



# **Team 3 Group**

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Company profile

**PROFESSIONALS ONLY**



Cleaning & General Services



Integrated Systems



Fire Control Systems



Shmira K'aHalacha



Team 3 Monitoring & Security Systems



Guard & security

**Team 3 Group** is a collection of companies engaged in the fields of security, electronic protection & security systems, fire safety, cleaning and general maintenance services.

The Group specializes in providing a complete range of advanced solutions so as to best serve its clients.

The Company was established in 1990 and is rated by BDi among the country's top 5 companies in the field.

### Team 3 Group - PROFILE

**Established:** 1990

**Annual Return:** NIS 540 Million

**Number of Employees:** 6,000

**Monitoring Center:** 27,000 subscribers

**BDiCode Ranking 2016:** Among the top 5 service providing companies

### Team 3 | Business Data



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Shmira K'aHalacha



Team 3 Monitoring & Security Systems



Guard & security

**Team 3 Group employs more than 6,000 employees and consists of several companies that jointly offer a broad range of services.**

**Team 3 Security:** this company provides cutting edge security solutions on multiple levels, from individual security inspectors to comprehensive security layouts, for hundreds of clients nation - wide.

**Team 3 Monitoring Center & Security Systems:** this company provides state of the art patrol and monitoring center services and installs diversified security systems These include burglar alarm systems, surveillance cameras, intercom systems, and access control systems. The monitoring control center is one of the country's largest, providing services to 27,000 institutional, business and private clients.

**Team 3 Integrated Systems:** An integration company that provides services for complex projects, including – command and control systems, video control, intrusion control, access control, parking control and fire detection and extinguishing.

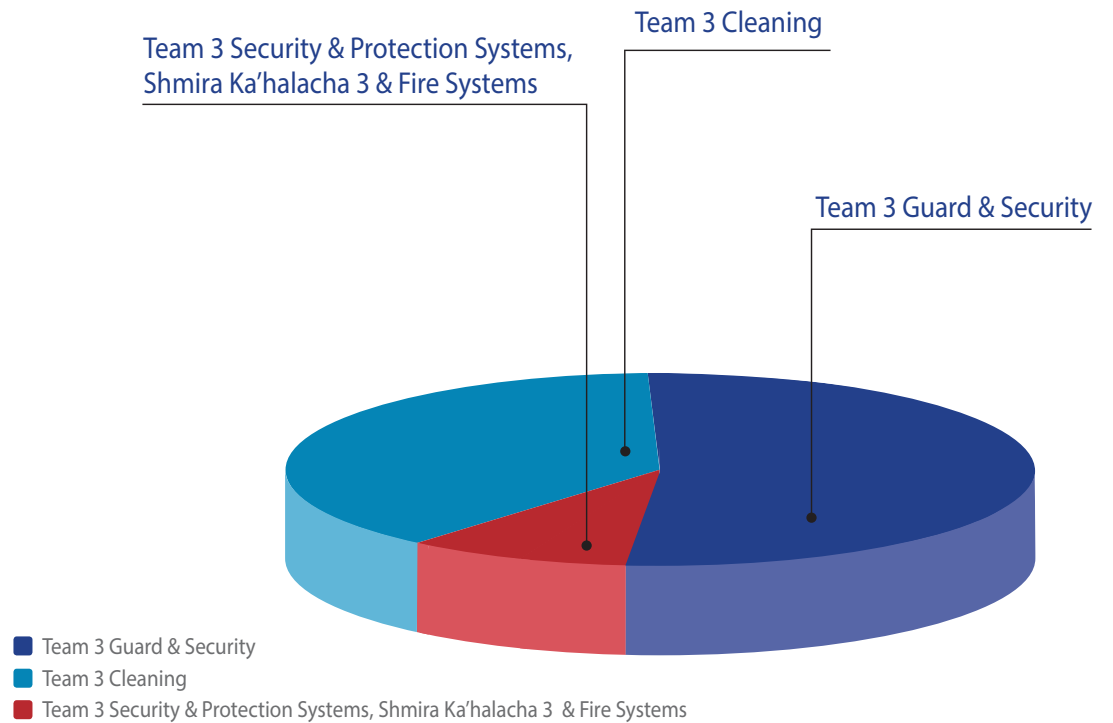
**Shmira Ka'halacha 3:** this company offers monitoring center services and installation of security systems to the religious public, in accordance to the laws of the Jewish religion.

**Team 3 Fire Systems:** this company installs fire detection and extinguishing systems and offers design, execution and maintenance services.

**Team 3 Cleaning & General Services:** this company provides cleaning, maintenance and pest control services, The company operates professional cleaning teams at commercial centers, office buildings, Factorles, etc.

## Distribution of Employees per Company within the Group

Total Employees: 6,000



As of 05/2017

## Our Clients

APPLE, IBM, CISCO, MICROSOFT, NOBLE, PRIME MINISTER'S OFFICE, MINISTRY OF DEFENSE, EMBASSIES, MUNICIPALITY OFFICES, THE WORLD'S LARGEST CHIP MAKER, ENERGY PLANTS, WEIZMANN INSTITUTE OF SCIENCE, DISCOUNT BANK, VISA CAL, CITI BANK, PHOENIX, SONOL, UMI, MOTORS GAS, CHAMPION MOTORS, ISRAEL RAILWAYS, IKEA

**PROFESSIONALS ONLY**



Cleaning & General  
Services



Integrated  
Systems



Fire Control  
Systems



Shmira K'aHalacha



Team 3 Monitoring &  
Security Systems



Guard & security

## The secret is the people

### The management backbone

constitutes a primary foundation in the provision of professional, high quality service. Team 3 invests substantial resources in the development of its executives/managers, in establishing a family-like atmosphere of belonging and solidarity. These principles are reflected in workshops and professional seminars, cohesiveness and team spirit consolidation programs, fair compensation, individual development programs and encouragement of excellence.

### Individual Development Program (IDP)

Every executive/manager at Team 3 enrolls in an Individual Development Program, designed to ensure that he/she is fully familiar with and understands the various aspects of security and service and to enable him/her to maximize his/her personal potential. The training activities attended by the executive/manager are selected in cooperation with his/her immediate supervisor at Team 3, to ensure his/her success.

### Corporate Culture

Team 3 reviewed and collated the most important aspects that led to the company's success. These were assembled in a booklet, the content of which was relayed to management and the administrative staff. The corporate culture includes a variety of topics which make up the basis for management, as well as the conduct and behavior of employees.

### Customer Service

This is the first in the list of the company values, considered the most important which management implements in every aspect of communication with customers and employees. This is an elemental and significant issue which crosses all levels of management, administration and field employees.

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Cleaning & General Services



Integrated Systems



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Team 3 Monitoring & Security Systems



Guard & security

The Team 3 Group provides services to a diversified range of corporate clients from various market segments: State of Israel Prime Minister's Office, General Security Service, Embassies, institutional organizations, hi-tech industries, finance Companies, luxury office and apartment buildings, etc.

**Highlights:** widespread deployment (including units deployed overseas), availability, dynamic operation, the highest service standards and professionalism.



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Fire Control Systems



Shmira K'aHalacha



Team 3 Monitoring & Security Systems



Guard & security

## TEAM 3 GROUP – OUR SERVICES



Integrated Systems



Alarm Systems



Control Center/  
Dispatch Services



Security & Guard Services



Fire Detection Systems



Wireless Alarm Systems



Access Control



Surveillance Cameras



Personnel Services



Cleaning



Urban Security



Fire Extinguishers & Sprinklers

PROFESSIONALS ONLY

# Vision

To lead the market with the power and strength of a large company, and with the humanity, simplicity and agility which are characteristic of a small company.

At team 3 Group, we aim to motivate the group and its members towards growth and the continual pursuit of achieving excellent results.

We strive to lead the company towards excellence by means of employing the right people and supporting strategies.

The values formed during the years of our experience are based on the manner of management, bequeathed to the employees throughout the years, and reflect the way we believe and act.

# The Values

**Customer Satisfaction:** Our customers' confidence in our open communication and their satisfaction is of utmost importance to us. We constantly strive to identify the needs that are most vital to our clients and dedicate resources to meet these needs.

**Integrity and Reliability:** We believe in doing the right thing through fair business practices and professional integrity.

**Excellence and Leadership:** Creating added value for our customers and striving for excellence both in planning and results. We're always striving to be better.

**Innovation and Proactiveness:** Innovate, develop, and progress in management, execution and innovative technologies.

**Professionalism:** Achieving the objectives of the company and its customers depends on the professionalism of the company's employees and managers. Therefore, we strive to create an environment of learning and developing, with responsibility and personal example.

**Family:** We work to create a company which is conducted in a pleasant, warm and human atmosphere.



# **Team 3 Security & Guarding**

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Company profile

**PROFESSIONALS ONLY**



## Team 3 Security & Guarding - Profile

Team 3 Security & Guarding provides a service package tailored to the customer: The service pack is determined according to risk assessment, regulation (if any), customer requirements and analysis of the facility.

The company has over 3000 employees, of which 80 are managers.

A large company leading in its field, with an emphasis on professionalism alongside humanity and family-like atmosphere. There is direct and personal access to the CEO, Vice President and other executive officers.

The company works in various segments requiring a high level of service and professionalism as can be seen through the unique activities of government offices, local authorities, embassies, international companies in the hi-tech, internet and information systems industries (e.g., APPLE, MICROSOFT, FACEBOOK, The world's largest chip manufacturer, IBM, etc.)

Operational, service and business transparency with the customer, in addition to continually striving for improvement and increased efficiency, characterizes the service provided by the company.

Matching service to customer requirements - efficient management and quick response to changes and adjustments required by the customer while formulating solutions and updating work methodology to environmental changes.

Human resources – of the elements which make up the concept of overall security, the most important is human resource.

In order to retain employees over a long time and forge a loyal and caring community, the company strives to create a supportive and rewarding work environment. This is expressed through holiday gifts, fun outings, encouraging excellence, transparency and wage management, full payment of social benefits, welfare portal, employees committees, company website

## Team 3 Security & Guarding - Permits and Licenses

Team 3 Security & Guarding maintains high standards:



Licensed contractor of personnel services from the Ministry of Economy and Industry



Members of the Management Board of the Israel Security Association



Licensed as nationwide "Security Organizers" by the Israeli Security Association on a (with over 600 weapons)



Licensed security company from the Ministry of Justice

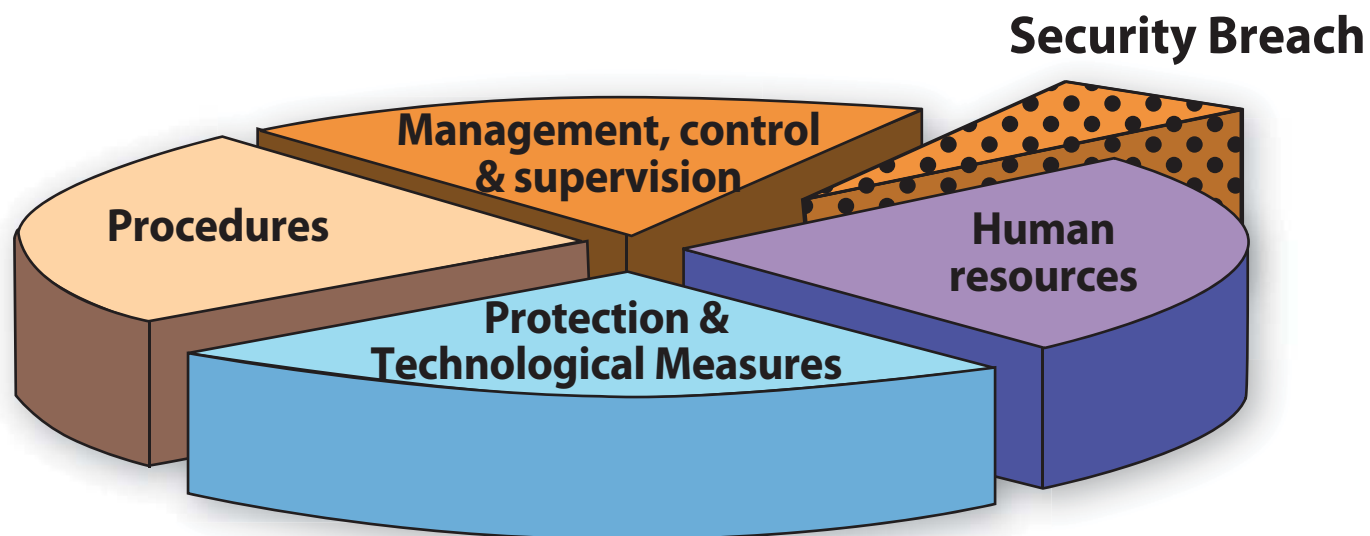


SMETA/SEDEX International Standard



ISO 9001:2008 Permit as of 1995

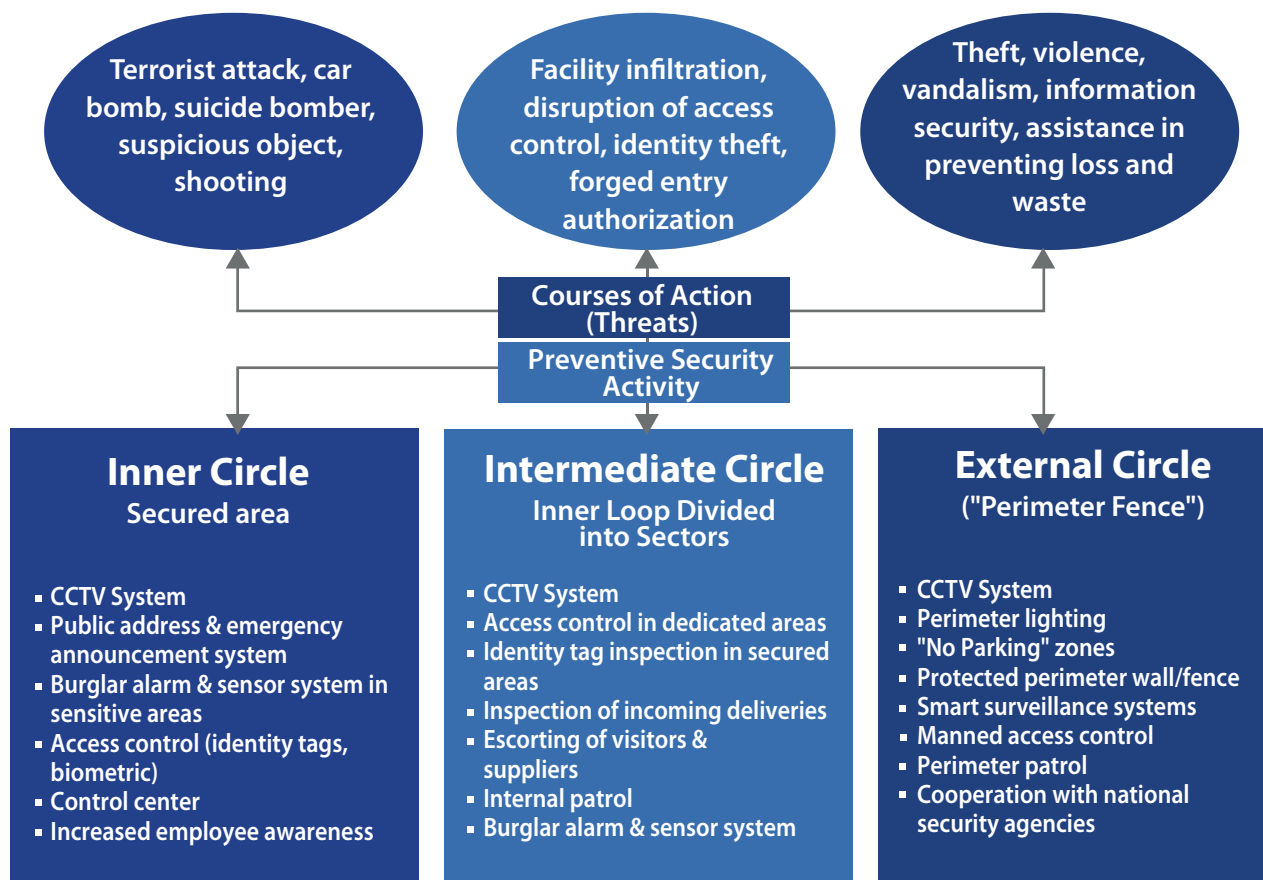
## Elements of Security - TSC (Team 3 Security Concept)



**A decrease of over 25% of the Security components  
Will lead to breaches of Security**

## Elements of Security - TSC (Team 3 Security Concept)

As part of the process of assimilating the project, and subsequently in the context of the on-going operation, we conduct a risk assessment and analysis in order to design the security solutions according to our Total Security Concept (TSC) and customize.



## Management Technologies

### An operational control center

Team 3 operates a control center that integrates multiple systems for monitoring and supervising security personnel at the various sites, manages emergency situations and is used as a means of communication for hundreds of customers and thousands of employees. In addition, the control center helps in the sensitive transition between the daily routine and that of the nights and weekends.

### Siyurit Online

The Siyurit system relays a steady stream of information regarding the patrols in the various sites. Alerts regarding deviations from the execution of patrols are reported to the control center within a few seconds and are immediately handled by the on-site security personnel.

### Security Layout Management Software

The SMS Priority system centralizes all management tools and means necessary for security, including auditing, exercises, work plans, reports, summaries, etc.

### Shift Organizer

Shift Organizer is an Internet-based timetable generating software, accessible from any computer, enables every employee to submit his/her requests for work shifts according to the requirements of the management. The software generates the timetable and after management review, the timetable is broadcast by E-Mail to everyone. Any revision or update made during the week are automatically sent to the relevant security personnel (via E-Mail or SMS to their personal mobile phones). At the end of the month, the computerized output is submitted to the salary department for the purpose of producing the pay slips and processing employee salaries.

### Team 3 Computerized Training (TCT) Courseware

This courseware package was developed by Team 3 to enable basic training and maintenance of knowledge by the teams through the use of advanced tools. This courseware complements the training process; passing the computerized examination at the end of the process constitutes the final qualification of the new team member.

### The Team 3 Website – computerized work hours

The Team 3 website provides every employee with direct, personal access to all of his/her pay slips and breakdown of work hours, every month, so as to ensure complete transparency and enable the employee to review how his/her salary had been calculated.



# **Team 3 Monitoring & Security Systems**

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Company profile

**PROFESSIONALS ONLY**

## Team 3 Monitoring & Security Systems – Profile

“Team 3 Monitoring & Security Systems” is the largest company in Israel in the field of security, early warning and monitoring services. The company is at the forefront of global technology and its developments in the recent years have set high standards of professionalism.

Team 3 installs alarm systems, cameras, entry control, intercoms and fire systems.

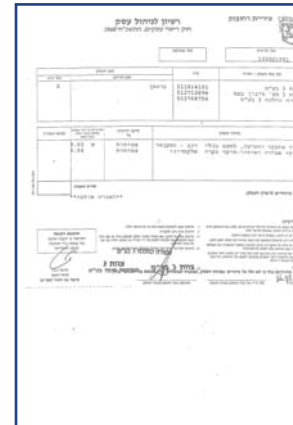
Team 3 sells, installs and maintains systems of the highest quality in Israel from companies including HIKVISION, Visonic, Pima, Risco - among the world's largest equipment manufacturers.

The installed equipment is of the highest quality and the customers benefit from attractive prices.

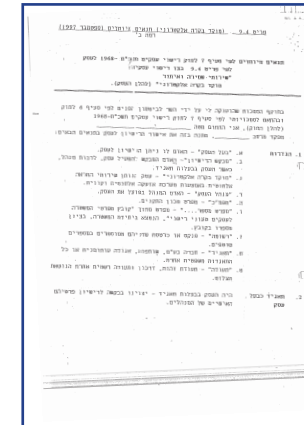
Team 3 operates a monitoring center and provides the service to approximately 26,000 subscribers across the country.

The new monitoring center was developed by Team 3 and currently serves the majority of monitoring subscribers in Israel (70%).

## Team 3 Monitoring & Security Systems - permits and licenses



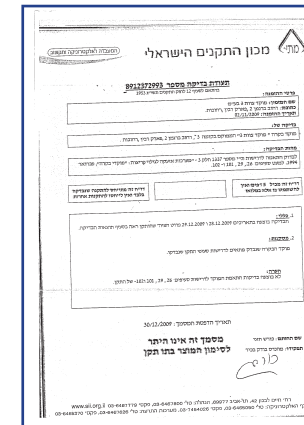
Business License



Item 9.4



Permit ISO 9001:2008



Standards Institute



Team 3 Monitoring &  
Security Systems

## Monitoring and Patrol Services

The company monitoring center is authorized by the Israel Police under item 9.4 of the Licensing of Businesses and is approved by the Israel Standards Institute.

Team 3 monitoring center is among the most sophisticated and modern in the country as well as in the world, and is source of learning and imitation by other security companies in Israel and the world.

The center's technology includes a unique software system developed for Team 3 by Com-Future which is currently marketed to other monitoring companies in Israel as well as around the world. The monitoring software system which was developed at Team 3 was specially tailored to fit the needs of the company and its customers.

The software has impressive control capabilities including: seeing/watching monitoring, surveillance systems, telephone monitoring IP, decoders of all types and transmissions from subscribers across the country.

The monitoring center is staffed 24 hours a day, 365 days a year, by dispatchers who underwent long training courses in order to know how to properly handle security incidences.

Customers are offered a wide range of connections: wired, wireless, two-way, seeing monitoring, GPRS, and more.

Monitoring services are provided to customers in accordance to requirements of the customer, insurance companies, Israel Police, and firefighting services and are customized according to the level of risk.



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Team 3 Monitoring &  
Security Systems

## Cameras

Our company specializes in the design, support, installation and supply of CCTV systems. Those include HIKVISION, PIMA, as well as other.

In recent years, this area has become a significant and major pillar in the field of security of homes and businesses.

Our company installs a wide range of cameras that allow viewing at a high quality for our customers across the country.

The systems allow viewing and recovery of recordings of events via a computer, cellular, laptops; through them it is possible to get an updated picture of the photographed site at any time and from anywhere in the world.

Team 3 employs a team of expert consultants for the proper design of the suitable equipment installed per site according to its unique needs.

Analog and digital security cameras and recording systems which fit the customer's choice and budget.



## Alarm systems

Team 3 Monitoring and security systems - sells, installs and maintains systems of the highest quality in Israel from companies including Visonic, Pima, Risco.

The systems are designed by the company's protection advisers who underwent extensive training in the field. Security systems and the accessories will be adapted to location specifications, requirements of the insurance companies as well as customer needs.

The systems will be installed with an emphasis on maximum aesthetics, in accordance to the location conditions as well as customer satisfaction.

The wired and wireless security systems include a variety of solutions ranging from external and internal detectors, operating with Hebrew displays, smart sensors and will be adapted to any business, enterprise, office or private house.



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Team 3 Monitoring &  
Security Systems

## Technical services and Installations

Team 3 provides technical services to approximately 27,000 customers through the service and installation call center.

The service and installation call center is available and provides service to customers 24/7. If necessary, a team will be sent to provide technical and installation services to customers as needed.

The service and installation call center regular hours of operation are from 07:00 until 17:00, and from 17:00 to 07:00 there are on-call technicians available in case of emergencies.

The company has a team of 24 skilled technicians who have been employed by the company for many years and they have in-depth knowledge and familiarity with all kinds of alarm systems, cameras, entry control, intercom systems, fire alarm systems.

Team 3 places great value in customer services and has expressed this through its employees since the company's inception.





Team 3 Monitoring &  
Security Systems

## Motorcycle Unit

The Team 3 Motorcycle Unit is able to provide a quick response to customers in an emergency situation.

The great advantage of the Motorcycle Unit is its ability to quickly reach an emergency site by by-passing traffic jams.

The Motorcycle Unit is equipped with GPRS and sophisticated communication equipment and is backed-up by a control center which is connected to all the emergency services 24/7.

The quality of the personnel chosen for the execution of the tasks is of the highest standard; graduates of combat units equipped and trained to perform tasks requiring rapid intervention during an emergency.

The control center manages the motorcycle and patrol units with an emphasis on maximizing the advantages of the motorcycle operator on the scene.



## Types of service - Motorcycle Unit

Customers are offered three service tracks:

1. Hotline services – this service includes a response from the control center as well as from the Motorcycle Unit in case of an alarm incident.
2. Distress service – this service is available during the hours when a business ( the customer ) is open and includes the intervention of a guard should an emergency arise.
3. Patrol service – this service is provided by the Motorcycle Unit to patrol the business site in accordance to the customer's needs and requirements. The onsite presence of the Motorcycle Unit personnel shall abide by policy and procedures as pre-set up with the customer.

The presence of the Motorcycle Unit personnel shall provide the customer's employees a sense of security with the knowledge that should an emergency arise, prompt and professional intervention is close by.



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# **Integrated Systems**

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Company profile

**PROFESSIONALS ONLY**

## Team 3 Integrated Systems - Profile

Team 3 Integrated Systems specializes in large-scale complex projects and provides integration technology solutions that combine a variety of low voltage systems, for example: video recording and management systems, cameras, intrusion control, access control, perimeter protection, parking control, detection and fire extinguishing.

The company has nationwide branches and provides customers with a platform for integrated systems, specializing in the installation of command and control systems, formation of control rooms and the execution of projects such as: Safe Cities, protection of solar installations, logistics centers, securing factories, campuses and institutions.





## **Command and Control Systems**

Team 3 Integrated Systems provides command and control systems that provide the right solution for integrating all systems, such as: control and entry, video management, intrusion control, intercom and electronic fences. Team 3 Integrated Systems provide the customer the solution to work with one unified system. Further, the system creates a logbook of events and possibilities for the GIS module.

## **Recording Systems, Video Management and Cameras**

Our company specializes in the design, installation, supply of recording systems and cameras and project accompaniment throughout the process. Our company installs a wide range of cameras that provide a recording solution of the highest quality for our customers across the country.

The installed systems enable the viewing and reconstruction of events using a video management system and a command and control system in order to obtain an up-to-date snapshot of the photographed site at any given moment and from anywhere in the world.

Team 3 Integrated Systems leads projects in full cooperation with consultants, planners, security commanders who customize the specialized equipment chosen for each site in accordance with its unique needs.

## **Burglar Alarm Systems**

Team 3 Integrated Systems - Installs and maintains burglar control systems from PIMA, Risco.

The systems are designed by the company's security consultants, all of whom underwent extensive training in the field. Access control systems and its accessories will be customized by the security, consultants to fit the site's specifications, the insurance company requirements as well as the customer's stipulations.

The systems will be installed with an emphasis on maintaining the site's aesthetics and in keeping with customer's wishes.

## Access Control Systems

Team 3 Integrated Systems installs advanced access control systems, including the use of RF readers, biometric readers, Tamuz readers (for government offices), facial recognition, management and control.

These are managed by a dedicated command and control program and are fully integrated into the various systems thereby providing a complete integrative solution for the control of campuses, logistics centers, factories and institutions.

## Electric fences

Team 3 Integrated Systems specializes in the installation of systems with electronic sensors installed on the perimeter fence of the customer's site. The sensors allow for early detection of penetration onto the site and are integrated into the CCTV and security systems through the company's command and control system.





# **Fire Control Systems**

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Company profile

**PROFESSIONALS ONLY**



## Team 3 Fire Systems – Profile

3 Team Fire Systems Inc. is a leader in the field of the installation and maintenance of fire alarm.

3 Team Fire Systems Inc. represents the following manufacturers of fire detection and smoke: JOB Detectomat (Germany), Telfair, and others.

The professional experience of Team 3 Fire Systems Inc. and the service system at its disposal, provides its customers with a service that starts at the design and construction phase and extends to the support and call center services, in accordance to guidelines of firefighting services.

Team 3 Fire Systems Inc. are approved by the Standards Institution of Israel and specializes in the installation, service and maintenance of the following systems;

- Fire and Smoke Alarm by SI 1220 Part 3 and Part 11 - SI permit No. 37162
- Portable fire extinguishing equipment by SI 129 part 1 - SI permit No. 37674
- Sprinkler systems of water by SI in 1596 and 1928 - SI permit No. 38115
- Firefighting telephone in accordance with Standard APFN 72, Israeli Standard and Firefighting Services
- System to open smoke windows in accordance with German Standard DIN 18232
- Smoke suction systems
- Emergency announcement systems
- Extinguishers in computer / servers rooms in accordance with the standard requirements.

Team 3 Fire Systems Inc. employs a professional and skilled team who uses advanced technology with high performance while in compliance with the international standard ISO 9001/2008

Team 3 Fire Systems Inc. operates a fire call center, a civilian center with staff trained in receiving and managing reports.

## Team 3 Fire Systems – Permits and licenses



**Permit 37162  
Maintenance of Fire  
Alarm Systems**



**Appendix A of Permit  
37162**



**Permit 38115 System  
for extinguishing fires  
with water**



**Certified for Providing  
maintenance of  
sprinklers and extinguishers**





## Company Departments

### Department of fire detection and extinguishing:

The department designs, installs and provides maintenance of the fire detection and extinguishing systems which bear an international standard and SI 1220/3 and various automatic extinguishing systems such as: Gas extinguishing systems – in computer rooms, electrical panels, archives and more. All systems meet the required standards - NFPA 2001 - UL FM

### Sprinkler Department:

The department carries out planning and installing of sprinkler systems, including reservoirs and pumps according to standard 1596 and NFPA 13. Maintenance of these systems is in accordance of standard 1928 and NFPA 25

### Fire Extinguishing Equipment Department:

Supply, installation and maintenance of manual, fixed or mobile firefighting equipment, according to IS 129 and in accordance with firefighting requirements.

### Sales and Marketing Department:

The accumulated experience and insistence on high standards have made Team 3 Fire Systems Ltd a leader in the prevention of fires in the country. Our satisfied clients are the most loyal and representative business card. Among our clients are government offices, retail chains, banks, shopping malls, gas stations, industrial buildings and private businesses.



# **Shmira Ka'halacha 3**

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Company profile

**PROFESSIONALS ONLY**

## Shmira Ka'halacha 3 – profile

Shmira Ka'halacha 3 is the country's largest center providing service and installations of alarm systems to the ultra-Orthodox sector.

Shmira Ka'halacha 3 center provides call center and patrol services to the ultra-Orthodox sector in the following cities: Jerusalem, B'nei Brak, Beit Shemesh, Petach Tikwa, Ramat Gan, Givatayim and additional religious communities.

Shmira Ka'halacha 3 center services approximately 4,000 ultra-Orthodox subscribers 24 hours a day, using the latest technologies tailored to the unique needs of the Orthodox religious sector.

The management team of Shmira Ka'halacha 3 is made up of military veterans with backgrounds in command, with a focus on operational skills in handling various security tasks. Hundreds of employees go through the selection process and rigorous professional control, which also includes the involvement of a Mashgiach, a supervisor in the matters of religious law, in order to ensure that selected candidates comply with religious law. Employees go through extensive training, including professional training in the field of security and customer service.

Shmira Ka'halacha 3 center activities are in accordance of Jewish law, with special attention of maintaining the Sabbath and Jewish holidays.

The company maintains rabbinical approval from rabbis of all religious and ultra-orthodox denominations and factions. Some of the Shmira Ka'halacha 3 shareholders are religious; they have veto right regarding matters relating religion. This is to avoid any disagreements concerning the level of service required by the leading rabbis whose opinion is accepted by the orthodox religious public.

Shmira Ka'halacha 3 complies with the requirements of the ISO the Israel Standards Institute.

## Shmira Ka'halacha 3 – Rabbinical Authorization





# **Team 3 Cleaning & General Maintenances Services**

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Company profile

**PROFESSIONALS ONLY**



Team 3 Cleaning & General Maintenance Services

## Team 3 Cleaning and General Maintenance Services - Profile

Team 3 Cleaning and General Maintenance Services was established in 1992 and provides a wide range of services: Cleaning, landscaping, pest control, handling and maintenance to a large number of customers of varying needs and types - hi-tech companies, commercial and entertainment centers, luxurious residential properties, Government agencies, office buildings, factories and more.

The company's customers include the Office of the Prime Minister, Ministry of Defense, Israel Railways, the RAD Group, IBM, the National Sports Center, the Ministry of Housing, Applied Materials, Marvel, Malam Team, Elisra, Hewlett Packard Indigo and more ...

Team 3 Cleaning and General Maintenance Services has over 1800 employees, including 70 managers.

Team 3 Cleaning and General Maintenance Services provides their services nationwide through its branches in Haifa, Herzliya, Tel Aviv, Jerusalem, Be'er Sheva and Rehovot.

Management of Team 3 Cleaning and General Maintenance Services believes in quality service and therefore invests heavily in cultivating managers in several ways including workshops, training, pathways to excellence, team-building activities and the setting of standards.

Team 3 Cleaning and General Maintenance Services employees professional cleaning staff through six teams. These teams specialize in providing professional solutions and services such as carpet shampooing (dry and wet), crystal polishing, polishing, applying wax, etc.

Team 3 Cleaning and General Maintenance Services meets high standards - ISO 9001:2008, environmental standards, pollution prevention and recycling procedures.

## Team 3 Cleaning and General Maintenance Services - Permits and Licenses



License to operate as a contractor of Team 3 Cleaning and General Maintenance Services



Membership in the cleaning companies organization



License to operate as a contractor of Team 3 Special Services



SGS System Certification ISO 9001:2008



Team 3 Cleaning & General  
Maintenances Services

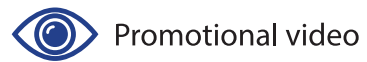
## Team 3 Cleaning and General Maintenance services – Professional Division

Team 3 Cleaning and General Maintenance Services employs trained teams offering professional services such as:

- Polishing
- Crystal shining
- Shampooing carpets
- Window cleaning in heights
- Pre-occupancy cleaning
- Steam washing
- The professional teams use modern and advanced equipment



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