

BLACKSTONE POST



The
Voice of
Blackstone
Security



The Secret to Our Success is in Our People

WINTER, 2015

Blackstone President Dan Swindall Named CEO of the Year by Executive Magazine

Phoenix – Blackstone Security Services, Inc. founding President & CEO Dan Swindall has been selected CEO of the Year for 2014 by C-Level magazine, an executive-oriented publication that targets corporate executives and other top administrators across a variety of industry lines.

Swindall, who qualified for consideration by being selected CEO of the Month for May 2014, is the second CEO of the Year in the magazine's two-year history. He joins former Phoenix Suns owner and USA Men's Basketball Chairman Jerry Colangelo, who was C-Level's inaugural CEO of the Month and its first CEO of the Year.

Swindall was selected from an elite group of candidates that included Arizona Diamondbacks President Derrick Hall, Ful-



Dan Swindall

ton Homes President Doug Fulton, advertising/marketing executive Carrie Martz and former University of Phoenix President William J. Peticello.

C-Level Magazine is published monthly by Target Market Media Publications LLC.

Swindall said this recognition reflects the quality of his staff and security force. "This is the culmination of a lot of hard work by a lot of good people," Swindall said. "Everyone from our administrators, managers, supervisors and the people who stand their posts contributed to this and I thank each and every one of them."

Swindall, who authors a monthly column on corporate security for C-Level, said the magazine has recognized some notable leaders during its two-year run, adding that just being mentioned in the group is a honor. "C-Level

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Fourth Recipient of The Fallen 33 Award

Jessica Ortiz is Blackstone's 2014 Officer of the Year



Jessica Ortiz

Phoenix – Blackstone Security Services, Inc. El Paso Division 52 security officer Jessica Ortiz has been given the Fallen 33 Award for being named the company's 2014 Officer of the Year. The announcement was made during the company's semiannual Managers' Summit at its corporate headquarters. Jessica was flown to Phoenix for the announcement.

"I feel very honored and excited," Jessica said. "I've never won any award for any job. This is overwhelming but in a good sense."

Jessica becomes the fourth recipient of the Fallen 33 Award, Blackstone's homage to the 33 private security officers who perished in the Twin Towers on 9-11 attempting to save civilian lives along with other first responders. Jessica became eligible for the award after being named Officer of the Quarter for the El Paso Division.

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POST ORDERS

Dan Swindall, President & CEO

2015 Challenges are new opportunities

Thanks for the Opportunities

The first thing I want to do with my initial Post Orders column for 2015 is to thank each and every member of Team Blackstone for giving us all a successful 2014. I rate 2014 a success by any measurement and it could not have come to pass without the leadership of our supervisors and the dedication to service of our “boots on the ground” security personnel that consistently exceeded the expectation of our clientele.

Coming out of the 2013 Managers’ Summit we hit the ground running in 2014 and by the end of the year we had opened three new divisions, added several jewels in our crown of new clients and received recognitions that included being named to Inc. Magazine’s list of the 5,000 fastest growing private companies in the nation for a second consecutive year. Kudos to Jessica Ortiz from our El Paso office for embodying the professional qualities and enthusiastic spirit of Blackstone as our fourth “Fallen 33 Award” inner as our Officer of the Year for 2014. I would also like to say “well done” to the other candidates from other divisions who distinguished themselves as Officers of the Quarter. We will continue to discover ways to show our appreciation by rewarding and encouraging your professionalism.

It was largely your efforts that helped me achieve several personal honors when I was asked by the Arizona Better Business Bureau to represent that organization as a speaker at the Fourth Annual Integrity Summit in 2014. I was privileged to share the podium with such notables as Former Phoenix Suns owner and current President of the U.S Men’s Basketball Team Jerry Colangelo; Phoenix Mayor Greg Stanton, internationally recognized local jeweler Alfredo Molina and a host of local state and national business executives. We all spoke on the competitive edge integrity gives you.

A second personal honor that I could not have achieved without a solid staff was being selected CEO of the Year by C-Level Magazine. These are recognitions that I will cherish for the rest of my professional career and I accept them in the names of every Blackstone employee. You all share in this with me.

There’s an old social rule: “Dance with the one that brung ya,” and I will continue dancing with all of you through the challenges of 2015. They are not really challenges but opportunities for us to continue to improve and grow as a team and a force to be reckoned with in the Southwest. Remember, if you’re not growin’ you’re dyin’.

Let’s continue to live it up in 2015.

You Could Hear Pins Drop

Blackstone Team is Bowling Royalty with “Super Bowl” Effort

Don Carter, Earl Anthony, Dick Weber and Kelly Kulik eat your hearts out. The Blackstone Four has arrived and takes its place beside some of the great sports teams ever; the Packers, the Celtics, the Bulls – okay maybe that’s stretching it a bit, but don’t say that to the Blackstone Four. Winning the Arizona Private Security Pro-



Steven Jones, John Warr, Kay Hussar and John Boatman (l-r) show off their First Place hardware.

fessionals’ Association’s (APSPA) Fourth Annual Charity Bowling Tournament was just as sweet for the Blackstone Four as winning the Super Bowl. In fact it was a “super bowl” performance that won it for them.

The event was held to raise funds for the Arizona Security Officer Memorial Fund. It was held at the Brunswick Lanes, 17210 N. 59th Ave., in Glendale. The bowling tournament is one of two fundraisers held annually. The other is a chili cook-off. Money raised from the events goes into a fund to assist the families of private security officers who are killed in the line of duty. “It’s wonderful when you can have so much fun supporting such a great cause,” Kay said. “We can never forget why we do this.”

Blackstone Director of Operations Ken Vandiver said the team’s first-place finish is indicative of their work ethic. “I think we could have expected this,” Ken said. “They work hard and we are proud of them and to support such a great cause.”

Blackstone President & CEO Dan Swindall is serving his third consecutive term as Chair of the APSPA Board of Officers.

Editor’s note: Don Carter, Earl Anthony and Dick Weber are ranked in the top 50 male bowlers of all time. Kelly Kulik won the 45th Tournament of Champions in 2010, becoming the first woman to win a male dominated bowling event.



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This newsletter is produced at Blackstone Corporate Headquarters for the use and enjoyment of our employees and clients.

Team Blackstone

www.blackstonesecurity.com

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Jeanne Croft – Executive Vice Pres.
Ken Vandiver – Dir. of Operations
Mitzi Hagan – Human Resources Mgr.

TUCSON, Ariz.
Division 34
Ron Skyrm – District Mgr.

YUMA, Ariz.
Division 33
Kerry Childers – District Mgr.

EL PASO, Texas
Division 52
Vanessa Polanco – District Mgr.

HOUSTON
Division 54
Tony Browe – Regional Mgr.

DALLAS
Division 53
Bobby Holley – District Mgr.

ALBUQUERQUE, N.M.
Division 42
Shana Kohlman – District Mgr.

GALLUP, NM
Satellite
Scott Clark – Area Manager

Heads Up! New Payroll System Adopted

Phoenix—Blackstone Security Services, Inc. has adopted a new payroll processing procedure that will require all employees to be more responsible for sub-complete time sheets on deadline to avoid unnecessary delays and confusion about earnings on everyone’s favorite day – Payday.

Company administrators say that according to the new system, hours worked are converted from the scheduling program into the payroll system so accuracy is imperative. The scheduling software is called InTime (ISE) and the payroll processing program is called Evolution.

Problems arise when time sheets are inaccurate, incomplete or contain discrepancies between hours reported and actual hours worked. Blackstone management says these pitfalls occur mostly due to a lack of attention to detail. “In order to make the new system work the way it is intended we need the cooperation and attention to detail of everyone,” said Blackstone Human Resources Manager Mitzi Hagan. “This system is a more efficient and accurate way to process payroll.”

Hagan said the majority of time sheets – about

80 percent – are filled out correctly. She said the other 20 percent need to be reviewed and verified – regularly. Hagan suggests that these employees should tell their supervisors if they need help. Hagan called the situation a “teaching moment” that will help Blackstone maintain its levels of efficiency.

“If you don’t know what to put on your time sheet or how

to calculate your hours, let your supervisor know,” Hagan said. “If you don’t tell us what you need, we can’t help you.” Hagan added that if necessary, employees will be brought in to Blackstone’s offices for additional training on filling out time sheets in a timely manner. “Everything we do is meant to benefit the client by training our employees in every aspect of their employment,” Hagan said. “We consider this a part of employee development.”

Ken Vandiver, director of operations in the Phoenix Division, said another mistake employees make is filling out time sheets in advance for one location, when assignments and hours may change from day to day. “The one constant in security is change,” Vandiver said. “Shifts change and times change. Things are always moving and flowing.”

Vandiver said that any changes in scheduling should be reported to your supervisor immediately to maintain accuracy in payroll and billing.

The time sheet is considered by law to be a legal document and as an employer, Blackstone is required to keep time sheets on file for a period of seven years.

SAMPLE BLACKSTONE TIME SHEET

NAME: **John Doe** Pay Period Ending: _____

Week 1	Day	Date	Site	IN	OUT	TOTAL
Sunday	3/1	XYZ Contracting				
Monday	3/2	XYZ Contracting				
Tuesday	3/3	XYZ Contracting				
Wednesday	3/4	ABC Grocery		1800	600	12
Thursday	3/5	ABC Grocery		1800	615	12.25
Friday	3/6	ABC Grocery				
Saturday	3/7	QRS Office Park		1630	2200	5.5
				1700	2300	6
				1400	2000	8
				Week Totals		43.75

Week 2	Day	Date	Site	IN	OUT	TOTAL
Sunday	3/8	XYZ Contracting				
Monday	3/9	XYZ Contracting				
Tuesday	3/10	ABC Grocery		6:00 PM	6:00 AM	12
Wednesday	3/11	ABC Grocery		6:00 PM	6:15 AM	12.25
Thursday	3/12	ABC Grocery		1630	2200	5.5
Friday	3/13	ABC Grocery		1530	2230	7
Saturday	3/14	QRS Office Park				
				600	1400	8
				Week Totals		44.5

I certify that the above time is true and correct: _____

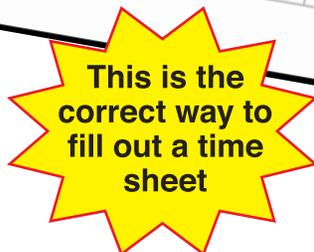
OFFICE USE ONLY				EMPLOYEE SIGNATURE	
Regular	Overtime	Mileage	Total Hours	_____ Approved By	
Holiday	Other				

IT IS IMPERATIVE THAT TIME SHEETS BE TURNED IN NO LATER THAN NOON ON SUNDAY, MARCH 15

IF YOU HAVE NOT ALREADY TURNED IN YOUR DARS, THEY ARE TO BE TURNED IN ANY TIME YOU ARE IN THE OFFICE, WHEN YOU TURN IN YOUR TIMESHEET OR WHEN YOU PICK UP YOUR PAY CHECK.

CALLING ON DUTY, CALL OFFS, ETC., ALWAYS CALL 602-626-1000.

TIMESHEETS MAY BE FAXED TO 602-265-6170



'Boot Camp' for Managers

Theme for 2015: Improved Customer Relations

Phoenix – Blackstone Security's Fourth Annual Managers' Summit was a three-day "boot camp" that focused on improving business by re-emphasizing basic communication and implementing a Customer Relationship Management System (CRM).

The chief tool division managers will use in this process is called SalesForce, a communications program that tracks interaction with clients and potential clients. This includes built-in reminders to follow up on each contact. It also tracks any issues with clients and doubles as a communications tool that enables managers and sales personnel to talk to each other and share status information concerning clients in real time – eliminating long email streams.

SalesForce documents everything and adds accountability. "It is simply amazing," said Blackstone Executive Vice President Jeanne Croft, "I'm learning more and more every day."

Blackstone President & CEO Dan Swindall sees only positives from SalesForce. "It is bringing us into the 21st Century and making us more competitive than ever before," Swindall said. "The managers are really embracing its potential."

Tony Browe, manager of the Houston Division said SalesForce helps him with organization. "My thoughts have been quite scattered over the past year," Browe said. "It is beneficial to me to have a tool like Salesforce to not only assist in organizing my daily activities, but to plan ahead and share those details with the other individuals on the management team."

Yuma Division Manager Kerry Childers called SalesForce a "valuable tool," and El Paso Division Manager Vanessa Polanco said: "It is very resourceful and a great communications tool for sales overall."

"I'm not real good at it yet, but I find it useful," said Shana Kohlman, manager of the Albuquerque office. "It enables real-time sales information as well as issuing tasks and communication amongst our team."

Bobby Holley, manager of the Dallas Division, said SalesForce has been advantageous for sharing documentation concerning bids and proposals. "Instead of having several copies of email variations floating around, we are able to all view and update the same document as well as post notes to the lead so that all concerned parties are aware of the ideas in real time," Holley said.

Blackstone Administrative Assistant Laurie Suppes has worked with SalesForce previously. "Having worked in SalesForce at a previous company, I find the application highly adaptable to various lines of business," Suppes said. "It is a great database that begins with leads, continuing through the process of obtaining and maintaining signed accounts. I look forward to learning more about the many tools within the program to determine how best we can use them to streamline our processes."

Managers also heard presentations from Blackstone Accounting Specialist Bill "Hutch" Hutchison, who delivered a "what, why and how" on the importance of the company's newly-implemented job costing accounting system. This system will allow all incomes and expenses to be tracked and help determine Blackstone's profitability for each division and client on a site-by-site basis. "Not only is this a much needed tool for our current clients, but the data we compile will ensure that we accurately bid all future jobs as Blackstone continues to grow," Hutch said.



Blackstone CEO Dan Swindall addresses his troops at the Managers' Summit

It could work

Alabama Principal Wants Students to Hurl Canned Food at Intruders



Valley, AL - An Alabama middle school principal wants to stockpile cans of corn and peas in classrooms for students to hurl at possible intruders as a last resort defense.

In a letter Friday, W.F. Burns Middle School Princi-

pal Priscella Holley asked parents to have each student bring an 8-ounce canned item.

"We realize at first this may seem odd; however, it is a practice that would catch an intruder off guard," she wrote in the letter, published by TV station WHNT in Huntsville.

"The canned food item could stun the intruder or even knock him out until the police arrive," Holley wrote. "The canned food item will give the students a sense of empowerment to protect themselves and will make them feel secure in case an intruder enters their classroom."

Swindall

Continued from Page 1

caters to a sophisticated corporate readership and has recognized some outstanding leaders in business and education,” he said. “I am deeply grateful to the magazine’s leadership and staff for this honor. This is very special.”

Swindall teamed up with Colangelo and a cadre of local and national business and political leaders earlier this year as a guest speaker at the fourth annual Integrity Summit in Phoenix. Colangelo, a co-founder of the Integrity Institute, co-hosted the event, which also featured Phoenix Mayor Greg Stanton.

An Arizona native, Swindall was born in Douglas and is a graduate of Globe High School.

Blackstone provides unarmed security to public and private sector clients. It celebrated its 20th anniversary by becoming the first and only private security company to win the BBB Business Ethics Award in 2012. As an encore Blackstone reached the semi-finalist status in 2012 and 2013 for the Spirit of Enterprise Award



given by the W.P. Carey School of Business at ASU, the only security company to achieve that honor. The company hit a trifecta of sorts when it made the Inc. 5000 of the nation’s fastest growing private companies in 2013 and 2014, and followed that by receiving Inc. Magazine’s “Hire Power” award as one of the most prolific job creators in the country.

Blackstone is headquartered in Phoenix and has regional offices in Tucson, Yuma, Albuquerque, Dallas, El Paso and Houston, and a satellite office in Gallup, N.M.

Swindall has served on the BBB Best practices panel and the BBB Business Ethics selection committee. He is serving his third consecutive term as Chair of the Board of Officers for the Arizona Private Security Professionals’ Association (APSPA). Swindall is also active in Assorted Security Services and Investigators of the State of Texas, and the California Association of Licensed Security Agencies, Guards and Associations.

Blackstone President & CEO Dan Swindall (r) and Blackstone Executive Vice President Jeanne Croft (c) enjoy a moment with Former Phoenix Suns Owner and current president of the U.S. Men’s Basketball Team Jerry Colangelo at the Fourth Annual Integrity Summit. Colangelo was congratulating Dan for being selected CEO of the Year by C-Level Magazine. Colangelo was the magazine’s inaugural CEO of the Year. Swindall shared the podium at the Integrity Summit with Colangelo, the Summit’s co-founder, Phoenix Mayor Greg Stanton and a host of business executives representing local, national and international companies. Dan spoke at the invitation of the Arizona Better Business Bureau, which awarded Blackstone its Business Ethics Award in 2012. The Summit’s theme was “Integrity: The Competitive Edge.”

Canned Food

Continued from Page 4

The school is in Valley, Alabama, part of the Chambers County school system.

Chambers County Schools Superintendent Kelli Hodge told The Associated Press on Tuesday that school staff had been working with Auburn University’s Department of Public Safety on training to respond to such emergencies.

However, Chance Corbett, Auburn’s associate director of public safety, said he had actually referred the school to the Alabama Law Enforcement Agency for active shooter training after learning Monday that school officials wanted the training.

The food cans would be stored in classrooms and students wouldn’t be carrying them around school, Hodge told the AP.

Using cans or other items as weapons would be a last resort for students unable to evacuate, she said.

Teachers are taught to barricade classroom doors if an intruder is in the school, but if that fails, the cans and items such as textbooks could be used, she said.

“If somebody is going to force their way through, then as the last resort you would start throwing any objects you could get your

hands on,” Hodge said.

Asked whether throwing cans of food could make a student a target, Hodge said they would already be a target at that point.

“If it comes to the situation that they are forced to do that, then they are a target because they’ve not been able to evacuate,” she said.

If the cans are not needed for security, they will be donated to a local food pantry at the end of the year, Holley told parents.

“We hope the canned food items will never be used or needed, but it is best to be prepared,” she wrote.

The request for canned goods has generated much discussion in the community near the Alabama-Georgia line, but there have been few complaints, Hodge said.

“We had a meeting at the school last night to try to educate parents on it because there had been such a stir,” Hodge said. About 15 parents showed up and most of the discussion was positive, she said.

Source: privateofficer.com



Scenes from the Blackstone Managers' Summit



Jessica

Continued from Page 1

Jessica received a certificate, a plaque, a check and a standing ovation from the managers present, including President & CEO Dan Swindall, Executive Vice President Jeanne Croft and Vanessa Polanco, Jessica's manager in El Paso. It was an emotional moment.



Jessica Ortiz and Division 52 Manager Vanessa Polanco

Winning the award was not the only "first" Jessica experienced. It was also her first time flying on a passenger jet, something she has carefully avoided because of a fear of flying. She overcame that fear just like she overcomes any obstacle that gets in her way. She

had a good day. "It was a little nerve-wracking, but exciting she said. "I'm a big roller coaster fan but getting on that plane was quite a ride."

Polanco said she knew Jessica would come through on the plane ride the same way she comes through on the job. "She's very strong-willed and a fast learner," Polanco said. "Like any young person she is smart with electronics and has a great wit about her."

Polanco said Jessica's versatility was demonstrated when she was brought in to the division office to help with the acquisition of a critical certification. "She caught on so quickly to our system," Polanco said. "She brings to our staff here in El Paso a new light and a fresh start. She is professional and proficient. This is why we are so happy she was selected Officer of the Year for 2014."

Jessica, said she loves her job, but it wasn't her first career choice. "Growing up I never thought about security, I wanted to be a doctor," she said. But once I got into security I found it was amazing. I learn something new each day and I wasn't expecting anything to this extent at all."

Jessica is an El Paso native and a graduate of Eastwood High School. The youngest of three children, Jessica will use this as a springboard to begin giving back to her parents. "My Mom will be proud," she said. "My parents broke their backs for us so it's time for payback."

Jessica's advice to fellow employees is a good mindset and work hard. "Give your all and good things will happen," she said. "This is such an honor, but there's no stopping now. We'll just keep going forward."

Blackstone Supports Law Enforcement



Phoenix - Blackstone Executive Vice President Jeanne Croft (l) sits with (l-r) MaryAnn Mendoza, Doris Nicolaus and Vikki Long at a table sponsored by Blackstone at the 2014 ASIS Annual Law Enforcement Appreciation Luncheon (LEAL). MaryAnn's son, Arizona Department of Public Safety Officer Brandon Mendoza, was killed while on his way home from his shift when his vehicle was struck head-on by a wrong-way driver on I-10 at 12:35 a.m. on May 12, 2014. Doris is Officer Mendoza's grandmother and Vikki is his cousin. Blackstone supports the luncheon each year as a Silver Sponsor. "Law enforcement and security have a lot in common," Jeanne said. "We must support each other because you never know when someone from our ranks will make the ultimate sacrifice for the safety of others."



Happy Anniversary!
Blackstone Employee Anniversaries



EMPLOYEE ANNIVERSARIES

One Year

Faris Abuzaid	Sylvia Jaramillo
Tom Ahee	Muayad Kidhim
Ernest Ailak	Doru Leu
Ahmed Alinzi	Arnold Mariscal
Edwardo Alvarezl	Roy Matienzo
Chris Boyes	Tim Murphy
Brian Cansler	Wilbert Murray
Travis Clarkson	Raymond Paddock
Charles Coley	Christopher Provant
Phillip Cordon	Janine Rai
Jeffery Davenport	Edward Risley
Ronald Dean	Albert Rivera
Antonio Del Valle	Ali Al Rusaiteum
William Gresham	Ron Skyrn
Avery Grier	Timothy Stiles
John Grimes	Stephen Turney
Michael Hannaford	Andrew Vasquez
James Hawkins	Kpjm Warr
Kay Hussar	Gary Wells
Jeannette James	Brandon Wright

Two Years

Phillip Burton	Richard McMurray
Kerry Childers	Daniel McWilliams
Joe Eden	Danny McWilliams
Travis Ellington	Lulzin Mulliqi
John Grubbs	Roseann Pindrock
Jennifer Jones-Reger	Charles Tellinghuisen
Juan Losey	Alvin Thornton

Three Years

Francisco Bernal	Brian Johnson
Daniel Calderon	Suzanne Kaufman
William Culberson	Bruce Kerr
Steven Davis	Eduardo Martinez
Thomas Gallaher	Zesbel Martinez
Fausto Garcia	Danny Rawlinson
Suzi Gartman	Traci Reed
Doarnell Jackson	Aqueel Saedi

Four Years

Phillip Cogdill	Emilia Lopez
Jesus Favela	Francisco Peinado
Jeff Fisher	Jack Thurston
Saad Hantoosh	Carmen Wallac
Elouise King	Richard Washington

Five Years

Jason Celano	Pearlie Northern
Tareq Ghadban	Vanessa Polanco
C.T. Hall	David Reed
Mohammad Hanstoosh	Elisha Sinan
Steven Jones	Ken Vandiver

Six Years

James Mattice

Seven Years

Amin Bakheet	Stan Hendricks
Bob Blunk	Joel Knight
Becky Hall	Rosa Wilfong

Eight Years

David Seidel

Nine Years

Al Mosley

Ten Years

Jeanne Croft
Mitzi Hagan

Eleven Years

Wayne Hussar

Fourteen Years

Bob Wildenberg

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