



Gateway Center Uniformed Security Proposal

August • 2020

The Chesley Brown International
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Dear Ms. Donley and Mr. Caimi,

Thank you for your interest in Chesley Brown International. Provided on the following pages is our response to your request for a proposal.

We have offered a brief glimpse into the background of Chesley Brown; who we are, and our wide range of quality services. Additionally, I wanted to give you my own personal message as Founder and CEO. At our very core, we live by "Listen. Solve. Execute." We do this every day by listening to our clients' needs; solving their challenges by finding innovative solutions, not binding ourselves to only "how we've always done it" options, and executing those solutions. We want to give you our commitment to support, advise, and align our offerings with your long-term plans, and as always, continue to provide a safe experience while working or visiting Pittsburgh's "Gateway" to the Downtown Central Business District.

Another important part of our business model that separates us from others is our ability and willingness to design real, customized security programs for each of our clients. We have the experience, knowledge, passion, and desire to make a difference, and our commitment and mission remain unwavering.

My main goal, from the day I founded Chesley Brown, was to go home each and every day proud of who we are, what we do and how we do it. From the smallest of details to the grand plan, I care...we care, not only about our company, but we also care about yours. Again, let me say thank you for allowing us the opportunity to share Chesley Brown with you and the privilege to provide you with a security management program designed specifically to your needs. You have my personal commitment to a successful partnership.

With warmest regards,

Brent C. Brown, CPP
Founder, Chairman, and CEO

Chesley Brown International, Inc. |



About Our Company

We promise to listen and effectively respond to the people and communities we serve. We will strive to hold ourselves and each other accountable. We will demonstrate integrity, dignity and empathy in everything we do and to provide a positive and respectful experience to everyone we meet.

Chesley Brown traces its roots to the 1500s when the ancestors of founder Brent C. Brown, William Garrard and John Garrard, became among the first “High Sheriffs” of London. Brent founded the company with this legacy in mind. Our commitment to our clients allows us to remain the recognized leader in developing innovative security and management solutions for national and international organizations.



Brent C. Brown, CPP
Chairman & CEO

Brent C. Brown founded Chesley Brown International in 1990. He has an extensive background in law enforcement and security. Due to his expertise, Brent regularly serves as a security expert for local, national, and international media.

30

States

3

Countries

Providing security services to clients in over 30 states and 3 countries, Chesley Brown has the resources and experience to provide reliable and scalable protection for clients and their assets anywhere in the world.



| Chesley Brown International, Inc.

Our motto: Go home each and every day proud of who we are, what we do, and how we do it.



As the premier global security consulting firm in North America, we recognize security is about a lot more than placing a guard at the gate. It is imperative that our partners be able to operate their business, meet budgets, while also not disrupting their culture.

For 30 years, Chesley Brown has partnered with Fortune 500 companies, law firms, financial institutions, and technology centers. We have prepared security plans and navigated client risks for professional sports venues, including two Olympics; iconic retail/neighborhood districts, and critical manufacturing facilities.

We are the only company that combines a foundation in security consulting with real-world business insight to execute custom security programs built around our clients. In summary, we'll keep you safe, so you can get back to the things that matter most.

Global Resources – You can count on our security experts anywhere, anytime.

Proactive Analysis – With 24/7 access to our global monitoring center in Atlanta, our team can quickly and efficiently alter security plans as situations change.

Scalability – We offer services that fit your changing needs, from a one-time event to long-term community-based projects.

Fully-Dedicated Security – Unlike the other guys, security is the only thing we do. Because we only focus on security, you will always have a fully trained and qualified expert on the job.



Discover Peace of Mind with Chesley Brown

No two businesses are alike. Before beginning any project it's important to take time to identify your needs in order to build an effective security program. By blending boots on the ground with technology we're able to drive down cost and maximize efficiency. With literally thousands of potential risks to navigate, it pays to have an expert in your corner.

100%

Billing Accuracy

We believe that you are only as good as your word. Unlike other companies, we guarantee accurate billing, allowing you to stay on budget.

80%

Reduction in Crime

When a Chesley Brown officer is actively patrolling a property.



Areas of Expertise

- Class A Offices
- Mixed-Use Developments
- Manufacturing Facilities
- Food Processing Plants
- Hospitals
- Residential Communities
- Entertainment Districts
- "C" Suites
- Executive Residences
- Corporate Campuses



| Chesley Brown International, Inc.

Your Team of Experts



Bryan Taylor

POSITION: Vice President - Eastern
bryantaylor@chesleybrown.com

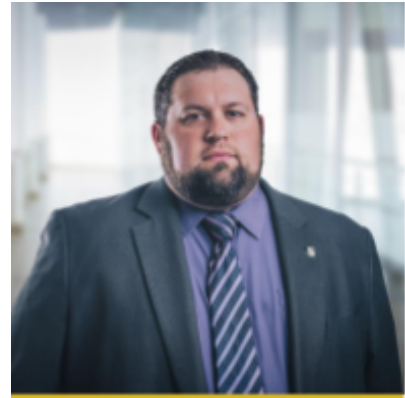
Bryan Taylor has over 25 years of experience in the Private Security field. Bryan was named the Director of Security over several iconic and prestigious buildings in Downtown Pittsburgh in February of 2012.



Christian Kalinski

POSITION: Senior Director
ChristianKalinski@ChesleyBrown.com

Christian is the Director of Security for the US Steel Tower. Prior to Chesley Brown he worked in law enforcement as a member of the SWAT Team, and served as a Field Training Officer, academy instructor, and community REACT Officer.



Archie Dinwiddie

POSITION: Corporate Director of Risk Mgt., Training, & Compliance
ArchieDinwiddie@ChesleyBrown.com

Archie Dinwiddie has worked and managed security operations in a variety of environments since 2001. As the Corporate Director of RiskMgt., Training and Compliance, Archie is utilized to provide and coordinate training with project locations across the country, along with providing management support.

A team of experts you can depend on

Our diverse set of team members are able to assess each aspect of a security operation or risk mitigation program. We have security professionals and managers, law enforcement officers/commanders, investigators and integrators that have operational knowledge of large and diverse projects. This allows our in-house auditors to view problems and solutions through a "real-world" point of view. Security should work with your business, not in spite of it.

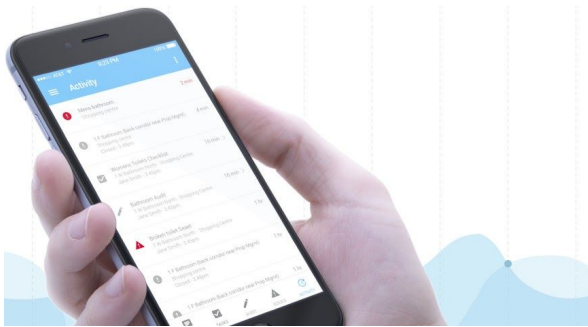
Chesley Brown International, Inc. |



Technology & Reporting

Security is about a lot more than placing guards at the gate. By blending boots and technology we're able to deliver highly effective solutions while maximizing budget flexibility and accountability.

Technology is commonplace in all of our lives. The security field is no exception. That is why continuous evaluation and implementation of technology is necessary to remain at the forefront of safety. Incorporating viable electronic tools can not only reduce risk exposure to your property, but it can also be a cost-effective solution that both maintains and enhances the facility's overall security posture at 1/3rd the cost of traditional security.

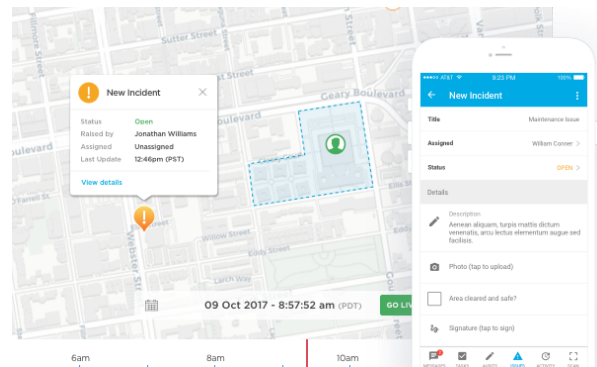


Mobile Tracking & Reporting

We're able to track officer and vehicle location, record patrols, manage tasks, and communicate with managers seamlessly in real-time.

Intelligent Incident Tracking

Our incident tracking platform provides complete visibility of your property, and generates powerful reports that allow us to proactively improve security and reduce costs.



Report Writing

We offer a security-focused, user-friendly, and multi-functioning report writing platform with fully integrated dispatching functions.

Visitor Tracking

We provide an automated Visitor Tracking system that can track visitors to the property and their ultimate destination.

Analytics

Analytics are invaluable when determining deployment, patrol assignments, identifying trends, and driving powerful business decisions.



| Chesley Brown International, Inc.



“We help businesses manage risk by developing made-to-fit strategies that improve outcomes, and eliminate losses.”



REQUEST FOR PROPOSAL FOR SECURITY SERVICES

Section I: GENERAL INSTRUCTIONS

A. INTRODUCTION

Hertz Gateway Center, LP (Owner) is seeking proposals from qualified contractors to provide uniformed security service for Gateway Center located in the downtown business district of Pittsburgh, Pennsylvania. This document is a Request for Proposal (RFP) for the services described below and does not obligate Hertz to accept responses from eligible Bidders. The RFP establishes minimum requirements a contractor must meet in order to be eligible for consideration as well as information to be included in the contractor's bid response. Carefully examine the specifications, conditions and limitations. The selection of the successful bidder will be made based on the Owner's evaluation and determination of the relative ability of each Bidder to deliver quality service in a cost-effective manner.

The following specific criteria will be evaluated and must be addressed in the proposal:

1. Company History and Organization
2. Management Approach
3. Personnel Selection Process
4. Development and Retention of Personnel
5. Total Quality Management Program
6. Cost Proposal and Invoicing
7. Training Programs
8. Computer Management System
9. Value Added Features
10. Insurance
11. Transition Plan
12. References

The Owner is not obligated to accept the lowest bid and reserves the right to reject any and all bids or amend the scope of the project. All of the bidders must be duly licensed or otherwise have the ability to perform work in accordance with the governing local authorities and to the satisfaction of those authorities.

B. FLAT HOURLY RATE

In the contractor's proposal, the bidder shall quote a flat hourly rate for all time worked which will include the following:

- Payroll cost and taxes (Unemployment and Social Security)
- Workers' compensation
- Comprehensive liability
- Fidelity bonding
- Sick leave, if any
- Training required by law
- Basic uniforms and equipment

- Corporate overhead and profit

C. SECURITY PROCEDURES MANUAL (“POST ORDERS”)

An excerpt from the current Security Procedures Manual (commonly referred to as “post orders”) is included in the RFP to familiarize bidders with current procedures at Gateway. The successful bidder shall be required within thirty (30) days of award of contract to develop a Security Procedures Manual. The manual is to be considered a procedural guideline that can be adapted to suit the changing needs of Gateway Center. The successful Bidder shall supply the Owner with a copy of manual for review and shall promptly make any changes requested by the Owner. The current post orders are minimal requirements.

D. INSURANCE

The successful bidder shall carry and maintain, with respect to any work or service to be performed at Owner’s facilities, insurance written by a responsible insurance carrier, to provide for the following:

- General Liability:
\$1,000,000 - Each Occurrence
\$2,000,000 - Products/Completed Operations
\$5,000,000 - General Aggregate
- Workers Compensation:
\$500,000 - Employers Liability
- Automobile Liability:
\$1,000,000 - Combined Single Limit

Include a sample Certificate of Insurance including limits with the response. All policies and certificates shall provide for thirty (30) days notification to the Owner in the event of cancellation, reduction in limits or changes in coverage. The Owner, property manager, and mortgagee must be named additional insured parties per the required language provided by the property manager.

Section II: SUBMISSION OF PROPOSALS

Responses to this RFP are due by 4:00 pm EST on Wednesday, August 19, 2020. Late submittals will be rejected. All proposals are to be emailed to the managers of the RFP process:

Debra A. Donley
General Manager
Hertz Gateway Center, LP
Two Gateway Center
603 Stanwix St., Suite 400
Pittsburgh, PA 15222
Phone: 412-392-6040
Email: ddonley@hertzgroup.com

Jeff Caimi
Vice President, Asset Manager
Hertz Investment Group, Inc.
600 Superior Avenue East
Suite 100
Cleveland, OH 44114
Phone: 216-937-2382
Email: jcaimi@hertzgroup.com

Bidder’s proposal should be emailed.

Bidders may not contact other executives, managers or employees of the Owner without permission of the managers of the RFP process.

Section III: CONTRACT TERM

Contract for services will be for a period of Three years. The successful bidder has the right to cancel this agreement with ninety (90) days written notice. The Owner shall have the right to cancel services at any time with or without cause following thirty (30) days written notice.

Section IV: SCOPE OF SERVICES

Description of Site:

Gateway Center was built between 1950 and 1960. Located south of Fort Duquesne Boulevard between Commonwealth Place and Stanwix Street, directly east of Point State Park in downtown Pittsburgh, it consists of four (4) office buildings (One, Two, Three and Four Gateway Center) totaling 1,469,731 rentable s.f., two parking garages and two plazas, totaling approximately 9 acres. (See attached Exhibit A – Site Plan)

Scope of Work: (See attached Exhibit B-1 – Scope of Work and Exhibit B-2 – Building Profile)

Section V: INSTRUCTIONS TO BIDDERS:

Bidder is to address the following subjects in the response. Please insert your text in the space following each section. Reference any attachments in the text and include printed copies of attachments at the back of this document.

1. Company History and Organization

Provide a brief company history, mission statement and organizational summary. Explain ownership (private or public) and include brief biographical information regarding the personnel who would be directly responsible for the management and local supervision of this project. Please specify the approximate number of weekly hours that the personnel would be available to the Owner and on-site at Gateway Center.

Founded by Brent C. Brown in 1990, Chesley Brown has become the leading security advisory, consulting and auditing firm. Over a number of years, our clients repeatedly asked and encouraged our company to provide management and supervision for their on-site security programs. Since we had been effective in assessing security operations, they believed that Chesley Brown could provide a more professional approach to security management. Having performed audits and assessments of security programs throughout the country, we had firsthand knowledge of the "status quo" in the contract security industry. We decided that unless we could dramatically improve on the programs we had audited, we would have no interest in offering these services.

An 18-month research project resulted in the formation of Chesley Brown International, Inc. and the development of Chesley Brown's security management services. Our programs maximize flexibility and customization, with a focus on hospitality and customer service, while providing our clients with the value-added service of our consulting services and capabilities. Through the belief that true security management requires a top to bottom approach, not simply staffing a property with "guards", Chesley Brown International has become the true leader in security.

Chesley Brown is a privately-held company whose sole focus is security. We are now celebrating **30 years of successful service**.

Our Mission:

1. To listen and effectively respond to the people and communities we serve.
2. Strive to hold ourselves and each other accountable.
3. Demonstrate integrity, dignity and empathy in everything we do.
4. Provide a positive and respectful experience at all levels.

Though you will receive the full support of the entire Chesley Brown company, Bryan Taylor, Vice President - Eastern will be your contact and the corporate executive responsible for ensuring quality security services are delivered and your expectations are met.

Bryan will utilize the support Christian Kalinski - Senior Director, Archie Dinwiddie- Corporate Director of Training and Compliance, for operations and training support; Candice Cade - AVP of Human Resources and her team for human resource and recruiting needs; and Sheron Sikorski, Controller and her team for payroll and invoicing.

We offer 24/7 support to the sites and our clients. Through transition and first several months, we will be on-site several days and times throughout the week and weekends, ensuring all shifts and team members are trained and properly supported. As we evolve into normal operations, management will dedicate at a minimum of 16 hours per week, and once we understand the needs and responsibilities of the site, personnel, and management, a schedule can be developed for on-site visits. In short, we commit to the amount of on-site time necessary to ensure the needs of the property are met.

2. Management Approach

Describe in detail how your firm will be organized to manage this project. Indicate by position or title the person who will have the overall responsibility for the Gateway Center account. Indicate the support staff available to this project manager by function. Bidder must supply an Organization Chart depicting the structure of the local servicing office and regional support. Please specify the approximate number of weekly hours that the personnel would be available to the Owner and on-site at Gateway Center.

We have been operating successful security programs in Pittsburgh for 16+ years. Our management approach starts with **Chesley Brown's Mission**. Therefore, if you had to define our management approach it is classically defined as client-partner management. We excel in defining our clients' vision, needs and priorities and then implementing a made-to-fit security program. Whether it is a highly-customized or a cost-sensitive program, it will always be the most responsible application to protect your company, guests, tenants, and your assets.

Bryan Taylor, Vice President - Eastern

Bryan Taylor, Vice President - Eastern - Bryan Taylor has over 25 years of experience in the private security field. He worked his way through the ranks of several different security companies in the Baltimore, Maryland region before moving back to his hometown of Pittsburgh, PA to begin his employment with Chesley Brown International as the Public Safety Director of a large mixed use complex located on the site of the former U.S. Steel, Homestead Works. After serving as Public Safety Director for 7 years, Bryan was named the Senior Director of Security over several iconic and prestigious Downtown Pittsburgh office buildings including PPG Place in February of 2012. Bryan has experience serving as a Security Director and consulting for all types of properties, including Class "A" office, mixed use and retail as well as manufacturing facilities. Bryan is also a trained firefighter and has held several ranks within his local fire department, including Assistant Chief.

Christian Kalinski - Senior Director of Security

Christian Kalinski - Senior Director of Security - Christian has been the Director of Security for the US Steel Tower, Pittsburgh's tallest building, for 5 years. After obtaining a bachelor's degree in Criminology, Christian worked as a police officer in the Washington, DC area. During his 7-year career, he was assigned to the SWAT Team, and served as a Field Training Officer, academy instructor, and community REACT Officer. Christian, moved back to Pittsburgh in 2010 and began his private security career at the US Steel Tower, starting as the Security Manager before being promoted to Director of Security in 2015.

Archie Dinwiddie- Corporate Director of Training and Compliance

Archie Dinwiddie, Corporate Director of Risk Management, Training & Compliance - Archie Dinwiddie began with Chesley Brown International in 2001 as an officer while attending an internship with the Missouri State Highway Patrol. During his time with the Highway Patrol, he assisted with functions ranging from taking calls for service at the Troop A Communications Center to assisting in the investigation of homicide cases with the Division of Drug and Crime Control. Since joining Chesley Brown International, Archie has worked and managed security operations in a variety of environments such as office complexes and towers, lifestyle centers, and major entertainment districts. Along with providing on-site services, he has contributed to numerous consulting projects. As the Corporate Director of Risk Management, Training and Compliance, Archie is utilized to provide and coordinate training with project locations across the country, along with providing management support.

Candice Cade - AVP of Human Resources

Candice Cade, Associate Vice President of Human Resources, joined Chesley Brown in 2014. She is an experienced Human Resources professional who graduated with honors from Shorter University. She brings with her better than 15 years of varied Human Resource, Management, and Recruiting experience. Candice's innovative approach to an environment of teamwork and open-door policies has proven to enhance employee morale and retention.

Sheron Sikorski - Corporate Controller

Sheron Sikorski, Corporate Controller and her team will be responsible for payroll and invoicing for the account. Ms. Sikorski joined the Chesley Brown corporate team in 2001 as the Accounts Receivable Manager, where she quickly developed a plan to expedite and improve client billing. As time progressed, she showed an impressive ability in managing a number of responsibilities in an efficient manner as well as a meticulous nature that strives for perfection. She is now the Corporate Controller. In this position she develops innovative procedures for all accounting functions and reporting.

Once we understand the needs and responsibilities of the site, personnel, and management, a schedule can be developed for on-site management, and we commit to the on-site time necessary to ensure the needs of the property are met.

An organizational chart has been included in the attachments of this proposal.

3. Personnel Selection Process

Describe how recruitment and selection of security officers is accomplished. All personnel and supervision provided under the RFP must be thoroughly trained, experienced and qualified to perform the work to which they are assigned. Bidder shall have a documented employment process which shall include application, interview, drug testing and background check phases. A written description of the Bidder's employment process and qualifications is to be included in the response.

Chesley Brown follows a strict hiring process in order to obtain the best-qualified people for your property, meeting all legal requirements and regulations. Before becoming a Chesley Brown security officer, each applicant is subject to an extensive interview process, drug screen, and background check. Chesley Brown performs the certification and registration of security officers as mandated by the codes of applicable local, state and federal authorities.

Additionally, all security employees have criminal history checks performed to ensure they have no felony convictions or misdemeanors involving moral turpitude, sexual offense, drug offense, physical injury or property damage. All required records, files, and procedures will be maintained as required by the state code and Chesley Brown standards. The minimum pre-employment screening requirements for security officer positions are as follows:

- Integrity, Aptitude, and Personality Screening
- Previous employment verification
- Education verification
- Valid driver's license
- Driver's history report, if driving a Chesley Brown vehicle is required
- Criminal history check; statewide and/or county
- Federal criminal history
- Reference inquiries
- Social Security number verification—E-verify
- 10-Panel Drug Screen
- State required licensing forms
- Military DD-21

4. Retention of Personnel

Describe methods and initiatives designed to promote employee retention.

From inception Chesley Brown has wanted to ensure that our employees felt appreciated and recognized for their above and beyond efforts. Brent Brown, CEO developed an extensive recognition program for the employees of Chesley Brown. The officers can be recognized for 13 different accomplishments. Some of the areas of recognition are: Outstanding Attendance, Exceptional Performance, Customer Service Award, Meritorious Service and successful completion of leadership and management training courses. There is also a President's award that is issued personally by him to outstanding officer(s) who consistently demonstrate Chesley Brown's

philosophy and values out in the field. Some of the recognitions have a monetary reward associated with the award, and all are recognized with ribbons, certificates and announced in the monthly Chairman's Chat.

In addition, we take pride in training efforts and promoting within, so our employees know they are more than an employee but if desired they can pursue a career with Chesley Brown.

5. Total Quality Management Program

Outline administrative controls, plans and processes to monitor and assure contract compliance of security services. Include methods of quality control, contract administration, audits, management inspection programs, conduct and job performance standards, corrective action planning and follow up reporting.

Chesley Brown International utilizes a quality control program we call the On-Site Audit process, which accomplishes Total Quality Management. This process is ongoing and is required to be completed multiple times per year per site.

Inspection Programs are achieved through this very process. Chesley Brown On-Site Audits are completed by a corporate level manager and are then submitted upon completion to the Associate Vice President and Vice President for review. Upon approval of corporate management, the On-Site Audit Report is then provided to the site, with guidance from corporate management as to how they can or need to improve. This inspection includes everything from uniform appearance, to regulatory compliance issues, HR compliance issues, and quality of activity and incident reporting. Each audit contains a list of follow-up items for corporate management to track, with deadlines set for re-evaluation. Part of the On-Site Audit process involves determining and correcting the root cause of problems detected throughout the process and applying Chesley Brown practices or applying new approaches to resolve those problems.

Part of the On-Site Audit process involves checking employee training files to ensure that Chesley Brown's policy required training is being completed. Policy dictates that all employees must complete our Basic Security Officer Training Program within their first 90 days of employment. Ongoing training is achieved through corporate issued monthly training agendas, which provide each site a minimum of (1) training subject which must be covered with all site employees. These agendas are adjusted throughout the year if or when specific training needs are identified at the site level, through the process of conducting an On-Site Audit. In addition to basic and monthly training, quarterly training is required specifically on subjects of Emergency Preparedness. This quarterly training requires scenario-based training exercises to test a site's quality of training and preparedness level. All conducted training is provided by the corporate management and training team, and training records are regularly reviewed by the corporate management team to ensure compliance. Training and other compliance issues are the sole focus of Chesley Brown's Risk Management Department, which aims to facilitate and support these goals.

6. Cost Proposal and Invoicing

A. As further described on the attached Exhibit "B" Building Profile, there are 920 security hours required each week for the existing posts, inclusive of 168 hours for a security sergeant. Please describe in detail how you would staff the 920 hours including guard title, pay rate, and billable rate. Describe how future merit raises will be handled and how future merit raises will affect the billable rate.

As described in the RFP, we would deploy 920 hours, with 168 hours for supervision. As it is unknown at this time as to any transitioning employees and their tenure, we elected to use the base Union pay of \$13.60 p/hour, which will be in effect October 1st, 2020 for line officers and \$15.00 p/hour for Sergeants. We also used 40 hours of PTO for all employees. We understand you may have tenured employees that per the current bargaining agreement would require pay adjustments and have additional PTO available, we can offer you updated billing rates once to-date pay information is received. We are also happy to supply any additional pay scenarios you may need.

Line Officers Wage Rate: \$13.60 p/hour

Sergeant's Wage Rate: \$15.00 p/hr

Flat Bill Rate: \$18.58 p/hour

Merit wages will be given to staff yearly on October 1st per the current bargaining agreement. The increases are as follows:

October 1, 2020 - \$0.65 increase

October 1, 2021 - \$0.60 increase

Merit increases October 1st, 2021:

Line Officers Wage Rate: \$14.20 p/hour

Sergeant's Wage Rate: \$15.60 p/hour

Flat Bill Rate: To be adjusted to reflect wage increases only, proposed mark-up over wage will be retained throughout the contract.

B. Please describe in detail how your company proposes to oversee the 920 guard hours. Please state the dedicated number of hours per week that the bidder will commit to having a supervisor on site at the Gateway Center complex to conduct inspections, respond to management inquiries, etc.

We have been successfully managing Class A buildings and facilities all over the country for nearly thirty years. We have done this by training and empowering our site supervisors, then supporting them with regional corporate resources. VP of Operations, Bryan Taylor as well the support team, can be on-site a minimum of 16 hours per week, more as needed and/or required to support the site. Bryan is also available 24/7 to respond and/or coordinate responses as needed for any situational emergencies.

C. Based on your answers above, please state the weekly cost of security service to Hertz at Gateway Center, assuming a normal work week with no holidays.

Estimated weekly cost for 920 hours is \$17,050.47. Benefits will be billed at union rates per participating members on the first invoice of the month unless otherwise directed by the client.

D. What is your overtime policy, holiday policies and rates? Propose invoicing frequency and procedures and applicable discounts. All invoices will clearly identify applicable job site coding in order to associate Contractors actual costs with the contractor's job site or job codes. Explain how discounts will be applied for different payment terms.

As Gateway is subject to the Union regulations on Overtime and Holiday pay, Chesley Brown will be issuing overtime and holiday pay as per the current Pittsburgh Security Agreement:

Unless otherwise required by law, all work performed in excess of forty (40) hours in one workweek shall constitute overtime and shall be paid for at the rate of time and one-half the employee's hourly rate.

1. All full time and regular part-time employees shall be entitled to seven holidays each year, as enumerated below:

January 1st
Martin Luther King Jr. Day
Memorial Day
July 4th
Labor Day
Thanksgiving Day
Christmas

2. In the event an employee works on a holiday, the employee shall receive time and half for all hours worked with a minimum of four hours. Employees who do not work on the Holiday shall not be paid. Effective 2020, all employees regularly scheduled to work on Thanksgiving and Christmas day, but who do not work due to their regular post being closed, will be paid their regularly scheduled shift at straight time.

3. The following dates are when Holiday premium pay shall be paid for hours worked:

2020

New Year's Day Wednesday, January 1st
Dr. Martin Luther King Jr's Birthday Monday, January 20th
Memorial Day Monday, May 25th
Fourth of July Saturday, July 4th
Labor Day Monday, September 7th
Thanksgiving Day Thursday, November 26th
Christmas Day Friday, December 25th

2021

New Year's Day Friday, January 1st
Dr. Martin Luther King Jr's Birthday Monday, January 18th
Memorial Day Monday, May 31st
Fourth of July Sunday, July 4th
Labor Day Monday, September 6th

Thanksgiving Day Thursday, November 25th
Christmas Day Saturday, December 25th

2022

New Year's Day Saturday, January 1st
Dr. Martin Luther King Jr's Birthday Monday, January 17th
Memorial Day Monday, May 30th
Fourth of July Monday, July 4th
Labor Day Monday, September 5th
Thanksgiving Day Thursday, November 24th
Christmas Day Sunday, December 25th

Chesley Brown traditionally runs bi-weekly invoicing as this aligns with the bi-weekly employee payroll.

E. What equipment is provided in your hourly rate?

A computer for supervisory personnel with time keeping system and report writing system included. Earpieces for client owned radios will be purchased and issued to each Chesley Brown employee. We will also be providing a cell phone for the Sergeants. Basic office supplies will be provided to the security team as needed. Information on the report writing system is included in the attachments of this proposal.

E. Would there be an additional charge to the Owner to have all guards trained in CPR and first aid. If so, what would the costs be?

There is no additional charge. Chesley Brown employs our own CPR and First Aid instructor.

F. Please state any other items or hours that are billable to the Owner under your proposal.

Health insurance as per the Union agreement. This can be billed when applicable and at cost:

Effective January 1, 2020 \$535 per month per full-time employee

Effective January 1, 2021 \$586 per month per full-time employee

Effective January 1, 2022 \$634 per month per full-time employee

7. Training Programs

What is the minimum training provided to each security guard prior to employment and as continuing education? What other training options are available to the Owner and what is the associated cost of this training?

Training is a priority for Chesley Brown and we believe quality training results in quality employees. We design a training program for each of our sites, to ensure we are providing training that meets the unique needs of each site and each client. We use a combination of classroom, field training, and webinars. Our training program is modular and is built in such a way that it first establishes the foundation of who we are, who we serve and our culture, and then builds from there to create a well-trained and effective security officer.

Phase one: Our basic training consists of several topics including Public Relations, Customer Service, Tactical Communications, Responding to Calls, The Patrol Function, Report Writing, Active Shooter, Terrorism Detection, and many more.

Phase two: Once basic security officer training is complete, employees move into the next phase of their training, which is the site-specific component. A site training manual is developed to meet the needs of that particular client and property. The job and task-specific training would include, but not be limited to:

General Orientation - Property Familiarity, Management, and Client Staff, Client Expectations

Site-Specific Regulations, i.e. - Visitor's Code of Conduct, Site Specific Policies

Post Orders and Assignment Responsibilities

Tour Watch System

Dispatch and Command Center Operations

Life Safety Systems, Alarms, Reporting Systems, Access Card Procedures and Protocol

Reporting and Communication Systems

Special Event Protocols

Supervision & Management

Chesley Brown's training programs don't just stop at the security officer. We provide a Supervision & Leadership Course to its supervisor level employees, and a Management & Leadership Course for director-level managers. These trainings provide employees with the tools to demonstrate

superior leadership and manage subordinates. Training subjects within these courses include but are not limited to leadership styles, the supervisor as a role model, positive and negative leadership, motivation, coaching, human behavior, administration of discipline, and leadership character traits.

Annual Training and Recertification

All officers' training continues throughout their careers. Daily, we ensure officers are kept informed of changing policies and procedures. They are retrained when new crime trends, or vulnerabilities to a property, or area, are detected. They are prepared to quickly identify and respond to those situations.

8. Computer Management System

Describe productivity and technology applications utilized to enhance and improve business processes, integration of scheduling, payroll and billing systems or other benefits of computerization. Summarize how such systems will benefit the Owner.

To a large extent our Incident Reporting and Payroll/Billing Systems are adaptable to meet the needs of our clients. Our Incident Reporting and Activity Tracking system can be configured to track specific activities and incidents based on the information the client needs. Daily summary reports can be generated automatically based on client specific criteria, in addition to weekly, monthly, and/or quarterly statistical reports. Daily summaries can be set up for general property management information, while some can be set up specifically for engineering or housekeeping. Automated reporting notifications may also be configured for major incidents, or for incidents property management deems worthy.

Report Writing

We offer a customizable, security focused, user friendly, and multi-functioning report writing platform. The report writing functions allow the dispatchers and/or officers to input entries as they receive calls for services and obtain facts in the field.

Additionally, our report system provides the following added benefits:

Chesley Brown's electronic report writing system has the ability to produce a wide range of daily, weekly and monthly reports. With multi-level search parameters, reports can be customized to produce single event reports, multi-incident reports, location-based reports, and/or time and date defined reports. This allows for **in-depth crime and incident analysis** allowing for easy incident and crime and incident trend identification.

TrackTik Tour Watch System

Challenge misconceptions around the value of security guarding operations and go from being an 'unavoidable cost' to a value-adding service. The TrackTik Guard Tour module enables you to take an all-encompassing look at your operations and develop a strategy that maximizes the value you deliver to stakeholders. Working with your stakeholders, you can identify their most valuable assets and tailor your guard tour accordingly. Define your checkpoints based on this analysis to make sure you're covering your customer's priorities and define the actions required at each point. TrackTik allows you to define what happens at each checkpoint, including logging, displaying a message, opening a report form, asking exception questions, or triggering an incident

alert. This powerful mobile support is compatible with iOS and Android and works using a variety of checkpoint types such as NFC, barcode, QR Code, Aztec, GPS, as well as manual check-ins.

Payroll

Our payroll system is a user-friendly program which offers real-time information and payroll portal to our supervisors and employees via computer, tablet and phone. Employees are able to clock in, change personal data, check benefits, see paystubs, etc. Supervisors are able to approve requests, disciplinary actions, increases and other employee actions as well as track time off, overtime and other payroll controls.

9. Value Added Features

Indicate features or programs not covered elsewhere in the response which are offered to enhance your firm's ability to effectively manage this project. Please specify if these value added features impact the cost in any way.

Chesley Brown offers a number of "value-adds" to our partners. The following are just a few benefits:

- Built to Fit Security Program and Services
- Empowered On-site Leadership
- Security Consulting and Advisory Services
- Regular Site Audits for Best Practices
- Dedicated Risk Management Program
- Regional Assistance for Special Events
- Monitored Crime and Incident Analytics
- Network and Communication with other Chesley Brown managed sites.
- Project-Wide Training and Awareness Programs
 - Communication and De-escalation
 - Emergency Preparedness: Active Shooter, Power Outages, Weather-related, Bomb Threats
- / Suspicious Packages, Civil Unrest/Protests, Fire
- First Aid and CPR Certification
- Personnel - Safety Practices

10. Transition Plan

Submit a projected Transition Plan for implementation if awarded the contract to include tasks and times. Include a list of all individuals assigned to your transition team with current contact information, telephone numbers and email addresses.

The Transition Team

After a contract is awarded, the first step to ensuring a smooth transition is the assignment of an experienced transition team. Our transition team members have executed transitions in retail, office, and mixed-use environments of all shapes and sizes. This team will continue the

process that started during the RFP where we Listen, Solve, and then Execute. Our transition team will collect all the necessary materials and information to begin building the security program which will enhance your property. Within the first week, this will include building the wage and benefit packages, creating a recruiting profile to search for new hires, conducting a vulnerability assessment, custom building the site's incident reporting and activity tracking system, selecting the site-specific uniform which enhances your brand, reviewing the security management plan, and assessing existing site security post orders and procedures.

Finding the People

By choosing Chesley Brown International, again you've likely decided that the same old product is not what you're looking for in your security. However, you may very well have some quality people in place that you would like to keep as your security evolves to the next level. One of the biggest concerns in a transition is the peace of mind of the existing staff members you would like to keep. Chesley Brown works with its clients to quickly identify those people worthy of being retained in a transition so that their minds are put to ease swiftly, and they know they have a place in the Chesley Brown family. This not only helps morale, but keeps good employees focused on their duties throughout the transition process and ensures that good people aren't recruited away and retained by the outgoing security company.

While some of the transitional employees will serve as the foundation to building a better security program, there is often a need to bring new employees in as well. Chesley Brown will recruit these new security officers through a variety of resources and innovative recruiting methods. Within this first week phase of transition, we aim to identify the people component of the security program, and begin interviewing and processing (drug screen, background checks, and hiring forms) candidates for positions. This will be an ongoing process throughout the transition as we also recruit the officers, supervisors, and if necessary, the Director of Security that will be the right fit for your property.

Security Transition & Operational Plan Details

Meet with Management: Meet with the client to discuss the needs of the property, formalize their expectations, datelines, begin gathering information for post orders, procedures, processes, training, emergency plans etc., as well as any customization of the security program i.e.: uniforms, tenant training programs, specialized officer training and customer service programs, bike patrol, vehicles, etc.

Conduct General Security Audit: Conduct an audit of the site to provide feedback to clients of risks, liabilities, needs and processes.

Begin to develop Post Orders, Emergency Plans, Site Specific Training: Finish obtaining all required data and information to formalize information into Post Orders, Emergency Plans and Site-Specific Training to be approved by the client.

Begin creating the site-specific report management system based on the property and the client's needs and expectations.

Recruiting Security Officers: Begin process of recruiting / transitioning qualified candidates and existing employees based on job description.

Officer Selection: Select the most qualified candidates. Conduct security officer backgrounds, drug test and licensing. Begin processing and hiring of all qualified candidates.

Security Officer Uniform Process: Officers are fitted for uniforms. Orders are placed.

Security Officer begins basic training: Officers begin Chesley Brown Basic Officer Training.

Security Officer begins on-site training: Officers begin site orientation and tour. They receive site specific training, which includes but is not limited to post orders, emergency procedures, reporting procedures, daily operations and duties.

Security Deployment - Security team begins daily operations.

** Chesley Brown will move in and set up office operations ie: report writing system, reporting forms, key control, equipment, equipment accountability and check-out procedures, visitor in/out processes, access control systems etc., as soon as office access is granted.

Transition Team

Bryan Taylor, Vice President - Eastern

Phone: 412.861.0154

Email: bryantaylor@chesleybrown.com

Archie Dinwiddie, Corporate Director of Risk Mgt, Training and Compliance

Phone: 816.918.4673

Email: archiedinwiddie@chesleybrown.com

Christian Kalinski, Senior Director of Security

Phone: 724.388.5903

Email: christiankalinski@chesleybrown.com

Candice Cade, Associate Vice President of Human Resources

Phone: 770.436.3097

Email: candicecade@chesleybrown.com

Max Briggs, Vice President - Central

Phone: 706.215.1479

Email: maxbriggs@chesleybrown.com

11. Uniforms

Please explain your policy on uniforms. Do you provide any standard issue uniform at no additional cost to the Owner? What is the up-charge for blazers for guards? Please provide as much as detail as possible on uniforms and how uniforms affect the contract cost.

We have a number of standardized uniforms that come at no additional expense charged back to our clients. There is no additional or "up-charge" for blazers unless the client makes a request for a specialized or custom blazer. The following is an image of a standard Chesley Brown officer with the executive office stylized uniform which is provided at no additional charge to the client.



12. References

Provide at least three (3) client references whose facilities are comparable in size, profile and security services hours to Hertz. Include the company's name, address, contact persons and phone number.

Ramona Cain
Property Manager – USS Tower
Winthrop Management
600 Grant Street, Suite 3050
Pittsburgh, PA 15219
(412)553-8854
rcain@winthroppgh.com

Rachel Williams
General Manager – 11 Stanwix Street

M&J Wilkow
11 Stanwix Street
Suite LL-11
Pittsburgh, PA 15222
(412)642-4800
rwilliams@wilkow.com

Diane Lichauer
Associate Director - Retail Property Manager
CBRE, Asset Services
2000 Park Lane
Pittsburgh, PA 15275
(412)788-0949
diane.lichauer@cbre.com

EXHIBIT “B-1”

SCOPE OF WORK

I. GENERAL DUTIES

- A. Patrol assigned areas.
- B. Operate radio transmitting equipment.
- C. Provide information to tenants' employees, the public and other users and visitors of the building.
- D. Prevent loss, damage, or misuse of property.
- E. Survey security and safety of the Owner's premises, contents, supplies and equipment.
- F. Operate card access system if applicable.
- G. Assist in the evacuation of personnel, if necessary.
- H. Respond to all routine and emergency procedures as indicated in the Owner's Fire/Life Safety Manual.
- I. Monitor after-hours activity.
- J. Report any unusual incidents or hazardous conditions.
- K. Assist in fire life safety training and evacuation drills as directed by Owner.
- L. Assist in the updating of building evacuation and emergency disaster plans as directed by Owner.
- M. Assist fire department, medical services, and police agencies, as necessary.
- N. Maintain and update the Security Procedures Manual, including but not limited to "Post Orders".
- O. Provide any and all daily or monthly reports as requested by Owner.
- P. Detect and deter any loitering or soliciting.
- Q. Perform testing of the fire alarm system, close circuit television cameras, and communication systems as directed by the Owner. Perform monthly testing of elevator intercoms, phones, and alarm/emergency bells.
- R. Maintain tenant registers as required by Owner and check for proper identification.
- S. Enforce property removal procedures as directed by Owner.
- T. Abide by rules of professional conduct as directed by Owner.

U. Any additional duties which Owner and Contractor may agree upon from time to time.

II. ADMINISTRATIVE CRITERIA

- A) Services provided under this contract will be provided seven (7) days per week, twenty-four (24) hours per day, and three hundred sixty-five (365) days per year.

Holidays – Gateway Center will be closed on the following holidays. Security is required as normal on these days unless otherwise directed by the Property Manager:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day

During the term of the Contract, or any extension thereof, Owner reserves the right to either cut back security services that are no longer needed per the contract, or to request that Contractor furnish additional security. Additional security may be a full time, part time or for special one time events.

Owner shall have the right to alter hours to conform to special needs.

- B) All personnel employed by contractor to perform any work under the contract must be competent and adequately trained to perform any work under the contract and must be competent and adequately trained to perform their job. All personnel of the contractor shall be outfitted with uniforms which clearly designate them as employees of the contractor.

- C) The desired requirements regarding contractor's personnel follows:

1. Security personnel should have, as a minimum, a high school education.
2. Because of tenant requirements for strict security procedures and the sensitivity of information and material accessible to contractor's personnel in the normal course of their duties, the contractor shall take all steps necessary to assure that no contractor employee has a record of felony or misdemeanor conviction which relates to his suitability for employment in the position to which he has applied. Further the contractor is alerted to the provisions of 18 Pa. Cons. Stat. Ann. 9125 (Purdon 1983). Therefore, a Pennsylvania State police check is required on all employees who will work at Gateway Center. A copy of this is required to be on file in the Gateway Center security office. Further, the contractor is to take all steps necessary to promptly investigate and resolve allegations of employee misconduct involving building security and building safety and shall promptly report to the Property Manager the results of any such investigation. The Property Manager reserves the right, for any reason at any time, to direct the contractor to remove

an employee from service at the building. Such authority, however, shall not be construed to give the Property Manager the right to discharge or terminate the employment of the employee.

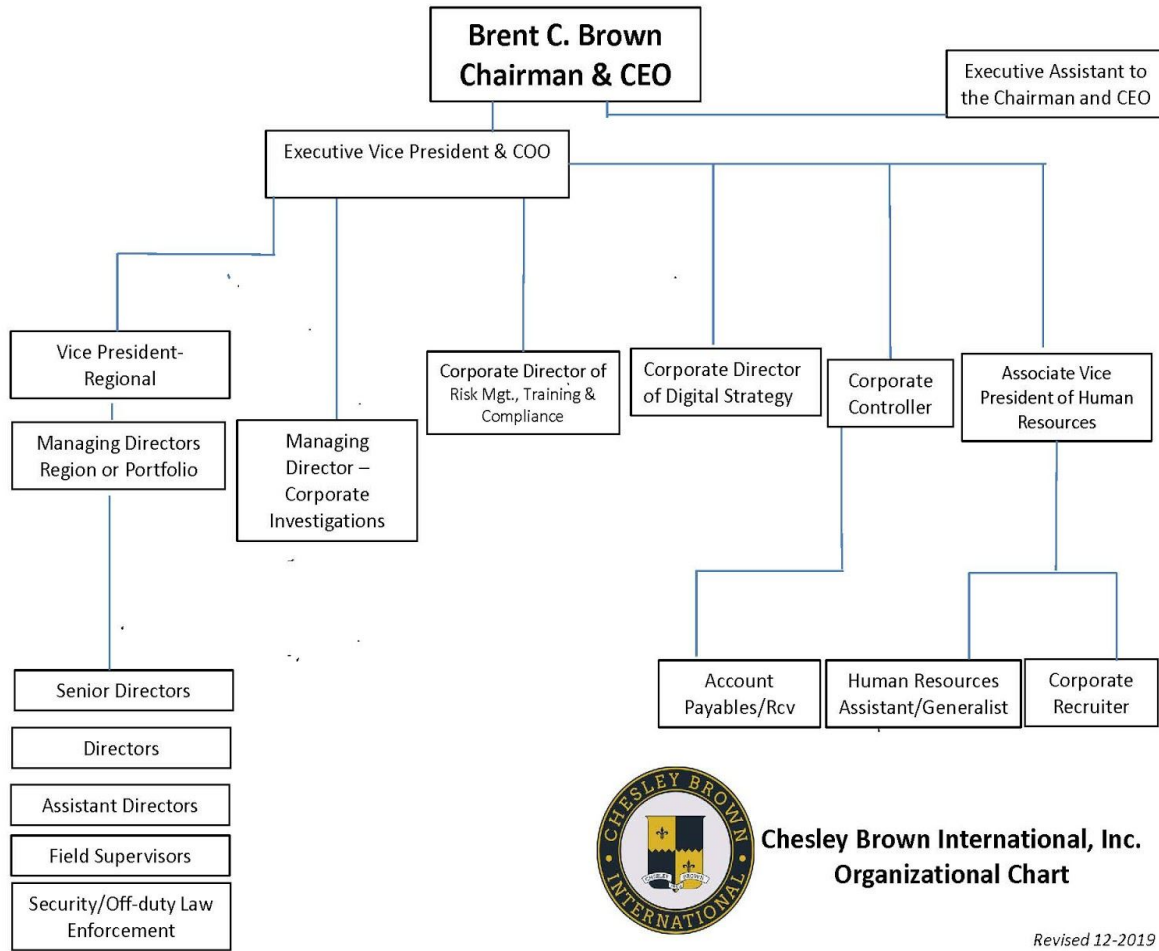
- D) The contractor must have a security training program for his personnel. Contractor will provide written proof that all personnel have received the necessary training and certifications.
- E) All security personnel must have the ability to communicate with the general public.
- F) Contractor will furnish staffing chart of personnel.
- G) Contractor will cooperate fully with Owner pertaining to any investigation of breach of security or any related security problem.
- H) Contractor will ensure that all necessary doors are locked and lights are turned off.
- I) Owner will issue all necessary keys. Under no circumstances shall the contractor or any employee of the contractor reproduce or loan any keys or building manuals in their possession.
- J) At all times while on the property, contractor and its employees shall observe and be subject to all building rules and regulations.
- K) All security work is to be performed in a first class workmanlike manner, to the satisfaction of Owner. It is required that all deficiencies and complaints will be corrected.
- L) Performance - All matters relating to satisfactory performance by the contractor under this contract shall be decided by Hertz or its authorized representative. Any decision relating to such performance by Owner or Owner's representative shall be final.

EXHIBIT “B-2”

BUILDING PROFILE

Post	Sq. Ft.	Current Weekly Hours	Current Hours of Operation
One Gateway Center	353,684	168	24/7
Two Gateway Center	320,224	168	24/7
Three Gateway Center	370,175	168	24/7
Four Gateway Center	423,718	168	24/7
One Gateway Center Loading Dock		40	8:00 a.m. – 4:00 p.m. Monday-Friday
Four Gateway Center Loading Dock		40	8:00 a.m. – 4:00 p.m. Monday-Friday
Sergeant guard		168	24/7

Total guard hours per week are currently 920 hours.



**Chesley Brown International, Inc.
Organizational Chart**

Revised 12-2019





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
1/22/2020

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 Commercial Lines - (404) 923-3700 USI Insurance Services LLC 3475 Piedmont Road NE, Suite 800 Atlanta, GA 30305-2886	CONTACT NAME: Lisa Worthan PHONE (A/C, No. Ext): (470) 875-0473 E-MAIL ADDRESS: lisa.worthan@usi.com FAX (A/C, No): (610) 537-1929														
INSURED Chesley Brown International, Inc. 1190 Winchester Pkwy, Ste 100 Smyrna, GA 30080	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: left;">NAIC #</th> </tr> <tr> <td>INSURER A: Indian Harbor Insurance Company</td> <td>36940</td> </tr> <tr> <td>INSURER B: Arch Insurance Company</td> <td>11150</td> </tr> <tr> <td>INSURER C:</td> <td></td> </tr> <tr> <td>INSURER D:</td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: Indian Harbor Insurance Company	36940	INSURER B: Arch Insurance Company	11150	INSURER C:		INSURER D:		INSURER E:		INSURER F:	
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INSURER D:															
INSURER E:															
INSURER F:															

COVERAGES

CERTIFICATE NUMBER: 14767107

REVISION NUMBER: See below

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 INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS														
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☒ LOC ☐ OTHER:			ESG300098304	01/01/2020	01/01/2021	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>EACH OCCURRENCE</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>DAMAGE TO RENTED PREMISES (Ea occurrence)</td><td style="text-align: right;">\$ 100,000</td></tr> <tr><td>MED EXP (Any one person)</td><td style="text-align: right;">\$ Excluded</td></tr> <tr><td>PERSONAL & ADV INJURY</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>GENERAL AGGREGATE</td><td style="text-align: right;">\$ 5,000,000</td></tr> <tr><td>PRODUCTS - COMP/OP AGG</td><td style="text-align: right;">\$ 5,000,000</td></tr> <tr><td></td><td style="text-align: right;">\$</td></tr> </table>	EACH OCCURRENCE	\$ 1,000,000	DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000	MED EXP (Any one person)	\$ Excluded	PERSONAL & ADV INJURY	\$ 1,000,000	GENERAL AGGREGATE	\$ 5,000,000	PRODUCTS - COMP/OP AGG	\$ 5,000,000		\$
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B	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 ☐	N / A	28WC00028811	01/01/2020	01/01/2021	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>☒ PER STATUTE</td> <td>☐ OTH-ER</td> <td></td> </tr> <tr><td>E.L. EACH ACCIDENT</td><td></td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>E.L. DISEASE - EA EMPLOYEE</td><td></td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>E.L. DISEASE - POLICY LIMIT</td><td></td><td style="text-align: right;">\$ 1,000,000</td></tr> </table>	☒ 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		
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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

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

Donna Maddey

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ACORD 25 (2016/03)

In Closing ...

Inherently, businesses face and combat thousands of unknowns, unforeseeable risks and challenges. Your security partner shouldn't be one of those. Chesley Brown has three decades of experience protecting properties and brands. We do this by understanding your needs, vision, expectations, exposures, and risks associated with your project.

“ Chesley Brown's Mission has always been to **listen and effectively respond** to the needs of the people and communities we serve, to hold ourselves and each other accountable and to demonstrate **integrity, dignity** and **empathy** in everything we do.

