- Shift Supervisors must write a complete Incident Report when the situation is resolved. The report must be filed with Crowley and SOS Security.



MAIL HANDLING/UNKNOWN PACKAGES

- Security is not to accept or receive mail or packages without prior approval from Crowley and/or the Shift Supervisor.
- Security will not allow the delivery or entry of any unknown or suspicious packages into the terminal.
- Security will direct all uniformed, identified delivery service to the proper area for delivery.
- If an officer observes any unknown or suspicious package or letter, the officer is instructed NOT to touch or move it in any way. Turn off the radio and verbally communicate with Crowley Management and the Shift Supervisor.
- The officer is to contact emergency services via landline. No cell phones or radios are to be used.
- Officers are to give a detailed location and description to emergency responders.
- Officers will assist emergency personnel in designating a safe “no entry” perimeter and not allow unauthorized personnel within that area.
- Upon completion of the situation an Incident Report is to be written and filed with Crowley and SOS Security.



THREATS/VERBAL OR PHYSICAL

- Security will not initiate or entertain any kind of verbal or physical confrontation with any Crowley employee, visitor, vendor or contractor.
- Security will consider any threat, verbal, physical or otherwise, to any Crowley employee, visitor, vendor, contractor or property, to be completely credible and must report it immediately.
- In the event that a threat is made, the officer must obtain as much information as possible. Names, companies, victims, location, type of threat or assault must be documented.
- The officer will attempt to de-escalate the situation without putting him/herself in harm's way.
- The officer must contact the Shift Supervisor for assistance and notify Crowley Management of the situation.
- The officer must deny entry to, or escort out, the individual from the property upon discovery of the threat.
- The officer must contact Law Enforcement for additional assistance in the removal of the belligerent party. Security WILL NOT assist, but monitor and confirm the physical removal of the individual(s)
- Security officers will defend themselves in a lawful, prudent manner in the event of a physical confrontation initiated by an aggressor until the threat of a physical assault has ceased.
- The Shift Supervisor must complete a detailed Incident Report of the situation and file it with Crowley and SOS Security.



SECURITY SYSTEMS AND THEIR OPERATION



SECURITY EQUIPMENT

- Prior to arriving at your jobsite ensure the following:
- You have all the required equipment and it is ready for use
- Have pen and notebook
- Notebook is ready with all proper documentation, i.e. emergency contact number, non-emergency police, fire, and hospital.
- ****Some jurisdictions have multiple police departments in the area, such as separate town and county agencies.****
- Appropriate safety equipment, i.e. rain gear, winter jacket, rubber gloves, CPR pocket mask
- ****Not having the appropriate gear, like a winter jacket or rain gear, will reduce your effectiveness as a security officer while on duty. ****
- Equipment such as radio, cell phone and flashlight are charged or have good batteries
- If you utilize a company provided security vehicle at your jobsite, then YOU are responsible for it's safe operation. Inspect the vehicle for deficiencies and report any hazards to your immediate supervisor. DO NOT operate a motor vehicle that is unsafe, improperly registered or inspected per state regulations.

OVERVIEW

- Outdoor perimeter security is an often-overlooked area of physical security design that can dramatically improve the effectiveness of a facility's security system.
- The 5D's starting from the outside are: Deter, Detect, Deny, Delay and Defend



5 D'S

- Deter- The deter perimeter is the farthest one from the location of the assets and is often a mix of physical infrastructure such as fences and lighting. The security objective on this perimeter is to deter the criminal from even attempting a breach of the system.
- Detect- The detection perimeter's security objective is to monitor large areas of space to accurately detect possible unauthorized intrusion in time to respond appropriately. Surveillance cameras are very effective as an accurate detection tool. Important objectives are notification to security personnel, and having the ability to zoom into the area where intrusion was detected.
- Deny- The objective at the deny perimeter is to keep unauthorized persons out, while allowing authorized persons to enter. The intention of surveillance at this point is to provide visual verification to the biometric or card access system.
- Delay- The delay perimeter's objective is to slow down an active intrusion enough to force the intruder to give up, or allow the security team to respond. Interior locking doors or other physical barriers are used to slow down the intrusion.
- Defend- The defend perimeter is typically a security personnel response that attempts to apprehend the intruder. Surveillance is used at this perimeter to record the apprehension and determine the effectiveness of the response.

FENCING

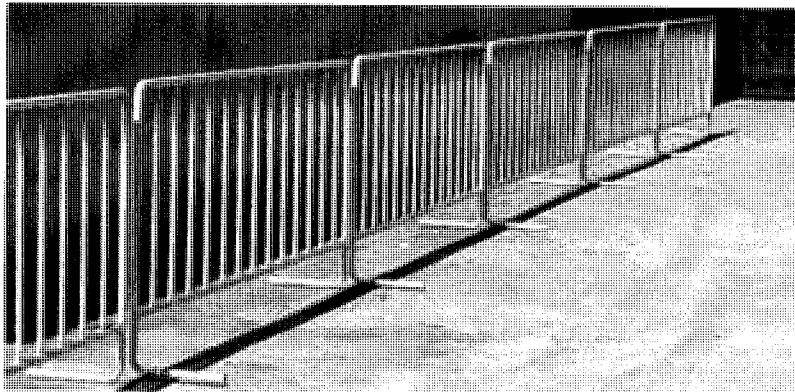


- 8' Tall with post concreted into ground.
- Correctly installed, secured firmly to post at all locations.
- Taut barbed wire, Cabled
- Serves to Identify, Direct, Segregate and Deter unauthorized entry.

CROWD CONTROL BARRIERS

- Crowd Control Barriers (also referred to as crowd control barricades) are commonly used at many public events.
- They are frequently visible at sporting events, parades, political rallies, demonstrations, and outdoor festivals.
- Crowd control barriers act as a physical and psychological barrier, used to demarcate "no access" zones, and to designate space for lines.

CROWD CONTROL BARRIERS



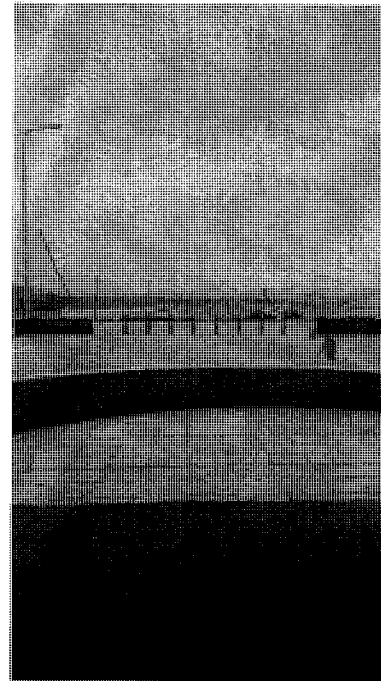
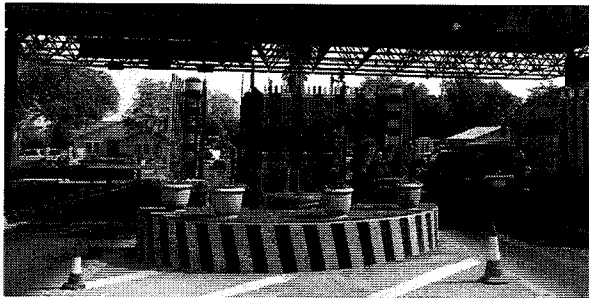
DEPLOYABLE BARRIERS

- A deployable barrier is designed to either raise mechanically or be moved into position quickly as needed.



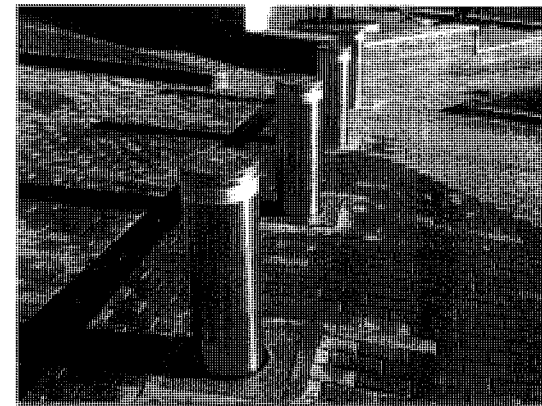
TRAFFIC BARRIERS

- Traffic Barriers are low barriers made to direct traffic and stop incoming vehicles from ramming attacks.

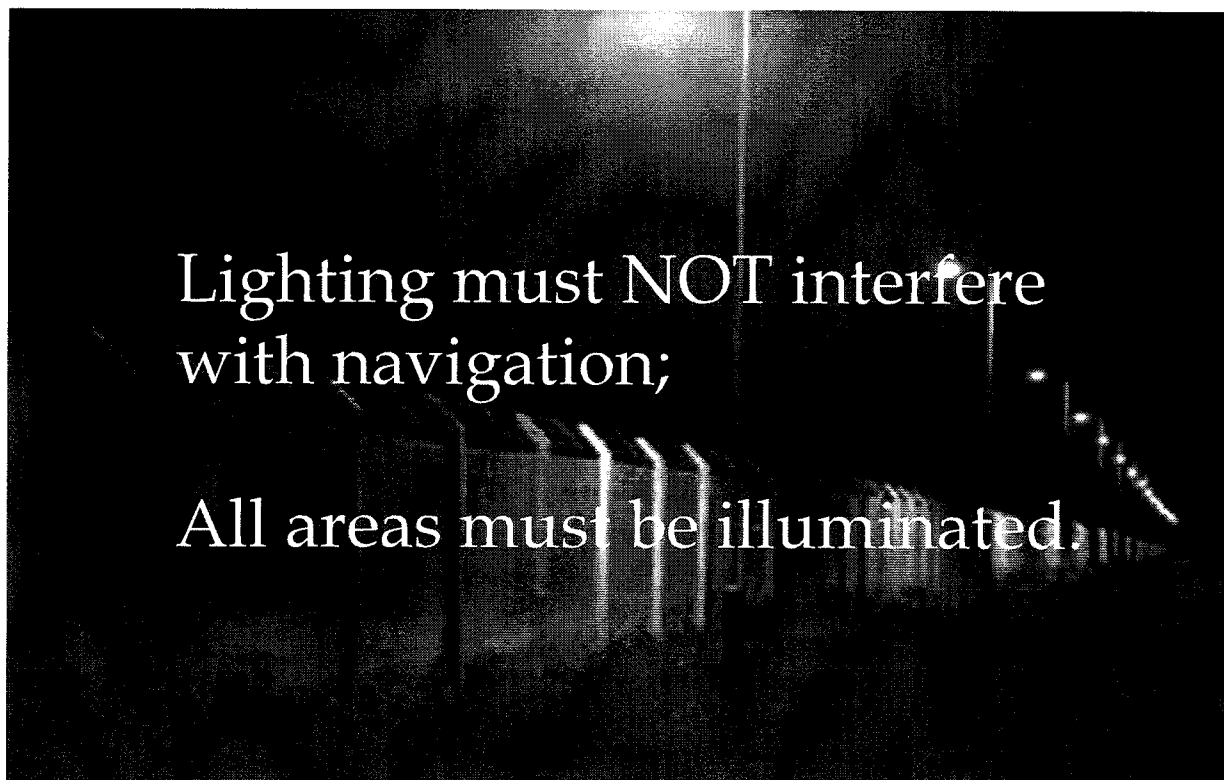


BOLLARDS

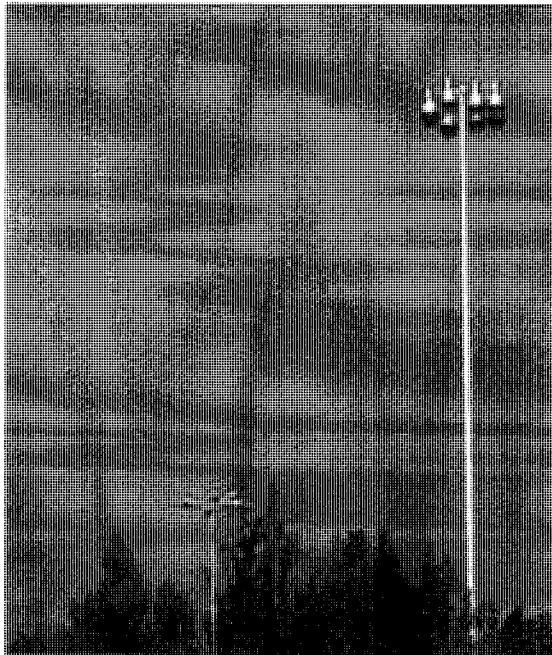
- A bollard is a sturdy, short, vertical post. Permanent bollards intended for traffic-control purposes may be mounted near enough to each other that they block ordinary cars but spaced widely enough to permit special-purpose vehicles and bicycles to pass through.



LIGHTING SYSTEMS



LIGHTING SYSTEMS



- You want to have continuous lighting throughout the facility and eliminate possible dark areas.
- Lighting that has the beams overlapping will help eliminate those areas.

VIDEO SURVEILLANCE/CCTV

- Closed-circuit television (CCTV), also known as video surveillance, is the use of video cameras to transmit a signal to a specific place, on a limited set of monitors.
- CCTV systems may operate continuously or only as required to monitor a particular event. A more advanced form of CCTV, utilizing digital video recorders (DVRs), provides recording for possibly many years, with a variety of quality and performance options and extra features (such as motion detection and email alerts).

VIDEO SURVEILLANCE/CCTV

- Pan, Tilt, Zoom
- Color vs. Black and White
- Low Light/Night Vision or Infrared
- Concealed Surveillance
- Alarm activated smart cameras
- Command Center
- Master / Split Monitor
- Recorded imagery



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VEHICLE SCANNERS



VEHICLE SCANNERS

- Vehicle Inspection Scanners are innovative inspection technologies that offer superior threat detection and high quality imaging.
- These types of equipment are very effective in deterring and protecting against criminal activity.
- Down side...they are very costly.



PERSONNEL SCANNERS



- A full-body scanner is a device that detects objects on a person's body for security screening purposes, without physically removing clothes or making physical contact
- They do not detect inside the body.
- Alternative to pat down or strip searches

MAINTENANCE AND CALIBRATION

- Follow Manufacturers Directions
- Utilize All Safety Measures when dealing with equipment
- Recertify or Recalibrate Equipment regularly
- A critical piece of technical problems...

•The Operator

- Operating Skills
- Proper Training
- Vigilance



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ACCESS CONTROL

- ***The term access control refers to the practice of restricting entrance to a property, a building, or a room to authorized persons.***
- Physical access control can be achieved by:
 - Security officers
 - Mechanical means such as locks and keys
 - Technological means such as access control systems like the mantrap.
- Physical access control is a matter of who, where, and when.
- An access control system determines:
 - Who is allowed to enter or exit
 - Where they are allowed to exit or enter
 - When they are allowed to enter or exit.

ELECTRONIC ACCESS CONTROL

- Electronic access control uses computers to solve the limitations of mechanical locks and keys.
- The electronic access control system grants access based on the credential presented.
- The system will also monitor the door and alarm if the door is forced open or held open too long after being unlocked.

ACCESS CONTROL

- All persons entering the terminal must possess a valid TWIC (Transportation Worker Identification Credential). Officers should verify the ID's expiration date and ensure that it's the same person.
- Employees are required to display a TWIC and a Crowley ID. While inside the terminal all employees must keep the ID's visible at all times and available upon request.
- Vendors/Contractors/Visitors must possess a valid TWIC to enter the terminal unescorted. While in the terminal all must keep ID visible and available upon request.
- Vendors and Contractors should be scheduled in advance. If the arrival is not pre-arranged, entry will be prohibited until proper approval is obtained from Crowley Management.
- Vendor and Contractor vehicles must be inspected upon entry and exit to deter any unauthorized removal of property in Crowley possession.
- A visitor log must be maintained both on entry and exit. Drivers name, vehicle make and model, times in/out must be noted. Driver will initial log upon exiting the terminal to receive ID in return.
- Any Vendor/Visitor/Contractor without a TWIC must be escorted by Security or Crowley personnel while inside the terminal. Escorts are first come, first serve unless higher priority is dictated by a Crowley Manager/Supervisor.
- All vehicles are subject to random searches upon main gate entry or exit.



DELIVERIES

- **Drivers must present delivery documentation, have a valid TWIC, and a contact name to obtain access.**
- **An entry must be made in the visitors log even though no visitors pass is given. Times in and out must be noted.**
- **Drivers without a valid TWIC must be escorted.**
- **Vehicles are available for random searches upon entry and exit.**

VISITORS (NO TWIC)

- **Any visitor without a TWIC must be escorted. Visitors must wait in the designated areas in front of the main and auto gates. Escorts will occur on a first come, first serve basis unless deemed high priority by a Crowley official. Visitors must be issued a visitors pass and documented in the visitors log book.**

GOVERNMENT OFFICIALS

- **Government officials will be given access to conduct official visits and inspections.**
- **Government officials should present their valid government organization ID to security personnel upon request.**
- *****All Federal and State Law Enforcement Personnel in marked patrol vehicles and in full uniform with badge/shield are not required to show further identification. This includes, United States Coast Guard, US Customs and Border Patrol, and Local Law Enforcement. Marked patrol vehicles will have state or federal license plates.*****

SEARCHES



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PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Whether personnel, baggage and vehicle inspections are authorized will be according to company and/or client policy.
- Wear protective gloves
- If female is being inspected, ensure another female is present and/or a female security officer conducts the search
- Do not state "Spread your legs", use "Spread your feet"
- Depending on the situation, it maybe up against a wall, but try and inspect while the individual is not touching any object. This ensure that you have more control.
- If it is a suspect, place in handcuffs prior to inspection.
- If the inspection is a random inspection or is required conduct as follows:
 - utilize a systematic search
 - Instruct individual to remove jacket, hat and any items in remaining clothing, pockets or items attached to clothing (such as IPOD's, cell phone, keys, change, etc.)
 - Place all removed items on the table
 - Have person step back away from table, wall, etc.

PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Inspect removed clothing and other items
- Inspection one item at a time, observing person for suspicious reactions/sudden movement
- Visually inspect all seams/pockets of items
- Visually inspect any pockets items may contain. Feel along seams in a squeezing motion
- Visually inspect zipper/buttons (if applicable)
- Once you are satisfied that an item does not contain contraband, place the item on the table, do not return to person at this point.
- Being inspecting individual (DO NOT SQUEEZE, use back of hand in a sliding motion)
 - direct individual to turn facing away from you
 - Raise arms to shoulder height, palms up
 - Spread feet shoulder-width apart
 - Individual is to remain in this position until the inspection is complete
 - Inspect the collar/neck area of clothing
 - place thumbs inside collar

PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Move hands out and over the shoulders and down the extended arm and then back underneath arms stopping after inspecting armpits (repeat the process for the other arm)
- Move hands over upper torso of the body
- Being with upper chest, moving around to the upper back
- Inspect individuals lower abdomen moving around to the small of the back
- Inspect beltline
- Place thumbs inside beltline, squeeze the belt and inspect the entire beltline from back to front
- Check front pockets, hips, rear pockets, and tailbone area
- Inspect crotch area
- Crotch area is most neglected area in searches because it can be embarrassing for the screener and individual. Individuals are likely to hide contraband here
- Inspect one leg at a time
- Start with one hand just below the beltline and one hand in front of the mid-body just above the beltline.
- Slowly move down each leg with a sliding motion on a sides to the cuff. If the cuff is rolled up, roll it down.

PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- If something is found :
- COVERTLY, alert your partner or other security officer with a predetermined code word.
- Secure the person
- Secure and evacuate the area
- If alone, secure the person and notify the proper authorities.
- If nothing is found:
- Return individuals ID Card
- Return all items removed
- Thank person for their cooperation

PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- **Baggage Inspection**
- Visually inspect the outside of the bag with as little movement as possible
- This is so not to disturb the contents that could trigger an explosive device
- Gently squeeze the bag to determine its contents by touch
- Request the individual to open the bag and all of its compartments
- Visually inspect the inside of the bag
- If there are any other bags within the bag, they will need to be removed by the individual and inspected as well
- Gently inspect the inside of the bag with minimal movement of its contents
- If something is found:
 - COVERTLY let your partner or other security officer know through a predetermined code word
 - Secure the person
 - Notify the proper authorities which includes the client and site supervisor
 - Secure and/or evacuate the area
 - If alone, secure the individual and notify the authorities
- If nothing is found:
 - Return the individual's ID card
 - Inform the individual that everything is fine and thank them for their cooperation



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PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Vehicle Inspection
- Check all individuals in the car's identification
- Verify the registration and insurance card with the driver's identification
- Verify the registration and insurance card with the driver's identification
- Direct the driver to the side out of traffic
- Request the driver to NOT turn off the vehicle and that all other person's exit the vehicle
- Direct all persons to a designated area a minimum of 25 feet away
- ****This is for your safety and so avoid any confrontations or disruptions by persons during the inspection of the vehicle.****
- With the vehicle still running, have the driver turn on all equipment to ensure that they work properly
- Lights
- Horn
- Wipers
- Radio
- Heat/Air Conditioning
- Cigarette light
- ****This is to ensure there isn't anything hidden within these system to keep them from working, i.e. explosives**



PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Have the driver/owner open all of the doors, hood and trunk/cargo area
- ****Stand a minimum of 5 feet away directly behind the individual.****
- Due to this type of inspection being only visual, the glove compartment and any other compartments will not be opened
- Have the driver/owner stand with the rest of the persons if present
- During the inspection, one security officer should remain with the person(s) while a minimum of one other security officer inspects the vehicle.
- Utilize a systematic search procedure
- Search from outside to inside, and top to bottom
- Move from higher risk areas to lower risk areas
- Search Priority area #1 – Exterior
 - Truck or cargo area
 - Engine compartment
 - Undercarriage
- Search Priority area #2 - Interior



PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- Driver area
- Front passenger area
- Rear passenger area
- Use all tools available, i.e. eyes, hands, nose, ears, flashlight, under carriage mirrors, electronic devices, K-9, etc.
- If anything is found:
 - COVERTLY notify your partner or other security officer utilizing a predetermined codeword
 - Secure the person(s)
 - Secure and evacuate the area
 - Notify the proper authorities including the client and site supervisor
 - If alone, secure the individual(s), and notify the proper authorities
- If nothing is found:
 - Return all identification to the individual(s)
 - Thank them for their cooperation
 - Assist them with getting back into the flow of traffic
 - DO NOT close any part of the vehicle, have the individual(s) do it.



PERSONNEL, BAGGAGE AND VEHICLE INSPECTIONS

- As a private security officer, here is your authority to search as allowed by law:
- When notice is given
- “Reasonable” searches can be conducted of a person’s vehicle or property while they are on “private property” and notice has been given. Companies who either post notice at the entrance or notify employees at the time of hire, may “reasonably” search their belongings as they exit the property to insure they are not trying to leave with company property.
- **Example:**
- Company A makes wrenches, screwdrivers and hammers. To cut down on theft, as employees leave, their lunchbags, purses, briefcases, boxes and packages are subject to search. They may even have to walk through metal detectors. A “body search” would not be considered “reasonable” and therefore could result in lawsuit and possibly arrest. The company has posted a sign at the entrance of their property that states “all vehicles entering subject to search”. This may be at a nuclear plant, school, city or state owned property, park or private company. By entering the property where the sign has been posted in plain view, you have given “consent” to search and now a reasonable search can be conducted to insure that the driver has no weapons or illegal items in the vehicle. If the person does not want to comply, he can simply choose not to enter the property. This is often used at housing complexes to stop the flow of narcotics and guns from entering the property. As an agent of the property, you would be authorized to conduct those searches in a manner that the law allows and your employer mandates.

CARGO/ VESSEL INSPECTIONS

- Securing the global supply chain, while ensuring its smooth functioning, is essential to our national security and economic prosperity. This vital system provides the goods that feed our domestic critical infrastructures and support our way of life. Other nations worldwide also rely upon the goods transported by the global supply chain system – in that sense it is a truly global asset that all stakeholders must collaboratively work to strengthen.



17-POINT TRUCK & TRAILER INSPECTION

- 1. Bumper
- 2. Engine
- 3. Tires (truck & trailer)
- 4. Floor (inside truck)
- 5. Fuel Tanks
- 6. Cab/ Storage Compartments
- 7. Air Tanks
- 8. Drive Shafts
- 9. Fifth Wheel
- 10. Outside/ Undercarriage
- 11. Floor (inside)
- 12. Outside/ Inside Doors
- 13. Side Walls
- 14. Ceiling/ Roof
- 15. Front Wall
- 16. Refrigeration Unit
- 17. Exhaust



INSPECTION POINTS

- Scratches
- Burn/Weld Marks
- Tampered Bolts/Rivets
- Fresh Grease
- Fresh Paint
- Silicone
- Fiberglass Patchwork
- Odor Masking Substances
- After Market Modifications



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VESSEL PERSONNEL ACCESS

- Vessel personnel will not be permitted to depart or arrive by way of the facility unless authorized by Crowley Management in advance or accompanied by a Crowley official.
- No taxis or vessel stores/bunkers/contractors/deliveries will be permitted through the terminal.
- Security escorts for vessel personnel will not be considered a policy, but rather a courtesy to the client. Patrol vehicles that are requested for personnel escorts to/from the boats will prioritize the requests.



EXTERNAL EXAMINATION OF SHIPPING CONTAINERS

- After checking the container markings, conduct an external examination of the container for structural serviceability. Ensure that the container does not have major defects in its structural components, such as top and bottom side rails, top and bottom end rails, door sill and header, floor cross members, corner posts, and corner fittings.
- Note: any serious structural damage to the container, such as holes, cuts, tears, cracks or deterioration which may make it unfit for use. If there is evidence that the container is weakened, it should not be used. Normal wear including mild rust, slight dents and scratches, and other damage that does not affect serviceability or the weather-tight integrity of the container is not prohibited. Doors should work properly and be capable of being securely locked and sealed in the closed position. Door gaskets and weather strips should be in good condition.

INTERNAL EXAMINATION OF SHIPPING CONTAINERS

- Prior to inspecting hazardous materials cargo, conduct an internal examination of the container for structural serviceability. Next, verify that information on the shipping papers is accurate. Be alert for any hazardous materials not listed on the shipping papers. Hazardous materials cargo may not be accessible in the container under all circumstances.
- For full container loads, inspectors will normally conduct a "tailgate" examination of the container and cargo. Inspectors should not normally require a container to be devanned (unloaded) unless there is evidence of an unsafe condition or gross incidence of non-compliance.

IN – BOUND SECURITY DUTIES

- Issue gate passes. All required information must be completed properly and legibly in the in-bound section of the gate pass. Gate pass must be stamped with the time and date. If loaded, seal number must be documented and attached to the left container door.
- No passengers are permitted within cargo transfer truck cabs. Inform the driver that safety vests must be worn and TWIC must be visible when outside of the vehicle on site.
- Note any leakage, damage, or other issues to the containers. Notify the Shift Supervisor of these conditions.
- Observe and report any signs of erratic driving, speeding, unsafe operation or any verbal abuse to the officers or Shift Supervisor.
- Alert the Shift Supervisor/Account Manager to any driver that fails to comply with any terminal rules and regulations.
- Prevent any taxis from entering the terminal. All taxis will wait in the main parking lot.
- Request and verify ID from anyone entering the terminal.
- Prevent access to the terminal during off – hours and weekend unless authorized by Crowley Management. Phone approval may be granted.



OUT – BOUND SECURITY DUTIES

- Control all traffic exiting the terminal.
- Completed gate pass required to exit the terminal.
- Receive issued visitors pass and document the time out. Have visitor initial the proper log and hand them ID that was received upon entry.
- Gate passes are highly confidential in nature, anyone calling or personally requesting any information on a gate pass must be referred to Crowley Management. Under no circumstance is an officer to give out any information contained on the gate pass without authorization from a Crowley Manager.
- The out – bound officer is charged with the responsibility to ensure that all vehicles exiting are properly documented and processed completely. If paperwork is not properly completed the driver and vehicle must return to the inspection lane for clarification.
- All out bound equipment will be fully processed and confirmed to ensure no unauthorized equipment or cargo leaves the terminal.
- All truck drivers will return issued gate pass to security upon exiting.
- All gate passes will be verified, time stamped, and ensured that an in-bound container location has been input by the driver.
- Any out-bound equipment or cargo must have a corresponding E.I.R document. All information must be matched to the gate pass. The driver will keep the EIR for their own record keeping.
- All Crowley, shipper, high security/metal seal numbers must be verified, documented and matched against the gate pass.
- Any bobtail that enters and exits without a cargo transfer should be considered suspicious and should be inspected. The gate pass should be flagged and kept separate from the other gate passes and identified to the Shift Supervisor and Crowley Management as soon as possible following receipt.



TWIC AND ESCORTING



TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***What is a TWIC?***
- The TWIC program is a Transportation Security Administration (TSA) and U.S. Coast Guard (USCG) initiative and a requirement of the Maritime Transportation Security Act of 2002 (MTSA). The program provides a tamper-resistant biometric credential to anyone who needs unescorted access to secure areas of MTSA facilities.
- To obtain a TWIC, an individual must provide biographic and biometric information (fingerprints), sit for a digital photograph and successfully pass a security threat assessment conducted by TSA.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***TWIC training requirements for security personnel...***
- 33 CFR 105.120 and NVIC 03-07 3.3g(2) require facility personnel with security duties “to be knowledgeable in and able to demonstrate familiarity with all requirements of the TWIC program.” Specifically,
 - How TWIC applies to your facility
 - Secure/Restricted area locations and requirements
 - Escorting requirements
 - Access for individuals who have reported a lost, stolen or damaged TWIC
 - Recognition of a valid TWIC
 - Resolution of violations (forged or tampered TWIC)

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***How TWIC applies to your facility...***

- TWIC is required in the Secure Areas located on your MTSAs regulated footprint. Restricted Areas can be located within the Secure Area and these areas are known as Secure/Restricted. Anyone granted **unescorted** access to the Secure or Secure/Restricted areas of the facility will need a TWIC card.

Examples:

- 1. Employees with frequent access to secure area or Secure/Restricted area.
- 2. Contractors working in any Secure or Secure/Restricted area of the facility
- 3. Delivery personnel who need unescorted access beyond the main gate into the Secure or Secure/Restricted Areas.
- 4. Companies on the gate log going to perform services for moored vessels
- Anyone with unescorted access must have their TWIC on their person at all times or within ten minutes of their work station. The USCG will verify the presence of a TWIC during compliance audits and spot inspections.



TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Escorting requirements...***

- Escorting means “ensuring that the escorted individual is continuously accompanied while within a secure area in a manner sufficient to observe whether the escorted individual is engaged in activities other than those for which escorted access was granted” (33 CFR 101.105).
- The escort must be a physical side-by-side presence in secure/restricted areas. Such a presence requires close physical proximity to and visual contact with the escorted individual in order to enable the TWIC holder to witness the escorted individual’s actions (NVIC 03-07 3.3c(3)).
- **Key Performance Standard:** Is the person I am escorting doing something they are not authorized to do or trying to go somewhere they are not authorized to be?
- **Escorting Ratio:** In a Secure/Restricted Area, 1 TWIC holder can escort up to 5 non-TWIC holders. If you are just in a Secure Area the ratio can be 1 TWIC escort up to 10 non-TWIC holders.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Access for individuals who have reported a lost, stolen or damaged TWIC...***
- If an individual's TWIC is lost, stolen, or damaged, he/she must report it immediately to the FSO then to TSA (through the TSA TWIC help desk at 1-866-DHS-TWIC). TSA will revoke the card and begin the process of producing a new TWIC, which must be picked up at an enrollment center designated by the individual.
- During that period after the TWIC has been reported as lost, stolen, or damaged and while a new one is being produced, the individual may be granted unescorted access to the facility for 7 consecutive calendar days under the following circumstances:
- **Note: This provision is not for someone who left their card at home!**

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Access for individuals who have reported a lost, stolen or damaged TWIC...***
 - (a) The individual can present another identification credential that meets the requirements of 33 CFR 101.515 (e.g. driver's license).
 - (b) The FSO or designee verifies that the individual had a valid TWIC and has previously been granted unescorted access to secure areas of the vessel or facility (recommended within the past 90 days). This can be done by checking employee lists, records of access, or knowledge of security staff.
 - (c) The individual has reported the TWIC as lost, stolen, or damaged to TSA.
 - (d) There are no other suspicious circumstances associated with the individual's claim of loss, theft, or damage. Examples of suspicious circumstances include repeat claims of loss, theft, or damage, questionable explanations for the loss, or coming to work with the TWIC a day or two after claiming it was lost, stolen, or damaged.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

Escort Guidance	Secure areas that are also Restricted Areas
TWIC Holders	Unescorted
Lost, stolen or damaged TWIC	Unescorted access up to 7 calendar days
Non-TWIC	Escorted—side by side accompaniment (1 TWIC to 5 escorted in secure/restricted areas and 1 to 10 in Secure Areas)
Foreign Mariners **Foreign Mariners are not required to get a TWIC	Escorted—side by side accompaniment (1 TWIC to 5 escorted) May work immediately adjacent to vessel without a TWIC ...the TWIC requirements will not apply to mariners while in the immediate vicinity of their vessel when performing routine ships business (in which mustering for transportation off the facility can be included) NVIC 03-07 Enclosure 3.3 c(7)

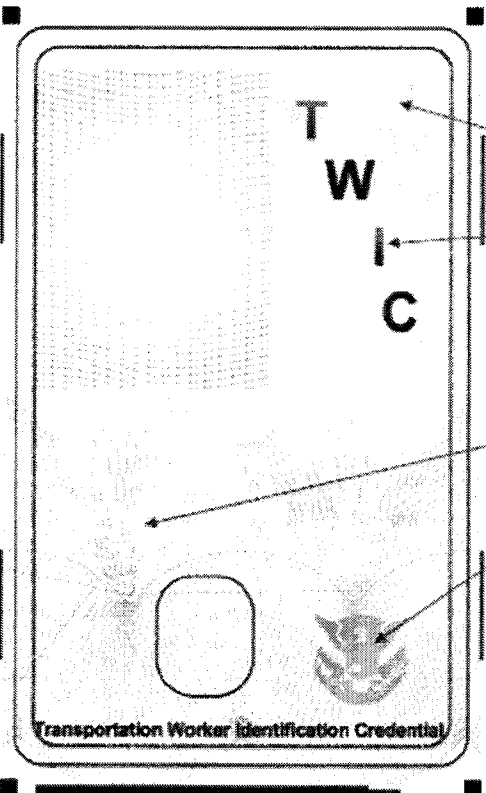
TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Recognition of a valid TWIC...***
- TWIC verification processes must include the following provisions for credential verification:
 - (1) A match of the photo on the TWIC to the individual presenting the TWIC;
 - (2) Verification that the TWIC has not expired; and
 - (3) A visual check of the various security features present on the credential to ensure that the TWIC has not been forged or tampered with.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Recognition of a valid TWIC...***
- Specific policies and procedures for verifying a TWIC are put in place.
- USCG gives two options for verifying a TWIC at this time:
- Presentation and verification of a TWIC upon each entry into the secured area every time. For example, before the Plant Manager is granted access to the terminal you must verify his TWIC. Every day. Every time. If he leaves and comes back (e.g. lunch), you must verify again. Every day. Every time.

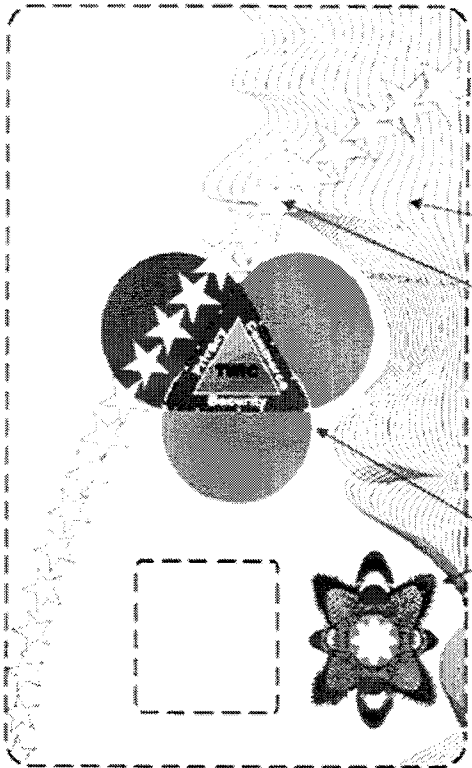
TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)



General Definitions of Security Features:

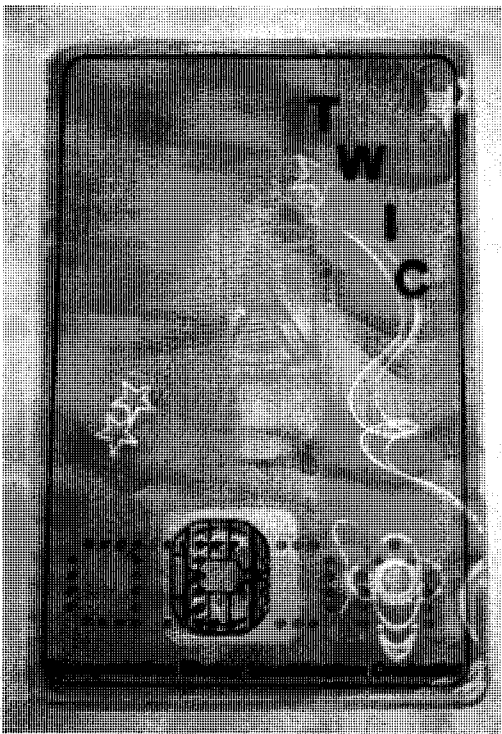
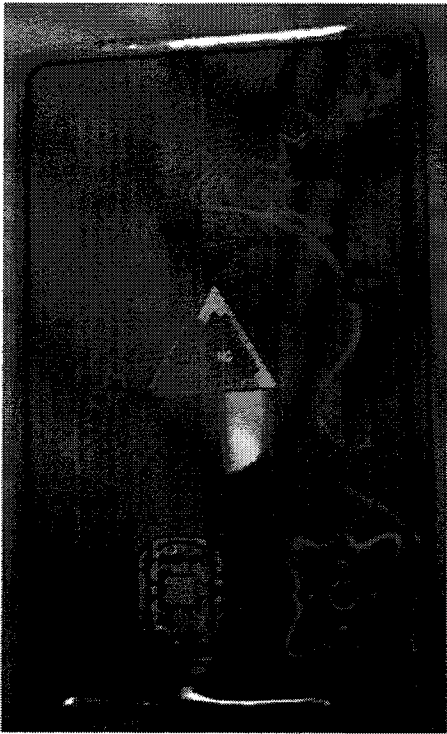
- Fine line background (Guilloche pattern)** – A pattern of continuously fine lines constructed by using two or more lines in overlapping bands that repeat a lacy, web-like curve.
- Ink – Color Shifting OVD** – Printed opaque, multilayer light interference ink pigment creates noticeable, reflecting color shifts, i.e., gold to green, green to blue, etc. similar to what is seen on many global identification documents including driver licenses, banknotes, passports, and visas. The color shifting and authentication effect cannot be replicated or digitally recreated. Tightly controlled and only available for the most secure document applications.
- Duplex Patterns** – A design made up of an interlocking pattern of small irregular shapes, printed in two colors and requiring very close register printing in order to preserve the integrity of the image.
- Ultraviolet fluorescence** – Invisible inks that emit visible color under exposure to ultraviolet light. Colors can be formulated that are not commercial available, making resistance to counterfeiting higher.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)



- Fine line foreground** – A pattern of continuously fine lines constructed by using two or more lines overlapping bands that repeat a lacy, web-like curve.
- Kinetic Patterns** – Kinetic patterns are similar to guilloche patterns, but instead of being animated waves, the patterns are a series of complex, straight lines or shapes. As the viewing angle of the card is changed, the kinetic image moves across the card, giving it the effect of motion across the card. Like a guilloche OVD, patterns are customized for each program and are typically combined with a holographic OVD, a guilloche OVD, or both. The TWIC™ laminate is a series of stars moving from the lower left corner to the upper right corner.
- Transparent DOVID** – Transparent DOVID (diffractive optically variable image device). When incorporated into the TWIC™ design, feature will not interfere with photo or data information. Transparent OVD authentication effects cannot be photo copied or digitally recreated. OVDs are holographically mastered or digitally mastered using computer-guided lasers or electron beams.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)



TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Resolution of violations (forged or tampered TWIC)...***
- If a TWIC is presented at a facility and is suspected to be fraudulent, security personnel should, at a minimum:
 - 1. Deny the individual unescorted access to secure areas of the facility.
 - 2. Check the person's identity by asking for one of the alternate forms of identification described in 33 CFR 101.515 (e.g. state driver's license). Carefully inspect this identification for signs of tampering and authenticity.
 - 3. Request the person's name, address and other contact information. Carefully record any information given, including the information on the TWIC. Make a photocopy of the TWIC if possible.

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Resolution of violations (forged or tampered TWIC)...***
 - 4. The COTP should be called and the duty officer informed that a TWIC suspected to be fraudulent has been presented. Provide all requested information and follow any instructions that the duty officer provides.
 - 5. If directed by the Coast Guard, ask the individual to remain at the access control point until the Coast Guard or other law enforcement agency arrives. Do not make any attempt to restrain the individual or inform him/her that they may not leave.
 - 6. Follow any additional notifications as required by your FSP

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL (TWIC)

- ***Escorting in enclosed vehicles...***

- Escorting ratios do not apply when non-TWIC holders are transported in an
- enclosed vehicle. In this case, one TWIC holder who is driving or riding in the
- vehicle can escort any number of passengers as long as they are only allowed to
- depart the vehicle in a location where other TWIC holders will be able to escort
- them or where they will not need to be escorted (e.g. a public access area or
- outside the facility). This applies in both secure areas and secure/restricted areas. Escorting requirements must be met once the non-TWIC holders depart the vehicle--NVIC 03-07 Enclosure 3.3c(4)

SENSITIVE SECURITY INFORMATION (SSI)

- Guidelines for handling of sensitive security information.
- 49 CFR 1520 governs SSI
- Navigation and Vessel Inspection Circular (NVIC), explains how the law will be interpreted and enforced.



SSI

- Sensitive Security Information (SSI) is a category of sensitive but unclassified information under the United States government's information sharing and control rules.
- SSI is information obtained in the conduct of security activities whose public disclosure would, in the judgment of specified government agencies, harm transportation security, be an unwarranted invasion of privacy, or reveal trade secrets or privileged or confidential information.
- SSI should be marked with the appropriate marking and distribution limitation statement as described below.
- The cover page or first page of the document shall prominently display the SSI marking and the distribution limitation statement. Each subsequent page of the document that contains SSI should also display the SSI marking and distribution limitation statement. The SSI marking should be conspicuously placed on the top of the page and the distribution limitation statement on the bottom.

SSI MARKING AND DISTRIBUTION STATEMENT

SENSITIVE SECURITY INFORMATION

“WARNING” THIS RECORD CONTAINS SENSITIVE SECURITY INFORMATION THAT IS CONTROLLED UNDER THE PROVISIONS OF 49 CFR 1520. NO PART OF THIS RECORD MAY BE DISCLOSED TO PERSONS WITHOUT A “NEED TO KNOW” AS DEFINED IN 49 CFR 1520, EXCEPT WITH THE WRITTEN PERMISSION OF THE ADMINISTRATOR OF THE TRANSPORTATION SECURITY ADMINISTRATION. UNAUTHORIZED RELEASE MAY RESULT IN CIVIL PENALTY OR OTHER ACTION. FOR U.S. GOVERNMENT AGENCIES, PUBLIC DISCLOSURE IS GOVERNED BY 5 U.S.C. 552 AND 49 CFR PART 1520



WHAT WOULD BE CONSIDERED SSI?

- There are several things that can be considered SSI and the following are listed in 10-4 of the Navigation and Vessel Inspection Circular.

- Security Programs and Contingency Plans.
- Security Directives
- Information Circulars
- Performance Specifications
- Vulnerability Assessments
- Security Inspection or Investigative Information.
- Threat Information
- Security Measures.
- Security Screening Information.
- Security Training Materials.
- Identifying Information of Certain Transportation Security Personnel.
- Critical Maritime Infrastructure asset Information.
- System Security Information
- Confidential Business Information.
- Research and Development Information.
- Other Information.



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Filing Information

Document Number	M12000006394
FEI/EIN Number	46-1387064
Date Filed	11/16/2012
State	DE
Status	ACTIVE
Last Event	LC STMNT OF RAVRO CHG
Event Date Filed	04/24/2014
Event Effective Date	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

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Fictitious Name Owner Search

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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

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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:

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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:

Activities -- provides a list of RCRA compliance activities and violations.

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

Documents -- this provides a list of electronic documents available online.

Error Reporting -- send us feedback to address data errors.

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

For a Generator Status History:

click on the **Status**. - **N**OT 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
Search has retrieved 0 Facilities							

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

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Establishment Search

Reflects inspection data through 06/15/2018

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 Establishment search returned 0 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

OSHA Office

Case Status All Closed Open

Violation Status All With Violations Without Violations

Inspection Date

Start Date

End Date

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.

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
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TTY
www.OSHA.gov

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