



Statement of Purpose

Condor Security is a leading provider in specialized integrated security services, offering clients a combination of highly skilled security professionals and sophisticated security technologies.

CORE VALUES

QUALITY SERVICE

We provide effective, reliable and experienced security and protective services.

HUMAN RESOURCE FOCUS

We believe that our staff is an important facet of our work. We therefore recognize and hone their potentials as providers of quality service through training and other professional development initiatives.

CLIENT ORIENTED

We strive to be of continuous service to our growing client base, understanding the market place and our clients needs is primary, therefore we are able to cater to any specific and generic client needs.

TRAINING

We develop specialized training for our employees to match clients' expectations and exceed quality standards in the security market.

FORWARD THINKING

We nurture our expertise as the ever changing needs of our clients develop and we are responsive to the present and are always prepared for the future.

SOCIAL COMMITMENT

We enthusiastically liaise with our local communities and partners and we are involved in different public events through local community affairs and fundraising ventures.



Condor Security is a full service security firm. We dedicate our work towards the delivery of various efficient, discreet and reliable security solutions to meet the needs of our clients including protection of people and properties. Our service is aimed at bringing safety and peace of mind to our clients and their communities.



CEO'S MESSAGE

CONTINUOUS LEARNING, EXPERTISE & PREPAREDNESS

Dear Condor staff,

As we proceed past the halfway point of 2023, it has already been an impactful year for our training initiatives as we welcome being back to in-person training. We took practical steps to enhance our capabilities in training as well as strengthen the quality and effectiveness of our training programs.

One of the highlights is the introduction of new, well-qualified instructors with diverse credentials and backgrounds to the educator team. This step was aimed at enriching our training programs and ensuring that we continue to equip ourselves as professional guards, concierges, and supervisors, with the right skills and tools to tackle the various challenges we encounter in our professional roles.

At Condor, we understand that the fields of security and front desk concierge demand continuous learning, expertise and preparedness. Therefore, we take immense pride in our comprehensive training curriculum, the calibre of our trainers, and the unwavering support from our management. Whether it is through online sessions, live classes or on-site training conducted by our Site Supervisors, Mobile Patrol Supervisors and accredited instructors, we ensure that our Condor team receives the training necessary to excel in their roles.

I would like to express my sincere gratitude to all the trainees who actively participated in our training programs and filled our training facility to capacity (all our programs have been fully booked). Your dedication and commitment to self-improvement have been truly commendable. I encourage each of you to maintain this level of initiative and enthusiasm — to gain knowledge and credentials as we move forward. Let us continue to embrace the opportunities that lie ahead as we eagerly await the unveiling of more exceptional training programs in the future.

Thank you once again and I look forward to witnessing our collective growth and success in the times to come.

Best regards,
Benjamin Tabesh
CEO



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Push yourself. Because no one else is going to do it for you.

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For questions, comments or to request to be added to our e-list please message us at:
contact@condorsecurity.ca

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Level 3 Instructor Nir M. trains staff in the highest level of security training offered by Condor Security.

ON THE COVER

TRAINING THE SECURITY LEADERS AND SUPERVISORS OF TOMORROW

Condor's training trajectory, known as the Condor Evolution, starts at Level 1 and continues up to Level 3 as the highest certification attainable with the organization. Condor Security believes that learning is an ongoing process which is why there are so many unique options for guards and supervisors employed at Condor to continue their professional education.



“We invest a great deal of time and effort into our core Level 1 through Level 3 training programs,” explains Ben Tabesh, Condor Security President and CEO. “Our instructors, both in-house and guest trainers, are top-level professionals and each instructor brings out the best in each participant.”

“When I teach the Level 1 and 2 courses, I can see the change in each participant,” says Eric Senior, one of Condor’s lead in-house instructors. “The rise in confidence and poise is noticeable. This new-found confidence comes from the quality of Condor’s training and the diversity of each program we offer.”

The content of Condor’s core training courses helps establish security guards in the profession and continues to build confidence and expertise whether new to physical security or already experienced as a guard, concierge or supervisor. Following are overviews of the core courses.

LEVEL 1

To work as a security guard in Ontario, one must have a valid, government-issued security license. For any prospective employee seeking to join the Condor team, it is a requirement to successfully pass the Level 1 pre-qualifying basic security training course. This course serves as an evaluative process to ensure new hires meet the standards for the company, as well as provide an introductory overview to all new guards on how to practice security as a Condor guard.

Level 1 training covers a wide range of topics, including effective communications, customer service, client relations, emergency response and basic security. Each section is separated into comprehensive subsections that drill down to the details so participants get a thorough understanding of patrolling, report writing, basic security theories and concepts, fire response, medical emergencies and client relations, among others.

The Level 1 training course lasts one full day. To receive an offer of employment, applicants must score 70% or higher in each of three subject areas. Evaluation is based on a number of criteria, including overall motivation and attitude demonstrated by the applicant, their performance skills as shown in practice drills, and results of a written test. Upon successful completion of Level 1, applicants receive a certificate of achievement and are certified as a Level 1 Condor Security Guard.



LEVEL 2

For motivated security personnel who wish to increase their security knowledge and experience, Condor offers Level 2 Intermediate Security Training. This course is available to Condor staff only. The course covers emergency response, first aid and CPR, physical security, threat and risk assessments, and various local laws, acts and regulations that impact the private security industry in Ontario.

To take the Level 2 training course, Condor staff must have a minimum of three months' work experience with a record of good performance at Condor Security and must hold valid certification in Standard First Aid and Level "C" CPR recognized by the Ontario Workplace Safety and Insurance Board.

Participants will increase their confidence in hands-on practice areas such as bomb threat response, suspicious object response and they will also delve into the details of local security-related laws, acts and regulations, threat and risk management assessment, as well as physical security concepts. Condor's Level 2 training course raises the bar of professionalism for what can be expected of intermediate level security guards and concierge staff.



2022 Training Highlights

58

Number of courses
offered by Condor

1,450

Number of course
participants in 2022

17

Number of Guards
certified in Level 3

Congratulations to Newly Certified Security Staff

We wish to offer congratulations to successful participants of Condor Security's Level 1 basic training program. This is a core training program that Condor offers.



LEVEL 3

For more experienced Condor Security staff who wish to challenge themselves both physically and mentally, Condor offers the Level 3 Advanced Security Training course. Requirements are to have a valid certification in Condor Level 2 and Verbal Judo with a minimum of three months' work experience at Condor Security, in order to get the most out of all the training offers.

Level 3 combines emergency procedure training and practical use of force training with physical exercises and customer service drills with a strong focus on team building. To complete the challenge of Level 3, participants will push their limits, persevere through obstacles, and rely on confidence gained through the support of their teammates.

After completing Level 3 training, security staff will be proficient in performing under high stress, understand practical defensive techniques and tactical handcuffing as well as recognize Ontario Use of Force theory and related Canadian laws.

WHY CHOOSE CONDOR SECURITY GUARDS

Condor clients can feel confident that guards working their premises, whether condominiums or private residences, institutional sites, new developments and events have undergone and continue to undergo rigorous training that befits their professional status and the serious role security contributes to the well-being and safety of communities.

Ben Tabesh adds, "We believe that Condor's combination of continuous education and the quality of the core and complementary training programs we offer enhance the professionalism, self-confidence and dedication of our guards and concierges. In addition to our core Level 1–3 training, Condor staff are prepared for any situation thanks to our complementary next-level tactical Verbal Judo and FireSafe, First Aid and CPR training, and Tactical Awareness courses. They are a credit to the security services profession."





ONSITE TRAINING AND MEETINGS

TACTICAL AWARENESS TRAINING LEADS TO IMPROVED SAFETY

On most days at the Condor Security head office, there will be an in-person employee training session on the go. Tactical Awareness is one of the most meaningful training programs for security guards to learn skills that are useful during critical times as well as to develop a sharp mindset that is advantageous during all aspects of work.



Security guards must always be one their toes and Tactical Awareness training prepares them to understand their surroundings, improves communication skills and gets them ready for potential court appearances.





THE BENEFITS OF TACTICAL TRAINING

Recognizing threat cues is the most important factor whether maintaining personal safety or contributing testimony in a court of law. Tactical Awareness training teaches students how to recognize threat cues and describe them with understanding (justification for actions taken can be articulated and thus reduce liability to the guard and the company or institution that they work for).

According to some research, it can take between 21 and 30 days to form a new habit. The challenge with mastering Tactical Awareness habits is that people do not often find themselves in regular high-stress situations and so it may take longer to become proficient. Nevertheless, the training provides Condor guards with the opportunity to start internalizing the knowledge and skills required to thrive in response to a direct threat.

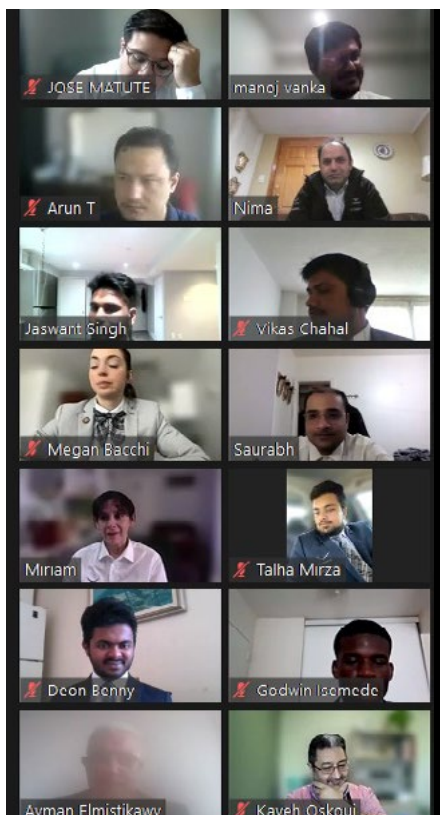
Security guards are professionals and figures of authority with a government mandated code of conduct, and their actions are scrutinized very closely. Tactical Awareness training provides clear tools and choices on how to respond before, during and after a

threatening situation. This tactical focus is complemented by a focused consideration on note taking and report writing skills, comprehension of the legal system as it pertains to security and law enforcement personnel, and effective communications strategies that facilitate a proper testimony as required in the legal courts.

PROTECT YOURSELF, PROTECT OTHERS WITH TACTICAL AWARENESS

Situational awareness, also called tactical awareness, is the ability for a security guard to anticipate, understand, think calmly and quickly and de-fuse any situation that could have the potential to escalate into a life-threatening crisis. This could be dealing with a hostile intruder or an individual or group that pose a serious threat to people and property.

The course instructor, Al Grose, is a Ret. Halton Police Instructor, ASP Trainer and Self Defence Instructor. Al was an on-duty officer for 30 years and brings his vast knowledge and background with real-life situations to ensure that participants will learn from his experiences. The end result of this course is to develop the ability



in a trained security guard to recognize a potentially threatening situation and/or individual, take the necessary preventative steps to ensure one's safety, defend oneself according to Ontario Use of Force guidelines if necessary (with an emphasis on disengagement as the premier success strategy), and be able to record the details of the incident in a Use of Force Report and Incident Report. The training also provides an understanding of the courtroom environment such that the trainees become able to effectively articulate the situation and their actions in a way that is factual, clear and communicates that their actions during the incident were the most reasonable and measured ones to take.





ONLINE COURSES

VERBAL JUDO WEBINARS: ONLINE TRAINING OFFERS MORE OPTIONS TO LEARN

Many learning courses must be held in person in order to reap the most benefits. One example of this is Self-Defence, which is a physical training program. Thanks to COVID-19, in-person opportunities for education sessions like these became restricted for some time.

Verbal Judo Instructor Andrew K. supervises Condor employees as they practice Verbal Judo skills, such as de-escalation, in a one-on-one exercise.



ONLINE COURSES

The tactical communications program known as Verbal Judo, on the other hand, has been one of Condor's complementary educational programs that lends itself well to an online webinar format.

Since its implementation, Condor's staff have benefited from Verbal Judo in numerous ways, including:

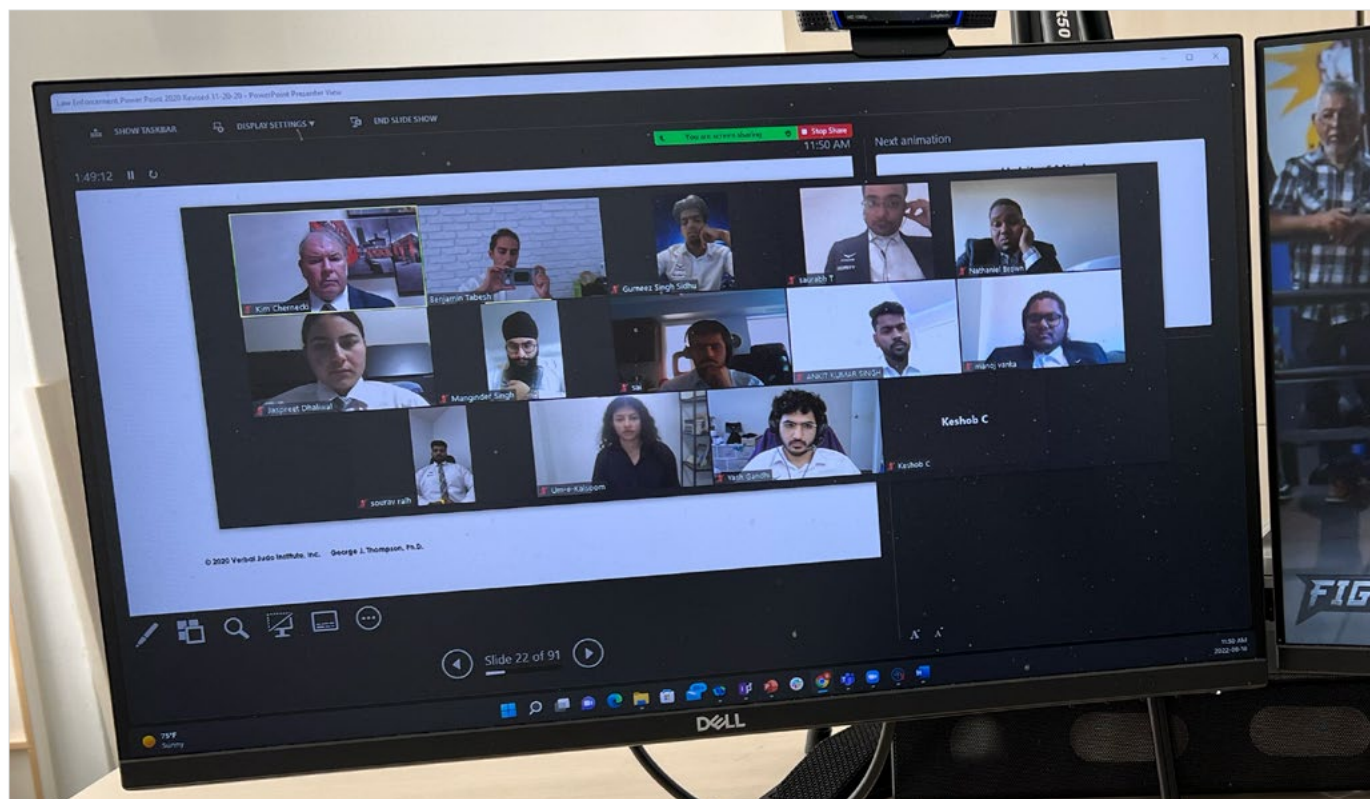
- Increased safety and professionalism.
- Improved morale and reduced on-the-job stress.
- Enhanced cooperation from clients and the public when enforcing policies/procedures.
- Reduced liability due to a methodical, empathetic approach to working with people.

Last year, close to 600 employees completed online Verbal Judo webinars and the response has been extremely positive.

"Our employees are finding that our online webinar series, with its flexibility, gives them the same opportunities to learn as in person," explains Ben Tabesh, Condor's President and CEO. "Our training manager, Eric Senior, is certified in the internationally recognized Verbal Judo system. Eric brings his personal touch and many years of training experience to webinar participants and there is plenty of participation and time for Q&A. Everyone benefits a great deal."

"Verbal Judo has been one of Condor's complementary educational programs that lends itself to an online webinar format."

— ERIC S.



Verbal Judo is a course that lends itself well to the online format.



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CONDOR PARTNERSHIPS

COMPLEMENTARY TRAINING COURSES SHAPE THE PROFESSIONAL GUARD

At some point in performing their jobs, security guards and concierges could be faced with a situation that requires them to dig deep into their skill sets. It could be a fire or a health emergency incident, or it might be an aggressive individual or a suspicious package that has appeared on site.

Specialized education is one area where Condor Security excels. Providing complementary training courses that address specific emergency situations and help prepare staff to be aware, stay calm, de-escalate and remain professional is a standard part of Condor's mandate. Here is one example of Condor's complementary training courses.



FireSafe training is just one of several specialized courses offered by Condor Security.

FIRE SAFE

Practice Fire Safety. Be FireSafe.

This training course combines in-class theory with live action drills. The FireSafe program is conducted by active firefighters who walk participants through fire safety systems and legal regulations. The course teaches staff how to remain calm while under stress, to respond to potential life-threatening issues with clarity and professionalism, as well as maintain the protection of people and property until authorities arrive on scene.

The course gives practical training in fire extinguisher use, hazardous material awareness, CPR-C, an overview of assisted breathing apparatus, and other fire safety systems such as the property's maintenance room. Participants gain confidence while strengthening their personal leadership skills.

With more and more threatening occurrences taking place in everyday situations on our streets and in public transportation, it's important that every person be aware of their surroundings. Security personnel, in particular, need to be aware of their surroundings so they can perceive and anticipate split-second situations almost before they occur.



Condor staff practice training in fire extinguisher use to prepare them for the possibility of a real-life fire safety situation.



Take Advantage of Exciting Special Offers

Premium sportswear and gear, including shoes, clothing, sunglasses, backpacks and other accessories for your year-round activities.



Exclusive discounts for Condor Security employees at these valued Corporate Partners.

Contact contact@condorsecurity.ca for more details



PHOTO ESSAY

SELF-DEFENCE TRAINING: PREPARE FOR THE UNEXPECTED

Self-defence skills and situational awareness abilities are useful for everyone to know, but for physical security staff who might be faced more regularly with potential conflicts on the job site, knowing how to protect themselves is essential.

Safety training, including self-defence tactics in the form of traditional and modern martial arts, is a popular course offered by Condor Security for men and women. Participants practice in class-based exercises to help them recognize aggressive behaviours and become more aware of potential safety issues at work. In addition to classroom exercises, participants work on drills and routines in the gym. This knowledge helps build confidence and physically prepares security personnel for the unexpected. Safety is key — for themselves and for bystanders.



Self Defense Instructor Joel G. with Condor CEO Ben T. and Condor Training Manager Eric S.



TOP STUDENTS HONoured AT ASIS TORONTO EVENT

On Tuesday, April 11, 2023, Condor Security proudly sponsored an exciting and informative event with the ASIS International — Toronto Chapter, as well as the Centennial Place event space at Centennial College.

The event was the ASIS Student Appreciation Event, which has not been hosted in person for some time since the COVID-19 pandemic. The theme of the event was “How is AI changing the world for the better.”

In the state-of-the-art facility, students from the best policing and security programs in the city enjoyed the wonderful view of Toronto, a delicious buffet dinner, as well as an enlightening talk from the Founder and President of Solosquid, Inc. — a company that provides AI-based security services to businesses.

It was wonderful to see the top students of the Centennial College Police Foundations program — selected to attend by their faculty — in a variety of roles during the event, from flagbearers to singers of the national anthem, and reciters of the Centennial College Indigenous Land Acknowledgements—the students of the host facility showed mature presence and dedication to service of their school and nation. Other esteemed speakers included Rita Morehouse, the Chair of Emergency management and Public Safety Institute at Centennial College, who discussed how AI technologies such as ChatGPT are starting to integrate into the school’s operating systems. Another speaker, Kunal Kumar from ASIS spoke to the students and attendees about the Mentorship program, which is a unique and meaningful opportunity for students in security-related programs to get mentorship from experienced professionals in their fields of interest. He also spoke about Membership benefits, which include special access to a global network of 34,000 security professionals, scholarships and grants to support education and

career goals, and members-only savings on webinars, conferences and learning courses.

The main focus of the talk was about optimizing security operations through AI-powered solutions. Jason Kloss of Solosquid, Inc. began his discussion by giving the students an overview of his career journey, from his childhood aspirations to how he refined and redefined his career goals in later years until today as the Founder and CEO of Solosquid. This was a great opportunity for students to learn from a professional’s experience about the way career goals can develop and change over time.

It was truly fascinating to see how AI has been used to improve some of the most critical technologies relevant to the security industry. Some examples included, with a live demonstration, AI-based people and vehicle counting technology that tracks and filters movement of people and vehicles in and out of a defined space. Another example was parking monitoring solutions that also use existing camera infrastructure to facilitate a process that would otherwise take more time and manpower, thus increasing efficiency for a company. Other interesting examples include heat mapping technology, occupancy tracking, line queuing technologies for retail and banking businesses, and automatic licence plate recognition.

The most important lesson from his talk was the caveat that starts with consideration of how there are many interesting things that AI is used for and there are many cool technologies that can pique or create excitement for an enterprise seeking to make their productivity and service quality better.

Nevertheless, the first question always asked must be: is AI the required solution to the problem under examination? The effective methodology is to assess the problem for what it is and to consider the range of relevant solutions. If an AI technology is found to be the best solution available, then fine, but integrating an AI technology should not really be the objective itself.

Overall, the evening was informative and celebratory. Condor Security considers such events to be an important part of the mandate, to continually foster collaboration and networking with industry partners, and to provide opportunities for learning and development to the future members and leaders of the security services industry.



Condor Security employees attending the ASIS Student Appreciation Event in Toronto.


A poster for the ASIS Student Appreciation Event. The background is a close-up of a man wearing a VR headset. The text on the poster includes the ASIS logo, the event title "FROM EYE TO AI", the subtitle "STUDENT APPRECIATION EVENT", the theme "HOW IS AI CHANGING THE WORLD FOR THE BETTER...", the keynote speaker "JASON KLOSS, PRESIDENT AT SOLOSQUID INC.", the date and time "APRIL 11TH 2023 FROM 6:00 TO 9:00 PM", the location "CENTENNIAL PLACE 937 PROGRESS AVE. TORONTO, ON", and the sponsors "CONDOR SECURITY" and "CENTENNIAL PLACE".

ASIS
INTERNATIONAL
STUDENT APPRECIATION EVENT

FROM EYE TO AI

· STUDENT APPRECIATION EVENT
"HOW IS AI CHANGING THE WORLD FOR THE BETTER..."

KEYNOTE SPEAKER: JASON KLOSS,
PRESIDENT AT SOLOSQUID INC.

APRIL 11TH 2023
FROM 6:00 TO 9:00 PM
CENTENNIAL PLACE
937 PROGRESS AVE.
TORONTO, ON

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HOW TO MANAGE AND DE-ESCALATE CONFLICT IN CONDOS

This spring, Condor Security's president and CEO, Ben Tabesh, had the honour of participating in a webinar put on by the Condominium Authority of Ontario (CAO) for condo board members, managers, unit owners and others in the industry.

The theme was Managing and De-escalating Conflict in Condos. "We all want strong and vibrant condos in our communities," said Robin Dafoe, CEO and Registrar of the CAO in her welcome address. "Our goal is to focus on safe and respectful communities where we can all be accountable and contribute in a positive way."

The webinar featured a panel of experts that included CAT member Celia Chandler, Condor Security CEO, Benjamin Tabesh and CAO Data & Policy Director, Paul Duffy.

In brief, an overview of the Human Rights Code was provided by Celia Chandler. She explained how boards have a duty to accommodate mental health issues in a way that respects the

dignity of the person. When a conflict arises, it is a board's responsibility to collaborate to come to a resolution for all parties. The CAO's Paul Duffy referred participants to the CAO's growing library of support materials and practical guides for boards and directors.

When it was Ben's turn, he spoke directly to de-escalation — calling it a humane approach to gain cooperation as opposed to resistance. The following are some highlights.

WHAT IS DE-ESCALATION, AND WHY IS IT IMPORTANT WHEN DISCUSSING CONFLICT MANAGEMENT?

Conflict resolution can help you deal with people who may be verbally aggressive with the goal of preventing escalation and further problems.

Effective de-escalation can help you in all situations and is very relevant to people living in condo communities where there are large numbers of people living within a small area. Tensions can run high when people become frustrated with something in the place they live.

As a condo manager, director, owner or resident – conflict resolution and de-escalation provide a humane approach to dealing with others, especially when people may act irrationally, or someone is suffering from a mental illness. De-escalation is all about prevention and mitigation of potential future risks. You're trying to gain their cooperation instead of resistance.

WHAT ARE SOME EFFECTIVE TACTICS WHEN IT COMES TO DE-ESCALATION?

Our natural reaction when confronted with verbal abuse is confrontation — but confrontational language may only escalate the situation. Instead, you need to start by being an active listener, which means being open and unbiased. Hear what they are saying literally. Interpret it as accurately as you can. And use that information to act appropriately.

There is a five-step communication process that is effective in these situations. It's called LEAPS and stands for Listen, Empathize, Ask, Paraphrase and Summarize. There are other variations of this de-escalation approach, but this approach is effective and straightforward.

LEAPS METHOD

Courtesy of Condor Security & Verbal Judo Institute

LISTEN – A key component is listening to understand the problem and enable you to respond effectively.

EMPATHIZE – Show that you care about their situation. Try not to pre-judge or disapprove because you might approach it differently.

ASK – Ask questions to figure out what is important to them. This will show that you are concerned and want to help them.

PARAPHRASE – Put the facts as you see them in your own words to show that you understand what they are saying. For example, saying “Let me be sure that I understand what you just said.”

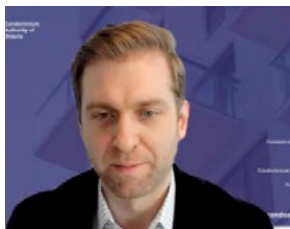
SUMMARIZE – Be brief and decisive and communicate the action that you will take as a next step.

WHEN SHOULD DIRECTORS AND MANAGERS RECOGNIZE DE-ESCALATION IS NO LONGER AN OPTION AND WHAT SHOULD THEY DO NEXT?

Even if you follow the LEAPS strategy, or one of the many de-escalation strategies that are out there, some situations may require the support of professionals. These would be regarded as more severe circumstances, when you feel that you’ve exhausted every effort to de-escalate a situation and you are fearful for your own safety or the safety of others. Depending on where you are located, the town you live in may offer a variety of services that may be appropriate depending on the situation. If there is someone who is in serious emotional distress, consider a non-emergency line where you can be dispatched to the appropriate department (such as community mental health workers).

If there is harassment, abuse or violence involved — or fear for these things — it may be appropriate to call your local police department to explain the situation and have them provide support. These are difficult decisions to make, but you should err on the side of caution and seek support if you’ve tried your best to de-escalate the situation to no avail.

Webinar screening with speakers (from top left to bottom right) Aleks Dehfto, CAO Manager Outreach and Communications, Celia Chandler, Benjamin Tabesh, and Paul Duffy.



Managing & De-escalating Conflict in Condos

Join the Webinar on April 27 at 6 P.M.

Meet the Panellists

REGISTER TODAY!



Benjamin Tabesh
CEO, Condor Security & conflict-resolution expert



Celia Chandler
Former lawyer, CAT Member, mental health & human rights expert



Paul Duffy
Director, Data & Policy, CAO





CONDOR ATTENDS INDUSTRY EVENTS

ACMO/CCI CONFERENCE AND ACMO EDUCATION SESSIONS

Towards the end of 2022, it was clear many people were missing the camaraderie of industry events and the social atmosphere that the COVID-19 pandemic had prevented for more than two long years. One of the primary Condominium industry events of the year was the 2022 ACMO and Canadian Condominium Institute Annual Condominium Conference at Enercare Centre in Toronto that took place in late September.

Panellists included other prominent condominium industry executives and professionals. The discussion covered everything from Labour Relations and Employment Standards Laws in Ontario and their impact on negotiating and signing your management, to the details of cleaning and security contracts. Panellists went a step further by discussing the employment shortage and options to attract and retain talent in today's job market and implement the right balance between service expectations and pay compensation.

2022 ACMO/CCI CONDOMINIUM CONFERENCE

"These are important events for Condor to participate in," explains Ben Tabesh, Condor Security President and CEO. "We have made so many contacts over the years and we continue to meet new Condominium Managers and condo Board Directors. We get to learn about what their immediate and long-term security needs are, where their properties are located and what that entails, and explain how we can help them with Condor's fully trained professional security guards and concierges."

In addition to participating in the education session, it was important that Condor Security be present on the trade show floor with ample booth space where it was easy to meet and chat with old friends and new. "It was fantastic to see everyone in person again," adds Ben Tabesh. "We are looking forward to connecting at similar events in 2023."

EMPLOYEE RETIREMENT NEWS

FAREWELL TO SENIOR SECURITY GUARD, PRUDENCIO AGDAN



"The first thing that came to mind when Prudencio Agdan told me he was retiring was: 'You earned this,' " says Ben Tabesh, Condor Security President and CEO. "Then I immediately thought back to his professionalism and heroic efforts over the years and how I witnessed his growth as a senior security guard."

Prudencio joined Condor Security in May 2012. Since that time, Prudencio was a dedicated, high-performing Condor employee. There is one particular moment that stands above others when we think of the brave work of security guards, and Prudencio in particular.

On the cold winter afternoon of December 9, 2020, Prudencio demonstrated tremendous bravery and grace under pressure by reacting quickly and decisively to ensure the safety of two students and a parent at a crosswalk just outside of the grounds of the school at which he worked.

When a car ran a red light at the crosswalk, Prudencio reacted quickly, preventing a potentially fatal situation by keeping the pedestrians from walking into the path of the oncoming vehicle. The incident took place just after classes were let out in the late afternoon, as the students were heading home from school.

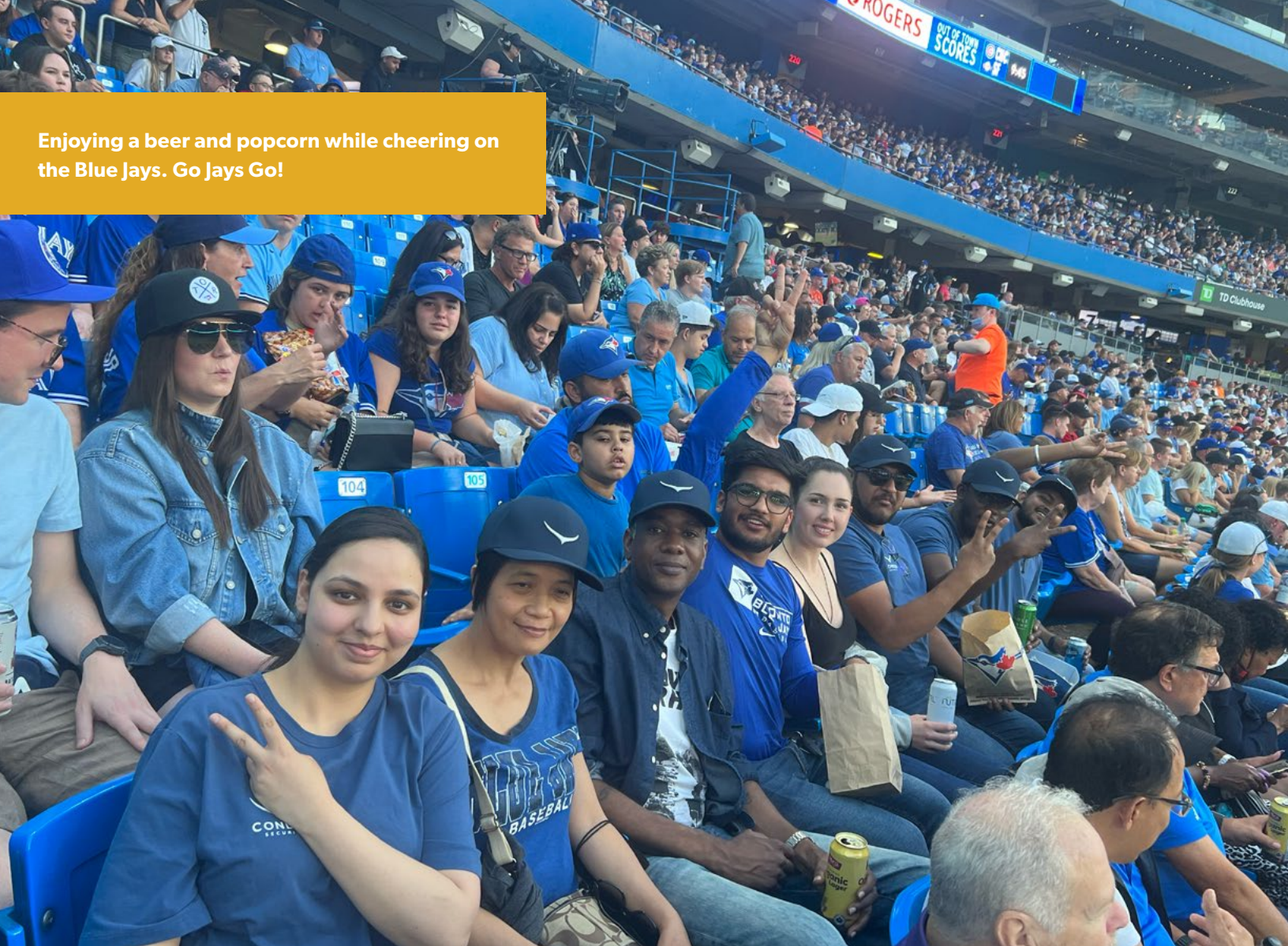
"He saved [two children] and a parent as they were crossing the road just as a car ran through the red light, narrowly missing them as they were crossing. Luckily, he held the kids back," described a witness to the event.

In 2021, Prudencio was recognized by the Canadian Security Lifesaver Association for Unwavering Heroism in his line of duty for actions during that frightening incident in 2020. The Canadian Security Lifesaver Association is a non-profit organization devoted to recognizing and awarding efforts made by the 140,000 licenced Canadian security guards that rise above and beyond the call of duty.

Prudencio was and will remain one of the best employees of and members of Condor Security history. We wish him a happy and meaningful retirement. Bye, Prudencio!



On behalf of management and fellow employees, we want to wish Prudencio well in his retirement as he takes time to be with his family.



Enjoying a beer and popcorn while cheering on the Blue Jays. Go Jays Go!

SOCIAL EVENTS

LET'S PLAY BALL!

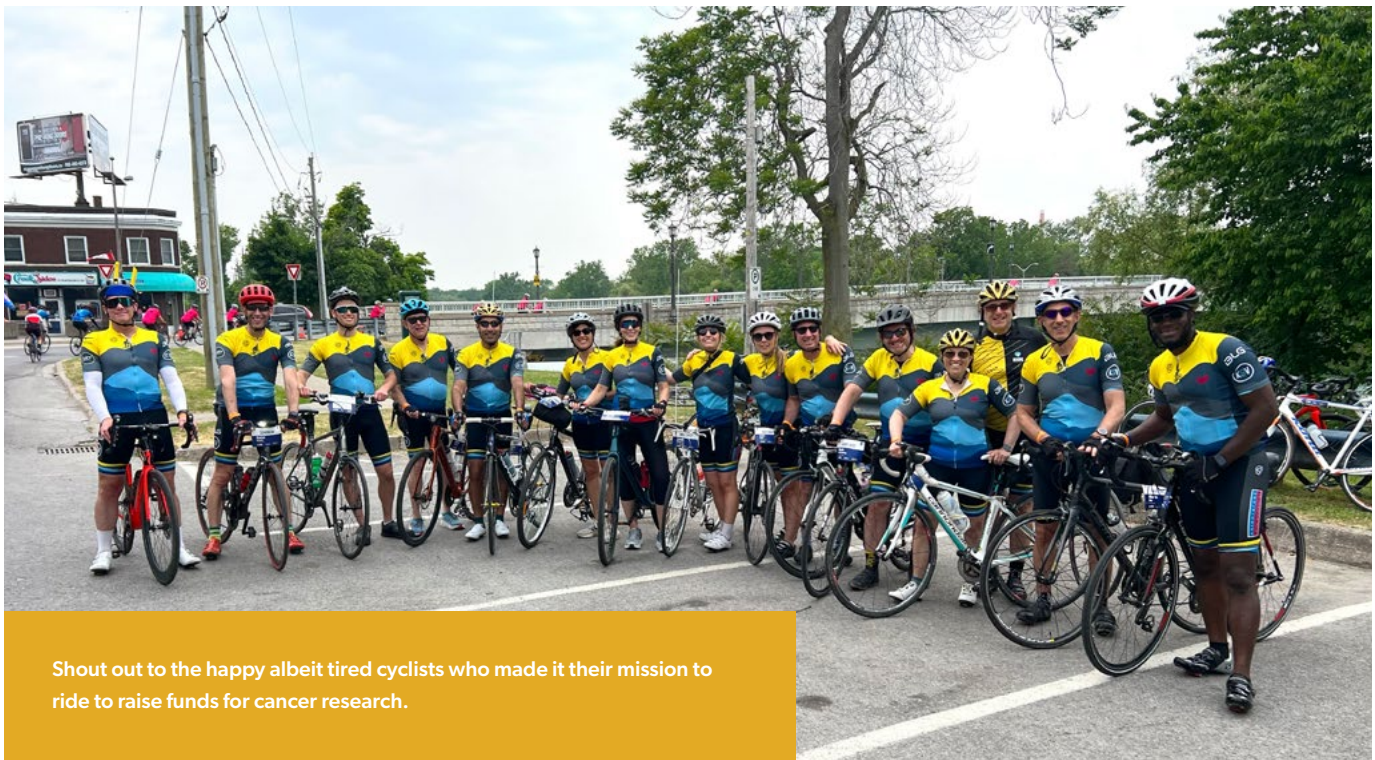
"It's important that our staff work hard and then they can be rewarded with a relaxing day at the ballpark," said Ben Tabesh, Condor President and CEO. And that's exactly what one group of Condor Security staff did when they attended a MLB Blue Jays game.

The happy group got to cheer on the Blue Jays as they played at the Rogers Centre. The Blue Jays won the game 5-3! Condor supports team building through social activities and events. Past events have included company picnics and wall-climbing.

TEAM KNIGHTSTONE RIDES TO CONQUER CANCER

This spring, Condor Security sponsored a cycling team in the Ride to Conquer Cancer. Teams that enter choose a one-day or two-day route that gets them from Toronto to Niagara.

Named the Knightstone Group, the dedicated Condor team of 15 cyclists raised \$130k to help those suffering from cancer. The ride this year raised \$17.5 million in total towards cancer research for the Princess Margaret Hospital and Cancer Centre in Toronto.



Shout out to the happy albeit tired cyclists who made it their mission to ride to raise funds for cancer research.

LEADING SECURITY PROVIDER THAT CARES

Recently, Condor's CEO Benjamin Tabesh was featured in CEO Monthly (ceo-review.com), an international publication that profiles C-suite executives and their organizations. The following is the article that featured Ben and his vision for Condor.

"Condor Security is a Canadian security company that was established in 2001 by Benjamin Tabesh. It provides a variety of security services to businesses, residential communities, and individuals. Recently, Benjamin has been recognised in the Most Influential CEO Awards 2023, so here we take a closer look into his company and approach.

Condor Security offers security consulting, risk assessments, security planning, security training, and physical security services that include manned guarding, condominium concierges, and mobile patrols. Additionally, it has technology divisions that provide security system integration, access control, and surveillance solutions.

The core values that Condor Security is built from have been key for its ongoing success. Firstly, it is committed to providing clients with the highest standard of services possible. Challenges within any industry are unavoidable, and are part of running a business, which is why Benjamin encourages forward thinking. This ensures that Condor Security is able to find solutions to all the security challenges that may arise. In addition, another of its values is training, which goes hand in hand with the quality of its services. The employees have the necessary skills and knowledge to deliver clients with the best solutions to their needs.

Client satisfaction is central to all Condor Security does, therefore, customer focus is an essential value that is always present. All that the team does is with each client in mind, which is why it keeps away from the one size fits all approach to security. Every client is unique, and the team get to know their needs and requirements to provide them with exactly what they are looking for. What's more, not having set packages avoids clients paying for equipment that they don't necessarily want or need.

Benjamin ensures that the workplace culture is supportive, inclusive, and empowering which is then reflected on the team's performance and job satisfaction. Currently the industry is seeing a shortage of qualified security professionals, and this has been a challenge that Condor Security has had to overcome.

However, the company has the advantage of a culture that attracts candidates and keeps them motivated and engaged. Benjamin believes that taking great care of his team is essential. The ongoing success of the company is a common effort and Benjamin is immensely proud of what the entire team has built together.

Benjamin's leadership style is very hands on, he is very involved in the everyday operations of Condor Security and is known for his ability to connect with all members of the team. Throughout the years the company has grown and evolved

which has pushed Benjamin's leadership style to develop alongside it. With the growth of the company Benjamin has had to learn how to delegate tasks and responsibilities which has helped him focus on the bigger picture through the company's long-term goals. Now he is more focused on strategic planning, with a deeper understanding of the industry and market trends.

Currently, Benjamin has been planning the upcoming year for Condor Security. He is looking to expand its services and capabilities to meet the ever-changing needs of its clients by making advanced security services available. To achieve this, Benjamin is investing in new technologies such as artificial intelligence, biometric recognition, and other cutting-edge technologies. On top of that, he is going to develop new training programs to provide more specialised skills to his team. Benjamin enthuses, "This will help us to provide more specialized services to our clients and ensure that our team members are equipped with the knowledge and expertise needed to meet the evolving needs of the industry."

Leading a company comes with a great deal of responsibilities, which involves the customer, the employees, and also the community. The values of the company are a direct representation of what Benjamin stands for. When it comes to the community, he believes that



companies have the responsibility to give back, and he is committed to helping and supporting people wherever he can. Condor Services partners with non-profit, charitable organisations with the hope of making a positive difference while building a strong bond with the people that it works closely with.

Benjamin's commitment to his company and the community is inspiring, and it reflects a great level of compassion and care to what truly matters most — people. He reflects leadership skills that are able to successfully push a company towards great highs while also being

humble and considerate of those that surround him. He wants to be part of building a better future where people are the main priority. This is why it comes as no surprise that Benjamin has now received the title of Most Influential CEO 2023 – Ontario.

If you are looking for a security service provider that cares, you don't need to look any further. Benjamin and his team will go above and beyond to create a customised package of services made to fit your needs. Head over to Condor Security's website to find out more!"



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