



QUANTUM TRAINING & SECURITY



Chameleon Security Group
2300 Palm Beach Lakes Boulevard
West Palm Beach, FL 33409

BID NUMBER: RFP/ ITB No. X12237-895
BID TITLE: Airport Security Services

Table of Content

Section	Page
Executive Summary	3
Experience and Qualifications	5
Palm Beach County Business Tax Receipt	8
Department of Agriculture License	9
Meet The Team	11
Staff List	11(a)
Resumes	11(b)
Approach to Scope of Work	12
Standard Operating Procedure Manual	12(a)
Operational Plan Timeline	12(b)
Proposed Radio for Guards	12(c)
Proposed Equipment List for Contract	12(d)
Chameleon Security's Pre Placement Process	16
References	20
MBE Certification	20(a)
Subcontractors	21
Requested Documentation	21(a)

Executive Summary













Chameleon Security Group dba, Quantum Training and Security is pleased to submit our proposal for Airport Security Guard Services at the City of Fort Lauderdale Transportation and Mobility Department's Executive Airport and Downtown Helistop. We understand your needs to have Airport trained and experience Security Guard personnel at the City's Executive Airport and Downtown Helistop. With this in mind all our proposed personnel for this contract have already undergone our 180 hours Airport Security Guard training and are CPR certified. We understand the need for highly qualified, highly skilled, well trained, customer service oriented security personnel working to deter against unauthorized, illegal, or potentially life threatening activities directed towards airport employees, contractors, visitors, resources, and property. Paramount to the successful operation of the general aviation airport security services program is its capability to provide for the security and safety of its staff, contractors, pilots, passengers, visitors, as well as airplanes and property while providing a high level of customer service. The selected company must understand the importance of building a program that leverages industry best practices to provide the level of security that the Airport requires with a transition that is seamless

Chameleon Security Group is a local minority-owned and operated Security Agency, based in South Florida and services the Broward County, Palm Beach County, Orange County and Miami-Dade County areas. The company is currently certified with The State of Florida as a MBE corporation. We offer an array of security guard services, specializing in Uniform Officers, Aviation Security, Loss Prevention Officers, Event and Parking Lot Management, Residential and Commercial Security, Temporary and Permanent Contracts, Private Investigation and photography. Chameleon Security Group provides a full range of executive and estate protection services for clients ranging from government agencies, corporate and sports worlds to the entertainment elite. Our highly trained and experienced teams operate under a strict code of conduct while maintaining complete client confidentiality. The vast majority of our executive security personnel are trained by and recruited from special forces units which include the Army Rangers, US Marines, British Special Forces, and international law enforcement agencies.

At Chameleon Security Group, we offer a fully equipped training center where all our Security Officers undergo a full range of training that is crucial for their work assignments. Our Security Officers are competitively paid thus ensuring longevity and satisfied employees with excellent work ethic and a desire to serve and protect.

Aviation Site Operations

At Chameleon Security Group we specialize in Aviation Security services, our team of well experienced officers will ensure that we provide a sense of security for all the Airport staff and travelers. Chameleon Security Group provides airport security guards and airport security patrols specially trained to deal with airport security. Airport security requires an understanding of Homeland Security protocols as well as observation and surveillance skills. Our airport security officers monitor both short term parking security and long term parking security. Chameleon Security Group's airport security services act as a proficient airport security support for law enforcement and TSA personnel. Our specialty include the following areas:

- | | |
|--|--|
|  Access Control and Credentialing |  After-Hours Alarm Responses |
|  Air Cargo And Mail Security |  Fire Alarms and Fires |
|  Theft and Vandalism . |  Medical Emergencies |
|  Violent Crimes, Felonies and Use of non-violent or no-force methods |  Problem Travelers |
|  Access Door and Panic Alarms |  Public Parking |
|  Panic Alarms |  Bomb threats |

Chameleon Security Group stays current with changing and emerging regulatory standards of Title 49 CFR Part 1550 (General Aviation) and Title 49 CFR Part 1542 (Airport Security) to ensure that our clients meet the ever changing aviation security compliance standards.

Principal Office

771 S Kirkman Road, Suite 111, Orlando FL 32811

Location to serve contract:

2300 Palm Beach Lakes Boulevard, West Palm Beach, FL 33409

Key personnel assigned to the contract

Ansel Graham Record – President and Security Manager

Dave Gordon - Senior Airfield Patrol Officer

All key personnel will work out of the Main Office location in West Palm Beach. It is Chameleon Security Group's plan however to open an office within Broward County if awarded the contract within 10 -15 days of contract execution.

Experience and Qualifications

For 30 years, we provide security patrols, monitoring of safety equipment, access/egress duties, screening, airfield patrols, patrol responsibilities with visual inspections and post checks, physical checks, emergency response planning, first responders, comprehensive supervision, Quality Assurance, and security force work planning through a blend of quality people, industry-leading training, and dedication to customer service—all of which are supported and facilitated by state-of-the-art technology, as well as a national and local management presence. Our highly trained and experienced teams operate under a strict code of conduct while maintaining complete client confidentiality. The term executive refers to specific security measures and planning taken to ensure the preservation of the dignity and safety of VIPs, dignitaries, politician's athletes or other individuals who may be exposed to elevated personal risk because of employment, celebrity status, wealth, associations, affiliations or geographical location and therefore peace of mind and confidence is a paramount factor.

It also incorporates the individual who just wants to go about their daily lives and business without the fear or thought of being harmed by anyone or just being harassed by the press and in so doing takes a proactive approach.

Chameleon Security will provide such services with the most covert and defensive means to give our clients assurance and satisfaction as your security is our business. Confidence and peace of mind is a paramount factor in daily lives and activities.

Staff Size

Chameleon Security Group currently have thirty two (32) full-time guards, (8) Managers and (5) Supervisors. Chameleon Security has a staffing agency pools of which it advertise and recruit available Security Guards if needed to fill a contract.

Business structure

Chameleon Security Group is a Corporation registered in the State of Florida

Certification

MBE with The State of Florida

Company Contact Details

Address: 2300 Palm Beach Lakes Boulevard, West Palm Beach, FL 33409

Phone number: (561) 927-7211

E-Mail address: ansel@qtssecurity.com

Web site: www.qtssecurity.com

Contact person: Ansel Graham-Record

Licenses

DS License as a Security Guard Training Facility and School with the Dept of Agriculture and Consumer Affairs

B License as a Security Guard Agency with the Dept of Agriculture and Consumer Affairs

Minimum qualifications for an Airport Security Officer at Chameleon Security Group:

1. Possession of high school diploma or GED
2. Must be a U.S. Citizen or greencard holder
3. Must be at least 21 years of age.
4. Must possess a valid Florida driver's license.
5. Ability to pass a 10-panel drug screen and had no recent illegal drug use.
6. Have good moral character as determined by a background investigation under procedures established by the Criminal Justice Standards and Training Commission.
7. Have never received a dishonorable discharge from any of the Armed Forces of the United States.
8. Have not been convicted of any felony or of a misdemeanor involving perjury or false statement. Any person who, after July 1, 1981, pleads guilty or nolo contendere to, or is found guilty of a felony, or of a misdemeanor involving perjury or a false statement, shall not be eligible for employment or appointment as an officer, notwithstanding suspension of sentence or withholding of adjudication.
9. Ability to communicate effectively, both orally and in writing, with individuals of diverse backgrounds.
10. Working knowledge of personal computers to write reports, perform analysis, complete performance reviews, track data, etc.

11. Ability to work well with others, and to assist the public cooperatively and courteously. Ability to communicate effectively both orally and in writing.
12. Ability to establish and maintain successful working relationships with individuals of diverse backgrounds often under adverse circumstances.
13. Current Florida Department of Aviation Security Certification or the ability to attend our mandatory 180 hour training class.

PAST PERFORMANCES

Reference Information (St Moritz Security):

Project Name and Location: State of Florida

Project Description: Providing Armed Security for ATM Technicians

Client Name person: Margie Streets

Client Phone and Email: Margie Streets <mstreets@smssi.com>

Original Contract Amount: \$480,000.00 per year

Actual Contract Amount: \$480,000.00 per year for 17 Security Officers

Name and License number under which work was performed: Chameleon Security

NTP Issue Date: 01/12/2012

End Date: presently working on this contract

Reference Information (Olive Garden Restaurant):

Project Name and Location: Multiple Olive Garden Restaurant locations within Orlando, FL

Project Description: Provide Armed Security patrol duties

Client Name person: Jeff McDonnald

Client Phone and Email: 407 851 0344

Original Contract Amount: \$158,000.00 per year

Actual Contract Amount: \$158,000.00 per year

Name and License number under which work was performed: Chameleon Security Group

NTP Issue Date: 01/11/2013

End Date: Presently working on this contract

Reference Information (Saints Academy Private School):

Project Name and Location: Apopka Vineland Road , Orlando Florida

Project Description: Providing Armed and Unarmed Security for the perimeter of the School

Client Name person: Mrs. Vivian Williams

Client Phone and Email: vwilliams@saintsacademt.com

Original Contract Amount: \$83,000.00

Actual Contract Amount: \$83,000.00

Name and License number under which work was performed: Chameleon Security Group

NTP Issue Date: 06/2/2016

End Date: presently working on this contract

Chameleon Security Group offers several other security services which includes:

Jewelry Security Escort

With armed gangs and criminal organizations becoming more sophisticated and cunning in their ways, jewelry escort services is a special service that we do in providing armed officers who are trained and alert in transporting jewelry, diamonds and precious gems & stones for individuals and organizations, who can then rest and assured that their products will be safe and secure (between destinations) against these criminal gangs and organizations. This is done through proper planning and execution of a strategy along with vigilance and alertness of our officers who are experience, dedicated to positive outcomes and embrace the organization's mantra of every job with confidence and pride.

ATM Security Escort

When being escorted by a Chameleon Security Guard, ATM Service Technicians work with all the assurance and confidence that they are safe and their environment is protected. Our officers are trained above the average security personnel to deliver that kind of service to clients in order for them to have their systems to operate unhindered and safe. ATM Service Technicians work is a confident and secure environment with Chameleon Security uniformed and armed officers who communicate directly to our emergency center which connects to local Police Departments.

Travel

Chameleon Security Group Security is skilled at providing our clients security, peace of mind, and privacy. Our clients are able to sit back and "leave the headaches" to our experienced teams. Our Security Officers can also travel the world with our valued clients as they possess international travel documents for the United States, Great Britain, European Union and among CARICOM countries this allows them to travel un-hindered with their clients. Chameleon Security Group provides our clients with traveling security services nationally and internationally. Our services include:

Accompanying clients on their private jets.

Traveling with our clients on domestic and International airlines as we provide security with confidence and pride. Whether it's a business meeting, a luncheon date or a dinner engagement, Chameleon Security Group can get you to your destination hassle free and with the transportation of your choice. Chevy Suburban, Cadillac, Escalade, Limousine or a Town car, we will have it so just leave the planning to us as your security is our business.

PRIVATE INVESTIGATION WORK

Chameleon Security Private Investigation Services consist of a team of Private Investigators who explore all options to get positive results. Our team specializes in:

- | | |
|-----------------------------------|--|
| ✚ Surveillance Investigations | ✚ Interviews |
| ✚ Asset searches | ✚ Office sweeps/debugging investigations |
| ✚ Skip tracing | ✚ Worker's compensation investigations |
| ✚ Criminal defense investigations | ✚ Tenant screening |
| ✚ Civil process service | ✚ Security consulting. |
| ✚ Witness statements | |

We conduct investigations on behalf of Federal, State and County Governmental Agencies, Law Firms, Major Corporations and Insurance companies.

Chameleon Security Group is licensed and insured in the state of Florida and have working partnerships with investigators throughout the United States. We also have associates based in the Cayman Islands, Jamaica, over 20 other Caribbean Territories, Canada and the United Kingdom. In addition, our close working relationship with Interpol and various law enforcement agencies gives our Investigative team the ability to access information on anyone, anywhere in the world.

Background Investigations

The foundation of our criminal justice system is "innocent until proven guilty". Our system requires that guilt beyond a reasonable doubt is proved to ensure that the innocent are not wrongly convicted. It is legally enforceable that the same resources that are available to the defense are also provided to the prosecution. Unfortunately, our

CAM #19-0380
Exhibit 4
Page 65

current system often does not provide the money and expertise necessary for the best defense possible. Chameleon Investigators are highly trained at uncovering information that may help to protect you.

The majority of all cases investigated by Chameleon Investigators involve civil lawsuits. Our investigators are highly experienced in preparing a civil case for settlement or trial. Whether the plaintiff or defense contracts our agency, we understand the need to document the events, identify the potentially liable parties, and assess the damages. Chameleon Investigators are experienced in working with the litigating law firm in preparing the case for trial. Our staff of investigators will work with the trial attorney to thoroughly cover all issues and evidence. We provide testimony pertaining to photographs, videotape, diagrams, documents, and witness rebuttal. Chameleon Investigators utilizes state of the art technology to provide high quality photographic and video documentation evidence. Specialized vehicles, covert cameras with night vision capabilities, allow our investigative team to effectively perform their roles with the utmost professionalism. Creativity and perseverance are used to define our surveillance teams.

Because competitors will often take extraordinary steps to find out what developments or business strategies you or your organization has in the pipeline, the need for electronic debugging is fast becoming a must for any business. With the help of the internet, it has become easy and affordable to purchase and install bugs and other listening devices. Chameleon Security Group utilizes the latest state of the art debugging equipment to detect and counter any eavesdropping devices in any hidden locations from corporate offices to boardrooms and residences.

Skip Tracing










The Skip Tracing service is utilized, on a daily basis, by our clients to locate individuals and/or businesses for a variety of reasons including collections, child support, and witness/defendant matters.

We offer two levels of tracing depending on the case specifics and/or volume of cases submitted. The majority of Skip Traces fall under a Level I Criteria, which guarantees discovering the location of the subject. There is no charge or fee to you if this is not accomplished.

Complicated or advanced locations are conducted under our Level II program. In addition, our proprietary computer data base and source searches, a field investigator is assigned to “work the streets” to collect information which then converted into intelligence in locating our subjects.

Asset Search

Chameleon security uses experience and skilled Private Investigators who specialize in the location and recovery of personal and corporate assets nationally and internationally. Asset search investigation services include:

- | | |
|--|--|
|  Bank accounts |  Mutual Funds |
|  Employment or source of income |  Real/personal property |
|  Hidden assets |  Stocks and bonds |
|  Intellectual property |  Trust accounts |
|  International assets | |

Through a network of licensed private investigators and private detectives, Chameleon Security upon request will perform a thorough asset check on individuals and businesses. Our network of private investigators and private detectives will provide you with the crucial information you need to make an educated decision.

A skilled private investigator or private detective who specializes in Asset Searches is able to search for – and find- all of that information that an opposing party may have tried so hard to remain “under the radar.” highly trained investigators who have dedicated their entire careers will search high and low, leaving absolutely “no stone un-turned” until you have learned about every asset that the person in question has. If hidden assets are out there, they will be found.

Process Serving

We are expeditious, dependable, and committed to obtaining proper and prompt service. With backgrounds in law enforcement, we are well suited for the leg work required to locate and serve your legal documents.

CAM #19-0380
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 Page 8 of 65

Our legal documents include:

- ✚ Summons and complaints
- ✚ Subpoenas
- ✚ Petition for dissolution of marriage
- ✚ Citation to discover assets
- ✚ Landlord's 5 day notice
- ✚ Undercover Investigators

Our training in the law enforcement sector gives us a wealth of knowledge and experience in coordinating an undercover or intelligence gathering assignment. Undercover or discreet investigative techniques are often utilized to resolve matters such as theft, embezzlement, copyright or trademark infringement, fraud, drug use, and, safety issues for injury or death. Our experienced surveillance investigators utilize state of the art technology to provide high-quality photographic and video (including night shots) documentation and resulting evidence.

Event Logistics – Management Services

Chameleon Security Group is based on front line customer service for special events and entertainment risk management services. We specialize in the following areas:

- ✚ Event staffing
- ✚ Security
- ✚ Risk management

We have the ability to provide comprehensive safety programs that focuses on both personal and venue safety concerns of each client. We will develop the overall safety plan by listening and learning about every safety concern of each client and work closely with production, local venue management, security, emergency services, local law enforcement, and promoter for each individual event.

Staffing Services

Chameleon Security Group works with the facility manager, promoter and/or show manager to develop a crowd management program to maximize safety and mitigate risk to performers and event attendees. Each event program is designed to incorporate the specific needs of each client, artist and attraction requirements, public safety, and venue policies; while being mindful of the clients overall budget.

Chameleon Security Group event staff is required to receive a minimum of four (4) hours of “classroom-style” structured training based on an employee training manual and video presentation. This training includes, but is not limited to, familiarization with seating, building policies, complaint procedures, pedestrian and vehicular trafficking and guest accommodation locations.

Chameleon Security Group provides event staff services for the following:

- ✚ General crowd control & management
- ✚ Uniformed/ unarmed security enforcement
- ✚ Off-duty local law enforcement officers

SECURITY

When planning a special event or gathering, the overall outcome of the event can greatly be affected by having a reputable service to insure the safety and well-being of the guests that may be in attendance. Large upscale weddings, corporate meetings and other social gathers that are noteworthy of media attention should have a professional special events security service in place.

We have highly trained professionals on our staff that has expert skills and experience in areas such as situation assessment, surveillance, crowd control, emergency evacuation procedures and interception techniques. With the increased security concerns over terrorism within the nation, these reputable security professionals have also obtained certifiable training in handling terrorist style threats and attacks to be able to handle these rare situations as well.

So before you make the final plans for your large corporate meetings, public forums or even your annual company Christmas party, learn how our company can provide special events security services for you. We are always glad to help.

CAM #19-0380
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 Page 65 of 65

to take the time to discuss how our security measures would be beneficial to your important affair. You will see that our security measures are discreet and can be implemented with a very minimal amount of inconvenience to your guests. You will also see that our services are very affordable and can fit into any budget that you may need to work around.

Crowd Management Assessment

At Chameleon Security Group we pay close attention to the logistics that could make or break your event. Public safety is the underlining criteria for each plan. Each plan incorporates the characteristics of the facility, size and cultural nuances of the audience, methods of ingress and egress, and communication.

Chameleon Security Group recognizes that social messages that an audience receives at an event whether consciously or unconsciously can escalate or de-escalate a patron's emotion and subsequently influence their behavior. CSG is mindful to promote an attitude that says "We are here to be a part of the solution and not become a part of a problem" The general attitude of the facility staff and of the interior and exterior security personnel is friendly and inviting at the same time communicating a low tolerance for anyone that contributes to an unsafe environment.

Risk Management Consulting Services

The private security industry is a crucial component of security and safety in the United States and abroad. Today, private security is responsible not only for protecting many of the nation's institutions and critical infrastructure systems, but also for protecting intellectual property and sensitive corporate information. Corporations also rely heavily on private security for a wide range of functions, including protecting employees, property, conducting investigations, performing pre-employment screening and information technology security.

Chameleon Security Risk Management Services provides a proactive security plan that emphasizes security for people first.

- ✚ Federal, State & City Security Assessment
- ✚ Global economic changes have increased the importance of quality security. Security services have become a vital commodity to Governments, Corporations, CEOs and private individuals who seek to protect their global exposure.

The Federal Government is the largest consumer of private security and risk management. Chameleon Security Group created the Federal Contracting Services product to market our full-service security solutions directly to the Federal Government. It is our mission to provide the Federal Government with a cost-effective array of security solutions. These services include:

- ✚ Homeland security elements
- ✚ Political personnel protection
- ✚ Federal Government facilities protection

City and State government entities face similar challenges as their Federal counterparts. Each branch of the government is charged with the fiscal, social and safety of their constituent. Security has become a primary concern just behind low taxes and subsequently the security budget line item for each agency continues to grow.

Corporate Risk Management & Disaster Management Planning

While absolute security can never be guaranteed, threats and their associated risks can be mitigated and vulnerabilities can be significantly reduced once identified and thoroughly assessed. Chameleon Security Group conducts a formalized security risk assessment which is instrumental in the identification of potential harm, loss or damage to personnel, assets or processes.

Chameleon Security Group assesses the security and operations of each client and determines the risk level of undesirable events that may affect personnel, assets, and operations. CSG solution plans provide guidance on the implementation of the plan in the form of specific mitigation strategies and measurement tools.



ANNE M. GANNON
CONSTITUTIONAL TAX COLLECTOR
Serving Palm Beach County

P.O. Box 3353, West Palm Beach, FL 33402-3353
www.pbctax.com Tel: (561) 355-2264

"LOCATED AT"

2300 PALM BEACH LAKES BLVD
Ste 221
WEST PALM BEACH, FL 33409

Serving you.

TYPE OF BUSINESS	OWNER	CERTIFICATION #	RECEIPT #/DATE PAID	AMT PAID	BILL #
56-0046 SECURITY AGENCY	CHAMELEON SECURITY GROUP INC	B1200206	U19.252591 - 01/30/19	\$33.00	B40196272

This document is valid only when receipted by the Tax Collector's Office.

QUARTUM TRAINING AND SECURITY
CHAMELEON SECURITY GROUP INC
2300 PALM BEACH LAKES BLVD STE 221
WEST PALM BEACH, FL 33407

**STATE OF FLORIDA
PALM BEACH COUNTY
2018/2019 LOCAL BUSINESS TAX RECEIPT**

**LBTR Number: 2019114896
EXPIRES: SEPTEMBER 30, 2019**

This receipt grants the privilege of engaging in or managing any business profession or occupation within its jurisdiction and MUST be conspicuously displayed at the place of business in a conspicuous manner as to be open to the view of the public.

CAM #19-0380
Exhibit 4
Page 11 of 65

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

ADAM H. PUTNAM
COMMISSIONER

DIVISION OF LICENSING

01/07/19
DATE ISSUED

11/30/20
DATE OF EXPIRATION

DS1800098
LICENSE NUMBER

CHAMELEON SECURITY GROUP

771 S KIRKMAN RD
STE 111
ORLANDO, FL 32811

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

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

ADAM H. PUTNAM
COMMISSIONER

DIVISION OF LICENSING

12/27/18
DATE ISSUED

11/09/21
DATE OF EXPIRATION

B 1200208
LICENSE NUMBER

CHAMELEON SECURITY GROUP INC.

771 KIRKMAN RD
SUITE 111
ORLANDO, FL 32811

GRAHAM-RECORD, ANGEL U, OTHER

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



ADAM H. PUTNAM
COMMISSIONER

Meet The Team

PROVEN EXPERIENCE - KEY TEAM MEMBERS

Our local managers are empowered decision makers who understand the needs of the City's Executive Airport and Downtown Heliport. These managers routinely deal with scheduling, coverage for sick days, uniform ordering, training compliance—all the operational components that make up a seamless security program. Chameleon Security Group has more than 25 years of security industry experience, including providing support in human resources, training, recruiting, technology and strategic sourcing. Our senior executive team includes:

PERSONNEL: Ansel
Graham-Record

POSITION: Security Manager

EDUCATION: 14 years of executive level Law Enforcement Professional with specialized training and knowledge, with high achievements in areas of criminal investigations, undercover operations and multi-agency task force activities. 12 years of Airport Management experience specializing in runway/taxiway patrol.

TECHNICAL SKILLS PROFILE: Training in the following areas: Florida Security Officer Instructor; Certified Private Investigator; Licensed Security Officer (Class D & Class G), Advanced Narcotics Investigators, Advanced Intelligence (Gathering & Analysis), Observational Techniques & Behavioral Analysis, Firearms training, Drug Awareness & Self-Defense and Police Psychology

RESPONSIBILITIES: Primary contact person. Client relationship management. Ensure that the project is on time, on task and on budget. Direct Staffing Plan, routinely deal with scheduling, coverage for sick days, uniform ordering, training compliance—all the operational components. Monitor all expenditures. QAQC (Quality Assurance, Quality Control).

PERSONNEL: Dave
Gordon

POSITION: Senior Airfield Patrol Officer

EDUCATION: Associates of Science Degree in Law Enforcement and Criminal Justice

TECHNICAL SKILLS PROFILE: 5 years Aviation Security experience specializing in runway/taxiway patrol. 11 years of law enforcement experience. Advanced First Aid Certified, proficiency in operating Aviation Band Radios, Airport Runway/Taxiway Patrol Experience, strong analytical ability and decision making, hardworking and very accountable, meet deadlines and strong on follow-up

RESPONSIBILITIES: Assists with planning, coordinating, evaluating, and continually improving the external customer service and Airport Security Officer processes. Reviews results of customer/ client satisfaction surveys, develops recommendations jointly with Security Manager regarding improvement cycles and monitors results. Analyzes report data to identify areas for improvement and assists Security Manager in implementing the improvements. Collaborates effectively with Security Manager to ensure scheduling remains on track and aligned with Airport goals.

PERSONNEL: Thomas
Jean Yves

POSITION: Senior Airfield Patrol Officer

EDUCATION: High School Diploma and Florida-Unarmed Security License

TECHNICAL SKILLS PROFILE: 3 years Airport Runway/Taxiway Patrol Experience, Advanced First Aid Certified, Proficiency in operating Aviation Band Radios, Expert staff scheduler with dispatching experience, Master in report writing and data capturing, Excellent organizational skills with the ability to learn quickly, Proficient in Microsoft Word, Excel, Power Point, Outlook and Word Perfect, Experience in data entry, customer service and multitasked, Fluent in French, Haitian Creole, English

RESPONSIBILITIES: Assists with planning, coordinating, evaluating, and continually improving the external customer service and Airport Security Officer processes. Reviews results of customer/ client satisfaction surveys, develops recommendations jointly with Security Manager regarding improvement cycles and monitors results. Analyzes report data to identify areas for improvement and assists Security Manager in implementing the improvements. Collaborates effectively with Security Manager to ensure scheduling remains on track and aligned with Airport goals.

See resumes to follow



**QUANTUM TRAINING
& SECURITY**

Employee List (Assigned to Contract)

2300 Palm Beach Lakes Boulevard,
West Palm Beach, FL 33409

Availability Status Key

B

Backup Personnel

A

Mainly Assigned

Employee Name	Title	Availability Status	Years of Aviation Security Experience	Certification
Ansel Graham-Record	Security Manager	A	12	CLASS D, G & CI
Dave Gordon	Senior Airfield Patrol Officer	A	5	CLASS D & G
Jean Jones	Airfield Patrol Officer	A	3	CLASS D & G
Thomas Jean Yves	Airfield Patrol Officer	A	2	CLASS D & G
Adrian Joseph	Airfield Patrol Officer	A	4	CLASS D & G
Robed Saint Claude	Airfield Patrol Officer	A	3	CLASS D & G
Sarah McDowell	Airfield Patrol Officer	A	2	CLASS D & G
Rob Williams	Airfield Patrol Officer	A	5	CLASS D & G
Ernest Joesph	Airfield Patrol Officer	A	3	CLASS D & G
Deandra Portier	Airfield Patrol Officer	A	3	CLASS D & G
James Stephenson	Airfield Patrol Officer	B	2	CLASS D
Jerome Graham-Record	Airfield Patrol Officer	B	3	CLASS D & G
Andrea Dawson	Airfield Patrol Officer	A	2	CLASS D & G
Frantz Benjamin	Airfield Patrol Officer	B	1	CLASS D



ANSEL GRAHAM-RECORD

CEO | CHAMELEON SECURITY GROUP dba:
Quantum Training & Security
STATEWIDE SERVICE CAPACITY

OBJECTIVE

Executive level Law Enforcement Professional with specialized training and knowledge, with high achievements in areas of criminal investigations, undercover operations and multi-agency task force activities.

SKILLS

Training in the following areas:

- 10/17 - Florida Security Officer Instructor (D.I.)
- Airport Security National Instructor Training
- 01/11 - Licensed Security Officer (Class D & Class G)
- 02/01 - Advanced Narcotics Investigators
- 07/99 - Advanced Intelligence (Gathering & Analysis)
- 11/98 - Observational Techniques & Behavioral Analysis
- 04/98 – Firearms
- 07/95 - Drug Awareness & Self-Defense
- 01/94 - Police Psychology

EXPERIENCE

JOB TITLE • COMPANY • DATES FROM – TO

CEO of Chameleon Security Group 2011 – presently

- Responsible for the operations, marketing, strategy, financing, creation of company culture, human resources, hiring, firing, compliance with safety regulations, sales and Public Relations of the company.
- Manage and disburse armed Security Guards for various clients to include: NCR- Diebold – Wincor and Nautilus Hossang.
- Managed ATM Repair Technicians at major Banks including Chase, BOA, Sun Trust, TD Bank, Regions, Wells Fargo, Walgreens, CVS, 7 Eleven, WAWA and anywhere there is an ATM machine covering counties in Orange, Osceola, Brevard, Marion, Volusia, Alachua and Polk County
- Managed the acquisition and workforce of armed Security Officers for jewelry escorts for the following companies: LiVian, Kays and Jared Jewelry.
- Managed the assignment of Airport Security Officers for various International Airports with an operating Control Tower.

DETECTIVE - ROYAL CAYMAN ISLANDS POLICE (1994 – JUNE 2011)

- Head of the intelligence unit of the Drug task force utilizing electronic surveillance procedures, intelligence gathering and dissemination.
- Extensive experience in FBI intelligence, assisting in the management of investigations into human trafficking, money laundering, narcotics trafficking and other related crimes.

EDUCATION

DEGREE • DATE EARNED • SCHOOL

Diploma in Electronic Radio and TV Technician

International Correspondence School, United States

High School Diploma

Oasis High School, Jamaica



Dave Gordon

Senior Airfield Patrol Officer

Experience

SITE SUPERVISOR ▪ 11/2017-CURRENT

Chameleon Security Group- West Palm Beach, FL

- Records management
- Data entry (writing and submitting reports)
- Maintaining Law and Order
- Provision of Security
- Managing the security team

WAREHOUSE AGENT(SEASONAL) ▪ 03/2016 -11/2017

United Parcel Service Melbourne, FL

- Clean and organize warehouse, equipment, and items in stock
- Pull materials against orders, then assemble and pack them for delivery.
- Maintain and document equipment, security, and safety information.
- Supervise incoming and outgoing shipments and update stock records to ensure availability of items
- Data entry
- Support development functions of my dept. through clerical tasks
- Set up and distributed mailings, memos and other correspondences
- Frequently used word processing, spreadsheet, database and presentation software

ROADSIDE ASSISTANT TECHNICIAN ▪ 10/2016 - 12/2017

Lexus of Melbourne Melbourne, FL

- Maintain a state of readiness and alertness for all assignments
- Work shifts of up to 16 or more hours.
- Complete daily inspection checklist for vehicle before first call of day.
- Change tires and installed Batteries, fuses and jump starts daily
- Data entry
- Scheduled any required repairs
- Established long-term customer relationship through prompt and courteous service

POLICE OFFICER ▪ 01/2005 –10/2016

Royal Cayman Islands Police Service George Town, Cayman Island

- Protects life and property through the enforcement of laws & regulations; Proactively patrols assigned areas
- Responds to calls for police service
- Conducts interviews
- Prepares written reports and field notes of investigations and patrol activities
- Arrest and processes criminals
- Testifies in court
- Emergency duties required during adverse weather conditions
- Ability to exercise judgment in determining when to use force and to what degree
- Operate a law enforcement vehicle under emergency conditions day or night
- Comprehending legal documents including citations, affidavits, warrants and other documents
- Conducts preliminary & follow-up criminal and traffic investigations
- Commanding emergency personnel at accident emergencies and disasters
- Takes an active role in Community Oriented Policing on campus
- Self-initiate traffic and/or criminal investigations.

Skills & Abilities

HIGHLIGHTS AND STRENGTHS

- Advanced First Aid Certified
- Proficiency in operating Aviation Band Radios
- Airport Runway/Taxiway Patrol Experience Strong analytical ability and decision making.
- Hardworking and very accountable: meet deadlines and strong on follow-up

COMPUTER SKILLS

- Proficient in Microsoft office (Word, Excel, Outlook, Access, PowerPoint)

COMMUNICATION

- Ability to interact professionally with all levels of staff and maintain the highest level of confidentiality; excellent communications skills.

Education

University of West Indies – Cayman Campus

2008 – Associates of Science Degree in Law Enforcement and Criminal Justice

Reference

Available Upon Request



Jean-Yves Thomas

Senior Airfield Patrol Officer

Skills

- Advanced First Aid Certified
- Proficiency in operating Aviation Band Radios
- 5 years Airport Runway/Taxiway Patrol Experience
- Expert staff scheduler with dispatching experience
- Master in report writing and data capturing
- Excellent organizational skills with the ability to learn quickly
- Proficient in Microsoft Word, Excel, Power Point, Outlook and Word Perfect
- Experience in data entry, customer service and multitasked
- Fluent in French, Haitian Creole, English

Education

- College Universitaire Caraibes-High School Diploma
- Florida-Unarmed Security License

Work Experience

June 2016 - presently

Airport Security Officer - **Chameleon Security Group**

Duties

- Search and inspect baggage and cargo.
- Screen passengers and airport staff prior to boarding.
- Evacuate public and airport personnel in the event of an emergency.
- Inspect vehicles and authenticate employee identification.
- Submit written incident reports as necessary.
- Question and privately search passengers who appear to be suspicious.
- Work with trained canines to discover drugs and other illegal materials.
- Support law enforcement.

Skills acquired:

Detail oriented and able to ascertain people's characters and intentions. Excellent communication. Knowledge of radio operations, airport signs and operational procedures.

January 2012 - December 2016

ATM Security Guard - **Dunbar Armored**

Duties

- Guard armored car enroute to business establishments to pick up or deliver money and valuables
- Collects moneybags, receipts, daily guide sheet, and schedule from vault worker.
- Visit 20-30 ATMs per day to assist Bank Manager or Senior Security Manager to put money into ATM Machines.

July 2011 - January 2012.

Various Security Guard Positions - **USSecurity Associate**

Duties

As a Security Guard at the security division, duties fluctuate and position rotated by the International carriers on day-to-day operational needs. Below are all the positions performed at the firm:

Shipside Guard

- Grab a hand-held metal detector, paperwork to log information and proceed to gate
- Get flight ETA and gate number from the airline office
- Inspect ramp area prior arrival of the aircraft (Conduct FOD inspection, all equipment are outside the safety area...etc.)
- Monitor the loading and unloading of everything coming on, off, and around the aircraft.
- Comply with all TSA and Airport Rules and Regulations
- Opens gate to allow entrance or exit of employees, truckers, and authorized visitors.

Catering Security Guard

- Prepare all seals and paperwork prior the inspection of the carts
- Inspect meal trays and seal the carts
- Inspect all supply, blankets, equipment and prior loading the carts each truck MUST be inspected and secured prior loading of the carts
- Comply with all TSA and Airport Rules and Regulations

Cabin Guard

- Grab a hand-held metal detector, paperwork to log information and proceed to gate
- Get flight ETA and gate number from the airline office
- Protect the door of the aircraft and challenging EVERYONE who attempts to gain access to the aircraft.
- Inspect passengers and employees for proper access to restricted areas.
- Comply with all TSA and Airport Rules and Regulations

Ticket Counter Guard

- Must set up the counter (Extensions, signs, banners, chairs, carpets etc...)
- Assist passengers to the proper lines (First Class, Business or Economy)
- Assist airline staff with any special request (oversize, messages, paperwork)
- Comply with all TSA and Airport Rules and Regulations
- Transfer LIVE animals to the bag room and proceed with paperwork for the bag room coordinator.

December 2010 - June 2011

Security Officer - **Florida Investigators Group, Inc.**

Duties

- Protecting property, assets and people
- Patrolling and observing visitors and inspecting the property for any signs of breach or vandalism
- Reporting incident to client and Security service center.

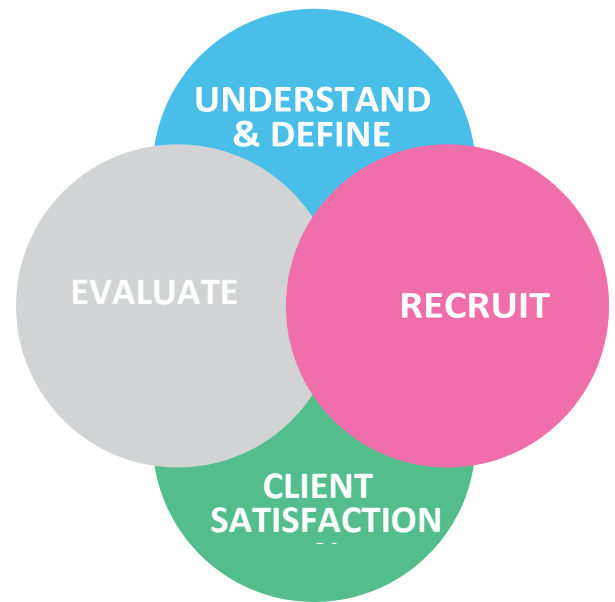
Approach to Scope of Work

Our approach to providing management support

We take a client focused, team centric approach to providing services. As such, the needs of our clients take center stage and we focus on getting things done. Airport Security Officers are utilized to complete various security services at the Airport facility—our team centric approach allows us to deliver on budget and surpass our client's expectation.

In an effort to “get it done” for our Clients, Chameleon Security Group is committed to working smart and working hard. We will swiftly immerse our Airport Security Guards into the City's Executive Airport and Downtown Helistop to get familiar with the policy and organizational structure to assess opportunities, understand challenges and ultimately, develop a comprehensive and actionable “on-boarding” plan which Chameleon Security Group will successfully implement. See Attachment A of our “On-boarding Plan”

Our four-point operational process ensures that we meet and exceed our client's expectations on time and on budget.



UNDERSTAND & DEFINE

During this phase, our Security Manager will work with the City's Executive Airport and Downtown Helistop team to learn about their vision for the contract, the duties to be fulfilled, and their needs. A role analysis / facility analysis is conducted in order to define both the City's Executive Airport and Downtown Helistop staff and internal customers' dynamics including: demographics, trends, behaviors, identify vulnerable areas and department concerns. We also review the operational procedures to identify potential roadblocks/barriers/ opportunities (SWOT). We will then create an action plan that uses sound departmental principles, that will enable our Security Manager to hire or assign the most suitable Airport Security Officer for the facility. Doing all this within the confinement of the budget.

RECRUIT

Next, Chameleon Security Group will launch a statewide search of suitable candidates to fill the position if its existing staff do not pass the City's Executive Airport and Downtown Helistop tests. We will select the top 3 candidates for each vacancy, have them undergo our pre-employment screening then send the resumes along with a test report, to the City's Executive Airport and Downtown Helistop for approval, of which they can choose to perform their required test on the individuals provided. Once a selection is made and Airport Security Officers are assigned, Chameleon Security Group also assigns internally, an Unofficial Airport Security Support Staff, who will become an extension of the Airport Security Officers in ensuring that coverage is available for each post and the City's needs are met. Chameleon Security Group will then provide to the Airport Security Officers the analysis report that was conducted to ensure a smooth transition, reduce the learning curve and enable the Airport Security Officers to function efficiently in their role/assignments.

EVALUATE

We know how critical airport security is for the City's Executive Airport and Downtown Helistop. This is why we have an ongoing evaluation process of our Airport Security Guards. We also conduct exit surveys once a contract is completed. We will keep an open line of communication with the City's Executive Airport and Downtown Helistop staff once our Airport Security Officers have initiated service, to ensure positive results and overall customer satisfaction.



CLIENT SATISFACTION

There is the common misconception that Security Guard Agencies simply recruit guards, for us it's a communications strategy, our business reputation, business identity, candidate success and client retention. It is a strategic process for developing a long-term relationship that is relevant and compelling to key audiences. It influences and shapes positive perceptions of our agency, increases its attraction, establishes recognition, and enriches the agency's qualities.

To achieve the proposed services outlined in our response, Chameleon Security Group proposes to schedule monthly conference calls (30mins-1hour) and at least one face-to-face meeting per quarter with the City's Executive Airport and Downtown Helistop staff. Meetings will be held on agreed upon standing days and times in order to effectively manage each party's time and efforts. During these calls and meeting we will ensure that all the City's Executive Airport and Downtown Helistop's needs are being met, see if there's area of improvement and suggest any beneficial resources that may assist the City's Executive Airport and Downtown Helistop.

Key Metrics

Availability: Assigned Airport Security Officers 100%

Routine work request acknowledgment response time: within 24 hours

Review and response of code blue emergency requests: within 1 hour

Emergency request deemed critical to life of airport property: within 15 minutes

The philosophy at Chameleon Security Group starts with clients as our first priority, we can't afford to disappoint our customers or even offer them a good-enough experience. We have to "wow" our clients every time, in essence putting them on I.C.E(Integrity, Commitment and Excellence), which means giving The City of Fort Lauderdale the first fruits of our time, personnel, energy and focus. The City of Fort Lauderdale will have access to our Resource Team, or "stand-by" Temporary Support Staff, assigned to the City's Executive Airport and Downtown Helistop. Once the notice to proceed is issued and Airport Security Officers are assigned to the City's Executive Airport and Downtown Helistop, the City's Executive Airport and Downtown Helistop will be logged in our Resource Management Software (Smart Sheet), the City will also be assigned Unofficial Airport Security Support Staffs. Our Unofficial Airport Security Support Staffs are in place to assist the Airport Security Officers on duty in meeting schedules and tasks and provide support for any issues that may arise or schedule changes that maybe needed. This will be provided free of charge to the City. As emergencies or issues become known, it is logged in our issue tracking management software with status and personnel assigned.

Our issue tracking management system also includes the use of Microsoft Project which helps us get started quickly on a high priority issues and execute guard placements with ease. Its built-in templates, familiar scheduling tools, and access across devices help our Security Managers and team stay productive and informed.

Chameleon Security Group Resource Management

Our Resource Management is about understanding who in our guard pool is busy and who's not, and using that information to make decisions as it relates to client priority and placements. With this information available real time in Smartsheet, we are able to make adjustments quickly to maximize resources and ensure placement success. Smartsheet also helps us in assigning tasks to Unofficial Airport Security Support Staff.

Smartsheet Resource Management works by pulling allocation information from existing placement sheets and compiling it to see who is allocated to what agency or department, and for how long. The information is displayed in a simple dashboard across all agencies.

The screenshot shows a 'Resource View' dashboard for March 12, 2014. The dashboard displays a grid of resource allocation percentages for various tasks across different days of the week (M, T, W, Th, F, S). The resources listed are Alex Morgan, Kevin Durant, Q2 Project Launch, Event Plan, Website Revamp, Scott Wedman, and Beverly Murray. The tasks listed are Alex Morgan, Kevin Durant, Q2 Project Launch, Event Plan, Website Revamp, Scott Wedman, and Beverly Murray. The allocation percentages are shown in colored bars (blue for 100%, red for 150%, green for 125%, yellow for 100%, orange for 50%, and light blue for 25%).

	March 12, 2014	M	T	W	Th	F	S
Alex Morgan	100%	100%	100%	100%	100%	100%	100%
Kevin Durant	150%	150%	150%	150%	150%	150%	150%
Q2 Project Launch	100%	100%	50%	50%	100%	100%	100%
Event Plan	50%	50%	50%	50%	25%	25%	25%
Website Revamp	25%	25%	25%	25%	25%	25%	25%
Scott Wedman	100%	100%	100%	100%	100%	100%	100%
Beverly Murray	100%	100%	100%	100%	100%	100%	100%
Website Revamp	25%	25%	25%	25%	25%	25%	25%

Our Temporary Support View

If additional resources are needed Chameleon Security Group will review the statement of work and create a matrix that will be used to identify the ideal candidate(s). We then create an ad using job description details received from the City's Job Family description and data received from the RFQ. Once the job description is created the post is blast both internally through email to our database of existing resources, its also sent to CareerSource for distribution and also sent to PC Professor and Facebook jobs. Through PC Professor the position is blast on various job boards like: CareerBuilder, Indeed, LinkedIn jobs, Monster.com. We also liaise with other staffing agencies to acquire a list of their suitable candidates.

Chameleon Security Group's pre placement screening is performed during the human resources hiring process and has assisted the firm in eliminating a large number of unsuitable applicants without the need for a traditional interview. This streamlines and increases the effectiveness of the employment process. Not only does this save time before employment, our candidate screening process has been responsible for finding candidates who are more likely to be engaged in their employment. Although a candidate's resume is able to show a candidate's past achievements, our pre-placement screening demonstrates their work ethic, personality and potential. By utilizing pre-placement screening, not only does the process become much more manageable and less time-consuming, but it succeeds in more reliably producing employees with a 95% perfect match guarantee and a 18% greater productivity.

The staff at Chameleon Security Group will seek to:

- ✚ Identify, characterize, and assess risk and threats
- ✚ Assess the vulnerability of critical assets to specific risk and threats
- ✚ Determine the risk (i.e. the expected likelihood and consequences of specific types of attacks on specific assets)
- ✚ Identify ways to reduce those risks
- ✚ Prioritize risk reduction measures based on a strategy, that our clients can enjoy peace of mind knowing they are secure with confidence and pride.

So as you can see Chameleon Security Group is well experienced in all areas of security, we compensate our staff well so little to no turn over on your project, our staff is well trained and can adapt to any of your security needs.

We encourage City of Fort Lauderdale to choose dependability, choose reliability, choose professionalism and choose experience!



PROTECTIVE MARKING; NOT PROTECTIVELY MARKED

CHAMELEON SECURITY GROUP dba,
QUANTUM TRAINING & SECURITY

SECURITY OFFICERS STANDARD OPERATING PROCEDURE (SOP)

STANDARD OPERATING PROCEDURE

Reference **SOP/241/10**

Protective Marking **NOT PROTECTIVELY MARKED**

Portfolio **Human Resources Services**

Owner **Chief Executive Officer**

Start Date **27 March 2012**

Review Date This **April 2018**

policy replaces: This updated SOP replaces the former version published June 2015 (SOP/155/09). This had previously replaced the version published on March 2012.

VERSION	DATE	REASON FOR AMENDMENT	N/A	AMENDED BY
1.2	MAR 2012			GRAHAM-RECORD, ANSEL U

3.0	APR 2018	To improve the security process due to larger acquisition of Security Officers
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Standard Operating Procedure 1, (SOPs) Security Officers

April 2018

This document provides an overview of what is expected be each employee and Security Officer of Chameleon Security Group. These Standard Operating Procedures specify the services to be provided by the Security Officers in the day to day operations based upon the site location assignment.

The objective of the Security Officers is to secure premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; and permitting entry.

This SOP will provide detail duty instructions for most of the company's common vendor sites, the omission of any information is not an omission of duty and might be required even if it is not listed.

Any updates made to this SOP is sent electronically to all personnel via email or printed and place on notice board inside the office.

As new site location are added, the standard operating procedure will updated accordingly to include the duties to be carried out for that location or site type.

KEY NOTES TO USERS REGARDING STANDARD OPERATING PROCEDURES

Services provided under this SOP may be withdrawn at any time in part or in full, for any of the following reasons:

- Change In the situation where the service is provided;
- If there is no longer a security protective service for the site location or facility
- Funding constraints.



Policy

The purpose of this policy is to ensure that individuals employed as security guards exhibit uniformity in appearance so that the general public are able to identify and recognize the status and authority of the security guard. Adherence to this policy by Security Officers, shall provide for the safety, security, and protection of employees, vendors/clients, and authorized visitors while in and around a location site.

I. GENERAL

A. ATTIRE:

1 All security guards shall receive one (1) company-issued five (5) piece uniform at the time of hire. Each uniform issued shall consist of the following:

Two (2) pairs of pants

Two (2) navy blue Blazers with Chameleon Security Group logo with "Airport Security" written at the back

Three (3) navy blue long-sleeved shirts

Two (2) navy blue short-sleeved shirts

One (1) Tie

2. Two (2) pairs of pants, two (2) white or navy blue long-sleeved shirts and one (1) white or navy blue short sleeved shirt shall be issued to each security guard yearly, thereafter.

3. Each Airport Security Guard shall wear black rubber-soled shoes (not tennis shoes or sneakers) while in uniform. Chameleon Security Group shall not purchase or provide reimbursement to the employee for the cost of his/her work shoes.

4. All security guards shall be required to wear the company-issued uniforms while on duty.

5. The uniform policy is applicable to all security guards regardless of gender.

6. Failure to wear the company-issued uniform in accordance with this policy shall result in disciplinary action. Repeated violations of this policy may result in the withholding of increment.

B. IMPERMISSIBLE ATTIRE:

1. Sneakers/tennis shoes, jeans, shorts, sweatpants and/or T-shirts are not acceptable attire for any security guard while on duty.

2. Security guards are expected to report for work physically clean, neat, and well groomed, and remain presentable while on duty.

C. MAINTENANCE OF UNIFORM

1. Each security guard shall be responsible to maintain, clean and properly care for his/her uniform at his/her own cost.

2. Chameleon Security Group shall not be responsible to replace a uniform which has been lost or stolen as a result of an employee's negligence. An employee who has been deemed negligent by the company, in the maintenance and/or storage of his/her uniform shall bear the full

replacement cost.

To comply with industry expectations, Security Officers shall maintain a very high standard of personal appearance and shall adhere to the uniform regulations as detailed below.

Procedure

Personal appearance when in uniform In addition to wearing the specified uniforms, Security Officers shall comply with the following personal presentation standards:

Females Hair: If long, tied or pinned up away from face and conservatively styled. (No multi-colored or unnaturally colored hair). If tied:

A hair tie must be of similar shade to hair color, example: brown hair, brown hair tie. Ribbon can be tied into the hair. Only ribbon that meets the following specification can be worn: □ Color – Black or White □ Width – max 20mm □ Length – no longer than 50cm

Note that Security Officers are responsible for purchasing their own hair tie and/or ribbon.

Hands: Clean, manicured nails and hands. Clear nail polish only. Face: Discreet make-up. Uniform: Neatly pressed. Clean and well presented. Jewelry: Wedding and/or engagement rings only. Small earrings only (diameter no greater than 1cm) Scents : Avoid heavy perfumes or deodorants, light fragrance only.

Males Hair : Neatly combed and conservatively styled. (No multi-colored or unnaturally colored hair)

Hands : Clean, well-manicured nails. Clean hands. Face : Clean-shaven or well-trimmed beard/moustache.

Uniform : Neatly pressed. Clean and well presented. Jewelry : Wedding and/or engagement rings only. Earrings : Male students shall not wear earrings whilst in uniform. Scents : Avoid highly perfumed after- shave lotions or deodorants.

Uniforms

All Security Officers shall wear appropriate uniforms as issued by Chameleon Security Group and as specified below, and in the prescribed manner, at all times whilst on a job assignment or attending off-site activities. Supervisor shall remove Security Officers from duty if an inappropriate or incomplete uniform is worn, the hairstyle is inappropriate or, in the case of males, if unshaven.

The full security uniform inclusive of IDs must be worn when in public and/or while on the job site.



Rules & Regulations

Portable Radio Use and Assignment Policy

Most full time employees are assigned use of portable radios as an important means of communication during their work shift. Staff is expected to use their radios appropriately as part of their daily work duties and maintain their radios to ensure good working conditions. Reason for Policy Communication radios are provided for employees to use for appropriate and efficient communication whilst on the job site.

EXPECTATIONS

- Radios need to be worn and turned on at the beginning of each work day, and used in accordance to FCC regulations.
- Radios are to remain at the office when not on duty.

PROCEDURES & INSTRUCTIONS FOR USE OF RADIO

- Turn the radio on – this also controls the volume so you can adjust it accordingly.
- Always keep the channel set as directed by your supervisor.
- Before speaking, listen to determine if the radio is currently in use by another user.
- If channel is clear, press the side button and hold it while talking.
- Release the button when finished talking so you can hear the response.
- Always have your radio turned on and with you while working.

PROPER ETIQUETTE FOR RADIO USE

- Use the portables for work related conversation only. Non-work related radio use such as casual conversations, profanity, inappropriate remarks, and outbursts of music is prohibited and violators are subject to disciplinary measures.
- Restrict all transmissions to the minimum necessary to get the message across. When possible, use the telephone for lengthy communications.
- Use your assigned radio number or name, known as your call sign.
- Interrupt an in-progress transmission only in case of an emergency.

LOSS, THEFT & DAMAGE RESPONSIBILITIES

- The employee is responsible for taking reasonable care of assigned radio to ensure they are not damaged, lost, or stolen.
- In case of loss, the employee may be responsible for the replacement of the radio.

RADIO ASSIGNMENT TERMS AND CONDITIONS OF USE

- Security Officer agree that the assigned radio at all times remains the property of Chameleon Security Group and provided only for communication in performance of duties.
- Security Officer agrees that they will keep the radio in good working order and will notify their Supervisor immediately of any defect or malfunction.
- Security Officer agrees that he/she will not sell, assign, transfer, or otherwise dispose of the assigned radio.



Rules & Regulations

Portable Radio Use and Assignment Policy

- In the event that the Security Officer discontinues his/her employment with the Chameleon Security Group, or if his/her job description changes in such a way that he/she is no longer eligible for a radio assignment, the Security Officer will return the assigned radio to their Supervisor in good working order, on or before my last day of employment or reassignment.
- Security Officer agrees that he/she will take good care of the radio assignment at all times and will not leave the radio unattended or unsecured in a public place.



Rules & Regulations

Equal Employment / Anti-Discrimination

Chameleon Security Group shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of any previous patterns of discrimination in employment practices and shall systematically monitor the company's procedures to ensure continuing compliance with anti-discrimination laws and regulations.

Chameleon Security Group will ensure all persons regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status shall have equal and bias-free access to all categories of employment in the security industry.

Chameleon Security Group will not enter into any contract with a person, agency, or organization that discriminates on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, either in employment practices or in the provision of benefits or services to employees.

Chameleon Security Group shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.

Chameleon Security Group shall ensure equal pay for equal work among members of the district's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.



Rules & Regulations

Smoke Free Workplace Policy

To protect and enhance our indoor air quality and to contribute to the health and well-being of all employees, Chameleon Security Group shall be entirely smoke free effective 12 January 2015. Additionally, effective 12 January 2015, the use of all tobacco and smoking products, including chewing tobacco and electronic cigarettes (E-cigarettes), is banned from Chameleon Security Group workplace, job site, except as designated in this policy.

Smoking is prohibited in all of the enclosed areas within Chameleon Security Group work sites, without exception. This includes common work areas, the manufacturing facilities, classrooms, conference and meeting rooms, private offices, hallways, the lunchrooms, stairs, restrooms, employer owned or leased vehicles, and all other enclosed facilities.

No additional breaks are allowed to any employee who smokes.

Failure to comply with all of the components of this policy will result in disciplinary action that can lead up to and include employment termination.

Security Guards

- Supervising Shift Coverage and Accountability:
 - Guards' shifts overlap to provide a briefing period.
 - Periodic meetings are held with guards to discuss facility security and alerts.
 - Company Management conducts routine verifications of guard's performance on all shifts.
- Establishing Patrols:
 - Chameleon Security Group has a system that is based on random checkpoints.
 - The Company establishes critical checkpoints throughout each assigned facility.
 - Security personnel are given several different routes that change randomly. This system helps to decrease guards' predictability.
- Preparing and Reviewing Reports:
 - Chameleon Security Group's security personnel prepare security reports on all shifts.
 - The reports include the name of the security officer on duty, hours worked, places patrolled, and the time areas were patrolled.
 - The report also includes unusual incidents that do not appear to be suspicious on the surface (e.g., company truck broke down, driver had to take to shop).
 - Head of Security reviews all security reports and uses them to identify security breaches or other unusual events that may be a pre-cursor to a security incident.

SOP FOR SECURITY

Security conduct

1. At all times, the security must remember that their performance, appearance and general conduct are a reflection of Chameleon Security Group.
2. Security should conduct themselves with utmost courtesy in any conversation with employees, and visitors too.
3. Periodically security should be outside to greet the employees as they arrive and leave as good public relation gesture.

Step 1 : Reporting of duty at beginning of shift.

1. Ensure the office is unlocked and the extension phone is charged.
2. Keep the attendance register ready with fresh day/date entered in the format provided.
3. Monitor the entry and exit of all employees.

Step 2 : Parking of vehicles

1. Vehicles should be parked only at the standard area defined for parking.
2. The guard should help the employees in proper parking of vehicles in ready to move position.

Step 3 : Employee admittance and exit during regular hours

1. Monitor each employee's check - in time in the morning and exit at close of business.
2. Check the identity badges of all employees.
3. If an employee states that he/she has forgotten their badge, report it to their immediate supervisor/ manager, make a note that the employee has forgot their badge, and request a fellow team member to escort the employee.
4. If an employee states that he/ she has lost her ID badge, then request him/ her to report the matter to concerned person and get a new ID Badge issued.

Step 4 : Visitor admittance during regular hours

1. Visitors are to be allowed only if they have prior appointment with the concerned individual. If not ask the concerned person, obtain permission and allow the visitor inside with the visitor pass.
2. Prepare the visit or pass and log the timings (Entry time and Exit time), with other details of the visitor, like purpose of visit, contact details in the visitor register kept at the gate.

Step 5 : Random checks for laptops/ pen drives/ hard disks

The security guard should check all the employees/visitors for any personal laptops/ pen drives or hard drives being carried inside the premises.



LOCATION / SITE DUTY AIRPORT FACILITY

Steps for Conflict resolution (Airport Facility)

1. When handling criminal acts, Airport Security Officers are to first utilize verbal intervention directing the person to cease such behavior and depart from Library property.
2. If the disruptive person persists with inappropriate behavior or refuses to depart the Airport premises, then the Airport Security Officer will contact the appropriate law enforcement agency for assistance.

DUTIES (*will vary according to site*)

Under the general direction & supervision of the Airport Security Supervisor or higher authority, Airport Security Officers work independently in the performance of their regularly assigned duties of ensuring the safe, convenient and efficient day-to-day operations of the Airport facility. Airport Security Officers are the primary responders to all security/law enforcement matters at the Airport.

ESSENTIAL DUTIES:

1. Performs routine patrol of airport property and facilities to identify operational issues and hazards or security concerns and resolves issues in compliance with federal, state, and local laws, and Federal Aviation and Transportation Safety Administration Regulations. Ensures minimum airport operating standards.
2. Ensures compliance with the airline and airport security requirements defined under Transportation Safety Regulation Part 1542, as required by shift assignment. Initiates and implements action to maintain compliance when noncompliance activities are observed.
3. Responds to and aids in the resolution of emergency or crisis situations. May provide first response in health crisis situations in order to stabilize individuals until Fire Department Paramedic/EMT personnel arrive.
4. Responsible to ensure the smooth & safe flow of traffic throughout airport property.
5. Provides crowd control, roadway, and parking enforcement. Monitors and ensures compliance with traffic management and safety in roadway areas. Issues citations, as required.
6. Ensures security/law enforcement on airport property. Conducts preliminary & follow up investigations, gathers evidence, detains witnesses, cordons areas, and acts under the color of security law to take actions that may infringe upon the civil rights and liberties of others.
7. Ensures that the necessary reports are accurately, appropriately, and expeditiously completed and forwarded to necessary agencies.
8. May testify as a witness in legal matters, as required.
9. May be required to assist or to provide security for V.I.P.s during escort while on airport property.
10. May collaborate with law enforcement agencies in providing security for prisoner transport or other law enforcement related matters.
11. Participates in on-the-job training regarding the policies and procedures of the Airport Authority and Airport Police.



12. LOCATION / SITE DUTY

13. AIRPORT FACILITY (CONTD)

14. Monitors personal Florida Aviation Security annual recurrent training hours to ensure completion within the necessary time frame. Maintains Aviation Security certification.

15. Performs other duties, as assigned.

Further explanation of duties as an Airport Security Officer

- Patrol all airport property as designated by Airport Manager including hangar, taxiway, runway, apron areas, as well as the road system on the Airport perform a visual inspection of each runway and taxiway, removing any foreign objects and reporting any broken nav aids/lights. Clear airport, taxiway, runway, and apron areas of unauthorized animals, vehicles, personnel, and aircraft as requested by the Airport Manager or Control Tower.
- Runways and Taxiways are to be inspected at least once per shift or as required by Airport Management.
- Escort personnel, vehicles, and equipment on to the Aircraft Operating Area and remain with them until relieved or the work is completed as required by Airport Management.
- Inspect and report to Airport Management all non-operating security lighting, building lights, and Airport Security street lighting. The Security Officers will check, log, and report all inoperative NAVAIDS, airfield lights, and obstruction lights on Airport property in a timely manner, as scheduled by Airport Management.
- Respond to all Airport alert, maintenance and fire calls, and assist the Police Department, Fire Department and Control Tower, as required by Airport Management. Coordinate with Control Tower personnel by two-way radio in the event of emergency situations. The Security Officers on duty will have a ground control radio in their possession, at all times, when on duty at the Airport Facility. This radio will operate on 121.75 MHz, or any other frequency change that may be requested by the Airport Manager or Air Traffic Control Tower, and will be used for direct communication with the Air Traffic Control Tower.
- Be responsible for the opening and closing of all gates and the surveillance of all fence lines on the airport premises. Check security access gates for proper operation once per shift or as required by Airport Management.
- Disseminate information as required by Airport Management. Log and report any damage to City property. Promote favorable public relations in public contact situations, which may include getting out of the car and visiting with tenants if requested by the Airport Manager.
- Log any activities required by Airport Management.
- Coordinate with the Airport Facilities Department, and other governmental agencies in reference to emergency or criminal activity as required by Airport Management. The Security Officers will log all suspicious activities and report them to the Police and Airport Management. The Security Officers will immediately report all felonious activities to the Police Department and Airport Management.
- All Security Officers will also have direct radio and or cellular phone communications with the Chameleon Security's dispatch on a 24-hour basis without using an answering service. Each Security Officer on duty at the Airport must be able to communicate with one another by radio (not including the radio used to communicate with the Control Tower) or cellular telephone



LOCATION / SITE DUTY

AIRPORT FACILITY (CONTD)

Theft and Vandalism

In the event that the Security Officer has probable cause to suspect that an individual has criminally damaged, or attempted to steal property belonging to the Airport, staff or traveler, the Security Officer should diplomatically and discretely advise the suspected perpetrator of the problem.

- The Security Officer may ask the individual for identification. The Security Officer may request the person's permission to inspect their belongings.
- If the suspected perpetrator refuses to comply with the Security Officer's requests, then the Security Officer should notify the police.
- If the individual involved attempts to leave the facility, the Security Officer is not to detain him/her. The Security Officer should inform the person that he/she is evicted from the Airport Facility. The Security Officer may carefully observe the individual to obtain a physical description, direction of travel and vehicle description. This information should be included in police and security reports for future reference. Security Officers will immediately advise their Supervisor of such an occurrence, and document it thoroughly in a Security Incident Report.

Access Door and Panic Alarms

Upon receiving an access door alarm or panic alarm at the Airport Operations Control Desk, the Security Officer shall immediately notify other Security Officers on duty of the nature and location.

- Those officers will respond to this location and determine the problem. If an actual incident, Security Officers will take appropriate corrective action.
- If the cause was accidental, then the Security Officer should counsel the person setting the alarm off about the problem.
- All such alarms should be documented by Security Officers in the Security Division Log Book. Actual alarms, or those activated deliberately should be documented by Security Officers in a Security Incident Report and forwarded to their Supervisor.

Panic Alarms

- If Security Officers receive notification of a panic alarm, they should ensure that the police are responding to the location. The Security Officer should then call the site and through careful questioning, try to determine the nature of the problem. If the alarm is determined to be accidental, then the Security Officer should cancel the police response and notify the alarm monitoring service.
- If the Security Officer receives no response from phoning the location, or determines from questioning that an actual problem exists, then the Security Officer is to immediately respond to the site or advise another officer to do so.
- As soon as possible after responding to such alarm, Security Officers are to notify their Supervisor about the situation. Security Officers shall document such occurrences in a Security Incident Report.



After-Hours Alarm Responses

- Upon being advised of a security alarm at an Airport Facility requiring a response, the Security Officer is to respond to the site immediately. If the Security Officer is unable to respond immediately, he/she is to notify the Manager of Security Services so another Security Officer can be sent.
- Upon arrival at the site, the Security Officer should carefully survey the building's exterior and grounds for signs of damage, suspicious persons to determine whether it is safe to enter the building. Upon entry, the Security Officer is to check the alarm panel to determine the zone in alarm. The alarm should be turned off. The Security Officer should thoroughly inspect the building to determine the alarm cause.
- If no actual intrusion or fire has taken place, then the Security Officer should notify the alarm company of the condition, reset the alarm, secure the building and depart.
- If an actual break-in or fire has taken place, then the Security Officer is to immediately notify the police or fire departments and their Supervisor.
- If upon arrival at an alarm location, the Security Officer has reasonable cause to believe a burglary is in progress, he/she should not attempt to enter the site, or try apprehending any suspects alone. He/she should wait for police to respond and assist with these efforts.
- Security Officers are authorized to request a police or fire department response to assist them in checking alarm locations where they believe their personal safety may be at risk.
- Security Officers are to complete an incident report on all alarm calls.

Fire Alarms and Fires

- Upon responding to a fire alarm, the Security Officer will immediately go to the alarm panel and silence the audible alarm. The Security Officer will then respond to the location of the alarm indicated on the alarm panel.
- If upon surveying the scene the officer finds no actual fire, he/she is to immediately cancel the fire department by advising the alarm monitoring service.
- If an actual fire, Security Officers should: notify staff to evacuate the area; confine the fire by closing doors to the affected area; assist with evacuation if possible; fight the fire if it is small, and does not place the officer in jeopardy; and assist the fire department.

Medical Emergencies

- Persons suffering minor injury should be rendered first aid by Security Officers. If possible, the person should be escorted to the Main Airport Security Office or branch staff area for this purpose.
- In the event of more serious injury or illness, Security Officers are to notify the Fire Department/EMS (Call 911). Security Officers will continue rendering first aid and care to the victim until EMS arrives on the scene. Security Officers will immediately notify the Airport Project Manager-in-charge at the facility they are working of any individual ill or injured.
- As soon as possible after an occurrence of illness or injury, the Security Officer involved will notify their Supervisor and complete an accident report.



Airport Facility Document Management

Airport Security Manager must conduct the following steps to ensure proper transfer of documentation is given to the Airport Facility:

- Provide Airport Management with original copies of all Security Officers daily logs which will reflect the location and time of each area that is patrolled, significant occurrences, incoming and outgoing phone calls, and detailed reports of aircraft alerts, incidents or accidents, airfield light inspections, surface incidents/runway incursions, security gate checks, nighttime aircraft logs, and any other activities deemed necessary by the Airport Manager. The logs will be provided the next day to the Airport Manager or designated representative, with a Summary Report by the Security Manager. All logs and reports will become the property of the Airport Facility.

Problem Travelers

- Any traveler whose actions are contrary to Airport policies, disturbs other travelers, or harasses staff should be given a warning by Security Officers to stop such behavior. If the act is repeated, or is serious in nature, then Security Officers should evict the traveler advising them to leave the facility and not return without permission of their Supervisor or Airport Administration.
- An individual who commits any of the following acts should be advised to leave the building without first being given a warning:
 - Committing, or threatening to commit, any crime against staff, travelers or Airport property.
 - Consuming alcoholic beverages or illegal drugs or display obvious physical signs of intoxication.
 - Being unwashed to the extent that he/she transmits body odor which is offensive.
- If possible, any traveler asked to leave the building should be given written notice that if he/she returns without permission, criminal charges will be filed.
- An attempt to identify the individual should be made. If the person refused to provide this information, and identification cannot be obtained through other sources, then the Security Officer should carefully observe and document the individual's physical description in a Security Incident Report of the occurrence.
- When handling criminal acts, Security Officers are to first utilize verbal intervention directing the person to cease such behavior and depart from Airport property. If the person refuses to comply and is acting in a physically disruptive manner, then the Security Officer will contact the police for assistance. Security Officers will notify the Manager of Security Services immediately whenever a patron is evicted or removed from the premises due to threatened or actual criminal behavior. Security Officers shall not use any force or physical means to detain anyone.



LOCATION / SITE DUTY

AIRPORT FACILITY (CONTD)

Public Parking

- Whenever a problem with a traveler's car occurs, the license number should be obtained and the owner paged. If there is no response and the car is not blocking, then a warning ticket should be placed under the vehicle's windshield wiper. The license number should be recorded and ticket copy kept on file at the security division. Upon the second violation, the same action should be taken. Upon the third violation involving the same vehicle, their Supervisor should be consulted about having it towed away.
- If the vehicle is blocking another auto, seriously impeding the flow of traffic or parked in a handicapped space without the proper permit, Security Officers should contact their Supervisor to determine if it should be towed.
- Security Officers will complete a Security Incident Report anytime a vehicle is towed and impounded by the Security Division.



TRAINING RECORD

IN-HOUSE SECURITY TRAINING

Each Chameleon Security Group Security Officer undergoes continuous training through Quantum Training and Security to ensure they remain mentally alert, emotionally stable, and physically fit. Some of these training also includes demonstrating good communication skills and the ability to express yourself well through speech and writing. Instructors perform on-site training at the facility or area where the security officer will be working. Chameleon Security gears the course to address specific problems and concerns of each individual facility.

Training are provided quarterly by Security Supervisors and a training log is kept on each personnel file. Each training assigned must be completed within that quarter for Security Officers to receive their training bonus.

Aviation Security Guard Training

Target population

Our 180 hours course is designed to train base or entry-level airport security personnel to enforce, monitor and apply airport security measures in accordance with locally approved programs, and to communicate and cooperate with other airport agencies. In partnership with an ACCET Accredited, IATA Training Center in Miami, the course should be followed by a minimum of six months of practical experience working under the guidance of a qualified Airport Security Supervisor in the field.

Course objectives

The course covers the following areas:

- Enable selected security personnel to work in and move about an airport safely
- Communicate and cooperate with other airport agencies
- Control the movement of people and vehicles by means of access control techniques and systems
- Guard and patrol airport vulnerable areas, facilities and aircraft
- Recognize weapons and explosive/incendiary devices
- Inspect/screen/search passengers and baggage
- Respond to airport emergency situations
- Escort people and consignments.



The following are a list of other training provided at our training facility:

- Non-confrontational communication
- CPR
- Aviation Band Radio Operation
- Conflict resolution / verbal persuasion
- Electrical self-defense
- Defensive Driving
- Drug Impaired Individual threats
- Weapons training (Pepper Spray, handcuffs)
- Commercial facility protection
- Emergency procedures
- Handling evidence
- Residential patrol
- Retail theft prevention
- Report writing skills
- Giving testimony in court
- Sharing information with law enforcement personnel.

See sample of training record below.

Training Record

Article, Book, Video or Course Title			
Author or Instructor			
Publisher or Company			
Course materials? (describe)			
Duration (hours)	Date Taken or Viewed	CEUs	CEU Provider Number
Initial and Date			



INCIDENT REPORTING

It is the policy of Chameleon Security Group INC that all incidents must be reported within 24 hours of occurrence to the Security Officer Supervisor. The Supervisor will then make an official report to the Client, where applicable.

Each incident should be completed using the company's Incident Reporting Form below and be accompanied by photographs and/or police report where applicable.

Chameleon Security Group uses established policies and procedures regarding the numbering, formatting, coordinating, approving, reviewing, maintaining and distributing of written reports. Reports are generated for situations contrary to the normal day-to-day operation and include occurrences such as accidents, fires, bomb threats, emergencies, unusual incidents, unlawful acts, hazardous conditions, and injuries. Security Officers, Supervisors and Managers prepare reports/records on designed and furnished forms, providing copies of the incident or as directed. All reports and documents are collected, distributed, filed sequentially by date, and stored in accordance with established procedures.

24-Hour Duty Log/Operations Log/Shift Report and Incident Reports.

Officers maintain a 24-hour a day Daily Log, which is reviewed by your account manager and supervisors. The Log is a chronological record of events and includes administrative data such as the opening/closing of posts, completion of inventories, and transfer of any post property as well as a synopsis of significant events (incidents) occurring during the shift or other information items required by the Airport. Significant events occurring away from the facilities may also be recorded if required by General and Special Orders and/or direction of the Airport. The most important element of the Daily Log is to provide a brief synopsis of incident reports, security violations, repair notices (safety) and other unusual events. In addition to it being reviewed at the beginning of each duty day, the log will be available for review throughout any given shift. Incident Reports are generated immediately following any event/incident, and will be reported to the Airport. See copy of Daily Log on the next page

CHAMELEON SECURITY GROUP
INCIDENT/ ACCIDENT REPORT

Email within 24 hours of incident to Ansel Graham Record, CEO at
info@chameleonsecuritygroup.com

Individual: Patron_ Employee_ Visitor_ **Type of Incident:** Bodily Injury_ Property Damage_ Other_

Date and Place of Accident

Area or Dept. _____ Date of Incident _____
Time _____ Reporting Employee _____
Specific Location of Incident _____

Injured Person

Full Name _____ Height _____ Age _____ Sex _____
Full Address _____
Name(s) (NOF) _____
Phone Number(s) _____

Injuries/Damage

Nature and extent _____

Attended by _____

Officials called to the scene? Police_ Fire_ EMS_ Was person taken to a doctor/hospital? YES_ NO_
If YES, how and by whom? Ambulance_ Staff_ Other (specify) _____

The Accident

Describe fully how accident happened (include persons involved, cause of incident and staff response).
Obtain written, signed statements from injured person(s) and witnesses and attach to this form.

Was the equipment and/or environment unsafe? YES_ NO_ If YES please explain _____

Notification

Was next of kin notified? YES_ NO_ If NO, why? _____

Name of Next of Kin notified _____ Time of notification _____

Name of staff member who notified NOF _____

Was central office notified? YES_ NO_ If YES, who? _____

Was media on scene? YES_ NO_ If YES, who? _____

Witnesses

It is important that complete contact information of every person who knows anything about the accident be given (use additional sheets if necessary).

Name	Address	Phone No.
_____	_____	_____
_____	_____	_____
_____	_____	_____

CAM #19-0380

Exhibit 4

Page 44 of 65

Date _____ Signature of Staff/Dept. Mgr. _____



Acknowledgement of Standard Operating Procedure

All newly hired employee must read entire and sign below, acknowledging to fully comply with this said policy.

I acknowledge receipt of and understanding of Chameleon Security Group, Standard Operating Procures. These procedures are effective April 15, 2018 until further notice.

Employee Signature

Employee Name (Please Print)

Date: _____ / _____ / _____

Chameleon Security Group Operational Plan Timeline (from notice of award)							
Client Name: FORT LAUDERDALE EXECUTIVE AIPORT	Staff Assigned	7 Days	14 Days	21 Days	28 Days	35 Days	week 6
ADMINISTRATION MANAGEMENT							OPERATIONAL
Notification of Award Success							
Contact & Meeting with Management of FLL EX AP	SM						OPERATIONAL
Contract Review	SM						OPERATIONAL
Contact Current Service Provider	SM						OPERATIONAL
Recruitment and Selection of Security Officers	SAPO						OPERATIONAL
Transition Management Group	SM & SAPO						OPERATIONAL
Order and Preparaton of Vechicles	SM & SAPO						OPERATIONAL
Inventory Detail	SAPO						OPERATIONAL
Order Uniforms and Equipments	SAPO						OPERATIONAL
Licence and Insurance	SM						OPERATIONAL
TRAINING MANAGEMENT							
Trainer Certification and Development	SM						OPERATIONAL
Adopt and Conform Site Training Details	SM & SAPO						OPERATIONAL
Management and Airport Patrol Officers Training	SM						OPERATIONAL
Classroom Training	SM						OPERATIONAL
Specific Post Training	SAPO						OPERATIONAL
Management and Officer's Refreshers Training Programme	SAPO						OPERATIONAL
OPERATIONS MANAGEMENT							
Indept Site Knowledge & Familiarization	SM & SAPO						OPERATIONAL
Knowledge and Details of In Place Plans & Programms	SM & SAPO						OPERATIONAL
Data and Information (Job handbook creation)	SAPO						OPERATIONAL
Site Security Survey	SAPO						OPERATIONAL
Details of Additional Site and Safety and Breach	SM & SAPO						OPERATIONAL
Site and Post Standard Security Operational Manual	SM						OPERATIONAL
Staff and Staffing Plan	SAPO						OPERATIONAL
Customer Operational Post Order							
HUMAN RESOURCES	SAPO						
Present Security Officers Retainment	SM & SAPO						
Selection of Mangers and Supervisor' Description and Positions	SM						
LEGEND							
SM	SECURITY MANAGER						
SAPO	SENIOR AIRPORT PATROL OFFICER						

MOTOROLA 16 CHANNEL PROFESSIONAL UHF RADIO (RDU4160D)

**MOTOROLA 16 CHANNEL
PROFESSIONAL UHF
RADIO (RDU4160D)**



RADIO FOR GUARDS.



Equipment List for Airport Security Services - City of Fort Lauderdale - Bid 12237-895

Vehicles to be used on contract

1. 2018 Ford F150 STX 4X4
2. 2018. Jeep Grand Cherokee
3. 2018 Ford Explorer XLT All-wheel drive.
4. All other tools and equipment will be submitted according specified requirements in contract.

Radios

- (13) Motorola 16 Channel Professional UHF Radio (RDU416OD)

Cellphones

- (5) Samsung Galaxy J7 Crown with talk and text feature, a 13MP camera that captures incredible photos in low light and 5.5\ HD screen

Chameleon Security's Pre Placement Process

Initial Resume Screening:

Look for the minimum requirements

Once the candidate has applied, we begin to assess their suitability for the position. The first and most basic thing we look for in their resume is that they meet the minimum requirements for the position being filled. Then we record the details of the candidate and application in general using the various fields, for example:

Job Title
Job Description
Candidate Name
Their uploaded file
Date Applied

Verification of minimum requirements met. The minimum requirements is checked in the job description if needed, however, the applicant is removed from the screening process if these minimum requirements are not met. Another way we quickly examine if the candidate should progress to the phone or video screening is scanning for keywords. Stemming again from the job description, these keywords are used to sort the candidate further in terms of their suitability for the role. Candidates are eliminated if they score poorly on the use of keywords (or synonyms of said keywords).

Resume Search Resume Database: CareerBuilder (US)

Keywords (Search Examples)

Location
 within: 20 Miles

Country

Last Activity
☒ Last Activity ☐ Last Modified

Search

[Show Additional Search Options](#)
 Add criteria like salary range, years of experience, education level, military, languages, and more

Utilities

- [Saved Searches](#)
- [Search History](#)
- [Resume Tags](#)
- [Hidden Resumes](#)

Ensure that the resume is personalized

We ensure that the candidate has **personalized their resume** to the job being offered. This can be seen by the presence of a **cover letter** and a **summarized statement of qualifications**. If present, we ensure that both of these are **addressed to the company**, or the specific requirements of the vacancy. The presence of these documents demonstrates that the candidate has actually **looked into the position being offered**, and therefore **is likely to care more about the employment**. If the candidate has **not supplied these** and **did not score well on keywords**, then the candidate is **eliminated from consideration**.

Examine the resume in full

At this point the firm performs a more in-depth examination of the candidate's resume and cover letter. Whilst **the candidate is not judged solely on these documents**, this step **forms a base** to compare to the later phone, video or personal screening. Below is a list of criteria we look for in the examination of the resume:

- Skills, education and experience relevant and aligned with the position's requirements
- The last three to five years of job duties, and their relevance to the opening
- Long gaps in employment (and any explanations for these gaps)
- Job-hopping (and any explanations for this)
- Lack of
- Spelling or grammar mistakes
- A clear and concise cover letter
- An understanding of the job

We then use an **assessment grid to score the resume** on aspects such as these. If the **score is poor, the candidate is removed them** from the process. At this point the candidate is notified of their **success or failure**. This is done through an **email or phone call**, Chameleon Security uses a program called as [ApplicantPro](#), an applicant tracking system and recruiting software. If the candidate has been successful so far, we organize a time for their subsequent phone or video screening.

The screenshot displays the 'ApplicantPro Demo - Jobs Dashboard'. It features a 'Job Listings' section with a table of open positions and a 'Scoring' section with a table of candidate assessments.

	Title	Start Date	End Date	Business Unit	Req ID	Apps	Job Reports
	Customer Service Associate	23-Aug-2011	22-Nov-2011	Customer Service	12301	19	Select Type...
	Sales Representative	22-Aug-2011	21-Oct-2011	Sales	14325	9	Scoring

Status	Active	Date Range	Met BQ	Screening Score Above	Sort By...
All	Active	Last 30 Days	Qualified		Refresh

	Name	Date	Score	Met BQ	Status
1.	Seinfeld, Jerry	26-Sep-2011	10	Yes	Hired
2.	Jolley, Lacey	13-Sep-2011	30	Yes	Hired
3.	calderon, horacio	12-Sep-2011	20	Yes	Pre-Qualified

Mass Update: Update Status, Change Archive, Assign to Screener, Email Template

Prepare resources

Phone or video screenings are our mandatory first steps in order pre employment check, it assists us in ensuring that the candidate **matches their resume**, whilst getting a feel of their **personality** and **work ethic**. Before the phone screening however, the recruiter spends extra time to **review the candidate's resume**, familiarizing him/her self with what should be the **main topic of discussion; the and the screening questions which helps the Recruiter to decide** how compatible the candidate would be for the role.

Prepare a way to take notes

Vital to the method of phone or video screening is the aspect of **taking notes**. All of Chameleon Security's pre-placement screenings are recorded on a phone, digital recorder or through a program such

This way the screening **session will be saved for later review**, and **notes can be made without fear of missing an important aspect** of the session.



Score the candidate

Upon completion of the phone or video screening **the candidate is scored based on their performance and eligibility for the role** using a numerical system of 1 – 5. **The candidates' answers to the screening questions are scored**, along with their **insight or initiative shown through any questions the candidate asked back**. Other aspects beyond the interview questions are considered, such as:

- Their communication skills
- Their tone - if enthusiastic there is a greater chance that the candidate will be engaged with the position they are applying for
- Any inconsistencies between their answers and their resume
- Their long-term plans or career aspirations

Once the candidate has been scored on all of these, this is then **combined with how they previously ranked on examination of their resume** (keywords, personalization and in-depth analysis). If they are in the **high end of the scoring system, then the candidate is invited to an in-person interview**.

Candidate Interview (In person or Virtual)

Once the candidate has moved onto this phase, a panel interview is executed between the Recruiter, a Subject Matter Expert of the role and the firm's Project Manager (President). The interview is done either in person or through Skype, this depends of the location of the assignment from the firm's head office or the location of the candidate from the firm's head office. The candidate is offered a series of predefined question based upon the role of the position, their resume and answer they had previously given in the phone interview. An interview matrix is completed by all of the interview panel members and then scores are tallied together in aid of a decision.

Conditional Offer (Pre Employment Screening)

At Chameleon Security all our candidates who are submitted for consideration in response to a RFQ has been rigorously screened. The top three candidates from our interviews are selected for consideration for our conditional offer. The candidates are advised of their success in passing the interview and are then advised of the pre-employment screening that will be taken place.

Our Pre Employment Screening consist of the following:

- The candidate completing the **Resume Self-Certification Form**
- We will complete an **Educational Verification** – we will verify all post high school educational claims, by the institution's Admissions and Records Office. Our Education Verifications verifies the certification, training, or educational claims of the candidate. Our educational verification department contacts universities, colleges, vocational schools, etc., to verify dates of attendance and graduation, degrees or certifications obtained, majors studied, GPA, and honors received.
- **Employment Verification** – this is used to verify various aspects of the candidate's work history from experience with another company to legal residency in the US. The firm also uses everify, from the Department of Homeland Security to check work authorization for the US. When verifying employment we check on the candidates performance on the job and the reason for leaving and we also check to see if the candidate is eligible for rehire.
- **Reference Check** - verify factual information such as dates and places of employment, as well as to provide useful information on the applicant's work history, a valuable indicator of future performance.
- **Social Media Profiling** – we review the candidate's publicly shared social media data to identify candidate's trends and post that are placed online. This is vital in aiding to determine if a candidate is the right fit for a particular state agency or if that candidate would be able to handle confidential information. We also review the candidate's previous post on issues or reviews.
- **National ID Verification** – this is our social security verification check to ensure that the social security number provided matches the candidate's profile and a State of Florida driver's license check covering the last 5 years.
- **Local Police Record Check** – this check is performed in the candidate's local municipality location to identify criminal charges or arrests that may have been made but not yet filed or cases that we dropped before reaching to court.
- **International Criminality Check** – this check is performed on candidates who have lived outside of the United States for a period of 6 consecutive months. This also includes a complete nationwide criminal history check.
- **Civil Litigation & Bankruptcy Check** – here is where the firm checks the county of residency for the applicant for any previous or pending civil cases, most times this check is performed in combination with a social security trace to determine multiple jurisdictions to be checked.
- **Site Visits or Address verification** – depending on the role to be filed or the location of the role a site visit of the candidate home is completed, this is where we visit the candidates home address and interview nearby neighbors and/or leasing office. Most commonly, we just conducted an address verification to confirm that the candidates address is the one provided and to establish how long candidate has been at the location.
- **Successfully passing mandatory training** – this is where we have all possible Security Officers undergo our "Security Officer Ready" training. Senior Security Officer can by pass the training by jumping straight to the testing phase. This is where they endure physical endurance tests, weapons tests, report writing tests and customer service test. All newly licensed Security Guard with under two years' experience **MUST** complete our "Security Officer Ready" training prior to any placements.

What Checks Come Under Pre Employment Screening



References

Reference Information (St Moritz Security):

Project Name and Location: State of Florida

Project Description: Providing Armed Security for ATM Technicians

Client Name person: Margie Streets

Client Phone and Email: Margie Streets <mstreets@smssi.com>

Original Contract Amount: \$480,000.00 per year

Actual Contract Amount: \$480,000.00 per year for 17 Security Officers

Name and License number under which work was performed: Chameleon Security

NTP Issue Date: 01/12/2012

End Date: presently working on this contract

Reference Information (Olive Garden Restaurant):

Project Name and Location: Multiple Olive Garden Restaurant locations within Orlando, FL

Project Description: Provide Armed Security patrol duties

Client Name person: Jeff McDonnald

Client Phone and Email: 407 851 0344

Original Contract Amount: \$158,000.00 per year

Actual Contract Amount: \$158,000.00 per year

Name and License number under which work was performed: Chameleon Security Group

NTP Issue Date: 01/11/2013

End Date: Presently working on this contract

Reference Information (Saints Academy Private School):

Project Name and Location: Apopka Vineland Road , Orlando Florida

Project Description: Providing Armed and Unarmed Security for the perimeter of the School

Client Name person: Mrs. Vivian Williams

Client Phone and Email: vwilliams@saintsacademt.com

Original Contract Amount: \$83,000.00

Actual Contract Amount: \$83,000.00

Name and License number under which work was performed: Chameleon Security Group

NTP Issue Date: 06/2/2016

End Date: presently working on this contract

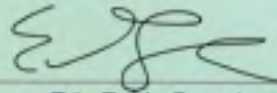
State of Florida

Minority Business Certification

CHAMELEON SECURITY GROUP INC

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

08/02/2018 to 08/02/2020



Erin Rock, Secretary
Florida Department of Management Services



FLORIDA DEPARTMENT OF MANAGEMENT SERVICES
office of supplier
DIVERSITY
We serve those who serve Florida

CAM #19-0380
Exhibit 4
Page 54 of 65

Subcontractors

Chameleon Security Group will not be using any subcontractors for this bid.

BID/PROPOSAL CERTIFICATION

Please Note: If responding to this solicitation through BidSync, the electronic version of the bid response will prevail, unless a paper version is clearly marked by the bidder in some manner to indicate that it will supplant the electronic version. All fields below must be completed. If the field does not apply to you, please note N/A in that field.

If you are a foreign corporation, you may be required to obtain a certificate of authority from the department of state, in accordance with Florida Statute §607.1501 (visit <http://www.dos.state.fl.us/>).

Company: (Legal Registration) Chameleon Security Group EIN (Optional): _____

Address: 2300 Palm Beach Lakes Boulevard

City: West Palm Beach, State: FL Zip: 33409

Telephone No. 561-927-7211 FAX No. _____ Email: ansel@qtssecurity.com

Delivery: Calendar days after receipt of Purchase Order (section 1.02 of General Conditions) 5

Total Bid Discount (section 1.05 of General Conditions): _____

Does your firm qualify for MBE or WBE status (section 1.09 of General Conditions): MBE X WBE _____

ADDENDUM ACKNOWLEDGEMENT - Proposer acknowledges that the following addenda have been received and are included in the proposal:

Addendum No.	Date Issued	Addendum No.	Date Issued	Addendum No.	Date Issued
<u>1</u>	<u>01.03.2019</u>	_____	_____	_____	_____
<u>2</u>	<u>01.23.2019</u>	_____	_____	_____	_____
<u>3</u>	<u>02.08.2019</u>	_____	_____	_____	_____

VARIANCES: If you take exception or have variances to any term, condition, specification, scope of service, or requirement in this competitive solicitation you must specify such exception or variance in the space provided below or reference in the space provided below all variances contained on other pages within your response. Additional pages may be attached if necessary. No exceptions or variances will be deemed to be part of the response submitted unless such is listed and contained in the space provided below. The City does not, by virtue of submitting a variance, necessarily accept any variances. If no statement is contained in the below space, it is hereby implied that your response is in full compliance with this competitive solicitation. If you do not have variances, simply mark N/A. If submitting your response electronically through BIDSINC you must also click the "Take Exception" button.

The below signatory hereby agrees to furnish the following article(s) or services at the price(s) and terms stated subject to all instructions, conditions, specifications addenda, legal advertisement, and conditions contained in the bid/proposal. I have read all attachments including the specifications and fully understand what is required. By submitting this signed proposal I will accept a contract if approved by the City and such acceptance covers all terms, conditions, and specifications of this bid/proposal. The below signatory also hereby agrees, by virtue of submitting or attempting to submit a response, that in no event shall the City's liability for respondent's direct, indirect, incidental, consequential, special or exemplary damages, expenses, or lost profits arising out of this competitive solicitation process, including but not limited to public advertisement, bid conferences, site visits, evaluations, oral presentations, or award proceedings exceed the amount of Five Hundred Dollars (\$500.00). This limitation shall not apply to claims arising under any provision of indemnification or the City's protest ordinance contained in this competitive solicitation.

Submitted by:

ANSEL GRAHAM-RECORD
Name (printed)

[Signature]
Signature

01/28/2019
Date

PRESIDENT
Title

revised 04/10/15

SECTION VI - COST PROPOSAL PAGE

Proposer Name CHAMBERLAIN Security Group

Proposer agrees to supply the products and services at the prices bid below in accordance with the terms, conditions and specifications contained in this RFP.

Cost to the City: Contractor must quote firm, fixed, annual rate for all services identified in this request for proposal. This firm fixed annual rate includes any costs for travel to the City. No other costs will be accepted. This firm fixed annual rate will be the same for the initial contract period.

Failure to use the City's COST PROPOSAL Page and provide costs as requested in this RFP, may deem your proposal non-responsive.

Description	Cost/Hour	Est Total	Annual Cost
Security Manager (40hrs/week)	\$31.00 X	2080 Hrs.	\$64,480.00
Senior (Rotating Shifts)	\$29.00 X	6680 Hrs.	\$193,720.00
Airfield Patrol Officer (Rotating Shifts 56hrs/week)	\$27.00 X	5840 Hrs.	\$157,680.00
Estimated Grand Total/Year			\$415,880.00

Extra Security Officer (No vehicle required)* \$18 /hr.

*This Security Officer will be on an as needed basis and will not factor into cost for basing award. This Security Officer will be for scheduled and non-scheduled events at the Airport or Downtown Heliport. For non-scheduled events the Security Officer should be able to respond to the Airport or Downtown Heliport for assignment within four (4) hours.

Number of days that the Contractor will need for personnel training and initial startup at no cost to the City. **45 days**

NON-COLLUSION STATEMENT:

Monday, January 28, 2019

10:47 AM

By signing this offer, the vendor/contractor certifies that this offer is made independently and free from collusion. Vendor shall disclose below any City of Fort Lauderdale, FL officer or employee, or any relative of any such officer or employee who is an officer or director of, or has a material interest in, the vendor's business, who is in a position to influence this procurement.

Any City of Fort Lauderdale, FL officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement.

For purposes hereof, a person has a material interest if they directly or indirectly own more than 5 percent of the total assets or capital stock of any business entity, or if they otherwise stand to personally gain if the contract is awarded to this vendor.

In accordance with City of Fort Lauderdale, FL Policy and Standards Manual, 6.10.8.3,

3.3. City employees may not contract with the City through any corporation or business entity in which they or their immediate family members hold a controlling financial interest (e.g. ownership of five (5) percent or more).

3.4. Immediate family members (spouse, parents and children) are also prohibited from contracting with the City subject to the same general rules.

Failure of a vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the City Procurement Code.

NAME**RELATIONSHIPS**

None

In the event the vendor does not indicate any names, the City shall interpret this to mean that the vendor has indicated that no such relationships exist.

**CONTRACTOR'S CERTIFICATE OF COMPLIANCE WITH
NON-DISCRIMINATION PROVISIONS OF THE CONTRACT**

The completed and signed form should be returned with the Contractor's submittal. If not provided with submittal, the Contractor must submit within three business days of City's request. Contractor may be deemed non-responsive for failure to fully comply within stated timeframes.

Pursuant to City Ordinance Sec. 2-17(a)(i)(ii), bidders must certify compliance with the Non-Discrimination provision of the ordinance.

- (a) Contractors doing business with the City shall not discriminate against their employees based on the employee's race, color, religion, gender (including identity or expression), marital status, sexual orientation, national origin, age, disability or any other protected classification as defined by applicable law.

Contracts. Every Contract exceeding \$100,000, or otherwise exempt from this section shall contain language that obligates the Contractor to comply with the applicable provisions of this section.

The Contract shall include provisions for the following:

- (i) The Contractor certifies and represents that it will comply with this section during the entire term of the contract.
- (ii) The failure of the Contractor to comply with this section shall be deemed to be a material breach of the contract, entitling the City to pursue any remedy stated below or any remedy provided under applicable law.


Authorized Signature

ANSEL GRAHAM-BELOND (PRES.)
Print Name and Title

01/28/2019
Date

E-VERIFY AFFIRMATION STATEMENTRFP/Bid /Contract No: RFP/ ITB No. X12237-895Project Description: Airport Security Services

Contractor/Proposer/Bidder acknowledges and agrees to utilize the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of,

- (a) all persons employed by Contractor/Proposer/Bidder to perform employment duties within Florida during the term of the Contract, and,
- (b) all persons (including subcontractors/vendors) assigned by Contractor/Proposer/Bidder to perform work pursuant to the Contract.

The Contractor/Proposer/Bidder acknowledges and agrees that use of the U.S. Department of Homeland Security's E-Verify System during the term of the Contract is a condition of the Contract.

Contractor/Proposer/ Bidder Company Name: CHAMBERLAIN Security GroupAuthorized Company Person's Signature: [Signature]Authorized Company Person's Title: PRESIDENTDate: 01/28/2019

LOCAL BUSINESS PRICE PREFERENCE CERTIFICATION STATEMENT

The Business identified below certifies that it qualifies for the local business price preference classification as indicated herein, and further certifies and agrees that it will re-affirm its local preference classification annually no later than thirty (30) calendar days prior to the anniversary of the date of a contract awarded pursuant to this ITB. Violation of the foregoing provision may result in contract termination.

- (1) _____
Business Name is a **Class A Business** as defined in City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186. A copy of the City of Fort Lauderdale current year Business Tax Receipt and a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.
- (2) _____
Business Name is a **Class B Business** as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186. A copy of the Business Tax Receipt or a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.
- (3) _____
Business Name is a **Class C Business** as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186. A copy of the Broward County Business Tax Receipt shall be provided within 10 calendar days of a formal request by the City.
- (4) _____
Business Name requests a **Conditional Class A** classification as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.
- (5) _____
Business Name requests a **Conditional Class B** classification as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.
- (6) Chameleon Security Group
Business Name is considered a **Class D Business** as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec 2-186 and does not qualify for Local Preference consideration.

BIDDER'S COMPANY: Chameleon Security Group dba Quantum Training & Security

AUTHORIZED COMPANY PERSON: Ansel Graham-Record
NAME SIGNATURE DATE

CONTRACT PAYMENT METHOD BY P-CARD

THIS FORM MUST BE SUBMITTED WITH YOUR RESPONSE

The City of Fort Lauderdale has implemented a Procurement Card (P-Card) program which changes how payments are remitted to its vendors. The City has transitioned from traditional paper checks to payment by credit card via MasterCard or Visa. This allows you as a vendor of the City of Fort Lauderdale to receive your payment fast and safely. No more waiting for checks to be printed and mailed.

Payments will be made utilizing the City's P-Card (MasterCard or Visa). Accordingly, firms must presently have the ability to accept credit card payment or take whatever steps necessary to implement acceptance of a credit card before the commencement of a contract.

Please indicate which credit card payment you prefer:

_____ MasterCard

 X Visa Card

Company Name: CHAMBERLAIN Security Group

ARIEL GRAHAM-RECORD
Name (Printed)

[Signature]
Signature

01/28/2019
Date

PRESIDENT
Title



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/18/2018

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

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

PRODUCER CHARLES DAVIS & ASSOCIATES INC 1754 Rinehart Rd Sanford, FL 32771	CONTACT NAME: CHARLES DAVIS	FAX (A/C, No): (407)324-9116	
	PHONE (A/C, No, Ext): (407)324-9137	E-MAIL ADDRESS: charles@getmeabetterraterate.com	
INSURED CHAMELEON SECURITY GROUP DBA QUANTUM SECURITY 771 KIRKMAN RD #111 ORLANDO FL 32811	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: MESA UNDERWRITERS SPECIALTY INS.		
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		
INSURER F:			

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR			MP0009024000038	10/12/2018	10/12/2019	EACH OCCURRENCE \$ 1,000,000
			DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000				
			MED EXP (Any one person) \$ 5,000				
			PERSONAL & ADV INJURY \$ 1,000,000				
	GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						GENERAL AGGREGATE \$ 2,000,000
							PRODUCTS - COMP/OP AGG \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$
							BODILY INJURY (Per person) \$
							BODILY INJURY (Per accident) \$
							PROPERTY DAMAGE (Per accident) \$
							\$
	UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB						EACH OCCURRENCE \$
							AGGREGATE \$
							\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) if yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/>
							E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$

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

CERTIFICATE HOLDER**CANCELLATION**

ST. MORITZ SECURITY SERVICES, INC.
4600 Clairton Boulevard
Pittsburg, PA 15236

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

SAM #19-0380
Exhibit 4
Page 63 of 65

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City of Fort Lauderdale • Procurement Services Division
100 N. Andrews Avenue, 619 • Fort Lauderdale, Florida 33301
954-828-5933 Fax 954-828-5576
purchase@fortlauderdale.gov

ADDENDUM NO. 1

RFP/ ITB No. X12237-895
TITLE: Airport Security Services

ISSUED: 1/3/2019

This addendum is being issued to make the following change(s):

Per Question 1: Providing copy of contract for 545-11298.

All other terms, conditions, and specifications remain unchanged.

Laurie Platkin, CPPB
Senior Procurement Specialist

Company Name: Chameleon Security Group

(please print)

Bidder's Signature: _____

Date: 02.09.19



ADDENDUM NO. 2

RFP/ ITB No. 12237-895
TITLE: Airport Security Services

ISSUED: 1/23/2019

This addendum is being issued to make the following change(s):

- 1) Per Question 7: Providing Operational Expenses for 2017-2018.
- 2) Providing copy of sign in sheets from Pre-Bid Meeting.

All other terms, conditions, and specifications remain unchanged.

Laurie Platkin, CPPB
Senior Procurement Specialist

Company Name: **Chameleon Security Group**

(please print)

Bidder's Signature:

Date: **02.09.19**