

A Presentation to

District Five of
Lexington and Richland Counties
Armed Security Guard Services
Due: July 19, 2022

ORIGINAL



**Security
Solutions
of America**



IFB #2023-002
Armed Security Guard Services

July 19, 2022

Lynda Robinson
School District Five of Lexington and Richland Counties
1020 Dutch Fork Road
Irmo, SC 29063

Subject: RFP: 2023 -002
Armed Security Guard Services



Dear Ms. Robinson:


Security Solutions of America ("SSA") is pleased to respond to District Five of Lexington and Richland Counties ("the District") RFP #AIS-0622. This proposal is firm for a period of sixty (60) days from the Proposal due date or longer if so required by the District.

SSA's proposal will demonstrate that our approach to providing the highest quality service will benefit the District by providing a safe environment for the District's children, teachers, and support staff. SSA has developed a comprehensive process to locate, train, and support our armed security guards ("ASGs") throughout their assignment. In addition to supporting our ASG's, SSA will look to build and grow our relationship with the District. Regular communications between the District and your account management team will help to ensure that the procedures in place are working properly as well as allow us to identify potential opportunities for improvement.

We thank you for the opportunity to participate in this process. Should you require additional information or have any questions, please use the below contact information:

Charles McCurry
Direct Number: (828) 208-9422

Sincerely,


Charles McCurry, District Manager
Security Solutions of America
Email: charles.mccurry@ss-oa.com

Executive Summary

SSA is pleased to provide this response to the Lexington School District for armed guards to be stationed at District facilities in Richland and Lexington Counties. After a thorough study of the requirements set forth by the District, we believe this proposal will demonstrate that we are the security services provider that is best equipped to handle your security needs.

SSA is relentlessly focused on maintaining the highest standards and consistency of service to make sure that we provide our clients a safe and secure place of business. We have been successful in this industry because we act with integrity and uphold the same ethical standards the District expects of your employees. Our unwavering commitment to acting in the most professional and ethical manner will help to build a mutual trust and promote consistent cooperation between SSA and the District.

Transition

SSA recognizes the risks associated with a possible change in your security provider. To that end, it is necessary that advanced planning and preparation be developed to ensure continuity of customer service and security capabilities. We have developed a comprehensive transition plan to accomplish the goal of an orderly transfer of security responsibilities.

The goal of this transition plan is to ensure continuity of operations at your facilities. Once the contract for services is executed, SSA will provide the District with a defined set of tasks, along with a calendar scheduled to synchronize with the identified start-up date. Our dedicated team of key personnel will manage the transition plan and are responsible for ensuring an orderly transition.

Recruiting

SSA is committed to providing the highest quality Armed Security Guards for our clients. To achieve this, we created a dedicated recruiting team to focus solely on obtaining the right candidates for the District. Our recruiting team specializes in making sure we find the right candidates to meet the requirements for the skills needed to perform the job. They create and maintain recruiting relationships within the community, attending job fairs, and managing all phases of the interview process.

Relationship management

One of SSA's guiding principles is to provide unparalleled service to our clients through open and regular communication. The team of dedicated security professionals that will be assigned to the District will bring their extensive experience in the security industry and will deliver superior field performance to meet your needs. These professionals receive the support and guidance from our leadership team that they need.

Vondra Gadson will serve as the primary contact for the District's security services contract. Vondra has the necessary authority to make operational decisions and address any issues that may arise on behalf of SSA. She will accept notices, produce inspection reports, and all other correspondence will be available to District officials 24 hours per day, 7 days per week.


In addition, Charles McCurry will also be available to the District as a secondary point of contact. He is available to address any issues that require escalation. Charles meets regularly with our executive team to address any emerging concerns so that any issues can be promptly addressed. These meetings also identify and remove any barriers that may arise and ensure that we meet our objectives. Our relationship management model of proactively addressing issues and open communication with our clients allows us to get to know and develop partnerships with our clients.

Commitment to Ethics

SSA affirms our officers will be bound by a Code of Ethics and will display the highest level of professionalism to the District's staff, students, and visitors. We are committed to the highest standards of social and business practices. Delivering on our word is a result of the efforts of our team – it is their resourcefulness, professionalism, and dedication that makes SSA a successful provider of security guard services.

To this end all levels of Managers, Supervisors, and employees are expected to observe the highest standards of integrity in the conduct of SSA's business. Our Code of Business Ethics provides our team a framework within which all business practices involving SSA must be conducted, managed, and regulated.

Our Code of Business Ethics has been compiled in accordance with the common values shared by all involved in the business of SSA, general principles of law, and internationally accepted ways of doing business ethically. In addition, comprehensive systems of control have been introduced to ensure that in attaining the goals of SSA, we behave legally, ethically, appropriately, and in a sustainable manner.

	District Five of Lexington and Richland Counties Bid Invitation	Solicitation #	2023-002
		Date Issued	06/29/2022
		Procurement Official	Lauren Bové
		Phone	(803) 476-8182
		E-Mail Address	D5bids@lexrich5.org

DESCRIPTION	Armed Security Guard Services
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The Term "Offer" Means Your "Bid" or "Proposal"

SUBMIT OFFER BY	July 19, 2022 @ 11:00 am
QUESTIONS MUST BE RECEIVED BY	July 11, 2022 @ 12:00 pm Electronically to D5bids@lexrich5.org
NUMBER OF COPIES TO BE SUBMITTED	One (1)

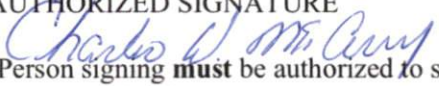
Offers must be submitted in a sealed package. Solicitation number & Opening Date must appear on package exterior.

SUBMIT YOUR SEALED OFFER TO:

District Five of Lexington and Richland Counties Purchasing Office 1020 Dutch Fork Road Irmo, SC 29063

CONFERENCE TYPE: Not Applicable DATE & TIME: As appropriate, see "Conferences - Pre-Bid/Proposal" & "Site Visit" provisions	LOCATION: Not applicable
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AWARD & AMENDMENTS	The award, this solicitation, and any amendments will be posted at the following web address: https://www.lexrich5.org/Page/29433
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You must submit a signed copy of this form with Your Offer. By submitting a bid or proposal, You agree to be bound by the terms of the Solicitation. You agree to hold Your Offer open for a minimum of sixty (60) calendar days after the Opening Date.		
NAME OF OFFEROR (Full legal name of business submitting the offer) S&S Management Group, LLC d/b/a Security Solutions of America	OFFEROR'S TYPE OF ENTITY: (Check one) <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation (tax-exempt) <input checked="" type="checkbox"/> Corporate entity (not tax-exempt) <input type="checkbox"/> Government entity (federal, state, or local) <input type="checkbox"/> Other	
AUTHORIZED SIGNATURE  (Person signing must be authorized to submit a binding offer to enter into a contract on behalf of Offeror named above.)	TITLE District Manager (Business title of person signing above)	
PRINTED NAME (Printed name of person signing above) Charles McCurry	DATE SIGNED 7/15/2022	(See "Signing Your Offer" provision.)

Instructions regarding Offeror's name: Any award issued will be issued to, and the contract will be formed with, the entity identified as the Offeror above. The entity named as the Offeror **must** be a single and distinct legal entity. Do not use the name of a branch office or a division of a larger entity if the branch or division is not a separate legal entity, *i.e.*, a separate corporation, partnership, sole proprietorship, etc.

STATE OF INCORPORATION

North Carolina
(If Offeror is a corporation, identify the state of
Incorporation.)

TAXPAYER IDENTIFICATION NO.

46-0841682

COVER PAGE

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(Return Page Two with Your Offer)

HOME OFFICE ADDRESS (Address for Offeror's home office / principal place of business) 1165 Sanctuary Parkway; Suite 270 Alpharetta, Ga 30009	NOTICE ADDRESS (Address to which all procurement and contract related notices should be sent.) 1165 Sanctuary Parkway; Suite 270 Alpharetta, Ga 30009 <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Area Code: 828</td> <td style="width: 25%;">Number: 208-9422</td> <td style="width: 25%;">Extension:</td> <td style="width: 25%;">Facsimile: (828) 484-4162</td> </tr> </table> E-Mail Address: charles.mccurry@ss-oa.com	Area Code: 828	Number: 208-9422	Extension:	Facsimile: (828) 484-4162		
Area Code: 828	Number: 208-9422	Extension:	Facsimile: (828) 484-4162				
PAYMENT ADDRESS (Address to which payments will be sent.) <input checked="" type="checkbox"/> Payment Address same as Home Office Address <input type="checkbox"/> Payment Address same as Notice Address (check only one)	ORDER ADDRESS (Address to which purchase orders will be sent) Order E-Mail Address: <input checked="" type="checkbox"/> Order Address same as Home Office Address <input type="checkbox"/> Order Address same as Notice Address (check only one)						
ACKNOWLEDGMENT OF AMENDMENTS: Offerors acknowledge receipt of amendments by indicating amendment number and its date of issue.							
Amendment No.	Amendment Issue Date	Amendment No.	Amendment Issue Date	Amendment No.	Amendment Issue Date	Amendment No.	Amendment Issue Date
1	6/29/2022						
DISCOUNT FOR PROMPT PAYMENT		10 Calendar Days (%)	20 Calendar Days(%)	30 Calendar Days (%)	Calendar Days (%)		
		_____	_____	_____			
MINORITY PARTICIPATION Please answer the following question: 1. Are you certified as a MOB/WOB (minority-owned business/woman-owned business) by the State of South Carolina? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, provide certification number: _____.							

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II. SCOPE OF WORK / SPECIFICATIONS

School District Five of Lexington and Richland Counties is seeking bids from qualified sources to perform **Armed Security Guard Services** (hereinafter, "ASG") using the specifications outlined in this document.

DELIVERY LOCATIONS:

After award, all deliveries shall be made and all services provided to the locations and school sites specified in the purchase order.

A. MINIMUM REQUIREMENTS

- a. The Contractor shall provide Armed Security Guard Services, in accordance with the SC Code of Laws, to serve at six (6) designated locations located in School District Five of Lexington and Richland Counties. One ASG will be permanently assigned at each location.

1. Chapin Intermediate School- 1130 Old Lexington Highway, Chapin, SC 29036
2. Chapin Elementary School- 940 Old Bush River Rd., Chapin, SC 29036
3. Leaphart Elementary School- 120 Piney Grove Rd., Columbia, SC 29210
4. Nursery Road Elementary School- 6706 Nursery Rd., Columbia, SC 29212
5. Piney Woods Elementary School – 841 Amicks Ferry Rd., Chapin, SC 29036
6. Seven Oaks Elementary School- 2800 Ashland Rd., Columbia, SC 29210

SSA acknowledges and agrees to the above.

- b. The Contractor and its officers performing services pursuant to this specification shall be licensed or registered in accordance with the SC Code of Laws.

SSA and all ASGs assigned to a District facility will be properly licensed in accordance with the SC Code of Laws.

- c. Each Armed Security Guard shall be required to maintain a current permit while on duty. Other personal safety devices, such as batons, tasers and/or other non-lethal equipment may be carried if permitted by South Carolina laws and regulations and with the approval of SLED. It is the responsibility of the Offeror to ensure complete and up-to-date knowledge and compliance with regard to South Carolina laws and regulations and maintain valid permits and SLED approvals and records. All required permits and SLED approvals and records shall be made immediately to District 5, upon request.

ASGs will carry their weapons permit on their person while on duty. SSA maintains all such permits on file and will provide them to the District immediately upon request.

ASGs assigned to any District location will receive 8 hours of annual refresher training and firearms re-certification per year. Written examinations shall be administered to ensure understanding of the subject matter, examples are below:

- Care of firearms
- Use of firearms
- Jurisdiction and authority
- First aid
- Emergency responsibilities

- Operational instructions
- Security and contingency situations
- Safety
- Communications
- Active shooter training
- Reports
- Effective Patrolling Techniques
- Effective Communications
- Professionalism

- d. Contractor shall be responsible for the direct supervision of all assigned Armed Security Guards through its designated representative(s). Contractor's representative(s) shall be available to report to and confer with the designee of District 5 with respect to day-to-day operations and services and in the event of an emergency, between the District's normal business hours. The District will provide the awarded incumbent with direct contact information prior to the commencement of the contract.

Vondra Gadson will be available to the District to report and confer on issues related to day-to-day operations. Vondra has the necessary authority to make operational decisions and address any issues that may arise on behalf of SSA.

Charles McCurry will also be available to the District as a secondary point of contact. He is available to address any issues that require escalation. Charles meets regularly with our executive team to address any emerging concerns so that any issues can be promptly addressed.

- e. The Contractor shall be responsible for providing all labor, material, equipment, supplies and transportation necessary to perform the level of service specified herein.

SSA acknowledges and agrees to the above.

- f. All Armed Security Guards assigned to the District shall be employees of the security agency.

SSA acknowledges and agrees to the above.

- g. All Armed Security Guards assigned shall be always bound by a code of conduct which strictly regulates their personal appearance, conduct, attitude and contact with others.

SSA will staff the District's facilities with ASGs who are dedicated and professional in every aspect of their duties. Our screening and evaluation processes enable us to identify and pursue only the highest quality candidates.

At the start of the screening process, applicants provide SSA with his or her employment history, military service history, and education. SSA will also reach out to personal references, conduct criminal background checks, and verify previous addresses and driver's license information. The applicant must complete the application in his or her own handwriting. Once the application is complete, the applicant must verify identity by showing a valid driver's license and other proper identification.

The applicant is then given a preliminary interview by a manager from SSA. All managers are knowledgeable in our general employment criteria and will be briefed on the specific criteria needed to evaluate personnel for placement at the District. Applicants who appear to meet the requirements for employment are advised of requirements for state and local registration processing and our appearance standards.

The applicant must then take a pre-employment personality inventory to determine their ability to perform the job as a security officer. The inventory assists us in identifying an applicant's usage of drugs, alcohol, their honesty, reliability, and maturity. Any applicant that does not satisfy the necessary measures of this inventory will, at this time, be disqualified.

At the completion of this stage of the selection process, we have a very good indication of the applicant's ability to comprehend verbal and written instructions such as will be encountered on the job site. We also have a very accurate indication of the person's ability to communicate verbally and in writing. Only those persons who demonstrate satisfactory comprehension and communication skills and who satisfactorily complete the remaining personnel screening steps will be eligible for employment with SSA.

While the screening process is underway, telephone inquiries are made to previous employers and character references. This preliminary background check is followed by mailing or faxing applicant authorized background questionnaires to all previous employers and character references. Other documentation may also be solicited by the interviewer as dictated by circumstances.

- h. Upon award, the Contractor shall submit a list of all security officers assigned to this contract. Additionally, for each security officer listed, Contractor shall furnish permits or registration/identification cards and instructor signed *Proof of Training Record- Firearms Training* https://www.sled.sc.gov/forms/security/Security_Officer_Proof_of_Firearms_Training.pdf

SSA acknowledges and agrees to the above.

- i. The Contractor shall have a certified company Training Officer that meets all requirements as established by law and as recognized by SLED. https://www.sled.sc.gov/PI_Security.html

All ASGs will be trained by the former deputy Director of SLED, Roger Heaton.

B. SECURITY COVERAGE

- a. The Contractor shall provide one (1) armed guard per shift per location as required during the assigned location's normal hours of operation, Monday through Friday (excluding District holidays or closures due to inclement weather).

SSA will provide one armed guard per shift per location as required during the assigned location's normal hours of operation.

- b. Additional scheduled business days and/or hours may be added or subtracted at any time. Contractor shall be notified at least twenty-four (24) hours in advance of the beginning of the newly scheduled business days or hours.

SSA acknowledges and agrees to the above.

- c. The District reserves the right to increase or decrease the number of Armed Security Guards and/or assigned locations throughout the contract period. Contractor shall be notified at least 30 days in advance of said changes.

SSA acknowledges and agrees to the above.

C. ADMINISTRATIVE SUPPLIES AND EQUIPMENT

- a. The Contractor shall provide all registration forms, incident report forms, logbooks, investigation report forms, check off sheets, and any other administrative supplies necessary to carry out all the requirements of the contract.

SSA acknowledges and agrees to the above.

- b. Contractor is responsible for pay, benefits, vacation pay, sick pay, and/or pay due to inclement weather. The District shall not be responsible for pay above the hourly agreed amount for hours actually worked.

SSA acknowledges and agrees to the above.

- c. Contractor shall supply all Armed Security Guards with appropriate uniforms, name tags, and any special safety equipment required in the performance of their duties. All uniforms must be neat, clean, pressed and in good condition. All Armed Security Officer uniforms must be clearly distinguishable from that of any official in law enforcement officer of the State and local government as provided for in the SC Private Detective and Security Agencies Rules and Regulations.

SSA will supply ASGs with appropriate uniforms, name tags, and any special safety equipment required to successfully perform their duties.

- d. Firearms and any other personal safety devices or equipment will be supplied by the Contractor.

SSA agrees to provide firearms and other personal safety devices at no cost to the District.

D. ARMED SECURITY GUARD DUTIES

The primary responsibility of the armed security guard is to provide a safe environment for District staff, students, and the general public. These services shall include:

- a) Serve as a first responder to violent, disruptive, or other emergency incidents on school property. Take appropriate action to safeguard life, property, and order and to provide necessary aid and assistance. Coordinate with and assist law enforcement or other first responders upon their arrival.

ASGs will serve as a first responder to violent, disruptive, or other emergency incidents on school property. Our ASGs are trained to confront subjects that may have the potential of becoming aggressive, combative, or assaultive. Another major component of our training program is to ensure that all ASGs can clearly identify what is "reasonable and necessary" to stop an assault.

- b) Patrol assigned buildings, parking lots, and grounds for illegal activities, suspicious activity or behavior, or dangerous situations. Report matters of concern to school administration and/or law enforcement. Respond appropriately within the authorities granted by law, District policy, and company directives.

ASGs will patrol all areas designated by the District and report illegal or suspicious activities to the appropriate authorities. ASGs will respond appropriately within the authorities granted by law, District policy, and SSA directives.

- c) Confront trespassers and unauthorized visitors to ascertain their business on campus and to prevent unlawful entry onto campus. Escort unauthorized visitors to the main office or off-campus, as appropriate and in coordination with school administration.

ASGs will confront trespassers and unauthorized visitors in a professional manner. ASGs will coordinate with school administrators to escort unauthorized visitors to the main office or remove them from the campus.

- d) Monitor student activity and movement in school buildings and throughout school. Notify school personnel of serious rule violations, disorderly student behavior, or otherwise unsafe conditions.

SSA will monitor student activity and promptly report any violations, disorderly behavior, or unsafe conditions that warrant escalation to designated school personnel.

- e) Check exterior and interior doors to ensure all doors are secured (lock and closed) and all door locks and card readers are operational and functioning properly. Notify school administration of malfunctioning doors/locks and request maintenance for necessary repairs. Maintain a record of unsecured doors.

ASG's will ensure all doors are locked and secured. In addition, ASG will inspect locks and card readers to make sure they are operational and functioning properly and maintain a record of unsecured doors. The ASG will alert the administration of any malfunctioning locks or readers and request maintenance.

- f) Operate two-way radios, to maximize security coverage and protection of people, property, and the peaceful conduct of school business.

ASGs will operate security systems, including video surveillance systems and two-way radios, to maximize security coverage and protection of people, property, and the peaceful conduct of school business.

- g) In coordination with school officials, assist with traffic control, traffic and pedestrian management, and parking within the work hours prescribed above. Check vehicles on campus for proper parking authorization and determine if vehicles are parked in restricted areas.

ASGs will assist with traffic control, traffic and pedestrian management, and parking within the work hours set forth by the District.

- h) Assist with developing emergency response procedures, as requested. Assist with conducting and participate in fire drills, lockdown drills, and other safety drills. As requested, assist with emergency management, safety, and security training of school personnel.

ASGs will assist with conducting and participate in fire drills, lockdown drills, and other safety drills as requested. In addition, we will assist in emergency management, safety, and security training of school personnel.

- i) Participate in safety and security inspections and assessments of assigned schools. Advise school administrators of hazardous conditions, unsafe procedures, and other serious security matters. Recommend and assist with implementing mitigation measures.

ASGs will participate in safety and assessments of assigned schools and will advise administrators of any hazardous conditions, unsafe procedures, and other serious security matters.

- j) Communicate with the security supervisor in a timely manner regarding on-going concerns, problems, or unresolved issues that jeopardize safety and/or security, violate District policy or protocol, or otherwise hinder the orderly conduct of school business.

ASGs will communicate with the security supervisor in a timely manner regarding any issue or on-going concern that jeopardizes the safety and security, violates District policy or protocol, or otherwise hinders the orderly conduct of school business.

- k) Immediately document and report to the appropriate officials any evidence of criminal activity. Cooperate fully with administrative and criminal investigations. Testify in criminal and administrative proceedings as necessary.

ASGs will document and report evidence of criminal activity to the appropriate officials. ASGs will be available to cooperate fully with any resulting investigation and will testify in any proceedings as needed.

- l) Provide security support and assistance at school functions and sporting events occurring on campus within the workdays and work hours described above. Duties include but are not limited to walking among event spectators and other attendees to promote order and to provide a visible presence that promotes safety issues.

ASGs will provide security support and assistance at school functions and sporting events occurring on campus within the workdays and work hours set forth by the District.

- m) Perform other security-related duties as assigned.

ASGs will perform other security-related duties as assigned. Such duties will be written into the post orders developed by SSA and the District.

- n) ASGs shall report infractions to a school administrator. ASG may not impose discipline on a student but shall, upon request, provide any requested assistance in terms of supplying witness statements, testimony, etc.

ASGs will report infractions to a designated school administrator and will not under any circumstances impose discipline on a student. ASGs will assist in providing statements or testimony upon request.

- o) ASG shall not perform duties reserved for administrators, teachers, or other staff members. They shall not, for example, be assigned to monitor a classroom in the absence of a teacher.

SSA acknowledges and agrees to the above.

- p) Questions or disputes regarding the duties and responsibilities of ASGs shall be presented to the District representative and the ASG's Supervisor for resolution.

Should a question or dispute regarding the ASG's duties and responsibilities arise, the ASG will promptly direct the issue in question to the District's designated representative as well his or her supervisor.

E. CONTRACTOR DUTIES:

- a. Serve as the primary liaison between the District and the ASG for operational, administrative, and contractual issues.

Vondra Gadson will serve as the primary point of contact for operational, administrative, and contractual issues. She has the necessary authority to accept notices, inspection reports, and all other correspondence on behalf of SSA. Charles McCurry, District Manager, will provide support for issues that require escalation

- b. Regularly conduct site visits of all schools to supervise and provide guidance to ASG's.

The Account Manager will conduct site visits of all schools to supervise and provide guidance to ASGs.

- c. Assist the District representative with investigating and resolving complaints involving ASG's.

The Account Manager will assist the District representative with investigating and resolving complaints involving ASGs.

- d. Notify the District representative of projected, anticipated, or actual vacancies as soon as the vacancy is known.

The Account Manager will notify the District representative of projected, anticipated, or actual vacancies as soon as the vacancy is known.

- e. Review incident and other reports written by ASGs and forward them to the District representative in a timely manner.

The Account Manager will review incident and other reports written by ASGs and forward them to the District representative in a timely manner.

- f. Notify the District representative of any known or alleged performance problems or concerns involving ASGs.

The account manager will notify the District representative of any known or alleged performance problems or concerns involving ASGs.

- g. Coordinate with the District representative and appropriate school personnel to complete annual performance questionnaires of ASGs.

The account manager will coordinate with the District representative and appropriate school personnel to complete annual performance questionnaires of ASGs.

- h. Ensure ASGs are properly equipped and licensed.

The account manager will ensure ASGs are properly equipped and licensed.

- i. Notify the District representative of any issues that could impact contract performance or the safety/security of the District's schools or operations.

The account manager will notify the District representative of any issues that could impact contract performance or the safety/security of the District's schools or operations.

- j. Other management-related duties as assigned.

SSA is happy to assist with management-related duties that are within scope of the Post Orders and Contract. Managerial duties above and beyond the day-to-day operations of the security program would have to be agreed upon in writing.

F. AUTHORITY AND JURISDICTION, PERMITS, LICENSES, AND ADHERENCE TO LAWS

- a. Prior to commencement of work under this contract, the Contractor shall:
 - i. Obtain, possess, and maintain all business and corporate licenses required to operate as a business and as a contract security business in the State of South Carolina. Failure by the Contractor to possess all required licenses will be grounds for termination for cause.
- ii. Obtain all licenses and permits required for each ASG to serve as an armed security officer in the District.

SSA is properly licensed by the State of South Carolina to provide the required services.

All ASGs assigned to the District will be licensed and certified as required to perform their duties.

- iii. ASGs must possess a security officer registration certificate from South Carolina Law Enforcement Division (SLED) and an issued security weapons permit from SLED to be assigned to work under the contract.

All ASGs assigned to the District will possess valid security ASG registration certificate and security weapons permit issued by SLED.

- iv. Provide any official bond(s) and insurance required, and pay any fees or costs involved or related to authorization for the arming of any employees engaged in providing services specified under the contract.

SSA will maintain the appropriate levels of insurance as directed by the District. In addition, SSA will pay any fees or costs involved or related to authorization for the arming of any employees engaged in providing services specified under this contract.

- b. The Contractor shall furnish a legible copy of all legally required licenses and permits (including copies of permits and licenses issued to individual ASGs) to the District representative prior to the contract start date and again within fifteen (15) days after each anniversary of the contract start date.

- i. The Contractor shall complete and certify a written record that shows names and issue dates for each ASG having each and all legally required licenses, permits, and certifications. This written Contractor certification shall state that all legal requirements have been fulfilled prior to the commencement of any work.

SSA will complete and certify a written record that meets the requirements set forth by the District.

- ii. The Contractor shall provide an updated record to the designated District representative upon any change of personnel assigned to the contract.

SSA will provide an updated record to the designated District representative upon any change of personnel assigned to the contract and agrees to the above.

- c. The Contractor shall be responsible for maintaining current, valid copies of all licenses, permits certifications, and registrations and for complying with all applicable federal, state, and local laws and regulations associated with licensing and permit issuance.

- i. Failure by the Contractor to maintain valid licenses and permits will be cause for the District representative to take contractual actions, up to and including termination, for cause and removal of personnel from the contract

SSA acknowledges and agrees to the above.

- ii. ASGs must carry only an on-duty firearm with a minimum of .22 and maximum of .45 caliber. The maximum barrel length is six inches. ASGs are not authorized to carry concealed weapons on District property or while performing security services for the District, unless otherwise allowed by state law.

SSA agrees to the District's caliber and barrel length requirements. We further agree that ASGs will not carry concealed weapons on District property while performing security services for the District.

- iii. ASGs must carry their security weapons permit on their person while on duty and must keep a current, legible photocopy on file with the Contractor. Failure by an ASG to carry a valid security officer registration certificate and security weapons permit while on duty shall result in the ASG being removed from the contract until the valid certificate or permit is obtained.

ASGs will carry their weapons permit on their person while on duty. SSA maintains all such permits on file.

- iv. The District representative may conduct inspections of required licenses and permits at any time. The Contractor and individual ASGs shall provide such documentation upon request.

SSA agrees to allow an authorized representative of the District to conduct inspections of required licenses and permits at any time. ASGs will provide documentation upon request. SSA and the District will work together to determine District personnel who will be authorized to conduct such inspections.

SECURITY BACKGROUND INFORMATION:

The Offeror and/or his/her employees performing service under the terms of a contract resulting from this solicitation must undergo a security background investigation. Upon contract signing, a listing of personnel assigned to each school will be submitted along with the following information:

- a) Full name of individual
- b) Sex
- c) Birthdate
- d) Social Security Number

SSA completes a thorough screening and comprehensive applicant background check process.

This process will cover the following items:

- Six Year Background Investigation (including work history, locations, school, military services)
- South Carolina statewide criminal background check
- National Database of Registered Sex Offenders check
- Pre-Employment 10-panel Drug Screening
- Social Security Verification
- E-verify
- State, Federal, and Local Criminal Background Checks to include sex offender's record
- Driver's License Check
- References

III. QUALIFICATIONS

QUALIFICATIONS -- REQUIRED INFORMATION:

In order to evaluate your responsibility, offeror shall submit the following information or documentation for the offeror and any subcontractor, if the value of subcontractor's portion of the work exceeds 10% of your price (if in doubt, provide the information):

- (a) The general history and experience of the business in providing work of similar size and scope.
Five (5) year minimum

S&S Management Group, LLC, started as a family-owned business by the Stevens brothers. Headquartered out of Alpharetta, Georgia, our firm was incorporated in August of 2012 and conducts business as Security Solutions of America in South Carolina as a Limited Liability Corporation. SSA is a trusted security source in providing both armed and unarmed security guard services and video monitoring for clients across the United States.

We have been providing security and monitoring services for 10 years under the S&S Management Group name. However, the relationship management team that will be assigned to the District has more than 60 years of collective experience in security and law enforcement fields.

SSA provides the following security services for more than 360 clients across our footprint:

- Armed Security
- Security Guard Services
- Disaster and Emergency Responses
- Special Event Security
- Emergency Management Planning
- Security Awareness Programs
- Vulnerability and risk Assessments
- Threat Assessment
- Inspection and Patrol Services
- Security Surveys

- (b) Information reflecting the current financial position. Include the most current audited financial statement and audited financial statements for the last three (3) fiscal years.

Please refer to the Appendix section of this response for audited financial statements as requested.

- (c) A detailed, narrative statement listing the three (3) most recent, comparable contracts (including contact information) which have been performed. For each contract, describe how the supplies or services provided are similar to those requested by this solicitation, and how they differ.

SC Beaufort County School Systems
Address: PO Box 309, Beaufort, SC 29901
Contact Name: Dave Grissom
Email: David.grissom@beaufort.k12.sc.us
Phone: (843) 812-1364

With 19 armed guards and 2 supervisors, SSA provides armed security guard services to the Beaufort County School District. The District serves approximately 22,000 students and 2,300 fulltime employees and roughly 36 facilities consisting of elementary, middle, high school, vocational, and administrative offices. Services include but are not limited to serving as first responder to violent, disruptive, or emergency situations, patrolling buildings, confronting trespassers, monitoring student activity, and operating security systems and video surveillance systems.

Ben Lippen Christian School
Address: 7401 Monticello Road, Columbia, SC 29203
Contact Name: Shannon Glenn
Email: Shannon.glenn@benlippen.com
Phone: (803) 807-4000

Ben Lippen School has 2 campuses located in Columbia, SC that are staffed by our Security personnel Monday through Friday with one campus from 7:15am through 3:45pm, and the other campus from 7:15am through 3:45pm, excluding holidays when school is not in session. On each property, we maintain a constant watch over students and faculty to include patrols of each of the school buildings and grounds. Regular patrols are conducted throughout the school day, and security is visible during student drop off and pick up from each school. The current contracts began with the 2017-2018 school calendar year and remains with our company today.

John De La Howe (SC Governors School for Agriculture)
Contact Name: Steve Osborne
Email: steve.osborn@delawowe.sc.gov
Phone: (864) 378-2340

SSA provides 336-armed guard services per week. We keep guard over a 1,000 plus acre facility housing high school students at the Governors School for Agriculture. We provide access control, denying entry of unauthorized patrons, patrol the entire area, and monitor student's movement. We make rounds through various on-site buildings and respond to any emergencies on campus.

- (d) A list of every South Carolina public body for which supplies or services have been provided at any time during the past three years, if any.

The bullets below list all South Carolina public entities for whom SSA has provided security services during the past 3 years:

- Flora Parking Lot for University of South Carolina
- South Carolina Commission for the Blind
- South Carolina Educational TV
- South Carolina Fire Academy
- South Carolina DOT
- John De Le Howe Governors School for Agriculture
- Beauford County Schools
- South Carolina Mental Health
- South Carolina Vocational Rehab

- (e) List of failed projects, suspensions, debarments, and significant litigation. If no such list exists, please include a statement to that fact.

SSA has no failed projects, suspensions, debarments, or significant litigation.

- (f) Offeror shall demonstrate a satisfactory record of performance from at least three (3) references preferably within the K-12 environment. Contract must be similar in size and type. References should be for work completed within the last three (3) years and should be on the same scope as described within this solicitation. If providing school districts as references, include the total student population of each district. References will be contacted by e-mail, so you must provide a current e-mail address for each reference.

- a) Company Name
- b) Street or PO Address
- c) City, State, Zip Code
- d) Contact Name
- e) Contact Phone Number
- f) Contact Email Address
- g) For each reference, provide a brief description of the work performed.

Please refer to Attachment A for the above requested information.

- (g) **SUBCONTRACTOR – IDENTIFICATION:** If you intend to subcontract, at any tier level, with another business for any portion of the work and that portion either (1) exceeds 10% of your cost, (2) involves access to any “government information,” as defined in the clause entitled “Information Security - Definitions,” if included, or (3) otherwise involves services critical to your performance of the work (err on the side of inclusion), your offer must identify that business and the work which they are to perform. Identify potential subcontractors by providing the business name, address, phone, taxpayer identification number, and point of contact. In determining your responsibility, the District may contact and evaluate your proposed subcontractors.

SSA does not intend to subcontract any portion of the work for the work proposed in the response.

VIII. BIDDING SCHEDULE

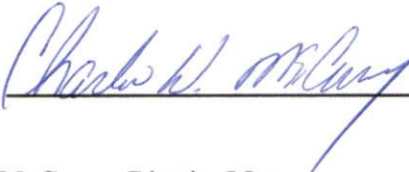
Cost to provide six (6) uniformed, Armed Security Guards to serve at permanently assigned locations in School District Five of Lexington and Richland Counties. Provide an all-inclusive PER HOUR rate as described in solicitation. Cost shall include all labor, materials, travel, meals, benefits, taxes, clerical personnel, etc.

\$ 24.75 per hour

Service Locations:

1. Chapin Intermediate School (CIS)
2. Chapin Elementary School (CES)
3. Leaphart Elementary School (LES)
4. Nursery Road Elementary School (NRES)
5. Piney Woods Elementary School (PWES)
6. Seven Oaks Elementary School (SOES)

Signature of Authorized Official:



Print name and Title: Charles McCurry, District Manager

ATTACHMENT A**REFERENCES**

Instructions: Provide three references of customers that you have provided similar services as is described in this solicitation. The list of References shall be completed in its entirety and submitted with the bid response.

Company/School Name: Beaufort County

Address: PO Box 309, Beaufort, SC 29901

Contact Person: David Grissom

Phone Number: (843) 812-1364

Type of Service: Armed Guarding

Company/School Name: Ben Lippen School

Address: 7401 Monticello Road, Columbia, SC 29203

Contact Person: Shannon Glenn

Phone Number: (803) 807-4000

Type of Service: Unarmed Guarding

Company/School Name: John De La Howe School for Agriculture

Address: 182 Gettys Road, McCormick, SC 29835

Contact Person: Steve Osborn

Phone Number: (864) 378-2340

Type of Service: Unarmed Guarding

ATTACHMENT B**MINORITY PARTICIPATION AFFIDAVIT**

Is the bidder a South Carolina Certified Minority Business? ☐ Yes ☒ No

Is the bidder a Minority Business certified by another governmental entity ☐ Yes ☒ No

If so, please list the certifying governmental entity: _____

Will any of the work under this contract be performed by a SC certified Minority Business as a subcontractor? ☐ Yes ☒ No

If so, what percentage of the total value of the contract will be performed by a SC certified Minority Business as a subcontractor? _____

Will any of the work under this contract be performed by a minority business certified by another governmental entity as a subcontractor? ☐ Yes ☒ No

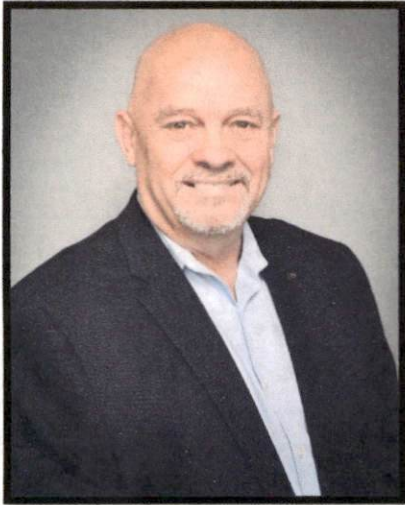
If so, what percentage of the total value of the contract will be performed by a minority business certified by another governmental entity as a subcontractor? _____

If a certified Minority Business is participating in this contract, please indicate all categories for which the Business is certified:

- ☐ Traditional minority
- ☐ Traditional minority, but female
- ☐ Women (Caucasian females)
- ☐ Hispanic minorities
- ☐ DOT referral (Traditional minority)
- ☐ DOT referral (Caucasian female)
- ☐ Temporary certification
- ☐ SBA 8 (a) certification referral
- ☐ Other minorities (Native American, Asian, etc.)

(If more than one minority contractor will be utilized in the performance of this contract, please provide the information above for each minority business.)

The Department of Administration, Division of Small and Minority Business Contracting and Certification, publishes a list of certified minority firms. The Minority Business Directory is available at the following URL: <http://osmba.sc.gov/directory.html>
[04-4015-3]



Charles W. McCurry
District Manager

Education:

Excellence in Management Office of State Personnel Raleigh, NC
North Carolina Instructors Training Course, Raleigh, NC
State of North Carolina Private Protective Service Certified Unarmed
Security Officer Instructor, Raleigh, NC
Certified Breath Alcohol Technician
Gang Activity Task Force Intelligence Officer NCDPS

Experience:

2008 to Present

GuardOne Security | CH Security Services
District Manager

Mr. McCurry is responsible for management of all security operations for Western North Carolina and the Triad area of North Carolina and Upstate South Carolina, he oversees the supervision and scheduling for approximately 130 employees, he oversees fleet vehicle maintenance, and meets with current and new clients. His duties also include training officers on client policies and procedures and being responsible for training patrol officers/supervisors on policies and procedures.

1978-2006

North Carolina Department of Public Safety
Correctional Captain

Mr. McCurry was a career employee of the North Carolina Department of Public Safety rising from the rank of Officer to Sergeant, Lieutenant, Captain and Assistant Superintendent until his retirement in 2006. He is a recipient of the Old North State Award for 'His Dedication and Service beyond expectations and excellence to the Citizens of the State of North Carolina.'



Vondra Gadson

Area Manager, South Carolina

Education: Midland Tech College
Columbia South Carolina
August 1991 Criminal Justice

Experience: 2015 to Present

GuardOne Security
Area Manager – Columbia, South Carolina

In 2015, CH Security Services was acquired by GuardOne Security. Ms. Gadson was promoted amid the restructuring, and she is now responsible for daily operations for the South Carolina region. She oversees scheduling for 30+ officers. She handles all hiring and position fulfillment for various sites. Other human resources tasks include determining needs, hiring employees, overseeing assignment of employees and planning staff development. She provides the officer training for all locations on client policies and procedures. She also handles the oversight of inventory, purchasing and supplies for the office.

2010 to 2015

CH Security Services
Security Supervisor

South Carolina Educational Television (SCETV) awarded C H Security Services the contract in 2010. Again, Ms. Gadson was asked to remain with the contract due to her history and exceptional supervisory skills.

2005 to 2010

American Security
Security Supervisor

In 2005, American Security became the security provider for South Carolina Educational Television (SCETV). Ms. Gadson was asked to remain with the account and was promoted to the position of Security Supervisor due to her prior history and knowledge of the account. Her responsibilities increased to provide on-site supervision and scheduling of the six (6) officers assigned at SCETV.



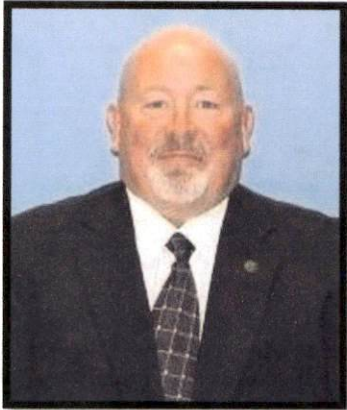
Veronica C. ...
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Roger Heaton Training Manager

License and Certification: Licensed SLED Armed Security Officer
Certified SLED:
Primary Basis & Plus Training for Security Officers and Firearms

Specialized Training: SC Criminal Justice Academy Graduate
FBI National Academy – 193rd Session

Education: Criminal Justice, University of Virginia

Experience:

GuardOne Security
Branch Manager

2021 to Present

Roger Heaton leads the GuardOne Security team of 19-armed security officers assigned to the Beaufort County School District Elementary and Early Learning Centers. Roger also conducts all training for the officers assigned to his projects and others across SC. Roger is a veteran law enforcement officer with over 35 years of experience. He retired from the SC Law Enforcement Division as Assistant Director.

Indigo Run Community Owners Association
Director of Security

2018 to 2021

Roger Heaton led and directed the Indigo Run Security Department and administered the IRCOA Security Department policies and procedures. He also maintained a relationship with other law enforcement agencies and private security departments to ensure Indigo Run Security and IRCOA was kept abreast of new law enforcement techniques and current legal requirements/decisions. Roger also recruited and interviewed applicants, recommended the approval of personnel prior to employment, promotions, transfers, and dismissals of personnel.

SSMG Holdings, LLC

FINANCIAL STATEMENTS

December 31, 2018

CONFIDENTIAL



CRI CARR
RIGGS &
INGRAM

CPAs and Advisors

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