

# **A Security and Investigation Business Proposal**

By: Texas Republic Security

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## **Mission Statement**

At Texas Republic security, we help secure elderly home facilities, apartment complexes, and various other facilities. We secure these facilities by developing customized security plans that meet our clients' specific needs through the use of leading industry practices.

At the outset of every investigation, we create a customized plan of action in order to maximize our surveillance efforts. We provide regular reports of the surveillance activities to our clients as matters unfold. We do all this while maintaining your privacy. These high standards ensure the highest quality results in the most demanding of cases.

We also plan to provide investigative services to both employers and individuals. We will run employee background checks and perform other investigations to keep you or a loved one out of trouble.

Family and domestic relations issues are emotionally stressful and taxing, whether it is the case of an abusive spouse, stalking teenager, or a defiant daughter who is acting out because of an abusive, controlling boyfriend.

At Texas Republic security, we offer investigative services that allow you to gain clarity regarding the relevant issues of your case that will strengthen your position tremendously and ultimately get you the outcomes you are looking for.

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## **Executive Summary**

Security personnel appointed by the government for policing purpose cannot be present at every crime scene. This makes private security services like Texas Republic Security critical.

Texas Republic Security can secure private properties as well as an entire community by eliminating all security risks posed to them; this is achieved through the provision of professional security guards having extensive training and experience.

Texas Republic Security can also help employers with background checks on potential employees or people they are about to hire; this can help minimize the risk of hiring. By running proper background checks for them, Texas Republic Security allows employers to avoid hiring employees with a criminal background. This saves from a lot of potential problems going forward.

In addition to employees, Texas Republic Security also helps individuals or ordinary citizens may also need the help of investigative services. Individuals may need these services for a number of reasons.

Maybe they have an abusive spouse and want to provide the police or other law enforcement officers with proof of abuse. Maybe they want to find the location of a missing friend or family member. Maybe someone is stalking and bothering their teen child. Or maybe they suspect their teen daughter is acting defiant because of an abusive, controlling boyfriend. No matter what the reason, Texas Republic Security can run proper investigations to provide answers.

Texas Republic Security solves the security problems affecting people and properties in Texas through:

- The use of software
- Provision of top quality and trained security guards/officers
- Round-the-clock surveillance
- Security guards trained for immediate response to criminal activity

On the other hand, we resolve the problems created due to a lack of proper background checks and investigations through:

- Background checks on people criminal history and more
- The use of domestic surveillance
- Public record and information search
- Computer forensics
- Covert or Undercover operations

The above processes allow Texas Republic Security to secure the properties and loved ones of our clients, prevent domestic violence/societal ills, and ensure peace of mind.

# Problem Statement

## Greater Security Needed to Protect People and Property in Texas

The risks of terrorist attacks and other criminal activity has never been greater. This has made private security services more important than ever.

Currently, there are two million full time security workers in the U.S and this number will only grow in the future<sup>1</sup>. At Texas Republic Security, our aim is to secure a wide variety of properties through our security services including elderly home facilities, apartment complexes, homeowners' associations (HOAs) and various other facilities in Texas; this will allow us to build a strong base of clients.

Although there are many security personnel appointed by the government for policing purpose, they cannot be present at every crime scene. This means that private security services are needed to minimize the occurrence of crimes.

About 8.2 million property crimes were reported in the year 2014. This comprised of 20.9 percent burglaries, 20.9 percent motor vehicle thefts and 70.8 percent larcenies. The crime rate actually decreased in the years leading up to 2014<sup>2</sup>. However, this did not deter people and businesses from increasingly hiring private security companies.

Even Insurance companies are encouraging the use of private security companies by charging businesses and people that use these services lower premiums.

Security guards provided by security services can help to protect humans, offices, shops, commercial complexes, hotels, internal theft, airport security etc.

These security guards can safeguard human life and stop trespassers from entering a property to prevent potential theft or another crime.

Private security services like Texas Republic Security can secure private properties as well as an entire community by eliminating all security risks posed to them; this is achieved through the provision of professional security guards having extensive training and experience. These security officers have years of experience, are trustworthy and have good overall characteristics.

Since the role of a private security company is extremely important to one's life and property, it is critical to choose a trustworthy security company.

. In Texas, crimes affect nearly every citizen. In 2018, total of 796, 924 crimes were committed in Texas. The crimes committed during the year were categorized into two different types: violent crimes and property crimes. Violent crimes included murder, aggravated assault, robbery, and rape while property

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<sup>1</sup>[https://en.wikipedia.org/wiki/Security\\_company](https://en.wikipedia.org/wiki/Security_company)

<sup>2</sup><https://www.vault.com/industries-professions/industries/security-and-investigation>

crimes included larceny-theft, burglary, and motor vehicle theft. These numbers were provided by the Texas Department of Safety<sup>3</sup>.

Compared to the previous year, there was a decrease in the different types of crimes apart from rape, and motor vehicle theft which increased by 3.9% and 3.6%, respectively. However, the number of the crimes committed during the year were still significant enough to be concerned.

Violent crimes committed included 1,324 murder cases, 14,891 rape cases, 28,273 robbery cases, and 74,165 aggravate assault cases reported during the year. On the other hand, property crimes included 117,513 burglary cases, 491,028 larceny-theft cases, and 69,730 motor vehicle theft cases reported during the year.

While the other types of theft are pretty self-explanatory, the definition of larceny-theft provided by the Uniform Crime Reporting Program (UCR) of FBI is depriving another person of their property and taking possession of it<sup>4</sup>. In simple words, it is any form of theft that looks to deprive people of their property without the use of force.

One of the most important observations made was that 2,776.6 crimes were committed in Texas per every 100,000 people. Additionally, the monthly crime trends provided a good idea of when during the year people in Texas needed to be the most cautious.

From the monthly crime trends, it was found that crimes peaked during the summer months of July and August and had a steep decline during the months of November and February. The crime ratio was pretty volatile during the year. From this trend analysis, people in Texas can know the months when they need to beef up the security of their property which may include elderly home facilities, apartment complexes, homeowners' associations (HOAs) and others.

However, it isn't just the months of July and August during which the different types of property and the people inside them need to be protected. Instead, protection needs to be provided throughout the year.

Violent crimes generally occur on the streets or when people are out and about. However, there is a chance of rape, murder, robbery, and assault inside apartment complexes and other properties as well. On the other hand, we find that the majority or over 70% of the property crimes are larceny-theft crimes.

This means that people are robbed of their valuables without the use of any force. The criminals typically enter the property during the night when everyone's fast asleep and rob people of their goods.

According to 2018 crime trends analysis by the Texas DOS, the total worth or value of the property stolen in Texas in 2018 was over \$23 million. The type of property stolen during the year included currency and notes, jewelry and other precious metals, livestock, clothing and furs, consumable goods, locally stolen motor vehicles, firearms, televisions, radios, stereos, and office equipment. This list is not

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<sup>3</sup><https://www.dps.texas.gov/crimereports/18/citCh2.pdf>

<sup>4</sup><https://ucr.fbi.gov/crime-in-the-u.s/2017/crime-in-the-u.s.-2017/topic-pages/larceny-theft>

exhaustive and there were many other types of property stolen in Texas during 2018. Most of these crimes were larceny crimes.

However, the criminals also committed motor vehicle theft and burglary. They hot-wired cars or used duplicate keys to steal people's cars. Burglary is another property crime affecting Texas residents and properties. Here, the criminals not only rob people off their valuables, but they also damage the property in most cases.

The good news is that all of these property crimes and potential violent crimes that may occur as a result of the criminals illegally entering an property can be avoided by hiring a security guard service that provides experienced security officers and uses the latest guard management software. Texas Republic Security is one such company.

## **The Need for Investigative Services**

Another area where Texas Republic Security wants to help is investigative services. We want to provide this service because we find that often employers and people suffer due to a lack of background check or proper investigation on people before entering into contract or relationship with them.

There are also some societal ills such as abuse by spouse, teen stalking, human trafficking that need to be controlled. One way to do that is by running proper investigations on the existing cases of spouse abuse, human trafficking, and other similar problems.

Employers need investigative services to run background checks on potential employees or people they are about to hire. With proper background checks, employers can ensure that they do not end up hiring employees with a criminal background. This can save the business from a lot of potential problems going forward.

It isn't just potential violence from the employee that employers need to be worried about. They also need to be concerned about negligent hiring, and employees providing false credentials, committing fraud, and engaging in hacking and cybercrime.

The most serious of these problems is the risk of violence by potential employees and thus needs to be addressed first. Creating a safe work environment for employees is a legal obligation of all employers. This is also in the employer's own best interest. However, an SHRM study finds that incidents of violence in the workplace are reported by only 36% of employers<sup>5</sup>.

Often, such incidents physically or emotionally harm the employees or customers while tarnishing the reputation of the company. An important step in minimizing incidents of violence in the workplace is performing proper employee background checks before hiring. Of course, the most important red flag to look for is convictions for violent crimes. However, employers should also keep an eye out for drug abuse.

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<sup>5</sup><https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/pages/workplaceviolence.aspx>

On-job injuries can be reduced significantly by performing proper drug screening before they are hired. According to an SHRM survey, businesses across various industries saw a reduction in compensation claims by workers by almost 50 percent after they introduced drug screenings into their hiring process<sup>6</sup>.

Another problem that can be overcome with proper employee background checks and investigations is employees providing false credentials during the hiring process. According to a recent report by CareerBuilder, it is essential to verify credentials of candidates before hiring them.

According to the employment website, 50% of applicants provide information in their resumes that is false or misleading<sup>7</sup>. This includes inaccurate or falsified job titles, employment dates, seniority levels, and educational qualifications. Needless to say, this can have a negative impact on the company's bottom line.

Another potential problem that can arise due to a lack of proper employee background checks or investigations is the risk of fraud, hacking, and cybercrime. Perhaps, the biggest concern for employers is their employees stealing cash and inventory.

The concerns of employers are justified since the Association of Certified Fraud Examiners finds that occupational fraud globally amounts to approximately to \$3.7 trillion annually. On average, the theft is 5% of a company's total revenue during the year<sup>8</sup>.

This may not look significant in percentage, but it can mean a loss of significant proportions in terms of money. For example, if the total revenue of a business is \$5 million per annum, then a 5% loss due to theft would result in loss \$250,000 during the year. This is a significant amount no matter how rich a company is.

The loss of money and inventory are not the only threats that employers face from employees having a criminal background or intentions. Employers also need to be concerned about other types of potential theft that can occur on their premises. These include hacking and cybercrime.

Today, disgruntled former employees are hacking the system of companies at unprecedented rates. This is the finding of the Computer Security Institute<sup>9</sup>. Additionally, insider misconduct is blamed by Verizon for 60 percent of recent breaches.<sup>10</sup> Employees with access to sensitive data and having malicious intent not only steal the company data, but also information about other employees. The good news is that that all of this can be avoided with a thorough screening and investigation of all new hires.

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<sup>6</sup><https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Pages/ldrugtestingefficacy.aspx>

<sup>7</sup><https://www.careerbuilder.com/share/aboutus/pressreleasesdetail.aspx?sd=8%2F7%2F2014&id=pr837&ed=12%2F31%2F2014>

<sup>8</sup><https://www.acfe.com/rtn-summary.aspx>

<sup>9</sup><https://www.darkreading.com/vulnerabilities---threats/insider-threats/6-ex-employees-questioned-about-hacking-team-breach-prior-leak/d/d-id/1321377>

<sup>10</sup><https://www.observeit.com/blog/2019-verizon-data-breach-investigations-report-shows-spike-in-insider-threats-our-top-3-takeaways/>



The final major problem that can be avoided with proper employee background checks and investigations is negligent hiring. A legal term, negligent hiring refers to the liability of an employer for an incident that is caused by an employee who was known to pose a risk.

For example, if a company hired a driver and the individual got into an accident while driving the company car that cause the injury, then the first question that will be posed to the employer by the plaintiff's attorney in court is if a background check was conducted before hiring the driver.

If the company ran a background check before hiring the driving, then its liability for the incident will be minimized and it will be in a much better position legally. Running proper background check and investigations is in the best interest of employers because the average cost of lawsuit due to 'negligent hiring' is a million dollars<sup>11</sup>.

In addition to employees, individuals or ordinary citizens may also need the help of investigative services. Individuals may need these services for a number of reasons. Maybe they have an abusive spouse and want to provide the police or other law enforcement officers with proof of abuse. Maybe they want to find the location of a missing friend or family member. Maybe someone is stalking and bothering their teen child. Or maybe they suspect their teen daughter is acting defiant because of an abusive, controlling boyfriend. No matter what the reason, Texas Republic Security can run proper investigations to provide answers and ensure your peace of mind.

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<sup>11</sup><https://www.hireright.com/blog/background-checks/negligent-hiring-the-million-dollar-mistake>

## **Proposed Solution**

In the problem statement, we outlined all the reasons that make the security guard and investigative services of Texas Republic Security necessary.

### **Proposed Solution for the Security Problems Affecting People and Properties in Texas**

Problems in Texas that necessitate the security guard services of Texas Republic Security includes violent crimes and property crimes. While the major focus of Texas Republic Security will be on minimizing/eliminating the property crimes affecting apartment complexes, elderly homes, homes owners' associations (HOA's), and other properties in Texas, we will look to minimize the occurrence of violent crimes as well; this will be achieved through experienced security officers and sophisticated guard management technology.

At Texas Republic Security, we will look to develop customized security plans that meet our clients' specific needs by using leading industry practices. Additionally, we will use a hands-on approach to build trusting relationships with our staff and customers.

Texas Republic Security will look to secure the properties of our clients such as apartment complexes, elderly homes, home owners' associations (HOA's) etc. by becoming their long term security partner. We will not only provide security officers for these facilities, but we will also perform a comprehensive safety and security analysis for our clients.

We will work with our clients to assess their security needs and the systems/processes already in place for safety. Additionally, we will look to close the all the loopholes in the security of the facilities that we provide security services to; we will do this using our experienced security officers, thorough and well-managed processes for surveillance and response, and use of workforce/guard management solutions.

### **Use of Software**

Two software that have already been purchased for management and guard accountability are MITC and Silvertrac.

The workforce management solution of MITC for security contractors allows Texas Republic Security to efficiently manage its security guards or workforce stationed at different properties in Texas including at apartment complexes, elderly homes, and homesowners' associations (HOA's) properties.

The MITC software will allow us to keep a check on when our security guards check into and out of the facility each day. It will also assist in scheduling the workforce/security guards and allowing them to capture post notes in real time as they time in and out using caller-ID verification or GPS.

One of the most important things that Texas Republic Security will be able to accomplish with the MITC software is ensuring that guards not only remain onsite, but also remain awake during the entire duration of their duty.

The software will also allow us to send automated alerts to the security officers and supervisors on-site about key information. Finally, security guards need to abide by strict requirements for licensing and training. With the MITC software, we will be able to automate the training class process from beginning to end.

The other software, Silvertrac's guard management software, will help Texas Republic Security to not only increase its accountability and productivity but also its profitability.

Accountability will increase through the use of long-term data collection, automated reports, foolproof calculations, and GPS functionality. Productivity will increase when the security guards know that nothing less than 100% will be accepted. The guards or officers will be rewarded or warned based on their performance and this will keep them on their toes.

Finally, Silvertrac's guard management software will allow Texas Republic Security to provide clients with rock-solid evidence of the quality of our security services. This in turn will bring in new clients and attract more business from many existing clients, which will turn will increase our profits.

However, profitability is not the most important reason for Texas Republic Security to use the guard management software. Instead, our main priority is how the Silvertrac software will improve our security operations. Through research, we find that the software allows security guards/officers to do the following:

- Receive new task assignments and important security alerts
- Complete guard tours including scan checkpoints directly from Silvertrac's security guard mobile app; specific instructions for those checkpoints can also be retrieved through the app
- File daily activity and incident reports

The Silvertrac software is also beneficial for management purposes as it allows Texas Republic Security to get:

- Reports about daily activity and incident in real time
- Track performance of security guards and officers
- Communicate with officers and clients

The end result of using the Silvertrac software is the elimination of inefficiencies, automated communications, and monitoring of security personnel stationed at different properties/locations in Texas.

This was information on how the MITC and Silvertrac software that have already been purchase by Texas Republic Security will help the company to achieve its mission of securing apartment complexes, elderly home facilities, homeowners' associations (HOA's) properties, and other similar places in Texas.

Now, we will do a quick run through all the processes that Texas Republic Security will use to secure the properties of our clients in Texas.

## **Provision of Top Quality and Trained Security Officers**

The primary method that Texas Republic Security will employ to secure the properties of our clients is the provision of top quality and trained security officers. These security officers or guards will be stationed outside the properties of our clients. In case of large apartment complexes, elderly home facilities situated inside big compounds, and HOA properties that are present on large acres of land, the security officers will also be required to perform patrolling of the properties where they are stationed.

The security guards provided by Texas Republic Security will be highly experienced and well-trained. Before assigning a security guard to a property, we will make sure that they meet all the licensing and training requirements for security officers.

Hiring experienced security offers is important to make clients feel comfortable with our security services. Also, if we find that any of security guards are lacking in skills or training, then we will provide them with the knowledge and skills they need to perform their job in the best possible way.

To determine the credibility of security guards, we will check them for relevant licenses, certificates, and level of training. Even if the security guards tick all the boxes, we will train them on how to quickly and effectively respond to any criminal activity whether it is theft, vandalism, or violence that endangers the lives of people.

Additionally, we will check the guards for honesty and integrity, as well as their overall characteristics. We will ensure that our security guards stationed at different locations in Texas have integrity, are honest, and do not have any history of criminal activity or bad/destructive behavior.

We will go through all the above processes before assigning the security guards to different properties or communities in Texas that we have a contract with. Also, we will make sure that a minimum of two security guards or officer are present at each location. This will ensure that there is at least one awake and alert guard protecting the client's property at various times during the day. The end result of this is 24/7 protection of the client's property.

## **Round-the-Clock Surveillance**

Another way we will protect the property of our clients and people inside them is through 24-hour or round-the-clock surveillance. In gated communities such as apartment complexes and elderly home facilities, our security personnel will survey the area round-the-clock to ensure that there are no unwanted intruders.

They will also keep an eye on the visitors that enter the premises for any suspicious activity. Additionally, security cameras may be installed in some facilities to allow the security officers to remotely monitor activity inside the community.

## **Security Guards Trained for Immediate Response to Criminal Activity**

It takes at least five to ten minutes for the police to arrive at the scene after a crime, such as burglary or larceny-theft, has been reported. Often, this is enough time for the criminals to make an escape and disappear with the victim's valuables. By having security guards trained for immediate response to

criminal activity stationed at their property, our clients will be able to quickly respond to a crime to minimize damage caused by the crime or even prevent it altogether.

These are the different processes that Texas Republic Security will use to secure the properties of our clients in Texas. Now, we will look at how Texas Republic Security will solve the problems that make investigative services necessary for both businesses and ordinary citizens.

## **Proposed Solution for Problems that Necessitate Investigative Services**

The first problem that we will look to solve with our investigative services are the problems created as a result of not performing proper employee background checks and investigations before hiring a person.

Today, there are many software available for performing background checks on employees for criminal records. We will be using one of them. However, our investigative services for employee background checks will not be limited to this.

Instead, we will perform thorough investigations on the employees/candidates presented to us for background check. We will perform all due diligence that is needed to create a safe working environment for all employees, spot false credentials provided by an employee, minimize the threat of hacking and cybercrime, and reduce the risk of 'negligent hiring' for the employer.

Texas Republic security will not only run checks and investigations for criminal records and employment history, but we will also look at the employee's civil records, educational qualifications, references, and more to ensure that it is safe to hire them.

As for the problems faced by individuals or ordinary citizens that necessitate investigative services, we will use the following processes:

### **Background Checks**

Background checks will be performed for both employers and individuals that may require them. Running background checks on people who you do not know very well and who you are expecting to visit your property sometime soon will allow you to know whether or not that person can be trusted.

Like the background checks on employees, the background checks on people our clients are suspicious of will involve running checks and investigations for criminal records, civil records, employment history, educational qualifications, references etc.

### **Domestic Surveillance**

People with young children or older parents that live with them are often concerned about the safety of their family inside their homes. They worry that something bad might happen when they are not around. With audio devices and nanny cams installed inside the home, our clients will be able to keep a watchful eye on their families to keep them safe. Also, if a crime such as theft or burglary is committed inside the home and there is suspicion that a resident is involved, the audio devices and cameras will support or negate this claim in court.

## Public Record and Information Search

If someone reaches out to us claiming that they or a loved one is being stalked or blackmailed, then the investigators at Texas Republic Security will perform a public record search of suspected people; Texas Republic Security will search their criminal past, family history, and current residence. Although it may seem similar to a background check, it requires a lot more effort and needs many more resources.

## Computer Forensics

We will help clients facing domestic violence or abuse by spouse through computer forensics. Often, the best way to prove misconduct by a person inside a home is through cell phones or computers. This is because voice or video recordings of such misconduct can be easily stored inside their devices.

By running a computer forensics investigation, Texas Republic Security will be able to retrieve audio recordings, text, video clips, emails, and even deleted files that prove our clients has been harshly treated or physically abused by their spouse or another family member. Computer forensics will be used for stopping human trafficking that is reported by a client.

## Covert or Undercover Operations

Another way Texas Republic Security will prove the harassment or abuse of our client by another person, such as spouse or other family member the client lives with, is using covert or undercover operations. We can also use these operations to help clients who suspect human trafficking in their area or who suspect their teen daughter is being defiant due to an abusive, controlling boyfriend.

One of our domestic investigators will follow and keep track of the suspected parties to ensure that they are not involved in activity that has legal implications or implications for the client's family. If any evidence of this is found, then it will be reported to the client and the local law enforcement agencies if necessary.

These are the processes that Texas Republic Security will use to solve all the problems that make it necessary for employers and individuals in Texas to hire investigative services.

## Key Personnel

Name	Role
X [insert name]	Manager/Owner

Currently, Texas Republic Security has only manager: [insert name]. He is also the owner of the business. X [insert name] is a veteran with 25 years of Military service. During his time with the Military, X [insert name] dealt with sailors and soldier, helping them meet their training needs.

X also worked with the Navy where he was Culinary Specialist, an enlisted aide for various admirals and an instructor of culinary arts for three years.

In the Army, X was an enlisted aide during his first year for various Generals of the U.S Army as well as various other countries.

In his second year in the army in 2008, X became a military police soldier. Here, he served as team leader, and a squadron leader for some time. X help his troops to secure various U.S. bases as well as deployed bases. Here retired from the Military after 25 years of service.

In 2015, X entered the police academy at San Antonio College where he graduated as certified police officer; he has been a police officer for five years now. In those five years, X has successfully graduated from k9 handler single purpose dog school and has completed certification courses leading to a forensic investigator1, forensic technician, major crime scene investigator, and property and evidence manager.

## Pricing Estimate

Following are first year estimated expenses of Texas Republic Security operations. It is important to note that the cost of both the MITC software and the Silvertrac software have not been included in this estimated expense summary since they have already been purchased and funding will not be required for them.

Expense	Amount
Payroll	\$262,500
Sales and Marketing Expense	\$9,761
General and Administrative	\$6,400
Incorporation Fee	\$750
Professional and Business License Fee	\$10,000
Insurance	\$7,500
Cost of Security Gadgets, Background Check Software, and Guard Dogs	\$25,000
Travel and Vehicle Costs	\$15,000



Utilities	\$7500
Cost of Launching Website	\$600
Misc. Expenses	\$2,915
Payroll Taxes	\$38,450
<b>Total</b>	<b>\$476, 376</b>

The payroll expense is based on the average salary of security guards in Texas. The average salary of guards in Texas is \$11.25 per hour. Since we will have at least 2 guards at each property, we have assumed that each guard hired by our company will work for 12 hours a day.

This means that we will pay each security guard \$135 per day. Working 30 days the guard will earn a salary of \$4050 per month. We will employ 50 guards during the first year of operations and they will be assigned to 25 different locations in Texas. The total salary paid to these guards during the year will amount to \$202,500.

The investigative services will initially be provided by the owner and one other person. The owner will also manage the security guards deployed at different locations using remote tracking software and through onsite inspections. The administrative responsibilities will also be handled by the owner during year 1.

During the first year, the owner will take home a salary of \$3000 per month (\$36000 per annum) while the other investigator will be paid \$2000 per month (\$24,000 per annum). The additional income for the owner will come from the profits earned during the year by Texas Republic security.