



ACE
CONSULT SECURITY

PROFILE

Introduction

ACE CONSULT SECURITY is a trading name of ACE CONSULT UK LTD incorporated in the United Kingdom on 11th October 2005 as a local security contract company.

We remain a small size security company by choice to better service our clients. Despite our size, we have a management, support and security staff structure that would rival a company with triple (or more) the number of security officers.

Our corporate headquarters is in Manchester, allowing the Managing director of the company and top level managers to be immediately available to answer client concerns and resolve Problems as they occur. As you will see as you read this profile, we are innovative and aggressive in our attempts to obtain the goals we have defined, always seeking further knowledge, and always challenged.

Our major goal is professionalism; our greatest strength is that we are still fundamentally dedicated to reaching it for, every employee and every other client.

Ace Consult Security's Headquarters

Ace Consult Security's Headquarters is located at 2 Carrioca Business Park, M40 8BB.

Within this facility, we have all divisions which are completely networked into our computer system for maximum efficiency. This gives everyone the ability to look at the data history to respond to client questions. In addition, the space usage was planned with the aim of future company growth always in mind.

Ace Consult Security has 42 full-time and part time security officers assigned from our headquarters and branch offices. In addition to the above we also have other support staffs who act as

- | | |
|--|--|
| <input type="checkbox"/> Executive Staff | <input type="checkbox"/> Supervisors |
| <input type="checkbox"/> Dispatchers | <input type="checkbox"/> Security Officers |
| <input type="checkbox"/> Clerical | <input type="checkbox"/> Maintenance Support |

We invite you and/or your staff to visit our facility to see for yourself that all we document is fact.

Personnel Selection

Selective Recruiting

Less than 10% of those who apply for employment are even considered.

The first step to effective performance is the selection of personnel who meet the specified qualifications required for.

Permission to work

All applicants' documents are thoroughly checked based on the current home office guidelines to ensure that they are entitled to live and work in the UK by the time of taking on employment.

Criminal Record

Our current pre-employment process includes in-depth interviews by a trained personnel specialist, background investigations, and criminal record checks by our staff investigators. Applicants must also pass a physical examination.

SIA License

Finally, they must have a current and valid SIA license which is periodically against the SIA data base of valid Licenses .It is understood that if an applicant has recently moved to UK, police

employees are routinely licensed in the jurisdiction to which they are assigned.

Permanent Schedules

When possible, it is the policy of Ace Consult Security to hire only full-time officers to regular 42-hour permanent schedules. While the greater portion of our officers falls into this category, we do have a small cadre of part-time security guards who fill swing shifts, or special assignments. All current contractual obligations are therefore satisfied.

Taking over another Contract Security Companies contract, or when conducting a proprietary conversion, it is Ace Consult Security's policy to interview and offer employment to the personnel of the client. Those individuals must also pass our pre-employment screening procedures and have the approval of their companies.

No Minimum Wage Employee

All Ace Consult Security personnel are paid not only a rate above the minimum wage, but by far, above the industry standard.

Low Turnover

For years the fact of no unjustified turnover is directly reflected in our low unemployment insurance rates.

Job Qualifications

All Security Officers must meet and maintain the following requirements:

Education

Possess a high school diploma, or equivalency.

Be able to read at least at the 6th grade level.

Be able to write or print legibly.

Temperament

Be able to deal with the general public.

Be able to maintain poise under stressful situations.

License

Pass security industry authority certified exams and must hold a valid SIA License officer's

Health

Be able to walk for long periods of time.

Have eyesight with corrective glasses of at least 20/40.

Have normal or assisted reasonable hearing.

Be well proportioned height to weight ratio.

Any employee may at any time be required to take a physical examination as a condition of continued employment.

Training

Top Concern & Highest Priority

It is a recognized fact that training is a vital determinant in ensuring effective job performance. Therefore, training has always been of top concern and highest priority to Ace Consult Security and a large portion of corporate resources are spent in providing continuous training for Ace Consult Security employees.

Classroom Training Sessions

Ace Consult Security has some of the most advanced classrooms and on-the-job training programs in the industry. This enables us to meet our own high employee performance standards.

Training Conducted By Executives & Managers

At Ace Consult Security, we have our own in-house training **certified program**; Every applicant is required to attend a pre-assignment training session and pass security guard related question examination prior to employment. Training is conducted each week in our own classroom and consists of 24 hours of lectures by our Executives and managers including the Managing director. We use only a few short VHS training tapes to magnify certain points. The curriculum is comprised of the following subjects:

Curriculum

Administrative and Security Orientation

Legal Authority

- Authority of the Security Officer
- Elements and Mechanics of Arrest
- Rules of Evidence
- Search and Seizure
- Protection of the Crime Scene
- Courtroom Procedures
- Self-defense
- Company Policy and Procedures
- Public Relations
- Report Writing
- Method of Patrol

First Aid

Communications

Fire Prevention

Defensive Driving

Uniforms and Equipment

CPR Certified (if required by contract)

Once the applicant has completed the entry level training, the results of his final examination will determine whether or not he will be hired. When he does become an employee, his performance is continually monitored and evaluated.

Specific Training for

While this pre-assignment training provides a basis, it is only the beginning. Like **each** client's requirements are unique, so much of the specific training must take place at the job site itself. Each new Security Officer is assigned to train with a member of our supervisory staff. The new Security Officer works with the trainer until he is proficient in the performance of his duties.

On-going Training

Ongoing training is also needed by personnel to develop additional skills, to acquire added knowledge, and to guard against complacency in job performance. Periodically, Ace Consult Security supervisors utilize "Training Task Sheets" to test the officers on their knowledge and execution of a specific duty. "Training Keys" dealing with a specific subject are routinely provided to all officers through the company provided employee telephone mailbox. Any officer who wishes to enhance his knowledge by attending an approved course in security has his tuition reimbursed if he passes the course.

Training for Supervisory Staff

Supervisory and managerial employees also need job-related training if they are to have a positive influence on the personnel they direct. All Ace Consult Security supervisors attend in-house training classes on techniques of supervision and management, company regulations and policies, equipment maintenance, and specific duties. In addition, they are scheduled to attend supervisory training sessions at Associated Training and Security. This course covers such subjects as communication, delegation of tasks, basic supervision, line/staff concept, and maintaining records. Before actual assignment, new supervisors are also trained on-the-job by accompanying experienced supervisors on several shifts. Ongoing training is provided during roll-call meetings and by "Training Keys" written especially for them.

Management Attends Seminars

Members of the Management staff regularly attend seminars and lectures sponsored by professional organizations, learning centers, and local colleges. Due to a recognition of the escalating problem of terrorism, managers have taken advantage of available seminars focusing on this topic in an effort to keep abreast of the situation. They have also attended lectures on guard force management, public relations, personnel policies and procedures, security officer training, fiscal management, total quality management, and security liability, to Ace Consult Security just a few. Any fees are paid for by the [Ace Consult Security].

Ace Consult Security Training Library

Ace Consult Security has a training and resource library within its main corporate office. This library is available for use by all clients and employees who desire to learn more about the security industry, as well as more general subjects. The library includes books, audiocassettes, videotapes, newsletters, vendor journals, magazines, standard references and many other materials relating to security, general business, management, technical skills, and personal growth.

Certified Security Officer

Ace Consult Security has developed a Certified Security Officer (CSO) Training Course with the goal of providing more detailed knowledge of specific areas of the security field. The CSO program has two phases. Each time an officer completes a phase, they are given an hourly pay increase. The following subjects are included in the CSO Program:

- | | | |
|---|---|--|
| <input type="checkbox"/> Fire Risk for Security Officers | <input type="checkbox"/> Safety | <input type="checkbox"/> First Aid |
| <input type="checkbox"/> Appropriate Use of Force | <input type="checkbox"/> A New Officer's Tool Kit | <input type="checkbox"/> Courtesy and the Security Officer |
| <input type="checkbox"/> The Professional Security Officer | <input type="checkbox"/> Blood-borne Pathogens | |
| | <input type="checkbox"/> Effective Report Writing | |
| | <input type="checkbox"/> Effective Patrolling | |
| | <input type="checkbox"/> Law and the Security Officer | |
| <input type="checkbox"/> Access Control | | |
| <input type="checkbox"/> High Rise Building Security | | |
| <input type="checkbox"/> Responding to Hazardous Material Incidents | | |
| <input type="checkbox"/> Bomb Threats | | |
| <input type="checkbox"/> Class A CPR | | |

The Ace Consult Security Training Commitment

As you can see, Ace Consult Security is committed to the concept that training is an essential element in the quest to provide professional, quality service to our clients.

When required, training records of assigned personnel are available for client inspection.

Employee Benefits

We Give Beyond the Industry Standard

We realize that our employees are our most important asset. Management policies provide the conditions for development of that motivation necessary to perform the job for the client to the best of the employee's ability.

Security Officers like Working for Ace Consult Security

While employee selection, training and supervision are vital to providing professional service, it is also important for the employee himself to be satisfied with the company and the work conditions. We recognize this and have instituted benefits far beyond that standard to the industry.

Hourly pay rates up to 13£ per hr (dependent upon experience and job requirements)

- Guard of the Month
- Guard of the Year
- Life Insurance Policy (after 1 years' service)
- One week vacation after one years' service
- Tuition Grants

Voice Mail for All Security Officers

All employees have their own voice mailbox and are mandated to check it every day when they check on duty. This allows management the capability of notifying Security Officers of security alerts or revised instructions directly before every shift.

This voice mailbox system is also used regularly to impart training segments on specific topics.

Payroll Includes Actual Real-Time Schedule

Payroll checks are computer generated after they have been cross-referenced to actual real-time

~~schedules. Invoice hours always correspond with payroll hours.~~