

Gruppo Es labon

The steel tribune V.4



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SOSIA: In Pursuit of Excellence Regulating the Private Security Industry

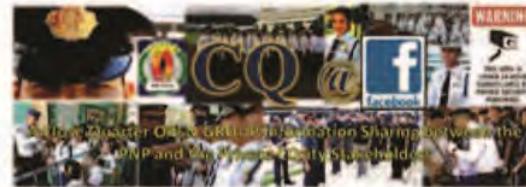


**PCSUPT. Reczon Tito T. Acabado
Chief, PNP - SOSIA**

In the exercise of its role as PNP's regulatory office that implements and enforces the laws, rules and regulations governing the operations, training and other activities of the private security industry, SOSIA has chronicled one significant change for 2017 - the pursuit of excellent, values-based police office consisting of a cadre of officers and non-officers who could professionally represent the virtues and principles that the national leadership holds central to its administration's reason for existence.

As a lynchpin of building the desired sense of integrity, transparency and accountability among the men and women of SOSIA backdropped by the leadership of the Civil Security Group, the office committed itself to embrace the institutional pride and honor in regulating the private security industry that, for a long while, was beset with unabated

corruption, inefficiency and incompetence coupled with wayward security company operators involved in acts that disrespect rules at the expense of the whole industry itself. Following the 'changing of the guards' who helped provide the road to excellence that is paved with fertile ideas for reforms and good governance, the current leadership of SOSIA has ably continued what was left unfinished in terms of policy measures, procedural streamlining, and systems upgrading. Project implementations have been the 'order of the day' and much of the positive results had strengthened the sustained admiration and respect from no less than the stakeholders of the security industry. To cite a number of the progress it has made thus far, SOSIA has achieved in 2017 the following programs, projects and activities:



1. Full implementation of Rule IV of the IRR, RA 5487, which was revised and eventually signed by the Chief, PNP, PDG Ronald "Bato" M. Dela Rosa on May 8, 2017. Specifically, the Rule refers to the improved mechanisms for the processing and issuance of License to Operate security agencies. A significant provision, a milestone so to speak, is the removal of government clearances which was thought of as best attended to by the concerned institutions charged with their enforcement. Such effort, which was made in compliance with the streamlining policy of no less than the President himself, has eased the burden of sacrifices being experienced time and again by the agency owners/operators transacting business with SOSIA, a number of whom had to close shop arising from such difficulties;
2. Strict prohibition imposed on unauthorized persons transacting business with and loitering around SOSIA purported to be representing private security training schools, whose presence has caused tremendous issues of "non-appearance" of security guards in training and the concomitant acts of "collusion" between and among training schools, fixers and irresponsible and corrupt persons claimed to have connections at CSG-SOSIA;
3. Intensified information operations by SOSIA using its social media, CQ @ FB, that has already reached more than 2,500 members representing the cross-section of the industry from about 1,600 last year following its origin in January 2014, which soc-med access has generated a more enlightened population of the industry which was derived from transparent and professional SOSIA management;

4. Placement of 24/7 recorded CCTV surveillance cameras at the strategic locations of the SOSIA building that could 'hit' the different transactions of the office and other activities of personnel even after office hours, creating their "tiptoe" movement for they are being "watched" under the 'scrutinizing eyes' of the surveillance cameras; and
5. Procurement of additional IT equipment geared towards fast-tracking the production of licenses of security professionals.



Incidentally, SOSIA has ably intensified a number of knowledge-enhancing and capacity building initiatives that, undeniably, have made a positive difference in the lives of the groups and individuals who care about a mature and growing industry. For years, the security training industry has found itself in an unpleasant environment, mediocrity and "damaged culture" arising from the way it has treated its supposed product --- the training of security guards ---

such that it has left a corrosive impact to the service quality, or the lack of it, rendered by these individuals regarded as "force multipliers" of the police organization.

Thus, as a major breakthrough, the continued conduct of Security Professional Trainers' Training Course or SPTTC for nine out of ten batches this year, including a special batch out of SOLAIRE security management, has proudly created in SOSIA a respectable place in proper training management with a serious, purposive and responsible capacity building that deals with the development of the knowledge, skills and attitude of current and future training officers and instructors. As of December 31, 2017 a total of 436 students have successfully gone through the SPTTC, from whom the different security training schools could select qualified members of their training faculty.



Complementing the SPTTC implementation being handled by the Security Training Management Division was the conduct of institutional seminars, dubbed Private Security Executive Management Seminar or PSEMS that was started out in August 2014, for private security agency owners/operators. As of 2017, a total of 5,516 individual 'seminarians' have each been given a training certificate by SOSIA which forms part of the documentary requirements for application of License to Operate. Of late, however, the PSEMS was renamed Security Industry Regulations Seminar or SIRS which is an improved version of the old with a module on FAs regulations already included. Other major accomplishment in training was the handling of Canine Handlers Crash Course (CHCC) by the Security Canine Management Division, which training has partly been responsible for ensuring an efficient horde of canine teams deployed during the holding of ASEAN @ 50 Summit and other Related Summits. A running total of 1,084 students representing twenty (20) batches have been trained in CHCC.



Finally, perhaps as an icing in the cake, the Chief, SOSIA, through the Uniform and Equipment Board, has just approved the latter's Resolution No. 2017-001 on December 22, 2017 that paved the way for the "Rationalization of the Standard Types and Specifications of Uniforms for Posted Private Security Personnel". The Resolution is a revolutionary way of enhancing the professional makeup of the security personnel with the end in view of building a better, responsible and flexible private security industry.



With such tremendous achievements in a year's time, we at SOSIA have come to realize that it never was an easy task. But still, SOSIA ably helped the industry get the cutting edge of competitive environments among all industries in Philippine setting. Indeed, if history has taught us anything at all, it can be answered only if we have been able to transform the conditions of life through the institutions that we represent.

The respect and approval of the private security industry mattered so very much to us.

In welcoming the year 2018 with greater vigor and enthusiasm, the faith and commitment to serve and protect our industry clients has created in our hearts and minds a solid foundation for the continuing transformation of our institution under the able leadership of the Chief, PNP.

True enough, as vanguard of industry regulations, the men and women of values and discipline from SOSIA have pledged to continuously serve the best interest of the private security industry. For in the face of pressing opportunities for change, the ground for transformation within the organization, however imperfect it may seem to us, has become more fertile and dauntless. Upon our shoulders rests the armor of professional attitude and renewed strength to confront squarely the recurring challenges and the complexities of a vibrant and dynamic private security industry.

Let that continuing thrust, therefore, remain --- MAKE A DIFFERENCE.



Dante A. Eslabon
Chairman & Chief Executive Officer

It is my great pleasure to extend my heartfelt greetings to the readers of the fourth issue of The Steel Tribune. Annually, thru this company magazine, we encapsulate and communicate the year that was, and eagerly, the year ahead to our stakeholders and supporters.

Every issue of this magazine is special for us, it's a time for deep reflection for everyone in GE as to the business trials hurdled by the company, it's also a time to rejoice for our major accomplishments, again thru the collective efforts of all the GE team members.

It was a good year for the company, no doubt, this is our 21st year in the business, it is indisputably due to the ongoing support and understanding of our customers, business partners and shareholders, and above all, to the tireless hard work put in by our employees who keep the company going on a daily basis.

As any leader, charting the company's path is always a challenge for me, I know what is at stake personally and professionally. I know that each and every decision I make would impact the lives of the thousands of our employees and their dependents.

I encourage everyone in the GE leadership to continue striving for excellence, to always remember that our corporate values lie in the satisfaction of our clients and the appreciation of our employees.

Let us continue impacting the society positively, even in our own humble, GE way.



Ferdinand A. Eslabon
President & Managing Director

To embark on a journey of success in the very competitive security industry in our country, one needs the tools of preparedness, foresight and strategy. Unequivocally adopting these proven business mantras led to the path of growth and high-quality security business operation of our company.

Consistently, we at Gruppo Eslabon endeavors to be among one of the most competitive companies in the security services provision business, with emphasis on efficiency in operations, dependability and reliability for our valued clients. Guided by the company's glorious past and geared towards the future, we have the key success factors necessary to withstand the winds of change in the years to come.

Our strategic, well-recognized market presence and reputation with a strong portfolio of clients and innovative security services is what will take us marching into the challenging future.

We all began as the dream of one unpretentious man, my brother, Dante, competently supported by his wife, Jen, and have extended the company beyond, overwhelmingly.

I challenge everyone in the GE leadership, let's reach out even beyond, together.



GRUPPO ESLABON'S CAPACITY BUILDING EFFORTS, A NEVER-ENDING PURSUIT FOR SERVICE EXCELLENCE...

GE's top management recognizes the need to sustain its outstanding and exceptional corporate form, it acknowledges that there is always constant necessity to pursue its capacity building efforts, to maintain its market leader status and retain its market share, with the noble intention of serving its valued clients and employees better.

The GE approach has always been three-pronged; people, process and procurement. GE strongly believes and advocates that all these three factors are essential in advancing the security services industry leader mission and vision of the company.

PEOPLE

Always the centerpiece of any GE plan is the welfare of its people. Just like most multi-national corporations in our country, GE's benefit and compensation system undergoes an annual review by competent human resource management practitioners, it is benchmarked against the other current security industry leaders, with strict guidance from the GE top management, it is fine-tuned regularly so that a win-win situation is always prevailing for both GE and its employees in the workplace.

Notably, GE has its own educational scholarship foundation for the deserving and high potential children of its employees, teambuilding activities, company trips, it also has a comprehensive healthcare program, insurance coverage, and entrepreneurship assistance for qualified GE personnel and their dependents. Tenured GE employees are also annually being bestowed service loyalty awards and are, of course, monetarily remunerated.

The training and development program of the company also grinds continuously year-round, the process of recruitment and onboarding of new team members that are technically competent never ceases. It is well-known fact in the security industry, especially in the hospitality sector, that GE thru its talent development programs, has produced several security professionals whom are now serving as directors and managers for the security department of many reputable hospitality and property management companies around the country.

Aside from its head office training facilities, expected to be operated this CY 2018 is Max Shooting Range, GE's very own marksmanship training venue, named after the late father of the GE founders as a loving tribute, the facility is anticipated to further improve the quality and dependability of GE security personnel when it comes to providing corporate asset protection to GE clients. Max Shooting Range will also have picnic huts, an aviary and a multi-purpose hall, all designed to provide GE security personnel the most suitable environment for learning and at the same time, relaxation.



Photo above shows Ms. Gina A. Ahat of the Human Resources Department of Shooters Security Services Inc., receiving her 10 years in service loyalty award from Mr. Justin Eslabon, given during GE's 2017 Annual Christmas Ball.



Photo above shows Ms. Precious M. Gadiano of the Finance Department of Shooters Security Services Inc., receiving her 15 years in service loyalty award from Mr. Justin Eslabon, given during GE's 2017 Annual Christmas Ball.

PROCESS

The much-coveted ISO 9001:2015 Quality Management System certification looms in the horizon for the GE senior leadership. This is one bold step that the GE is willing to take and embrace if only to sustain and further improve the quality of security services GE delivers to its valued clients.

For CY 2018, GE is partnering with an outstanding ISO audit and accreditation company to pursue its ISO Quality Management System Certification. A carefully selected IQA team from within the organization will be formed by the GE top management to specifically work on the review, design and documentation of all GE operational systems and processes, they will be sent to various ISO trainings so that only the best and most feasible quality management systems and processes will be adopted and practiced by the company from thereon.

Also, GE is further incorporating the importance of information technology in its quest for efficiency in its business operation, with its continuous improvement mindset, another exciting process enhancement project by the company is ready for launching by CY 2018, GE's Security Agency Management System (GE-SAMS). Once activated GE-SAMS is expected to interconnect and manage all the relevant documents and records of GE, from personnel history to firearms inventory, to compensation and benefits of employees. To prevent any information security issue, only authorized GE personnel will have immediate access to these data online. Interface and coordination among various GE business units and departments is expected to improve with the project's implementation.

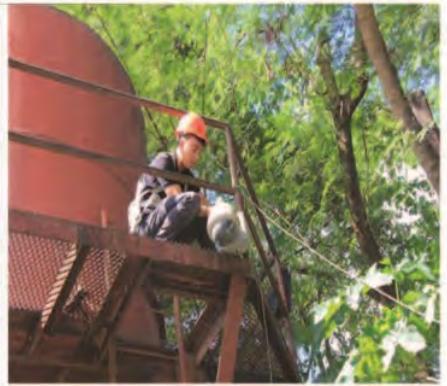
PROCUREMENT

GE's logistical generosity being extended to the clients is a GE brand standard, a long-practiced company doctrine. This is among the top distinction of GE against most of its security services industry competitors.

GE does not short-change its clients when it comes to service delivery. It goes for quality logistical provision whenever reasonable and possible. All security tools and equipment issued to the clients and security personnel were prudently selected so that it can properly support the corporate security mission at hand.



The photo above shows T1EGSS, General Manager, Mr. Jun D. Funcion, during the formal turnover of a newly procured Isuzu emergency response vehicle, complemented with a security tactical team to Mr. Stuart Jenkins, Managing Director of Sunshine Inns, Inc., operators of the D' Mall in Boracay Island, during its official security personnel deployment last October 20, 2017.



Photos above show GE security personnel armed with Tomahawk 12 gauge shotguns made in Turkey, they are issued in various GE clients to maximize deterrence of lawless elements.

Photos above show GE's technical group, Secure Tech, working on the installation of CCTV cameras for its various clients, this is to better secure their properties and facilities.



GRUPPO ESLABON'S CASH IN- TRANSIT SERVICES – A SUCCESSFUL LEAP OF FAITH...



Photos above show the different vehicles issued by GE to various clients, this is to ensure efficiency and mobility in its security operations.

A year after being launched, Gruppo Eslabon's Cash In-Transit Services (CIT) continues to make its mark in the very competitive security industry market segment of armored transport provision for financial institutions in our country, a specialized security service known to be dominated by well-entrenched and long-time industry players.

As many are aware of, all successful corporations like Gruppo Eslabon, eventually, has to tackle the matter of handling business expansion, this is what they call the crossroad, to remain idle, reap on what you have already sown or to take the risk of growing the company further, to diversify, to take the leap of faith.

Though GE was very efficacious in their core business of security personnel deployment, most pundits then were cynic about the attempt of the GE top management to venture into the more sensitive Cash In-Transit services for our financial institutions. Aside from the big capital expenditure and the expected slow return of investment, the existing market competitors are big and dominant, obviously, there was really no space for a new player so they say.

Gruppo Eslabon , however, has proven them skeptics all wrong, capitalizing on its existing solid security industry reputation and well-known brand standard of senior leadership involvement in their security operation, GE's CIT is continuing its unprecedented business growth in this very exclusive market segment.

To date, GE's CIT services are operating in major cities around the country, servicing carefully selected and very reputable financial institutions.

From its initial fleet of four (4) properly rated armored vehicles, Gruppo Eslabon now has a pool of twelve (12) in their fleet, operating productively, several units are in the pipeline for CY 2018 to further strengthen GE's service delivery.

Yes, Ladies and Gentlemen, GE's CIT services is really gearing up big for the coming year!



Photo above shows some of the newly acquired, properly rated, Gruppo Eslabon Cash In-Transit armored vehicles, servicing the periphery of Cebu City.

A GRUPPO ESLABON CALCULATED RISK

What really worked for Gruppo Eslabon? The top management stuck to its core value of walking the talk and the extra mile in delivering quality security services to its valued clients, from the specifications, fabrication and independent testing of their armored vehicles, to the quality and effectiveness of the firearms, vests and helmets to be used, and to the team of security personnel to be deployed, all the essential components of GE's CIT services passed thru a rigorous selection process, handled no less than by the GE senior leadership.

Communication is also key; in its inception year, to minimize the expected operational flaws, the GE senior leadership adopted a very open, two-way feedback system, they partnered closely with the client representatives, dialogued with them regularly and communicated everything to the security team on the ground, making sure that all of the clients' operational guidelines were being followed to the letter in the field and all issues, if there would be any, are immediately being addressed and properly resolved.

GRUPPO ESLABON IS ALL ABOUT ITS PEOPLE

GE's senior leadership recognizes that its success or failure hinges on the quality of its personnel on the ground, being professional security practitioners themselves, the GE owners know the risk of having poorly or hastily selected, untrained or disgruntled members within the CIT team servicing the clients.

Gruppo Eslabon CIT team members were independently vetted for any character and integrity issues, they all underwent and passed the mandatory armored security training required by the Bank Security Management Association, Inc.

All GE CIT security personnel were properly licensed by the PNP- SOSIA. They are provided the appropriate billeting, medical insurance, their government agencies contributions are being remitted regularly and they are compensated well above the prevailing security industry standards.



Photo above shows some of the team members of Gruppo Eslalon's CIT Services. They are properly equipped from head to foot, if only to maximize their deterrent effect in protecting the client they serve from lawless elements.

WHAT LIES AHEAD FOR GE'S CIT SERVICES?

More and unending hard work, this is known to the GE senior leadership and all of them are embracing the challenge, getting the client is one thing, retaining the client is another, actually, the hardest part of the business development cycle.

No one among the GE top management are allowed to rest on their laurels, what lies ahead is a continued process of reputation building in a highly competitive market.

Gruppo Eslalon will continue vigorously with its CIT Services with one goal in mind, be the eventual market leader, serve the client better and provide for the people well.



Photos above show the GE's CIT security team in the performance of their duties.

GRUPPO ESLABON'S GALLERY OF SIGNIFICANT ACTIVITIES FOR CY 2017



Photo above shows actual ballistic testing results of GE's CIT armored vehicle. The clients and the team members are assured that the best possible protection is available to them at all times.



Top photo above shows GE President and Managing Director, Mr. Ferdie Eslabon, during the turn-over ceremony of GE owned high powered firearms to the leadership of PNP SOSIA and FEO, held in Camp Crame, Quezon City. The event was the security industry's compliance to the directive for the surrender of all high powered firearms issued to security personnel, in relation to the declaration of martial law in Mindanao by Pres. Rodrigo Duterte as the government preemptive reaction to the Marawi City siege perpetrated the Maute-ISIS Group. GE prides itself as among the first Private Security Agency to comply.



Photos above show the annual awarding of cash assistance and school supplies for Gruppo Eslabon Foundation (GEF) educational grant scholars, they were chosen from the many applicants as high potential and deserving children of GE security personnel and head office staff. This activity runs every start of the school year as part of GE's commitment to our nation building thru the education of the youth.



Photos above show some of the activities in the annual Gruppo Eslabon Teambuilding. It was a day of fun, delicious foods, games and camaraderie, always a much-awaited event by all GE personnel.



Photos above show the Gruppo Eslabon's Annual Bloodletting in partnership with PRC, this yearly event is a major component of GE's corporate social responsibility programs.



Photos above show the Gruppo Eslabon's Annual Bloodletting in partnership with PRC, this yearly event is a major component of GE's corporate social responsibility program. Photos above show the annual orientation and distribution of insurance policies for Gruppo Eslabon security personnel, this yearly event was conducted in partnership with AXA Philippines. Always in the line of fire, the security personnel were very appreciative of this GE top management gesture.



WATER DRAGON @ 8



Photos above show the Annual Physical Examination for Gruppo Eslabon Head Office employees, as they always say, health is wealth and GE senior leadership gives premium to this saying thru this company sponsored yearly activity.

Founded on September 2009, Water Dragon Detective and Protective Agency was brought about by the rising need of the business community leaders and their officials to have a professional and reliable partner security service provider when it comes to their very sensitive executive protection requirements. As a trivia, the business name and symbolism of the outfit was actually suggested by a prominent businessman whose family eventually became the leading client of Water Dragon.

Despite the trials of regulatory compliance, Water Dragon (WD) was among the few and pioneering security companies who embraced the challenge of fulfilling all the mandated legal directives of the PNP-SOSIA in deploying protection agents (PA) to the corporate world.

As it is, the business of deployment of "bodyguards" as it was loosely called then, was a very lax practice then in the security industry, just about anybody can be a "bodyguard" and just about anybody can have a "bodyguard". This was exactly the market condition when WD was founded and the GE senior leadership were very much decided to avoid falling into this set-up.

The marching orders by the GE Founders were compliance to all government regulations and professionalism of all would-be deployed security personnel, as a result, aside from being cautiously selected using very stringent criteria, all WD deployed PAs were duly taught and trained by a PNP-SOSIA accredited training school and were properly licensed to exercise their profession.

WD prides itself of having a functional 24/7 command center who can respond to any assistance or support that its clients may need. All its executive protection processes and procedures are condensed in its executive protection manual, reviewed and updated annually.

Its security operation is supervised directly by the Gruppo Eslabon senior leadership, supported by competent security professionals and technical consultants. In its service delivery, WD also makes full use of the strong and established network and close coordination of the GE top management with our country's top law enforcement agencies.

Aside from the mandatory licensing trainings required by the PNP-SOSIA, Water Dragon also has an institutionalized training program, ran year-round for its pool of protection agents, the objective is to keep them in sharp, in tip-top shape and form.

From tactical medicine administration to combat shooting, all WD PAs are required to be properly skilled and exceptionally competent in their sworn obligation to protect the lives and welfare of WD clients.





Please refer to accompanying photo, it shows the WD Executive Protection Team undergoing tactical medicine and combat shooting exercises as part of their mandated skills development and training program.

MORE SUCCESS STORIES FROM GRUPPO ESLABON, ON HOW HARD WORK AND PERSEVERANCE GETS REWARDED ...

Always the much-awaited by the readers and subscribers of the annual "THE STEEL TRIBUNE" magazine is the gallery portion of successful former Gruppo Eslabon Security Officers. This part of the magazine regularly gives tribute to the men and women of GE who have made their way to the government and corporate world, and are currently holding sensitive managerial security positions.

It is the hope of the editorial board of THE STEEL TRIBUNE that their stories of hard work, job dedication, humility and perseverance will inspire others currently serving in the GE work force to also chase their dream jobs and improve further their quality of life.

The outstanding gentlemen in this gallery would have several things in common, all were former GE security officers, either assigned to the clients or as GE head office personnel, all rose from the ranks by pursuing further industrial security education supported by the GE top management, all showed distinct work attitudes, ethics and competence that did not go unnoticed by the GE Founders or by the clients they were deployed at. All are family oriented people who believe that they are the ones who should create their destinies in life and that they must strive hard to achieve their goals.

By consenting to be featured in this gallery, these individuals also gratefully look back as to where it all started, as to where they learned the most basic, their fundamentals in the security profession and as to where they gradually harnessed their full management and leadership potentials.

When interviewed by the editorial board, all were unanimous in saying that their stint at Gruppo Eslabon has made them better persons, effective leaders, convincing communicators and skillful security practitioners. That the values and wisdom gained from their GE employment are still very much in use to date in their everyday lives be it at work or at home.

Truly, these gentlemen are worth emulating.



PRIMITIVO "PRING" VALLEJOS
- SECURITY MANAGER
THE BELLEVUE MANILA



ROMEO P. VALDUEZA
- SECURITY AND SAFETY MANAGER -
CROWN REGENCY RESORTS AND
CONVENTION CENTRE



RICHARD T. RIOS, CSP
- INTERNAL SECURITY OFFICER, RCBC
REALTY CORPORATION



ALLAN RONCALES
- GUEST SERVICES BUTLER/SAFETY
OFFICER
- THE PAN PACIFIC HOTEL, MANILA



MARLON AGUIMBAG
- SAFETY & RISK MANAGER
CROWNE PLAZA AND HOLIDAY INN
GALLERIA MANILA



JONATHAN DADA
- SECURITY OFFICER
- THE BELLEVUE MANILA



REYNALDO EUGENIO, CLSO, OSH
- SECURITY OFFICER
- THE PAN PACIFIC HOTEL, MANILA



MARLON D. FUNCION, CSP
- SECURITY MANAGER - ROBINSONS
GALLERIA MANILA



DERICK RUTOR
- SAFETY AND SECURITY SUPERVISOR -
FRASER PLACE, MANILA



LUCIANO E. EUGENIO JR., CSP
- SECURITY OFFICER
- EAGLE CEMENT CORPORATION



2nd LT RYAN M. SIMBORIO, PA, CSP
- PLATOON LEADER, PHILIPPINE ARMY, AFP

GRUPPO ESLABON PARTICIPATED IN THE DELIBERATION OF THE PNP SOSIA-INDUSTRY UNIFORM AND EQUIPMENT BOARD (UEB)

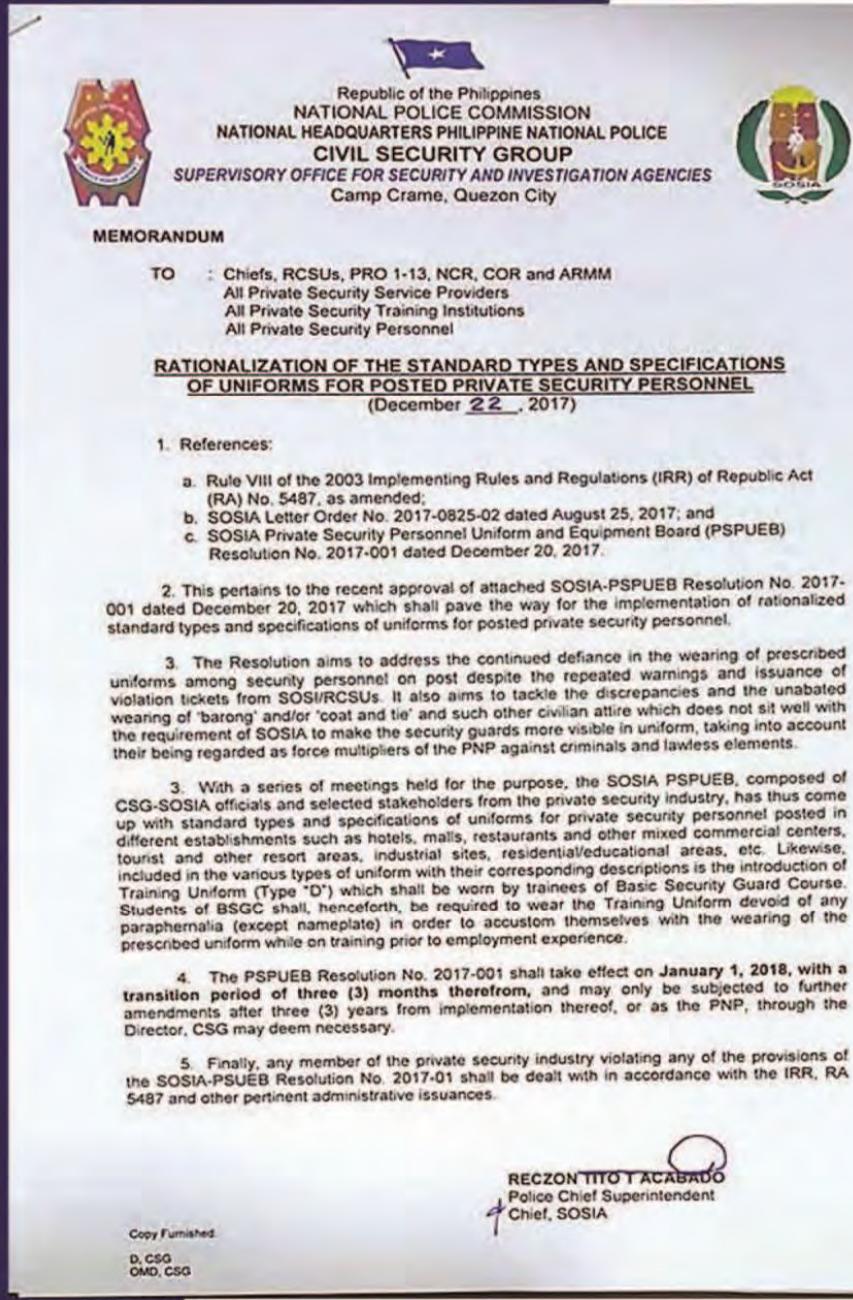
Always after the welfare of the security industry in our country, Gruppo Eslabon, thru its President and Managing Director, Ferdie Eslabon, actively participated as a member of the PNP SOSIA-Industry Uniform and Equipment Board (UEB), the board was chaired by the Assistant Chief SOSIA, PSSupt Ildebrandi Usana.

The primary objective of the group was the continued professionalization of the security industry in relation to the standardization of uniforms and equipment being used by security personnel while rendering duty.

A perennial source of violations among security personnel and private security agencies, the board hopes to put an end to these issues by coming out with an official resolution and guidelines standardizing everything. Already approved and to be fully implemented by the PNP-SOSIA effective January 1, 2018, it is expected to improve the over-all impression of the public among the private security personnel, the frontline for peace and order, tourism and public assistance in most establishments.



Please refer to the accompanying photo, it shows the actual memorandum issued by the C,SOSIA, PCSupt Reczon Tito T Acabado, standardizing the uniforms to be worn by security personnel in the performance of their duties





- d. Belt – white or blue fabric belt (1 ¼ inches) with flat brass buckle.
e. Footwear – PNP patrol shoes type, to be worn with plain black socks.



4. For Security Guards designated as Post-in-Charge (PIC) and/or Shift-in-Charge (SIC):

- a. Uniform is similar to Type A (1 and 2);
b. Additional accoutrements/paraphernalia:
b.1 For PIC – Red shoulder board with white arm band, 2 inches in height with letters
PIC (blue color) to be placed at the left arm;
b.2 For SIC – Navy blue shoulder board with white arm band, 2 inches in height with letters SIC (blue color) to be placed at the left arm.

b. Upper Garment – shall be blue field tropical uniform (SWAT-Type Designed) and shall have four pockets with long sleeves. SOSIA logo must be placed in the upper right arm while PSA logo must be placed at the upper left arm. The name cloth of security guard must be placed on the upper right breast pocket and the PSA name on the left over the flap of the left breast pocket. Orange Bikini-type/skeleton-type reflectorized vest shall be worn indicating name of agency in front and the word SECURITY at the back.

- c. Lower Garment - shall have six pockets and tucked inside the boots (balloon type).



- d. Footwear – shall be combat boots or steel toe shoe.



3. Traffic Personnel (Figure)

- a. Head gear – shall be the prescribed Type "A" Headgear or matte black Stetson hat with silver/gray trims.





e. Footwear – PNP patrol shoes type or clarino shoes, to be worn with plain black socks.



3. For Security Officer

a. Headgear - Pershing cap, navy blue cap with yellow band/strap, black visor and navy blue nylon net top with prescribed SOSIA metal cap device. It shall be the daily headgear of security officers.



b. Upper Garment -white or navy blue gabardine polyester fabric and shall be sewn short sleeves, shoulder tab, two breast pockets with three-pointed curved pocket flaps and white/blue front buttons, with belt loops (Front-2 and Back-1) and 2 lower pockets with flap.

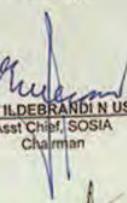
b. Lower Garment-shall be the same lower garment of the male security guard to include its



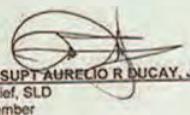
d. Service Belt -shall be the same with the service belt of male security guard including its accoutrements.

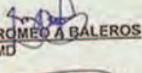
IV. Effectivity:

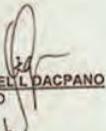
The effectivity of this standard specification for the different types of uniform for private security personnel shall be on January 1, 2018 and may only be subjected to further amendments after three (3) years from implementation thereof, or as the PNP, through the Director, CSG may deem necessary.


PSSUPT ILDEBRANDIN USANA
Asst Chief, SOSIA
Chairman

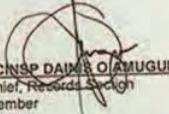

PSSUPT EDUARDO B. ABADAY
Chief, EMD
Vice Chairman


PSSUPT AURELIO R. DUCAY, JR.
Chief, SLD
Member

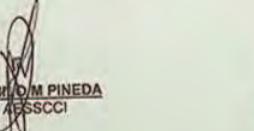

PSSUPT ROMEO A. BALEROS
Chief, STMD
Member

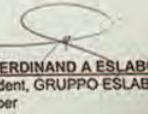

PSUPT FIDEL L. DACPANO
Chief, SCMD
Member


PSUPT WILLIAM C. SEÑORON
Chief, OMD, CSG
Member


PCINSP DAME O. AMUGUIS
Chief, Records Section
Member


PSINSP BICHILLE B. ABAGGOY
SOSIA Administrative Officer
Member


MR. DANIEL M. PINEDA
Director, MSSCCI
Member


MR. FERDINAND A. ESLABON
President, GRUPPO ESLABON
Member

Please refer to the accompanying photo, it shows some of the contents of the standardization memo and the member signatories of the PNP SOSIA-Industry Uniform and Equipment Board (UEB), including Gruppo Eslabon President, Mr. Ferdie Eslabon.

THE DASMARIÑAS VILLAGE VOLUNTEER FIREFIGHTERS, ALWAYS READY TO RESPOND & SERVE THE COMMUNITY ...

With an average of 12,000 fire incidents yearly in Metro Manila according to the Bureau of Fire Protection (BFP), preparedness and continuing education are the keys for a successful community based fire prevention and management program. The city government thru the local BFP can only do as much, the community should also do its share in preventing and managing fire incidents and this exactly is what has been consistently happening in Dasmariñas Village, Makati City.

The very laudable undertaking was thru the initiative and efforts of Atty. Philip Sigfrid A. Fortun, a long-time village resident, thru the support of the office of the Village Manager, Mr. Mamerto Rodriguez, in collaboration with the Board of Governors (BOG) , headed by Mr. Edgardo Reyes as DVA President, Mr. Leoplodo Camara, as Chairman for Village Security , Mr. Bryan Yap, BOG, Ms. Barbara Go, BOG, Mr. Leonardo De Ocampo, BOG, Mr. Michael Que, BOG and Atty. Paris Real, DVA Corporate Secretary.

The project was also pursued in close coordination with the BFP of Makati City and Barangay Dasmariñas Officials, headed by their Barangay Captain, Hon. John Martin Arenas.

As always, the security personnel of The 1st Eagle Guard Services Inc. deployed in Dasmariñas Village proudly participated in the Homeowners Association's volunteer firefighters drill and presentation. Prior to them joining, all had undergone rigorous training in responding to fire incidents and rescue under the BFP and the Philippine National Red Cross.

The auspicious event was held at the Dasmariñas Village Senior Citizen's Park on December 2, 2017. In the said activity, various fire incident scenarios were simulated by the village participants, medical rescue drills and varied firefighting exercises were also conducted. Several rescue and firefighting equipment owned by the village and issued to the security personnel were also used for the exercises, if only to familiarize the fire volunteers with their appropriate use and functionalities.







THE UPCOMING MAX'S SHOOTING RANGE OF GRUPPO ESLABON, SOMETHING FOR EVERYONE TO BE REALLY EXCITED ABOUT THIS 2018...

There is a sense of excitement among the GE senior leadership nowadays, a priority project is on its way to completion and full operation, named after the father of the GE founders, Mr. Max Eslabon, Max Shooting Range (MSR) is envisioned by the GE top management and human resources department to be the appropriate venue for the learning of the science and art of marksmanship.

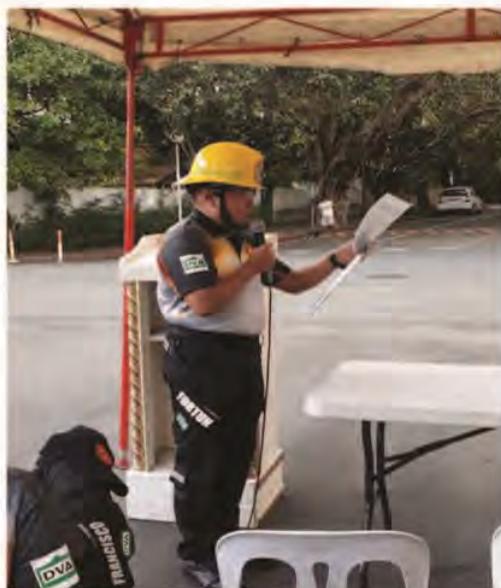
Strategically located in the picturesque Municipality of Tanay, Rizal, just over an hour drive east of Metro Manila, the firing range will be a major component of Gruppo Eslabon's capacity building initiatives for CY 2018.

It is expected to be the home firing range of the multi-awarded GE Shooting Team, it will also be the exclusive training venue for GE's security personnel involved in high risk security operations.

The shooting range will have multiple shooting bays, equipped with the latest shooting range tools and equipment, it will be managed by a pool of carefully selected and qualified range instructors.

MSR is duly licensed and accredited by the PNP- Firearms and Explosive Office (FEO), and by the host local government.

The facility will also have a multi-purpose hall and several gazebos wherein GE officials, employees and their immediate families can have picnics and get together. A grotto, an aviary and several themed gardens are also expected to be erected within the MSR compound so that those who will visit the range will have a good feel of the scenery and nature.



Please refer to accompanying photo, it shows the various participants and drills conducted during the yearly DVA Volunteer Firefighters presentation.

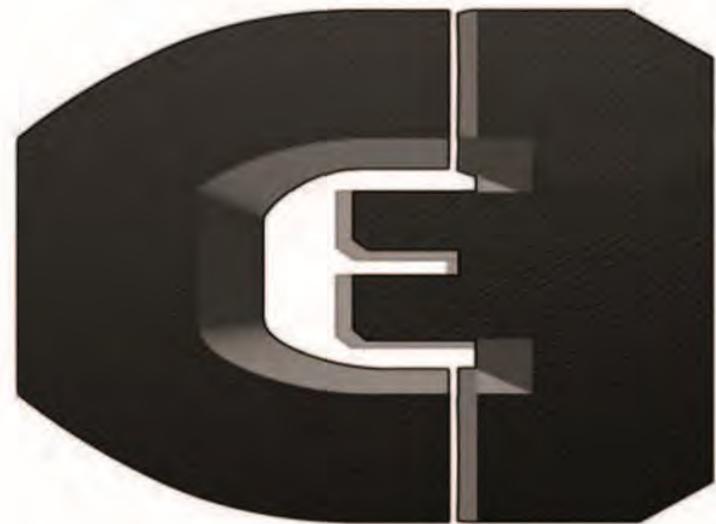






Please refer to the accompanying photo, it shows the construction of Max's Shooting Range in full swing.

The company will not stop in offering quality security service. We envision ourselves as an integral part of society in providing protection even in the next two decades.



GRUPPO ESLABON

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