

# BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

FALL, 2016

More than 2,000 attendees

## El Mirage Salute to Veterans Event is a Real Success!

El Mirage, Ariz. – Mayor Lana Mook and the City of El Mirage welcomed more than 2,000 festive visitors on Saturday Nov. 5, 2016 to the inaugural El Mirage Salute to Veterans. The all-day celebration was held at Gateway Park and lasted from noon until 9 p.m.

Blackstone Security Services, Inc. was one of a number of supporting companies and organizations participating in the gala event that included booths from the U.S. Army, U.S. Coast Guard, the American Legion, USAA Insurance, which caters to military personnel; child abuse prevention advocates educational organizations, and many other booths.

There was something on hand for adults and children, including the Vietnam Traveling Wall featuring the names of those who died during the Vietnam War; bands, a kid's zone with rides, a

giant hot air balloon glow, a skateboard demonstration, classic car show, a motorcycle rally, a 5K run/walk, ethnic food trucks, live bands and a beer garden.

The event is the first of its kind and the brainchild of Mayor Mook. "I wanted to hold an annual City event that would honor our military personnel and bring us together to remember their service and sacrifice," Mook explained.

The City of El Mirage is near Luke Air Force Base, the largest fighter pilot training base in the North Atlantic Treaty Organization. El Mirage Special Events Coordinator Jeff Anderson said the event was the mayor's way of demonstrating the city's appreciation for the population of active military and veterans living



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The secret to our success is in our people

## "Hutch" is Blackstone's Own "Renaissance Man"



Bill "Hutch" Hutchison

Phoenix – There is a humorous sign tacked to the outside wall of his work station that reads: "Do not disturb: Busy doing the job of six people." Some days those words are more truth than fiction. Though his job title is Administrative/Accounting, which includes billing and an assortment of other financial gymnastics, Bill "Hutch" Hutchison is a prize-winning graphic designer and a rap music lyricist who participates in Obstacle Course races, the main one being the "Tough Mudder" competition.

He has put together contract-winning proposals, and is an unofficial expert on the Internet, social media and related extracurricular activities. Hutch is also the associate editor of the Blackstone Post newsletter.

Hutch describes himself as a self-taught graphic designer, not a graphic artist. "I'm not the most artistic, but I'm good with design," he quipped. "I am completely self-taught over the last ten-plus years."

His self-styled home schooling began when someone gave him a computer with an early version of Photoshop on it. Designing was probably part of Hutch's DNA. His father had taken some art instruction and managed a sign shop. His dad also had a screen print machine in their garage. "His stuff was a little more old school than mine," Hutch remembered. "But he would design his own t-shirts for Grateful Dead concerts."

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## POST ORDERS

Dan Swindall, President & CEO

# Don't Let the Glare of a Shiny Object Blind You to Our Mission

A professional marketing association recently presented a program that addressed what it called how to avoid, "The Shiny Object Syndrome." They defined SOS as "The idea or ideas that constantly distract you from what you should be working on in your business."

All of us could benefit from the spirit of this program. I'd even like to expand the meaning of SOS to include any situation – personal or professional – that distracts you from, and delays the completion of, the task immediately at hand.

There are opportunities for this to happen every day of the week. Many of the tasks we perform during the course of the day can be tedious. The result can be that we procrastinate in lieu of a more glamorous task that may or may not be of our making, but still distract us from our immediate goal and become an obstacle to accomplishing our mission. For a security supervisor who drives on patrol checking on personnel and meeting with clients on scheduled visits, the "shiny object" could be in the form of incessant phone calls from personnel reporting minor incidents that could be handled by the guard. This can prevent the supervisor from achieving Blackstone's mission of delivering good customer service on the scheduled visits. This situation can be avoided by

establishing a good understanding between the supervisor and the guards about the circumstances that warrant those calls.

"Shiny objects" for a guard include cell phones and fraternizing with client employees and patrons. There's a difference between being courteous and engaging and being distracted from your post by an extended conversation. Wrongdoers oftentimes will use one person to engage the security guard in a conversation while the accomplice slips into a restricted space. They may also stage minor vehicle accidents in a parking lot to pull a guard away from his or her post. Likewise, if you're constantly involved in texting, receiving or making calls on your cell phone, essentially you have mentally abandoned your post.

My point is "stay on task." If your day is beset by "shiny objects," learn where they're coming from, regain your balance and get back on task. If you come up with a great idea while working on a mundane task, write yourself a note so you don't forget and get back on task. Remember, the shortest distance between two points is straight ahead, so don't take any detours to admire the scenery. Stay focused on your primary mission and leave the "Shiny Object Syndrome" where it belongs – UFO sightings.



## Employee Recognition Essential to Company Success

By Bobby Holley,  
Blackstone Quality Assurance Manager

Employee recognition is the timely, informal or formal acknowledgement of a person's or team's behavior, effort or business result that supports the organization's goals and values, and which is clearly beyond normal expectations.

Praise and recognition are essential to an outstanding workplace. People want to be respected and valued for their contribution. Everyone feels the need to be recognized as an individual or

member of a group and to feel a sense of achievement for work well done or even for a valiant effort. Everyone wants a "pat on the back" to make them feel good.

Blackstone Security Services, Inc.<sup>®</sup> has been awarded the Arizona Better Business Bureau's Business Ethics Award for 2012, the only security company to win that award. Blackstone was named a semifinalist for the prestigious Spirit of Enterprise Award by the W. P. Carey School of Business at Arizona State University in 2012 and 2013. Blackstone was also named to the Inc. Magazine's "Inc. 5000" list of the fastest growing private companies in America in 2013, 2014 and again in 2016. Following the Inc. 5000 recognition, Blackstone was awarded the "Hire Power" award in 2013, given by Inc. Magazine to companies at the forefront of creating jobs in America.



**Bobby Holley**

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### Blackstone Post Editorial Staff

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

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www.blackstonesecurity.com

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## The Customer is Always Right

# Blackstone Ranked #1 Veteran-Owned Company

**Phoenix** – Blackstone Security Services, Inc.® is the top-ranked Veteran-Owned business in Arizona for 2016, according to “The List” published in the Phoenix Business Journal. The ranking appeared in the November 11, 2016 edition of the PBJ.

Blackstone had been the runner up the previous two years.



“This is a welcomed acknowledgement of our growth and stability,” said Blackstone President and CEO Dan Swindall, a U.S. Air Force Veteran. “The ranking is a tribute to the hard work of the entire Blackstone Family. Without them, none of this is possible.”

Blackstone’s ranking is based upon responses to a PBJ survey from veteran-owned companies and could not be independently verified by the PBJ, according to the publication’s disclaimer. Only those companies responding were included in the ranking.

The ranking is further evidence of Blackstone’s continued growth and market impact. Blackstone has made Inc. Magazine’s list of the 5,000 fastest-growing private companies in the nation three of the past four years. It also garnered Inc. Magazine’s “Hire Power” award in 2013 as one of the most prolific job creators in the nation.

Blackstone is headquartered in Phoenix and has Division offices in Tucson, El Paso, Houston, Dallas and Albuquerque, and a satellite office in Gallup, New Mexico. Blackstone is in the midst of an initiative to hire veterans led by its El Paso Division which has more than 50 percent of its guard force comprising military veterans. The El Paso division manager is the daughter of a veteran. The

Division managers in Tucson, Houston and the area manager in Gallup, N.M. are veterans as are the manager of quality assurance and the corporate communications consultant in Phoenix.

Blackstone has not just experienced growth, it has experienced quality growth. A year prior to celebrating the 20th anniversary of its genesis on Dan’s kitchen table with \$500 and a dream, Blackstone became the first and only private security company to win the Arizona Better Business Bureau’s coveted Torch Award for Business Ethics, vanquishing a field that included a number of larger, national companies outside the security industry that were headquartered out of Arizona. In 2012 and 2013 Blackstone reached semifinalist status for the prestigious Spirit of Enterprise Award given by the W. P. Carey School of Business at Arizona State University, still the only security company to achieve that status.

Blackstone’s awards and recognitions are reflections of its owner’s pedigree.

President Dan Swindall has served on several BBB Ethics Award selection committees and Best Practices panels. Dan also shared the dais at the 4th Annual National Integrity Summit with then-Phoenix Mayor Greg Stanton, former Phoenix Suns owner and former president of USA Men’s Basketball, Jerry Colangelo, and a number of executives representing Fortune 500 and other national companies.

Dan is serving his first term as a member of the Arizona Private Investigator and Security Guard Hearing Board and his unopposed third term as Chair of the Board of Officers for the Arizona Private Security Professionals’ Association. Dan is also an active member of ASIS International.

## Never too young to know security

# Students Learn About Security the Blackstone Way

**El Paso, Texas** – Blackstone Security Services Inc.® Division 52 Manager Vanessa Polanco and Division 52 Administrative Assistant Raquel Deal recently participated in the East Point Elementary School Career Day where they used a PowerPoint presentation to teach students about the security officer profession and Blackstone Security. “We discussed the importance of the security industry as well as security at our sites and what we do to protect and serve,” Vanessa said. “We discussed unique characteristics of our Division and the history of Blackstone Security and what we represent. The children were very interested because they didn’t know how important security is to our everyday functions.”

East Point Principal Dana Boyd said the event was the largest and best by far with 47 different professions represented by

local professionals, many of whom were parents. “We had some local members of the community but most of them were parents,”

Boyd said. “It was good for students to see their parents presenting. This is an annual event but staff said this was the best one by far.”

Besides Blackstone, Boyd said SWAT Team was represented and a U.S. Border Patrol helicopter landed on campus. “There were so many different agencies here, but the great thing was the connection that was made to the importance of school,” she explained. “They gave our kids inspiration and instilled that empowerment about how important school is and that if they learn the fundamentals, they will develop the skills to get along in life.”

Boyd said teachers said it is good for students to experience

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**Raquel Deal (l) and Manager Vanessa Polanco (r) teach students about security at career day.**



## James Pilon



### Officer of the Quarter Division 32 – Phoenix

**Phoenix** – Security veteran James Pilon is one of Blackstone's most conscientious employees, performing his duties as a patrol driver with dedication and attention to detail. That's why James is the Officer of the Quarter for Blackstone's Division 32 in Phoenix.

Blackstone Director of Operations Ken Vandiver said one of James' strongest character traits is his regularity – being on the job when called upon. "James is always on time and present for every shift that he is assigned," Vandiver said. "He has always been available to pick up extra shifts and help with any additional coverage."

Vandiver said James has learned his job so well that he has trained several new officers on their patrol duties. "His attention to detail is one of the qualities that sets him apart," Vandiver said.

James has spent the last five years of his 16 years in the security industry with Blackstone, and it has been a good fit. The Phoenix native said what he enjoys most about Blackstone is the "Open communication and support of the supervisors and operations staff."

James said he also enjoys his assignments. "I like driving from site to site covering multiple sites during the night," he said. "Every night is different and I enjoy taking care of clients who are expecting coverage."

You might expect James to feel that way because his philosophy on security is: "To provide the best service to clients and protect their assets."

By virtue of his selection, James is now eligible for Blackstone's Officer of the Year.

When he is not serving Blackstone clients, James' favorite things to do include spending time with his children, reading and spending time in the great outdoors, fishing and hiking.

James is the proud father of two daughters, Sabrina and Lauren; and a son, Lucas.

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

## Military Pharmacy Drug Take Back Program

*Military families: Get rid of your unused or expired prescription and over-the-counter drugs with the military pharmacy Drug Take Back program. Pharmacies now offer:*

- Secure drop boxes and/or
- Drug mail-in envelopes

### Proper drug disposal:

- Protects kids and adults from accidental ingestion or intentional abuse
- Avoids contaminating the environment

The take back program is available throughout the U.S. and its territories. Other overseas pharmacies follow the disposal rules of their host nations. Check with your local pharmacy to find out if they participate in this program.



## Mary Coleman



### Officer of the Quarter Division 53 – Dallas

**Dallas** – Mary Coleman is a people person who is not shy about letting anyone know it's the people that she enjoys most about Blackstone. "I work with good people and I've learned a lot since I've been here," says the Dallas native. Her positive attitude, professionalism and an outstanding work ethic are the reasons why Mary is the Officer of the Quarter for Blackstone's Division 53 in Dallas.

Mary is a six-year veteran of the private security industry, spending the past 10 months with Blackstone. During that time, she has distinguished herself to Division Manager Shane Brown, who is impressed by Mary's willingness to serve.

"Security Officer Mary Coleman is a dependable, dedicated and hardworking employee," Brown says. "She has no problem going above and beyond the call of duty."

Mary's philosophy on security is simple: "It is much-needed and important."

Mary now becomes eligible for Officer of the Year at Blackstone.

When Mary is not on duty, she enjoys bowling and knows her way around a pool table. She also enjoys going to the movies. Mary is the proud mother of a son and a daughter.

Congratulations, Mary, and thanks for being a Blackstone ambassador.

## Boots *Continued from Page 2*

As Blackstone has been honored with the awards from our own industry as well as other industries, the one thing that the Boss (President & CEO Dan Swindall) always states in the announcements is, "The secret to our success is in our people".

Blackstone is an award-winning company today because of the daily performance and service provided by the security professionals we employ. They are the direct face of the company every single day they report to work for our clients.

Recognition of our people is one of the most fundamental things a successful company can do to show the appreciation deserved by those people. Blackstone believes that this is a basic benefit to all of the Blackstone Family of employees and celebrates the opportunity to recognize those deserving performers with awards such as the Officer of the Quarter and Officer of the Year (the Fallen 33 Award which is Blackstone's homage to the 33 private security officers who perished in the Twin Towers on 9/11 attempting to save civilian lives alongside other first responders).

Blackstone established the Employee Satisfaction Committee (ESAT) specifically to locate, research and organize benefits for employees across the Blackstone Family to improve the quality of life and encourage individual growth.

The bottom line is that in order to remain successful, Blackstone must continue to recognize and praise those deserving employees and officers who do the job every day and prove repeatedly that Blackstone delivers the best service.


**Patrick White**

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

**El Paso, Texas** – Patrick White has almost the perfect background experience as a prelude to entering into service as a private security professional – military and law enforcement. After a 23-year hitch in the U.S. Army that included six years in Korea and stints in Germany and Egypt before being deployed to Iraq for a year, he served two years as a Texas State Trooper.

With that background, Patrick's transition to private security was almost seamless. The former staff sergeant was elevated to a supervisory position early on when his leadership skills became apparent. That's why Patrick is the Officer of the Quarter for Blackstone's Division 52 in El Paso. He is now eligible for Blackstone's Officer of the Year.

"Mr. White came to us with strong leadership skills he learned in the military and as a Texas State Trooper," commented Blackstone Division 52 Manager Vanessa Polanco. "All the officers work very well under his leadership. He is patient but firm and always has a great passion for what he does. He has high integrity and always works well with the division management team."

As an example of Patrick's effectiveness, Vanessa said he replaced a supervisor who had abruptly resigned from an account. She said that not only did Patrick maintain the stability of the site, he outperformed his predecessor. Another example she offered of the way Patrick distinguished himself was while supervising officers who monitors CCTV, he observed one of the client's employees stealing parts. They did it very discreetly but within the camera's view. "Mr. White saw the thief and reported it to the client. The client was very grateful and complimented his performance," Vanessa said.

Patrick is a native of Mindon, Louisiana. He has attended classes at Central Texas College, the University of Texas El Paso and is currently working on his degree in business administration in cyber security from Colorado Technical College.

Since his honorable discharge from the military Patrick has earned certificates in CPR, AED, lifeguard instruction, water aerobics instruction and swimming instruction.

Patrick said he likes Blackstone because the El Paso management recognized his supervisory skills and gave him the opportunity to show his abilities. "I also get to work with and learn from people in this field to build myself into a better security guard," he beamed. "Thank you, Blackstone!"

Patrick believes that security is essential to people being confident they are safe to engage in pursuits that make them feel happy and secure. "That comes from knowing that someone or an organization is out there willing to protect them and their way of life."

When Patrick is not protecting the assets of Blackstone clients he is pursuing his hobbies of fiddling with computers or engaging in outdoor sports such as track and field and football. He is the proud father of two children; Jaydin, 6, and Michelle, 8.

Congratulations, Patrick, and thanks for being a Blackstone ambassador.


**Virginia Tsosie**

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

**Gallup N.M.** – Virginia Tsosie is as dependable as they come. And dependability is at a premium when you have a security assignment like Virginia's. That's why the 12-year security veteran was selected Officer of the Quarter for Blackstone's Gallup, N.M. satellite office.

Virginia's assignment is to provide security at Newcomb High School in Newcomb, N.M. She's been assigned to that post for 14 months and it's a job that she enjoys immensely. "I enjoy working with the staff and students here at the high school and giving them a feeling of safety when we are here," Virginia said.

Virginia is a Level 1 security Officer trained in patrol techniques, observation and reporting and has earned an anti-terrorism certification. She is also trained in self-defense and handcuffing, participated in a Women against Crime program with the Farmington, N.M. Police Department and completed an Oleoresin Capsicum Aerosol Control System Training Course. For those who are scratching their heads, this is one of the technical names for pepper spray.

Virginia is now eligible for Blackstone's Officer of the Year award.

There are several things that Virginia likes about working for Blackstone and they start with Area Manager Scott Clark. "Our boss is always there checking on us and bringing our payroll on time and the payroll checks don't bounce," she joked. "Blackstone really does show that they care about us."

Virginia said she gets satisfaction from "knowing we are security guards who do our duty to make people feel safe in their work areas."

Clark lauded Virginia on professionalism and dedication. "Virginia is always willing to go the extra yard when dealing with staff and students while going above and beyond with her duties at Newcomb High School," he said. "I can count on Virginia whenever and wherever I need her."

When Virginia is not patrolling the hallways she can be found sharpening her serve on the volleyball courts or indulging her passion of sand painting. Virginia and her husband, Albert, are the proud parents of six children and the proud grandparents of six grandchildren.

Congratulations Virginia, and thanks for being a Blackstone ambassador.

## Students Continued from Page 3

something different. "Our teachers work really hard and it's nice sometimes to get away from the testing," she said. "It was also good to see the community get involved. We would like to see more of that."

Earlier in the year, Boyd was named the 2016 Texas National Distinguished Principal by the Texas Elementary Principals and Supervisors Association. "That was a great honor," she said.

# Veterans *Continued from Page 1*



**El Mirage Mayor  
Lana Mook**

in the area. “With Luke Air Force Base nearby and so many veterans living in the area, the mayor wanted to do something for them,” Anderson said.

Blackstone Founding Owner and CEO Dan Swindall, himself a U.S Air Force Veteran, said the event was even more special because it was held during the month we honor our military veterans for their service. “Mayor Mook and the City of El Mirage certainly out-did themselves in hosting this wonderful event,” Dan said. “This event holds a special meaning to me for obvious reasons, and we are happy for the opportunity to participate.”

At Dan’s direction, Blackstone is engaged in an ongoing initiative to hire veterans in Arizona and at its division offices throughout Texas and New Mexico.

One of the more compelling booths at the event was the Bikers Against Child Abuse (B.A.C.A.), an international nonprofit association comprising career bikers who advocate for victims of child abuse. B.A.C.A. is strongly opposed to all forms of child abuse, including physical, sexual, emotional and child pornography. Members are assigned to a victim and the victim’s family. They remain in close contact with the family providing support throughout the child’s experience including a presence in the home, school

and court appearances.

Diver, the agency liaison for B.A.C.A., said members are known only by their road names for security purposes. “That protects us and the kids,” he said.

Diver said the event was a positive experience, but they still have work to do so people know who they are. “We typically get a positive reaction and a lot of people stopped by our booth,” he said. “It was a great day for awareness, but there are still a lot of people out there who are not aware of who we are and what we do. That’s why we attend community events, to try to spread awareness.”

Blackstone Executive Vice President Jeanne Croft said she was unaware B.A.C.A. existed adding that she was “totally impressed” with the group’s mission and dedication. “It is just really amazing that this group would come together to advocate for children,” Jeanne said. “You really can’t judge a book by its cover. Good for them.”

And while B.A.C.A. has one of the more popular booths, Diver said the volunteers are only in it for the kids. “We’re not here for popularity, praise or reward,” he said. “We are here to focus on the kids and empower them.”

B.A.C.A. was founded by Chief, a licensed clinical social worker, registered play therapist/supervisors and part-time faculty at Brigham Young University. According to their website, B.A.C.A. has chapters in 43 states in the United States and in 11 other countries.



## Fringe Benefits with Blackstone

# Root, root, root for the home team ...

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, 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!



*Selfies have emerged as the most popular way to share the fun with family and friends who could not be there.*



## Hutch

*Continued from Page 1*

Hutch's design skills enabled him to take the prize in a contest to design an Internet logo for a website that sells electronic cigarettes and accessories. The contest was open-ended and entrants had to use their imaginations, starting from scratch. Hutch's entry depicts the various electronic hardware and juice bottles as the silhouette of a city skyline.



"My approach was to create something that symbolized that the website was a one-stop shop," Hutch said. "I wanted people to know they could get all the products they need there."

Hutch's latest extracurricular project is designing the new logo for the Arizona Private Security Professionals' Association, a state association that advocates for private security in Arizona. Hutch's design was recently adopted by the APSPA Board of Officers. The Association's Board of Officers wanted an updated logo that reflected Arizona's characteristics. That's what Hutch gave them. "I wanted a desert theme but I wasn't going for the five Cs," Hutch said, referring to cattle, cotton, citrus, copper and climate, five

branches of Arizona's economy that were popular from the 1950's through the 1970's. "I was just trying to modernize the existing logo."

Hutch's skills as a rap lyricist began about the same time he began dabbling in computer design, although he'd been listening to rap music for years. He admits it's been an on-again-off-again endeavor. That he became interested in after seeing the hit movie "8-Mile" starring Kim Basinger and Rap artist Eminem.

Always interested in another challenge, Hutch took up obstacle course racing in 2012. The races are a one-day event that features a series of obstacles over a 12-mile course. The obstacles include mud, ice, fire and electricity. To date, Hutch has participated in more than a dozen races.

Why would he do this? "I was getting bored at the gym."



**10,000 volts just knocked Hutch to his knees in this competition.**



## Happy Anniversary!

### Blackstone Employee Anniversaries



#### Sixteen Years

Bob Wildenberg

#### Four Years

Juan Losey  
Danny McWilliams

Richard McMurray  
Charles Tellinghuisen

#### Twelve Years

Amin Bakheet

#### Three Years

Travis Clarkson  
Roy Matienzo  
Stephen Turney

Kay Hussar  
Edward Risley

#### Nine Years

Becky Hall

#### Two Years

Brenda Cavanaugh  
Scott Graham  
Sherri Kidwell  
Erin McCracken  
Richard Talbert

Robert Chisley  
William Johnson  
Cheryl Martin  
Arend Roorda  
James Watson

#### Six Years

Jeffrey Fisher  
Jack Thurston

Francisco Peinado

#### One Year

Koffi Afanou  
Bobby Giarraputo  
Harvey Myers  
Joellen Palomarez  
Jose Quijada  
Denise Totress

Ralph Chapman  
Dewayne Leiker  
Rachael Nelson  
Andre Porter  
Pete Stepna

#### Five Years

Daniel Calderon  
Edgardo Martinez

Fausto Garcia  
Traci Reed

### Never Forget

## In Memoriam

**In Memoriam**  
**Kenyatta Williams**  
**1975 – 2016**  
**End of Watch – Aug. 31, 2016**

**Phoenix** – Kenyatta Williams passed away following complications from a liver transplant. Kenyatta was born in Detroit, Michigan where he attended elementary through high school. According to his obituary, Kenyatta landed his first job at a car wash at the age of 12 to help his mother make ends meet. This job developed a life-long work ethic that benefitted Blackstone. Kenyatta moved to Phoenix in 2004 to be close to his mother and daughter. In addition to being missed by the Blackstone Family, Kenyatta is survived by his mother, Jacqueline Williams, his father, Robert B. Smith, his daughter, Jazaniah Williams, his brother Robert Williams and a host of other relatives.

**In Memoriam**  
**Phillip Cogdill**  
**1956 – 2016.**  
**End of Watch – Nov. 2, 2016**

**Phoenix** – Phillip Cogdill worked as a security officer for Blackstone from January, 2011 until his death from cancer on Nov. 2, 2016. Most of this time he was assigned to the Arizona State Fair, which he thoroughly enjoyed. Phil made many friends at the Fairgrounds; he loved and took great care of them and they thought the world of him. Phil had a great sense of humor, was a hard worker and truly was one of the good guys. He will be missed.

**In Memoriam**  
**Irvin Terrell**  
**End of Watch - November, 2016**

## Blackstone Security is a Proud Member of:

