



The leader in  
Background  
Screening

**SSC, INC.**  
**25 Controls Drive**  
**Shelton, CT 06484**  
**(203) 925-6180**  
**[www.sscintel.com](http://www.sscintel.com)**  
**[www.sscscreening.com](http://www.sscscreening.com)**



## **SSC, INC. BACKGROUND SCREENING SERVICES**

### **SERVICE OVERVIEW**

## TABLE OF CONTENTS

SSC Company Profile .....	3
Why Does SSC Pre-Employment Excel .....	4
Services We Offer .....	5
Search Descriptions .....	6
Technology Solutions .....	9
FAQ .....	16
Management Team .....	18
Additional SSC Services .....	20



Member of Protective Alliance, LLC since 2002. A network of privately owned companies protecting Corporate Assets



**PROTECTIVE ALLIANCE, LLC**  
 Thomas Riggio, President  
 860-395-5695  
[triggio@protectivealliancellc.com](mailto:triggio@protectivealliancellc.com)



**SSC, INC.**  
 Maribeth Martino, Manager of Investigations  
 203-925-6192  
[mmartino@sscintel.com](mailto:mmartino@sscintel.com)

---

## COMPANY PROFILE

### History and Background

In an industry under constant upheaval from consolidations, mergers and acquisitions, Security Services of Connecticut, Inc. (SSC, Inc.) has stood strong for 39 years as an independent, privately owned, and operated security and investigations firm.

SSC was founded in 1975 with a single office in Bridgeport, Connecticut. Over the years, three generations of family have actively steered the company on a carefully charted course of organic growth, steadily expanding and strengthening our presence throughout Connecticut, New York, New Jersey and throughout the Northeast.

Today, SSC is the largest privately owned security services and risk mitigation firm with headquarters in the Northeast. The company operates a 30,000 square foot headquarters facility in Shelton, Connecticut, along with branch offices in Rocky Hill, Connecticut, Chappaqua, New York, and Parsippany, New Jersey.



**SSC's 30,000 SF corporate headquarters in Shelton, CT**

SSC currently employs approximately 1,000 security professionals – a force of exceptional men and women who are the living embodiment of a proud heritage of service principles and quality standards. Beginning with our first client back in 1975, we have maintained an unerring focus on what really matters to each individual client. In developing our service paradigm and our processes, we always return to one central question: does this ultimately improve the service and value we deliver to our clients?

In the current economic climate, many security providers are making tough choices to survive in a very competitive industry. Some simply disappear, swallowed up by bigger firms, or crushed by financial losses. Others slash employee wages and benefits, “streamline” management, and cut every corner possible in a desperate effort to undersell competitors.

Perhaps only an operation like ours – one with strong roots and a deeply entrenched culture of service excellence – can stand firm against the pressures that have led so many companies to sacrifice their independence or the integrity of their service.

SSC's leadership remains as passionate today as it did when it began about holding true to critical, core service values. Times have changed, but the prerequisites for consistent, reliable security services have not. By focusing on improving our processes and raising the bar, we continue to build a legacy every one of our people is proud to carry on.

---

## WHY DOES SSC PRE-EMPLOYMENT EXCEL

### DATA SECURITY

We are a security company by nature and take the safekeeping of data seriously. Our data center has achieved SSAE 16 Type II and ISO9001 certifications. Our architecture is comprised of the latest Dell blade systems, high end Dell storage area networks, top of the line Cisco security and networking equipment and state of the art fully redundant colocation facilities. Our hosted platform, Deverus, utilizes high end Cisco Firewalls to secure its traffic. All traffic internally and externally are routed through the firewall to ensure security of the system and its data. Additionally, there are multiple physical and electronic security layers to safeguard against unauthorized access. Sensitive Information such as DOB's and SSN's are obscured on all reports that are accessible via the Internet, and also when in delivery transit (via email or fax).

### ACCURACY OF DATA

Our full-time quality assurance team prevents issues from occurring and consults multiple resources before entering records in the system. We understand that you need fast and high quality investigations in order to safeguard your people and assets. SSC prides itself on using the highest quality research providers in the industry. Through our professional memberships, we discover the best partners in our arena at the most competitive rates.

### CUTTING EDGE TECHNOLOGY

SSC's Applicant Management System can save you time, minimize inconsistency and maximize the accuracy of your background screening results. SSC offers a screening portal where your team or the applicant can directly input the data necessary to process the check. Once we have received the request we guarantee that each search will be sent to the researchers for processing within 24 hours, and many searches even completed. There is also a recruiting portal where you can manage job postings, create an online application, collect resumes, manage incoming applicants and send automated email messages.

### CUSTOMER SERVICE

We answer the phone when you call, never get caught in a voicemail system. We can assign one account manager for your business or you can choose to speak with the first available analyst about your case or question. We know all of our clients: by providing training and setting up your account preferences - all for no additional cost. If possible, we'll take time to meet you and your team personally and demonstrate our service to you live. From time to time we even send out surveys to make sure you're satisfied with our product and service.

### TRAINED STAFF

SSC screeners are trained professionals with research and analytical skills that meet the demands of an ever-evolving and regulated industry. The approach of balancing technology with human analytical review provides our clients with a comprehensive applicant report. We don't just process data, we investigate to look for clues or gaps that may unveil important information about your applicant.

### COMPLETE SERVICE OFFERING

SSC does not only provide criminal checks, we have a full suite of pre-employment services from social security verification, employment verification, motor vehicle records to workers compensation, drug screening and international investigations. There's no need to deal with multiple vendors, we consolidate all your needs into one easy to read report.

## WHY SCREEN EMPLOYEES?

Well-run businesses know that conducting proper pre-employment screening is integral to any professional security and risk management program. Aside from making certain companies hire the best possible candidates, a well-defined background-screening program will ensure candidates have the skills, ability, and knowledge to meet job requirements. SSC enhances work environments and improves business profitability with its unified strategy that leverages the overlap between security and investigative needs.

## BACKGROUND INVESTIGATION SERVICE LIST

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Statewide Criminal Records</li> <li>• County Level Criminal Records</li> <li>• Civil Records Check</li> <li>• Social Security/Past Address Trace</li> <li>• SSN Validation Through SSA (CBSV)</li> <li>• Credit History (Employment Screening)</li> <li>• Credit History (Tenant Screening)</li> <li>• Federal Criminal Check</li> <li>• Federal Civil Check</li> <li>• Federal Bankruptcy</li> <li>• Motor Vehicle Records Check</li> <li>• Education Verification</li> <li>• Employment History</li> <li>• Reference Check</li> <li>• Sex Offender Check</li> <li>• Patriot Act /OFAC</li> <li>• Professional Credential Check</li> </ul> | <ul style="list-style-type: none"> <li>• Drug Screening</li> <li>• Workers Compensation</li> <li>• Nationwide Criminal</li> <li>• Nationwide Sex Offender</li> <li>• Adverse Action Compliance Assistance</li> <li>• International Checks</li> <li>• FACIS Healthcare Fraud and Abuse</li> <li>• National Practitioners Data Bank (NPDB)</li> <li>• FDA Debarment</li> <li>• Eviction Reports</li> <li>• DCF Abuse and Neglect Registry</li> <li>• Public Media Scan</li> <li>• Massachusetts CORI</li> <li>• Financial stability Scan</li> <li>• Real Estate/Asset Search</li> <li>• Military Verification</li> <li>• Arrest Monitoring</li> </ul> |
|--|---|

## SCREENING SERVICES AVAILABLE FOR THE FOLLOWING PURPOSES:

Pre-Employment  
 Potential Tenant  
 Students  
 Interns/Temporary Staff

Re-Screening Programs (monthly/annually)  
 Vendors/Contractors  
 Potential Clients/Investors  
 Workplace Misconduct or Theft

---

## SSC SEARCH DESCRIPTIONS

### **Criminal Searches**

Search for prosecution against an individual that has violated the law of a particular state. Can be conducted as a statewide or county level search. Statewide searches are not available and/or reliable in every state. Where statewide searches are not all-inclusive we conduct county level searches. Criminal record requests are conducted by professional record retrievers strategically located throughout the United States, and in some cases, requires a physical site visit to a local courthouse. All criminal record “hits” are sent back to SSC for further review and quality assurance.

### **Nationwide Criminal (AKA Multi-Jurisdiction Criminal)**

Despite popular belief, there is no all-inclusive “Nationwide” criminal search, however this term is often used interchangeably with a multi-jurisdiction search. This search compiles large volumes of information including but not limited to criminal history, sex offender status, OFAC and some additional government sources of data such as terrorist watch lists, FBI and DEA lists. These sources may not be monitored, updated or corrected regularly. While this type of search is helpful as a discovery method, it should not be used as a standalone search. SSC further researches all possible matches located from this search at the individual county, state and/or direct source level to improve accuracy and completeness of results being reported. All “hits” that are located are verified at the county/state level automatically. Additional charges will apply when further research is necessary.

### **Social Security/Past Address Trace**

Searches a database of collected information from thousands of sources to generate a list of names and addresses that are associated with the individual’s social security number. It does not access Social Security Administration files. Its value is in locating other identities by which the applicant has established and maybe even failed to reveal. This information is to be used for research purposes only (to help determine what names/locations to source criminal data from). On its own, the information should not be used in a hiring decision. SSC recommends our clients to check for records under ALL legitimate names and addresses revealed from this search as this will enhance your due diligence and assist in reducing liability.

### **Social Security Validation/Consent Based Social Security Validation (AKA CBSV)**

Developed and administered by the Social Security Administration (SSA). This search verifies whether a Name, SSN and Date of Birth match the data in SSA’s Master File and Death Index. Results can prevent synthetic name fraud with 100% accuracy. This search requires the signed consent of the Applicant/SSN holder on Form SSA-89.

### **Sex Offender**

Statewide and nationwide searches available. Verify whether a candidate’s name does or does not appear on registries.

---

### **Federal Criminal**

Search for prosecution against an individual that has violated US federal law. A federal crime is a crime that is made illegal by U. S. federal legislation, thus is prosecuted in the federal court system. Federal offenses include crimes such as drug trafficking, immigration law violations, postal offenses, misuse of federal funds, kidnapping, interstate transportation of stolen goods, embezzlement, and robbery. Conducted by state at the federal level.

### **Federal Civil**

Identifies civil cases handled at the federal level. Civil cases processed at the federal level include violations of interstate commerce, violations of civil rights, actions involving the federal government, financial institutions, anti-trust activity and violations of federal codes. Conducted by state at the federal level.

### **Education Verification**

Verification of the highest degree attained nationally or internationally. Includes name of school, name of degree, major (if applicable), graduation/enrollment date, name of person verifying information, title of person verifying/providing information and date confirmed when available.

### **Employment History**

Verification of current or previous employment data. Usually includes the name of employer, position/title, dates of employment and the name and title of the person verifying the information. Verifications include independent research of an employer's contact information to ensure quality.

### **Reference Interview**

Phone or written contact with professional or personal references provided by the candidate. These interviews are important for affirming the applicant's claims of dependability, integrity and skill. Pre-defined or custom question templates available.

### **Credit Check**

Credit reports allow you to gain perspective on the applicant's reliability and sense of financial responsibility. Reports may include information pertaining to account activity, payment history, accounts in collections, list of credit card or mortgage accounts. No FICO score is available for employment credit checks. SSC recommends checking with state and local laws before requesting a credit report.

### **Driving History**

A search of motor vehicle driving records associated with an operator license number. Available in 50 states; some states require additional consent forms. Length of history available varies by state.

---

### **Nationwide Healthcare Fraud and Abuse Scan (AKA FACIS)**

Search of disciplinary actions taken by federal agencies as well as those taken by licensing and certification agencies in all 50 states. Includes Medicare & Medicaid Sanctioned, Excluded Individuals, Office of Research Integrity (ORI), Office of Regulatory Affairs (ORA), State Exclusion List, Office of Inspector General (OIG) – List of Excluded Individuals/Entities, General Services Administration (GSA) – Excluded Parties List.

### **National Practitioner Data Bank (NPDB or HIPDB)**

The National Practitioner Data searches the professional competence and conduct of physicians, dentists, and other healthcare practitioners. The NPDB is primarily an alert or flagging system intended to facilitate a comprehensive review of health care practitioners' professional credentials. The information contained in the NPDB is intended to direct discrete inquiry into, and scrutiny of, specific areas of a practitioner's licensure, professional society memberships, medical malpractice payment history, and record of clinical privileges. The information contained in the NPDB should be considered together with other relevant data in evaluating a practitioner's credentials; it is intended to augment, not replace, traditional forms of credential review

### **Patriot Act / Terrorist Watch**

Searches Office of Foreign Assets Control list of suspected terrorist entities, individuals and other related watch lists including Excluded Parties List, FBI, Drug Enforcement Agency Fugitives, and Interpol.

### **County Civil**

This search identifies if an entity has been named as a party (plaintiff or defendant) in a civil proceeding. Information provided includes but is not limited to case number, file date, type of case, identification named parties and disposition information.

### **Military Verification**

This is a verification of active duty US military service. The applicant would need to provide a copy of their Form DD-214, which are the military discharge papers issued to all service members when they are released from military duty.

### **Workers Compensation**

Determines if an applicant has filed a claim for workers' compensation. It is conducted on a statewide level. Information provided will typically include date of injury, body part injured, claim number, and the company name where injury occurred. Not available in all states.

---

## TECHNOLOGY: SOLUTIONS AND BENEFITS FOR YOU

### **Background Screening Portal**

#### **Convenient pre-built packages**

Or save your own search groups for easy re-ordering

#### **Easy to read report format**

Narrative-style report to help you understand and interpret technical results from researchers

#### **Order a complete background check on one page**

Simple controls to add, remove, and edit search details, all on the same page

#### **Locate in-progress and completed applicants**

Visual guides and status icons that track applicants in progress, completed applicants, those with missing info, and those with hits or discrepancies

#### **Manage your account settings**

Add and remove users, and access statistics, and documents all from your secure portal. Permissions management allows you to limit specific user access as needed

#### **Screening statistics**

Sign up for emails that give a comprehensive summary of screening info on a daily, weekly, or monthly basis

### **Applicant Tracking System (ATS)**

(Optional)

In the same portal where you manage background checks, you can:

- Build and share a career center
- Collect resumes to job postings
- Create online applications
- Transmit electronic consent forms
- Integrate background screening orders

## HIGHLIGHTS OF THE SCREENING PORTAL

### HOME PAGE

From here you can navigate to reports that are in progress, completed or archived. Instantly see the number of candidates with report discrepancies, which require a more careful review.

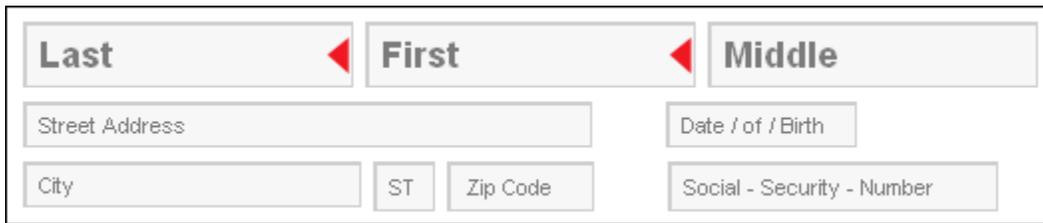
### Manage your account

### Look up a candidate in the system already

When you're ready to process a new order you can go to the **Order Reports** tab to enter applicant information.

### ENTER APPLICANT INFORMATION

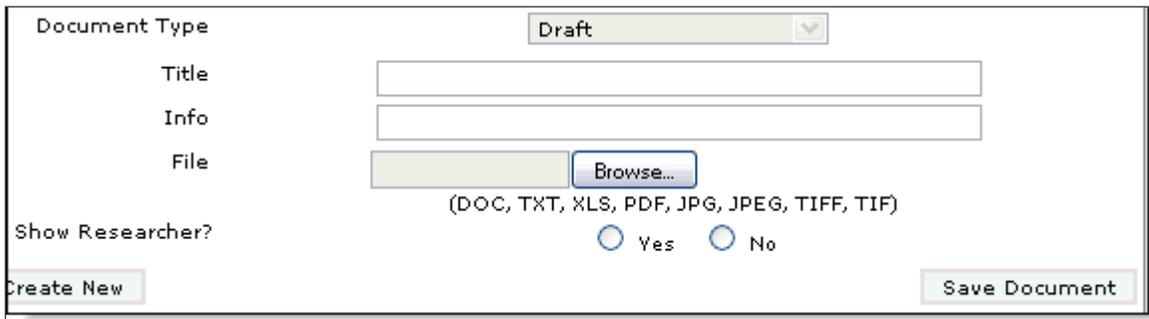
At the top of the page, enter the basic information about the applicant, including name, date of birth, social security number, and address, as shown below.



The form contains the following fields:

- Last (with a red arrow pointing left)
- First (with a red arrow pointing left)
- Middle
- Street Address
- Date / of / Birth
- City
- ST
- Zip Code
- Social - Security - Number

You can **upload documents** for an applicant like their release form, resume or job application

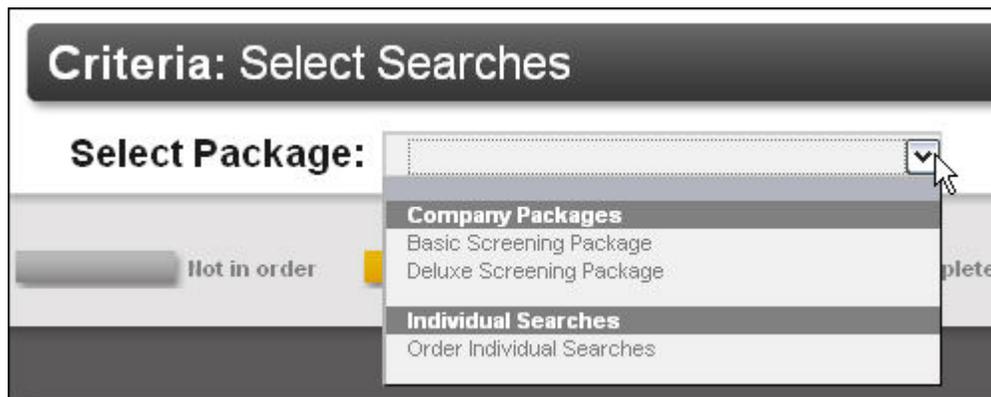


The form includes the following elements:

- Document Type: Draft (dropdown menu)
- Title: [Text Input]
- Info: [Text Input]
- File: [Text Input] with a **Browse...** button
- Supported file types: (DOC, TXT, XLS, PDF, JPG, JPEG, TIFF, TIF)
- Show Researcher?:  Yes  No
- Create New (button)
- Save Document (button)

### CHOOSE A PACKAGE OR PICK YOUR SEARCHES

You can build and customize your own order packages or select from a menu of individual searches.



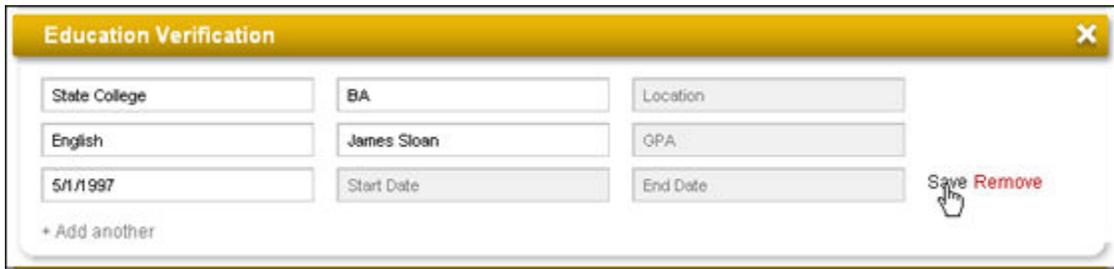
The interface shows a dropdown menu for 'Select Package:' with the following options:

- Company Packages**
  - Basic Screening Package
  - Deluxe Screening Package
- Individual Searches**
  - Order Individual Searches

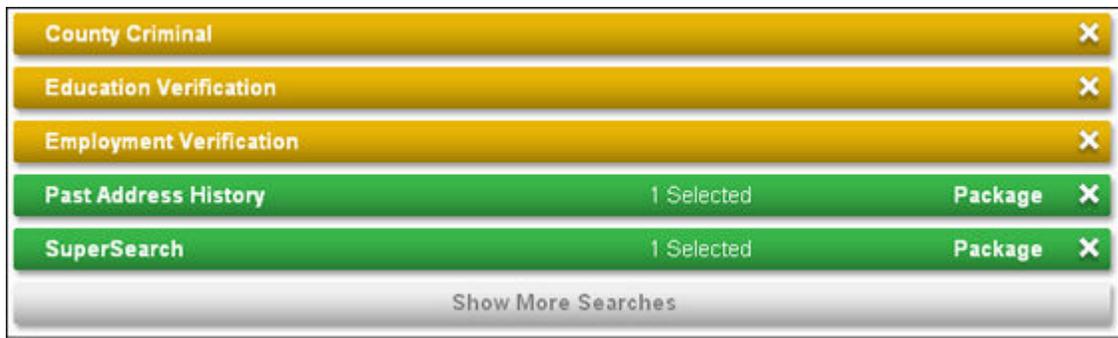
Other visible text includes 'Hot in order' and 'plete'.

## ENTER DETAILS FOR SEARCHES

When you pick a package, or as you click on individual search names to order them, any searches that require additional information will have a yellow background; any searches that are completed will have a green background.



When you click on a yellow-colored search, you'll be able to fill in the necessary fields. If the bar is yellow, the search is not yet completely entered, if it's green you know you can move forward.



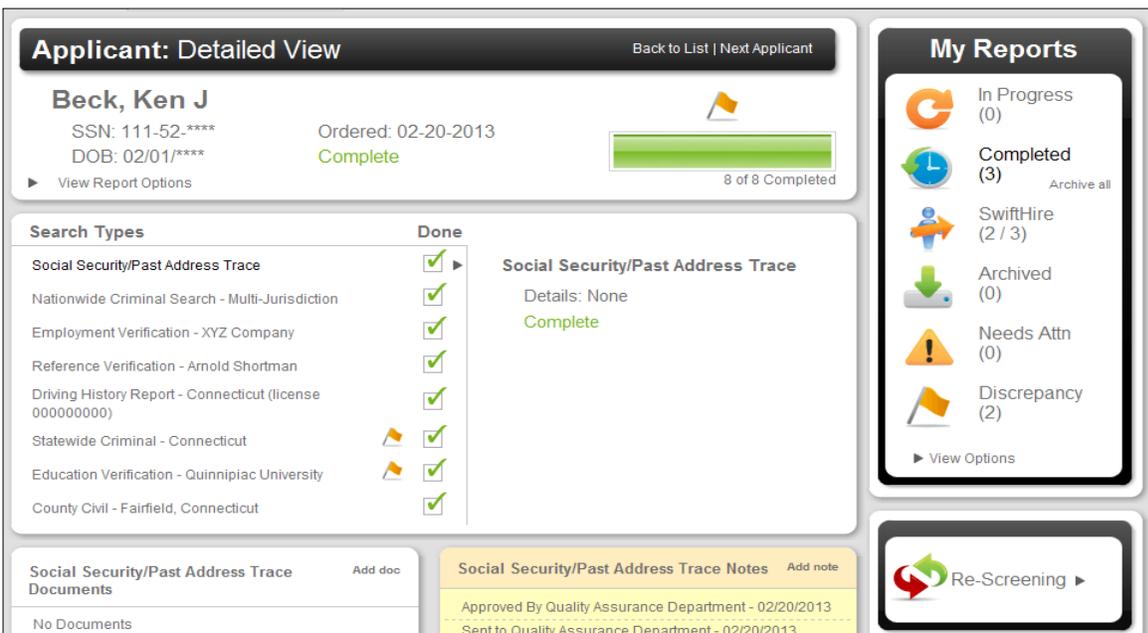
Once it's in the system, you can **browse by status**



Applicant	Status	Done	Chat	Alert	Flag
Collins, Suzie	<div style="width: 33%;"></div>	2 of 6	🗨️	🚨	🚩
Farris, Harold	<div style="width: 50%;"></div>	3 of 6	🗨️		
Frazier, Walt	<div style="width: 16%;"></div>	1 of 6	🗨️		🚩
James, Todd	<div style="width: 50%;"></div>	1 of 2			
Levins, Todd	<div style="width: 0%;"></div>	0 of 1			
Madoodle, Mandy	<div style="width: 0%;"></div>	0 of 1			🚩
Miller, Robert	<div style="width: 33%;"></div>	1 of 3	🗨️	🚨	
Moleford, Mindy	<div style="width: 0%;"></div>	0 of 3			

## SUMMARIZED REPORT FOR APPLICANT

By clicking on the applicant's name, you get a snapshot overview of their report



Each icon represents a different message:

 - The blue dot icon indicates that you have not yet looked at this applicant. Once you click and view the applicant, the dot will disappear.

 - The blue speech bubble means that there is an unread status update. Applicants with this icon will show up in the Needs Attention category. Once you view the applicant and read the status update, the icon will disappear.

 - The yellow alert icon tells you that you need to submit additional information before this applicant can be fully processed. For example, there may be a missing release form or maiden name. You can supply the missing info directly through the system as explained in [Managing applicants](#). Any applicants with this icon will show up in the Needs Attention category.

 - The yellow flag icon indicates that there is a discrepancy in the applicant's record, such as a criminal record, unverified school or employment record, or positive drug test. Any applicants with this icon will show up in the Discrepancy category. You can review the specific discrepancy by clicking the icon or the applicant name; see [Managing applicants](#) for more information.

Next to each applicant, you'll also see a status bar, which shows you how many searches are completed for that applicant's background check. The status bar is updated in real time, so you can check online any time you wish. If an applicant has a complete background check, their status bar will be green as shown below.

## VIEW REPORT OPTIONS

At the top of the page, you'll see the detailed view, with the main information on the applicant, the current status (**In Progress** for the sample above), and the report progress bar and iconic notifications on the right.

You'll see a **View Report Options** link just under the DOB in this top summary. You can click this link to open up further options as shown next.

view	order	other
view report	order more	upload document(s) for this report
print report	re-screen this applicant	

## THE REPORT

To view the background screening report on this applicant, whether completed or not, you can click the applicant's name or click View Report. A new window will open with the report.



25 Controls Drive Shelton, CT 06484  
Phone: 203-925-6180  
Fax: 203-402-0389  
Email: backgrounds@sscintel.com

**ABC company**  
123 main street  
Stratford, CT 06614  
Phone: 203-123-4567  
Email: mmartino@SSCINTEL.COM

**Applicant Information**

**Name:** john smith  
**SSN:** 046-87-\*\*\*\*  
**DOB:** 01/01/\*\*\*\*  
**Street:** 45 state street  
**City:** shelton  
**State:** CO  
**Zip:** 06547

\* Document(s) Attached

The following are included in this report:

Search Type	Detail	Status
Social Security Trace		Complete
Education Verification	Southern Connecticut State University	Verified
Employment Verification	sample employer	Verified

Graduation Date 5/24/2009

**Employment Verification**

**Name Searched** john smith  
**DOB** 01/01/\*\*\*\*  
**SSN** 046-87-\*\*\*\*  
**Search ID** 7  
**Date Ordered** 06/09/2010  
**Date Completed** 06/15/2010  
**Status** Complete

**Information Provided**

Company sample employer  
Company Phone (789) 456-1232  
Company Location florida  
Company Contact ajen smith  
Position Held supervisor  
Salary 40.00  
Start Date 07/7/1988  
End Date 06/08/1999

**Information Searched**

Company sample employer  
Company Phone (789) 456-1232  
Company Location florida  
Source Contacted ajen smith

**Information Verified**

Position Verified supervisor  
Start Date 07/7/1988  
End Date 06/08/1999  
Salary 40.00

## HIGHLIGHTS OF THE RECRUITING PORTAL

Manage incoming candidates from application, to review to rejection or acceptance.

### My Recruits

-  New Apps (0)
-  Under Review (0)
-  Screening (0)
-  Made Offer (0)
-  Hired (0)
-  Rejected (0)

View, edit and add jobs easily.

### Add Job

Job Title: \*

Department: \*

Application: \*

OR

Upload Resume Only?:  yes  no

Submission Text:

Location: \*  [add new](#)

Assigned Recruiter(s):

Code: \*

Expiration Date: \*

Active?: \*  yes  no

### Career Center: Jobs

#### Job Search

Title  Department  Job Code

Active  City  State  Zip

[Search](#)

#### Search Results

Location	Job Title	Department	Date Posted
Shelton, Connecticut	Executive Assistant	Billing	09/17/2010

Build an application your candidates can link to and complete online through your website or hosted job board like Monster.

Criminal History Question:

Ask this question?  Required?

Bankruptcy Question:

Ask this question?  Required?

---

Education History

Number to display for entry:

Number required:

Education History Header:

Education History Footer:

You can even collect EEOC Data!

Gender:

Race / Ethnicity:

Are you a veteran?

In which branch of the U.S. Military did you serve?

In which military era did you serve?

Are you a disabled veteran?

Are you of "other protected veteran" status?

[close window](#)

---

## FREQUENTLY ASKED QUESTIONS

### ***What is your turnaround time for background check results?***

Depending on the type of search, results can be returned instantly or take several days. We aim to have searches completed within the industry standard time frame of 72 hours. Some results may take longer due to additional research being conducted or because a courthouse clerk needs additional time to process the request. Results are returned to SSC's quality assurance team to make sure the data is complete and that appropriate state and federal laws have been applied to the report.

### ***What happens when there is a delay?***

On the occasion that there is a delay, search complication or additional information needed, SSC will keep our client informed as to status by phone, email or system notice. Delays often occur as a result of lack of information, illegible writing or copies, court closures, court researcher delays and/or difficulty reaching a reference or employer.

### ***What is your process for notifying employers about background check results?***

SSC has developed a state-of-the-art fully automated online system that supports our customers at any given moment. It allows clients to track and monitor all open and closed background screenings in real time. This system has several options for notifying you of a completed report or search component. You can choose to receive an email or system notification each time a search is completed or only when the entire report is complete. You may also by-pass email options and just log in as you wish to view the status.

### ***Will my account have an assigned client services representative or is there a general client services line to call for questions and status?***

Your choice. We can assign one account manager as your primary point of contact or you can call our main line at 203-925-6186 and speak with the first available analyst. Any analyst can quickly pull up the case file electronically to assist you. Logging into the system can also provide additional details on case status.

### ***How does your company monitor changes in laws regarding background checks?***

SSC stays abreast of legislative updates through various online resources, including publications from the National Association of Professional Background Screeners, CRA Help Desk from BRB Publications, and updates from our researcher network. We are consistently getting notification of pending legislation affecting our industry and laws that have recently changed.

### ***Does your company certify that it does not resell employee information?***

Yes, SSC certifies that we do not resell consumer information. Any consumer information that we obtain is strictly for purposes of background screening and will not be resold.

---

***Do you have any performance guarantees?***

We guarantee that when your services are ordered they will be sent directly to the researchers conducting the search component within 24 hours. In many cases, results are returned to you within hours. In instances where a verification phone call is necessary, these calls will be placed within the first 24 hours of receiving your request. Unfortunately, we cannot guarantee turnaround times on criminal records because of the variables involved, such as court closures and delays.

***What billing options are available for our account?***

Billing options are available at no additional cost, to include:

- One account number or multiple account numbers (branches)
- Branch set up and routing preferences
- Attention of invoice to same person or multiple people
- Optional reference field to appear on invoice with applicant
- Detailed billing with listing of services or one applicant total
- Purchase orders displayed on invoices

***How do you store reports and how long are they available?***

SSC, Inc. has recently committed to paperless report processing and storage. This has helped us achieve a more time and cost efficient office. All reports and report components are stored in one central location for restricted users access only. Requests that were transmitted through the system are accessible for an unlimited amount of time, as long as the account and user ID remains active. If your account is deactivated administrators at SSC will still be able to retrieve information.

***Can you order re-occurring searches on candidates?***

Yes, our system has a re-screening tool where you can generate lists of employees that are due for re-screening after a defined period of time. Once selected you can add on additional searches or packages to their existing report. You can also delete individuals from the lists that you do not want to re-screen.

## MANAGEMENT TEAM

Our investigations management team all work together on the front lines to ensure that our service measures up to your expectations in every way. Meanwhile, behind the scenes, our senior executives are hard at work, steering the company on a steady course while continuously seeking ways to improve service through value-added offerings, industry best practices and other pioneering solutions to today's security challenges.

In the next several paragraphs, we provide biographical information for key personnel who are the guiding forces behind SSC, and who are instrumental to our success in serving organizations like yours.



### **Michael G. Burbage, CPP President**

Michael G. Burbage brings a wealth of business management and security experience to his role as President of SSC, Inc. With SSC, Inc. since 1995, he was promoted to President in 2003. He brings extensive cross-functional experience and success in managing multi-million dollar businesses. Prior to joining SSC, he served with distinction as a Senior Security Manager in the United States Air Force (USAF) for 25 years.



During his time in uniform, Mr. Burbage managed numerous large police units where he developed security procedures, standards and requirements that resulted in excellence and awards. His security experience includes police operations, physical security and safety consultation, dignitary protection, anti-terrorism measures, and counter-demonstration preparedness. He also held key leadership roles as a Senior Inspector in the United States Department of Defense Acquisition Security Program where he evaluated security for major weapons systems.

Mr. Burbage received numerous accolades, honors and awards, including outstanding policeman of the Strategic Air Command, and is an honor graduate from the University of Louisville's prestigious National Crime Prevention Institute. He is also a distinguished graduate of the USAF Senior NCO Academy. He is a summa cum laude graduate of the criminal justice program at Troy University, Troy, AL, and also holds a degree in Police Science from the College of the Air Force, Montgomery, AL. He is board certified in Security Management.

---

## **Maribeth Martino, Investigative Services Manager**

In Maribeth's role managing SSC's investigative services, she is responsible for overseeing the divisions success in compliance, operations, sales and client support services. She has introduced technologies and administrative approaches that have built long term relationships with the client base. Employing a team-based approach, clients benefit from industry leading services and efficient processes, which help them make informed business decisions.



Prior to joining SSC's leadership team in 2008, Maribeth worked for the State of Connecticut Judicial Branch Court Reporter's Office. Here she gained valuable understanding of the administrative efforts behind the State's judicial procedures.

Maribeth is an active member of the Society for Human Resource Management and the National Association of Professional Background Screeners (NAPBS). Maribeth has served as a sub-committee chairperson and committee member for NAPBS and currently holds the NAPBS Advanced FCRA Certification.

Maribeth obtained her degree in Business Management from Sacred Heart University in Fairfield, CT.

## **Stephen Gifford, Investigations Supervisor**

Stephen Gifford has nine years experience in emergency services communications with police, fire and EMS units. Throughout his tenure, Stephen has been responsible for research and data entry through the Connecticut On-Line Law Enforcement Communications Teleprocessing System and the National Crime Information Center system.

Stephen joined SSC, Inc. in 2010 as an Investigative Analyst in the Pre-Employment Screening Department. He has demonstrated extensive understanding of investigative practices, technologies and compliance. In his current role as Supervisor, he is involved in developing policy, procedures and assuring quality at every stage of the investigation. Stephen is a member of the National Association of Professional Background Screeners and holds a basic Fair Credit Reporting Act certification through NAPBS.

## **Pierre Rhodes, Quality Assurance and Investigative Analyst**

Pierre Rhodes brings a level of knowledge and expertise in many fields. He has over 11 years experience working as a Police Officer, School Resource Officer and Sergeant in Florida. During that time he was awarded the 2006 Florida Officer of the year. At his department he performed a variety of tasks along with over 1800 hours of advanced courses.

Pierre has been a versatile team member to several departments within SSC. He was the Communications Center Manager for two years and later the Assistant Director of Security. He currently works in the Pre-Employment Screening Department as a Quality Assurance and Investigative Analyst. His technological expertise and relevant industry experience is a high quality asset to the department.

---

## ADDITIONAL SSC SERVICES

Our vision is to be the most progressive and respected provider of contract security solutions in the Northeastern United States. As such, SSC offers a complete portfolio of services in the following areas:

### Customized Training & Consulting Services

#### *Common Topics:*

- Workplace Violence
- Sexual Harassment
- OSHA General Industry Training
- CPR/First Aid
- Vulnerability Risk Assessments
- Workplace Bullying
- Business Ethics
- Driver Safety Concepts
- Managing Aggressive Behavior
- Employee Safety Training
- Terrorism Awareness
- Active Shooter Awareness
- Accident/Incident Investigation
- Domestic Violence in the Workplace
- Threat Response & Incident Management
- FEMA Programs
- De-Escalation Training

### Investigative Services

Undercover Investigations

Surveillance

- Workplace Theft
- Worker's Compensation
- Public/Social Media Scanning

Due Diligence Investigations

- Potential client
- Potential Investment/Partnership

Asset Searches

Professional-Level Person Locating (Witness/Party)

Civilian Police Complaint Investigations

### Uniformed Security Services

Professionally Staffed 24/7 Command and Control Center

Dedicated Management Team

Rigorous Training and Screening Program

Competitive Wages and Benefits

Tailored Client Solutions