QUALITY SECURITY SERVICES

REGIONS SECURITY

"Ensuring A Safer Tomorrow"

OUR MISSION IS TO OPTIMIZE THE PROTECTION OF OUR CLIENTS' ASSETS BY DEVELOPING AND IMPLEMENTING A STRATEGIC PLAN.

OUR VISION IS TO BECOME THE MOST DYNAMIC AND RESOURCEFUL SECURITY PROVIDER FOR OUR CLIENTS.

Proposal Response for City of Hallandale

RFP # FY 2016-2017-006

GOLDEN ISLES SAFE NEIGHBORHOOD DISTRICT

Beach

Hallandale Beach

PROGRESS. INNOVATION. OPPORTUNITY

Regions Security Services Inc. – 1100 NW 72nd Ave Miami, Florida 33126
By: David J Rodriguez - Tel. 305-801-2340 – drodriguez@RegionsSecurity.us

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TRANSMITTAL LETTER

Sunday, July 2, 2017

CITY OF HALLANDALE BEACH
CITY CLERK'S DEPARTMENT – EXECUTIVE OFFICES
400 SOUTH FEDERAL HIGHWAY – 2ND FLOOR
HALLANDALE BEACH, FL 33009
TITLED: RFP # FY 2016-2017-006
GISND UNARMED SECURITY GUARD SERVICES
AND ROVER PATROL

Thank you for allowing Regions Security Services, Inc. (Regions Security) the opportunity to present you with this security program to meet the security requirements for City of Hallandale. We know that the City takes the safety and security of its employees, patrons and visitors very seriously. That being said, it is essential that a qualified, experienced and committed security force be selected and I firmly believe that Regions Security can handle the responsibility and opportunity at hand.

Today's security needs are dictated by numerous state laws and protocols. Fortunately, Regions Security has maintained itself abreast of all such requirements and is involved in the field to provide our clients with the level and commitment of service necessary to meet or exceed their needs. At Regions Security Services, we care about protecting our client's assets by understanding their security concerns and overall site objectives. Keeping this simple approach in mind, I am honored to present you with this security proposal that meets your security expectations and provides you the peace of mind of knowing that your property is being monitored by well trained and monitored professionals.

Within our credentials, we will explain our origins, motivations, commitment to service and how Regions Security makes and maintains the conscious decision of elevating itself above the traditional "guard" industry. We accomplish it through our recruitment, selection process, site training and assignment protocols as well as through continuous improvement and service excellence.

In closing, we know you have many choices to consider when it comes to hiring a new security provider. I invite you to review our credentials where we identify key elements of our success and regimen to ensure client satisfaction and adherence to security standards. In closing, we stand ready and welcome the opportunity to address any questions you may have about this proposal.

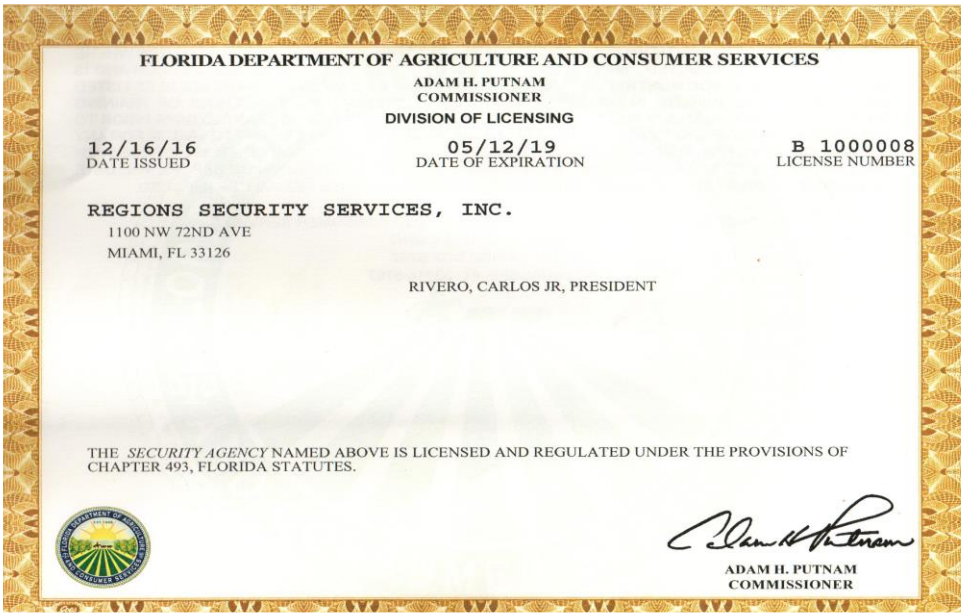
Our Area Manager Mr. David J Rodriguez is hereby authorized by me as a legal representative to produce and present these materials on behalf of Regions Security Services. He can be reached at Tel. 305-801-2340, or via email at: drodriguez@RegionsSecurity.us

Cordially,

Carlos Rivero Jr.

Carlos Rivero, Jr.
CEO / President

PROPOSER INFORMATION –LICENSING - MQR # 1



FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES
ADAM H. PUTNAM
COMMISSIONER
DIVISION OF LICENSING

12/16/16 DATE ISSUED
05/12/19 DATE OF EXPIRATION
B 1000008 LICENSE NUMBER

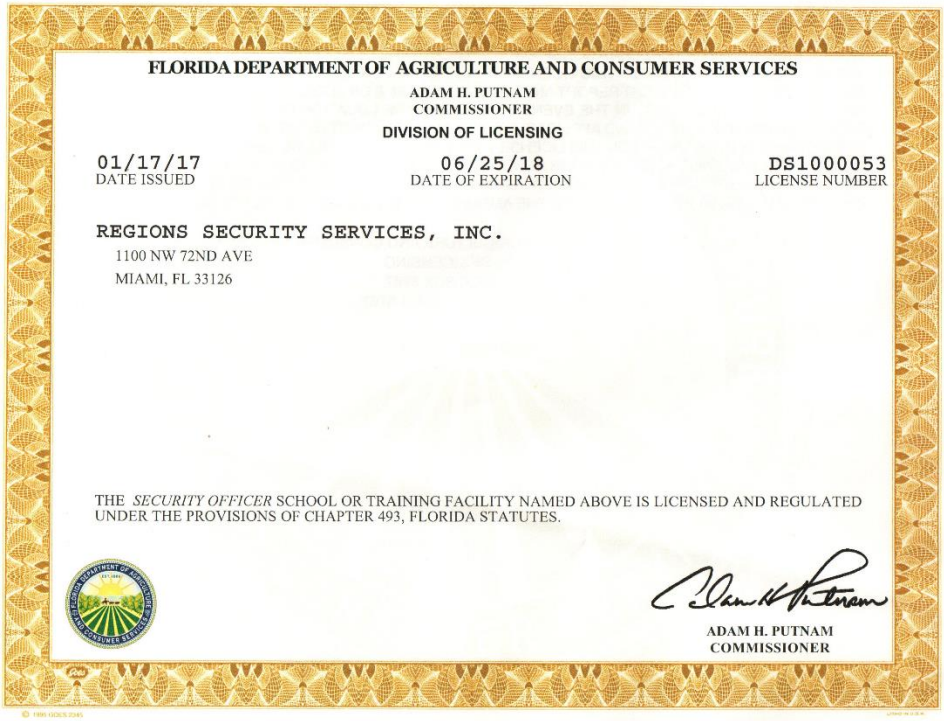
REGIONS SECURITY SERVICES, INC.
1100 NW 72ND AVE
MIAMI, FL 33126

RIVERO, CARLOS JR, PRESIDENT

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

ADAM H. PUTNAM
COMMISSIONER

State of Florida, Security Agency, Class “B” License



FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES
ADAM H. PUTNAM
COMMISSIONER
DIVISION OF LICENSING

01/17/17 DATE ISSUED
06/25/18 DATE OF EXPIRATION
DS1000053 LICENSE NUMBER

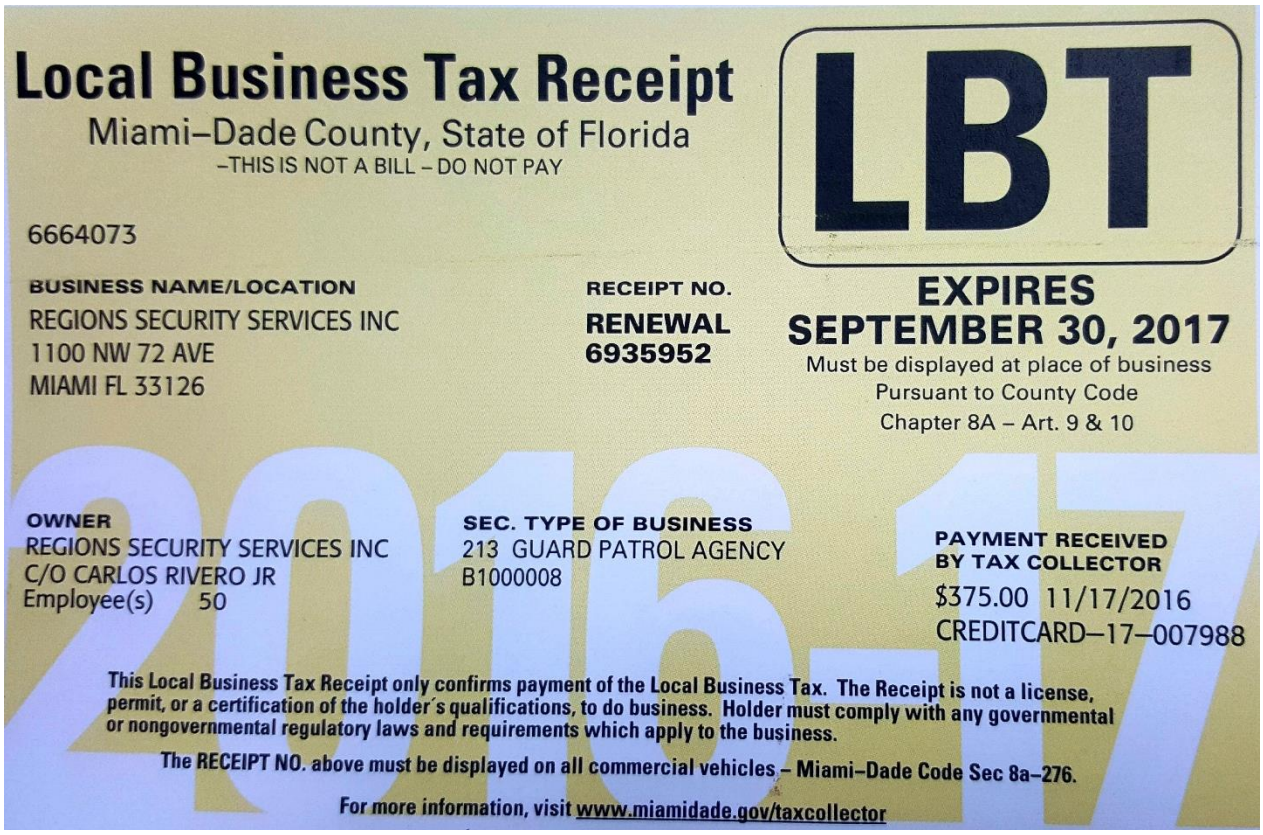
REGIONS SECURITY SERVICES, INC.
1100 NW 72ND AVE
MIAMI, FL 33126

THE *SECURITY OFFICER* SCHOOL OR TRAINING FACILITY NAMED ABOVE IS LICENSED AND REGULATED UNDER THE PROVISIONS OF CHAPTER 493, FLORIDA STATUTES.

ADAM H. PUTNAM
COMMISSIONER

State of Florida, Security Training Facility, Class “DS” License

OCCUPATIONAL LICENSE / LOCAL BUSINESS TAX RECEIPT



Local Business Tax Receipt

Miami–Dade County, State of Florida

–THIS IS NOT A BILL – DO NOT PAY

LBT

6664073

BUSINESS NAME/LOCATION
REGIONS SECURITY SERVICES INC
1100 NW 72 AVE
MIAMI FL 33126

RECEIPT NO.
RENEWAL
6935952

EXPIRES
SEPTEMBER 30, 2017
Must be displayed at place of business
Pursuant to County Code
Chapter 8A – Art. 9 & 10

2016-17

OWNER
REGIONS SECURITY SERVICES INC
C/O CARLOS RIVERO JR
Employee(s) 50

SEC. TYPE OF BUSINESS
213 GUARD PATROL AGENCY
B1000008

PAYMENT RECEIVED BY TAX COLLECTOR
$375.00 11/17/2016
CREDITCARD–17–007988

This Local Business Tax Receipt only confirms payment of the Local Business Tax. The Receipt is not a license, permit, or a certification of the holder´s qualifications, to do business. Holder must comply with any governmental or nongovernmental regulatory laws and requirements which apply to the business.

The RECEIPT NO. above must be displayed on all commercial vehicles – Miami–Dade Code Sec 8a–276.

For more information, visit www.miamidade.gov/taxcollector

CERTIFICATE OF CORPORATION STATUS - MQR # 2

State of Florida
Department of State

I certify from the records of this office that REGIONS SECURITY SERVICES, INC. is a corporation organized under the laws of the State of Florida, filed on January 14, 2010, effective January 7, 2010.

The document number of this corporation is P10000004124.

I further certify that said corporation has paid all fees due this office through December 31, 2017, that its most recent annual report/uniform business report was filed on January 20, 2017, and that its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

Given under my hand and the Great Seal of the State of Florida at Tallahassee, the Capital, this the Twentieth day of January, 2017

Ken Detzner

Secretary of State

Tracking Number: CC5209525507

To authenticate this certificate,visit the following site,enter this number, and then follow the instructions displayed.

https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication

COMPANY EXPERIENCE - MQR # 3

Name of the Project # 1	**ALLIED PROPERTY GROUP**
Date when Project # 1 started	May 2010
Date when Project # 1 was completed	On going
Name of entity for which services were provided to	Winward at Island of Doral, Costa Verde, Promenade Shores and Costa Verde in Doral, Fl
Updated contact name, phone and email for Project Manager where services were provided to	Ana Sanchez Rivero Allied Property Group, Inc. 12350 SW 132 Court, Suite 114 Miami, Florida 33186 Phone: (305) 232-1579 ext. 2014 Fax: (305) 969-0154 www.alliedpropertygroup.net
Provide detailed information about the scope of work your firm provided during this project.	Access Control, Roving Patrols, Physical Security Services.
TOTAL COST OF THE PROJECT	$ 253,000.00

Name of the Project # 2	**Bet Shira Temple and Day School**
Date when Project # 2 started	03-2015
Date when Project # 2 was completed	Ongoing - Current
Name of entity for which services were provided to	Bet Shira Temple and Day School
Updated contact name, phone and email for Project Manager where services were provided to	Jason K Timmons Treasurer 305-431-7010 Jason.K.Timmons@gmail.com
Provide detailed information about the scope of work your firm provided during this project.	Armed and Unarmed Security Personnel Access Control Roving Patrols Event Coverage Emergency Coverage during threats
TOTAL COST OF THE PROJECT	$210,000.00

COMPANY EXPERIENCE - MQR # 3

Name of the Project # 3	REGENCY CENTERS
Date when Project # 3 started	June of 2013
Date when Project # 3 was completed	Ongoing- Current
Name of entity for which services were provided to	REGENCY CENTERS
Updated contact name, phone and email for Project Manager where services were provided to	Ms. Jill Lachase Senior Property Manager Tel. 561-630-2305 jillLachase@RegencyCenters.com
Provide detailed information about the scope of work your firm provided during this project.	Roving Patrols, Security Personnel, Access Control for eight commercial centers from Palm Beach Gardens to South Miami
TOTAL COST OF THE PROJECT	$312,000.00

Name of the Project # 4	Town of Palm Beach Marina
Date when Project # 4 started	10-2015
Date when Project # 4 was completed	Ongoing - Current
Name of entity for which services were provided to	Town of Palm Beach Marina
Updated contact name, phone and email for Project Manager where services were provided to	Mr. Mike Horn Dock Master 500 Australian Ave, Palm Beach, FL 33480 Phone: 561-227-7000 Email: mhorn@townofpalmbeach.com
Provide detailed information about the scope of work your firm provided during this project.	Armed Guard Services, access control, parking enforcement, roving patrols
TOTAL COST OF THE PROJECT	$ 229,000.00

COMPANY EXPERIENCE - MQR # 3

Name of the Project # 5	**USDA Department of Agriculture**
Date when Project # 5 started	02-2015
Date when Project # 5 was completed	Ongoing - Current
Name of entity for which services were provided to	United States Department of Agriculture Miami Fl
Updated contact name, phone and email for Project Manager where services were provided to	Ms. Corinne Nygren Tel. Contract Manager (612) 336-3235 Address: 5600 NW 36 Street, Miami, FL 33126 Phone: 612-336-3235 E-mail: Corinne.m.nygren@aphis.usda.gov
Provide detailed information about the scope of work your firm provided during this project.	Armed Physical Security, Front Desk, Roving Patrols, Access Control to parking and cargo area.

GENERAL OFFICER EDUCATION - MQR # 4

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract by Regions Security Services will have at minimum a HSD or GED. If selected Regions Security will comply in producing copies of records from Officers to demonstrate such minimum educational requirement.

SELECTED OFFICER EXPERIENCE - MQR # 5

Minimum Qualification Requirement # 5: Security Guard Years of Experience:
Each security guard assigned to the Contract will have at least one (1) year of experience as a licensed Security Officer. This will be a hiring requirement by Regions Security and if selected Regions will comply by providing the city:

a. The city designated chart demonstrating the one (1) year experience

b. A copy of the Class “D” license for the security guard.

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: Security Guard Years of Experience:

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Rotia stephens
Date when Security Guard commenced work at Project/location providing security guard services	07-25-2014
Date when Security Guard completed work at Project/location providing security guard services	Present.
Name of entity for which services were provided to with this Security Guard assigned	Regions Security Services
Updated contact name, phone and email for Project Manager where services were provided to	Natalia Restrepo 305-517-1278 nrestrepo@regionssecurity.us
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Access Control & Roving

The Board of School Directors of The Milwaukee Public Schools
in consideration of the satisfactory completion of
all course, credit and proficiency examination requirements
hereby confers upon

Rotia Stephens

the award

Diploma of Graduation

together with all the honors, rights, and privileges belonging to that achievement.

President

Superintendent

Milwaukee School of
Entrepreneurship

Principal

Given at Milwaukee in the State of Wisconsin
this seventh day of June in the year two thousand one
and of the Milwaukee School District the one hundred sixty-second.

SECURITY OFFICER
STATE OF FLORIDA

LICENSE NUMBER
D 1404406

STEPHENS, ROTIA L

BIRTH DATE
01/03/83

SEX
F

RACE
B

EXPIRES
03/26/18

05/14/16

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

Minimum Qualification Requirement # 4: **High School Diploma (HSD) or General Educational Diploma (G.E.D.):**

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: **Security Guard Years of Experience:**

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Edoward Bastien
Date when Security Guard commenced work at Project/location providing security guard services	10-15-2015
Date when Security Guard completed work at Project/location providing security guard services	05-01-2017
Name of entity for which services were provided to with this Security Guard assigned	Allied Universal
Updated contact name, phone and email for Project Manager where services were provided to	Alejandro Bueno 305-262-7123
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Patrolling the parking lot and writing reports.

DEPARTMENT OF EDUCATION

State of Florida

This Certifies That

EDOUARD BASTIEN

having satisfactorily completed all requirements of law and standards prescribed by the State Board of Education, thereby demonstrating satisfactory evidence of educational competence, is hereby awarded this

HIGH SCHOOL DIPLOMA

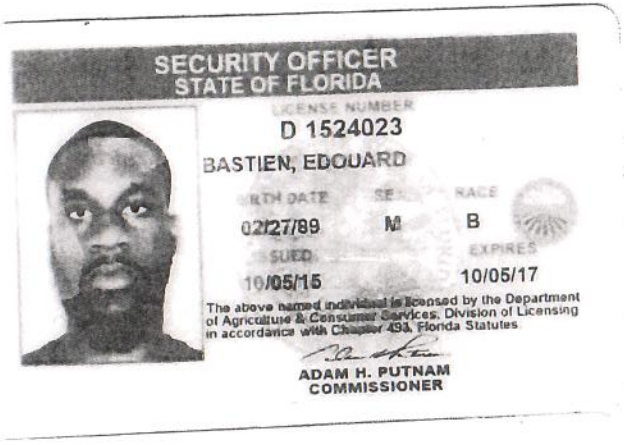
and is entitled to all the Rights and Privileges appertaining thereto.

In witness whereof our names and the State Board of Education, Tallahassee, Florida, this 11 th Day of October 2016

Diploma Number: 201560481

COMMISSIONER OF EDUCATION

FLORIDA GED ADMINISTRATOR



SECURITY OFFICER
STATE OF FLORIDA

LICENSE NUMBER
D 1524023

BASTIEN, EDOUARD

BIRTH DATE 02/27/89 | SEX M | RACE B

ISSUED 10/05/15 | EXPIRES 10/05/17

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: Security Guard Years of Experience:

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Kalan Nebblett
Date when Security Guard commenced work at Project/location providing security guard services	07-04-2016
Date when Security Guard completed work at Project/location providing security guard services	Present
Name of entity for which services were provided to with this Security Guard assigned	Regions Security Services
Updated contact name, phone and email for Project Manager where services were provided to	Natalia Restrepo 305-517-1278 nrestrepo@regionssecurity.us
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Patrolling the area, observing any suspicious activity, doing access control, and writing reports.

Miami Beach Senior High School

Miami-Dade County, Florida

This certifies that

Kalan C. Nebblett

having satisfactorily completed all requirements of law and standards for high school graduation as prescribed by the State Board of Education and the District School Board is hereby awarded this

Diploma

by order of the Miami-Dade County District School Board

Given this month of June, two thousand and seven.

Chm. School Board

Superintendent of Schools

Principal

SECURITY OFFICER
STATE OF FLORIDA

LICENSE NUMBER
D 1617485

NEBBLETT, KALAN C

BIRTH DATE	SEX	RACE
05/08/87	M	B

ISSUED	EXPIRES
08/22/16	08/22/18

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: Security Guard Years of Experience:

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Ricardo Mede
Date when Security Guard commenced work at Project/location providing security guard services	04-15-2015
Date when Security Guard completed work at Project/location providing security guard services	Present
Name of entity for which services were provided to with this Security Guard assigned	Regions Security Services
Updated contact name, phone and email for Project Manager where services were provided to	Natalia Restrepo 305-517-1278 nrestrepo@regionssecurity.us
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Access control, Roving, and doing hourly reports for any suspicious activity.

Miami Dade College

Has conferred on

Ricardo Mede

the degree of

Associate in Arts

with all the rights and privileges thereunto appertaining.
In witness whereof, this diploma, duly signed, and the seal of the College affixed,
has been issued by the authority vested in the District Board of Trustees
and upon recommendation of the faculty of Miami Dade College.
Awarded at Miami, Florida
this nineteenth day of December, 2015

Helen Aguirre Gomé
Chair, District Board of Trustees

College President

SECURITY OFFICER
STATE OF FLORIDA

LICENSE NUMBER

D 1509779

MEDE, RICARDO

BIRTH DATE	SEX	RACE
01/28/90	M	B

ISSUED	EXPIRES
05/24/17	04/29/19

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: Security Guard Years of Experience:

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Brian Ruiz
Date when Security Guard commenced work at Project/location providing security guard services	8-11-2015
Date when Security Guard completed work at Project/location providing security guard services	Present
Name of entity for which services were provided to with this Security Guard assigned	Regions Security Services
Updated contact name, phone and email for Project Manager where services were provided to	Natalia Restrepo 305-517-1278 nrestrepo@regionssecurity.us
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Roving, checkpoints and reporting any suspicious activity.

Hialeah-Miami Lakes Senior High School

Miami-Dade County, Florida

This certifies that

Brian Ruiz

having satisfactorily completed all requirements of law and standards for high school graduation as prescribed by the State Board of Education and the District School Board is hereby awarded this

Diploma

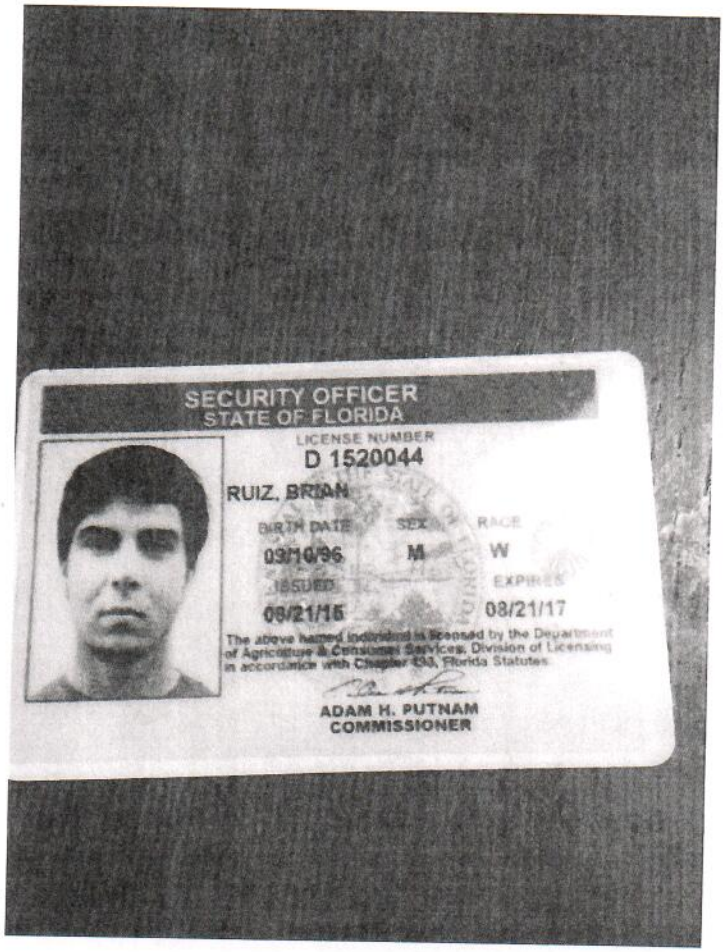
by order of the Miami-Dade County District School Board

Given this fifth day of June, two thousand and fifteen.

Superintendent of Schools

Principal

Perla Tabares Hantman
Chair, School Board


SECURITY OFFICER
STATE OF FLORIDA
LICENSE NUMBER
D 1520044
RUIZ, BRIAN
BIRTH DATE
03/10/96
SEX
M
RACE
W
ISSUED
08/21/15
EXPIRES
08/21/17
The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.
ADAM H. PUTNAM
COMMISSIONER

Minimum Qualification Requirement # 4: High School Diploma (HSD) or General Educational Diploma (G.E.D.):

All security guards assigned to the Contract must have a HSD or GED. Firm must provide copies of all security guards HSD or G.E.D for all guards that will be assigned to the Contract.

Minimum Qualification Requirement # 5: Security Guard Years of Experience:

Each security guard assigned to the Contract must have a one (1) year of experience as a licensed Security Officer. Firm must provide, for each guard that will be assigned to the Contract:

a. The following chart below demonstrating the one (1) year experience
b. A copy of the Class "D" license for the security guard.

Name of Security Guard	Evens Thomas
Date when Security Guard commenced work at Project/location providing security guard services	6-12-2015
Date when Security Guard completed work at Project/location providing security guard services	Present
Name of entity for which services were provided to with this Security Guard assigned	Regions Security Services
Updated contact name, phone and email for Project Manager where services were provided to	Natalia Restrepo 305-517-1278 nrestrepo@regionssecurity.us
Provide detailed information about the scope of work the Security Guard provided during this project. Such must be similar and address the scope of work as required and addressed in this RFP required and addressed in this RFP.	Access Control

American Academy

Of Pinecrest

This Certifies That

Evens R Thomas

Has satisfactorily completed requirements for Graduation
and is therefore awarded this

High School Diploma

with all the rights, privileges and honors thereto appertaining here and
elsewhere given under our hands December 02, 2011

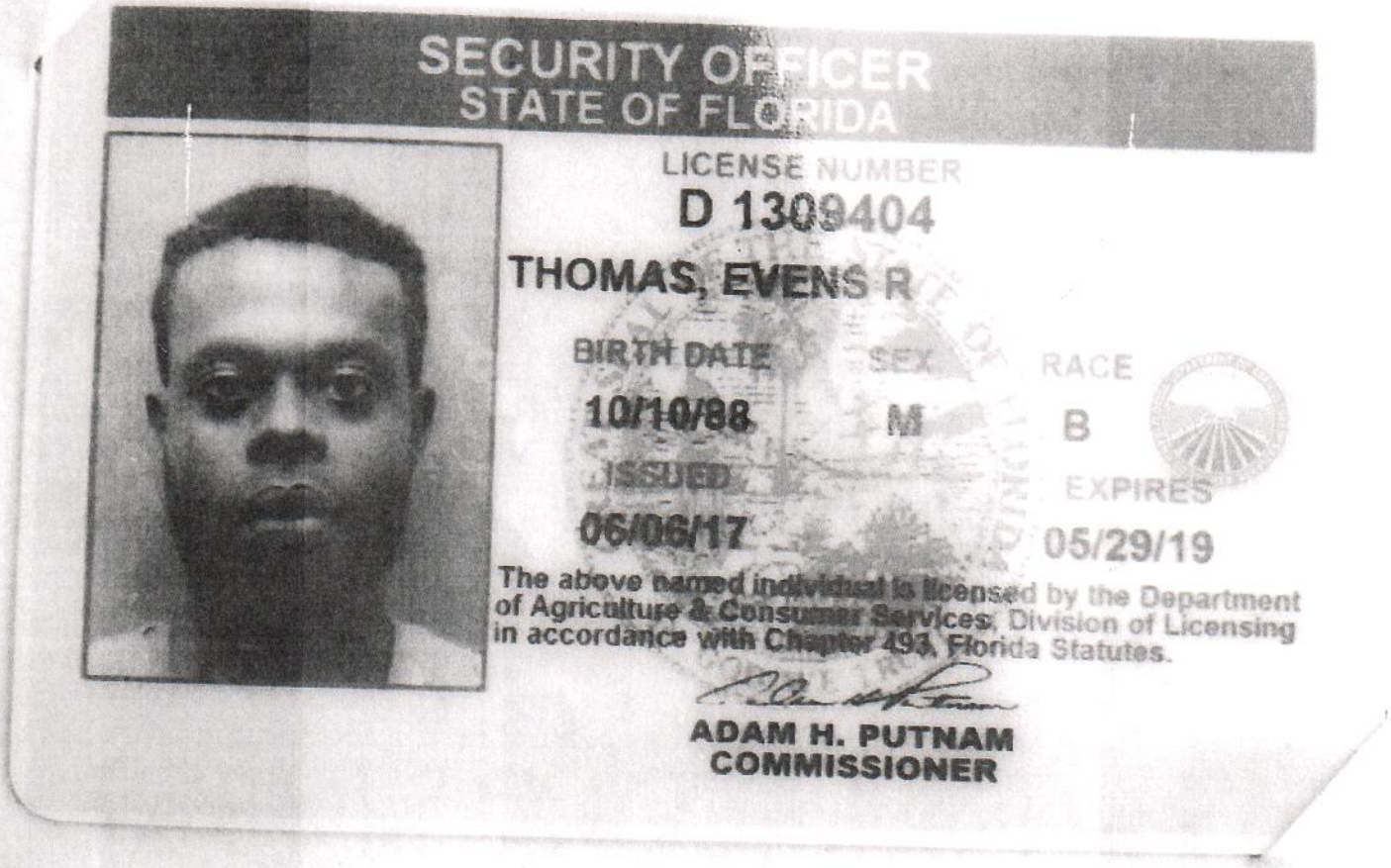
Principal

Administrative Director

Administrative Secretary

n, visit our website at ww..v.

where the carrying of firearms is prohibited by s.790.06 shall . t be prohibited from carrying purposes. Section 790.06 does not modify the person who knowingly and willfully violates a misdemeanor of the second degree, punishab



SECURITY OFFICER
STATE OF FLORIDA

LICENSE NUMBER
D 1309404

THOMAS, EVENS R

BIRTH DATE 10/10/88
SEX M
RACE B

ISSUED 06/06/17
EXPIRES 05/29/19

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

Florida De

CERTIFICATE OF FIREAR

ADAM H. PUTNAM
COMMISSIONER

To b

e Bo

or.

Ins

rs,

STATEWIDE FIREARM LICENSE
STATE OF FLORIDA

LICENSE NUMBER

G 1304221

THOMAS, EVENS R

BIRTH DATE	SEX	RACE
10/10/88	M	B

ISSUED	EXPIRES
09/11/15	09/04/17

The above named individual is licensed by the Department of Agriculture & Consumer Services, Division of Licensing in accordance with Chapter 493, Florida Statutes.

ADAM H. PUTNAM
COMMISSIONER

ange Score

172

e Training Completed

/23/2016

STUDENT

HNGE & Gun S/10A

Written Exam Score

78%

Student Signature

SELECTED OFFICER BACKGROUND CHECK - MQR # 6

All security guards assigned to the Contract with the City will go through a complete background check paid by the Regions Security . Security guards will not be assigned to the Contract if they have ever been convicted of the following but not limited to: Any felony sexual violation and/or lewd behavior charges, any felony convictions, or have had any military conduct resulting in dishonorable or bad conduct discharge and/or dismissal, including as a result of military court martial.

Regions Security prides itself in a very stringent and thorough process of Officer Selection and Screening with which we provide a high level of quality Officers and Personnel to our clients.

REQUIRED FORMS

- RFP Acknowledgment of receipt
- Proposal Submitted by Form
- Variance Form
- Public Entity Crime Form
- Domestic Partnership Certification Form
- Conflict Of Interest Notification Requirement Questionnaire
- Drug Free Workplace Form

UNABLE TO SUBMIT A RESPONSE? We sincerely hope this is not the case. If your firm cannot submit a proposal at this time, please provide the information requested in the space provided below and return form to procurement_department@cohb.org.

Regions Security Svcs. **HAVE RECEIVED THE RFP**
(COMPANY NAME)

UNABLE TO RESPOND TO THE RFP AT THIS TIME DUE TO THE FOLLOWING REASONS:

COMPLETE INFORMATION BELOW:

SIGNATURE:	
TITLE:	
STREET ADDRESS: (OR)	
CITY:	
STATE:	ZIP CODE:
TELEPHONE/AREA CODE: ( )	
EMAIL ADDRESS:	

RETURN THIS UNABLE TO SUBMIT FORM ONLY TO EMAIL ABOVE:
CITY OF HALLANDALE BEACH
PROCUREMENT DEPARTMENT
400 SOUTH FEDERAL HIGHWAY, ROOM 242
HALLANDALE BEACH, FL 33009
TITLED: RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL

VARIANCE FORM

Any variances to the specifications, Exhibit I, II and III, RFP, etc., must be specified here. If your firm has no variances, please state "None" (provide additional pages if necessary). This form must be provided:

None

THIS PROPOSAL SUBMITTED BY:

COMPANY:	REGIONS SECURITY SERVICES, INC.
ADDRESS:	1100 NW 72ND AVE
CITY & STATE:	MIAMI, FL
ZIP CODE:	33126
TELEPHONE:	305-801-2340 / 305-517-1266
DATE OF RFP:	JULY 5TH, 2017
FACSIMILE NUMBER:	305-517-1267
E-MAIL ADDRESS:	DRODRIGUEZ@REGIONSSECURITY.US
FEDERAL ID NUMBER:	27-2169908
NAME & TITLE PRINTED:	DAVID RODRIGUEZ, AREA MANAGER
SIGNED BY:	DAVID RODRIGUEZ

WE (I) the above signed hereby agree to furnish the item(s), service(s) and have read all attachments including specifications, terms and conditions and fully understand what is required.

The Request for Proposals, Specifications, Proposal Forms, and/or any other pertinent document form a part of this proposal and by reference made a part hereof. Signature indicates acceptance of all terms and conditions of the RFP.

PUBLIC ENTITY CRIME FORM

SWORN STATEMENT PURSUANT TO SECTION 287.133(2) (a),
FLORIDA STATUTES,
PUBLIC ENTITY CRIME INFORMATION

"A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Contractor, supplier, subcontractor, or consultant under a contract with any public entity; and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months following the date of being placed on the convicted vendor list."

By: Carlos Rivero Jr

Title: Ceo / President

Signed and Sealed 22nd day of June, 2017

Notary Public State of Florida
Alejandro Gonzalez
My Commission GG 039897
Expires 10/19/2020

Domestic Partnership Certification Form

This form must be completed and submitted with your firm's submittal.

Equal Benefits Requirements As part of the competitive solicitation and procurement process a Contractor seeking a Contract shall certify that upon award of a Contract it will provide benefits to Domestic Partners of its employees on the same basis as it provides benefits to employees' spouses. Failure to provide such certification shall result in a Contractor being deemed non-responsive.

Domestic Partner Benefits Requirement means a requirement for City Contractors to provide equal benefits for domestic partners. Contractors with five (5) or more employees contracting with City, in an amount valued over $50,000, provide benefits to employees' spouses and the children of spouses.

The firm providing a response, by virtue of the signature below, certifies that it is aware of the requirements of City of Hallandale Beach Ordinance 2013-03 Domestic Partnership Benefits Requirement, and certifies the following:

Check only one box below:

☒ **1.** The Contractor certifies and represents that it will comply during the entire term of the Contract with the conditions of the Ordinance 2013-03, Section 23-3, Domestic Partner Benefits Requirement of the City of Hallandale Beach, or

☐ **2.** The firm does not need to comply with the conditions of Ordinance 2013-03, Section 23-3, Domestic Partner Benefits Requirement of the City of Hallandale Beach, because of allowable exemption: **(Check only one box below):**

- ☐ The firm's price for the contract term awarded is $50,000 or less.
- ☐ The firm employs less than five (5) employees.
- ☐ The firm does not provide benefits to employees' spouses nor spouse's dependents.
- ☐ The firm is a religious organization, association, society, or non-profit charitable or educational institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association or society.
- ☐ The firm is a government entity.
- ☐ The contract is for the sale or lease of property.

☐ The covered contract is necessary to respond to an emergency.

☐ The provision of Ordinance 2013-03, Section 23-3 Definition, of the City of Hallandale Beach, would violate grant requirements, the laws, rules or regulations of federal or state law.

I, CARLOS RIVERO, JR. CEO / PRESIDENT
Name of authorized Officer per Sunbiz Title

of REGIONS SECURITY SERVICES, INC.
Name of Firm as it appears on Sunbiz

hereby attest that I have the authority to sign this notarized certification and certify that the above referenced information is true, complete and correct.

x Carlos Rivero Jr. CARLOS RIVERO, JR.
Signature Print Name

STATE OF FLORIDA

COUNTY OF MIAMI-DADE

SWORN TO AND SUBSCRIBED BEFORE ME THIS 22nd DAY OF June, 20 17 BY Carlos Rivero Jr

TO ME PERSONALLY KNOWN OR PRODUCED IDENTIFICATION:

Drivers License
(type of ID)

Signature of Notary 10-19-20
Commission expires

Alejandro Gonzalez
Print Name of Notary Public

Seal Below:

Notary Public State of Florida
Alejandro Gonzalez
My Commission GG 038867
Expires 10/19/2020

CONFLICT OF INTEREST NOTIFICATION REQUIREMENT QUESTIONNAIRE

If you are an employee, board member, elected official(s) or an immediate family member of any such person, please indicate the relationship below. Pursuant to the City of Hallandale Beach Standards of ethics any potential conflict of interest must be disclosed and if requested, obtain a conflict of interest opinion or waiver from the Board of Directors prior to entering into a contract with the City.

1. Name of firm submitting a response to this RFP.

REGIONS SECURITY SERVICES, INC.

2. Describe each affiliation or business relationship with an employee, board member, elected official(s) or an immediate family member of any such person of the City of Hallandale Beach or Hallandale Beach Community Redevelopment Agency, if none so state.

NONE

3. Name of City of Hallandale Beach or Hallandale Beach Community Redevelopment Agency employee, board member, elected official(s) or immediate family member with whom filer/respondent/firm has affiliation or business relationship, if none so state.

NONE

4. Describe any other affiliation or business relationship that might cause a conflict of interest, if none so state.

NONE

CONFLICT OF INTEREST NOTIFICATION REQUIREMENT QUESTIONNAIRE

5.

X Carlos Rivero / REGIONS SECURITY SERVICES, INC. 6-22-17

Signature of person/firm Date

CARLOS RIVERO JR.

DRUG-FREE WORKPLACE FORM

The undersigned vendor in accordance with Florida Statute 287.087

Hereby certified that REGIONS SECURITY SVCS does:
(Name of Business)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.

2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.

3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).

4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of or plea of guilty or nolo contendere to, any violation of Chapter 1893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.

5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.

6. Make a good faith effort to continue to maintain a drug-free workplace through I implementation of this section.

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

DATE: 6-22-17	BIDDER'S SIGNAURE: X

QUALIFICATIONS, EXPERTISE AND TRAINING

Regions Security is a Service-Disabled Veteran-Owned Small Business and a specialized provider of security and ancillary services. Regions Security was born out of the desire and need to address unresponsive and substandard services, red-tape and service delays often offered by other companies.

Regions Security was formed in 2010 by its President & CEO Carlos Rivero, Jr. after serving in the U.S. Army and managing numerous security companies. Mr. Rivero is a highly recognized service-disabled veteran who served in Operation Iraqi Freedom and Operation Enduring Freedom military initiatives.

At Regions Security , we care about protecting our clients' assets. By understanding their concerns and overall security objective, we develop and implement a strategic plan for their peace of mind. In other words – doing the job and doing it right!

Regions Security is an S Corporation and complies with all applicable regulatory requirements including federal, state, special district, and local laws, rules, regulations, orders, codes, criteria, standards, and permits. Regions Security is comprised of almost 300 security professionals and anticipates a growth of 125% in the subsequent 2 years. Regions Security is a licensed and insured security company which meets of all of the required licensing and insurance guidelines required by the State of Florida.

Commitment counts and Regions Security is committed to serve.

OUR MISION

Our mission is to optimize the protection of our clients' assets by developing and implementing a strategic plan.

OUR VISION

Our vision is to become the most dynamic and resourceful security provider for our clients.

OUR VALUES

Regions Security demands that it's administrative and security personnel identify with the organization and assume its values as their own, in order to achieve our mission.

Loyalty: Bear true faith and allegiance to Regions and its clients.
Duty: Fulfill your obligations.
Respect: Treat people as they should be treated.
Integrity: Do what's right, legally and morally.
Honor: Live up to Regions' values.

AVAILABLE SERVICES

Executive Protection: This service, provided by specially trained executive protection professionals, can be offered for a one-time event or on an ongoing basis, and can be provided for private individuals, corporate executives and other at-risk employees within the United States and around the world.

Background and Career Verification: We help companies make effective hiring decisions and assist in reducing the problems associated with employee dishonesty. Our services include employee screening, past employment record as well as the development of theft prevention and ethical behavior programs and other education and awareness programs.

Special Events: For your guests comfort and enjoyment, we provide protection services in high-profile events in the entertainment and sports sectors. Coverage can include access and perimeter control, credentialing, crowd and traffic (parking) control, valet parking, transportation, explosives sweeps with K-9 control and executive protection.

Canine Support (K-9): We provide canine support in drug and explosives detection with specialized trained handlers. We can provide dogs specially trained to protect people and their assets. The dogs can help security personnel in their patrol routine, especially in difficult or extensive areas.

Corporate In-House Training and Workshops: We can develop your employee and executive in-house security training programs. Attorneys, Certified Protection Professionals (CPP), Certified Fraud Examiners (CFE) and other experts have developed practical workshops to enhance your staff's capabilities with superior training and effectiveness. Many of our instructors are fluent in English and Spanish. Some of our programs include:

- Emergency and Disaster Planning
- Risk Analysis
- Business Impact Analysis
- Hotel Security
- Bank Security
- Travel Security and Safety
- Airport Security
- Physical Security
- Theft Prevention
- Security Awareness & Preparedness
- Violence in the Workplace
- Sexual Harassment

EXPERIENCE AND ABILITY

President & CEO
Carlos Rivero, Jr.
Years with Regions Security : 6 Years
Years in the Industry: 14 Years

Industry Experience

President & CEO, Regions Security Services, Inc.	2010-Present
Business Development Manager, SMI Security Management, Inc.	2009-2010
Director of Operations, Sereca Security Corporation	2007-2009
Account Manager, Sereca Security Corporation	2006-2007
Director of Security, The Towers of Key Biscayne	2003-2006
Security Professional, Pinkerton & Burns Security	2002-2003
Specialist 63W10H8, United States Army	1999-2002

Experience

President & CEO of Regions Security , Carlos Rivero, Jr., is a service-disabled veteran of the U.S. Armed Forces with a distinguished background. As a young Army Specialist, Rivero was deployed to Afghanistan in 2001, serving in both the Iraqi Freedom and Enduring Freedom military initiatives, where he was promoted and received numerous commendations and awards. Since then, Mr. Rivero has amassed over 15 years of security industry experience.

Under his leadership, direction, and participation, Regions Security has grown from a small local security services related company to a successful, progressive and admired regional security company. Mr. Carlos Rivero' s many years of experience in the military and private contract security have provided him with the credentials to forge new standards and procedures for his company and the contract security industry.

Awards & Certificates in the Past 3 Years

2015 Rising Star Award - Commercial Industrial Association of South Florida
2014 Young Professional of the Year - Building Owners and Managers Association
2013 Member of the Year Award - Latin Builders Association
2013 Certificate of Appreciation - Greater Kendall Business Association
2012 Security Agency of the Year Award - Minority Chamber of Commerce
2012 Certificate of Appreciation - City of Doral
2012 Member of the Month Certificate - Latin Builders Association
2011 Certificate of Special Congressional Recognition - Congress, Senator Marco Rubio

Affiliations

Chair of the City of Doral Military Affairs Advisory Board (COD MAAB)
Board Member of the Commercial Industrial Association of South Florida (CIASF)
Member of the Building Owners and Managers Association (BOMA)

Certificate of Special Congressional Recognition

Presented to

Mr. Carlos Rivero

in recognition of outstanding and invaluable service to the community.

October 13, 2011

DATE

MEMBER OF CONGRESS

CORPORATE MANAGER BIO

Corporate Manager
Victor Guembes, MBA, DABCHS, CHS, IAC
Years with Regions Security : 1
Years in the Industry: 21 Years

Industry Experience

Corporate Manager, Regions Security Services, Inc.	2015-Present
Regional Business Development Executive, Command Security Corporation	2014-2015
Senior Branch Manager, Weiser Security Services	2008-2014
Corporate Security Supervisor, Titan America	2004-2008
Loss Prevention & Security Manager, The Ritz-Carlton SoBe	2003-2004
Director of Security, The Continental Group	2000-2003
Hotel Night Manager, JW Marriott Brickell	1999-2000
Starwoods Hotels, NY	1995-1999
Sergeant- Infantry and Military Police, US Army	1989-1994

Experience

Victor Guembes is a veteran of the U.S. Army proudly serving during the Persian Gulf War and promoted to the rank of Sergeant upon successful completion of the Primary Leadership Development Course (Fort Drum, NY) and the Jungle Operations Training Center (Fort Sherman, Panama). Mr. Guembes earned his AAS-Business from Jefferson Community College, BS Criminal Justice Administration from the University of Phoenix (Magna Cum Laude) and his MBA-Business Management from Florida National University (Summa Cum Laude and Valedictorian). In June 2012, Mr. Guembes was inducted into the National Criminal Justice Honor Society (Alpha Phi Sigma).

Mr. Guembes is certified in both Homeland Security Level-III and Intelligence Analyst by the American Board for Certification in Homeland Security. Mr. Guembes is a published author in matters of global terrorism, security, leadership and personal growth and a key-note speaker on these matters. Mr. Guembes' two decades of security experience includes the residential, commercial, industrial, lodging, government and maritime aspects of the industry with numerous recognitions to include the White House Office of Communication Center.

Industry Affiliations

American Board for Certification in Homeland Security (ABCHS)
American Society for Industrial Security (ASIS)

AREA MANAGER BIO

Area Manager
David J. Rodriguez
Years with Regions Security Services: 2 years
Years in the Industry: 22 Years

Industry Experience

Area Manager, Regions Security Services, Inc.	2015-Present
Business Manager, Security Management Innovations, Inc.	2013-2015
Branch Manager, Paramount Security Services	2008-2013
Business Development Manager, McRoberts Protective Agency	2005-2008
Director of Business Development, Garrison Protective Services	1997-2005
Security Consultant, Wells Fargo Guard Services	1994-1997

Experience

Area Manager, David Rodriguez, is a 22-year veteran as a security professional. David has a solid understanding of every aspect of the physical security industry and extensive knowledge of the South Florida market. David has taken part on the development of some of the most complex security programs in the region and is able to match a successful security solution for each of the client's particular needs. An avid gadget person he stays in tune with electronic solutions that emerge in the market which enhance physical security. David is also responsible for the philanthropy programs that Regions Security is involved in.

Industry Affiliations

BOMA Miami – Committee member, industry partner
CIASF – Industry Partner – Sponsor Member
Member of ASIS International – A worldwide association for Security Professionals
CAI South East Florida (Community Association Institute) – Member
BOMA – Sponsor Member of Building Owners and Managers Association
CAMP – Community Association Management Professionals –Member

Education & Licensing

International Profit Associates - Chicago, Il January, 2002
Business Analyst

Belleview College – Belleview, NE August, 1990
Bachelor's Degree Human Resource Management - Minor in Business Administration.

University of Nebraska at Omaha - Omaha, NE May, 1985
Associate Degree Two years in Computer Science and one year of prerequisite courses.

Certified by the ATA / Aviation screener of bombs, explosives and contraband

REGIONAL OPERATIONS MANAGER BIO

Regional Operations Manager
Jose L. Rubio
Years with Regions Security : 5 Years
Years in the Industry: 14 Years

Industry Experience

Regional Operations Manager, Regions Security Services, Inc.	2011-Present
Operations Manager, Sereca Security Corporation	2010-2011
Operations Manager, SMI Security Management, Inc.	2009-2010
Operations Coordinator, Sereca Security Corporation	2007-2009
Security Professional, The Towers of Key Biscayne	2003-2007

Experience

Regional Operations Manager, Jose Rubio, has amassed 13 year in the security industry as a professional in different operational roles. He has developed incredible customer service skills having worked with property managers, business owners, and others in the industry. Rubio has supervised over 8,000 hours of scheduling for almost 300 employees.

He has taken on a role of workplace counsel helping guide employees to work more efficiently and professionally. By means of annual trainings he has helped keep employees up to date with new procedures or changes in the industry.

Industry Associations

Member of Doral Business Council (DBC)
Member of Building Owners and Managers Association (BOMA)
Member of Latin Builders Association (LBA)
Member of the Greater Kendall Business Association (GKBA)
Member of Minority Chamber of Commerce (MCC)

Education & Licensing

Florida National College, A.S.
Security Agency Manager
Security Officer Instructor

DISTRICT OPERATIONS MANAGER BIO

District Operations Manager
Alejandro Gonzalez
Years with Regions Security : 6 Years
Years in the Industry: 12 Years

Industry Experience

District Operations Manager, Regions Security Services, Inc.	2010-Present
Operations Manager, SMI Security Management, Inc.	2009-2010
Operations Coordinator, SMI Security Management, Inc.	2009-2009
Field Supervisor, Sereca Security Corporation	2007-2009
Security Professional, Sereca Security Corporation	2006-2007
Armed Security Professional, Bantek West Armored Car, Svc.	2005-2006
Armed Security Professional, Congressional Intelligence Protective Service	2005-2005

Experience

Operations Manager of Regions Security , Alejandro Gonzalez, is a true security professional. Choosing the Security Industry directly out of high school and holding various field positions both armed and unarmed, as well as leadership roles. Mr. Gonzalez has over 11 years in the industry.

Under his leadership, training, and participation, Regions Security has provided its clients with highly skilled personnel for the smallest or largest assignments. Takes pride in their extensive training programs, and requalification.

Certifications & Awards

2013 First Aid CPR AED from American Heart Association
2012 Dale Carnegie Skills for Success Certification
2009 Certificate of Appreciation from Sereca Security Corporation

Industry Associations

Member of Doral Business Council (DBC)
Member of Building Owners and Managers Association (BOMA)
Member of Latin Builders Association (LBA)
Member of the Greater Kendall Business Association (GKBA)
Member of Minority Chamber of Commerce (MCC)

Licensing

State of Florida Security Agency Manager
State of Florida Security Instructor
State of Florida Private Investigator Intern license
State of Florida Registered Notary Public

FIREARMS CPR AND TACTICAL INSTRUCTOR

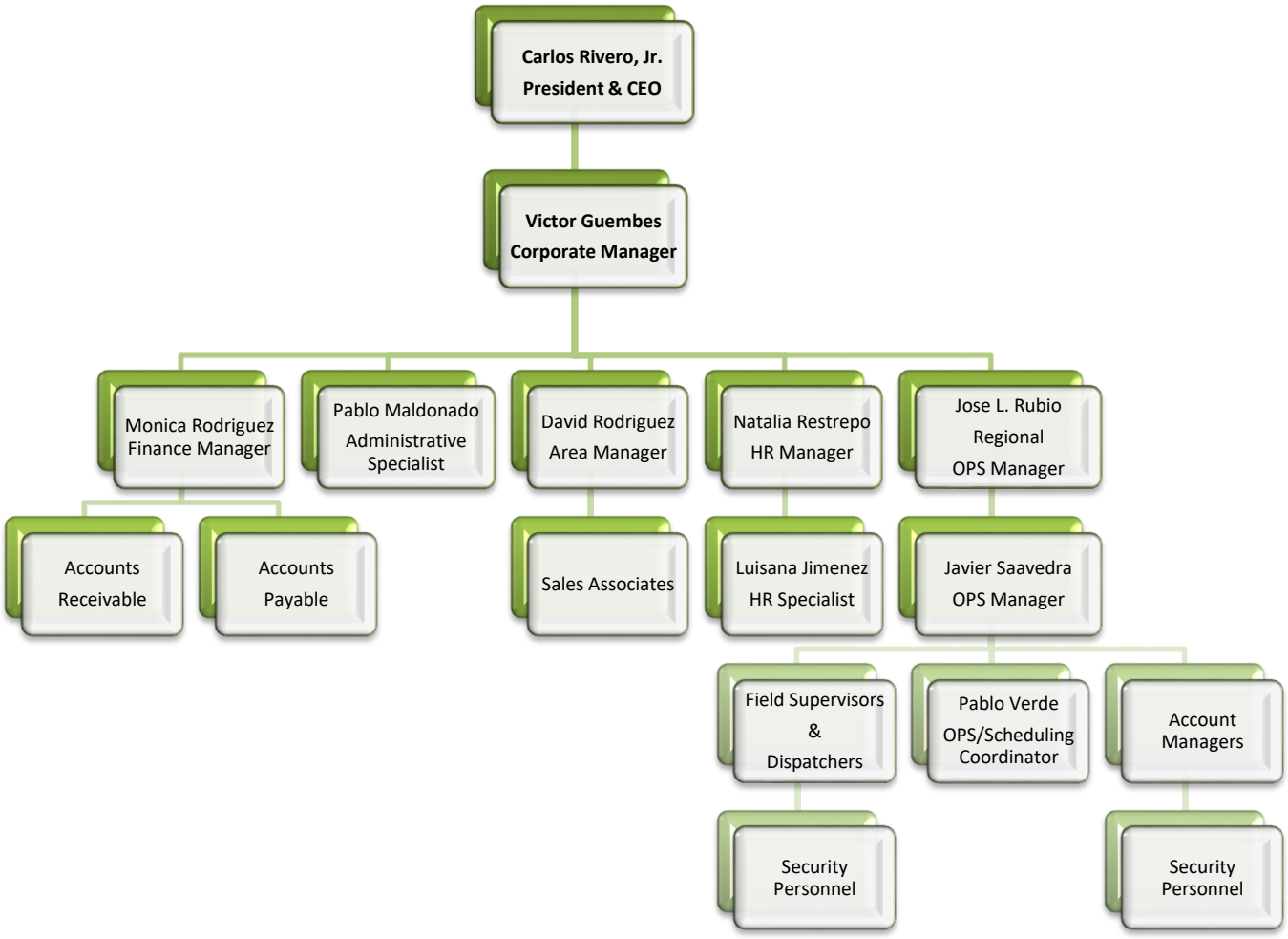
Mr. Marcelo Oliva-Roberts.

Mr. Roberts has been at the forefront of meeting today's requirements for security, training, and technology. Mr. Roberts served in the United States Marine Corps and was activated right after 911 during Operation Enduring Freedom & Iraqi Freedom, eventually being Honorably Discharged in 2005. Mr. Roberts was assigned as a Section Leader and also headed to many of his fire Teams (Infantry Operator) during his missions for the 1ST Marine Division, and his military career. Mr. Roberts is trained and certified in various disciplines of security and Special Operations and risk management, loss prevention and retail security to include Law Enforcement Firearms instructor Training, Special Weapons and Tactics (SWAT), Advanced Firearms and weapons systems, Self Defense (Hand to Hand Combat & Defensive Tactics), Management, Life Safety, Executive Protection, Kidnap & Ransom negotiations, Emergency Response to Terrorism, Improvised Explosive Recognition & Detection, Narcotics Identification & Investigation, Advance Surveillance Techniques & Crisis Management, Active Shooter/Active Threat, emergency response, and Communications.

Mr. Roberts has worked with some of the world's leading multi-national corporations and governmental Agencies. Mr. Roberts is a retired Federal law enforcement Officer with the (Department of Homeland Security) with special training in terrorism, Airport Security operations, Maritime security operations, General Administration, Special Investigations, Training, and Uniform Patrol. In addition, Mr. Roberts is certified via the Department of Homeland Security, Federal Emergency Management Agency, in both National Incident Management System (NIMS) and Incident Command System (ICS). Mr. Roberts has over 5000 hours of combined training and is a Certified NRA Law Enforcement Firearms Instructor, State Of Florida Certified license (K) Firearms Instructor, State of Florida Certified Security license Instructor (DI), State of Florida license Security Manager (MB) and Florida License Investigator.

Mr. Roberts is fluent in both English and Spanish and professional affiliations include National Rifle Law Enforcement Association, National Tactical Officers Association, Police Benevolent Association, Fraternal Order of Police, and ASIS International & Wounded warrior project of South Florida and currently working as a Federal Contracting Supervisor and Lead Firearms Instructor for Department of Homeland Security (@ USCG Military Base Air Station & Sector Command Miami Beach Station) also founder & CEO & of Strategic Protection & Response Group LLC.

ORGANIZATIONAL CHART



AVAILABLE CORPORATE HUMAN ASSETS

CHAIN OF COMMAND

REGIONS SECURITY
"Ensuring A Safer Tomorrow"

- President & CEO: Carlos Rivero, Jr.
- Corporate Manager: Victor Guembes
- Area Manager: David J. Rodriguez
- Regional Operations Manager: Jose L. Rubio
- Operations Manager: **Javier Saavedra**
- Operations Coordinator Pablo Verde
- Finance Manager: Monica Rodriguez
- Human Resource Manager: Natalia Restrepo
- Human Resource Specialist: Eli LaCroix
- Account Managers
- Field Supervisors
- Dispatchers
- Security Personnel

AVAILABLE SERVICES

Executive Protection: This service, provided by specially trained executive protection professionals, can be offered for a one-time event or on an ongoing basis, and can be provided for private individuals, corporate executives and other at-risk employees within the United States and around the world.

Background and Career Verification: We help companies make effective hiring decisions and assist in reducing the problems associated with employee dishonesty. Our services include employee screening, past employment record as well as the development of theft prevention and ethical behavior programs and other education and awareness programs.

Special Events: For your guests comfort and enjoyment, we provide protection services in high-profile events in the entertainment and sports sectors. Coverage can include access and perimeter control, credentialing, crowd and traffic (parking) control, valet parking, transportation, explosives sweeps with K-9 control and executive protection.

Canine Support (K-9): We provide canine support in drug and explosives detection with specialized trained handlers. We can provide dogs specially trained to protect people and their assets. The dogs can help security personnel in their patrol routine, especially in difficult or extensive areas.

Corporate In-House Training and Workshops: We can develop your employee and executive in-house security training programs. Attorneys, Certified Protection Professionals (CPP), Certified Fraud Examiners (CFE) and other experts have developed practical workshops to enhance your staff's capabilities with superior training and effectiveness. Many of our instructors are fluent in English and Spanish. Some of our programs include:

- Emergency and Disaster Planning
- Risk Analysis
- Business Impact Analysis
- Hotel Security
- Bank Security
- Travel Security and Safety
- Airport Security
- Physical Security
- Theft Prevention
- Security Awareness & Preparedness
- Violence in the Workplace
- Sexual Harassment

CAPABILITY STATEMENT

REGIONS SECURITY

"Ensuring A Safer Tomorrow"

SDVOSB

Company Profile

Regions Security Services, Inc. is a Service-Disabled Veteran-Owned Small Business specializing in security and ancillary services to agencies/businesses in the government and private sectors.

Regions Security Services, Inc. is comprised of more than 300 security professionals protecting over 100 customers and their assets.

Services We Provide

- Armed / Unarmed Security Guards
- Security Training & Licensing
- Criminal Background Checks
- Concierge / Front Desk
- Executive Protection
- Logistics Support
- Electronic Security
- Loss Prevention
- Alarm Response

Our **Mission** is to optimize the protection of our clients' assets by developing and implementing a strategic plan.

Our **Vision** is to become the most dynamic and resourceful security provider for our clients.

Certifications and Registrations

- Service-Disabled Veteran-Owned Small Business
- Disadvantage Business Enterprise
- Micro/Small Business Enterprise
- Minority Owned Small Business
- SBA Certified 8(a) Firm
- FEIN: 27-2169908
- Duns: 961972440
- Cage: 62A57

NAICS

561612	561720	611519	492110
561613	561621	812930	492210

Point of Contact

Name: Carlos Rivero, Jr.
Title: President & CEO
Address: 1100 NW 72nd Ave
Miami, Florida 33126
Office: (305) 517-1266
Fax: (305) 517-1267
Toll Free: (877) 505-7774
Email: info@RegionsSecurity.us
Website: www.RegionsSecurity.us

Links:

REGIONS SECURITY

"Ensuring A Safer Tomorrow"

LOYALTY DUTY RESPECT HONOR INTEGRITY

OUR DIFFERENCE

Regions' proactive security professionals demonstrate their commitment, exceptional skills and performance.

At Regions Security, we are committed to keeping a local touch and insist on a system of checks and balances to monitor our service deliverables. We pride ourselves in establishing long-term partnerships and believe in winning a client for life.

Our clients have a direct line of communication with local management at all times.

Armed / Unarmed
Security Professionals

EXPERIENCE COUNTS

With over 75 years of combined experience, Regions Security provides security solutions to all vertical markets, with over 300 employees, 24/7 dispatch center, vehicle patrols, and both armed and unarmed guards.

A seasoned Security Consultant can provide you with a risk-free and professional security evaluation for your property or business.

Our unique Customer Service training program ensures our security professionals meet your security goals with a smile and operate courteously and professionally.

" CUTTING-EDGE SECURITY SOLUTIONS "

SERVICES

SECURITY OFFICERS
Armed & Unarmed

CUSTOMER SERVICE
Concierge & Front Desk

TECHNOLOGY
CCTV & Access Control

PATROL SERVICES
Roving & Alarm Response

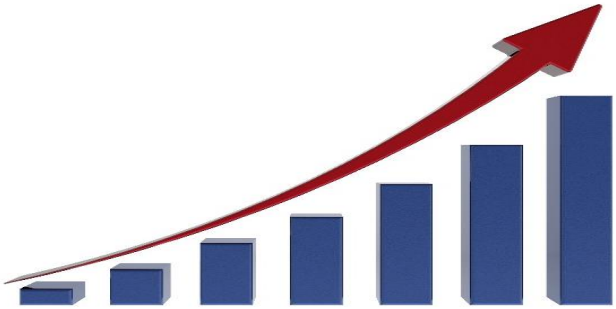
HISTORY

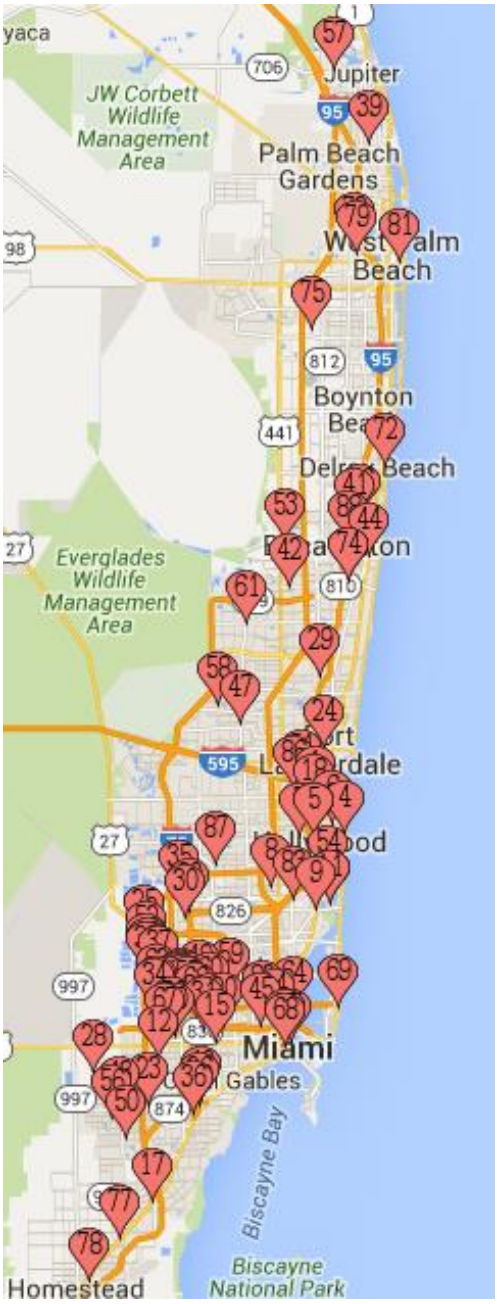
Regions Security is a Veteran-Owned Business and a specialized provider of security and ancillary services. Regions Security was formed in 2010 by its President & CEO Carlos Rivero, Jr. after serving in the U.S. Army and managing numerous security companies. Mr. Rivero is a highly-recognized service-disabled veteran who served in Operation Iraqi Freedom and Operation Enduring Freedom military initiatives.

Commitment counts and Regions Security is committed to serve.

GEOGRAPHICAL SERVICE REACH AND CAPACITY OF SERVICE

Miami-Dade, Broward & Palm Beach Concentration of Service





Awarded in both 2015 and 2016 as one of the **Fastest Growing Companies** by the *South Florida Business Journal*, we continue to expand in all major markets from Jupiter to Homestead.

COMPANY ACCOLADES

Below are some of the achievements that Regions Security Services has accrued over the last six years. With 2016 marking our highest year of growth and development since our inception.

- 2016 Fastest Growing Company – South Florida Business Journal
- 2015 Small Business of the Year Award – Doral Business Council
- 2015 Fastest Growing Company – South Florida Business Journal
- 2015 Rising Star Award – Commercial Industrial Association of South Florida
- 2014 Young Professional of the Year - Building Owners & Managers Association
- 2014 Top Minority Business Awards Young Professional of the Year Finalist – Greater Miami Chamber of Commerce
- 2013 Member of the Year Award – Latin Builders Association
- 2013 Certificate of Appreciation – Greater Kendall Business Association
- 2012 Security Agency of the Year Award – Minority Chamber of Commerce
- 2012 Certificate of Appreciation – City of Doral
- 2012 Member of the Month Certificate – Latin Builders Association
- 2011 Certificate of Special Congressional Recognition – Senator Marco Rubio & Congressman David Rivera

SFBJ's 2015 FASTEST GROWING COMPANIES

South Florida BUSINESS JOURNAL
SFBJ's 2016 FASTEST GROWING COMPANIES

CONGRATULATORY LETTER FROM THE GOVERNOR'S OFFICE

RICK SCOTT
GOVERNOR

September 4, 2015

Mr. Carlos Rivero, Jr.
Regions Security Services
7925 Northwest 12 Street, Suite 306
Doral, Florida 33126

Dear Mr. Rivero:

Congratulations on Regions Security Services recently being included in the *South Florida Business Journal*'s list of Fastest Growing Companies. Businesses provide opportunities to families across our state. Floridians like you are helping make our state the best place in the world to raise a family, have a great career, and enjoy a life full of opportunity.

Florida businesses have created a total of 917,400 private-sector jobs since December 2010. Thousands of Floridians are finding new opportunities to find a great job, provide for their loved ones, and achieve their dreams in our great state. We are working hard to continue cutting taxes and reducing regulations so more businesses will grow and expand here.

Thank you for helping make sure every family has the opportunity to succeed here in the Sunshine State. Please let me know your ideas for how we can continue making our state the best place in the world to grow a business, a career, and a family.

Sincerely,

Rick Scott
Governor

@FLGovScott

THE CAPITOL
TALLAHASSEE, FLORIDA 32399 • (850) 717-9249

www.FLGov.com

ADDITIONAL INFORMATION

STATEMENT OF FINANCIAL CAPABILITY

Regions Security Services, Inc. assures the City of Pembroke Pines that it has the needed financial resources and capabilities to successfully perform the services requested. Regions Security Services is financially responsible and further has all of the financial resources and working capital at hand needed to effectively hire, train, supervise and operate within the guidelines described in your RFP.

Regions Security Services, Inc. has a Dun & Bradstreet Supplier Risk Rating of 2, which is extremely low for our industry (1-9 Lowest being better) Excerpts from our report are included in the response package. Dun & Bradstreet # 96-197-2440

Other Factors:

- Regions Security Services Inc. has never filed for Bankruptcy
- Regions Security Services Inc. has no liens or derogatory public records
- Regions Security Services Inc. has no pending law suits or is engaged on any mediation or arbitration which may result in financial penalties or loses.
- Regions Security Services Inc. has a D&B PAYDEX of 80, a positive record of on-time payments to its employees, vendors and suppliers.

REGIONS SECURITY SERVICES IS FINANCIALLY RESPONSIBLE, CAPABLE, AND READY FOR THE ROAD AHEAD.

DUN & BRADSTREET SUPPLIER ANALYSIS REPORT

REGIONS SECURITY SERVICES, INC.

Tradestyle(s): -

ACTIVE SINGLE LOCATION

Address:	1100 Nw 72nd Ave, Miami, FL, 33126, UNITED STATES
Phone:	(305) 517-1266
D-U-N-S:	96-197-2440
In Portfolio:	Yes
Tags:	Track This Company to add tags
Alerts:	No alerts

Company Profile

D-U-N-S 96-197-2440	**Mailing Address** United States	**Annual Sales** US$ 4,838,601
Legal Form Corporation (US)	**Telephone** (305) 517-1266	**Employees** 300
Date Incorporated 01-14-2010	**Fax** 3055171267	**Age (Year Started)** 7 years (2010)
State of Incorporation Florida	**Website** regionssecurity.us	**Named Principal** Carlos Rivero Jr, PRES
Ownership Not publicly traded		**Line of Business** Security systems services

Overall Business Risk

LOW	LOW-MODERATE	MODERATE	MODERATE-HIGH	HIGH

Dun & Bradstreet Thinks...

- Overall assessment of this company: **VERY STABLE CONDITION**
- Based on the perceived sustainability of this company: **STRONG LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the payment behavior of this company: **VERY LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

Maximum Credit Recommendation

US$ 1,850,000

The recommended limit is based on a low probability of severe delinquency.

Executive Summary

Company Info

Year Started	2010
CEO	CARLOS RIVERO JR, PRES
Employees	150
Working Capital	$144,148
Sales (Financial Statement)	$1,554,669
Net Worth	145,524

As of 12/31/2012

Supplier Evaluation Risk Rating

Risk Rating

Supplier Evaluation Risk Rating: 2

9 8 7 6 5 4 3 2 1

High Moderate Low

D&B Rating

D&B Rating: 1R3

Composite Credit Appraisal: 3

4 Limited, 3 Fair, 2 Good, 1 High

D&B PAYDEX®

Up to 24 month D&B PAYDEX

Industry Median: 79

Up to 24 month D&B PAYDEX: 80

1 Greater than120 days slow, 50 30 days slow, 80 Prompt, 100 Anticipates

D&B Viability Rating

D&B Viability Rating: 3 2 B G

3 Viability Score: 3

9 High Risk, 5, 1 Low Risk

2 Portfolio Comparison: 2

9 High Risk, 5, 1 Low Risk

B Data Depth Indicator: B

G Descriptive, A Predictive

G Company Profile

Financial Data	Trade Payments	Company Size	Years in Business
Not Available	Available (3+Trade)	Large	Established

dun & bradstreet

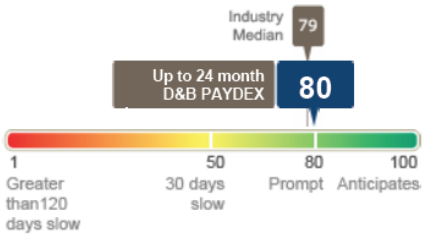
business-related suits, liens, judgments, bankruptcies, UCC financing statements and business registrations from every state and the District of Columbia, as well as select filing types from Puerto Rico and the U.S. Virgin Islands.D&B collects public records through a combination of court reporters, third parties and direct electronic links with federal and local authorities. Its database of U.S. business-related filings is now the largest of its kind.

Paydex

D&B PAYDEX®

Shows the D&B PAYDEX scores as calculated up to 3 months and up to 24 months of payment experiences.

Up to 24 month D&B PAYDEX

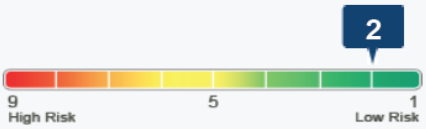


When weighted by dollar amount, payments to suppliers average generally within terms. Based on payments collected up to 24 months.

When weighted by dollar amount, the industry average is 2 DAYS BEYOND terms.

- High risk of late payment (average 30 to 120 days beyond terms)
- Medium risk of late payment (average 30 days or less beyond terms)
- Low risk of late payment (average prompt to 30+ days sooner)

2 Portfolio Comparison

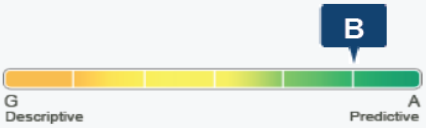


Compared to all Businesses within the same MODEL SEGMENT:

Model Segment: **Established Trade Payments**

- Level of risk: **Low Risk**
- Businesses ranked 2 within this model segment have a probability of becoming no longer viable: **3%**
- Percentage of businesses ranked 2 within this model segment: **16%**
- Within this model segment, the average probability of becoming no longer viable: **5%**

B Data Depth Indicator



Data Depth Indicator Details:

- ✓ Rich Firmographics
- ✓ Extensive Commercial Trading Activity
- ✓ Basic Financial Attributes

CORPORATE RESPONSIBILITY AND COMMUNITY IMPACT

Regions Security meets the needs of the community and actively participates in activities which involve their top tier management with hands-on experiences to enrich our corporate culture within well recognized charitable organizations as well as with creative philanthropic efforts.

Executives, management, and employees alike are allowed to bring to the table ideas for sponsoring activities that promote helping the needy, homeless, sick, elderly or otherwise more vulnerable within the communities that we proudly serve. Working with organizations such as the Red Cross, the Miami Rescue Mission, The Wounded Warrior Project, Best Buddies International we can help to make our communities better and creating a work environment where our success is shared both financially and through our own personal efforts and giving of time.

So far in 2016, Regions Security was named and recognized for the single largest donation to the Miami Rescue Mission, empowering the entity to provide warm meals to over 200 of their most needy clients during the annual "Thanksgiving in March" organized event. Miami Rescue Mission

Above from Left to Right: Victor Guembes, Corporate Manager
Monica Rodriguez, Finance Administrator
Natalia Restrepo, Human Resource Manager

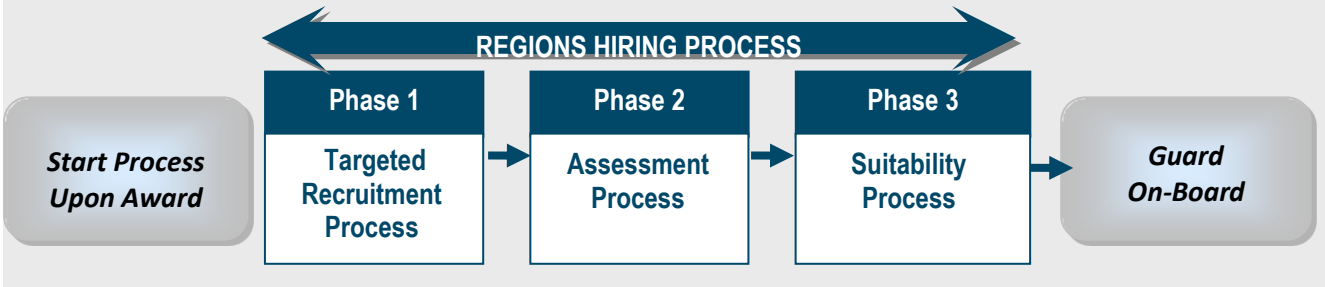
CEO Carlos Rivero, Jr. Chair of the City of Doral Military Advisory Board. Carlos served in the Iraqi Freedom Initiative

"We make a living by what we get, but we make a life by what we give" – Winston Churchill.

REGION'S METHODOLOGY FOR RECRUITMENT, RETENTION, AND EMPLOYMENT OF PERSONNEL

Regions policy is to offer employment to all licensed incumbent security officers and supervisors who meet Regions employment standards. Regions considers this practice not only appropriate from a human resources standpoint, but also ensures maximum continuity of service to each client.

Regions will use a standardized employment hiring process for the hiring of non-incumbent supervisors and guards that has been refined over the years at our security contracts. Our hiring approach for this contract includes: a (1) targeted recruitment process; (2) formalized assessment process; and (3) well-defined suitability process which is further discussed below.



Our standardized hiring process assures full staffing on Day One

Targeted Recruitment:

For any additional new hires or subsequent replacement hires, Regions will use targeted recruiting to obtain highly qualified and diverse candidates. Vacancy announcements will be placed on-line and in local and regional newspapers in the Greater Miami metropolitan area. Vacancy announcements also will be placed in local employment offices, military-out placement offices, security training schools, and any available job placement services offered by local and City government, including minority outreach programs (note that all of these employment sources are already in use and established). Applicants can apply for vacancies online by accessing Regions' application/resume website directly at http://www.regionssecurity.us.

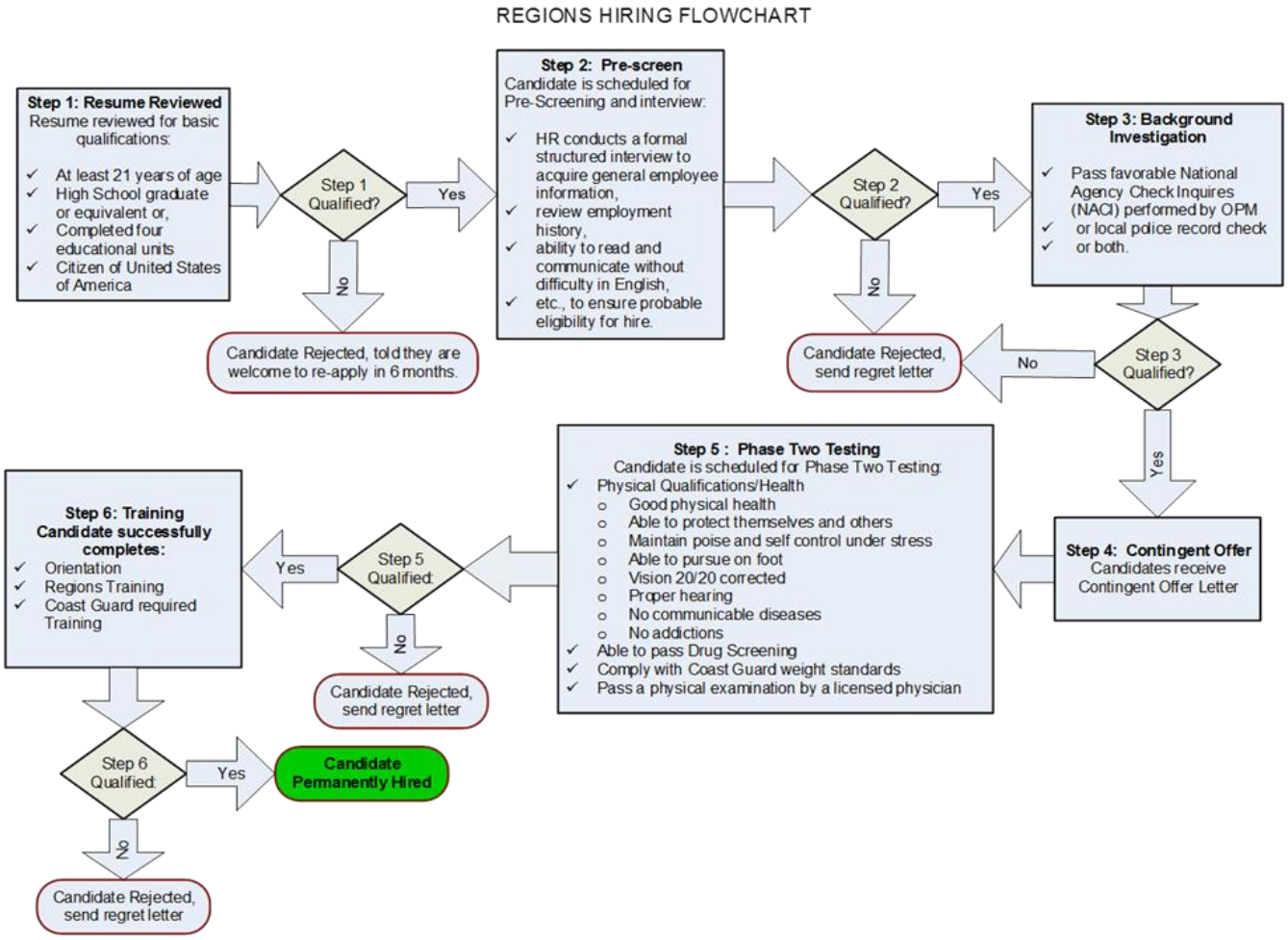
Regions Assessment Process:

Regions uses a comprehensive, phased approach to pre-employment assessment and schedules and tracks all required officer assessments using our candidate tracking system. Potential candidates are subjected to an extensive pre-screening, pre-testing, and selection process (employment application, phone interviews, face-to-face interviews, English proficiency check, pre-employment checks, and credentials/license verification). All employee candidates must also possess a valid State driver's license and current State of Florida-issued armed and/or unarmed guard security license. This process minimizes candidate attrition during the hiring and on-boarding process. During the interviews, Regions will also inventory any other languages in which the candidate is proficient.

For more stringent government accounts or where required, Regions Security will use a subcontract to a local medical provider to perform physical, hearing and vision and drug testing. Applicants will be required to sign a *Physical Fitness Test Release Form,* a *Medical Self-Assessment Form,* and a *Drug Testing Consent and Release Form.* The physical examination includes the following checks;

- ✓ Physical examination
- ✓ Hearing check
- ✓ Vision check
- ✓ Drug testing, at new hire, annually and reasonable cause
- ✓ Comply with client's weight standards if any

After successful completion of the above, the candidates will receive a Contingent Offer Letter. The complete well-defined hiring "on-boarding" process is detailed in the flowchart below.



PERSONNEL RECRUITMENT

Regions Security has always believed and been involved in developing and maintaining a sound employee base staffed by motivated, trained and well compensated security personnel. As such, Regions Security has demonstrated its expertise in managing labor relations, offering the best possible human talent to serve our diverse client base while being fiscally responsible to itself and its clients.

PERSONNEL PROCESSING

Candidate personnel undergo a screening process and must demonstrate basic skills in reading, writing, and speaking and successfully pass a series of job-related orientation sessions to qualify for a position with Regions Security . Applicants must complete a qualification process which consists of the following fundamental steps:

Verification of Employment Standards to Include:

- That the applicant is 21 years of age or older.
- A U.S. citizen or possess the necessary authorization for employment.
- Have a high school diploma or equivalent.
- Ability to interact with the general public.
- Ability to maintain poise and self-control.
- Possess good oral and written communication skills.
- Be in good mental and physical health.
- Have no felony convictions or patterns of irresponsible behavior.
- Not use any illicit drugs or narcotics and will not abuse alcohol.

These standards of performance are agreed to at the time of application for employment, and all candidates for employment must acknowledge their compliance.

Employment Application

An application for employment must be completed in person by the applicant. It requests all preliminary information needed to begin the interview process. The application requests information required to verify prior employment and requires documentation of education, medical history, military service, personal references, etc.

PERSONNEL TESTING

Regions Security understands that many of the necessary skills needed to work and succeed in the security industry cannot always be identified or confirmed on a resume or during a job interview. Key attributes such as vigilance and focus cannot always be clearly identified during a one on one conversation, but they can be revealed by using aptitude and skills testing. Regions Security uses its own type of basic criteria and skills testing to measure the following components when hiring a new security officer:

- Verbal Skills
- Math Skills
- Reaction Time
- Common Sense Questions (By demonstrating security scenarios that may occur on post)
- Concentration Skills
- Computer Literacy
- Personality Skills (Allows us to determine confidence, patience, dominance and low or high extroversion)
- Industry Knowledge (Questions based on specific vertical markets to confirm experience within the security field that they are applying for as security officers)

PERSONNEL RETENTION

Retention of personnel ensures consistency, uniformity, customer satisfaction and cost efficiency. To that end, Regions Security looks for employees who are candidates for:

- Promotion
- Training
- Reassignment
- Possess special or additional skills

Those employees are then offered opportunities to ensure their career track is marked, monitored and made available at an appropriate time. This ensures our clients that they receive the best possible security personnel for their assignment.

Regions Security also employs a system of recognition and rewards for outstanding performance and encourages our clients to also participate in naming and rewarding these individuals. Our programs include:

- Employee of the Month
- Employee of the Quarter
- Employee of the Year
- Client Commendations and Rewards

Employees recognized are awarded a variety of rewards including:

- Certificates
- Commendations
- Bonuses
- Plaques
- Trips
- Discount Offers
- Gift Certificates

Employees also have their photographs placed in Regions Security ’s newly established Facebook page, where we showcase our employees and their achievements.

Employees who consistently serve during holidays and special events days are recognized for their dedication through an exclusive drawing where large screen TVs, stereo systems, iPods, portable radios, CD players and other electronic equipment for personal and family entertainment will be given away.

Due to our Retention Plan, Regions Security ’s turnover rate is 13%. This rate is less than the standard rate in the private security industry.

MEETING STAFFING NEEDS

Response to Variation in Staffing Needs

Regions will maintain a mix of full-time and part-time "flex" guards to accommodate staffing variations and weekend shifts. For the part-time guards, we have the ability to flex in additional hours by extending shifts as needed to cover possible outages and/or secure additional hours for unexpected surges or special event staffing by extending part time shifts to full time shifts. Part-time personnel also increase the actual headcount and provide a larger pool to work additional hours. We also ensure that other Regions guards are fully trained and certified to provide us additional flexibility in responding to staffing fluctuations at each client's site.

Methods Used to Support Required Services

Regions' hiring process for this contract is discussed in *Methods to Recruit, Retain and Employ Personnel*. Our staffing strategy addresses unanticipated absences, unacceptable performance issues, employee attrition and the client's scheduled special events. We address these impacts on staffing in several ways as outlined below:

- ✓ We plan our staffing levels using historical scheduling data.
- ✓ We use overtime, part-time guards, and adjust work schedules to address unplanned short-term staffing needs (e.g. increased threat levels, temporary special event coverage).
- ✓ We use flex-hours staffed by part-time guards to support staffing variations and non-routine work.
- ✓ We address continuity of operation events through shift recalls, extended shifts, or overtime.
- ✓ We maintain a "flex-pool" of part-time guards who can surge full-time as needed.
- ✓ We also maintain a "ready pool" of pre-qualified personnel who have completed the background process and can be quickly hired to minimize on-boarding time.

Additional Sources

Because Regions Security Services is also a licensed Security Training School, we have access to many candidates as they enroll to take the D and G security classes and allows us to hand pick from the candidates with the highest scores and performance to offer employment within our organization.

Incumbent Staff

The success to any account depends on the selection of a capable, motivated team. It is essential to Regions that your incumbent personnel be treated with fairness, dignity and the respect they deserve as valued team members. We will do whatever it takes to ensure your incumbent staff are handled properly, professionally, and given every consideration for continued assignment in service to your properties if you wish to retain them. Within a week after notification of award and the initial planning, existing personnel will be invited to apply for continued assignment at your properties, retention of which will depend on their ability to pass our screening process and current contractual licensing requirements.

MEETING STAFFING SUITABILITY REQUIREMENTS

Candidates passing the medical assessment process and are scheduled for company orientation and classroom security training. After successfully passing all required training Regions makes a final job offer and upon accepting assigns the candidate to work. Candidates who are bi-lingual will be given preferential hiring consideration. In addition to successful completion of the above hiring process, site supervisor candidates will also require additional supervisory and leadership training.

Probation:

All new Regions officers and supervisors will be in a probationary status for 120 days, including any current incumbent officers accepting employment with Regions.

Random Drug Testing:

Regions employees assigned to this contract will also be subject to on-going random drug testing at a minimum annually.

Maintaining Officer Qualifications:

Regions' well-defined recruitment, pre-screening, suitability, training, and certification process for new-hires as summarized below ensures full compliance with all officer requirements identified below.

We maintain, track, and manage officer qualifications and documentation using our Human Resources Information System (HRIS) system. This system is used for daily tracking of officer qualification expiration dates (e.g. pre-employment screening, drug screening, suitability, state guard permits, training certifications). The robustness of this system allows "auditability" to ensure that our recruiting, assessment, credentialing, training and on-boarding processes are fully compliant with the RFP requirements and all federal, state, and local labor laws. The system also supports our recruiting efforts, daily security force work scheduling activities, and overall project management efforts.

Directing Resources and Equipment:

Regions will provide all necessary items and necessary equipment to perform all of the duties as specified in this proposal or pre-agreed with each client meeting their security goals.

All corporate departments operate under the philosophy that our employees are their customers, much the same as in operations where the is their customer. The Regions corporate office is in existence to serve our employees and is held accountable to that standard by the Regions President & CEO. The operations group is held responsible to provide high levels of performance and customer service, and the corporate based departments are responsible to provide high levels of performance and customer service to the employees.

Once the conditional offer of employment is offered a criminal background check is initiated for the entire State of Florida using an on-line service (DAC). The return check is usually available the following day. Regions Security does not hire persons with felony convictions. Most misdemeanors also disqualify an applicant for employment**.**

CRIMINAL HISTORY CHECKS
A
MULTI-PHASE APPROACH

- **National Criminal Records Search**
- **Verify applicant provided information**

Suitability determination

- **Regions Security does not hire persons with Felony Convictions (Most Misdemeanors)**

The employee's completed file is available for you to review. **You** have the right to reject any candidate you do not feel qualified to work at your facility. Our goal is to take every step necessary to maintain a harmonious security force and great working relationship with all of our clients**.**

EMPLOYEE BENEFIT PLAN

Health Benefits

Regions Security Services offers ACA-compliant plans to all of our qualified security professionals. In addition to our core plan offering, security professionals will have the option to participate in a premium higher-cost plan.

Basic Plan:

Employees will be charged 9.5% of their wages, meaning their contribution will vary by pay period depending on the number of hours worked and their specified pay rate. This plan offers in and out of network benefit costs for doctor/specialist co-pays, Rx co-pays, ER & Urgent care co-pays and preventative care/screening/immunization costs are all 100% covered in network.

Optional Plan:

AETNA PPO Plan (buy-up option)

Where clients would like to offer a premium plan to the officer, a pure “indemnity” type plan, clients are required to contribute a minimum of 50% toward the single premium. In all other cases, the PPO option is an optional “buy-up” for all officers that will be completed self-funded. Additional information about this plan can be provided upon request.

ADDITIONAL EMPLOYEE BENEFITS

Flexible Schedules:

Regions Security considers our security personnel our most valuable assets and we understand that some of our employees may be students, semi-retired personnel, active reserve personnel and individuals looking to do a great job but only on a part time basis. We work around these qualified and reliable employees to fit a working schedules that is mutually beneficial

Direct Deposit

We save our employees time and effort by making their payroll earnings be deposited electronically directly to their bank accounts.

Online Pay Stubs

Employees have direct access to the Direct Deposit portal allowing them to view or print their pay stub with detailed deduction information from anywhere in the world with internet access.

Vacations

Qualified full time Officers are entitled on a contract to contract basis and on length of continuous service as of the employee's most recent anniversary date of employment as follows:

- 1 year of service — 1 week
- 3 years or more of service — 2 weeks
- 5 years or more of service — 3 weeks
- 10 years or more of service — 4 weeks

Paid Holidays

Regions Security traditionally observes the following paid holidays for all security personnel:

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- New Year's Day

Full time security personnel are eligible for personal time-off after their 90-day probation period. Security personnel accrue six personal days per calendar year.

Paid Training

Regions Security pays all security personnel for pre-assignment and initial-assignment trainings.

REGIONS TRAINING APPROACH

Regions has extensive experience delivering and managing armed and unarmed guard's access control security training programs. This experience includes our Florida-Certified Security Training Academy where Regions trains licensed security officers throughout South Florida (including the training of other company's officers).

Regions is approved by the Florida Department of Veterans Affairs as a Veterans training school for our Armed Forces veterans.

Regions is licensed by the State of Florida as a security officer school and has both the DS facility license and DI instructor license with two certified instructors. Regions is currently approved to provide training for the D licensed officers, and are on the final stages of receiving approval for the G license instruction. Regions is also approved by the Florida Department of Veteran Affairs as a Training School for our Armed Forces veterans. Our approach for conducting officer training includes:

Regions Security Training Approach	
Features	**Benefits**
• Develop/submit Training Plan for approval. • Execute the Training Plan using experienced trainers. • Use site-provided officer training program, curricula, and equipment. • Conduct major training activities. • Provide workforce training (i.e. professional development, other training such as invoicing and records management). • Maintain officer training records documentation. • Provide clients with required training status reports.	• Ensures only site-approved training curricula and equipment are used. • Ensures standardization of all officer training activities. • Officers continuously assessed. • Officer qualification and training documentation maintained using an online database system. • All required training deliverables provided on time.

TRAINING REQUIREMENTS

Regions Security will pay its personnel a minimum of the current living wage, as established by living wage ordinance, during all mandated trainings and described in the scope of services. The Regions Security will provide all required training at no direct cost you.

1**. Employee Orientation Training**

The clients have the choice to implement an Employee Orientation Program for Regions Security personnel assigned to the Contract. Employee Orientation Training length and content will be solely determined by each client as a mean for the Officers to take on added ownership of the account and get a better understanding of the company culture. Upon completion of Employee Orientation Training, Regions Security will submit invoices for all personnel, who attended said training for the time spent during said training. We can also assist clients put together the orientation course.

2. **Site Orientation Training for Security Officers**

Regions Security will provide a mandatory site orientation training to all security officers as specified in site specific post orders. Training will be conducted by a Regions Security Project Manager or Site Supervisor. Trainees will not to be in an “active duty” status and may not be placed on duty at that site until said training has been completed. This training will be conducted at each individual site to which the Security Officer is assigned. The measure of success for the training will be the effectiveness with which the trained employee is able to perform post duties.

- General and specific orders for the facility
- Policy and specific procedures for responding to emergency alarms, bomb threats, etc.
- Procedures for access control and operation of the security system within the facility
- National or regional DHS threats
- Behavior pattern recognition

3. Job Enrichment Training

The job enrichment training program will include an approach to the protection of critical assets such as electrical switchgear, plant generation, disinfection systems, and in particular, receipt of and storage of hazardous or toxic chemicals, perimeter fencing, and wiring systems feeding the facilities.

4. Advancement Training

Personnel may become eligible for the next level of security officer by successfully completing a comprehensive security officer course of study. Subsequent to the successful completion of the required courses. All related costs for said training are not passed to the employee.

REGIONS SECURITY IS A PROUD SPONSOR OF SEVERAL TRAINING PROGRAMS FOR OUR ARMED FORCES. UTILIZING OUR OWN TRAINING ACADEMY TO OFFER EMPLOYMENT OPPORTUNITIES TO QUALIFIED VETERANS OF AN MANY OF OUR BRANCHES OF SERVICE.

5. Evaluation of Training

Regions Security can provide a copy of the proposed course of instruction with all materials for review and approval to client's management or designee before contract start date. Representatives of the client or it's Management may visit training classes without notice to monitor the training.

6. Firearms Training (as contractually required)

Regions Security will provide access to a state-licensed firearms training instructor to develop and maintain an ongoing firearms program to meet or exceed the required State of Florida licensing statutes and standards. These instructors will meet all requirement and be directly employed by Regions Security . The typical Firearms training would normally include:

1 Hour of firearms safety and weapons familiarization.
1 Hour of firearms mechanicals.
1 Hour of legal, (statutes laws liability contract specific etc.)
1 Hour of dry fire drills, commands, scenarios etc. along with uniforms, right gear and accessories and proper weapons maintenance.
2) Hours of range time with practice drills & that include the latest changes in law enforcement practices (distances, drills, etc).

7. Training for Regions Security Site Supervisors

a. In compliance with all other Contract stipulations requiring that a Regions Security Site Security Supervisor be fully qualified and capable of staffing a post the said Site Supervisors will have met or will meet all Basic Instructional Training requirements prior to providing services at any client site.

b. Regions Security Site Supervisors will be provided sufficient on-site post instruction and provide Site Orientation Training (SOT) to Security Officers assigned to posts within the supervisor's span of control or shift of duty.

c. In addition to the above base requirements for training, Regions Security will provide to all Site Supervisors a minimum of (8) eight hours total of classroom instruction in the development of management and supervisory skills, as outlined below. The classroom instruction component will include a fifty (50) question test, and will require a minimum passing score of 75%:

- Training skill development
- Supervisory responsibilities
- Leadership development
- Authority and control
- Effective communication
- Handling complaints and grievances
- Management skills for supervisory personnel
- Time management
- Motivation
- Ethics
- Security Management/Contract Supervisors relationship

IN-SERVICE (ONGOING) TRAINING PROGRAM

We continuously train our guards to ensure operational readiness, reduce work errors and improve overall security operations performance (i.e. roll call briefings on training issues and on-duty performance testing)*.*

Regions believes that a well-trained employee better serves the interests of our clients and Regions Security . Additionally, it has been proven that well trained employees reduce risk, cost of turnover and

A cornerstone of our success has been initial, recurrent and specific training on key aspects of the ever-evolving security field and its applications. This training both instructs and motivates, ensuring the delivery Key to training is the availability of a facility, which can deliver the content and quality of training required. A way to ensure this was the creation of the Regions Security Academy. Based in Doral, adjacent to Regions Security 's office, this facility is a State of Florida licensed facility authorized to provide required State of Florida Class D (and soon Class G) training and certification to security personnel. Training is conducted covering all areas of the state requirements as well as other, more advanced areas including crime prevention, evacuations, crowd control, access control, customer service, screening and detection techniques and devices, reports, forms and protocols.

It is through the experience, initiative and qualifications of our executives, key staff, personnel and resources, that we believe we can be an invaluable asset to your operations. Of course, part of our success has been being available to evaluate needs on a case-by-case process and offer tailored solutions. We look forward to providing you our commitment and interest in your security and overall success.

Activation of these programs require a training policy which has a well-developed training outline and supporting materials which reflect a state-of-the-art and professional curriculum and staff who can effectively impact the trainees so they are technically prepared to handle their assigned duties with performance excellence. We offer the following tiered approach to our training philosophy.

Regions Armed/Unarmed Security Guard Training Requirements

New Officer Training

New officer training will include initial job (i.e. Florida Class D & G Security License and customer service training) and Regions orientation training. Regions initial training stresses superior customer service, performing at a high level of professionalism, and conducting vigilant and attentive security. Training covers the employee's role in the security system, brief history of terrorism, SOP, customer service, and practical training including an Active Shooter course. Each guard will receive 8 hours of contractor-provided training in addition to any required by each specific client as per their needs.

Contractor Standard Classroom Training	Type	Hours
General Orientation on Regions Contracted Responsibilities	Class	.5
Introduction to Security Regulations and Terrorism 101 ▪ Your role in the security system ▪ Brief history of Terrorism and Ongoing Threats	Class	.5
Standard Operating Procedures and Regulations ▪ Prevention of unauthorized access to a restricted area ▪ Controlling movement of personnel and vehicles ▪ Patrols and Observations ▪ Vehicle Searches (if required) ▪ Vehicle Escorts (if required) ▪ Handling emergency situations at security posts, etc. ▪ Report Writing	Class	2
Safety, OSHA, and Worksite Hazards	Class	.5
Customer Service & Cultural Awareness Training, includes detailed site review	Class	.5
Standards of Conduct, Employee Handbook (Discipline Policy, Conflict Resolution, Preventing Sexual Harassment)	Class	1
Practical Training: ▪ FEMA Active Shooter Course ▪ IED/Prohibited Items Review ▪ Post Specific Duties: o Fixed Post o Site Operations	Practical	3

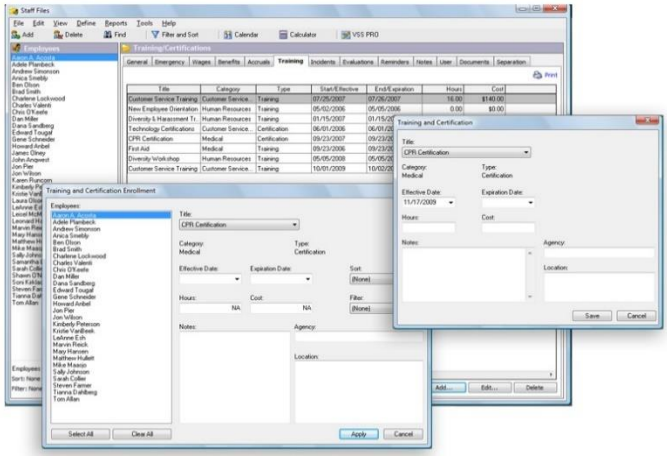
New Supervisor Training

All supervisors (after receiving the above Guard training) will receive on-the-job training, which will include an overview of the security procedures and protocols and operation of all equipment and facilities along with the following training modules to improve their employee and administrative skills.

Supervisor Training Module	Description
Overview	Operations and entities involved and general rules
Scheduling	Definition and distribution of labor hours
Customer Service	Importance of at all levels
Time and Labor Sheets	Procedures
Supervisor Daily Reports	Requirements and procedures
Leadership Principles	General supervisory skills
Attendance Deficiency	How to fill staff shortages
Incident Reporting	Client Policy and company procedures
Disciplinary Action	Client Policy and company procedures
Conflict Resolution	How to handle
Emergency Preparedness and Crisis Mgt	Client Policy and company Procedures

Maintaining Required Training and Certifications:

Regions Security uses specialized software to track all required training, and compliance with all guard certification requirements and maintain training documentation. Our database maintains security license dates, initial training and all required annual and recurrent training. This system will assure the accuracy of all training data along with maintaining hard copies of training records as a backup, which will also be made available for the client's management to review.



CUSTOMER SERVICE TRAINING

In today's environment, customer service response has to be balanced with various security protocols. This balance must be part and parcel of all employees. We are in an environment and time where security is everyone's business.

Regions Security is committed to always inspecting what we expect out of ourselves and all of our security personnel on-site. We are dedicated to learning a client's desired work culture and security expectations. Establishing an open communication line between client and vendor assures us that we have a positive business partnership in place. In the end our main goal is to uphold our client's image and reputation when it comes to security officer interaction between guests, company personnel, on-site tenants and approved vendors.

PERSONNEL EMPLOYEE HANDBOOK

Regions Security 's Policy and Procedures Manual is reviewed with security personnel prior to assignment. It must be kept available for consultation at all times. Various topics covered in this manual are:

- Uniform and appearance
- Care and use of vehicles
- Training
- Firearms and Weapons
- Emergency Procedures
- Protection of Property
- Benefits
- First Aid and Illness

SECURITY SURVEY

Regions Security is committed to providing each of our clients with a quality security program. In keeping with this philosophy, our managers and supervisors will conduct a security survey for all new permanent clients during the first few weeks of the contract. In continuation of our commitment to a quality security program, we will update the "survey" on an annual basis.

PRE-ASSIGNMENT TRAINING

Regions Security takes pride in being a leader in the training of professional security personnel. We base our success on detailed needs assessment and analysis of training requirements though curriculum development, expert instruction, constant quality assurance, and the most advantageous use of each training opportunity. A critical factor in the management of training program will be the frequent coordination and consultation with our clients on the issues of training goals and objectives and requirements for additional security personnel proficiency. All of Regions Security 's personnel will undergo 40 hours of initial training.

TERRORISM AWARENESS TRAINING PROGRAM

Regions Security regularity presents focused training programs such as this to our Supervisory Team members, Post Captains, Management Staff, and Security Officers .

The completion of this awareness-level in-house training course will prepare learners to successfully recognize, report, and react to potential terrorist incidents. In the first two lessons, learners will develop a broad understanding of terrorism to include a definition of terrorism as well as examples of terrorist groups and targets. Additionally, learners will gain insight into the importance of protecting private sector resources through awareness-level training. The last two lessons list various weapons of mass destruction (WMD), relay indicators of potential terrorist activity and outline actions to be taken in the event of a potential terrorist attack.

Course Objectives:

• Define and describe various factors of terrorism.
• List and recognize various examples of WMD.
• Recognize suspicious activity, vehicles, and objects.
• Report potential terrorist threats to supervisors or security personnel.
• React to potential terrorist threats employing the concept of “Time, Distance, and Shielding”.

Course Benefits:

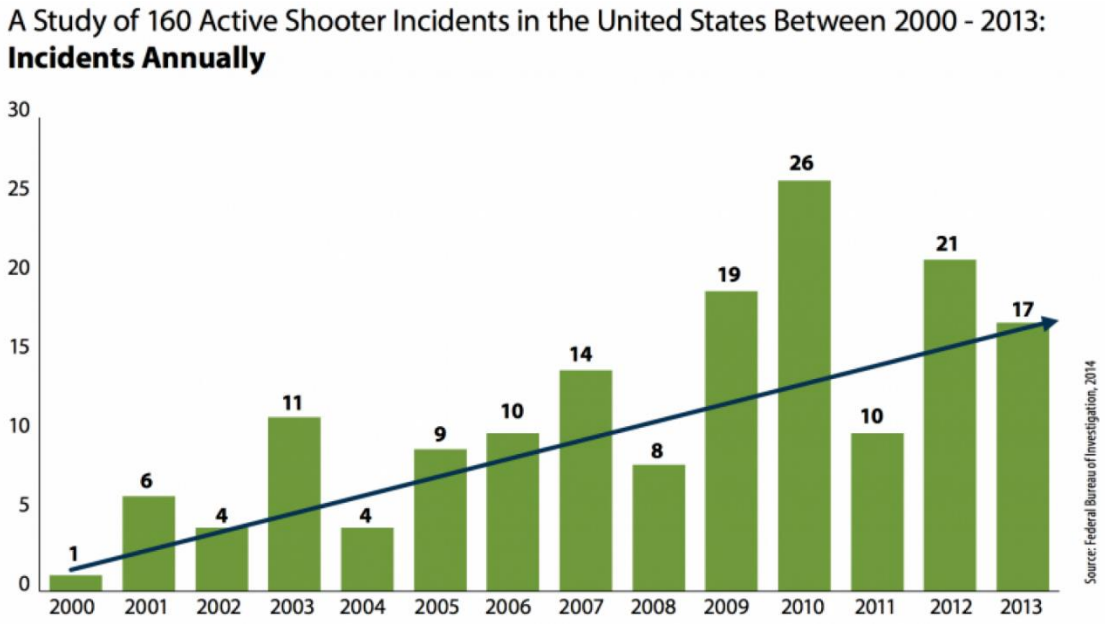
We use this course to not only disseminates information about weapons of mass destruction (WMD) to private sector critical infrastructure entities and our clients, but will also serve to bridge preparedness gaps by spurring a more productive interaction between public and private sectors. Increasing the awareness level and creating a spark of stronger interest and consideration for what the private or contracted security personnel can bring to the table and provides in terms of homeland security matters.

ACTIVE SHOOTER AWARENESS AND TRAINING

With the increasing recent criminal activity involving weapons and firearms in facilities such as schools, movie theaters, retail centers and such it becomes more obvious that employers and business owners, as well as educational and medical facilities need to take the time to become better aware and prepared to handle situations such as Active Shooters in order to save lives. Regions Security Services, Inc. (Regions Security) has the ability to prepare a professional and customized security evaluation and threat assessment of your facility and prepare a training program to address and educate your staff, employees, managers, and administrators on how to best react to these unexpected and dangerous situations.

Our unique training techniques involve a very hands-on approach with video and oral presentations as well as table top scenarios to keep everyone focused and engaged as the trainer and presenter poses different possible scenarios and involves the entire group in credible and genuine simulation which can be extremely useful and revealing to all participants.

FBI statistics show increased activity. The time to prepare is now.



Active shooter incidents are becoming more common, according to an FBI report released recently.

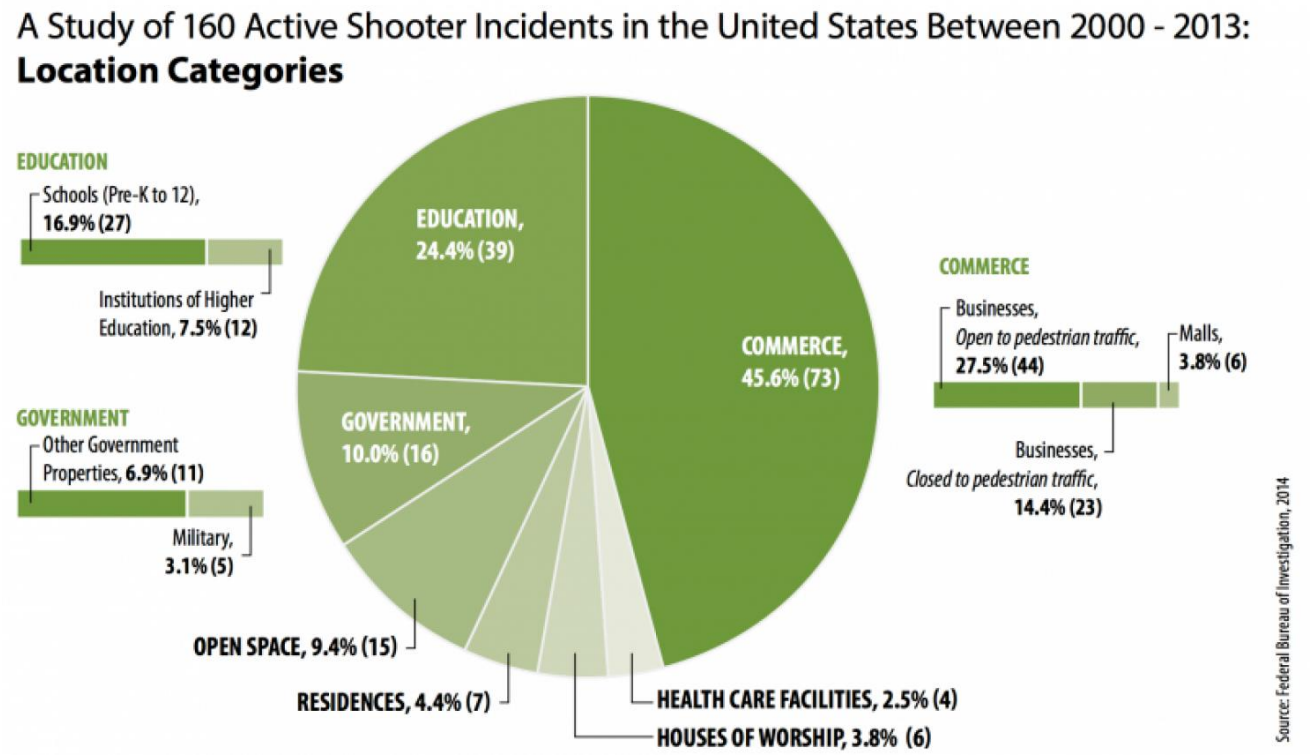
The study defines "active shooter incident" as one involving "an individual or individuals actively engaged in killing or attempting to kill people in a populated area." An active shooter incident isn't exactly the same thing as a mass killing, which according to a new federal definition involves at least three fatalities. Only 40 percent of the incidents in the FBI report would qualify as mass killings.

Over the past seven years, we've averaged 16.4 active shooter incidents per year -- that's roughly one every three weeks. The study underscores just how fast these things typically happen: Among shootings whose duration could be ascertained, 69 percent were over in five minutes or less, and 36 percent were over in two minutes or less.

The majority of the incidents in the report (60 percent) were over before police could arrive on the scene. That means that the decisions your staff and employees make on their own will be critical to preserving their lives and that of your patrons, students, or guests.

"Even when law enforcement was present or able to respond within minutes, civilians often had to make life and death decisions, and, therefore, should be engaged in training and discussions on decisions they may face"

Does your business or entity fall in one of these categories?



All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation.

This course is not written for law enforcement officers, but for non-law enforcement employees and business owners. The material may provide law enforcement officers information on recommended actions for non-law enforcement employees to take should they be confronted with an active shooter situation.

The FBI Study indicates that in 64 incidents where the duration of the incident could be ascertained, 44 (69.0%) of 64 incidents ended in 5 minutes or less, with 23 ending in 2 minutes or less.

https://www.fbi.gov/news/stories/2014/september/fbi-releases-study-on-active-shooter-incidents/pdfs/a-study-of-active-shooter-incidents-in-the-u.s.-between-2000-and-2013

Regions Security can offer you a customized training program for your own staff to learn how to address the active shooter challenges from today's environments. Below are some of the course offerings and goals

Course Outline

Lesson 4: The Active Shooter Scenario
- Introduction
- Actions for Employee Protection and Safety
- Evacuation
- Hideout
- Respond
- The Role of Law Enforcement
- The Role of Management & Staff

Lesson 5: Post-Incident Recovery
- Introduction
- Impacts of Workplace Violence
- After-Action Reporting and Lessons Learned
- Post-Incident Management

SERT – SPECIAL EMERGENCY RESPONSE TEAM TRAINING

Regions Security maintains a Security Emergency Response Team [SERT] capability. We have trained assets readily deployable at a moment's notice. Once our SERT unit is activated, depending on the incident, the location and the number of officers required, we can have staff at your site(s) within 4-24 hours. Additional resources can arrive over the next 24-48 hours as needed. This level of response is critical in a true emergency, or in the event of a terrorist attack on domestic soil that affects the immediate area and creates a heightened security posture requiring excess manpower.

Our SERT teams are trained and capable of responding to all disasters and emergency needs. Teams are deployed when manmade or natural emergencies occur, or a customer needs new or significantly increased security manpower in a short period of time. We have successfully supported the emergency response needs for companies in the following sectors: public utilities, pharmaceutical, chemical, financial, retail, and industrial/manufacturing. Our SERT deployments can range from as few as 6 staff for small labor disputes or facility closings to more than 25 officers to respond to natural disasters and to support the interests of Homeland Security. Most common emergency response scenarios include: Hurricane, Snow/ Ice Storms, Flooding, Corporate Layoffs, Strikes, Merger/ Acquisition Transitions, and Response to Threats or Acts of Terror.

Regions Security Services follows closely the recommendations and awareness materials and protocols used and recommended by the 2013 Enhanced State Hazard Mitigation Plan (SHMP). The process established for this planning effort is based on the Disaster Mitigation Act of 2000 (DMA2K) and intended to satisfy Chapter 44 of the Code of Federal Regulations, Sections 201.4(b) and 201.4(c) of the State Hazard Mitigation Plan criteria. The required criteria address the following:

- Documentation of the planning process
- Coordination among agencies
- Prerequisites

The State Emergency Management Act, Chapter 252 Florida Statutes, designates the Florida Division of Emergency Management (DEM) as the State Coordinating Agency (SCA) for a comprehensive, statewide program of emergency management. DEM works in coordination with the federal government, other state agencies, local governments, and the **private sector** to create a statewide program of emergency management. This statewide approach to mitigation planning ensures the plan reflects the opinions and viewpoints of a wide range of stakeholders.

The SHMPAT meetings are announced on the DEM mitigation website (http://www.floridadisaster.org/Mitigation/State) and at various events by the mitigation planning staff.

POLICIES AND PROCEDURES

Regions Security Services and you as the client will establish in writing with the written policies and procedures for purposes of providing guidelines governing the Security Officer(s) and the Firm's requirements in accord with your rules and regulations or policies. This specifically includes established policies for reporting observations, reporting incidents, electronic tracking procedures. Such additional written policies and procedures are for the purposes of enhancing compliance with the technical specifications of the contract and not to alter them, and may be amended from time to time to adjust for changing circumstances for financial or budget related purposes and other needs that may arise.

Post Orders will be written and contain complete duty instruction for staffing each individual post, including emergency procedures. All Officers of Regions Security employed under this contract will have access to these Post Orders at all times while on duty. This may be accomplished by storing the Post Orders on site or, in the instance in which no secure storage is available, delivering them to the site at the beginning of each tour of duty. Post Orders define the basic work to be performed by Security Officers at will provide site-specific Post Orders to Regions Security . Regions Security will meet with Security to review and develop site specific Post Orders and will assure that yearly updated copies are available for the duration of Contract, including any extensions or renewals thereof. Regions Security will check each post quarterly for updated Post Orders. Failure in this area may result in a Liquidated Damage and/or Regions Security Non-Performance.

Post Orders may include, but are not limited to, the following:

- Facility/Building information (e.g., operating hours, chain of command)
- Building rules and regulations
- Operation of equipment
- Patrol routes, schedules, and duties
- Vehicular traffic control
- Access control procedures
- Emergency response procedures
- Security and fire control/alarm systems
- Hazardous conditions, inspection/reporting
- Emergency Response
- Procedures for raising, lowering, and half-mast U.S. and other flags
- Safeguard persons and property
- Minimum number of hours for site orientation training

OUR CODE OF ETHICS FOR OFFICERS

1. To accept the responsibilities and fulfill the obligations of his/her role. Protecting life and property, preventing and reducing losses and crimes against his/her employer's business, or other organizations and institutions to which he/she is assigned.

2. To conduct him/herself with honesty and to adhere to the highest moral principles in the performance of their security duties.

3. To be diligent and dependable in discharging his/her duties and to uphold at all times the laws, policies, and procedures that protect the rights of others.

4. To observe the precepts of truth, accuracy and discretion without allowing personal feelings, prejudices, and animosities or friendships to influence his/her judgments.

5. To report to his/her supervisor, without hesitation, any violation of the law or his/her employers or clients regulations.

6. To respect and protect the confidential and privileged information of his/her employer or client beyond the term of employment, except where their interests are contrary to law or to this Code of Ethics.

7. To cooperate with all recognized and responsible law enforcement and government agencies in matters with their jurisdiction.

8. To accept no compensation, commission, gratuity, or other advantage without the knowledge and consent of their employer.

9. To conduct him/herself professionally at all times and to perform their duties in a manner that reflects credit upon him/herself, their employer, and the security profession.

10. To strive continually to improve his/her performance by seeking training and educational opportunities that will better prepare him/herself for their security duties.

REGIONS SECURITY SERVICES - POLICIES & PROCEDURES

Our primary objective is the positive development of all employees. Regions Security Services imparts discipline on a fair and constructive basis. Each problem is evaluated on a case-by-case basis, taking into consideration all facts, including but not necessarily limited to the employee's length of service, work record, and actions taken under similar circumstances.

All instructions listed below are, in effect, orders. Violations of these instructions, or any other policies, procedures, or practices of Regions Security Services, may result in disciplinary action up to and including termination.

1. My first responsibility is the protection of life and property surrounding the post and patrol to which I am assigned.

2. I will maintain a neat appearance at all times.

3. I will maintain a military bearing and a courteous attitude.

4. I will radio or telephone Regions Security Services office dispatcher at least once per hour at a time specified by supervision. I will notify the dispatcher or supervisor as soon as I report for duty and when I am ready to go off duty or when relieved.

5. I am usually the first person with whom a visitor comes in contact. I will strive to make that the first contact pleasant and helpful.

6. I will follow all written and verbal orders.

7. I will pass on to my relief all orders pertaining to my post as well as any unusual activities during my tour of duty.

8. I will not permit anyone to relieve me who is not "fit for duty", and in that event, I will notify my immediate supervisor and remain on duty until properly relieved.

9. I will not leave my post without proper relief under penalty of immediate dismissal.

10. I will not perform personal work on duty.

11. I will not carry a firearm or other weapon except with permission of my Director of Operations. I will, when required to wear a weapon, maintain it in serviceable condition and maintain proficiency in its use in compliance with appropriate state laws.

12. I will report unusual incidents occurring while on duty to my immediate supervisor and make a written report of such incidents no later than the end of my shift.

13. I will not sleep, drink intoxicating beverages, sell or use illegal drugs, engage in horseplay, or fight while on duty or at any time while representing Regions Security Services.

14. I will observe and report any safety hazards while on duty, and will familiarize myself with the client's Safety Policy Manual and Specific Post Duties outlined by the client.

15. I will refrain from unnecessary conversation with client employees or other persons on the premises to which I am assigned.

16. I will familiarize myself with the functions and operations of emergency communications systems, police and ambulance services, fire alarms, sprinklers, and extinguishing systems, First Aid facilities, and use of available firefighting equipment.

17. I will know how to reach Police and Fire Departments as well as ambulance service and hospital facilities.

18. I will refrain from smoking and eating on duty and never when others are present, eating and smoking breaks are usually provided.

19. I will not use foul, abusive, or blasphemous language.

20. I will refrain from conversations concerning official or company business with anyone not authorized to receive the information.

21. I will never talk to members of the press (newspapers, radio, or television) about official activities of Regions Security Services or the client. I will refer them to the Director of Operations at Regions Security Services.

22. I will not permit vending, soliciting, collecting of contributions, or distribution of handbills on the premises of a client's facility without authority of management.

23. My tour of duty is terminated only when properly relieved or at the end of your assigned shift hours. (If your schedule calls for no relief).

24. If unable to report for duty, I must notify Regions Security Services at least four (4) hours in advance to allow for necessary replacement.

25. I will not entertain personal visitors on duty. Relatives or friends who deliver meals, clothing, etc. may not remain at my post while on duty.

26. I will make my key/clock rounds when required on my shift, and will inspect the premises of the facility carefully on each round.

27. I will return the keys entrusted to me at the end of my shift to either my relief or the client's designated location.

28. Loss of/or damage to equipment may be deducted from my wages if I am found to be negligent and/or willfully responsible for such loss or damage.

29. I will report changes in my address or telephone number immediately to Regions Security Services.

30. I will not use a client's telephone or any other equipment such as typewriter, calculators, and/or duplicating machines without the express permission of the Client. Emergency use of such equipment must be recorded in my Daily Activity Report. I understand that I will be charged for any unauthorized telephone calls that I make.

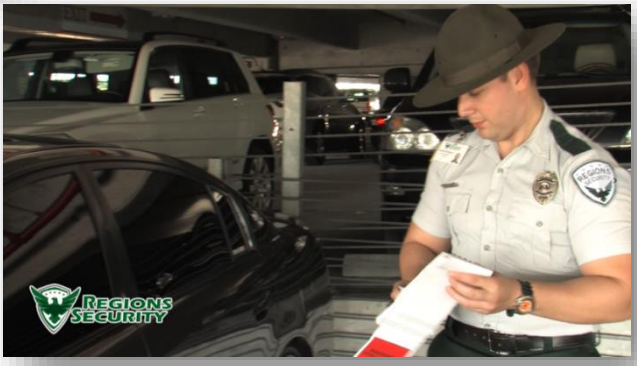
31. I will not be allowed to have radios, televisions, or other distracting items at a Client's facility without authorization.

32. I will not bring any pets on my post or use any animal as a "guard dog".

UNIFORMS

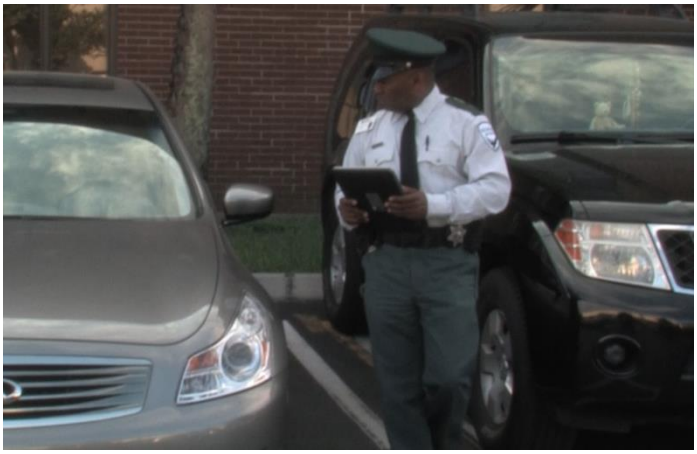
Regions Security will provide and ensure that all personnel will constantly wear and use the required uniforms and equipment noted below:

- Light Green, Navy Blue, or White short or long sleeved shirt
- Dark Green, Navy Blue, or Black trousers
- Shoulder patch with company's logo and client's logo (optional)
- Company ID and Name Tag
- Silver in color badge
- Silver in color whistle, whistle chain, and hook
- Black neck tie (optional)
- Black Belt
- Black Socks
- Black Shoes
- Navy blazer, pleated grey pants, white dress shirt, and silk tie (for Concierge Personnel)



UNIFORMS OPTIONS

Our goal is always to meet and need the tactical and practical goals of each client. Whether a soft, customer service look is appropriate, or a military, full gear is required, Regions Security delivers with ample assortment of gear options and looks to meet the most demanding of environments.



EQUIPMENT

Regions Security will furnish security personnel with the required equipment to ensure safety and completeness of duties. Security personnel will be familiar with the use of all equipment.

OPTIONAL GOLF CARTS & VEHICLES

Security personnel will be familiar with the use of automobiles and off-street motorized and non-motorized vehicles to perform patrol rounds of the premises.

Bicycle

ProxiRover

Electric/Gas Golf Cart

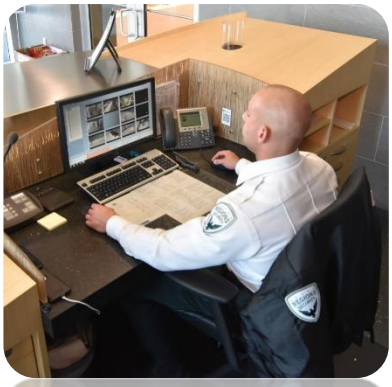
All-Terrain Golf Cart

Marked Patrol Automobiles

TECHNOLOGY

24-Hour Dispatch Center

Regions Security has it's Corporate Headquarters and Central Dispatch Center located right in the heart of Miami-Dade county in the centralized city of Doral. Using both proven communication protocols and the latest technology available in the market today, Regions Security dispatch and supervisory team works closely with the Operation's Management team to respond to issues as they are communicated by the Officers and Field Supervisory personnel to quickly meet and exceed our client's expectations, often resolving issues before the client even realizes that there is one.



Our proprietary software enables advance features such as location tracking, attendance Check-In / Check-Out records, Online Reporting, Video Conferencing, Voice over IP, Access to Online Post Orders and many more features. The beauty of having our own software is that we can actually customize many of the features to meet specific client's requirements.

With Regions Security you will never reach an After-Hours service who is not aware of your needs, you will never have to page or "beep" anyone. All calls are professionally handled locally by a well trained staff that is familiar with all of our clients and with each of their unique needs.

An Emergency Call Tree is available for each of the clients allowing the Dispatchers to know exactly who needs to be contacted when emergencies occur and depending on the nature of the incident.

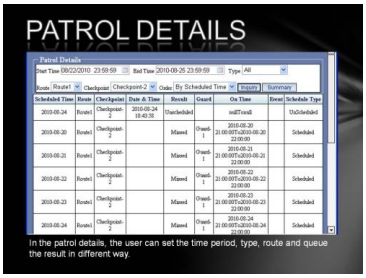
Regions Security Dispatch Center is backed up by a contingency energy plan and equipment that allows the center to maintain full operation of it's systems and communications throughout a power outage due to foul weather or storm. Dispatchers are able to continue to operate without disruption of service. Our Dispatchers are carefully vetted to be fully bi-lingual, highly articulate and well versed in problem solving and conflict resolution techniques.

TECHNOLOGY – ELECTRONIC GUARD TOUR SYSTEM

What is a Guard Tour System?
A guard tour system is an essential tool which enables to monitor if security personnel assigned to a tour patrol task are completing their duties on time and at their correct locations. In summary the system makes it possible to know where and when the patrols were made.

How does the System Work?
It works by installing a series of RFID Tags (each with its own unique global identification number) along patrol routes and having patrol personnel perform readings on the tags using a hand held reader. The recorded tag numbers along with each associated time stamps are later uploaded via communication adapters to computers for processing and verification. The results are displayed on the screen, printed or emailed so that managers can review at once job performance data of the patrolling personnel (attendance, locations patrolled, timeliness, incidents and etc.).

How is the Software?
The software was designed to be very user friendly and also very powerful, enabling the user to create multiple reports including a Graphical Map report.



REAL TIME GUARD TOUR SYSTEM (PG3000)

What is a Real Time Guard Tour System (PG3000)?

The PG3000 is a Reader / Cellphone / Event Wallet/Panic Button. The advantage of the PG3000 is that as security personnel do their rounds, we can monitor their progress in real time. Incoming & Outgoing calls are all monitored and manageable. Phone numbers are programmed prior to use, only the numbers/contacts allowed can call the device or be dialed from the device.

TECHNOLOGY – ONLINE REPORTING SYSTEM

Regions Security will be supplying our On-Line Reporting Tablet with dedicated software to bring efficiency in the day to day security duties. By using our On-Line Technology tablet, Regions Security will be able to manage crucial customer data, track guests and vendors, run incident, shift and tour reports and more importantly, send reports in real-time with a dedicated Wi-Fi signal. Our main goal is to increase overall efficiency, eliminate unnecessary paperwork and save money.

Shift Activity Reporting

Our Shift Activity Reporting Module is used by security personnel to document their activities during their shift. From enforcing the rules and regulations, to identifying an unlocked door or window, and even receiving a complaint from someone, we can easily track their activities.

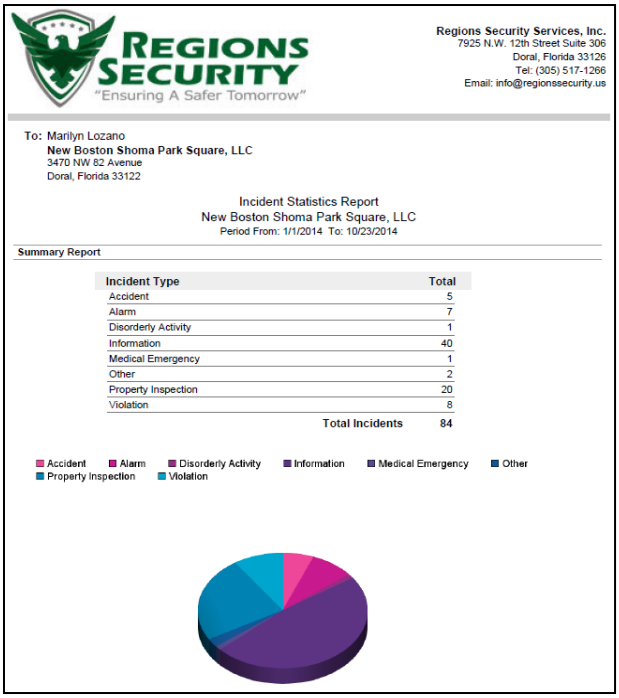
Incident Reporting

Our Incident Reporting Module is unique. It's an actual incident report with a step by step guide process. Before an Incident Report is sent it will show an Incident Report Summary allowing security personnel to verify all the information. Lastly, our security personnel will be able to upload pictures to assist in the incident documentation phase for back-up purposes and further clarification.

Administration Portal

In our Administration Portal, we can run statistical reports including pie charts that show the different types of incidents such as.

- Accident
- Alarm
- Disorderly Activity
- Information
- Medical Emergency
- Property Inspection
- Violation
- Other



REGIONS SECURITY
"Ensuring A Safer Tomorrow"

Regions Security Services, Inc.
7925 N.W. 12th Street Suite 306
Doral, Florida 33126
Tel: (305) 517-1266
Email: info@regionssecurity.us

To: Marilyn Lozano
New Boston Shoma Park Square, LLC
3470 NW 82 Avenue
Doral, Florida 33122

Incident Statistics Report
New Boston Shoma Park Square, LLC
Period From: 1/1/2014 To: 10/23/2014

Summary Report

Incident Type	Total
Accident	5
Alarm	7
Disorderly Activity	1
Information	40
Medical Emergency	1
Other	2
Property Inspection	20
Violation	8
Total Incidents	84

Accident Alarm Disorderly Activity Information Medical Emergency Other Property Inspection Violation

Efficiency is what it's all about!

TECHNOLOGY –REAL-TIME SECURITY MANAGEMENT SYSTEM

Security Management Software Features

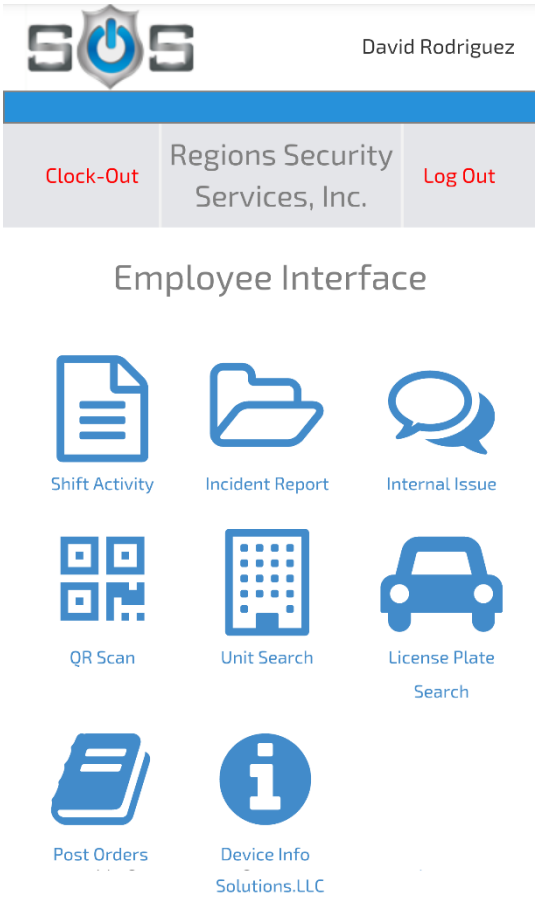
Easy Reporting

With just the touch of a few buttons, Officers are able to complete a full detailed Incident Report and Shift Activity Report.
Additionally, our SOS online reporting system allows Officers to register everything that happens during their Shift, as often as necessary with full details, and SOS, will automatically notify the Site Managers and/or administrators on a daily, weekly, by-weekly or

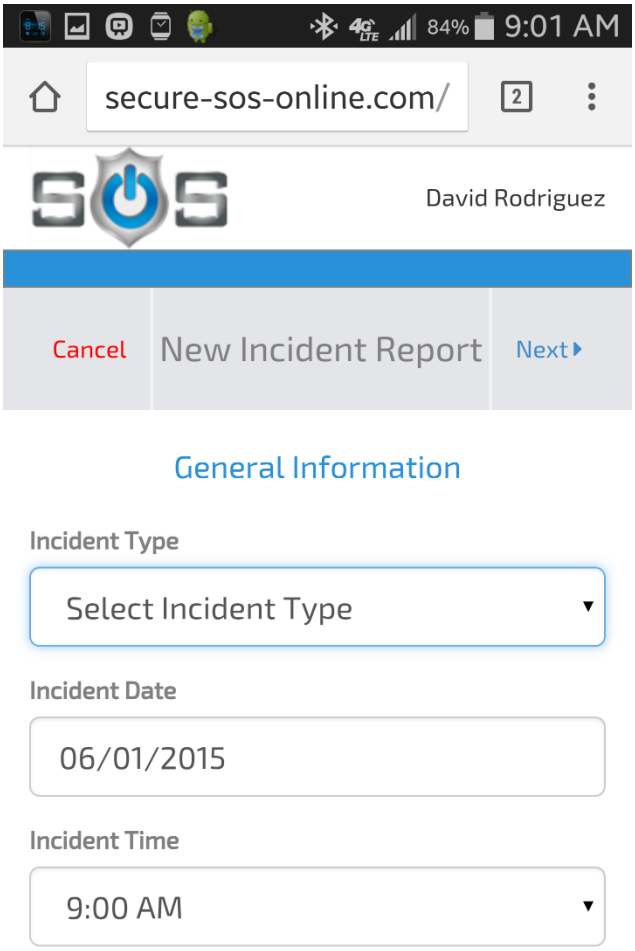
User-Friendly Menu

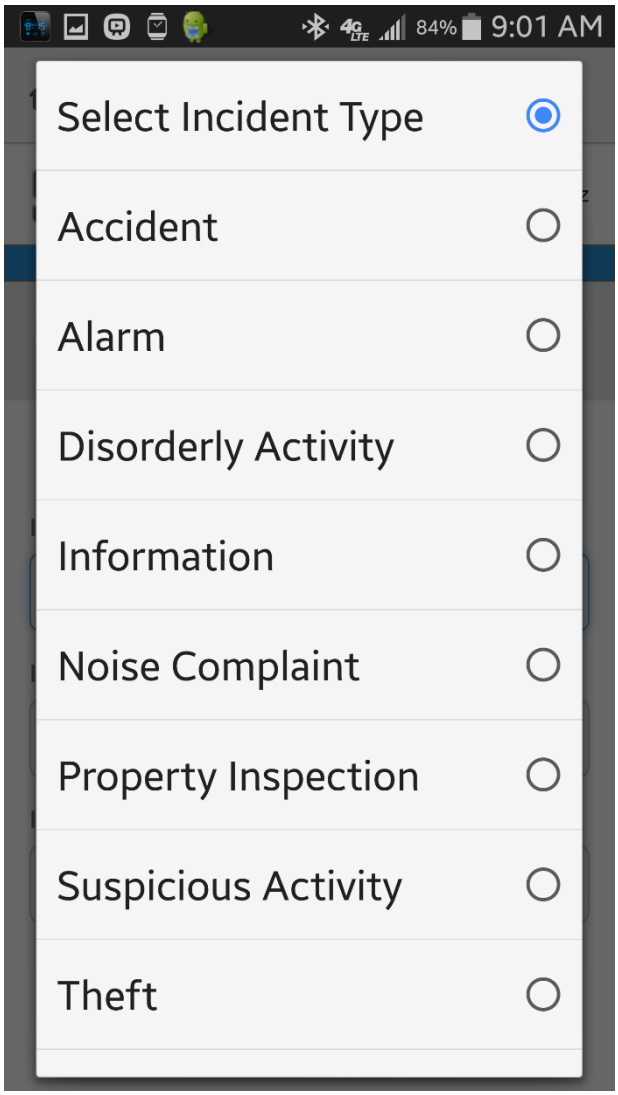
Through this complete but easy to use menu the Officers are able to:

- **Log In** – Used for attendance purposes, the system monitors their shift entry time and breaks.
- **Shift Activity Reports -**No longer do you have to wait until the next day to view what activity the Officer completed. These reports are available to Management in real time through the client portal.
- **Incident Reports –** No more confusing or hard to read hand written reports, the Officers include photos of the incidents to fully document what is happening on site.
- **Tour System** – Officers use printed QR Checkpoints to document their presence in any particular location using GPS and in real time.
- **Post Orders** – Officers have online access to Post Orders to review the approved Instructions and react appropriately to each situation.



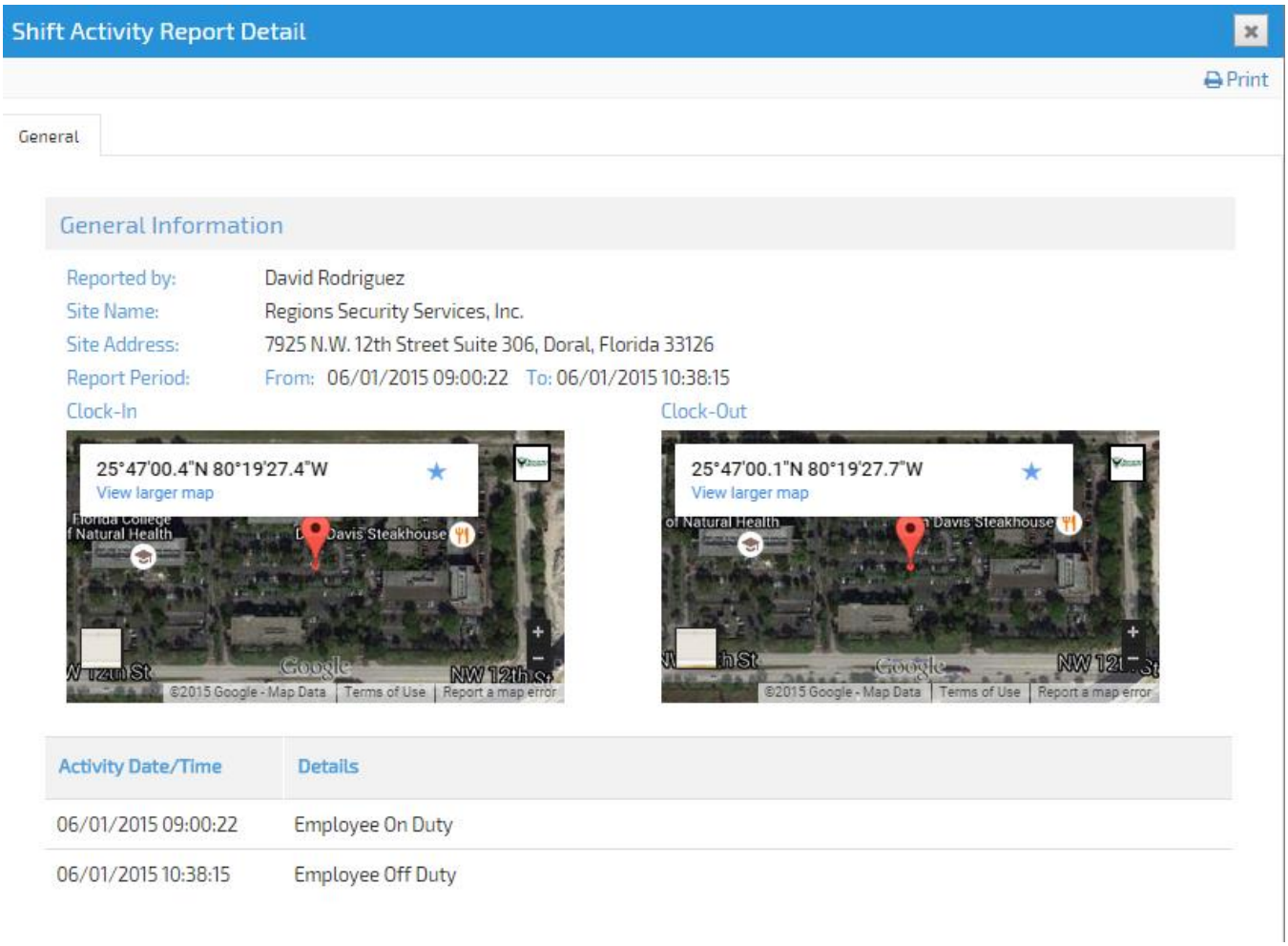
Preselected or Customized incidents according to your property needs.
With the Regions Online Reporting System YOU are always in the loop.





Person Involved? Write his or her full information or a description if he or she is not able to provide you with any requested identification. Our Incident Reporting Module will ask for an Incident Description that must have something written such as (Who, What, Where, When, Why) in case nothing was written in the previous fields, and it will not allow Users to continue to the next section until something is actually written in this step.

With real time GPS monitoring the actual location is recorded during each tour.



Shift Activity Report Detail

Print

General

General Information

Reported by: David Rodriguez
Site Name: Regions Security Services, Inc.
Site Address: 7925 N.W. 12th Street Suite 306, Doral, Florida 33126
Report Period: From: 06/01/2015 09:00:22 To: 06/01/2015 10:38:15

Clock-In

Clock-Out

Activity Date/Time	Details
06/01/2015 09:00:22	Employee On Duty
06/01/2015 10:38:15	Employee Off Duty

Know which Officer is on duty at any given time, see in real time the activity taking place and their exact location

SAMPLE INCIDENT REPORT

Regions Security Services, Inc,
7925 N.W. 12th Street Suite 306
Doral, Florida 33126
Tel: 305-517-1266
Email: info@regionssecurity.us

Incident Report

Incident Ref#:	00010064000169
Reported by:	Jose A. Gomez
Site Name:	Boca Village Corporate Center
Site Address:	4855 Technnology Way, Boca Raton, Florida 33431
Date / Time:	05/26/2015 08:15:00
Incident Type:	Alarm

Emergency Responder

N/A

Property(s) Invloved

Property Ref #1: Boca Village Corporate Center,

Vehicle(s) Invloved

N/A

Person(s) Invloved

N/A

Incident Description

At approximately 0815 hrs., I, Officer José Antonio Gómez, while on post at lobby, heard a beeping noise. I, officer J. A. Gómez, went to the Fire Alarm Control Panel room, where I observed that the alarm panel was the one beeping. The panel's lcd was showing the following announcement:

Incident Ref#:	00010064000169
Reported by:	Jose A. Gomez
Site Name:	Boca Village Corporate Center
Site Address:	4855 Technnology Way, Boca Raton, Florida 33431
Date / Time:	05/26/2015 08:15:00
Incident Type:	Alarm

Incident Photos

TECHNOLOGY – EMPLOYEE ACCOUNTABILITY

No more uncommitted employees, if they are not busy you will know, if they are not doing their job Regions Supervisory personnel is notified and you will know as well.

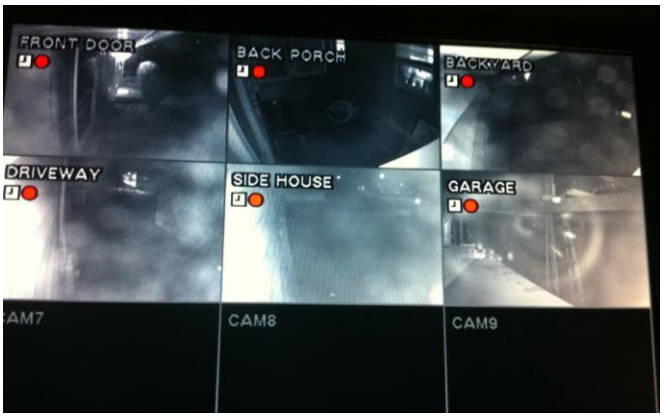
VOICE OVER IP: (VOIP)

The device is fully compatible with a Voice Over IP and it's assigned a telephone number, this allows the Officers to remain in contact with key emergency personnel, residents can call him/her if they need assistance, Managers can contact the Officer for last minute instructions, and the Officers can immediately call for help to local authorities if needed.

Video Conferencing

Officers can Video Conference with Management, Operations personnel or the Supervisory team when needed to quickly resolve situations.

CCTV & ACCESS CONTROL SERVICES.



WE PROVIDE, INSTALL AND SERVICE:

- **ACCESS CONTROL ARMS**
- **GATES, DIALERS**
- **SECURITY BARRIERS**
- **ACCESS CONTROL SOFTWARE**
- **CCTV CAMERAS AND SYSTEMS**
- **DVR & CLOUD RECORDERS**

Now more than ever Law Enforcement and insurance companies rely on video footage to provide valuable information regarding crimes and claims.

Are you tired at looking at footage that brings poor quality and little information?
Does your property have cameras with low resolution or that are over 5 years old?

Let the Regions Security experts provide you a no-cost evaluation and proposal.

TECHNOLOGY – SCHEDULING AND ACCOUNTABILITY

Our industry is all about people, staffing and managing trained personnel to adequately provide our clients with qualified security officers that meet the requirements to fulfill a specific security need. Managing hundreds of Officers, ensuring that the assignments not only meet the client requirements but that also meets the Officer's availability, keeping accurate records of their worked hours and tying it all together for accurate billing and payroll can be a daunting task.

Regions Security relies on the proven track record of specialized software that allows our Operations and Accounting Departments to simultaneously manage this data. Our selected software also keeps track of expiring licenses, achieved training records, Officers emergency contacts, and helps to reduce overtime by allowing dispatchers to first contact employees that have not yet reached their full time status to fill in for extra coverage as requested.

All of this simply translates to: Accurate Billing, Accurate Payroll, Officers who are not overworked, higher efficiency, well maintained training and attendance records.

This modern workforce management solutions is deployed by Regions Security at every site to provide enterprise-class technology that streamlines our business processes and reduces costs and encourages better managed employees.

Celayix Software
Workforce Management Solutions

"As a client, you probably won't ever notice that is there, but that's precisely the point. This software allows Regions correct and accurate staffing of security personnel that math the required training, certifications, and client profile"

MANAGEMENT APPROACH TO THE PROJECT

Regions Security has the ability, capacity and qualifications to successfully perform in accordance with your specification. We believe that Regions Security will be a valuable contributor in the overall delivery of services to your organization. These abilities include:

- An established company with structured management and experience.
- Assignment of fully licensed, insured and trained security personnel.
- Centralized facilities with Dispatch Communication Center (DCC) availability.
- Local decision making and administrative and support offices.
- Availability of vehicles, golf carts, bicycles and foot patrols.
- Resourceful and responsive management available 24/7.
- The financial strength necessary to support the operation
- Availability of necessary equipment and personnel.
- The wherewithal to coordinate and control all aspects of the assignments.

The Regions Team has the armed and unarmed guard experience necessary to fulfill you, while meeting and exceeding the specified goals in several key areas:

- ***Regions is Congressionally recognized as a leader in security and the small business arena.***
- ***Regions was the 2012 Security Agency of the Year in Miami-Dade City attesting to their security knowledge and professional level of security services.***
- ***Regions team, brings valuable experience to the table including:***
  - ***The Regions Management and Operational Team has ample experience and has successfully performed in several government contracts providing similar services***
  - ***Low-transition risk***
  - ***Low performance risk***
  - ***Low-financial risk***

The monitoring and supervision of on duty personnel is an integral part of our mission. We deliver a direct management approach to ensure your needs and objectives are being met. This approach consists of five (5) main components:

- An involved management approach.
- Enforcement of our Quality Assurance Program.
- Deployment of Field (Roving) Supervisory Inspections
- Electronic check-in to ensure personnel are as assigned.
- On-Line Reporting Systems and Computerized Tour Management.

As in every business, we know it is the bottom line that counts. The Bottom Line is: Make it work and make it work **right!**

SITE SPECIFIC APPROACH TO THE PROJECT

At Regions Security Services, we care about protecting our client's assets by understanding their security concerns and overall property objectives. Keeping this simple approach in mind, I am honored to present you with a security proposal that will meet your security expectations while at the same time provide you with peace of mind that your property is always being monitored by a second set of eyes.

We believe that the ideal approach to implementing a successful security program requires the following five factors to be considered and addressed:

- Hiring a staff of proactive and bi-lingual security officers who will demonstrate exceptional hospitality/customer service skills with a proven track record in securing residential communities.
- Elimination of excessive paperwork by implementing a technology tablet with real-time reporting along with picture taking capabilities and dedicated Wi-Fi signal.
- Having direct access to Regions Security Services executive management team at all times.
- Having current and up-to-date post orders with current industry best practices.
- Ensuring that our operations team is always inspecting what we expect out of ourselves and our service deliverables.

After identifying these key components, Regions Security Services will implement a pro-active security program that will deliver the following:

- Establishing a Detailed Hiring Profile specially designed for your property's needs: Regions Security Services will implement a hiring profile to make sure that we hire the right security officers to match the specific requirements of each client.

  Here are the requirements that we will be focusing on: Candidates fluent English and Spanish, security officers must also have a strong background in residential/hospitality sites, candidate must also possess excellent customer service/hospitality skills and must have an up to date D-Security License, and at least on year verified experience.

- In an effort to eliminate excessive paperwork and bring more efficiency to the day to day security duties, Regions Security Services will supply one (1) technology tablet. Our on-line reporting software/tablet will allow our security team to transmit real-time incident/log book reports with back up picture documentation if needed.

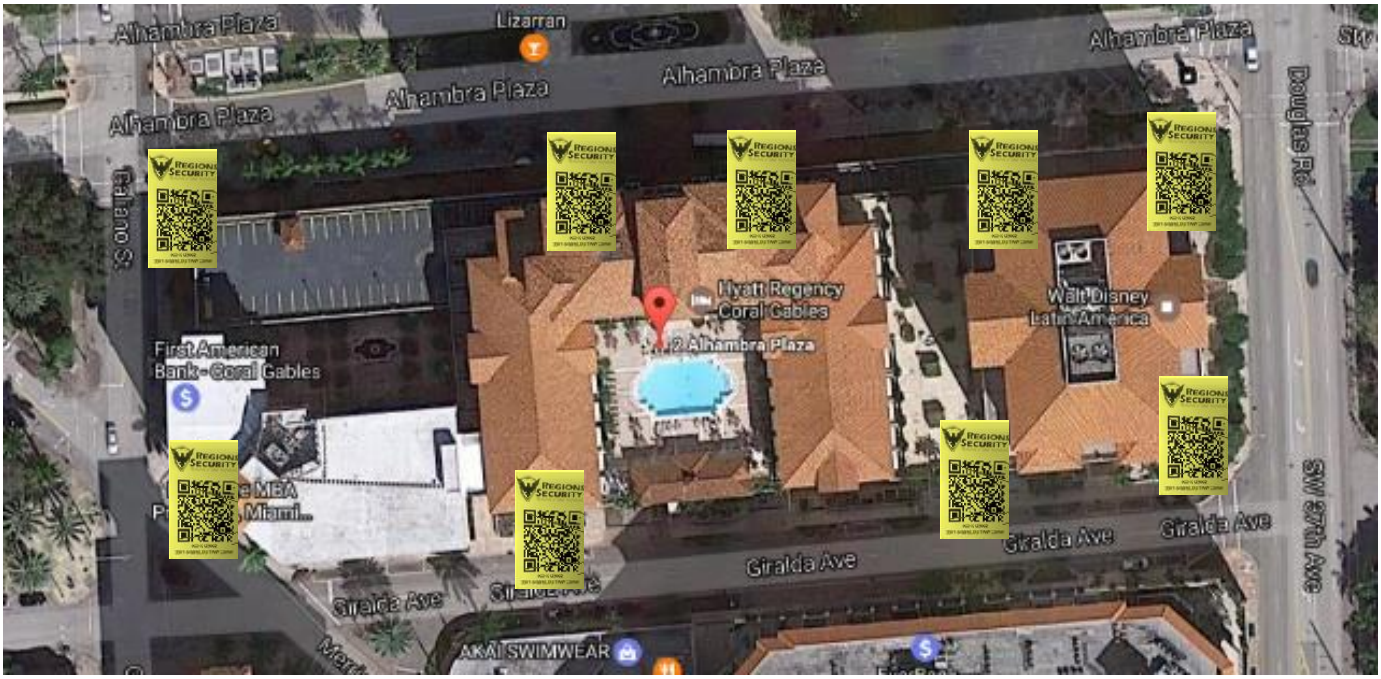
You will have direct access to our Branch Management Team and President at all times. It's the personal touches that we value the most here at Regions Security Services. That being said, all of our email and cell phone contact information will be added to the emergency contact list within the onsite post orders.

SAMPLE PATROL EQUIPMENT & CHECKPOINT SYSTEM:

All of the following equipment will be located inside the designated equipment lock-box or patrol car when available:

- Post Order Binder
- Access cards
- Smart Technology Device
- Key Set

SAMPLE ELECTRONIC CHECK POINT - QR STATIONS LOCATION MAP:



- **Post Orders:** Regions Security Services will review all current policies and procedures that are in place at your property. We will make sure to include these rules and regulations into the training phase of our transition plan. Also, all of our security officers will be tested on the post orders and must receive a passing grade before being placed on site for duty. In addition, our operations team will also share best practices from post orders at other sites similar in service.

- A Secure Partnership: Regions Security Services would be honored to earn you as a security partner. We are committed to making the local touches so we can check and balance our service deliverables. As an added measure, Regions Security will deploy our Field Supervisor on a weekly basis to check up on uniforms, ensure that post orders are up to date and to review all incident/shift reports for proper documentation. As an added measure, Regions Security Services management team will also conduct quarterly meetings with you to review our service deliverables, track our training, and stay updated on amendments to rules and regulations affecting the property.

Purpose

Regions Security Services understands that the purpose of the requested services to the facility proposed may require different and customized services staffed with licensed Security Officers.

Regions Security Services further understands that while this proposal is intended to result in a contract for specific-purpose facilities. it also may result in a contract which will be available for other related property sites, seasonal work, or temporary emergency coverage services. As such, Regions Security Services will comply with any Employee Selection and training criteria to ensure the proper placement of qualified Officers for Roving, Front Desk, Access Control, etc.

SERVICE REQUIREMENTS

Regions Security will ensure the following Service requirements are met:

REQUESTED SCHEDULES

Security guard Service will be provided for the hours and workdays for each location as noted in the FCA and Agreement and as requested by the client during previous meetings.

CONTRACT MANAGER DUTIES

The Contract Manager will:

- Maintain continuous awareness of the quality and completeness of the work performed by the security guard personnel.
- Make periodic joint inspection checks on all security guards with the Client designated representative on a monthly basis or as requested by the Client.

On Duty Site Security Guard Supervisor:
The selected Contractor will provide a Security Supervisor upon request. This position will be the equivalent in qualifications of the highest classification of officer supervised (or higher). All Supervisors employed by Regions Security will provide services to meet certain minimum qualifications or standards regarding background, experience, and licensure, as established in this section, unless specifically and individually waived in writing by the City's Contract Administrator.

All Security Supervisors will meet the following requirements:

a) Will have a valid Class "D" (and "G" when applicable) license from the Florida Department of State, pursuant to Florida Statute 493 and will maintain this license at all times while providing service to the City as a result of this solicitation.

b) Will have and maintain a valid State of Florida Driver's license, as well as, responsible driving history as applicable. All site security supervisors will have a five (5) year driving history check completed demonstrating the candidate is free from habitual offenses, criminal charges, suspensions or behaviors which may indicate irresponsible behaviors prior to providing services to the City. Thereafter, an annual Driver's License check will be conducted and submitted to the City Contract Administrator upon a date of their selection. The City Contract Administrator or designee maintains the sole discretion to determine the demonstration of responsible behavior and may waive these requirements if determined to be in the best interest of the City.

c) Will have a national criminal history background verification completed demonstrating a history of responsible behavior and the candidate is free from previous or open criminal offenses prior to providing service to the City. Thereafter, annual national background verifications will be conducted and submitted to the City Contract Administrator or designee upon a date of their selection. The City Contract Administrator or designee maintains the sole discretion to determine the demonstration of responsible behavior and may waive these requirements if determined to be in the best interest of the City.

d) Will be able to communicate proficiently (both oral and written) in English. Security work often deals with life/safety issues; therefore, the Security Supervisors will be fully literate in the English language, (e.g., able to read, write, speak, understand, and be understood). Oral command of English must be sufficient to permit full communication, even in times of stress.

e) The Security Site Supervisor will be an operational position. The minimum requirements are as follows:

i) One (1) year of security supervisory or management experience.

Security Site Supervisors

The specific tasks for the Security Supervisors will be determined at a later date and contingent upon the specific facility, location or assignment needs. The required tasks will be approved by the City Contract Administrator. An example of general tasks for the Security Supervisors is listed below and may include, but is not limited to, the following;
Tasks:

a) The Supervisor must be available at all times of day or night via phone. Supervisors updated contact information must be provided and available at all times.
b) Immediately respond within three (3) hours to the post upon request from City Contract Administrator or Designee.

c) The Supervisor will have the responsibility and authority to take action regarding requests and/or concerns brought forth by the City Contract Administrator.
d) The Supervisor will have the authority to remove, replace and/or discipline any security guards who are not following the post orders and/or whomever the City Contract Administrator deems is not performing adequately.

e) The Supervisor will be responsible for ensuring that the Contractor's work force complies at all times with post orders.

f) The Supervisor must completely understand the post orders and operational requirements of the post.

g) The Supervisor will inform and train all assigned security guards of any and all changes to post orders and/or procedures for the post.

h) The Supervisor will update all security guards of any relevant news regarding the post or of any information the City Contract Administration requests to be provided.

i) All supervisors will be required to review reports and logs on a weekly basis to ensure they are complete and accurate.

j) Intervene and immediately address any complaints and/or concerns from the City Contractor Administrator.

k) Ensure all guards maintain good personal and uniform appearance and be courteous to the public and the City personnel at all times. Uniforms will be clean and pressed and include name tags.

SECURITY GUARDS / OFFICERS

Regular Officers will have:

a. A minimum of one year of actual experience as a security guard and patrolling services in the field, excluding training, and a current Florida Class D security guard license.

b. The ability to walk a minimum of 300 yards, climb stairs, and lift and carry 20 pounds.

c. The physical and mental ability to perform the requirements of this specification.

d. A high school diploma or GED equivalent.

e. English language fluency with ability to receive, give, and understand written and verbal instructions and procedures.

f. The ability to communicate orally and in writing.

g. Possess proper telephone etiquette answering skills.

h. Any required licensing and qualification to carry any type of non-lethal weapons, such as batons, chemical spray, etc. Carrying of non-lethal weapons will be only as authorized by the Client. Upon approval to carry non-lethal weapons, Regions Security will furnish proof to the Client verifying security guards are qualified and have been trained.

Security Guard's Requirements:

All security guards must possess:
1. Ability to read, write and speak fluent English.

2. Ability to establish and maintain effective working relationships with the general public and other employees.

3. Ability to operate and monitor the proper and effective operation of specified equipment, including guard gates and surveillance equipment, motor vehicle and communication equipment.

4. Ability to maintain clerical records and prepare written reports as required, and ability to detect and report unsafe conditions.

5. Ability to work effectively and efficiently without direct supervision.

6. Ability to be polite, courteous and cooperative at all times, especially during times of stress.

7. All security guards must be 18 years of age or older. All security guards must have a valid driver's license or state identification card.

8. Regions Security and all employees will be licensed in accordance with all State of Florida and other applicable requirements.

9. All guards assigned to the Contract must have all licenses and/or permits required by all local, state and federal agencies, as applicable to this position. Licenses will be documented by Regions Security and provided upon request by the City. Contractor must be able to demonstrate that employees assigned to the contract have satisfactory security work experience and training. Upon request, and during normal working hours, Regions Security will make available to the City Manager or designee, all personnel files of employees engaged in work under the contract.

10. All guards assigned to the contract must be able to understand all written post orders. Guards should be able to demonstrate this knowledge when requested by Regions Security and/or representatives of the District and/or City.

11. The Contractor's security guard uniforms will be a color and style in general use by large security guard or security organizations and will be readily distinguishable from those of state those of state and local law enforcement personnel. All security guards will wear the same color and style of uniform and maintain a professional and neat appearance at all times during their tour of duty. Regions Security must provide a picture of the uniform with the submission of the proposal.

12. Personal cleanliness is mandatory. This includes neat hair styles and application of cosmetics that are not excessive. Guards are to be dressed in clean, neat uniforms with identification badges and the guard's name clearly visible. All uniforms must be without tears, holes or excessive or

unsightly repairs. The City reserves the right to require the immediate replacement of any guard who is not in uniform or who is clearly violating the appearance standards listed above.

13. A photo identification card issued by Regions Security must be worn by all security guards while on duty. Upon termination of employment, Regions Security must immediately take possession of any issued identification cards and other security identification.

14. Guards are not allowed to use tobacco, alcohol, drugs, or any type of controlled substances while on duty. Any guard reporting to duty under the influence of the aforementioned will be asked to leave premises and be replaced by a substitute immediately. No firearms or pets are allowed at the guard sites. No smoking is permitted.

15. Guards are to immediately report any confrontations with residents or others entering the District, in accordance with the written post orders.

Transponders and Entrance to GISND:
Regions Security will provide security guard services in the GISND and the full processing of transponder requests from citizens.

Regions Security will administer the current AWID-LR3000 Long Range Reader transponder system for the Golden Isles Safe Neighborhood District by providing the following:

Regions Security will purchase transponders (AWID-WS-UHF-0-0 Tag, Windshield for LR-2000, LR-2200 and LR-3000 Readers) and resell them to residents. The cost of the transponder to be charged to the resident will be negotiated and specified in the Agreement. Any changes to the price of the transponder must be approved by the GISND Liaison, Designee and/or City Contract Administrator.

Regions Security can purchase transponders from any vendor that sells the current transponders utilized by the GISND. Any changes in transponder models must be approved by the GISND Advisory Board through the City's Contract Administrator.

Regions Security will provide resident(s) an online portal (such a webpage or dedicated website), in/through which residents can sign-up for, order and purchase transponders. The sign-up will need to collect the following information from the resident(s):

Name
Address
Email
Transponder Amount
Vehicle Make, Color, Tag (per transponder)

SERVICES AND EQUIPMENT PROVIDED BY REGIONS SECURITY

We will provide the officer, the security vehicle, uniform for the officer, communications equipment for the officer, supervision of the officer and twenty-four (24) hour per day, seven days per week communications access for the Client and officer.

All Regions Security Officers will have communications equipment that will allow him to contact his office, the Project Manager and Police Department. The Security Officer will carry a flashlight with batteries.

The Regions Security Officer will maintain a file of Security Activity Repots or use the Online Report capability of the provided Tablet and Guard Management Software to recording all instances that may be of interest to Supervisors or Client's personnel. The Security officer will report activities, observations safety hazards, malfunctioning equipment and other such matters in accord with the specifications provided in the RFP. Personnel from the Facilities Section will be available to respond to such reports 24 hours per day, seven days per week as determined by Facilities Management.

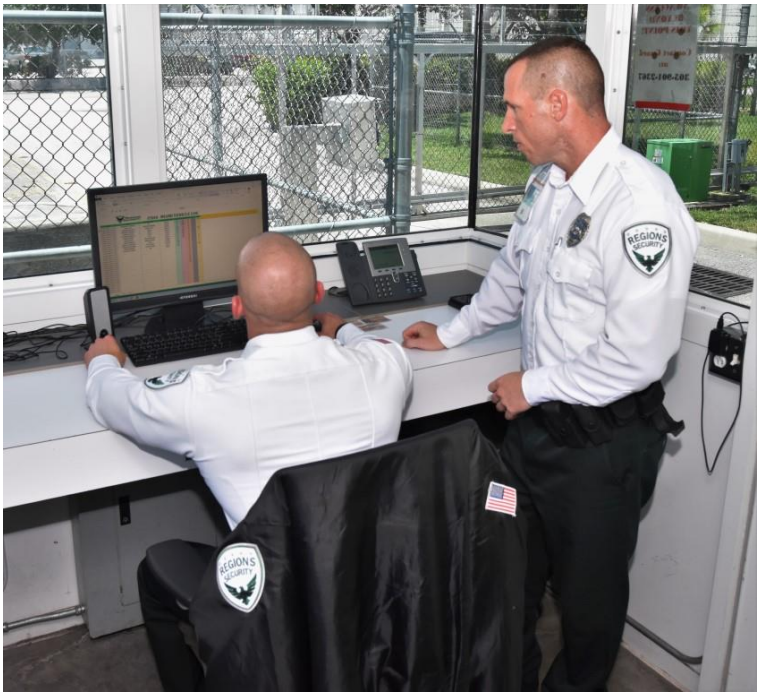
A Regions Field Supervisor will visit the Security Officer at least once during each shift to insure that the Security Officer is following proscribed procedures. Such visits are to be entered in the log and the security bar code scanned for the category listed by the Supervisor for the facility inspected as required for each shift. The Security Firm Supervisor will visit all of the facilities at least once each week to familiarize him or herself with their condition and any possible safety or security problems or potential problems.

The supervisor or other qualified personnel approved by the Client will take over for the Security Officer during any meal or other breaks when the Officer is not on his route and observing the site. Reports must be documented regarding Supervisory relief for breaks or for any other reason the Security Officer is not present on the site in accord with the established schedule.

Surveillance Cameras

The Regions Armed Security Guard may from time to time be requested to utilize and observe any CCTV Systems and displays to monitor the activity of the assigned properties.

The Officer will be trained to quickly notify the Police Department immediately upon observance of any intruders or observed criminal activity on the secured premises.



All of the assigned Officers will be trained and knowledgeable on the use of the video monitoring system. Any cases where law enforcement is called to address an intrusion will be noted as an Incident Report via the electronic technology table and submitted immediately to the designated parties in the distribution list.

REGIONS SECURITY TRANSITION PROCEDURES

Regions manages Transition as a project using the principles established by the Project Management Institute's Book of Knowledge (PMIBOK). Regions has a proven record of successful on-time transitions for over 60 security services projects, which has included recruiting, hiring, training, certifying, equipping, and fielding hundreds of officers for various different contracts.

Regions Transition Approach:

The key elements of a seamless contract transition based on Regions own transition experience combined years of Federal contract transition experience include: (1) upfront communications with the Client ; (2) use of a dedicated transition team; (3) use of a detailed transition schedule; (4) prompt communication and hiring of incumbents, (5) rapid recruitment, screening, hiring, and training of replacement personnel; (6) implementation of Regions turn-key security operations approach; and (7) regular transition status briefings with client's officials.

Regions manages transition as a project and uses a dedicated transition team that will support the security supervisors. With the Regional Manager leading the transition team, our Site Supervisors can focus their efforts on ensuring that operations meet all contract requirements and customer expectations, as opposed to being sidetracked by the myriad of transition details.

We also identified potential transition issues and included mitigation strategies to ensure a seamless transition as summarized below.

Potential Transition Risks and Regions Mitigation Strategies		
Potential Risk	**Possible Effects**	**Regions Solution**
Disruption of existing operations	▪ Impact continuity of operations ▪ Failure to meet site technical, cost, schedule requirements ▪ Workforce not ready on Day 1 ▪ Incumbent employee morale issues	▪ Use of dedicated transition team ▪ Client -approved transition timeline schedule ▪ Close coordination with Client ▪ Regular transition status meetings ▪ Prompt hiring of incumbent officer workforce.
Unable to Field Security Officer workforce	▪ Officer recruitment/hiring delays ▪ Potential officer licensing issues ▪ Unable to assume post duties ▪ Potential delay of other resources	▪ Regions recruitment and hiring process ▪ Regions turnkey officer training program ▪ Regions transition plan and schedule ▪ Regular transition status meetings with client
Not Ready to Takeover Contract on Day One	▪ Security force not fully qualified ▪ Unable to staff posts on Day 1 ▪ Uniform and equipment issues ▪ Project Mgt systems not in place ▪ Key personnel not in place	▪ Lessons-learned from previous transitions ▪ Regions turnkey security ops approach ▪ Rapid recruitment/hiring of workforce ▪ Transition training plan and schedule ▪ Transition plan for uniforms and equipment

Based on our detailed analysis, Regions will be able to transition security operations at your site within 30 days of the notification of its intent to award with no interruption or degradation in service.

Part I. Risk to Completing Transition	Pre-Mitigation Risk	Why Regions presents Zero Risk/Mitigation Strategy	Post Mitigation Risk
Completing Transition is at risk due to the small businesses' limited experience and lack of available transition resources required to achieve Full Operations within the 30-day Transition window.	High	This risk is fully mitigated since Regions has successfully transitioned sixty on-time government and commercial security contracts and has access to additional transition resources.	Low
Completing Transition is at risk when new guards need to be hired, vetted and trained within the 30-day Transition window.	High	Plan A uses two strategies; 1), Regions will offer and attempt to hire all incumbent employees, 2) Our new hire ready pool of employees. By carefully screening initial new hires, including having them undertake background checks, drug screens and medical evaluations, Regions will shorten the normal on-boarding time line.	Low
Completing Transition is at risk when new guards need to be hired, vetted and trained within the 30-day Transition window.	High	Plan B: Regions maintains 175 active employees in the Miami area and some of these current employees will be cross-trained to your standards.	Low
Completing Transition is at risk because Regions Security is not able to provide all Key Personnel and staff to support screening operations.	Medium High	This risk is fully mitigated if the Client awards to Regions because our team will use the existing highly experienced key personnel.	Low
Completing Transition is at risk because a contractor does not have the program management skills to execute the transition.	High	This risk is fully mitigated if Client awards to Regions because our team has the experience of performing over 60 security transitions.	Low
Completing Transition is at risk because Regions Security does not have a proven uniform vendor that can provide quality uniforms in a timely manner.	Medium	This risk is fully mitigated if Client awards to Regions because our team will use existing uniform vendors which have provided thousands of uniform pieces to our current workforce	Low
Completing Transition is at risk because the possibility exists that a Hurricane could strike the Miami area during the 30-day transition period.	Low	This risk is mitigated to an acceptable level since Florida-based Regions has extensive experience with hurricanes and has developed a time-tested hurricane readiness process and Hurricane Response Plan to help ensure continued transition operations.	Low

Regions has robust mitigation strategies for all likely transition risks, and what our team has more so than any other offeror is the depth and breadth of back-up resources should any risk event occur.

30-DAY TRANSITION PLAN

Key Transition Activities: Regions transition approach is broken down into key transition activities, which was used as the basis for developing our Work Break-Down Structure (WBS) and Transition Schedule Timeline, which is provided at the end of this section.

Task	Start Date
Major Milestones	**Milestone**
Phase I Transition Activities – Notice of Award	**Notice to Award**
Phase II Transition Activities – Post-Award	**Client Approval**
Human Capital Management (Hiring and Staffing)	Day 1
Logistics (Uniforms, equipment, facilities)	Day 1
Training (New-hire, Supervisor, Training Records)	Day 5
Support Services	Day 5
Operations	Day 10
Performance Assurance	Day 10
Phase III Transition Activities – Contract Assumption	Day 30

Transition Plan Schedule and Timeline:

Regions transition activities along with our transition timeline for a nominal 30-day contract transition, is provided below. The timeframe from notice of award & approval is also addressed and assumes no waivers or deferrals of any contract requirements.

CLIENTELE REFERENCES – GOVERMENT

City of Hollywood
Contact: Mr. Paul Bassar, Compliance Manager
Address: 2600 Hollywood Blvd., Hollywood, FL 33022
Phone: 954-921-3223
Email: pbassar@hollywoodfl.org
Description: Armed/Unarmed Access & Roving Guard Services
Accomplishments: Developed a Security Plan that improved the protection of employees, residents, and guests throughout all facilities within the City of Hollywood.

City of North Miami Beach
Contact: Major Kevin Prescott
Address: 17011 N.E. 19th Ave., North Miami Beach, FL 33162
Phone: 305-787-6043
Email: kevin.prescott@nmbpd.org
Description: Armed/Unarmed Access & Roving Guard Services
Accomplishments: Developed a Security Plan that improved the protection of employees, residents, and guests throughout all facilities within the City of North Miami Beach..

United States Department of Agriculture
Contracting Officer: Corinne Nygren
Address: 5600 NW 36 Street, Miami, FL 33126
Phone: (612) 336-3235 Fax: (612) 336-3550
Email: Corinne.m.nygren@aphis.usda.gov
Contract Number: AG-6395-C-15-0028
Description: Armed Guard Services
Accomplishments: Developed a Security Plan that improved the protection of employees and guests throughout the facility

Town of Palm Beach
Contact: Mr. Mike Horn, Dock Master
Address: 500 Australian Ave, Palm Beach, FL 33480
Phone: 561-227-7000
Email: mhorn@townofpalmbeach.com
Description: Armed Guard Services

CLIENTELE REFERENCES – GOVERMENT

City of Miramar
Contact: Procurement Manager, Natalie Richmond
Address: 2300 Civic Center Place Miramar, FL 33025
Phone: (954) 602-3196
Email: narichmond@miramarfl.gov
Description: Armed/Unarmed Access & Roving Guard Services

City of Dania Beach
Contact: Public Services Director Mr. Brad Kaine
Address: 1201 Stirling Road, Dania Beach, FL 33004
Phone (s): (954)-924-3740, 954-924-6808
Email: bkaine@ci.dania-beach.fl.us
Description: Armed/Unarmed Access control, Roving Guard Services

PAST PERFORMANCE REFERENCE FORMS

REFERENCE CHECK FORM

RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL
PROPOSING FIRM'S NAME : Regions Security

Name and Title of Person providing reference information:	Ana S. Rivero, President
Telephone Number of Person providing reference:	305-232-1579 x 2014
E-mail Address:	arivero@alliedpropertygroup.net
Please list name of project and detailed services: provide security and access control	Windward at Islands at Doral Neighborhood Assoc., Promenade Shores at Doral Condo. Assoc., and Costa Verde HOA Inc.

Please answer the following questions regarding services provided by the proposer.

QUESTIONS:

PLEASE RATE BELOW FOR ITEMS 1 THROUGH 14, A SCORE FROM 1 TO 5, (1 BEING LOWEST, AND 5 BEING HIGHEST), FOR THE SERVICES RENDERED.

1. Rate the firm's success in providing security guard services.

1 Lowest	2	3	4	5 Highest

2. Rate the firm's knowledge of security guard practices and procedures.

1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

3. Rate the level of commitment of the firm toward the contract. Did the firm devote the time and personnel necessary to successfully provide the services?

1 Lowest	2	3	4	5 Highest

4. Rate the competence and accessibility of the personnel directing, supervising and performing the work on the contract.

1 Lowest	2	3	4	5 Highest

5. Rate the firm's success at keeping you updated and informed about any issues. Particularly, when special needs or problems arose.

1 Lowest	2	3	4	5 Highest

6. Rate the firm's success at minimizing any issues.

1 Lowest	2	3	4	5 Highest

7. Rate the firm's success at accomplishing the tasks established as required by the Agreement.

1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

8. Rate the firm's success at completing tasks within the timeline established for completion of your audit.

1 Lowest	2	3	4	5 Highest

9. Rate the firm's success at completing the project within the contract price.

1 Lowest	2	3	4	5 Highest

10. Rate the firm's success at completing the project according to specifications and contract requirements.

1 Lowest	2	3	4	5 Highest

11. Rate the overall performance of the firm on the project.

1 Lowest	2	3	4	5 Highest

12. Rate the firm's willingness/success to work to solve related issues that might fall outside of the scope of work/project outlined.

1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

13. Did your firm and the Project Manager work well together?

1 Lowest	2	3	4	5 Highest

14. How would you rate the firms overall based on your experience.

1 Lowest	2	3	4	5 Highest

15. If you had a similar project to undertake in the future, would the firm be considered to perform the work?

YES	NO

ADDITIONAL COMMENTS:

The owner, Carlos Rivero, is extremely accessible, always professional, and willing to resolved concerns.

PERSON PROVIDING REFERENCE PLEASE PRINT NAME:	Ana Rivero
PLEASE PRINT TITLE:	President

SIGNATURE: Ana R **Date:** 6/28/17

REFERENCE CHECK FORM

RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL
PROPOSING FIRM'S NAME : Bet Shira Congregation

Name and Title of Person providing reference information:	Jason K. Timmons, Treasurer
Telephone Number of Person providing reference:	305-431-7010
E-mail Address:	jason.k.timmons@gmail.com
Please list name of project and detailed services:	Armed & Unarmed security guards

Please answer the following questions regarding services provided by the proposer.

QUESTIONS:

PLEASE RATE BELOW FOR ITEMS 1 THROUGH 14, A SCORE FROM 1 TO 5, (1 BEING LOWEST, AND 5 BEING HIGHEST), FOR THE SERVICES RENDERED.

1. Rate the firm's success in providing security guard services.

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1 Lowest	2	3	4	5 Highest

15. If you had a similar project to undertake in the future, would the firm be considered to perform the work?

YES	NO

ADDITIONAL COMMENTS:

PERSON PROVIDING REFERENCE PLEASE PRINT NAME:	Jason K. Timmons
PLEASE PRINT TITLE:	Treasurer

SIGNATURE: _____ **Date:** 6/30/17

PAST PERFORMANCE REFERENCE FORMS

REFERENCE CHECK FORM

RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL
PROPOSING FIRM'S NAME : REGENCY CENTERS, L.P.

Name and Title of Person providing reference information:	JILL LACHAISE, PROPERTY MANAGER.
Telephone Number of Person providing reference:	561.630.2305
E-mail Address:	JILL.LACHAISE@REGENCYCENTERS.COM
Please list name of project and detailed services:	SECURITY @ 8 OF OUR CENTERS FROM PALM BCH GARDENS TO MIAMI

Please answer the following questions regarding services provided by the proposer.

QUESTIONS:

PLEASE RATE BELOW FOR ITEMS 1 THROUGH 14, A SCORE FROM 1 TO 5, (1 BEING LOWEST, AND 5 BEING HIGHEST), FOR THE SERVICES RENDERED.

1. Rate the firm's success in providing security guard services.

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14. How would you rate the firms overall based on your experience.

1 Lowest	2	3	4	5 Highest

15. If you had a similar project to undertake in the future, would the firm be considered to perform the work?

YES	NO

ADDITIONAL COMMENTS:

REGIONS SECURITY IS ALWAYS READY TO HELP, EVEN WITH LAST MINUTE REQUESTS. THEY ARE VERY RESPONSIVE & COMMUNICATIVE. WE HAVE HAD A GREAT LONGSTANDING RELATIONSHIP WITH THEM. THEY ARE HIGHLY RECOMMENDED.

PERSON PROVIDING REFERENCE PLEASE PRINT NAME:	JILL LACHASE
PLEASE PRINT TITLE:	PROPERTY MANAGER

SIGNATURE: _____ **Date:** 6/30/2017

REFERENCE CHECK FORM

Firms must provide five (5) verifiable references each for engagements of similar scope as outlined in this RFP. Your firm must send and obtain a completed Reference Check Form as found below for each of your firm's five (5) references. Your firm must include the completed five (5) Reference Check Forms within your firm's thumb drive.

Do not provide more or less than five (5) references.

The City will send the references provided a request for verification via email within no later than two (2) business days from receipt of proposal. If verification of references is not available or unable to respond within two (2) business days from email request, the reference shall not be considered valid.

Please make sure that the references listed in your firm's response are aware they will be receiving a verification of reference email from the City of Hallandale Beach to confirm the references which were submitted with the firm's response.

Each firm must also list the following information for each of the references provided.

- Name of agency for which work was provided.
- Name of Reference charged with managing said project.
- Type of project. Year project started and was completed.
- Total cost of project.
- Phone # for Reference.
- Updated email address for Reference.

REFERENCE CHECK FORM

RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL
PROPOSING FIRM'S NAME : Palm Beach Town Docks

Name and Title of Person providing reference information:	Michael Horn
Telephone Number of Person providing reference:	(561) 838-5463
E-mail Address:	mhorn@townofpalmbeach.com
Please list name of project and detailed services:	After hours security

Please answer the following questions regarding services provided by the proposer.

QUESTIONS:

PLEASE RATE BELOW FOR ITEMS 1 THROUGH 14, A SCORE FROM 1 TO 5, (1 BEING LOWEST, AND 5 BEING HIGHEST), FOR THE SERVICES RENDERED.

1. Rate the firm's success in providing security guard services.

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6. Rate the firm's success at minimizing any issues.

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7. Rate the firm's success at accomplishing the tasks established as required by the Agreement.

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10. Rate the firm's success at completing the project according to specifications and contract requirements.

1 Lowest	2	3	4	5 Highest

11. Rate the overall performance of the firm on the project.

1 Lowest	2	3	4	5 Highest

12. Rate the firm's willingness/success to work to solve related issues that might fall outside of the scope of work/project outlined.

1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

13. Did your firm and the Project Manager work well together?

1 Lowest	2	3	4	5 Highest

14. How would you rate the firms overall based on your experience.

1 Lowest	2	3	4	5 Highest

15. If you had a similar project to undertake in the future, would the firm be considered to perform the work?

YES	NO

ADDITIONAL COMMENTS:

PERSON PROVIDING REFERENCE PLEASE PRINT NAME:	Michael Horn
PLEASE PRINT TITLE:	Dockmaster

SIGNATURE: _____ **Date:** 6/28/17

REFERENCE CHECK FORM

RFP # FY 2016-2017-006 GISND UNARMED SECURITY GUARD SERVICES AND ROVER PATROL
PROPOSING FIRM'S NAME : United States Department of Agriculture

Name and Title of Person providing reference information:	Fabian Brizuela / Maintenance Mechanic
Telephone Number of Person providing reference:	(305) 619-6907
E-mail Address:	fabian.b.trochez@aphis.usda.gov
Please list name of project and detailed services:	Armed Guard Service

Please answer the following questions regarding services provided by the proposer.

QUESTIONS:

PLEASE RATE BELOW FOR ITEMS 1 THROUGH 14, A SCORE FROM 1 TO 5, (1 BEING LOWEST, AND 5 BEING HIGHEST), FOR THE SERVICES RENDERED.

1. Rate the firm's success in providing security guard services.

				✓
1 Lowest	2	3	4	5 Highest

2. Rate the firm's knowledge of security guard practices and procedures.

				✓
1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

3. Rate the level of commitment of the firm toward the contract. Did the firm devote the time and personnel necessary to successfully provide the services?

				✓
1 Lowest	2	3	4	5 Highest

4. Rate the competence and accessibility of the personnel directing, supervising and performing the work on the contract.

				✓
1 Lowest	2	3	4	5 Highest

5. Rate the firm's success at keeping you updated and informed about any issues. Particularly, when special needs or problems arose.

				✓
1 Lowest	2	3	4	5 Highest

6. Rate the firm's success at minimizing any issues.

				✓
1 Lowest	2	3	4	5 Highest

7. Rate the firm's success at accomplishing the tasks established as required by the Agreement.

				✓
1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

8. Rate the firm's success at completing tasks within the timeline established for completion of your audit.

				✓
1 Lowest	2	3	4	5 Highest

9. Rate the firm's success at completing the project within the contract price.

				✓
1 Lowest	2	3	4	5 Highest

10. Rate the firm's success at completing the project according to specifications and contract requirements.

				✓
1 Lowest	2	3	4	5 Highest

11. Rate the overall performance of the firm on the project.

				✓
1 Lowest	2	3	4	5 Highest

12. Rate the firm's willingness/success to work to solve related issues that might fall outside of the scope of work/project outlined.

				✓
1 Lowest	2	3	4	5 Highest

REFERENCE CHECK FORM

13. Did your firm and the Project Manager work well together?

				✓
1 Lowest	2	3	4	5 Highest

14. How would you rate the firms overall based on your experience.

				✓
1 Lowest	2	3	4	5 Highest

15. If you had a similar project to undertake in the future, would the firm be considered to perform the work?

YES ✓	NO

ADDITIONAL COMMENTS:

The firm is involved in guarding their place of duty. In addition, aside from following
rules and regulations they try to report things outside their duties.

PERSON PROVIDING REFERENCE PLEASE PRINT NAME:	Fabian Brizuela Trochez
PLEASE PRINT TITLE:	Maintenance Mechanic

SIGNATURE: FABIAN BRIZUELA TROCHEZ **Date:** 6-28-2017

GISND
UNARMED SECURITY GUARD SERVICES AND ROVER PATROL

EXHIBIT I – SCOPE OF SERVICES

COST PROPOSAL:

Proposers must provide the cost for all services as detailed in this RFP in the table below.

Contract increases will not be accepted for the first three (3) years of the initial contract term.

After the third (3RD) complete year of the contract term any increases which may be approved by the City shall be subject to an adjustment up to 2% maximum only if the Contractor can provide documentation proving that their operational costs to provide services have increased significantly. No more than one (1) cost increase will be accepted during any renewal period.

ITEM #	LOCATION	ITEM DESCRIPTION	HOURS	RATES	SUB-TOTAL
1.	GOLDEN ISLES GUARDHOUSE	GUARD	8,760 hrs. per year (24 hrs. per day *365 days per year)	$___14.85___/hour	$__130,086.00__/hour
2.	GOLDEN ISLES SAFE NEIGHBORHOOD DISTRICT	ROVER	2,080 hrs. per year (40 hrs. per week *52 wks. per year)	$___14.85___/hour	$_30,888__/hour
			10840 Annual Hrs	TOTAL ITEMS 1 & 2	$ 160,974.00

I, _____***Carlos Rivero Jr.*** _____, ___President / CEO_____
Name of authorized Officer per Sunbiz Title

of _____Regions Security Services, Inc. _____
Name of Firm as it appears on Sunbiz

hereby attest that I have the authority to sign this notarized certification and certify that the above referenced information is true, complete and correct.

_____ _____***Carlos Rivero, Jr.*** _____
Signature Print Name

LOCAL CITY OF HALLENDALE BEACH VENDOR PREFERENCE (LVP)

Regions Security at this time makes **no claim** to participate or be acknowledge as a business qualifying for the Local City of Hallandale Beach Vendor Preference or LVP.

ADDENDUM ACKNOWLEDGMENT FORMS

RFP # FY 2016-2017-006
UNARMED SECURITY GUARDS
AND ROVER PATROL GISND

CITY OF HALLANDALE BEACH

ADDENDUM # 1

PLEASE NOTE RECEIPT OF ADDENDUM # 1 BY SIGNING BELOW AND INCLUDE WITH YOUR FIRM'S SUBMISSION.

I ACKNOWLEDGE RECEIPT OF ADDENDUM # 1:

Company	REGIONS SECURITY
Name	DAVID RODRIGUEZ
Title	AREA MANAGER
Signature	
Date	6-30-17

Sincerely,

Andrea Lues

Andrea Lues, Director, Procurement Department

RFP # FY 2016-2017-006
UNARMED SECURITY GUARDS
AND ROVER PATROL GISND

CITY OF HALLANDALE BEACH

ADDENDUM # 2

ITEM #2:

The City is releasing Exhibit A – Golden Isles Specific Post Orders. The post orders are provided as part of the RFP and agreement by and subject to change based on the Golden Isles Safe Neighborhood District (GISND) Advisory Board.

PLEASE NOTE RECEIPT OF ADDENDUM # 2 BY SIGNING BELOW AND INCLUDE WITH YOUR FIRM'S SUBMISSION.

I ACKNOWLEDGE RECEIPT OF ADDENDUM # 2:

Company	REGIONS SECURITY
Name	DAVID J. RODRIGUEZ
Title	AREA MANAGER
Signature	
Date	6-30-17

Sincerely,

Andrea Lues

Andrea Lues, Director, Procurement Department

RFP # FY 2016-2017-006
UNARMED SECURITY GUARDS
AND ROVER PATROL GISND

CITY OF HALLANDALE BEACH

ADDENDUM # 3

PLEASE NOTE RECEIPT OF ADDENDUM # 3 BY SIGNING BELOW AND INCLUDE WITH YOUR FIRM'S SUBMISSION.

I ACKNOWLEDGE RECEIPT OF ADDENDUM # 3:

Company	REGIONS SECURITY
Name	DAVID RODRIGUEZ
Title	AREA MANAGER
Signature	
Date	6-30-17

Sincerely,

Andrea Lues

Andrea Lues, Director, Procurement Department