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Header 2

List View

General Information [Contact](#) [Default Values](#) [Discount](#) [Document Information](#) [Clarification Request](#)

Procurement Folder: 2005552

Procurement Type: Central Master Agreement

Vendor ID: VS0000018473

Legal Name: UNIVERSAL PROTECTION SERVICE LP

Alias/DBA: UNIVERSAL PROTECTION SERVICE LLC/ALLIED UNIVERSAL SEC SVS

Total Bid: \$194,438.40

Response Date: 07/14/2026

Response Time: 13:55

Responded By User ID: DRoose

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SO Doc Code: CRFQ

SO Dept: 0211

SO Doc ID: GSD2700000001

Published Date: 7/9/26

Close Date: 7/15/26

Close Time: 13:30

Status: Closed

Solicitation Description: Security Guard Services - GSD Buildings

Total of Header Attachments: 2

Total of All Attachments: 2



Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Solicitation Response

Proc Folder: 2005552
Solicitation Description: Security Guard Services - GSD Buildings
Proc Type: Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2026-07-15 13:30	SR 0211 ESR07142600000000243	1

VENDOR
VS0000018473
UNIVERSAL PROTECTION SERVICE LP

Solicitation Number: CRFQ 0211 GSD2700000001
Total Bid: 194438.3999999999941792339086 **Response Date:** 2026-07-14 **Response Time:** 13:55:26
Comments:

FOR INFORMATION CONTACT THE BUYER
David H Pauline
304-558-0067
david.h.pauline@wv.gov

Vendor		
Signature X	FEIN#	DATE

All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Security guard services	2964.0000	HOUR	19.680000	58331.52

Comm Code	Manufacturer	Specification	Model #
92121504			

Commodity Line Comments:

Extended Description:

See Exhibit "A" to input pricing.
Building 34 - estimated annual hours

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Security guard services	2223.0000	HOUR	19.680000	43748.64

Comm Code	Manufacturer	Specification	Model #
92121504			

Commodity Line Comments:

Extended Description:

Building 53 - estimated annual hours

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Security guard services	2223.0000	HOUR	19.680000	43748.64

Comm Code	Manufacturer	Specification	Model #
92121504			

Commodity Line Comments:

Extended Description:

Building 54 - estimated annual hours

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Security guard services	2470.0000	HOUR	19.680000	48609.60

Comm Code	Manufacturer	Specification	Model #
92121504			

Commodity Line Comments:

Extended Description:

Building 55 - estimated annual hours

EXHIBIT "A" Pricing Page - CRFQGSD27*01
Security Guard Services - GSD Buildings

Building #	Address	Estimated Annual Hours	Bid Hourly Rate	Bid Amount - Location
34	100 Municipal Plaza Weirton, WV 26062	2964	\$ 19.68	58331.52
53	153 W. Main Street Clarksburg, WV 26301	2470	\$ 19.68	48609.6
54	400 Adams Street Fairmont, WV 26554	2223	\$ 19.68	43748.64
55	130 Stratton Street Logan, WV 25601	2470	\$ 19.68	48609.6

Total Bid Amount All Regions 199299.36



Allied Universal Response to Request for Quote

General Services Division - Security

July 15, 2026

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Executive Summary Program Overview

WHAT THIS PROPOSAL MEANS FOR WEST VIRGINIA GENERAL SERVICES DIVISION

The WV General Services Division operates in an environment where missed coverage, inconsistent execution, and lack of real-time visibility create unnecessary risk. Allied Universal is focused on removing those uncertainties. For more than 65 years, we have helped organizations protect their people, assets, and reputations by delivering security programs that are reliable, verifiable, and predictable—every day, across every shift. Our local West Virginia management team is directly accountable for execution at your sites, supported by systems that confirm coverage, validate compliance, and identify issues before they disrupt operations.

In today's complex operating environments, effective security requires more than assigning personnel to posts. It requires an integrated approach that aligns people, processes, and technology to reduce risk, improve consistency, and confirm execution across daily operations. This proposal outlines how Allied Universal will deliver a program for the West Virginia General Services Division that prioritizes people, uses technology to support them, and adapts to the specific demands of your operating environment.

A True Partnership Approach

When you engage Allied Universal, you gain more than a vendor. You gain a partner that is accountable for performance. We take the time to understand your mission, culture, and expectations so our Security Professionals represent your organization appropriately and consistently. Supported by local management and reinforced by real-time operational visibility, your program benefits from dependable execution and reduced day-to-day uncertainty. Our approach ensures West Virginia General Services Division does not have to chase updates, escalate concerns, or question whether posts are being executed as expected. Coverage, activity, and compliance are continuously validated, allowing your team to focus on business priorities rather than security oversight.

Local Execution, Backed by Scale

With the breadth of our national resources and the depth of our local and regional infrastructure, Allied Universal operates as one of the most locally embedded security providers in the industry. Our programs are built around local conditions, community dynamics, and site-specific risks, supported by local leadership and regional specialists who understand the environment in which your operations function.

Technology that Works for You

Technology in a modern security program should eliminate guesswork, not add complexity. Allied Universal's AI-Powered Service Platform is designed to verify that the right people are in the right place, performing the right tasks, without relying on manual reporting or delayed escalation. The result for West Virginia General Services Division is fewer service disruptions, faster issue resolution, and documented proof of execution. You do not have to wonder if coverage occurred or procedures were followed. We confirm it in real time.

The Value to You

Our value lies not only in the protection of your people and assets, but also in the measurable improvements we deliver in operational efficiency, liability reduction, and customer experience.

Our Presence in West Virginia

BUILT TO BE WEST VIRGINIA'S MOST LOCAL PROVIDER

Allied Universal is uniquely positioned to deliver both the responsiveness of a local provider and the strength of the nation's largest security organization. While we operate at unmatched scale, our structure is intentionally market-driven—making Allied Universal, by design, *the most local security company*.

For West Virginia General Services Division, this means your program is led, staffed, and supported by professionals who live and work in the West Virginia market, understand its risk profile, regulatory environment, and operational dynamics, and are empowered by the full resources of our national enterprise.

Local Office Presence & Leadership

- **Market Footprint:** Allied Universal has maintained a continuous presence in West Virginia since 1957, operating from our office in Hurricane West Virginia.
- **Local Leadership:** Your program is directed by a market-based leadership team with direct accountability for operations, staffing, and performance, supported by local account management, field supervision, recruiting, and training resources.
- **Rapid Response:** Local management and field resources enable faster decision-making, immediate escalation, and hands-on oversight, without reliance on remote or regional command structures.

Our national scale does not distance us from your operations; it amplifies the effectiveness of your local team.

Depth of Resources in the Market

Allied Universal's presence in **West Virginia** is supported by substantial operational capacity:

- **Workforce:** With **515 security professionals** employed locally in West Virginia, providing coverage across office, mixed-use, healthcare, critical infrastructure, and government entities.
- **Specialized Capabilities:** Access to K9 units, investigations, intelligence services, emergency response, and event security—deployed from within the local market whenever possible.
- **Leadership, Oversight & Intelligent Operations:** A dedicated local management structure enhanced by AI-driven systems that automate routine tasks, strengthen accountability, and deliver enterprise-level visibility, equipping our local leaders with the tools to spend more time on-site, with your teams, and focused on outcomes.

Why Our Size Makes Us the Most Local

Unlike regional providers limited by staffing depth, technology access, or specialized capabilities, Allied Universal's scale allows us to invest more—**locally**:

- More supervisors, trainers, and recruiters dedicated to your market
- More specialized resources available without outsourcing
- More operational redundancy and continuity during transitions, emergencies, or expansion

Our resources enable unmatched local execution. For West Virginia General Services Division, that means a partner who knows your market intimately, stands behind you operationally, and is built to support your long-term objectives.

Industry Expertise & Specialized Capabilities

ALLIED UNIVERSAL® A PROVEN LEADER IN GOVERNMENT SECURITY

To effectively serve the public sector, Allied Universal maintains a dedicated Government Services Division, specializing exclusively in the needs of government clients. This division brings deep knowledge and experience in managing public contracts, understanding regulatory frameworks, and complying with the specific operational and reporting standards required by public entities.

85m

Hours of armed and unarmed
U.S. government security
services provided each year

45k

Specially trained government
services contract Security
Professionals

850+

Federal, state and local clients
nationwide receiving varying
levels of security services

Allied Universal Government Services is built on a foundation of expertise, collaboration, and continuous improvement. We proudly support local, state, and Federal government clients with tailor-made security solutions that deter and detect in a changing risk landscape.

Our executive and management team members are engaged in key industry organizations and associations, serving in elected boards and participating in industry meetings. This involvement allows us to bring valuable insights, best practices, and strategic connections back to our organization and our clients. Our depth of experience ensures we remain well informed and positioned to lead our operational teams in understanding the nuances required to successfully operate complex government programs.

We understand the complexity of maintaining compliance with rules and regulations while providing the required security services, considering the need for qualified, security professionals.

Additional examples of our government contracts underpinning our capacity to act on behalf of WVVNF, include:

	Location	Armed Security Programs	HPW	Length of Engagement
State Clients				
State of New Jersey	NJ	✓	17,000+	2010
State of New York	NY	✓	20,000+	2019
State of Delaware	DE		2,200	2022
Commonwealth of Massachusetts	MA	✓	5,200	2020
State of Ohio	OH		2,196	2016
State of Illinois	IL	✓	2,600	2017
State of Indiana	IN		1,430	2020
State of Tennessee	TN	✓	3,300+	2017

Client References & Performance History

DOCUMENTED PERFORMANCE TO SUPPORT YOUR DECISION MAKING

Choosing the right security program requires careful consideration. This list of references connects you directly with individuals and organizations where we have implemented successful programs across a variety of settings. They offer valuable, real-world experiences you can leverage to make informed decisions and provide:

- **Real-world experience:** Learn from the successes and challenges faced by others across similar industries.
- **Proven effectiveness:** Assess how security programs perform under day-to-day operating conditions.
- **Best practices:** Discover strategies that have demonstrably improved safety and operational outcomes.
- **Transition Planning:** Understand how security programs are successfully launched, stabilized, and sustained.

By reviewing these references, you can:

- **Gain insights:** Learn from the experiences of other organizations and leaders who have implemented Allied Universal's security solutions.
- **Confirm operational performance:** See how security programs operate and deliver results in environments similar to yours
- **Validate program alignment:** Confirm how Allied Universal adapts its security programs to meet the specific needs of different environments

We encourage you to reach out to these organizations directly to learn more about their experiences.

WV Dept of Highways

190 Dry Branch Drive, Charleston

Wanda Castro, 304-414-6653, wanda.f.castro@vw.gov

Services since 2016

WV Lottery

900 Pennsylvania Ave N, Charleston

Steve Compton, 304-352-1946, scompton@wvlottery.com

Services since 2024

Putnam Sleep Center

300 Corporate Center Drive, Scott Depot

Jim Perrine, 304-526-3539, jim.perrine@chhi.org

Encompass (HealthSouth)

6900 W Country Club Drive, Huntington

Amy Marcum, 304-840-6188, amy.marcum@encompasshealth.com

Training & Professional Development

TRAINING IS MORE THAN A CHECKBOX; IT'S AN ONGOING COMMITMENT.

Allied Universal is only as strong as our people and makes it a priority to ensure that all personnel receive consistent, compliant, and client-specific training that equips them to succeed in their roles.

Allied Universal invests in a total training model that combines proven industry best practices with reputable external resources, allowing us to have a strong, yet flexible training blueprint. We recognize the critical importance of preparing our personnel to handle crisis situations with professionalism, compassion, and expertise. Our training plan focuses on equipping security professionals with evidence-based techniques to de-escalate crises and provide support to individuals in distress. This commitment to readiness and compliance with crisis intervention protocols is reinforced through a structured training program designed to meet and exceed all regulatory and contractual requirements.

Our plan integrates both specialized training provided by WVVNF and our internal crisis intervention curriculum, ensuring security personnel are equipped with the necessary skills to manage complex situations safely and effectively.

Training Methods

Employees can complete training on almost any device, at a time and place convenient for them. Allied Universal EDGE[®] (Educate, Develop, Grow and Engage) is our proprietary online learning management system.

6,900,000+
EDGE courses
completed in 2025

1,500+
assets available



Online Learning
Available through the Allied Universal Institute[®] learning platform help ensure Security Professionals are prepared for the unique risks as your site.

Mobile Learning
Just-in-time training delivered via mobile devices reinforces knowledge during shifts, improving on-the-job performance.

Instructor-led Training
Training in hands-on or virtual environments where certified trainers provide hands-on instruction for real-world readiness.

On-the-Job Training
Training on real-life situations which teaches how to react and make decisions when certain scenarios occur.

Every Security Professional begins their career with a comprehensive onboarding program that introduces Allied Universal's standards, client-specific requirements, and the core skills necessary to succeed on-site. From there, training continues throughout their career, delivered through multiple channels for maximum accessibility and retention.

Training Academies

- **Security Professional Academy:** Prepares frontline security professionals to deliver reliable coverage, follow post orders and respond effectively in emergencies.
- **Security Supervisor Academy:** Equips emerging leaders to manage teams, schedules, and client expectations.
- **Leadership Academy:** Cultivates the next generation of Allied Universal leaders with strategic decision-making and client partnership skills.

Security Professional Training Path

We will ensure that all onboarding and site-specific pre-assignment training is successfully conducted prior to assignment. We have outlined the method of delivery and the required hours for completion.

01	02	03	04	05
NEW EMPLOYEE ORIENTATION	ON-THE-JOB TRAINING	CORE TRAINING	SPECIALIZED TRAINING	ON-GOING & CONTINUOUS
<i>Mandatory training to introduce the team to our ongoing principles, policies and procedures. Set expectations for service delivery early.</i>	<i>Hands-on, site-specific training delivered at the work site and tracked through a digital checklist to confirm operational readiness.</i>	<i>Required training completed within an employee's first 6 months. Focused on enhancing service skillsets at every level.</i>	<i>Focused training to help our team develop deeper knowledge of skills that are site / industry / role specific.</i>	<i>Whether part of a structured program or in anticipation of, or response to a changing landscape, our ongoing training reinforces core skills.</i>
Instructor led	Supervisor Validated	Online	Instructor led & Online	Instructor led & Online
Allied Universal Standard Training	Client Specific Training	Allied Universal Standard Training	Client Specific Training	Client Specific Training
3 – 5 hours	8 hours	6 – 7 hours	12 – 24 hours dependent on role	8 – 12 hours
Pre-deployment training	Post Deployment Training			

01. NEW EMPLOYEE ORIENTATION

Security professionals, both new and incumbent assigned to WVVNF, will complete our standard legislative and mandatory induction training program conducted by our local training managers. Topics include:

- Core values and mission
- Key policies and procedures
- Safety and emergency management
- Legal powers and limitations

Security professionals must achieve a grade of 80% or higher for the successful completion of their training. If the security professional does not achieve that grade, they will not be scheduled to your site.

02. PRE-ASSIGNMENT TRAINING

Prior to deployment, we conduct site-specific training to deepen our team's understanding of the work to be done. In addition to our CORE training listed below, security professionals deployed within WVVNF will receive **de-escalation training, first aid / AED**, and any other training that Allied Universal and the WVVNF team feel is relevant for the successful delivery of their duties.

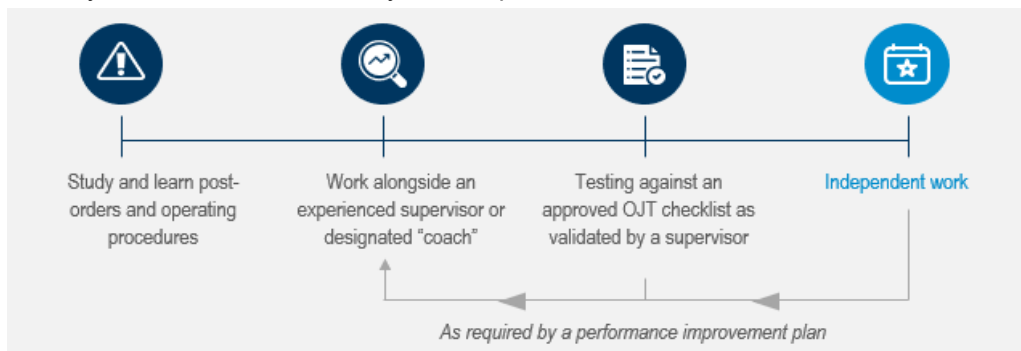
03. CORE TRAINING

Phase three of our security program, core training, consists of 20 lessons, each with an exam that must be passed successfully with a score of 80% or higher. To ensure completion within six months of hire, we track employees' training through our compliance management system. Topics include:

- Introduction to Contract Security
- Legal Aspects of Private Security
- Note Taking and Report Writing
- Importance of Documentation
- Patrol and Observation
- Liability and Loss Prevention
- Post Orders
- Appearance and Wellness
- Exceptional Customer Care
- Difficult People or Situations
- Introduction to Safety
- Personal Safety
- First Aid, CPR and AED Overview
- Harassment
- Workplace Violence
- Emergency Management
- Indicators of Terrorist Surveillance
- Video Surveillance
- Bomb Threats
- Media Management

04. ON-THE-JOB TRAINING (OJT)

Allied Universal recognizes that a work site's policies, procedures, and post orders cannot be learned in a classroom but must be learned at the work site. Security professionals will be prepared for your individual needs and know how to effectively manage your security program. OJT is site-specific and customized to your site but follows a very distinct process to ensure that it is consistent and verifiable:



Regular quality checks happen along the way to ensure that our security professionals have a strong level of understanding of the jobs to be done and Post Order requirements. Topics may include:

- Access Control
- Active Shooter
- Bomb Threats
- CPR/First Aid/AED
- Electrical Emergencies
- Equipment Removal Procedures
- Fire Alarm Response
- ID Checks
- Mechanical Emergencies
- Media Relations
- Medical Emergencies
- Opening/Closing Procedures
- Parking & Enforcement
- Parking Lot Security
- Patrol Techniques
- Post Responsibilities
- Report Writing
- Terrorism Awareness
- Use of Telephones
- Vehicle Assistance
- Water Leaks
- Weather Emergencies

05. CONTINUOUS AND ONGOING

Allied Universal believes in reinforcement of initial training as a key to effective learning and long-term performance excellence. We use a structured process for refresher training on a variety of topics related to your needs and contract requirements. Local and branch management and regional training staff deliver standard, company-wide training modules. We also provide programs focused on advanced topics customized to meet industry requirements or County needs due to changing threat landscapes.

Our proprietary learning management platform, EDGE®, offers more than 1,500 courses from which we can select to enhance learning on industries, topics, interactions, etc.

Our managers will work with you to identify training opportunities appropriate for the security professionals in your program, and they will help ensure that ongoing training remains a top priority. We have developed a sample bi-monthly training calendar based on our knowledge of the site(s) needs:

January	March	May
• White-Glove customer service • Active shooter	• Identification of suspicious persons / behavioral detection • Workplace violence prevention	• Heat illness prevention plan • Distractions / parking lot safety
July	September	November
• Patrols • Steps, stairs, escalators	• Emergency preparedness	• Incident reporting and response • Winter weather safety awareness

Training Compliance, Supervision and Oversight

To guarantee the consistent application of training and the highest standards of professionalism, Allied Universal employs a robust supervision and quality control system. Field Supervisors conduct regular audits and inspections of weapons screening operations, verifying compliance with Post Orders and identifying any areas for improvement. Supervisors provide real-time coaching and mentorship, reinforcing best practices and addressing any deviations from established procedures.

Compliance with Legal and Safety Standards

At the heart of our training program is a commitment to legal and regulatory compliance. All screening procedures are conducted in accordance with local, state, and federal laws, as well as the specific requirements of the WVVNF. Officers are trained to balance security needs with the protection of civil liberties, ensuring a respectful and professional approach to every interaction.

To further enhance safety, personnel are instructed in proper techniques for handling potentially dangerous situations, minimizing risks to both the public and themselves. The training also emphasizes the importance of immediate notification and coordination with law enforcement and other relevant authorities when a threat is identified.

Local Operations Framework & Management Oversight

ON-THE-GROUND LEADERSHIP DRIVING CONSISTENT PERFORMANCE

Allied Universal is the most locally embedded security provider in the industry, with community-based leadership in each market backed by the scale and resources of a global organization. Our leaders live and work in the communities they serve, bringing firsthand knowledge of local conditions, labor markets, and operating environments. This operating model places accountability and day-to-day decision-making with leaders who are directly responsible for site performance, with the authority to act immediately and resolve issues at the site level, enabling faster response and clearer ownership.

Local accountability is reinforced by the depth of management support behind every account. Site and account leaders are supported by Branch Managers and Regional Vice Presidents who maintain direct familiarity with each program and remain actively engaged in oversight, escalation, and performance management on a continuous basis, not solely during formal review cycles. Dedicated Support Teams handle essential functions; recruiting, onboarding, training, licensing, and compliance, allowing on-site leaders to remain focused on operational quality. This layered structure enables issues to be addressed quickly, while benefiting from broader organizational resources, continuity, and executive perspective.

Local Management Structure with Real Operational Impact

What transforms this approach for traditional oversight into a more responsive operating model is how technology is intentionally deployed to empower local operations and keep leaders focused on your needs. Allied Universal's AI-Powered Service Platform is embedded into daily workflows, providing the operational backbone for critical functions, including staffing, performance, compliance, and response activities, with automated workflows that trigger intervention when performance thresholds are not met.

With real time data and automated processes, local and regional leaders can identify and resolve issues more quickly, intervene before service is impacted, spend more time engaging with clients and provide direct support to on-site teams. When combined with hands-on local leadership and layered management oversight, this operating model delivers a level of consistency, responsiveness, and workforce reliability that traditional security models cannot match.

West Virginia General Services Division will be supported by a leadership team that pairs active operational involvement with the efficiencies of our advanced technology, including:

ROLE & RESPONSIBILITY	HOW THIS ROLE SUPPORTS YOUR PROGRAM	HOW THE AI-POWERED SERVICE PLATFORM ENHANCES THIS ROLE
Bryan Reed Client Manager	Your primary point of contact, aligning service delivery with your goals and expectations.	• Accesses consolidated dashboards showing staffing stability, incident trends, and response metrics to prepare for operational reviews. • Uses secure, real-time communication through Mercury® to align officers and supervisors quickly with evolving client priorities. • Uses predictive analytics to guide resource allocation, staffing adjustments, long-term planning and continuous improvement efforts.

Ashley Bailey Operations Manager	Supports Client Mangers and oversees daily coverage, scheduling, and compliance, enabling seamless execution.	• Uses AI-driven automation to forecast staffing gaps, manage overtime risks, and make proactive scheduling decisions. • Leverages LISA® to auto-initiate backfill workflows, accelerating call-off recovery and reducing manual attendance management. • Identifies trends—such as recurring late arrivals or high call-out frequency—using analytics to drive targeted action.
Field Supervisors	Provide on-site inspections, support Security Professionals, and provide coaching or corrective action as needed.	• Receives real-time LISA® alerts for late arrivals, missed clock-ins, or officers needing support—enabling immediate intervention. • Logs post inspections digitally in HELIAUS®, creating time-stamped, audit-ready documentation and visibility for managers and clients. • Pushes urgent updates: post order changes, safety alerts, emergency instructions etc. through Mercury® with required acknowledgments. • Views training status, licensing deadlines, task compliance through mobile dashboards enabling precise, targeted coaching.
Shawn Bailey Branch Manager	Provides direct operational leadership for your account, supporting client and account managers, and drives consistent service outcomes	• Monitors KPIs to rapidly assess hiring needs, onboarding progress and scheduling stability to make needed adjustments to recruitment and hiring initiatives. • Analyzes trends to spot systemic issues (overtime, turnover, incident frequency) and intervene early. • Uses platform data to confirm that Client Managers are completing tasks, following escalation procedures, and maintaining performance standards.
Nicholas Paros Regional Vice President	Provides executive-level oversight, guides strategic priorities, and allocates regional resources to support site performance and client outcomes.	• Utilizes Business Intelligence analytics to monitor compliance, turnover, staffing stability, KPIs and performance trends across all branch operations. • Leverages predictive insights to identify emerging needs and direct additional resources to local offices.

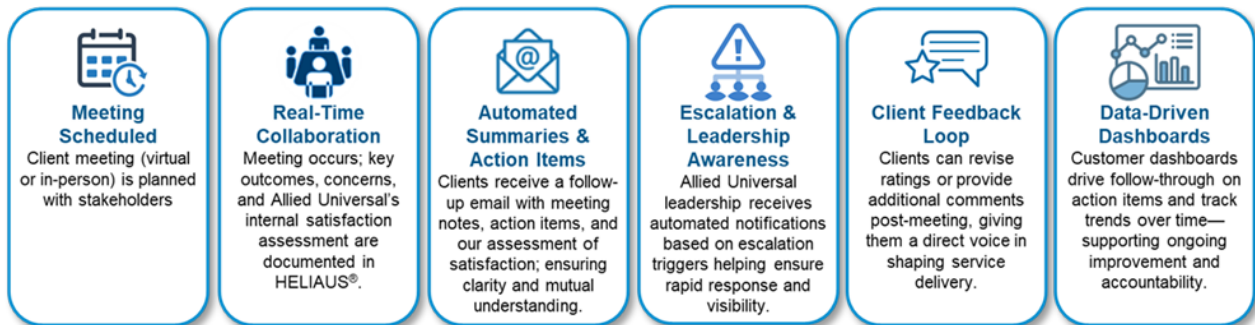
The result is local leadership backed by operational intelligence that drives consistent execution, faster response, and clear accountability across your program.

Local Leadership Engagement & Review Cadence

To support consistent communication and accountability, Allied Universal follows a defined engagement cadence aligned to leadership role and account complexity. This structure ensures appropriate visibility at every level while maintaining focus on operational execution and minimizing unnecessary disruption to day-to-day activities. Regular client interaction allows leadership to remain informed, responsive, and aligned with evolving priorities, while formal business reviews provide a structured forum for performance evaluation, planning, and shared accountability.

Client Engagement

The HELIAUS® Client Meeting Tool helps make sure every interaction with our clients is captured, measured, and acted upon. This platform records all meetings; documents agreed priorities and provides full transparency by sharing outcomes with both local managers and senior leadership. The result is a clear, consistent record of progress and accountability, with documented follow-through visible to both local and senior leadership.



By combining structured meetings, transparent reporting, and proactive escalation, Allied Universal creates a framework where client concerns are never overlooked, progress is always visible, and success is continuously reinforced.

Benefits to West Virginia General Services Division	
• Clear Communication • Faster Response Time • Transparency & Trust	• Continuous Improvement • Proactive Issue Resolution • Leadership Visibility

Summary

Allied Universal's operating model is built around locally embedded leadership with clear accountability for site performance, supported by layered management oversight and centralized resources. Defined roles and responsibilities establish ownership at every level, while technology provides shared visibility, coordination, and documentation to support consistent execution. This structure is reinforced through a disciplined quality assurance framework that includes post inspections, KPI-based audits, corrective action follow-through and documented leadership engagement. Together, these elements create a transparent, well-governed security program where performance is actively managed, issues are promptly addressed and resolved at the operational level, and service remains aligned with West Virginia General Services Division's expectations.

Investment Overview & Cost Structure

TRANSPARENT PRICING TO SUPPORT YOUR EVALUATION PROCESS

The strength of any security program is directly tied to the investment in its people. At Allied Universal, we know that investing in Security Professionals translates directly into better service reliability and customer satisfaction. Competitive wages, comprehensive benefits, and transparent billing practices create a stable, engaged workforce while giving you confidence that your security program operates smoothly and consistently. Below we outline how our compensation model, billing practices, and employee programs create value for both clients and Security Professionals.

Compensation Model

We recognize that wages drive retention and quality. Underpaying staff leads to high turnover, inconsistent service, and increased risk. Allied Universal is committed to paying our Security Professionals competitively within each market, while also aligning with client budgets.

- **Wages:** Offering fair, market-competitive wages promotes higher-quality staffing and reduced turnover.
- **Holiday Pay:** Employees working on designated holidays receive 1.5x pay, invoiced accordingly.
- **Overtime:** Any coverage beyond contracted hours is billed at the agreed overtime rate.

Billing Practices

Transparency is central to our financial partnership. Clients receive clear, detailed invoices that align directly with hours worked and services delivered.

- **Weekly Invoicing:** Transparent invoicing on a weekly basis for the prior week's services.
- **Net 30 Payment Terms:** Providing predictability and clear alignment with your accounting practices.
- **Detailed Line Items:** Invoices reflect regular hours, overtime, holiday pay and any additional costs.

Employee Benefits

Compensation extends beyond wages. To retain top talent and deliver stability for clients, Allied Universal invests in comprehensive employee benefits:

- **401(k) Retirement Plan:** Enrollment after six months of employment.
- **Medical, Dental, and Vision Insurance:** Competitive options to support health and well-being.
- **Paid Time Off:** Encouraging work-life balance and job satisfaction.
- **Educational Assistance:** Up to \$3,000 per year toward tuition and expenses.
- **Recognition & Rewards Program:** Incentives for performance excellence.
- **Wellness & Support Programs:** Access to Employee Assistance Programs, financial flexibility programs like Instant providing a fee-free way to receive pay immediately after a shift, and discounts through PerkSpot.

By combining competitive wages with meaningful benefits, Allied Universal empowers your security program with engaged, motivated professionals who deliver exceptional service every day.



Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Centralized Request for Quote
Service - Misc

Proc Folder: 2005552			Reason for Modification: Addendum No. 1
Doc Description: Security Guard Services - GSD Buildings			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-07-09	2026-07-15 13:30	CRFQ 0211 GSD2700000001	2

BID RECEIVING LOCATION

BID CLERK
DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION
2019 WASHINGTON ST E
CHARLESTON WV 25305
US

VENDOR

Vendor Customer Code: VS0000018473
Vendor Name : Universal Protection Service, LLC dba Allied Universal Security Services
Address : 500B1
Street : Prestige Park,
City : Hurricane
State : WV **Country :** Putnam **Zip :** 25526
Principal Contact : Daniel Roose
Vendor Contact Phone: 304-362-8136 local office, **Extension:**

FOR INFORMATION CONTACT THE BUYER

David H Pauline
304-558-0067
david.h.pauline@wv.gov

**Vendor
Signature X**

FEIN# 33-0973846

DATE 7/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.:

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

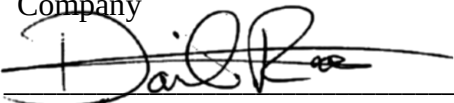
(Check the box next to each addendum received)

☒ Addendum No. 1	☐ Addendum No. 6
☐ Addendum No. 2	☐ Addendum No. 7
☐ Addendum No. 3	☐ Addendum No. 8
☐ Addendum No. 4	☐ Addendum No. 9
☐ Addendum No. 5	☐ Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Universal Protection Service, LLC dba Allied Universal Security Services

Company



Authorized Signature

7/14/2026

Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.

DESIGNATED CONTACT: Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Daniel Roose, Director Government Services

(Address) 500B1 Prestige Park, Hurricane WV 25526

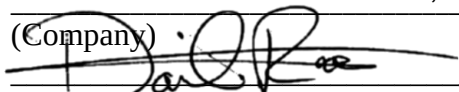
(Phone Number) / (Fax Number) 732-584-7905 Direct, 908-391-7830 cell

(email address) Daniel.Roose@aus.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

Universal Protection Service, LLC dba Allied Universal Security Services

(Company) 

(Signature of Authorized Representative)

Daniel Roose, Director Government Services 7/14/2026

(Printed Name and Title of Authorized Representative) (Date)

732-584-7905 direct, 908-391-7830 cell

(Phone Number) (Fax Number)

Daniel.Roose@aus.com

(Email Address)

State Agency License



CERTIFICATE OF P.I. FIRM & SECURITY GUARD FIRM

I, Kris Warner, Secretary of State of the
State of West Virginia, hereby certify that

Nicholas John Paros

of

Universal Protection Service, LLC dba
Allied Universal Security Services
161 Washington Street
Suite 600
Conshohocken PA 19428

is hereby licensed to conduct the business and engage in the business of P.I. Firm & Security Guard Firm in the State of West Virginia, under the provisions of and in compliance with Chapter 30, Article 18 of the West Virginia Code. This Certificate shall be in effect and valid from 02/24/2026 to 02/24/2028 unless suspended or revoked thereto, in accordance with the provisions of the West Virginia Code.

This license cannot be transferred



Given under my hand and the Great
Seal of the State of West Virginia
on Monday, February 2, 2026

A handwritten signature in black ink, reading "Kris Warner".

Kris Warner
West Virginia Secretary Of State

F220222009719

Secretary of State
Bldg.1, Suite 157-K
1900 Kanawha Blvd. East

F260202028378

Phone: 304-558-6000
866-767-8683
Visit us online:

Business Registration

State of West Virginia



Certificate

*I, Kris Warner, Secretary of State of the State of
West Virginia, hereby certify that*

UNIVERSAL PROTECTION SERVICE, LLC

was duly authorized under the laws of this state to transact business in West Virginia as
a foreign limited liability company on August 16, 2010.

The company is filed as an at-will company, for an indefinite period.

I further certify that the company has not been revoked or administratively dissolved by
the State of West Virginia nor has the West Virginia Secretary of State issued a
Certificate of Cancellation or Termination to the company.

Accordingly, I hereby issue this Certificate of Authorization

CERTIFICATE OF AUTHORIZATION

Validation ID:1WV27_J89CR



*Given under my hand and the
Great Seal of the State of
West Virginia on this day of
January 09, 2026*



Secretary of State

Notice: A certificate issued electronically from the West Virginia Secretary of State's Web site is fully and immediately valid and effective. However, as an option, the issuance and validity of a certificate obtained electronically may be established by visiting the Certificate Validation Page of the Secretary of State's Web site, <https://apps.wv.gov/sos/businessentitysearch/validate.aspx> entering the validation ID displayed on the certificate, and following the instructions displayed. Confirming the issuance of a certificate is merely optional and is not necessary to the valid and effective issuance of a certificate.

Certificate of Insurance



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER MARSH USA LLC 30 South 17th Street Philadelphia, PA 19103 Attn: Philadelphia.certs@marsh.com / Fax: (212) 948-0360		CONTACT NAME: Marsh U.S. Operations PHONE (A/C, No, Ext): 866-966-4664 FAX (A/C, No): E-MAIL ADDRESS: Philadelphia.Certs@marsh.com															
INSURED CN118025105-ALL-STAND-26-27 Allied Universal Topco, LLC (See Attached for Additional Named Insureds) 161 Washington Street, Suite 600 Conshohocken, PA 19428		<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A: Indian Harbor Insurance Company</td> <td>36940</td> </tr> <tr> <td>INSURER B: Greenwich Insurance Company</td> <td>22322</td> </tr> <tr> <td>INSURER C: XL Insurance America</td> <td>24554</td> </tr> <tr> <td>INSURER D: Indemnity Insurance Company of North America</td> <td>43575</td> </tr> <tr> <td>INSURER E: XL Specialty Insurance Company</td> <td>37885</td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: Indian Harbor Insurance Company	36940	INSURER B: Greenwich Insurance Company	22322	INSURER C: XL Insurance America	24554	INSURER D: Indemnity Insurance Company of North America	43575	INSURER E: XL Specialty Insurance Company	37885	INSURER F:	
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COVERAGES		CERTIFICATE NUMBER:		REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.						
INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR ☒ CONTRACTUAL LIABILITY ☒ SIR \$1,750,000 GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☒ LOC OTHER:		RES943799406	01/01/2026	01/01/2027	EACH OCCURRENCE \$ 30,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 30,000,000 MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ 30,000,000 GENERAL AGGREGATE \$ 55,000,000 PRODUCTS - COMP/OP AGG \$ 55,000,000 \$
B	☒ AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY		RAD943781809	01/01/2026	01/01/2027	COMBINED SINGLE LIMIT (Ea accident) \$ 5,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
D	☐ UMBRELLA LIAB ☒ OCCUR ☒ EXCESS LIAB ☐ CLAIMS-MADE DED \$ RETENTION \$		XSM G72500027 006 Excess of General Liability, Auto Liability, and Workers' Comp	01/01/2026	01/01/2027	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ N ☐ Y	RWD300120310 (AOS) RWR300120410 (WI) RWE943548210 (CA, OH)	01/01/2026 01/01/2026 01/01/2026	01/01/2027 01/01/2027 01/01/2027	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Professional Liability		RES943799406 SIR: \$1,750,000	01/01/2026	01/01/2027	Claim 2,000,000 Aggregate 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

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ACORD 25 (2016/03)

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Form W-9 (Rev. March 2024) Department of the Treasury Internal Revenue Service		Request for Taxpayer Identification Number and Certification Go to www.irs.gov/FormW9 for instructions and the latest information.		Give form to the requester. Do not send to the IRS.
Before you begin. For guidance related to the purpose of Form W-9, see <i>Purpose of Form</i> , below.				
1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)				
UNIVERSAL PROTECTION SERVICE, LP				
2 Business name/disregarded entity name, if different from above.				
UNIVERSAL PROTECTION SERVICE, LLC DBA ALLIED UNIVERSAL SECURITY SERVICES				
3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.				
☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☒ Partnership ☐ Trust/estate				
☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership)				
Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.				
☐ Other (see instructions) _____				
4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):				
Exempt payee code (if any) _____				
Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____				
3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐				
(Applies to accounts maintained outside the United States.)				
5 Address (number, street, and apt. or suite no.). See instructions.				Requester's name and address (optional)
P.O. BOX 828854				
6 City, state, and ZIP code				
PHILADELPHIA, PA 19182-8854				
7 List account number(s) here (optional)				

Part I	Taxpayer Identification Number (TIN)
---------------	---

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

				-			-				
--	--	--	--	---	--	--	---	--	--	--	--

or

Employer identification number

3	3	-	0	9	7	3	8	4	6
---	---	---	---	---	---	---	---	---	---

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	<i>James Lennon</i>	Date	01/19/2026
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

ALLIEDUNIVERSAL[®]

There for you.



Guarding



Integrated
Technology



Risk and Vulnerability
Consulting



Canine
Security



Executive Protection
and Intelligence



Active Law
Enforcement



Weapons and
Explosive Screening



Event
Security



Investigations



Disaster and
Emergency Response



Electronic
Monitoring



Cash
Solutions



Workforce
Solutions



Janitorial
Services