Universal Security

5548 Feather River Blvd
Olivehurst, California 95961
Phone: (530) 749-0280 Fax: (530) 741-9194
License # PPO 14694 / DVBE #0032131
GSA – GS07F171AA

GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST
General Services Administration Federal Supply Service Schedule 84

CONTRACT NUMBER: GS-07F-171AA
INFORMATION FOR GSA ORDERING ACTIVITIES


CONTRACT NUMBER: GS07F171AA

CONTRACT PERIOD: 01/25/2018-TO-01/24/2023

CONTRACTOR SIZE INFORMATION:

Company Size: Small Business
Service-Disabled Veteran Owned

NACIS: 561612
Authorized Federal Supply Schedule Catalog of Services
Federal Supply Schedule Group 84
Specialty Item Number
SIN 561612 Guard Services

CONTRACTOR: California Security Services Inc Db
Elite Universal Security
5548 Feather River Blvd
Olivehurst, CA 95961
Telephone: 530-749-0280
Fax: 530-741-9194

Email Monty Hecker – President
Monty_h@eliteuniversalsecurity.com
Michael Hahn – Vice President
Mike_hahn@eliteuniversalsecurity.com

BUSINESS SIZE: Small
Socioeconomic Indicators: Small and Disabled Veteran Owned

CUSTOMER INFORMATION:
1. Price Schedule
   a) TABLE OF SPECIAL ITEM NUMBERS (SINs) SIN DESCRIPTION 561612 Guard Services (FSC S206)
   b) LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: SIN DESCRIPTION PRICE: 561612 Guard I See Individual Commercial Price List

2. MAXIMUM ORDER GUIDLEINE:
   Maximum order threshold for a total order of 250,000
   If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the contractor for a better price. The contractor may:
   a) Offer a new better price.
   b) Offer the lowest price available under the contract.
   c) Decline the order within three (3) days.
   In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the Schedule contract even though it exceeds the maximum order.
3. MINIMUM ORDER LIMITATION: $100.00
4. GEOGRAPHIC COVERAGE: Domestic 50 States, D.C. and U.S. Territories
5. PRODUCTION POINT: Not Applicable – Services
6. BASIC DISCOUNT: Elite., Commercial Price List, Effective 04/01/2021. For calculation of the GSA Schedule price (price paid by customers ordering from the GSA Schedule), the contractor should apply the appropriate markup to the price list and add the prevailing IFF rate to the negotiated discounted price (Net GSA price). Currently the IFF rate is 0.75 percent.
7. QUANTITY DISCOUNTS: 1% > $1 Million/yr
8. PROMPT PAYMENT TERMS: 1%/15, Net 30
9. Government Purchase Cards
   a) Government purchase cards are accepted up to the micro purchase threshold.
   b) Accepted above the micro purchase threshold
10. FOREIGN ITEMS: None
11. DELIVERY SCHEDULES
    a) TIME OF DELIVERY: 30 Days After Receipt of Order or per SOW
    b) EXPEDITED DELIVERY: Consult with Contractor
    c) OVERNIGHT DELIVERY: Consult with Contractor
    d) URGENT
12. FOB POINT: N/A (Services)
13. ORDERING
    a) ORDERING ADDRESS: SAME AS CONTRACTOR

   California Security Services Inc Dba Elite Universal Security
   5548 Feather River Blvd
   Olivehurst, CA 95961
   Telephone: 530-749-0280
   Fax: 530-741-9194
   Monty_h@eliteuniversalsecurity.com
   Mike_hahn@eliteuniversalsecurity.com

    b) ORDERING PROCEDURES: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in FAR 8.405-3
14. PAYMENT ADDRESS: SAME AS CONTRACTOR

   California Security Services Inc Dba Elite Universal Security
   5548 Feather River Blvd
   Olivehurst, CA 95961

15. WARRANTY PROVISIONS: N/A (Services)
16. EXPORT PACKING CHARGES: N/A
17. TERMS AND CONDITIONS
a) TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: (any thresholds above the micro-purchase level).
b) TERMS AND CONDITIONS OF RENTAL: N/A
c) TERMS AND CONDITIONS OF INSTALLATION: N/A
d) TERMS AND CONDITIONS OF REPAIR PARTS: N/A
e) TERMS AND CONDITIONS FOR ANY OTHER SERVICES: N/A

18. LIST OF SERVICE AND DISTRIBUTION POINTS: N/A
19. LIST OF PARTICIPATING DEALERS: N/A
20. PREVENTIVE MAINTENANCE: N/A
21. SPECIAL ATTRIBUTES: N/A
22. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER: 131525979
23. NOTIFICATION REGARDING REGISTRATION IN The System for Award Management (SAM) DATABASE: Registered; CAGE Code: 3KSF9 Contractor has an Active Registration in the SAM database until 06/18/2021
Table of Contents

INTRODUCTION TO CSS Inc, dba ELITE UNIVERSAL SECURITY .............................................. 7
COMMERCIAL AND GOVERNMENT SECURITY SERVICES
SERVICE CAPABILITIES
LABOR CATEGORY SCHEDULE 84 SIN 561612 ...................................................................... 8 – 15

Guard 1 (GUARD 1) Occupational Code 27101 .............................................................. 8
   Duties, Education, Experience, and Training

Guard 11 (GUARD 2) Occupational Code 27102 ............................................................ 9
   Duties, Education, Experience, and Training

Courthouse Officer Occupational Code 27010 ................................................................. 10
   Duties, Education, Experience:

Detention Officer Occupational Code 27040 ................................................................. 11
   Duties, Education, Experience, and Training

Shift Supervisor / Lead Officer ....................................................................................... 12
   Duties, Education, Experience, and Training

Supervisor ......................................................................................................................... 13
   Duties, Education, Experience, and Training

Assistant Project Manager ............................................................................................. 14
   Duties, Education, Experience, and Training

Project Manager ............................................................................................................... 15
   Duties, Education, Experience, and Training

FIXED FULLY BURDEN RATES, INCLUDING IFF .......................................................... 16

ADDITIONAL PRICING INFORMATION ........................................................................ 17 - 18
INTRODUCTION TO CSS Inc, DBA Elite Universal Security.
California Security Services, Inc DBA Elite Universal Security (ELITE) is a security firm with several years of experience in the private, commercial, County, State and Federal sectors with a reputation of being able to get the job done in a timely, professional and reasonable manor. Elite can and has provided but unarmed, armed and vehicle security services for many agencies and types of needs. We maintain security agency license in California and can obtain additional licenses as deemed necessary to properly service our customers. California Security Services, Inc maintains its own training academy where our certified trainers are capable of conducting on-site training at our customer facilities or at off-site locations as needed; to include at NRA firearm ranges, First Aid, CPR and AED training, along with industry based continuing education. Elite presently employs in excess of 100 employees throughout just California and has had contracts in Oregon, Colorado, and Texas as well as licensed in additional states.

COMMERCIAL AND GOVERNMENT SECURITY SERVICES
Elite serves its commercial and governments customers by providing high quality security services within the budgetary, regulatory and public relations parameters in which its clients operate. ELITE strives to be a leader security industry and is currently or has provided services to some agencies such as Department of Energy (DOE), Federal Emergency Management Agency (FEMA), Federal Aviation Administration (FAA), Transportation Security Administration (TSA), Environmental protective Agency (EPA), Veterans Administration Cemetery (VA) as well has had experience in major infrastructure facilities such as Pacific Gas and Electric locations (Both Hydro, gas and power plant facilities). We have or are currently servicing call centers, shopping center, distribution centers, food processing companies, major construction sites, major hotels, high-profile events, State and County Facilities, and manufacturing companies.

SERVICE CAPABILITIES
Elite services include the following general categories, but are not limited to:

- Security personnel and management
- Security training and education
- X-ray and Magnetometer operation
- Inbound and outbound vehicle control
- Fixed security post
- Electronic badge ID access control
- Mobile/Vehicle Patrol

- Armed and unarmed security guards
- Fire prevention and protection services
- Wand operation
- Vehicle/pedestrian traffic control
- Control center and CCTV operation
- Access control and entry/exit inspections
LABOR CATEGORY SCHEDULE 84 SIN 561612

Guard I (GUARD 1) Occupational Code 27101
Responsible for maintaining a secure environment, thereby protecting and securing the personnel, guests, visitors and property of the client.

Duties:
Our officers maintain security at the client’s facility by being properly trained and effectively working his or her assigned post. They conduct roving patrols, and report security incidents or hazardous conditions. Our officers screen employees, guests and visitors to the client’s facilities. Other duties include monitoring security alarms or fire systems, issuing and controlling visitor passes as well as maintaining and monitoring the visitor sign-in and sign-out log.

Education and Experience:
Our security officers must be 18 years of age with a High school diploma or GED plus completion of a certified security training program or local, state or federal law enforcement training academy. All officers must have 1 year of continuous work experience that demonstrates reliability, dependability, attention to detail, and a good work ethic. They must be dependable, reliable and possess sound judgment. Our security officers must successfully complete a background investigation to include a criminal, credit, reference checks and a drug screening. They must have good interpersonal skills and present a neat and professional appearance. They must demonstrate good judgement and be of sound character.
Guard II (GUARD 2) Occupational Code 27102

Responsible for controlling access to client facilities by ensuring positive personal identification of individuals requesting entry with the authority to stop, detain, and arrest any persons committing a security or criminal violation on client property. This position requires a focus on maintaining low risk exposure to contractor and client operations with a focus on profit. Requires availability to work with no time, shift, or day restrictions and may require augmentation of patrol team staff during their absence.

Duties:
Our security officer’s duties may include foot patrol of interior buildings and exterior parking areas, interaction with client representatives, generating daily activity reports to be handed into clients, and observing and reporting situations that may arise to management of Elite and also to the client. Our security officers must adherence to the policies and procedures implemented by Elite, Security, Inc. regarding use of a firearm during duty hours. Our security officers must be flexible in terms of shift and days and willing to hold post, ensure that daily reports are clear, concise and complete, ensures accountability of equipment used nightly and inspects for misuse, insures vehicles are left clean and serviceable. They will report maintenance related issues to shift commander, monitors commercial deliveries for controlled prohibited items. Our armed security officers will conduct vehicular patrols of the grounds, parking lots, garages, cartilages and adjoining public areas and promptly reports unsafe or prohibited conditions, procedures, or activities.

Education and Experience:
Our security officers must be 21 years of age with a High school diploma or GED plus completion of a certified security training program or local, state or federal law enforcement training academy. All officers must have 3 years of continuous work experience that demonstrates reliability, dependability, attention to detail, and a good work ethic. They must be dependable, reliable and possess sound judgment. Our security officers must successfully complete a background investigation to include a criminal, credit, reference checks and a drug screening. They must have good interpersonal skills and present a neat and professional appearance and must be of sound character, demonstrate good judgment. All armed guards must also have a valid state driver’s license with clean record and valid Security Guard Permit. They must possess a valid Baton Permit, a valid Mace Permit and a valid Firearms Permit. Our security officers must have a clean criminal background, pass a pre-employment drug screening, and possess written and oral communication skills. They must possess computer skills, pass a government background investigation, and obtain and maintain a firearm permit and certification. All officers must have American Red Cross First Aid/CPR certification, demonstrated knowledge of mathematical concepts including computation of rates, percentages, averages and reconciliation, and the ability to multi-task within a fast-paced environment, judgment, and a minimum of three years armed security, law enforcement or military police experience. Must have a thorough understanding of security policies and procedures, security and safety alarms, access control systems and
emergency contingency plans. Must be mature and display clear presence of mind under stressful situations. Must successfully complete a background investigation, including criminal and employment checks as well as a drug screening. Must have good interpersonal and communication skills and present a neat and professional appearance.

Guard II (GUARD 2) Occupational Code 27102 W/ Equipment

Same as listed above however, equipment such and firearms, body armor, duty gear are all provided by the contractor only.

Detention Officer Occupational Code 27040

General Experience:
Three years of continuous work experience that demonstrates reliability, dependability, and good judgment, and a minimum of two years security, law enforcement, corrections or military police experience. Must successfully complete a background investigation, including criminal and employment checks as well as a drug screening. Must have good interpersonal skills and present a neat and professional appearance. Additionally, must demonstrate knowledge of the legal authority and limitations of a corrections officer. Required to demonstrate continuing physical fitness.

Training/Education:
Requires high school diploma or GED, completion of a certified security training program.

Functional Responsibility:
Performs various duties related to detention, safeguarding, security and escort of violators of immigration and other laws. Exercises surveillance over detainees and maintains order and discipline. Attends to sheltering, feeding, and physical well-being of detainees; and counseling of alien detainees on personal matters. Guards detainees at deportation or exclusion hearings. Recognizes potentially hazardous health, safety, security, or discipline problems. Supervises voluntary work details and encourages participation in organized recreational activities.
Court Security Officer Occupational Code 27010

General Experience

Three years of continuous work experience that demonstrates reliability, dependability, and good judgment, and a minimum of two years security, law enforcement, corrections or military police experience. Must successfully complete a background investigation, including criminal and employment checks as well as a drug screening. Must have good interpersonal skills and present a neat and professional appearance. Additionally, must demonstrate knowledge of the legal authority and limitations of a corrections officer. Required to demonstrate continuing physical fitness.

Training / Education

Requires high school diploma or GED, completion of a certified security training program. Training in both non-lethal and lethal weapons. Training in courtroom demeanor, X-Ray and Magnetometers, crisis intervention, report writing, critical incident reporting.

Functional Responsibility:

Patrols courthouse to provide security. Escorts defendants to and from courtroom and stands guard during court proceedings. Checks courtroom for security. Assignments include not only the monitoring of entrances to the court but also attention to the special needs of the court system, particularly in the area of personal protection for the judges, jurors, witnesses, attorneys and other persons involved with the court, including the general public. Duties require specialized training in methods and techniques of protecting security areas. Is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.
Shift Supervisor / Lead Officer

Elite supervisory personnel are required to possess a minimum of 4 years’ security experience at or above the highest grade of the personnel to be supervised; or honorable separation from a branch of the U.S. Military and/or Certified Peace Officer experience. Shift Supervisors / Lead Officers are uniformed personnel providing Under the direction of the Program Manager, Assistant Program Manager and/or the Supervisor, the Shift Supervisor oversight for contract operations on client-designated shifts and/or post locations. The Shift Supervisor coordinates shift activities related to security; including delegating work; communicating goals and expectations; responding to incidents, performing post inspection, updating duty logs; coaching and training assigned security personnel to ensure effective execution of security duties. This is a working position and the incumbent is expected to perform all of the same duties and tasks as the Security Professional as needed.

Duties:

Responsible for day to day supervision, motivation, coaching and training of site employees, specifically executing site-specific orientations including review of Post Orders, routine responsibilities, response to emergency situations and/or specific clients’ needs.

Directly responsible for ensuring all training modules and tests are administered according to company guidelines. May also assist in conducting performance evaluations of Security Professionals with Security Management.

Make post inspections on a continuing basis and spend the quality time required to acknowledge and ensure adequate security officer performance, including inspection of officer’s appearance and review of the actual duties performed by personnel.

Assist Security Management in implementing the emergency procedures established for the building. In their absence, take responsibility to implement emergency procedures during fires, earthquakes, power failures, etc. Also assist in the operation of Fire/Life/Safety systems in an emergency coordinate and report to Security Management on the status and upkeep of systems and equipment monitored by security. Includes coordinating and overseeing the activities of the Command Center and Fire Control Rooms (if applicable) and being responsible for all training in these areas. Identify any personnel problems occurring at posts, such as payroll issues, employee relations complaints or other concerns, and forward any such issues according to contract chain of command.

May be responsible for writing a report of the situation or assisting with an investigation, as directed by Security Director, Branch Manager or Corporate HR Director.

Review daily all logs and incident reports, and pass on to Security Management any unusual occurrences, disciplinary issues, call offs, or missing documentation. Follow up as directed by Security Management.
Supervisor

Elite, supervisory personnel are required to possess a minimum of 5 years supervisory experience including working alongside law enforcement personnel. Our supervisors oversee scheduling, assigning security posts, and acting as liaison between the responsible managers and our clients. Supervisory personnel are available to you 24 hours every day in order to maintain quality assurance and excellent customer service on behalf of ELITE management and our clients. Responsible for controlling access to client facilities by ensuring positive personal identification of individuals requesting entry with the authority to stop, detain, and arrest any persons committing a security or criminal violation on client property. This position requires a focus on maintaining low risk exposure to contractor and client. Requires availability to work with no time, shift, or day restrictions and may require augmentation of patrol team staff during their absence.

Duties:
Supervisor duties include foot patrol of interior buildings and exterior parking areas, interaction with client representatives, generating daily activity reports to be handed into clients, and observing and reporting situations that may arise to management of Elite and to the client. He/she adheres to the policies and procedures implemented by Elite, regarding use of a firearm during duty hours. The supervisor will inspect/evaluate the officers at various accounts, train and mentor officers at accounts, and help diagnose and trouble shoot issues at accounts. He/she will generate reports regarding site inspections, be flexible in terms of shift and days and willing to hold post, ensures daily reports are clear, concise and complete, as well as insures accountability of equipment used nightly and inspects for misuse. The supervisor will monitor commercial deliveries for controlled prohibited items, conducts vehicular patrols of the grounds, parking lots, garages, cartilages and adjoining public areas and promptly reports unsafe or prohibited conditions, procedures, or activities. He/she has the authority to arrest detain, or enforce laws as granted by the relevant state or municipal authorities, detects and reports criminal acts, and enforces property rules and regulations. The supervisor responds to emergency situations involving the safety and security of the facility, controls access to specific areas of a facility or building and acts as a crowd control monitor, and the duties involve serving at a fixed post, making rounds on foot or by motorized vehicle, or escorting persons and property.

Education and Experience:
Our Supervisors must have a High School diploma, be a Minimum of 21 years of age, graduate of a certified civilian, or military law enforcement academy, and have 3 years verifiable experience with civilian law enforcement that included general arrest authority (does not need to be consecutive years) or military equivalency They are required to exercise tact and diplomacy dealing with members of the public and senior level government officials, and maintain control of government furnished equipment. They are also required to obtain and maintain a firearm permit and certification.
**Assistant Project Manager**

Assists the Project Manager in scheduling, training, and monitoring the fulfillment of contract requirements to ensure quality services are delivered in a timely manner. In the absence of the Project Manager serves as the on-site lead.

**Duties:**

The assistant project manager Coordinates administrative and operational functions for the Project Manager, ensures that all contract deliverables are being accomplished including requirements for inspection, training and reporting. Assistant project manager is responsible for manpower utilization, staffing, and training, preparing work schedules, coordinating shift changes to ensure all officers are present and uniformed. The assistant project manager conducts post inspections, documents employee performance and recommends appropriate discipline. He/she prepares operations reports, resolves employee issues, conducts re-training sessions as required, and manages scheduling, training, and monitoring for the fulfillment of contract requirements to ensure quality services are delivered in a timely manner. The assistant project manager assists PM in the management and oversight of contractor efforts with respect to providing recommendations and options for protecting Agency personnel and facilities from vandalism, malicious damage, and sabotage. He/she provides recommendations and options to the Project Manager for establishing a system of security inspections and surveys of Agency locations to assure compliance with Client security policies and regulations.

The assistant project manager must have a Bachelor’s degree from an accredited university or college in law enforcement, security management or related fields, or 5 years of directly related experience in the application of security principles for the protection of critical national assets, including the protection of sensitive materials, weapons, facilities, and personnel. He/she must have advanced/specialized educational courses in areas related to law enforcement. The assistant project manager must have specialized experience with the knowledge, skills and abilities to perform successfully the duties of a security guard, such as work with a Federal, State, municipal, local or private protective organization.
Project Manager
Responsible for supervising, administering, and managing the project through effective daily management and operation of a security force, its readiness, its mission, and its security program while managing a staff of site supervisors, administrative personnel and technical positions as required. Responsible for the unit security forces training program, ensuring all unit and individual training requirements are met. Responsible for the effective management of funds and personnel and is accountable for the quality and timely delivery of contractual items.

Duties:
The project manager assists other security personnel in the protection and antiterrorism programs and security programs to include information, personnel, and physical security; and performs other related duties. He/she accomplishes security force unit management and administration to include supply, equipment, mobility, and readiness functions; personnel, administrative, and budgetary actions; and the utilization of automated data processing programs and products. The project manager has the authority to commit the company to operational requirements with the client and is directly responsible for maintaining close liaison with the customer. He/she assists with the development of operational budgets, monitors and controls project expenditures, conducts staff meetings, evaluates subordinates and approves operations and financial reports. The project manager displays excellent interpersonal, communication and organizational skills, develops work schedules; address and resolve employee issues, interfaces with client and address/ resolve client’s concerns, and ensures contract compliance and customer satisfaction. He/she provides on-the-job training; prepare operations and management reports, develops and implements post orders (special and general), and creates and implements managerial and operational policies and procedures.

Education and Experience
The project manager generally possess an Associate’s degree from an accredited university or college in law enforcement, security management or related fields or 7 years of directly related experience in the application of security principles for the protection of critical national assets, including the protection of sensitive materials, weapons, facilities, and personnel or equivalent experience. He/she must have advanced/specialized educational courses in areas related to law enforcement. The project manager must have demonstrated ability to understand the application of a wide range of national, state and local laws and security requirements enough to develop and evaluate complex protection strategies for assets. The project manager has proven management expertise in budget and funds control and ability to multitask.
FIXED FULLY BURDEN RATES, INCLUDING IFF FEE

<table>
<thead>
<tr>
<th>Occupational Code</th>
<th>Bill Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>One (1) national rate under GSA</td>
<td></td>
</tr>
<tr>
<td>Guard 1 Occupational Code 27101</td>
<td>$55.51</td>
</tr>
<tr>
<td>Guard 11 Occupational Code 27102</td>
<td>$70.90</td>
</tr>
<tr>
<td>Guard 11 Occupational Code 27102 With</td>
<td>$73.95</td>
</tr>
<tr>
<td>company provided equipment including body armor.</td>
<td></td>
</tr>
<tr>
<td>Courthouse Officer Occupational Code 27010</td>
<td>$110.94</td>
</tr>
<tr>
<td>Detention Officer Occupational Code 27040</td>
<td>$112.96</td>
</tr>
</tbody>
</table>
• Elite welcomes the opportunity to develop a customized quote, based on applicable commercial rates and/or in response to your Statement of Work (SOW) or Performance Work Statement (PWS). For SOW or PWS positions or other specific equipment requirements, that are not included in our Pricing Catalog, Elite will provide a timely, customized quote. Elite fully-loaded rates include: wages, fringe benefits, health and welfare costs, payroll taxes, guard equipment, training, background checks, and medical exams, as required, and in accordance with applicable Wage Determination Agreements.

• Examples of customized costs include; specialized vehicles, communications equipment, guard mount time, Officer relief, gear-up/gear-down time, paid travel time, or CBA wages and benefits that are in excess of approved the Wage Determination Agreement.

• For additional site support positions, which are not directly billable, must be included in the Overhead costs, and the cost of these positions will be included in the revised billing rates for the billable positions. Customized quotes often result in discounted pricing. Billing Rates are subject to FAR 52.222-43 adjustments.

• Elite will provide pricing for any location requested and will include those location(s) in our Pricing Catalog. Elite pricing will be based on the most current Category DOL Wage Determinations, at the time of inquiry.

• Salaries for managers and supervisors are dependent upon various factors; site location, the scope and complexity of the contract services, any clearances required, and business or technical experience required. Salaries for exempt, non-SCA positions are projected to increase 3% per year.

• Please forward your request or comments to the Company Contact provided on the Page 5 of this document. A quotation based on SIN 561612 labor rates, customized to your specific requirements, will be forwarded via return e-mail.

• Bill Rates are for the base year only and valid for one year from the effective date.

• Elite will update pricing based on current Wage
• Determination or applicable Collective Bargaining Agreement for performance location(s), at the time of inquiry.
• Billing Rates include standard, “low fringe” benefits; locations operating under grandfathered

• “high fringe” benefits will be re-priced accordingly.

• Pricing for other, remote locations will be based on the Wage Determination for each of these area(s).

• Billing Rates are subject to equitable adjustments pursuant to FAR 52.222-43.

• Billing Rates do not incorporate overtime coverage, cleared personnel, supervisory hours, and Relief Officers where required.

• Bids covering Collective Bargaining Agreements will be negotiated separately.

• Holiday Billing Rates are calculated based on Straight-time Billing Rates for non-worked, paid Holidays, and 2x Straight-time Bill Rates for worked Holidays.

• Overtime Billing Rates are calculated at 150% of the Straight-time Billing Rates.

• Individual scope of work requirements may impact the billing rates.

• The firearm type, other than Glock 40-cal and 9mm semi-automatic, required by the client may impact the pricing.

• Level III Body under clothing Body Armor as needed

• Level 3 Firearm Holsters for all Company Owned firearms

• Any additional training will be charged at applicable Overtime Billing Rate for Fulltime employees, and Straight-time Billing Rate for Part-time employees.

Any additional Government Agency requirements, i.e.; radio equipment, FCC licensing, guard relief, guard mount, vehicle leasing and/or specialty vehicles, CAC card/ TWIC card requirements, lodging, mileage and meal per diems will be negotiated separately.