

Company Background

Tenet Security Group (Tenet) is a start-up agency located in Lucan, Ontario. The creation of Tenet was borne out of our collective entrepreneurial spirit and passion for security work. A small group of four individuals who are security professionals experienced in legislative enforcement, investigation and interviewing and emergency response leads us. Tenet has a combined experience of 40+ years in the public and private security industry, specifically in public and campus policing, corporate security, corrections and mental health support. We the three owners, all reside in the local area and have a long-standing understanding and experiences of small town, rural Ontario life.

Our company's strategic goal is to provide small-town municipalities with an all-encompassing second tier public security service, which include by-law compliance. We hope to foster community partnerships with through our business endeavours and become designated stewards of community safety and security on behalf of a municipality.

Having incorporated in February 2021, we are extremely eager and determined to grow our business. Even though uniform security is a subset of our service, *we have a driving force to increase our company's presence within the growing marketplace of contract by-law services.*

We have determined that OPP service contracts within small town Ontario have become increasingly unsustainable. Long are the days when the police were did everything in a small town, from assisting with crossing guard duties, to funeral escorts, or being that entity when there is no entity to call to assist, and lastly, attending all things by-law related. This level of community service is no longer reasonable nor is it prudent. With this change in rural and small town policing, along with the ever- increasing realignment of OPP detachments and leaving some areas without a permanent presence, was the impetus behind the creation of Tenet Security Group.

We recently secured our first a contract with the Municipality of Lucan-Biddulph the scope of work being to regulate community centre access due to pandemic regulations. We are successfully providing this service since September 2021. However, as mentioned above, our service focus is also oriented towards by-law compliance work, and as such, we have expanded our training in that field of work by recently undertaking a recognized By-law and Provincial Offences Officer

courses.

Our guiding principle when it comes to by-law compliance is we will always strive to find resolution and compliance through understanding, education and awareness. That is our promise.

Our organizational composition consists of a President and Managing Director, two operational leaders, hereby identified as the Team, and eight part-time, on-call uniformed security guards, all of whom are experienced and well verse in security work with a good understanding of the importance of professionalism, customer service, and a bias for action.

If called upon, we have other additional resources to assist with the installation of intrusion alarms, security cameras and other peripheral devices. We are also trained in Crime Prevention Through Environmental Design, CPTED, which is a multi-disciplinary approach of crime prevention that uses urban and architectural design and the management of built and natural environments.

Our Team has a great deal of experience and training as it relates to incident investigation, report writing, interviewing and crisis intervention and response obtained through the many years of both security work and public/private policing experience.

Our Team has specific training and experience in dealing with relevant provisions under the Criminal of Code of Canada, the various provincial statues such as the Liquor Licence Act, the Trespass to Property Act, Mental Health Act, and most relevant to this contract, the Provincial Offences Act, with the issuances of offence notices/certificates.

Two Team members have police and current special constable backgrounds with knowledge and real-world experience in applying provisions within the Provincial Offences Act and designated as provincial offences officers.

Visual Presence/Deportment

We currently wear a white-collar shirt for when we undertake security work, along with black cargo pants and jacket. (See image 1) The white uniform shirt has a crisp, professional look that is generally very noticeable and non-confusing with other public service agencies. We will of course brand our shirts with by-law wording along with a West Perth identifying patch. During the summer months, we will outfit ourselves in a golf-shirt. (See Figure 3) If awarded the contract, we will issue, municipal identifying identification card along with a picture of the officer that will be attached somewhere on the outer most piece of clothing. We will also make

available the use a personal protective vest marked with words Municipal By-law. This vest is for use at the discretion of the officer, usually during the evenings or at any time, when the officer suspects a heightened safety risk.



Transportation Methods

We will make use of various modes of transportation. We will engage in foot patrol as often as we can, in particular, in and around the business areas, on bike, to patrol the community trails and with a vehicle for general community patrols to all areas of the municipality. Foot patrol is the best way to interact with the community.

We will utilize a patrol vehicle that is highly visible as to its purpose. It will also portray a sense of monitoring and community safety, when on community patrol.

Service Philosophy

"Just because you can, doesn't mean you have to" is a philosophy we will undertake when it comes to undertaking punitive enforcement.

Our guiding principle when it comes to by-law compliance is we will always strive to find resolution and compliance through understanding, education and awareness. That is our promise.

We will engage the local community to help support our progressive compliance approach. We will keep track of warnings given and we will pursue charges only if circumstances warrants them. If there is a warning on file, we will strongly consider charges.

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