

BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

FALL 2019

Security is the Same Worldwide

Blackstone Gets a World View of the Security Industry

Baltimore, MD – Blackstone President and CEO Dan Swindall and Blackstone Executive Vice President Jeanne Croft were among an international group of more than 70 security personnel, regulators and private investigators who gathered in the Charm City for the 2019 Annual Conference of the International Association of Security, Investigators and Regulators, Inc.

Attendees came from as far away as South Africa, India and Canada for the event Oct. 29-31 at the Hotel Monaco in Baltimore's Inner Harbor Area where they were treated to a variety of topics impacting the security industry worldwide, including insurance, medical marijuana, training, technology, certification, licensing and reciprocity.

There were two breakout sessions where industry members gathered to discuss common issues in the hopes that someone has already solved them, and industry regulators, such as licensing divisions and review boards, did the same thing.

"This was a great opportunity to really get a flavor of the security industry from an international perspective," said Swindall,



Blackstone President and CEO Dan Swindall (l) and Executive VP Jeanne Croft (r) converse with IASIR President Fabian Blache III (c) at the IASIR International Conference in Baltimore, MD.

See **WORLD VIEW** Page 3

A Scholarly Approach to Security

Edith Fikes 'Quietly' Leads Blackstone in Dallas



Edith Fikes

Dallas – Edith Fikes just might be Blackstone's best kept secret.

The Lewisville, Texas resident has been slowly and methodically breathing life back into Blackstone's Division 53 since she arrived without much fanfare almost six months ago.

And though Fikes has shied away from publicity, her background and experience speak volumes about her accomplishments and capabilities.

Fikes holds a Bachelor of Science Degree in Criminal Justice from Sam Houston State University at Huntsville, Texas. She earned a Master of Arts Degree in Criminology and Criminal Justice from the University of Texas, Arlington in 2009. In fact, Richard C. Hollinger,

PhD, a retired professor emeritus in the Department of Sociology, Criminology & Law at the University of Florida, Gainesville, showcased Fikes' master's thesis "Employee Theft" in his nationally published 2012 article, "Research Findings from Employee Theft Articles."

As the director of the Security Research Project, which annually conducts the National Retail Security Survey, Dr. Hollinger called Fikes' work "an excellent master's thesis". . . (that), "unlike many studies . . . that rely upon self-report methodologies, this study reviews the characteristics of

See **FIKES** Page 6



Post Orders
Growth Means Life in the Business World – Page 2

Boots on the Ground
Employee Recognition Essential to Company Success – Page 2

NASCO Introduces Improved Screening Legislation – Page 3

Officers of the Quarter – Pages 4-5

John Roberts is New Division Manager in Albuquerque – Page 5

Raul De Leon is New Division Manager in El Paso – Page 6

Blackstone is Valley's Largest Veteran-owned Business – Page 8

Employee Anniversaries – Page 8



POST ORDERS

Dan Swindall, President & CEO

Growth Means Life in the Business World

I have often said that in business, if you're not growing, you're dying. I still believe that. I also believe that growth for growth's sake is not good for anyone. And anything you do that is not good for your clients is not good for your company. That's called the domino effect, which also is not good because dominoes fall.

As you have no doubt read, Blackstone has obtained licenses to operate in Nevada, Louisiana, Delaware, Colorado, Utah, Alabama and South Carolina. If we include the states that have no licensing requirements, at the moment Blackstone can operate in 20 states.

Sustained growth depends on several factors. While Blackstone has heretofore specialized in fulfilling the unique security needs of clients in the Southwest, we have always maintained a national perspective on the security industry. We've done this through

active memberships in national and international associations which have allowed us to interact with our counterparts across the country. Our memberships include ASIS, the International Association of Security and Investigative Regulators, Inc. (IASIR), A.S.S.I.S.T. in Texas, and the Alliance of State Private Security Associations (ASPSA). In addition, Blackstone is a member of the International Trade Council, an immeasurable resource.

What these activities translate into is that our clients benefit from the best practices Blackstone's representatives are exposed to while attending conferences, trade shows and other professional activities.

Another factor of sustained growth is the people you choose to break ground in the new territory, because growth is not just about physical expansion, it also includes the development of the people who fill those spaces. Just as much care should go into selecting good people as went into selecting the areas of expansion.

The people you choose should have the skill set needed to develop new territory and the temperament to match the customers there. We never rush to judgment on new leaders because they are the foundation on which Blackstone is built. Blackstone's growth reflects the success of our company, but we never forget that the secret to our success is in our people.

A Way to Say "Thank You"



By Bobby Holley
Blackstone Quality Assurance Manager

Employee Recognition Essential to Company Success

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.® 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 Spirt 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.

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.

See **BOOTS** Page 4



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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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Division 52
Raul De Leon – Division Mgr.

HOUSTON
Division 54
Tony Browe – Division Mgr.

DALLAS
Division 53
Edith Fikes – Division Mgr.

ALBUQUERQUE, NM
Division 42
John Roberts – Division Mgr.

GALLUP, NM
Satellite
Scott Clark – Area Mgr.

World View

Continued from Page 1



(L to R) Blackstone Executive VP Jeanne Croft, Blackstone President & CEO Dan Swindall, Lt. General Cynthia Philison of the South African National Police and Licensing Specialist Wendy S. Meyers of the Delaware State Police share a moment at the IASIR International Conference in Baltimore, MD.

who sits on the review board for the Arizona Department of Public Safety. “One of the things that stood out to me was that industry professionals and regulators must deal with the same issues from employee management to licensing.”

One of the more eye-opening presentations was on technology delivered by Christopher Piehota, executive assistant director for the FBI’s Science and Technology Branch. Piehota warned the gathering that their smart phones may make it easier for “bad-intentioned” hackers to learn all about them. He said that current technology that conveys your car’s speed, location and your driving habits to insurance companies probably isn’t a good idea. “Do you want someone knowing where you go and how you get there,” he asked a stunned audience. Piehota added that in a few years, cars will be hacked, and your information will be tracked.

NASCO Applauds Senator Pat Toomey’s Introduction of the Private Security Officer Screening Improvement Act of 2019 (S.3012)

Legislation will expand availability of FBI checks for private security officers

WASHINGTON, Dec. 12, 2019 /PRNewswire/ -- The National Association of Security Companies (NASCO), the nation’s largest contract security association whose member companies employ over 450,000 security officers across the U.S, strongly commends Senator Patrick Toomey of Pennsylvania for his introduction of S.3012, the “Private Security Officer Screener Improvement Act of 2019” (PSOSIA).

The legislation addresses a critical gap in criminal background screening of security officers. The bill enables employers of security officers to obtain previously authorized FBI background checks on their officers and applicants from a DOJ designated entity when such FBI checks are not available through the state of employment.

Commented NASCO Chairman Jim McNulty, “When you see private security officers, they are almost always in uniform and sometimes they are armed. They are considered persons of trust by the public and it is clearly in the public’s best interest that private security officers are properly screened. It is well documented that checks of FBI criminal records uncover serious criminal convictions that do not show up in checks of state criminal records. We are grateful for Senator Toomey’s leadership in addressing this important public safety issue, and we look forward to working with Senator Toomey and others in Congress to pass this important piece of legislation.”

In 2004, NASCO and its members worked with Congress to enact the Private Security Officer Employment Authorization Act (PSOEAA). The PSOEAA authorized employers of security officers to request FBI background checks on their officers and

applicants. However, the PSOEAA required that the checks be conducted by state agencies.

Explained NASCO Executive Director Steve Amitay, “Even before the PSOEAA, states were authorized to conduct FBI background checks on security officers, and many states do conduct FBI checks as part of the security officer licensing application process.

However, some states do not license security officers, or only conduct state criminal checks, or only conduct FBI checks on certain types of officers (e.g. armed or contract only), and only a handful of states conduct FBI checks on officers once they are licensed. A few additional states started offering

checks after the PSOEAA, but the bottom line is that for hundreds of thousands of security officers throughout the country, there are still no initial or follow up FBI checks available. “

Continued Amitay, “When Congress passed the PSOEAA, the clear intent was for FBI checks to be available for all security officers at all stages of employment, and the PSOSIA fulfills that intent by making the checks available through a DOJ designated entity. This solution is similar to what Congress recently provided for organizations with employees and volunteers who work with children and other vulnerable populations who were facing similar obstacles in obtaining previously authorized FBI checks.”

For more information on NASCO and the private security industry go to www.nasco.org

Contact: Steve Amitay, Executive Director, 202-347-4805, steve@nasco.org

SOURCE: NASCO





Louis Ward Gregory II

**Officer of the Quarter
Division 34 Tucson**

Tucson – As a U.S. Army Veteran with a combat deployment to Afghanistan, Louis Gregory knows how to pitch in to clean up a mess when he's needed.

Case in point: Because of a leadership void, Blackstone Security Services was in danger of losing a major account. If that happened, 25 guards would lose their jobs and Blackstone would have lost a lot of money. Gregory was brought in as a field supervisor and provided crew members with the leadership they needed to up their game and salvage the account. The result was the contract was renewed.

That's one of the reasons why Gregory is the Officer of the Quarter for Blackstone's Division 34 in Tucson.

"Never complaining, Louis drove in excess of 120 miles every day to and from the site," said Tucson Administrator Mike Pharris, himself a Veteran. "He established an outstanding rapport with the management and a day did not go by where we were not getting compliments on his work there. This accomplishment alone cannot be stressed enough."

Gregory is in his sixth year in the security industry, the last 12 months with Blackstone. He was discharged from the U.S. Army as a corporal in 2012. After three years of active duty, including a year in Afghanistan, Gregory spent another three years in the reserves.

Gregory said he likes working at Blackstone because of the camaraderie among coworkers. "I like my fellow supervisors," he said. "We all help each other out when needed and no one acts as if they are above anyone else."

Flexibility is another aspect of his job that Gregory enjoys. "I'm not tied down to one thing, and if I need a change, I can simply ask," he said.

His philosophy on security is this: "Make my client feel safe and comfortable when I am around. Be friendly and approachable but remain firm with the requirements of the post."

When Gregory is not on duty, he enjoys spending time with his wife, Lea Moreno Caho and their dog, Max. He also enjoys video games, shooting, hiking and paintball.

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



Matthew Arellano

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

El Paso – Matthew Arellano's MOS (Military Occupational Specialty) during his seven years in the US Army was 11-Bravo. Infantry. Affectionately referred to in military lexicon as a "grunt." Someone who does the heavy lifting by pursuing a mission with a determined persistence that gets the job done.

He still does. That's why Cpl. Arellano is the Officer of the Quarter for Blackstone's Division 52 in El Paso.

"I nominated Mr. Arellano because he works hard and, when needed, he shows up," Blackstone Account Manager Raquel Deal wrote. "I have called on him many times at odd hours of the night to assist with coverage and he always shows up."

Deal said Arellano is assigned to the El Paso Water headquarters where he interacts with all types of people from EPW executives to the general public.

"In order to be placed at that location you must be level-headed and willing to go above and beyond every day," Deal continued. "Mr. Arellano showed promise early in the contract and has been with Blackstone since. He helps out where he can and represents the Blackstone image well to EPW and its executive team."

Arellano, who is still an active member of the Army National Guard, has been with Blackstone seven months. It is his first job in the security industry. Blackstone actively recruits military veterans because of their discipline and training and because all have had to stand guard at some point.

Arellano is a native of Santa Teresa, NM. He holds an associate degree from New Mexico State University and is licensed as a Certified Nursing Assistant. Arellano said he loves his job overall, but specifically enjoys the flexibility of his hours. He said the job is "not too stressful and I get to interact with members of the public."

Arellano said the job keeps him alert in all aspects of his life because it keeps him on his toes. "It's different from the military," he said.

When he is not standing his post for Blackstone or participating in drills for the Army National Guard, Arellano enjoys watching anime and spending time with his 3-year-old son.

Congratulations Cpl. Arellano, and thanks for being a Blackstone ambassador.

Boots

Continued from Page 2

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 Fall-ene 33 Award which is Blackstone's homage to the 33 private secu-

rity 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 em-

Continued on Page 5



Donavon Singer

**Officer of the Quarter
Division 42
Albuquerque/Gallup**



Albuquerque/Gallup, NM – When clients talk about Donavon Singer, they use words such as, “reliable,” “dependable” and “conscientious.” That’s why Singer is the Officer of the Quarter for Blackstone’s Division 42.

In an unsolicited letter of praise an administrator at the courthouse where Singer is assigned wrote: “He is very attentive and committed to the job he performs. I have also found that Donavon is a very intelligent individual who is willing to take the initiative to learn the camera and security system by keeping his own notes and logs. In short, Donavon has displayed himself as a trustworthy person who can be relied upon to ensure safety and security procedures are followed.”

Gallup Area Manager Scott Clark says Singer is dependable and personable and always goes above and beyond in the performance of his duties.

“Donavon has been one of my go-to people when we start a new post,” Clark said. “He has stepped up and accepted new assignments when asked and goes above and beyond what is expected.”

“Donavon always takes his duties very seriously,” Clark continued. “He is on-site to provide security for staff and visitors and shows that he cares for the well-being of both.”

Clark went on to say that he never has to worry when Singer is on duty because he knows Singer will perform his duties as a professional and follow all procedures as requested by the client.

“I am so honored to have a person of his caliber working with me providing the best security services in this environment as best we can,” Clark said. “Donavon exemplifies our motto, the secret to our success is in our people.”

A native of Gallup, NM, Singer has been with Blackstone for five years. What does he like most about Blackstone? “Blackstone is a company that believes in their employees and cares about them,” Singer said. “And I get to meet and interact with new people every day.”

Singer said he enjoys his job because he gets to help others. Singer’s philosophy on security is, “Everyone should feel safe in their environment and not have to worry that they are not safe.”

When Singer is not on duty he enjoys drawing, martial arts and spending time with his family. He and his wife, Kesha, have two boys, Elek and Elias.

Congratulations Donavon. And thanks for being a true Blackstone ambassador.

“Security is in my DNA”

John Roberts is New Division Manager in Albuquerque

Albuquerque – To call John Roberts a seasoned security professional would be an understatement. In the 20-plus years he has been in private security, Roberts has surmounted every challenge set before him, including standing a post, sales, management, technology, marketing and communications. The latest challenge staring him in the eye is the Division Manager’s position in Blackstone’s Albuquerque office.

“My father owned a security company,” Roberts said. “When he got out of the Marines, he went to work for a company called New Texas. He did security for oil fields out of Houston. My father had extensive experience in the security guard business.

He moved his company to Dallas. I had intended to become a police officer, but I became a security person and that’s how things went. I guess you could say security is in my DNA.”

The division manager’s position had been vacant for several months, but Blackstone President and CEO Dan Swindall said he was waiting for the right person to come along.

“John comes to us with a solid background as a career private security professional,” Swindall said. “We’re looking forward to benefiting from the talents and territorial familiarity he brings to the table.”

Roberts said he became interested in Blackstone after telling a recruiter he was not interested in large, corporate companies. “I did some research and everything I read (about Blackstone) was excellent. I was not looking for a large acquisition company, just some place to practice my skills. Albuquerque is great for security and I look forward to the challenge of bringing this Division back to prominence. We’ve already got some pretty good leads.”

Roberts was born in California but lived in Texas and New Mexico most of his life. He studied criminal justice at El Centro Community College in Dallas, Texas and has worked in various management and technical positions for five security companies. Among the highlights of his career was the year he spent working as the Enrolling and Engrossing Officer for the New Mexico State House of Representatives.

“I loved it, it was a great opportunity,” Roberts recalled. “I got to meet a lot of cool people and it helped me with my professional career moving forward. It helped me learn how to network and to put myself out there. It was a crazy job, but it was awesome. You see how things get done. I would advise any young person to seek a (legislative) internship.”



John Roberts

Boots

Continued from Page 4

ployees and officers who do the job every day and prove repeatedly that Blackstone delivers the best service.

Fikes *Continued from Page 1*

associates who were terminated for instances of employee theft by a single anonymous retailer. All these cases were detected between the first of July 2007 and the end of June 2008. This study employed the classic theoretical theft triangle of motivation, opportunity and rationalization first introduced by renowned white-collar crime and embezzlement scholar Donald Cressey.”

Dr. Hollinger continued, writing that “Fikes was granted access to the files of all 502 employees apprehended for theft during this one-year period. She reports that the most common associate apprehended was a white male (59 percent) between the ages of 18 to 22 years old (48 percent), employed on an hourly basis (88 percent), who worked on average no more than six months before being caught (36 percent). The amount stolen averaged \$523, usually occurred at the point of sale (38 percent), and was discovered by management (53.5 percent), but not reported by a fellow associate (only 15.5 percent). Not surprisingly, termination without criminal charges filed was the most typical final disposition of these cases (87 percent).

“What really makes this study unique,” Hollinger wrote, “is that the researcher also inquired as to whether the employer inadvertently created an opportunity for the crime to occur by not creating a credible set of control policies and procedures designed to reduce the opportunity for employee dishonesty. In short, if the loss incurred was partially the fault of the actions or lack of action by management . . . the author found that 77 percent, or 369 of the associates terminated for theft, had an opportunity created for them by management to steal.

“While this research does not intend to blame the victim . . . it does raise valid questions about the role inadequate controls and poorly implemented asset protection policies play in creating the ideal opportunity for a motivated offender to act on various temptations to steal.”

Attracted to Family Owned Business

Raul De Leon is New El Paso Division Manager

El Paso, Texas – When it comes to the security industry, Raul De Leon has been around the block a few times and then some. Blackstone’s newest division manager in El Paso has served in just about every management capacity imaginable, including scheduling manager, operations manager, business development manager, client value manager and general manager.



Raul De Leon

De Leon takes over for Blackstone veteran manager Vanessa Polanco, who has transitioned to a newly created Manager-at-Large position.

In his 25 years in the security industry, De Leon has managed personnel and programs; analyzed and evaluated client

relations and overseen operations at multiple sites across state lines.

The really good news is that nearly all of his security experience

Fikes has rubbed elbows with some big hitters in her experience. She served as corporate manager for loss presentation for Maidenform, Inc. in New Jersey, Michaels’ Stores in Irving, Texas and Staples in Dallas/Fort Worth before serving as a customer account manager for a large security company in the private sector.

Her expertise includes, communications, customer service, conflict resolution, human resources, training and client retention. When the security company she worked for was acquired by one of the Big Four, they let Fikes slip through the cracks. Then she found Blackstone.

Blackstone President and CEO Dan Swindall said one company’s loss is another company’s gain, adding that Fikes may be a harbinger of things to come.

“Ms. Fikes just may be what the future of the private security industry looks like,” Swindall said. “Her track record speaks for itself. She represents a near perfect blend of academia, research, practical application of that research, experience and street smarts. We are very fortunate to have her on our team.”

Fikes called transitioning into the security industry a rewarding and challenging experience and she enjoys being afforded the opportunity to manage and assist officers in developing their careers. “I pride myself in treating my officers with the respect they deserve, and I expect the same in return,” Fikes said. “I also mentor the officers to look at the big picture, not just from their point of view.”

Fikes said she chose to join Blackstone because of the leadership approach she witnessed. “They believe in the “respect” philosophy and I am given the freedom to develop my area,” she said. “They are there to assist me whenever I need help. I am honored to assist Blackstone in growing their presence in the Dallas/Fort Worth market.”

has been in his native Texas in and around El Paso and San Antonio.

“Raul brings to us a skill set that is tailor-made for the security industry,” said Blackstone President and CEO Dan Swindall. “Add to that his familiarity with the El Paso market and Raul is a near perfect fit for the task at hand. We look forward to his leadership and staff development.”

De Leon is also a U.S. Navy Veteran, serving four years as a radio operator. After his honorable discharge, De Leon served in the Civil Service in the Department of Defense where he worked as an Electronic Digital Computer Mechanic. That post carried with it a top-secret Crypto Security Clearance.

Blackstone actively recruits military veterans and participates in hiring fairs that cater to Veterans transitioning to civilian life.

De Leon said he was attracted to Blackstone initially because it is a family-oriented business, adding that a conversation with Swindall sealed the deal.

“After discussing with Dan the direction Blackstone wanted to go, I was on board,” De Leon said. “El Paso is a gold mine waiting to be explored. It is the logistics hub of West Texas.”

De Leon is a graduate of San Benito High School in San Benito Texas. He is a member of ASIS and is licensed by the Texas Board of Private Investigators and Security Agencies.

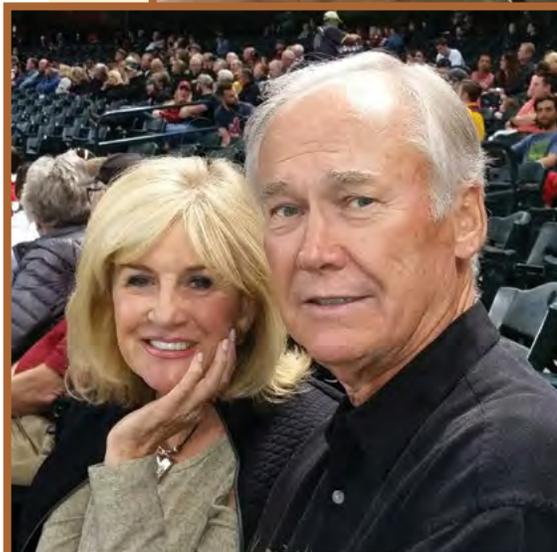
Fringe Benefits with Blackstone

♪♪ **Take me out to the ball game** ♪♪



Blackstone clients attend Arizona Diamondbacks baseball games, Arizona Cardinals' football games and the Arizona Rattlers' Indoor Football League games with family and friends as guests of Blackstone Security Services, Inc.® where treating clients to these top-notch sports venues has become a tradition.

Attending MLB, NFL and IFL games is a great way for family members to bond with each other and with BFFs. This is just one of the ways Blackstone demonstrates its appreciation to clients. Yell if you see anyone you know!





Employee Anniversaries

Nineteen Years

Robert Wildenberg

Fifteen Years

Jeanne Croft

Twelve Years

Amin Bakheet

Ten Years

Vanessa Polanco

Nine Years

Jeffrey Fisher

Francisco Peinado

Eight Years

Fausto Garcia

Traci Reed

Seven Years

Richard McMurray

Cecilia Morales

Six Years

Travis Clarkson

Five Years

Cheryl Martin

Richard Talbert

Erin McCracken

James Watson

Four Years

Melanie Isiah

Aaron Thompson

Three Years

Debra Cantell

Catherine Dominguez

Raquel Deal

Raad Ibrahim

Three Years

Robert Jones

Richard Schroeder

Howard Musselman

Robert Wendell

John Olguin

James Wilkins

Jody Prendergast

Rick Workman

Two Years

Ashley Garner

Emanuel Ruiz

Rhonda Gaudette

Jose Sanchez

Torrey Gray

Nathaneal Schluterbusch

Thierno Gueye

Donavon Singer

Syed Hasan

Harold Webb

Peter Helm

Darius Young

Misua Ray

One Year

Bexfield Aduroja

Gregory Johnson

Mohamed Ahmed

Cynthia Lopez

Tina Aiello

Elysse Lozano

Baraa Al Nuaeme

Walter McCain

Minerva Barbosa

Paulette Mendoza

Iqbal Betker

George Mirabile

Chris Campbell

Misajon Danilo

Christopher Cervantes

Jesus Mondragon

Laquaisha Clebourn

Pedro Montaner

Joanna Dominguez

Christopher Newcomb

Michael Elliot

Jabari Page

Beneto Escamilla

Karen Parker

Alfredo Figueroa

Serban Pirulescu

Robert Garibay, Jr.

Carlos Rivera

Roberto Garibay, Sr.

Chance Sampson

Louis Gregory

Harold West

Antonia Griffin

Don Wilson

Raines Hayes

Judy Yellen

Up From 3rd in 2018

Blackstone Tops "The List" as Valley's Largest Veteran-Owned Business

Phoenix – Blackstone Security Services, Inc.® has taken over the top spot in Veteran-owned businesses in Arizona with 690 full-time employees, according to rankings that appeared in the Phoenix Business Journal for 2019. Blackstone placed third in the rankings in 2018.



The list included 24 Veteran-owned businesses that employ a combined total of 3,069 workers in the greater Phoenix area. The runner-up, YAM Worldwide, headquartered in Scottsdale came in at 688 employees.

The ranking duplicates the feat accomplished by Blackstone in 2016 when it placed first. It had been the runner-up the previous two years. The rankings are 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 to the survey were included in the rankings.

Blackstone is also certified by the Federal Government as a Veteran-Owned Small Business. President & CEO Dan Swindall

is a Veteran of the U.S. Air Force. Swindall said it's always nice to place first even though by this standard it was a photo finish.

"What the listing does not convey is the quality of personnel and services delivered by these Veteran-owned operations," Swindall said. "Even though participation was voluntary, it is an honor to be listed among this group."

Blackstone is not only Veteran-owned but maintains a company wide hiring initiative aimed at employing Veterans.

In 2012, Blackstone became the only private security company in Arizona to win the Better Business Bureau's Torch Award for Business Ethics.



Blackstone Hiring Manager Pam Dunaway talks with a job seeker at a Veteran's hiring event.

Blackstone Security is a Proud Member of:

