

fearless-mindset-podcast-episode

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SPEAKERS

Mark Ludlow, Nate Seabrook

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-  **Mark Ludlow** 00:00
When life throws you a curveball, how are you going to handle adversity? Welcome to the fearless mindset Podcast, where you're about to go on a journey as I interview security, business and entertainment leaders on what it takes to stay fearless. I'm your host, Mark Ludlow. And enjoy today's episode.
-  **Mark Ludlow** 00:20
Hello, everybody. This is Mark Ludlow, the host of the Fearless Mindset Podcast. And today we bring you Nate. Nate comes from overseas, he's done a lot of stuffs you know seen a lot of things and he said sign off his name and the dotted line and with it, there's gonna be some things that Nate can't share about because of the classified classification of those missions he was on. But Nate was on some government agency stuff, North tip of Africa, and very busy keeping our country safe overseas. Nate, thanks for joining fearless mindset podcast. How you doing my friend?
-  **Nate Seabrook** 00:54
I'm doing well. And thanks for taking time to have me on your show, sir.
-  **Mark Ludlow** 00:58

Yeah, sorry, it took so long. The show has been busy three weeks in the Orange County and all that. Finally, I'm getting my teeth worked on up here and didn't work done in late. Well, I'm gonna throw some shows in here too, while I'm up in Oregon. So I'm here in paradise. But yeah, I wanted to talk to you about you're known in your circles of stuff you've done in North tip of Africa. And you've seen some stuff and pretty amazing stories, your background in the military. What branch were you in again?

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Nate Seabrook 01:29

I was in the United States Army

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Mark Ludlow 01:31

States Army. Now how did that go? He didn't stamp there. For years there. How many years did you serve?

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Nate Seabrook 01:38

altogether with National Guard time about 17 and a half, almost 18 years?

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Mark Ludlow 01:43

Wow. Okay. So how long you've been out of the army now for how many years now? Boy, I got out in 2004. And I did like a lot of soldiers at the time soldiers and Marines. I jumped on the contractor security contractor bandwagon and went overseas and just kept working at that did that for about I think almost four years and then came back and I ended up getting a job as a federal police officer. So but I served in the 82nd Airborne Division, I was an airborne infantryman and Charlie Company, 1505 third Brigade, and then spend a lot of time after that in long range reconnaissance surveillance detachment units, and the National Guard. So it was in Nebraska National Guard Lers and did that for many, many, many years, and then eventually transitioned over to an intelligence position within one of the National Guard Special Forces units.

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Mark Ludlow 02:50

Did you enjoy that you love that, that different life of military, Intel gathering Intel, what was that like for you?

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Nate Seabrook 02:58

Um, it's a different world, and the people kind of are different. You know, there's definitely a mindset among, you know, infantry guys, Rangers Marines, intel folks are just kind of a totally different breed on stuff. But look, you know, interesting, of course, getting the chance to use a little bit more of your, your mind, not, you know, slugging your body all over the place and, and getting hurt. So, I enjoyed it. I enjoyed the analytical perspective of it. And it actually helped me later on. In the organization that I work for now, like, I was fortunate to, to work in an intelligence section. And that was very intense, especially working inside of Libya, you know, tracking different groups dealing with Ansar al Sharia on a daily basis dealing with Islamic State. So, again, a lot of the training that I received in the United States Army and the National Guard, a lot of people laugh at the National Guard. But, you know, after the wars in Iraq and Afghanistan, the units were just filled with, you know, amazing, amazing NCOs and other soldiers that just had a huge huge cornucopia of experience knowledge. And, you know, they were open to pass it on and, and help train other individuals. And again, like I said, the knowledge and experience that I gained there really helped from an operational standpoint when I was working overseas.

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Mark Ludlow 04:33

Hey, just by chance were you around when Benghazi went down on all that over there? It was like a crazy mess with the stamp, navy seals and delta came on, you know, Blackhawks ready to deploy and help those guys out. What did you hear what did you know? what's what's your What's your thoughts?

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Nate Seabrook 04:52

At the end of the day, I was not I wasn't there. I don't like to armchair warrior or anything and I don't think it's fair for me to To even kind of approach that. I'm just I'm just blessed that my time working in that country I never had to actively get in a a 13 hour gun battle with with the likes of Ansar al Sharia. And, you know, for anybody that has done research, this group of Islamists, I mean, not to sound weak, but they scared the shit out of me. They definitely had their *** together, they had a lot of of weapons that, you know, it just so we're gonna have to break right here on this part because I just got a complete mind fuck on what I was saying. Sorry about that. So I'll go back and try to pick up

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Mark Ludlow 05:52

no problem.

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Nate Seabrook 05:54

So the group's like Ansar al Sharia. Yeah, that that, you know, these brave men, in Benghazi had to deal with, these groups really had their shit together. And that's what made them so terrifying. You know, the other thing is, you know, seeing somebody taking a anti aircraft gun a ZSU 23 dash two or ZSU 22 dash four, and putting it on the back of a Toyota Land Cruiser. And using that as a ground weapon. I mean, that is terrifying. absolutely terrifying. Um operating out of Tripoli, we had problems with Ansar al Sharia, we had problems with Islamic State. You know, that whole country kind of just disintegrated on itself. But overall, going back to your question, all I can say is mad props, mad respect for those, those men and and the women that were in the [state department] annex that you know, had to fight it out and help each other out to get out of there in one piece? We definitely, definitely, definitely, definitely our true American heroes. Anyone that has operated inside of Libya knows the knows the political background, knows the potential for for things to go wrong, real real quick. You know, there are a couple occasions, you know, driving into parts of the city in Tripoli and being stopped at at militia checkpoints and having to talk with the militia and trying to explain to them that this was a diplomatic motorcade and they would be, you know, an Arabic they'd say, shoo, shoo. You're there like what what's diplomat? You know, they did not understand the concept or the or the meaning with it. So it was a very trying experience operating, you know, in that country. You know, pretty much after, you know, the fall of Qaddafi, everybody had a weapon. And then when peace came around, nobody wanted to give up their weapons, because they realize that, hey, with a weapon, I have power, I can get what I want. And, of course, that caught it caused a lot of problems. And then you basically had these, these roving gangs of individuals with AK 47, PKMs. RPGs. And every, for a while I remember and I think, not sure exactly what month it was, but maybe in 2016 timeframe, we were, you know, basically every week, there was a new militia group that was popping up, you know, people get their hands on weapons, and the neighbors be like, yep, we're starting a group and this what we stand for.

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Mark Ludlow 08:35

You're a new gang on the street and in the middle of the desert in North Africa. That is just wild. To me, it's like living in the wild west. But you guys were like this. I mean, where did these guys get so sophisticated? I mean, who's backing these guys? What kind of money is backing him to get that good, had taken on US military personnel?

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Nate Seabrook 08:56

Oh, well, I mean, there's, you know, there's a lot of thinking with regards to that, you know, there's, there was money that, you know, Qaddafi had, and this money was, I think stolen,

kind of like what we saw, you know, inside of Baghdad, with the Coalition Provincial [sic] Authority, you know, was using money that had been, had been taken from Saddam Hussein, that had been in his banks. So I think some of that money was there. I know that there was different, different Arab countries that were getting involved in Libya, that we're trying to kind of push their, their fundamentals, ideas and bring in different (individuals?) to help them. I think, again, one of the issues that, you know, when you dealt with these militias is you never really knew what they had.

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Nate Seabrook 09:52

You know, it wasn't like when you were back in the day when you were talking about like, say the Soviet Union, you know, that, that a division size element would have, you know, four ZSU 23 dash fours, they'd have, you know, this, this many infantry men, you just didn't know. So it was always kind of a surprise. The other thing that that I saw, you know, firsthand was, for example, the bombing of the French Embassy there. They, these individuals built two car bombs and drove it right next to the embassy. And they blew it up. And I was in downtown Tripoli at the time. And we were like, there was coffee shops that had opened up all over the place. And we were having coffee. We were doing kind of atmospheric to see how things were in the city. And explosion knocked me off the chair. And then we started, you know, getting phone calls asking if we were okay, letting us know that something had happened to French Embassy and to move to that location. In fact, if you look at my LinkedIn page, you'll see a picture in the background. And that was actually taken, I'd say probably 30 minutes after the explosion at the, at the French Embassy. But that's what I'm talking about. They Libyans became quite proficient with building, you know, VBEDS (vehicle bombs). Then when Islamic State started, you know, you know, showing up in the country coming from Syria, and establishing their new Calafat (sic), you know, in the country. And all that technology and not technology, but all that experience and knowledge from the battlefield in Syria was, you know, brought into the country of Libya. And it just kind of more, you know, from them, and further on. So, you know, going back to your initial question, it's really kind of hard to point a finger at any one source with regards to it. But you know, inside of Libya was it was, you know, it was almost like, it was almost like Iraq. You know, when you first got into Iraq after the invasion, there are all types of weapons that were just floating all over the place, people were selling them out of the back of their cars. We had traveled to a location that it was a, an arms market and arms bazaar. And I mean, the machine guns that I was seeing there, the submachine guns are like old World War Two German MP 40 submachine guns that were trying to sell. There was a MP 38, you know, just the things that you would expect to see inside of Museum, we're still actively being sold to be used in, you know, in in the confrontations that were taken on a daily basis in the country.

M Mark Ludlow 12:37
So when you are around moving (in libya), was Qaddafi still alive? Or was he taken out by then?

N Nate Seabrook 12:43
He was dead by that time.

N Nate Seabrook 12:46
So that, that created a big vacuum when they took them out?

N Nate Seabrook 12:50
Yeah, it did. And then, of course, there was all different groups that had participated in the, in the revolution.

M Mark Ludlow 12:58
And the power moved by all these tribes out there.

N Nate Seabrook 13:02
That's Brett, the other thing to ask her, you know, inside of, you know, Tripoli, of course, you know, every government agency was there, you know, hired local Libyans that could speak English, that could kind of fix things and understood stuff. And one of the things I still remember was one of the Libyans that we had, you know, working for us, we had gone to a local grocery store, and, and I was watching him, and he saw this, this woman who's smiling at her, and they were kind of playing tag with each other going to the different, you know, aisles and smiling and, and walking past each other and saying little nice words to each other. And then he gave her like the peace sign, which means, you know, I'm part of the revolution. And she gave him a hand signal back, which meant that she was green, which was, you know, the Green Book is what Qaddafi had, you know, everybody had to learn about the Green Book, it gave rules on how a Libyan was supposed to act, what he or she could, could not do, you know, just everything in this book. And so that was how people could identify one another if they were loyalist or they were part of the revolution. And then of course, when she said that she was a loyalist, and he was like, that whole kind of sweet, you know, you're cute, I like turned into you know, flicking each other off, and he started, you know, yelling stuff at her. Not so nice. And it just it was a it was an eye

opening experience to see how

M Mark Ludlow 14:38
the turf wars

N Nate Seabrook 14:39
thing would play out and how they were using that to identify if they were Pro, Pro, pro rebel revolution or pro Qaddafi.

M Mark Ludlow 14:53
It's almost like dealing with Mexican cartel gangs in a South East LA and everybody's got their sects or streets Come over their turf, same kind of culture. But, you know, like you said, they're different parties, different affiliations over there.

N Nate Seabrook 15:08
Yep, exactly. Right. And, you know, even with some of the revolutionary guys that had, you know, fought against Qaddafi, you know, they would always go with you on these, these motorcade operations, just so that we, you know, had somebody course, like I said, I'll fix, and the thing was, is, you know, when they would get scared, you know, we'd go into a neighborhood that they're like, that we shouldn't be here, we need to leave, these people will don't care, you know, they're Salafi, you know, they believe in and only everything dealing with, with the, the Muslim religion, and, and, you know, I shouldn't be here, if they see me, my family could get killed, I could get killed. So those are like, you know, days when I, you know, is a little bit more revved up, if you will, then on other days, I mean, some days, you know, anybody that's worked in this, this, this field knows, most of the time, it's boring, you get in the vehicle, you go from point A to point B, you do your checks, before you leave, make sure the vehicles are good to go make sure your aid bags are good to go. You just, you know, you, yeah, you make sure everything's good to go so that if something happens, you're ready. But most of the time it doesn't. But then there's very different situations, very different situations where things do happen. And it's just a terrifying experience.

M Mark Ludlow 16:33
So you went from military army to almost a 20 year career there, got out went overseas, North North Africa, work for government agencies over there, then you did that stint. You

survived and lived. Now you're working in Minnesota, we're all Hell's breaking loose again.

N Nate Seabrook 16:51
Yeah

M Mark Ludlow 16:51
And we have a whole new set of problems in Minnesota where you live, and you have a security company that you're running out there. And what would you compare what you're seeing in Minnesota, and compare what you where you worked out overseas. So it's almost like Minnesota become like a third world country with all these politics going crazy and ugly.

N Nate Seabrook 17:11
Yeah, it's, it's interesting. One of the gentlemen that that works for my group, spent a lot of time in Baghdad, working for another government agency. And after working with a lot of some of the media outlets that were there, that have come to Minnesota to cover the story. He actually was interviewed by one of the the, the news crews, and he just told them straight up, he said, this is so surreal. For me, this, I'm looking at these burned out cars, and looking at these burned out buildings. You know, it's almost like, you know, the first VBED that I went to, that I had to go and help secure as a member of a cat team. And a just couldn't believe that the city where he grew up, where he was raised. And, you know, very proud to be from Minnesota, and from Minneapolis. Now. You know, it just overnight had turned into this, the shithole, if you will, excuse my language, but it's just been it's been a very surreal experience to see these type of things happen. And trying to understand why it's still happening, you know, I understood stand that people are upset and people want to voice your opinions. But this continuing cycle over and over and over. It's just, it's, it's a bit too much. And unfortunately, I think that a lot of law enforcement is overworked. And this, again, is my personal opinion, Not that it matters.

M Mark Ludlow 18:48
Sure.

N Nate Seabrook 18:49
But I do think that a lot of these law enforcement agencies, these higher up chain of commands are not really supporting the the officers in the field. And, man, that's got to be

an awful, awful feeling to know that you're being sent to, you know, on the front lines and trying to do the job and keep the peace. But then there's always kind of maybe this this fear or concern that if I do something wrong, you know, I could end up you know, going to jail, I could end up you know, being accused of not doing what I'm supposed to be doing being paid for. And I just, you know, my hearts go out to these men and women that are that are still trying to hold the line and do the right thing.

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Nate Seabrook 19:31

But unfortunately, (cough) you know, unfortunately, it, it does create a vacuum for private security companies. There is a need for, you know, qualified, you know, security companies where individuals have the experience that have worked overseas and actually have been able to take a lot of their real world experience and that's another thing have to be honest. I never in a million years thought that the experience and the knowledge that I learned working in - in Iraq or, or Libya, or other locations in North Africa would come into play and I'd be able to take that information and that knowledge and put it into play for operational purposes. And Minnesota of all places. Um,

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Mark Ludlow 20:22

exactly. I mean, we're all vets and we're like watching our entire country just burnin. And all these major cities, protests, I get that. But really, I mean, it's like, I'm getting ready, get my flak jacket and like re-enlist in the military just to protect my own country. And I'm sure there's many veterans, military guys thinking the same thing and like, what is happening in our country, it's just, it's just imploding from within. And I get protests, right to protest. I'm not against it. And, but and then also, on the other token, we're having the highest resignation rate for police officers across the country. They're resigning by the 1000s and 1000s each month, nationwide. And it's not just the Los Angeles, but it's all over the country. And who's gonna be keeping the streets safe after they're all gone? There's gonna be guys like yourself in Minnesota. We'll be doing what "Covered 6" has been doing in LA for the last year and a half, they partnered with the Beverly Hills PD. And Covered 6 is now backing Beverly Hills PD as a supplementaries security force to back them up. And during, you know, rioting or looting and during duress situations. And then you also live in Minnesota, which is where there's more corporations incorporated in that state than any other state in the country. So you have a huge nucleus, a large, you know, blue chip funds, companies that are out there that are billion dollar companies. And you guys, that's certainly your back yard. And who would have guessed this would be all be happening? There is it's just wild to me.

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Nate Seabrook 21:53

Yeah. Very, very true. It's, it's a surreal experience. And the sad thing is, it just it seems to kind of keep, you know, playing itself over and over and over again. And all it does is so you get the fire under control. You almost have it out, and then something happens. And then gasoline and again, firewood is thrown back onto that fire and it starts blazing again. I mean, we still are having a lot of issues right now. In Uptown, the federal marshals ended up becoming involved in a shootout with an individual that was wanted for murder, or suspicion of murder. And it turns out that none of these marshals had body cams on, turns out that they didn't have the funding for 'em. And then what's making the situation even a little bit more complicated is the guy was on a date with a woman that he didn't know when she's claiming that he didn't pull out his gun. He didn't point it at the officers like the information is put out. Of course, I wasn't there.

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Mark Ludlow 22:59

Yeah,

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Nate Seabrook 22:59

that I'm not an armchair warrior, you know, being a warrior armchair warrior on this. But what I'm the point I'm saying is to just bring to light that as long as these situations keep repeating themselves over and over, it's just gonna get worse and worse and worse and worse, and nothing's gonna get solved. So

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Nate Seabrook 23:18

wash- you I mean, what is your forecast being that you're owning a security company in Minnesota? You see what you see? What is the taste you have on the ground there for the rest of the country? What's what's the vibe you're hearing? What's the Intel you're getting?

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Nate Seabrook 23:32

Well, what makes my company a little bit different, we actually have an intelligence section that combs over social media. We look at the the dark web, we do keyword searches, and we use it for different clients to help identify any issues that that potentially could affect their business, or affect their high profile. You know, staff, Fortune 500, CEOs, things of that nature. And the thing that we are seeing is there's a lot of we're we're forecasting that there'll be continued continued violence in the state of Minnesota, most likely in Wisconsin. We have the the court case coming up with Kyle. I can't remember his last name. Rittenhouse. Sorry, Kyle Rittenhouse. That's going to be coming up here in

August. And so the potential again for you know, I think different groups, which is Antifa, Black Lives Matter, you know, different groups that just want to be heard. You know, what, one of the problems that, you know, we have seen during the riots, and then, you know, not so much during the Derek Chauvin Trial. But one of the issues that we saw was a lot of these different groups that are claiming that they're they're supporting, you know, Black Lives Matter, but they actually have their own agendas and they're using that platform to get their message out, and to cause issues or to cause problems. As you most likely know, after the the attacks that took place against the Capitol, the federal government, federal law enforcement is really cracking down now on dealing with domestic terrorists, and a lot of these groups that we're seeing in Minnesota, that are going to probably active actively be taking part in any type of civil unrest in Wisconsin, with the upcoming trials, and then again, the additional police officers that were, you know, are going to be brought to trial for the George Floyd murder. Oh, it's just going to be a continuing cycle of, of, you know, problems. You know, another interesting thing, of course, is, you know, you always have to, is, you know, being in the Marine Corps, before you did operations, you know, you're always getting weather reports to find out, hey, what's the weather gonna be like, is gonna be shitty, is gonna be hot? Is it gonna be warm? Well, the weather plays a huge part with these protesters. If it's nice, if it's warm out, they're gonna be out, and they're gonna, they're actively going to be doing what they do. If the weather is rainy, if it's crap, they're probably not, I mean, a couple may, but not in full force, where you're really going to have to plan and worry about this. So all these different factors are still important to look at your planning. And understanding that there is a potential for larger gatherings and larger protests when the weather of course is better.

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Nate Seabrook 26:36

So overall, General, you know, I'm forecasting and my people been forecasting that we're going to see continued violence. And it's unknown at what level that violence is going to be. But so far, we've been we've been pretty spot on with regards to it. Again, there's more protests that are planned tonight,

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Nate Seabrook 26:55

in Minneapolis police came in and tried to clear out the barriers that had been put up by the protesters. And the interesting thing about it, I want to kind of bring out to you know, any of your, your subscribers to this, that are actively running security companies, or just taking an interest in how these protests or protesters are doing stuff. But in World War Two, on the Normandy beaches, the Germans could basically take it metal girders and created these anti tank barriers, so that tanks would get stuck on them. They couldn't get through. Well, recently, one of our gentlemen, I won't say his name, but you know him, he

took, very interesting pictures of these, these devices that had been pulled off of the street, and they were the exact same type of tank traps that were being used during World War Two, only thing is they they painted a pink and purple and tried to make them look a little friendly. But they, you know, got a report from when he said, I asked him, I said, well, was it actual steel? Or was it you know, junk metal, he said, No, these were I-beams, somebody had taken the time to cut I-beams and weld them together. So that's something that we have not seen before, we haven't seen at that level, that type of sophistication with building different types of barriers to actually stop. And these types of barriers can easily stop the military vehicles that the National Guard has, and also, you know, and MRAPs that the SWAT teams have, they would not have been able to get through those. And they had chained them together and done some additional, additional aspects with regards to but again, I was, you know, not given props to the bad guys, but I was impressed with what they had designed and what they had built. And again, that's just something historically that we have not seen with respect to this type of sophistication and planning from these different groups.

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Mark Ludlow 26:55

oh wow (inaudible)

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Mark Ludlow 27:03

Interesting you bring that up, because I had Paul Turner from Washington, DC, he was involved in media security in Washington, DC or in the rioting the rallies and all that. And he said the team security teams got smart, they had disguised themselves as you know, Antifa, so they go get black clothes, you know, anti-Trump stuff, clothing, wardrobe, they had to go blend in, they had to go covert do security. That way they when you have a brick laid across their back of their head, and that's just survival of doing security, and a covert, you know, protective way just you got to blend in with your environment. That's survival of yourself. And it's just amazing how these guys feel em [?] Antifa they're very getting very sophisticated in their techniques and tactics. And that's something you know, from a securities industry standpoint that you brought up that we got to be on the lookout. Their communication platforms to how they changed, and they went underground. That's something I heard about. I'm like, You gotta be kidding. Me, this is these guys are pretty smart.

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Nate Seabrook 30:03

You're absolutely right. And in the same token, you know, if you're doing protection operations, whether you're protecting news crew, or government officials, what have you,

you have to change how you operate to, you know, dressing in five elevens, you know, that has a place. But one of the...

M Mark Ludlow 30:21
Right.

N Nate Seabrook 30:22
one of the that we've learned is to dress down a little bit more, and to actually look like you're just a member of the news team. But one thing that that we've introduced, and I know, security teams I've seen on different cities where security teams are doing this is to always have a have a, if you've got three or four people on the ground, everybody should be carrying a pop-open umbrella. And the reason why is a lot of these, these situations have become violent, especially in Brooklyn Center where Dante Wright was shot by a police officer. When the news crews went in, they were allowed to stay for a while, and then they were attacked, but they were being attacked with frozen pop cans, eggs, and of course rocks and popping open these umbrellas, you can form a nice, tight perimeter around the principal, moving him back to the vehicle. And if it's a tight enough umbrella, most of these debris are going to hit it and bounce off. And then of course, if you can't get it back in the vehicle, you just pitch it, you know, we're not super expensive, 60 bucks,

M Mark Ludlow 31:33
or throw it on the sidewalk,

N Nate Seabrook 31:34
throw it on the sidewalk and get off the X. But again, this is something that you know, we do carry when we, we do perform different types of those missions, we make sure that we have it. And of course, if it does start raining, you can pop it open your width, but but everything that you carry should have, you know, not just one purpose, there should be something that you can use and be creative about. Another thing that we did during the Derek Chauvin trials, we had a we had a principal, we took care of him and his family during the trial. And one of the things that we did do is kind of back to the days of you know, operating in the Middle East, where the whole vehicle was kind of enclosed in the back. So you couldn't see who was in there. And one of the things that we had issues with coming in and going to different locations to Government Center was the gifters that were coming out or the stringers that were run right in front your vehicle and try to take pictures of you know, who was in the vehicle, so they could try to sell it. And so we

developed the basically a curtain that went across the front. So if they came to the front window, they couldn't see it. The windows were already tinted, but we also went and bought those, those dark sunscreens that you can put on the window to pull down. And it was actually pretty comical, because after we started doing this, and, you know, we would switch out our vehicles, you know, every few days. But they soon realized when they saw, you know, our people, we would get a flick off every single day there were so pissed because they you know, they weren't able to see who we were transporting. And, again, you know, our client was was happy with that, because they wanted to stay low profile, they didn't want to, you know, they didn't want to have to worry about people trying to identify them and attacking them or their families. So.

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Mark Ludlow 33:28

I mean that those are just smart counter surveillance tactics to protect your client, your principal, keep you guys safe, and they don't want their faces all over TMZ and spreading all over the network news stations. And that's brilliant, actually. And congrats on just figuring that out probably from overseas, using those overseas tactics. You guys did move in principles around you having to use it Minnesota of all places. Where can the audience find you, Nate, where website, email.

N

Nate Seabrook 34:01

So if you do a search, the name of the company is conflict resolution group, you're not going to find us, we made a -- the owners of the company decided that we did not want to, you know approach how we do business by showing up on Facebook, by showing up on different social media platforms. We just don't agree with that. And so we you know, anytime you're dealing with security, it's a relationship and that relationship has to be a comfortable one for both the client and for the company. And, you know, we have turned away business because if it wasn't the right, it wasn't the right connection. And of course, we won't leave somebody standing there. We'll recommend, you know, at least two other companies that they can reach out to, but you can check out our website @ www.uscrg.com and it gives a little bit of background, a little bit of information about our company and kind of what we what we offer. And, of course, there's other specialty security related missions that our company does do. But again, it's one of those things where it's it's word of mouth, and we'll have a discussion amongst each other. If there's a service that somebody wants done, and at that time, then we'll make the decision on all parts of if this is going to work, or if it's not,

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Mark Ludlow 35:29

hmm, bloop (sic), low profile, low, discreet way to run our business and operate, keep a low profile. Definitely. Another thing I wanted to go into a little bit with you, um, your thoughts on -- you seen international working for government agencies overseas, you've seen that, you've seen how private sector security works in the United States, I have a feeling you're not too impressed with what you've seen, as far as professionalism in different companies and how they conduct themselves and, you know, different companies getting kicked out of states for doing things just to make a buck and share your thoughts and opinions on that. From all the years of experience you've had and what you're seeing now, in the state side. Can conducting business new security services?

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Nate Seabrook 36:21

And that's a, that's a great question. I'm having to be honest with you, I'm perplexed at how business when it comes to security has been run, it always seems to be the lowest bidder. And what I don't understand about that -- I can only speak for my company -- is my company, we have tier one and tier two operators that work for my company. Our tier two folks are military veterans, from all branches, that may not have 10 years continual operational experience, maybe have not been deployed overseas, but they still have a lot of skills. And they're able to bring that to the table to put into our security model. But my company pays, the lowest that I'll pay, and even my people working for me is \$30, I will not go any lower than that. And part of the reason why is, you know, you always you always hear people saying, Oh, I support the troops, I support them, you know, you know, God bless them, and then they come back to the United States, and then you don't want to pay them a fair salary. You know, how can you expect these men and women coming back overseas that are maybe trying to go back to school, you know, okay, granny got the GI Bill. But as we both know, that's not tons of money, you still have to get another job in order to, you know, support your family, and to finish your degree. And so, I have a hard time with people that claim they're supporting the troops, and veterans, and then they're only want to pay in between 10 and \$12 an hour. Maybe my business model, and I've had a couple of people saying Well, you're never gonna get ahead Nate, if you don't, if you don't, you know, go lower. But I don't want to do that. I want to keep the quality of individuals, the quality of the veterans and and former law enforcement or government personnel, and letting them know that, hey, you can come and work for a company, I'm an expect higher standards from you than I would anyone else. But I'm going to make it worth your while and I'm going to pay you a fair price to do a, you know, a quality job. And the clients that we have used before or have had before have always been extremely happy. I'd say more than happy with regard to the, to the products and services that we have. But I think it's I think it's a travesty that there's other companies out there that are veterans, and they're only thinking about the almighty dollar dollar. They're not thinking about, you know, what you learned as a Marine, and, you know, your, your boot camp, you know, the

camaraderie that I had when I deployed, you know, to Iraq, and Saudi Arabia, Kuwait, you know, of working together for that common goal of, of getting home in one piece, but also accomplishing the mission that needed to happen. And I have a hard time with individuals that then come back and don't remember this. For me, I can't forget this. You know, I remember back to, to deployment with 82nd going overseas. You know, it was a scary time. Just like I'm sure it was for, you know, any Marine, airman, you know, sailor, National Guardsmen, reservists, but I'm still in contact with many of these people that I served with in combat. And, you know, that, to me, that's huge. And, and so I've tried to take that, that concept, if you will, and keep that camaraderie amongst my company, and ensure that I'm looking out for these people. You know, I'm trying to be that that team leader, that squad leader, that platoon sergeant, you know, company Sergeant Major, that's there making sure that those soldiers are taken care of. And I have a lot of great individuals working for my company, quality individuals, even hate to say it, but even I have some Marines that are wonderful CRAN eaters that that do a great job for my company.

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Nate Seabrook 40:06

With that being said, I am very disappointed with how companies are operating security. I think the other aspect is insecurity. And I, I hope you'd agree with me. It's about educating the client. You know, a lot of times they don't understand. They say, Well, I need this, this and this, you have that conversation? Well, why did you Why do you think that you need this? Oh, well, I was watching TV, and I saw a show and they had this and this. And again, at the end of the day, people don't understand what they need, they need to be educated, they need to understand what type of security they really do need. And I think the other thing, too, is, and I'm very disappointed in some of these companies that are out there, that, again, are only looking at the almighty dollar and telling these companies, oh, well, you need this and this and this when they don't, you know, why going and, you know, why go and make problems for other companies, by you, you know, kind of hot washing and trying to make, you know, mountains out of molehills and things that they don't need, you know, be honest with the individual, you know, have that integrity, and go there and say, This is what you need. And this is this is what I'm going to charge you. And this is a reason why.

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Mark Ludlow 40:06

Nice.

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Mark Ludlow 41:23

Right, right, right. Yeah, I mean, great points. I mean, standardization is huge. Right now, we need that more in the daytime, because I know I've heard of many companies, a company in particular, I'm not gonna name names on the show of losing licensing because of the agents doing things they shouldn't be doing. And it's just got to elevate, raise each other up instead of tearing each other down. It's I mean, I've seen, what I see in the security seat is almost like watching Shark Tank, everybody's bidding, bidding, they're all bidding for that one, that lowest bid to get services rendered. But when you do the lowest bid, as you said, it comes down to the agent and pays gets paid less. And, and then we had a huge takeover by Allied universal of G4S for us, they bought out [hell of a lot of] firms. And my hope, my hope and prayer is that small firms like you guys can keep existing and provide a good service of the high product to the client when they need protection. And we're always going to have the big the big guys out there. That's just the way economics work in the private sector. And a free enterprise is just how it goes. And we're fortunate we live in a country that allows free enterprise, but competition is good too. Competition means you have tier one tier two level guys that can take care of the client that doesn't want to go to those big threes that exist as the major security firm in the world. And the client has those options. But if you need a guard, just a guard service, yeah, those other three are probably great firms for your, you know, your employees or your corporation, that's just you know how it works. If you need that personalized service, they reach out to you and get a call and get a quote. And if the bill rates, right, that family, that high net-worth family or that estate or that corporate C suite level or above executive, feel safe for their home, with your agents at their house, protecting them and keeping them safe. And it's just a it's a big, I think I see a big paradigm shift right now in the security industry and a lot of things shifting, lot of things taking place. And my hope and prayer is, you know, like you said, we got to take care of our veterans and pay their fair living wage where they can pay their bills with that kind of money. And if we keep on lowering that bid rate, you know, that bid, you know, it's not even going to be worth billing at \$19 an hour to keep an armed guard at the Kmart shopping center parking lot. It's just not gonna be worth it.

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Nate Seabrook 43:51

Right.

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Mark Ludlow 43:51

So. So there's a lot of a lot of things going on out there.

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Nate Seabrook 43:55

You're absolutely right. But But again, it's just it's it, it's troubling for me, I mean, I've also had the opportunity to see some of these larger security companies. And I've seen like, for example, during the the, the Derek Chauvin trial of all the security that was operating within the city, but then of course, going into different locations where there was set security for, you know, some of the larger security companies that we've discussed, and seeing the quality of them. I mean, there was, there was one individual that we went every single day, and we knew that it was high, because we could when we'd go by and we'd smell marijuana, or he'd be asleep inside the vehicle. And the thing that bothers me with this is the whole point of having security is to have somebody there to help you solve problems and to take care of an issue if it happens or to kind of be that buffer to help report the situation. So when law enforcement does come, if they do come, you're going to be able to provide the information on on what took place and what happened or being able to You know, that's another aspect with with people, my company, they all are trained to carry an IFAK. So an individual first aid kit. And we have guys that work for us, that guy that's a nurse, we have a guy that is a, you know, paramedic, I have two paramedics. So we we bring a lot more to the table, and I actually tried to kind of look at my company per se as force multipliers, you know, we come in, and we bring additional skills to the table, that is going to keep you and your clientele and your property safe. But again, it just it boggles my mind, seeing the amount of, of substandard security at different locations, I mean, it it to me, it defeats the purpose, because if you're going to pay a lower amount, there's a potential for a possible lawsuit to happen against your company, and then you're going to be paying huge amounts, copious amounts of money.

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Nate Seabrook 45:54

So doesn't that make more sense to pay a little bit more? I mean, real quickly, I look at the old company, Wackenhut, you know, back in the 80s, and 90s. I mean, they they were charging, like huge amounts of money, but they had a set, they had a set standard within the the security industry, and they built a very good model on it. And people realize, yeah, I want to pay that extra money I'm gonna pay for this company. And, you know, of course, just like any other business, when they decided it was time to retire, they cashed out. But that company was kind of, I would, I would argue, one of the the initial leaders with having higher standard security, and bringing in law enforcement, bringing in military. I mean, and they actually paid at that, you know, time in the early, early 90s, or, I'd say mid 90s, they were paying a fairly decent, you know, fair rate where people could survive off of it.

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Mark Ludlow 46:50

Good point. And now we're looking at inflation in our country, going to skyrocket. I mean, price for gas in Southern California is almost \$5 a gallon. And if you're commuting from

Orange County to LA to take care of a client in Beverly Hills, you know, you're looking, you know, you're gonna be spending hundreds of hundreds of dollars per month, just in gasoline. And with. Can you buy a house any, any mortgage, there's nothing on, you know, listed? Because there's no, there's a housing shortage nationwide. And so if you're a VA want to get a VA loan, Okay, what else am I gonna buy, there's nothing available, so are a lot of veterans are getting tense financially, like gas, housing, rents are supposed to explode. And if we're not paying our vets and take care of it, they're not gonna make it in the security industry, and the security's gonna have a problem, there's gonna be a manpower shortage, like we've never seen before, we're not gonna be able to fill the jobs because nobody's gonna [want to] work. And so we're gonna have to bring those rates up, those bill rates to the clients, to get them to pay more to get quality, otherwise, no one's gonna want to work, there's not gonna be worth it to anybody.

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Nate Seabrook 47:57

Yeah, that's a, I think, very valid point, I think there's one more factor, and I don't want to beat a dead horse, because everyone talks about it, but COVID. COVID-19 is, is once I really fully believe that, once the government stops, these program saying, well, you don't have to pay your mortgage anymore. Or, you know, you don't have to pay utility bills, when they change that, there's going to be all kinds of Americans that are going to be in a in a really bad and hard way. And I also, you know, talking with my analysts, they, they agree that there's going to possibly be more issues, people are going to be angry, people are going to, you know, look at using, you know, criminal opportunities to make money. It could potentially be really, really, really, really bad. And, of course, you know, I, I hope for the hope for the best, but, you know, I'm gonna plan for the worst with regards to it. And COVID really has destroyed, you know, many facets of the American lifestyle that, you know, you know, there's just, you know, large, large amounts of, of individuals that are just not even going back to work anymore, because they're making more money, sitting at home and on unemployment. Again, I just I, as a business owner, as a small business owner dealing in the security realm, I do worry about what we're going to see in the next, you know, eight to 12 months with regard to this.

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Mark Ludlow 49:25

Are you guys experiencing manpower shortages, people making more money on unemployment, not wanting to really come back to work, they're afraid that they're going to catch up? And do you experience any of that?

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Nate Seabrook 49:34

No, it's actually kind of funny. I have. I have two friends, actually one that works for one of the larger companies. And he saw one of our ads that had been placed on one of the one of the job sites and he was like, hey, Nate, what are you doing? He said, How do you expect us to get any client or any any new people coming in when you're offering to pay between \$32 [?] dollars an hour but. Again, I mean, we're very, very selective on the people that we bring in, we're doing things a little bit different. We do do a PT test that you have to take, if you're going to be operating in the tier one portion of our company, there's a swim test. And that's not just, you know, to be all these guys are all ex-military, and still folks, ex-military, we do do some, some sub-contracting work for a large company. And we do hurricane response. And one of the things is, I want to make sure that every man woman that's operating for my company can swim. Because if they get put into an area where there's flooding, I want to know that they're protected, and they're going to be able to take care of themselves. So everything that we do, in CRG there's a reason behind it. It's not just to, you know, try to make it appear that we're, you know, super ultra military, law enforcement, government related, you know, type company, there's a reason for everything that's being done. But so, you know, with regard to your question, no, we actually have a backlog of individuals that that have applied for the company. And, you know, it just, as you know, right now, it depends on contracts, it depends on work, it depends on what I can offer. So.

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Nate Seabrook 51:18

How's your business growth, and this year off the charts with everything going on up there? You guys have been crazy busy.

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Nate Seabrook 51:24

Yes, we were very fortunate once the company was received its license from the state of Minnesota, being able to actively get involved in a very quick the Derek Chauvin case, being able to operate, you know, three different accounts during that time. And, you know, that kept us extremely, extremely, extremely busy. Again, like I said, there's some accounts that come up that just are not a good fit, and we try to steer away from them. But we have been extremely busy, and I just expect it to continue.

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Mark Ludlow 52:01

And for those guys out there that are thinking about starting their own security firm, I'd have to say not all business is good business, either. You got to calculate your risk reward see was even worth it. I know a lot. I know, it's grow season right now in the marijuana business. And I've heard horror stories of guys owning companies in California being

shafted hundreds of 1000s of dollars, and guys having to chase their money. And you did got, definitely do your due diligence with people you may become vendors for. It's just, you can hurt yourself financially if you do business with the wrong people.

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Nate Seabrook 52:34

No, you're absolutely right. I mean, you know, there was some I know for a fact that one thing that people don't realize. Some so somebody says, Hey, I want you to transport \$2.3 million from the east coast to the west coast? Well, you know, you need to look into that, especially if the people that are asking you to do it are a security company, because then the first question that comes to mind is, well, if you have a security company, why aren't you doing it? And the you know, the main thing is, is, and this is something of interest for former law enforcement. If you have the credentials to carry a pistol, that's for your personal protection, that doesn't mean that you can use that credential to work security. Because if you get busted going through a state where they start digging in and looking into it, you're going to be in a lot of trouble. You know, the other thing is that people and I've just I've done a lot of reading with regards on to the subject matter, and we, my company is not involved in doing this. You really have to understand the laws for every state that you're going through, you know, this money, it may be, you know, dealing with medical marijuana and say the status of Pennsylvania, maybe they're okay with everything, but you got to remember that on the books, when it comes to the federal law, they're still not okay with it. So getting popped, because you think you're doing something legally can have huge ramifications against a security company, and the individuals that you're operating. And I just would say, if you're going to get involved with something like that, make sure you know what the rules are with the ATF for carrying different types of weapon platforms through, you know, different states. Make sure that you have a great attorney that understands anything dealing with this type of, of business model. And make sure that that you have a good, you know, idea or program put into place where you're going to be able to safely do stuff like this. As you know, it's all about planning and making sure that you have everything put in place. But be very, very careful when you're dealing with individuals that you know are making you an offer to pay you X amount of money. And you know the old saying If it sounds too good, it probably is.

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Mark Ludlow 54:55

Right? Yeah, sometimes cash, not all good cash is good cash. It's like risk reward. Sometimes you just got to do a calculation on if it's worth it or not. And a lot of guys right now, I think there's a little bit of desperation out there, because we're starting to come back COVID-19, haven't been working, and maybe they got paid mortgages now, and the federal government's gonna go, Okay, now it's time to pay your mortgage. And then I

think we're gonna see a lot of desperate people do some very stupid things, and next probably year or so unfortunately.

N Nate Seabrook 55:26
That's a very good point, Mark.

M Mark Ludlow 55:28
Anyway, well, this, I think that's a good recording for the show. And if anybody wants to get a hold of Nate, you can reach me, and I have his email. And you can email me directly through my website, leadless security group, or liberal security Comm. And thanks for your time. Thanks for sharing your stories overseas. And your thoughts in the private sector and security in North America is a different animal for sure. And please stay in touch and the audience wants to find you. You You're not on really social media at all.

N Nate Seabrook 56:02
No,

M Mark Ludlow 56:03
no. Okay.

N Nate Seabrook 56:05
Yeah, the last thing i'll say: social media is the devil's is the devil's work, my friend. You got to be careful that stuff. There's all kinds of bad things that can happen, especially if you're you're operating still. Yeah, very, very careful about about that.

M Mark Ludlow 56:23
That is people will be digging, vetting you, future clients will be checking you out scrubbing your social media sites to see how you religious political views that can even and get you fired before you even start something, though.

N Nate Seabrook 56:34
Exactly. Exactly. It's just it's not worth it. You know, I mean, you really need to talk with a buddy pick up the phone, give them a phone call.



Mark Ludlow 56:42

Yep. Great point. And if you're a young agent trying to break in the industry, my advice is to answer your phone like a phone call comes in. It's probably work. Actually,



Nate Seabrook 56:53

Mark, thanks so much for having me on your show. And thank you for giving me the opportunity to talk a little bit about my company. Really appreciate it. And I look forward to speaking with you in the future. Sir.



Mark Ludlow 57:03

All right. Thanks Nate for your time.