



Paladin Technologies



Guidepost

Mountain View Whisman School District

Attn: Rebecca Westover | Chief Business Officer

Date: June 4, 2021

Address: 1400 Montecito Ave. Mountain View, CA 94043

Joe Morris

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Letter of Interest

June 4, 2021

Attn: Rebecca Westover | Chief Business Officer | rwestover@mvwsd.org
CC: Jason Cave | jason@greystonewest.com

Legal name of the DBE:	TekWorks Inc. (dba Paladin Technologies) Prime Contractor
Address:	28301 Industrial Blvd Suite K, Hayward, CA 94545
Telephone:	(714) 719-0937
Email:	jmorris@paladintechnologies.com
Authorized Signatory:	Joe Morris, Senior Vice President
Contractors License:	Class A & C7 #788791
Insurance:	Yes
Prequalified	Yes

On behalf of "The Team", Paladin Technologies (Prime Contractor) is pleased to submit our bidder qualifications to be considered for collaboration with MVWSD & Greystone West for the successful delivery of the Mountain View Whisman School District Design-Build Construction Security Camera Systems for Multiple District Sites.

The two entities that form "The Team", Paladin Technologies and Guidepost Solutions, have assembled to provide MVWSD and Greystone West with the best Project Delivery Team to deliver the scope of work for the Project. Each of our companies represents an expert in their respective fields, with the experience and qualifications to deliver a successful project for the School District. Paladin Technologies (Prime) is a leading systems integrator, possessing K-12 and higher education experience and regularly engage in large/complex enterprise level projects. Guidepost Solutions (Subcontractor) is a well-established design firm and low voltage consultant, highly qualified in the engineering and management of complex security and technology projects from design through construction, administration, and commissioning.

Based on our past experiences working with one another, we have confidence that our organizations are an ideal fit for this project, as this robust team brings the design, technology, and project management expertise required to meet the requirements of MVWSD & Greystone West. Paladin and Guidepost's maintain full-service local offices in the Bay Area and bring further strength and knowledge, as we have completed several projects in the vicinity. The Facebook Virtual Reality Lab in Burlingame, CA is currently in progress with Paladin Technologies. Furthermore, our Team has proven track record of successfully delivering complex security projects for K-12 schools, and other higher education campuses locally, throughout California and abroad, will be brought forth to benefit your project.

Joe Morris's local technical team will be providing overall construction management services to provide a single point of contact for the District and will oversee all aspects of the project including:

- Supervision and support for the oversight and peer review of the design efforts led by Guidepost
- Develop, maintain and provide reporting to the Owner regarding the project budget
- Collaborate with manufacturers to ensure adequate materials can be made available when needed
- Procure, manage and coordinate equipment and materials

- Pre-qualify, solicit, vet and subcontract installation subcontractors for conduit/infrastructure and low voltage installations.
- Provide supervision for crews to be located across District facilities
- Provide project management services with Enterprise level customer service
- Provide a single point of contact to the Customer through the duration of the project

Nick Heywood leads the experienced Guidepost team with processes and workflow that will deliver construction design in an expediated manner. The Guidepost team shall:

- Perform site evaluation and determine operational intent and purpose of video requirements
- Evaluate the network infrastructure and backbone infrastructure to support the intended video system
- Develop scalable solutions based on both performance and operational needs with consideration to financial constraints of CapEx and OpEx budgets
- Provide a recommendation matrix of device placement to support District consistency of device placement, providing governance and overlay to the initial device locations already identified by the District
- Develop operational policies that provide governance to the implementation of the VSS
- Develop point-to-point shop drawings in collaboration with the installation partner to support efficiency of installation process and development of final record drawings
 - Guidepost to deliver the shop drawings for device placement, mounting, termination and routing (installer to engage electrical for conduit etc.)
 - Guidepost to provide final record drawings taking the in-field mark-ups and processing in CAD for a complete solid record drawing package
- Provide construction progress support and attendance at set amount of project progress meetings with the installer to review progress/issue
- Perform final systems testing exercise to ensure project install aligns with the systems drawings and specs and conduct a security network assessment providing owner with record of all security network device information

There is nothing we value more than the opportunity to deliver excellence, and we know that given the platform to present our proposed delivery model, the proposed team will make an impact on the way in which you view your systems. We will make it our mission to discover, design, and deliver excellence to you in a way that you have never experienced before.

Sincerely,

Joe Morris | Senior Vice President

E: jmorris@paladintechnologies.com

C: (714) 719-0937

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Executive Summary

Paladin Technologies Inc - Prime Contractor

Company Values

Our Values:



Leadership mindset //

Through a mindset of excellence, innovation, and entrepreneurship, we provide customized solutions for our clients while advancing the industry.



People development //

Through our actions of leadership and support, we create an environment for our people to grow to embrace excellence and innovation.



Team //

Together everyone achieves more through our commitment of accountability, respect, effective communication, and collaboration.



Client-focused //

We make it easy for our clients to receive exactly what they expect because we are listening.

Role on the Project – Paladin Technologies will provide enterprise deployment experience, the network skills and application understanding, to deploy a security solution in a campus environment. In addition, Paladin will provide Project Management, Design Assist and Field Installation supervision as required.

Notable Achievements – Our efforts have garnered significant recognition within our industry and the business community at large. A few notable mentions that our organization has won include:

- ▣ Deloitte's 2020 & 2019 Technology Fast 500™ in Deloitte's Technology Fast 50™ Awards Program
- ▣ SCN Magazine's Top 50 System Integrators (2020, 2019, 2018)
- ▣ SP&T's Integrator of the Year Award in 2015, 2013, 2012

Qualifications & Experience – In over 44 years of operation, we have worked diligently to deliver specialized technology solutions that enhance our clients' operations. Our highly experienced team, comprised of 1,000+ North American Team Members, has a keen eye for future-proof designs in an effort to help clients with managing project schedules, maintenance, and budgets. Our team is made up of a diverse and highly technical installation workforce that can handle large, complex projects. Our team members are cross trained and certified in multiple disciplines, enabling personnel to flow between projects and locations to meet demand/client needs. Furthermore, our team has completed several projects in the K-12 and higher education sectors including, but not limited to:

K-12
Higher Education

Albert Einstein Academy	BCIT	
American Heritage Junior High School	California Western School of Law	University St Boniface
Brentwood Middle School	Capilano University	Vancouver Community College
Charter School of San Diego	Claremont McKenna College	Vancouver Island University
Cowichan School District	Comosun College	Vanguard University
EF Education	Concordia College	York University
Escondido Charter High School	Douglas College	
Foothills School Division	Emily Carr University of Art & Design	
Greater Victoria School District	Fanshawe College	
Heritage Flex Academy	Langara College	
High Tech Chula Vista	Queens University	
High Tech High	Quest University	
High Tech Mesa	Royal Roads University	
High Tech Point Loma	Ryerson University	
Lakeside School District	SDSU Villas on Paseo Dormitories	
NSLA Charter School of San Diego	Seneca College	
Pacific Ridge School	St. Edwards University - Austin	
Qualicum School District	Thompson River University	
Quesnel School District	TRIUMF UBC	
Sacred Heart Community School	University of British Columbia	
San Marcos High School	University of California San Diego	
Sooke School District	University of Texas	
Urban Discovery Academy	University of the Fraser Valley	
West Vancouver School District	University of Victoria	

Guidepost Solutions LLC - Subcontractor

Company Values - In a world where change is certain, experience is the best protection. Guidepost Solutions offers global investigations, compliance, monitoring, and security and technology consulting solutions for clients in a diverse array of industries. Our expert team provides leadership security insights to address critical client needs across the globe. Our motto speaks to our overall approach: Experience guides us. Solutions define us.

Company Philosophies - Our philosophy is deeply rooted in our Code of Commitment to Our Clients and Customers and daily guides our practitioners in all of our efforts. Guidepost employees are called to act with fundamental honesty and integrity in all company dealings; comply with all laws that govern our businesses; maintain an ethical and professional work environment; and comply with all Guidepost Solutions policies. Our employees are required to treat clients, fellow employees, and vendors with respect, dignity, honesty, fairness, and integrity. We conduct our business on the belief that ethical behavior is promoted by full and open disclosure.

Guiding Principles: Our Code of Commitment to our Clients and Customers we are Committed:

- To act ethically and honesty and with integrity in our work for you and in the conduct of our business
- To be accountable and responsible to you for our work
- To achieve the best results for you, consistent with this code
- To respect you and our colleagues, suppliers, business partners, adversaries, and competitors
- To set budgets which are reasonable and to keep them
- To meet deadlines
- To market and develop of business responsibly and honestly
- To assign personnel who are experienced and prepared for the job at hand
- To work in a manner consistent with your goals
- To recommend only those products and services which are in your best interests
- To diligently maintain and protect your confidences and intellectual property
- To be sensitive to your reputational interests
- To be sensitive to the privacy of others
- And to avoid conflicts of interest

Role on the Project – Guidepost Solutions LLC, “Guidepost” has been providing assessments and design drawings for education projects throughout the U.S. recently including the entire Chicago School District and San Jose Community College District. This robust experienced team will be able to expediate both the site evaluations and construction documents package in order to meet the project schedule.

Qualifications/Experience – With 200+ North American Members and 17 global offices, Guidepost specializes in developing and delivering complex technology solutions and adopting an operationally centric approach for multiple vertical markets, specializing in education. The project management team of subject matter experts and engineers deliver technical design, consulting and management services that optimize project scope, schedule, and budget requirements to meet and exceed client expectations. They provide extensive technical and operational experience to embrace client’s project goals and missions and become trusted advisors as they help deliver the vision. The California team is located regionally with a dedicated team from Los Angeles and Oakland who will support the assessment and engineered project drawings.

Achievements - Guidepost has completed more than 200 projects with education institutions throughout the county and brings more than 36 years of firm wide experience. They have excelled in providing security consulting and design services for a range of clients similar in scope including:

Chicago School District (CSD)

Guidepost has been providing an assessment and audit of the 513 Chicago Public Schools (CPS) using a robust team, meeting the project time lines before Covid-19 stopped the project. This important project is about to start up again as Chicago re-opens their schools.

San Jose Community College District (SJCCD)

Guidepost inventoried and audited every single opening throughout SJCCD using a robust cloud tool (Smartsheet) and delivered a complete door inventory of 2205 openings. This inventory was leveraged to create the ROM pricing for the campus access control, intrusion alarm, and video system deployment. Guidepost is now creating the construction documents that will convert the old systems and expand the campus security technology. (The system is Honeywell Pro-Watch on Mercury hardware)

Rancho Santiago Community College District (RSCCD)

Guidepost inventoried and audited every single opening throughout RSCCD campuses using the cloud tool (Smartsheet) and delivered a complete door inventory of 2880 openings. This inventory was leveraged to create ROM pricing and the budget and specification standards for future contracted work. Guidepost also helped RSCCD evaluate manufactures in order to choose the new campus access control solution. (They choose Genetec on Mercury hardware)

Stanford University Student Housing (Residential & Dining Enterprises)

Guidepost inventoried and delivered complete construction documents for 15 Stanford University residence and dining halls for a conversion of an existing CBORD access system to the Lenel OnGuard application using Mercury hardware. The construction costs for the project were over \$17 million and created a new basis of design for future Stanford access control deployments. Guidepost also managed the integration of the enrollment database to the Lenel system to expediate student onboarding and access assignment to housing and setup a high security DESFire EV1 card technology roadmap for conversion to a future card technology using dual technology readers.



High Tech High



High Tech Mesa



Facebook Reality Labs



Alila Marea Beach Resort

Proposed Personnel/DBE Team

4.4.1. History of the Team

Paladin Company History

In 2015, Paladin (previously Paladin Security Systems) strengthened its integrated IP security offering with the acquisition of BMS Integrated Services Inc. Established in 1981, BMS held predominant Canadian market share. Together, the teams aligned to penetrate the market, working on large-scale office, critical infrastructure, healthcare, gaming, and P3 projects.

With a need to further support their growing client and employee base across Canada, Paladin acquired CONTAVA Inc. and Marcomm Systems Group Inc. (MSGI) on February 1, 2017. Both companies brought exceptional competencies in enterprise IT-focused security solutions and experience in a variety of vertical markets.

With a view forward after these mergers, on September 1, 2017, the suite of companies under Paladin Security Systems unified under a single brand—Paladin Technologies Inc. As a cohesive team, our wealth of expertise across numerous verticals and systems positions Paladin Technologies to continue a strong trajectory in Canadian security systems integration. One thing was still missing though – expansion into the US market and a strengthened capacity for delivering Network Cabling, Data Center, Outside Plant, Fiber Optics, Audio Visual, and Network Services.

TekWorks began in 2000 and over the past 20 years, TekWorks evolved from cabling-only to further building successful Audio Visual and Security departments. From their roots in San Diego, the team then opened operations in Los Angeles in 2009. Throughout their growth, TekWorks built up a team of over 200 professionals who continue to impress with clients throughout both offices, while maintaining a unique culture that ultimately led the company to aligning with Paladin Technologies Inc.

Effective January 1, 2019, Paladin Technologies and TekWorks merged as one in the pursuit of creating a legacy within the North American technology market. Since aligning, Paladin and TekWorks have been cross-pollinating best practices between companies. Our technical resource force enables us to deploy solutions across North American, delivering seamless solutions in partnership with our clients.

November 2, 2020 – Paladin Technologies Inc. (Paladin Technologies) acquired Lee Technology Group, headquartered in Austin, Texas. As the latest addition to the group, Lee Technology Group is supporting Paladin’s growing US footprint while serving clients coast to coast.

Guidepost Solutions History

Guidepost is a full-service technology firm providing security, telecommunications, audiovisual, fire alarm design and project management services. Our team includes American Society for Industrial Security (ASIS) certified industry specialists, disciplined design leaders, and licensed engineers along with Project Management Professionals (PMP) who bring field constructability experience to the project delivery process. We have completed more than 5,000 low voltage projects and have more than 36 years of firm wide experience. Guidepost as a company prides itself on remaining objective and independent and receives no sales commission from technology manufacturers. This allows us to provide the appropriate technology solution to achieve end-user/client operational needs.

Guidepost was developed through a series of mergers and acquisitions beginning in 2001 with the founding of SafirRosetti, a company developed to address the security, investigations, and business intelligence

Paladin Technologies

MVWSD – Security Upgrade

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needs of private and public sector clients. In 2007, SafirRosetti acquired On Line Consulting Services, an Oakland, California based security, fire alarm, and communications consulting firm that was founded in 1984. In 2010, SafirRosetti was acquired by Guidepost, a global investigations and security company. Today, Guidepost is a wholly owned subsidiary of SolutionPoint International Inc. and has 17 global offices with U.S. locations in Boston, Chicago, Dallas, Honolulu, Los Angeles, Miami, New York, Oakland, Palm Beach, Phoenix, Sacramento, San Francisco, Seattle, and Washington D.C., and international offices in Bogota, London, and Singapore.

4.4.2. Legal Structure

Paladin Technologies Inc. is classified as a “Corporation” and will be the Prime Contractor.

Guidepost Solutions is classified as a “Limited Liability Company”.

Guidepost is a subcontractor / partner, and as a team, we are capable of providing appropriately licensed contracting, and engineering services as needed pursuant to a design-build contract.

4.4.3. Insurance

Paladin Technologies maintains professional liability insurance through Lockton Companies. The statements below (excerpts from our insurance policy regarding the insuring agreement) detail a description of how or if the District will be a direct beneficiary to our professional liability insurance and how the District will have the ability to make a recoverable claim against our professional liability insurance, if such a claim becomes necessary:

Professional and Technology Liability

The Company will pay on behalf of an Insured, Loss and Claim Expenses resulting from a Claim first made against an Insured during the Policy Period or, if applicable, during any Extended Reporting Period for a Professional Wrongful Act. Such Professional Wrongful Act must first occur on or after the Retroactive Date specified in the Policy Declarations for this Coverage Part. Such Claim must be reported to the Company in accordance with the notice/claim reporting provisions of the Common Policy Terms and Conditions.

Expense to Attend Hearings/Trials/Arbitrations

The Company will reimburse the reasonable expenses incurred by an Insured, including loss of wages, if an Insured is required by the Company to attend arbitration proceedings, trial or a hearing in defense of a Claim, up to \$500 per day for each Insured who attends such proceedings at the Company’s request, subject to a maximum of \$10,000 per Claim. Payments made pursuant to this provision shall be in addition to the Limits of Liability shown in the Policy Declarations. The Deductible amount stated in the Policy Declarations shall not apply to the payments made by the Company pursuant to this provision.

Filing a Claim

If a claim should occur, it is suggested that it be filed with Paladin Technologies (TekWorks) so that a claim may be filed directly with the carrier. For more information on our policy and how to file for claim reporting, call toll free 1-888-875-5231 or visit USLI.COM and select the “report a claim” option. You may contact our insurance account representative Randi Wagner at RWagner@lockton.com, should you have any further questions.

4.4.4. Personnel

Name	Entity	Title/Role	Description of Role
Joe Morris	PTI	Project Executive	Executive project oversight
Jason McAllister	PTI	Director, Enterprise Systems	Oversee project delivery and management.
Kevin Parker	PTI	Design Professional	Design assist to GPS
Nick Heywood	GPS	Design Consultant	Oversee GPS design
Joy Lopez	GPS	Design Consultant	Security designer & conduct assessments
Dominic Cornell	PTI	Project Manager	Team Leader - Project oversight, governance, and status reporting. Primary contact for the District.
Ernesto Figueroa	PTI	Security Technical Expert	Technical Project oversight, governance, and status reporting.
Jonathan Dillinger	PTI	Onsite Supervisor	On Site Supervision and coordination
Shawn Bankes	PTI	Executive Account Rep	Representing the bid response

All individuals listed are available for the duration of the Project. Resumes have been provided in the following pages.

JOE MORRIS | SENIOR VICE PRESIDENT

Joe Morris is Paladin’s Senior Vice President with over 17 years of experience in the security and building systems industry. With a passion for delivering excellence, Joe has dedicated his career to learning each area of project delivery. He works closely with each client to identify their unique needs and in turn, Joe is able to support design, project management and workflow for any sophisticated system. Joe has delivered over \$100 million in projects over the last 10 years. He has worked collaboratively with clients on some of the most complex security projects to deliver state-of-the-art Casinos, Hospitals and Energy projects across North America. In depth-expertise, paired with his proactive client focused approach, has allowed him to continuously cultivate mutually beneficial relationships in each industry he serves.

Joe has extensive experience delivering projects through collaborative design build environments for Schools, Airports, Hospitals, Casinos, Energy projects & more. His in-depth technology expertise is comprised of many different manufacturers. Joe is proficient with IDMS, Analytics, Cameras, Workflow Management Software, VMS, Storage, Hyper-converged Storage, NAS, SAN, WIFI, Structured Cabling, DAS, networks, and RTLS. With his primary focus in security, he knows how to integrate a variety of systems.

Joe oversees all of Paladin’s security projects for the USA and will be available to MVWSD/Greystone West for the duration of the project, providing executive oversight.

EDUCATION

2003	Seneca College, Fire Protection Engineering	Toronto, ON
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PROJECT EXPERIENCE

<i>Project</i>	<i>Year</i>	<i>Value</i>
Lakeside School District	2020	\$ 287,000
Fairplex Pomona	2021-Present	\$ 1,000,000+
Hawthorne Racecourse Casino	2019-Present	\$ 3,800,000
Bally’s Atlantic City	2021-Present	\$ 1,000,000+
BC Hydro Substation Security Upgrades	2019	\$ 8,500,000
PARQ Resort & Casino	2017	\$ 10,500,000
Stanton Hospital	2019	\$ 11,000,000
Manitoba Hydro (Various Projects)	2019	\$ 9,000,000
RQHR (Saskatchewan Health Authority)	2017	\$ 3,500,000
Bellville Shorelines Casino	2017	\$ 1,200,000
Treasure Cove Casino	2017	\$ 3,000,000
Elements Casino	2013	\$ 200,000
Hard Rock Casino	2013	\$ 800,000
Maple Ridge Gaming Centre	2013	\$ 500,000
Gateway Casinos and Entertainment	2013	\$ 1,950,000
River Cree Resort and Casino	2018	\$ 2,350,000
Woodbine Casino	2019	\$ 2,700,000
Mohawk Casino	2019	\$ 2,400,000
Pickering Casino	2019	\$ 5,500,000
Peterborough Casino	2019	\$ 1,700,000
Rainmaker	2014	\$ 1,000,000
Secret Location	2017	\$ 1,000,000
Stemcell	2016	\$ 500,000
Pfizer	2015	\$ 700,000

JASON MCALLISTER | DIRECTOR, ENTERPRISE SYSTEMS RCDD, ESS, OSP

Jason McAllister is Paladin’s Director of Enterprise Systems who has oversight on Project Management and Operations for Paladin’s enterprise level projects. Jason began his career in the low voltage industry in 2003, assisting with in operations and field installations and has held a variety of different roles including Estimator, Project Manager, and Department Manager. As a result of his extensive experience in every project phase, he has become proficient in all aspects of low voltage projects from start to finish.

Throughout the last 18+ years in the industry, Jason has worked in numerous verticals including Commercial TI’s, Entertainment, Data Centers, Airports, Military/Defense, Gaming, Residential, Hospitality, Industrial, and Education. Most recently, Jason has been responsible for the delivery of Facebook and other Enterprise-Level projects. He has had managerial oversight on these projects for the past 6 years, which includes multiple buildings across the US in seven states with Data/ Cabling, and Fiber installation.

Jason oversees all of Paladin’s enterprise projects for the US and will be available to MVWSD/Greystone West for the duration of the project, providing oversight for project delivery and management.

EDUCATION

2002	IT2 CIS Certification, Cuyamaca College	Cuyamaca, CA
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CERTIFICATIONS

Registered Communications Distribution Designer (RCDD)
 Electronic Safety and Security (ESS) Specialty Credential
 Outside Plant (OSP) Specialty Credential

ENTERPRISE EXPERIENCE

<i>Project</i>	<i>Value</i>
AUS107 Level 3, 4 and 6	\$ 500,000
AUS107 Level 5 (Structured Cabling)	\$ 205,000
BOS102 Level 8, 9 & 10 (Structured Cabling)	\$ 825,000
SEA108 Arbor B300 (Cabling)	\$ 1,500,000
SEA109 Arbor B333 (Cabling)	\$ 1,750,000
AUS106 3rd & Shoal (Structured Cabling)	\$ 1,600,000
FB DCA101 Ph2 - Level 11	\$ 175,000
SEA124 UEX	\$ 475,000
SEA129 Facebook Skyline (Structured Cabling)	\$ 390,000
LAX103 The Brickyard Parcel 1 - Ph2 (Cabling)	\$ 800,000
SEA128 Facebook Key Center (Structured Cabling)	\$ 450,000
DCA101 - PH4 Level 6 Interim Space (Structured Cabling)	\$ 125,000
SEA119 WCD - Kitchen Expansion	\$ 175,000
LAX102 The Brickyard Parcel 2 - Ph3 (Cabling)	\$ 900,000
SEA131 - FRL 60 Acres - LV (Cabling)	\$ 550,000
FB DCA101 PH3 - Level 6W, 8E, & 9E (LV Cabling)	\$ 565,000
SEA133 - FRL Moonshot (LV Cabling)	\$ 1,200,000
AUS108 (Domain 12) (Structured Cabling)	\$ 3,500,000
LAX103 The Brickyard Parcel 1 - Ph1 (Cabling)	\$ 495,000
SEA102 (OSS) - Stadium West L6 (LV Cabling)	\$ 786,000
SEA127 - DAM (LV Cabling)	\$ 480,000
SEA132 - Clambake (LV Cabling)	\$ 920,000
SEA134 - Nevermind (LV Cabling)	\$ 1,100,000
AUS1 - Infra Lab PH2 (Cabling)	\$ 305,000

KEVIN PARKER | DESIGN ASSIST, RCDD, CTS

Kevin Parker brings over 19+ years of field and AutoCAD experience to the Paladin design team. In 2008, Paladin recruited Kevin to manage Southern California's CAD Department. With the support of the sales and engineering departments, he was able to build the company's in-house design team and cultivate company's proficiency in BIM Modeling. Kevin now manages the group responsible for Design-Build and Design-only projects.

Kevin has been involved with numerous design projects consisting of large and complex technology solutions. This includes EF Education which was an Avigilon video surveillance upgrade as well as the recently completed Alila Marea Beach Resort which encompassed security, audio visual and structured cabling scopes of work.

As the Design Manager, Kevin oversees all projects and will be readily available to assist Guidepost Solutions throughout the duration of the design.

EDUCATION

2001	Associates -Computer Design and Architecture, Southwestern University	San Diego, CA
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CERTIFICATIONS

- Registered Communications Distribution Designer (RCDD)
- Certified Technology Specialist (CTS)
- iBwave Level 1 & 2
- APC Certified Data Center Design
- Revit MEP
- Navis Works
- BIM Modelling
- Wireless Planning/Surveys

PROJECT EXPERIENCE

<i>Project</i>	<i>Year</i>	<i>Value</i>
Qualcomm	<i>2009 - Present</i>	\$ 3,000,000 +
Illumina	<i>2011 - Present</i>	\$ 2,000,000 +
EF Education	<i>2016</i>	\$ 1,850,000
Westfield UTC	<i>2016 - 2017</i>	\$ 4,000,000
MCWE Legacy Center	<i>2017 - 2019</i>	\$ 2,500,000
Alila Marea Beach Resort	<i>2018-2021</i>	\$ 3,500,000

DOMINIC CORNELL | PROJECT MANAGER

Dominic Cornell is an experienced Project Manager with exceptional implementation and project management abilities. Highly organized, methodical, and skilled at overseeing daily milestones across high-performance teams, he comes well versed in Physical Security planning and deployment for clients that range from Higher Education, Healthcare, Bio-Med, and Government contractors. Dominic is experienced in all the major physical security platforms such as Avigilon, Lenel Genetec, Software House, Milestone Video, Bosch, DMP and more.

As a newly hired Project Manager, Dominic will be readily available to lead the Team throughout the duration of the Project and will act as the Team's main point of contact for the District.

EDUCATION

2012 Southwestern Community College, Architecture Chula Vista, CA

CERTIFICATIONS & MANUFACTURER EXPERIENCE

Avigilon
 Lenel
 Genetec
 Bosch
 DMP
 Harmon – Certified Control Associate
 Software House – C-Cure 9000 System Installer/Maintainer
 Milestone Video – Certified Design Engineer

PROJECT EXPERIENCE

<i>Project</i>	<i>Role</i>	<i>Value</i>
Kaiser Master Plan - Kaiser Healthcare	Project Manager	\$ 2,100,000
MCC CLC Bldg 300 -Mira Costa College	Project Manager	\$ 281,000
UCSD Outpatient Pavilion - UC San Diego	Project Manager	\$ 351,000
NGC RC16 - Northrup Grumman	Project Manager	\$ 125,000
SRS Santee - Sharp Healthcare	Project Manager	\$ 310,000
Quidel Waples Warehouse -Quidel Corporation	Project Manager	\$ 290,000

JONATHAN DILLINDER | SITE SUPERVISOR

Located in the Bay Area, Jonathan Dillinder will be the Team’s on Site Supervisor. Jonathan is skilled at trade coordination and subcontractor management. He is a results-focused professional with significant experience that spans over 12 years. Recognized as a strong leader, he continuously exceeds both client and company expectations. He has a background in Building Solutions including, design, install, programming, trouble shooting and repair and has designed and installed DAS cabling, video, antennas, and splitters, as well as fiber optic equipment, fusion splicing, and LTE/EVDO/CDMA.

Situated in close proximity to the District, Jonathan will be available for the duration of the project.

CERTIFICATIONS

Completed the Light Brigade Fiber Optics Installer course (08/2014)
 OSHA 10 (exp 11/2025)
 Avigilon

PROJECT EXPERIENCE

<i>Project</i>	<i>Year</i>	<i>Value</i>
Sacramento DMV Annex Building	2015	\$100,000
LAPD (multiple locations)	2018-2020	\$ 200,000
American Airlines at LAX	2020	\$ 100,000
Pala Casino	2010	\$ 175,000
Sycuan Casino	2010	\$ 50,000
Sea World San Diego	2010	\$ 125,000
Naval Medical Center, San Diego, CA	2010-2015	n/a
FoxConn San Jose, CA	2017	n/a
City of Richmond Fiber replacement	2017	n/a
Marriott in Pleasanton, CA	2013	n/a
Apple Stores in Walnut Creek & San Jose, CA	2017 & 2019	n/a

ERNESTO FIGUEROA | SECURITY LEAD TECHNICIAN

Ernesto Figueroa holds over 8 years of experience in the Low Voltage and Security industry. He excels at time management, training new employees and attention to detail. Ernesto ensures projects are delivered on time and on budget.

Projects Ernesto has worked as a security lead technician on projects with Avigilon surveillance and access control systems. His project experience includes Sony, Legoland and Illumina and Dell Children Hospital. On these projects, Ernesto has provided leadership and support to our installation team. Not only does Ernesto lead our team, but he also works with end users to educate them how to properly use the systems implemented in their facilities.

CERTIFICATIONS

Avigilon - Surveillance
 DMP - Access
 Commscope Solutions
 Genetec
 Panduit
 ACE
 OSHA

PROJECT EXPERIENCE

<i>Project</i>	<i>Year</i>	<i>Value</i>
FedEx	2016	\$ 3,000,000 +
Switch	2017	\$ 4,000,000
Sony	2018	\$ 200,000
Legoland	2019	\$ 15,000,000+
Illumina	2018	\$ 4,000,000 +
UCSD Jacobs Med Center	2017	\$ 2,000,000 +



NICK HEYWOOD PMP

EDUCATION AREA PRACTICE LEADER | ASSOCIATE VICE PRESIDENT

EDUCATION

- Bachelor of Arts, (Honors)
- Business Administration, University of Huddersfield, England

CERTIFICATIONS

- Project Management Professional (PMP)

PROFESSIONAL AFFILIATIONS

- Project Management Institute (PMI)
- ASIS International

PUBLICATIONS

- Securing Your K-12 Campus: The Case for Adopting Modern Visitor Management Systems, February 2020, Education IT Reporter
- The Importance of Safety Locks for K-12 Schools, August 2019, spaces4learning

Nick Heywood leads the Western Region Education Practice. Mr. Heywood is an experienced project manager with the ability to successfully deliver complex multi-discipline projects on-time and within budget. As a trusted advisor, Mr. Heywood maintains open communication between his client and the project team, ensuring that the client's needs are clearly understood. Mr. Heywood's vertical sector experience encompasses education, healthcare, corporate, and detention.

As the Education Sector Lead, Mr. Heywood conducts physical security and safety assessments and develops existing condition observations into solutions that will provide enhancements to the security posture. Mr. Heywood is experienced in providing security technology systems solutions and designs, and he serves as the owner's representative ensuring that project deliverables are successfully delivered and meet the operational intent of the design and the wants, needs and requirements of the clients investment.

Mr. Heywood embraces his extensive multi-sector project management background to deliver complex and detailed programs of work within budget and on schedule. Mr. Heywood has experience successfully submitting projects through regulatory entities including the Division of the State Architect (DSA).

ROLE AND RESPONSIBILITY FOR PROJECT

Mr. Heywood will own and oversee all work product that Guidepost produces to ensure that the operational intent of the video surveillance design maximizes the systems performance capability and delivers the end-users expectations.



JOY LOPEZ

SECURITY CONSULTANT

EDUCATION

- Master of Business Administration, University of Phoenix
- Bachelor of Science, Electronics and Communications Engineering, De La Salle University
- Associate of Arts, Computer Science, De Anza College

PROFESSIONAL AFFILIATIONS

- Project Management Institute

Joy Lopez is a low-voltage systems Designer and Project Manager with more than 10 years of experience in physical security systems, construction and operations, and project management. She provides leadership to security management teams to ensure that procedure, execution of project installation - and practices are in accordance with client goals and standards. She is responsible for management and coordination, helping to establish and implement security goals, objectives, policies, and operating procedures.

Prior to joining Guidepost, Ms. Lopez was a program manager, assisting with bids and proposals, and vendor and subcontractor oversight. Ms. Lopez has extensive in field experience supervising complex security systems installation, provides firsthand knowledge that supports contractor installation of systems throughout the construction process. This experience ensures that a fully functional and operational system is delivered to the client following final systems commissioning and sign-off.

Ms. Lopez has led projects that have involved technology head-end upgrade with final client intent to experience a unified suite of systems including access control, intrusion detection and video surveillance. Her attention to detail to capture client wants and operational needs has supported successful project bid management process and construction administration support.

ROLE AND RESPONSIBILITY FOR PROJECT

Ms. Lopez will be the security electronics project designer of record and she will participate in the campus assessments reviewing and evaluating the existing systems if any and developing the point-to-point shop drawings for device placement in coordination with the integrator. She will oversee the construction administration and perform final systems testing to ensure the installation aligns with the drawings and specifications.

4.5. DBE's Approach to Work

The Team will work with the District's administration officials to perform the Services to meet project objectives using the following methodologies & approach:

Experienced Project and Team Leads

The Team believes that technical field leadership is as important as system design and strong project management. As such, The Team invests heavily in technical and leadership training for our project leads and demand the same capabilities from our preferred subcontractors. Our leads know when important and timely information needs to be escalated to the Project Manager, without overwhelming them with trivial details.

Detailed Work Plan and Project Management Plan

Our work plan will be organized to take advantage of the skills and knowledge of our proposed Project Team. The phases of the Project are broken down into tasks in accordance with the terms of reference. The most qualified members of the Project Team will conduct tasks they are most specialized in, and each task will produce project deliverables and input into the subsequent tasks and phases.

A Project Management Plan will be developed from the initial proposal work plan to establish the framework of each task. This includes a description of the Project organization, scope, deliverables, schedules, budgets, and a definition of the final product. This document is used for both internal and external management. The Project Manager will have single-point accountability for the success of this Project. They will implement the Project Management Plan to meet the requirements of the Project and has the ability and authority to draw on all necessary resources to fulfill our team's obligation to the client.

Weekly Status Meetings and Lessons-learned Sessions

Project Managers, Account Managers and Senior Management meet weekly to review all ongoing work. In addition, upon project completion of each project milestone, a lessons-learned session is carried out with key resources and stakeholders to further improve and refine our delivery methodology, resources capabilities and delivery. During internal project status meetings with MVWSD/Greystone West, management will also be present to review the Project weekly work completed and week ahead to be performed including budget performance for the preceding month.

Procedures for Communications

Paladin's Project Manager (Dominic Cornell) will be the single point of contact for the client and all project stakeholders. This Project Manager will be responsible for establishing and administering regular status reports on budget and schedule, issue and action tracking meetings with MVWSD/Greystone West, key project resources and other stakeholders as required. From these meetings and progress tracking efforts, a weekly status report will be distributed including an updated schedule, action register, and risk management register. If required a Project Steering Committee will be formed to table key decision and issues and to keep all Project Stakeholder informed.

4.6. Professional Development

Talent, Training and Development

Paladin Technologies employs a dedicated human resources team who sources talent for all regions within North America. When sourcing talent, Paladin looks for candidates who are not only qualified for the position, but additionally embody our company values.

Our team is founded upon combined expertise and an entrepreneurial mindset. As such, Paladin Technologies aims to employ professionals who are seeking continued development, ability to embrace change, and passion for growth. Paladin's dedicated talent acquisition team takes into consideration not only the qualifications and capabilities of the individual, but the way in which they will interact with existing teams.

Retaining key employees is critical to the long-term health and success of our overall business. Paladin Technologies implements a variety of tactics to increase retention rates across all regions.

Culture: As one of Canada's Best Managed Companies, Paladin focuses on building a culture that empowers employees to use their talents and skills to build their own career path.

Performance Management System: Paladin has a formal performance management system to hold both employees and their managers accountable to career path development. People development is one of our core values at Paladin Technologies, and to be successful in this endeavor, we create a shared understanding about what we want to achieve together. Paladin's HR team has identified competencies for each role and through a self-assessment and goal setting discussion, the manager and employee identify potential training support.



Employee Engagement Metrics: Paladin Technologies hosts an annual Employee Engagement Survey which is managed through a third-party provider. The survey is 100% anonymous and through the results, Paladin shifts its strategy to align with the feedback and data provided by employees.

Total Compensation: Paladin offers competitive compensation to all roles within the organization. We know that investing in our employees will ensure long term commitment to our company.

Training and Development: Paladin Technologies has identified a gap in our industry for standard training programs. Through this, Paladin is building an internal Paladin-branded training program for core positions. This program is designed to develop and educate employees on Paladin best practices, standards, products, solutions, and methodology (values, culture, and approach to work). This training program positions Paladin as an industry leader for innovative training and development within our industry.

4.7. Schedule

Schedule Management Procedures

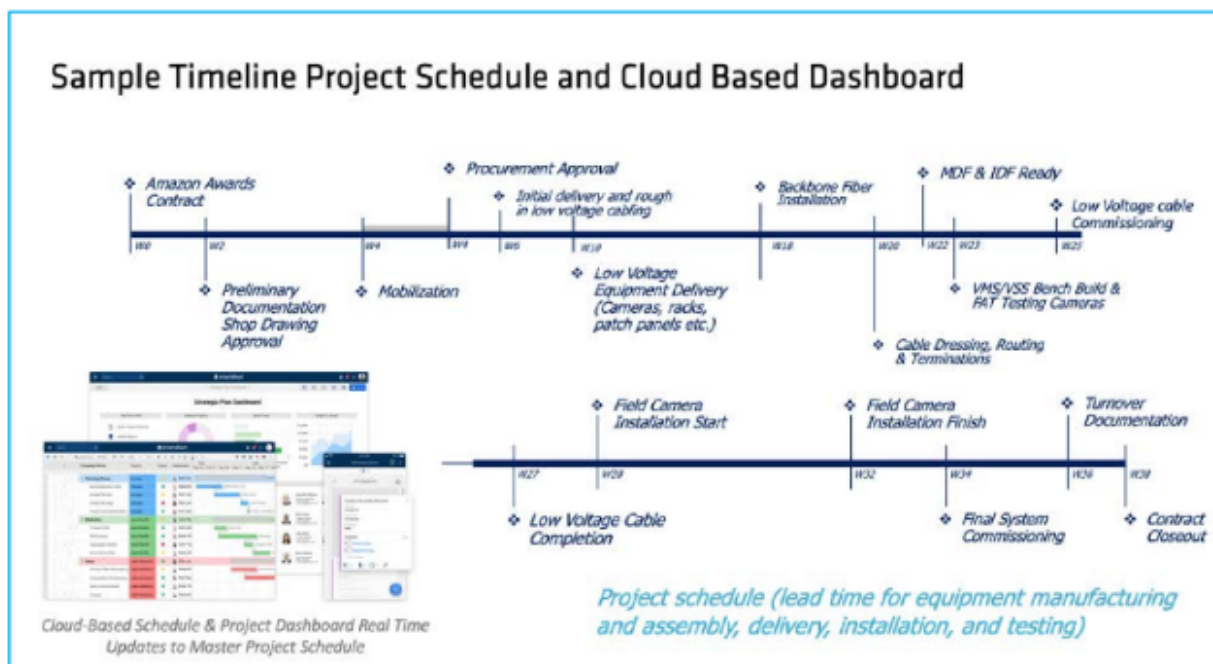
Industry-Leading Approach to Project Management – Our Project Managers maintain Project Management Institute (PMI) best practices and we have personnel who hold PMP, RTPM, and RCDD certifications, among others. The Paladin approach to project planning ensures accountability to budget, personnel, and timeline to support a successful project handoff upon completion. Our project managers are trained to work with the MVWSD/Greystone West team to recheck dependencies and look for efficiencies to drive quicker project turnarounds. When we do find slowdowns in the critical path, we look for ways to remediate them. Often, we will challenge assumptions about mandatory dependencies. Sometimes we can start activities (or

portions of them) prior to when the schedule is indicating. We look at ways of expediting procurement so we can start quicker, expediting shop drawings or design when applicable, and we have access to a large labor pool to easily ramp up and scale down as the project requires.

Approach to Time Management

Paladin will be to utilize project management tools, to divide the overall project in work packages, assign durations, and provide an overall schedule as well as accurate forecasting. These tools will also be used to task priorities, predecessors, required resources, and task constraints to ensure that the overall Project Team is aware of the status of the Project at any time.

A trusted tool used by the Team allows for constant tracking of both materials and labor, no matter where our Project Managers or field resources are deployed. Accurate and timely work progress reports, materials management, and billing are all results of the custom developed system and processes The Team relies on. The dashboard for the Enterprise Resource and Planning Tool below:



Managing Potential Delays

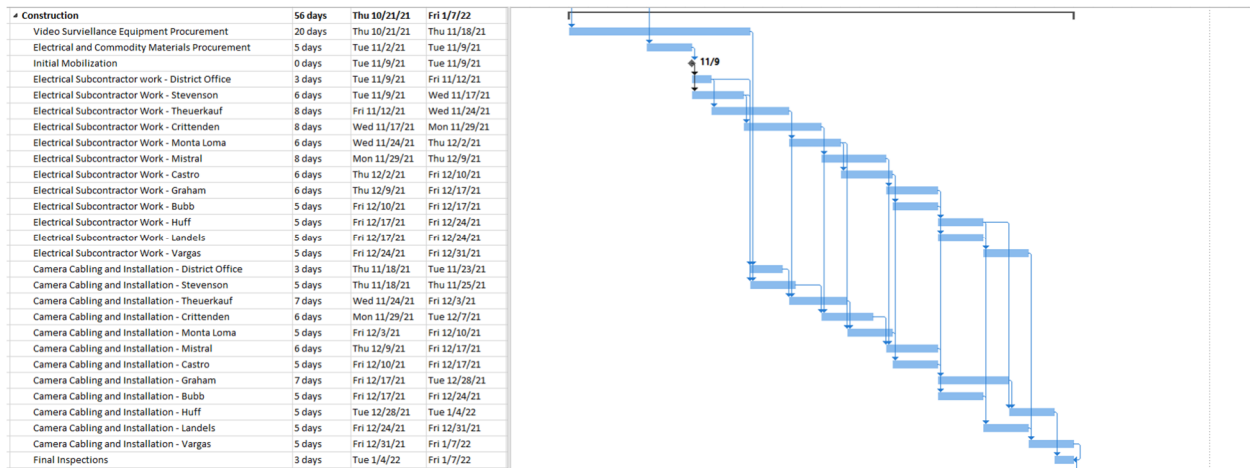
Fast Tracking a Schedule

- We work to establish critical path activities that can be performed in parallel or partially instead of series.
- Only critical path activities that do not have mandatory dependencies and can be performed with this method.
- When using this method of construction, we make sure to implement a risk register to analyze the risk.
- After we rearrange the fast-tracked activities, we reanalyse the schedule.
- All these decisions are made with the key stakeholders on the client side.

Crashing a Schedule

- With this method we review critical path activities and find activities that can allow us to throw extra resources at to complete earlier.
- We work with the client to do a cost benefit analysis for additional costs.
- When using this method of construction, we make sure to implement a risk register to analyze the risk.
- We typically have a large enough resource pool to draw from, and we will work overtime when it is necessary and the schedule permits.

A detailed Design/Build Schedule with site specific durations for this project has been provided under our Proposal Response (Section 5 of the RFP)



4.8. DBE's Current Work Commitments

Paladin's current US backlog is approximately **\$35,000,000** which includes projects in the states of Texas, Washington, and California.

4.9. Conflicts of Interest

The Team (Paladin Technologies & Guidepost Solutions) does not have any previous, current, or anticipated contractual obligations that relate in any way to similar work, the Project, or the District, that may have a potential to conflict or actually conflict with DBE's ability to provide the Services described herein to the District.

4.10. Acknowledgement of Receipt of Addenda

The Team acknowledges receiving the following addenda to the RFQ/P, issued by the District:

- Addendum 01, Dated May 17, 2021
- Addendum 02, Dated June 2, 2021

4.11. K-12 Design-Build Experience and Qualifications

The Team’s ability to achieve successful project completion is based on our expertise, depth of resources, and ability to produce quality workmanship, with innovative ideas during a fast-track construction process. Our team’s ongoing accomplishments in the execution of many large & complex, multi campus security projects will be brought forward to benefit you. Below we have identified our recent experience for design-build project for K-12, community college districts and other design-build projects.

HIGH TECH SCHOOLS PALADIN TECHNOLOGIES

SOW: Paladin Technologies was the design-build contractor (Prime) for the audio visual systems for classrooms, campus fiber backbone, structured cabling, and data center. The project consisted of 5,000 CAT6 Commscope cables over multiple campuses. The campuses included were: High Tech Point Lima, High Tech Mesa, High Tech Chula Vista and High Tech High.

LOCATION	Various campuses in San Diego, CA
PROJECT OWNER	Daren Sefcik, CTO; dsefcik@hightechhigh.org
PROJECT DURATION	Committed Start /End – 2014 to 2019 Actual Start/End - 2014 to 2019
PROJECT VALUE	Proposed Cost - \$2,000,000 Actual Cost - \$2,000,000

ESCONDIDO CHARTER HIGH SCHOOLS PALADIN TECHNOLOGIES

SOW: Paladin Technologies was the design-build contractor (Prime) for the District’s technology upgrades including: Escondido Charter High School, Heritage Flex Academy, and the American Heritage Junor High School Campus. These projects took place from 2014-2019 and spanned multiple campuses. The scope of work included new campus IP video surveillance, data centers, fiber backbone, and audio visual classroom solutions.

LOCATION	2245 East Valley Parkway, Escondido, CA 92027
CONSULTANT	Sheila Randle, Business Manager; (760) 737-3154 Ext. 150; srandle@echhs.org
ARCHITECT	Studio E Architects
PROJECT DURATION	Committed Start /End – July 2014 to July 2019 Actual Start/End - July 2014 to July 2019
PROJECT VALUE	Proposed Cost - \$1,800,000 Actual Cost - \$1,800,000

ALILA MAREA BEACH RESORT

PALADIN TECHNOLOGIES

SOW: Paladin Technologies was the design-build contractor (Prime) for the fiber infrastructure and audio visual systems for the 130 room, 5 floor hotel. The entire facility is lighted by the Igor PoE Lighting solution, allowing full integration into the HVAC and BMS systems throughout the resort. Our scope of work also included cellular DAS, Wi-Fi, card access and IP cameras.

LOCATION	2100 N Coast Hwy 101, Encinitas, CA 92024
PROJECT OWNER	Crystal Campbell JMI ccampbell@jmirealty.com
ARCHITECT & DEVELOPER	Joseph Wong Design Architect JMI Realty
PROJECT DURATION	Committed Start /End – 2018 to May 2021 Actual Start/End - 2018 to May 2021
PROJECT VALUE	Proposed Cost - \$3,500,000 Actual Cost - \$3,500,000

EF EDUCATION

PALADIN TECHNOLOGIES

SOW: Paladin Technologies was the design-build contractor (Prime) for this project which involved major TI construction for a 10-story high rise building and 1 single story building (a former hospital). The building was transformed into a high end technology-focused educational facility with hundreds of dorm rooms, 40 classrooms, faculty offices and more. The scope included Avigilon video surveillance throughout the campus, access control (S2), integrated locking hardware for dorm rooms, classrooms and faculty doors, electrified locking hardware, horizontal cabling, fiber backbone, IDF build-outs, audio visual systems for classrooms, auditorium, emergency phones, and outdoor Wi-Fi systems

LOCATION	San Diego, CA
PROJECT OWNER	EF Education First Meghan Conway Meghan.Conway@EF.com (617) 872-7395
GC	Bycor General Contractors
PROJECT DURATION	Committed Start /End – September 2014 to August 2016 Actual Start/End - September 2014 to August 2016
PROJECT VALUE	Proposed Cost - \$1,850,000 Actual Cost - \$1,850,000

PLEASANTON UNIFIED SCHOOL DISTRICT VIDEO SURVEILLANCE UPGRADE GUIDEPOST SOLUTIONS

SOW: Guidepost provided design services for the creation of a bridging design-build construction document package for the implementation of access control and video surveillance systems across the Pleasanton Unified School District (PUSD) schools in a three-phase approach. The team provided independent, objective consulting and design services to assist PUSD and Van Pelt Construction Services in making decisions. The work was coordinated with all relevant members of the PUSD's team. Avigilon was selected as the system platform of choice and direction provided by Van Pelt Construction Services regarding placement of devices. Deliverables were provided following the project milestone schedule. Video surveillance system bridging documentation including design and specifications for Avigilon VSS for 3 high schools. Centralized management server with local network video recording storage.

LOCATION	4665 Bernal Ave., Pleasanton, CA 94566
PROJECT OWNER	Van Pelt Construction Services - Minh Dao, Project Manager Mobile: 707-389-1182 Office: 707-438-3790 minh.dao@vpcsonline.com
PROJECT DURATION	Committed End – September 2021 Actual Start/End - TBD
PROJECT VALUE	Proposed Cost - \$700,000 Actual Cost - \$TBD

SEQUOIA UNION HIGH SCHOOL DISTRICT VIDEO SURVEILLANCE UPGRADE GUIDEPOST SOLUTIONS

SOW: Guidepost was engaged by the District to provide comprehensive design-build bridging documentation for the districts four high school campuses. The scope includes Centralized management server with local network video recording storage. Review of manufacturer equipment lists (Avigilon), client operational needs and infrastructure capability supported the design package that included new, existing, existing/replace and remove devices. Loading schedules supported the device termination location identifications and specifications listed approved network video recorders, edge devices, wireless communications, training and system execution directions. Guidepost is supporting the construction activity as the Owners Representative and will perform final systems testing with the contractor to determine that the installation meets the design package intent.

LOCATION	480 James Avenue, Redwood City, CA 94062
PROJECT OWNER	Rick Alva, Chief Technology Officer Sequoia Union High School District (650) 369-1411 x22580
PROJECT DURATION	Committed End – January 2022 (Currently out for bid) Actual End - TBD
PROJECT VALUE	Proposed Cost - TBD Actual Cost - TBD

SONOMA COUNTY JUNIOR COLLEGE SECURITY UPGRADE GUIDEPOST SOLUTIONS

SOW: Guidepost developed shop drawing detail drawings including access control panel elevation point-to-point design drawings to support the upgrade of the existing security system. Provision of drawings supported the complete design-build-entity DSA submittal and construction process. Guidepost are serving the project throughout construction and will provide final systems testing services. The scope includes complete existing security system inclusive of access control and video surveillance system upgrade for the District.

LOCATION	1501 Mendocino Ave, Santa Rosa, CA 95401
PROJECT OWNER	Daniel Backman, Principal AIA, LEED AP (707) 535-5220
PROJECT DURATION	Project construction currently underway Actual End - TBD
PROJECT VALUE	Proposed Cost - TBD Actual Cost - TBD

CYPRESS COLLEGE VIDEO SURVEILLANCE SYSTEM CAMPUS UPGRADE GUIDEPOST SOLUTIONS

SOW: Guidepost was engaged to perform a campus-wide physical security assessment including access control, video surveillance, intrusion, mass notification and visitor management. The intent was to determine the existing physical security systems ability to evolve and meet future operational intent. The detailed report identified the capability of the existing systems functionality to enhance the campus physical security program. Systems integration was recommended to improve physical security alarm event monitoring providing the campus security office (CSO) with greater visibility and awareness. Guidepost provided video surveillance design build bridging documentation inclusive of detailed device placement, riser diagrams, loading schedules, head-end equipment identification, mounts, images of field of view and performance specifications to support a consistent bid process. The project is yet to start construction.

LOCATION	9200 Valley View St, Cypress, CA 90630
PROJECT OWNER	Allison Coburn, RA, NCARB, Project Manager Campus Capital Projects acoburn@cypresscollege.edu c: 562.453.8998
PROJECT DURATION	Committed End - Design completed December 2020 project is yet to be released for bid subject to funding
PROJECT VALUE	Proposed Cost - TBD Actual Cost - TBD

4.12. Skilled and Trained Workforce

If successful, The Team intends to use a skilled and trained work force at minimum percentages, as defined in Public Contract Code section 2601, and required by Education Code section 17250.25(c), to perform all work on the Project that falls within an apprentice able occupation.

Upon award we will make the staffing and hiring decisions for the contract requiring the skilled and trained workforce through our local subcontractors to ensure compliance with the labor laws.

4.13. Safety Plan and Safety Record

Approach to Safety Management

Paladin's staff is fully dedicated to taking all steps necessary to eliminate risks and hazards and promote a safe and healthy workplace. Our Health & Safety program is reinforced by means of written policies, manuals, procedures, employee awards and continuous monitoring of performance. It is our intention to create the most rigorous and effective safety environment that has ever been created on a construction project.

Our general principles of our approach to safety, security and emergency management are: work each day injury free; promote safety, quality, environmental protection, health and wellness objectives as core values when designing, planning, providing training and executing work; spread ownership for safety, quality, environmental protection, health and wellness effectiveness throughout the organization; and enhance employee awareness and involvement in the implementation of the safety, quality, environmental protection, health and wellness plans.

Commitment to Safety

Paladin's on-site supervision methodologies are multi-faceted and rely heavily on frequent, thorough communication. Prior to stepping on site, Paladin's team undergoes a preparatory phase during which the site safety management plan is closely reviewed. The project manager will request that all subcontractors submit their own safety plan and ensure that they are cross trained on internal training plans to ensure compliance. Upon arriving on site, Paladin's designated site foreman, site lead and/or first aid representative will consult with Sun Life (Paladin's primary OHS insurer) to ensure that the required permits are current and that all site plans are understood prior to work commencing. This process prevents any changes to active work plans which can be costly, time-consuming, and potentially dangerous.

Paladin requires all incidents, including near misses, to be reported, recorded, and properly followed up on. Clients are notified immediately, and an accident/near miss investigation form is provided shortly after, pending an investigation of the incident. Safety Authorities are also provided immediate notice of qualifying accidents as per occupational health and safety guidelines.



Creating a Safe Environment

Our general Occupational Health and Safety (OHS) and Field Safety manuals detail these procedures and commitments, and all staff are thoroughly trained on these expectations. These procedures and expectations are continually reiterated and reinforced during monthly safety meetings. Should an incident occur, lessons learned will be privately reviewed with the individual, their team and management, as well as with other teams during monthly meetings. Prior to the commencement of work, Paladin’s team performs a thorough hazard assessment, which is documented and distributed. Distribution of clients’ Safety Practice Regulations is ensured. The Paladin team cumulatively reviews site-specific compliance with safety regulations and distributes documentation to appropriate internal and client team members.

First Aid

First aid procedures follow the first person-on-scene approach. Any individual witnessing an injury or sudden illness, or the first person to arrive on the scene of an injury or sudden illness, **MUST** perform a time-sensitive scene assessment to first ensure that their personal safety is not in danger before returning to help.

Site Safety Plans

Paladin creates site-specific safety plans for all projects undertaken. This is done during the project planning phase, and after a comprehensive risk assessment. Our team understands that there is no one-size-fits-all approach where safety is concerned, however we strive to compile all the requisite safety information on-site as per the findings communicated during initial stages. Above all, Paladin’s safety plans identify, evaluate, and mitigate occupational health and safety hazards for the purpose of protecting employees. Covered within these plans are site-specific training requirements, safe materials handling procedures, hazard analysis, engineering controls guidance, construction operations per regulatory and safety codes as well as emergency outreach and emergency response procedures.

Workers’ Compensation Experience Modification Rates

2020	95%
2019	73%
2018	93%

TRIR (Total Recordable Injury/Illness Rate) for the Last Three-Year Period

2020	5.01
2019	3.32
2018	2.66
Average	3.66

Average Lost Work Rate for the Last Three-Year Period

2020	.83
2019	.83
2018	1.59
Average	1.83

Injury & Illness Protection Plan (“IIPP”)

Paladin Technologies follows OSHA’s guidelines for safety standards. It is our company policy to provide a safe and healthy work environment for all employees and to abide by all federal, state, and local regulations as they pertain to our operations. We have and will continue to maintain a safety and health program designed to train our employees to follow safe practices, and to recognize and correct unsafe working conditions.

Safety is part of each employee’s job. Active participation and adherence to the Safety Program is a condition of each employee’s employment. No employee is required to work at a job that he or she knows is unsafe. Therefore, we must work to make every workplace safe by detecting and correcting unsafe working conditions, as well as the detection of unsafe work practices.

Our Safety Policy has equal importance with the company’s policies of providing the best quality and most productive service in our industry. It is our goal to completely eliminate accidents and injuries. Because of the many different hazards of our industry, we must maintain a constant safety awareness to achieve this goal. The individuals with responsibility and authority to implement this program are Paladin’s Executive Management and Human Resources.

4.14. Commitment to Project Budget

Paladin’s budget includes all design, engineering, administration, bonding, insurance, fees, permits, construction, and contingency. The Team confirms that we shall complete this Project at or below the Project Budget.

Cost Control Planning & Procedures

Paladin believes that budget and cost control begin during the development of the estimate and inception of the project. To ensure that budgetary numbers are accurate, Paladin uses an extensive database of historical cost information compiled from experience in similar projects, along with input from local trade contractors.

Cost Control System

Prior to the start of construction, results and data from the estimate will be entered into our cost control software which covers all aspects of the costs of building a project and allows management to have a current view of activities taking place from a cost vs. budget perspective.

Cost Control During Construction

Cost control begins with the review of daily shift costs by crews. Actual daily costs for each individual operation are compared to the control budget. This information allows field supervisors to make necessary adjustments to operations before cost overruns get out of control. On a weekly basis project supervision holds cost meetings to review the Labour Distribution Report and Material Distribution Reports. These reports show the cost versus budget on labor and material.

At the end of each month a detailed cost report is generated for the entire project. During this time, a cost and schedule review meeting is held by all project supervision. In operations where a cost overrun is showing, the supervisor accountable for the operation must generate an action plan to address the potential problems with his or her operation.

Weekly Status Meetings

Project Managers, Account Managers and Senior Management meet weekly to review all ongoing work. During internal project status meetings with MVWSD/Greystone West, management will be present to review the budget performance for the preceding month.

Billing Procedures

The Project is a milestone driven contract with deliverables at each Milestone. Each Milestone will require a signoff by MVWSD/Greystone West prior to acceptance and payment of any billing. Cash Flow Variances can be measured against the Baseline of the Master Schedule.

4.15. Life Cycle / Energy Efficiency Components

The capacity and intention to integrate and develop life cycle costs of products, equipment, and components is dependent on the specified warranty of Avigilon's product line. Below we have included warranty information, along with our recommendations.

- Avigilon Cameras - 5 year warranty
- Avigilon Servers - 3 year warranty (with extension up to 5 years)

The Team highly recommends keeping software up-to-date through the 5 year life cycle. We further recommend that manufacturer recommended maintenance is performed in order to keep products in the best shape possible. The typical IT refresh lifecycle is between 5-7 years, but with proper maintenance of the system and fixing issues as they arise, it can be extended longer than this.

4.16. Contract Form

The Team has no objection or comment regarding the Contract attached hereto as Attachment 2.

4.17. Financial Statement

Mountainview Whisman School District executed Paladin's NDA for the release of financial statements, per the requirements of the prequalification process. This document was executed on May 21, 2021, and financials were sent to Rebecca Westover on May 24th, 2021. If any further information is required, please contact our VP of Finance – Chris Smiley: csmiley@paladintechnologies.com.


4.18. Certification

"We hereby certify under penalty of perjury that the foregoing information is true and correct."

Name & Title: Joe Morris, Senior Vice President, Paladin Technologies

Signature: 

Name & Title: Nick Heywood, Associate Vice President, Guidepost Solutions

Signature: 

4.19. Letters of Reference

Letters of reference or testimonials can be provided upon request.

4.20. Additional Information

Motorola/Avigilon Partnership

Paladin Technologies executive, sales and technical teams are strong advocates for the manufacturers they partner with. We actively work to improve partnerships through extensive training and certification, education, and updates on the latest products and innovations. We rely on our trusted partners for updates on trends and how their technology is running at the forefront. One of these trusted partners is Motorola Solutions/Avigilon. Over the last 10 years, Paladin has installed thousands of Avigilon cameras and thousands of doors of Access Control. In fact, we installed the first Avigilon system in Vancouver, BC, at the Port of Vancouver. Due to our strong relationships over the past decade, Paladin has become an **Avigilon Elite Plus Partner**. Please refer to the following page for our status letter.



July 3, 2020

To whom it may concern,

This letter is to confirm that Paladin Technologies is an Elite Plus status Avigilon Partner in good standing. As a mandatory requirement for Avigilon Partners, their project team has achieved and continues to maintain the required technical certifications to ensure successful design, implementation and ongoing support of our end-to-end solutions.

Please do not hesitate to contact me directly should you require further information.

Best Regards,

Brandon Van Horn
Regional Sales Manager - BC and Yukon
Video Security & Analytics
Avigilon



o: 1.888.281.5182
m: 604.341.8221
[LinkedIn](#)

Team Certifications



Local Project In-Progress (Paladin Technologies)

FACEBOOK VIRTUAL REALITY LABS PALADIN TECHNOLOGIES

SOW: Paladin Technologies (the design-builder) is currently working on the \$6.5M audio visual contract for Facebook Virtual Reality Lab in Burlingame, CA. Design work on the 800,000 SF campus commenced in March 2020, with rough-in beginning in November 2020. Work is currently scheduled to complete in June 2021. The scope of work includes: integrated video conferencing systems, in ceiling mics, wall mount displays, room scheduling, touch screens and distributed audio throughout the campus.



LOCATION	Burlingame, CA
PROJECT OWNER	Facebook
GC/ARCHITECT	Owner direct contract
PROJECT DURATION	Committed Start /End – March 2020 to June 2021 Actual Start/End – TBD
PROJECT VALUE	Proposed Cost - \$6,500,000 Actual Cost – TBD