



# TACTICAL SYNERGY

## Specialized Security Services Division

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## Company Profile

S&B Warrant Execution Inc., the parent company of Tactical Synergy, was incorporated in 2003 to provide tactical knowledge to current law enforcement and military personnel in North America. Tactical Synergy was first created as the training division of S&B Warrant Execution Inc. and has now grown to include specialized security services.

In the present day, Tactical Synergy executive protection has gained its place in the corporate and business worlds, as well as the entertainment industry, private individuals and professional occupations. Our personnel have “real world” experience in close personal protection, security consulting, emergency evacuation, threat-risk management, emergency medical aid, protective advance procedures and covert/overt surveillance. We achieve our objectives through our planning, anticipation and preparedness. These specialized services are customized to each clients’ needs, with extensive consideration given to current risks and operational environment.

Tactical Synergy personnel are highly trained and educated specialists who are as comfortable in a corporate boardroom or mingling with high net-worth families, foreign dignitaries, royalty, and heads of private industry.

To-date, Tactical Synergy has been providing Police and Peace Officers reality-based training in a number of areas including warrant service, building searches, containment, dynamic search warrant techniques, slow and deliberate search techniques, active shooter and rapid deployment techniques, hard drug and marijuana grow-operation warrant services and information, high-risk vehicle stops, tactical vehicle take-downs, mechanical breaching, and a variety of combat pistol and rifle/sub-gun techniques and qualifications.

Tactical Synergy works with a few select North American experts in the areas of control tactics and physical use of force, military tactics and leaders in the field of providing the most current information on the topics of leadership and training in emergency service management.



### **Tactical Synergy's current projects include:**

Tactical Synergy is currently involved in projects that include training in warrant execution, hostage rescue, executive protection, high risk escorts, a leadership seminar, a defensive tactics course, advanced driving, and a combat pistol course. Other training underway includes an active shooter and CTTT training. Tactical Synergy is current proving assistance to Concentric Advisors for clients in Western Canada.

### **SENIOR MEMBERS**

Tactical Synergy was founded by Matt Sekela. Matt has retired with 28 years of police experience and over 20 years as part of Emergency Response Teams with over 10 years as Team Leader. Matt has planned and executed several hundred tactical operations. Matt has also trained thousands of law enforcement and military personnel in a wide variety of tactical platforms, including but not limited to, basic SWAT, advanced SWAT, firearms, hostage rescue, multiple entry point tactics, leadership. active shooter, VIP protection, linear assaults, tactical planning, high risk vehicle stops, warrant execution and leadership.

Matt has created several course training standards in various tactical disciplines that have been adopted by police departments, as well as, the Justice Institute of British Columbia. Matt has spoken at numerous conferences including South Korea, Kuwait, Greece, Grand Cayman, New York, Las Angeles, Boston and numerous other cities. As part of the ownership group for Tactical Synergy, International Tactical Officers Training Association, and Tier One Tactical International, Matt was responsible for multi million dollar training budgets and the management of complex training operations.

Matt has received and continues to receive training from people regarded as the best tactical operators in the world, including, Navy SEALs, Delta Force, Army Rangers, JTF 2, FBI Tier 1 Hostage Rescue Team, LAPD SWAT, LACS SWAT, NYPD ESU, NYSP SWAT, Orange County SWAT and numerous others.

In addition to training Matt is currently responsible for supplementing the executive protection teams of Concentric Advisors when their clients attend anywhere in western Canada.

The senior managers and instructors of Tactical Synergy bring extensive experience to the company's ability to provide professional specialized security services. The senior managers and instructors are experienced police, and law enforcement Emergency Response Team operators with over 40 years of combined specialized skill and operational development.



This group fully understands the real world dynamics of specialized security services based on unique experiences and training obtained through military, municipal and federal policing. All contributing members have considerable experience with the planning, training and operational deployment of security provisions for organized crime trials, including site security and close protection of key individuals. Other experience includes high-risk surveillance team protection duties and the monitoring and responsibility for public safety in high-risk, high-liability criminal environments. In addition, members have experience in executive protection, both in overt and covert fashion.

Several of Tactical Synergy's members are university educated to the Bachelors Degree level and have accumulated extraordinary CV's in specialized education from the Justice Institute of British Columbia, the Advanced Training Programs Division of the RCMP, the Canadian Police College, and the Ontario Police College, to name but a few. Training credentials and education are not just limited to Canada but also include extensive training opportunities from the United States and around the globe through various law enforcement agencies and/or higher law enforcement education institutions.

Due to the significant amount of operational and specialized police experience in the fields of Emergency Response and Operations, Tactical Synergy's members are amongst the highest leading edge of professional standard in the modern western policing and security world.



## **PROFESSIONAL MEMBERSHIPS AND DESIGNATIONS**

- Member of the National Tactical Officers Association
- Member of the California Association of Tactical Officers
- Member of the Washington State Tactical Officers Association
- Member of the International Tactical Officers Training Association
- Member of the International Association of Law Enforcement Firearms Instructors
- Member of the International Law Enforcement Educators and Trainers Association
- Member of ASIS International – Canadian Chapter (American Society for Industrial Security)

Designations are as follows:

- Certified peace officer status at the provincial and/or federal level
- Canadian representative for the Washington State Tactical Officers Association
- Canadian representative for the International Tactical Officers Training Association
- Founder of the British Columbia Tactical Officers Association (no longer an active entity)



## **TACTICAL SYNERGY EXPERTISE**

Tactical Synergy personnel have “real world” experience in close personal protection, security consulting, threat management, and covert/overt surveillance. Tactical Synergy personnel literally have over 100 combined years of experience in these areas. Tactical Synergy only associates with the best and most reputable talent available in its areas of expertise and prides itself on an excellent reputation within the law enforcement community. Tactical Synergy is able to maintain the highest professional standards due to discerning recruitment within the law enforcement community. In the event of recruiting non-law enforcement personnel, those persons chosen must meet and demonstrate the same level of performance and personal integrity as would be expected of any serving law enforcement member. Non-law enforcement personnel cannot be hired by Tactical Synergy without a specific relationship and endorsement by a serving law enforcement officer.

In addition to its security aspects, Tactical Synergy also specializes in providing law enforcement officers with “simple”, yet effective physical tactics that can be executed in high stress situations. Realistic, dynamic training scenarios are a staple component of our programs(see training program for further information). Tactical Synergy focuses on “probability and possibility” in developing training scenarios and curriculum.

Our specialties include:

- Personal security details
- CCTV installation and monitoring
- Multiple vehicle motorcades
- Concierge security services
- Covert surveillance
- Rural surveillance
- Military patrolling
- Weapons training
- Urban surveillance
- Sniper deployments in urban and rural environments
- Linear hostage rescue
- Gathering and dissemination of intelligence
- Photo, video and night optics use and deployment
- Professional computer skills and report writing
- Experience in presentations and briefings of large groups



- Advanced driving training
- Driver experience in various 2 and 4 wheel drive vehicles
- Driving experience in the Middle East, Eastern Europe, USA and Mexico
- Explosive Forced Entry training
- Interview and interrogation training
- First aid training
- GPS, map and compass skills
- Court testimony
- Unknown risk and high risk warrant service
- Operational Planning
- Warrior mindset and surviving critical incidents
- Operating under high stress situations; psychological and physiological inoculation
- Building search tactics
- Containment tactics
- Dynamic search warrant techniques
- Slow and deliberate search techniques
- Active shooter and immediate rapid deployment techniques
- Hard drug and marijuana grow-operation warrant services
- High-risk vehicle stops
- Tactical vehicle take-downs
- Mechanical breaching
- Combat pistol and rifle/sub-gun techniques and qualifications
- Hostage rescue
- Ship boarding
- Vehicle assaults
- High-risk entry
- Close quarter battle
- Ship interdiction
- Multiple entry points for hostage rescue
- Physical control tactics
- National Use of Force policy



**Based on the beliefs and experiences of Tactical Synergy, the following professional service levels are maintained in the security specialty:**

- Site specific threat assessments.
- Customized security plans.
- Knowing the political and social influences of threats in the area.
- Continually analyzing the changing risk assessments.
- Hiring only top-rated professionals.
- Open lines of communication.
- Flexibility to meet the specific needs of the client.
- Continuous updating of Tactical Synergy personnel through the latest training techniques available.

**Tactical Synergy personnel have the following skills as it pertains to personal security:**

- Situation appropriate protocols, dress and etiquette.
- Protective escort section experience and significant personal equipment familiarity.
- File coordinator and briefing skills.
- Intelligence gathering abilities & technical support.
- Motorcade and driving skills.
- Route planning expertise.
- Accommodation, site & security planning.
- Comprehensive threat and threat assessment capabilities.
- Defensive tactics and physical intervention.
- Assignment specific adaptability.
- Report writing
- Testifying
- First aid



## **BUSINESS PRACTICES**

### **Tactical Synergy Hiring Standards**

Tactical Synergy believes in using only top personnel in its working environment and is extremely discretionary about maintaining the highest selection standards.

As such, Tactical Synergy has the following minimum qualifications for its personnel:

- Minimum 7 years of law enforcement, military or related experience.
- Proven leadership abilities.
- Proven instructional capabilities in a related field.
- Has displayed proper judgment under “real world” stress situations.
- A valid driver’s license for Canada.
- Minimum grade 12 education.
- Superior English language skills both written and oral.
- First aid.
- Five personal references.
- Criminal background check completed.
- Pass an interview selection process.
- Superior physical fitness.
- Current on Canadian Use of Force policy.
- Current and practiced on defensive tactics techniques.

Upon recruitment, all personnel involved in Tactical Synergy specialized security service provision will be required to obtain and maintain a valid Security Worker License and will be personally oriented to the company by Senior management.

Personnel will also attend a 40 hour executive protection block of training "in house" to maintain best practices. Personnel will also be oriented to any service client by the senior manager responsible for that client’s portfolio. Prior to deployment personnel will be briefed and provided access to the operational plan for the specific client and task which will spell out in detail all expectations for performance and service delivery.



## **Tactical Synergy Training Practices**

Only personnel with complimentary and previously established skill sets and training are recruited for specialized security service provision. In the event that a skill set or training is required that is outside of the current abilities of any of its personnel, Tactical Synergy will internally train such affected personnel or contract appropriate instructors to deliver the required training. Unless the training required is extraordinary and demanded by the service requestor, costs for such internal training will be borne by Tactical Synergy.( See attached training document for more information)

## **Quality Assurance**

Tactical Synergy ensures that the highest quality and service control methods are utilized to maximize each client’s satisfaction with service delivery. Each client or service requestor will have a complete portfolio managed by the senior manager. The portfolio will include documentation of all service expectations by a client and an operational plan developed by Tactical Synergy designed to ensure that those service expectations are met. The operational plan can be reviewed and approved of by the client if they wish to do so.

Personnel will be supervised and monitored by the senior manager to ensure proper service delivery in accordance with the operational plan. Any concerns over personnel performance will be addressed immediately and documented. Personnel deemed inappropriate to continue to be involved in a portfolio will be replaced immediately.

A daily log of activity in relation to each operational plan will be required to be completed by all involved personnel each day. That daily log will be required to be reviewed at the start of each shift by personnel involved and will form the on-going record of service for the client’s portfolio. The daily logs will be reviewed at least on a weekly basis by the senior manager or more often as required based on the circumstances and nature of the assignments.

The “on-duty” manager responsible for the daily activities of Tactical Synergy personnel will ensure that a verbal check-in process is maintained at the start and end of any shift. Personnel will be required to report verbally to the manager of the activities of each particular shift and any relevant issues arising that need to be addressed by management.



Tactical Synergy prides itself in its complete ability to handle issues independently. Clients are encouraged to contact the manager responsible for their portfolio whenever they wish to discuss service delivery or receive information updates. In the event that issues arise in the course of Tactical Synergy carrying out the operational plan for a client, those issues and the solution or remedy that was decided upon as a course of action will be communicated to the client by the senior manager as soon as is practicable.

### **Confidentiality and Client Protection**

Tactical Synergy will maintain total confidentiality in the interests of its clients in accordance with law.

Tactical Synergy will protect its client's reputation and image in so far as not disclosing to anyone matters of confidentiality and ensuring that personnel involved claim no relationship or representation of the client. Tactical Synergy personnel are responsible for their actions as employees of Tactical Synergy solely.

All files, portfolios and any related documentation involving a client will be protected and filed in a central repository (safe) controlled solely by the Tactical Synergy senior manager.

Based on identical policies currently in place in the law enforcement community, Tactical Synergy will ensure it and its personnel adhere to strict confidentiality. All involved personnel will sign any appropriate and prudent confidentiality agreement based upon the client's wishes and copies of such shall be kept by both the client and Tactical Synergy.

As a private corporation, Tactical Synergy is not required to comply with requests for information made under *Freedom of Information and Privacy Act* legislation, further enabling that a client's confidentiality expectations be maintained. Additionally, Tactical Synergy expects that any client that is a public body not disclose information that is likely or may be foreseen to create a risk to an individual's safety or negatively affect the working relationship of Tactical Synergy and the client in so far as it relates to competitive position, financial gain or loss, and any trade secrets or other commercial interests held by Tactical Synergy. All FOI issues that come to the attention of Tactical Synergy and relating to Tactical Synergy's involvement with a client will forthwith be referred to an experienced FOI lawyer or consultant of Tactical Synergy's choice for recommendations and a written course of action in response.



## **Service Continuity**

In the interests of providing the best service possible to its clients, Tactical Synergy will maintain a pool of qualified personnel that can offer specialized security service delivery on a 24/7 basis.

The Tactical Synergy senior manager will be available for existing clients to contact 24/7 for service requests. In the Metro Vancouver region (including the Fraser Valley) Tactical Synergy will provide personnel for a service request within 24 hours or sooner depending on the nature of the service required.

Tactical Synergy can provide personnel for service requests throughout British Columbia. Service delivery to be conducted outside of the Metro Vancouver region may require up to 48 hours to be arranged. Tactical Synergy is willing to provide service delivery outside of British Columbia based on special request and arrangement with a client.

In the event of an extraordinary requirement to provide additional or larger numbers of personnel, Tactical Synergy is able to actively recruit and select appropriate personnel from within the law enforcement or security communities in no more than a 7 day process.

Tactical Synergy is willing to sign a General Service Agreement.



## **Appendix B**

### **Personnel Roster and CV's (Vetted)**

The following are the CV's of the Director of Security and employees that are currently in the process or have the ability to obtain and maintain valid Security Worker License's in short order.

