



STAR COMMANDER SECURITY AGENCY, INC.

COMPANY PROFILE



ABOUT COMPANY



STAR COMMANDER SECURITY AGENCY INC. was organized in 2012 primary to provide security services for the protection of lives and properties. We take pride in our founders-men of wisdom and vision that have had illustrious course in military service - COL. BENJAMIN R. AYSON, PA, a Korean and Philcag Veterans, COL. RUBEN T. AYSON, Philippine Marine Inspector General and BRIG. GENERAL JUANITO R. RIMANDO, Dean to Philippine Military Academy, (1993) and Vice President of National Defense College of the Philippines (NDCP) (1998).

Guiding principles instilled to us by our men of vision – founders who have willed that we make a difference - to provide personalized, professional and cost-efficient services. Already, increasing numbers of prestigious clients have placed their trust and confidence in us.

SCISAI is duly licensed to operate and has a solid financial capacity to meet its obligations on time.

From our humble beginning 12 years ago. **STAR COMMANDER SECURITY AGENCY INC. (SCSAI)** has withstood the test of time which can be attested by our present satisfied customers. We are facing the new millennium with clear vision, to cope up with the fast changing technology in modern security. Our company policy will always be stand by our business which is “customer service”. **WE ARE HERE TO STAY.**

FACTS AND INFORMATION

SCSAI is located in its exclusively **No. 6 Ground Floor 12th Avenue Socorro Quezon City**. It has also established a training Center, The **COMMANDER TRAINING CENTER INC** located at the same address. Accredited by the TESDA and PNP-SOSIA Camp Crame, and authorize to conduct Pre-Licensing and Training Courses for all security personnel exercising their profession.

SCSAI is licensed and duly authorized to operate by all government offices, managed by highly skilled Company Officers composed of Ex-Military and well-trained Security Practitioners from previous Private Security Consultancy firms. The DNA of this organization is **AUTHENTICITY** through **SERVICE EXCELLENCE**.

SCSAI is duly registered with Security and Exchange Commission (SEC), has a licensed from PNP SOSIA Operation, Camp Crame, Quezon City, registered with Social Security System, Bureau of Internal Revenue, Department of Labor and Employment and other government agencies relating with the operation of Security Business.

We also have various supports from accredited technical group such as Communication Security System, Security Audit, Medical and Dental, Nuero and Drug testing centers.



STAR COMMANDER's Key Personnel



Carmelo T. Ayson
PRESIDENT/CEO



Clotilde C. Ayson
Vice President - Finance



Camille C. Ayson
General Manager



Charisma Mae C. Ayson
Marketing Director



Christian C. Ayson
Board of Director

Welcome to STAR COMMANDER, where leadership and expertise converge to drive success. Our key personnel form the backbone of our organization, steering us towards innovation and excellence.

At STAR COMMANDER, our leadership team is united by a common goal: to propel the organization to new heights of success. With a blend of experience, strategic thinking, and operational prowess, our key personnel are the driving force behind STAR COMMANDER'S commitment to excellence.



VISION

To become the top caliber security agency in the country supplying the best and professional protection services and support to various Multinational and well recognized company and government agencies.

To provide not only employment but quality life to our Security Personnel and Staff.

MISSION

To provide our business partner's (clients) with reliable, personalized cost effective service with quality assurance and strict adherence to the mandatory rules of government agencies through CSSI high caliber leaders and Security Guards.

To stay ahead of competition by diligence and devotion to service. Better Quality of Service and Price competitiveness will help us stay in COMMANDING POSITION.

To establish trust and authenticity amongst our clients (by surpassing their qualifying standards) and amongst the people that make-up our agency (manpower).

SERVICES OFFERED

AFFILIATES

Philippine Security and Safety Professional Practitioners

PSSPPA continues to offer quality and effective trainings to our security and safety leaders of today. PSSPPA sole purpose is to impart this vast scope of knowledge in security and safety, with the help of its professional team. PSSPPA offers various specialized training courses like CSSP, CCTV, BOSH and COSH trainings



Commander Training School

Commander Group launched its own training school accredited by PNP SOSIA with the purpose of honing the company's security force to the highest standards of the industry.



Commander Shooting Range

Commander expanded by establishing its own shooting range to cater the demand of the security industry in training its security personnel with gun safety. Commander Shooting Range is open for all security personnel, civilian and walk ins.



Automation and Electronic System

In 2006, Commander Automation was formed as a Technical Support company of Commander Security Services. It is engaged in the importation, distribution, planning and installation of electronic Security Devices such as **CCTV, Access Control, Metal Detectors and Burglar Alarms.**



Commander K9 Services

Commander Group launched its K9 services as a supplemental or additional services as per client's need.



Integrity Diagnostic Center

Commander launched its owned clinic to cater medical services or annual physical examination of its security personnel. IDC offers various services that can cater the security industry's needs and alignment of client's operations.





DESCRIPTION OF SERVICES

STAR COMMANDER SECURITY AGENCY INC.
also offers the following services.

Uniformed and armed Security Guards for Commercial and industrial establishments, Village, Residential house and such other establishment requiring the services of Security Guards.



Surveillance and undercover jobs.



Security/Physical Survey and Planning



Risk and Vulnerability Assessment



Special Escort Duties



Such others matters requiring Security Services involvement and participation.



CAPABILITIES

- Can provide replacement of guards immediately upon notice. 3 hours within METRO MANILA and within 24 hours in provincial areas.
- Conduct and maintain field inspection and dialogues with official of the Client - Establishment and with security guards to elicit information on the problems being encountered in relation to their duties and the complainants of the management, if any, against the security Guards for immediate appropriate action and resolution.
- Maintain a 24-hours services to Clients with a Staff Officer on duty on hand to attend to a receive calls, with four (4) Security Guards on standby and services vehicles for immediate deployment when the need arise.
- Maintains a disciplinary board composed of officials of the Agency to hear and decide cases of violations committed by the security guards.
- Once a month refresher conducted a relation to the duties and responsibilities of the security guards, their attitudes and behavior while in the actual performance of their duties in particular Clients. For our client, we can also offer our training rooms and facilities free of charge, for our clients seminars, orientation or meetings.
- We maintain close rapport with the Government agencies (most of them are our consultant) and can tap their assistance if necessary
- Maintain a QUICK REACTION TEAM, highly trained personnel to augment or reinforce any unit in trouble or in distress.
- Can Provide Electronic Security System such as CCTV, Burglar Alarm, Access Control, PABX system, etc.

WELFARE FOR GUARDS

Worthy to mention is the fact that this Security Agency has been up-to-date in payment of its obligations with the said offices and in the payment of the salaries of the Security Guards under its employ even if the Client are delayed in their Bi-Monthly payments for Security services rendered. Other pre-existing Program of CSSI are the following;

1. **Guaranteed Character Loan 2 times a month** (10 days before Pay Day) equivalent to 25% of their Monthly Salary.
2. **Provide Financing Assistance thru SCIASAI CREDIT COOPERATIVE.**
3. **Guaranteed Medical & Health assistance** thru CSSI Accredited Medical Support (Integrity Diagnostic Center) located at 15th Avenue Cubao Quezon City (near CSSI Main Office). The Said clinic provides medical, Laboratory and Dental Services to our Security guards and their immediate family member. In case the medical issue requires hospitalization, we provide our Security Guards with Financial Assistance up to P10, 000. 00 depending on the years of service. This amount is deducted from their salary thru mode of payment suitable to the guard.
4. **Provide Pre-Licensing and Re-Training Course** to Guards for License Renewal through Salary Deduction thru the assistance of COMMANDER TRAINING CENTER INC.
5. **Liaison Assistance** to guards and officers in case of License Renewal. Once THE guard completed the prescribed training, passed the GKE and submitted the complete required documents for renewal of license, Commander Training Center shall assist them in filing their application in Camp Crame. All they have to do is to submit their complete documents to CTCL and we shall be the one to facilitate their application.
6. **Provide Neuro and Drug test result** thru CSSI accredited Neuro and Drug testing center. (Phil -Drug Center Screening Laboratory & MLT Professional Evaluation Center located near Camp Crame)
7. **Provide Legal Assistance** to guards in case of legal procedure as long as THE PARTICIPATION OF THE GUARD TO THE CASE IS WITHIN THE JURISDICTION OF HIS ASSIGNMENT OR IN THE PERFORMANCE OF DUTY.
8. **GUARANTEED on time payment of the mandatory benefit** such as SSS, PAGIBIG, PHILHEALTH and INSURANCE (group insurance). With this, our security personnel are assured that they could easily avail the benefits such as Salary Loan, Sickness, Calamity Loan, Housing Loan and Hospitalization Insurance.
9. **1 Free Uniform** after a year of service of guards without serious infraction.
10. Provide **Complete Set of uniform** to guards thru salary deduction.
11. **Provide Re-fresher course and special training courses** to guards scheduled within 6 months FREE OF CHARGE. Guards are provided with Training Certificate.

RECRUITMENT AND SELECTION FOR GUARDS

Our governing standards are:

- The Needs of the Client
- Fairness to the Applicant

Our tools for selection are:

- The Application Form
- The Interview
- The Examination
- Back Ground Check (From previous employer, company)
- Final Interview

This security Agency has the following standard requirements before an applicant is finally accepted into the force.

1. LOCAL AGENCY CHECK (LAC)

- Barangay Clearance
- City or Municipal Clearance
- Local Police Clearance
- Court Clearance

2. NATIONAL AGENCY CHECK (NAC)

- National Bureau of Investigation
- PNP Directorate for Intelligence (DI) Clearance
- Intelligence Service, AFP (ISAFP) Clearance
- Drug test from reputable drug testing center
- Neuro Psychological test
- Valid Security License
- Training Certificate
- High School Diploma or its equivalent
- Birth Certificate
- SSS Membership Coverage
- Employment Clearance from previous employer

RECRUITMENT AND SELECTION FOR GUARDS

In recruitment process, (specially if the Job Specification requires a “position of trust”) we use BI as the final technique before accepting an employee/staff/ or security guards. Procedure is as follows:

1. The Applicant is instructed to fill-up the SCIASAI application form. The Form is specifically designed for the screening procedure. (with the complete component of Background Investigation. We never accept resume in lieu of our application form)
2. Initial Interview (verification of the information written at the Info/Application sheet)
3. LOCAL AGENCY CHECK (LAC – Barangay Clearance, City or Municipal clearance, Local Police Clearance, Court Clearance)
4. NATIONAL AGENCY CHECK (NAC- NBI Clearance, PNP Directorate for intelligence (DI) Clearance, Intelligence Service, AFP (ISAFP Clearance)
5. Examination (see attached sample)
6. Investigative Coverage
 - Prior employment for at least the last seven years is verified. (When we are contacting the previous employers, we explain that the subject is being considered in a “position of trust”. Gaps of greater than one month is investigated)
 - Claimed education is checked as far as it relates to the needs of the job
 - Claimed residence for the period covered in employment and educational institute is verified (We coordinate with the school reflected in the Application form and Visit his recent address and conduct discreet
 - If the candidate indicates a criminal record in his application form, the details of it is check.

The applicant must also pass the interview and examination of CSSI. The Examination measures the basic security knowledge of the applicant such as his or her disposition in case of emergency, Security SOP's, report writing and check up of appearance when in uniform.

PROTOCOL



After the approval of contract, SCIASAI shall adapt the following modus operandi.

Phase 1 – Coordination, Orientation and Training

(Fifteen days prior to posting)

- 1.1 Coordination and discussion regarding pertinent matters with the client's management, local and government agencies which has rightful jurisdiction of the designated area of responsibility.
- 1.2 Survey of the installation, branches and units to be secured. (simultaneous with 1.1)
- 1.3 Pre-Deployment Training for security guards and officers intended for the client security project. (One week before posting)
- 1.4 Preparation and procurement of the logistic requirements of the project. (simultaneous with 1.1)
- 1.5 Orientation and On-the-Job Training (three days before posting)

Phase II – Mobilization and Organization

(Immediately upon effectivity of the contract-1 month)

- 2.1 Mobilization of personnel, equipment and other logistics requirement. (2 days prior posting)
- 2.2 Organization (immediately upon take-over)
- 2.3 Familiarization (simultaneous with 1.5)
- 2.4 Integration of the security force with existing system, e.g. Access Movement, Barrier Systems, Contingency Plans, etc (Simultaneous with 2.3)

Phase III – Operation and Administration





(Through out the duration of the service contract)

- 3.1 Periodic guard mounting/Formation to be conducted by the OIC-SGF.
- 3.2 Periodic Training such as refresher course, Annual firearm qualifying course and the Monthly Rank Inspection, Troop Information and Education
- 3.3 Incentive and Discipline Program
- 3.4 Quality Control Program

Phase IV – Critique and Evaluation

(23rd and 24th of the month)

Contact Us

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