

AGREEMENT

36525

THIS AGREEMENT is made and entered, in duplicate, as of December 12, 2022, for reference purposes only, pursuant to a minute order adopted by the City Council of the City of Long Beach at its meeting on November 15, 2022, by and between PRESTIGIOUS INVESTIGATIVE SERVICES, INC., a California corporation ("Contractor"), with a place of business at 2436 N. Euclid Ave., Suite D, Upland, California 91784, and the CITY OF LONG BEACH, a municipal corporation ("City").

WHEREAS, City requires specialized services requiring unique skills to provide as-needed pre-employment background investigation services to support the hiring process for City of Long Beach employees ("Project"); and

WHEREAS, City has selected Contractor in accordance with City's administrative procedures using Request for Proposal No. PD22-072 ("RFP"), incorporated by this reference as if fully set forth herein, and City has determined that Contractor and its employees are qualified, licensed, if so required, and experienced in performing these specialized services; and

WHEREAS, City desires to have Contractor perform these specialized services, and Contractor is willing and able to do so on the terms and conditions in this Agreement;

NOW, THEREFORE, in consideration of the mutual terms, covenants, and conditions in this Agreement, the parties agree as follows:

1. SCOPE OF WORK OR SERVICES.

A. Contractor shall furnish specialized services more particularly described in Exhibit "A", attached to this Agreement and incorporated by this reference, in accordance with the standards of the profession, and City shall pay for these services in the manner described below, in an annual amount not to exceed One Hundred Thousand Dollars (\$100,000), at the rates or charges shown in Exhibit "B".

1 B. City shall pay Contractor in due course of payments following
2 receipt from Contractor and approval by City of invoices showing the services or
3 task performed, the time expended (if billing is hourly), and the name of the Project.
4 Contractor shall certify on the invoices that Contractor has performed the services
5 in full conformance with this Agreement and is entitled to receive payment. Each
6 invoice shall be accompanied by a progress report indicating the progress to date
7 of services performed and covered by the invoice, including a brief statement of any
8 Project problems and potential causes of delay in performance, and listing those
9 services that are projected for performance by Contractor during the next invoice
10 cycle. Where billing is done and payment is made on an hourly basis, the parties
11 acknowledge that this arrangement is either customary practice for Contractor's
12 profession, industry or business, or is necessary to satisfy audit and legal
13 requirements which may arise due to the fact that City is a municipality.

14 C. Contractor represents that Contractor has obtained all
15 necessary information on conditions and circumstances that may affect its
16 performance and has conducted site visits, if necessary.

17 D. By executing this Agreement, Contractor warrants that
18 Contractor (a) has thoroughly investigated and considered the scope of services to
19 be performed, (b) has carefully considered how the services should be performed,
20 and (c) fully understands the facilities, difficulties and restrictions attending
21 performance of the services under this Agreement. If the services involve work upon
22 any site, Contractor warrants that Contractor has or will investigate the site and is
23 or will be fully acquainted with the conditions there existing, prior to commencement
24 of services set forth in this Agreement. Should Contractor discover any latent or
25 unknown conditions that will materially affect the performance of the services set
26 forth in this Agreement, Contractor must immediately inform the City of that fact and
27 may not proceed except at Contractor's risk until written instructions are received
28 from the City.

1 E. Contractor must adopt reasonable methods during the life of
2 the Agreement to furnish continuous protection to the work, and the equipment,
3 materials, papers, documents, plans, studies and other components to prevent
4 losses or damages, and will be responsible for all damages, to persons or property,
5 until acceptance of the work by the City, except those losses or damages as may
6 be caused by the City's own negligence.

7 F. CAUTION: Contractor shall not begin work until this
8 Agreement has been signed by both parties and until Contractor's evidence of
9 insurance has been delivered to and approved by City.

10 2. TERM. The term of this Agreement shall commence at midnight on
11 December 1, 2022, and shall terminate at 11:59 p.m. on November 30, 2024, unless
12 sooner terminated as provided in this Agreement, or unless the services or the Project is
13 completed sooner. The City shall have the option to extend the term for three (3) additional
14 one-year periods, at the discretion of the City Manager.

15 3. COORDINATION AND ORGANIZATION.

16 A. Contractor shall coordinate its performance with City's
17 representative, if any, named in Exhibit "C", attached to this Agreement and
18 incorporated by this reference. Contractor shall advise and inform City's
19 representative of the work in progress on the Project in sufficient detail so as to
20 assist City's representative in making presentations and in holding meetings on the
21 Project. City shall furnish to Contractor information or materials, if any, described in
22 Exhibit "D", attached to this Agreement and incorporated by this reference, and shall
23 perform any other tasks described in the Exhibit.

24 B. The parties acknowledge that a substantial inducement to City
25 for entering this Agreement was and is the reputation and skill of Contractor's key
26 employee, named in Exhibit "E" attached to this Agreement and incorporated by this
27 reference. City shall have the right to approve any person proposed by Contractor
28 to replace that key employee.

1 4. INDEPENDENT CONTRACTOR. In performing its services,
2 Contractor is and shall act as an independent contractor and not an employee,
3 representative or agent of City. Contractor shall have control of Contractor's work and the
4 manner in which it is performed. Contractor shall be free to contract for similar services to
5 be performed for others during this Agreement; provided, however, that Contractor acts in
6 accordance with Section 9 and Section 11 of this Agreement. Contractor acknowledges
7 and agrees that (a) City will not withhold taxes of any kind from Contractor's compensation;
8 (b) City will not secure workers' compensation or pay unemployment insurance to, for or
9 on Contractor's behalf; and (c) City will not provide and Contractor is not entitled to any of
10 the usual and customary rights, benefits or privileges of City employees. Contractor
11 expressly warrants that neither Contractor nor any of Contractor's employees or agents
12 shall represent themselves to be employees or agents of City.

13 5. INSURANCE.

14 A. As a condition precedent to the effectiveness of this
15 Agreement, Contractor shall procure and maintain, at Contractor's expense for the
16 duration of this Agreement, from insurance companies that are admitted to write
17 insurance in California and have ratings of or equivalent to A:V by A.M. Best
18 Company or from authorized non-admitted insurance companies subject to Section
19 1763 of the California Insurance Code and that have ratings of or equivalent to A:VIII
20 by A.M. Best Company, the following insurance:

21 (a) Commercial general liability insurance equivalent in coverage
22 scope to ISO CG 00 01 10 93 naming the City of Long Beach, and its
23 officials, employees, and agents as additional insureds on a form equivalent
24 in coverage scope to ISO CG 20 26 11 85 from and against claims,
25 demands, causes of action, expenses, costs, or liability for injury to or death
26 of persons, or damage to or loss of property arising out activities performed
27 by or on behalf of the Contractor in an amount not less than One Million
28 Dollars (US \$1,000,000) per occurrence and Two Million Dollars (US

1 \$2,000,000) in general aggregate. Such coverage shall not exclude claims
2 alleging abuse or molestation.

3 (b) Workers' compensation coverage as required by the Labor Code
4 of the State of California and Employer's liability insurance with minimum
5 limits of One Million Dollars (US \$1,000,000) per accident or occupational
6 illness. The policy shall be endorsed with a waiver of the insurer's right of
7 subrogation against the City of Long Beach, and its officials, employees,
8 and agents.

9 (c) If vehicles are used in performing the services provided but do
10 not include transporting people experiencing homelessness, commercial
11 automobile liability insurance equivalent in coverage scope to ISO CA 00
12 01 06 92 in an amount not less than One Million Dollars (US \$1,000,000)
13 combined single limit (CSL) covering Symbol 1 ("any auto"). IF people
14 experiencing homelessness are transported, limits increase to Five Million
15 Dollars (US \$5,000,000) CSL.

16 B. (d) Professional liability or errors and omissions liability
17 insurance in an amount not less than One Million Dollars (\$1,000,000) per claim and
18 in aggregate covering the services provided (including, but not limited to,
19 Psychologists, Social Workers, Practical Nurses, Registered Nurses (RN),
20 Physicians (MDs), Nurse Practitioner (NPs), and Physician Assistants (PAs))
21 pursuant to this Agreement. Any self-insurance program, self-insured retention, or
22 deductible must be separately approved in writing by City's Risk Manager or
23 designee and shall protect City, its officials, employees and agents in the same
24 manner and to the same extent as they would have been protected had the policy
25 or policies not contained retention or deductible provisions.

26 C. Each insurance policy shall be endorsed to state that coverage
27 shall not be reduced, non-renewed or canceled except after thirty (30) days prior
28 written notice to City, shall be primary and not contributing to any other insurance

1 or self-insurance maintained by City, and shall be endorsed to state that coverage
2 maintained by City shall be excess to and shall not contribute to insurance or self-
3 insurance maintained by Contractor. Contractor shall notify City in writing within five
4 (5) days after any insurance has been voided by the insurer or cancelled by the
5 insured.

6 D. If this coverage is written on a "claims made" basis, it must
7 provide for an extended reporting period of not less than one hundred eighty (180)
8 days, commencing on the date this Agreement expires or is terminated, unless
9 Contractor guarantees that Contractor will provide to City evidence of uninterrupted,
10 continuing coverage for a period of not less than three (3) years, commencing on
11 the date this Agreement expires or is terminated.

12 E. Contractor shall require that all sub-contractors or contractors
13 that Contractor uses in the performance of these services maintain insurance in
14 compliance with this Section unless otherwise agreed in writing by City's Risk
15 Manager or designee.

16 F. Prior to the start of performance, Contractor shall deliver to City
17 certificates of insurance and the endorsements for approval as to sufficiency and
18 form. In addition, Contractor shall, within thirty (30) days prior to expiration of the
19 insurance, furnish to City certificates of insurance and endorsements evidencing
20 renewal of the insurance. City reserves the right to require complete certified copies
21 of all policies of Contractor and Contractor's sub-Contractors and contractors, at any
22 time. Contractor shall make available to City's Risk Manager or designee all books,
23 records and other information relating to this insurance, during normal business
24 hours.

25 G. Any modification or waiver of these insurance requirements
26 shall only be made with the approval of City's Risk Manager or designee. Not more
27 frequently than once a year, City's Risk Manager or designee may require that
28 Contractor, Contractor's sub-Contractors and contractors change the amount,

1 scope or types of coverages required in this Section if, in his or her sole opinion, the
2 amount, scope or types of coverages are not adequate.

3 H. The procuring or existence of insurance shall not be construed
4 or deemed as a limitation on liability relating to Contractor's performance or as full
5 performance of or compliance with the indemnification provisions of this Agreement.

6 6. ASSIGNMENT AND SUBCONTRACTING. This Agreement
7 contemplates the personal services of Contractor and Contractor's employees, and the
8 parties acknowledge that a substantial inducement to City for entering this Agreement was
9 and is the professional reputation and competence of Contractor and Contractor's
10 employees. Contractor shall not assign its rights or delegate its duties under this
11 Agreement, or any interest in this Agreement, or any portion of it, without the prior approval
12 of City, except that Contractor may with the prior approval of the City Manager of City,
13 assign any moneys due or to become due Contractor under this Agreement. Any
14 attempted assignment or delegation shall be void, and any assignee or delegate shall
15 acquire no right or interest by reason of an attempted assignment or delegation.
16 Furthermore, Contractor shall not subcontract any portion of its performance without the
17 prior approval of the City Manager or designee, or substitute an approved sub-Contractor
18 or contractor without approval prior to the substitution. Nothing stated in this Section shall
19 prevent Contractor from employing as many employees as Contractor deems necessary
20 for performance of this Agreement.

21 7. CONFLICT OF INTEREST. Contractor, by executing this Agreement,
22 certifies that, at the time Contractor executes this Agreement and for its duration,
23 Contractor does not and will not perform services for any other client which would create a
24 conflict, whether monetary or otherwise, as between the interests of City and the interests
25 of that other client. And, Contractor shall obtain similar certifications from Contractor's
26 employees, sub-Contractors and contractors.

27 8. MATERIALS. Contractor shall furnish all labor and supervision,
28 supplies, materials, tools, machinery, equipment, appliances, transportation and services

1 necessary to or used in the performance of Contractor's obligations under this Agreement,
2 except as stated in Exhibit "D".

3 9. OWNERSHIP OF DATA. All materials, information and data
4 prepared, developed or assembled by Contractor or furnished to Contractor in connection
5 with this Agreement, including but not limited to documents, estimates, calculations,
6 studies, maps, graphs, charts, computer disks, computer source documentation, samples,
7 models, reports, summaries, drawings, designs, notes, plans, information, material and
8 memorandum ("Data") shall be the exclusive property of City. Data shall be given to City,
9 in a format identified by City, and City shall have the unrestricted right to use and disclose
10 the Data in any manner and for any purpose without payment of further compensation to
11 Contractor. Copies of Data may be retained by Contractor but Contractor warrants that
12 Data shall not be made available to any person or entity for use without the prior approval
13 of City. This warranty shall survive termination of this Agreement for five (5) years.

14 10. TERMINATION. Either party shall have the right to terminate this
15 Agreement for any reason or no reason at any time by giving fifteen (15) calendar days
16 prior notice to the other party. In the event of termination under this Section, City shall pay
17 Contractor for services satisfactorily performed and costs incurred up to the effective date
18 of termination for which Contractor has not been previously paid. The procedures for
19 payment in Section 1.B. with regard to invoices shall apply. On the effective date of
20 termination, Contractor shall deliver to City all Data developed or accumulated in the
21 performance of this Agreement, whether in draft or final form, or in process. And,
22 Contractor acknowledges and agrees that City's obligation to make final payment is
23 conditioned on Contractor's delivery of the Data to City.

24 11. CONFIDENTIALITY. Contractor shall keep all Data confidential and
25 shall not disclose the Data or use the Data directly or indirectly, other than in the course of
26 performing its services, during the term of this Agreement and for five (5) years following
27 expiration or termination of this Agreement. In addition, Contractor shall keep confidential
28 all information, whether written, oral or visual, obtained by any means whatsoever in the

1 course of performing its services for the same period of time. Contractor shall not disclose
2 any or all of the Data to any third party, or use it for Contractor's own benefit or the benefit
3 of others except for the purpose of this Agreement.

4 12. BREACH OF CONFIDENTIALITY. Contractor shall not be liable for a
5 breach of confidentiality with respect to Data that: (a) Contractor demonstrates Contractor
6 knew prior to the time City disclosed it; or (b) is or becomes publicly available without
7 breach of this Agreement by Contractor; or (c) a third party who has a right to disclose does
8 so to Contractor without restrictions on further disclosure; or (d) must be disclosed pursuant
9 to subpoena or court order.

10 13. ADDITIONAL SERVICES. The City has the right at any time during
11 the performance of the services, without invalidating this Agreement, to order extra work
12 beyond that specified in the RFP or make changes by altering, adding to or deducting from
13 the work. No extra work may be undertaken unless a written order is first given by the City,
14 incorporating any adjustment in the Agreement Sum, or the time to perform this Agreement.
15 Any increase in compensation of ten percent (10%) or less of the Agreement Sum, or in
16 the time to perform of One Hundred Eighty (180) days or less, may be approved by the
17 City Representative. Any greater increases, taken either separately or cumulatively, must
18 be approved by the City Council. It is expressly understood by Contractor that the
19 provisions of this paragraph do not apply to services specifically set forth in the RFP or
20 reasonably contemplated in the RFP. Contractor acknowledges that it accepts the risk that
21 the services to be provided pursuant to the RFP may be more costly or time consuming
22 than Contractor anticipates and that Contractor will not be entitled to additional
23 compensation for the services set forth in the RFP.

24 14. RETENTION OF FUNDS. Contractor authorizes the City to deduct
25 from any amount payable to Contractor (whether or not arising out of this Agreement) any
26 amounts the payment of which may be in dispute or that are necessary to compensate the
27 City for any losses, costs, liabilities or damages suffered by the City, and all amounts for
28 which the City may be liable to third parties, by reason of Contractor's acts or omissions in

1 performing or failing to perform Contractor's obligations under this Agreement. In the event
2 that any claim is made by a third party, the amount or validity of which is disputed by
3 Contractor, or any indebtedness exists that appears to be the basis for a claim of lien, the
4 City may withhold from any payment due, without liability for interest because of the
5 withholding, an amount sufficient to cover the claim. The failure of the City to exercise the
6 right to deduct or to withhold will not, however, affect the obligations of Contractor to insure,
7 indemnify and protect the City as elsewhere provided in this Agreement.

8 15. AMENDMENT. This Agreement, including all Exhibits, shall not be
9 amended, nor any provision or breach waived, except in writing signed by the parties which
10 expressly refers to this Agreement.

11 16. LAW. This Agreement shall be construed in accordance with the laws
12 of the State of California, and the venue for any legal actions brought by any party with
13 respect to this Agreement shall be the County of Los Angeles, State of California for state
14 actions and the Central District of California for any federal actions. Contractor shall cause
15 all work performed in connection with construction of the Project to be performed in
16 compliance with (1) all applicable laws, ordinances, rules and regulations of federal, state,
17 county or municipal governments or agencies (including, without limitation, all applicable
18 federal and state labor standards, including the prevailing wage provisions of sections 1770
19 *et seq.* of the California Labor Code); and (2) all directions, rules and regulations of any fire
20 marshal, health officer, building inspector, or other officer of every governmental agency
21 now having or hereafter acquiring jurisdiction. If any part of this Agreement is found to be
22 in conflict with applicable laws, that part will be inoperative, null and void insofar as it is in
23 conflict with any applicable laws, but the remainder of the Agreement will remain in full
24 force and effect.

25 17. PREVAILING WAGES.

26 A. Consultant agrees that all public work (as defined in California
27 Labor Code section 1720) performed pursuant to this Agreement (the "Public
28 Work"), if any, shall comply with the requirements of California Labor Code sections

1770 *et seq.* City makes no representation or statement that the Project, or any portion thereof, is or is not a "public work" as defined in California Labor Code section 1720.

B. In all bid specifications, contracts and subcontracts for any such Public Work, Consultant shall obtain the general prevailing rate of per diem wages and the general prevailing rate for holiday and overtime work in this locality for each craft, classification or type of worker needed to perform the Public Work, and shall include such rates in the bid specifications, contract or subcontract. Such bid specifications, contract or subcontract must contain the following provision: "It shall be mandatory for the contractor to pay not less than the said prevailing rate of wages to all workers employed by the contractor in the execution of this contract. The contractor expressly agrees to comply with the penalty provisions of California Labor Code section 1775 and the payroll record keeping requirements of California Labor Code section 1771."

18. ENTIRE AGREEMENT. This Agreement, including all Exhibits, constitutes the entire understanding between the parties and supersedes all other agreements, oral or written, with respect to the subject matter in this Agreement.

19. INDEMNITY.

A. Consultant shall indemnify, protect and hold harmless City, its Boards, Commissions, and their officials, employees and agents ("Indemnified Parties"), from and against any and all liability, claims, demands, damage, loss, obligations, causes of action, proceedings, awards, fines, judgments, penalties, costs and expenses, including attorneys' fees, court costs, expert and witness fees, and other costs and fees of litigation, arising or alleged to have arisen, in whole or in part, out of or in connection with (1) Consultant's breach or failure to comply with any of its obligations contained in this Agreement, including all applicable federal and state labor requirements including, without limitation, the requirements of California Labor Code section 1770 *et seq.* or (2) negligent or willful acts, errors,

omissions or misrepresentations committed by Consultant, its officers, employees, agents, subcontractors, or anyone under Consultant's control, in the performance of work or services under this Agreement (collectively "Claims" or individually "Claim").

B. In addition to Consultant's duty to indemnify, Consultant shall have a separate and wholly independent duty to defend Indemnified Parties at Consultant's expense by legal counsel approved by City, from and against all Claims, and shall continue this defense until the Claims are resolved, whether by settlement, judgment or otherwise. No finding or judgment of negligence, fault, breach, or the like on the part of Consultant shall be required for the duty to defend to arise. City shall notify Consultant of any Claim, shall tender the defense of the Claim to Consultant, and shall assist Consultant, as may be reasonably requested, in the defense.

C. If a court of competent jurisdiction determines that a Claim was caused by the sole negligence or willful misconduct of Indemnified Parties, Consultant's costs of defense and indemnity shall be (1) reimbursed in full if the court determines sole negligence by the Indemnified Parties, or (2) reduced by the percentage of willful misconduct attributed by the court to the Indemnified Parties.

D. The provisions of this Section shall survive the expiration or termination of this Agreement.

20. FORCE MAJEURE. If any party fails to perform its obligations because of strikes, lockouts, labor disputes, embargoes, acts of God, inability to obtain labor or materials or reasonable substitutes for labor materials, governmental restrictions, governmental regulations, governmental controls, judicial orders, enemy or hostile governmental action, civil commotion, fire or other casualty, or other causes beyond the reasonable control of the party obligated to perform, then that party's performance will be excused for a period equal to the period of such cause for failure to perform.

21. AMBIGUITY. In the event of any conflict or ambiguity between this

Agreement and any Exhibit, the provisions of this Agreement shall govern.

22. NONDISCRIMINATION.

A. In connection with performance of this Agreement and subject to applicable rules and regulations, Contractor shall not discriminate against any employee or applicant for employment because of race, religion, national origin, color, age, sex, sexual orientation, gender identity, AIDS, HIV status, handicap or disability. Contractor shall ensure that applicants are employed, and that employees are treated during their employment, without regard to these bases. These actions shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

23. EQUAL BENEFITS ORDINANCE. Unless otherwise exempted in accordance with the provisions of the Ordinance, this Agreement is subject to the applicable provisions of the Equal Benefits Ordinance (EBO), section 2.73 et seq. of the Long Beach Municipal Code, as amended from time to time.

A. During the performance of this Agreement, the Consultant certifies and represents that the Consultant will comply with the EBO. The Consultant agrees to post the following statement in conspicuous places at its place of business available to employees and applicants for employment:

"During the performance of a contract with the City of Long Beach, the Consultant will provide equal benefits to employees with spouses and its employees with domestic partners. Additional information about the City of Long Beach's Equal Benefits Ordinance may be obtained from the City of Long Beach Business Services Division at 562-570-6200."

B. The failure of the Consultant to comply with the EBO will be deemed to be a material breach of the Agreement by the City.

C. If the Consultant fails to comply with the EBO, the City may cancel, terminate or suspend the Agreement, in whole or in part, and monies due or

1 to become due under the Agreement may be retained by the City. The City may
2 also pursue any and all other remedies at law or in equity for any breach.

3 D. Failure to comply with the EBO may be used as evidence
4 against the Consultant in actions taken pursuant to the provisions of Long Beach
5 Municipal Code 2.93 et seq., Contractor Responsibility.

6 E. If the City determines that the Consultant has set up or used its
7 contracting entity for the purpose of evading the intent of the EBO, the City may
8 terminate the Agreement on behalf of the City. Violation of this provision may be
9 used as evidence against the Consultant in actions taken pursuant to the provisions
10 of Long Beach Municipal Code Section 2.93 et seq., Contractor Responsibility.

11 24. NOTICES. Any notice or approval required by this Agreement shall
12 be in writing and personally delivered or deposited in the U.S. Postal Service, first class,
13 postage prepaid, addressed to Contractor at the address first stated above, and to City at
14 411 West Ocean Boulevard, Long Beach, California 90802, Attn: City Manager, with a copy
15 to the City Clerk at the same address. Notice of change of address shall be given in the
16 same manner as stated for other notices. Notice shall be deemed given on the date
17 deposited in the mail or on the date personal delivery is made, whichever occurs first.

18 25. COVENANT AGAINST CONTINGENT FEES. Contractor warrants
19 that Contractor has not employed or retained any entity or person to solicit or obtain this
20 Agreement and that Contractor has not paid or agreed to pay any entity or person any fee,
21 commission or other monies based on or from the award of this Agreement. If Contractor
22 breaches this warranty, City shall have the right to terminate this Agreement immediately
23 notwithstanding the provisions of Section 10 or, in its discretion, to deduct from payments
24 due under this Agreement or otherwise recover the full amount of the fee, commission or
25 other monies.

26 26. WAIVER. The acceptance of any services or the payment of any
27 money by City shall not operate as a waiver of any provision of this Agreement or of any
28 right to damages or indemnity stated in this Agreement. The waiver of any breach of this

1 Agreement shall not constitute a waiver of any other or subsequent breach of this
2 Agreement.

3 27. CONTINUATION. Termination or expiration of this Agreement shall
4 not affect rights or liabilities of the parties which accrued pursuant to Sections 7, 10, 11,
5 18, 21 and 28 prior to termination or expiration of this Agreement.

6 28. TAX REPORTING. As required by federal and state law, City is
7 obligated to and will report the payment of compensation to Contractor on Form 1099-Misc.
8 Contractor shall be solely responsible for payment of all federal and state taxes resulting
9 from payments under this Agreement. Contractor shall submit Contractor's Employer
10 Identification Number (EIN), or Contractor's Social Security Number if Contractor does not
11 have an EIN, in writing to City's Accounts Payable, Department of Financial Management.
12 Contractor acknowledges and agrees that City has no obligation to pay Contractor until
13 Contractor provides one of these numbers.

14 29. ADVERTISING. Contractor shall not use the name of City, its officials
15 or employees in any advertising or solicitation for business or as a reference, without the
16 prior approval of the City Manager or designee.

17 30. AUDIT. City shall have the right at all reasonable times during the
18 term of this Agreement and for a period of five (5) years after termination or expiration of
19 this Agreement to examine, audit, inspect, review, extract information from and copy all
20 books, records, accounts and other documents of Contractor relating to this Agreement.

21 31. THIRD PARTY BENEFICIARY. This Agreement is not intended or
22 designed to or entered for the purpose of creating any benefit or right for any person or
23 entity of any kind that is not a party to this Agreement.

24 ///

25 ///

26 ///

27 ///

28 ///

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

IN WITNESS WHEREOF, the parties have caused this document to be duly
executed with all formalities required by law as of the date first stated above.

02/14/2023, 20__

PRESTIGIOUS INVESTIGATIVE
SERVICES, INC., a California corporation
By [Signature]
Name ARDRICK ELMORE
Title OWNER/CHIEF BACKGROUND INVESTIGATOR

02/14/2023, 20__

By [Signature]
Name CHERI ELMORE
Title CEO / OFFICE MANAGER

EXECUTED PURSUANT
TO SECTION 301 OF
THE CITY CHARTER.

"Contractor"

CITY OF LONG BEACH, a municipal
corporation

February 17, 2023

By [Signature]
City Manager

"City"

This Agreement is approved as to form on FEBRUARY 14, 2023

DAWN MCINTOSH, City Attorney

By [Signature]
Deputy

4.3 Narrative Proposal Template

Proposers should develop a narrative proposal that includes all the following information:

Please explain the organization's experience as it relates to providing the services described in this RFP.

Please provide an overview of the organizations goal or motivation in providing background investigation services to law enforcement agencies.

Please provide an overview of the organizations understanding of the minimum standards for employment as a peace officer in the state of California.

An editable version of the template below has been posted to PlanetBids. Proposers should complete the editable template and submit it as their narrative proposal.

Organizational Capacity & Experience

PROPOSER CONTACT INFORMATION		
Organization	Company Name	Prestigious Investigative Services Inc
	Company Address	2436 N. Euclid Ave., Suite D, Upland, Ca. 91784
	Website	www.prestigiousinvestigativeservices.com
	Federal Tax ID Number	
Authorized Representative	Name	Ardrick Elmore
	Title	Chief Background Investigator/Owner
	Email Address	aelfmore@prestigiousinvestigativeservices.com
	Phone Number	(909) 303-3153
Other Point of Contact (if required)	Name	Ardrick Elmore
	Title	Chief Background Investigator/Owner
	Email Address	aelfmore@prestigiousinvestigativeservices.com
	Phone Number	(909) 303-3153
PROPOSER CAPACITY & EXPERIENCE		
What type of enterprise is the organization?	<input type="checkbox"/> Non-Profit	
	<input type="checkbox"/> Sole Proprietorship	
	<input type="checkbox"/> General Partnership	
	<input checked="" type="checkbox"/> Corporation State and Date of incorporation: California/July 2014	
	<input type="checkbox"/> Limited Liability Company	
	<input type="checkbox"/> Other _____	

Please describe why the organization is qualified to provide the services described in this RFP (1-2 paragraphs).	See Attached	
Please provide an overview of the structure of your organization, identify the principal leadership and key staff who will be involved in providing the requested services and detail their individual experience as it relates to this project.	See Attachment	
How many employees does the organization have in total and residing in Long Beach?	14 investigators, non-reside in the city of Long Beach	
Where are the representative(s) that would service the City's account located?	Upland, California	
Please indicate your background investigator staffing levels and describe the investigative experience (sworn law enforcement, private investigations etc.) and qualifications of the individual investigators who will be conducting background investigations on behalf of LBPD. Include resumes of primary investigators that will be assigned to the LBPD contract.	See Attachment	
Does the proposal include subcontractors?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
REFERENCES (Please list a minimum of 3 but no more than 5)		
Reference 1	Company	
	Project Manager	
	Phone Number	
	Project Description	See Attachment
	Project Start and End Dates	
Reference 2	Company	
	Project Manager	
	Phone Number	
	Project Description	See Attachment
	Project Start and	

	End Dates	
Reference 3	Company	
	Project Manager	
	Phone Number	
	Project Description	See Attachments
	Project Start and End Dates	

SUB-CONTRACTOR CONTACT INFORMATION (if applicable)		
<i>Please provide this information for all subcontractors included in this proposal.</i>		
Organization	Company Name	
	Company Address	
Authorized Representative	Name	
	Title	None – See Attachment
	Email Address	
	Phone Number	
Other Point of Contact (if required)	Name	
	Title	
	Email Address	
	Phone Number	
SUBCONTRACTOR CAPACITY & EXPERIENCE		
What type of enterprise is the organization?	<input type="checkbox"/> Non-Profit	
	<input type="checkbox"/> Sole Proprietorship	
	<input type="checkbox"/> General Partnership	
	<input type="checkbox"/> Corporation <i>State and Date of incorporation:</i>	
	<hr/>	
	<input type="checkbox"/> Limited Liability Company	
	<input type="checkbox"/>	Other
<hr/>		
Which specific requirements of this RFP will the subcontractor perform?		
Is the subcontractor registered with the California Department of Industrial Relations? If yes, provide registration number.		

Please describe why the organization is qualified to provide the services described in this RFP (1-2 paragraphs).	
Please describe the length of time the organization has been providing the services described in this RFP (1-3 sentences).	
How many employees does the organization have nationally, locally, and residing in Long Beach?	
Where are the representative(s) that would service the City's account located?	
Please indicate your subcontractor(s) background investigator staffing levels and describe the investigative experience (sworn law enforcement, private investigations etc.) and qualifications of the individual investigators who will be conducting background investigations on behalf of LBPD. Include resumes of primary investigators that will be assigned to the LBPD contract.	

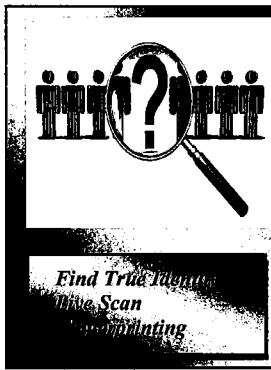
Method of Approach

1. Overview: Briefly summarize your proposed solution to provide background investigation services for LBPD.
See Attachment
2. Workplan: Summarize your proposed timeline to begin casework upon contract execution.
See Attachment
3. Explain how your solution meets the functional criteria outlined in section 2.1.
See Attachment
4. [1-5 questions to evaluate Proposers' ability to mitigate risks address risks or operational / technical / legal challenges: for any risks or challenges that have been identified, consider asking Proposers to explain how their proposal will mitigate or address them.]Explain your plan to mitigate challenges including maintaining availability of sufficient investigators and ability to handle high caseloads during peak periods of recruitment.
Our office normally coordinates with agencies with academy dates to fulfill their requests for the completion of background reports in a timely fashion.
5. [Partnership: consider asking Proposers to outline what they will need from the City to implement the contract successfully.]Please outline your agency/company expectations of LBPD in providing contract management for

a successful contract implementation and partnership throughout the contract term.
See Attachment

Communications & Reporting

1. Please explain the data and reporting systems that will be used to routinely evaluate contract performance, if there are any additional or alternative performance metrics you recommend tracking, how this data will be used for contract management, or how you have used data and reporting systems for program management in the past.
Our agency keeps a great rapport with the hiring agency to eliminate any foreseen issues
2. Please explain how employees responsible for conducting investigations will be supervised.
As the owner and Chief Investigator, we have a computer system which tracks an investigators performance from start to finish.
3. The City requires that the awarded Contractor provide proof of payment of any subcontractors used for this project. If the proposal includes subcontractors, please describe the plan for how the City will be notified of such payments.
See Attachment



PRESTIGIOUS INVESTIGATIVE SERVICES INC

2436 N. Euclid Ave., Suite D
Upland, Ca. 91784

Ardrick Elmore
State License # PI 21447
LSID # XJ3
Post Certification # 2200-30340

Office (909) 303-3153

Fax (909) 303-3085

Cell (909) 285-5430

Email: ArdrickElmore@piss.com

www.prestigiousinvestigativeservices.com



June 13, 2022

Cost Proposal

\$1900.00 – Sworn Police Officer Background Investigation

\$1900.00 – Police Dispatcher Background Investigation

\$1500.00 – Civilian Background Investigation.

Internet Work Number employment verification fee \$ 54.95

LASO background check service fee for non-sworn employees \$35.00

Ardrick Elmore
Chief Background Investigator
(909) 303-3153 - Office
(909) 303-3085 - Fax

CONFIDENTIAL

Executive Summary

Prestigious Investigative Services is a private investigative agency owned and operated by qualified manager, Ardrick Elmore. Elmore has been a licensed private investigator for the state of California, Bureau of Security, and Investigative Services since October 1999.

Prestigious Investigative Services offers to conduct investigations into the background of potential candidates for the **Long Beach Police Department**. A complete background investigation is considered the very heart of the selection process; therefore, we will conduct a thorough and unbiased investigation that conforms to all applicable state and federal regulations. All investigations are performed in accordance with guidelines set by the Commission on Peace Officer Standards and Training (POST). Additionally, our investigations are performed in accordance with guidelines issued for compliance with the Federal Fair Credit Reporting Act and the California Investigative Consumer Reporting Act. Investigations conducted by our company will ensure that only the most qualified candidates are presented for review.

As a statement to the qualifications and skills of our investigators, we have the knowledge, experience, professionalism, education, respect, and training, to act as a professional representative for your department. Our company has never received any complaints and will continue to provide our clients with exceptional service.

Our investigators will manage and complete all required duties as described in this RFP, once given the personal history statement with accompanying documents.

Since backgrounds are time-sensitive, we will ensure that all potential candidates are aware of the required documents and the importance of complying to complete the investigation in a timely fashion. Our company will give your agency immediate notification upon discovery of information that will disqualify the candidate from further testing. We will also keep an open communication with your agency on the progress of the investigation.

Client References:

Port of Los Angeles Police Department
330 S. Centre Street
San Pedro, Ca. 90731
Contact: Lt. Mark Oliver-Background Manager (310) 732-0856
Email: MOliver@portla.org

City of Los Angeles Public Safety Division
700 E. Temple Street
Los Angeles, Ca. 90012
Contact: Michael Shank-Background Manager (213) 473-9378
Email: Michael.Shank@lacity.org

CONFIDENTIAL

San Bernardino Police Department
710 N. D Street
San Bernardino, Ca. 92401
Contact: Lt. Miguel Cintron (909) 384-5690
Email: Cintron_Mi@sbccity.org

Upland Police Department
1499 W. 13th Street
Upland, Ca. 91786
Contact: Officer Brian Sendldorfer (909) 560-2865
Email: 2488@Uplandpd.org

California Department of Public Health
1500 Capitol Ave., M7602
Sacramento, Ca. 95814
Contact: Nicole Dunn (916) 650-6706
Email: Nicole.Dunn@cdph.ca.gov

Rialto Police Department
128 N. Willow Ave
Rialto, Ca. 92376
Contact: Sgt. Javier Pulido (909) 746-6515

Project Organization and Staffing

Our company is a corporation that strives for excellence in every aspect of its business. Our investigators work diligently on behalf of the client to ensure every aspect of the case is searched out thoroughly and documented in a clear, concise written report. Background Investigators research prospective employees meticulously to ensure employers are getting the best candidates possible. Live scan operators endeavor to assure electronic prints are accomplished in the best manner to be accepted on the first submission when possible. Firearm instructors are trained in the best methods of teaching styles, utilizing state of the art equipment with the objective of providing the best learning experience.

Prestigious Investigative Services Inc., staffs' investigators who are retired California peace officers from various departments. The diversity of law enforcement backgrounds and experiences enable this company to provide well-informed services to a variety of clientele. Our company is certified by the state of California as a minority small business and certified by the California Department of Justice and the FBI to conduct live scan fingerprinting for criminal history checks.

CONFIDENTIAL

Our company has a wealth of experience in security training, investigations, interviewing victims and witnesses, surveillance, and background investigations. Our company has a high degree of organizational skills, we are adaptable, motivated, and dependable. We strive for excellence in the performance of our duties to be an asset to any organization we are employed by. Our company also has Spanish speaking investigators.

Project Approach

Our company will manage this contract by complying with our established guidelines.

- Conduct audit on background file
- Contact candidate for background interview at his/her residence
- Collect missing documents during interview
- Photograph candidate at residence
- Photograph residence
- Contact neighbors
- Face to face with current employer
- Phone contact with previous employers
- Contact references
- Interview significant other
- Conduct local law enforcement checks-schools
- Complete audit check list for POST
- Review all documentation submitted by candidate
- Identify developed references
- Maintain liaison with your assigned personnel
- Prepare and submit a completed background summary report

Work Plan

Our company will provide your agency a completed background investigation report within 6 to 8 weeks of receiving the candidate's Personal History Statement and accompanying documents. This report will include a detailed description of the investigation performed, documentation supporting its finding and a summary of the candidate's qualifications.

CONFIDENTIAL

To complete the background in a timely fashion, we are requesting your agency to ensure that the following documents (where applicable) are provided by the candidate in a timely manner.

- A completed Personal History Statement from the candidate as recommended by POST
- A returned response from the live scan fingerprinting-FBI-DOJ-Firearms Eligibility-Child Index
- California Driver's License
- Birth Certificate
- Copy of proof to work in the United States (if applicable) U.S. Passport, Certificate of U.S. Citizenship, Certificate of Naturalization, or Alien Registration Card.
- Copies of all Diplomas (High School, GED Certificate, College, and Certificate of Training
- Marriage Certificate and or Divorce
- Bankruptcy Records
- Civil Records (Plaintiff or Defendant)
- Credit Reports (Supplied by candidate)
- Traffic Accident Reports
- Criminal Reports (Arrests)
- Certificate of Insurance
- Selective Service Number or Form # DD214
- A signed and notarized waiver Form

Original documents will be verified, photocopied, and returned to the candidate. Photocopies will become part of the investigative report submitted.

Certifications:

Live Scan Fingerprinting
License LSID XJ3-California Department of Justice

- Private Investigator
License PI21447-California Bureau of Security and Investigative Services
- Home Safety Firearms Instructor
License 202339-California Department of Justice

CONFIDENTIAL

- State of California Firearms and Security Training Facility
License TFF 1473
- State of California Firearms Instructor
License TIF 2365
- State of California Law Enforcement Background Investigator
POST 2200-30340
- State of California Law Enforcement Background Investigator update certification
POST 5010-30330-15003

Subcontractors/Harbor Department

Our company is self-sufficient and will not be utilizing the services of consultants or subcontractors and our investigators have not been employed by the city of Long Beach.

Fee Schedule

Complete Background Investigation Report for your agency

\$1900.00 – Sworn – Police Officers

\$1900.00 – Police Dispatcher

\$1500.00 – Civilian Employees

Internet Work number employment verification Fee \$54.95

Discontinued investigations, due to notification of candidate's withdrawal from consideration for employment, early discovery of disqualification factors, or partially completed reports submitted.

\$65.00/hour, not to exceed the above listed fee
(Documentation will be provided to support expenses.)

CONFIDENTIAL

Resume of Team Members

Boris Robinson

WORK EXPERIENCE

Adjunct Faculty Member

University of Phoenix, School of Criminal Justice and Security/Costa Mesa, CA - November 2012 to Present
Teach concurrent classes at multiple campuses and demonstrate exceptional teaching practices. Effectively use a mentor/coach approach to build productive educational relationships with students. Approved and qualified to facilitate 50+courses in the School of Security and Criminal Justice.

Chief Deputy (Retired) –West Field Operations, Court Services, Coroner/Public Administrator
Riverside County Sheriff's Department -Riverside, CA - July 2009 to June 2012

As Chief Deputy, planned, directed, assigned and supervised the programs, procedures, budgets, and personnel of the Court Services Division (Court Security and Civil processes), Coroner/Public Administrator's Office (400+), and West Field Operations Division (Jurupa Valley Patrol Station, Moreno Valley Police Department, Perris Police Department, Special Investigations Bureau (Crime Analysis Unit, Intelligence Unit, Drug and Enforcement Unit, Organization Crime Unit, Central Homicide Unit), and Media Information Bureau, 800+ employees).

Served as a member of the department's senior management team developed policies, programs, and procedures, and budget for the Department. Provided technical guidance to staff for resolution of complex issues where expertise is required to interpret and administer policies, guidelines, or processes. Established performance standards: evaluated team member performance, trained, and coached team members for optimal results. Established and maintained a strong working relationship with other local, state, and federal public safety agencies that share responsibility for emergency response and safety for the public.

Captain

Riverside County Sheriff's Department -Riverside, CA - September 2007 to July 2009

Served as Commander of a correctional facility and Commander of the Professional Standards Bureau. Planned and developed all budgets, written policies, programs, and procedures of the department. Supervised and reviewed all department personnel investigations, conducted personnel investigations regarding employee misconduct, citizen complaints, EEOC complaints, and worked closely with County counsel and risk management staff assessing risk, providing training, guidance, and analysis of liability issues. On call 24/7 and responded to critical incidents in the field.

CONFIDENTIAL

Lieutenant

Riverside County Sheriff's Department-Riverside, CA - August 2001 to September 2007

As Lieutenant, directed and supervised Patrol Operations, Community Policing/Gang Team, and Criminal Investigation Unit (White collar crimes, fraud, and crimes against person). Demonstrated experience conducting in depth interviews and documenting findings into a Case Management System. Experience leading low to high profile multiple concurrent investigations. Expert knowledge of general investigative techniques and methods. Experience analyzing information to determine issue, violation, cause, and corrective action. Excellent oral and written communication skills required to prepare investigation reports. Prepared and served search warrants related to criminal investigations.

Sergeant

Riverside County Sheriff's Department/Riverside, CA - January 1996 to August 2001

Supervised personnel in patrol and corrections operations. Established performance standards; evaluated team member performance, trained, and coached team members for optimal results. Investigated crimes, interviewed witnesses, complainants, and victims; and gathered physical evidence and conducted follow up investigations. Conducted background investigations and security clearances for volunteer programs and vendors.

Deputy Sheriff

Riverside County Sheriff's Department/Riverside, CA - January 1987 to January 1996

Investigated crimes, interviewed witnesses, complainants, and victims; and gathered physical evidence and conducted follow up investigations. Prepared and served search warrants related to criminal investigations such as crimes against persons, and white-collar crimes.

Education

Masters of Arts in Management

University of Redlands - Redlands, CA May 2007

Bachelor of Science in Liberal Studies

Excelsior College - Albany, NY June 2005

Federal Bureau of Investigation National Academy

Class 219, Quantico, VA/2004

Teacher Credential

CA Preliminary Career Technical Education/Public Service

SKILLS

CONFIDENTIAL

Microsoft Word, Excel, PowerPoint, and Outlook; Mac OS; Windows 10; Internet
ADDITIONAL INFORMATION

California P.O.S.T Management Certificate (12/2011) Current Valid California Guard Card and Weapons Permit
Military Service/U.S. Air Force 1979-1983, Honorable Discharge

TEACHING EXPERIENCE

University of Phoenix 2012-Present

Successfully facilitated the following courses, Intro to Criminal Justice, Intro to Patrol Theory and Practice, Ethics in Criminal Justice, Interpersonal Communications, Criminal Organizations, Contemporary Issues in Criminal Justice, Criminal Justice Management Theory and Practice, Criminal Justice Policy Analysis, Intro to Criminal Justice Systems, Managing Criminal Justice Personnel, and Organizational Behavior and Management. Approved to teach courses in Computers and Information Processing in Security, Cyber Security Fundamental, Security OF Information Systems and Technology, and Security of Networks and Enterprise Systems.

Theodora (Teddi) Claudio-Davidson


Objective

To utilize my training, education, and experience, to continue to make a difference in an organization and in the community.

Work Experience

Department of Motor Vehicles, Investigations Division, Inland Area Command
Commander / Supervising Investigator II, August 2013 – December 2015

Department of Motor Vehicles, Investigations Division, Southern Area Command
Commander / Supervising Investigator II, December 2009 – July 2013

Department of Motor Vehicles, Investigations Division, Internal Affairs Branch
Supervising Investigator, I, November 2008 – November 2009

Department of Motor Vehicles, Investigations Division, El Monte District
Supervising Investigator, I, January 2002 – October 2008

Everest College, Ontario, CA
Adjunct Instructor, January 2014 – Till Closure

CONFIDENTIAL

Adjunct Instructor, July 2002 – January 2008
Department of Motor Vehicles, Investigations Division, West Covina District
Senior Special Investigator, October 1989 – December 2001
Riverside County Department of Public Social Services, Investigations Division
Welfare Fraud Investigator, September 1986 – October 1989
U.S. Air Force Office of Special Investigations (AFOSI)
Special Agent / Investigator, July 1978 – September 1986

Education

Chapman University, Ontario, CA
Master of Science Degree in Human Resources, May 2002

Chapman University, Ontario, CA
Bachelor of Arts Degree in Criminal Justice, November 1999

Community College of the Air Force
Associate of Arts Degree in Criminal Justice, February 1986

Professional Certificates

POST Institute of Criminal Investigation (ICI) Instructor Certificate, 2009

AAMVA Fraudulent Documents Recognition Instructor Certificate, 2007

California Commissioned Teaching Credentials, 2007

University of San Diego, CA
Certificate, Principles of Adult/Vocational Instruction, December 2005

POST Specialized Law Enforcement Management Certificate, 2012
POST Specialized Law Enforcement Supervisors Certificate, 2006
POST Specialized Law Enforcement Advanced Certificate, 2000
POST Specialized Law Enforcement Intermediate Certificate, 1990
POST Specialized Law Enforcement Basic Certificate, 1988

CONFIDENTIAL

Training

- CA Department of Human Resources, Skelly Officer Training, 2015
- POST Women Leaders in Law Enforcement Symposium, 2014
- POST ICI Instructor Symposium, 2014
- POST IDI Leadership, Mentoring & Coaching, 2013
- POST Officer Safety: Make the Right Choice, 2013
- POST Search Warrant Fundamentals (T4T purposes), 2012
- POST Police Records – Pitchess / Brady and Beyond, 2012
- POST ICI Instructor Symposium, 2011
- POST Media Relations for Law Enforcement, 2011
- POST Law Enforcement Response to Terrorism, 2011
- Sexual Harassment Prevention for CA Supervisors, 2011
- POST Police Management Course, 2010
- POST Sherman Block Supervisory Leadership Institute (SLI), 2009
- POST Officer Involved Domestic Violence Investigations, 2009
- POST ICI Instructor Course, 2009
- Incident Management / Unified Command (MGT-313) ICS-300, 2008
- Honoring the Badge: Ethical Issues for Peace Officers & Administrators, 2008
- UC Davis / DMV Mid-Management Leadership Academy, 2008
- POST Officer Involved Shooting Investigations, 2008
- POST Internal Affairs Training Seminar, 2008
- Investigator Occupational Licensing & Regulatory Training (DMV), 2007
- Coaching Skills for Managers and Supervisors, 2007
- Law Enforcement Officers Flying Armed Training, 2007
- CPOA Leadership Training, 2007
- Intro to Incident Command System IS-00100 for Law Enforcement, 2007
- ICS for Single Resources and Initial Action Incidents IS-00200, 2007
- Intro to National Incident Management System (NIMS) IS-00700, 2007
- Incident Management/Unified Command Concept, New WMD-006, 2007
- AAMVA Fraudulent Documents Recognition Instructors Course, 2007
- DMV Basic Supervision Course, 2006
- Behavior Analysis Tech Institute (BATI) Interview & Interrogations (T4T purposes), 2006
- POST Disaster Preparedness & Management for Law Enforcement Supervisors & Managers Course, 2006
- Risk Management for Background Investigations (POST/CBIA), 2006
- DMV Leadership Program, 2006
- NLPOA Law Enforcement Training Convention, 2006
- POST Managing Evidence in Law Enforcement Agencies Course (IAPE), 2005
- POST Administration of Background Process, 2005

CONFIDENTIAL

- Principles of Adult/Vocational Instruction (Level I) Course (USD), 2005
- POST Supervisory Course, 2003
- POST Courtroom Testimony & Demeanor, 2003
- CLETS, Autotrack, Choicepoint Training, 2002 - 2003
- POST Property & Evidence Management Course, 2002
- Fraud Documents Detection, T4T Update Course, 2002
- Fraud Documents Detection, Training for Trainers (T4T) Course, 1999
- Conflict Resolution Certificate (Chapman University), 1998
- POST Advanced Background Investigations Course, 1998
- LASD Analytical Interviewing Course, 1997
- POST Background Investigations Course, 1995
- Organizational Crimes & Criminal Intelligence Training (DOJ), 1994
- Odometer Fraud Training (Western States Odo. Enf. Assoc), 1993
- National White-Collar Crimes Training (NWCCC), 1993
- Franklin Covey Time Management Course, 1991
- Vessel Theft Investigations Course, 1990
- CHP Vehicle Theft Investigations Course, 1990
- POST Specialized Investigators Basic Course, 1988
- Welfare Fraud Investigators Training Course, 1987
- Behavior Analysis Tech Institute (BATI) Interview & Interrogations, 1986
- USAF Office of Special Investigations (AFOSI), Investigators Academy, 1982
- U.S. Air Force Supervisor's Course, 1982
- U.S. Air Force Communications Course, 1982
- U.S. Air Force (USAF) Basic Training, 1978

Professional Organizations

- California Peace Officers' Association (CPOA)
- California Background Investigators' Association (CBIA)
- International Association for Property & Evidence (IAPE)

Additional Duties Held

- Background Investigator
- Evidence Custodian
- Department Trainer / Instructor
- Mentor - DMV Mentorship Program
- Acting Deputy Chief, Region II

CONFIDENTIAL

LENA K. KINNEY



EMPLOYMENT HISTORY

VOLUNTEER DIRECTOR OF SECURITY
ABUNDANT LIVING FAMILY CHURCH
RANCHO CUCAMONGA

01/01/09 to present

Duties: Responsible for directing and coordinating ALFC Security Team operations. In 2013, as Director, I had the opportunity to coordinate with Corporate Security at Citizen's Bank Arena in planning the Security Operations for Resurrection Day services which were held at the arena. Coordination also included working as a team with Ontario Police Department and the Ontario Fire Department.

PAROLE AGENT II, SPECIALIST
CALIFORNIA DEPARTMENT OF CORRECTIONS
OFFICE OF SUBSTANCE ABUSE TREATMENT SERVICES
ONTARIO

04/01/09 to 10/06/12

Duties: I coordinated Drug Treatment Program's throughout Orange, Riverside and San Bernardino Counties which provided treatment and counseling to parolees. Required travel to desolated areas.

SPECIAL AGENT, RANGE B
CALIFORNIA DEPARTMENT OF CORRECTIONS
OFFICE OF CORRECTIONAL SAFETY - SPECIAL SERVICES UNIT
RANCHO CUCAMONGA

11/1/05 to 3/31/09

Duties: Assigned to the Special Services Unit, I conducted complex and sensitive criminal investigations. I assisted other law enforcement agencies to conduct complex investigations; plan, direct and coordinate enforcement activities with other law enforcement agencies; advise and consult with Federal, State and local law enforcement agencies; make arrests of law violators; gather intelligence data; conducted interviews and obtained information from various sources, provided training and technical assistance to State and local law enforcement

CONFIDENTIAL

agencies and provided Executive protective services to Department administrative staff as required. I worked independently and within a team.

SPECIAL AGENT, RANGE B

6/23/97 to 11/1/05

CALIFORNIA DEPARTMENT OF CORRECTIONS

OFFICE OF INTERNAL AFFAIRS

RANCHO CUCAMONGA

Duties: Investigation of allegations of criminal and administrative misconduct involving employees of the Department of Corrections. I conducted investigations into the activities of inmates and parolees. I prepared complex reports, search warrants and administrative subpoenas to assist in the investigative process. I have presented detailed reports in support of my investigations for review by District Attorneys' offices for filing of violation of various criminal charges. I have provided court testimony which has led to the conviction of suspects. I assisted outside law enforcement agencies with cases involving departmental personnel. I was the Training Coordinator responsible for providing as well as facilitating training.

SENIOR SPECIAL AGENT (ACTING)

12/11/02 to 1/27/03

CALIFORNIA DEPARTMENT OF CORRECTIONS

OFFICE OF INTERNAL AFFAIRS

RANCHO CUCAMONGA

Duties: Worked as the Acting Senior Special Agent responsible for the supervision of the activities of six Special Agents, assigned cases and coordinated the investigative processes of Special Agents, maintained current information, and tracked activity of ongoing investigations. I maintained an investigative caseload. I was responsible for monthly administrative activity reports.

SENIOR SPECIAL AGENT (ACTING)

9/1/01 to 11/01/01

CALIFORNIA DEPARTMENT OF CORRECTIONS

OFFICE OF INTERNAL AFFAIRS

RANCHO CUCAMONGA

Duties: I worked as the Acting Special Agent responsible for the supervision of the activities of five Special Agents, assigned cases and coordinated the investigative processes of Special Agents, maintained current information, and tracked activity of ongoing investigations. I was responsible for monthly administrative activity reports. I maintained an investigative caseload.

CONFIDENTIAL

ADJUNCT INSTRUCTOR

1/12/ 02 to 6/1/05

EVEREST COLLEGE

Duties: Instructed students in the field of Criminal Justice/Introduction to Police Procedures/Criminal Investigation

SPECIAL AGENT, RANGE C

2/1/92 to 6/23/97

CALIFORNIA DEPARTMENT OF JUSTICE

Duties: As a Special Agent assigned to the Bureau of Narcotic Enforcement, Riverside Field Office, Inland Allied Crackdown Task Force, I investigated narcotic traffickers involved in the large-scale sales of cocaine, heroin, methamphetamine, and marijuana. I participated in extensive surveillance and worked in an undercover capacity. I participated in aerial surveillance as a helicopter/fixed wing aircraft observer.

In 1994, I was selected to start the Violence Suppression Unit. The Unit was tasked with targeting career criminals, gang members, violent/sexual offenders, robbery investigations and the locating and arresting of violent fugitives including parolees-at-large. I worked closely with LEIU/SSU, the PAL team, the FBI and local law enforcement. I was tasked with maintaining liaison with the Parole and Community Services Division Parole Agents.

I was the Public Information Officer responsible for the liaison between the media and the Bureau of Narcotic Enforcement, Riverside Field Office. I was responsible for informing the media of significant investigative occurrences.

I supervised the activities of the clerical support team and provided training for the unit. I conducted office audits and completed background investigations.

SPECIAL AGENT, RANGE C

6/1/87 to 2/1/92

CALIFORNIA DEPARTMENT OF JUSTICE

Duties: As a Special Agent assigned to the Bureau of Investigation, Orange Field Office conducted civil, criminal, judicial, political corruption/conflict, fraud cases as well as tort investigations. Prepared and served search warrants on residences, businesses and financial institutions, trial preparation on major cases. Required close working relationships with Deputy Attorney Generals' and Deputy District Attorney's.

CONFIDENTIAL

SPECIAL AGENT, RANGE B
CALIFORNIA DEPARTMENT OF JUSTICE

4/13/84 to 6/1/87

Duties: As a Special Agent assigned to the Bureau of Narcotic Enforcement, Los Angeles Field Office, Special Operations Unit, responsible for conducting narcotics trafficking, money laundering, drug diversion and weapons violations investigations.

GROUP SUPERVISOR/YOUTH COUNSELOR
YOUTH AUTHORITY

8/31/81 to 4/13/84 CALIFORNIA

Duties: As a Group Supervisor responsible for the supervision of the activities of youthful offenders at Heman G. Stark, Youth Training School. In 1982, promoted to Youth Counselor, responsible for counseling of Youthful Offenders, conducting group sessions, conducted drug awareness and treatment counseling, and completed casework including preparation of Youthful Offender Board Reports.

RATE CLERK
DEPARTMENT OF MOTOR VEHICLES

9/1/79 to 8/3/81

Duties: As a Rate Clerk responsible for the registration and processing of motor vehicles.

EDUCATION

Bachelor of Arts Degree – Criminal Justice
California State University
Fullerton, CA

1981

PROFESSIONAL CERTIFICATES

California Peace Officer Standards and Training Basic Certificate
California Peace Officer Standards and Training Intermediate Certificate
California Peace Officer Standards and Training Advanced Certificate

PROFESSIONAL TRAINING COURSES

Youth Authority Academy, California Youth Authority

CONFIDENTIAL

Special Agent Academy, California Department Justice
Homicide and Violent Crime Investigation, 40 hours, California Department of Justice
Interview and Interrogation Techniques, 40 hours, California Department of Justice
Background Investigation Course, 32 hours, California Department of Justice
Chairing Oral Exams, 40 hours, California Department of Justice
United States Army, Special Forces Media Relations – Public Information Officer Training
Defense Language Institute – Spanish
Internal Affairs Investigation – California Department of Corrections
Advanced Police Tactics I/II – Operational Detachment Alpha 5th Special Forces Group
Training for Trainers – Instructor
Tactical Firearms Instructor

PROFESSIONAL ORGANIZATION

- California Narcotic Officers Association

COMPUTER SKILLS

- Knowledge of MS-DOS, Microsoft Word NT, Excel, Access, and PowerPoint Applications.
- Knowledge of computerized data bases.

Dwayne Davidson

Professional Summary

Accomplished and experienced law enforcement manager with demonstrated expertise as a motivated leader with strong organizational and prioritization skills and expertise in law enforcement practices having served as:

- Special Agent—Internal Revenue Service-Criminal Investigation Division
- Special Agent—California Department of Justice
- Special Agent-In-Charge—California Department of Corrections and Rehabilitation

Demonstrated accounting expertise having served as:

- Internal Auditor—United States Customs-Internal Affairs—Los Angeles, Calif.

Experienced Adjunct Professor in the fields of financial tax and cost accounting, marketing, economics, finance, and criminal justice. Demonstrated expertise in classroom management and the delivery of a focused instructional program.

CONFIDENTIAL

Skills

Administration and Management/Complex Problem Solving
Public Speaking Delivery of Instructional Programs
Economics and Accounting/Law and Government
Investigation Procedures and Protocols Tactics

Experience

Chief, Field Operations (A) Jan 2017 — 2020 - Retired
California Department of Corrections and Rehabilitation Office of Internal Affairs
1011 Old Placerville Road, Suite 200, Sacramento, CA 95827

Direct and Coordinate field operations of regional offices in Sacramento, Bakersfield, and Rancho Cucamonga consisting of approximately 120 sworn and non-sworn personnel. Provides consultation to the Deputy Director on the unit budget, departmental and unit policies and procedures, legislation, personnel matters, and daily operations. Performs statistical and feasibility analysis related to productivity, processes, and new programs. Approves expenditures related to training, overtime, goods, and services. Reviews and approves personnel actions. Interfaces with stakeholders (Office of the Inspector General, Office of Legal Affairs, and all divisions of CDCR. Speak at executive meetings and training relative to Internal affairs matters.

Special Agent-In-Charge May 1998 — 2020 - Retired

California Department of Corrections and Rehabilitation Office of Internal Affairs
9035 Haven Avenue 105, Rancho Cucamonga, CA 91730

Direct and coordinate the daily activities of 40 sworn and non-sworn staff in the conducting of criminal and administrative internal affairs investigations throughout the state. Manage resources of the regional office, approving purchases and overtime. Review and approve affidavits for search and arrest warrants. Review and approve tactical operation plan for arrests and execution of search warrants.

Held positions as Special Agent and Senior Special Agent prior to current position. Instructional experience in Use of Force, Tactics, Firearms, Defensive Tactics and First Aid/CPR.

CONFIDENTIAL

Special Agent Jan 1990—May 1998
California Department of Justice Bureau of Narcotic Enforcement
5700 Slauson Avenue, Commerce, CA 90040

Prepared reports that detail investigation findings.
Obtained and verified evidence by interviewing and observing suspects and witnesses or by analyzing records.
Identified case issues and evidence needed, based on analysis of charges, complaints, or allegations of law violations.
Investigated organized crime, public corruption, financial crime, narcotics, street and prison gangs, fraud, and other violations of federal or state statutes.
Obtained and executed search and arrest warrants.
Performed undercover assignments and maintained surveillance, including monitoring authorized wiretaps.
Provided protection for individuals, such as government leaders, political candidates, and visiting foreign dignitaries.
Member of U.S. Marshall's fugitive task force.
Rangemaster, Defensive Tactics and tactical instructor.

Special Agent Oct 1982—Jan 1990
Internal Revenue Service-Criminal Investigation Division — 300 North Los Angeles Street, Room 5016, Los Angeles, CA 90012
Determined scope, timing, and direction of investigations.
Collaborated with other offices and agencies to exchange information and coordinate activities.
Prepared reports that detail investigation findings.
Obtained and verified evidence by interviewing and observing suspects and witnesses or by analyzing records.
Identified case issues and evidence needed, based on analysis of charges, complaints, or allegations of law violations.
Investigated organized crime, public corruption, financial crime, and other violations of federal or state statutes.
Obtained and used search and arrest warrants.
Testified before grand juries concerning criminal activity investigations.
Performed undercover assignments and maintain surveillance, including monitoring authorized wiretaps.

CONFIDENTIAL

Franchise Owner Oct 2005—Sep 2011

Liberty Tax Service — Chino, CA

Operated two offices in preparing simple to complex tax returns for individuals or small businesses.

Taught income tax preparation courses and trained new tax preparers in the proper completion of income tax returns.

Reviewed financial statements, sales, and activity reports, and other performance data to measure productivity and goal achievement and to determine areas needing cost reduction and program improvement.

Managed staff, preparing work schedules and assigning specific duties.

Established and implemented operational policies, goals, objectives, and procedures, conferring with board members, organization officials, and staff members, as necessary.

Determined staffing requirements, and interviewed, hired, and trained new employees, or oversaw those personnel processes.

Vocational Instructor Jun 2006—Aug 2008

Baldy View ROP — Rancho Cucamonga, CA

Prepared course materials such as syllabi, homework assignments, and handouts.

Prepared and delivered lectures to high school students on criminal justice careers, practices, and procedures.

Evaluated and grade students' class work, laboratory work, assignments, and papers.

Planned, evaluated, and revised curricula, course content, and course materials and methods of instruction.

Advised students on academic and vocational curricula and on career issues.

Adjunct Instructor Jun 2002—Feb 2015

Everest College — Ontario, CA

Prepared and delivered lectures to undergraduate students on topics such as financial, tax and cost accounting, principles of marketing, project management, economics, finance, operations management, and criminal justice.

Initiated, facilitated, and moderated classroom discussions.

Compiled, administered, and graded examinations, or assigned this work to others.

Maintained student attendance records, grades, and other required records.

Participated in campus and community events.

CONFIDENTIAL

Internal Auditor
United States Customs Service-Internal Affairs- Los Angeles, CA
Developed audit plans and conducted field audits of programs of the
Los Angeles Division
Jun 1980 – Oct 1982

Education

Criminal Justice
Sacramento City College – Sacramento, CA
University of Virginia – Virginia
Business Administration
Bachelor of Science: Business Administration-Accounting
California State University-Long Beach, CA
Mar 1990
Dec 2009
May 1982

Community Service

Treasurer, Andre Tate Foundation, Inc.
Current

Affiliations

FBI National Academy Graduate
Registered California Tax Education Council Tax Preparer

Name: Maurice Leo Landrum Jr.

Address:

Phones:

Email: laaiservices@gmail.com

BSIS: Licensed Private Investigator No. PI 27660

Work History and Qualifications

CONFIDENTIAL

I have 33 ½ years of law enforcement experience. I began my law enforcement career on May 2nd, 1983, for the Los Angeles Police Department (LAPD), where I served honorably for 21 ½ years. During my tenure with LAPD, I worked a variety of assignment, which has prepared me well for the position background investigator. In October 2004, I retired from the LAPD after applying for and being hired by the County of San Bernardino, Office of the District Attorney, Bureau of Investigation. On December 24, 2016, after 12 years, 2 months, I retired honorably as a Supervising District Attorney Investigator.

Work History

Dates of Employment:

October 4th, 2004-December 24th, 2016

County of San Bernardino, Office of the District Attorney
Bureau of Investigation

Rank:

Supervising District Attorney Investigator

830.1 California Penal Code

Duties:

As a Supervising District Attorney Investigator, my duties included:

- Reviewing and approving investigator's reports
- Reviewing and approving Tactical Operation Plans
- Completing Work Performance Evaluations
- Conducting Criminal and Administrative Complaint Investigations
- Reviewing and completing Tactical Operational Plans
- Reviewing and approving subordinates work schedules
- Developing the Bureau's Critical Incident Policy
- Assisted as Liaison Officer to the California Department of Insurance
- Dignitary Protection Detail Coordinator
- Coordinator for Tactical Operations with Outside Law Enforcement agencies.
- Trainer for newly hired senior investigators assigned to the Real Estate Fraud Prosecution Unit. As a trainer, I provided leadership, guidance, and support.
- Deputy Air Marshal I have conducted several Out of State Fugitive Extraditions for captured fugitives of Justice, who had been criminally charged in San Bernardino County.

CONFIDENTIAL

Work History and Qualifications

Dates of Employment:
May 2nd, 1983-October 3rd, 2004

Los Angeles Police Department
South Traffic Division

2003-2004

Rank:
Police Sergeant II-Assistant Watch Commander 830.1 California Penal Code

Duties:
As an Assistant Watch Commander, my duties included:

- Ensuring the Deployment of motor and traffic units throughout South Bureau.
- Conducting roll call training, reviewing administrative projects, (i.e., Vehicle Pursuits, Use of Force, and Personnel Complaint Investigations).
- Assigned as the Captain's Adjutant to review Personnel Complaints and other projects submitted for review by subordinate supervisors.
- Conducted Work Performance Evaluations on Junior Supervisors and other civilian subordinates under my Span of Control.
- Assigned to South Traffic Division's Training Unit as the Divisional Training Coordinator.
- Assisted to update Station's Emergency Action Plan
- Incident Command System Trainer and Coordinator

Los Angeles Police Department
Southeast Patrol Division

1998-2003

Rank:
Police Sergeant I 830.1 California Penal Code

Duties:
As a Sergeant, I was assigned to Southeast Patrol Division, I worked a variety of assignments, which included:

- Supervising the Southeast C.R.A.S.H. Gang Unit.
- (Office-in-Charge) of the Southeast Area Internal Affairs Unit.
- Patrol Field Supervisor. My duties included, but were not limited to:

CONFIDENTIAL

- Conducting Use of Force and Vehicle Pursuit Investigations.
- Conducting Personnel Complaint Investigations.
- Conducting Monthly Service Audits.
- Conducting Commission of Peace Officer Standards and Training (P.O.S.T.) related roll call training.
- Completing Annual Work Performance Evaluation on subordinates.
- Coordinating Search and Arrest Warrants Tactical Operations, as well as Incident Command System operations during Tactical Alerts.
- Writing Commendations to subordinates for attention to duty, and service to the community.

Los Angeles Police Department
Northeast Patrol Division

1996-1998

Rank:
Sergeant I

830.1 California Penal Code

Duties:

As a Sergeant, I was assigned to Northeast Patrol Division, I worked a variety of assignments, which included:

- Conducting P.O.S.T. roll call training.
- Completing Annual Work Performance Evaluation Reports on subordinates.
- Conducting Quality Service Audits.
- Conducting Personnel Complaint Investigations.
- Selected to the Divisional Training Cadre Committee.
- Selected as the (Officer-in-Charge) of the Community Response Unit.

Los Angeles Police Department
Southeast Patrol Division

1995-1996

Rank:
Sergeant I

830.1 California Penal Code

Duties:

As a Sergeant, I was assigned to Southeast Patrol Division, my duties included:

- Line supervision of police officers.
- Conducted P.O.S.T. related roll call training.
- Completing Annual Performance Evaluation Reports on Subordinates.

CONFIDENTIAL

- Responding to Tactical Field Situations and assuming Incident Command.
- Los Angeles Police Department
South Bureau Homicide

1994-1995

Rank:
Detective I

830.1 California Penal Code

Duties:

As a Detective assigned to South Bureau Homicide, I was assigned to a Federal Task Force with the Federal Bureau of Investigation. I was sworn in as a Deputized U.S Federal Marshal. My other duties included:

- Monitoring a federal wire of a notorious Los Angeles Street Gang involved in Organized Crime.
- Trained newly promoted and assigned detectives in criminal homicide investigations.
- Investigated criminal homicides, processed crime scenes, located, and collected evidence. Attended autopsies.
- Completed crime reports, procured search and arrest warrants.
- Filed criminal complaints for homicide at the Los Angeles County District Attorney's Office.

Los Angeles Police Department
Northeast Patrol Division

June 1994

Rank:
Sergeant I

830.1 California Penal Code

Duties:

Promoted to the rank of Sergeant and assigned to Northeast Patrol Division. My duties included line supervision of police officers, P.O.S.T. related roll call training, and completing Performance Evaluation Reports on subordinates.

CONFIDENTIAL

Los Angeles Police Department
South Bureau Homicide

1992-1994

Rank:
Detective Trainee

830.1 California Penal Code

Duties:

My duties at South Bureau Homicide included conducting criminal homicide investigations, obtaining search warrants, attending autopsies, and filing criminal complaints with the Los Angeles County District Attorney's Office.

Los Angeles Police Department
Southwest Detective's Bureau

1991-1992

Rank:
Detective Trainee

830.1 California Penal Code

Duties:

While assigned to Southwest Detectives, I worked the following Investigative Sections and gained valuable investigative experience: Robbery, Burglary, Autos, Juvenile, and Crimes against Persons. I also worked the Drive-by Shooting Team, which also investigated crimes against police officers. I conducted follow up investigations, arrested suspects, procured search warrants, and filed criminal complaints through the Los Angeles City and District Attorney Offices.

Los Angeles Police Department
Southwest Patrol Division

1986-1991

Rank:
Field Training Officer

830.1 California Penal Code

Duties:

As a Field Training Officer assigned to Southwest Patrol Division my duties included:

- Training and evaluating Probationary Police Officers.
- Trained other police officers in narcotics possession, sales, and being under the influence.

CONFIDENTIAL

- Assigned to the South Bureau Gang Task Force and Divisional Special Problems Unit.
- Worked one-day loan to the Vice Unit during a prostitution sting.

Los Angeles Police Department
Operations- West Bureau CRASH

March 1986

Rank:

Police Officer II / Gang Investigator

830.1 California Penal Code

Duties:

During my five-month loan to Operations-West Bureau CRASH, my duties included:

- Gathering intelligence and conducting surveillance on Active Street Gang Members.
- Conducting crime suppression and enforcement.
- Participated in numerous arrest and search warrants of Active Street Gang Members.

Los Angeles Police Department
Pacific Patrol Division

1984-1986

Rank:

Police Officer II

830.1 California Penal Code

Duties:

During my assignment at Pacific Patrol Division my duties included field and traffic enforcement. I was selected to work the Divisional Special Problems Unit and Prostitution Enforcement Detail.

Los Angeles Police Department
Harbor Patrol Division

1983-1984

Rank:

Police Officer I

830.1 California Penal Code

Duties:

Upon graduating from the Los Angeles Police Academy, I was assigned to Harbor Patrol Division as a Probationary Police Officer, where I successfully completed my probationary period. My duties included handling calls for service, investigating crimes, making arrests, and testifying in court.

CONFIDENTIAL

Los Angeles Police Department
Los Angeles Police Academy

May 2, 1983

Rank:
Recruit Officer

Duties:

Attended the Los Angeles Police Academy and received training in the following areas:

- Criminal Law.
- Department Rules, Policies, and Procedures.
- Self Defense and Weaponry.

Qualifications

Education:

University of Phoenix
Major: Criminal Justice and Security
(Associate of Arts Degree)

November 2015
Graduated
GPA 3.93

Southern Illinois University at Carbondale
Major: Workforce, Education and Development
(Bachelor's Degree pending)

1995
Completed 81 Units

El Camino College
Major: Public Administration

1982
Completed 12 Units

Graduate of the FBI Law Enforcement Executive Development Association (LEEDA)

Graduate of the Los Angeles Police Department-WestPoint Leadership Program

Completed numerous courses in IA and OIS investigation, Leadership and Active Shooter

CONFIDENTIAL

SELECTED ORGANIZATIONS, AWARDS AND AFFILIATIONS:

Active Member of ASIS International-Worldwide Security

Active Member of the Los Angeles Police Protective League

Active Member of the Sheriffs Employee Benefit Association

Recipient, FBI LEEDA Trilogy Award

Recipient, District Attorney Investigator of the Year

Recipient, Meritorious Service Award from SBCUSD Police Department

Recipient, Footprint International's Officer of Year Award

Recipient, Bureau of Investigation, Unit Citation Award

Recipient, Bureau of Investigation, Bulldog Award

Certificates:

Commission of Peace Officer Standards Training Basic Certificate
No. B35666

Commission of Peace Officer Standards Training Intermediate Certificate
No. I55726

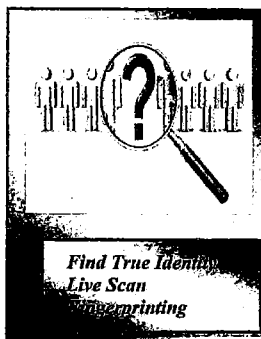
Commission of Peace Officer Standards Training Advance Certificate
No. A49225

Commission of Peace Officer Standards Training Supervisory
Certificate No. S20432

FBI-LEEDA 192nd Supervisory Leadership Institute Certificate

FBI-LEEDA 193rd Command Leadership Institute Certificate

FBI-LEEDA 117th Executive Leadership Institute Certificate



PRESTIGIOUS INVESTIGATIVE SERVICES INC

2436 N. Euclid Ave., Suite D
Upland, Ca. 91784

Ardrick Elmore

State License # PI 21447

LSID # XJ3

Post Certification # 2200-30340

Office (909) 303-3153

Fax (909) 303-3085

Cell (909) 285-5430

E-mail Prestinvestserv@aol.com



June 13, 2022

Cover Letter

To: Long Beach Police Department
Elisa Landeros
Ref: Background Investigation Services

Prestigious Investigative Services Inc
2436 N. Euclid Ave., Suite D
Upland, Ca. 91784
(909) 303-3153
Chief Investigator
Ardrick Elmore

Contact Person: Ardrick Elmore
Chief Investigator
2436 N. Euclid Ave., Suite D
Upland, Ca. 91784
(909) 303-3153

Ardrick Elmore
Chief Investigator