



FOCUS ON STRIKE SECURITY AND LABOR UNREST

Labor strikes can disrupt business operations and harm reputations. In worst-case scenarios, facilities can be damaged and employees injured. Effective strike contingency planning can help companies save millions of dollars in avoided production and delivery delays, decrease risk to company assets and personnel, and prevent lawsuits or National Labor Relations Board (NLRB) violations.

Andrews International provides strike security and labor unrest services through its experienced Asset Protection Team. With service provided for thousands of strikes, the company focuses on providing adequate planning to ensure continued operations throughout a work stoppage, establishing an effective deterrent to misconduct through sufficient security posting, while capturing any documentation of lawlessness or misconduct to facilitate injunctive relief.

Whether detailed strike planning is in place or there is a surprise work stoppage, the company's Asset Protection Team is responsive, well trained and accountable.

Key services provided by the firm include:

- Business continuity planning
- Security staffing assessment
- Strike preparation guidelines
- Property condition documentation
- Evidence gathering and testimony
- Rapid response

The Asset Protection Team has created and constantly refines an approach that evolves to meet the needs of its strike security clients. Company management works closely with clients to create customized labor unrest and strike security programs that focus on advance planning and preparation to minimize disruption. The company's entire workforce of strike security personnel can be mobilized in 24 to 72 hours.

Strike security presents specific challenges not faced by a company's typical daily guard force. Every strike security officer's actions must be within labor strike guidelines established by the NLRB and local and

federal laws. Andrews International's officers have the training, experience and discipline to endure tense, emotionally charged conditions without overreacting or losing focus. A comprehensive training program that includes a 48-hour, strike-specific training program assures that Andrews International personnel meet the highest standards of the industry. This extensive training is combined with tenured supervision – 30+ supervisors with 10-20 years of strike experience – to provide unparalleled client support and leadership.

The selection and training of Andrews International personnel are critical to the company's successful track record with labor unrest and strike security. The company's rigorous selection process includes thorough testing, background checks, past performance analysis, personality/integrity profiles and other standards. The company's teams have been exclusively assigned to strikes and emergency deployments. They have been specifically trained to remain prepared for disruption while not violating peaceful picketing rights. This is critical in preventing accusations of unfair labor practices.

Andrews International understands the sensitivity required to successfully mitigate interruption to our clients' enterprise objectives and helps clients' employees operate effectively through situations they may have never expected or been through before.

To further assist our clients through periods of labor unrest, Andrews International can provide executive protection, temporary labor, logistics or food service, investigative assistance and legal guidance through our other service lines and partnerships.

Industry organizations the company is active in include:

- American Society of Industrial Security (ASIS)
- Association of Threat Assessment Professionals (ATAP)
- International Association of Bomb Technicians and Investigators (IABTI)
- Overseas Security Advisory Council (OSAC)
- International Association of Chiefs of Police (IACP)