

BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

SPRING, 2015

Security Keeps Things on an Even Keel at City Hall

By Richard Reyes, Staff writer, The Gallup Independent

Gallup, NM — The security contractor at City Hall has drastically decreased problems in the building, such as theft, distractions, lovers' quarrels and even defecation, General Services Director Rick Snider said.

The city of Gallup contracted with the Phoenix-based Blackstone Security Services, Inc. in June 2014 to provide security guards at City Hall who also oversee the Octavia Fellin Public Library and its children's branch. Snider said they've been doing a great job and described the security personnel as professional and well-trained individuals.

"We've had a huge decrease in problems," he said. "I can't really recall the last time we had an issue with theft in the building."

Snider said that when City Hall used to be wide open, people

could walk in and take things, including employees' personal property, or vandalize the building. Vendors could also access the building easily to sell their wares, which was a productivity killer.

On occasion, there were issues with employees engaging in altercations with their significant others. Inebriates also caused problems with their disruptive behavior and threats against people. Snider said they found that someone had even defecated in an office once.

"It was pretty nasty," he said. "Security made a big difference."

Now, the front doors to City Hall are locked and only accessible by people with identification cards.

Visitors who need to pay their utility bills or have business with the City Clerk's Office have open

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Benson White with Blackstone Security mans the security desk March 25 at City Hall in Gallup, NM.
Photo by Cable Hoover/Gallup Independent.

Tucson Hispanic Chamber Scores Big with Governor's Luncheon

Tucson, Ariz. — Blackstone Security Services, Inc. was one of 20 companies and nonprofits that participated in the Southern Arizona Business Expo held in conjunction with the Tucson Hispanic Chamber of Commerce's Governor's Luncheon and 2015 Legislative Review. The event was held April 25 in the Student Union Memorial Center's Grand Ballroom at the University of Arizona.

The Luncheon was also co-hosted by the Sierra Vista, Douglas and Ambos Nogales Hispanic Chambers of Commerce.

The luncheon was attended by a capacity crowd of 300 community leaders. High-profile guests included

mayors from the region, the Speaker of the Arizona House, the House Majority Leader, the Mexican Consulate, elected officials, business owners and corporate leaders. The presenting sponsor was Sinfonia Healthcare Group.

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THCC President & CEO Lea Marquez-Peterson



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POST ORDERS

Dan Swindall, President & CEO

Absenteeism Hurts Everyone

Being There – The First Step Toward Excellence

Those of you old enough to remember will recall the movie “Being There”. It was Peter Sellers’ final movie and his only Oscar nomination for best actor. In short, Sellers was in the right place at the right time all the time.

But that’s not the “being there” I want to talk about now. The being there I want to talk about is the importance of being at your post when you’re supposed to be at your post every time you’re supposed to be on your post. Excellence begins with these three things.

Absenteeism is a major problem in any industry, costing billions of dollars annually. But when it happens to most industries, the work is spread around to other people who are already on the premises. But it is a double whammy when a security officer misses work without notice because a replacement must be found to fill in. Meanwhile the client is left exposed because their property is unprotected until a trained and qualified replacement can be contacted and arrives at that post. Everyone suffers. The client suffers because they do not get the service they were promised and the security company suffers because chronic unexcused absences are deal breakers.

A recent article in Forbes Magazine refers to absenteeism as “an employee’s intentional or habitual absence from work.” Of the nine categories of absenteeism the article identifies, the two I want to address are “disengagement” and “partial shifts.”

Disengagement refers to employees who are flat out not committed to their jobs and are most likely to miss work simply be-

cause they have no motivation to go. I am aware of instances where a security officer is hired and at some point before they are to report to their post, they suffer a form of buyer’s remorse and decide they do not want the job anyway. They walk away without giving the company the courtesy of a phone call. All security companies have experienced this.

Security companies spend thousands of dollars recruiting, interviewing, screening and hiring each employee. This money can never be recouped.

Partial shifts refers to officers arriving at their posts late and leaving early. Some employees refer to these workers as lazy and unfortunately some of them make it through the hiring process. Needless to say, they can cost the security company and the client dearly. The Forbes article quotes a publication of workforce solution company Circadian called Absenteeism: The Bottom-Line Killer, absenteeism roughly costs a company \$3,600 annually for each hourly worker and \$2,650 annually for each salaried employee.

Security companies are included in the service workers category that loses \$8.5 billion dollars a year in lost productivity, according to Forbes.

Other points made in the article that I am in total agreement with include the other costs created by chronic absenteeism that affect security companies such as poor quality of services, overtime fatigue, excess supervisory time and poor morale and stress among employees forced to “fill in” on their days off.

Like I said, absenteeism impacts security like no other industry. We are not producing widgets on an assembly line. We are protecting the client’s property, business assets and the customers who patronize those businesses.

Thanks to our employees Blackstone has been the recipient of a number of national and local awards and recognitions because you were there on time every time.

Being there is our first step toward excellence and our own Academy Award nomination. Let’s keep it up.

A Repeat 2-Year Distinction

VA Tabs Blackstone a Certified Veteran-Owned Small Business

The U.S. Department of Veterans Affairs has once again named Blackstone Security Services, Inc. a Certified Veteran-Owned Small Business (VOSB). Blackstone CEO Dan Swindall was notified in a letter from the VA Center for Verification and Evaluation (CVE) that the company had been added to the Veteran business database at www.vip.vetbiz.gov.

The designation makes Blackstone eligible to participate in Veterans First Contracting Program opportunities

with the VA. The letter was signed by the J. Gault, acting director. The designation is good for two years.

“The CVOB designation is important to Blackstone because it means we subscribe to a strict federal standard in addition to the civilian-based qualifications,” Swindall said. “This designation speaks well of any company that earns it.”



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Blackstone Post Editorial Staff

EXECUTIVE EDITOR: Dan Swindall

EDITOR: Diane Gonzalez

ASSOCIATE EDITOR: Bill “Hutch” Hutchison

CONTRIBUTOR: Art Gissendaner

GRAPHIC DESIGN: Bruce Vander Jagt

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Team Blackstone

www.blackstonesecurity.com

PHOENIX, Ariz.
Corporate – Division 32
Dan Swindall – President & CEO
Jeanne Croft – Executive Vice Pres.
Ken Vandiver – Dir. of Operations
Mitzi Hagan – Human Resources Mgr.

TUCSON, Ariz.
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Satellite
Scott Clark – Area Manager

Teenage Job Seekers Gather

Eager Teens Develop Job - Hunting Skills in Junior Achievement Event

Phoenix – About 450 wide-eyed, nervous teens from 17 Arizona high schools converged on downtown Phoenix April 2nd to participate in a program that will help give them get a running start into their futures today. The group was met by about 350 working professionals from the local business community who volunteered to help prepare the teens for the rigors of networking and interviewing.

The occasion was the 7th Annual JA You're Hired!™ Challenge held by Junior Achievement of Arizona at the Sheraton Phoenix Downtown Hotel. The program is designed to promote workforce readiness in young people. The program's aim is to expose students to area professionals who act as mentors in a massive networking session as part of a series of workshops and competitions that help them develop their communications skills, problem-solving capabilities and leadership. Almost 6,000 students have participated in the program since its inception.

"Junior Achievement of Arizona deeply values the experience that Blackstone Security and other members of the business community provide to Arizona students," said JA President Joyce Richards. "It's through our volunteers that students

are able to connect the dots between what they learn in the classroom to the real world. The realistic application is an invaluable opportunity for our participating JA You're Hired! students."

Blackstone Corporate Communications Consultant Art Gissendaner participated in this year's event. "This was really a great event," Art said. "Everything moved so fast. You could tell the kids were really into it. The staff at Junior Achievement did a great job. Blackstone is happy to continue its support of community activities such as this."

The competitions at this year's JA You're Hired Challenge included Dress for Success, Thinking on Your Feet, Interviewing, Creative Marketing, Great Leadership Experiment and Spirit of Excellence Awards. The Networking (Guru) Award, considered the crown jewel of the competition, was won by Kaijal Crouch from Desert Vista High School.

"We believe that aiding in the development of our youth is one of the most important ways a company can give back to the community," said Blackstone Executive Vice President Jeanne Croft. "This is part of our corporate citizenship and we are happy to participate in such a worthwhile project."

JA is the world's largest nonprofit organization devoted to inspiring and preparing young people to succeed in a global economy. JA reaches more than 96,000 students across Arizona annually, teaching them about work

readiness, financial literacy and entrepreneurship.



Blackstone Corporate Communications Consultant Art Gissendaner (l) at the JA You're Hired Challenge with JA Marketing and Communications Director Anne Landers and Primerica Senior Representative Gary Sullivan.



About 450 students from 17 high schools, and 300 working professionals gather at the Sheraton Phoenix Downtown Hotel for the 7th Annual JA You're Hired Challenge.



VETERAN'S CORNER

Southwest Veterans Chamber Seeks Members, Growth

Phoenix – The Southwest Veterans Chamber of Commerce is looking for new members to help it grow and it's seeking members with a willingness to help other Veterans any way they can. "It's Veterans for Veterans," said David Linhart, "It boils down to that. It doesn't matter in what capacity you think you might be able to help a Veteran, it's all beneficial."



David Linhart

The SWVCC is a relatively new nonprofit association organized in 2012 to help improve the business opportunities and enhance the economic environment of Veterans and businesses owned or supported by Veterans. The SWVCC has three chapters so far – the Northwest Valley/Glendale Chapter, the Paradise Valley Chapter and the

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John Warr

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



Phoenix – John Warr can be described as a man of few words, but satisfied clients do not spare any words when talking about John's performance.

"The . . . gentleman who is always at the garage entrance in the morning is just so pleasant I had to comment," wrote one employee of a government facility. "He is always smiling and waving and when you speak with him he is always so nice and helpful. He seems to be happy all the time. It is a pleasure to drive into the garage in the mornings and have him greet me."

"He is always smiling and waving and when you speak with him he is always so nice and helpful...It is a pleasure to drive into the garage in the mornings and have him greet me."

This is just one of the reasons why John is the Officer of the Quarter for the Phoenix Division 32. Here's another: A person who recently had foot surgery was at the same government facility to conduct a presentation to staff members. She could not put weight on

her foot and required a cumbersome roller scooter to get around. "There was no visitor parking and no parking close to the elevators, but this kind man got his station covered to go down into the parking garage and find me a spot that would save me a lot of pain and suffering," she wrote. "I am thankful for good people in our world like this man and your other employees. Kudos to you and your staff!"

See what we mean?

Oh yes, John's supervisor also has a few word about his performance: "John delivers outstanding service to the shifts he is assigned," said Blackstone's Division 32 Director of Operations Ken Vandiver. "He is a leader, a motivator and a trainer on the sites where he is assigned.

And as we said before John is a doer, not a talker. The six-year security veteran was a Ranger in the U.S. Army. He says he like Blackstone because he is treated fairly and seeks to expand his security experience. His philosophy on security: "Do the best job you can do to make the persons feel safe on the property."

Simple and true.

John is a Missouri native who enjoys bowling. He was one of a foursome that took first place for Blackstone in this year's Arizona Private Security Professionals' Association's Annual Bowling tournament to raise funds for the Arizona Memorial Officers' Fund, which assists the families of security officers killed in the line of duty.

John and his wife, Delia have 11 children. Congratulations John and thanks for being a true Blackstone ambassador!



Wilbert Murray

**Officer of the Quarter
Division 34 – Tucson**



Tucson, Ariz. – Wilbert Murray has a way of making people feel safe, and that's all anyone can ask of a security professional. That's why Wilbert is the Officer of the Quarter for Blackstone Security's Division 34 in Tucson.

Tucson District 34 Operations Manager Ron Skyrn said Wilbert was recently praised by the client he has been serving for the past year for always being there and helping out whenever asked. "Wilbert is an excellent employee," Skyrn said. "He is constantly on patrol and can be anyplace in a moment's notice. People feel safe at his post."

"Wilbert is an excellent employee... he is constantly on patrol and can be anyplace in a moment's notice."

Wilbert is a four-year security veteran and a native of Los Angeles. He is a dedicated security officer who enjoys his post and the hours he works. His view on security is straightforward and practical: "In today's world it is a necessity."

Wilbert enjoys playing basketball and fishing. He and his wife, Guillermino Lopez have four children. Congratulations Wilbert and thanks for being a Blackstone ambassador!

Veterans Continued from Page 3

North Scottsdale Chapter.

Linhart, president of the Northwest Valley/Glendale Chapter, says the membership wants to see that grow. "We want to see that expand dramatically by the end of the year," he said. Linhart encourages Veterans and nonveterans to come to a meeting to see what the group is all about and get involved. "If it's helping a Vet run a business or donating time and resources," he said. "Whatever benefits Veterans is what we're all about. You don't have to be a Veteran to join. Membership is open to Veterans and Patriots."

Lunch meetings are held the second Tuesday of each month at Dillon's Restaurant, 20585 N. 59th Ave., just north of the 101 in Glendale. Lunches are \$15 and includes the gratuity. Guest speakers are available to discuss topics of importance to Veterans. Networking opportunities are also provided.

Linhart, a U.S. Army Veteran, said one of the chamber's immediate needs are grant writers to volunteer their time and expertise to help garner grant funding to help support potential projects such as Habitat for Humanity for Veterans. "I have a passion to do more than the chamber is set up for currently," he said. "Even if we get volunteer time and donated materials at some point we'll need funding and that's where grant writers come in."

Linhart said another project is a facility where returning Veterans could learn trades such as HVAC or electrical and house a general contractor that could put them to work. "Grant writing

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Benson White

**Officer of the Quarter
Division 42 – Albuquerque**



Gallup, NM – Benson White is the Officer of the Quarter for the Gallup Satellite Office of Blackstone's Division 42 in Albuquerque and for good reason.

Benson's supervisor, Area Manager Scott Clark said it is very rare that a competitor would send a letter commending a staff member of a rival company, but that is exactly what happened to Blackstone Security Officer Benson White. The owner of a competing local security company did just that and the letter was written on company stationary.

Apparently the company owner and his 6-year-old son were visiting Gallup City Hall on personal business, when his son stated he was thirsty, and Benson gave the lad a soft drink. The company owner considered this great customer service. "Officer White behaved in a very professional manner at all times," he wrote. "I appreciated Officer White's professional behavior towards me and I wanted to make you aware of the great work he is doing. Officer White is a great asset to your company."

"Officer White behaved in a very professional manner at all times... I appreciated Officer White's professional behavior towards me and I wanted to make you aware of the great work he is doing. Officer White is a great asset to your company."

Scott said such behavior is par for the course for Benson. "Benson is always professional and attentive to his duties and with his interaction with the public," Scott said. "Benson is the image of what I expect as a manager.

With Benson at the Gallup City Hall the image of Blackstone Security Services, Inc. is well-perceived."

The very next month Benson received a certificate of appreciation from the staff at Gallup's Octavia Fellin Public Library, "In recognition of excellent service to the Library by helping to create a safe and productive atmosphere within the Library."

Benson must have impressed the City Hall Reporter at the Gallup Independent because during that same two-month period, his photo appeared on the front page (see page one).

A native of Gallup, Benson says helping people is what he likes most about his job. He is very pleased with his employer. "Blackstone is a company that believes in its employees and cares about them," Benson said.

Benson's approach to security is to "make sure that if I see certain signs of concern that I act on them and correct the problem."

Benson's hobbies are dancing, skating and volunteering in the community. Community service is part of Blackstone's corporate footprint.

Congratulations Benson and thanks for being a Blackstone ambassador!



Branden Duchene

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



El Paso, Texas – Simply stated, Branden Duchene is an achiever who is driven to succeed. It began in high school when the El Paso native was selected 1st Team All City and 2nd Team All State and was an All Star selection in football. It continued at Southwest University where he finished in the top 10 in his class earning a Medical Assistant degree. He is CPR certified and now he is the Officer of the Quarter for Blackstone's Division 52 in El Paso.

Branden believes that Blackstone has an atmosphere where he can grow and prosper. "It's a positive atmosphere where everyone has a sense of drive in them, they want to do better," Branden said. "I like the help and guidance I get in bettering my career."

Branden also said he enjoys the clothes. "I enjoy putting on the uniform," he said. "It feels good knowing that you can bring someone comfort and make them feel safe with just your presence."

El Paso Division Manager Vanessa Polanco called Branden a bright, conscientious worker who takes his job seriously. "Branden is a very loyal officer and a hard worker," Vanessa says. "Every site we send him to, he catches on quickly and our clients love him."

Even though he's been on the job only seven months, Branden has developed a solid philosophy on security. "I think security brings a sense of comfort because not only are we the eyes and ears of the property but we stand with a purpose, he said. "And contractors feel the same way."

Branden leads an active lifestyle. He is a boxer/trainer who trains kids in his neighborhood free of charge. "I love going to the gym and help others achieve their goals," he said. "I also play flag football on Sundays." One of the major activities he lists as a hobby is raising money and collecting toys for unfortunate children in the homeless shelter.

"I am currently in the process of starting my own foundation called P.B.R., Powered by Resilience, to raise money and awareness of muscular dystrophy," he said.

Congratulations Branden and thanks for being a Blackstone ambassador!

Veterans Continued from Page 4

would put this chamber in a position to do some serious good," he said.

Another fundraiser being planned for this fall is the SWVCC Inaugural Patriots Ball, Nov. 20, 2015 at the Salt River Project Pera Club in Tempe, Ariz.

The chamber's offices are at 13236 N. 7th St. Suite 4246, Phoenix, AZ 85022.

"Branden is a very loyal officer and a hard worker... every site we send him to, he catches on quickly and our clients love him."

City Hall *Continued from Page 1*

access to the east side of the building, where public restrooms are located. Snider said security guards sometimes find people passed out in those restrooms occasionally, but there have been much fewer incidents.

To reach other parts of the building, visitors must enter the doors on the west and sign-in with security.

"It's a public building, so people have the right to see staff," Snider said. "We just want to make sure it's safe for them and safe for employees as well."

According to sign-in sheets from the past six months, almost all visitors write their names and the time they arrived but rarely the time they left. Snider said security guards sometimes escort individuals if they're unsure of how to navigate City Hall. He said employees also keep an eye out for people who seem to be lost and help guide them in the right direction.

The guards then keep count of the daily visitors. Between September and February, there have been about 3,988 total visitors and an average of 665 per month.

February was a slow month with 561 visitors and an average of 30 per day. September, on the other hand, saw 826 total visitors and an average of 38 per day.

Some days, there may be as few as 12 visitors. Other days, there could be as many as 57.

On rare occasions, city employees sign in as visitors. Snider said it may be an instance when someone forgot their ID badge on their day off.

In general, just about everybody is expected to sign in, Snider said, but there may be exceptions for familiar faces like certain delivery people who have their hands full.

"Is it 100 percent? I don't know," he said. "The other thing, though, we do have surveillance cameras in the building."

Snider said some people have been unhappy about having to sign-in, especially when the security detail first started, but there have been "remarkably" few complaints.

"I've mostly heard positive comments, from both the public and employees," he said. "I don't have anything scientific, just anecdotal evidence, people commenting to me."

A Blackstone Security spokesman deferred comments to Snider because of confidentiality restrictions to avoid disclosing details of their security operations.

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Small Business *Continued from Page 2*

Swindall served as a staff sergeant in the U.S. Air Force security police. He was stationed at Castle AFB in California before being shipped to RAF Lakenheath in England where he was assigned to the Statue of Liberty Wing of the 48th Security Police Squadron. He served five years active duty and another five years active reserves.

Swindall supports the hiring of veterans, and his administrative team and guard force are peppered with ex-military, some dating back to the Vietnam era. "The security industry is a great way for military veterans to segue back to the civilian sector," Swindall said. "All will have the discipline necessary and many of them will have the training in keeping areas secure."



Hot Town, Summer in the City

By Ken Vandiver, Director of Operations, Division 32, Phoenix

This is the first in a series of short articles that will appear under the heading, "Boots on the Ground". They are directed to the troops, yes the men and women that have their boots on the ground day in and day out. The intent of these articles is to give some insight on important issues that you guys face every day at your job sites.

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. Heaven forbid you get to your post and find 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 paper work 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 degrees. This is compounded by the radiant 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 be heat cramps, heat exhaustion and heat stroke which can be very serious and sometimes come over us without us even noticing 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 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"



Ken Vandiver

Chamber

Continued from Page 1

Arizona Governor Doug Ducey addressed the gathering, delivering a message that included his commitment to commerce in Tucson and southern Arizona. Gov. Ducey also expressed his support of Tucson becoming a hub for international trade.

THCC President and CEO Lea Marquez-Peterson expressed pleasure with the level of participation and said attending such a gathering can only help businesses. “The Hispanic Chamber was



Arizona Governor Doug Ducey addresses attendees at the Governor's Luncheon and 2015 Legislative Review.

pleased that one of our newest members, Blackstone Security, participated in Gov. Ducey's first Legislative Review Luncheon in Tucson,” Ms. Marquez-Peterson said. “Engaging and communicating with our political leaders is important when you're growing your business.”

The display booths represented community service groups and large regional and national companies. Blackstone Security, a member of the Hispanic Chamber, was the only security company in attendance. “I was very impressed with the event,” said Fred Huff, Black-

stone's quality control manager. “The Tucson Hispanic Chamber has the reputation of being one of the most progressive and active chambers in the country. I look forward to getting more involved.”

Blackstone President & CEO Dan Swindall, a native of Douglas, Arizona, said increased involvement with the Hispanic Chamber is part of Blackstone's corporate footprint. “We believe in getting involved with the communities we serve,” Dan said. “Good clients come from healthy communities, that's why it is important for businesses to contribute to the health of communities. That's corporate citizenship.”

Blackstone has been serving southern Arizona from its permanent branch office in Tucson since 2008. Blackstone also serves the border region from permanent offices in New Mexico and Texas.

The Tucson Hispanic Chamber of Commerce is a thriving organization with more than 1,000 business members. Its mission is to advocate for and provide services to help grow member businesses in its bilingual and bicultural region.

Blackstone is an award-winning security company that garnered the Better Business Bureau's Business Ethics Award in 2012, the only security company ever to do so. Blackstone is also the only security company to reach the semifinalist status for the Spirit of Enterprise Award given by the W.P. Carey School of Business at Arizona State University in 2012 and 2013. Blackstone was named to Inc. Magazine's list of the 5000 fastest-growing companies in the nation in 2013 and 2014. Blackstone earned Inc. Magazine's “Hire Power” award in 2013 as one of the most prolific job creators in the nation.

A Message to the Citizens of Houston and Dallas/Fort Worth

Phoenix – The entire family that is Blackstone Security Services extend our deepest sympathies and sincerest condolences to the citizens of the greater Houston area for your loss of life and property and to the citizens of the Dallas/Fort Worth area for your losses. The news reports and images coming out of those two met-



ropolitan areas were shocking and heart rendering to say the least. Words fall short at times like these but be assured that you are all in our thoughts and prayers. Some of us have relatives in the Houston area and we have co-workers in Houston, Dallas and El Paso. These coworkers are active in youth soccer leagues, women's shelters and other

community activities. We felt their pain and fretted for their safety also. When we opened our offices in Houston and Dallas last year, we did so because we viewed these cities as robust communities with vibrant citizenries that exhibited a no-quit attitude. We know that coming to Houston and the Dallas/Fort Worth areas was the right decision for Blackstone and we plan to stay. Remember, we're all in this together. You will recover from this devastating tragedy. It's human nature and it's the Texas way. God Bless!

Team Blackstone

Blackstone Comes Up Short at Chili Duel

Although Blackstone Security entered two teams in the Arizona Private Security Professionals' Association's Fourth Annual Chili Cook-off earlier this spring, neither team finished “in the money.” It was the first time that Blackstone failed to place first, second or third in the event. The cook-off is one of two annual fundraisers hosted by APSPA to raise money for the families of security officers

who are killed or suffer incapacitating injuries as a result of violence while on duty. A bowling tournament is held in the fall. Security Officer C.T. Hall, who entered the contest along with his wife, Della,



C.T. Hall and wife Della mug for the camera as Blackstone receptionist Di Gonzalez and Quality Control Manager Fred Huff enjoy the music.

also a security officer, said that while winning would have been nice, “it was our honor to participate in this event to help remember all the fallen security officers.”

After some thought C.T. revealed his competitive nature when he said: “The best chili does not always win.”



Happy Anniversary!
Blackstone Employee Anniversaries



EMPLOYEE ANNIVERSARIES

One Year

Scott Anderson	Larry M. McMillon
Barnavas Begaye	Amado D. Moya
Robert Cassady	Luis O. Perez
Scott Clark	Karen L. Rebel
Mark F. Davis	Donavon Singer
Marvin Gibbs	Erika L. Spurgeon
Robin Hamberg	Denord Terry
Ahmed K. Hussain	Frederick B. Thomas
Rose Marie A. Lodgek	Ralph E. Tiffany
Vincent J. Lomeo	Audrey Tortez
Mark S. Manlove	Benson White

Two Years

Judy L. Brown	Serban Pirvulescu
Kevin H. Burns	Richard Qualls
Alexander P. Chamberlain	Jeffrey H. Rose
James M. Dennis	John E. Watson
John G. Gad	Mitchell J. Williams
Adam Gaf	Deborah L. Worrell
Ryan J. Himebaugh	

Three Years

Mitchell V. Boyer	Norman L. Osburn
Della E. Hall	Sandra K. Price
Bobby Holley	Alma Rodriguez
Wilfred T. Hubbell	Gregory C. Stytle
Betty J. Morrow	Linda S. Todd

Four Years

Steven D. Curty	Tyshawn M. Stampley
Albert E. Cushman	Donta Thomas
Alfred Gregory	Phyllis Tomaszewski
Bill Hutchison	Miguel Torres
David M. Poole	

Five Years

James Allan
Rick A. Bach
Philip R. Castorena
Gilbert (Mike) Quinn

Six Years

Terry W. Rachas

Seven Years

Nathan Barron
Sharon K. Wooten

Eight Years

Gisma B. Dabura

Nine Years

Tyler Croft

Ten Years

John Avenetti
Gasam H. Issa

Eleven Years

Wayne Hussar

Thirteen Years

Esau Ramirez
Claudia Riedel

Boots

Continued from Page 6

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.

Blackstone Security is a Proud Member of:

