



# BASTION

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**Bastion Training Academy**  
(a Division of)  
Emerald Sky Risk Solutions (Pty) Ltd  
20 Cedar Avenue  
Clubview  
Pretoria  
26 May 2009

Dear Sir / Madam,

**INVEST IN A ONCE-IN-A-LIFETIME CAREER ORIENTATED ADVENTURE FOR THE PROFESSIONAL ADVENTURER IN YOU!**

Thank you for your inquiry and taking your FREE information booklet.

This information booklet contains important information for applicants, parents/guardians and Risk Solutions service providers who are serious about their professional image.

The aim is to give you the necessary information of this unique opportunity that will enable graduates to unleash their full potential, and for businesses to own the competitive edge.

This booklet is free to share. You may send and show this to as many people as you like. Just keep the contents of this information booklet the same.

Enjoy reading this booklet. If you have any questions or comments, please contact us at the contact details listed above.

We are looking forward to hear from you in this regard.

To your success,

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## 1. LABOUR MARKET TENDENCIES

- 1.1 Businesses and enterprises who are concerned about their professional and public image, are plagued by high personnel turnovers, unethical conduct by employees and expensive and time consuming recruitment and training in an increasingly competitive global economic environment.
- 1.2 This occurrence places tremendous pressure on enterprises and business owners as they know that in future, mainly those businesses who *invested smartly* in cost-effective personnel recruitment and training will survive.
- 1.3 Modern economic tendencies require of these personnel to be "*business growth agents*" to allow business owners and top managers to focus more on strategic issues rather than on operational matters. To this end, such "business growth agents" need to portray:
  - Integrity
  - Confidence
  - Excellence
- 1.4 However, finding such people in substantial quantities is an exceptionally expensive and time-consuming endeavour.
- 1.5 Emerald Sky Risk Solutions offers valued businesses and enterprises substantial strategic quantities of "business growth agents" in the form of Risk Solutions Operatives (RSO's). Our **Bastion Training Academy** takes the best personal qualities in our young people and shapes it to meet your growth objectives in order to *own the competitive edge*.

## 2. THE YOUTH LABOUR MARKET

- 2.1 The youth labour market is probably the most important phase in any young person's development, particularly the transition from school to work or further/higher career education and training.
- 2.2 The South African youth labour market, however, is characterised by severe problems, most fundamentally, its inability to facilitate the progression of young people from school to other learning or employment activities. Research shows that *only an estimated 37% of all school-leavers succeed in securing jobs*.



- 2.3 Regardless if you are a Grade 11 or Grade 12 pupil, a student, young employee or scholar, you seriously need to start considering opportunities available to you. *Did you know that the typical university graduate will have a career spanning 30 to 40 years and it therefore makes perfect sense to make the wisest possible career choices?*
- 2.4 Selecting a career path or field of study is challenging for young people, because ... *"insufficient career guidance at school has left most young people feeling undecided, especially about the limited career choices to which they are exposed."* This occurrence causes uncertainty amongst young people on what to do and how to start planning their future.

### 3. OFFER TO STUDENTS

#### 3.1 It's All About You!

- √ Start early with your dream career.
- √ Discover yourself and your dream career.
- √ Be guided by top career experts regarding career alignment and planning.
- √ Outperform your peers.
- √ Achieve career excellence.
- √ Unleash your full potential.



- 3.2 **Benefits.** Bastion Training Academy *gets young people excited about their career prospects*. Our passion for the youth is unstoppable in our endeavour to exchange international expert knowledge with goal orientated young people within a well-disciplined structure and legal framework that offers:

- √ Career Security
- √ Adventure
- √ Social Security
- √ Financial Security



- 3.3 **Career Security.** As a Risk Solutions Operative (RSO), your selection, training and expertise:
- Makes you a rare and sought after Risk Solutions Operative.

- Enhances [leaders of governments' and industry's respect](#) enough to place their lives in your hands.
  - Give you the ability to [outperform your competitors](#), rendering you the best opportunity for promotion.
- 3.4 **[Adventure](#)**. Bastion Training Academy's Career Development Programme offers students an [adventure of a lifetime!](#)
- [Travel around the world](#).
  - [Mingle with the rich and the powerful](#).
  - [Observe important events](#) at close quarters.
- 3.5 **[Social Security](#)**. As a Risk Solutions Operative (RSO):
- You are an exclusive member of a close-knit elite community.
  - You have direct access to professional support of seasoned subject and career experts, ensuring your [career excellence](#) as a dynamic leader.
  - You have professional and personal [spiritual and welfare support](#) of a conservative Christian institution.
- 3.6 **[Financial Security](#)**. Your acquired subject knowledge makes you a professional who earns a substantial (tax free) income, making you [financially independent](#) at an early stage.
- 3.7 **[Offer To Students](#)**. We take the best personal qualities in our young people and shape it to meet market needs in the global corporate business world by offering smart young people adventurous, sustainable career opportunities with high income potential in the Global Risk Solutions Industry under mentorship of seasoned professionals. To this end, our offer includes the following unique entities:
- **[Exciting outdoor adventure](#)** training; have the opportunity to travel around the world; mingle with the rich and the powerful; observe important events at close range.



- **Rigorous Elite Training** in several expert fields enhances your career security: Your **expert knowledge** acquired through professional outcome-based instruction by international subject specialists makes you rare and sought after. **You will learn to:**
  - Safeguard VIP's, celebrities and dignitaries.
  - Safeguard high-value assets-in-transit.
  - Safeguard strategic assets.
  - Conduct undercover investigations
  - Conduct specialized maritime operations.
  - Conduct specialized aviation operations.
  - Conduct high-risk operations.
  - And much more!



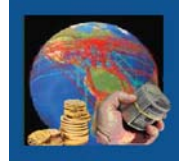
- **Affordable career avenues** are facilitated by offering a comprehensive career development programme that renders you several career options **and** that fits your pocket.



- **Professional career development** is a unique service we offer to assist students and graduates with career alignment and planning. Our team of experts advises and guides students and graduates along proven methods of discovering and building their dream careers.
- **Global career placements** in a sustainable career path in the risk solutions industry with an ethical employer will enhance your ability to earn a **substantial income in foreign currency**.



- **Discipline** will cause you to achieve more in lesser time than your peers, because discipline make you more structured in your tasks and daily responsibilities, rendering you the ability to **outperform competitors** for promotion opportunities.
- The opportunity to earn a **substantial (tax free) income** in foreign (Western) currency and the opportunity to qualify for professional company benefits from your employer make you financially independent.



#### 4. VISION

Our vision which is:

*"To build a close-knit ethical community of intensively selected, multi-skilled and disciplined Risk Solutions Operatives (RSO) with strong values and a substantial learning ability through sustainable career development and professional mentoring by seasoned professionals in order to be a leading industry change agent."*

#### 5. MISSION

Our mission is:

*"To provide valued businesses and enterprises the competitive edge in the form of sustainable business growth in a highly competitive global economic environment by offering specialized and high-risk security providers cost-effective personnel solutions in the form of rigorously selected "business growth agents":*

- *With strong ethical values*
- *Whose training were presented by subject experts using proven technology*
- *With a substantial learning ability*
- *Coached by seasoned professionals on the principle of interdisciplinary core communication*
- *Intensively trained in numerous accredited specialized subjects and basic life skills which content are based on current operational inputs*

## 6. CAREER DEVELOPMENT PROGRAMME

- 6.1 Bastion Training Academy *gets young people excited about their career prospects*. Our passion for goal orientated young people is unstoppable in our endeavour to exchange international expert knowledge with you in pursuit of your dream career.
- 6.2 **Career Development Programme**. Our unique Career Development Programme is a *once-in-a-lifetime career orientated adventure* and comprise of the following main activities:
- Pre-Selection
  - 12-Months' Elite Training and Development Programme
  - 12-Months Mentorship and Coaching Programme
  - Career Alignment

## 7. PRE-SELECTION

- 7.1 **It's an Adventure!** Our Pre-Selection is an action-packed 3-day adventure in the African bush near Pretoria.
- 7.2 **Why a Pre-Selection?** The purpose of our Pre-Selection is:
- To protect our students.
  - To protect the financial interests of parents/guardians, sponsors and employers.
- 7.3 **How Does Bastion Protect Its Students?**
- Ensuring that members of international crime syndicates do not enrol.
  - Ensuring that applicants meet the corporate and cognitive profiles.
  - Enforcing strict discipline.

- 7.4 **Pre-Selection Requirements.** In order to render our valued students the best career opportunities, we recruit, rigorously select and intensively train smart students with strong values and a substantial learning ability who meets the following basic requirements:

#### PROFILE EVALUATION

- Age 18 – 30 Years
- Proof of Legal Citizenship or Residence
- Well-Spoken in Afrikaans and English
- Recommendation of Headmaster
- Recommendation of Spiritual Leader
- Recommendation of Previous Employer
- Both Sexes Welcome

#### PHYSICAL EVALUATION

- Run 2,4km (Complete Exercise)
- Shuttle Runs (Complete Exercise)
- 150m Fireman's Lift (Complete Exercise)
- Pushups x 15
- Situps x 25
- Shuffle Kicks x 30
- Route March (Complete Exercise)

#### MENTAL PROFILING

- Learning Ability Test
- Claustrophobia Test
- Handling Stress and Pressure
- Security Profile Analysis

#### WATER TESTS

- Swim 50m non-stop (Pass / Fail)
- Dive out an object 3m deep (Pass / Fail)
- Swim through a tube (Pass / Fail)
- Water Crossing

#### MEDICAL SCREENING

- Good Eyesight
- Good Hearing
- No Serious Previous Injuries
- No Serious Illnesses
- No Physical Problems
- No Addictive Habits (Drugs and Alcohol)

#### BACKGROUND SCREENING

- Credit Check
- Criminal Record Check
- Vetting

- 7.5 **What Does the Pre-Selection Entail?** The Pre-Selection entails the following actions and processes:

- 3-Day Bush Camp
- 30-Day Screening

- 7.6 **What Do I Learn On the 3-Day Pre-Selection (Bush Camp)?**

- Psychology of Combat Survival
- Survival Navigation
- Finding Water
- Building Shelters
- and **MUCH** more!!!
- Starting a Survival Fire
- Skinning Animals
- Camouflage and Concealment
- Firearm Training

7.7 **What Does the 30-Day Screening Entail?** The 30-day screening process is an important process [to protect you](#) and entails the following:

- Mental Profiling
- Background Screening and Verifications (Vetting)
- Psychological Interviews (on request of the psychologist)
- Medical Screening

7.8 **How Do I Enrol for the Pre-Selection?** Enrolment is easy:

- Phone +27 (0)12 654-2843 or +27 (0)83 481-0107
- Make an appointment.
- Submit the completed application form with R500 deposit.
- Submit a completed indemnity form.
- Report for the Pre-Selection and pay R1000.

7.9 **What Must I Bring Along for the Pre-Selection?** All applicants are required to report in training clothes and must bring the following to the Pre-Selection:

#### **VELD CLOTHING**

- Old Army Clothing ("Browns")
- Raincoat
- Cold Weather Jacket
- Hiking Boots
- Woollen Socks
- Swim Clothes
- PT Shirt, PT Shorts, PT Socks, etc
- Running Shoes
- Towel
- Toiletries

#### **DOCUMENTS**

- Completed Application Form
- Curriculum Vitae of Applicant
- Testimonial of Headmaster
- Testimonial of Spiritual Leader
- Testimonial of Previous Employer
- Certified Copy of ID
- Certified Copy of Passport
- Colour ID Photos x 2
- District Surgeon's Certificate
- Confirmation of Physical Address

### GENERAL

- Bible
- Corks
- Knife
- Rope
- Notebook and Stationary
- Pencil, Eraser and Ruler
- Protractor
- Black Plastic Bag x 2

### PERSONAL EQUIPMENT

- Sleeping Bag
- Cushion
- Backpack
- 2L Water Bottle
- Eating Utensils

- 7.10 **How Will I Know If I Was Selected?** Bastion Training Academy will telephonically contact all applicants who passed the Pre-Selection within 30 (thirty) days after the Pre-Selection.

## 8. ELITE TRAINING AND DEVELOPMENT PROGRAMME

- 8.1 **What Does the Elite Training and Development Programme Entail?** Our 12-month Risk Solutions Operative Training Programme is designed to intensively train selected professional adventurers in numerous specialized subjects and basic life skills by subject experts, using proven technology. Our unique training comprises of the following modules:

- **Module 1: Orientation Training.** Orientation Training is covers the first quarter of every year and entails training in the following subjects:



- VIP and High-Risk Guarding
  - Basic Radio Procedures
  - Tactical Handgun Training
  - Tactical Shotgun Training
  - Tactical Rifle Training
  - Tactical Carbine Training
  - Fire Fighting
  - Basic Ambulance Assistant
  - Offensive Driving
  - Asset-in-Transit
  - Armed Response
  - Manipulative Communication
- **Module 2: Operational Skills Development.** The Operational Skills Development Module is facilitated during the second quarter of every year during which you will learn the following specialized skills:



- Map Reading, Air Photo Interpretation and Land Navigation
- Camouflage & Concealment
- Bushcraft and Survival
- Tracking and Anti-Tracking
- VIP Protection
- Aviation Security
- Basic Equestrian Training
- Parachuting and Drop Zones
- Ropework (Abseiling)
- Traditional Rock Climbing
- Helicopter Drills

- **Module 3: Rural Security Training.** This module is facilitated during the third quarter of every year and focuses on the following critical outcomes:



- Urban Escape and Evasion
  - Urban Combat Survival
  - Hostage Release Orientation
  - VIP Protection
  - Surveillance
  - Counter-Surveillance
  - Tactical Rural Security
  - Anti-Poaching
- **Module 4: Urban and Maritime Training.** The Urban and Maritime Training module is facilitated during the last quarter of every year and includes the following subjects:



- Rural Surveillance
- 16 NM Skippers Licence
- Maritime Orientation
- Tactical Swimmer Training
- Vessel Interdiction
- Maritime Survival
- Sailing Orientation
- Kayaking and Rubberducks
- Port Security
- Anti-Maritime Piracy

8.2 **Daily and Weekly Routine.** We at Bastion Training Academy firmly believe that a sound routine is most certainly one of the most effective tools for career advancement and discipline. Hence we facilitate opportunities for students to work out and to discover an effective and functional routine. Our general daily and weekly routines provide for:

- Spiritual Growth
- Leadership
- Character Development
- Personal Inspections
- Long Distance Swimming
- Discipline
- Personal Fitness
- Unarmed Combat & Self-Defence
- 3 (Three) Meals per day
- Refreshments
- Personal Quiet Time
- Self-Study and Homework
- Examinations
- Practical Assessments

8.3 **Training Philosophy.** Students are trained in the same way we train and re-train our own specialized professionals. *We not only teach our skills, we practice them.* To this end, we have a dynamic process of acquiring and updating the lessons learnt which security operators encounter daily. In order to receive state-of-the-art, sophisticated training based on proven methods, we combine the following attributes in order to deliver the *best value for money.*

- **Elite Instructors.** Students get the highest quality of training conducted by ex-members of the following renowned institutions:
  - South African Special Forces
  - SA Police Service Task Force
  - 1 Parachute Battalion
  - South African Navy (Divers)
  - SA Air Force (Pilots)
  - SA Intelligence Community
- **Quality Instruction Material.** You receive SASSETA-accredited learning material including full colour handbooks and full colour assignments scientifically compiled to integrate learner objectives with the available instruction time.
- **Quality of Instruction.** Our lectures are presented in Afrikaans and/or English by state-of-the-art international instructors using proven technology. Our courses facilitate no less than 10 (ten) formal lecture periods of 40 minutes each per day, 6 (six) days per week.

- **Practical Exposure.** Students are required to obtain practical experience with approved institutions in order to combine theory with practical exposure.
- 8.4 **Where Is the Training Facilitated?** Although our offices are stationed in Pretoria, we have several training locations in the Northwest Province, Northern Province and Western Cape Province to facilitate our extensive training programme.
- 8.5 **Accreditation.** Our NQF outcome based training and training facility is accredited with the following institutions:
- Private Security Industry Regulatory Authority
  - SASSETA
- 8.6 **When Does the Training Start?** Bastion Training Academy has 2 (two) intakes per year namely a January Intake which starts in the second week of January and a July Intake which starts in the second week of July.
- 8.7 **Student Leave.** Students get a few days leave between each module.
- 8.8 **Open Days.** Demonstrations are facilitated on the last day of each module, as well as on the last day of the 12-month Bastion Specialized Training Cycle and renders the opportunity to students to practically demonstrate their acquired skills to parents, family, friends and potential employers alike. Students thoroughly enjoy this facet that forms a very important aspect of character building and character development.

## 9. MENTORSHIP AND COACHING

- 9.1 **Who Will Employ Me?** Bastion Training Academy thoroughly recruits and selects credible employers which share our moral value system and who practice ethical labour relations. Such employers include but are not limited to global risk solutions enterprises, global high risk security companies, organizations such as the United Nations, credible corporate companies that require specialists to conduct in-house risk management, etc.



9.2 **What Does Mentorship and Coaching Entail?** Our unique Mentorship and Coaching Programme is an extension to the 12-months training programme and is designed to [enhance your career excellence](#) by offering you:

- Telephonic Assistance
- On-Site Mentorship (inside the RSA) by seasoned professionals.
- Quarterly Mentorship (graduates employed internationally) by seasoned professionals.
- Career Alignment and Planning by career planning experts.

9.3 **What Income Will I Earn?**

- South African Income:           ±R7500 p.m.
- Overseas Income:               ±US \$4000 p.m.
- High-Risk Countries:           ±US \$7000 p.m.

## 10. COSTING, BURSARIES AND SPONSORSHIPS

10.1 **What Does Other Service Providers Ask?** If one list all the subjects and add the costing of each, you will get to a enormous amount. In South Africa, such training will cost you at least R950/day or R320 000 per year. Overseas training will cost you at least R1500/day or R550 000 per year. These processes exclude accommodation, meals, transportation, personal equipment, etc.

10.2 **What Does Bastion's Training Fee Include?** Be [trained by the Elite](#) during our [12-month](#) Elite Training Programme which course fee is [all inclusive](#) (we have no hidden costs) and includes:

- |                               |                                   |
|-------------------------------|-----------------------------------|
| • On-Site Accommodation       | • 12 Months Life Insurance        |
| • Three Meals per day         | • All Training Related Travelling |
| • Three Coffee Breaks per day | • Elite Uniform                   |
| • Elite Learning Material     | • Ammunition                      |
| • Professional Instruction    | • Accreditation                   |
| • Career Alignment            | • Career Interviews               |

10.3 **Course Fee.** Bastion Training Academy offers students 12-months Elite Training at less than half-price of other service providers. This unique offering comes at a bargain price of only [R170 000 VAT inclusive](#).

\*[Fees may differ](#) due to international exchange rates and training providers.

10.4 **What Payment Options Do I have?** All students have the following payment options:

- Pay cash.
- [Ask us to assist you](#) with your application for a Bastion Training Academy Study Loan at Oranjekas.
- [Ask us to assist you](#) with your application for a Personal Loan at ABSA (Hatfield Branch) or Nedbank (Centurion).
- [Apply for a second bond](#) on your/your parents' property.
- [Work overseas](#) for 9 months and finance yourself.

10.5 **Bank Details**

<b>Bank</b>	Nedbank
<b>Account Type</b>	Check Account

<b>Account Nr</b>	16-2121-8856
<b>Branch Code</b>	16-2145

10.6 **Study Loans.** Enrolment is easy with study loans provided by Oranjekas at affordable rates. All that is required is compliance with the following requirements:

- Students' parents must have a savings account or fixed deposit at Oranjekas.
- Student must be a shareholder of Oranjekas (application to become a shareholder are done together with the application for a study loan).
- Student's parents must sign surety for the study loan.
- The first year's interest will be deducted directly from the parents' bank account.
- After completion of study, the student will be financially liable for the entire instalment.
- The loan period is 6 (six) years or less.
- Oranjekas will pay Bastion Training Academy on a quarterly basis and the interest will be adjusted accordingly to the student's study loan account.

- Study loans will only be granted if the student passed the Bastion Training Academy Pre-Selection.
- Loans will only be awarded on strict condition that enough security was provided and that the parents and/or student has the ability to service the study loan.

10.7 **Monthly Instalments.** Students and/or their parents will be responsible to service the following monthly instalment schedule as provided by Oranjekas:

Terms	Instalment
First Quarter	R662
Second Quarter	R1150
Third Quarter	R1637
Forth Quarter	R2125
Rest of Term (5 Years)	R2125

\*[Approximate figures; subject to change.](#)

## 11. JOINING THE ELITE

11.1 **How Do I Join?** In order to join our unique *once-in-a-lifetime career orientated adventure*, follow the following 4 (four) easy steps:

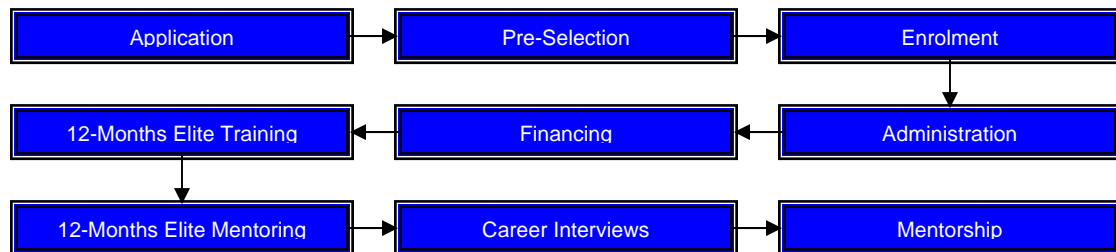
- Successfully complete the Pre-Selection
- Enrol as a student for the 12-Months Elite Training Programme
- Complete the 12-Months Elite Training Programme
- Complete the 12-Months Elite Mentorship and Coaching Programme

11.2 **Enrolment.** After the successful completion of the Pre-Selection, Bastion Training Academy will invite you to enrol as a student for our unique 12-Months Elite Training Programme. This entails the following easy steps:

- Phone +27 (0)12 654-2843 or +27 (0)83 481-0107
- Make an appointment.

- Submit the completed application form with R500 deposit.
- Work with us through the induction process.
- Submit a completed indemnity form together with a signed application form, a student contract, payment schedule, etc.
- Ask us to assist you with the application of your Oranjekas study loan or Personal Loan at ABSA (Hatfield) or Nedbank (Centurion).
- Submit proof of approval of the study loan before the start of the course.

### 11.3 **Business Process**



## 12. EMPLOYERS' INVESTMENT

- 12.1 **Own the Competitive Edge!** Emerald Sky Risk Solutions offers valued businesses and enterprises who are concerned about their professional and public image substantial strategic quantities of "business growth agents" in the form of Risk Solutions Operatives (RSO's). Our **Bastion Training Academy** takes the best personal qualities in our young people and shapes it to meet your growth objectives to ensure that *you own the competitive edge*.



12.2 **It's All About You!** We are passionate about being the leading industry change agent, offering businesses and enterprises who are concerned about their professional image an unique strategic personnel investment in the form of "*business growth agents*" or Risk Solutions Operatives (RSO's), rendering you:

- **Integrity.** Our Risk Solutions Operatives are [rigorously selected](#) and thoroughly screened according to international security standards.
- **Excellence**
  - Our Risk Solutions Operatives are intensively [trained by Former Special Forces members](#) and subject specialists in various diverse specialized subjects and basic life skills using proven technology.
  - All [graduates are mentored and coached](#) directly following the successful completion of the Risk Solutions Operative Training Programme by seasoned professionals on the principle of interdisciplinary core communication. Our Risk Solutions Mentorship and Coaching Programme is invaluable for:
- **Confidence.** You know who you recruit and recruit whom you know, because:
  - [You interact](#) with our students during their 12-month training.
  - [You get a full record](#) of each student and graduate: We keep full record of each student and graduate and include examinations results, briefing reports, screening and selection reports, fundamental personal documentation, etc.
  - You have [affordable payment options](#).
  - Your "*business growth agent*" is enrolled into a unique 12-month [tailor-made Mentorship and Coaching Programme](#).
  - Your "*business growth agent*" signed your employment contract for a fixed period as a **return on your investment** in their specialized elite training, coaching and mentorship.



12.3 **Vital Benefits.** This **unique strategic personnel investment** carries vital benefits such as:

- [Reduce your personnel turnover.](#)
- [Reduce expensive recruitment and training costs.](#)



- [Reduce your personnel costing.](#)
- [Secure an invaluable return on a clever investment.](#)
- [Save valuable personal time](#): Delegate more elementary management tasks to managers assisted by our seasoned mentors and coaches and drastically save valuable personal time spent with the new employee on customized mentoring and coaching. Have the ability to focus more on strategic issues rather than operational issues; work on the business rather than in the business.
- [Make your business flexible](#) and adaptable:
  - Our focus on discipline imbeds a sense of urgency and the importance of structure and a goal orientated life in our graduates. This unique training philosophy enables your business to [outperform your competition](#) by adapting faster to ever-changing global market demands.
  - We recruit and train [dynamic leaders](#) to enhance your business' ability to:
    - Forestall problems/challenges.
    - Make responsible decisions.
    - Take realistic preventive actions.
    - Motivate your employees to push through difficult times.

#### 12.4 **Advantages of Mentorship and Coaching Programme**

- Fostering professional and [ethical labour relations](#) between employer and employee.
- Making the new employee [more productive](#) as our professional hands-on assistance and advice by seasoned professionals will reduce stress and uncertainty new employees encounter.
- [Save valuable personal time](#) employees have to spend on customized mentoring and coaching of new employees.

#### 12.5 **Investment Package**. Your strategic personnel investment is all inclusive, and includes:

- |                            |                                 |
|----------------------------|---------------------------------|
| • Recruitment Costing      | • On-Site Mentorship & Coaching |
| • Selection and Screening  | • On-Site Meetings              |
| • 12-Months Elite Training | • Mentor's Travelling Expenses  |

- Itemised Billing
- Monthly Progress Reports
- Telephonic Assistance
- Bastion's Monthly Newsletter

\* Extended and/or tailor-made Mentorship and Coaching packages are available on request.

#### 12.6 **Employers who are interested will be invited to:**

- Contact us and we will set up a meeting with them.
- Attend our Pre-Selection (optional).
- Conduct customized screening and selection following the Pre-Selection (optional).
- Contact our office and make arrangements to observe and to comment on our training.
- Contact our office and request a booking for career interviews at the Emerald Sky Risk Solutions' Bastion Training Academy.
- Conduct career interviews with students they have selected to interview.
- Negotiate and sign the Service Level Agreement (Contract).
- Receive a quarterly progress report on our students.
- Attend our quarterly career evenings.

### 13. CONTACT US

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 Centurion              Centurion              Fax: +27 (0) 86 684-8055  
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## 14. REFERENCES

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