



PROVIDING PROFESSIONAL SECURITY SERVICES FOR MORE THAN 80 YEARS. *There is NO SUBSTITUTE for EXPERIENCE!*

March 30, 2023

Proposal for: **City of Stonecrest, GA.**

Attention: **Ms. Shakerah Hall**

Dynamic Security, Inc. is:

- American Owned – Privately Held - Family Operated **in business since 1941.**
- Dynamic Security has grown from humble beginnings in Muscle Shoals AL. to a nationally recognized security company with more than 2000 employees.
- Never sold or parentally owned by any other company, we remain our own individual entity.
- Despite consistent interest from National and International Conglomerates, we are not for sale.
- The top six executives at Dynamic have over 170 years of contract security management experience between them.
- We hold firm to our convictions regarding integrity in all our business relationships.
- We are committed to strategic careful growth supported operationally by managers with proven experience who lead supervisors and trainers of all disciplines throughout our company.
- We believe you will appreciate the Dynamic Difference which includes individual security solutions tailored to your facility with customer service accountability built in. Dynamic has the unique advantage of OWNER involvement which is very rare among large security companies today.

Some of our customers include the following:



My name is Greg Carter. I am the Vice President of Business Development at Dynamic Security Inc. We are sincere in our efforts to earn your contract security business. Please see the following pages regarding our proposal. For more information, please reach out. I am here to help.

Greg Carter – E-Mail: gcarter@dynamicsecurity.org – Cell: 205.773.9273

City of Stonecrest GA. Proposed Rates 3-30-23			
OPTION 1: Unarmed Positions	Hourly Pay Rate:	Mark Up %	Regular Bill Rate:
Security Officers:	\$14.00	40.00%	\$19.60
OPTION 1: Armed Positions	Hourly Pay Rate:	Mark Up %	Regular Bill Rate:
Security Officers:	\$17.25	43.00%	\$24.67

Holiday Pay and Billing: Any Dynamic Security Officer working on site at CITY OF STONECREST GA. will receive time and one half pay for hours worked on any of the 6 holidays identified and agreed upon between CITY OF STONECREST GA. and Dynamic Security. These specific Holidays will be identified in the Service Agreement. The cost of this employee benefit IS INCLUDED in the regular bill rates as quoted here.

Vacations:

All Fulltime Dynamic Security Officers assigned to CITY OF STONECREST GA. will receive one week's paid vacation after 1 year of continuous service. The cost for this employee benefit IS INCLUDED in the regular bill rates as quoted herein.

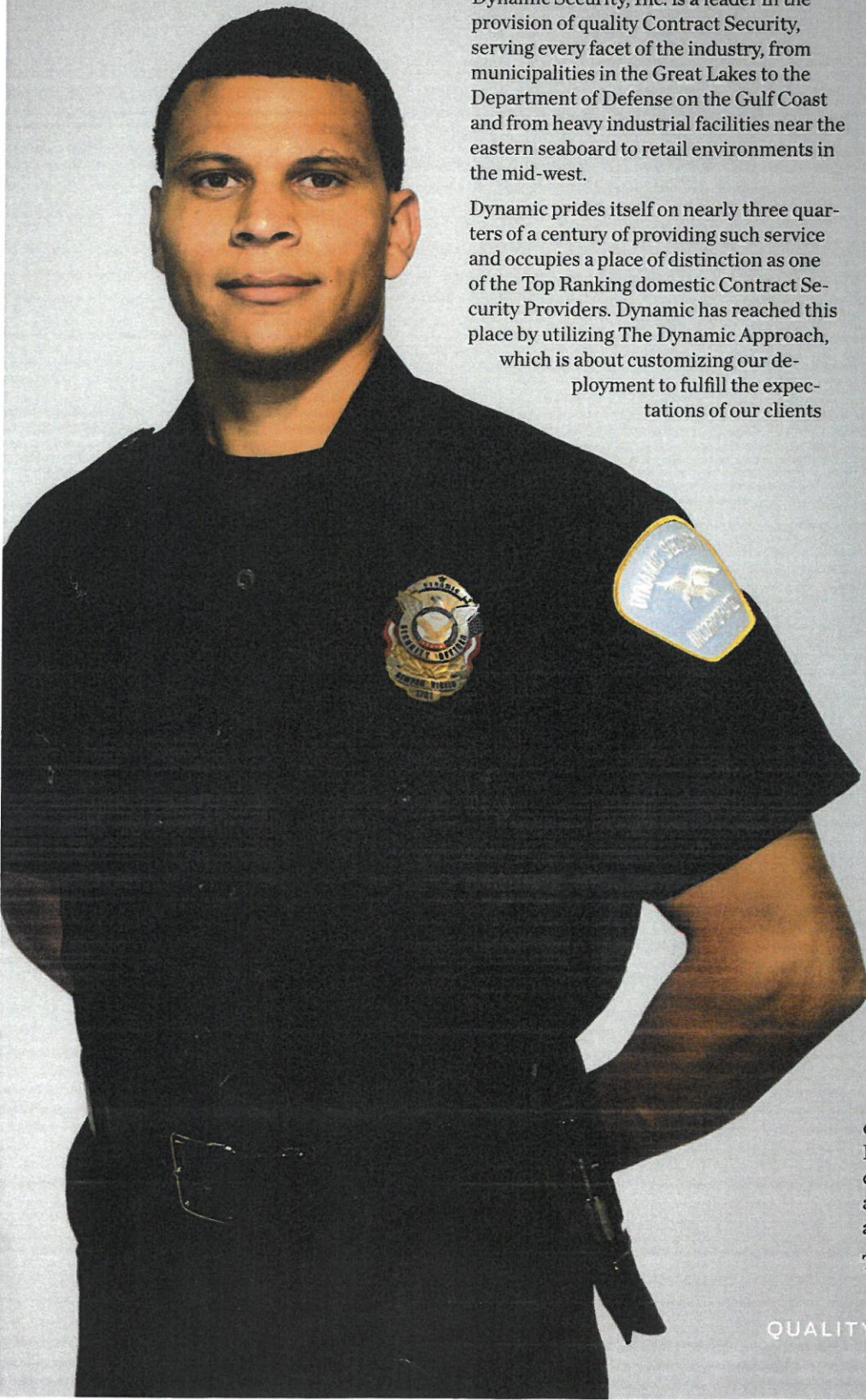
Overtime:

Dynamic Security bills all CITY OF STONECREST GA. services at the regular straight time hourly rate, with the exception of emergency extra coverage (without a 72-hour advance notice) and when CITY OF STONECREST GA. requests that specific Security Officers work more than 40 hours per week. Any staffing shortages due to call-off's, vacations or Dynamic scheduling issues are the responsibility of Dynamic Security. CITY OF STONECREST GA. will only be billed the regular rate for those hours.

Equipment:

Any additional equipment required by CITY OF STONECREST GA. would be billed monthly as straight pass-through items.

THE DYNAMIC APPROACH



Dynamic Security, Inc. is a leader in the provision of quality Contract Security, serving every facet of the industry, from municipalities in the Great Lakes to the Department of Defense on the Gulf Coast and from heavy industrial facilities near the eastern seaboard to retail environments in the mid-west.

Dynamic prides itself on nearly three quarters of a century of providing such service and occupies a place of distinction as one of the Top Ranking domestic Contract Security Providers. Dynamic has reached this place by utilizing The Dynamic Approach, which is about customizing our deployment to fulfill the expectations of our clients

and focusing our entire team on shaping our service to that goal.

The Dynamic Approach begins by forming strong lines of communication with our client contact, ensuring an understanding of objectives, turning those goals into a regimen of recruitment, training and ongoing multi-layered support.

The talent represented in Dynamic Security's management spans a broad spectrum including career Contract Security Leaders, representatives from every division of military service, the Federal Bureau of Investigation and law enforcement. Each of these Industry Leaders consult with our customers in order to formulate a deployment of Professional Security Officers, customize procedures to fit each client's needs and establish firm lines of communication. We take tremendous pride in our ability to recruit, to train, and to retain quality officers and provide unrivaled service.

Dynamic also provides services which further ensure superb client support. Our Elite Services Division focuses on clients who need officers with law enforcement or military experience and require a premium level of training. Other areas of service include investigations, consulting, and disaster relief.

Additionally, Dynamic Staffing provides the highest quality staffing services for industrial, clerical, medical, Aerospace Engineering and other professional positions along with human resource services.

It is Dynamic's charter to protect the employees, property, and information in and on each clients' facilities by delivering the highest level of quality service available in the industry. With a workforce comprised of thousands of employees and numerous offices throughout the United States, Dynamic Security tailors our services to our clients' unique requirements, conquering any security or personnel issues to cultivate a satisfied customer.

This is The Dynamic Approach.



JOHN C. RIDDLE, *President & CEO* (100% shareholder) – Mr. Riddle has guided the collective efforts of Dynamic Security, Inc. and Dynamic Staffing, Inc. since early in his business career. Following a short hiatus during which he left to earn his degree in business administration from Southern Methodist University, he worked in various accounting management positions in Dallas, Texas. He then assumed control of Dynamic upon his father's death in 1976. Since then, he has devoted his full efforts towards building Dynamic into the strong competitor that it is today by developing an unrivaled organizational team of experienced security business professionals. In the year 2000, the Chamber of Commerce named Mr. Riddle "Businessman of the Year," the highest honor given by the Chamber, for his continued business success and contribution to the community.

SCOTT A. RIDDLE (MCP),
Executive Vice President

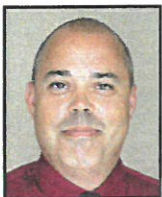
Now responsible for every facet of Dynamic Security, Inc., and Dynamic Staffing, Inc., Mr. Riddle brings over 30 years of experience, having worked in every operational and sales position. Beginning his career as a Security Officer, Mr. Riddle later worked as a Field Supervisor, District Manager, Quality Assurance Manager and Business Development Representative before assuming the position of Vice President for Dynamic Security in 1999 and finally Executive Vice President in 2004. Mr. Riddle has negotiated federal contracts and maintained relationships with multiple federal agencies. And he has fostered contractual alliances with numerous Fortune 500 companies. Serving as an industry vanguard, Scott has also pushed forward the quality of operational reporting by inventing the Dynamic Officer Reporting System (a.k.a. DORS), a cloud-based, multi-platform, client focused reporting solution.



TRACY PEOPLES

Vice President of Operations

Mr. Peoples brings more than 26 years of security experience to Dynamic Security. Tracy came to Dynamic in 2010 as a Security Officer and has worked his way up in the Company, holding every operational position within Dynamic including but not limited to Field Supervisor, Operations Manager, District Manager and Regional Manager before being appointed to his current position of Vice President. Prior to joining the Dynamic team Mr. Peoples proudly served in United States Air Force as a Weapons System Specialist for 20 years. He is also instrumental in Dynamic's training program as a State Board licensed instructor in in multiple states across Dynamic Security's service footprint in addition to holding many other industry specific training class certifications.



GAIL ARRINGTON (CPA)
Chief Financial Officer

Ms. Arrington is the company's primary Accountant and Corporate Office Manager and provides insight into all facets of financial administration for Dynamic Security. She holds both a Bachelor's and Master's degree in Accountancy from the University of Mississippi and is a Certified Public Accountant. Ms. Arrington is an accomplished Financial Analyst with experience in the service industry and medical fields. Additionally, Gail possesses a technical background, making her instrumental in the implementation and rollout of accounting software systems. She is also responsible for the company's commercial insurance program and works to mitigate risks to both Dynamic and our clients. Gail is active in the Shoals community, serving on the Executive Leadership Team of the American Heart Association and is an avid supporter of the local University of North Alabama.



GREG CARTER

Vice President of Business Development

Mr. Carter brings more than 37 years of Contract Security Management and Business Development experience to Dynamic Security. Greg spent 31 years with a large privately held security firm where he served as Vice President for 18 years. Greg has personally negotiated, sold, and managed the delivery of security service to hundreds of customers to include: Foreign Trade Zone facilities, Department of Corrections Inmate Custody (state and federal), hospitals, banks, industrial sites, shipyards, chemical companies, food processing facilities, and more. Greg's extensive security management background places him in the unique position to understand the importance of bringing sales and operations together for true success.



KRISTAL L. RIDDLE
*DOD Facility Security Officer
& Chief Legal Officer*

Ms. Riddle's distinguished educational background includes a Bachelor's Degree in Accounting & Business Administration from the University of North Alabama and numerous professional certifications in both Government and Private sectors of business. This is augmented by decades of experience as a Director of Human Resources, an Accountant and an Operations Manager. In her role as an F.S.O., Kristal ensures Dynamic Security's compliance with NISP requirements and Department of Defense mandates by establishing policies and standards appropriate to this unique field and overseeing its implementation. She oversees the establishment of eQUIP sessions for those needing a PCL, monitoring the results via the DISS system. Tracking initial and annual briefings as well as debriefings allows her to continually monitor cleared employees to keep each updated and fully trained to the high standards of the DoD. Kristal maintains her certification studies through online and classroom situations using STEPP, and also actively attends NCMS conferences and programs.





DYNAMIC
SECURITY INC.

Section 2: Screening and Placement

Dynamic is committed to hiring, training, and retaining only the best security officers. The first step in this commitment involves the screening of applicants for employment. Dynamic uses the following pre-employment selection tools for hiring security officers:

- ▶ Standard Employment Application
- ▶ Security Officer Questionnaire
- ▶ Prior Employment Verification
- ▶ Background Investigations

Dynamic follows the steps listed below in selecting and placing employees:

STEP 1 The Application

Dynamic utilizes a standard employment application heavy in written aptitude and reasoning testing as the first step in the screening process. Applicants are also asked to complete a Security Officer Questionnaire in order to gain more knowledge into a person's experience in the security industry. Prior work experience along with educational background information is also gathered during the application process.

The Operations Manager reviews all materials completed during the application process to determine if an interview should be scheduled with an applicant.

STEP 2 The Interview

After careful review of applications, a Dynamic Operations Manager selects applicants for face-to-face interviews. During this process, applicants are asked a series of questions regarding their ability to perform the required job duties along with various situational questions to determine their capabilities and aptitude.

STEP 3 Background Investigations

Dynamic requires extensive background investigations of potential employees. These checks verify past employment, education, driving records, and felony records. All of these investigations follow state and federal guidelines.

Drug Screening & Fingerprinting – Concurrent with background investigations, applicants are asked to submit to drug screening, and in those states in which it is required by law, they are fingerprinted.

STEP 4 Client Follow-Up/ Acceptance

The final step in the screening and placement process is to follow-up with the Client once a Dynamic employee has been placed to ensure that the assignment is successful in meeting or exceeding the Client's needs. If for some reason, the Dynamic employee or employees do not meet the Client's expectations, Dynamic will see to it that the situation is remedied in an efficient and timely manner.

Dynamic is committed to providing training to all security officers which exceeds any government stipulated requirements in all states where Dynamic operates. The following programs and training are designed to ensure job knowledge and to ensure that all Dynamic security officers are properly trained in how to handle a variety of job situations.

PHASE 1 Initial Classroom Training

Dynamic classroom training provides officers with an excellent primer for beginning a career in the security industry. A variety of classroom subjects ranging from access control procedures to an effective patrol round will be taught by a Dynamic Corporate Trainer.

This training consists of 12 topics, presented during a total of eight to ten hours (strike PSTN reference). These interactive training sessions with in-person instruction also include videos, question and answer sessions, and a comprehensive examination at the conclusion. Each security officer must pass this test prior to placement with Dynamic.

The 12 training modules include the following topics:

- | | | |
|------------------------------------|------------------------|-------------------|
| ▶ Introduction to private security | ▶ General duties | ▶ Legal aspects |
| ▶ Role of the security officer | ▶ Report writing | ▶ Fire prevention |
| ▶ Public relations | ▶ Emergency situations | ▶ Communications |
| ▶ Safety | ▶ Patrol methods | ▶ Code of ethics |

Officers that complete the course with a successful test score receive printed certification.

PHASE 2 Onsite Training

Dynamic also provides basic onsite training to its security officers, which is critical to providing excellent service. The length of this onsite training is customized for each Client's needs, however one eight-hour shift is usually the minimum.

Post orders are vitally important to Dynamic's onsite training program. Post orders are developed by combining the Client's desires and expectations with Dynamic's management consultation. All clients approve the Post Orders and then they are reviewed periodically, based on client desire.

Work Sites or Duty Posts which do not elect to utilize the Dynamic Officer Reporting System is supplied with a Post Notebook, which contains Post Orders, Daily Report Forms, Post Log Book, Incident Reports, Schedules, Rules and Regulations, and any other information regarding the Client and/or security operations.

Training on site operations occurs on a continuous basis. In addition, each and every visit by a Field Supervisor or Training Supervisor ensures proper appearance as well as thorough understanding and compliance with Post Order procedures.

PHASE 3 Ongoing Training

Dynamic believes that ongoing continuous training is the key to successful security operations. Therefore, Dynamic maintains a large library of security study materials for ongoing training purposes.

Classes are scheduled on a regular basis and can be tailored for specific Client needs. These training courses are held at Dynamic offices, but can be scheduled at a Client site as well.

Training covered includes courses on such topics as, but not limited to, the following:

- | | | |
|-----------------------|-----------------------|--------------------------|
| ▶ Diversity awareness | ▶ Loss prevention | ▶ Special event security |
| ▶ Coping with stress | ▶ Disaster management | ▶ Blood borne pathogens |
| ▶ Crowd control | ▶ Workplace violence | ▶ Public relations |
| ▶ Motivation | ▶ Harassment | |

Specialized training for Red Cross, NRA, MARSEC, OPSEC and disciplines can be provided with In House Trainers.

Field Supervision

Dynamic also provides specialized training for supervisors and specialty officers. This training ensures that individuals in supervisory positions have the proper personal and administrative skill sets needed for these positions.

Training topics include courses on such topics as, but not limited to, the following:

- | | | |
|---------------------------|---------------------------|-------------------|
| ▶ Service Quality | ▶ Employee performance | ▶ Leadership |
| ▶ Employee counseling | ▶ Effective communication | ▶ Time management |
| ▶ Behavior and motivation | ▶ Employee discipline | ▶ Discrimination |



Section 4: Transition Plan

Phase-In /Phase Out Plan

The team will begin the phase-in period immediately after contract award. We anticipate conducting individual site visits at each installation to gain familiarization with the posts, the personnel and staffing requirements, procedures, and the individual task orders. These important site visits enable us to gain first hand knowledge of our client's expectations, post locations and procedures, training fulfillment and staffing shortages to begin the staffing phase requirements. Upon full completion of the tours, hiring, equipping, placing and training of our personnel, we will be at full performance at the completion of the phase-in period.

It is imperative that we become thoroughly familiar with installation specific work requirements and procedures (task orders) to finalize the development of necessary post orders and work instructions. Doing so is vitally important to match our employees skill sets to the demands of the job assignment. Schedules are prepared, with all the individual assignments and work hours detailed therein.

Incumbent Personnel Transition

It is commonplace in the industry, with the selection of a new provider to retain a number of employees from the existing contractor when their skills, dedication, and performance have proven invaluable to the customer's operation. We have extensive experience in assuming security responsibility from other organizations, while maintaining the integrity of the client's security program as well as minimizing any disruption to

the client's core business operation. Most clients describe our contractual transitions as "seamless" and we take great pride in providing a "turn-key" management role in relieving the worries and concerns of change. Our team will provide personnel for training in key operations, obtaining licenses and permits and certifications, all prior to posting our first officer.

We recognize how integral and important the incumbent security officers assigned to our client are to mission readiness and facility security. To that end, we desire to transition all qualified individuals that our client recommends if the individual is interested in seeks continued employment with our team. After consultation with our client and prior to the commencement of services, we carefully screen potential employees that we feel will be most beneficial for our client and us to retain. We hold ourselves to the highest ethical business practices and at no time will we actively solicit a competitor's employee. However, where we jointly discuss retaining a "key employee" and the employee elects to stay at the client's location, the following is the normal course of action. In the event a potential incumbent applicant does not meet either our or our client's requirements, we will notify our client that the individual is not suitable for continued employment.

The process of hiring incumbent employees follows:

- Incumbent employees must apply with us at appropriate meeting locations, on-site, or through our web site

- ▶ Candidates must be subjected to our interview, hiring practices, background investigation, and all pre-employment criteria
- ▶ We must verify incumbent's licenses, credentials and documentation
- ▶ Verify compliance with the suitability requirements, medical, psychological, Physical Fitness and the Individual reliability program
- ▶ We will place the incumbent employee on the tentative work schedule at preferred shifts and times (when possible)
- ▶ Arrange for off site hiring, benefit coordination, and orientation
- ▶ Measure for Uniforms and Equipment
- ▶ Await contract commencement while performing duties with existing vendor.

New Hire Personnel/Recruiting

The primary focus in retaining incumbents is to fill the work schedule with as many trained and qualified employees possible. Should there remain voids in the work schedule, then we seek to hire new personnel

meeting or exceeding the selection requirements outlined by our client. Traditional classified ads will run in the local and various outlying newspapers, as well as specialized websites, online applications, and non-traditional recruiting methods to attract highly skilled human resources. Our staffing agencies are expertly gifted in recruiting large numbers of people and subjecting them through the rigors of testing and background investigations. In our effort to recruit former State Law Enforcement officers, Federal Agents, and Former Military, we see these offices as an integral part of the success of an overall staffing strategy. It is our aspiration that only those candidates that pass all the pre-hire requirements, possess adequate credentials, and are qualified to work be allowed access to our client installation for further scrutiny, minimizing security issues.

Our orientation and training will be conducted in our local offices and/or on-site when permitted for all personnel assigned to our client account. All of the new hire security personnel selected for our client account will receive an extensive background investigation. Prior to fulfilling their duties we will use this time to conduct many of the training topics, not deemed as sensitive. Firearms training and qualification, CPR, First Aid and AED, and non-sensitive site specific training can be accomplished awaiting and pending approval from our client's background investigation.



DYNAMIC™
SECURITY INC.

Section 5: Quality Control

Dynamic promotes strong lines of communication between the security team and clients. Standardized reports, which are periodically submitted to the Client representative, are among the tools utilized to accomplish this communication.

Security Officer Inspections *(Weekly)*

Unannounced random checks of Dynamic officers to ensure they are conforming to and are knowledgeable of Dynamic rules and regulations as well as knowledgeable of site-specific duties.

Client Visits *(Monthly Meetings)*

One of the keys to successfully providing superior service is constant communication between the Client and Dynamic. Therefore, Dynamic representatives typically meet on a monthly basis with Clients in addition to any Client requested meetings to review performance and the training

and staffing of the account. A review of the performance of the Dynamic staff compared to the last meeting occurs during each of these visits as well as discussion of any concerns either the Dynamic representative or Client contact may have.

Periodic Client Service Evaluations

Additionally, to ensure quality, customers are given Client Evaluation Forms on a periodic basis to voice their opinions on a wide variety of service elements and provide feedback on Dynamic's performance, which the senior staff reviews immediately, to act on any item of concern. Clients have the capability to visit Dynamic's website, www.dynamicsecurity.org, at any time to complete a Client service evaluation, which will be forwarded automatically and reviewed immediately by the Dynamic management team.

Dynamic offers one of the most comprehensive benefits programs in the security industry. The available benefits include the following:

- ▶ Vacation and holiday pay
- ▶ Life insurance
- ▶ Disability insurance
- ▶ Company provided uniforms
- ▶ Vision insurance
- ▶ Dental insurance
- ▶ Medical Insurance Plan
- ▶ Cancer insurance
- ▶ Retirement Investment Options

Details about these benefits are listed below. Coverage is provided for employees at reasonable premiums for both individual and family coverage.

▶ **Medical Insurance Plan**

Dynamic offers two medical insurance products to all qualifying employees:

- ▶ Major Medical Health Insurance which is ACA-compliant. This includes a broad range of in-network medical benefits.
- ▶ Limited Medical coverage which utilizes a cafeteria plan approach allowing officers to elect basic medical and accidental death coverage options.

▶ **Dental Coverage**

Dynamic has a comprehensive dental plan with no deductible for oral exams, regular cleanings, treatments, sealant, etc. Other basic care is covered 80% with a \$50.00 deductible. Major restorative care is covered 50% after the \$50.00 deductible.

▶ **Vision Care**

This plan includes a free annual eye exam, annual lenses, and biannual frames with family coverage available.

▶ **Life Insurance Program**

Dynamic provides a life insurance program to its officers who have been with the company for at least six months. This insurance is effective for as long as an officer is employed by Dynamic and is a level, benefit term life plan with a \$10,000 benefit with double indemnity in the event of an accidental death. Spouses and family can be added to the program for a nominal fee.

▶ **Cancer Insurance**

This policy pays all eligible expenses, not to exceed the calendar year maximum benefit amount the officer selects, for every calendar year throughout the life of the policy.

▶ **Disability Insurance**

This short-term disability plan pays bi-weekly in the event of total disability, which results from a non-occupational accident or sickness. Officers will receive the benefit level up to 70% of their basic weekly earnings.

▶ **Retirement Investment Options**

Retirement Savings plans are available to employees on a voluntary basis, provided the officers have completed at least one year of service with Dynamic and who work at least 1,000 hours during that service period. 401K plan options may be made available in certain areas or for certain projects where participation levels will be high enough. However, IRA investment options will be made available to all qualifying officers who express a desire in participation through the Vanguard Personal Investment Group.

▶ **Vacation & Holiday Pay**

Dynamic offers its fulltime security officers one week of paid vacation after one year of continuous service with the company. This paid vacation is at the officer's regular base pay for a regular workweek. Dynamic also provides its officers holiday pay according to the Client's holiday schedule.

▶ **Uniforms**

Dynamic provides all security officers complete uniforms at no cost. The standard uniform for full-time officers consists of three shirts, three trousers, one necktie, and security enforcement shield (badge). Dynamic also issues such items as: bomber jackets, windbreakers, rain gear, and blazers when necessary. Additional items can also be issued at the Client's request.

Employee Recognition

Dynamic has developed an employee recognition program to acknowledge employee performance, self-improvement, and personal development.

▶ **R G Riddle Service Award**

This type of recognition is given to employees for exhibiting professionalism, self-improvement, or meritorious service in the execution of their duties. Certificates and monetary compensation accompany the reception of this award.



DYNAMICTM
SECURITY INC.

Section 7: Additional Services

In addition to security officers, Dynamic offers the following services to its Clients:

- ▶ Confidential security studies and evaluations
- ▶ Security strike plan development
- ▶ Drug screening
 - Marijuana
 - Cocaine
 - Amphetamines
 - Opiates
 - Methamphetamines
- ▶ Background Screening
 - Felonies
 - Motor vehicle
 - Workers' compensation/ WC Fraud
 - Education verification
 - Misdemeanors
 - Employment eligibility verification
 - Credit references/credit checks
 - Employment reference checks
- ▶ Facility Staffing
 - Part-time
 - Full-time
 - Clerical workers
 - Additional human resource services
 - Temporary workers
 - Industrial workers
 - Professional placements