



JEFFERSON COUNTY PURCHASING DEPARTMENT

Deborah L. Clark, Purchasing Agent

1149 Pearl Street
1st Floor, Beaumont, TX 77701

OFFICE MAIN: (409) 835-8593
FAX: (409) 835-8456

Addendum to RFP

RFP NUMBER: RFP 24-049/CG

RFP TITLE: Security Services and Personnel for Jefferson County

RFP DUE BY: 11:00 am CT, Wednesday, October 23, 2024

ADDENDUM NO.: 1

ISSUED (DATE): October 14, 2024

To RFP Respondent: This Addendum is an integral part of the RFP package under consideration by you as a Respondent in connection with the subject matter herein identified. Jefferson County deems all sealed qualifications to have been proffered in recognition and consideration of the entire RFP Specifications Package – *including all addenda*. For purposes of clarification, **receipt of this present Addendum by a Respondent should be evidenced by returning it (signed) as part of the Respondent's sealed RFP response submission**. If the RFP response submission has already been received by the Jefferson County Purchasing Department, Respondent should return this addendum in a separate sealed envelope, clearly marked with the RFP Title, RFP Number, and RFP Opening Date and Time, as stated above.

Reason for Issuance of this Addendum: Vendor Questions

The information included herein is hereby incorporated into the documents of this present RFP matter and supersedes any conflicting documents or portion thereof previously issued.

Receipt of this Addendum is hereby acknowledged by the undersigned Respondent:

ATTEST:

Authorized Signature (Respondent)

Witness

Title of Person Signing Above

Witness

Typed Name of Business or Individual

Approved by _____ Date: _____

Address



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1. Question: Who is the current incumbent?
Answer: Allied Universal Security Services
2. Question: When was the current incumbent awarded the contract? Could you please provide a copy of the current contract?
Answer: The contract was awarded on October 15, 2019. See Attachment A.
3. Question: Are there any subcontractors being used for the current contract?
Answer: No
4. Question: What was the initial term length of the current contract? (for example, 1 year plus 4-year options, etc.)
Answer: 1 year plus 4- one year options to renew.
5. Question: What was the start date of the initial contract?
Answer: See question and answer #2.
6. Question: What was the amount spent in the last 12 months?
Answer: \$262,853.19
7. Question: What was the total spent in the last billed month?
Answer: \$20,897.69
8. Question: Are there any other rates billed separately (e.g. equipment, vehicles, etc.)
Answer: No
9. Question: Are there any significant modifications from the previous contract to the new one? For instance, an increase in hours, a change in guard type (e.g. armed vs unarmed), a need for additional resources?
Answer: Requirement that all security officers be equipped with a radio and all necessary personal protective equipment including but not limited to masks, gloves and sanitizer.
10. Question: What was the amount spent on this contract last year?
Answer: Please refer to question and answer #6.
11. Question: What is the estimated total number of annual hours for this contract?
Answer: There was a total of 12, 673 hours billed over the past 12 months
12. Question: What is the current bill rate for each position?
Answer: Current Bill rate is included in Attachment B.



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13. Question: Are there any additional services that may be needed that are not listed in the RFP? For instance, the need of additional sites, seasonal required security, etc.

Answer: Not at this time but they could be added in the future.

14. Question: Beyond the state and federal minimum wage, is there a prevailing wage, living wage ordinance, local mandated wage, or contract-specific wage?

Answer: No

15. Question: Is the current contract using vehicles? If yes, how many?

Answer: No vehicles are used for this contract.

16. Question - we do not offer Armed Security for Texas, can we still bid on the Unarmed Security for the Jefferson County bid?

Answer: You can submit a proposal for the services you offer.

17. Question: Is there a way we can get the list of vendors who attended the mandatory meeting?

Answer: Prebid sign in sheets are included as attachment C.

18. Question: Current bill Rate for the unarmed security officers?

Answer: Please refer to question and answer #12.

19. Question: Does Jefferson County have any minimum wage requirements?

Answer: Please refer to question and answer #14.

20. Question: What is the avg. monthly hours billed FY 2023?

Answer: 1056

21. Question: How many hours are to be expected at the airport?

Answer: There are no hours included for the airport in this RFP. Any future Airport hours will be addressed by separate contract or amendment.

22. Question: Section 5.3 PG 38 and 39. Please clarify how many officers/ the schedules of the officers at each of the 3 locations.

Answer: Your proposal should include a proposed schedule to cover the hours listed on pages 38-39. Note that the 30-minute lunch period listed is the minimum requirement.

23. Question: 5.2 PG 38. Are the officers required to stay on site while on their lunch break?

Answer: No

24. Question: How long is the training by the sheriff training division? Are training hours billable?

Answer: The training is 8 hours and is provided by the Sheriff's Department. You can bill for the training hours.



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25. Question: Will there be separate billing rate for unscheduled overtime? If not, what was the monthly or annual overtime FY 2023?
Answer: You should include any applicable billing rates in your proposal. There was no billed overtime in the last FY.

26. Question: PG 15 Insurance requirements-Are the coverages for Improvements/Remodeling, Builder's Risk Policy, Installation Floater Policy: Applicable to this project?
Answer: No

27. Question: Section 4.6 Part G.-IS Jefferson Country Requesting the personal addresses of employees?
Answer: No. Please provide business address.

28. Question: PG 44. Does not include a line item for a supervisor. Is the supervisor a billable line item?
Answer: You can include any additional line items in your proposal.

29. Question: Does the supervisor get billed as uniformed unarmed rate?
Answer: Please refer to question and answer #28.

30. Question: Is the supervisor armed?
Answer: No

31. Question: Are there specific hours of coverage for the Armed positions?
Answer: No

32. Question: My team informed that there will be a potential for armed coverage at the Airport, however I do not see the Airport listed as a location in the RFP. Will you please clarify specifics for the Armed Positions?
Answer: This location has not been added at this time. Any future security needs at locations not included in this RFP would be addressed by an Amendment to contract or a new RFP would be issued for the additional services needed.

33. Question: On pg 41 section 7.2, the RFP states the Cost Proposal Form must be used for submission and any reworked version of this provided form is intended to be a substitute for page 44 may be deemed as non-responsive. However, the RFP also states on page 44 that Cost/Fee Proposal may be submitted in any form (s). We are planning to use the cost proposal form for submission, however I wanted to ask if the County is expecting any additional cost information?
Answer: No, but you can include any information you would like to be considered.

34. Question: What was the amount spent in the last 12 Months for this contract
Answer: Please refer to question and answer #6.



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35. Question: What is the estimated total number of annual hours in the last 12 months?

Answer: The total hours in the last 12 months= 12,673

36. Question: Are there any MWBE/VS/DBE/HUB or other goals for this project?

Answer: No

37. Question: Are we required to submit our recently audited financial statements, certified public accountants compiled financial reports, articles of organization and documents of incorporation?

Answer: No

38. Question: Is there a prevailing wage rate? What are the current rates being paid under the existing contract for security guard services?

Answer: Please refer to question and answer #14.

39. Question: Can we form a joint venture for participation in this RFP?

Answer: Yes

40. Question: Are there any subcontractor being used for the current contract?

Answer: Please refer to question and answer #3.

41. Question: What is the estimated total number of annual hours for this contract?

Answer: Please refer to question and answer #35.

42. Question: What are the total Nos of security Officers/Supervisors/ personnel are needed for this RFP?

Answer: Please refer to question and answer #22.

43. Question: What is the estimated Annual cost of the contract?

Answer: Please refer to question and answer #6.

44. Question: What is the estimated annual hours of this contract?

Answer: Please refer to question and answer #35.

45. Question: Are any vehicles used in the performance of services? What equipment will be provided?

What is required to be provided by a contractor?

Answer: Please refer to question and answer #15, No equipment is provided to the contractor. The contractor is expected to provide all uniforms, radios, PPE and all other specifications as described in section 5.2 General Requirements on page 38.

46. Question: Any registration/enlistment requirement for participation in the RFP

Answer: All required registrations and documentation needed is detailed in the RFP.



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47. Question: How long will the contract be for?

Answer: The terms of the contract will be discussed and finalized during contract negotiations.

48. Question: Can you disclose how much the guards are currently making? Minimum pay?

Answer: Please refer to question and answer #12.

49. Question: Will guards for possible airport job need to be armed and TSA certified?

Answer: Please refer to question and answer #21.

50. Question: Can you reconfirm all the locations we will be expected to cover now or in the future?

Answer: Please refer to section 5.3 on page 38 for list of locations. Please refer to question and answer #13.

51. Question: Will Jefferson county supply the radios, wands or any other security equipment needed for all locations?

Answer: Jefferson county supplies the wands, x-ray machine and upright magnetometer. Please refer to question and answer #45 regarding additional equipment.

52. Question: Will Jefferson county supply gloves, masks etc. when needed or will we need to supply these?

Answer: Please refer to question and answer #45.

53. Question: Uniform preference such as color, style, short or long sleeve?

Answer: Uniforms must meet the general requirements in section 5.2 on page 38.

54. Question: Jefferson county is tax exempt, correct?

Answer: Yes

55. Question: Will there be a deputy on site to break out guards for lunch and bathroom breaks or will we need an extra guard on site that can do this?

Answer: You will be required to cover all breaks for your contracted positions.

56. Question: When is the current contract up?

Answer: The current contract expires December 28, 2024.

57. Question: When will be the estimated time to start after the contract is awarded?

Answer: This will be discussed and finalized during contract negotiations.

58. Question: Will the guards be required to have any special training other than their security training? Such as CPR, AED or Basic First aid training?

Answer: We do not provide any training for CPR, first aid or AED. You will be responsible for any such training if required for licensing.



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59. Question: Is there a reporting system in place to keep the head of your security up to date on daily security activities or issues? If not will guard service be required to purchase one digitally or will paper reports work?
Answer: No formal system is in place.

ALLIED UNIVERSAL

SECURITY PROFESSIONAL SERVICE AGREEMENT

FULL LEGAL NAME OF SECURITY PROVIDER ("Allied Universal"): Universal Protection Service, LP d/b/a Allied Universal Security Services, for itself and on behalf of its wholly-owned subsidiaries and affiliates which may provide service hereunder within certain states

FULL LEGAL NAME OF JEFFERSON COUNTY ("Jefferson County"): Jefferson County

By signing below by their duly authorized representatives, Jefferson County and Allied Universal agree to be legally bound to the Agreement, General Terms and Conditions and Exhibits attached hereto, which form a binding and enforceable part of this Agreement as of the day and year first written below ("Commencement Date").

JEFFERSON COUNTY: Jefferson County

By: Jeff R. Branick

Name: Jeff R. Branick

Title: County Judge

Address for Notices:
1149 Pearl Street, Beaumont, TX 77701

Fax: N/A

UNIVERSAL PROTECTION SERVICE, LP d/b/a

Allied Universal Security Services

By: John M. McCloskey

Name: John M. McCloskey

Title: General Manager

Address for Notices:

Eight Tower Bridge, 161 Washington Street, Suite 600, Conshohocken, PA 19428

Fax: N/A

GENERAL TERMS AND CONDITIONS

The term of this Agreement shall be for a period of one (1) year, with four (4) additional years with options to renew beginning on Nov 15 20¹⁵ ("Commencement Date") ("Initial Term"). This Agreement will automatically continue thereafter on a month to month basis until terminated by either party on thirty (30) days' written notice to the other party. This Agreement may be terminated by either party for non-performance by the other party upon five (5) days written notice to the non-performing party. The non-performing party shall have the opportunity to cure the non-performance within that five-day period. Either party may terminate this Agreement at any time for any reason upon thirty (30) days' written notice to the other party.

Allied Universal shall provide security professional services (the "Services") in the amount, for the times and at the location(s) set forth in Exhibit A. Jefferson County shall pay Allied Universal for the performance of the Services and any other products and/or services provided by Allied Universal hereunder at the rates ("Billing Rates") and other charges set forth in Exhibit B or otherwise payable hereunder without deduction or set-off. Jefferson County shall pay in full the amount of and will be deemed to accept all invoices submitted to Jefferson County via Allied Universal's current submission method within ten (10) days of the invoice date. The Billing Rates set forth in Exhibit B are valid for the first twelve (12) months of the initial term, thereafter they will be increased annually, effective as of the anniversary date of the Commencement Date, in an amount equal to the greater of (i) the percentage increase determined pursuant to Section C.3. below and (ii) three percent (3%). Allied Universal will invoice Jefferson County on a weekly basis for all Services for the preceding weekly period (starting Friday and ending the following Thursday) and any other products and/or services provided by Allied Universal.

A. Scope of Services

1. Allied Universal agrees to provide the Services in a professional and diligent manner. Allied Universal does not warrant or guarantee that the Services constitute complete security at Jefferson County's location(s) so as to prevent any incident, loss, theft, damage or injury (including death). Jefferson County agrees that Allied Universal has not provided any consultation services regarding what may or may not be the proper levels of security staffing, or the methods of security provided.

2. Jefferson County may request a change in the Services. Such requested changes will be communicated in writing and will be effective only upon Allied Universal's written approval which Allied Universal will not unreasonably decline. However, in no event will a refusal by Allied Universal to approve requested changes constitute a breach of this Agreement or otherwise constitute non-performance by Allied Universal of this Agreement. The parties acknowledge and agree that Exhibit A solely governs Allied Universal's duties at Jefferson County's location(s).

3. The purpose of any inspection at Jefferson County's location(s) is

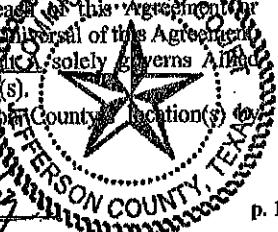
Allied Universal is solely to assist Jefferson County with its loss control program. The safe maintenance of Jefferson County's premises and operations and equipment on those premises and the avoidance of unsafe conditions and practices is the sole responsibility of Jefferson County.

B. Independent Contractor / Personnel

1. Allied Universal is responsible for the hiring, training and supervision of all security professionals assigned by Allied Universal to Jefferson County's location(s). Should Jefferson County direct or supervise security officers or change the instructions or supervision given to the security professionals by Allied Universal, including but not limited to including requiring Allied Universal personnel to use force and/or restraints and/or instructions related to Legally Mandated Break Periods (as defined herein), Jefferson County will be responsible for any damages, liabilities, claims or other consequences that may result.

2. In addition to the Services set forth in Exhibit A attached hereto, and in addition to any general or routine training provided by Allied Universal to its security professionals, Allied Universal shall provide each of its employees

ATTEST:


Carolyn L. Guidry, County Clerk

assigned to Jefferson County's location(s) with Jefferson County requested additional training at the costs set forth in Exhibit B.

3. Allied Universal shall provide uniforms for all assigned personnel. Allied Universal will maintain these uniforms in good condition at Allied Universal's sole cost and expense unless otherwise provided in Exhibit B. Equipment and non-standard uniforms required by Jefferson County will be provided as mutually agreed upon and at a cost mutually agreed upon in writing. Allied Universal's personnel will not be required to carry weapons of any kind, unless otherwise expressly set forth herein.

4. Security professionals assigned to Jefferson County's location(s) are employees of Allied Universal, which is acting as an independent contractor. Allied Universal will pay all compensation due and owing to its employees and all required payroll taxes and withholdings.

5. Allied Universal is entitled to assign personnel to Jefferson County's location(s) in full compliance with applicable equal opportunity, civil rights and other employment laws/regulations. Upon reasonable written notice, Jefferson County shall have the right to request in writing that any of Allied Universal's employees whose performance it finds to be unacceptable be removed from its location(s); provided reasons for such request do not violate applicable law.

6. Jefferson County acknowledges that Allied Universal has spent considerable time and expense in recruiting and training its employees. As such, Jefferson County agrees that it will not employ, as a security professional or in any related capacity, directly or indirectly, including employment through a successor security contractor, any person who has been employed by Allied Universal in a supervisory capacity and assigned to Jefferson County's location for a period of one hundred and eighty (180) days following the last date of that person's employment with Allied Universal. In the event of a breach of this provision, Jefferson County shall pay Allied Universal the average weekly billing for such employee for four (4) months as liquidated damages together with all legal fees and other costs arising from the breach of this provision.

C. Billing

1. The Billing Rates do not include the direct bill items ("Direct Bill Item(s)") identified in Exhibit B, which shall be invoiced and paid by Jefferson County to Allied Universal in accordance with the payment terms herein. Notwithstanding anything contained herein to the contrary, Allied Universal may pass through any increase in any and all of the costs of any and all Direct Bill Items when incurred or accrued, and Jefferson County shall reimburse Allied Universal for such costs.

2. The parties agree any wage rates, annual/monthly/weekly billing estimates, or wage estimates included in Exhibit B, any other addenda, any pricing sheet, RFP submission, and/or other document are for demonstration purposes only and will not have any impact on the Billing Rates, the amount Jefferson County agrees to pay, or on the wages Allied Universal pays its employees.

3. In the event that Allied Universal experiences an increase in its costs resulting from any change, whether or not anticipated, in: (1) Federal, state, provincial, territorial, or local taxes, levies, or required withholdings imposed or assessed on amounts payable to and/or by Allied Universal hereunder or by or in respect of Allied Universal to its personnel; (2) Federal, state, provincial, territorial, or local minimum wage rates, mandated paid time off and/or sick leave, changes in overtime wage regulations, uniform maintenance expenses or other required employee allowances, licensing fees and/or requirements, or wage, medical, welfare and other benefit costs under collective bargaining agreements; (3) costs related to insurance and/or workers' compensation; and/or (4) costs related to medical and/or welfare benefits and other requirements, including without limitation costs incurred by Allied Universal pursuant to applicable federal, state and/or local law, including, without limitation "Healthcare Reform Legislation Costs" (as defined below), the Billing Rates shall be increased by a percentage equal to the percentage increase in Allied Universal's costs resulting from the items set forth in this paragraph. Allied Universal will provide Jefferson County notice of such change in the Billing Rates in writing and will require Jefferson County's approval prior to any such changes.

4. Notwithstanding anything contained in this Agreement to the contrary, Allied Universal may pass through the costs set forth in Section C(3) to Jefferson County as incurred or accrued and Jefferson County shall pay Allied

Universal for such costs.

5. "Healthcare Reform Legislation Costs" means the costs and/or assessments incurred by Allied Universal in respect of employee medical and/or welfare benefits and other requirements under the applicable provincial, federal or local statutes and/or regulations.

6. Unless otherwise expressly stated herein, Allied Universal's fees and charges do not include any sales, use, excise or similar taxes, levies or duties ("Taxes"). Jefferson County is responsible for paying for all such Taxes in respect of Allied Universal's Services or in respect of amounts payable by Jefferson County hereunder. If Allied Universal has the legal obligation to pay or collect Taxes for which Jefferson County is responsible under this section, the appropriate amount shall be promptly paid by Jefferson County to Allied Universal unless Jefferson County provides Allied Universal with either a valid and current tax exemption certificate or direct pay certificate, authorized by the appropriate taxing authority.

7. Jefferson County agrees to pay Allied Universal one and one-half percent (1.5 %) per month interest or such maximum amount as permitted by law, whichever is less, on any invoice not paid by its due date. In the event that legal action is required to collect on any past-due invoiced amount owed to Allied Universal by Jefferson County under this Agreement, Jefferson County agrees to pay to Allied Universal the costs and attorneys' fees incurred by Allied Universal in such action.

D. Physical and Intellectual Property

1. Jefferson County recognizes and acknowledges that in performing its duties under this Agreement, Allied Universal may install and/or utilize proprietary software (hereinafter "Proprietary Software"), a valuable, special and unique asset of Allied Universal and/or third parties. This Proprietary Software is and will remain the sole and exclusive property of Allied Universal and/or those applicable third parties.

2. Jefferson County further agrees that materials developed, generated, or produced pursuant to this Agreement, including but not limited to Post Orders, security plans, emergency plans, diagrams, reports, and writings, both internal and external (hereinafter collectively, "Work Product"), may include the proprietary information of Allied Universal and will remain the sole and exclusive property of Allied Universal. Jefferson County and Jefferson County's personnel will have no proprietary interest in the Work Product. Jefferson County acknowledges that it will not share such Work Product with any third party and any Work Product in Jefferson County's possession shall be returned to Allied Universal upon termination or expiration of this Agreement.

3. Any property, equipment or supplies furnished by Allied Universal to its personnel in performance of the Services described in this Agreement shall remain the property of Allied Universal and shall be returned to Allied Universal promptly at the expiration or termination of this Agreement.

E. Insurance and Indemnification

1. Allied Universal shall maintain Workers' Compensation coverage for its security professionals and personnel assigned to Jefferson County's location(s) at limits imposed by statute, including Employer Liability coverage.

2. Allied Universal shall maintain for its own protection and benefit various other policies of insurance, including Commercial General Liability coverage, for its performance of the Services at Jefferson County's location(s).

3. Allied Universal shall maintain Automobile Liability insurance for its employees' operation of Allied Universal's owned, leased and non-owned vehicles.

4. Jefferson County agrees that Allied Universal is not an insurer of Jefferson County's operations, personnel or facilities. Except as provided elsewhere in this Agreement, Jefferson County assumes all risk of loss, physical damage and personal injury at its operations, to its personnel and/or facilities or any other property resulting from fire, theft or other casualty, and Jefferson County waives any right of recovery and its insurers' right of subrogation against Allied Universal for any loss or damage resulting from any such occurrence.

5. Allied Universal will protect, defend, hold harmless and indemnify Jefferson County, its directors, professionals and employees from and against all claims, actions, liabilities, damages, losses, costs and expenses (including reasonable attorney's fees) (the "Losses") asserted against Jefferson County and directly resulting from the performance of the Services expressly required

under this Agreement, provided such Losses (1) are caused solely by the grossly negligent failure of Allied Universal to perform the Services, or by other grossly negligent actions or omissions in the performance of the Services by Allied Universal, or through the willful misconduct or unlawful activity of Allied Universal; (2) are not caused in any way through the negligence, willful misconduct or unlawful activity of Jefferson County or otherwise resulting from Allied Universal's compliance with specific direction from Jefferson County; and/or, (3) do not actually or allegedly arise out of a Legally Mandated Coverage Break(s) (as defined herein). Allied Universal's obligations under this paragraph shall not extend to first party losses sustained by Jefferson County, or other benefits or insurance provided by Jefferson County to its employees, including but not limited to medical, disability, and workers compensation benefits.

6. Notwithstanding anything contained in this Agreement to the contrary, should Allied Universal be found liable for any Losses hereunder for any reason, the sole and exclusive remedy of Jefferson County in any situation, whether in contract or tort, or otherwise, shall be limited to Jefferson County's actual and direct damages, and shall in no event exceed the amounts \$1,000,000.00, such amounts to be inclusive of any defense costs.

7. Under no circumstances will Allied Universal be liable to Jefferson County, or any other person or entity, for consequential, incidental, indirect or punitive damages, or for lost profits.

8. Jefferson County shall give written notice to Allied Universal of any of its Losses or potential Losses arising out of the Services within thirty (30) days following notification of the occurrence giving rise to such Losses or potential Losses. No action to recover any Loss shall be instituted or maintained against Allied Universal unless notice of such Loss shall have been given by Jefferson County to Allied Universal in the manner and form set forth herein. No action to recover for any Loss shall be instituted or maintained against Allied Universal unless instituted not later than twelve (12) months following notification of the occurrence giving rise to such Loss.

F. Compliance with Laws

1. Some or all of the physical security guard services identified in this Agreement could be designated as a Qualified Anti-terrorism Technology ("QATT") under the Support Anti-terrorism by Effective Technologies (SAFETY) Act of 2002, 6 U.S.C. §§ 441-444, as amended. Where this QATT has been deployed in defense against, response or recovery from an act of terrorism, as that latter term is defined under the SAFETY Act (as herein defined), Allied Universal and Jefferson County agree to waive all claims against each other, including their professionals, directors, agents or other representatives, arising out of the manufacture, sale, use or operation of the QATT, and further agree that each is responsible for losses, including business interruption losses, that it sustains, or for losses sustained by its own employees resulting from an activity arising out of such act of terrorism. This provision shall apply throughout the term of this Agreement, regardless of whether Allied Universal should cease to have SAFETY Act coverage for these Services for any reason.

2. Jefferson County shall, at its own cost and expense, comply in full with all applicable federal, state, provincial, and local statutes, laws, ordinances, rules regulations, orders, licenses, permits or fees ("Governmental Regulations") applicable to its operations and its performance under this Agreement, including without limitation, (i) environmental laws, (ii) laws relating to accessibility by and accommodation of handicapped persons, and (iii) laws relating to discrimination of any type of manner. Jefferson County shall notify Allied Universal in writing within forty-eight (48) hours of any inquiry, notice, subpoena, lawsuit, or other evidence of an investigation by any public agency or the commencement of any judicial or administrative litigation, or arbitration proceedings with respect to Allied Universal's operations at the property and/or performance under this Agreement. Should Allied Universal be issued a citation or other sanction because of conditions on the premises created by others, Jefferson County shall pay and will be responsible for the fine. The foregoing shall include, but not be limited to, all applicable health, safety, and labor standards.

3. Under no circumstances will Allied Universal indemnify Jefferson County for Workers' Compensation claims or for fulfilling independent statutory duties Jefferson County owes to third parties or its employees.

G. Miscellaneous

1. This Agreement represents the entire agreement and understanding of

the parties concerning the subject matter herein and replaces any and all previous agreements, understandings, representations, discussions or offers. No modification to this Agreement shall be effective unless in writing and executed by both parties and delivered to each respective party hereto.

2. A written waiver by either party of any of the terms or conditions of this Agreement shall not be deemed or construed to be a waiver of such term or condition for the future or of any subsequent breach of the Agreement. The failure to enforce a particular provision of this Agreement shall not constitute a waiver of such provision or otherwise prejudice Allied Universal's right to enforce such provision at a later time.

3. This Agreement is entered into solely for the mutual benefit of the parties hereto and no benefits, rights, duties or obligations are intended or created by this Agreement as to any third parties.

4. Each party further warrants and represents that this Agreement has been executed by a duly authorized individual.

5. This Agreement and all matters collateral hereto shall be governed by the laws of the state or province wherein the Services are to be provided without reference to its choice of law provisions.

6. If any of the terms or provisions of this Agreement are ruled to be invalid or inoperative, all the remaining terms and provisions shall remain in full force and effect.

7. This Agreement may be executed in one or more counterparts, each of which shall constitute one and the same Agreement. The parties agree that this Agreement will be considered signed when the signature of a party is delivered by facsimile transmission or delivered by scanned image (e.g., .pdf or .tiff file) as an attachment to email.

8. Allied Universal shall not be responsible for additional expenses and costs incurred by it or Jefferson County to provide Services pursuant to this Agreement as a result of unusual circumstances including, but not limited to, strikes, riots, revolutions, wars, military actions, fires, floods, droughts, natural disasters, pandemics, active shooter events, snow storms, blizzards or other inclement weather, accidents, insurrections, lockouts or other acts of God, perils of the sea, stoppage of labor, or other events considered as "Force Majeure", or by any other unavoidable cause beyond Allied Universal's reasonable control. All such additional expenses shall be the responsibility of Jefferson County as an additional charge invoiced and paid by Jefferson County as it is incurred, pursuant to the terms of the Billing section set forth above. Additionally, to the extent that Allied Universal is unable to perform, or is delayed in performing, the Services due to a Force Majeure event, such nonperformance or delayed performance is not a breach of this Agreement nor cause for Jefferson County's termination of this Agreement.

9. Either party may assign this Agreement to an affiliate meaning an entity controlling, controlled by or under common control with the party. Except as permitted in this section, Jefferson County may not assign, delegate or subcontract this Agreement without the prior written consent of Allied Universal. Notwithstanding the foregoing, in the event Jefferson County assigns this Agreement, it shall remain liable hereunder after such assignment.

10. Any notice required or permitted hereunder shall be in writing and shall be delivered either in person, by nationally recognized overnight delivery service or by certified or registered mail, postage prepaid, addressed to the parties at the address shown in the opening paragraph (or as may be directed by a party in the future by written notice).

11. In connection with the negotiation, execution and performance of this Agreement, each party acknowledges that it has been and will be provided with confidential business information of the other party ("Confidential Information"). Each party will exercise reasonable commercial efforts to protect and preserve the confidentiality of Confidential Information, including at a minimum those methods and procedures it uses to protect its own confidential information. A party shall not be required to preserve the confidentiality of Confidential Information to the extent it becomes public other than through the action or inaction of the party, or disclosure is required by law.

12. The parties further acknowledge and agree that to the extent Allied Universal has assumed insurance, defense and indemnification obligations hereunder, such obligations shall not apply to any work performed by Allied Universal at the direction of Jefferson County, or work performed by Allied Universal that is not specifically set forth on Exhibit A. Notwithstanding anything to the contrary provided herein or in any other direction (oral or

written), Allied Universal and Jefferson County agree that in no event shall Allied Universal employees be required to undertake any duty which could potentially expose themselves to unreasonable risk or harm. At all times, Jefferson County represents and warrants that the policies and requirements Allied Universal and its employees are requested and/or required to adhere to by Jefferson County are lawful.

13. For the avoidance of doubt, any duties contrary to and/or in excess of the Services, shall be agreed upon by the parties in writing. In the event that there are any post orders, directives, or other specification documents of any type ("Post Orders"), they shall not form any part of this Agreement, they are not incorporated into this Agreement and are not a novation or modification or expansion of the duties set forth in this Agreement. Further, if there is any conflict between the provisions of this Agreement and any other documents, this Agreement shall control. Under no circumstances shall the Post Orders expand the liabilities of the parties toward each other or any third party.

14. Jefferson County acknowledges and agrees that the continuity of Services is subject to interruption for mandatory, paid rest periods or unpaid meal periods or other breaks as required by applicable law, during which time

security professionals must be relieved of all duties, including without limitation to, the requirement to remain "on call" ("Legally Mandated Break Period(s)"). Services at the locations set forth in Exhibit A will be interrupted and such locations will not be secured during such time that security professionals are on Legally Mandated Break Periods and Jefferson County has not agreed to pay for sufficient relief coverage ("Legally Mandated Coverage Break(s)").

15. The duties and responsibilities of Allied Universal are specifically set forth herein. Jefferson County acknowledges that Jefferson County alone has chosen the number of security professionals and type of services, e.g., armed, unarmed, to be provided under the Agreement; that Allied Universal has informed Jefferson County that additional security professionals and/or services are available at an additional cost; and that Jefferson County has elected not to avail itself of additional security professionals or services at this time unless mutually agreed upon in writing.

16. The following provisions shall survive expiration or termination of this Agreement for any reason: A.1; A.3; B.1; B.4; B.5; B.6; C; D; E; F and G.

EXHIBIT "A"

to Agreement Between

Allied Universal
and
Jefferson County

LOCATIONS FOR SECURITY SERVICES PROVIDED BY

Allied Universal

[Branch Address] 4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

[Branch Telephone] 409-842-4295

[Branch Fax & Email] john.mccracken@aus.com

<u>Location</u>	<u>Specify for each location: Armed Unarmed</u>	<u>Schedule of Coverage</u>	<u>Hours</u>
1. Beaumont Courthouse (New & Historic) 1149 Pearl Street, Beaumont, TX 77701	Unarmed	Monday -- Friday 8:00 AM – 5:00 PM Two (2) unarmed officers Monday – Friday 7:30 AM – 4:30 PM One (1) unarmed Lead Officer 1hr unpaid lunch per officer	120
2. Beaumont Courthouse (New & Historic) 1149 Pearl Street, Beaumont, TX 77701	Unarmed	Monday – Friday 8:00 AM – 5:00 PM Three (3) unarmed officers 1hr unpaid lunch per officer	120

Description of Services:

The Services Allied Universal will provide Jefferson County pursuant to this Agreement are:

- Security professional is to perform assigned duties of patrolling and observing the above location(s) as directed by Jefferson County.
- Any unusual incidents detected or reported will be reported to Jefferson County via the designated Jefferson County contact. An incident report will be filled out and a copy will be forwarded to Jefferson County. The Security professional creating the report will be available to explain the incident report during their shift.
- The Security professional will also report criminal activity and/or visible hazards observed and/or reported while on post.

The location(s), day(s) and time(s) listed in this Exhibit A may not be altered by Jefferson County, unless mutually agreed upon in writing, and signed by the parties. The scope of services does not include any structures, parking lots, appurtenances, or nearby areas not specifically listed in herein.

EXHIBIT "B"

to Agreement Between

**Allied Universal
and
Jefferson County**

BILLING RATES

The initial Billing Rates for the Services shall be as follows:

For Location 1:	Unarmed	Armed
Security Professional Regular Rate	\$18.02 per hour	\$ _____ per hour
Security Professional Overtime* Rate	\$27.03 per hour	\$ _____ per hour
Security Professional Holiday Rate	\$ 27.03 per hour	\$ _____ per hour
Site Lead Regular Rate	\$20.00 per hour	\$ _____ per hour
Site Lead Overtime* Rate	\$30.00 per hour	\$ _____ per hour
Site Lead Holiday Rate	\$30.00 per hour	\$ _____ per hour

For Location 2:	Unarmed	Armed
Security Professional Regular Rate	\$18.02 per hour	\$ _____ per hour
Security Professional Overtime* Rate	\$27.03 per hour	\$ _____ per hour
Security Professional Holiday Rate	\$ 27.03 per hour	\$ _____ per hour

Additional Notes:

> Mutually agreed-upon merit increases will result in a Bill Rate increase.

* *Requested Overtime:* With requests for a specific individual to work more than their Overtime Limit for any special reason, regardless of the notice provided and provided that the individual is able to accommodate, only the overtime impact for that individual will be billed. An individual's Overtime Limit may be a weekly (e.g. 40 hours) or daily limit (e.g. 8 hours) depending on the location. Example, in a location where 40 hours per week is the Overtime Limit: "We need Officer Smith to stay two extra hours at the end of his shift to help with a special project." The additional two hours will be billed at the overtime rate if those hours exceed the Overtime Limit of 40 hours per week.

1. **ADDITIONAL BILLING TERMS EXTRA SERVICE REQUESTS.** Additional service requests will be billed at the supplemental deployment rate which shall not be less than the overtime bill rate. The supplemental deployment rate for such additional services will continue to apply until this Agreement is amended in writing to provide for the increase in base hours.
2. The holiday billing rate shall be used for all work performed on New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day or by applicable collective bargaining agreement. Holidays are not included, since facilities are closed in observance of State & Federal Holidays and no security coverage is required.
3. A labor strike or other emergency situation that creates a working environment for security professionals that is more hazardous than the normal condition under this Agreement will be cause to negotiate a temporary billing rate for modified services.

4. Should Jefferson County require Allied Universal to provide uninterrupted Services during such Legally Mandated Break Periods, such requirement must be expressly stated in the Description of Services on Exhibit "A". Such uninterrupted Services and all costs associated therewith are billable at the applicable bill rate for such relief personnel.
5. All Allied Universal Security personnel assigned to this contract will adhere to Grooming policy, as stated in Exhibit C of this document.
6. Jefferson County Sheriff's Office reserves the right to alternate or change security officer coverage from armed to unarmed or from unarmed to armed by giving Allied Universal local Beaumont management a 15 day prior written notice.
7. Port Arthur subcourthouse and Mid county tax office security officers hourly schedule will be 8:00 AM to 5:00 PM Monday – Friday, (with the exclusion of observed holidays) will allow for 5 hours per week of billed overtime at each of these locations.
8. Allied Universal's employee no call off, no show policy, after third offense, Jefferson County Sheriff's Office has the option to impose a \$200.00 penalty per occurrence, which may be incurred in the form of an invoice credit.

EXHIBIT "C"

Grooming, Appearance and Dress

Policy

The purpose of this policy is to establish guidelines with "Security Professional" as a priority and standards for grooming, appearance, and dress for on duty personnel. It is the responsibility of the Security Professional while working on this contract and on duty to meet personal hygiene/appearance requirements and grooming/dress standards as set forth in this policy. Employees shall present a "professional" image, avoiding any tendency to call attention to him or her through any aspect of grooming, appearance, dress, ornamentation or manner of appearance that could be offensive to any segment of society. The General Manager may make exceptions to this policy due to duty assignments.

Definitions:

- A. "Security Professional" any uniformed Allied Universal working on this contract
- B. "Uniform" means the official clothes and equipment worn by the Security Professionals (SP)
- C. "Uniformed Personnel" means any person wearing a uniform that represents this office.
- D. "Other Personnel" means any person that is not required to wear a uniform.
- E. "Jewelry" means any item worn by personnel that is ornamental, religious or used as a medical alert for specific problems.
- F. "Unauthorized Jewelry" means any jewelry, to include belt buckles that are oversized, gaudy or pretentious in appearance, represents a safety hazard, or interferes with the safe performance of one's job.

Grooming, Appearance and Dress

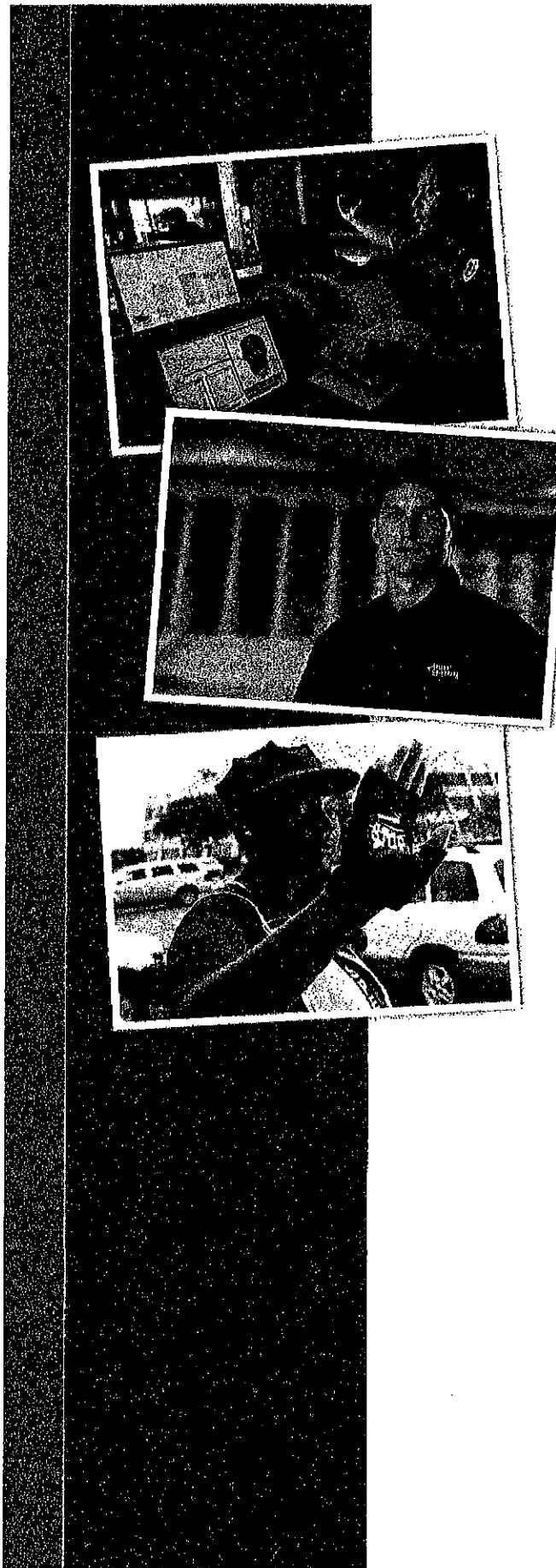
- A. Uniformed personnel will not display necklaces outside the uniformed shirt.
- B. Earrings are to be worn as a matching pair with one in each lobe that is not considered oversized, gaudy, or pretentious in appearance. Females may wear one, small conventional (gold, white pearl or silver) earring in each ear while in uniform. Dangling earrings are not permitted for uniformed female personnel. Male employees will not wear earrings.
- C. SP's will not display any body piercing that is visible while on duty except as noted above.
- D. Only one ring may be worn on each hand while in uniform (exception wedding rings consisting of two parts). Oversized or large rings that protrude exceedingly shall not be worn.

Rules of Person Hygiene For On-Duty Personnel

- A. Hair must be neat, clean, trimmed to present a well-groomed appearance.
- B. Cosmetics must be conservative and not to gaudy, pretentious or unusual in appearance as to attract undue attention.
- C. SP's must maintain acceptable standards of hygiene and cleanliness.
- D. Fingernails either actual or artificial shall be short enough as to not extend beyond the end of the fingers. SP's must keep their fingernails trimmed. No ornament associated with the nails may be employed. No nail color may be worn if the appearance that results is so gaudy, pretentious or unusual as to attract undue attention. Fingernail polish with radical designs or extravagant colorings is not permitted.

Hair regulations for uniformed personnel

- A. Mustaches must not extend below the lower lip line or more than $\frac{1}{2}$ inch on either side. Beyond the vertical axis corner of the mouth. No handlebar, Fu Manchu, or Walrus-type mustaches will be allowed.
- B. Beards and Goatees are not permitted. The face shall be clean-shaven other than the wearing of acceptable mustaches and sideburns.
- C. Hair may be worn over the ears provided that it does not extend more than 1 inch below the top of the ear and the style has an overall neat and even appearance. The hair must be put up in the back as to not extend past the bottom edge of the collar. Hair must not lap or curl over the ear or over the top of the shirt collar when personnel are standing with the head held erect.
 1. The acceptability of the SP's hairstyle is judged with safety as priority and also to maintain uniformity and conformity and conform with the policy set forth.
 2. Hair in front must be groomed so that it does not fall below the eyebrows, and so that if headgear is worn that it does not cause it to project awkwardly from the head.
 3. SP's may not adopt a hairstyle, which requires special combing or treatment in order to meet standards for a brief period only (i.e. inspections). Acceptability is judged on the basis of the manner in which the SP usually wears his/her hair while on duty in uniform.
 4. Female SP's, while in uniform may pin their hair so that it meets the above standards.
- D. Sideburns shall not extend beyond the middle of the earlobe. Sideburns are neatly trimmed and uniform width from top to bottom and do not give a bushy appearance. No flare or mutton chop sideburns are permitted.
- E. Wigs and hairpieces may be worn as long as they comply with the above mentioned hair regulations.
- F. No exotic or unusual hairstyles or cuts (i.e., dreadlocks, mo-hawks, and braids, etc.,) shall be permitted. Only natural hair colors are permitted. (i.e. Black, blonde, brown, gray, etc..)



ORIGINAL COPY

Responsive Security Solutions

RFP 18-049/YS, Security Services and Personnel for Jefferson County

December 18, 2018



Presented to:

Deborah L. Clark
Purchasing Agent
Jefferson County Purchasing Department

Yea-Mei Sauer
Contract Specialist
Jefferson County Purchasing Department

Presented by:
Suzanne McLaughlin
Business Development Manager
Allied Universal Security Services

John McCracken
General Manager
Allied Universal Security Services



a. Transmittal Letter
Cover Sheet

December 18, 2018

Deborah L. Clark
Purchasing Agent
Jefferson County Purchasing Department
1149 Pearl Street, 1st Floor
Beaumont, TX 77701

Dear Ms. Clark,

On behalf of Allied Universal, we are honored to submit this proposal in response to RFP 18-049/YS, Security Services and Personnel for Jefferson County. We understand the importance of quality security, and we look forward to providing a customized program that meets your requirements.

No matter where or when services are required, there's peace of mind knowing your security partner is also a member of your community with local office and staff in Beaumont.

Allied Universal's management support system ensures you receive the individual attention and service you require. Our account managers and site supervisors are in charge of directly supervising your security program locally, while a network of branch offices puts regional management with in-depth knowledge of your market within easy reach.

To deliver this level of service and ensure your business needs are met, we've prepared this proposal in response to the following:

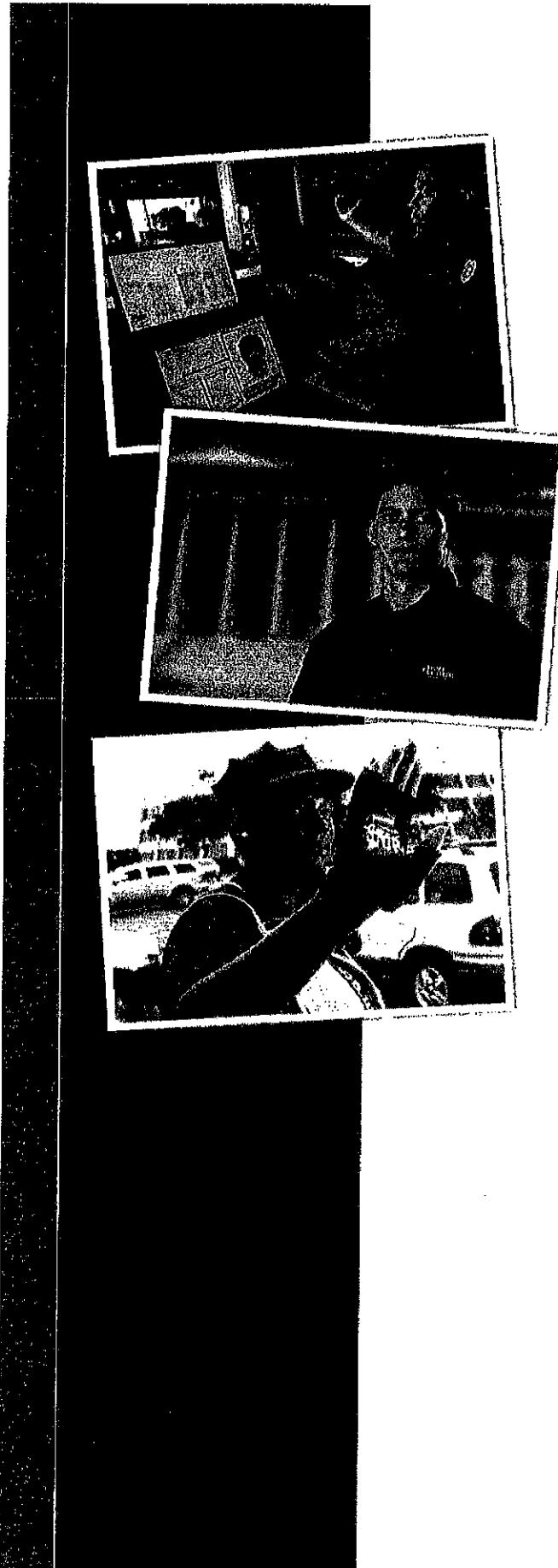
- Recruiting and Retaining Top Talent to Foster a Reliable, Consistent Security Program
- Reliable, Experienced Local Management that Addresses Needs Quickly
- Leveraging the Resources of a National Company to Drive Efficiencies and Control Costs
- Seamless Transition that Presents No Disruption to Your Business

We look forward to working with your organization. We look forward to the next steps in the process. If you have any questions, please contact me at **AUS Branch Office: 4345 Phelan Blvd, Suite 102, Beaumont, Texas 77707 Phone: 409-842-4295 Fax: 409-842-4905 Mobile: 337-426-0361** or suzanne.mclaughlin@aus.com.

Sincerely,

Suzanne McLaughlin
Business Development Manager

John McCracken
General Manager



Responsive Security Solutions

RFP 18-049/YS, Security Services and Personnel for Jefferson County

December 18, 2018



Presented to:

Deborah L. Clark
Purchasing Agent
Jefferson County Purchasing Department

Yea-Mei Sauer
Contract Specialist
Jefferson County Purchasing Department

Presented by:
Suzanne McLaughlin
Business Development Manager
Allied Universal Security Services

John McCracken
General Manager
Allied Universal Security Services

b. Executive Summary

At Allied Universal, quality begins with professionalism, competence and commitment. Our proposed solution for the project meets all the requirements of the RFP.

Allied Universal will ensure a successful engagement with Jefferson County by aligning trained security professionals with Jefferson County's needs. We describe below how decades of armed & unarmed security experience transitioning thousands of clients, along with current experience providing similar security services to government facilities across the nation, will be leveraged to ensure a successful transition.

Allied Universal has been providing customized security officer solutions to meet the specific needs of clients large and small, for more than 60 years. Allied Universal has shown consistent growth over the course of its more than 60 years in the security industry. Our story of constant growth is shown by the fact that the Company **currently supports more City, State and County Government facilities across the United States than any other security company in the industry**. We are fully capable and understand of the scope of work defined for Jefferson County

Allied Universal leverages an integrated approach combining **Recruitment, Contract Implementation Planning and Operational Excellence** to deploy a professional transition for the Jefferson County facilities. Contract implementation program includes:

- Preparation of a written timetable with measurable goals
- A management team specifically assigned to Jefferson County
- Performance of site-specific security and safety surveys
- Development of detailed training programs and post orders
- Selective officer recruiting and careful screening
- Classroom orientation
- On-site training of security professionals and supervisors
- Testing and review of security professional knowledge
- Allied Universal | VOICE survey completed 90 days after account start

We understand that the contract implementation is critical and must be performed flawlessly. Our security program is focused on enhancing the experience of the personnel of Jefferson County while providing uncompromising armed and unarmed security from Day 1.

As a part of the contract implementation plan, Allied Universal will also ensure that a properly qualified and credentialed security team is selected, as well as a flex force which would be available for special event coverage and emergency situations (commonly referred to as "out of scope requests"). These security professionals will maintain the same qualifications, certifications, and training expectations and will be trained to allow seamless comprehensive scheduling when needed for call-offs and cross-platform coverage.

It should be noted that Allied Universal has successfully completed transitions in similar periods of time and is confident in the ability to do the same at Jefferson County **Allied Universal has tremendous local and national resources which will be used to the fullest extent in order to ensure a seamless contract implementation.**

Management Plan for Jefferson County Security Services: Regional Vice President: Dave Rekow oversees Southeast Texas with full oversight of local Beaumont team. Beaumont Operations Management teams consists of General Manager: John McCracken, Director of Operations: Sean Layne, and Operations Manager: Theresa Johnson, Flex Force including Amber Muirhead (lead armed Flex Officer), dedicated teams of recruiters, human resources, trainers.

Jefferson County Courthouse staffed with premium officers, carefully recruited and selected for this special environment. **Unarmed Site Supervisor 40 HPW** will be site lead and responsible for oversight of courthouse.

Basic Job Responsibilities:

- Conduct inspections of client location as per schedule and provide required documentation
- Ensure site-specific training with new security professionals utilizing an approved training plan and operational procedures
- Work with Operations Manager to develop staff in both technical and professional skills through performance management (coaching, counseling, disciplining, security professional training, annual formal performance evaluations, recognition, etc.)
- Enforce Allied Universal uniform policies to maintain professional appearance at all times
- Development and Maintain Client relationship, providing constant feedback on client requirement and special requests
- Detect, Report and Maintain a daily inventory and checkout and inspections of equipment radios, pagers, and other equipment requirements

Basic Qualifications:

- All qualifications for Security Professional
- Motivated, able to work independently and make decisions
- Excellent communication skills both written and verbal
- Strong leadership and coaching skills with a minimum of 2-3 years security experience

Unarmed Team of Security Officers 160 HPW to provide security services for 3 posts in the Courthouse. Rotation of Security Officers between the 3 posts, additional flex officers who will be cross trained to be available to work shift in the event of vacation day or sick day.

Mid County Tax Office

Armed Team Security Officers 45 HPW to provide security services for 1 post at the Mid County Tax Office. Full time, part time officers and flex officers who will be cross trained to be available to work this armed shift in the event of vacation day or sick day.

Sub - Courthouse Port Arthur

Armed Team Security Officers 45 HPW to provide security services for 1 post at the Sub - Courthouse Port Arthur. Full time, part time officers and flex officers who will be cross trained to be available to work this armed shift in the event of vacation day or sick day.

Day to day management oversight and supervision for all 3 locations will be direct responsibility of Theresa Johnson, Operations Manager, who lives and works in Beaumont and is dedicated specifically to Beaumont and Port Arthur area, will be further supported by Sean Layne, Director of Operations and John McCracken, General Manager.

Value	Security Team	Training	Experience
 We work with you to develop a security program customized to your needs, and always strive to find the most efficient ways to give you high quality service.	 Security personnel assigned to manage your program are carefully recruited, screened and trained to your specifications.	 Every Allied Universal security program is based on our award-winning training. The effect of our training is apparent every day in the actions of our responsible, prepared security professionals.	 For over 80 years, Allied Universal has led the industry and developed best practices that are standard components of our high quality security.

We believe in partnering with our clients and because of that, we quickly become immersed in your culture and as dedicated to your program as you are. Allied Universal has positioned itself as the security provider of choice in your area. The investment we have made in our local management teams is extensive and represents the key differentiator between Allied Universal and our competitors. We do our job, so you can do yours.

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This security services data, furnished in connection with a request for information, shall not be disclosed in whole or in part to any third party. This restriction does not limit the right of Jefferson County Purchasing Department to use information contained in the data if it is obtained from another source without restriction.

d. Identifying Information

Offerors must provide the following identifying information:

a) Name and address of business entity:

Universal Protection Service, LP d/b/a Allied Universal Security Services is the parent and sole/whole owner of Universal Protection Service, LLC d/b/a Allied Universal Security Services with dual headquarters in Conshohocken, PA, and Santa Ana, CA.

Headquarters (East)
Eight Tower Bridge
161 Washington Street, Ste. 600
Conshohocken, PA 19828
(P) 484.351.1300 | (F) 484.351.1384

Headquarters (West)
1551 N. Tustin Ave., Suite #650
Santa Ana, CA 92705
(P) 866.877.1965 | (F) 714.619.9701

b) Type of business entity: Partnership

c) Place of incorporation: California (December 31, 2009)

d) Name and location of major offices and other facilities that relate to Allied Universal's performance under the terms of this RFP:

Beaumont office: 4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

e) Name, address, business and fax number of Allied Universal's principal contact person regarding all contractual matters relating to this RFP:

Suzanne McLaughlin
Business Development Manager
Office Address: 4345 Phelan Blvd, Suite 102, Beaumont, TX 77707
Tel.409-842-4295; Fax. 409-842-4905; Mobile. 337-426-0361

f) Allied Universal's Federal Employer Identification Number: 33-0973846
Texas Department of Safety license number: B15802
Jefferson County Vendor Number: N/A
Jefferson County Business License Number: N/A

g) Full name and address for each member, partner, and employee of Allied Universal (and any subcontractors) who will perform service's on this project

Dave Rekow, Regional Vice President
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

John McCracken, General Manager
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Sean Layne, Director of Operations
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Theresa Johnson, Operations Manager
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Amber Muirhead, Flex Officer
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Suzanne McLaughlin, Business Development Manager
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

h) A statement regarding the financial stability of Allied Universal, including the ability of Allied Universal to perform the functions required by this RFP and to provide those services represented by Allied Universal in this response

Allied Universal Holdco LLC Operating Performance

Allied Universal Holdco LLC and its subsidiaries (collectively, "Allied Universal" or the "Company") is not required to publicly file financial information with the Securities and Exchange Commission. However, the Company prepares quarterly financial statements and distributes them to its investors and institutional lenders as required under its credit agreements. In the event a prospective customer or vendor requests to review such financial statements, it is the Company's policy that such requests are made in writing to an Allied Universal representative for consideration.

Allied Universal generated \$5.3 billion in revenue for the year ended December 31, 2017. The Company measures its operating performance using Pro Forma Adjusted EBITDA, which is defined as net income (loss) before interest expense (net of interest income), income taxes and depreciation and amortization (EBITDA), further adjusted to exclude certain non-cash, unusual, non-recurring, restructuring and other adjustments.

Management believes that Pro Forma Adjusted EBITDA and EBITDA provide useful information under our covenants to investors, lenders, financial analysts and rating agencies, since these groups have historically used EBITDA-related measures in our industry, along with other measures, to estimate the value of a company, to make informed investment decisions and to evaluate a company's ability to meet its debt service requirements. Pro Forma Adjusted EBITDA for the year ended December 31, 2017 was \$450.2 million.

At December 31, 2017, Allied Universal had \$180.4 million available for borrowing under its revolving credit loan. The Company's total liquidity at December 31, 2017 was \$284.9 million, which included its access to additional tranches of delayed draw term debt up to \$100.0 million and unrestricted operating cash of \$4.5 million. The Company's debt instruments mature in July 2022 and July 2023.

Year Ending	Corporate Revenues
December 31, 2017	\$5,301,534,000
December 31, 2016	\$5,100,000,000*
December 31, 2015	\$2,257,060,000
December 31, 2014	\$2,149,200,000
December 31, 2013	\$2,042,400,000

* AlliedBarton Security Services and Universal Services of America finalized the merger to form Allied Universal on August 1, 2016.

e. Personnel and Organization

The Offeror must provide resumes of all key personnel that will be involved in performing the project, and must provide for each person:

- a. Full name;
- b. An employment history;
- c. A specific description of relevant experience and skills that person has in connection with the conduct of financial advisory services that is the subject of this RFP (limit one page);
- d. A specific indication of what role the individual will have in this project; and
- e. Any additional helpful information to indicate the individual's ability to aid the Offeror in successfully performing the work involved in this RFP (limit to one page).



Regional Vice President
David W. Rekow

Years with the Company: 25
Years in Industry: 25

Past Positions

- Vice President, Operations, Allied Universal, Houston & East Texas LA, 2013-2016
- Vice President / Portfolio Manager, Allied Universal, GGP, 2006-2013
- Vice President, Operations, Allied Universal, Houston, TX, 2002-2006
- Senior Branch Manager, Allied Universal, Houston, TX, 1998-2002
- Branch Manager, Allied Universal, Houston, TX, 1996-1998
- Security Director, Allied Universal, Phoenix, AZ, 1995
- Operations Supervisor, Allied Universal, San Diego, CA, 1995
- Client Service Coordinator, Allied Universal, San Diego, CA, 1994
- Officer, United States Marine Corps, 1980-1993

Experience

- Served six years as the leader of a national portfolio of more than 40 malls
- Functioned as independent market leader for Houston, East Texas, and Louisiana
- Coordinated reconstitution of service in New Orleans post-Hurricane Katrina

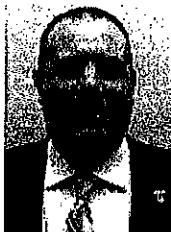
- Tripled size of the Houston organization between 1996-2004
- Designed comprehensive training programs for customers across the country
- Functioned as a "mentor" for new Branch Managers and Area Managers

Certifications & Awards

- National Service Excellence Award, 1998-1999
- Special Achievement Award, 1997
- Certified Management Trainer, 1998
- Certified Master Security Officer, 2004
- Certified Fire Safety Officer, 2004
- Various military awards for service in Beirut (1982-83) & Desert Storm (1991)

Industry Associations

- National Retail Federation (NRF)
- International Council for Shopping Centers (ICSC)
- American Society for Industrial Security (ASIS)
- Building Owners & Managers Association (BOMA)
- Humble Chamber of Commerce (past member)
- Houston Chamber of Commerce (past member)



General Manager – Beaumont, TX

John E. McCracken III

20+ years of security management experience
8 years of military law enforcement experience

Positions/Experience

- U.S. Security Associates (1999-2018)
 - Area Vice President - Gulf States
 - Managed 11 Branches across 5 States with a P&L of \$144 Million+ contributing 6.7% profitability
 - Regional VP of Operations - Gulf States
 - Managed 4 Branches across multiple cities with a P&L of \$60 Million+ contributing 8% profitability
 - District Manager - Houston, TX
 - Managed 70 Site Locations with a P&L of \$30 Million+ while growing sales 15% year-over-year two years in a row
 - District Manager - Carolinas Region
 - Managed 4 States to include 20 Sites with a P&L of \$4 Million+ while tripling the size of the business organically
 - Operations Manager - Delaware Region
 - Managed 9 Sites with over 120 employees, self-assessment audits, and leading numerous job start-ups
 - Site Manager at the DuPont Corporate Headquarters
 - Responsible for site security operations, scheduling, payroll, disciplinary actions and safety 24 x 7
 - Shift Supervisor at DuPont - CRP Location
 - Responsible monitoring alarms, CCTV's, dispatching emergency teams to incidents and patrol officers
- Graybar Electric - Shipping / Receiving Supervisor (1997-1999)
- United States Army Reserves – Military Police Corps (1996-2004)
 - Mobilized for Active Duty (10/3/01 – 10/31/02) for Operation Noble Eagle
 - Duties performed included Law & Order, Asset Protection, Traffic Accident Investigations and Force Protection
 - Mobilized for Active Duty (2/10/03 – 12/23/03) for Operation Iraqi Freedom
 - Duties performed included U.S. Customs, Convoy Escorts, Local Village Patrols, Prisoner Transfers, Force Protection and Humanitarian Missions.

Training & Recognition

- Four Army Achievement Medals for Numerous Accomplishments
- Expert Marksmanship Badge for Rifle and Pistol Shooting
- EVOC (Emergency Vehicle Offensive Driving Certification) Training
- U.S. Customs Training

Education

- Criminal Justice Courses, Penn State University (1995-1997)

Theresa M. Johnson
Operations Manager

Years with Allied Universal Security Services: 7

Years in industry: 7+

Past Positions

- ◆ Service Manager- Allied Universal Security Services East Texas Branch 2017 to Present
- ◆ Account Manager- Allied Universal Security Services East Texas Branch -2014-2017
- ◆ Site Supervisor- Allied Barton Security Services 2011-2014
- ◆ Patrol Officer- City of Daisetta Police Department Daisetta, Texas 2004- 2010
- ◆ Deputy Sheriff- Liberty County Sheriff's Department 2008-2009

Experience

- ◆ Reserved and held paid position at Daisetta Police Department. Answered calls conducted patrols enforced city ordinances and state traffic laws. Assisted other agencies, testified in court, prepared detailed reports and served warrants.
- ◆ As Deputy for Liberty County Sheriff's Department answered calls, conducted investigations, prepared detailed reports, testified in court, patrolled zone, maintained TCOLE required hours of education and assisted other agencies.
- ◆ As Service Manager insured contract compliance with client sites, set up post, hired and terminated Security Professionals, conducted investigations, created safety newsletter while sitting as Safety Chair for the Branch, assisted sites with coverage, ensured correct billing and payroll for clients and Security Professionals. Armed Security Officer Training

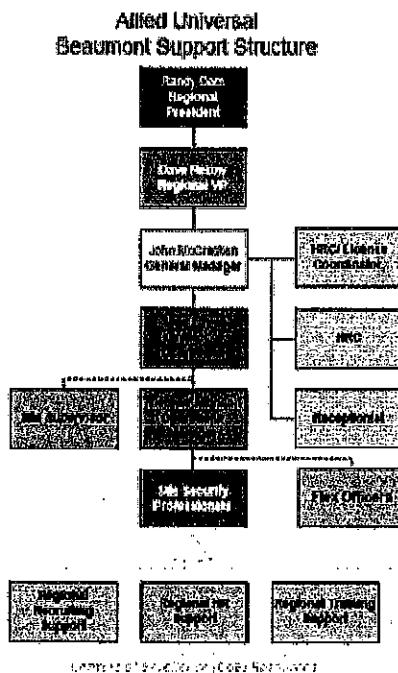
Education

- ◆ Lee College AAS in Criminal Justice
- ◆ Houston Community College Basic Peace Officer Certificate

Organizational Structure

Each Offeror must provide an organizational chart covering the services offered in its proposal, indicating lines of authority, names, titles, and functions of individuals assigned. The Offeror must assign a contact person to the project.

Contact Person to this project: John McCracken- General Manager



f. Project Requirements

Transition Plan/ Implementation Plan

Contract Implementation Plan

Our Contract Implementation Plan addresses all of the various items involved and required in converting Jefferson County Courthouse, Mid-county tax office and Sub- courthouse to Allied Universal security operations. Work begins prior to contract award and continues through start-up, remaining in place for a minimum of thirty (30) days after service delivery begins. Generally, the Transition Plan unfolds in four (4) phases, each with a unique set of Critical Success Factors. The transition phases run concurrently with each phase-in timeline so there will be a variety of overlapping process that recur to serve each startup staffing package.

Upon commencement of an agreement, expect a transition that is smooth, swift, and presents no disruption to your operation. Of course, that takes careful planning and a partner like Allied Universal - that has the experience of transitioning over a thousand new accounts each year.

Communication is the key to a successful start-up. Allied Universal management will conduct weekly meetings with you throughout the transition process to give status updates and set expectations for the next meeting.

PHASE I – CRITICAL SUCCESS FACTORS	PHASE II – CRITICAL SUCCESS FACTORS
<ul style="list-style-type: none"> • Meetings with key Jefferson County officials • Staffing the transition team • Identification of key stakeholders • Establish selection criteria for personnel • Assess staffing, training, equip. needs. • Begin assessment of existing Post Orders • Plan validation with client • Ensure highly qualified candidates are complete with background checks to include additional flex force. • Submit all applicable candidates for badging and credentialing as necessary. • Liaison with client to coordinate transition • Distribution of “pre-launch” checklist • Contingency planning • Outline transition benchmarks, measurement, methodology, time frames and phase deliverables 	<ul style="list-style-type: none"> • Meeting staff • Establish benchmarks & corrective action processes • Strategic/tactical service delivery issues, plan development • Determine assessment & feedback methods • Provide written report and recommendations on Post Orders for approval. • Develop SOPs & emergency procedures • Personnel selection & scheduling for supervisors and screeners. • Regular & specialized armed training • Equipment & uniform deployment • Benefits enrollment (if applicable) • Licensing and certification confirmation process • Transition launch contingency planning • Obtain credentials for all staff
PHASE III – CRITICAL SUCCESS FACTORS	PHASE IV – CRITICAL SUCCESS FACTORS
<ul style="list-style-type: none"> • Operations and HR audit setup • QA technology in-place & functioning • Safety processes in-place • Customer & employee review planned • Incident management tested • Inventory & transfer client-furnished equipment • Set-up payroll system and reporting • Training metrics achieved • Turnover mitigation initiated • Transition tasks completed • Transfer records • Review, develop, update Scope of Work Orders • Complete orientation and required training 	<ul style="list-style-type: none"> • Setup ongoing meeting schedules • Overtime management • Credential compliance • QA inspections and submission of Quality Inspection Report for approval. • Ensure reoccurring airport training curricula, QA program and Incident reporting are in place. • Invoice accuracy • Post coverage • Safety & site audits • Customer Connection client surveys • Incident management • Turnover reporting & mitigation • Post Orders maintenance & updates • Client meetings • Bi-Annual Business Briefings

Tentative Project Schedule

The following tentative project schedule breaks down tasks into four (4) major categories: Administrative, Training, Operations, and Human Resources.

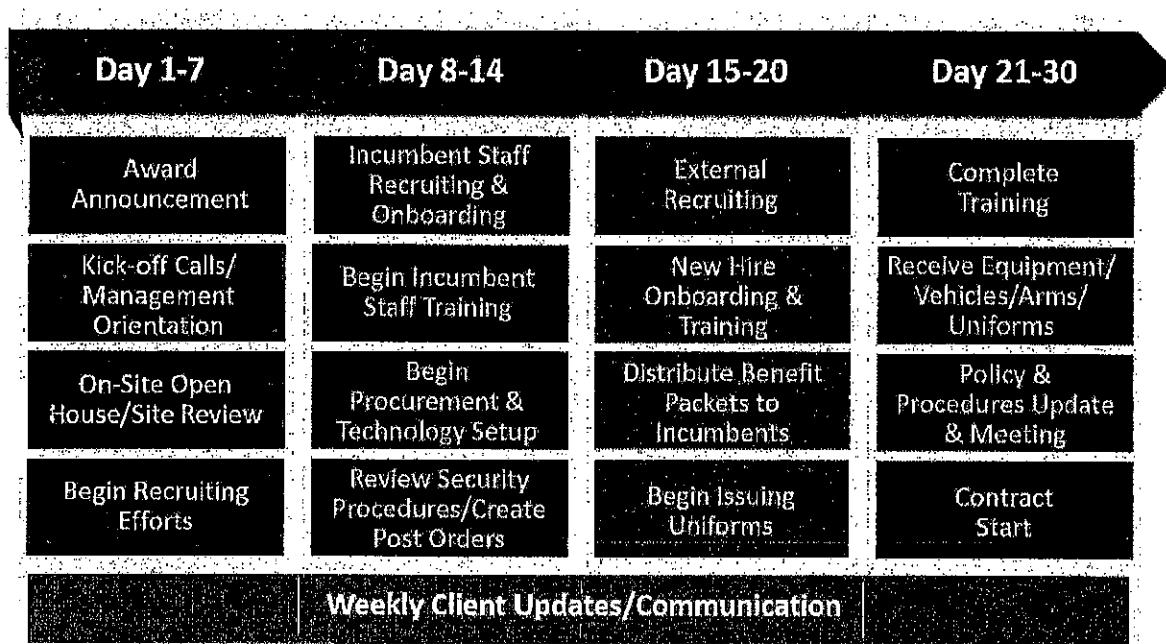
30 DAY TRANSITION PLAN FOR JEFFERSON COUNTY

TASK	WEEK 4	WEEK 3	WEEK 2	WEEK 1	START
ADMINISTRATIVE					
Award Notification					
Finalize Transition Schedule					
Contact Current Employees					
Transition Management Group					
Progress Meeting/In-person or Teleconference					
Order Armed Equipment					
Set-up Account Information Sheet					
Prepare Electronic Interface					
Prepare Inventory & Transfer					
Order Uniforms					
Contract Review					
Certificate of Insurance					
Educate Branch Staff on Client Expectations					
Site Start Date					
TRAINING					
Develop Site Specific Training Segments					
"Train the Trainer" Training					
Orientation Training					
Develop On-going/Refresher Training					
OPERATIONS					
Develop Standardized Data Collection					
In-depth Site Familiarization					
Review of Existing Plan/Program					
Site Security Survey & Audit					
Develop Post Instruction Manuals					
Review Staffing Plan					
Develop Site Tests					
Client Review of Post Orders					
Finalize Bonus/Incentive Program					
HUMAN RESOURCES					
Employment Pack to Incumbents Retained					
Develop Post Assignment Job Analysis					
Develop Supervisory Job Descriptions					
Open House: Incumbent Security- If applicable					
Contact Recruiting Sources					
Develop Client Specific Pre-screening					

30 DAY TRANSITION PLAN FOR JEFFERSON COUNTY

TASK	WEEK 4	WEEK 3	WEEK 2	WEEK 1	SMART
Telephone Interviews, Applications & Interviews					
Security Professional Information Seminar					
Background Investigations					
Second Level Interview					
Benefits Briefing & Offer Extended					

Our transition plan can be tailored to incorporate your recommendations and requirements for Jefferson County. If service is required before the scheduled start date, the transition plan will be altered as mutually agreed upon with you.



Management

The Jefferson County security guard services will be managed by our Director of Operations Management model. Reporting directly to the General Manager, the Director of Operations oversees all aspects your account, supporting the highest levels of client satisfaction and Security Professional performance. The Operations Manager is your primary contact for any operational issues with their main focus being to ensure all post requirements including training, licensing compliance, and uniform/appearance standards, are being met.

Title	Name	Contact Information	Responsibilities
Regional Vice President	Dave Rekow	409-842-4295 dave.rekow@aus.com	Responsible for the performance measurements of the account and acts on behalf of all clients within the region to identify and resolve business issues quickly and efficiently when senior level involvement is needed. Readily accessible to the General Manager and Director of Operations, as an added resource to provide additional direction and support.

Title	Name	Contact Information	Responsibilities
General Manager	John McCracken	409-842-4295 john.mccracken@aus.com	Responsible for ensuring that our Jefferson County Security team is able to secure the resources needed for the account, including coordinating training and recruiting efforts that are shared across the branch.
Director of Operations	Sean Layne	409-842-4295 sean.layne@aus.com	Visits client sites and ensuring the highest levels of client satisfaction and security professional performance.
Operations Manager	Theresa Johnson	409-842-4295 theresa.johnson@aus.com	Works with Client Manager to prepare, coach, counsel, discipline, and train security professionals.
Flex Officer	Amber Muirhead	409-842-4295 amber.muirhead@aus.com	Supports the Site Supervisor in achieving department goals and completing day-to-day tasks.

Local Support – Allied Universal's Beaumont branch office located just 3.9 miles from the Jefferson county courthouse, 14.5 miles from Mid-county tax office and 23.9 miles from Sub-courthouse in Port Arthur and is the home of the support team behind the Allied Universal employees and managers providing your security. Support staff and management will have specific knowledge of your security program and the local market, and will oversee strategy, hiring, training, scheduling, supervision and administration.

Branch office managers, recruiters, trainers and support staff also assist with:

- Promptly filling extra coverage requests
- Coordinating and activating emergency response plans
- Ordering, fitting and distributing uniforms
- Quality assurance including off-hour inspections
- Onboarding new employees
- Training and human resource inquiries

National Support - Your local office is supported by regional and corporate departments including human resources, training, recruiting, information technology, accounting and strategic sourcing. Corporate specialists maintain vital relationships with local teams, and proactively implement programs and procedures to ensure quality. We consider our local management teams a critical internal client, and our regional and corporate offices make their needs a priority.

Allied Universal employees around the country value having access to corporate resources including a Help Desk for technical inquiries and a corporate benefits department hotline. They can focus on their jobs and stay engaged knowing these resources are available.

National support also delivers national leadership. Experienced security leaders are available to assist in strategy development, trend and data analysis, and best practice development and implementation. Tools and resources are also available through security alerts, webinars and information that can help you enhance your security and inform your stakeholders. Relationships with industry associations and related partners and experts also benefit you when you select a security partner with a national presence.

Quality Assurance

Our comprehensive **Quality Assurance Program and Service Delivery Model** actively support exceptional customer service with regular quality inspections, active management of performance measurements, and continuous customer feedback.

Your security management team uses the following processes and tools as part of our overall Quality Assurance Program:

- ✓ Account audits
- ✓ 24-hour service hotline
- ✓ Performance evaluations
- ✓ Allied Universal Voice Customer Survey
- ✓ Supervision/management
- ✓ Customized post orders
- ✓ Quality service reviews

Quality Inspections

As a primary tool of the supervision process, inspections help us meet our contracted obligations. Allied Universal inspects security services at client sites on a routine and random basis.

- Inspections offer the opportunity for management to work with security professionals, providing hands-on training, mentoring and supervisory support.
- Security professionals demonstrate proficiency at their duties under close, expert observation.
- Ongoing inspections ensure security professionals consistently meet your expectations.
- Inspections provide positive reinforcement, solicit feedback and promote communications among supervisors and field personnel.
- Inspections allow us to identify any areas that need improvement or perhaps suggest changes in post orders that will result in better service.

Post Orders

To Allied Universal, post orders represent the playbook that guides the day-to-day activities of the entire account security team. Post orders differ widely among contract security services firms. While some treat post orders as a little more than a telephone directory, Allied Universal takes a far more serious approach. Post Orders and Standard Operations Procedures Manuals are essential components of our security programs. Our local managers create, implement and update these manuals in collaboration with our clients, while our security professionals refer to them consistently. For your terminal, post orders will include all current service data and requirements, information we follow strictly and continuously.

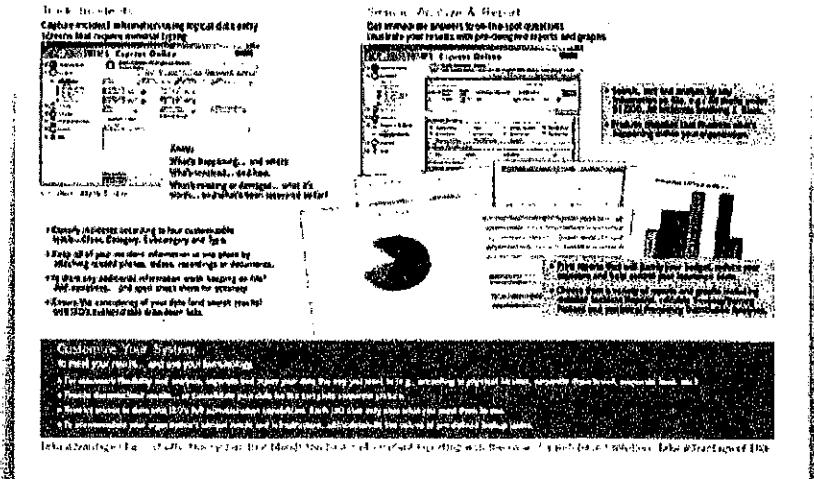
Reporting

Allied Universal develops dozens of easy to use reports in real-time that may impact Jefferson County current and future security needs. We collect the data you need! Reports most commonly requested by Allied Universal clients include: 1) Incident, 2) Inspection, 3) Training Compliance, 4) Daily Activity, 5) Invoicing and 6) Quality Assurance.

Reports are instantly available through eHub, our secure client website, or through your Allied Universal manager, utilizing WinTeam®, at any desired frequency. WinTeam, Allied Universal's fully integrated payroll, billing and scheduling system, automates and enhances our core business functions and allows us to create customized reporting for our clients. The WinTeam scheduling system also allows us to provide: shift personnel schedules; warnings on overtime and scheduling

conflicts; performance criteria; personnel information; streamlined payroll and billing for accurate and timely data, and; detailed reports to Jefferson County.

Allied Universal regularly trends dozens of reports to make sure your security program is running efficiently and to proactively drive improvements. A variety of customized reports can be tailored to your needs. All report information can be analyzed, arranged, displayed, or otherwise custom formatted to meet your specific requirements.



Incident Reporting

Accurate incident reporting is essential in emergency situations, especially those cases that might involve police investigations or insurance companies. A regular review of incident reports from your terminal can also identify any security trends that may indicate a need for adjustments to your program. Our security professionals are trained in report writing to ensure accurate, detailed and clear information.

Each security professional will provide a report for any circumstances that require explanation, such as assistance of emergency units or notification of civil authority. Such incidents also include accidents, personal injuries and criminal activity. We maintain a file of incident reports on-site along with a summary report, if necessary.

Allied Universal's Service Delivery Model

Our client focused service delivery model will help to ensure your evolving needs are met through our innovative approach to security and dedication to client satisfaction.

You will have peace of mind knowing that Allied Universal implements a formal four-step process, DX4 (Discover, Develop, Deliver, Document), to understand and meet your needs, and bring continuous improvement to your security program. And, we will meet with you regularly to review progress and make value visible.

During the **DISCOVER** stage, we will learn what matters most to you. Your current concerns, existing priorities and future expectations will be fully uncovered and understood.

We will then **DEVELOP** a customized plan tailored to meet your needs and priorities. This plan is documented and includes performance standards so results can be monitored and tracked.

Our ultimate goal is to continually **DELIVER** what is important to you, visibly and measurably. We conduct formal Operations Business Reviews (OBRs) to review accomplishments, create benchmarks for future reviews and establish measurable goals. These client OBRs are an essential part of the Allied Universal Service Model.

We will review your security program with you on a regular basis to ensure it is successful and meeting your expectations. We **DOCUMENT** each client contact, and track and trend all initiatives as well as any incidents that may occur in an effort to drive operational excellence.

We believe in partnering with our clients and because of that, we will be immersed in your culture and as dedicated to your security program as you are. When you partner with Allied Universal, value to the Jefferson County security program will be made visible through accountability, transparency, measurement, responsiveness and engaged management and staff.

Customer Action Plan

We utilize a formal Customer Action Plan for any and all issues that could arise at your account, which documents your concerns and assigns a due date and responsible party to correct the situation. Once the issue is addressed and properly handled, we ask that you sign the Customer Action Plan Form to acknowledge that those concerns were addressed successfully.

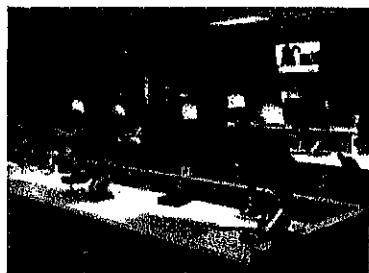


Allied Universal Service Assurance Center

While local management will serve as the County's primary contact, additional resources are available during and after normal business hours through our Service Assurance Center. Inquiries are logged into our database and assigned a case number. All cases are monitored to ensure action plans are developed and executed in a timely fashion. To ensure results are delivered to your satisfaction, every case is tracked electronically until resolved.

The Allied Universal Service Assurance Center is available to assist the County after hours, and for special emergency needs.

Allied Universal Service Assurance Center Advantages



Service Assurance Center



24/7/365

Operates round-the-clock.



Calls Forwarded

Branch office calls are forwarded at the close of each business day.



Crisis Communication

Hub for crisis management communications support: hurricanes, blizzards and floods.



Special Coverage

Communication conduit for clients' emergency coverage needs.



Scheduling Support

Oversees/monitors all Security Professional schedules, which helps ensure accurate client payroll and billing.



Immediate Notification

Dispatches calls/messages immediately to the appropriate manager (home phone, pager, cell phone).

Recruiting for the Right Fit

We start by carefully recruiting and screening highly trained security officers who are sensitive to your unique business environments. To ensure high quality employees that are the right fit and have the right skills for your facilities, Allied Universal uses an automated, highly customized Applicant Tracking System, Allied UniversalSM **Gateway**. **In addition to completing our standard application information, candidates also answer questions related to their preferences for type of work environment.** These preferences correspond with profiles developed by an Industrial psychologist, which allow for successful personnel to position matching. Our ultimate recruiting goal is to find the best qualified candidate for every post. This translates into improved security professional quality and better results for Jefferson County.

Once the right candidate is cleared through our screening process, they are provided the necessary training to stand post at your facility. After each training program is delivered, knowledge is tested to ensure security professional comprehension. You have peace of mind knowing that security professionals are well-trained and prepared to exceed your expectations. Compliance tracking through the Allied Universal EDGE allows training to be accurately recorded and reported. eHub includes a compliance module that captures training records and is accessible to you in real time by smartphones or computers. These systems enable trainers and managers to track security professional progress through initial, specialty and refresher training, verify compliance, and discuss training status with you at any time. The compliance tracker monitors requirements by service location and post, as well as any state or local regulations. This ensures employees assigned to you, including temporary employees, always meet your requirements.

Once on post, we provide our security professionals with the necessary resources and support to man their post successfully. We will expertly manage your account and security program. Your account is managed by a local team that knows your security needs. Your local team is supported by accessible, accountable management resources that focus on quality and response. In addition, we provide a proprietary web-based client portal that gives you access to your account when and where it's convenient for you.

In addition, Management will inspect our Security Professionals and Site Leadership on a regular basis and annual evaluations will be performed on each employee.

The **Guardian, Protector, Community and Concierge** profiles are based on the level of people interaction, physical asset protection, and safety awareness that each position requires. At Allied Universal, we are not looking to fill a position with just any candidate. We go the extra mile to dig deeper to find the right person for you. When our employees are well matched to the position requirements, they stay longer in their position, will be better engaged in their day-to-day responsibilities, and provide better service for you. Our ultimate recruiting goal is to find the best qualified candidate for every post which translates to improved security professional quality and better results for Jefferson County.

Security Professional Profiles		
PROFILES	SECURITY SAFETY	EXAMPLES
GUARDIAN 	Primary task is to protect physical assets. Generally indoors and minimal interaction with general public. Required to be vigilant, protective, professional and self-directed. Keen sense of awareness about potential security issues or threats.	MINIMAL PHYSICAL ASSETS/ PEOPLE SAFETY Control Panel Operators Night Shift Patrols Warehouse and Parking Lot Security
PROTECTOR 	Intermittent interaction with general public while protecting a geographical area. Involves making rounds or conducting patrols indoors and out. Requires professional demeanor, keen sense of awareness of potential security and safety threats.	INCIDENTAL PHYSICAL ASSETS/ SAFETY Patrols in Commercial Real Estate Financial Institutions Malls EMTs Firefighters
COMMUNITY 	Works in close-knit community and serves to ensure the safety of those in the community. Protects property, ensures safety by escorting members, providing direction/instruction indoors and out.	ENCOURAGED PHYSICAL ASSETS/ SAFETY Hospital University Residential Security Dike Patrol Supervisor
RESPONSER 	Provides highest level of customer service involving a great deal of constant and varied interaction with the public while helping on-point to ensuring safety of visitors. Mostly indoors, requiring a friendly disposition and enthusiasm for working with the public.	CONSTANT MINIMAL Lobby Security Receptionist Positions

PEOPLE INTERACTION

Hire Our HeroesSM - Allied Universal Security Services is committed to hiring veterans, reservists, their families and caregivers, and promoting this important hiring practice. Since 2013, more than 25,000 heroes have been hired as part of our Hire Our Heroes initiative. Our nation's military personnel are well trained, responsible and dedicated to serving their country and their communities. Reservists and veterans possess the leadership qualities and skills needed to provide the high level of security services that our clients need and Allied Universal demands. Allied Universal has partnered with these military assistance groups to ensure that our service men and women have opportunities as they transition back to civilian life: **ESGR, Wounded Warrior Project, HireVeterans, H2H, National Guard, and Salute America's Heroes.**



South East Texas Recruiting Manager John Hughes and a team of local and regional resources dedicated to Talent Acquisition, partner with the Beaumont branch management to fill vacancies. Our Applicant Tracking System (ATS) is fully integrated with Operations and allows the team to drive candidates quickly through the process. The Recruiting team, in conjunction with Operations, uses the following sourcing streams to find the best candidates: Community-based Organizations, Social Media, a host of Internet Sites (Glassdoor, Indeed, CareerBuilder and ZipRecruiter), Internal Job Fairs targeted to locations in need, Colleges, Veterans Groups, and Employee Referrals (\$1000+ per referral).

South East Regional Recruiter Joe Meras and his team leads talent acquisition and recruiting for professional security officers for the New Orleans, East Texas and Corpus Christi branches. He oversees recruiting efforts and retention efforts for over 100 AUS customer sites including government, petrochemical plants, marine ports, aircraft services, commercial real estate and retail. Joe has been with Allied Universal since 2015 starting in the Houston office as a District Recruiter. Joe has spent his entire professional career (20 years) in corporate recruiting and contingent staffing. Before starting in recruiting, Joe served his country as a public affairs specialist in the U.S. Air Force.

Screening, Application and Interview Process

The number one objective of the Allied Universal's screening process is to identify quality. We consider background, experience, communication and interpersonal skills, and fit for the position.

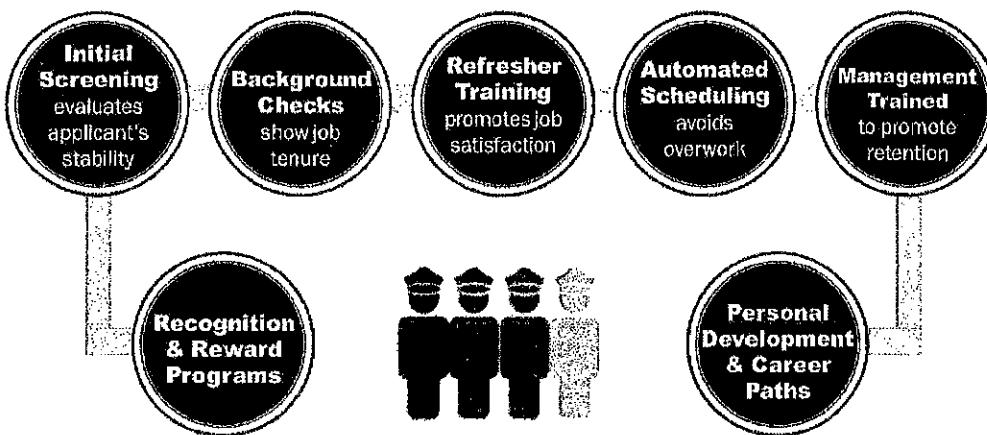
Allied Universal's standard background screening process includes:

- ✓ Application Review & Assessment
- ✓ Interviews
- ✓ Electronic I-9 and E-Verify
- ✓ Management Testing
- ✓ Social Security Trace
- ✓ Criminal Background Checks
- ✓ Ten Panel Pre-employment Drug Testing
- ✓ National Sex Offender Registry (except CA & NV by law)
- ✓ Motor Vehicle Report
- ✓ Security Professional Integrity/Honesty Assessment
- ✓ **Education and Employment Verification**
- ✓ Fitness for Duty

Retention

The elements of staffing stability are complex and interwoven, and include adequate wages and benefits, proper hiring, competent supervision, comprehensive training, employee recognition and incentives, opportunities for advancement and on-going performance evaluations. Allied Universal is proud to have among the lowest turnover rates in the security services industry.

Many of our retention efforts are best illustrated through our incentive and recognition programs. Additionally, each of our management systems and solutions has elements designed to positively impact retention.



A great retention program means security professionals for Jefferson County are on board for the long term and are a reliable presence at your site.

Approximately 88,000 of our security professionals have been employed with us longer than 12 mos.

Rewards and Recognition

Quality that is rewarded is repeated. Formal recognition for exemplary service supports our culture of quality. Employee recognition also has a way of inspiring others to perform at a higher level. At the heart of this effort is a sincere appreciation for hard work, good judgment and continuous improvement.

We strive to recognize and motivate our employees for remarkable achievements, outstanding performance of every day duties and for being a true asset to our team.

World-class, Award-winning Training

Allied Universal is known as *the industry's training leader*, and we are continuously awarded for our distinguished learning and development programs. Awards are validation for you that Allied Universal is not only leading training in our industry, but is also on par with learning and development innovators across many sectors.

We invest in training resources to ensure our security professionals assigned to the Jefferson County sites are **prepared on Day 1** to interact with the range of people and effectively handle the different circumstances they will face daily, while ensuring that your mission is served.

Our award-winning learning and development program goes beyond traditional training and provides enhanced course offerings, compliance functionality and opportunities for employee growth. Our comprehensive training program is the starting point for security professionals' growth and development. A range of mandatory and voluntary training modules are offered pre-assignment, on-the-job and as continuing education as security professionals strive to stay current with industry trends and your evolving needs. Our dedicated training department consists of an experienced and creative team of professionals committed to keeping training innovative and informative. They support more than 50 professional and certified trainers across North America.

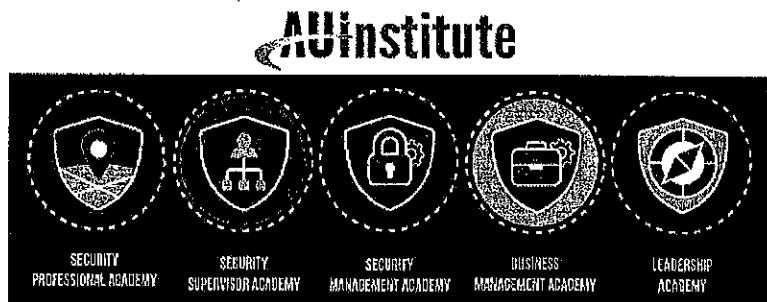
Allied Universal Security Professional Training:

There are Five Phases of security professional onboarding and development.

1. New Employee Orientation
2. On-the-Job-Training Post Certification
3. Core Training
4. Quarterly Site Training
5. Vertical Market (Specialized)Training

Allied Universal Institute is the umbrella under which all formal training and development opportunities exist. Training is tailored for specific roles:

There are specific timeframes for completing each Phase, as well as testing guidelines to ensure comprehension.



- **Allied Universal Supervisor Training:** This is the next step for a supervisor and includes trainings such as Principles of Leadership, Time Management and Supervisor Essentials.
- **Allied Universal Management Training:** This includes courses on Security Management Essentials and must be completed when an employee moves into a managerial position.
- **Allied Universal Leadership Training:** This is for senior operational and business development leaders and includes Leadership Essentials, Coaching, Delegating, Process Improvement and Crisis Management courses.

The training outlined below represents an example of the curriculum for security professionals assigned to the Jefferson County sites:

Core Training and Continuous Learning	Core Training consists of 20 lessons, each with an exam (80% score to pass) and must be completed within six months of hire; compliance is tracked through our online compliance management system (WinTeam). Topics include: Patrol and Observation, Post Orders, Note Taking and Report Writing, Exceptional Customer Care, First Aid, CPR and AED, Difficult People or Situations, Workplace Violence, Emergency Management, Indication of Terrorist Surveillance, and Bomb Threats												
OJT/ Procedural Training	The "On-the-Job" Training program consists of an extensive checklist of general policies and procedures all officers must know to be successful at their worksite. This training is conducted in conjunction with the "OJT Guidebook," a manual that provides instruction for both the new employee and facilitator on how to execute this training. This program consists of site-specific training topics, including: <table border="1" data-bbox="515 781 1431 1003"> <tr> <td>• Allied Universal's General Orders</td> <td>• Worksite Fire Emergency Procedures</td> </tr> <tr> <td>• Post Orders</td> <td>• Bomb Threat Procedures</td> </tr> <tr> <td>• Worksite Access Control Procedures</td> <td>• Use of Site-Specific & Special Equip.</td> </tr> <tr> <td>• Chain of Command</td> <td>• Worksite Customer Service</td> </tr> <tr> <td>• Patrol Routes & Procedures</td> <td>• Handling Hostility Crisis Intervention</td> </tr> <tr> <td>• Emergency Phone Numbers & Medical Emergency Procedures</td> <td></td> </tr> </table>	• Allied Universal's General Orders	• Worksite Fire Emergency Procedures	• Post Orders	• Bomb Threat Procedures	• Worksite Access Control Procedures	• Use of Site-Specific & Special Equip.	• Chain of Command	• Worksite Customer Service	• Patrol Routes & Procedures	• Handling Hostility Crisis Intervention	• Emergency Phone Numbers & Medical Emergency Procedures	
• Allied Universal's General Orders	• Worksite Fire Emergency Procedures												
• Post Orders	• Bomb Threat Procedures												
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• Chain of Command	• Worksite Customer Service												
• Patrol Routes & Procedures	• Handling Hostility Crisis Intervention												
• Emergency Phone Numbers & Medical Emergency Procedures													
Site-Specific Training	To ensure every officer assigned to the is familiar with the Jefferson County sites, each officer will receive site-specific training that includes: <ul style="list-style-type: none"> • Knowledge and familiarization of post locations • Individual badge holder responsibilities • Job tasks assigned to the individual, including a working knowledge of equipment required to perform the job in a first-class manner • County-approved procedures used by Allied Universal in the event of problems 												
Firearms Training (Armed Positions)	Firearms training varies by state, but generally ranges from 20-40 hours, covering these or similar topics: <ul style="list-style-type: none"> • Use of firearms • Ethical and moral considerations of weapons use • Liability for acts while armed • Use of deadly force/the Force Continuum • Search, seizure and arrest procedures while armed • Firearms safety and maintenance • Fundamentals of Non-Lethal Weapons use • Qualification (Range practice, One day fire, Minimum qualification course typically of 50 rounds, minimum passing score 70 - 80 percent) 												
OSHA Safety Training	Consists of Monthly safety training, safety quizzes and tests. Topics include: Accident & injury reporting, Barricades & barriers, Chemical safety, Fire prevention/ protection, Job safety analysis, Vehicle & transportation safety												

Terrorism Awareness Training	Allied Universal security professionals and managers train diligently to respond to any situation - regardless of the client site or industry. Every Allied Universal security professional, site supervisor and account manager completes Terrorism Awareness training.	
Annual Refresher Training	<ul style="list-style-type: none"> • Anti-terrorism awareness • Behavioral recognition 	<ul style="list-style-type: none"> • Managing aggressive behavior • Customer Service
Supervisory and Management Training	<p>Preparing for leadership roles at Allied Universal can be accomplished through our management training. Supervisory/ Management Training topics include: Employee Relations for Supervisors, Report Writing for Supervisors, Coaching & Counseling, Progressive & Attendance Discipline, Making Tough Decisions, Motivating Employees, and Thinking Strategically.</p>	
Additional Online Course Offerings	<p>More than 1,000 assets including training modules, webinars, videos and learning tools are available through the Allied Universal EDGE, our online learning management system. New topics are constantly added. Our employees have on-demand access, through eLearning, and in 2017, more than 1,000,000 courses were successfully completed through the EDGE.</p>	

Compliance Tracking

With Allied Universal as your security provider, your security professionals, including temporary security professionals, will be properly trained. Compliance tracking through the Allied Universal **EDGE** allows training completion to be accurately recorded and reported. Likewise, eHub includes a compliance module that captures training records and is accessible to you in real time by smartphones or computers. These systems enable trainers and managers to track security professional progress through initial, specialty and refresher training, verify compliance, and discuss training status with you at any time. The compliance tracker monitors and enforces requirements by service location and post, as well as any state or local regulations. This ensures the employees assigned to you always meet your requirements.

Experience

Allied Universal Security Services has experience providing a wide range of security services nationwide at government and quasi-government facilities including:

- Access Control
- Alarm Response
- Armed Protective Services
- Canine Teams
- Control Centers and CCTV Operations
- Emergency/Alarm Response
- Escort Services
- Enforcing Policies/Procedures & State Laws
- Detecting, Reporting, Correcting Safety Hazards
- Fire Safety Officers
- Guard Force Protection
- Hazmat Responders
- Internal/External Patrols
- Patrol Services (Vehicle, Bike, Foot)
- Recruiting and Providing Cleared Personnel
- Security Technology Solutions
- Terrorism Awareness Training
- X-Ray, Magnetometer, Wand Device Operation

Allied Universal offers a security program designed to continue to offer **maximum protection** to the County through a combination of expertly trained security personnel and integration of the best in cost-efficient, technology solutions described later in the proposal.

Our unique advantage is based upon an ability to deliver responsive security services at the local level with the benefit of a national support network. There are some 200,000 security professionals currently serving their communities, and the Allied Universal management team includes some of the industry's most experienced, accomplished security executives. We set the standard for best practices, and we're distinguished by a commitment to operational excellence and customer satisfaction.

Allied Universal Government Services

We understand the complexity of maintaining compliance with rules and regulations while providing the required security services and the need for qualified officers. Allied Universal Government Services provides security services to **275** municipal, state and Federal government clients across **500** individual sites nationwide, including single contracts covering up to **200** facilities. While each client contract is unique in scope and size, the Company provides both armed/unarmed services, vehicle and foot patrols, access control and CCTV/Security Operations Center staffing, Life/Fire Safety services, and all supervision and management of its security programs.

Who We Serve

Allied Universal is recognized by our clients as the industry leader, specializing in force protection and access control to local, state and federal government facilities and agencies, including:

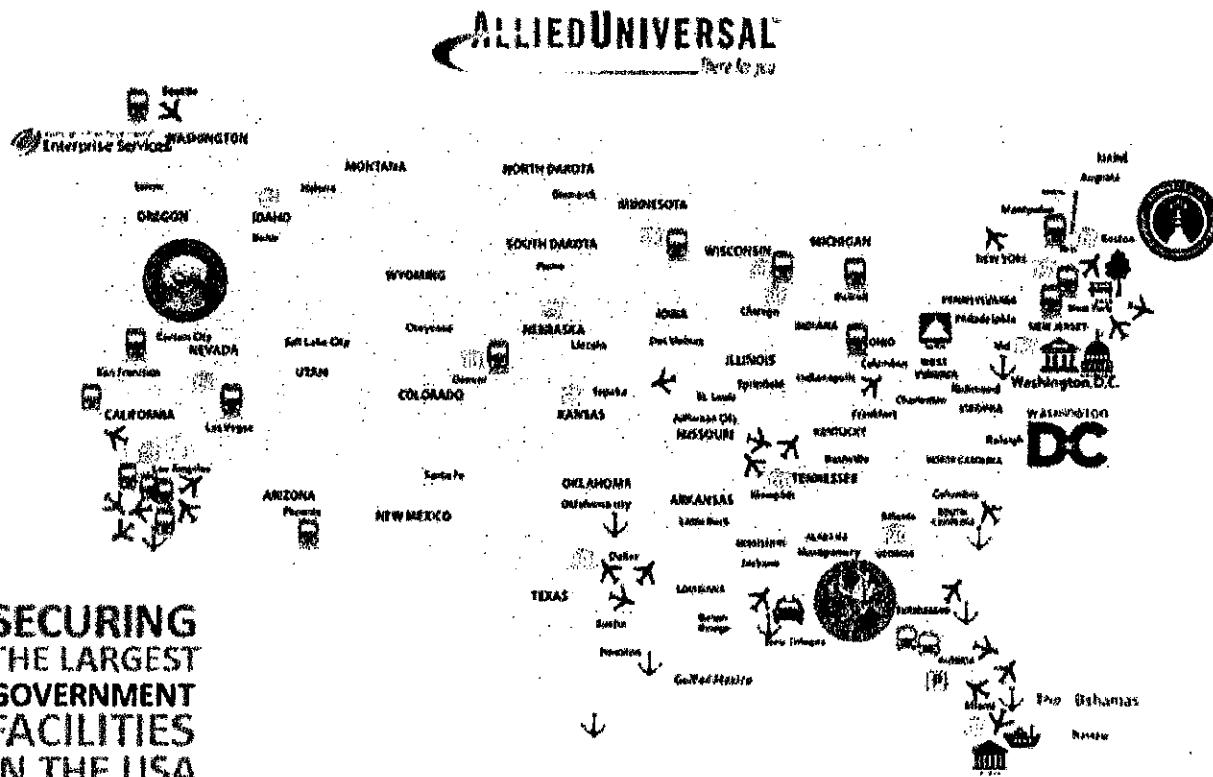
- Airports
- Business Improvement Districts
- City Administrative Services
- Consulates/Embassies
- Courts
- Federal, Civilian and Defense Contractors
- Federal Government Agencies
- International Financial Agencies
- Municipal, County and State Agencies
- Ports/Port Authorities
- Public Utilities
- Transportation/Transit Authorities

Government Services *Fast Facts*

- **25,000,000** man-hours of armed and unarmed security services to Federal, state, and local governmental facilities nationwide annually
- **18,000** specially-trained Government Services contract security professionals
- **275** Federal, state, and local clients
- **500** government facilities; up to **200** locations under a single contract
- **Six (6) state-wide contracts** (Florida, Nevada, New York, New Jersey, Pennsylvania, Washington)

National Coverage

Allied Universal is one of the largest providers of commercial security systems and services in North America and is recognized as the premier service provider in every market we serve



The following table lists various Allied Universal **municipal clients, county, state and Federal clients**, the hours per week of services provided, and when services began.

ALLIED UNIVERSAL CLIENT LIST		HOURS PER WEEK	CLIENT SINCE
MUNICIPAL CLIENTS			
City of New York, NY		38,000	2006
City of Dallas, TX		2,800	2015
City of Las Vegas, NV		600	2000
City of San Antonio, TX		4,000	2005
City of Miami Beach, FL		1,100	2015
City of Denver Water, CO		1,000	2016
City of Arvada, CO		800	2016
COUNTY-WIDE CLIENTS			
County of Broward, FL		5,000	2010
County of Miami Dade, FL		10,000	2009
County of San Bernardino, CA		6,000	2008
County of San Diego, CA		4,200	2008
County of Los Angeles, CA		36,000	2015
County of San Mateo, CA		2,500	2010
County of Ventura, CA		3,000	2015
Ada County, ID		1,500	2011
Clark County NV		1,500	2009
Hennepin County, MN		2,500	2014
County of Allegheny, PA		2,400	2012
Adams County, CO		700	2009
STATE CLIENTS			
State of Pennsylvania		1,000	2008
State of New Jersey		16,000	2008
State of Nevada		3,000	2010
State of Florida		4,000	2009
State of Texas		2,000	2005
FEDERAL CLIENTS			
US Dept of Homeland Security/FPS (NY, NY)		11,600	2013
US Dept of Homeland Security/FPS (WV/VA Panhandle)		5,576	2013
US Dept of Homeland Security/FPS (Tennessee)		5,480	2012

Emergency Preparedness

Security personnel are your first responders and principal resource for helping to reduce business interruptions while keeping people, property and assets safe. An effective security team's role does not end with the day-to-day. Emergency preparedness must be part of a comprehensive security strategy.

Allied Universal will support Jefferson County, by working with you to implement meaningful and effective emergency response protocols, and ensuring security professionals and managers at your site are ready to respond. These efforts go above and beyond the robust security professional training initiatives that are central to your overall security program.

Allied Universal has a proven track record of collaboration and participation in emergency response planning and will partner with you to bring preparedness to the highest level. Emergency preparedness must surpass developing, maintaining and memorizing plans and procedures. Measures we implement and coordinate with you may include:

- **Inspections:** Inspectors and managers conduct unannounced evaluations and test security professionals on their knowledge of how to react to a range of scenarios. Results are reported through the client services portal. Inspections help ensure that security teams are continuously aware and critical plans and protocols are front of mind.
- **Tabletop Exercises:** Tabletop exercises prepare security, facilities and management teams for emergencies. Through scenario-based sessions, decisive thinking is strengthened and protocols are better understood.
- **Drills:** Coordinated to provide realistic demonstrations of emergency response, drills bring plans to life and probe for areas of improvement.
- **Information and Resources:** As emergency preparedness is everyone's responsibility, educational information for your stakeholders can make a critical difference. You can access Allied Universal's online Security Resource Center for valuable awareness information to share with your organization. Additionally, Allied Universal has aligned with best-in-class emergency preparedness experts who help you take your planning to the next level.

When partnering with Allied Universal, the County will benefit from emergency preparedness planning resources and best practices. As your liaison to local law enforcement agencies, professional associations such as ASIS and BOMA, local emergency management agencies, DHS and others, Allied Universal is on the forefront of emergency preparedness, sharing information and proactively addressing emerging threats.

Allied Universal is dedicated to providing our clients with the best prepared and most responsive security personnel. Security professionals are trained to identify and respond to emergencies and can act as your on-the-ground leader to initiate emergency response protocols, and quickly take action for you.

Emergency Response

The unpredictable nature of a crisis means Jefferson County needs a well-planned response when the worst occurs. Whether it's a storm, a power outage, fire, act of terrorism, or protest, Allied Universal is prepared to respond with the support and leadership you need.

Allied Universal manages disaster and emergency response requests daily. The County will have peace of mind knowing that we have the experience to react quickly and assist with the following:

- Coordinating and directing emergency responders
- Activating emergency response plans
- Initiating communication systems
- Contacting local authorities
- Leading evacuations
- Establishing a communication center
- Directing media to a designated location
- Preventing access to damaged areas
- Securing the property even if your employees cannot reach the site
- Providing additional staff to meet your increased needs

Emergency Response

During Hurricane Sandy, Allied Universal's teams took action to ensure the safety and security of our employees and clients.

"I personally observed the dedication of your security officers over this storm period and noted their willingness to report consistently and stand vigil through some very dangerous conditions. The Allied Universal security officers were on post and prepared." - *A client in New York*

These critical actions can significantly impact your ability to recover; the productivity, morale and safety of your employees; and your organization's brand. Allied Universal handles emergency and disaster situations of every size. From the tragic events of Hurricanes Katrina and Sandy to the Boston Marathon Bombings to annual seasonal storms, we activate the resources of our entire company to serve our clients, employees and others in need of assistance.

The Allied Universal manager overseeing your security will be your go-to resource for emergency response. They are well trained and experienced in dealing with emergencies. From security professional training and established response teams, to our **24/7 call center** and webinars and awareness resources available to you and your employees, Allied Universal's commitment to helping you prepare - and responding whenever needed - is unmatched.

Allied Universal will assist you in developing or revising emergency response procedures - and conduct the necessary drills - as this is a pivotal component of your safety and security program. Our local offices have their own emergency response plan as part of our company-wide business continuity plan. We are prepared so that we can **always focus on you**.

Extra Coverage Requests

From time to time, the County may require supplemental security coverage for special events or emergencies. Allied Universal regularly staffs all types of requests and successfully handles thousands each year. **Each year, we provide over 1 million hours of extra coverage to our valued customers nationwide.** With more than 200,000 security professionals and over 180 offices, we have the people, resources, procedures and expertise to effectively deliver on all of Jefferson County's security staffing needs.

We make it easy for the County to request extra coverage. Simply contact your Allied Universal manager directly or utilize the extra coverage feature in the eHub client portal at any time to make a

request electronically. We work with you to assess the amount of staff and supervision needed and fulfill your requirements with carefully screened and trained security professionals. Your Allied Universal team is much broader than the security professionals you see daily. Cross-trained flex and part-time security professionals and managers are ready when you need them.

The level of quality, training and supervision that you'll experience with your permanent Allied Universal team will be consistent with your emergency or temporary staff. Regardless of the length of assignment, you can count on our quality commitments. Every step of the way, we will communicate with you to ensure that the extra coverage request is fulfilled, and services are delivered as promised.

Some of the extra coverage requests Allied Universal responds to include:

Types of Extra Coverage Requests			
			
Emergencies And natural disasters.	Power Outages	Protests	Construction
			
Strike Coverage	Retail Mall events.	Corporate Outings	Dignitary/ Celebrity Events
			
Exhibits	VIP Events	Award Ceremonies	CEO Speeches And/or related events.

Whether your extra coverage needs are for an advanced long-term project or a small, short notice request, Allied Universal has the resources and is ready to respond!

References

Identification of three (3) entities for which the Offeror is providing or has provided Security Services and Personnel of the type requested, including the name, position, and telephone number of a contact person at each entity.

Our clients can best speak to Allied Universal's commitment to quality security services. We have a reputation for becoming an integral part of our clients' security programs and building long-term relationships. Because they value the importance of a strong partnership with a contract security company, and because they appreciate all of our efforts, our clients are willing to speak with you about their experiences with us.

The information provided on the attached Vendor References form (page 49) represents clients of comparable complexity and sensitivity to the Jefferson County sites for whom Allied Universal is the contractor providing security services. These references are provided for the purpose of verifying Allied Universal's qualifying experience.

Proposal Submittal Checklist

Proposal Submittal Checklist

The Offeror's attention is especially called to the items listed below, which must be submitted in full as part of the proposal.

Failure to submit any of the documents listed below as a part of your proposal, or failure to acknowledge any addendum in writing with your proposal, or submitting a proposal on any condition, limitation, or provision not officially invited in this Request for Proposal (RFP) may cause for rejection of the proposal.

Offeror shall check each box indicating compliance.

THIS CHECKLIST MUST BE SUBMITTED AS PART OF YOUR PACKAGE

- Cover sheet identifying the contract/project being proposed, the name and address of the Offeror, the date of the proposal, and the email address, telephone, and facsimile numbers of Offeror.
- An acknowledgment and/or response to each section of the proposal.
- Form of business (e.g., corporation, sole proprietorship, partnership); if corporation the date and state of incorporation.
- Identification of three (3) entities for which the Offeror is providing or has provided Security Services and Personnel of the type requested, including the name, position, and telephone number of a contact person at each entity.
- Identification of all legal claims, demands, contracts terminated or lawsuits filed, threatened, or pending against the Offeror and/or its principal/officers for the last three (3) years, as well as identification of any administrative actions or warnings taken or issued by any federal, state, or local governmental agency to Offeror and/or its principals/officers with regard to the provision of the same or similar service as covered by this RFP, or the payment of moneys under the terms of any agreement(s) relating to such services.
- One (1) *original* proposal to include a completed copy of this specifications packet in its entirety; and five (5) numbered proposal *hard copies* to include at a minimum all pages requiring completion and/or marked with instructions to be returned with proposal and any other documentation requested within these specifications.

Each Offeror shall ensure that required parts of the response are completed with accuracy and submitted as per the requirements within this specifications packet, including any addenda.

PLEASE READ THE "PROPOSAL SUBMITTAL CHECKLIST" INCLUDED IN THIS PACKAGE.

Universal Protection Service, LP d/b/a
Allied Universal Security Services
Company
4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Address
Suzanne McLaughlin

Authorized Representative (Please print)
Suzanne E. McLaughlin
Authorized Signature

409-842-4295
Telephone Number
409-842-4905

Fax Number
Business Development Manager

Title
12-17-18

Date

Offeror Must Complete and Return This Page With Offer.

g. Cost Proposal (Appendix A of RFP)

Cost Proposal (Appendix A)

Using this form, each Offeror must state its proposed charges. Each Offeror's charges must include the entire cost of providing the services identified in this RFP.

Cost/Fee Proposals may be submitted in any form(s). Cost will be a factor in the County's selection process.

Uniformed Security Officer (unarmed) \$ 18.67 /hour

Uniformed Security Officer (armed) \$ 23.52 /hour

Offeror Must Complete and Return This Page With Offer.

h. Other information that may be helpful in the evaluation

Identification of all legal claims, demands, contracts terminated or lawsuits filed, threatened, or pending against the Offeror and/or its principal/officers for the last three (3) years, as well as identification of any administrative actions or warnings taken or issued by any federal, state, or local governmental agency to Offeror and/or its principals/officers with regard to the provision of the same or similar service as covered by this RFP, or the payment of moneys under the terms of any agreement(s) relating to such services.

Allied Universal Security Services is not involved in any matter before a government commission and /or legal proceeding that we expect to have a material adverse effect on our business, financial condition or results of operations now or during the past five years. Allied Universal is subject to a number of regulatory requirements relating to its business, including state and local licensing, occupational safety and health, and wage and hour regulations. From time to time, in the ordinary course of its business, Allied Universal is subject to inspection or audit by Federal, state and local regulatory authorities, and in limited circumstances, such actions may result in minor regulatory action. In all such cases, we work with the regulatory agencies involved to take such corrective action as is needed to resolve the matter. There has been no such matter that has had, or is likely to have, an adverse impact on Allied Universal or its operations.

Allied Universal Security Services is not subject to investigations by any state or federal authorities, with the exception of routine regulatory investigations to which Allied Universal, like any organization in its industry is subjected to in the ordinary course of its business, such as background investigations related to pending license applications. From time to time Allied Universal has received communications from parties with whom we have a contract, alleging that Allied Universal has not performed a contract obligation. Frequently these issues result from good faith differences in contract interpretation or factual misunderstandings, which we address in a prompt and constructive manner.

Insurance Requirements

Allied Universal has the necessary insurance to meet Jefferson County's insurance requirements. Below is a sample Certificate of Insurance

ACORD®		CERTIFICATE OF LIABILITY INSURANCE				DATE (MM/DD/YYYY)																													
<p>THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERNS 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.</p> <p>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).</p>																																			
<p>PRODUCER MARSH USA INC 1717 Arch Street Philadelphia, PA 19103 Attn: Philadelphia.certs@marsh.com / Fax: (212) 948-0350</p> <p>022721-ALL-GAWU-17-18</p> <p>INSURED Allied Universal Topco, LLC (See Attached for Additional Named Insureds) 161 Washington Street, Suite 600 Conshohocken, PA 19428</p>		<table border="1"> <thead> <tr> <th colspan="2">CONTACT NAME:</th> </tr> <tr> <th>NAME:</th> <th>PHONE (Local/Ext):</th> <th>FAX (Area No.):</th> </tr> <tr> <th>E-MAIL:</th> <th colspan="2">ADDRESS:</th> </tr> </thead> <tbody> <tr> <td colspan="2">INSURER(S) AFFORDING COVERAGE</td> <td>NAIC #</td> </tr> <tr> <td colspan="2">INSURER A: Lexington Insurance Company</td> <td>10437</td> </tr> <tr> <td colspan="2">INSURER B: Greenwich Insurance Company</td> <td>22322</td> </tr> <tr> <td colspan="2">INSURER C: XL Insurance America</td> <td>24554</td> </tr> <tr> <td colspan="2">INSURER D: Lloyds - Apollo Consortium - MAINE AA-112200</td> <td></td> </tr> <tr> <td colspan="2">INSURER E: XL Specialty Insurance Company</td> <td>37885</td> </tr> <tr> <td colspan="2">INSURER F:</td> <td></td> </tr> </tbody> </table>					CONTACT NAME:		NAME:	PHONE (Local/Ext):	FAX (Area No.):	E-MAIL:	ADDRESS:		INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A: Lexington Insurance Company		10437	INSURER B: Greenwich Insurance Company		22322	INSURER C: XL Insurance America		24554	INSURER D: Lloyds - Apollo Consortium - MAINE AA-112200			INSURER E: XL Specialty Insurance Company		37885	INSURER F:		
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INSURER F:																																			
COVERAGES		CERTIFICATE NUMBER:			REVISION NUMBER:																														
<p>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.</p>																																			
RISK LTR	TYPE OF INSURANCE	ADDITIONAL SUBR INS'D W'D	POLICY NUMBER	POLICY EFF. (MM/DD/YYYY)	POLICY EXP. (MM/DD/YYYY)	LIMITS																													
A	COMMERCIAL GENERAL LIABILITY		023046898	11/01/2017	11/01/2018	EACH OCCURRENCE \$ 2,000,000 DAMAGES TO RENTED PREMISES (Per occurrence) \$ 2,000,000 MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 OTHER \$																													
	CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR																																		
	CONTRACTUAL LIABILITY																																		
	\$1R \$1,750,000																																		
	GEN'L AGGREGATE LIMIT APPLIES PER:																																		
POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC																																			
OTHER:																																			
B	AUTOMOBILE LIABILITY		RAD0437810-01	11/01/2017	11/01/2018	COMBINED SINGLE LIMIT (Per occurrence) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per occurrence) \$ OTHER \$																													
	ANY AUTO <input checked="" type="checkbox"/>																																		
	OWNED <input checked="" type="checkbox"/> SCHEDULED Hired <input type="checkbox"/> NON-OWNED <input checked="" type="checkbox"/> AUTOS ONLY																																		
	Hired <input checked="" type="checkbox"/> AUTOS ONLY																																		
D	UMBRELLA LIAB <input checked="" type="checkbox"/> DOCUMENT <input checked="" type="checkbox"/> CLAIMS-MADE		BOWCN170703	11/01/2017	11/01/2018	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 OTHER \$																													
	EXCESS LIAB <input type="checkbox"/>																																		
	DED <input type="checkbox"/> RETENTION \$																																		
C E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY AM/FOR/RE/CE/CP/PTN/RE/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input checked="" type="checkbox"/> N NJ A	RWD0001203-01 (AOS) RWR3001204-01 (AK & WI)	11/01/2017 11/01/2017	11/01/2018 11/01/2018	X PER STATUTE <input checked="" type="checkbox"/> OTHER EL EACH ACCIDENT \$ 1,000,000 EL DISEASE - EA EMPLOYEE \$ 1,000,000 EL DISEASE - POLICY LIMIT \$ 1,000,000																													
	DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks & Schedule, may be attached if more space is required)																																		
	CERTIFICATE HOLDER			CANCELLATION																															
				<p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE of Marsh USA Inc.</p>																															

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ACORD 26 (2016/03)

The ACORD name and logo are registered marks of ACORD

AGENCY CUSTOMER ID: 022721

LOC #: Philadelphia



ADDITIONAL REMARKS SCHEDULE

Page 2 of 2

AGENCY MARCH USA INC		NAMED INSURED Allied Universal Topco, LLC (See Attached for Additional Named Insureds) 161 Washington Street, Suite 600 Canshohocken, PA 19428
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

Additional Named Insureds
 Universal Services of America, LP
 Universal Protection Service, LP
 Universal Protection Service, LLC
 Universal Protection Service of Seattle LLC
 Universal Protection Security Systems, LP
 SFI Electronics, LLC, dba Universal Protection Security Systems
 Universal Thrive Technologies, LLC
 Universal Building Maintenance, LLC
 Peoplesmark, LLC
 Universal Protection Service of Canada Co., dba Allied Universal Security Services of Canada
 Universal Protection Service of Canada Co., dba Allied Universal Security Services of Canada Co.
 Guardmark (Puerto Rico), LLC, dba Universal Protection Service, LLC
 Guardmark (Puerto Rico), LLC, dba Allied Universal Security Services, LLC
 AB Capital Holdings, LLC, dba Allied Universal Security Services
 Allied Security Holdings LLC, dba Allied Universal Security Services
 AlliedBarton Security Services LP, dba Allied Universal Security Services
 AlliedBarton Security Services LLC, dba Allied Universal Security Services
 Speciaguard Acquisition LLC, dba Allied Universal Security Services
 AB Intermediate Holdings, Inc., dba Allied Universal Security Services
 C&D Enterprises, Inc.
 AlliedBarton (NC) LLC, dba Allied Universal Security Services
 Universal Protection Service, LLC, dba Allied Universal Security Services, LLC
 Universal Protection Service, LLC, dba Allied Universal Security Services
 Universal Protection Service, LP, dba Allied Universal Security Services, LP
 Universal Protection Service, LP, dba Allied Universal Security Services
 Variously dba Allied Universal Thrive Technologies and Allied Universal Building Maintenance
 Apollo Security International, Inc.
 Universal Building Maintenance, LLC dba Allied Universal Janitorial Services
 SFI Electronics, LLC DBA Allied Universal Security Systems
 Universal Protection Security Systems, LP DBA Allied Universal Security Systems
 Universal Thrive Technologies, LLC DBA Thrive Intelligence
 Universal Thrive Technologies, LLC DBA Allied Universal Monitoring and Response Center
 Allied Universal Holdco, LLC

Sample Schedule

This sample schedule and can be changed and altered accordingly per additional feed -back from Jefferson County team.

Jefferson County Security Professional Schedule

Main Lobby

Employee Name	Phone #'s	Position	FRI	SAT	SUN	MON	TUE	WED	THUR	Hrs
		Supervisor	0730-1530	OFF	OFF	0730-1530	0730-1530	0730-1530	0730-1530	40
		Security Professional	0730-1730	OFF	OFF	OFF	0730-1730	0730-1730	0730-1730	40
		Security Professional	OFF	OFF	OFF	0730-1730	0730-1730	0730-1730	0730-1730	40
		Security Professional	0730-1730	OFF	OFF	0730-1730	XXX	XXX	XXX	20
										140

Basement

Employee Name	Position	FRI	SAT	SUN	MON	TUE	WED	THUR	Hrs
	Security Professional	0800-1700	OFF	OFF	0800-1700	0800-1700	0800-1700	0800-1200	40
	Security Professional	XXX	XXX	XXX	XXX	XXX	XXX	1200-1700	5
									45

North

Employee Name	Position	FRI	SAT	SUN	MON	TUE	WED	THUR	Hrs
	Security Professional	0800-1700	OFF	OFF	0800-1700	0800-1200	0800-1700	0800-1200	40
	Security Professional	XXX	OFF	OFF	XXX	1200-1700	XXX	XXX	5
									45

Total Hrs = 230

Mid County Tax Office, 4605 Jerry Ware Drive, Beaumont TX, 77705

Employee Name	Position	FRI	SAT	SUN	MON	TUE	WED	THUR	Hrs
	Security Professional	0800-1700	OFF	OFF	0800-1700	0800-1700	0800-1700	0800-1200	40
	Security Professional	XXX	OFF	OFF	XXX	1200-1700	XXX	XXX	5
									45

Tax Office – Subcourthouse, 525 Lakeshore Drive, Port Arthur TX, 77640

Employee Name	Position	FRI	SAT	SUN	MON	TUE	WED	THUR	Hrs
	Security Professional	0800-1700	OFF	OFF	0800-1700	0800-1200	0800-1700	0800-1200	40
	Security Professional	XXX	OFF	OFF	XXX	1200-1700	XXX	XXX	5
									45

Total Hrs = 90

One Armed Flex Security Professional

Uniforms and Appearance

Your uniformed security professional should harmonize with the requirements of his or her position. A neatly uniformed, well-groomed security professional commands respect and authority and helps to project a professional image for Jefferson County. A security team who understands the importance of a neat and professional appearance and sets the highest industry standards for uniforms, accessories and personal grooming requirements will benefit your security program. The security professional is the first person your visitor's come in contact with. They are a direct reflection of the county and why it is important to select security professionals who take pride in their appearance each and every day.

3-Step Uniform & Appearance Process:

- 1) Personnel who issue uniforms are trained to measure for proper fit
- 2) Security professionals are trained on how to wear the uniform properly
- 3) Inspections ensure security professionals are dressed correctly. When uniform pieces need replacement, action is taken in a timely manner.

Our Grooming Standards include guidelines on: hair, facial hair, personal grooming, & jewelry

Battle Dress Uniform (BDU)

When a military/law enforcement look for field service is required, our Battle Dress Uniform (BDU) will meet your needs. The Tactical Uniform is appropriate for armed posts that require advanced mobility. It is available with short or long sleeves. These security professionals present well for their setting and the client is represented with a strong, enforcing security presence.



Military Uniforms

This style is ideal because your security program demands a high level of visibility and an authoritative security presence to help deter crime. The Allied Universal security professional will always look professional and positively represent your brand. The components of the military uniform include:

- Shirts in blue, white, tan or gray
- Shoulder epaulets
- Two pleated chest pockets with three-point flaps
 - Permanent military creases
 - Reinforced sewn-in badge tab
 - Pleated pockets with pen slot
 - Three-point scalloped flaps
- Flat front uniform pants in black, navy or heather gray
- Duty belt



MILITARY STYLE

Drawn directly from the military, this uniform is a classic, professional look.

Any security program will be enhanced by Allied Universal's Military uniform options.

This style is ideal for security programs that demand a high level of security presence.

- Shirts in blue, white or gray
- Shoulder epaulets
- Two pleated chest pockets with three-point flaps
- Permanent military creases
- Reinforced sewn-in badge tab
- Pleated pockets with pen slot
- Three-point scalloped flaps
- Flat front uniform pants in black, navy, heather gray
- Duty belt



Armed Security Professionals

Allied Universal provides the highest quality security professionals (both armed and unarmed), experienced management and award-winning training to implement a comprehensive security program. For more than 60 years Allied Universal has been providing armed security professional services across the United States. We currently employ more than 5,200 armed professionals in Arizona, California, Colorado, Washington D.C., Florida, Georgia, Illinois, Kansas, Maryland, Minnesota, Michigan, Nevada, North Carolina, New York, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Virginia and Washington.

All armed security professionals must meet Allied Universal's strict hiring, background, and security professional training standards. Additionally, armed security professionals are required to meet, or exceed, all federal, state and local laws and regulations with respect to firearms and less-than-lethal weapons licensing, training and qualification.

Armed Personnel Recruitment

Applicant must:

- Be 21 years of age
- Be a citizen of the United States and/or legally authorized to work in the U.S.
- Have high school diploma or GED
- Not suffer from any mental or physical infirmity which would prevent the safe handling and operation of a handgun
- Provide a valid driver's license and have access to transportation
- Have no disqualifying criminal convictions applicable to state licensing regulations, the Federal Gun Control Act of 1968 which bars misdemeanor crimes of domestic violence, and the (often higher standard) Pennsylvania Private Detective Act of 1954

Allied Universal's recruitment is targeted at, but not limited to, individuals with a background in or experience as:

- Military/Military Police
- Police/Peace Officers
- Corrections Officers

Armed Personnel Screening

- Comprehensive Review of Completed Application
- Initial Interview to assess timeliness, appearance, communication skills and personality
- Social Security Check
- Criminal Background Check
- A fingerprint-based national check through a State Identification Bureau and the FBI Integrated Automated Fingerprint Identification System where permitted by state code or regulation
- A name-based statewide and/or county criminal history records search
- County by county searches are conducted based on:
 - Residences or names which are discovered through a Credit Check or Social Security Number Check
 - The location of listed residences
- Both felony and misdemeanors are searched
- Conviction and (where permitted by state law) pending prosecution searched
- In addition to meeting relevant state requirements, as a matter of Allied Universal policy applicants must not have a conviction for any of the following¹:

- Any felony conviction
- Illegally using, carrying or possessing a pistol or other dangerous weapon
- Making or possessing burglar's instruments
- Burglary
- Buying or receiving stolen property
- Unlawful entry of a building
- Corruption of Minors
- DWI/DUI within three years of application
- Forgery, Fraud, Deceptive Practices or False Report
- Aiding escape from prison
- Unlawfully possessing or distributing habit forming narcotic drugs
- Theft, Shoplifting, Larceny or Picking pockets or attempting to do so
- Soliciting any person to commit sodomy or other lewdness
- Recklessly endangering another person, including manslaughter
- Harassment and Stalking
- Kidnapping
- Making Terroristic Threats
- Aggravated Simple Assault, Sexual Assault, Indecent Assault and Battery, Fighting
- Rape, Involuntary Deviate Sexual Intercourse
- Indecent Exposure
- Incest
- Sexual Abuse of Children, Child Abuse, Child Endangerment
- Dealing in Infant Children
- Unlawful Restraint
- Resisting Arrest
- Trespass/Loitering
- Prior Employment Verification (minimum two references)
- Pre-employment ten-panel drug screen
- Secondary Interview with account manager or client representative

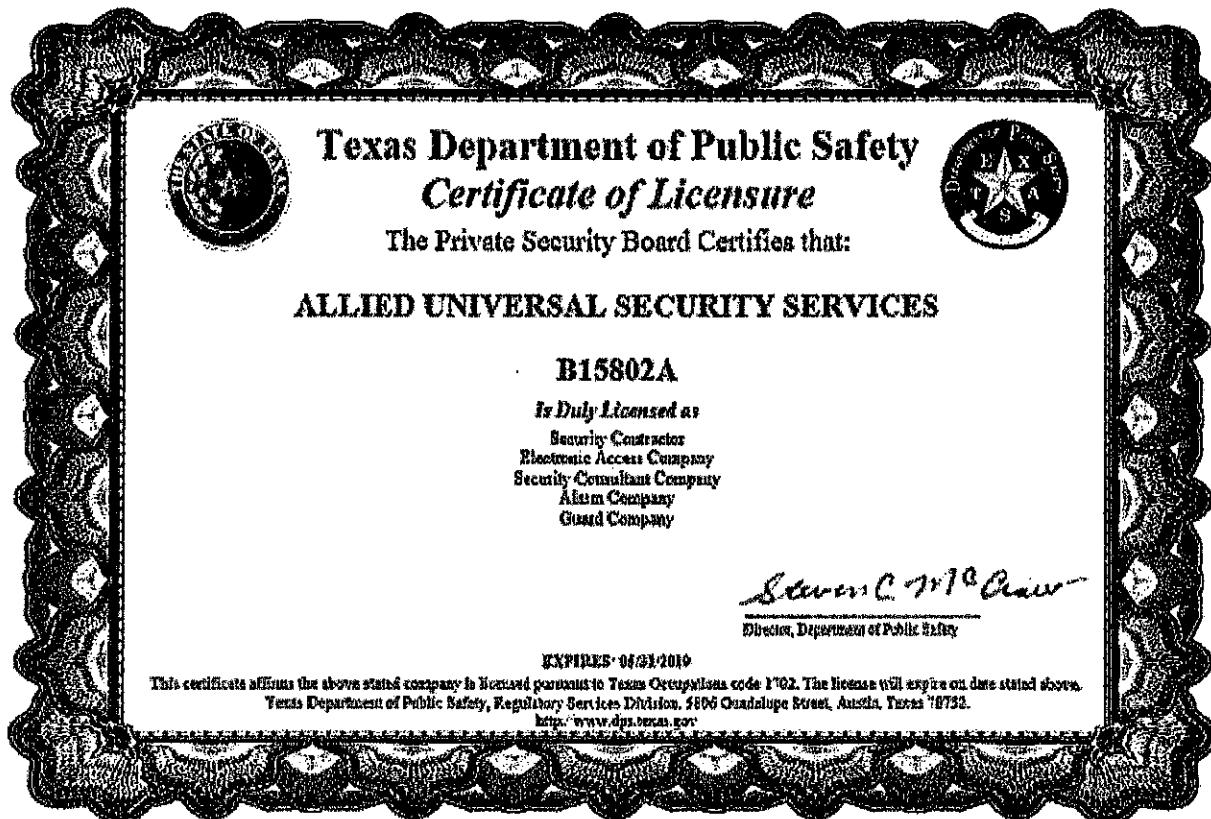
Firearms Training

Firearms training varies by state, but generally ranges from 20-40 hours, covering these or similar topics:

- Use of firearms
- Ethical and moral considerations of weapons use
- Liability for acts while armed
- Use of deadly force/the Force Continuum
- Search, seizure and arrest procedures while armed
- Firearms safety and maintenance
- Fundamentals of Non-Lethal Weapons use
- Qualification (Range practice, One day fire, Minimum qualification course typically of 50 rounds, minimum passing score 70 - 80 percent)
- Successful completion of written examination with a minimum passing score

¹Pursuant in part to the Pennsylvania Private Detective Act, Pennsylvania Statutes Annotated, Title 22.

Allied Universal Security Services, Is duly licensed by the Texas Department of Safety under license number B15802.



REQUIRED FORMS

Non-Disclosure Agreement

Non-Disclosure Agreement

In consideration of Jefferson County retaining the services of a consultant and because of the sensitivity of certain information which may come under the care and control of Consultant, both parties agree that all information regarding the County or any selected County agency subject to this Contract; or gathered, produced, or derived from this project (Confidential Information) must remain confidential subject to release only by permission of the County, and more specifically agree as follows:

Media releases pertaining to this RFP and/or any resulting contract, or the services to which they relate, will not be made without the prior written consent of the County, and then only in accordance with explicit written instructions from the County. The disclosure of the contents of proposals prior to the award of a contract under this RFP, or any other violation of this section, may result in disqualification.

1. The Information may be used by Consultant only to assist Consultant in connection with its engagement with the County.
2. Consultant will not, at any time, use the Information in any fashion, form, or manner except in its capacity as independent consultant to the County.
3. Consultant agrees to maintain the confidentiality of any and all deliverables resulting from this Contract in the same manner that it protects the confidentiality of its own proprietary products of like kind.
4. The Information may not be copied or reproduced without the County's written consent.
5. All materials made available to Consultant, including copies thereof, must be returned to County upon the first to occur of; (a) completion of the project, or (b) request by the County.
6. The foregoing must not prohibit or limit Consultant use of the information (including, but not limited to, ideas, concepts, know-how, techniques and methodologies) (a) previously known to it, (b) independently developed by it, (c) acquired by it from a third party, or (d) which is or becomes part of the public domain through no breach to Consultant of this agreement.
7. This agreement shall become effective as of the date Information is first made available to Consultant and must survive the contract and be a continuing requirement.
8. The breach of this Nondisclosure Agreement by Consultant shall entitle the County to immediately terminate the Agreement upon written notice to Contractor for such breach. The parties acknowledge that the measure of damages in the event of a breach of this Nondisclosure Agreement may be difficult or impossible to calculate, depending on the nature of the breach. Regardless of whether the County elects to terminate the Agreement upon the breach hereof, the County may require Consultant to pay to the County the sum of \$1,000 for each breach as liquidated damages. This amount is not intended to be in the nature of a penalty, but is intended to be a reasonable estimate of the amount of damages to the County in the event of a breach hereof by Consultant. Comptroller does not waive any right to seek additional relief, either equitable or otherwise, concerning any breach of this Agreement.

[Printed Name of Consultant]

By: N/A

Title: N/A

Date: 12-17-18

Offeror Must Complete and Return This Page With Offer.

Vendor References

Vendor References

Please list at least three (3) companies or governmental agencies (preferably a municipality) where the same or similar products and/or services as contained in this specification package were recently provided.

THIS FORM MUST BE RETURNED WITH YOUR OFFER.

REFERENCE ONE

Government/Company Name: Valero Energy

Address: 1801 S. Gulfway Drive, Port Arthur, Texas 77640

Contact Person and Title: Greg Anderson, Global Security Director

Phone: 210- 345-4845 Fax: _____

Email: greg.anderson@valero.com Contract Period: 2009 to present

Scope of Work:
access control, perimeter patrol MTSA regulated

REFERENCE TWO

Government/Company Name: Phillips 66 Beaumont Terminal

Address: 128 Magnolia Ave, Nederland, Texas 77627

Contact Person and Title: Kasey Brown, FSO

Phone: 409-344-1176 Fax: _____

Email: Casey.R.Brown@p66.com Contract Period: Q1 2016 to present

Scope of Work:
access control, perimeter patrol, MTSA regulated

REFERENCE THREE

Government/Company Name: Flint Hills Resources

Address: 4241 Savannah Ave, Port Arthur, TX 77640

Contact Person and Title: Mark Flowers, Security/Safety Manager

Phone: 409-300-6755 Fax: _____

Email: mark.flowers@fhr.com Contract Period: 2017 to present

Scope of Work:
access control, perimeter patrol, CFATS regulated

Signature Page

Signature Page

As permitted under Article 4413 (32c) V.A.C.S., other governmental entities may wish to participate under the same terms and conditions contained in this contract (i.e., piggyback). In the event any other entity participates, all purchase orders will be issued directly from and shipped directly to the entity requiring supplies/services. Jefferson County shall not be held responsible for any orders placed, deliveries made or payment for supplies/services ordered by another entity. Each entity reserves the right to determine their participation in this contract.

Would Offeror be willing to allow other governmental entities to piggyback off this contract, if awarded, under the same terms and conditions? Yes No

This offer shall remain in effect for ninety (90) days from proposal opening and shall be exclusive of federal excise and state and local sales tax (exempt).

The undersigned agrees, if this proposal is accepted, to furnish any and all items upon which prices are offered, at the price and upon the terms and conditions contained in the Request for Proposal, Conditions of Request for Proposal, Terms of Contract, and Specifications and all other items made a part of the accepted contract.

The undersigned affirms that they are duly authorized to execute the contract, that this company, corporation, firm, partnership or individual has not prepared this proposal in collusion with any other Offeror, and that the contents of this proposal as to prices, terms or conditions of said proposal have not been communicated by the undersigned nor by any employee or agent to any other Offeror or to any other person(s) engaged in this type of business prior to the official opening of this proposal. And further, that neither the Offeror nor their employees nor agents have been for the past six (6) months directly nor indirectly concerned in any pool or agreement or combination to control the price of goods or services on, nor to influence any person to submit a proposal or not to submit a proposal thereon.

Universal Protection Service, LP d/b/a
Allied Universal Security Services
Offeror (Entity Name)

4345 Phelan Blvd, Suite 102
Street & Mailing Address

Beaumont, TX 77707
City, State & Zip

409-842-4295
Telephone Number

suzanne.mclaughlin@aus.com
E-mail Address



Signature

Suzanne McLaughlin
Print Name

12-17-18
Date Signed

409-842-4905
Fax Number

Offeror Must Complete and Return This Page With Offer.

Conflict of Interest Questionnaire

Conflict of Interest Questionnaire

CONFFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity

FORM CIQ

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session. This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).

OFFICE USE ONLY

Date Received _____

By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.

A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.

1. Name of vendor who has a business relationship with local governmental entity.

N/A

2. Check this box if you are filing an update to a previously filed questionnaire.

(The law requires that you file an updated, completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)

3. Name of local government officer about whom the information in this section is being disclosed.

N/A

Name of Officer _____

This section (Item 3-including subparts A, B, C, & D) must be completed for each officer with whom the vendor has an employment or other business relationship as defined by Section 176.001(1-a), Local Government Code. Attach additional pages to this Form CIQ as necessary.

A. Is the local government officer named in this section receiving or likely to receive taxable income, other than investment income, from the vendor?

Yes No

B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer named in this section AND the taxable income is not received from the local governmental entity?

Yes No

C. Is the filer of this questionnaire employed by a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more?

Yes No

D. Describe each employment or business and family relationship with the local government officer named in this section.

4.

N/A

Signature of vendor doing business with the governmental entity

Date _____

Adopted 8/7/2015

Offeror Must Complete and Return This Page With Offer.

Local Government Officer Conflicts Disclosure Statement

**Local Government Officer
Conflicts Disclosure Statement - OFFICE USE ONLY**

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT		FORM CIS												
<p>This questionnaire reflects changes made to the law by H.B. 28, 84th Leg., Regular Session.</p> <p>This is the notice to the appropriate local governmental entity that the following local government officer has become aware of facts that require the officer to file this statement in accordance with Chapter 176, Local Government Code.</p>		OFFICE USE ONLY												
1	<p>Name of Local Government Officer</p> <p>N/A (Not Applicable)</p>													
2	<p>Office Held</p> <p>N/A</p>													
3	<p>Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government Code</p> <p>N/A</p>													
4	<p>Description of the nature and extent of employment or other business relationship with vendor named in Item 3</p> <p>N/A</p>													
5	<p>List gifts accepted by the local government officer and any family member, if aggregate value of the gifts accepted from vendor named in Item 3 exceeds \$100 during the 12-month period described by Section 176.003(a)(2)(B).</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Date Gift Accepted</td> <td style="width: 20%;">N/A</td> <td style="width: 20%;">Description of Gift</td> <td style="width: 20%;">N/A</td> </tr> <tr> <td>Date Gift Accepted</td> <td>N/A</td> <td>Description of Gift</td> <td>N/A</td> </tr> <tr> <td>Date Gift Accepted</td> <td>N/A</td> <td>Description of Gift</td> <td>N/A</td> </tr> </table> <p style="text-align: center;">(attach additional forms as necessary)</p>		Date Gift Accepted	N/A	Description of Gift	N/A	Date Gift Accepted	N/A	Description of Gift	N/A	Date Gift Accepted	N/A	Description of Gift	N/A
Date Gift Accepted	N/A	Description of Gift	N/A											
Date Gift Accepted	N/A	Description of Gift	N/A											
Date Gift Accepted	N/A	Description of Gift	N/A											
6	<p>AFFIDAVIT</p> <p>I swear under penalty of perjury that the above statement is true and correct. I acknowledge that the disclosure applies to each family member (as defined by Section 176.001(2), Local Government Code) of this local government officer. I also acknowledge that this statement covers the 12-month period described by Section 176.003(a)(2)(B), Local Government Code.</p> <p style="text-align: center;">N/A</p> <p style="text-align: center;">_____ Signature of Local Government Officer</p>													
<p>AFFIX NOTARY STAMP / SEAL ABOVE</p> <p>Sworn to and subscribed before me, by the said _____, this the _____ day of _____, 20 _____. to certify which, witness my hand and seal of office.</p>														
Signature of officer administering oath	Printed name of officer administering oath	Title of officer administering oath												

Adopted 8/7/2015

Offeror Must Complete and Return This Page With Offer.

Good Faith Effort (GFE)

Good Faith Effort (GFE)

DETERMINATION CHECKLIST

This information must be submitted with your proposal.

Instructions: In order to determine if a "Good Faith Effort" was made in soliciting HUBs for subcontracting opportunities, the following checklist and supporting documentation shall be completed by the Prime Contractor/Consultant, and returned with the Prime Contractor/ Consultant's bid. This list contains the **minimum** efforts that should be put forth by the Prime Contractor/Consultant when attempting to achieve or exceed the goals of HUB Subcontractor participation. The Prime Contractor/Consultant may extend his/her efforts in soliciting HUB Subcontractor participation beyond what is listed below.

Did the Prime Contractor/Consultant . . .

Yes No 1. To the extent practical, and consistent with standard and prudent industry standards, divide the contract work into the smallest feasible portions, to allow for maximum HUB Subcontractor participation?

Yes No 2. **Notify** in writing a reasonable number of HUBs, allowing sufficient time for effective participation of the planned work to be subcontracted?

Yes No 3. **Provide** HUBs that were genuinely interested in bidding on a subcontractor, adequate information regarding the project (i.e., plans, specifications, scope of work, bonding and insurance requirements, and a point of contact within the Prime Contractor/Consultant's organization)?

Yes No 4. **Negotiate** in good faith with interested HUBs, and not reject bids from HUBs that qualify as lowest and responsive bidders?

Yes No 5. **Document** reasons HUBs were rejected? Was a written rejection notice, including the reason for rejection, provided to the rejected HUBs?

Yes No 6. If Prime Contractor/Consultant has zero (0) HUB participation, **please explain the reasons why.**

If "No" was selected, please explain and include any pertinent documentation with your bid.
If necessary, please use a separate sheet to answer the above questions.

Suzanne McLaughlin

Printed Name of Authorized
Representative

Suzanne E. McLaughlin

Signature

Business Development Manager
Title

12-17-18
Date

Offeror Must Complete and Return This Page With Offer.



Allied Universal Security Services has selected "No" on Determination Checklist (Good Faith Effort) (GFE) Form.

Based on the scope of work and specialized services required for this RFP for Jefferson County which includes armed and unarmed security officer services, it was determined that Allied Universal would not solicit or use a subcontractor of any type on this important job for Jefferson County. Zero HUB subcontractor participation due to the specialized nature of these job requirements.

**Notice of Intent (NOI) to Subcontract with
Historically Underutilized Business (HUB)**

Notice of Intent (NOI) to Subcontract with Historically Underutilized Business (HUB)

This Information must be submitted with your bid.

Bidder intends to utilize subcontractors/subconsultants in the fulfillment of this contract (if awarded).
 Yes No

Instructions for Prime Contractor/Consultant: Bidder shall submit this form with the bid; however, the information below may be submitted after contract award, but prior to beginning performance on the contract. Please submit one form for each HUB Subcontractor/Subconsultant with proper signatures, per the terms and conditions of your contract.

Contractor Name: Allied Universal Security Services HUB: Yes No

Address: 4345 Phelan Blvd, Suite 102 Beaumont Texas 77707
Street City State Zip

Phone (with area code): 409-842-4295 Fax (with area code): 409-842-4905

Project Title & No.: Security Services and Personnel for Jefferson County - RFP 18-049/YS

Prime Contract Amount: \$310,398.00

HUB Subcontractor Name: N/A

HUB Status (Gender & Ethnicity): N/A

Certifying Agency: Tx. Bldg & Procurement Comm. Jefferson County Tx Unified Certification Prog.

Address: N/A Street City State Zip

Phone (with area code): N/A Fax (with area code):

Proposed Subcontract Amount: \$ N/A Percentage of Prime Contract: %

Description of Subcontract Work to be Performed: N/A

Suzanne McLaughlin
Printed Name of Contractor Representative


Signature of Representative

12-17-18

Date

N/A
Printed Name of HUB

N/A
Signature of Representative

N/A

Date

NOTE: NOTHING ON THIS NOTICE OF INTENT FORM IS INTENDED TO CONFER ANY RIGHTS, EXPRESSED OR IMPLIED, TO ANY THIRD PARTIES.

Pre-Approval for Subcontractor Substitutions must be obtained from the Jefferson County Purchasing Agent's Representative. The "HUB Subcontractor/Subconsultant Change Form" must be completed and faxed to 409-835-8456.

Offeror Must Complete and Return This Page With Offer.

**Historically Underutilized Business (HUB)
Subcontracting Participation Declaration Form**

Historically Underutilized Business (HUB) Subcontracting Participation Declaration Form

PAGE 1 OF 4

This information must be submitted with your bid.

Bidder intends to utilize subcontractors/subconsultants in the fulfillment of this contract (if awarded).
 Yes No

Prime Contractor: Allied Universal Security Services

HUB: Yes No

HUB Status (Gender & Ethnicity): N/A

Address: 4345 Phelan Blvd, Suite 102 Beaumont Texas 77707
Street City State Zip

Phone (with area code): 409-842-4295 Fax (with area code): 409-842-4905

Project Title & No.: Security Services IFB/RFP No.: RFP 18-049/YS

Total Contract: \$310,398.00 Total HUB Subcontract(s): \$ N/A

Construction HUB Goals: 12.8% MBE: N/A % 12.6% WBE: N/A %

Sub-goals: 1.7 African-American, 9.7% Hispanic, 0.7% Native American, 0.8% Asian American.
Use these goals as a guide to diversity.

FOR HUB OFFICE USE ONLY:

Verification date HUB Program Office reviewed and verified HUB Sub information Date: _____ Initials: _____

PART I. HUB SUBCONTRACTOR DISCLOSURE

HUB Subcontractor Name: N/A

HUB Status (Gender & Ethnicity): N/A

Certifying Agency: Texas Bldg & Procurement Comm. Texas Unified Certification Prog.

Address: N/A Street City State Zip

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$ N/A Percentage of Prime Contract: N/A %

Description of Subcontract Work to be Performed: N/A

Offeror Must Complete and Return This Page With Offer.

Historically Underutilized Business (HUB) Subcontracting Participation Declaration Form

PAGE 2 OF 4

HUB SUBCONTRACTOR DISCLOSURE

PART I: Continuation Sheet

(Duplicate as Needed)

HUB Subcontractor Name: N/A

HUB Status (Gender & Ethnicity): N/A

Certifying Agency: Tx. Bldg & Procurement Comm. Jefferson County Tx Unified Certification Prog.

Address: N/A Street City State Zip

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$N/A Percentage of Prime Contract: N/A %

Description of Subcontract Work to be Performed: N/A

HUB Subcontractor Name: N/A

HUB Status (Gender & Ethnicity): N/A

Certifying Agency: Tx. Bldg & Procurement Comm. Jefferson County Tx Unified Certification Prog.

Address: N/A Street City State Zip

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$ N/A Percentage of Prime Contract: N/A %

Description of Subcontract Work to be Performed: N/A

**All HUB Subcontractor Participation may be verified with the
HUB Subcontractor(s) listed on Part I.**

Offeror Must Complete and Return This Page With Offer.

Historically Underutilized Business (HUB) Subcontracting Participation Declaration Form

PAGE 3 OF 4

PART II: STATEMENT OF NON-COMPLIANCE FOR NOT MEETING HUB SUBCONTRACTING GOALS

Please complete Good Faith Effort (GFE) Checklist and attach any supporting documentation.

Our firm was unable to meet the HUB goals for this project for the following reasons:

- All subcontractors to be utilized are "Non-HUBs." (Complete Part III)
- HUBs were solicited but did not respond.
- HUBs solicited were not competitive.
- HUBs were unavailable for the following trade(s):
- Other: Allied Universal Security Services elected not to use subcontractors

Was the Jefferson County HUB Office contacted for assistance in locating HUBs? Yes No

PART III: DISCLOSURE OF OTHER “NON-HUB” SUBCONTRACTS

The bidder shall use this area to provide a listing of all "Non-HUB" Subcontractors, including suppliers, that will perform under this project. A list of those "Non-HUB" Subcontractors the bidder selects, after bid submission, shall be provided to the Purchasing Office not later than five (5) calendar days after being notified that bidder is the apparent low bidder. A list of those "Non-HUB" Subcontractors that are selected after contract award must be provided **Immediately** after their selection.

Subcontractor Name: N/A

Address: N/A Street _____ City _____ State _____ Zip _____

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$N/A Percentage of Prime Contract: N/A %

Description of Subcontract Work to be Performed: N/A

Subcontractor Name: N/A

Address: N/A Street _____ City _____ State _____ Zip _____

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$N/A Percentage of Prime Contract: N/A %

Description of Subcontract Work to be Performed: N/A

Offeror Must Complete and Return This Page With Offer.

**Historically Underutilized Business (HUB)
Subcontracting Participation Declaration Form**

PAGE 4 OF 4

Subcontractor Name: N/A

Address: N/A Street _____ City _____ State _____ Zip _____

Contact person: N/A Title: N/A

Phone (with area code): N/A Fax (with area code): N/A

Proposed Subcontract Amount: \$ N/A **Percentage of Prime Contract:** N/A **%**

Description of Subcontract Work to be Performed: N/A

Subcontractor Name: N/A

Address: N/A

City State Zip

SEARCHED INDEXED SERIALIZED FILED

Friend (name and address): _____

I hereby certify that I have read the *HUB Program Instructions and Information*, truthfully completed all applicable parts of this form, and attached any necessary support documentation as required. I fully understand that intentionally falsifying information on this document may result in my not receiving a contract award or termination of any resulting contract.

Name (print or type) Suzanne McLaughlin

Title: Business Development Manager

Signature: Suzanne E. McLaughlin

Date: 12-17-18

E-mail address: Suzanne.mclaughlin@aus.com

Contact person that will be in charge of invoicing for this project:

Name (print or type): Theresa Johnson

Title: Operations Manager

Date: 12-17-18

E-mail address: theresa.johnson@aus.com

Residence Certification/Tax Form

Residence Certification/Tax Form

Pursuant to Texas Government Code §2252.001 *et seq.*, as amended, Jefferson County requests Resident Certification. §2252.001 *et seq.* of the Government Code provides some restrictions on the awarding of governmental contracts; pertinent provisions of §2252.001 are stated below:

- (3) "Nonresident bidder" refers to a person who is not a resident.
- (4) "Resident bidder" refers to a person whose principal place of business is in this state, including a contractor whose ultimate parent company or majority owner has its principal place of business in this state.

I certify that Universal Protection Service, LP d/b/a Allied Universal Security Services [company name] is a Resident Bidder of Texas as defined in Government Code §2252.001.

I certify that _____ [company name] is a Nonresident Bidder as defined in Government Code §2252.001 and our principal place of business is _____ (city and state).

Taxpayer Identification Number (T.I.N.):	33-0973846
Company Name submitting bid/proposal:	Universal Protection Service, LP d/b/a Allied Universal Security Services
Mailing address:	4345 Phelan Blvd, Suite 102, Beaumont, TX 77707
If you are an individual, list the names and addresses of any partnership of which you are a general partner: N/A	

Property: List all taxable property owned by you or above partnerships in Jefferson County.

Jefferson County Tax Acct. No.*	Property address or location**
	4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

* This is the property amount identification number assigned by the Jefferson County Appraisal District.

** For real property, specify the property address or legal description. For business property, specify the address where the property is located. For example, office equipment will normally be at your office, but inventory may be stored as a warehouse or other location.

Offeror Must Complete and Return This Page With Offer.

Bid Affidavit

Bid Affidavit

The undersigned certifies that the bid prices contained in this bid have been carefully reviewed and are submitted as correct and final. Bidder further certifies and agrees to furnish any and/or all commodities upon which prices are extended at the price offered, and upon the conditions contained in the specifications and the Notice to Bidders.

STATE OF Texas

COUNTY OF Bexar

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas,

on this day personally appeared Kevin Thaxton, who

(name)

after being by me duly sworn, did depose and say:

"I, Kevin Thaxton (name) am a duly authorized officer of/agent for Allied Universal Security Services (name of firm) and have been duly authorized to execute the foregoing on behalf of the said Universal Protection Service, LP d/b/a Allied Universal Security Services. (name of firm)

I hereby certify that the foregoing bid has not been prepared in collusion with any other bidder or other person or persons engaged in the same line of business prior to the official opening of this bid. Further, I certify that the bidder is not now, nor has been for the past six (6) months, directly or indirectly concerned in any pool or agreement or combination, to control the price of services/commodities bid on, or to influence any person or persons to bid or not to bid thereon."

Name and address of bidder: Universal Protection Service, LP d/b/a Allied Universal Security Services

4345 Phelan Blvd, Suite 102, Beaumont, TX 77707

Fax: 409-842-4905 Telephone#: 409-842-4295

by: Kevin Thaxton (print name) Title: Vice President of Sales - Central Region

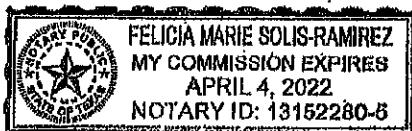
Signature: Kevin Thaxton

SUBSCRIBED AND SWORN to before me by the above-named

on

this the 14 day of December, 2018.

Felicia M. Johnson
Notary Public in and for
the State of TEXAS



Offeror Must Complete and Return This Page With Offer.

Universal Protection Service, LP
d/b/a Allied Universal Security Services
4345 Phelan Blvd, Suite 102
Beaumont, Texas 77707

SEALED PROPOSAL

PROPOSAL NO: RFP 18-049/YS

PROPOSAL NAME: Security Services and Personnel for Jefferson County
PROPOSAL DUE DATE/TIME: 11:00 AM CDT, Tuesday, December 18, 2018

Jefferson County Purchasing Department

Attention: Deborah L. Clark, Purchasing Agent
1149 Pearl Street, 1st Floor
Beaumont, Texas 77701

Attachment B

CURRENT PRICING

RFP 18-049/YS

Security Services and Personnel for Jefferson County

Renewal 1: 12/31/2020 - 12/31/2021

Renewal 2: 12/31/2021 - 12/30/2022

Renewal 3: 12/30/2022 - 12/29/2023

Renewal 4: 12/29/2023 - 12/28/2024

Updated 12/29/2023

Location	Armed/Unarmed	Schedule of Coverage	Hours
Beaumont Courthouse (New & Historic) 1149 Pearl Street, Beaumont TX	Unarmed	Monday-Friday, 8:00am-5:00pm, Two (2) unarmed officers Monday-Friday 7:30am-4:30pm, One (1) unarmed lead officer One (1) hour unpaid lunch per officer	120
Beaumont Courthouse (New & Historic) 1149 Pearl Street, Beaumont TX	Unarmed	Monday-Friday, 8:00am-5:00pm, Three (3) unarmed officers One(1) hour unpaid lunch per officer	120

Location 1	unarmed/per hour
Security Professional Regular Rate	\$18.02 \$19.14
Security Professional Overtime Rate	\$19.72
Security Professional Holiday Rate	\$27.03 \$28.71
Site Lead Regular Rate	\$29.58
Site Lead Overtime Rate	\$27.03 \$28.71
Site Lead Holiday Rate	\$29.58
	\$20.00 \$21.20
	\$21.84
	\$30.00 \$31.80
	\$32.76
	\$30.00 \$31.80
	\$32.76
Location 2	unarmed/per hour
Security Professional Regular Rate	\$18.02 \$19.14
Security Professional Overtime Rate	\$19.72
Security Professional Holiday Rate	\$27.03 \$28.71
	\$29.58
	\$27.03 \$28.71
	\$29.58

ATTACHMENT C
JEFFERSON COUNTY PURCHASING DEPARTMENT

Sign-In Sheet



MANDATORY PRE-BID CONFERENCE FOR: (RFP 24-049/CG) SECURITY SERVICES AND PERSONNEL FOR JEFFERSON COUNTY
Tuesday, October 1, 2024, 2:00pm CT, Jury Impaneling Room located at 1085 Pearl Street, First Floor, Beaumont, TX 77701

PLEASE PRINT.

NAME	COMPANY/FIRM	ADDRESS	OFFICE/CELL #(S)	EMAIL
Adrian Poindexter	ABer Security	1716 S. 20th Street San Antonio TX 78237	210-736-6200	abpoindexter@comcast.net
Leonard Flynn	Zona Factor Collective	1615 Platte St. Denver, CO 80202	719-308-0797	lynneczonafactor.com
Nicole Langley VP	TrueSecure Company LLC	1305 S Major Dr. Beaumont TX 77001	Office 409-333-1334 Cell 409-289-4341	Nicole.Langley@truesecureinc.net
Jeff Chachay Mayor	0550	1001 Pearl St.	(409) 835-8737	Jeff.Chachay@jeffco.texas.gov
Donta Miller	JCSO	1001 Pearl St	(409) 835-8411	Donta.Miller@jeffco.texas.gov
Misty Reeves	Purchaser			

JEFFERSON COUNTY PURCHASING DEPARTMENT



Sign-In Sheet

MANDATORY PRE-BID CONFERENCE FOR: (RFP 24-049/CG) SECURITY SERVICES AND PERSONNEL FOR JEFFERSON COUNTY
Tuesday, October 1, 2024, 2:00pm CT, Jury Impaneling Room located at 1085 Pearl Street, First Floor, Beaumont, TX 77701.

PLEASE PRINT.

NAME	COMPANY/FIRM	ADDRESS	PHONE/CELL # (S)	EMAIL
Patrick Edmon	Alturas Security Protective Service	324 16th Street TX 5001 Budget Sut 224 710 7	244-299-3772	patrick@alturassecurity.com 2018
John Alvarez	Res-Ton Security	7211 Res-Ton Square #232 Houston, TX 77036	832-271-3000	john@res-tonsecurity.com
John Shuckford	Protective Security	1824 Nederland Ave Nederland TX	89407-5422	johnshuckford@protectivesecurity.com
Cindy Greene	Purchasing Jefferson County			

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JEFFERSON COUNTY PURCHASING DEPARTMENT

Sign-In Sheet

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Tuesday, October 1, 2024, 2:00pm CT, Jury Impaneling Room located at 1085 Pearl Street, First Floor, Beaumont, TX 77701

PLEASE PRINT.

NAME	COMPANY/FIRM	ADDRESS	OFFICE/CELL # (S)	EMAIL
Deakeisha Jackson	Allied Universal	4345 Alpha Blvd Suite 102 Bain, TX 77201	331-842-3922	deakeisha.jackson@aus.com
Lawnan Morrison	Tower Security	1305 S. Major Dr Bain, TX 77207	409-333-1036	lawnm1980@towersecurity.net
Chase Astra	Tower Security	1305 S. Major Dr Bain, TX 77207	409-333-1036	castra@towersecurity.net
Patriot Security	Patriot Security	1824 Nederland Ave Nederland, TX	409-811-3055	Jim.Gray@Patriot.Security.com
Chazz Fontenot	Andy Train Services	6300 West Loop S. Bellaire Texas	936-442-0063	Chazz.Fontenot@AndyTrain.com