

BLACKSTONE POST



The
Voice of
Blackstone
Security



The Secret to Our Success is in Our People

FALL, 2013

Blackstone Security Recognized as a "Hire Power"

Phoenix Ariz. – Blackstone Security Services, Inc. continued its run of state and national recognitions today when it was named a recipient of the Inc. Hire Power Award for 2013.

The award, in its second year, is bestowed by *Inc.* magazine and Bank of America Merrill Lynch upon American companies that have greatly increased their workforce. It celebrates private companies they say are on the forefront of American job creation. The award places Blackstone among the top 15 job creators in the state. Blackstone is the only security company to make the Arizona list. The award covers the period from Jan. 1, 2012 to June 30, 2013.

"For the second year in a row we are pleased to recognize the employers who are putting Americans back

"We think it's fitting to pay tribute to company founders not just for their business prowess but also for their immense contribution to the welfare of U.S. workers and the vitality of the U.S. economy."

Eric Schurenberg,
Inc. Magazine

to work," said Eric Schurenberg, editor-in-chief of *Inc.* "The Hire Power Awards are the only awards that single out job creators. We think it's fitting to pay tribute to company founders not just for their business prowess but also for their immense contribution to the welfare of U.S. workers and the vitality of the U.S. economy."

This past August Blackstone was named to *Inc.* magazine's Inc. 5000 of the nation's fastest-growing private companies. News of the Hire Power Award was de-

livered to Blackstone Founder and CEO Dan Swindall while he and his staff were busy preparing to move their corporate headquarters to larger facilities because of that growth.

"The past couple years have been amazing and just a bit exhausting," Swindall said. "I am so grateful to *Inc.* Magazine for joining me in recognizing the efforts of an incredible administrative staff and boots-on-the-ground security officers who make all of this possible."

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Blackstone is celebrating its 20th anniversary this year. As a preamble to this milestone, Blackstone won the coveted 2012 Business Ethics Award given by the Arizona Better Business Bureau, the only security company to ever win that distinction. And the past two years have seen the security stalwart reach semifinalist status in the prestigious Spirit of Enterprise Award given by the Spirit of Enterprise Center in the W.P. Carey School of Business at Arizona State University, the only security company ever to accomplish that also.

Swindall said the best part of the recognitions is that they came from organizations outside the security industry that recognize and reward excellence in business ethics and en-



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POST ORDERS

Dan Swindall, President & CEO

2013 – It was a Very Good Year

Another year is behind us and another one full of opportunity is upon us. 2013 was a good year. We continued to achieve milestones as we were reminded that we can always get better. And we did. Besides earning a place on the list of *Inc.* magazine's Inc. 5000 of the fastest-growing private companies in America, Blackstone also was named a recipient of *Inc.*'s "Hire Power Award" as one of the most prolific job creators in the state of Arizona and the nation.

These recognitions were justified by our move to larger headquarters in northwest Phoenix and the moves of our El Paso and Albuquerque division offices to new facilities in their respective cities. And as always, none of this could have been accomplished without the hard work of our supervisory staff and our guard force. I am particularly proud of the unsolicited letters commending the on-the-job performances of our guards such as Gasan Issa, Johnathan Ortiz, Steve Erickson and Suzy Kaufman. Let's not forget all the officers of the quarter

Skyrm Joins Blackstone's Tucson Office



Ron Skyrm

Tucson Ariz. – Ron Skyrm has joined Blackstone as the new Operations Manager in the Tucson office. Ron has a combined 35 years of experience in law enforcement and security in Texas and Arizona. Ron served 20 years as a police officer in San Antonio where he achieved the rank of sergeant and supervised up to 40 police officers. His duties

included narcotics/gang unit, criminal investigations, crime scene investigations and a DWI task force.

Ron has spent the last 15 years working various armed and unarmed security positions in and around Tucson, Ariz. Fourteen of those years were spent as a security supervisor. He has provided loss prevention ser-

for 2013.

However, as we move forward, let us not forget that ours can be a dangerous business. This point was brought home with stark reality in late November when security guard Jeff Bellemare was gunned down while manning his post at an apartment complex on Phoenix's near west side. Bellemare was unarmed. His killer is still at large.

Bellemare's tragic death is reflective of increased incidents of violence toward private security guards nationwide. As such, it is a sobering reminder that as an employer, I must re-double my efforts to make sure I provide safe working environments for all employed at Blackstone. We will provide the training you need to be successful on the job. This will be done with regular training sessions augmented by classes offered through a partnership with the University of Phoenix. However, it is also incumbent upon you, as Blackstone security personnel, to take your training and your assignments seriously, stay alert and not put yourself at risk unnecessarily.

The Arizona Security Officer Memorial Fund presented Bellemare's family with a memorial plaque and a check to help with expenses. Well intended sentiments but poor substitutes.

Let's be excellent and safe in 2014.

vices in the retail sector and patrolled the border. Prior to coming to Blackstone, Ron was the lead plant protection officer for Huron Valley Fritz, a plant monitored by Homeland Security because of its handling of

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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.

Yuma, Ariz.

Division 33

Kerry Childers – Area Mgr.

TUCSON, Ariz.

Division 34

Ron Skyrm – Operations Mgr.

ALBUQUERQUE, N.M.

Division 42

Shana Kohlman – District Mgr.

Chrystal Aguilar - District Sales Mgr.

EL PASO, Texas

Division 52

Vanessa Polanco – District Mgr.

Cynthia Castañeda – District Sales

Mgr.



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Childers Heads Yuma Satellite

Yuma Ariz. – Security veteran Kerry Childers has been selected as Area Manager for Blackstone Security's new Division 33 satellite office in Yuma, Ariz. Childers' area of operation includes Yuma, Wellton, Hyder and the surrounding southwestern part of Arizona.



Kerry Childers

As the area manager for the new office which opened in September, Childers supervises a staff that currently is about 15 security guards strong and growing. His duties include implementing policies, regulations, hiring new personnel and acting as a liaison for clients and Blackstone's headquarters in Phoenix. Blackstone also has offices in Tucson, Albuquerque and El Paso.

Childers has more than 20 years of experience in law enforcement and the security industry, both armed and unarmed. His experience covers patrol, arrest procedures, investigations, evidence handling, incident reporting and customer service. He is familiar with southwestern Arizona having worked as an armed patrol officer in Yuma for the past two years. Prior to that he worked as an armed security supervisor for two security companies in Minnesota.

In addition to his duties, Childers also sees himself as a liaison between his staff, clients and Blackstone's main office. "I am also on the lookout for new contacts and contracts," he said. "I also must maintain good relationships with current clients."

Skym

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government contracts for firearms recycling, contraband disposal, aircraft dismantling and transporting precious metals.

Ron also worked as a bailiff in the Pima County Justice Court in Tucson. Skym has an extensive background in management and training. Ron has supervised and provided state-mandated training for up to 80 employees for field assignments. Ron has provided close personal protection as a police officer and as a security officer.

Ron has a bachelor's degree in criminal justice from



Della Hall

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

Phoenix Ariz. – When Della came to Blackstone almost two years ago, Director of Operations Ken Vandiver said she hit the ground running. "The word 'no' was not in her vocabulary," Vandiver said.

Della quickly advanced to a flex officer position where her true colors were revealed. Taking on more responsibility in this role, she took ownership of every site she was assigned. Della's professionalism and knowledge enables her to be assigned to any site including construction sites, court houses and patrol sites. That is why Della is the Officer of the Quarter for Blackstone's Division 32 in Phoenix.

"Della has no difficulty in learning new equipment, systems and procedures and embracing her involvement at each site," Vandiver said. "She has driven many miles to cover shifts with short notice and never expected special recognition."

Vandiver added that Della has volunteered on numerous occasions to fill shifts for call-offs and to travel from one site to complete a shift on another.

"Her knowledge of Blackstone procedure and policy has proven instrumental in the training of new personnel on sites she was assigned," he said. "Della has set an example for professionalism, appearance and attitude for other guards to emulate and strive to match."

That's high praise no matter how you slice it. Congratulations Della, and thanks for being a Blackstone Ambassador!

the Alamo Area Law Enforcement Academy and an associate degree in agriculture from San Antonio College. He also attended Steven F. Austin University and Texas A&M University.

Ron is active in the community. He has coached Little League baseball for 16 years and Pop Warner football for nine years. Ron has played Santa Claus for six years at the Littletown Recreation Center and one year at Foothills Mall.

Ron and Michelle, his wife of 16 years, have three sons and three daughters.



David Garcia

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

Albuquerque, N.M. – District Manager Shana Kohlman describes David Garcia as a dedicated, hard-working, strong-minded professional. Those are the qualities that earned the first-year security professional Officer of the Quarter for Blackstone Security's Division 42. He is now eligible for Blackstone's "33 Award" which is given to the Officer of the Year.

Garcia has been with Blackstone for seven months. His dedication and strong-mindedness is probably the result of serving three overseas deployments as a corporal in the U.S. Marines. The Albuquerque native is attending school in his hometown and lauds Blackstone for working with his class schedule.

Garcia also says he enjoys interacting with the public while performing his duties. His philosophy on security is simple: "No matter where a person is they deserve the right to know themselves and their property are protected."

Garcia enjoys sports and pumping iron.

Thank you for your service to America, David. And thanks for being a Blackstone Ambassador!



Jose Tellez

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

El Paso, Texas – Jose Tellez is a man of few words who takes his job seriously. That's why the seven-year security veteran is the Officer of the Quarter for Blackstone's Division 52 in El Paso. Although he has been with Blackstone only eight months, the El Paso native has impressed District Manager Vanessa Polanco, who says Tellez's thoroughness and professionalism makes him stand out.

"The experience Jose brings to the job makes it easy to trust that he will do a good job," Polanco said. "He earned this recognition."

Tellez enjoys working for Blackstone because "management appreciates and takes care of the guards." He also said the thing he likes most about his job is working at night.

Tellez's philosophy on security provides even more insight into his motivation and professionalism: "Change your routine daily," he says. "Challenge personnel of the worksite even if you have seen them for a long period of time, and be thorough on your property inspections."

Tellez said his hobby is "to work."

Jose and his wife, Dora, have a 5-year-old daughter and a 14-year-old son.

Congratulations, Jose, and thanks for being a Blackstone Ambassador!

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trepreneurial skill. "It's nice to be recognized by one's peers, but to be recognized along with businesses from other industries holds a special significance for all of us at Blackstone," he said.

Inc. magazine said in an earlier news release that the 2013 *Inc.* 5000 was more difficult to get into than ever before because its members defied a stagnant economic environment with an impressive median growth rate of 142 percent. Companies on this year's list report creating more than 520,000 jobs in the past three years, with aggregate revenues of \$241 billion. Blackstone's growth rate over the past three years is 86 percent.

Inc. reports that according to the Bureau of Labor Statistics, only 222,000 jobs were added in 2012 while the Hire Power Award honorees created 69,182 jobs between January 2012 and June 2013.

As of Nov. 1st, Blackstone's new corporate headquarters are at 2400 W. Dunlap Ave., Suite 225 in Phoenix. It has permanent district offices in Tucson, Albuquerque, N.M. and El Paso, Tex., and a satellite office in Yuma.

Blackstone Security is a Proud Member of:

