

- Evidence of providing services as listed in the specifications to public/private school districts for a minimum of at least one (1) year;
- Three (3) letters of recommendation from public/private school districts in New Jersey;
- Copies of all professional or educational licenses that are required to perform the services as listed in the specifications;
- Other information concerning the firm and/or individuals of the firm that would assist the school district in the evaluation process.
- Availability of personnel, facilities, equipment and other resources to provide the services requested; and
- Affirmative action and cultural diversity and sensitivity training plan of the firm;
Evidence of timely delivery of services performed within budgeted constraints

III. Cost Criteria

1. Fee proposals

Fee proposals

Respondents are to submit a fee proposal schedule that complements the service that is being requested by the school district.

The fee provided by the respondent shall be a significant part of the evaluation process as conducted by the district and respondent should provide a full detailed analysis of their fee proposal.

All incidental expenses (copying, travel, etc.) related to this contract, incurred by the respondent to whom the contract is awarded, shall be the responsibility of the respondent. The board will not reimburse any vendor for any incidental expenses related to the contract.

There may be a circumstance where a request is made for the respondent to provide services not directly related to the contract. These services not related to the contract **are not** to be provided by the respondent. The district will procure these services separately by an authorized purchase order.

Extraordinary expenses that are incurred by the respondent in the performance of his or her duties may be brought to the board **prior** to the actual expenditure. The board upon recommendation of the appropriate administrator **may** consider reimbursing the expense or the board may procure the services separately.

H. Evaluation of Proposals -- Evaluation Committee

A committee has been selected to evaluate proposals that have been submitted. Committee members are familiar with the need for services to be performed in the request for proposal.

Committee members will be identified in the final report submitted to the board.

In accordance with the Office of State Comptroller's publication

Best Practices for Awarding Services Contracts

Section 4 – *(The Need for an Evaluation Committee)*, it has been determined that the evaluators:

- “. . . are sufficiently qualified to evaluate the strengths and weaknesses of the proposals submitted.”

- “. . . have the relevant experience necessary to evaluate the proposal;” and
- “. . . are familiar with the need for the services to be performed in the request for proposals.”

Kevin Campbell/ School Business Administrator/Board Secretary, will review and evaluate all proposals as they pertain to the procurement process.

I. Award of Contract

It is the intention of the Board of Education to award up to two (2) contract(s) to the respondent(s) whose response is the most advantageous to the board, price and other factors considered; and who will provide the highest quality service at fair and competitive prices. **A minimum score of Seventy-Five percent (75%) is required to be considered for award.**



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

PROPOSAL OBJECTIVE: PROTECTING PEOPLE & PROPERTY

Lakewood Board of Education – Security Guards for Lakewood Nonpublic Schools

Scope of Work

Century Protective Services will provide at a minimum **10 Unarmed Security Guards, 10 Armed Security Guards/Retired Police officers** for security and protection of a selection of 153 nonpublic schools in the Lakewood, NJ Community. These guards will perform the duties specified in the RFP documentation.

Hours of Service; Operation Times; Duty Shift

This contract is for the procurement of security officer services for the nonpublic schools of Lakewood, NJ. At present there are one hundred fifteen (153) nonpublic schools in Lakewood. Each school follows its own particular school calendar and its own daily starting and ending time.

We have submitted pricing for an eight (8) hour day, Sunday through Friday, and are providing a minimum of ten **(10) Full Time Employee hours per day**, according to the school calendar, **but are very willing and able to scale up the number of guards as your needs become clearer**. The range of hours of operations as follows:

Range of Operation Times

Starting Time 7:00 am

Ending Time 10:00 pm

It is understood that the starting and ending times vary from each school depending on their particular calendar.

In addition, each school may request a Full Time employee or Part Time employee option depending on their preference and available funding.

The Armed guard staff employed by the contract will have former military/law enforcement experience and all guards will have proper licensing and certifications to provide school security services in the State of New Jersey. Charles DeSalvo, our VP of Operations, is a former and highly-decorated member of the NYPD (**see *Management* section 5 in this proposal**) and has extensive experience ensuring the safety and security of many school districts.



CENTURY PROTECTIVE SERVICES INC.

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- A Century Supervisor will be making onsite checks of staff at least once a week for each location and reports provided to Lakewood Nonpublic schools. This Supervisor will be able to respond onsite within 30 minutes to any of the Lakewood Nonpublic Schools locations if necessary.
- An incident/activity log will be maintained on a daily basis and submit a written, legible report on such incidents/activity monthly to the Lakewood designee for communication no later than the 15th day of the subsequent month.
- The Tour Scheduling/Communication Software utilized by Century Protective is **Trackforce | TrackTik** and the information and company brochure is exhibited in the Technology-Based Management section of our proposal (**Section 11**).

Additional services offered prior to the commencement of our contract:

- Client Facility Evaluation
- Security Staff Evaluation
- Training Disciplines & Resources
- Electronic Security Systems Resource Evaluations
- Parking Facilities Evaluation and Safe Routes
- Procedures & Post Orders
- Local Crime Analysis
- Workplace Violence
- Fire and Life Safety
- Documentation of all Incidents
- Staff, Vendor & Visitor Compliance
- Facility Tours and Observation
- CPR/AED Trained Personnel

STAFF:

The following are the names of all Century Protective's principal, supervisory and management staff to be assigned to the Lakewood Nonpublic Schools relationship. Bios have been provided in the proposal (**see Management section 5 in this proposal**)

Nelson V. Soracco – President & CEO (C) 917-939-1853 nelson@centuryprotective.com

Charles DeSalvo – VP Operations – (C) 914-815-1717 cdesalvo@centuryprotective.com

Michael S. Vincent – VP Business Development – (C) 646-369-0460 mvincent@centuryprotective.com

Jenny Felippelli – Finance Manager – (O) 914-368-2470 jf@centuryprotective.com



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Alisa Fair – Human Resources Manager – (O) 914-368-2466 Work Cell: (914) 714-8431
alisa@centuryprotective.com

*(See qualifications, professional experience in **Management Staff – Section 5 of proposal**)*

Century has many satisfied school district clients and years of experience securing the safety of learning facilities in New York and Connecticut. ***(To see a detailed list of references, and letters of recommendation, please refer to References Section 12 in the proposal)***

We employ many former military/law enforcement guards with years of experience. We will ensure the right guards with the relevant experience you require will be offered to you to determine if they will be the right fit.

Century Protective's management along with school administrators handle all training matters in conjunction with the local police department for emergency response, lockdown, shelter in place and active shooter preparedness. As well with local fire department for emergency evacuation, fire drill procedures. The policies governing these topics are a collaboration between CPS security management and school administrators and maintained as a living, breathing document and updated as needed when policies and protocol change. ***(Please see Training & Employee Development Section 7 in the proposal)***

Century Protective's management administers all CPS personnel training on a quarterly basis and on an as needed basis when best practices within the Security industry evolve. CPS training topics although vast in general are directly focused on in the educational market on conflict resolution, verbal judo, verbal, de-escalation and crisis prevention techniques (CPI) to include the safe physical handling of those in distress and need of assistance to self-physical protection without causing physical harm to another. ***(Please see Training & Employee Development Section 7 in the proposal)***

Century Protective's management administers all CPS personnel training on a quarterly basis and on an as needed basis when best practices within the Security industry evolve. CPS training topics although vast in general are directly focused on in the educational market on conflict resolution, verbal judo, verbal, de-escalation and crisis prevention techniques (CPI) to include the safe physical handling of those in distress and need of assistance to self-physical protection without causing physical harm to another. ***(Please see Training & Employee Development Section 7 in the proposal)***

Century utilizes TrackForce | Tracktik Guarding Suite as its preferred scheduling, communication and workforce management system. It is a preferred industry platform and is acceptable for use at Lakewood Nonpublic Schools ***(Please see information regarding TrackForce | Tracktik Guarding Suite in the Technology-Based Management section 11 in this proposal)***



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

Evaluation of Work Requirement/Experience Checklist (Appendix A)

(Please see Appendix A in Bid Documents Section of the proposal)

There has been no regulatory action taken against Century Protective Services Inc. by any agency within in the last 5 years. **(Please see Legal and Financial Snapshot within Company Profile Section 4 of the proposal)**

There is no conflict of interest between Century Protective Services Inc. and the Lakewood Board of Education and Lakewood Nonpublic Schools.

There has been no litigation brought against Century Protective Services Inc within the last 5 years.

Century Protective Services Inc. will not delegate or subcontract its responsibilities under an agreement without the express written permission of the Lakewood Board of Education/Lakewood Nonpublic Schools

Rates for Additional Security Services: If it should become necessary for the District to request the security firm to render any additional services to either supplement the services requested in this request for proposals or to perform additional services, all such services shall be performed at the same rates set forth in the schedule of fees included in the proposal.

(We have completed this section and also have it in the Pricing Section 14 of this proposal).

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

CENTURY COMPANY PROFILE

Century Protective Services Inc. (Century), was founded in 1994 by the existing President and Chief Executive Officer, Nelson V. Soracco. We are owned and based in the United States and headquartered in White Plains, NY, with regional additional offices in: Saratoga Springs, NY, Palm Beach FL, Boston, MA and Charleston, SC.



Century Protective Services Inc. proudly brings over 30 years of experience in the security industry, delivering high-quality security solutions to a diverse range of clients, including educational institutions, large buildings, and complex facilities.

Since our inception, we have assembled and retained some of the most experienced and knowledgeable security professionals in the industry. This leadership allows us to execute the foundation of our organization: **Quality Service and Responsiveness.**

CPS, Inc. possesses a proven track record of providing security services for commercial properties, municipalities, schools, large manufacturing facilities exceeding 300,000 sq. Our expertise covers both single-site and multi-location learning centers, ensuring comprehensive coverage for properties of this size and scope. **(We have provided**

several examples of our relationships with schools and learning facilities clients in the *References* section of this proposal-Section 12).

Our management team includes over 100 years of collective security management, law enforcement and former military professionals, offering unmatched experience and industry management oversight.

Our core differentiating factor is that we are committed to providing value-based solutions which demonstrates seamless interaction and visible return on investment for our clients. We stress the importance of wage alignment to the skills and experience necessary to perform the specific tasks at each client opportunity.

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CORE SECURITY SERVICES OFFERED

- Threat assessment and risk management
- Active shooter and crisis preparedness training
- Emergency response and safety drills
- 24/7 monitoring and rapid incident response
- Access control and visitor management
- Patrols (foot, vehicle and mobile units)
- Security Operations Center (SOC) operations
- Development and implementation of school safety and evacuation plans
- Support for after-school activities, transportation/traffic safety supervision



Certifications and Training - See Section 7 (Training & Employee Development) in proposal

Our security officers are fully vetted, licensed, trained and certified before deployment. Training programs include, but not limited to:

- Active shooter and hostile event preparedness
- Fire and life-safety for staff and students
- CPR, First Aid and AED certification
- Crisis management and emergency evacuations
- Ongoing professional development in compliance with industry standards and resources such as DHS SAFETY Act and schoolsafety.gov

Many of our team members possess active memberships in ASIS (American Society for Industrial Security). Nelson V. Soracco, our President and CEO has been a member for over 30 years and currently serves as the Vice-Chair for ASIS Hudson Valley Chapter. He is also OSHA certified in Occupational Safety and Health Standards.

Experience with Large, Educational Facilities

In addition to the experience with large educational facilities, we also are highly experienced in media, sporting and corporate events such as:

- The Annual Sports Legends Dinner and events
- The Belmont Stakes (second leg of the Triple Crown) Thoroughbred Race
- Executive Protection for high-profile corporate and celebrity personnel
- Shareholder and executive board meetings for our corporate clients
- Corporate headquarters and regional offices servicing over 1 million sq. ft. each respectively
- Century currently provides services at over 100 learning facilities encompassing

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municipalities, cities and towns' school systems. Over 80% of these clients are in excess of 300,000 sq. ft. and thousands of faculty and students are under our care

Century continues to experience significant organic growth directly attributable to our reputation for the value of our services and unwavering commitment for safety to our clients.

Century has successfully developed and implemented integrated security services for a number of vertical markets to include, financial, insurance, manufacturing and distribution centers, research and development, healthcare, education, museums and art galleries, high-end retail jewelry, commercial and residential real estate, construction, hotels, government and utilities, covering hundreds of thousands of square feet.

We have secured people, property, and assets throughout the U.S. We also serve clients with multiple facilities and provide protection of strategic and high-level security areas such as data centers. We have experience and manage security programs that are heavily regulated by the Department of Homeland Security, Drug Enforcement Agency, Food and Drug Administration just to name a few.

The Century management style is designed to be effective and non-intrusive. In developing security programs and specific services, we carefully consider this factor together with the client's core environment and strategic issues. Careful planning and custom tailored resources are integrated and introduced. This hands-on approach provides appropriate support, seamless interaction, and a smooth transition at every opportunity.

Upon inception of any contract for services, Century develops a tailored **Activity Value Analysis (AVA)** for each client. This analysis identifies general issues, targets areas of concern and monitors all related activity and progress.

Century integrates technology in appropriate proportions as a vital tool which allows for the enhancement of the client's security profile. We utilize these tools to increase the effectiveness of the overall security and life-safety programs. Century delivers the most effective method for the proactive management of these areas at reduced costs and liability.





CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

Historically, competition in the security service industry has consisted of large National/International, Regional and Local providers. Century Protective Services has developed a reputation based upon a philosophy of service, which embraces the following principals:

- **Direct Access to Ownership**
- **Dedicated Project Management**
- **Access to Quality Security Personnel**
- **Continuous Development of Personnel**
- **Market Rate Pricing**
- **Full Scope of Security and Safety Services**
- **Access to Security Related Resources and Network of Security/Law Enforcement Professionals**

We urge you to consider these compelling reasons to partner with Century for your security service needs.

FINANCIAL SNAPSHOT

The financial stability of a service provider is critical to ensure the non-default of payroll and expenses to maintain normal business operations without interruption.

Century is a privately held; (S-Corp) which maintains a solid relationship with a major U.S. based financial institution supporting our business accounts. Our records conform to generally accepted accounting principles and are regularly audited and have never defaulted. We retain the services of a highly credible **Certified Public Accounting** firm for the purposes of Sales and General Tax Liability reporting. **We also retain the services of a professional payroll service for the purposes of payroll, tax, and other related obligations.** Our accounting department carefully reviews all billing, payroll, receivables and payables for accuracy and timely processing. We provide clear back up and support documentation with all transactions, invoices and services.

LEGAL SNAPSHOT

There is no conflict of interest between Century Protective Services Inc. and Lakewood Nonpublic Schools. We affirm that Century Protective Services Inc. will not delegate or subcontract its responsibilities under an agreement without the express written permission of the Lakewood Nonpublic Schools. Within the last 5 years Century has not incurred any regulatory and/or disciplinary actions taken against the firm, in the firm, or as any predecessor firm nor has Century has been subject to any litigation brought against the firm or its individuals within the firm.



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

MANAGEMENT STAFF

Century Protective Services, Inc. possesses a management staff with over one hundred years of cumulative experience in the private security and law enforcement sectors. Relative to the scope of work outlined, we shall assign our top management personnel to oversee your account.

Upon award of this contract, Charlie DeSalvo, our VP, who is a decorated law enforcement retired officer, and myself will begin work immediately on the facility study in cooperation with your authorized representative(s). As your point persons, Charlie DeSalvo and Nelson Soracco, in partnership with you and/or your representative(s), will oversee the contracted deliverables and provide for an efficient and seamless transition.

Direct access to ownership and hands-on management is what differentiates us from our competitors. Both Charlie and other members of our senior management are available to you and your staff on a 24/7 basis during ordinary and emergency conditions. Direct senior management responsibility guarantees the highest priority in operational support. We, as the decision makers are flexible, adaptable, and are committed to exceeding your expectations.

SENIOR MANAGEMENT



Nelson V. Soracco, President & CEO

Mr. Soracco founded Century Protective Services, Inc. in 1994 after an illustrious career with Sotheby's Holdings, as Director of Corporate Security. Mr. Soracco and Licensed Private Investigator, a Vice Chair of the American Society of Industrial Security (ASIS) Hudson Valley Chapter, OSHA Certified, NYPD APPLE & Shield Programs, The American Association of Private Law Enforcement, and is a long-standing business supporter of the various law enforcement groups throughout the United States, Mr. Soracco understands the complexity and needs of all those who are responsible for security management at their firms and, with a very hands-on approach, oversees all aspects of services and relationships with our clients.



CENTURY PROTECTIVE SERVICES INC.

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Charles DeSalvo, VP of Operations

Mr. DeSalvo is responsible for Century's management programs in the Tri-State area which covers millions of square feet and over three hundred employees including: Site Supervisors, School Safety Agents, Concierge, armed and unarmed Security personnel in the corporate, commercial, and residential real estate and educational center markets. Mr. DeSalvo brings over twenty-five years of professional security management, loss prevention and investigative experience to our organization and clients. At the conclusion of a decorated law enforcement career, Mr. DeSalvo held the position of Associate Director of Security where he continued to gain vast security experience in the hotel/hospitality industry within a five-star/five diamond hotel corporation in midtown Manhattan. In the hotel industry Mr. DeSalvo authored a progressive hotel policy which both streamlined and better positioned the property against loss, risk, and liability. Mr. DeSalvo also led a successful team of security practitioners who were responsible for the overall safety and well-being of thousands of visiting world travelers, entertainment and government VIPs and dignitaries.



Michael Vincent, VP, Business Development

Mr. Vincent is an accomplished business development leader with a proven history of driving revenue growth and building high-performing sales teams. In addition to helping companies build and scale their businesses, he has advised Fortune 500 companies on strategic partnerships and developing and deploying risk management tactics. Mr. Vincent has experience in implementing successful sales and go-to-market strategies in education, telecommunication, media, technology, ESG, construction and private equity markets. Prior to working for Century Protective, he had a successful management consulting career at Deloitte. Mr. Vincent holds a bachelor's degree from Colgate University and is a certified Lean Six Sigma Black Belt.



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Jenny Felippelli, Finance Manager

Jenny holds a Bachelor of Science from Mercy College with a specialty in Business Management. She has over 18 years of experience in business management, accounting, and bookkeeping, having worked for high-net worth clientele in the entertainment industry and multi-million-dollar companies preparing budgets and managing the day-to-day financials.

Jenny's responsibilities as the Business Finance Manager at CENTURY are to manage the company's financials to ensure we are operating efficiently and effectively as our business continues to grow.



Alisa Fair, Human Resources Manager

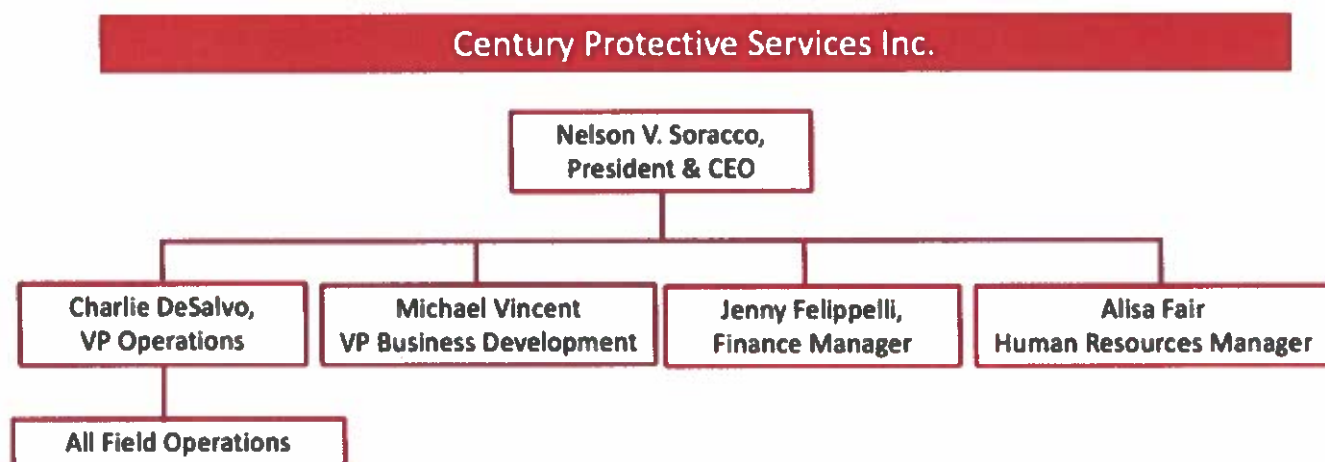
Alisa is a dedicated HR professional with over 9 years of human resource experience working in the non-profit and profit sectors of New York City. She earned her master's degree in business from Metropolitan College of NY in 2018. Alisa is extremely committed to building a productive and engaged workforce, while promoting an open-door policy with the ability to communicate to all staff levels. Creative thinker with the ability to align the needs of employees with the goals and mission of the company. Some of Alisa's responsibilities as an HR Manager consist of being a liaison between employers and employee to help ensure both are well equipped to do their jobs safely and effectively. Also, skilled in Recruitment, Hiring, Onboarding, Development, Policies, Employer/Employee Relations, Payroll, Employee Benefits, Disciplinary Procedures and Terminations.



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ORGANIZATIONAL CHART



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

HUMAN RESOURCES: EMPLOYEE SCREENING AND SELECTION



Century Protective Services, Inc. maintains a full service Human Resources Department in our home office located in White Plains, New York. Our Human Resources Department, under the direction of our Human Resource Manager, Alisa Fair, is staffed with dedicated professionals with both human resource and security industry experience. Century approaches hiring in an intensive, detailed and organized manner. The CENTURY objective is to hire the right person for the right job, the first time. Our Human Resources professionals interact with individuals at all levels of employment including but not limited to: recruitment, interviewing, screening/background investigations, license verification, orientation, training, career path development, corrective communication, reach out programs, bereavement, counseling and benefits.

EMPLOYMENT ELIGIBILITY

The first step in our screening process is to carefully verify the employment eligibility of all applicants. Century is keenly aware of its obligations under the Immigration Reform Act of 1986, and we are aware that the screening we do under the act does more than keep us from hiring illegal personnel. The next step in the initial screening process is an in-depth interview. Although we are sensitive to the candidate's privacy and dignity, the process is thorough and effective. Our Human Resource Department has the training and expertise to focus on the application and job-related issues that will predict successful job performance. The applicant must demonstrate the qualities that will predict he or she will work well with others, and on his or her own. Based on the outcome of the interview process, our pre-employment background screening includes:

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS



- Criminal Background Checks – State and Federal
- Department of Motor Vehicle check
- Employment History Verification
- Education Verification
- Credit History
- Sex Offender/Terrorist Watch Lists
- Personal Reference Check
- Residence Check
- Social Security Verification
- Pre and Post Employment Drug Testing
- State Registration Compliance



HIRING PHILOSOPHY:



Century hires employees who are career-minded with regard to the security industry. In cooperation with our clients, we structure a career path; provide medical benefits, vacation, and bonus incentives in order to maintain a low employee turnover ratio. We inspire dedication and promote personal/professional development. Our Human Resources proactive involvement with CENTURY employees helps to maintain turnover rates well below the industry norms. As stated earlier, we want to hire the right person for the right job, the first time. To that end, we do not take short cuts or skimp on our hiring process. In partnership with our clients, we determine the necessary skill set and requisite experience and hire accordingly. We welcome client interaction during the interview phase, in order to validate the process and get the right fit.

Candidates are sourced via employee referral program, US Military Service placement, NYC Detective Endowment Association, NY State Troopers Retiree Association, Criminal Justice Programs, ASIS (American Society for Industrial Security), security publications and public advertisements. We interview, screen, and retain and/or assign staff commensurate with the agreed upon requirements set forth in our contracts and scope of work.

HARASSMENT PREVENTION TRAINING

Century Protective Services Inc. (CENTURY) is committed to supporting an environment that is free from all forms of harassment. To ensure that employees and supervisors understand their rights and responsibilities for preventing harassment in the workplace, and to comply with Connecticut and New York State's annual training requirements. Century Protective



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Services is requiring all employees to complete Sexual Harassment Prevention training with **Traliant Training Solutions (www.traliant.com)**. In addition to the state training requirements, CENTURY also created a formal Harassment in the Workplace Prevention Policy, which can be found on the employee's self-portal.

EMPLOYEE INCENTIVE PLAN

Century also recognizes and understands the importance of retention and continuity; therefore, every employee and the contributions they make to both our organization and our clients are recognized and valued. Our employee's salary, reimbursements, and benefits are paid on a bi-weekly pay cycle. We also offer the following incentives:

- **Comprehensive Major Medical Plan**
- **Employee of the Month Program**
- **Direct Deposit**
- **Continuing Education Compensation**
- **Employee Referral Compensation**
- **Outstanding Performance Bonus**
- **Holiday and Vacation Pay**
- **Bereavement Pay**
- **Internal Career Development Opportunities**

All employees are provided with an employee handbook, which clearly explains all company policies, requirements and terms of employment. They are afforded the opportunity to meet with a Human Resources representative on any issue or matter which needs further explanation, clarification or support.

Client's Right of Rejection: Client and/or client designee shall have the right to reject any candidate for assignment as a security officer or supervisor, as well as the right to recommend reassignment of any security officer or supervisor at any time, with or without cause.

Contract Compliance: Century will track all items of contract compliance for each individual. To that end, we will prepare a special checklist for compliance with all contracted specifications for security personnel.

Contingency Staffing: Century maintains a surplus of diversely trained staff, which can be readily deployable in such instances of emergency, increased threat level, or the average sick/vacation leave. Field supervisors oversee all operations and are often on-site to enable transition or handle deficiencies.



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

TRAINING & EMPLOYEE DEVELOPMENT

ENHANCED TRAINING FOR CENTURY GUARDS



Our clients are at the heart of everything we do. Continuing our commitment to delivering the best solutions for your security needs is important to us. This commitment has delivered us to create an enhanced training and certification program for our security team on the ground which will enhance our service quality and depth of training so our clients, can receive only the best prepared security and safety personnel.

The Century Learning Management Program offers a customized learning experience for our security agents in combination with training materials from the law enforcement community and the security industry.

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS



Training is on occasion, over-promised and under-delivered in the contract security industry. At Century, we deliver on our training promises without exception with every opportunity. We also understand that training needs to be a reoccurring process including updated and modern techniques and disciplines.

Our Training program encompasses all essential disciplines regarding private security, law and law enforcement.

We conduct regular evaluations and testing with results-oriented support training.

Century makes a continual investment into the development of our employees. An investment that pays off for our company, our staff and most importantly our clients, resulting in a noticeable positive ROI.

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TRAINING CURRICULUM



1. General Codes of Conduct
2. Codes of Conduct/Sexual Harassment
3. Non-Fraternization Policy
4. State Mandated Security Training
5. First Aid/CPR/AED & Stop the Bleed Training
6. Patrol Tactics, Techniques, and Observation
7. OSHA Bloodborne Pathogens
8. Correcting Common Errors in Report Writing
9. General Report Writing
10. Interaction Principles for De-Escalation Success
11. Officer Survival - De-escalating the Use of Force
12. The Art of Effective Communication
13. Workplace Violence Recognition and Tactics
14. The Essential Component of De-Escalation and Conflict Resolution
15. Managing Aggressive Behavior
16. Use of Force/De-escalation
17. Active Shooter Training
18. Evacuation and Shelter in place
19. Clery Act Training for Higher Education
20. New York State Education Law § 2-d and the federal Family Educational Rights and Privacy Act (FERPA) compliance and mandated reporting procedures

All Security Officers are required to complete five (5) to ten (10) of these disciplines (upon hire and annually) and will be trained on all mandatory certification courses as required for Lakewood Board of Education and Lakewood Nonpublic Schools.



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

FOR OUR SECURITY OFFICERS:

- Training instills a sense of pride in the weight of their responsibilities, promoting a serious and respectful attitude toward their work.
- Training builds their confidence in their own capabilities and authority.
- Training relieves boredom and restlessness through continual challenges to expand knowledge and skill sets.
- Training creates Collegial atmosphere of personal growth and discovery.
- Training empowers officers to pursue their career goals and aspirations.

FOR OUR CLIENTS:

- 
- Training establishes competency to meet contract specifications from the start of service.
 - Training ensures that the officers who greet and interact with people on your site make a positive impression.
 - Training bonds the officers to your organization, motivating them to consistently perform beyond expectations and continually seek ways to improve service and add value.
 - Training promotes stability, increasing the likelihood that the officers who start service at your site will be the same officers on site when you renew the contract year after year.
 - Training prepares your officers to move swiftly and effectively to secure lives, property and assets in the event of an emergency, disaster, or other serious threat.

FOR CENTURY:

- 
- Training and advancement opportunities increase our ability to attract the best qualified and most promising candidates.
 - Training creates a growing pool of proven security professionals we can call upon to provide experienced leadership at new sites.
 - Training minimizes our risk and yours, enabling us to secure comprehensive insurance coverage and high liability limits from premier insurance carriers with high financial ratings.
 - Training improves the odds that our employees will move up with CENTURY instead of moving on, allowing us to recoup our investment in employee selection and development over time.
 - Training keeps you satisfied with performance and innovations at your account so you choose CENTURY time and time again.



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

Recruiting, Training, and Retaining Qualified Security Personnel

Recruitment Strategy:

- **Targeted Hiring:** We prioritize candidates with backgrounds in law enforcement, military, or educational security. We actively advertise job opportunities on social media, security-related digital publications
- **Community Engagement:** We work collaboratively with local job boards, veterans' organizations, chambers of commerce, industry-related organizations, universities and community colleges to find and recruit talent.
- **Behavioral Screening:** All candidates are screened for temperament, judgment, and professionalism, especially critical in school settings.

Training Program: All staff selected for Lakewood Nonpublic Schools will have the following training with the following disciplines in our multi-tier training model:

- 
- **Initial Orientation:** Company policies, client-specific expectations, and legal obligations and superior customer service.
 - **Core Skills Training:** Patrol procedures, report writing, school emergency response (de-escalation, collaborative emergency lockdown/lockout training, shelter in place).
 - **Continuing Education:** Regular refresher training, updates on legal changes, and advanced scenario-based exercises.

Retention Strategy:

- **Competitive Compensation:** We benchmark wages to exceed industry averages in school security.
- **Career Development:** We offer promotion pathways, certification reimbursement, and leadership training.
- **Positive Work Culture:** Supervisors provide recognition, performance feedback, and 24/7 support resources.

Client Feedback Integration: Officer performance is regularly reviewed with input from school administrators to ensure the highest alignment with school culture and environment.



Century's objective is to understand the operations of the facility, its resources, area demographics, crime statistics and core disciplines. Based on these and other important factors, we develop general and site-specific post orders, emergency contact lists, equipment resources

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

such as communication devices, uniforms, flashlights, reflective vests and staffing schedules. We match the right personnel to the experience needed to succeed in each role—providing the best fit and highest value to each school.

We take a layered approach to training. We begin by laying the foundation of security basics through our pre-assignment training program. Once officers master the fundamentals covered in pre-assignment training, we provide the next layer of training- training specific to the client and the site where the officers will be assigned. We ensure that each officer is thoroughly competent and proficient at every skill set required for his or her assignment, testing and refining each officer's performance through role playing, drills and hands-on training. Over time we add layer upon layer of continuing education, enhancing the depth and breadth of each officer's expertise such as:

LEGAL POWERS AND LIMITATIONS:

1. Sources of rules governing a security officer's actions
2. Rules governing the use of force
3. Definition of a felony and misdemeanor
4. Procedures for taking a person into custody and detention
5. Security Officer's authority to arrest and potential liability

EMERGENCY SITUATIONS:

1. Years of experience with school emergency responses (lockdowns, lockouts, shelter in place) and other types of emergency situations that an officer may encounter.
2. Factors governing a security officer's response to emergencies; protocol and procedures
3. Fire Prevention and control
4. Bombs and bomb threats
5. Medical Emergencies
6. Weather related emergencies and natural disasters
7. Civil disturbances
8. People problems





CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

SUPERVISION & MANAGEMENT

Field Supervisors provide another layer of supervision, oversight and support for your site team. **We consider field supervision an essential component of our management value and integrate their activities into each and every site that we protect.** Our Field Supervisors are former law enforcement/military and trained to standard at all client sites and represent our first responders in the time of crisis and emergency situations. Field Supervisors perform many of the same functions as our site team and operations managers, but every pair of eyes and ears on your team make the difference. Field supervisors ensure that our off-shift officers receive all the attention and support they need.

The following are some of the ways Field Supervisors help us sustain consistently strong performance on every shift at every site.

- They monitor the efficiency and preparedness of the security officers on duty at your site.
- They reinforce the training of the site officers by reviewing parts of the site operations manual during visits to each post.
- They provide positive correction of lapses in performance, infractions of rules or departures from compliance. They also initiate our progressive discipline program as needed by documenting complaints or written warnings.
- They support the security activities of your site team. Because our Field Supervisors are skilled in emergency response, we encourage officers to contact them whenever an incident occurs on site. A Field Supervisor will often respond to the site to assist the officer in responding to and investigating the incident and in writing a detailed report of the incident.
- They can back up the staff at your site if needed, since their duties necessitate a detailed understanding of the requirements of each post.

Our Field Supervisors are salaried employees whose earnings and benefits reflect Century Protective Services' commitment to staffing these critical positions with premier people. Whatever their individual backgrounds, these are experienced, mature security professionals who have proven in many emergency situations that they can keep cool and focused under pressure. We require our Field Supervisors to have prior law enforcement, military, or security experience. Candidates must show evidence of leadership ability and demonstrate the writing skills necessary to write clear incident reports and log entries.



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

CENTURY has years of experience in facilitating police activity when necessary. In the event of an emergency, our executive team is always involved to support the Field Supervisors and site team as necessary. CENTURY maintains constant contact with local and federal law enforcement agencies and is immediately aware of any imminent threat to public safety or terrorist activity and proactively manages this information with its clients.

To support our Supervisory personnel, CENTURY offers an extensive supervisory development training program. Since we believe strongly in promoting from within, our managers continuously look for potential site or shift supervisors, for Field Supervisors, and even management prospects, from among the ranks of our security officers. Once identified, these candidates are thoroughly screened and enrolled in a self-paced security supervisor's course. This challenging course not only provides the candidate with the necessary training, but also assesses if the candidate has the aptitude to be a supervisor.

If the potential supervisor successfully completes the self-paced course, he or she must attend an eight-hour, in-house basic supervisor's program conducted by our training division and qualified management staff. The following will outline some of the subjects that are included in our supervisory training curriculum:

- **Leadership Principles**
- **Elements of Security Supervision**
- **Motivating and Training**
- **Counseling and Disciplining**
- **Problem Solving**
- **Relations with Clients and Superiors**
- **Appraising and Developing**
- **Professionalism**
- **Communications**
- **Supervision and Personal Styles**
- **The Human Factor**

At Century Protective Services Incorporated, we believe that supervision is key component of our quality security management program. We follow one simple rule when it comes to supervision:

"Inspect what you expect"!



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

TRANSITION / IMPLEMENTATION PLAN FOR



Lakewood School District

Committed to Excellence

We will continuously collaborate and communicate with The Lakewood School District's management team to establish and revise as necessary, the number and specific types of guards needed to ensure the security and safety of the facilities. We will work in conjunction with the district to establish general and specific post orders, uniform and equipment updates. We will also schedule initial and refresher training for all personnel, both retained and new personnel, as well as discuss and implement new directives or initiatives.

- 1.** All facets of the proposal and contract
- 2.** Evaluate existing transitioning staff
- 3.** Any prior problems or concerns
- 4.** Special security duties or procedures
- 5.** Training guidelines
- 6.** Lines of communication and management control
- 7.** General site data
- 8.** Work schedules
- 9.** Safety and fire procedures
- 10.** Incident report criteria and preparation



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

VALUE-ADDED SERVICES

CENTURY is not just a guard and investigative company. We possess the capability to identify and provide you with a number of additional security solutions and resources that specifically address your overall protection program and further reduce your risk of loss. General consulting is offered to our existing clients at nominal and often no additional costs depending upon the size and scope of the project or concern. We are experts in providing:

- **Physical Security Assessments**
- **Vulnerability Studies & Risk Assessments**
- **Workplace Violence Mitigation**
- **Emergency Preparedness Planning**
- **Crisis & Strike Management**



Many specialty type security guard services and the training modules required to support them have emerged in recent years. These professionals bring detailed expertise with regard to the specific areas of security management and services. CENTURY recognized these needs long ago and has developed personnel skilled in the following disciplines:

- **Fire & Life Safety Directors (FLSD)**
- **Concierge & Lobby Security Agents**
- **Mailroom & Package Screening Professionals**
- **Executive Protection Specialists**
- **Patrol Vehicle Operators**
- **Command Center (SOC) Operators**

Technology continues to factor into our approach in providing a full scope of modern security services. These conclusive resources allow us to decisively advise our clients how best to approach the development and management of line security personnel, maintain the integrity of processes and provide documented evidence of aggressive behavior and harmful acts:

- **Corporate Investigations & Surveillance**
- **Pre-Employment Screening**
- **Telephone Integrity & Electronic Sweeps**
- **Polygraph Examinations**
- **Electronic Systems Design**





CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

MEMBERSHIPS AND ASSOCIATIONS



SARATOGA
COUNTY CHAMBER OF
COMMERCE



BOMA
New York



AAPE
The American Academy for Professional
Law Enforcement New York City, Inc.

BRONX
CHAMBER OF
COMMERCE

BCW BUSINESS
COUNCIL OF
WESTCHESTER
Build. Connect. Win.

FAIRFIELD CHAMBER
of COMMERCE
BUILDING RELATIONSHIPS. BUILDING BUSINESS

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

TECHNOLOGY-BASED MANAGEMENT



Century utilizes integrated technology and systems in all aspects of its business operations to ensure prompt and efficient services and communication with our employees, clients and business partners. One suite of tools we use is **Trackforce | TrackTik**, as our cloud-based market-leading security workforce management software which is described in the following section.



Hiring, payroll, invoicing and all accounting services are fully integrated with our financial partners, licensing divisions, Human Resources department and IT support center.



Automated time and attendance modules are installed to instantly record and process payroll information, document employee tour and other scheduled or spontaneous activities.

All senior management, field personnel, site supervisors are equipped with Smart Phone technology and communications devices to ensure on demand contact and immediate access to real time data for staffing and scheduling.

Century subscribes to a number government and highly regarded private sector databases to ensure accuracy and sufficient scope of investigative information. We also publish regular company and industry related bulletins regarding trends and current events within the security and law enforcement fields.

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

TRACKFORCE | TRACKTIK

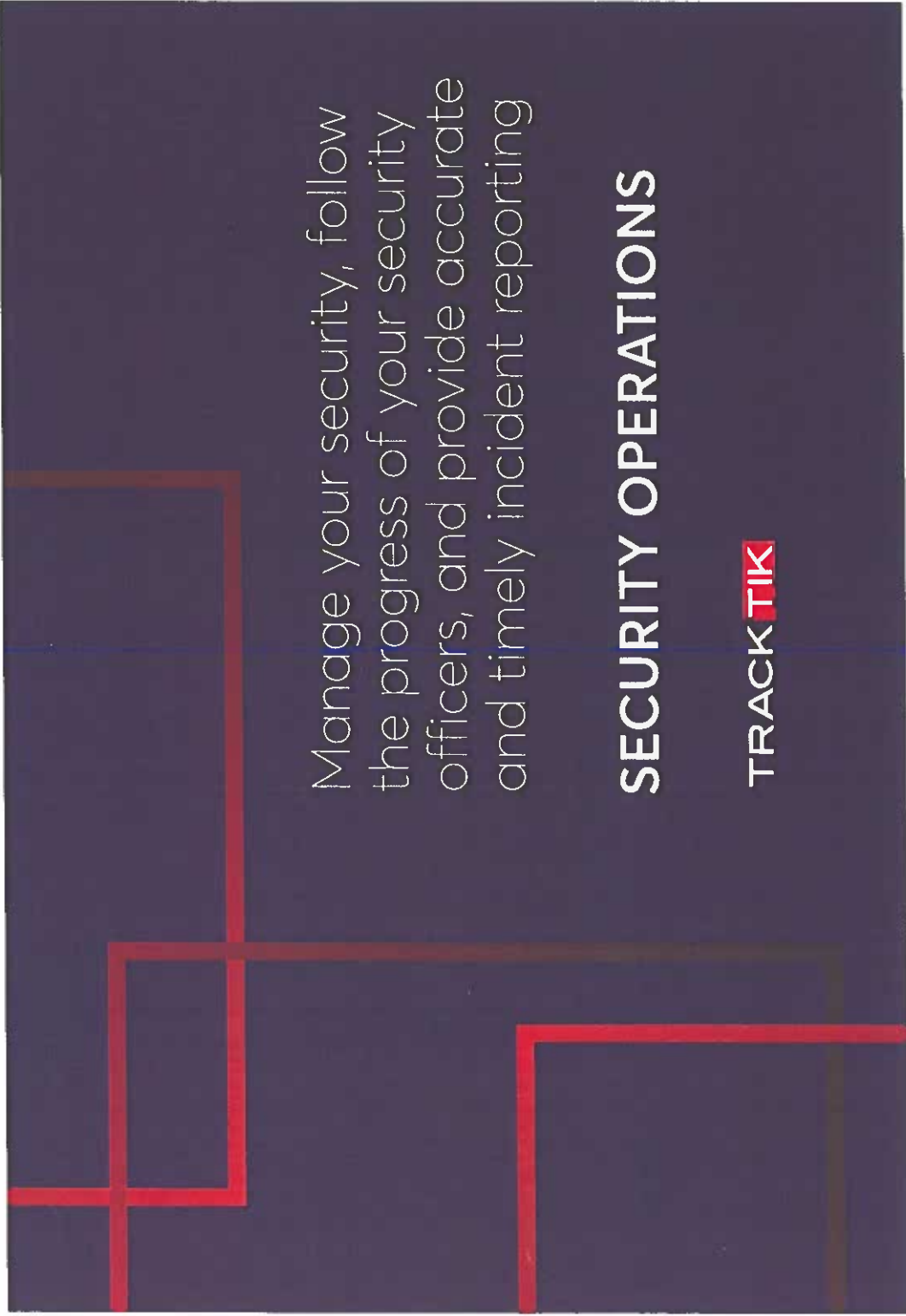
All senior management, field personnel, and site supervisors, are equipped with our Smartphone cloud-enabled technology, Trackforce | TrackTik Guarding Suite to connect our entire security workforce under one centralized platform, accessible across devices and locations.

Trackforce | TrackTik allows Century Protective Services to connect front-line vigilance with back-office intelligence through five key areas:

- **Human Resources:** includes licensing, qualification, and certification tracking; applicant onboarding; benefit administration.
- **Time and Labor Management:** scheduling; post validation and fulfillment; overtime control; billing; shift visualization.
- **Guarding:** incident and activity reports; automatic time and attendance tracking; visitor management; command center; live dashboards; and post orders.
- **Payroll:** payroll processing; tax filing; new hire reportings; direct deposits; cash cards.
- **Analytics:** KPI, HR, tax and labor compliance; overall performance.



See the enclosed TrackTik - Guarding Suite brochure for more information



Manage your security, follow
the progress of your security
officers, and provide accurate
and timely incident reporting

SECURITY OPERATIONS

TRACK **TIK**



Guard Tour Module

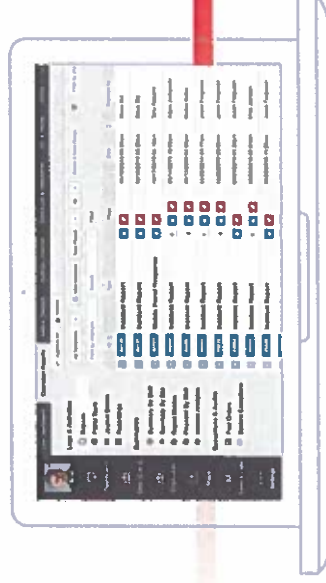
Set up a guard tour and track your guards' progress in real time.

With the Guard Tour module, you can establish checkpoints that prompt your officers to perform actions such as reporting, time stamping or recording, so your officers always know what to do. From the live dashboard you can track your tour completion, making sure you're satisfying the needs of your stakeholders.

Incident Reporting Module

Make incident reporting easy and get insight into your security operations.

Use customizable incident report templates to make reporting quick and easy for your guards. Incident reports are sent in real time and tracked historically so you can use the data to make effective changes to your operations and your tour while providing insight to your customers.



Guard Tour Module

Get the right guard to the right place, at the right time

Use the Guard Tour Module to establish a guard tour - make sure checkpoints are covered easily, properly and on schedule.

- Tour & checkpoint scheduling options
- SMS and email notifications with ad hoc tasks
- Checkpoint actions
- Multiple checkpoint types (NFC tokens, Barcodes, QR Codes, Aztec, GPS)



Follow the progress of your security officers

Keep track of your guard tour completion to make sure you're meeting your client's needs.

- Live dashboard with dynamic map
- GPS tracking
- GPS & geocoded checkpoints



Establish allowable and restricted zones with geofencing

Make sure your officers haven't left their post or entered prohibited zones.

- Create allowed and restricted areas to respect your clients' needs
- SMS and email notifications when entering and exiting geofenced zones
- Geofencing permits more accurate and timely incident response



Communicate with your front-line staff

Bridge the gap between your officers and your back-end with communication tools.

- Post order acknowledgement
- Lone worker safety
- Message board



Incident Reporting Module



Use analytics and operational reports to improve your operations

Access Incident Report data and analytics to improve the distribution of your resources.

- Analytics organized by incidents, customer, security officer, date, time of day
- Mobile dispatch analytics
- Summaries by shift and by site



Capture and send accurate and timely information in your incident reports

Simplify your officers incident reporting and get information to the right people with ready-to-go templates on the mobile app.

- Customizable report templates and incident categories
- Incident severity levels and incident type sub-forms
- Add multimedia to reports for richer and better reports

Demonstrate your added value

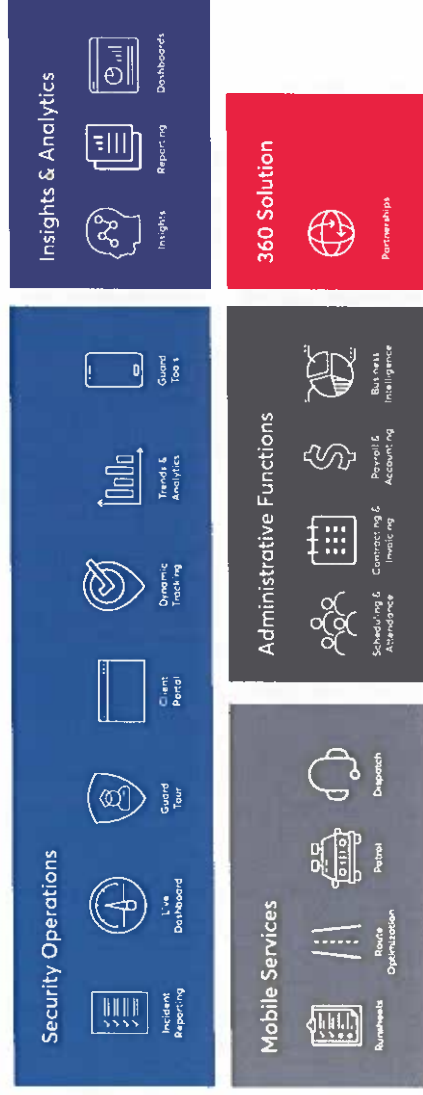
Automatically generate reports to support your security operations and show its added value to your customers.

- Customizable reporting exports
- Branding options (company and customer logos)
- GPS location capture and multimedia items when completing reports



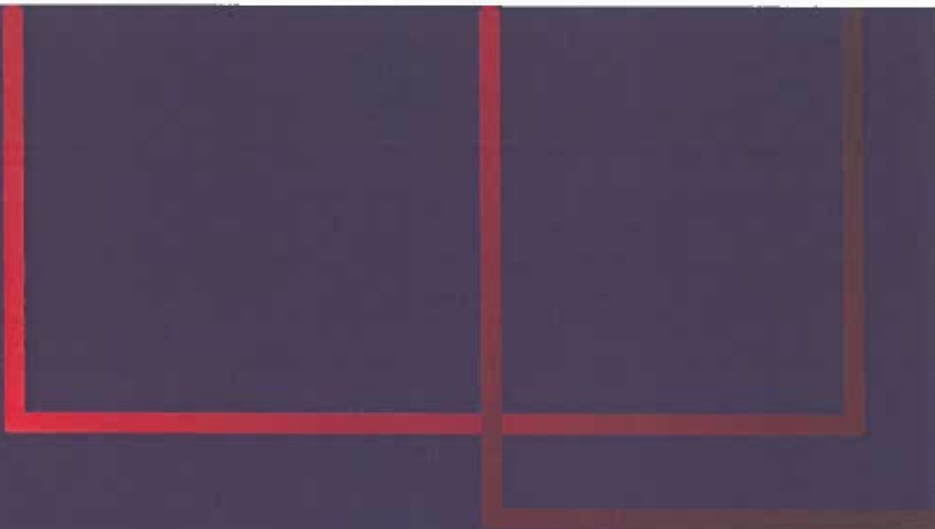
Leading Security Workforce Management Software

TrackTik's market-leading security workforce management software channels the power of data, analytics and automation to help improve security operations. By delivering precision and value, this innovative software optimizes security operations in one platform.



TRACK TIK

www.tracktik.com





Manage your security,
follow the progress of
your guards, and
provide accurate and
timely incident reporting



GUARDING
SUITE

TRACKTIK



Guard Tour Module

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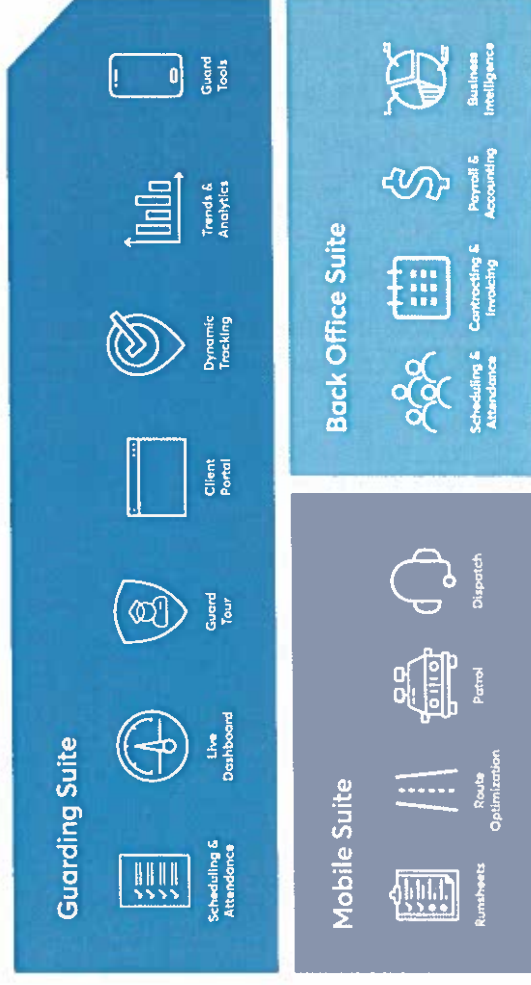
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Leading Security Workforce Management Software

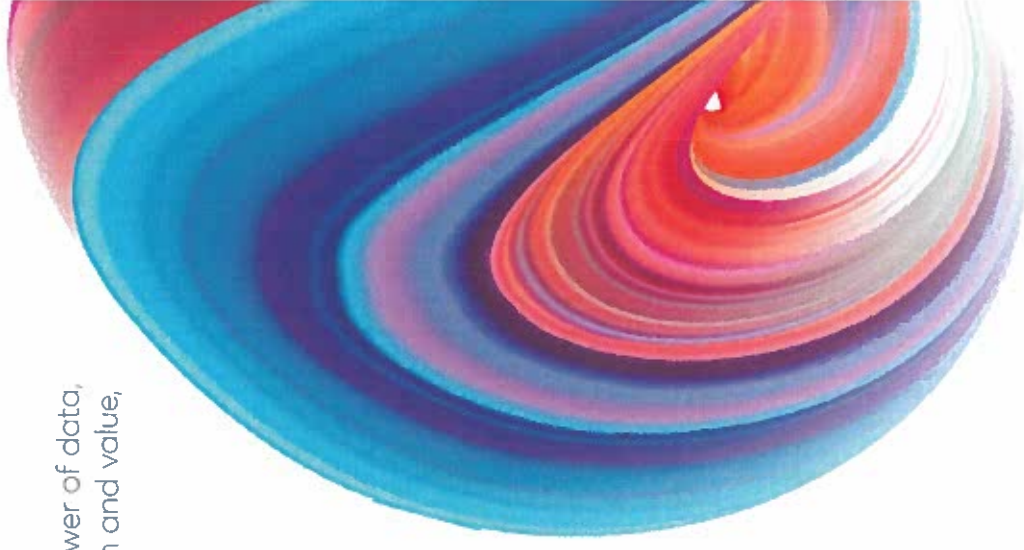
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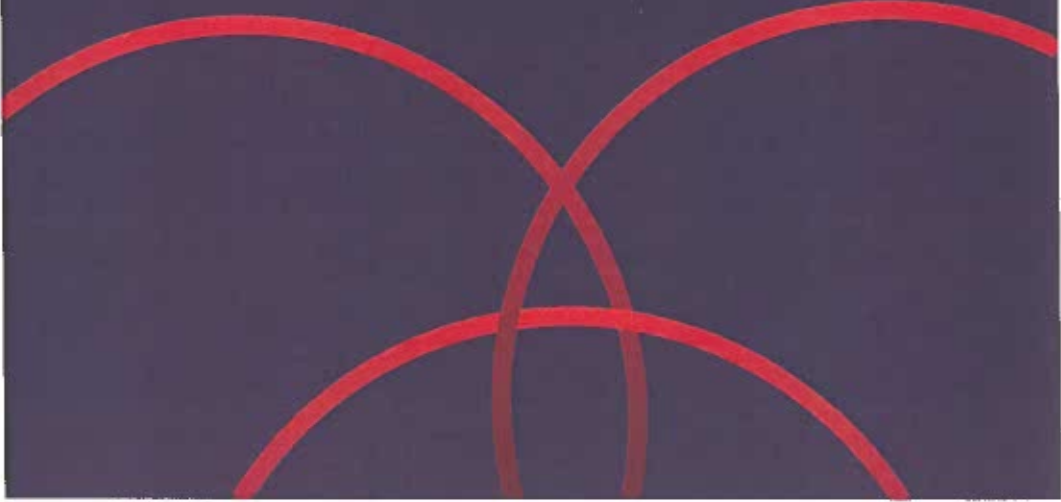


Contact us to achieve
your vision of security

TRACKTik

4200 Boulevard Saint Laurent # 445
Montreal, QC, Canada H2W 2R2
sales@tracktik.com
+1 (888) 454-5606

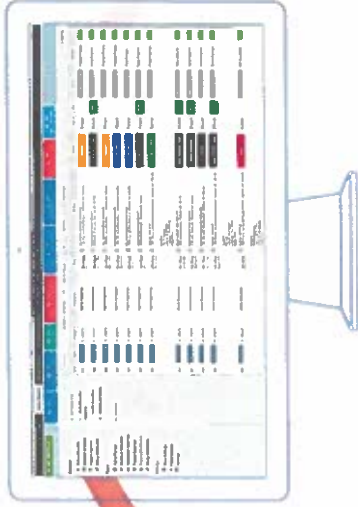




Maximize the efficiency of
your workforce to help your
clients remain secure

MOBILE SERVICES

TRACK **TIK**



Service Dispatch

Quickly respond to the needs of your clients and keep their areas secure

Service Dispatch helps you figure out the closest officer to a site needing assistance, communicate necessary tasks and ensure incident reports are filled out accurately, all from one efficient dashboard.

Mobile Patrol Management

Creating an optimal patrol route made easy

Design optimal schedules and patrol routes for multiple officers with ease using the Mobile Patrol Management module. It also gives you a live view of your security officers' whereabouts and lets you manage their runsheets in real time.



Service Dispatch

Keep up with your officers' patrol routes
Live tracking helps you follow your security officers' routes and offer assistance whenever they need it.

- Set task instructions and priority level for officers
- Make sure incidents don't go unnoticed
- Collect data to make more proactive decisions regarding mobile patrol
- Dispatch for last-minute needs easily

Ensure precision
100% of the time
Automate and define processes so officers always know where they need to go and what needs to be done.

- Send and receive incident reports in real-time
- Send summary reports to supervisors after shifts are complete

Gain trust and loyalty from your clients
Being able to offer flexibility and customization to your clients.

- Create and define tasks for any type of job
- Set up tailored reporting requirements
- Deliver personalized service while optimizing your workforce
- Better align your services to clients' SLAs

Mobile Patrol Management



Better reporting capabilities or clients

Mobile patrol reporting helps your clients get a better overall view of their mobile unit and details how they are fulfilling their clients' security needs in the most efficient way possible.

- Share data with clients to remain transparent and prove efficiency
- Create customizable reports for each of your clients
- Easily report on incidents with the ability to break it down into multiple segments



Live runsheet management

Supervisors can manage officers runsheets in real-time and manage their workload remotely.

- See what's happening in the field and adjust runsheets accordingly
- Update runsheets as information becomes available
- Reassign runsheet tasks and make amendments
- Pinpoint opportunities for efficiency



Completely optimize tour routes

Find the best way to set up tour routes for your officers that saves time and money.

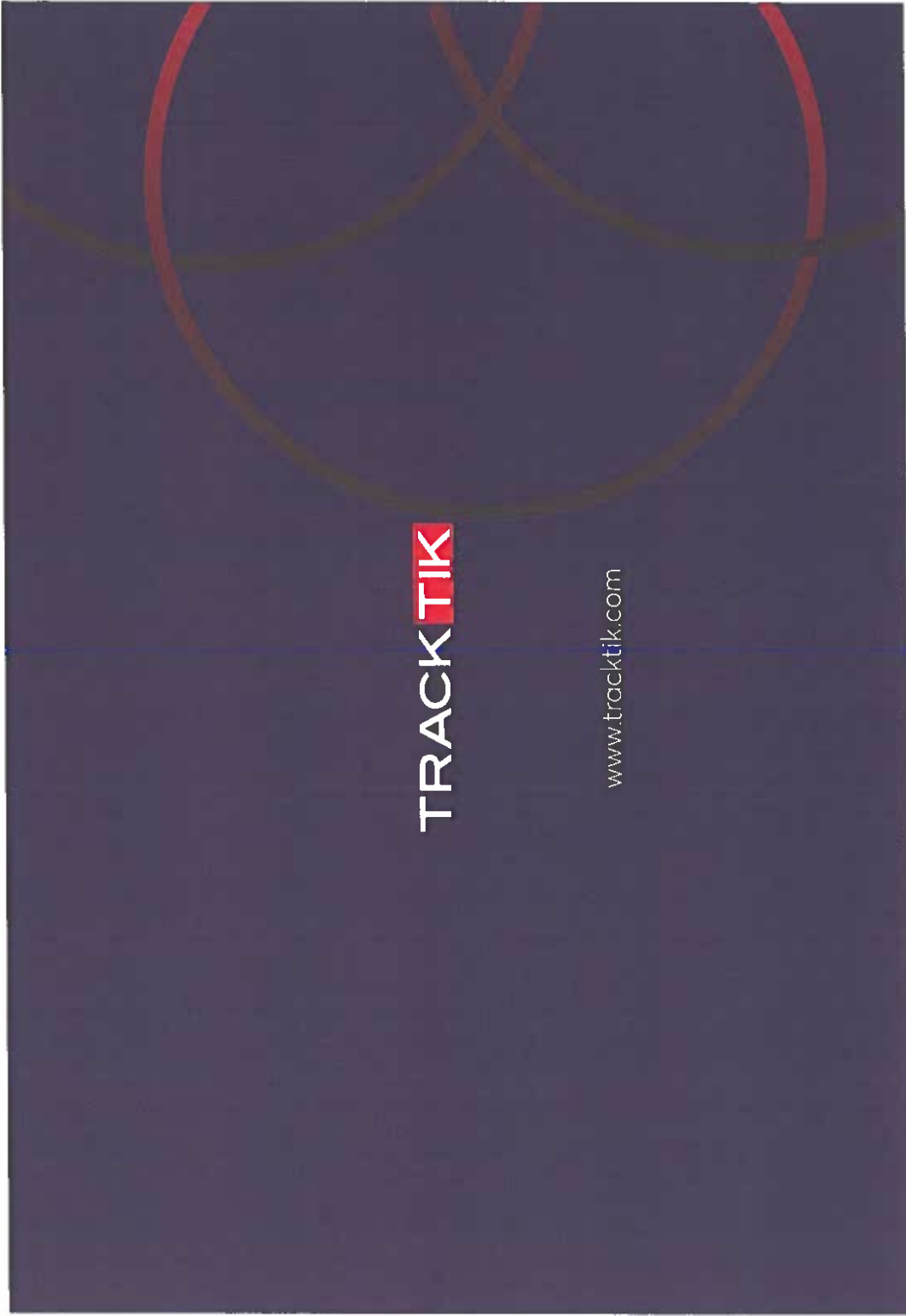
- Get from point A to point B faster
- Increase officer efficiency
- Plan for unpredictability in order to remain flexible with your clients
- Customize grace periods for mobile patrol officers



Leading Security Workforce Management Software

TrackTik's market-leading security workforce management software channels the power of data, analytics and automation to help improve security operations. By delivering precision and value, this innovative software optimizes security operations in one platform.





TRACK TIK

www.tracktik.com

REFERENCES

Century Client References & Testimonials:

1. Lakeland Central School District

1086 East Main Street

Shrub Oak, NY 10588

Mr. Christian Mercurio,

Safety, Security, & Discipline Administrator at Lakeland CSD

(914) 245-1700 ext: 39086

cmercurio@lakelandschools.org

Project Scope and Description:

K-12 SOC Operations, after school and sporting events

Project Timeline: Newest school client addition- 2024

Outcomes and Achievements:

One of our agents saved the life of a faculty member who was choking, by quickly administering the Heimlich Maneuver. Very satisfied client

2. Hastings-on-Hudson Union Free School Districts

27 Farragut Ave.

Hastings on Hudson, NY 10701

Ms. Maureen Caraballo

Treasurer, Hastings-on-Hudson USFD

(914) – 478 – 6405

caraballo@hohschools.org

Project Scope and Description:

K-12 SOC Operations, after school and sporting events

Project Timeline: 10 years of service

Outcomes and Achievements: Very satisfied and long-tenured client

3. City of Norwalk Public Schools

125 East Avenue

P.O. Box 6001 Norwalk, CT 06852-6001

Mr. Ryan Harold

District Safety and Security Coordinator

(203) 667-9200

haroldr@norwalkps.org

Project Scope and Description: -

24 schools, 28 guards, one dedicated site supervisor

Project Timeline: 7 years of service



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Outcomes and Achievements:

Extremely satisfied client. Raptor data access program policy, physical school audits

4. Uncommon & Achievement First Charter Schools

1485 Pacific St
Brooklyn, New York 11216
Mr. Scott Samuel
Director of Operations
ssamuel@ashtingroup.com
212-986-0001

Project Scope and Description:

2 High School facilities, after school and facilities utilized by other groups
192,000 "occupied" Square Feet on 6 floors

Project Timeline: 7 years of service

Outcomes and Achievements:

Very satisfied and long-tenured client

5. Kipp Charter Schools



730 Concourse Village W, Bronx, NY 10451
Ms. Ilka Brito
Director of Operations
ibritosantana@kippnyc.org
C: 646-771-1307 | P: 718-943-3737

Project Scope and Description:

One building 2 guards one dedicated supervisor access control

Project Timeline: 9 years of service

Outcomes and Achievements:

Very satisfied and long-tenured client

6. Suffern Central School District



5 Mountain Avenue Hillburn, NY 10931
William S. Castellane Ed. D.
Assistant Superintendent for Finance and Business Operations
wcastellane@sufferncentral.org
(845) 357-7783

Project Scope and Description:

1 High School, 4 K-8 schools, 1 middle school and main BOE office

Project Timeline: 5 years of service

Outcomes and Achievements:

Very satisfied and long-tenured client, access control, student crisis management, after school and sporting events

ADDITIONAL REFERENCES FURNISHED UPON REQUEST



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

LETTERS OF REFERENCE



Mr. Ryan Harold
District Safety & Security Officer
Norwalk Public Schools
125 East Ave.
Norwalk, CT 06852



To Whom It May Concern:

Century Protective's guards cover 18 of our Norwalk Public School properties with more than 30 guards in addition to providing security at special events after school hours. Whether its coverages, staffing adjustments, filling vacancies or addressing concerns from guards or school administrators; Century is always on it and is always just a phone call away, CEO Nelson Soracco, or VP of Operations, Charlie DeSalvo and district Supervisor, David Leon and the team are the definition of professional and responsive and have never let me down.

I don't think it's an overstatement to say that I literally couldn't do my job with Century's Charlie, David and their guards. The entire Century team works together with our schools to ensure the safety and security of thousands of our students and staff and are a part of the Norwalk Public School family.

Sincerely,
Ryan Harold

Mr. Ryan Harold
District Safety & Security Officer
Norwalk Public Schools
125 East Ave.
Norwalk, CT 06852
203-854-4000



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS



Suffern Central School District

Dr. William Castellane
Assistant Superintendent
Suffern Central School District
45 Mountain Avenue
Hillburn, NY 10931

To Whom It May Concern:



The Suffern Central School District has utilized several security companies over the last few years. Since the time Century Protective Services was awarded the winning bid, they have demonstrated their desire to work with the district. They have been extremely beneficial to the district in both the day-to-day operations, as well as educating us on the changes with the field. Nelson has been extremely responsive to the district's needs over the last few years. Century ensures that all positions are covered on a daily basis.

They have been proactive and continue to send opportunities for the school district to learn more about school safety. Century often meets with the district to collaborate and perform routine check-ins during the year. Their services extend beyond the traditional school day and Century continues to provide updates to the district in the field of educational security. Century provided opportunities and forums for the school to participate in from outside agencies on school safety. The Suffern CSD has been pleased with their performance.

Thank you,
Bill Castellane



Dr. William Castellane
Assistant Superintendent
Suffern Central School District
45 Mountain Avenue
Hillburn, NY 10931
845-357-7783



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS



Hastings-on-Hudson

Union Free School District

Ms. Maureen Caraballo
District Treasurer
Hastings-on-Hudson USFD
27 Farragut Avenue
Hastings-on-Hudson, NY 10706

To Whom It May Concern:



As a K-12 school, we have had the pleasure of working with Century Protective Services Inc. for over six years and we cannot speak highly enough of their professionalism and dedication.

The security guards provided by Century are highly trained and demonstrate a remarkable commitment to the safety and well-being of our students and staff. They integrate seamlessly into our school environment, fostering a sense of security while maintaining a positive presence. They are always willing to collaborate ensuring our specific needs are met. Their proactive approach to security has given us peace of mind, knowing we have a reliable partner in safeguarding our school and community.

We wholeheartedly recommend Century Protective Services Inc. to any educational institution seeking top-notch security services.

Regards,
Maureen Caraballo



Ms. Maureen Caraballo
District Treasurer
Hastings-on-Hudson USFD
27 Farragut Avenue
Hastings-on-Hudson, NY 10706
914-478-6405

CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

PRICING

NONPUBLIC SCHOOL SECURITY GUARD SERVICES

CC 05-2526

Date Tuesday, July 22, 2025

I/we hereby submit the following proposal for **NONPUBLIC SCHOOLS SECURITY GUARD SERVICES:**

Hourly rate for Unarmed Security Officer \$26.52

Hourly rate for Armed Security Officer \$38.08

Hourly rate for Retired Police Officer \$38.08

Number of Security Personnel Available to Lakewood

(minimum of ten (10) full time employee hours daily-

For purposes of the bid bond we used the minimum requirement of
10 security officers however, more are obtainable based on
Location and availability.

#10

Pricing Notes:

- Century Protective Services, Inc. remains flexible and open to discussing all aspects of this proposal.
- If static staffing is required by the school for Supervisory or other positions beyond 40 hours per week, the additional hours will be billed at the overtime rate (time and a half).
- Our pricing structure is all inclusive of payroll taxes, insurance, specified equipment, background screening, training, uniforms, supervision, and management & supplemental benefits.
- The above pricing structure does not include sales tax or Holiday pay.
- CPS, Inc. requires a five (5) hour minimum for all shift assignments and shall be billed accordingly .
- Special Event Converage shall be billed at regular Holiday rates including standard markup with less than twenty-four (24) hours notice.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

12/4/2024

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

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

PRODUCER Island Insurance Agency 498 City Island Ave Bronx NY 10464		CONTACT NAME: Rosemary Caraballo PHONE (A/C, No, Ext): (718) 885-1050 FAX (A/C, No): 718-885-3419 E-MAIL ADDRESS: rcaraballo@islandinsuranceagency.com	
INSURED Century Protective Services 150 Grand Street 4th Floor White Plains NY 10601		INSURER(S) AFFORDING COVERAGE INSURER A: EVANSTON INS. CO. NAIC #: 35378 INSURER B: MARKEL INS. CO. 38970 INSURER C: EMPLOYERS PREFERRED INS CO 10346 INSURER D: INSURER E: INSURER F:	

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

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

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR ☒ Professional Liability ☒ Contractual GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☒ LOC OTHER:		BMGG100057	11/24/2024	11/24/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMPI/OP AGG \$ 1,000,000
	☒ AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY		BMGA100020	11/24/2024	11/24/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE DED RETENTION \$		BMGE100052	11/24/2024	11/24/2025	EACH OCCURRENCE \$ 4,000,000 AGGREGATE \$ 4,000,000
	☒ WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ Y N/A	EIG5785379-00	11/24/2024	11/24/2025	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. 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**

FOR EVIDENCE ONLY!

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

AUTHORIZED REPRESENTATIVE

Rosemary Caraballo

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The State of New Jersey
DEPARTMENT OF LAW AND PUBLIC SAFETY
DIVISION OF STATE POLICE

License Number: 1187
Date of Expiration: 04/04/2026
Date of License: 04/04/2008

Security Company License

This Is to Certify, pursuant to the provisions of Title 45,
Chapter 19A of the Revised Statutes, and supplements and
amendments thereto,

Corp Name: **Century Protective Services Inc.**

Trading As:

on **04/04/2024**

has been duly renewed as a Security Company located at:

**150 Grand Street
White Plains, NY 10601**

For the term of two years from the issued date of this license.



In Witness Whereof, the New Jersey Division
of State Police has caused this certificate to be
signed and the official seal affixed

A handwritten signature in black ink, reading "Patrick J. Callahan".

Colonel
New Jersey State Police



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: CENTURY PROTECTIVE SERVICES INC

Trade Name:

Address: 150 GRAND ST 4TH FL
WHITE PLAINS, NY 10601

Certificate Number: 1210513

Effective Date: November 26, 2008

Date of Issuance: July 07, 2025

For Office Use Only:

20250707133521723

[Return](#)



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

SUMMARY

We at Century would like to thank you for taking the time to review our proposal for security services. There are many realized advantages to outsourcing contract security services. We feel confident that we can improve your security program on many fronts.

EXPERIENCE:

Local management is a key component of an effective security program. CENTURY ownership and management have the requisite industry knowledge and real-world experience to exceed the expectations at Lakewood Nonpublic Schools.

PARTNERSHIP: you will have direct contact with company principals and will receive top level management support. Our philosophy recommends a true partnership, which mutually understands and agrees upon the assessment of the client's risk, sourcing and unilateral support of all security applications. Both your facility and CENTURY will identify the services profile and relationship whereby they will be effectively communicated and administered.



ROI: CENTURY Inc. represents the best cost to value ratio for your service related dollar in the industry today. We manage security personnel and programs throughout the tri-state area with unparalleled customer service and responsiveness. We offer our services at operating rates that provide you with the best value while at the same time reducing overall risk and liability.

VALUE-ADDED SERVICES: We at Century understand the importance of adding value to our services. To provide you and our employees the programs and tools necessary to exceed expectations, to go the extra mile. Throughout our proposal we have highlighted the value-added services that Century brings to the table and are confident that you will realize those benefits right from the very start!

Experience the CENTURY difference: Customized, Professional, Security!





CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

COMMUNICATIONS AND PUBLIC RELATIONS:

1. The five components of communications
2. Obstacles to good communication
3. Methods of communication
4. Components of effective communication
5. Nonverbal communication
6. The importance of good communication skills in public relations
7. The role of the security guard as a public relations agent
8. Enforcing the rules with courtesy and tact



ACCESS CONTROL:

1. The meaning of threat potential
2. The basic elements of access control
3. Types of access control
4. The definition of espionage, sabotage and terrorism
5. The various groups with which a guard interface
6. General access control duties
7. Badge systems
8. Property passes systems

ETHICS AND DEPORTMENT:

1. Benefits of an enhance professional image
2. Specific elements of a code of ethics
3. Characteristics of a Professional
4. Addition problems and the employee assistance program
5. Policies on discrimination and sexual harassment
6. Unethical conduct and offenses to be avoided.
7. Positive side of discipline
8. Positive reinforcement

FIRST AID, CPR/AED AND PROTECTION AGAINST BLOOD BORNE PATHOGENS:

1. Role of a Security Officer
2. Legal powers and limitations
3. Emergency Situations
4. Communications and Public Relations
5. Access Control



CENTURY PROTECTIVE SERVICES INC.

ELEVATED SECURITY SOLUTIONS

- 6. Ethics and Conduct
- 7. Medical Emergency Tips

SITE SPECIFIC AND POST SPECIFIC TRAINING:

Century recognizes that consistent, top-notch performance in carrying out the specific responsibilities at your site is the bottom line in delivering quality customer service. All security officers assigned to you will receive the required on-the-job training. This training is geared toward the specific job and tasking that the security officer is expected to carry out. Century in collaboration with you directly will develop a training checklist for each post based on post orders and overall expectations. This checklist will be completed and signed by both the officer and the person responsible for the on-job-training.