

# SQUAD INTERNATIONAL SECURITY AGENCY (PVT) LTD.

(APPROVED BY THE GOVERNMENT OF PUNJAB & PAKISTAN)



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# Squad International Security Agency (Pvt) Ltd.

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**WE ARE**

**SQUAD INTERNATIONAL SECURITY AGENCY (PVT) LTD**

Dear Sir,

Squad Security Services is based in Pakistan in the city of Lahore. We are a security company dedicated to providing excellent security service to our clients. We have got legal entity duly approved by Government of Pakistan and Government of Punjab. ESS is legally authorized to cater to the security needs of Government / Semi Government Institutions / Departments, Autonomous Bodies, Banks, Financial Institutions, Educational Institutions, Hotels, Private and Public Sectors of Industries and Private residences on terms and conditions mutually agreed by parties.

We have galaxy of trained, active, smart vigil and alert Guards and Supervisors who are Ex. Servicemen from Defense Forces of Pakistan whose motto is to remain eternal vigilant to secure and safeguard the interest of the institution where they are posted. Our Security Guards are well behaved and fully trained in the field of security. They are also courteous in dealing with visitors and public.

Our Operation Officers import necessary skills in the modern aspects of security and keep updating them in combating various threats. Daily on site checking of Guards at scattered timings is carried out by our Supervisors, Field Inspectors and Officers, which ensures the alertness and effectiveness of Security Staff on duty. Well Wisher Security Officers are well trained in customer service, public relations and have vast experience in dealings with the clients in respective of their security matters.

We enclose here with a copy of company profile with necessary documents for your perusal please. We are certain that you will love our work and that our rates will improve your profit margin. Give us a try! We are available to work with open-end contracts.

**Squad International Security Agency (Pvt) Ltd looks forward to providing you with your security service.**

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## INTRODUCTION

**Squad International Security Agency (Pvt) Ltd.** Is a seasoned and wellreputed leading security company and is exclusively managed by very experienced senior army officers assisted by qualified marketing team and retired army staff supported by strict administrative and quality control measures.

Have a look at our some of aspects:

- **Squad International Security Agency (Pvt) Ltd.** Security operatedround the clock (24/7) in collaboration with local administration, Police and Pakistan security Association.
- Recruitment of ex-armed forces personnel that bear "Good Character" duly verified in their discharge books.
- All guards are qualified in weapon training. We run a short refresher cadre to acquaint them with weapons held, mannerism, specific duties handling, drill, security of installation and security.
- Morning and night checking by the staff at all locations for alertness, weapon worthiness, uniform and to improved quality of services. They also attend the complaints and take remedial measures.
- Spare guards are available every to meet unforeseen situation.



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## About us

### Re-Active Strategy

- ❖ Security Guarding Services
- ❖ Communication Line Services
- ❖ Vehicle Scanning & Violet Parking System
- ❖ Gate Management & Inventories Management System
- ❖ Labour & Guest Checking Management
- ❖ Sniper Post at Main Gate for clearance of outer parameters
- ❖ Infrastructure of Security according to the site requirement
- ❖ The Crisis Management Team
- ❖ Operating Procedures
- ❖ Zero Down Time Target

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## About us

### OBJECTIVES

a. Identity

### BENCHMARKS.

b. Development of Pro-Active and Reactive Security Operating

### PROCEDURES.

c. Selection of in-house Security Team, Contract Guarding Services and

### ELECTRONIC SECURITY CONTRACTORS.

d. Training of Staff. Security Services and Management.

e. Deployment of Physical and Electronic Security Solutions.

f. Monitoring and Evaluation of envisioned objectives and on-line evaluation of planned objectives for variance and improvements. The above six-point checklist should be applicable in almost any environment. But it is not a one-time process. From threat assessment to constant evaluation of planned objectives, security management is a demanding job with almost no margin for error to further tighten the security we can provide Walking-Through Gates, CCTV and Scanners on demand. We assure you better services and will provide immediate relief of any absence on the part of our security guards. Our Security staff in prestigious uniform is properly trained and our of clock. Back up support to our worthy clients in case of any emergency Co Communication will the smooth running & response required in the event of any potential problems. Our management team will be in regular contact to provide a problem free assignment & should any problem arise, it will be deal without any Description to your daily action ARRSP security is identity most costly & valuable assets the expertise & dedication of our staff.

Continually provident ARRSP (Pvt.) Ltd throughout the duration of your contract. Business in the retail sector lives in fear of shop lifter coming in to their shops & taking goods without paying from them of course you can not totally stop shoplifter, but you can put security in place to prevention. How do you stop people coming in to your premises & grabbing goods from your store & running out? Having premises can help put of shop lifters. ARRSP

(Pvt.) Limited, offer a full risk assessment on your property, Especially medical care unit's i.e.. Hospitals, medical colleges & clinics, it is also good to identify a suspect that may be given your main to your equipments static guard's security Squad Security Services We better offer Squad security Service



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## About us

Our company philosophy is designed to ensure maximum we offer, enabling all at Squad security to perform their duties with our valued clients. Quality will be delivered through to a team of highly trained professionals who share a commitment to our clientele & want to work as part of your team in a secure & friendly environment .Education, Training, Gaudiness' & motivation of personnel working with in the system are important elements and the key to generating a quality services. Professionalism & dedication to delivering what we promise. At ESS we provide ourselves in our integrity, reliability & trust worthiness. Communication will required in the event of any potential problems. Our management team will be in regular contact to provide a problem free assignment & should any problem arise, it will be dealt with out any disruption to your daily activity. ASSP security is identity & valuable assets the expertise & dedication of our staff. Continual improvements to your equipments remain important to ESS (Pvt.) Ltd throughout the duration of your contract. Business in the retail sector lives in fear of shop lifter coming in to their shops & taking goods without paying from them of course you can not totally stop shoplifter, but you can put security in place to prevention. How do you stop people coming in to your premises & grabbing goods from your store & running out?

### **Pro-Active Strategy**

1. Health & Safety Planning Manager
- 2.Security Camera ( CCTV with DVR),
- 3.Access Control System,
- 4.I -D Control Manager,
- 5.Outer Parameter Security Systems,
- 6.Fire Alarms,
7. Information and Intelligence
- 8.Aggressive Display
- 9.Development of Corporate Security Vision and Policy
10. Training and Comfort Zones
11. Video Monitoring Control Systems &acts....

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## MANAGEMENT

The management is a mixture of experience from both private sector and the armed forces. We take pride in the fact that some of the finest officers having experience of serving in the armed forces are working with us. A few of our managers have gained valuable experience during their tenure with security companies established in Pakistan. Such experts bring a certain professional culture based around discipline, dedication and willingness to perform in a challenging environment.



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Subject: **TECHNICAL-BRIEF INTRODUCTION OF SQUAD SECURITY SERVICES (PVT) LTD**

Dear Sir / Madam,

Greetings

Squad Security Services (Pvt) Ltd. provides customized guarding service to a large clientele of various business categories. In order to manage the deployed force, the company has a

Our highly experienced and professional staff will work directly with you to provide a total security package best suited to your specific requirements. Our concept of response management allows for service continuously to address your individual needs. Our personnel have to meet the most stringent professional requirement and go through comprehensive multitudinous training prior to assignment

Important and relevant details in crisp form are as under:

1. Company Registration Number:

2. List of major clients: Please see detail in the Profile.

3. Type of Clients:

Government Departments MNCs / INGOs/ NGOs/Corporate Sector /  
Education Institutions /Autonomous Bodies /3 Stars Hotels Food  
Chains/ Brands/Factories/ Money Exchanges.

Squad Security & Management Services

was trusted by all concerned agencies, Dubai Islamic Bank.

Expertise in event Management.

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Certificate of incorporation

Form 29

GST/PST Registered

Valid and active NTN

EOBI Security Registered

WHT properly being paid

APSAA Registered

Renewal Certificate issued by Government of the Punjab

Memorandum & Article of Association.

**9. No Black- Listing: Certificate attached in Profile.**



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## 11. What Security Services are offered:

- . Static Guards
- . Close Protection
- . Investigations
- . Facility Risk Assessments
- . Digital and Physical Security of Buildings
- . Asset Security
- . Vehicle Gauge Measuring and Monitoring System
- . Access Control Management
- . Emergency Response (ER Department)
- . VIP Protection
- . Event Management
- . Security Audits
- . Mobile Squad / Event Security
- . Digital and Physical Compound Security
- . Verification of Incident

## 12. Security Equipment Offered

- . Walk Through Gate
- . Ammunition Detector
- . Baggage Scanner
- . Vehicle Search Mirror
- . Whistle
- . Underground Vehicle Scanning System can be made available on additional cost.
- . Metal Detectors
- . CCTV Surveillance
- . Physical Body Search
- . Torches



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## CLIENT'S BENEFITS

Some of the benefits that will accrue are:-

- ✓ Your assignment will be managed with the utmost confidentiality at all times .
- ✓ After the inquiry and our subsequent survey of your assignment, a comprehensive written report will be sent to you.
- ✓ An exclusive guarantee to inform you of any conflict of interests if our company is approached to carry out work for potential clients with the same interests as yours.
- ✓ You will get top -of -the-line security. High quality manpower, backed up by the most modern equipment. An efficient management system is superimposed to ensure quick reached and reduce security risks by elimina blind spots in the security plan.

## CLIENT'S CARE

We will provide the replacement of security guard proceeding on leave.

- ✓ In case of customer dissatisfaction with any security guard, we will replace him for your convenience.
- ✓ Our senior security officers/supervisors will conduct random supervision checks to ensure consistency in service.
- ✓ When required, we shall be able to provide security guards for Squad purposes.
- ✓ Our company has good working relationships with the Police in allprovinces. This is utilized for your best service.



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## SECURITY & MANAGEMENT SERVICES

### 13. Monitoring Control and Supervision Mechanism of the Guards

- . Our supervisor is given internet facility, he daily visits all the location of guards, whatsapp the current situation (giving evidenced of guards' real presence, change of shift and new take over through whatsapp, photo in uniform, Shaven or not, turnout etc. is checked) the real-time pics are sent to company management.
- . For timely reporting for the duty, Biometric is installed sponsored by the client. So, no late coming. If someone is late or does not turns up, a proper system is devised and in placed to impose penalty.
- . Monitoring through communication
- . Performance Care Insurance
- . Daily Tour Recording
- . Daily Attendance Checking
- . Thumb impression after each hour at night just to stay the guar awake, so he can
- . T sleep at night otherwise penalty is imposed.
- . Spot checks by monitoring team twice a weak
- . Management security audits visits.
- . CCTV Cameras real time and random checking
- . Close relation with Client Admin and Security Departments.
- . Monitoring through communication
- . Performance Care insurance
- . Briefing/ Debriefing

### 14. Logistics Support to the Deployed Security Staff

- . Comfort Accommodation
- . Free Pick Drop
- . Supervisors are provided Motorbikes
- . Medical cases transported to Hospital through company arrangement
- . Arrangements of neat drinking water
- . Emergency causality evacuation
- . In case of death, free Ambulance to home town
- . Food delivery at site when protecting some large event
- . Food delivery arrangements at site if desired by guards



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## 15. Training and Awareness on

- . Personal Safety and Security
- . Hostile Visitors Management
- . Access Control Management
- . Patrolling
- . Post Log Maintenance
- . Guards Legal Powers
- . Reporting Procedures of an incident
- . Observance of suspicious activity
- . Surveillance
- . Counter surveillance
- . Weapon Training
- . Weapon Handling
- . Firing
- . Personal Hygiene, Punctuality

### **Training Team: By an officer.**

#### **Refresher Training / Firing Practice**

- . When taking on a new project
- . On arrival of new guards
- . Quarterly
- . When needed
- . Security Training Program available in the profile

### **Guard Selection Criteria**

- . As per rules in vogue by the Government. We do some additional measures as well.
- . 70% guards are inducted ex-servicemen with minimum height 5 feet 6 inch inches, having presentable physique with the basic knowledge of security. We select the guards from fighting force
- . Detail is mentioned in the profile in above mentioned heading.

### **Salary of Guards**

We pay a guard very good companies salary, much more as compare to other security



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## Our Vision

Through Professionalism and devotion, we aim to become icon of security and our decree is to achieve zenith in the field of private security services in Pakistan.

## Our Mission

Through our expertise, we are determined of generating a trust and confidence, hence, creating a tension free environment for our valued clients and for the society.

Faith

Confidence

Effectiveness

Professionalism

Dedication and Devotion

Monitoring and Evaluation

➤ Adopting Superior Plans and Latest Designs

## Enrolment of Manpower

Guards are selected / enrolled purely on merit it includes physical test, written test medical test and his general appearance. Ex-servicemen with exemplary character record are given preference.

We select guards from fighting arms i.e. infantry,



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Artillery, Armored Corps. Our guards do have civil and military qualifications and have basic awareness of security operations. Other considerations are:

- Medical A category with a very good Turnout
- Maximum age limit 55 years
- Minimum Height 5' 6)
- Character Assessment
- Police Verifications and Guarantors
- NADRA Verification
- Adequate Training

Integrity, respect, teamwork, Cooperation, mutual confidence, innovation, and accountability is our culture.

CULTURE

UNIFORM

WWS provides 2 set of uniforms to all of the security guards

Approve pattern and accepted by the Home of Department.

SALARY

Comparing other companies, we have the best package for our guards. We clear our salaries by 10 of each month.

On special occasions, salaries are given in advance as well.

prescribed duty hours.



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## SECURITY GUARD SERVICES – 24/7 365 DAYS

Our guard services are available 24 hours a day for all types of businesses. We provide services for companies ranging from property management firms to construction.

**Squad International Security Agency (Pvt) Ltd.** is capable providing security guards at a moment's notice. Squad Security Services (Pvt.) Ltd. employees are customer-oriented professionals, fully uniformed and equipped with the necessary tools to get the job done right. Our guard force is well trained in security policy and procedures. In addition they are trained to provide superior customer service, making an outstanding first impression with your customers. We train our security guards to do more than deter, detect and report. We train them to be a concierge, receptionist, and represent of your company. Each officer has a chain of command reaching to the executive vice president of our company.

Each client can expect their guards to receive regular checks by our company executives and managers. This helps to ensure our clients to receive the services promised and more.

**Squad Security Services (Pvt.) Ltd.** our goal is complete customer security. We will do whatever it takes to make our clients happy with our service and to recommend our services to others.

For a free no –obligation your security guard needs, call us today

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## WHY SQUAD SECURITY SERVICES ?

**Our Guards are carefully chosen and intensively prepared;**

At Squad International Security Agency (Pvt) Ltd. all of our security guards are carefully chosen based on their level of professionalism, mannerisms, apply also undergo a complete and thorough background check.

Our intensive preparing for the security officers ensure their ability to be employed in the corporate office buildings and reception areas. Their training encompasses hypothec and prepared work that focuses on: customer service, public reliance techniques, fire, health and safety.

Added values of using our security guard from Squad Security Services are:

- ❖ No minimum hour's restrict can provide you with security coverage all hours, days or nights only depending on your needs. This ranges from uniformed security guards to customer service representatives or receptionist.
- ❖ Our security guards will be suitably dressed for your work place, office building or reception.
- ❖ We are veteran owned and Detroit based.
- ❖ We believe that image is every thing and a first impression is a lasting one and each of our employees will strive to represent your Company and take pride in what you do.



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## QUALITY SECURITY SERVICES

Whether it's security in an office building or a customer service representative / receptionist you are looking for, **Squad Security Services (Private) Limited** has the right security trained to provide you with the best security officer, professional coverage to meet your needs. This can be tailor made to suit every environment with the assurance of maximum security for your employees, office or building.

We are a contract security provider who can do more than simply deter, detect and report. We can and will provide you with that very important first impression. Our employees will represent your company and will take pride and ownership in doing so.

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## THE DIFFERENCE

What makes the **Squad International Security Agency (Pvt) Ltd.** different from other service providers? We believe among other things its "hands on" approach by our management team.

Our structure is designed to ensure, that our management is fully aware of our Clients' procedures and requirements, as well as our security personnel's needs and issues.

- ❖ All managers regularly visit the personnel on site to discuss issues, and impress upon staff that they are valued members of the **Squad International Security Agency (Pvt) Ltd.** team.
- ❖ All work flexible hours, to allow them to regularly visit our personnel on sites after hours and on weekends. By doing so, they can personally discuss issues with staff and ensure our commitment to our clients is being maintained.
- ❖ By visiting sites on a regular basis, the Managers are up-to-date with site specifics. At the same time gaining valuable site knowledge that allows discussion on a senior level, regarding concerns that may be outside the control of **Squad International Security Agency (Pvt.) Ltd.** This ensures our clients benefit from our approach to value added service.
- ❖ **Squad Security Services (Private) Limited** field supervisor's conduct regular visits to all sites, ensuring personnel are equipped with all the tools they need to exceed our Clients expected. This includes uniforms, stationery and documents. Site audits



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## Guards Remain Present on Eid Days/ Leave

We plan the things well in advance. We ensure that guards are available to protect the site/s on Eid days, Muharram or on National holidays.

## Vetting Procedures

### Through Ministry of Interior:

We sent the copies of Ex-Servicemen's service discharge book Ministry of Interior with employment letter and copy of NIC with other relevant information to Ministry of interior for further dissemination to all concerned agencies for verification.

### Through Army Regimental Centers:

The particulars are sent to the respective regimental centers to their record wing for vetting the experiences.

### Through Police:

Particulars are sent to respective DPO's who further deputed the respective SHO's for necessary verification.

## REMUNERATION

Following remuneration/facilities are provided to guards.

- Registered with Employees Old age Benefits Institution (EOBI)
- Registered with Social Security
- Registered with APSAA
- Hourly overtime is paid in case they perform duty over and above their prescribed duty hours.



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## The permanent employees also enjoy following:

Gratuity & performance based bonuses

Medical

Annual, Casual and medical leave

Suitable conveyance as per the cadre.

## Data Base Management

Certain essential documents have been identified by the Squad Security Services (Pvt.) Ltd. which may be required by the customer or the requirements of the Government Agencies.

The HR executive ensures following

Original CNIC

Police Verification

Local Verification by Councilor / Notables.

Formal application of the guard.

Current photographs

Thumb Impressions of the candidate (Guard)

Pension Book in original (Ex-Military Personnel only)

Medical Record

NADRA Verification Record

Online Data entry as per required by Min of Interior/ Home Department.



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## COMPANY PRINCIPLES

We are committed to exceeding our customers' expectations, providing a quality service for superior value. A cornerstone of our business plan is to build mutually beneficial partnerships with our customers, seeking improvement for them and ourselves through innovation and excellence.

The performance of our personnel reflects our dedications to staff training and the maintenance of high standards within our organization. We are flexible enough to provide trained personnel tailored to your specific needs.

**Squad Security Services (Private) Limited has a flexible** management structure that is very much 'hands on' in terms of our clients and security operations. We like to know what is happening with our clients and to ensure our personnel are delivering the required standards of service. In our management team, you can always talk to someone who can make a decision or take appropriate action immediately.



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## PROJECT MANAGEMENT SERVICES

**Squad International Security Agency (Pvt) Ltd.** with its comprehensive knowledge of the environment and culture of Pakistan is capable of assisting its clients in efficiency and efficiently, Planning, Executive, Monitoring & evaluating and Closing of their projects. Our team with experience and exposure in Pakistani markets can provide services like acquiring permits, authorizations, contracts, and other such services to enable our local & international to operate under the laws and regulations in force. We facilitate our clients in team building, set offices, and logistics and streamlining their operations, while they focus on their core businesses.

**Squad International Security Agency (Pvt) Ltd.** with its intricate knowledge enables international clients to access local markets by providing due diligence, market researches and connectivity with relevant partners. We also assist and facilitate our clients by arranging audits, trainings and by providing them supervisory services. In addition **Squad International Security Agency (Pvt) Ltd.** provides support services to business travelers and expatriates in Pakistan.

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## PROJECT'S FEEDBACK

Squad aims at serving its clientele through their valuable Feedback. Certain means of feedback are in practices

Through Monthly Comment Cards

24/7 Telephonic Communication

24/7 Online Community- Online feedback form, E-mail Discussion.

Questionnaire's to get confidential feedback.

Annual meetings along with representative of its valued customers with clear aim to ensure strengthening of professional relationship bonds.

Checking /Overseeing

Our mobile Patrolling Supervisors carryout scheduled visits to all the sites of us to assess the vigilance levels of the guards on duty. Our communication operator daily up for ensuring timely joining of guards for their duties. If any guards fail to reach in time to the place of his duty, the information goes to the Operations Department for necessary operational requirement.

Central Monitoring Regulation

We have a Central Monitoring Regulation System. Complaints received to our Coordinator sitting inoffice are timely directed to concern operation area supervisor/s and information is made to Management. Complaint is properly registered and put up to management along with method of resolution.





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## RESEARCH AND ANALYSIS SERVICES

**Squad International Security Agency (Pvt) Ltd.** envisions its growth and success in knowledge management. To align with such a demanding challenge, we have invested in developing a practical research approach with an aim to access project specific information. Information analysis and deriving neutral and appropriate set of assessment reports are yet another passion we are pursuing.

**Squad International Security Agency (Pvt) Ltd.** team is well conversant with state and society of Pakistan, having in depth knowledge of Pakistani culture, political scenario, economic situation, administration set up and societal issues.

**Squad International Security Agency (Pvt) Ltd.** aims to support public and private sector organizations working on peace-making, conflict management & transformation, human development & human rights, infrastructure development and democratic structure in Pakistan. Our Research and Analysis Centre empowers us to extend valuable assistance for such organizations in policy planning, policy appraisals, data mining and issues identifications.



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## Some Major Clients

1	PIA Cooperative Housing Society	Lahore
2	Higher Education Commission	Islamabad
3	Govt. DHQ Hospital	Okara
4	Govt DHQ Hospital	Khanewal
5	United Motorcycle Factory	Multan Road, Lahore
6	Sheikh Zayed Hospital	Lahore
7	Formanites Housing Scheme	Lahore
8	Rehman Garden Housing Scheme	Lahore
9	Park View Housing Society	Lahore
10	CP Five Star	Lahore
11	Diamond Direct	Lahore
12	Diamond Foam	Lahore
13	Punjab Judicial Academy	Lahore
14	Judicial Housing Society	Lahore
15	Century Paper Mills	Lahore
16	Copymate paper Mills	Kasur
17	Shell Pakistan Limited	Faisalabad
18	Unman Steel	Badami Bagh Lahore
19	Najam Steel	Badmi Bagh Lahore
20	Mehboob Steel	Badmi Bagh Lahore
21	High Tech Auto Industry	Band Road Lahore
22	Riaz Steel	Mehmood Booti Lahore
23	Javed Engineering	Mehmood Booti Lahore
24	Ittehad Steel	Band Road Lahore

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25	Dar-e Arqam School	Lahore
26	Dore Bakers	Sheikupura
27	Doce Bakers	Lahore
28	Data Goods	Shahdra Lahore
29	PSO Pump	Shahdra Lahore
30	Tahir CNG	Kala Sahah Kaku Lahore
31	Universal Trading Company	Kala Shah Kaku Lahore
32	HFC	Muridke Sheikhpura
33	Procession Foreign Engineering Pvt Ltd	Suwa Mission Collar Sheikupura
34	Paradise Academy	Shahdra Lahore
35	Al Muneeb Garden	Faiz pur interchange Lahore
36	Al Jannat Housing Society	Shahdra Lahore
37	Lahore Educator School	Rachna Town Shahdra Lahore
38	Punjab Flour Mills	Shahdra Lahore
39	Oxford School	Shahdra Lahore
40	American School	Shahdra Lahore
41	AGS Textiles	Qilla Sattar Shah Sheikupura
42	Alfalah Dying	Kot Abdul malik Sheikupua
43	Ajwa city	Sheikupua
44	SB Grammar School	Sheikupua
45	Allied School	Sheikupua
46	Lead School	Muridke

SQUAD INTERNATIONAL SECURITY AGENCY (PVT) LTD.



# Squad International Security Agency (Pvt) Ltd.

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47	The Elite School	Murikde
48	Saiban Gas LPG Pvt Ltd	Rana Town Ferozwala
49	Rahim Garments	Rana Town Ferozewala
50	Kips School	Rana Town Ferze wala
51	Dore Estate	Rana Town Ferozwala
52	Sher Sahah industrial Zone	Qilla Sattar Shah Sheikupura
53	Unitech Auto Industries	Sheikupua



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- ➔ CPO (Close Protocol of
- ➔ Body Guard
- ➔ Executive Protection system
- ➔ Security Supervisor
- ➔ VIP Squad
- ➔ Developing Supervisor
- ➔ Management Security Planning
- ➔ CCTV ^ MonitoringNew
- ➔ Latest Weapon
- ➔ Security Guard & Well Trained Ladies Security

We provide X Army Civil Security Guards X policeman with power ful Weapon & Complete Uniform Good Looking Security Guards

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