

PROPOSAL

CITY OF HOLLYWOOD
RFP-4671-21-JE-SCHOOL CROSSING GUARD SERVICES
BID DUE DATE: MAY 20, 2021 @ 3:00 P.M.

Submitted by:
KEMP GROUP INTERNATIONAL CORPORATION
2111 SW 60TH WAY
MIRAMAR FL 33023
PHONE: 954-437-7294
CONTACT: JOE FALUADE, PROJECT MANAGER
MAY 20, 2021

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Mailing: PO Box 471614*Miami FL 33247
Office: 2111 SW 60 Way*Miramar FL 33023

KEMP GROUP INTERNATIONAL CORPORATION

May 6, 2021

City of Hollywood
C/o Office of the City Clerk
2600 Hollywood Blvd
Room 221
Hollywood FL 33020

Re: RFP-4671-21-JE
School Crossing Guard Services

To Whom It May Concern:

We will supply all labor and equipment to provide school crossing guard services at specified/designated post locations and specified times within the City of Hollywood during the school year, which is 180 days. Also, we will provide school crossing guards for the summer session if required.

Kemp Group International Corporation will provide any necessary and additional training for school crossing guards. Our supervisors are certified as school crossing guards as well as school crossing guard trainers by the Florida Department of Transportation.

The management staff at Kemp Group International Corporation is well qualified in providing school crossing guard services. We have the experience and expertise to provide the best service to the City of Hollywood. We are a reputable company and have been conducting business in accordance with all local laws and regulations.

All work under this contract shall be performed in a safe and hazard free manner. We shall provide a full range of management duties including planning, hiring incumbent personnel, recruit personnel, scheduling, maintaining records and quality control.

PHONE: (954) 437-7294
FAX: (954) 437-8952
EMAIL: *kempgroupintl@aol.com*

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We are committed to providing this service to you. We will provide qualified, competent school crossing guards to protect the health, safety and welfare of children whom we cross to and from school.

Christina Aderinokun, President and Joe Faluade, Project Manager will be authorized to make representations for Kemp Group International Corporation, located at 2111 SW 60th Way, Miramar FL. The both can be reached at (954) 437-7294.

Sincerely,

A handwritten signature in black ink, appearing to read 'Christina Aderinokun', with a large, stylized initial 'C'.

Christina Aderinokun
President

PROFILE OF PROPOSER

Kemp Group International Corporation is a Florida corporation. We are a local and regional minority contract company. We remain a medium size company by choice to better serve our clients. We have the financial capability to perform this contract.

Our office is located at 2111 SW 60th Way, Miramar FL 33023.

Our corporate headquarters is located within the Tri-County area, allowing the president of the company and managers to be immediately available to answer client concerns and resolve problems as they occur.

We provide school crossing guards, as well as security guard/patrol services and temporary personnel services. Kemp Group has over twenty-five (25) years' experience in providing school crossing guards to local government agencies.

Kemp's philosophy is simple – Professionalism in every area. The company's size, our experienced management, and a commitment total customer satisfaction give Kemp Group an excellent position in the market. Our major goal is professionalism; our greatest strength is that we are still fundamentally dedicated to reaching it for every employee and every client.

Management understands that in order to provide total quality service to all of our clients, we must provide total quality support to our employees. The Kemp Group organization is a team, with every person in the company a player, expected and needed to perform to their fullest capacity. One of our goals is remaining committed to quality service and strengthening the connection between its employees and clients. We have grown to the extent where we can compete successfully for a contract of any size.

Kemp Group International Corporation has not been involved in any litigation within the last five (5) years nor has any pending litigation arising out of our performance.

We are currently provided school crossing guards to Broward County Commissions, City of Hollywood, City of Pembroke Pines, City of West Park and the City of Cooper City.

For the city of Pembroke Pines, we are providing school crossing guard for 85 post locations. We have been providing school crossing guard services since August 2009. For the City of Cooper City, we have been providing school crossing guard services since February 2004 and for 20 post locations. City of West Park we have been providing school crossing guard services since October 2005 for 12 post locations. For Broward County Commissions, we are providing school crossing guards for 5 posts since November 2018. For the City of Hollywood, we have been providing school crossing guard services since August 2009 for 62 post locations.

We have also provided school crossing guards to several other local government agencies. They include the City of Miramar, City of North Miami Beach, Town of Davie and Sunny Isles Beach.

Town of Davie was the first local government agency we provided school crossing guard services. That was in January 1995. It was for about 25 post locations. The next contract was with the City of North Miami Beach for 11 locations from March 2004 to August 2016. City of Miramar was one of the largest contracts that we provided school crossing guard services to. We provided contract services from August 2005 to August 2016 for 75 locations. City of Sunny Isles Beach was for about 6 locations and the contract was from August 2008 to June 2011.

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

REFERENCE QUESTIONNAIRE

It is the responsibility of the contractor/vendor to provide a minimum of three (3) similar type references using this form and to provide this information with your submission. Failure to do so may result in the rejection of your submission.

Giving reference for: KEMP GROUP INTERNATIONAL CORPORATION

Firm giving Reference: CITY OF PEMBROKE PINES

Address: 9500 PINES BLVD, PEMBROKE PINES FL 33024

Phone: 954-443-4895

Fax: _____

Email: mdolton@ppines.com

1. Q: What was the dollar value of the contract?

A: 585,000

2. Have there been any change orders, and if so, how many?

A: NO.

3. Q: Did they perform on a timely basis as required by the agreement?

A: YES.

4. Q: Was the project manager easy to get in contact with?

A: YES.

5. Q: Would you use them again?

A: YES.

6. Q: Overall, what would you rate their performance? (Scale from 1-5)

A: ☐ 5 Excellent ☒ 4 Good ☐ 3 Fair ☐ 2 Poor ☐ 1 Unacceptable

7. Q: Is there anything else we should know, that we have not asked?

A: NO.

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: SGT. MATTHEW J. DOLTON Title: SERGEANT

Signature:  Date: 5-5-21

Issue Date _____

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

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Giving reference for: KEMP GROUP INTERNATIONAL CORPORATION

Firm giving Reference: CITY OF WEST PARK

Address: 1965 South State Road 7, West Park FL 33023

Phone: 954-989-2688

Fax: _____

Email: Ljenrette@cityofwestpark.org

1. Q: What was the dollar value of the contract?

A: \$52,920.00

2. Have there been any change orders, and if so, how many?

A: NONE

3. Q: Did they perform on a timely basis as required by the agreement?

A: YES, NO PROBLEM

4. Q: Was the project manager easy to get in contact with?

A: YES, VERY RESPONSIVE

5. Q: Would you use them again?

A: YES

6. Q: Overall, what would you rate their performance? (Scale from 1-5)

A: ☒ 5 Excellent ☐ 4 Good ☐ 3 Fair ☐ 2 Poor ☐ 1 Unacceptable

7. Q: Is there anything else we should know, that we have not asked?

A: NO

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: LAVELLE JENRETTE Title: Assistant to the City Manager

Signature:  Date: 11 MAY 21

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

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Giving reference for: KEMP GROUP INTERNATIONAL CORPORATION

Firm giving Reference: CITY OF COOPER CITY

Address: 9000 SW 50TH PLACE, COOPER CITY FL 33328

Phone: 954-434-4300 EXT 233

Fax: _____

Email: ftrainor@coopercity.fl.org

1. Q: What was the dollar value of the contract?

A: \$100,000

2. Q: Have there been any change orders, and if so, how many?

A: NO

3. Q: Did they perform on a timely basis as required by the agreement?

A: yes

4. Q: Was the project manager easy to get in contact with?

A: yes

5. Q: Would you use them again?

A: yes

6. Q: Overall, what would you rate their performance? (Scale from 1-5)

A: ☒ 5 Excellent ☐ 4 Good ☐ 3 Fair ☐ 2 Poor ☐ 1 Unacceptable

7. Q: Is there anything else we should know, that we have not asked?

A: _____

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: Stavre Weiss

Title: Recreation Director

Signature: [Handwritten Signature]

Date: 5/14/2021

SUMMARY OF PROPOSER'S QUALIFICATIONS

Joe Faluade, Project Manager, has over twenty-five (25) years' experience dealing with school crossing guards. He is certified by the State of Florida Department of Transportation as a school crossing guard trainer. Mr. Faluade also has experience as a security officer and security manager.

Christina Aderinokun, President/Manager, has over twenty-five years' experience with school crossing guards. She is certified by the State of Florida Department of Transportation as a school crossing guard trainer.

Our supervisors have over fourteen years of experience as being supervisors. Our supervisors started as school crossing guards and were promoted to supervisors. They are also certified as school cross guard trainers.

The project team will consist of the president/manger, project manager and the supervisors. They will provide 100% participation. The project manager ensures that services requirements are meet. He coordinates and supervises the activities of the supervisors and school crossing guards. He also provides the classroom training for new employees. After completion of the classroom training, the supervisors will met the new employees at their assigned post to provide training before they start work. The manager, project manager and supervisors provide daily inspections for each shift to make sure the posts are covered; the guards are in proper attire; and have the necessary equipment to perform their jobs.

Kemp Group supervisors train, counsel, inspect, evaluate, and when necessary, discipline officers on-site. They also act as a liaison between the managers and personnel. We feel that the inspections of each shift and crossing guard are in fact more opportunities to train. The inspection is the time for the supervisor to make adjustments if necessary and to inspect equipment and uniforms to insure that crossing guards have the necessary equipment and are in complete uniform.

Our company has been providing school crossing guard services since 1995. Our first contract to provide school crossing guards was to the Town of Davie in 1995. We later secured more contracts to provide school crossing guards services to other local government agencies. And we continue to provide this type of service.

We have the experience and the manpower to provide school crossing guard services to the City of Hollywood.

Municipal staff support will be very minimal.

PROJECT UNDERSTANDING, PROPOSED APPROACH, AND METHODOLOGY

We will provide school crossing guard services to the City of Hollywood within Hollywood on the required school days and any additional days for summer school and special events.

Our goal is to ensure that we provide effective school crossing guard services. We provide safety for our children who walk to and from school. So it is very important that our crossing guards and supervisors are properly trained. Our supervisors provide daily inspections for each shift.

The school crossing guards are there to help students cross safely, reinforce safe crossing skills and discourage unsafe behavior.

Kemp Group International Corporation will provide any necessary and additional training for the school crossing guards at no additional cost to the City. The training will be provided in house. Our managers and supervisors are certified as school crossing guard trainers by the Florida Department of Transportation. We will conduct a criminal background check at no additional cost to the City.

All persons employed as crossing guards shall receive proper training as required by the State of Florida Department of Transportation.

Training is conducted by a certified crossing guard trainer. The training includes classroom training, practical training and supervised duty and observation at the guard's assigned post.

Upon successfully completing all training elements, the crossing guard will become certified and receive a certificate. Ongoing training is also needed by personnel to develop additional skills, to acquire added knowledge, and to guard against complacency in job performance.

Crossing guards shall be re-certified as a crossing guard annually. This will be done by a refresher classroom training to include a briefing on any changes, proper procedures and techniques and practical training.

For the City of Hollywood, we will take over any incumbent crossing guards and supervisors and if necessary hire any additional guards. We will offer continued employment and hire any crossing guards and supervisors for those who choose to join our company. We will hire from any applicants received through employment ads, walk-ins and word of mouth.

The school crossing guards will be provided with a contact number in case they can't make it to work or if they will be late. This number can be called at any time. They will also be provided with the office number. Employees are required to call – ahead of time – the supervisor (number will be provided) if he/she can't make it to work. We will then contact someone from our on-call list to let them know when and where to report to work.

Equipment (stop paddle, safety vest, whistle and rain coat) will be provided to each guard at no extra cost to the city. The school crossing guard uniform is a white shirt – sleeve patches will be provided, and blue or black pants.

While employee selection, training and supervision are vital to providing professional service, it is also important for the employee himself to be satisfied with the company and the work conditions.

We offer our school crossing guards permanent post and schedules.

Taking over another company's contract, or when conducting a proprietary conversion, it is Kemp Group's policy to interview and offer employment to the personnel of the client.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Kemp Group will be based on merit, qualifications, and abilities. Except where required or permitted by law, employment practices will not be influenced or affected by an applicant's or employee's race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

Kemp Group is in full compliance with the federal labor laws. Kemp Group will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to training.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that Kemp Group amply demonstrates its commitment to employees by responding effectively to employee concerns.

Kemp Group is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a

condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with Kemp Group within the past three years, or if their previous I-9 is no longer retained or valid.

In keeping with Kemp Group's intent to provide a safe and healthful work environment, smoking in the workplace is prohibited except in those locations that have been specifically designated as smoking areas. In situations where the preferences of smokers and nonsmokers are in direct conflict, the preferences of nonsmokers will prevail.

School Crossing Guards shall not smoke while on-duty in public view, or in areas where it is prohibited, including client managed properties and Kemp Group owned vehicles.

It is Kemp Group's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

While on Kemp Group premises and while conducting business-related activities off Kemp Group premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs. Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment. Such violations may also have legal consequences.

The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

The legal use of over-the-counter drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

The City of Hollywood will have access to management. When you telephone Kemp Group, you can speak directly to any member of our company's management staff. If any of the management is unavailable, as soon as they arrive the message will be delivered and you will be contacted immediately. There is always a manager on duty.

We are confident that we will be able to perform the services required by you.

Kemp Group quality management system: The purpose of our management system is to: establish and maintain an ongoing, systematic program of monitoring (periodically we conduct complete post evaluations to determine that all requirements are being met and receive feedback from the supervisor), assessment, and comprehensive evaluation that supports continuous quality improvement; to identify opportunities and develop strategies to improve delivery of services provided to customers; to promote maximum active participation and commitment from all personnel (School Crossing Guards, support and management) in quality assessment/quality improvement activities.

PROPOSER'S COST PROPOSAL

Issue Date _____

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

PROPOSAL PAGES – COST PROPOSAL

Cost to the City: Contractor must quote firm, fixed, rates for all services identified in this request for proposal. The firm fixed rates include any and all costs including travel to the City. No other costs will be accepted. The firm fixed rates will be the same for the initial contract period.

Failure to use the City's COST PROPOSAL Page and provide costs as requested in this RFP, may deem your proposal non-responsive.

TOTAL FIRM FIXED FEES (INITIAL CONTRACT PERIOD) FOR CROSSING GUARDS

\$14.00 /HOUR X 155 HOURS /DAY X 180 DAYS/YEAR = \$390,600.00

TOTAL FIRM FIXED FEES (INITIAL CONTRACT PERIOD) FOR SUPERVISORS

\$14.00 /HOUR X 24 HOURS /DAY X 180 DAYS/YEAR = \$60,480.00

CROSSING GUARD COST/YEAR \$390,600.00+ SUPERVISOR COST/YEAR = \$60,480.00

EQUALS **GRAND TOTAL:** \$451,000.00 /YR.

NOTE:

The hours indicated on this page is only for the regular school year. The hourly cost must remain the same for summer school.

PROJECT TIME SCHEDULE

Upon notice of award, we shall provide all necessary paper work to the City of Hollywood. We shall provide a full range of management duties including planning, hiring incumbent personnel, recruit personnel, scheduling, writing reports, maintaining records, and quality control.

We shall complete the steps necessary involved in accomplishing the services. This involves:

- 1) Having all required licenses and insurance
- 2) Attend any post award conference
- 3) Transition plan (recruitment, training of new guards and incumbent employees)
- 4) Completion of transition plan
- 5) Phased takeover and
- 6) Continuity of services

We will use any incumbent personnel. They will be interviewed and re-rehired. If they are not available, we will recruit new personnel using local area resources.

At a minimum of two (2) weeks we will recruit applicants through employment ads and workforce. New personnel will be trained and certified and ready to begin work.

A majority of our applicants come from walk-ins and word of mouth. We are always accepting applications.

We will begin full performance of the contract requirements on the specified change-over date.

APPENDIX

Issue Date _____

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

REFERENCE QUESTIONNAIRE

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Giving reference for: KEMP GROUP INTERNATIONAL CORPORATION

Firm giving Reference: CITY OF MIRAMAR / POLICE DEPT.

Address: 11765 CITY HALL PROMENADE

Phone: 954-602-4000 ext. 4325

Fax: _____

Email: cdubuisson@miramarpd.org

1. Q: What was the dollar value of the contract?

A: Approx. \$250,000

2. Have there been any change orders, and if so, how many?

A: NO

3. Q: Did they perform on a timely basis as required by the agreement?

A: YES

4. Q: Was the project manager easy to get in contact with?

A: YES

5. Q: Would you use them again?

A: YES

6. Q: Overall, what would you rate their performance? (Scale from 1-5)

A: ☒ 5 Excellent ☐ 4 Good ☐ 3 Fair ☐ 2 Poor ☐ 1 Unacceptable

7. Q: Is there anything else we should know, that we have not asked?

A: NO ISSUES WITH THE COMPANY

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: Carllette Dubuisson Title: Bureau Commander

Signature: Carllette Dubuisson Date: 5/6/2021

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

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Giving reference for: KEMP GROUP INTERNATIONAL CORPORATION

Firm giving Reference: TOWN OF DAVIE POLICE DEPARTMENT

Address: 1230 S NOB HILL RD, DAVIE FL 33324

Phone: 954-693-8268

Fax: 954-693-8253

Email: lori_lysford@davie-fl.gov

1. Q: What was the dollar value of the contract?

A: \$200,000 annually

2. Have there been any change orders, and if so, how many?

A: NO

3. Q: Did they perform on a timely basis as required by the agreement?

A: yes

4. Q: Was the project manager easy to get in contact with?

A: yes

5. Q: Would you use them again?

A: yes

6. Q: Overall, what would you rate their performance? (Scale from 1-5)

A: ☐ 5 Excellent ☒ 4 Good ☐ 3 Fair ☐ 2 Poor ☐ 1 Unacceptable

7. Q: Is there anything else we should know, that we have not asked?

A: Responsive & reliable

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: Lori Lysford Title: Office Supervisor

Signature: [Signature] Date: 5-5-21

This is a list of our current customers that we are providing school crossing guards.

Broward County Commission
115 S Andrews Ave, Rm 212
Fort Lauderdale FL 33301-4804
Contact: Stephon Ramoutar sramoutar@broward.org
Phone: (954) 847-2671 Fax: (954) 357-8535
Email: purchasinginformation@broward.org

11/2018 – present
School Crossing Guard

City of Hollywood
2600 Hollywood Blvd
Hollywood FL 33020
Contact: Janice English, Procurement Contracts Officer
Phone: (954) 921-3345 Fax: (954) 921-3086
jenglish@hollywoodfl.org

10/1/2016 - present
9/5/2014 – 9/30/2016
8/24/2009 – 9/4/2014
School Crossing Guards

City of Pembroke Pines
Public Svc Dpt/Procurement Div
8300 South Palm Drive
Pembroke Pines FL 33025
Contact: Sgt Matthew Dolton, 9500 Pines Blvd, 33024
Phone: (954) 431-2200 mdolton@ppines.com
Contact: Purchasing Manager
Phone: (954) 518-9020 Fax: (954) 518-8902
purchasing@ppines.com

11/2008 – present
School Crossing Guards

City of West Park Florida
PO Box 5710
West Park FL 33083-5710
Contact: Lavelle Jenrette, Assistant to City Manager
Phone: (954) 989-2688 ext 209 ljenrette@cityofwestpark.org
Contact: Risa Wallace, rwallace@cityofwestpark.org
Contact: Chris Wallace, Finance Director
Phone: (954) 903-0712 ext 203
chrisw@munilytics.biz

10/8/2005 – present
School Crossing Guards

City of Cooper City
PO Box 290910, Cooper City, FL 33329-0910
Contact: Felicia Trainor, Facility Coordinator
Phone: (954) 434-2300 ext 233 fttrainor@coopercityfl.org
Contact: Purchasing, Kerri Anne Fisher-Purchasing Agent
Phone: (954) 434-4300 ext 297 Fax: (954) 434-5009
purchasing@coopercityfl.org

2/16/2004 - present
School Crossing Guards

Listed below are some our previous customer that we have provided school crossing guard services.

City of Miramar
2200 Civic Center Place
Miramar FL 33025
Procurement: (954) 602-3053 Fax: 954-602-4576
procurementdept@ci.miramar.fl.us
Contact: Natalie Richmond, Procurement Analyst
Phone (954) 602-4353 nrichmond@miramarfl.gov

8/2011 -08/2016
8/2005 – 8/20/2011
School Crossing Guards

City of North Miami Beach
Procurement Management Division
17011 NE 19 Ave, Rm 315
North Miami Beach FL 33162
Purchasing: (305) 948-2946 Fax: (305) 957-3522
[mailto: purchasing@citynmb.com](mailto:purchasing@citynmb.com) bids@citynmb.com

3/1/2004 – 8/2016
School Crossing Guards

Town of Davie Police Department
1230 S Nob Hill Road
Davie FL 33324
Contact: Lori Lysfjord, Phone: (954) 693-8268
Fax: (954) 693-8253 lori_lysford@davie-fl.gov
Contact: Procurement, 6591 Orange Dr, Davie FL 33314
Phone: (954) 797-1016 Fax: (954) 797-1049

8/2013 – 06/2016
8/2006 – 6/2009
8/2003 – 7/2006, 1/1995 – 8/2003
School Crossing Guards

City of Sunny Isles Beach
Purchasing/Procurement
18070 Collins Avenue
Sunny Isles Beach, FL 33160
purchasing@sibfl.net
Phone: (305) 792-1703 Fax: (305) 949-3113

8/18/2008 – 6/9/2011
School Crossing Guards

CHRISTINA A. ADERINOKUN

MAJOR STRENGTHS: Ability to motivate people and get the very best out of them. Dedicated, hard working, and adaptable. Able to make decisions and handle crisis situations effectively.

EDUCATION:

MS Nova Southeastern University - 1998
BA Barry University - 1996
AA Miami Dade Community College - 1984
Additional training with diploma in word processing, typing, Microsoft Excel and Microsoft Windows.

WORK EXPERIENCE:

1999-Present Kemp Group International Corporation
President
Responsibility includes but not limited to day to day operations in the company's personnel department. Oversee/supervise payroll department, hiring, firing, scheduling training and conferences. Conducting conferences and training all new hires/recruits about their responsibilities in our company, do's and don'ts labor laws, sexual harassment, etc.

2004-Present Logical Linen & Laundry Solutions Inc
President
Responsibility includes but not limited to day to day operations in the company's personnel department. Oversee/supervise payroll department, hiring, firing, scheduling training and conferences. Conducting conferences and training all new hires/recruits about their responsibilities in our company, do's and don'ts labor laws, sexual harassment, etc.

1992-1999 Kemp Services Inc, Vice President of Human Resources
Responsibility includes but limited to day to day operations in the company's personnel department. Oversee/supervise payroll department, hiring, firing, scheduling training and conferences. Conducting conferences and training all new hires/recruits about their responsibilities in our company, do's and don'ts labor laws, sexual harassment, etc.

- 1991-1992 Peffco General Temp & Permanent Services Inc,
Executive Vice President of Human Resources
Specialized in recruiting/training/re-training/supervising employees.
Review bids and contracts as far as labor laws are concern. Participate in
pre-bid conference before bid packages are put together for submission
supervised payroll department, etc.
- 1989-1991 Peffco Inc, Executive
Responsible for overall day-to-day operation of the company. Evaluate
and review contracts and participate in pre-bid conferences. Supervise
employees, hiring/firing and payroll processing for over 250 employees,
purchasing and ordering.
- 1984-1989 EMRO Marketing Company, Assistant Store Manager
Responsible for the entire store operation. Directed and supervised over
twenty employees, including time scheduling. Monitored and controlled
inventory and supplies to prevent overstocking.
- 1982-1984 Kimberly Nursing Agency, Certified Nursing Assistant
Responsibilities included but not limited to taking care of the sick and
elderly and also upholding the highest standard of the agency to the
clients. Assisted in new employee training and customer relation.

Licenses/Certifications

Security Agency Manager – State of Florida

Security Officer – State of Florida

School Crossing Guard Trainer – Florida Department of Transportation

EDUCATION

Masters of Business Administration, 1987
Nova University, Ft Lauderdale, Florida.

Bachelor of Business Management, 1982
Ft Lauderdale, Florida

Additional training: typing, adding machine, IBM PC, WordStar, Lotus
1-2-3, D-Base II, Microsoft Windows.

SUMMARY OF QUALIFICATIONS

Management: Established management policies and procedures, training, scheduling, supervising personnel, quality/quantity control, inventory control, insuring compliance with sanitation and quality regulations, supervising maintenance of equipment, safety control, cash control, payroll, hiring/firing, purchasing, ability to motivate people, dedicated, hardworking, adaptable, and able to make decisions and handle crisis situations effectively.

WORK EXPERIENCE

- 2003-present Kemp Group International Corporation/Kemp Security International
Senior Manager
Responsible for overall day to day operations of all divisions of the company supervision. Evaluate and review various contracts and specs; participate in the pre-bid conference, bidding, and job estimating. Monitor company's cash flow on a daily basis to ascertain our commitments are met. When necessary, put together financial packages to finance or carry on new and/or existing projects. Interviewing, hiring/firing and training personnel.
- 1992-2003 Kemp Services Inc, Hollywood, Florida
Vice President/ C.O .O.
Responsible for overall day to day operations of all divisions of the company. Evaluate and review various contracts and specs; participate in the pre-bid conference, bidding, and job estimating. Monitor company's cash flow on a daily basis to ascertain our commitments are met. When necessary, put together financial packages to finance or carry on new and/or existing projects. Interviewing, hiring/firing and training personnel.
- 1989-1992 Peffco, Miami, Florida
Vice President
Responsible for overall day to day operations of all divisions of the company. Evaluate and review various contracts, participate in the pre-bid conference. Monitor company's cash flow on a daily basis to ascertain our commitments are met. When necessary, put together financial packages to finance or carry on new and/or existing projects. Interviewing, hiring/firing and training personnel.

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1988-1992 State of Florida, Department of HRS
Children Youth and Family Counselor
Community Control, Culmer Center, Miami FL
Responsibilities included but not limited to supervising juveniles placed on community control programs. Appearing in court, writing and presenting disposition. Determine and present for court which program is suitable for the clients assigned to me and how many community hours they should serve.

Public Asst. Specialist II, NE 79 Street, Miami FL
Responsible for interviewing and screening clients for various types of public assistance and determined client's eligibility before approving them for the right assistance. This included but not limited to processing and approving of cases.

Public Asst. Specialist I, Jackson Tower, Miami FL
Responsible for interviewing clients and determine client's eligibility for medical assistance and public assistance.

1984-1989 Burger King Corp, Miami FL
Assistant Manager of Operations
Responsible for supervision of 100 employees. Train new assistant managers and crews. Personnel scheduling, inventory control, end of the month P/L statement, budgeting, sales projections and daily cash reports.

1984-1988 Best Security Co, Miami FL
Security Supervisor - Part time

1983-1984 McDonald's Corp, Miami FL
Assistant Manager (supervised 58 employees)

1981-1983 MSI Security, Miami FL
Security Supervisor - Part time

1980-1983 McDonald's Corp, Miami FL
Assistant Manager (supervised 45 employees)

1979-1980 Chris Construction Co, Oregon
Site Supervisor
Supervised 200-1000 workers. Responsible for entire building project including setting out of building. Translation of building plans and deadlines. Employee payroll, hiring and firing.

1978-1979 Chris Construction Co, Oregon
Foreman

OTHER Hold State of Florida armed & unarmed guard, concealed, security manager and instructor's licenses.

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

ACKNOWLEDGMENT AND SIGNATURE PAGE

This form must be completed and submitted by the date and the time of bid opening.

Legal Company Name (include d/b/a if applicable): KEMP GROUP INTERNATIONAL CORPORATION Federal Tax Identification Number: 65-0902392

If Corporation - Date Incorporated/Organized: 10/22/2001

State Incorporated/Organized: FLORIDA

Company Operating Address: 2111 SW 60TH WAY

City MIRAMAR State FL Zip Code 33023

Remittance Address (if different from ordering address): PO BOX 471614

City MIAMI State FL Zip Code 33247

Company Contact Person: JOE FALUADE Email Address: kempgroupintl@aol.com

Phone Number (include area code): 954-437-7294 Fax Number (include area code): 954-437-8952

Company's Internet Web Address: N/A

IT IS HEREBY CERTIFIED AND AFFIRMED THAT THE BIDDER/PROPOSER CERTIFIES ACCEPTANCE OF THE TERMS, CONDITIONS, SPECIFICATIONS, ATTACHMENTS AND ANY ADDENDA. THE BIDDER/PROPOSER SHALL ACCEPT ANY AWARDS MADE AS A RESULT OF THIS SOLICITATION. BIDDER/PROPOSER FURTHER AGREES THAT PRICES QUOTED WILL REMAIN FIXED FOR THE PERIOD OF TIME STATED IN THE SOLICITATION.


Bidder/Proposer's Authorized Representative's Signature: _____ Date 5/14/2021

Type or Print Name: CHRISTINA ADERINOKUN, PRESIDENT

THE EXECUTION OF THIS FORM CONSTITUTES THE UNEQUIVOCAL OFFER OF BIDDER/PROPOSER TO BE BOUND BY THE TERMS OF ITS PROPOSAL. FAILURE TO SIGN THIS SOLICITATION WHERE INDICATED BY AN AUTHORIZED REPRESENTATIVE SHALL RENDER THE BID/PROPOSAL NON-RESPONSIVE. THE CITY MAY, HOWEVER, IN ITS SOLE DISCRETION, ACCEPT ANY BID/PROPOSAL THAT INCLUDES AN EXECUTED DOCUMENT WHICH UNEQUIVOCALLY BINDS THE BIDDER/PROPOSER TO THE TERMS OF ITS OFFER.

ANY EXCEPTION, CHANGES OR ALTERATIONS TO THE GENERAL TERMS AND CONDITIONS, HOLDHARMLESS/INDEMNITY DOCUMENT OR OTHER REQUIRED FORMS MAY RESULT IN THE BID/PROPOSAL BE DEEMED NON-RESPONSIVE AND DISQUALIFIED FROM THE AWARD PROCESS.

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

HOLD HARMLESS AND INDEMNITY CLAUSE

(Company Name and Authorized Representative's Name)

, the contractor, shall indemnify, defend and hold harmless the City of Hollywood, its elected and appointed officials, employees and agents for any and all suits, actions, legal or administrative proceedings, claims, damage, liabilities, interest, attorney's fees, costs of any kind whether arising prior to the start of activities or following the completion or acceptance and in any manner directly or indirectly caused, occasioned or contributed to in whole or in part by reason of any act, error or omission, fault or negligence whether active or passive by the contractor, or anyone acting under its direction, control, or on its behalf in connection with or incident to its performance of the contract.


SIGNATURE

CHRISTINA ADERINOKUN
PRINTED NAME

KEMP GROUP INTERNATIONAL CORPORATION
COMPANY OF NAME

5/14/2021
DATE

Failure to sign or changes to this page shall render your bid non-responsive.

Issue Date _____

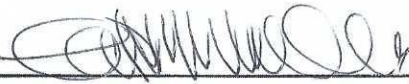
City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

NONCOLLUSION AFFIDAVIT

STATE OF: FLORIDA

COUNTY OF: BROWARD, being first duly sworn, deposes and says that:

- KEMP GROUP INTERNATIONAL CORPORATION
- (1) He/she is PRESIDENT of _____, the Bidder that has submitted the attached Bid.
- (2) He/she has been fully informed regarding the preparation and contents of the attached Bid and of all pertinent circumstances regarding such Bid;
- (3) Such Bid is genuine and is not a collusion or sham Bid;
- (4) Neither the said Bidder nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant has in any way colluded, conspired, connived or agreed, directly or indirectly with any other Bidder, firm or person to submit a collusive or sham Bid in connection with the contractor for which the attached Bid has been submitted or to refrain from bidding in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other Bidder, firm or person to fix the price or prices, profit or cost element of the Bid price or the Bid price of any other Bidder, or to secure an advantage against the City of Hollywood or any person interested in the proposed Contract; and
- (5) The price or prices quoted in the attached Bid are fair and proper and are not tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the Bidder or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.

(SIGNED)  PRESIDENT
Title

Failure to sign or changes to this page shall render your bid non-responsive.

**SWORN STATEMENT PURSUANT TO SECTION 287.133 (3) (a) FLORIDA
STATUTES ON PUBLIC ENTITY CRIMES**

THIS FORM MUST BE SIGNED AND SWORN TO IN THE PRESENCE OF A NOTARY PUBLIC OR
OTHER OFFICIAL AUTHORIZED TO ADMINISTER OATHS

1. This form statement is submitted to CITY OF HOLLYWOOD
by CHRISTINA ADERINOKUN, PRESIDENT for KEMP GROUP INTERNATIONAL CORPORATION
(Print individual's name and title) (Print name of entity submitting sworn statement)
whose business address is 2111 SW 60 WAY, MIRAMAR FL 33023
and if applicable its Federal Employer Identification Number (FEIN) is 65-0902392 If the entity has no FEIN,
include the Social Security Number of the individual signing this sworn statement.

2. I understand that "public entity crime," as defined in paragraph 287.133(1)(g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid, proposal, reply, or contract for goods or services, any lease for real property, or any contract for the construction or repair of a public building or public work, involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misinterpretation.

3. I understand that "convicted" or "conviction" as defined in Paragraph 287.133(1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in a federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.

4. I understand that "Affiliate," as defined in paragraph 287.133(1)(a), Florida Statutes, means:

1. A predecessor or successor of a person convicted of a public entity crime, or
2. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.

5 I understand that "person," as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or any entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, executives, partners, shareholders, employees, members, and agents who are active in management of an entity.

6. Based on information and belief, the statement which I have marked below is true in relation to the entity submitting this sworn statement. (Please indicate which statement applies.)

X Neither the entity submitting sworn statement, nor any of its officers, director, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, nor any affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

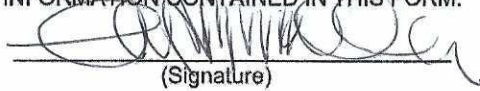
 The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime, but the Final Order entered by the Hearing Officer in a subsequent proceeding before a Hearing Officer of the State of the State of Florida, Division of Administrative Hearings, determined that it was not in the public interest to place the entity submitting this sworn statement on the convicted vendor list. (attach a copy of the Final Order).

I UNDERSTAND THAT THE SUBMISSION OF THIS FORM TO THE CONTRACTING OFFICER FOR THE PUBLIC ENTITY IDENTIFIED IN PARAGRAPH 1 (ONE) ABOVE IS FOR THAT PUBLIC ENTITY ONLY AND THAT THIS FORM IS VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED. I ALSO UNDERSTAND THAT I AM REQUIRED TO INFORM THAT PUBLIC ENTITY PRIOR TO ENTERING INTO A CONTRACT IN EXCESS OF THE THRESHOLD AMOUNT PROVIDED IN SECTION 287.017 FLORIDA STATUTES FOR A CATEGORY TWO OF ANY CHANGE IN THE INFORMATION CONTAINED IN THIS FORM.

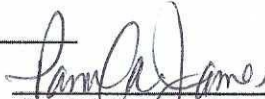

(Signature)

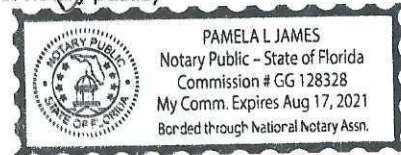
Sworn to and subscribed before me this 14th day of MAY, 2021.

Personally known _____

Or produced identification X _____ Notary Public-State of FLORIDA

FLORIDA DRIVER'S LICENSE my commission expires _____
(Type of identification)


(Printed, typed or stamped commissioned name of notary public)



Failure to sign or changes to this page shall render your bid non-responsive.

Issue Date

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

**CERTIFICATIONS REGARDING DEBARMENT, SUSPENSION AND OTHER
RESPONSIBILITY MATTERS**

The applicant certifies that it and its principals:

- (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction, violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- (d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default.

Applicant Name and Address:

KEMP GROUP INTERNATIONAL CORPORATION

2111 SW 60TH WAY

MIRAMAR FL 33023


Application Number and/or Project Name:

RFP-4671-21-JE SCHOOL CROSSING GUARD SERVICES

Applicant IRS/Vendor Number: 65-0902392

Type/Print Name and Title of Authorized Representative:

CHRISTINA ADERINOKUN, PRESIDENT

Signature: 

Date: 5/14/2021

Failure to sign or changes to this page shall render your bid non-responsive.

DRUG-FREE WORKPLACE PROGRAM

IDENTICAL TIE BIDS - Preference shall be given to businesses with drug-free workplace programs. Whenever two or more bids which are equal with respect to price, quality, and service are received by the State or by any political subdivision for the procurement of commodities or contractual services, a bid received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie bids will be followed if none of the tied vendors have a drug-free workplace program. In order to have a drug-free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employee that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program (if such is available in the employee's community) by, any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of these requirements.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.



VENDOR'S SIGNATURE

CHRISTINA ADERINOKUN

PRINTED NAME

KEMP GROUP INTERNATIONAL CORPORATION

NAME OF COMPANY

Issue Date _____

City of Hollywood, Florida
Solicitation # RFP-4671-21-JE

SOLICITATION, GIVING, AND ACCEPTANCE OF GIFTS POLICY

Florida Statute 112.313 prohibits the solicitation or acceptance of Gifts. - "No Public officer, employee of an agency, local government attorney, or candidate for nomination or election shall solicit or accept anything of value to the recipient, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that the vote, official action, or judgment of the public officer, employee, local government attorney, or candidate would be influenced thereby." The term "public officer" includes "any person elected or appointed to hold office in any agency, including any person serving on an advisory body."

The City of Hollywood policy prohibits all public officers, elected or appointed, all employees, and their families from accepting any gifts of any value, either directly or indirectly, from any contractor, vendor, consultant, or business with whom the City does business.

The State of Florida definition of "gifts" includes the following:

- Real property or its use,
- Tangible or intangible personal property, or its use,
- A preferential rate or terms on a debt, loan, goods, or services,
- Forgiveness of indebtedness,
- Transportation, lodging, or parking,
- Food or beverage,
- Membership dues,
- Entrance fees, admission fees, or tickets to events, performances, or facilities,
- Plants, flowers or floral arrangements
- Services provided by persons pursuant to a professional license or certificate.
- Other personal services for which a fee is normally charged by the person providing the services.
- Any other similar service or thing having an attributable value not already provided for in this section.

Any contractor, vendor, consultant, or business found to have given a gift to a public officer or employee, or his/her family, will be subject to dismissal or revocation of contract.

As the person authorized to sign the statement, I certify that this firm will comply fully with this policy.



SIGNATURE

CHRISTINA ADERINOKUN

PRINTED NAME

KEMP GROUP INTERNATIONAL CORPORATION

NAME OF COMPANY

PRESIDENT

TITLE

Failure to sign this page shall render your bid non-responsive.