

BLACKSTONE POST



The
Voice of
Blackstone
Security



The Secret to Our Success is in Our People

SUMMER, 2016

Security Industry "Hat Trick"

Blackstone Lands on Inc. 5000 List a 3rd Time in 4 Years

Phoenix – Blackstone Security Services, Inc., one of the premier private security companies in the Southwest, has been named to Inc. Magazine's list of the 5,000 fastest-growing private companies in the nation for the third time in four years.

Blackstone President and CEO Dan Swindall was notified in an email in July from Inc. 5000 President and Editor-in-Chief Eric Schurenbeg that Blackstone had made the list again for 2016. The company is ranked 4542. Blackstone previously made the list in 2013 when it was ranked 3554 and again in 2014 when it was ranked 4792.

"Congratulations for the 3rd time, Blackstone Security Services has made the Inc. 5000 list of the fastest-growing private companies in America," Schurenbeg wrote. "Only a tiny fraction of the nation's companies have demonstrated such remarkably consistent high growth. This achievement puts you in rarified company."

Schurenbeg went on to say, "This kind of accomplishment is truly worth celebrating."

This acknowledgement was great news for Swindall who cred-

ited the accomplishment to the effort of his staff companywide. In an email to staff after receiving the news, Swindall said all their hard work and dedication had paid off.

"I am proud to forward this email congratulating us on making the Inc. 5000 list for an unprecedented 3rd time," he wrote. "For a 23-year-old company to compete at this level with the tens of thousands of privately held companies is quite an accomplishment. I want to thank you all for your commitment to making Blackstone something to be proud of."

Swindall founded Blackstone in 1993 after his honorable discharge from the U.S. Air Force where he served as a security policeman in England. At the time, Swindall had \$500 and his office was his kitchen table. Swindall's rise has not been meteoric, but steady. Blackstone has grown from Swindall's kitchen table to Offices in Phoenix, Tucson and Yuma, Arizona; Albuquerque and Gallup, New Mexico; El Paso, Houston and Dallas, Texas.



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Keep Your Guard Card Current!

Increased scrutiny on FBI background checks and unexpected delays in getting guard cards approved by state agencies make it essential that Blackstone security officers and their managers companywide ensure that guard licenses are kept up to date and any potential blemishes in backgrounds be addressed immediately, according to company officials.

The failure of addressing these issues can, and has, resulted in a loss of income on the part of the employee and a crippling of Blackstone's ability to provide qualified personnel on job sites in a timely manner.

"Guard cards are expiring before the renewal process has run its course," said Phoenix Director of Operations Ken Vandiver. "This prohibits the guard from working and puts pressure on the company to find qualified replacements."

Vandiver said the key is to begin the renewal process at least 90 days ahead of your expiration date so you can submit your request 60 days prior to your license expiring, which is within the accepted time limit required by most states. "In some cases people just wait too long to renew because they still think they will get their cards in two- to three-weeks and that's just not happening," Vandiver said.

This problem is not unique to Blackstone, but is being felt throughout the industry. However, Blackstone officials can point to several recent instances where this has placed personnel and the

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POST ORDERS

Dan Swindall, President & CEO

Company Growth is more than Physical Expansion

"If you're not growing, you're dying."

I did not coin this phrase, but it has been a guiding principle since I started this company 23 years ago at my kitchen table. Since then, Blackstone has come a long way, a distance that is measured more accurately in degrees than in years or miles.

The exclamation point on this statement was provided by Inc. Magazine recognizing Blackstone as one of the nation's 5,000 fastest growing private companies for an unprecedented 3rd time in the past four years. Every member of the Blackstone Family can be proud of this accomplishment. Blackstone has permanent operations in Phoenix, Tucson, Yuma, Albuquerque, Gallup, Dallas, Houston and El Paso. My Kitchen table and the \$500 in seed money I began with are a long way from these destinations. I do thank Mr. Eric Schurenberg and the staff at Inc. Magazine for the honor bestowed upon us.

But my gratitude does not stop there. In fact, my gratitude actually begins with the people of Blackstone Security. Without Team Blackstone – from the managers to the administrative support staff to the supervisors to the sales staff to the security officers standing their posts – none of this would have been achieved.

To Team Blackstone, I extend a very heartfelt, "Thank you!"

This brings us to the other aspect of growth. Physical growth is a tangible that can be seen and measured. But a company does not grow unless the people who work for that company grow. That is a major intangible.

Over the years, I have witnessed the individual growth of

many people at all levels of service to Blackstone. I have seen individuals become team players. I've seen people doing the right thing even when they did not know I was paying attention and I've been impressed by others stepping up to take on additional assignments to get the job done.

And we have responded to show our gratitude. We have initiated incentives, such as recognizing the Officers of the Quarter for each division, and from that pool of candidates, we select the Officer of the Year. We established an Employee Satisfaction Committee that is tasked with developing new and innovative employee incentive and appreciation programs to further recognize individual growth. We've partnered with educational institutions to offer continuing education opportunities in security as well as other degree programs. We make available to our supervisory staff seminars and workshops to hone their management and interpersonal skills. Community involvement is also part of our corporate DNA.

So you see, company growth, while a good thing, is contingent upon more than physical expansion. You need a solid base to build upon. That base at Blackstone is the people who work here. Hence, "the secret to our success is in our people."

I hope I have provided the leadership to get us here, because I've learned that I work for the people who report to me. I've learned to put them in a position, and provide them with the tools to succeed. And with all due respect to Moses, Charlton Heston and Cecil B. DeMille, I will add a new catch phrase to the Blackstone Legacy: "Let my people grow!"



Responsibility- as security professionals we find ourselves in a position of responsibility on a daily basis whether on a construction site, shopping center or government building. Our duties as security professionals to protect clients property is one that seems to be so easy on the surface as we put our uniform on, show up to work, conduct the duties of the assigned shift and complete a daily activity report to document we did. Sounds simple enough right?

In a perfect world this would be true or close to it, yet we find ourselves with troubles around every corner. I suggest to you that this is because some are not taking responsibility as they should.

Private security companies are hired to secure client's property. While with each site these security requirements may be different, it still boils down to the responsibility of keeping people and the client's property safe. Knowing what the client wants is critical and should be outlined in the post orders for each site, but what about the unspoken expectations of the client. I believe the definitions of responsibility reflect these expectations and can be directly related to the guard's duties.

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www.blackstonesecurity.com

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Attracted by company's success and growth

Shane Brown to Lead Blackstone's Dallas Operations

Dallas – Texas native Shane Brown has been hired to oversee Blackstone's Dallas operations as District 53 Regional Director. Brown succeeds Bobby Holley, who returns to Blackstone headquarters in Phoenix where he will assume his new duties as Quality Control Manager.



Brown explained that he was attracted to Blackstone by the company's family atmosphere, its growth potential and its accomplishments. "I chose Blackstone because of the family culture described to me by Bobby (Holley) and its growth potential," Brown said. "It is also an opportunity to be part of a team at a successful company that has received a number of awards and recognitions."

Brown has a diverse background in security, and developed the reputation as an innovator, mostly in the corporate sector where he handled Logistics Services as an Asset Protection Manager for Sears and as a Campus Operations Leader for Home Depot. He has served as a security officer, a flex officer, site manager and account manager.

Brown is driven by a desire to contribute and succeed. "I don't like to stay in one position," he said. "I like to contribute to a company and help that company grow."

Holley, who recommended the hiring of Brown, said he was impressed by the way Brown responded to the question of how Brown would address a customer complaint when the company was clearly at fault.

"Shane's answer demonstrated the very critical core values of Blackstone Security by being honest and transparent with the client and not taking the "corporate mentality" of finding an excuse, but

instead addressing the issue directly and presenting immediate and long-term solutions to prevent an issue in the future," Holley said. "This quality is something that we look for and is vital to the quality leadership we seek in the Blackstone Family."

As Regional Manager, Brown will supervise the daily security operations of the region; manage a team of security officers, including hiring, scheduling, payroll, training, coaching development and support. He is also charged with business development, ensuring client sites receive high quality security services and coordinating the necessary support services to manage client sites and effectively meet or exceed financial and operational goals and provide quality customer service.

Brown said his familiarity with the Dallas area will serve him well in achieving these goals. "I'm not looking to promote myself but for the opportunity to help grow the business," he explained. "The market here is extremely competitive and having the background and knowing what it's like here, we can make that happen."

Blackstone President & CEO Dan Swindall said Brown's hiring only reinforces Blackstone's commitment to maintaining the same quality security services established by Holley and the same service provided in El Paso and Houston. "Shane brings a very solid skill set that demonstrates what the state of Texas means to Blackstone," Swindall said. "It is a very important market and we are serious about maintaining a competitive presence there."

Brown is an avid sportsman who enjoys playing basketball, fishing and swimming. His favorite sports teams are the Texas Rangers and Denver Broncos. When he is not involved with sports or security, Brown enjoys reading books on marketing and suspense novels. He has a strong believe in getting the most out of life. "I believe in waking up and finding a way to enjoy life because every day that passes is gone," he said. "Whether it's in work or my personal life, whatever the case may be."

Will assume new duties at Blackstone HQ

The Return of Bobby Holley

Phoenix – After two years of solidifying Blackstone's expansion into the Dallas/Fort Worth region of Texas, Bobby Holley has returned to Blackstone headquarters in a corporate role that will standardize operations companywide, improve training and employee programs.

Holley's new assignment will be as Quality Assurance Manager and Corporate Training Coordinator and Safety Officer. Holley is now responsible for updating existing policies and procedures, developing new policies as needed and ensuring that all eight divisions and satellite offices are in compliance.

Holley will also head up Blackstone's Employee Satisfaction Committee, where he will oversee suggested programs and activi-



ties to incentivize and reward employees for exceptional service...

Blackstone President & CEO Dan Swindall said the new position is one he's contemplated for a while. He said the overall talent pool among the company's managers made Holley available so he decided to pull the trigger. "This is a new position I've wanted to establish for a long time to bring our quality of service to the next level," Swindall said. "Bobby did a great job for us in Dallas and I expect he will do the same in his new assignment."

Holley was in Dallas since Blackstone began operating in the region on August 1, 2014. He enjoyed his stay in the Lone Star State, but said it's nice to be home.

"Although it was fantastic dealing with the new Blackstone Family in the Dallas region, it is a great pleasure to finally return home to Phoenix," Holley said. "With the fantastic support available in the corporate office I expect my current duties will proceed smoothly and grow quickly."

Officers of the Quarter to get "Pinned."

Phoenix – Blackstone security officers who earn Officer of the Quarter designation will have visible indication of their excellent service to Blackstone and its clients.

Starting immediately, officers of the quarter will be given a pin they can wear on their uniforms to honor them for achieving a level of excellence among their peers. The pin features the Blackstone logo and bears the inscription, "Officer of the Quarter, Blackstone Security." Currently officers of the quarter receive a \$50 bonus, a certificate and a profile in the company newsletter. They also become eligible for Officer of the Year.



Blackstone President & CEO Dan Swindall said the pin is yet another way of the company showing its appreciation for employees who go the extra mile for clients. "We do not take our employees for granted so therefore we will not get complacent about demonstrating our gratitude," Swindall explained. "When we say the secret to

our success is in our people, we mean it. None of the honors and recognitions this company has received over the years would have been possible without the people who comprise Team Blackstone."

Swindall said the pin will be worn on the shirt pocket flap. It can be worn by the recipients for as long as they are employed by Blackstone. Previous designees who wish to receive a pin, should notify their supervisors.

Swindall added that plans are in the works for a similar honor for the Officer of the Year winner. The idea for the pins was suggested by Blackstone Executive Vice President Jeanne Croft during a meeting of the Employee Satisfaction Committee. The committee was formed to incentivize employees by developing programs to show the company's appreciation for their efforts.

The pin was designed by Blackstone Administrative Do-It-All Bill "Hutch" Hutchison, who is also the associate editor of the Blackstone Post.

Hot Town, Summer in the City

Blackstone Security Officer Anthony Collins is all smiles as he stands in front a Southwest Airlines passenger jet on the tarmac at El Paso International Airport. Collins is the account manager for the airport contract. The Marine Corps veteran is a member of the U.S. Army Reserve and has a total of 30 years of security experience in the military and as a civilian. He was an Officer of the Quarter last spring. Blackstone just completed the first year of a three-year contract.

With summer upon us, I want to talk about the heat and share some information that we might all know but might need to be reminded of. It is the end of August, but don't fool yourselves, it is still hot out there. Heaven forbid you get to your post and find



Vernon Lee Zapien Jr.

**Officer of the Quarter
Division 32 – Phoenix**

Phoenix – Congratulations to Vernon Zapien Jr. for being selected Officer of the Quarter for Blackstone Security Services' Division 32 in Phoenix.

Vernon has been with Blackstone only 8 months but that is backed by 15 years of total experience in the security industry. During his time with Blackstone, Vernon has impressed his supervisors and clients with his attitude and his adaptability. He is the Officer-in-Charge at his post. It is a natural progression for Vernon. "Clients like positive attitudes," he says. "If you make the client happy, you make the company happy. When you make the company happy, the company makes you happy."

Vernon has security in his DNA. We know this because his late father, Vernon Sr. was a security officer, his sister, Amy, was a security officer and his mother, Linda, was a security officer, who actually worked at Blackstone for five years.

Division 32 Director of Operations Ken Vandiver said Vernon was hired to stand post at a new auto leasing account. Vandiver described the account as a "groundbreaking location that was being launched in Phoenix on 23 acres that evolved to state-of-the-art tracking and housing of rental vehicles."

"With this site being the first of its kind, there has been an ongoing learning process that Vernon has taken the leadership role with the daily operations and ever-changing procedures," Vandiver said. "Vernon has been the cornerstone that makes this account a success."

And Vernon enjoys his work and the people he deals with while standing his post. "The clients are awesome because they don't have bad attitudes," he explains. "This makes it easier for me to communicate and associate with them."

Vernon's feelings about Blackstone are just as positive. "I love the people at the main office, they always seem to have smiles on their faces," he said. "Whenever I visit the office they help me in every way they can. They are dedicated to the employees."

Vernon's philosophy on security is to maintain a sense of professionalism. "Show that you are dedicated and have a positive attitude with a smile on your face," he explains. "It makes a huge difference in your life and to the clients."

The Phoenix native took a circuitous route to workplace excellence. He dropped out of South Mountain High School, but returned to earn his GED from Rio Salado Community College.

When Vernon is not standing post, he enjoys watching movies, painting and fixing lamps. He and his wife, Susan, have four children and two grandchildren. "I love my children and grandchildren," he said.

Congratulations, again, Vernon. And thanks for being a Blackstone ambassador!



Edward Toshach

**Officer of the Quarter
Division 52 – El Paso**

El Paso, Texas – To say that Ed Toshach can improvise and adapt would not be borrowing a line from Clint Eastwood – it would be true. That’s one of the reasons why Ed is the Officer of the Quarter for Blackstone’s Division 52 in El Paso.

To illustrate the point of improvising and adapting: Late in 2015 Ed’s car broke down just outside Albuquerque and he was broke. Instead of lamenting his fate, the U.S. Army veteran who was used to hiking and camping, Ed took his last cash on hand and bought a tent and a sleeping bag and walked more than 260 miles from Albuquerque to El Paso. The trip took 50 days even with getting rides through the kindness of strangers. Ed made the most of his experience, even commenting on the nice people he met in Socorro, N.M. “It sure got cold on my poor feet,” he recounts. “But I met some really nice people along the way. I wouldn’t change a thing.” He arrived in El Paso on January 8 of this year, found some veteran-sponsored housing and looked for a job. Ed’s assessment of the experience is surprisingly upbeat and reveals his outlook on life. “Life can be surprising,” he said. “Sometimes the hardest times can also be the best!”

That’s when Ed and Blackstone found each other. In a letter to Blackstone Account Manager David Garcia, Ed wrote, “Tenacity will help you get things done. For instance, losing your job, then going through your savings will get you motivated.”

Ed is a native of Phoenix, Arizona who says he enjoys working with other security officers. “I’ve had no problems with anyone,” he said.

Garcia describes Toshach as an “extremely” reliable officer. “Whenever we need assistance he is always willing to help,” Garcia said. “He has shown that he enjoys his job and takes pride in what he does. I feel very grateful to have him on our team.”

Ed’s philosophy reflects his work ethic and attention to detail: “I simply try to make sure when someone comes to my post, they are authorized.”

Congratulations, Ed. And thanks for being a Blackstone ambassador!



Myeshia May

**Officer of the Quarter
Division 53 – Dallas**

Dallas – Security veteran Myeshia May is the Officer of the Quarter for Blackstone Security Services’ Division 53 offices in Dallas, Texas. Myeshia’s career in security has spanned 15 years. She has spent the past year with Blackstone. During that time, she has made quite an impression on her coworkers and the Division 53 Regional Manager Bobby Holley.

“Security Officer May has demonstrated the professionalism required to be a good security officer,” Holly wrote in his recommendation. “She continuously demonstrates a positive attitude and the people skills needed to perform her duties. Security Officer May is a real asset to our team and to Blackstone Security.”

Myeshia, a native of New Orleans, said she is impressed with Blackstone’s management team and the fairness with which she is treated. She also enjoys the flexibility of her job, her coworkers and the people she meets on the job. Her philosophy on security is that she, “just likes being in public service and to protect and serve.”

Myeshia has an Associate of Science degree from El Centro College and is currently working on a Bachelor of Science degree in Family Studies at Texas Woman’s University. When she is not standing her post, Myeshia enjoys shopping, reading and vacationing.

Myeshia and her life partner, Yolanda, have a son and daughter.

Congratulations, Myeshia. And thanks for being a Blackstone ambassador.

grees. This is compounded by the radiation heat reflected off the dash and interior objects which can reach 180 to 200 degrees. You can see how sitting in this kind of heat for 8 to 12 hours can cause a safety risk at just 80 degrees. Imagine what it could be if the air temperature is 120? There have been documented cases of people dying while sitting in vehicles in extreme heat. Other heat-related illnesses can include heat cramps, heat exhaustion and heat stroke which can be very serious and sometimes occur unnoticed until it has become a problem. Without medical attention this could lead to very serious consequences.

It all “boils” down to the hard fact that we need to be prepared to work in the heat. Here are some tips to keep you cool in extreme temperatures:

Wearing loose fitting clothing will allow air movement to cool off your body when you start to sweat, which is the body’s way of naturally cooling off. Take your breaks in a shaded area out of the sun and, if at all possible, not in your vehicle. Find trees, buildings, overhangs that can be use as shelter from the sun. Use a mist bottle or wet towels to bring your body temperature down. The most

Hot Town *Continued from Page 4*

yourself out of water with no shade. Even though some of you might work nights or have access to shelter from the heat during the day, it’s best to be prepared rather than to realize it when it is too late.

Some things to think about: On most sites you will find yourself using your vehicle as an office, doing paperwork or sitting to watch the site in order to get out of the sun. If the outside temperature is 80 degrees and you are sitting in your vehicle in the direct sun, after one hour the inside air temperature would reach 123 de-

States' Education Benefits



VETERAN'S CORNER

AZ, NM, TX Offer Education Aid to Veterans and Service Members

Several states offer veterans education benefits and programs of their own, in addition, or as an alternative, to federal GI Bill benefits. In some states, tuition waivers, scholarships or grants are offered for those who do not qualify for federal help, or to fill in gaps where federal help leaves off. In other states, assistance is provided to augment the federal benefits. Information from those states served by Blackstone Security Services includes:

Arizona

Arizona Tuition and Fees Deferred Payment:

A veteran or eligible dependent who has applied for educational benefits under the G.I. Bill and is attending a state-supported college or university may defer payment of tuition, fees and required books for a period of 120 days interest-free. If at the end of such period, VA has not given the person the initial benefit monies for tuition and fees, an extension may be granted until such benefits are received.

Arizona National Guard State Education Priority Reimbursement:

Priority 1 soldiers in pay grades E-1 – E-6 with less than six years' service will receive a maximum of \$55 per credit hour up to \$1,250 per fiscal year. Reimbursement can be used for a bachelor's or lesser degree. Priority 2 is all other soldiers. Priority 2 soldiers will receive any money remaining after Priority 1 soldiers have been paid. Priority 2 soldiers will be identified after the start of the second semester.

Arizona National Guard Tuition Assistance

The maximum amount available per Arizona Air National Guard member for State Education Reimbursement for tuition is \$250 per semester hour, not to exceed \$2,156 per semester or \$6,500 per state fiscal year. The maximum amount for fees is \$500 per semester.

Arizona Department of Veterans' Services
3839 N. 3rd St. #209
Phoenix, AZ 85012
602.255.3373

New Mexico

New Mexico National Guard Tuition Scholarship Program

This program pays up to 100% of tuition costs (instructional fees in lieu of tuition and laboratory ship fees specifically required), based on the availability of funds, for state-supported schools. A minimum 2.0 GPA is required.

For Army National Guard, the scholarship applies to the first post-secondary degree or vocational training at any state-supported institution up to 150 semester hours.

For Air National Guard, the scholarship applies to National Guard students pursuing their first degree at the undergraduate level or vocational studies up to 130 semester hours.

New Mexico's Vietnam Veteran Scholarship will pay full tuition and books at any state-funded post-secondary school for veterans who have established a residency for 10 years; was honorably discharged; and received the Vietnam Campaign or Vietnam Service Medal.

New Mexico Department of Veterans' Services
300 San Mateo Blvd. #106
Albuquerque, NM 87108
505.841.5563

Texas

Tuition Waivers for Texas Veterans

Texas grants exemptions for payment of tuition and some fees at public colleges and universities. Tuition exemptions from charges for continuing education courses are optional on the part of the institution. Veterans must have served at least 181 days of active duty; was a Texas resident when entering into service and are current residents. All federal benefits must be exhausted.

The Texas National Guard Tuition Program allows for 100% tuition reimbursement up to 12 semester hours for up to 10 semesters or five academic years. Also, 15 educational grants up to \$6,000 annually. Tuition may be used for undergraduate, graduate, vocational or technical courses.

The Army National Guard member must be enlisted, WO1-CW3, or 2nd Lt.- Capt.

Texas Veterans Commission
P.O. Box 12277
Austin, TX 78711-2277 512.463.3168

Hot Town *Continued from Page 5*

important action is to drink plenty of water. It is better to start drinking water the day before your shift so you start out hydrated. It is recommended that you drink 10 glasses of water a day in "normal" areas of the country, but here in Arizona it's a different story. It is suggested we drink three gallons of water a day without exertion. The rule of thumb is, don't let yourself get thirsty. If you do, you are already to the point of dehydration.

The old warrior's mindset is; train like you fight, and fight like you train. No, we are not warriors, but being prepared for your shift is critical to not only making yourself comfortable during your shift, it also plays a part in making yourself safe. Take care, be prepared and be safe.

"The price of anything is the amount of life you exchange for it."

Henry David Thoreau

Guard Card *Continued from Page 1*

company in awkward situations, not because the company is negligent, but because some DPS operations have become more stringent and slows down the licensing process. Vandiver said based upon information supplied by the FBI, new rules have been added to the game.

“This is a major problem because guard cards are expiring before they are being renewed and that prohibits the guards from working,” Vandiver said. “That hurts them and the company.”

Vandiver said the media is paying renewed attention to these occurrences because of negative incidents involved security guards.

“We’ve had renewals denied for background checks because of things that happened as long as 20 years ago when the applicants were juveniles or young adults,” Vandiver said. “The press is flagging negative incidences involving guards which has attracted the attention of the FBI and other policing agencies. In many cases the offending guards do not have the training we require and provide here at Blackstone. So the good guys are paying the price for a few bad apples and the security companies that do not provide adequate oversight or background checks.”

Vandiver stressed that the quicker any blemishes are addressed the sooner they can be resolved and the company can get on with business as usual. “There was a case of a guard who was accused of a crime but never convicted,” Vandiver said. “But it still showed up on his record and DPS pulled his card until he could prove he was never convicted. The FBI found that. The key is do not allow your card to expire in the first place.”

Inc. 5000 *Continued from Page 1*

The Douglas, Arizona native and graduate of Globe High School, is serving a fifth consecutive year as Chair of the Board of Officers for the Arizona Private Security Professionals Association. The APSPA comprises the owners of private security companies, their vendors, surviving family members of fallen security officers, vendors and other supporters. The APSPA advocates for the private security industry.

Swindall is also a member of the Arizona Private Investigator and Security Officer Hearing Board.

Under Swindall’s guidance, Blackstone became the first and only private security company to win the Arizona Better Business Bureau’s coveted torch award for business ethics in 2012. Blackstone followed that honor with being named a semifinalist in 2013 and 2014 for the Spirit of Enterprise Award given by Arizona State University’s W.P. Carey School of Business, the only security business to win that distinction.

Swindall has authored a column on corporate security for C-Level Magazine, a publication that targets corporate executives. He has served on the Arizona BBB ethics award selection committee and the BBB’s Best practices Panel. He has also been a featured speaker at the fourth Annual Integrity Conference, joining Phoenix Mayor Greg Stanton, former Phoenix Suns owner and president of the U.S. Men’s Basketball Jerry Colangelo and a host of Fortune 500 executives from around the country.

Boots *Continued from Page 2*

Merriam-Webster’s definition of Responsibility:

Full Definition

1. *The quality of state of being responsible: moral, legal, or mental accountability, reliability, trustworthiness.*
2. *Something for which one is responsible.*

Simple Definition

1. *The state or being the person who caused something to happen.*
2. *A duty or task that you are required or expected to do.*
3. *Something that you should do because it is morally right, legally required, etc.*

Some may put a twist the first “simple” definition of responsibility by pointing the finger to others to take the blame off them when something didn’t go right. “I didn’t do it!” Just remember, when you point your finger at someone there are three pointing back at you.

If we dissect these definitions in relation to the security industry we can see that being a security guard goes to a deeper level with morals, legal or mental accountability and trustworthiness. This is something that you wouldn’t put in the post orders but you would presume the guard would have these already instilled. Let’s dig a little deeper into these definitions and see where those other fingers are pointing.

As we see in the first definition, quality is mentioned as a state of being responsible or the state of being the person who caused something to happen. The security provider supplies a service in which the guards are assigned to the site and the quality of service is defined by the individual guard. Moral, legal, mental accountability, reliability and trustworthiness are personal traits that each individual guard must possess to give quality service. Those traits can’t be supplied by a company and must come from the guard themselves. Can we point a finger yet?

In the second definition we see a direct relationship of security guard duties; the responsibilities, duties or tasks that are required or expected. We can relate this to what the client requirements are or the duties that the guards might be responsible for. Any given task or requirement outlined in post orders are the guards responsibility to make sure it is done properly. Where is that finger pointing?

Lastly, the third definition talks about being morally right or legally required. As we all know, there are those that would turn a blind eye to something just because they don’t want to get involved. As security professionals we have the responsibility to do the right thing and take the appropriate actions. This should set us apart from the private citizen; our duty to do the right thing, and not turning a blind eye is called responsibility.

We all should point the finger at ourselves and see how our responsibilities on the job line up with what we are actually doing when we are on duty. Are we giving our clients what they deserve or better yet are we being the best “responsible” security professional we can be?

I will leave this for you to decide: Stay safe.

KDV

Happy Anniversary!
Blackstone Employee Anniversaries

Eleven Years

Jerry Snyder

Nine Years

Franklyn Roberts

Eight Years

Daniel Hernandez

Seven Years

Michael Randall Ryan Swindall
Joseph Sojack

Six Years

Jack Thurston
Brian Wallace

Five Years

Michelle Chapman
James Pilon

Four Years

Gerald Pieruccini
Shirley Wood

Three Years

Damien Davis Edward Risley
Lawrence George Stephen Turney
Anthony Nicholas

Two Years

John Boatman Samantha Crespo
Lana Callen Jose Hernandez

One Year

Koffi Afanou Selve Nelson
Paul Dussau Kelroy Newman
Shawn Falkovitch Ray Parke
Deborah Hiibel Jose Quijada
Arnold James Darren Taugelchee
Darvin Legah Inshal-la Tolbert
Anna McPherson Virginia Tsosie
Cindy Merritt Elisa Wilson
Stanley Moore Daniel Zapien
Harvey Myers

Fringe Benefits with Blackstone

♪♪ For it's one, two, three strikes you're out... Batter up! ♪♪



Blackstone clients attend Arizona Diamondbacks baseball games, Arizona Cardinals football games and the Arizona Rattlers Arena Football games with family and friends as guests of Blackstone Security Services, Inc., where treating clients to these top-notch sports venues has become a tradition. Attending MLB, NFL and AFL games is a great way for family members to bond with each other and with BFF's. This is just one of the ways Blackstone demonstrates its appreciation to clients. Yell if you see anyone you know. Batter up!



Blackstone Security is a Proud Member of:

