

**BIS
TODAY**



**Bombay Integrated
Security (India) Ltd.**

**BUSINESS CONTINUITY
PLAN BEGINS WITH US**

Safety issues for a guard



G. S. Bhadoria
Editor in Chief

A 45-year-old security guard at Holy Family Hospital was allegedly beaten up by four students over a parking fee in South East Delhi in the month of October. The guard, who sustained injuries on his head and limbs, was admitted to the hospital. The victim, Mukesh Kumar, issued a parking fee slip to the students who had parked their car near the hospital gate. The students refused to pay and got into a heated argument with Kumar. The men later stepped out of their car, beat up Kumar and fled.

A 22-year-old security guard was found dead with his throat slit inside the parking lot of a residential complex in Tunga area of Mumbai's Powai in the month of October. Ankit Deviprasad Singh was working as security guard of a residential complex for the past couple of weeks.

There are many such examples of physical violence against the security guards in India as well as abroad. Security guards are beaten, mobbed, robbed, and killed while they perform their duties. Once, considered a job of leisure, has now turned in to a full fledged crime control service at par with Police. The guarding service is now no more a job just sitting with a stick in hand and time pass. It has become more challenging and risky for the guard on field duty. It's high time we think about training and equipping the guards on duty for their safety. It will enhance security of clients and instil confidence in guards.

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Home Minister's excellent remarks

Let's all welcome the remarks made by our Home Minister Mr. Amit Shah while addressing private security agencies at a function in New Delhi in the month of September, where he inaugurated a portal related to private security initiated by his ministry. He lauded the role of private security guards in modern times. He said private security guards were the first line of defence, while praising the efforts of two of them during the 26/11 Mumbai attacks who stopped terrorists from inflicting damage. He said that in old times, the Gurkha community was synonymous with chowkidaars (security guards) because of the trust they gained from people. He also urged the private security agencies to recruit students trained by the National Cadet Corps (NCC), so that the agencies can get raw material who are full of deshbhakti (patriotism) and that too trained at government cost. He said that the Government has protected the agencies from foreign investment, now they have a responsibility to make the \$5 trillion economy of Prime Minister Mr. Narendra Modi a success. Without private security, trade and business cannot prosper. He said security guards should be trained to file simple FIRs and should be alert and help the police. The home minister said there are around 90 lakh private security guards in the country while the total number of police and paramilitary forces is around 30 lakh. That



R. N. Singh
Chairman BIS

means, there are 24 per cent police and 76 per cent private security guards. It has the potential to generate 2-3 crore more jobs. He also stressed on need to undertake some welfare schemes like regular health check up of private security guards. Guards should be enrolled under the government-sponsored insurance scheme "Pradhan Mantri Suraksha Bima Yojana". Agencies must make arrangement so that each private guard comes under the cover of Atal Pension Yojana. He said that agencies must ensure that each and every private security guard has a 'Jan Dhan' bank account for salary disbursement and there should be no cash transactions with them.

The remarks by our Home Minister indicate that the Government has high expectations from our security industry. The Government as well as our clients expect high degree of service. We are part of the wheel of development and prosperity of the nation. We must focus on more training and professionalism in our sector to promote business and be part of nation building.

Robots and Security Guards

Although robotics has taken centre stage when it comes to security details, there are a few reasons why the human factor can never be completely replaced. There are consistent arguments that robots are cheaper than human capital because there are no significant overhead costs such as overtime, health insurance and other benefits, while being able to work 24 hours a day.

While it may sound like an innovative move into the future, autonomous robots come with their share of nuances and issues. Consider a robot on the street with hundreds of pedestrians. Will they be able to function well enough to handle certain disturbances, or operate in those types of environments and not become a threat? As it currently stands, there are lots of issues surrounding the use of robots for security. How to stop robots from hurting people, pushing children and dogs over, or accidentally running over people's toes? Additionally, if something goes awry with the robot, how would you quickly contact the owner?

Robots have limited capabilities that could aid on some level, but in volatile situations, or in situations where a need for instinct and empathy may be warranted, human capital is irreplaceable. The amount of accidents occurring with the attempt to assimilate robots indicate it is not right time now to consider a robot the viable solution for human capital. While there are some cost savings involved in using robots, the implications surrounding their overall effectiveness is still in question. Security robots may appear harmless, but as history

has dictated, you cannot judge a book by its cover. Policy standards must be formulated to cover robotics that may be poised to replace human capital in areas like law

enforcement. Can they really save manpower, and who programs those robots to know when to avoid hurting someone?

As time continues to evolve, the shift toward using robots to replace human capital is enticing, but at what risk? Is there really a reward if something goes wrong? All these questions lend credibility toward understanding why human capital cannot be totally replaced. Robots are controlled by man, repaired by man, and upgraded by man. Without proper protocols in place, robots will be hired to do the job and run into situations where humans may be put at risk.

Overall, good technology helps things function better, but machinery always has a way of breaking down, which brings everything back to the human counterpart. Additionally, while robots are useful, they do have certain limitations that humans do not. Can security be compromised with bad software being uploaded to a robot? It's something to think about – humans will always be needed to pick up the pieces and overall, dictate how robots in security will move forward.



Lakshmi Poojan



Lakshmi Poojan was held on the occasion of Diwali on 27 October 2019 at the BIS Head Office in Omega House, Powai, Mumbai. Our CMD Mr. R. N. Singh along with Family members and staff were present on this occasion.

Special Cleanliness Drive



A special cleanliness drive was organised on the birthday of Prime Minister Mr. Narendra Modi at the premises of Omega House, Hiranandani Gardens, Powai, Mumbai on 17th September 2019. BJP MLC and CMD of BIS Mr. R. N. Singh, Vice President of Mumbai BJP and Director of BIS Mr. Amarjeet Singh, Industrialist Mr. S. B. Giri and others were present on this occasion.

Independence Day Celebration at BIS HO

Independence Day was celebrated at Head Office of BIS at Hiranandani Gardens, Powai, Mumbai on 15th August 2019. Hon'ble Director Mr. Amarjeet Singh hoisted the flag. A group photo was taken after flag hoisting ceremony. Mr. Rajesh Singh, Directors Mr. Sanju Singh, Mr. Anttresh R. Singh, Mr. Manoj Kumar Singh, Mr. Rahul Singh, Mr. Aditya Singh and Staff of BIS were present on this occasion.



Independence Day - Branches

Independence Day Celebration at IISM Khandwa



The Celebration of Independence Day was organised at the Campus of IISM Khandwa with 43 trainees of 60th Batch, Principal Rama Govind Pandey and staff. Programme started with hoisting of National flag, National Anthem, Saluting the Tri-colour, Inspection of platoon; March past by the platoon, Cultural Programme and ended with Sweet Distribution.

Independence Day Celebration at IISM Karjat



Independence day was celebrated at IISM Karjat with flag hoisting and parade. Principal Mr. Nand Kishor read out the message of our CMD to serve the nation.

Independence Day Celebration at The Bombay Presidency Golf Club, Chembur

Independence Day was celebrated at The Bombay Presidency Golf Club located at Dr.Choithram Gidwani Road, Chembur, Mumbai



Independence Day Celebration at Bayer Cropscience Ltd, Thane



Independence Day was celebrated at Bayer Cropscience Ltd. located at Hiranandani Estate, Thane.

Independence Day Celebration at Godrej Industries Ltd., Ambernath



Independence Day was celebrated with flag hoisting and parade by our guards at Godrej Industries Ltd. located at Ambernath, Thane.

Independence Day Celebration at Voltas Ltd. Thane



Independence Day was celebrated with flag hoisting and parade by our guards at Voltas Ltd. Thane.

Independence Day Celebration in Padgha & Dombivali



Independence day was celebrated at Croma, Padgha with flag hoisting and parade by our guards. Staff of Croma took part in the celebration.



Independence Day was celebrated at AIMS Hospital, Dombivali with flag hoisting and parade by our guards.

Independence Day Celebration at Campus of National Institute of Design, Bhopal.



Celebration of Independence Day-2019 was organised inside the campus of National Institute of Design, Bhopal. Programme started with hoisting of National Flag by Director Mr. Naresh Kumar. Branch Manager Mr. Raj Karan Mishra and 48 Security Guards, deployed in the unit, participated in the celebration.

Independence Day Celebration at BIS Branch office, Kolkata



Independence Day was celebrated at the BIS Branch office, Kolkata. « After flag hoisting, our CMD's message was read out before the staff present on this occasion.

Independence Day Celebration at Andrew Yule & Co. Ltd., Kalyani, Nadia.



Independence Day was celebrated at Andrew Yule & Co. Ltd., Kalyani, Nadia. Our guards displayed magnificent parade after flag hoisting.

Independence Day Celebration at Avtec Ltd., Kharagpur

Independence Day was celebrated at Avtec Ltd., Kharagpur with flag hoisting and parade by our guards >>



Independence Day Celebration in Chakan & Koregaon Bhima



Independence Day was celebrated at Gabriel - Chakan with flag hoisting and parade by our guards.



Independence Day was celebrated at Oriental Rubber Industries Pvt. Ltd., Koregaon Bhima.



Mr Birendra Singh (GM- Pune) greeted Mr Manoj Sharma, vice President- HR, Gabriel India on his birthday on 30 Aug 2019.

Independence Day Celebration at BIS Office - Nashik Branch



Independence Day was celebrated at BIS Office – Nashik Branch. Mr. Nitin Magar (DGM) along with Mr. Somnath Joshi, Mr. Sharad Jagtap, Mr. Pradeep Ubale, Mr. Deepak Ghatole, Mr. Vijay Chavan, Mr. Sachin Kulkarni, BIS Office Staff and Security Personnel participated in the celebration.

Independence Day Celebration at Zydus Takeda Healthcare Pvt. Ltd., Pawane



Independence Day was celebrated at M/s. Zydus Takeda Healthcare Pvt. Ltd. Pawane with staff of the company and our guards.

Independence Day Celebration at M/s. Parker Hannifin India Pvt. Ltd., Mahape



Independence Day was celebrated at M/s. Parker Hannifin India Pvt. Ltd. Mahape with flag hoisting and parade by our guards.



Independence Day Celebration at M/s. Hexaware Technologies Ltd. Mahape

Independence Day was celebrated at M/s. Hexaware Technologies Ltd. Mahape with staff and our guards.

Independence Day Celebration at Bangalore office



Independence day was celebrated at our Bangalore office with flag hoisting and parade by guards and the message by our CMD was read out on this occasion.

Independence Day Celebration at Kaira Dist. Co. Op. Milk Producers Ltd. (Amul Satellite Dairy).



Independence Day was celebrated at Kaira Dist. Co. Operative Milk Producers Ltd. (Amul Satellite Dairy). Mr. Cyril P. Parmar Executive (P&A –Amul) and other officials along with Mr. Sachin Patel (Area Officer-BIS) attended the programme.

Independence Day Celebration at M/s. Bhansali Engineering Polymers Ltd - Abu Road



Independence Day was celebrated at M/s. Bhansali Engineering Polymers Ltd - Abu Road. Mr. Nimit Dubey – Asst. Manager and other officers of BEPL along with Mr. Bikash Thapa (Area Officer - BIS) attended the programme.

Independence Day Celebration at M/s. Parikh Packaging Pvt. Ltd. - Moraiya



Independence Day was celebrated at M/s. Parikh Packaging Pvt. Ltd – Moraiya. Mr. Abhishekh Mathur (Manager – Engineering & Maintenance) & Mr. Naresh Solanki- Security In charge along with Mr. Jethu Singh Rathore (Dy. Manager – Ops - BIS) attended the celebration.

Independence Day Celebration at M/s. Torrent Pharmaceutical Ltd. - Indrad

Independence Day was celebrated at M/s. Torrent Pharmaceutical Ltd –Indrad. Mr. Priyamvad Bhatt –Manager – Security and Mr. Rajesh Sharma – Security Officer of Torrent along with our area officer Mr. Satish Kumar Patel attended the programme.



Independence Day Celebration at M/s. Transformer & Rectifiers India Ltd. - Changodar unit



Independence Day was celebrated at M/s. Transformer & Rectifiers India Ltd- Changodar unit. Mr. Jethu Singh Rathore – Dy. Manager – Ops. of our branch is seen along with security personnel in the photograph.



Independence Day Celebration at M/s. Windsor Machines Limited- Vatva



Independence Day was celebrated at M/s. Windsor Machines Limited- Vatva. Mr. Steven Christian- HR Manager, Mr. Hitesh Sevali & Mr. Suresh Koli (HR department) are seen in Photographs along with our security supervisor Mr. Ram Sanehi Verma after the programme.



Independence Day Celebration at M/s. Jay Chemical Industries Limited - Khambhat.

Independence Day was celebrated at M/s. Jay Chemical Industries Limited - Khambhat. one of our guard is seen saluting Mr. Shatroop Machachhar – GM, Mr. Nitin Brahmabhatt – Manager –Security & Mr. Sanjay P. Nair – Chief Security Officer in the photograph.

Independence Day Celebration at M/s. Mylan Laboratories Ltd.



Independence Day was celebrated at M/s. Mylan Laboratories Ltd with flag hoisting and parade by our guards.

Independence Day Celebration at Income Tax office

Flag Hoisting Ceremony was carried out on the occasion of Independence Day 2019 at our client M/s Income Tax Office, Indore. Chief Commissioner of Income Tax Mr. D. P. Haokip hoisted the flag. After hoisting the Flag, the Chief Commissioner addressed all the present officials and security personnel. Mr. Puneet Kumar, Addl. Commissioner of Income Tax & other Income Tax Officials were present. Officers from BIS, Mr. Anurag Singh Kushwaha, Manager-Admin, Mr. Manoj Ghodki, Dy. Manager-HR & Mr. Avinash Shukla Area Officer were present during the ceremony.



Independence Day Celebration in Gabriel India

Flag Hoisting Ceremony on the occasion of Independence Day 2019 was carried out at our client M/s Gabriel India Limited, Dewas. General Manager Mr. Abdul Wahid hoisted the flag. Mr. Abhay Sinha, Manager HR & Admin (Gabriel), Mr. Pankaj Kumar Jha, Dy. General Manager (BIS) & Mr. Ravindra Singh, Dy. Manager Ops BIS were also present for the ceremony.



Group Photo – Mr. Abhay Sinha, Manager HR & Admin (Gabriel), Mr. Pankaj Kumar Jha, Dy. General Manager, Mr. Ravindra Singh, Dy. Manager Ops. and BIS Security Personnel



Flag Hoisting by Mr. Abdul Wahid, General Manager (Gabriel India Limited) on Independence Day 2019

Independence Day Celebration at Vintage Power

Flag Hoisting Ceremony on the occasion of Independence Day 2019 was carried out at our client M/s Vintage Power Generation LLP. Kukshi, Dist-Dhar (MP). Security Manager Capt. (Retd.) Rajesh Dwivedi hoisted the flag. Prizes were also distributed to the best performing guards on this occasion.



Independence Day Celebration at Grasim



Chief Guest Shri K. Suresh, Unit Head of GRASIM Hoisting the Flag on occasion of Independence Day 2019.

Flag Hoisting Ceremony and Parade on the occasion of Independence Day 2019 was carried out at our client M/s Grasim Industries Ltd, Birlagram-Nagda (MP). Unit Head Shri K. Suresh hoisted the flag. Lt. Col. Anil Nikam (Security Head of GRASIM) were also present during the ceremony.



Arm Salute to the Flag & Parade by the Security personnel at M/s Grasim Industries Limited, Birlagram-Nagda (MP) on the occasion of Independence Day 2019.

Independence Day Celebration at Vashi Branch



Independence Day was celebrated in Vashi Branch with flag hoisting and parade by our guards

KRO Panvel

Independence Day Celebration at M/s. Cipla Ltd. - Patalganga



Mr. Shivaji Dhonkar – Chief Security Officer of M/s. Cipla Ltd., alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. CIPLA Ltd. – Patalganga, District – Raigad (Maharashtra) on August 15, 2019.

Independence Day Celebration at M/s. SI Group- India Pvt. Ltd. - Sudhagad



Mr. K. D. Deshmukh – Officer of M/s. SI Group, alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. SI Group India Pvt. Ltd. – Sudhagad (Rasal Pali), District – Raigad (Maharashtra) on 15th August 2019.

Independence Day Celebration at M/s. TG Terminals Pvt. Ltd. - Veshvi Uran



Dr. Ajit Onawale – HR Head, Mr. Simon – Operation Manager and Mr. Prashant S. Nimbargi – Asst. Manager HR of TG Terminals, Mr. K. K. Sharma BIS Parade Commander alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. TG Terminals Pvt. Ltd. – Veshvi Uran, District – Raigad (Maharashtra) on 15th August 2019.

Independence Day Celebration at M/s. Take Care Logistics Park (INDIA) Pvt. Ltd. - Palaspa

Mr. Ekbal Kazi – CMD of M/s. Take Care Logistics, Mr. A. K. Singh – Head Security & Admin, Mr. V. P. Singh – Dy. Manager Operation of BIS (KRO Panvel) are seen in the photograph after flag hoisting at M/s. Take Care Logistics Park (India) Pvt. Ltd. – Palaspe Panvel, District – Raigad (Maharashtra) on 15th August 2019.

CMD Mr. Ekbal Kazi gave ₹ 10,000/- cash award to our Security Parade Platoon.



Independence Day Celebration at M/s. Johnson Matthey Chemicals India Pvt. Ltd. – Taloja



Mr. S. P. Singh – Security Incharge of M/s. JMC India Pvt. Ltd., Mr. Manoj Singh BIS Area Offocer alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. Johnson Matthey Chemicals India Pvt. Ltd. - Taloja, District – Raigad (Maharashtra) on 15th August 2019.

Independence Day Celebration at M/s. Indoco Remedies

Mr. Rajendra Bhagwat – Export Officer & Admin of M/s. Indoco Remedies Ltd., alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. Indoco Remedies Ltd. – Patalganga, District – Raigad (Maharashtra) on 15th August 2019. »



Independence Day Celebration at M/s. Edel Land Ltd. - Alibaug

Mr. Amol Dalkari – Asst. Manager Accounts of M/s. Edel Land Ltd., Mr. Jaywant Pawar – Dy. Manager Operation of BIS alongwith BIS Security Personnel (KRO Panvel) are seen in the photograph after flag hoisting at M/s. Edel Land Ltd. – Alibaug, District – Raigad (Maharashtra) on 15th August 2019. »



Independence Day Celebration at M/s. Kokuyo Camlin Ltd. - Patalganga

Mr. Manohar H. Patil BIS Area Officer alongwith BIS Security Personnel (KRO Panvel) at M/s. Kokuyo Camlin Ltd. – Patalganga, District – Raigad (Maharashtra) are seen in the photograph after flag hoisting on 15th August 2019. »



Independence Day Celebration at M/s. Gateway Terminals India Pvt. Ltd. - Uran



Col. Sunil Sharma – HSSE Head of M/s. Gateway Terminals Of India Pvt. Ltd. presented award to Mr. Jaysingh S. Bist, Ex-Serviceman, Security Guard of BIS (Panvel Branch), on the occasion of Independence Day Celebration on August 15th, 2019 for his dedication and honesty on duty. Mr. Pravin Kumar Harale – AGM HSSE was also present on this occasion.



Col. Sunil Sharma – HSSE Head of M/s. Gateway Terminals Of India Pvt. Ltd. presented award to Mr. Laxman D. Maske, Ex-Serviceman, Security Guard of BIS (Panvel Branch) on the occasion of Independence Day Celebration on August 15th, 2019 for his dedication and honesty on duty. Mr. Pravin Kumar Harale – AGM HSSE was also present on this occasion.

Independence Day Celebration at zonal office of State Bank of India, Guwahati



Independence Day was celebrated at zonal office of State Bank of India, Guwahati with flag hoisting by Mr. Madan L . S, DGM- SBI



Prizes were distributed to security personnel by Mr. Madan L . S, DGM-SBI



Mr. Madan L . S, DGM-SBI, Mr. Sanjib Borthakur , Manager - Security SBI with SBI staff and BIS Team in a group photo.

Independence Day Celebration at TISS, Guwahati



Independence Day was celebrated at Tata Institute of Social Sciences, Guwahati with flag hoisting and parade by our guards.

Remembrance of Late Director Smt. Ramsakhi Singh

On the “Death Anniversary” of our Director late Smt. Ramsakhi Ramniwas Singh on 31st August 2019, two minutes silence was observed, as a mark of respect to her unparalleled contribution to the BIS Group of Companies. Principal Mr. Rama Govind Pandey, staff & 42 trainees of 60th Batch of IISM Khandwa campus paid their respects to the departed soul.



Best turnout on duty

During unit visit of M/S. Andrew Yule & Co. Ltd., Kalyani, Nadia, our Director Mr. Anttresh R. Singh Rewarded ₹1100/- to Security Supervisor Mr. Haru Mallick from Kolkata Branch for best turnout on duty. Mr. Mallick, working at M/s Andrew Yule & Co. Ltd., Received prize from Mr. Chandan Bakuli, Area Officer of Kolkata Branch on Independence Day. »



Training at TATA AIG, Jalandhar



A training session was conducted at TATA AIG- (Jalandhar) on 19.08.2019 by Dy. Manager Admin. Mr. S. C. RANA. Staff of the company took keen interest in fire fighting training exercise.

Training at TATA AIG, Ludhiana

A training session with staff of TATA AIG- (Ludhiana) was conducted on 19.08.2019 by Dy. Manager Admin. Mr. S. C. Rana.



Training at TATA AIG, Chandigarh



A training session was conducted at TATA AIG– (Chandigarh) on 20.08.2019 by training Manager Ops. Mr. A. K. Singh, where staff of the company was briefed about fire fighting and other important safety measures.



A woman employee of the company tries her hand on firefighting equipment.

Training at Mahindra Logistics – (FOSSIL BADDI)

A training session was conducted at Mahindra Logistics – (FOSSIL BADDI) on 27.07.2019 by training Manager Ops. Mr. A. K. Singh. Guards were given training on main gate security. »



Training at Mahindra Logistics (J & J, BADDI)

A training session was conducted at Mahindra Logistics (J&J, BADDI) on 27.08.2019 by training Manager ops. Mr. A. K. Singh. »



Training at Nunhems India Pvt. Ltd. (Kullu)

A training session on firefighting was conducted at Nunhems India Pvt. Ltd. (Kullu) on 28.08.2019 by training Manager ops. Mr. A K Singh. »



Training at Bayer Bioscience Kullu

A training session was conducted at Bayer Bioscience Kullu on 27.08.2019 by training Manager ops Mr. A. K. Singh.



Training at John Deere, Patiala

A training session was conducted at John Deere Patiala on 07.09.2019 by training Manager ops Mr. A. K. Singh. »



Training at M/s. Barnes School & Junior College, Nashik



Training was conducted at M/s. Barnes School & Junior College, Nashik for security staff on 13 September 2019 under the supervision of Dy. Manager – Admin & Training - Mr. Somnath U. Joshi along with Mr. Prashant Jha (Area Officer). One Security Officer and 21 Security Guards and lady guards took part in the training session.

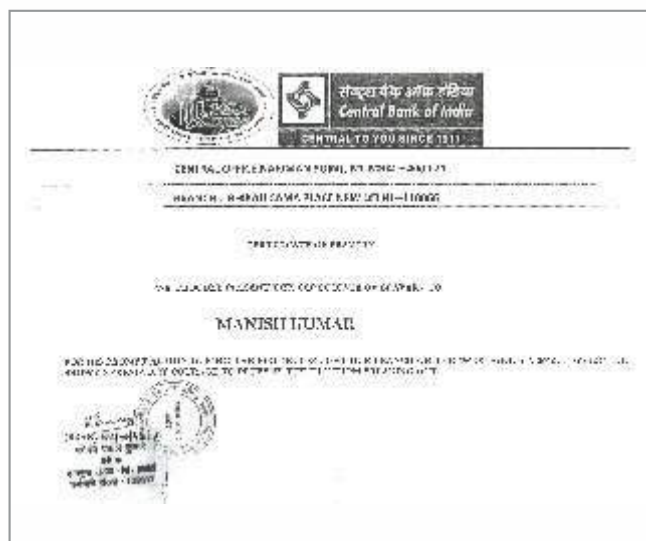
Training at Nunhems India Pvt. Ltd. - (Karnal)

A training session was conducted at Nunhems India Pvt. Ltd. – (Karnal) on 20.09.2019 by training Dy. Manager Admin. Mr. S. C. Rana. »



Prompt action by guard

Fire incident occurred on 3rd August 2019 at Central Bank of India, Bhikaji Cama Place, New Delhi. Our armed guard Mr. Manish Kumar took timely corrective action to extinguish fire and thus saving many lives and also property of the Bank. He was appreciated by the Bank for his prompt action, alertness and presence of mind.



CITATION OF MANISH KUMAR ARMED GUARD

On 03rd August 2019 unfortunately there was a fire incident occurred at our BHIKAJI CAMA branch where our guard Mr. Manish Kumar was also located just adjacent to the branch. The branch is located in the same location of BHIKAJI CAMA, which is well known for its different corporate offices.

The fire broke out in a covered electrical box where lot of electrical equipment is installed is located inside the branch near the entrance.

As soon as the fire alarm started to blow Mr. MANISH KUMAR used his presence of mind and he switched off the main switch first and within a second he used the CO₂ fire extinguisher with the help of branch staff and within a minute he was able to extinguish the fire before it could take a devastating form.

The above procedure and the prompt action taken by him to get rid of the fire incident shows his knowledge, skill and the exemplary aptness against the odds which came in place in the branch.

He has shown exemplary courage to avert the fire incident at our branch by which he has saved the much material and overall the reputation of our prestigious bank.

"Good show" MR MANISH KUMAR



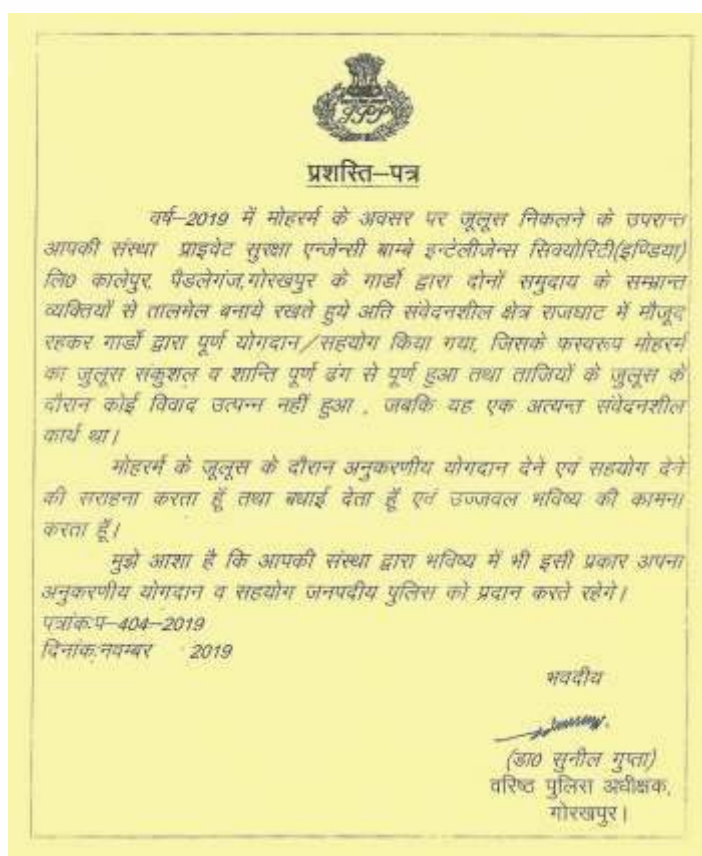
Call of Duty



SSP Crime- Gorakhpur (UP) Mr. Ashok Kumar Verma is seen in the photograph with our DGM Mr. M. K. Singh when the police department took the services of BIS security guards on account of Moharram Festival.



A group photo of 10 security personnel deployed as per instruction of the Senior Police Officers at Police Line Gorakhpur area.



Performance (prashasti patra) certificate was received by our BIS Gorakhpur team from SSP Gorakhpur.

Private security agencies may become largest job creators, says Piyush Goyal

New Delhi: Hailing the contribution of private security guards in the country, Union minister Piyush Goyal said the segment was among the fastest growing in India's security sector.

Speaking at the Private Security Industry Conclave (PSIC) at FICCI, Goyal, union minister for railways, said Prime Minister Mr. Narendra Modi's call to recognise and respect the contribution of private security guards in different sectors is an indication of the importance of their work.

"We brought the chowkidar at the centre stage in the Lok Sabha election process and the "main bhi chowkidar" campaign will go down in history as one of the most successful campaign themes," Goyal said, adding that private security guards can act in tandem with national security personnel.

"For the first time dignity was given to private security guards for contributing to the nation's development and security and this was the dignity that was given to the army and paramilitary personnel," Goyal said. Looking into areas where government security can be replaced by private security, so that the nation's security apparatus can be engaged in critical areas and that is something the Centre will look into, Goyal added.

In the days following demonetization, the role of private security guards came to fore when they were required to man ATMs and cash vans, the minister said. "During demonetisation all cash vans were handled by private security agencies and that was the time I saw the capacity of the industry to rise up to the challenge... and we recognise that this may soon become one of the largest job

creators in the industry," said Goyal.

He said the industry needs to look closely into the training of security guards and providing of basic equipment to them, and that it was imperative to bring everyone under the ambit of regulation and unregulated security service providers need to be tracked.

Also present at the FICCI event was Santosh Kumar Gangwar, union minister for labour and employment, who stressed on the government's focus on reforming labour laws. He said the government was working to bring a unified minimum wage so there is parity across states.

"We have started a new ministry for skill development which is giving a pace to the work. There is a talk worldwide on unemployment and how it will be tackled. We are trying to come above this and tackle it. It was decided during the Vajpayee government that the labour laws will be clubbed. This didn't happen for 10 years but we did it as soon as possible," he said.

Gangwar said it is important to hold consultations with labour unions, states, and employers. He said employment generation will play a big role in turning India into a \$5 trillion economy and that is why private security agencies are crucial as they employ a large number of people. "First law on Code on Wages has been passed but we need your support for the rest. The second law has been placed before a standing committee. We are talking about a common wage amount and fixing a date for it. National minimum wage needs to be decided across the country. We are bringing a regulation for this," he said.

9/11 and tale of a hero

Bob Scott, The President & CEO of Morgan Stanley, while speaking at Harvard Business School once said that 9/11 attacks were a milestone more than any other for them. It might intrigue you as to why he was referring 9/11 attacks as a milestone. So here is the fact, Morgan Stanley was the largest tenant in the World Trade Towers at that time with around 2700 employees but they lost just 6 employees that day. The person to be thanked for this, was Rick Rescorla. He was a former Vietnam War veteran and a retired army officer of America. He was also a private security specialist who eventually became Director of Security at Morgan Stanley at the World Trade Towers. Due to some reasons, Rick always felt that the World Trade Towers (WTT) were highly prone to terrorist attacks. One of his friends, Daniel Hill was trained in Counter Terrorism. In 1990, he invited Hill to visit World Trade Centre to assess its security. When Rescorla asked Hill how he would attack the building were he a terrorist, Hill said "I'd drive a truck full of explosives in the basement, walk out, and light it off." They both submitted reports about it to the authorities but they were ignored. And in 1993 in similar fashion, a truck filled with explosives detonated below the North Tower. This was the first attempt by Al-Qaeda to attack the WTT.

After this incident, Rescorla gained more credibility and authority. He wanted the company out of the building because he continued to feel, as did Hill, that the World Trade Center was still a target for terrorists, and that the next attack could involve a plane crashing into one of the towers. But the company could not move out of the towers due to lease agreements, hence Rescorla made all employees, including senior executives, practice emergency evacuation drills every three months. He told the

employees that they needed to empower themselves through surprise fire drills in order to counter any emergency in future. Rescorla's strict approach to these drills put him into conflict with some high-powered executives, but still he kept on insisting for regular drills.

After all that day came, on 11 Sept 2001 The World Trade Towers were under attack.

When any emergency occurs then our mind doesn't work instead our habits help us. In emergency, we do what we have been doing regularly.

So when the attacks unravelled, Morgan Stanley employees were already prepared for evacuation at once as they have been trained for such scenario over the years. Within no time, Rescorla managed to evacuate most the employees. After successful evacuation of Morgan Stanley employees, someone told him that he too had to evacuate the building to that he replied "as soon as I make sure that everyone else is out". Shortly the South Tower (He was in south tower) collapsed and his remains were never found. He was declared dead after 3 days. Such a HERO! He saved 2700 lives on 11th Sept, 2001 during the attacks. This story underlines the important of such disaster contingency drills/plans and Ironically, in India we don't take such drills seriously.

Moral: "If you wait for a crisis to begin to lead, its too late."
~ Bob Scott.

P.S This year late Rick Rescorla was awarded the Presidential Citizen's Medal by Donald Trump for his extraordinary sacrifice.

One Nation One Pay Day: Modi govt's next reform

The central government is in the process of implementing Occupational Safety, Health and Working Conditions (OSH) Code, and Code on Wages

To safeguard the interest of workers in formal sector, particularly working class, the Centre is planning to introduce 'One Nation, One Pay Day' system, Labour Minister Mr. Santosh Gangwar said recently. "There should be a pan-India single wage day every month across various sectors to ensure that workers get timely payment of salaries. Prime Minister Narendra Modi is keen on this legislation to get passed soon. Similarly, we are also looking at uniform minimum wages across sectors which will safeguard better livelihood of workers," said Mr. Gangwar addressing at 'Security Leadership Summit 2019' organised by the Central Association of Private Security Industry (CAPSI).

The central government is in the process of implementing Occupational Safety, Health and Working Conditions (OSH) Code, and Code on Wages. Parliament has already passed the Code on Wages and rules are being framed for its implementation. The OSH Code was introduced in the Lok Sabha on July 23, 2019. The Code will streamline the private sector by enhancing the coverage of workers manifold by merging 13 central labour laws relating to safety, health and working conditions into a single code.

The OSH Code has many new initiatives like mandatory issues of appointment letter by employers, annual free medical check up of workers and broadening coverage of all type of workers in the country under it.



Mr. Gangwar mentioned that since taking the office in 2014, Modi government has consistently worked on reforming labour laws. "We have taken up 44 complex labour laws to reform them. We are talking to all stakeholders to make these laws more effective and useful.

"Similarly, we are preparing a 'Single Page' mechanism for various sectors to complete various compliances to ensure ease of doing business. We are also preparing an online system of all grievance redressal to ensure that all problems are resolved with 48 hours without any physical interface," said Mr. Gangwar. Underlining the role of private security industry as a major job creator today, Gangwar said the sector employs around 90 lakh people at present, which has the potential to go up to 2 crore in the next few years. He also said the prime minister is keen to ensure growth of the sector.

"Prime Minister Mr. Narendra Modi is keen to ensure that all those working in the unorganized sector should get a pension of ₹ 3,000 per month besides getting medical coverage. We have introduced various attractive pension schemes for working class. We will introduce more schemes in future to ensure better social security of those working in unorganised sector and also labour class," Mr. Gangwar added.

The world is obsessed with private security

At least half the world's population lives in countries where there are more private security workers than public police officers, according to a new analysis. More than 40 countries – including the US, China, India, Canada, Australia and the UK – have more workers hired to protect specific people, places and things than police officers with a mandate to protect the public at large.

The global market for private security services, which include private guarding, surveillance and armed transport, is now worth an estimated \$180bn (Approximately INR 12.6 Lakh Crores), and is projected to grow to \$240bn (Approximately INR 16.8 Lakh Crores) by 2020. This far outweighs the total international aid budget to end global poverty (\$140bn - Approximately INR 9.8 lakh Crores a year) – and the GDPs of more than 100 countries, including Hungary and Morocco.

In all, estimates suggest there are more than 2 Crores private security workers worldwide – more than the total number of people living in Chile or the Netherlands. Such everyday private security has become so widespread that you almost don't see it; you take it for granted, You stop noticing it – there are guards everywhere. This industry provides jobs for huge numbers of people. In some countries, it is one of the only sectors of the economy that is growing.

In the UK, the British Security Industry Association suggests the private security industry was worth more than £6bn (Approximately INR 55 Thousand Crores) in 2015. Customers include local communities: residents in one Essex town have reportedly hired private security to



Facebook founder Mark Zuckerberg runs through Berlin with his personal bodyguards.

patrol public streets at night after a local police station closed.

Other companies target more elite clientele: the My Local Bobby subscription-

based service caters to the wealthy in London's most upmarket areas. According to one of the founders, a former police officer: "It's like people buy private health insurance ... the concept of people paying for something above what the state provides – this is no different."

Some private security companies explicitly target the richest 1% with services such as crisis response for the ultra-wealthy, "executive personal protection" packages, and security for mega-yachts. "In properly staffed households throughout the world, the bodyguard is the new nanny," said the US magazine *Town & Country* in 2016, suggesting that "fear of terrorism, a volatile political climate and a pervasive sense that the wealth creation of a few has come at the

expense of the many have made paranoia the norm”.

The universal declaration of human rights states that “everyone has the right to life, liberty and security of person”, and that “no one shall be arbitrarily deprived of his property”. Governments are required to work progressively towards realising these rights. But when private security enables the rich and even the middle class to bypass the state, this can intensify a country’s inequalities. Regarding the expansion of private security in Latin America, the UN Development Programme has warned: “This phenomenon further increases inequality, as social groups have different capacities to deal with crime.”

The growth of the private security industry reflects the breakdown of community bonds that comes with rising inequality. More unequal cities and states in the US had higher levels of “guard labour” – a broad term that includes private security as well as police, bailiffs, prison officers, transport security and other related occupations. The pattern also held globally, with more unequal countries having more of their workers paid to protect people and things. The growth of the private security industry can reflect the “breakdown of trust and community bonds” that comes with rising inequality. Estimates suggest the private security industry employs as many as 70 Lakh people in India, far more than the police, with about 17 Lakh officers in 2013.

Symbolising wealth

Guards often have positions in front of buildings where they may see unusual activity – they can collect information too. The global market for private security – including guards but also alarm monitoring, armored transport and other services for commercial, government and residential buyers – is expected to grow to \$240bn (Approximately INR 16.8 Lakh Crores) by 2020. But true numbers could be higher still; there are few up-to-date and comparable statistics at the international level, and little open and independent monitoring and record-keeping. Industry data also leave out informal and under-the-table security work. It’s a worldwide business that’s growing at nearly 6% a year – faster than the global economy as a whole



– and it appears to be expanding fastest in developing countries and in Asia, with China and India major markets. There is a “widespread perception that crime is rising”, which is helping to drive interest in security services “even as reported crime rates fall in a large number of countries”.

In a number of developing countries, bodyguards and other residential security services are seen as symbols of wealth, providing both protection and social status. Demand for guards is especially strong in developing countries, where hiring guards is more affordable than investing in technology-related services due to low labour costs.”

Outpacing regulation

Government outsourcing is not the only thing driving private security. These days, in fact, states are not even the primary customers. According to Catherine Piana, director general of CoESS, roughly 70% of the industry's clients in Europe are other private businesses – not public authorities. “There is now a very wide range of services, depending of course on who you are,” said Piana, adding that, in the context of threats from terrorism, guards also “often have positions in front of buildings where they can see unusual activities and report them, so there’s a possibility for them to collect information too.”

but in 2011, the Geneva-based Small Arms Survey documented an estimated 19.5 million security guards across 70 countries. Its report said: “Like other commercial services, only those who are able and willing to pay will benefit from it. This dynamic runs the risk of exacerbating disparities between the wealthy – protected by increasingly sophisticated systems – and the poorest, who may need to resort to informal and sometimes illegal means to secure their safety.” Currently there is an international code of conduct for private security providers – but it is voluntary, and critics say this industry needs more than self-regulation.

International data on the industry is patchy –

Privacy - An Emerging Security Career Challenge

The need for lifelong learning and a willingness to respond to a changing risk environment are two of the elements that attract many professionals to a career in corporate security. One such emerging challenge facing security leaders involves governance related to the collection, storage and transmission of personal information and the ethical utilization of it. While there are compliance programs currently in place that govern the protection of individual medical and financial data, there are clearly additional challenges on the horizon. It has become commonplace to hear about the release or publication of sensitive personal information. This data is often obtained from electronic materials

that have been removed or copied by organizational insiders and/or external people or groups. Publication of this type of material has had significant negative impacts on individuals, public and private organizations and various government agencies. Breaches of this nature are generally condemned and often successfully prosecuted.

An area in which laws and acceptable ethical practices are either nonexistent or emerging is the use of previously misappropriated information that has been legally collected. In this circumstance, we frequently see the utilization or publication of this information by individuals and

organizations who, while knowing the information to have been misappropriated by others, benefit from its publication and dissemination. This is a growing concern that will be an evolving opportunity for security professionals. The events above often involve violations of law. A related issue going forward involves the proliferation of sales and repurposing of personal information that was freely given for one purpose but then was sold to others without the individual's full understanding of the initial collector's utilization and/or third-party sales activities.

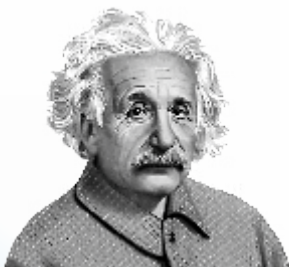
Through their services that support personal interactions and communications, companies are expanding their collection and analysis capabilities of information freely provided by individuals. We are already beginning to see legal controls established to help address abuse. Unfortunately, legal controls are not happening at a fast-enough pace to keep up with technological advances and the growing utilization of artificial intelligence to aid in monetizing the collected data. While it is important for society to derive benefit from the availability and wide access to information, are our current criminal and



civil statutes effective in addressing all these issues? Abuse, carelessness and nefarious intent can have devastating impacts on individual privacy. This behaviour also affects brand, reputation and resiliency of organizations and can go as far as to negatively impact the national and economic security of a country's citizens.

It may be many years before governments fully establish the legal framework to govern the appropriate utilization of information gathered by organizations. These are broad, complex issues that will be part of an organization's security risk-related mitigation strategy in the future. Security professionals should plan to be poised to aid and influence their organization's strategies and policies surrounding these future challenges.

“



A person who never made
a mistake never tried anything new.

| Albert Einstein

”

The Rise of Specialization

One of the most significant effects of the information age has been the rise of specialization and outsourcing. Before the ubiquity of the world wide web, a merchant had to do everything there is to do within their given field to remain competitive. They had to become the be and end-all of their industry. They had to do everything and do it better than the competition, and they had to make it all happen within four brick walls.

This need for what we might call 'industry completeness' is a huge burden. But, as organizations find they can do more with less, they also discover that they can go much further by specializing in a specific subcategory. When it comes to security, the opportunities for specialization are huge. Rather than striving to be a jack of all trades, forward-looking security companies are focusing on one aspect of their client's needs. This allows them to garner immense customer loyalty as they deliver higher quality services to unique clients. It also makes the job of branding much easier. With today's market trends, the best way to get the largest return is to specialize. Here, we will discuss some of the many security niche markets that are being rapidly filled in 2019.

Freelance Security Consulting

The field of security consulting is wide open to anyone with military or police experience and the paperwork to back it up. Often, charismatic individuals touting security know-how pose stiff competition to their corporate competitors. Forward-looking security consulting firms would do well to

preemptively employ such individuals before they achieve contentious levels of brand recognition.

Custom Security Software Applications

With the rise of AI and machine learning, immense amounts of



value can now be derived from CCTV security footage. In the past, investigators would have to watch hundreds of hours of uneventful footage just to find a small piece of evidence. Today's video analysis software can pick out patterns and anomalies in minutes. This is just one example of how specialty security software is taking legacy security hardware and transforming them into information generating powerhouses.

Bullion Van Services

There will always be a need to securely transport legal tender, precious metals, and the like from one secure location to another.



That means there will always be room for bullion van companies. As the industry has turned its attention toward all things digital,

many bullion transport assets have fallen into disrepair. That can be expected to change as enterprising entities sense the opportunity in this area.

Water, Gas and Petroleum Pipeline Security

Another often forgotten sector of the security world revolves around the need to secure long stretches of vulnerable gas pipeline. Water, gas and oil pipelines have always been a target for vandals. But in today's politically tumultuous climate, pipelines are also targets for activist and terrorist groups both foreign and domestic. Petroleum companies that realize the danger are willing to divert more of their resources into securing these critical assets.

The Sale and Installation of Security Doors

Security door manufacturers and installers occupy a significant portion of the industry with a growing presence in domestic sales. As the economy improves, more people are looking to raise their security profile. This has led to the expansion of this once exclusively enterprise and government-oriented market to the realm of the consumer. Even without household sales, security doors will always be in high

demand for stadiums, homes, offices and the like.

Smart Security Gadgets

Numerous mobile tech and computer integrated security services have been around



for several years now. But this industry niche is expanding with systems like the Ring motion activated telepresence security suite. These enable homeowners who are away to make it seem as if they are home with motion sensors, cameras, and voice projection capabilities. In time, it's expected that novel web-integrated devices like these will dominate the domestic security field.

In Conclusion

The state of the security industry has always been downstream from technology and culture. As these change, so should security firms. By keeping an eye on these shifting niches, we can stay ahead of the curve.

“



Strength does not come from physical capacity.
It comes from an indomitable will.

| Mahatma Gandhi

”

Responsibilities of a Security Guard

A good security guard makes all the difference. With proper training and execution of that training, a security guard can prevent very bad things from occurring in a lot of situations. It's

dangerous and hectic work, but also exciting and rewarding. A security guard must take their duties seriously. Security guard duties can range from being present to maintaining order and reacting to assaults and robberies. It's knowing what these duties are and treating them each with care and esteem that can separate a good security guard from a bad one.

Let's go over some of the main responsibilities of a security guard.

Be Visible

An important part of the security guard is being visible. The presence of an authoritative figure can keep people in line and prevent someone who might attempt something illegal or inappropriate from acting. A good security guard should be both obvious and discrete at the same time. Positioning is important in high-traffic areas and creates a feeling of safety.

Always Stay Alert

A security guard should always be aware of their surroundings. Doing a simple "ocular patdown" of the people in your sight line should be standard practice. Just having a keen sense of smell, sight, and hearing will aid in your vigilance. Your senses are so



important. If you can smell burning or a chemical leak and the direction it may be coming from, then authorities can be alerted quickly. If you see or hear something strange, you can act

immediately. Being disengaged, having a short span of attention, or having weak sight or smell might mean that you would make a less than ideal security officer.

Observe and Report

Observing and reporting are two of the biggest responsibilities of being a security guard. A clear recollection of events allows the responders to respond to the event. This goes a long way.

If a security officer can't recall important occurrences, then the responding officers or paramedics won't have all of the necessary information to appropriately act. Knowing what to report to whom is important as well. All information should be reported to officers, paramedics, and employers to ensure that things don't go sideways again.

Act Fast

Staying alert will allow you to act in an efficient manner to promptly take care of different situations, thus minimizing any further harm. If the security officer is preoccupied, an event could go by undetected. Another thing that should be taken into account is the security officer's physical fitness level. If a security guard is

out of shape or has previous injuries preventing him or her from moving quickly, any number of things can happen from thieves getting away, to physical altercations elevating.

Maintain Order

Often, a security guard will be required to be present at large gatherings like political rallies and religious assemblies. In volatile situations such as these, it is a security officer's job to maintain order. As previously stated, the presence of an officer will help with prevention but should unforeseen situations occur, the security guard should be able to quell an unruly gathering with good social skills and, should it come to it, their physical capabilities. Maintaining order is not as easy as it sounds, especially with large angry crowds, but having the skill to do so will help prevent large scale mayhem.

Helping Guests

Many times, a security guard will be stationed at an office or apartment building to act as a concierge or guest services. This will entail providing important information on important people's whereabouts, and the whereabouts of businesses. Having a good memory will allow you to recall this information accurately. When helping guests, you will need to be able to be mindful of your other responsibilities, like recognizing potential threats and keeping dangerous people out of the place you're looking after. This is the biggest help of all.

Adhere to Policy

Security guards are usually required to adhere to policies given by their employer regarding the space they've been tasked with protecting. Performing searches for

concealed weapons, preventing access to forbidden areas, preventing photography, and verifying appointments are all things required of security officers.

Knowledge of Safety Precautions

Advising people about necessary safety precautions is a responsibility that should be taken very seriously. Taking the security guard's advice is not required of the employer, but by providing the advice, the security guard is covering his or her bases. Through experience, the security guard has notions of how to approach safety precautions to mitigate harm.

Get Help

Finally and most importantly, a security officer should know when to contact the authorities. When it comes to assaults with a weapon or armed robberies, a security guard is not well enough equipped to manage the situation. If a serious injury has occurred, then paramedics should be contacted. Swift summoning of the proper authorities is the best measure to deal with a dangerous situation and can save lives in the end.

Saving Lives

The best security guards will perform these duties effortlessly. None, even the most simple responsibility, should be overlooked. The presence of well-trained security guards makes the world turn and makes everyday events go off without a hitch. They are the unheralded heroes of our day-to-day.

These are some of the main security guard duties, but there are other specific things to take into account as well.

Skills required in security guards

Are you looking for a great security guard? No two security guards are created equal. To ensure you hire the right person, look for 6 security guard skills.

So, you want to hire a security guard? Well, whether you plan to hire someone to work at a mall or an office building, he or she will have a lot of responsibility on their shoulders. They will have the lives of actual living, breathing humans on their hands, and must be capable of protecting your clientele. To this end, he or she need a certain skill set. Security companies must be picky when hiring new people. The candidates need to be mature and trustworthy people who can get the job done effectively.

Here are essential security guard skills that every client looks for.

1. Alertness

A great security officer is always alert and focused on surroundings. They must avoid as many distractions as possible, or they might miss something important, or overlook something that could put lives in jeopardy. They also need quick reflexes. It's not just about noticing the crime anyone can do that. The difference is that he or she must be able to quickly analyze the situation react and figure out how to address it.

2. Honesty

A security guard is responsible for securing the access to buildings and protecting businesses from crime, so they have to be honest and trustworthy. A client needs to be able to look at your employee and think "Yes, I'm safe with this person."

When you have an untrustworthy security guard, he or she may steal or do who knows what else, which is why security companies are required to run a thorough background check before hiring any guard candidate. He or she must also maintain client's trust. If they give no reason to question, then their employment should go smoothly.



3. Physical Fitness

Ideal candidates need to be in a healthy weight range and exercise regularly. An unfit guard might not be able to protect people as well as a fit one and being in good shape will lead to mental alertness. There is always a chance for a confrontation in this job field, so guards must be prepared to keep offenders at bay. Not only do they need to be physically fit, but they need to look reputable, too. They should have a clean, neat uniform that's always tucked in. If he or she looks well put together than that will make them, and the Employer Company, look good in the eyes of client and the public they serve.

4. Good Communication Skills

A good security guard has to be able to communicate effectively with good written and speaking skills. Clear communication can be a deciding factor in handling a sticky situation, so ensure your guard knows how to use their words. Having good written communication skills allows them to carefully and accurately document each important incident that happens and the status of the facility at the end of their shift. This security guard skill will let them get closer to clients. Considering that most of their interactions will be with client, it's important for them to have an upbeat, friendly attitude and represent the company brand well.

5. Ability to Serve Client's Needs

It's important for a guard to be detail oriented because he or she has to perform several tasks and remember a lot of information to serve clients. Each security officer is given a post, and at that post they will find a list of instructions that are based on needs, so it's important that he or she can follow directions. They should be trained on these specific orders with client, before assuming the post. For this, he or she needs a complete understanding of security operations, so they can meet the client's needs. They must perform these tasks in a professional manner, so it's important that

they are educated and trained to maintain a steady career.

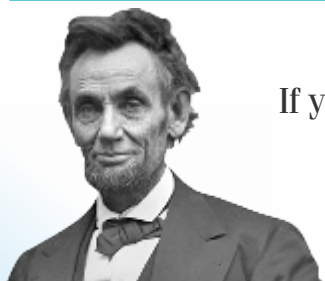
6. Leader and Team Player

Security guards tend to work alone. But, they still need leadership skills. In some cases, security guards work in a group to ensure the perimeter of a business is completely secure. When these rare instances occur, each guard needs to know the difference between when it's time to assert themselves and take control, and when it's time to stand down and take orders. If they know this difference, then operations will be able to move a lot smoother. The situation can be quickly resolved, and the facility can go back to being safe and secure. If they don't have these leadership and team player skills, then they could potentially put lives in jeopardy.

Need to Be Successful

Before clients decide to hire a guard, they make sure each candidate possesses these important security guard skills. They all boil down to the individual's ability to serve clients and protect the public while also maintaining a professional aura. The moment they don that uniform, lives are in their hands. There is no time for slacking off.

“



If you want to test a man's character give him power.

| Abraham Lincoln

”



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Gurgaon

Shop No. 313, Sector 47, Raheja Mall,
3rd Floor, Gurgaon, Haryana - 122001.
Tel.: 124 - 2217089, Mob.: 9870293502
E: gurgaon@bombayintegrated.com

Guwahati

Baghorbari, House No. 4, 1st Floor
Bye Lane - 1, Homeopathic College Road,
Panjabari Road, Guwahati - 781037
Ph. - 8811003681 / 0361235077
E: guwahati@bombayintegrated.com

Hyderabad

Plot No. 14, Jyoti Colony, Road No. 7, Near AOC Gate,
108, Bazar Kakaguda, Trimulgherry,
Secunderabad - 500 015 (Telangana State)
Tel.: 040 - 27746156 & 277461822 / 9391051611
E: hyderabad@bombayintegrated.com

Haridwar

House No.06, Sector N, Shivalik Nagar,
Near BHEL, Ranipur, Haridwar, Uttarakhand - 249403,
Tel.: 01334 - 235452
Mob.: 8858338858
E: haridwar@bombayintegrated.com

Halol

4/6, Sonaba Park, Kanjari Road,
Near Saraswati Vidhya Mandir, Tal. - Halol,
Dist - Panchmahal, Gujarat - 389350,
Tel.: 02676 - 299053, Mob.: 9328436803,
E: halol@bombayintegrated.com

Indore

305, 3rd Floor, Orbit Mall, A. B. Road,
Vijay Nagar, Indore - 452 010, Madhya Pradesh.
Tel.: 0731 - 4230341
Mob.: 9300006915
E: indore@bombayintegrated.com

Jabalpur

House No P- 446, JDA Scheme No 5, Din Dayal Upadhy
Ward, Krishna Upaj Mandi ke Piche, State Bank Chowk,
Vijay Nagar, Jabalpur-482002 (MP)
Tel.: 0761 - 4063251, Mob.: 9329612329 / 9565656595
E: jabalpur@bombayintegrated.com

Jaigaon

P No 101 Ganesh Colony Jaigaon - 425001
Tel.: 0257 - 220119
Mob.: 9372675914
E: jaigaon@bombayintegrated.com

Jaipur

201, Cine Stare, Central Spine, Vidhyadhar Nagar
Jaipur Rajasthan - 302039.
Tel.: 0141 - 2232602, Mob.: 8955008995,
E: jaipur@bombayintegrated.com

Kalyan

106, Aum Supreme, Bail Bazar Chowk,
Opp. H.P. Petrol Pump, Kalyan (W),
Dist. Thane - 421301.
Tel.: 0251 - 2203836 / 2301156, Mob.: 9373093831
E: kalyan@bombayintegrated.com

Kolkata

32, Chinara Park, Behind Victoria Hotel,
New Town Rajarhat Road, P.O. Hatiaara,
Dist- North 24 Pargana, Kolkata - 700157
Mob: 9331043872
E: kolkatahead@bombayintegrated.com

Lucknow

A-82, Rajaji Puram, Opp. Union Bank of India
Lucknow - 226 017, Uttar Pradesh.
Tel.: 0522 - 2662178,
Mob.: 7565804634
E: lucknow@bombayintegrated.com

Lower Parel

Unit No: 02, Shiv Shakti Ind. Premises,
Co-op. Soc. Ltd., JR Boricha Marg, Plot No.7B,
Opp. Kasturba Hospital Lane, Near Lodha Excellus,
Lower Parel (E), Mumbai - 400 011 Maharashtra.
Tel.: 022 - 23050826 / 23002217, Mob.: 9321535213
E: lowerparel@bombayintegrated.com

Nashik

2 & 3, Silver Valley CHS, Opp. Nehru Nagar Bus Stop,
Nashik - Pune Road, Nashik - 422 101 Maharashtra.
Tel.: 0253 - 2464244, Mob.: 9373913701
E: nasik@bombayintegrated.com

Patna

101, Shiva Enclave, 1st Floor, Plot No. 248,
Opp. Chirayan Tand Over Bridge, Kankarbagh,
Patna - 800020, Bihar.
Tel.: 0612 - 2344363, Mob.: 9264455475 / 7004782704
E: patna@bombayintegrated.com

Pune

Office No. 12 A&B, CTS No. 40/1, B-2, Sangam Project
Phase-I, Dr. Ambedkar (Wellesley) Road, Near RTO,
Pune - 411001, Maharashtra.
Tel.: 020 - 26059198 / 199, Mob.: 9371532020
E: pune@bombayintegrated.com /
: punehead@bombayintegrated.com

Raipur

Crystal Arcade, 210 - Block A, 2nd Floor,
Lodhi Para - Shankar Nagar Road,
Raipur - 492007, Chhattisgarh.
Tel.: 0771 - 2445562,
Mob.: 9302593612,
E: raipur@bombayintegrated.com

Raigarh

Opp FCI Godown Near Kabir Chowk,
Raigarh - 496001, Chhattisgarh.
Tel.: 0776 - 2233033, Mob.: 8815067962
E: raigarh@bombayintegrated.com

Ranchi

H-130, HIG Plots, Harmu Housing Colony,
Harmu, Ranchi - 834002, Jharkhand.
Tel.: 0651 - 2242238
E: ranchi@bombayintegrated.com

Rajkot

Bharti Nagar-4, House / Plot no - 20/C,
150 ft Ring Road, Shital Park, Near BRTS,
Rajkot- 360006 Gujarat
Ph. - 8000551652 / 02812582442
E: rajkothead@bombayintegrated.com

Surat

U-17/18, Shakuntal Complex, Near Shanghavi Tower,
Gujrat Gas Circle, Adajan, Surat - 395009, Gujarat.
Tel.: 0261 - 2790084 Mob.: 932878162 / 8000233890
E: surat@bombayintegrated.com

Thane

Shop No. 2, 3 & 4, Maitry Chandan Bldg,
Maitry Vatika Complex, Near Vastu Anand,
Parsik Nagar, Kalwa (W) Thane, Maharashtra - 400605
Tel.: 022 - 25442192 & 7580, Mob.: 9322660618,
E: thane@bombayintegrated.com

Vapi

BIS House Plot No. 54,
Near Aayush Hospital,
Shivam Bungalow
NH No. 8, Atul Society, Vapi (E),
Dist - Vaisad, Gujarat - 396191,
Tel.: 0260 - 2427100, Fax: 0260 - 2400200,
Mob.: 9327562343,
E: vapi@bombayintegrated.com

Vashi

Shop No. 22/23, Thacker Tower Premises Co. Op. Society Ltd., Plot No. 86,
Sector-17, Vashi, Navi Mumbai - 400 703, Maharashtra,
Tel.: 022 - 27881757, Mob.: 27666770
Mob.: 9371048667
E: vashi@bombayintegrated.com

Varanasi

S1/3A 19-20, Ram Shankar Nagar Colony,
Near Punjab National Bank, Shivpur,
Chuppypur, Tarna Varanasi, U.P 221003
Mob - 8957021279/6307912391, Tel.: 0542 - 2280277
E: varanasi@bombayintegrated.com

Regional Office

Baroda

26, Anupam Society, Near Baroda High School,
R C Dutte Road, Baroda - 390 005, Gujarat
Tel.: 0265 - 2337035 / Mob.: 9099054818 / 9374825123
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Ghatkopar

104, Kushal Point, 4th Road, Behind Uday Cinema,
Ghatkopar (W), Mumbai - 400086, Maharashtra.
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Nagpur

Plot No. S/56, Bharat Nagar, Amravati Road,
Nagpur - 440 033, Maharashtra.
Tel.: 0712 - 2534586,
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Mob.: 9373108529 / 9372675929
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Panel

Plot No. 29, Sector - 5A,
Behind MTNL Office, New Panel (E) - 410206,
Raigad, Maharashtra.
Tel.: 022-27480870, 72 & 73 Fax: 022-27480871
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Institute of Intelligence & Security Management

(IISM) Training Centers

Karjat

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Bharauli

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Khandwa

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Khalwa Road, Post - Bhagwanpura (Khar),
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Membership

Financial

