

ATTACHMENT "SS-1"

This is the attachment marked **"SS-1"** referred to in the witness statement of Steven Schultze dated 22 July 2015.



PROTECTIVE

GROUP

2015

ANNUAL REPORT.



CEO Protective Group Letter

May I start by welcoming all that are reading this document.

2014 was a year of tremendous growth for our group. It saw the launch of Safeguard Security Solutions and the merging of International Student Care into our group of companies. It also saw the group as a whole, become the only private firm in Australia that specialises in Security and Safety Risk Management within the Family Violence and International Student Sectors.

Here is a brief outline of all of the sibling company's performances and achievements over the past twelve months or, since joining the Protective Group of companies.

Safeguard began operating in February 2014 and within its first year of operation saw revenue of almost \$2 million AUD. Our focus has been on the provision of supplying manpower mainly in crowd control and security guard work. We are the preferred supplier to MSS, Crown Casino, MSS - Deakin University and the Victorian Racing Club's Spring Racing Carnival and the Melbourne 2015 Grand Prix. Our personnel are highly regarded and upskilled in with many completing studies to obtain the nationally accredited Certificate IV in Security and Risk Management and gathering a very good working understanding of cultural diversity with both the public, our international students and our clients and their patrons. This now allows them allow them to play a greater, more integral role within the group as a whole.

International Student Care was founded in 2002 by CEO Mark Tully. Experiencing modest growth over the past decade, ISC is now part of the vision of our group. ISC is providing specialist services within the international education community with a 24/7 response for students, investigations and brand protection for education providers, and more recently the introduction of Telemedicine® to enable any students under our care to receive the best possible medical triage service.

Protective Group are specialists in risk management. We are the only private firm considered experts in the Family Violence Sector and work in collaborative partnerships with Government, Not for Profit, DHS and Police on implementing strategies to keep women and children safe in their own homes. We have been very successful in this field and trials resulted in a Victorian State Government project that will see our involvement in assisting two hundred (200) high risk family violence survivors in providing Closed Circuit Television (CCTV) and SafeTCard® Personal Duress Alarms.

We are at the forefront of safety and security solutions for the Community and Health Sectors, working closely with Metro, Eastern Health Mental Health and many others to deliver successful outcomes in lone-worker solutions.

Training has also been a growth area. We undertook a lease at the heritage Old Geelong Gaol and after committing substantial funds to refurbish the allocated workspace, we are now delivering training courses in Certificates IV in Security and Risk Management and Correctional Practice. We will soon be delivering Certificate qualifications in other security, justice and investigative courses. We are also delivering courses in General Safety and Security Awareness and HEAT (Hostile Environment Awareness Training).

We have partnerships with other Australian firms such as Integral Risk, R2S and Atlas Medical in the risk and security work space. We have also formed a formal partnership with nationally recognised and well-known Registered Training Organisation Learning Verve.

We sponsored the 7th Annual Australasian Police Drug and Alcohol Strategy in Brisbane in 2015 and presented to Police from around the globe on family violence and alcohol fuelled violence. And present regularly as Subject Matter Experts to organisations including Victoria Police on security and liquor licensing.

The late, great 40th President of the United States of America Ronald Reagan said in one of his memorable State of The Nation speeches:

‘There are no great limits to growth because there are no limits of human intelligence, imagination, and wonder.’

The Protective Group embraces this philosophy and is a modern thinking, proactive collective.

In a world where putting words and actions behind well thought out ideas is the key to personal and business growth, I foresee yet another great year of growth coming for The Protective Group of companies in 2015 / 2016.

I commend the reading of our 2015 Annual Report to you and look forward to talking to you soon.

Regards

Stephen Wilson

Chief Executive Officer and Senior Partner

Protective Group.

Introduction

Protective Group is an industry leader in the fields of:

- 🌀 Security
- 🌀 Investigations
- 🌀 Training
- 🌀 Risk Management
- 🌀 International Students Safety and Security
- 🌀 Family Violence Risk Management
- 🌀 Lone Worker Safety

Our team consists of specialist organisations and individuals that have formed our collective.

Our group was founded on the 'nexus' of our companies and created a one stop shop of services that go above and beyond our clients' expectations.

The key personnel involved in Protective Group provide a unique base of expertise, and bring cumulative experience from the global private security industry, leading academics, military, police, private industry and prison services. The consortium companies are highly pedigreed in their own right, and represent a wide base of Australian accreditations and registrations.

With close to a century of Policing, Security and Investigations experience between the Directors, we are well positioned to assist across all sectors.

— ESTABLISHED 2012 —

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Biographies:

Stephen Wilson – CEO / Senior Partner

Stephen has a combined 35 years of experience in Policing, Security, Investigations and Hospitality. These include experience gained in the Australian Army Reserve, Victoria Police and the National Crime Authority of Australia. He is also a specialist in the field of Liquor Licensing and security surrounding hotels, nightclubs and events.



Most noted as Australia's 'First deep infiltration and long term Undercover Operative' in operations for up to 14 months in duration. These operations led to the formation of the first undercover/covert unit in the Victoria Police. Stephen was decorated with a Chief Commissioners Certificate for his performances in this role.

Stephen gained extensive experience at the Victoria Police Drug Squad where he specialized in Clandestine Amphetamine Laboratories and Medicare frauds and over prescription of pharmaceutical medications. Stephen was instrumental in charging a General Practitioner with negligent manslaughter for the over prescription of drugs that led to 3 deaths.

Stephen is a specialist in Risk Management and Training in the Community and Health Sectors leading the way to manage risk for family violence victims, health workers and patients. He is currently a Senior Partner of Protective Services, International Student Care and the CEO of Safeguard Security.

Stephen has the following qualifications:

- 🌀 Certificate 2 Security Guarding/Crowd Control,
- 🌀 Certificate 3 Investigations,
- 🌀 Certificate 4 Security and Risk Management,
- 🌀 Certificate 4 Correctional Practice,
- 🌀 Detective Training School, and
- 🌀 VCGLR Liquor Licensing Management Course.

Steve Schultze Managing Director / Senior Partner

For the past 14 months Steve has worked closely with victims, services and Government Departments within the family violence sector and justice system. Initiatives include first and emergency response solutions as well as assessing and implementing safety measures around family violence victims with the intent of preventing serious injury or death whilst allowing victims to remain within their own community.



Steve is recognised as an expert in relation to Risk, Safety Management and Implementation within the Family Violence Sector.

In March 2014 Steve attended and completed Advanced Domestic Violence Training conducted by the International Family Justice Alliance in the USA.

This training included attainment of competency in:

- ☞ Intimate Partner Homicide Investigation,
- ☞ Lethality and Perpetrator Assessing,
- ☞ Advanced Strangulation Investigation,
- ☞ Child and Adult Sexual Abuse,
- ☞ Human Trafficking,
- ☞ Cultural Impact and Diversity relating to Family Violence,
- ☞ Victimology and Victim Impact relating to Family Violence, and
- ☞ Stalking.

Steve was a Senior Detective of Victoria Police Force serving in the Homicide Squad, Armed Robbery Squad and Bureau of Criminal Intelligence (BCI).

During this service, Steve completed and attained competency in the following:

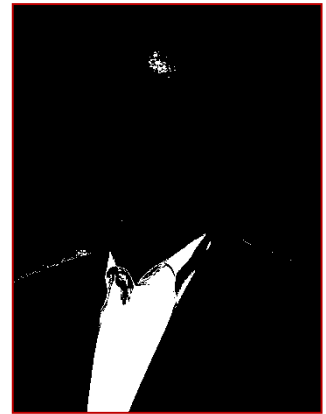
- ☞ Detective Training School;
- ☞ BCI Covert Surveillance Course;
- ☞ FBI Advanced Covert Training; and
- ☞ Criminal Linguistics Training.

Steve also holds a:

- ☞ Certificate IV in Security and Risk Management; and
- ☞ Certificate IV in Correctional Practice.

Mark Tully CEO ISC / Senior Partner

Mark dedicated the first twenty years of his working life to the Victoria Police Force. Whilst serving with the Victoria Police he worked in uniform and general duties, then specializing in surveillance and covert investigations working with the Bureau Criminal Investigation Drug Squad Surveillance Unit & the Crime Departments Surveillance Unit.



Mark also spent time in the field of diplomatic close personal protection which included conducting risk and threat assessments for visiting international dignitaries. Mark was involved in the investigations into Victoria's gangland killings which were made infamous by the Underbelly TV series. During his covert operations Mark worked with both State and Federal operatives.

Mark was also recognized for his bravery and courage when he was awarded with a Royale Humane Society Commendation for Brave Conduct and the Queen's Commendation for Brave Conduct.

After leaving the Victoria Police Force in 2000 Mark established International Student Care Consultancy Group with the sole intention of bringing his unique skill set to specialise in assisting international students studying or training in Australia.

Since establishing International Student Care Consultancy Group it has conducted numerous investigations where it has been engaged to support international students who have found themselves embroiled in a wide variety of serious issues.

Mark also holds a:

- 🌀 Certificate IV in Security and Risk Management; and
- 🌀 Certificate IV in Correctional Practice.

Chris Schultze / Junior Partner

Chris is a sales and marketing professional. And has expanded into operational management. Chris has worked with some of this country's biggest and most recognized brands including Land Rover and Nike. Chris has consulted for various companies ranging in industries from Training, hospitality, security, not for profits and fashion. Chris has achieved outstanding sales results, implementing strategic objectives and planning to grow market share and productivity for his clients.

Other roles including Event Management, promotions and management.

Chris specializes in:

- ☞ Digital Online Marketing, and
- ☞ Social media and content management.

Chris is responsible for Brand consistency, promotion and the message of International Student Care.

Colin Rosewarne – General *Manager Risk Management, Compliance and Training*

Colin has 28 years' business management experience in private industry, internationally recognised authority on correctional safety and security, Senior Lecturer and Assessor in Security / Risk Assessment and Management, Correctional Management, Occupational Health and Safety / Workplace Health and Safety and is also a Professional Photographer.

Colin holds a:

- ☞ Certificate II, II and IV Correctional Practice,
- ☞ Certificate II in Security Operations,
- ☞ Certificate IV in Security and Risk Management,
- ☞ Certificate IV in Training and Assessment,
- ☞ Senior Master Trainer (and)
- ☞ Forensic Analysis / Technician Certification for Australasia for the TASER Corporation (USA),
- ☞ Certificate IV in Occupational Health and Safety, and a
- ☞ Diploma of Workplace Health and Safety.

Protective Group – our year - 2014

Some of the highlights of the Protective Group's year included but is not limited to:

- ☞ Safeguard employs over 120 Security, Crowd Control & Risk Management staff across Melbourne and Geelong,
- ☞ Perform security at most of the licensed venues in Geelong,
- ☞ Supply security guards in King Street Nightclubs and other Melbourne venues,
- ☞ Supply security guards to MSS Crown Casino,
- ☞ Supply security guards to the Melbourne Formula 1 Grand Prix,
- ☞ Supply security guards to the Melbourne Spring Racing Carnival,
- ☞ Carried out covert & loss prevention strategies in major retail chains to solve shrinkage issues.
- ☞ Carried out covert work in Cinemas to reduce piracy,
- ☞ Supply security guards to Universal Studios premiere events,
- ☞ Carry out extensive Risk Management work within Community Health Sector
- ☞ Carry out extensive Family Violence responses to Government, corporate and not for profit organisations,
- ☞ Provide evidence as Expert Witnesses in Court proceedings regarding Family violence issues,
- ☞ Provide media contacts for justice related topics,
- ☞ Take up operation out of the Heritage listed Old Geelong Gaol,
- ☞ Enter exclusive partnership in the delivery of security, risk management and correctional practices training,
- ☞ Provide guardianships for international students,
- ☞ Carry out extensive investigations for Government and Educational institutions,
- ☞ Provide care and welfare for many of our International Students,
- ☞ Train in covert and undercover techniques,
- ☞ Deliver VET Training to global destinations in particular Asia,
- ☞ Facilitate Drug and Alcohol testing,
- ☞ Facilitate Forensic IT services,
- ☞ Provide a total consultative and managerial approach,
- ☞ Provide recruitment services for Job Service Agencies,
- ☞ Work with the Department of Human Services in Case Management,
- ☞ Provide safety and security devices for lone-workers and those at risk,

- ☞ Become the Victorian Agents for SafeTCard, BodyCam and Ice Breaker drug lab detection devices,
- ☞ Provide Liquor Licensing Risk Management and advice,
- ☞ Supply security guards to construction, health and legal professions,
- ☞ Carry out Process Serving and Debt Collection services using only licensed guards, and
- ☞ Train security guards from the basic Certificate II in Security Operations level through to advanced Certificate IV in Security and Risk Management with outcomes of employment within our group

Protective Group - Current Clients

- 
- ☞ Apollo Bay Hotel
 - ☞ Avalon College
 - ☞ Barking Dog Hotel
 - ☞ Bended Hotel
 - ☞ Buckleys Entertainment Centre
 - ☞ Chasers Nightclub
 - ☞ CMV
 - ☞ Cobram Hospital
 - ☞ Cremorne Hotel
 - ☞ Eastern Health
 - ☞ Family Life
 - ☞ Fyansford Hotel
 - ☞ Geelong Grammar
 - ☞ Inflation Nightclub
 - ☞ Kuehne and Nagel
 - ☞ Lara Sports Club
 - ☞ Lord Nelson Hotel
 - ☞ Metro
 - ☞ Millers Inn
 - ☞ Monsanto
 - ☞ Norlane Hotel
 - ☞ Opium Bar
 - ☞ Portarlington Hotel
 - ☞ Prince Alfred Hotel
 - ☞ Queen Elizabeth Centre
 - ☞ Safe Futures Foundation
 - ☞ Salvation Army
 - ☞ Slate Bar
 - ☞ Union Hotel (Colac)
 - ☞ Victoria University
 - ☞ Victorian Department Of Education
 - ☞ Waurn Ponds Hotel
 - ☞ Wishin Foundation

Protective Group – Executive Summary

Protective Services offers a strategic consultation and project management service specializing in the Risk Management, Private Investigation, Security, Training, International Students and Hospitality sectors.

Protective Services Strategic Partners and Associates include some of the most experienced and respected Individuals and Companies in their respective field.

By developing strategic alliances with the most respected, experienced and resourced players in the industry, Protective Services can offer our clients a turnkey solution relating to their Security, Risk Management and Training requirements.

From initial Consultation to desired outcome, Protective Services will manage our panel of industry Expert Associates and utilise our own extensive experience to provide our clients with a fully compliant, viable, confidential and extensive solution.

Protective Services Clients have one point of contact for all their needs - this ensures personal service and a total solution at all times, eliminating the lack of service or confusing rates for service.

Protective Services Directors experience includes: -

Experienced Law Enforcement Detectives who served as: -

- ☛ Criminal Investigators at Homicide Squad, Armed Robbery Squad, Drug Squad, National Crime Authority, Embedded Covert Operatives & Covert Surveillance Operatives.
- ☛ Senior and Executive Management in Private Sector.
- ☛ Project Management – Construction, Security, Training and Investigation Industries.
- ☛ Operation of large hospitality venues.
- ☛ Consultation in Private Security and Investigation Industry.

Protective Services – Family Violence Risk Management

For the past eighteen (18) months Protective Services has worked closely and collaboratively with a number of Agencies to develop strategies to reduce the risk of violence posed to family violence victims by their partners.

To this end we developed a clear strategy and lines of communication to address the issues. In a nutshell, a risk assessment is conducted on the victim, the perpetrator, the property and strategies are put into place to wrap the victim in a safety net.

Our vision was to see the Protective Group become the leading authority on Risk Management and in providing Responses in the Community and Health Sectors.

We have achieved this. It is our intention that we can respond and wrap a safety net around any person, male, and female, young and old regardless of political persuasion, culture or race to protect them from harm.

We have spent the past 18 months working with the Salvation Army, Safe Futures Foundation, Uniting Church, Metro Trains, Hume Health, Wishin Foundation, Eastern Health Mental Health Division and many others to hone and perfect our risk management systems.



Steve Schultze, Karen Hagen, Mayor of Whittlesea with Governor of Victoria, His Excellency Alex Chernov after a fund raising for the Salvation Army.

Testimonial:

‘Steve once again we sincerely thank you for providing your time and expertise to the women we represent. Take care and cheerio for now.’

Karen Hagen

Program Manager Crossroads Family Violence Service

The Salvation Army crossroads Network

Protective Services – Scope of Activities

Protective Services expert services include:

- ✿ Expert Risk Managers in the Community and Health Sectors predominantly in Family Violence and Lone-Workers,
- ✿ Hostile Environment Training and Hostage Awareness Training,
- ✿ Investigations and Risk Assessments,
- ✿ Security and Safety Risk Assessments,
- ✿ Security Advisors / CCTV / Alarms,
- ✿ Security and Safety products – SafeTCard,
- ✿ Security, Crowd Control, Loss Prevention and Covert specialists,

- ✎ Significant experience in the Security and Policing industries, and
- ✎ Training in Certificate II & III – Security Operations and Certificate IV in Security and Risk Management together with Certificate IV in Correctional Practice, and
- ✎ Specialist tailored, in house training courses.

International Student Care - Executive Summary

International Student Care has become the most respected and professional provider of care, welfare and guardianships to international students who study in Australia.

It is our intention to become the preferred provider of investigative and security consultation services to companies, schools or individuals who rely on the international student market as the basis for their business.

International Student Care's goals are to ensure we develop a strong and recognisable brand in the care and welfare of international students thereby providing a consistent world class service over an extended period of time.



International Education is one of our largest Export Commodities

International Student Care – Scope of Activities

- ✿ Guardianship Service,
- ✿ Homestay Service,
- ✿ 24/7 Care Service using our unique ISC branded Safety Watch,
- ✿ Investigations Service,
- ✿ Training in VET Courses both here in Australia and overseas,
- ✿ Safety and Security Risk assessments,
- ✿ Personal and group probity checks;
- ✿ Providing welfare and safety services to some of the 480,000 international students residing in Australia, and
- ✿ Brand protection for Education Providers
- ✿

Safeguard – Executive Summary

Safeguard Security Solutions will provide you with certified, licensed and insured security guards to protect your events, clients, property and reputation with each of our security professionals fully pre-screened and trained to the standards of the Victoria Police Licensing & Regulation Division.

We have taken a unique approach to the business of contract security. Our approach involves a proactive theory of communicative, well-groomed, exceptionally trained, uniformed security guards. Our strategy entails several steps to mitigate the possibility and opportunity for theft / damage of property or injury to persons within the facility.

At Safeguard Security Solutions we understand that the first point of contact to your venue or event will often be the security door personnel. Therefore it is imperative to have professional friendly faces working these areas. People want to be greeted with smiles, respect and a feeling that they will be safe in your venue. That is where we come in. Our Crowd Controllers are approachable, professional and trained to be knowledgeable and familiar with your venue or event. They deliver great customer service and become convenient providers of information, having the ability to direct guests or patrons to facilities such as toilets or ATM's, inform them of an events schedule or safely assist them into a taxi.

Our personnel are trained to communicate verbally, treat people with respect, to stay calm and professionally handle verbal resistance and abuse. This therefore reduces conflict and the need for physical contact. However should a situation arise, our guards are trained to use both verbal open handed techniques to appropriately control the situation. Our personnel are highly trained and prepared and know that the safety and wellbeing of your staff, your guests, your property and your reputation are paramount.

Safeguard Security Solutions personnel are all up-skilled in topics such as Conflict Resolution, Drug and Alcohol Management and Security and Risk Management.

Their formal training in in Security and Risk Management and Correctional Practices (management level Certificate IV) ensure that the entire situation is thoroughly assessed, re-assessed and then the most appropriate form of action taken. This is an all-encompassing service in regards to dealing with alcohol and drug affected patrons and those with mental health issues.

Safeguard - Scope of Activities

- ☞ Security and Crowd Control,
- ☞ Static Guarding,
- ☞ Specialists in Licensed Premises Crowd Control,
- ☞ Events,
- ☞ Supplying guards to MSS Crown Casino,
- ☞ RSA Officers, and
- ☞ Loss Prevention Personnel.

Protective Group – Products



SafeTCard is a fully integrated solution providing an all in one unit with programmable options for *'Man Down'* – *'Amber Alert'* – *'Red Alert'* and *'Geo-Fencing'*. This provides the ultimate in personal security and peace of mind for all lone-workers.




Employees can register their *'In and Out'* or *'on-line'* status as needed from their work site, their client's premises or home with an easy to use discreet push of a button.

This is an ideal security and safety solution for mobile home care workers, building services employees or late night lone employees.

With 24/7 monitoring available, any situation can be monitored through a one-way audio link, to trained staff, immediately identifying the location and dispatching assistance as per your pre-determined requirements.

It is widely appreciated that the use of a mobile phone in a situation where there is threat of abuse or attack is not only difficult but the sheer movement of trying to locate the phone can often inflame the situation, putting the employee at increased risk.











The SafeTCard is disguised as an ID card holder, making it the only device / product on the market that truly addresses the guidelines on public alarms by:

-  Providing discreet dual verification in a dedicated purpose unit,
-  Alerting an operator, and
-  Can open a one way voice call such that a monitoring operator is able to assess the situation and can take appropriate and proportionate action.

The SafeTCard is an excellent tool in the fight against domestic violence by providing peace of mind to survivors.

Protective Group – Training Packages

The Protective Group in conjunction with the leading national Registered Training Organisation *Learning Verve* can deliver the following recognised (vocational) training and non-recognised (awareness) training packages:

-  Certificate II and III in Security Operations,
-  Certificate III in Technical Security,
-  Certificate III in Cleaning Operations,
-  Certificate IV in Security and Risk Management,
-  Certificate III in Correctional Practice,
-  Certificates III and IV in Hospitality,
-  RSA - RSG First Aid,
-  General Safety,
-  Security Awareness, and
-  HEAT (Hostile Environment Awareness Training).

Protective
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