

BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

SPRING 2019

What Happens in Vegas...

Blackstone Pursues Gold in the Silver State

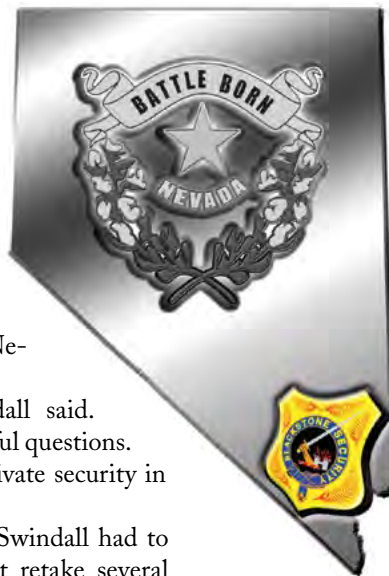
Phoenix – Continuing its culture of deliberate, planned expansion, Blackstone Security Services, Inc.® is set to open a division office in the Las Vegas area, making Nevada the fourth state in the nation with a Blackstone presence.

The move will be the seventh division office for Blackstone, which currently has division offices in Phoenix, Tucson, Albuquerque, El Paso, Houston and Dallas.

Blackstone President and CEO Dan Swindall met with the Nevada State Licensing Board recently to obtain an agency license to operate in Nevada and complete the process.

“It was an exhilarating experience,” Swindall said. “Board members asked very good and very insightful questions. They are really concerned about the quality of private security in the state and that’s just fine with me.”

Prior to meeting with the Licensing Board, Swindall had to pass a written test, which many applicants must retake several times. Swindall passed on his first try.



Graphic: Bill Hutchison

“It had been a while since I had to take a written test, so I was a little nervous,” he said.

No set location has been selected for the office but Swindall said it will be somewhere within the Las Vegas metropolitan area. He added that Nevada is one of several additional states Blackstone is looking at expanding into because of their strategic, geographical locations. The states include Colorado, Louisiana, Tennessee, Alabama, North Carolina and South Carolina.

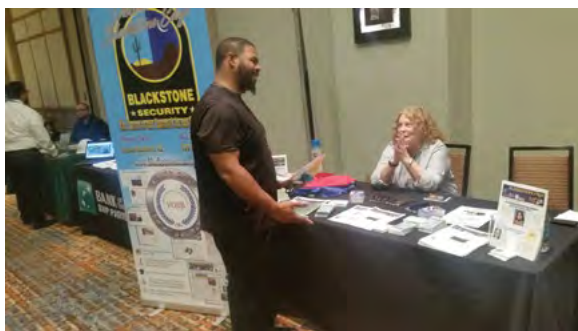
“It just seems logical for us to populate the neighboring states,” Swindall said. “As we secure a foothold in those markets, we’ll use that as a springboard to other states. For example, we’re doing well in Houston, so Louisiana is next.”

Swindall said he will stick to the company’s established hiring scheme when hiring leaders for the new markets. “When we assign anyone to a post, we try to match that person’s skill set and

See **GOLD** Page 6

A Hiring Boot Camp

Blackstone Enlists in Hiring Fair for Veterans



Blackstone Hiring Manager Pam Dunaway talks with a job seeker at the Veterans’ Job Fair.”

Phoenix – Blackstone Security Services, Inc.® joined 43 other employers this spring for a job fair designed to help military veterans transition to civilian life by putting them in a room with employers seeking their skills and agencies that advise job seekers on how to prepare for the experience.

The event was held in the conference center at the Sheraton Grand Resort at Wild Horse Pass and was open to veterans, active military, guard reserves and spouses. It was jointly sponsored by

the American Legion, the Employer Support of the Guard and Reserve (ESGR) and the U.S. Department of Labor Veterans Employment Training Services.

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POST ORDERS

Dan Swindall, President & CEO

Where do We Go from Here?

In the previous issue of the Post, my topic was a company's growth is more than physical expansion. Now you know why. We've had our eyes on Nevada for some time, because it makes perfect sense. We haven't selected an office site just yet, but it will be in the Las Vegas metropolitan area. Our long-range plan is to establish a presence in our neighboring states to the north and east. We're already in Texas and New Mexico. We're also looking at Colorado, Louisiana, Tennessee and Alabama. But that's another story. As I indicated in the Page 1 article, the Nevada licensing process is very thorough, as it should be. The process consisted of a written test and an appearance before the licensing board for those who passed the written test. One of the questions on the test was to describe the symptoms of heat stroke, which while that has nothing to do with the actual operations of a security company, it does have to do with keeping employees healthy. We address heat-related illnesses in this issue, also.

Speaking of heat-related illnesses, I call upon all Division managers and field supervisors to pay close attention to the welfare of our guards this summer. Heat stroke is a serious condition that can be fatal if its symptoms are ignored. Remember to stay hydrated and make sure you don't overexert yourself in the southwestern summer heat. It can be brutal. The secret to our success is in our people so we want to keep our people safe and healthy.

The final topic I want to bring up this time around is Blackstone's participation in a job fair for veterans this spring. I want to thank the American Legion and the US Department of Labor Hire VETS program for affording us the opportunity to participate. As a federally certified veteran-owned small business, it is important that Blackstone maintain its place among the leaders in hiring veterans. Our Veterans Hiring Initiative is reaping benefits in Phoenix, Tucson, El Paso and Houston. Our rolls include managers, administrators and supervisors who are veterans along with many of our guards.

The benefits of hiring veterans are obvious – leadership, discipline and a dedication to duty, to name a few. Besides, one of the first duties a recruit is given in the military is guard duty.

That's it for now. See you next time. Meanwhile, stay out of the heat.

Observe, Report and Inform?



By Ken Vandiver
Director of Operations, Division 32, Phoenix

Safety v Security

Safety and Security ~ Are they one and the same?

Merriam-Webster defines Safety as *"the condition of being free from harm or risk"* which is essentially the same as the definition of Security *"the quality or state of being free from danger"*.

I think all security officers can agree that safety has a direct correlation with security, and we can't have one without the other. If we have a weakness in security, then safety suffers and on the reverse side if we have safety issues on a site it makes security work that much harder to control those issues.

Like my momma always told me, "Work smart, not hard".

Most clients obtain security to protect their property, staff and/or assets, which I think we all can agree. They believe security will protect them from theft or damages; sounds good right? So,

we put a security officer on the property to deter theft, vandalism and damages. After a few shifts the officer sees some safety issues and documents it in their reports. The common ones are doors not closing properly or that won't lock correctly that could cause unauthorized access, walkways with cracks that could trip visitors, water leaks that could cause property damage not to mention the increased water bills, and faulty or inadequate lighting that could cause increased vandalism or criminal activity, just to name a few. The security officer does his due diligence and reports these issues, but the next day he sees the same issues and doesn't document it. "It's always that way." "It's been that way for a long time." "I reported that last month." Have we heard these statements before? I believe we should document this daily until the issues are fixed by the client. I know Operations and supervisors get calls from guards almost daily telling us about safety issues they observe on sites and more times than not they are told to document the issue

See SAFETY V SECURITY Page 5



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GALLUP, NM
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Scott Clark – Area Manager

Will Oversee Field Operations

Anthony Taylor Promoted to Assistant Operations Manager

Houston – The rise of security guard Anthony Taylor may not be meteoric, but it does deserve a mention. Hired in the summer of 2018, Taylor has risen from security guard to Lead Field Supervisor to his current position of Assistant Operations Manager, which is no surprise to Division 54 Manager Tony Browe.



Anthony Taylor

“At our first interview I knew he could turn out to be someone special for us,” Browe recalled. “After the interview I called Dan (President & CEO Dan Swindall) and said, ‘Hey, I just hired a guy that I think will be a future Manager for us’.”

Browe said Taylor initially worked at a location with a “very demanding client” and worked

very hard to please her. Browe added that Taylor’s ability to effectively communicate with the guards and clients really began to show when he was promoted to Field Supervisor.

“In addition to that he’s shown an amazing willingness to work whatever and whenever for the sake of the team,” Browe said. “On numerous occasions I’ve seen Anthony sacrifice for the good of the company. In the three decades I’ve been working in this industry, promoting him has been one of the best decisions I’ve made.”

Taylor said coming to Blackstone was somewhat of an acci-

dent with a little fate attached. He explained that a former supervisor at a previous employer suggested he apply for a job at a security company whose name began with “black.”

“While looking up that company I came across Blackstone, not knowing it was a different company,” Taylor recalled. “So, I made an appointment with Tony Browe and we hit it off. We found that we have a lot in common. We have the same first name, our birthdays are on the same day, and we have the same goals in security and the same ideas on moving the company forward.”

Taylor has been in security for 11 years, the first seven years at Texas Southern University in Houston. “I enjoyed it, but I must say that I prefer to go out into the real world and work with adults,” he quipped. “The kids can get a little hectic.”

Taylor said that as an assistant operations manager, his duties include providing support to the guards standing post. He said this included equipment repair and maintenance and assisting the guards in resolving issues that might arise. “I’m the contact that they call if they have any issue,” he said. “If there is a homeless person on the property giving them trouble, I would be the first person they would call so it’s not just limited to equipment.”

Taylor also currently assists with scheduling guard shifts. Browe said Taylor eventually will assume that role entirely.

Blackstone has become sort of a family affair for Taylor. His mother, Linda Taylor, was hired last fall by Browe. She is the current Officer of the Quarter for Houston.

Taylor said he loves working for Blackstone. “Honestly, it is the best company I’ve ever worked for,” he said. “I can’t say I have had one issue.”

IASIR President to Serve as Keynote Speaker for International Private Security Conference in South Africa

Baton Rouge, La. — Fabian P. Blache III, president of the International Association of Security & Investigative Regulators (IASIR), has accepted an invitation from the South African government to serve as the regulatory keynote speaker at the Private Security Industry Regulatory Authority (PSiRA) Conference in Johannesburg, South Africa.

IASIR is a professional association comprising state and provincial government regulators of the private security, investigative and alarm industries, as well as law enforcement and industry members from across North America and, increasingly, other parts of the world.

Blackstone Security Services President and CEO Dan Swindall, an active member of IASIR, expressed his pleasure at the announcement.

“Obviously this invitation for the president of our group to appear on the world stage is a great individual and organizational honor,” Swindall said. “It also indicates the commonality of the concerns in the security industry worldwide. This is a perspective that Blackstone brings to the table that helps us train our employees to deliver quality security services to our clients.”



Blackstone President & CEO Dan Swindall chats with IASIR President Fabian Blache III at the 2018 IASIR International Conference in Scottsdale, Arizona.

Blache is also the executive director of the Louisiana State Board of Private Security Examiners, a regulatory board of the Department of Public Safety & Corrections that focuses on regulating companies that provide armed and unarmed security services in Louisiana.



Mark Floyd, OIC

**Officer of the Quarter
Division 32 Phoenix**

Phoenix – To learn about Mark Floyd, you'd have to talk to his supervisor or one of his satisfied clients. Mark uses very few words when talking about himself. Phoenix Director of Operations Ken Vandiver noticed something special about the Huntington, West Virginia native soon after he was hired.

"Mark worked at several different sites and while at each he showed professionalism and dedication to making sure the client was taken care of even if it meant that he had to go out of his way," Vandiver said. "This made him a clear choice when the position of Officer in Charge became available at his post. Since that time, he has made an impression on the management at this location, showing initiative on his part without being asked."

Vandiver said these qualities also made Floyd the clear choice for Officer of the Quarter for Division 32.

Additional proof of Floyd's dedication can be found in an email sent to Vandiver from an administrator at Floyd's post at a local college.

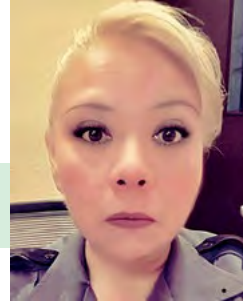
"I just wanted to pass along a pat on the back for Mark Floyd," wrote Dan Weiss, the director of safety and security at the campus. "As our lead Blackstone officer, Mark has shown some good initiative in following up on issues, asking questions and checking on the various posts on campus and has been trying to assure that the Housing Guard shack and equipment are maintained, something we have had ongoing issues with. Either way, Mark is demonstrating a lot of initiative and it is appreciated."

With nearly 12 years in the security industry, Floyd has been with Blackstone since May 2018. Floyd is a 10-year military Veteran, spending three years in the U.S. Army (1973-76) and seven years in the Army National Guard (1977-84). He is a prime example of the leadership qualities possessed by ex-military servicemen and servicewomen that are coveted in the security industry. Blackstone is a federally certified veteran-owned small business.

Floyd, who has 21 hours toward an associate degree at Scottsdale Community College, said what he likes the most about Blackstone is "a steady job and the people and company are good." What he likes most about his job? "I like my post. It's very nice." Floyd's philosophy on security is simple and to the point: "Keep everyone safe."

See? A man of few words.

Congratulations, Mark and thanks for being a Blackstone ambassador



Cecilia Morales

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

El Paso – Cecilia Morales makes everyone around her better because she takes care of the needs of others before taking care of her own. That includes clients, coworkers and orphaned children.

That's why Morales is the Officer of the Quarter for Blackstone's Division 52. "Since her tenure began in October of 2017, Security Officer Morales has worked diligently at learning all there is to do and performing as instructed at her site," said Division 52 Manager Vanessa Polanco. "New officers are sent to train with her because she is a capable leader."

Polanco said the quality of Morales' work is even more impressive because she has battled five different types of cancer and is currently undergoing chemotherapy for breast cancer, which she schedules on her days off. "The hard work and perseverance are something to behold," Polanco said. "She is a reliable and attentive officer who takes pride in her job and has an impeccable work ethic."

Morales does not let anything slow her down adding that she enjoys community work and attends classes at the University of Texas El Paso. She said she really enjoys helping people through an association called Operation Ormiga. "In this association we collect toys and clothes for children in the orphanage in Juarez, Mexico, for Christmas," she said. "We also help children who have aids and those who need prosthetics. On my days off I study at UTEP as a Health Promoter and I will graduate this year."

As a Health Promoter, Morales will work in clinics and doctors' offices to explain to patients what the doctor is doing so patients understand. She will also follow up with patients and is qualified to teach classes that educate patients on better health practices and personal hygiene.

Following a family tradition, Morales received a mass media certification and became an on-air radio personality after attending El Paso Community College for three years. In 1982, she was voted Chicana Hispana by the radio station's listeners.

And with all this, she has raised two sons – alone.

None of these activities have interfered with Morales' work performance. The El Paso native says she is happy she can depend on the 40-hours she works each week. "I enjoy being at a site that keeps me busy and to be able to help people," Morales said. "We should be paying attention to what is happening all around us and report everything that is happening."

Congratulations, Officer Morales. And thanks for being a Blackstone ambassador.

*"Until you value yourself, you won't value your time.
Until you value your time, you will not do anything with it."*

M. Scott Peck

"A woman understands that the gifts such as logic, decisiveness and strength are just as feminine as intuition and emotional connection. She values and uses all of her gifts."

Nancy Rathburn



Linda Taylor

**Officer of the Quarter
Division 54 Houston**



Houston – It doesn't take Linda Taylor long to impress people. And when those people are her employers, she gets recognized. That's why Linda is the Officer of the Quarter for Blackstone's Division 54 Office in Houston.

"I rarely nominate someone who has been working for us less than a year," said Division 54 Manager Tony Browe. "But there is no one more deserving than Linda. She has run from pillar to post for us. She has driven all over Houston for us and is willing to do whatever, whenever and she does a good job when she arrives on post."

Browe said Taylor had no guard training when she applied for the job, but she had all the other tools a successful security guard needs – such as interpersonal skills and a strong work ethic – so Browe trained her.

"She's very personable and very professional," Browe said of the Mississippi native. "She's really been a true asset."

Taylor, who is currently laid up with a broken ankle, said she likes Blackstone because it's a company that gives its employees opportunities. "Which means if you want to work you can," Taylor said. "All you have to do as an employee is show up."

Taylor's son, Anthony Taylor, also works for Blackstone in Houston. The younger Taylor has been in security for 11 years and was just promoted to Assistant Operations Manager, which makes him his mother's supervisor, an arrangement that she handles with honesty and professionalism.

"Working with my son is somewhat difficult at times, having him tell me what to do from a supervisor's perspective," she said. "However, we are both professionals who believe in getting the job done."

Linda views her job in security as critical, because she says safety is of the utmost importance to the industry. "It's like having people's lives in your hands all the time," she said. "If something is observed that is out of the ordinary, I am obligated to observe and report it. Hopefully, it would keep someone from getting hurt."

"When Linda is not observing and reporting, she pursues her hobbies of reading, gardening and assisting others through community development.

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

Safety v Security Continued from Page 2

in their Daily Activity Report. Do you think this is sufficient? Should we do more?

If we are hired to protect our clients from outside threats, shouldn't we start with the internal threats that are a safety risk on the sites we are hired to protect? Should we take the same interest in reporting "safety" issues that we do in reporting "security" issues? If you look at the incidents that happen, can we directly relate it to a safety issue that caused it? I believe with every security incident we should look at what caused it to happen, maybe it was caused by a safety issue that could have been corrected.

Safety: Door not closing / locking properly.

Incident: Unwanted person entered the building, caused damage.

Safety: Crack in the sidewalk.

Incident: Elderly man tripped and fell walking up to the building, ambulance called.

Safety: Water Leak from irrigation system.

Incident: Irrigation sprinkler broke and flooded the building, reported small leak a week ago.

Safety: Faulty Lighting in parking lot.

Incident: Employee was walking from the building and got attacked, police called.

I propose to you that we should be better security officers and not just observe and report. I think the new catch phrase should be "Observe, Report and Inform". We need to take to heart that if we can inform the clients the reasons behind correcting safety issues, we can be better security officers.

IASIR Continued from Page 3

PSiRA's CEO, Manabela Sam Chauke, invited chief executives of major stakeholders such as Microsoft SA and Vodacom to attend the July security conference, where industry leaders and regulators will discuss compliance, the 4th Industrial Revolution, cash-in-transit, and other security concerns worldwide.

Blache has 34 years of experience in law enforcement, security and agency administration.

Louisiana's Lieutenant Governor Billy Nungesser issued a proclamation naming Blache as a Louisiana Ambassador.

"I am humbled by this invitation from our colleagues in South Africa and simultaneously honored to have the Lt. Governor's endorsement in representing our great state abroad for such an important event," Blache said. "Homeland Security is a universal, global imperative that begins with small grass-roots companies on through the large international operations who are tasked daily with supporting law enforcement in protecting the public."

"If you look at what you have in life, you will always have more. If you look at what you don't have in life, you'll never have enough."

Oprah Winfrey

"It takes a great deal of courage to stand up to your enemies, but even more to stand up to your friends,"

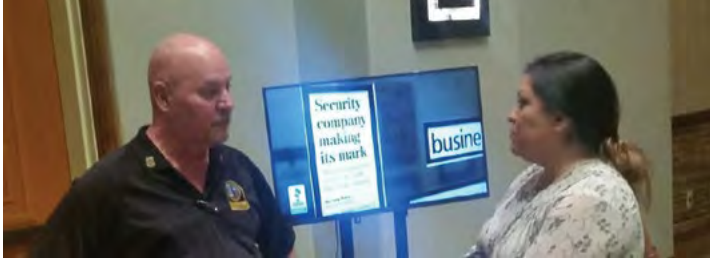
J.K. Rowling

Job Fair

Continued from Page 1

Employers were not charged for their spaces. A breakfast buffet was hosted by the ESGR and the ballroom was sponsored by the American Legion.

Blackstone was represented by Quality Control Manager Bobby Holley, himself a retired U.S. Army Veteran; Hiring Manager Pam Dunaway, and Corporate Communications Consultant Art



Blackstone Quality Assurance Manager Bobby Holley chats with a fellow employer (above) at the Veterans' Job Fair and with a U.S. Marine (below). The Marine was there helping his brother find employment.



Gissendaner, also a U.S. Army Veteran.

Holley said the event was more than a hiring fair, it was an opportunity to network with like-minded agencies and employers.

"While attending the event, it was a great pleasure to meet members of various organizations that are dedicated to assisting veterans in various ways," said Holley. "We were able to establish a networking system with organizations we didn't even know existed. This event was a total success if for no other reason than the contacts we were able to establish in order to assist hiring and training of veterans throughout our areas."

Welcoming speaker Col. Troy Daniels of the Arizona National Guard Joint Force HQ said job fairs for veterans are fantastic because they benefit everyone involved. "This is an employment opportunity for veterans and a potential workforce for employers," Daniels said. "It's a win-win for everybody."

Dunaway said she was pleased with the amount of activity around the Blackstone display. "Job fairs are like speed dating for recruiting," Dunaway quipped. "I got a lot of leads and was able to follow up on them. I also provided information to curious attendees regarding the steps needed to get into the security field."

Dunaway said she was able to screen and interview candidates on-site, gather resumes and contact information. She added that it was a great opportunity to interact with other organizations. "I was able to network with the various veterans' employment groups who were there to support the job seekers," Dunaway said. "Attending the job fair was another great opportunity to get the Blackstone name and the wonderful things Dan (Swindall) has done out to the Veteran Community. I am looking forward to the next event."

The Silver State

Nevada State Nicknames



The U.S. Mint's bicentennial commemorative quarter for Nevada features wild mustangs, mountains, a rising sun, sagebrush (the state flower of Nevada), and the state's most well-known nickname; "The Silver State."

The most well-known nickname for Nevada is "The Silver State" (also Nevada's official state metal).

"The Silver State" nickname dates back to the Nevada silver-rush days of the mid 1800's. At that time silver was literally shoveled off the ground in Nevada; heavy gray crusts of silver had formed on the surface of the desert over millions of years and were polished by dust and wind to the dull luster of a cow horn

(called "horn silver").

A big silver bed could be tens of meters wide and more than a kilometer long (worth \$27,000 a ton in 1860's dollars). The territory of Nevada and surrounding states were picked clean of silver within a few decades.

These "surface bonanzas" lasted only a few seasons, long enough to put up saloons and little else. The rough, violent life of many western movies reached its purest state in the Nevada silver camps. Other nicknames for Nevada are "The Sagebrush State" (sagebrush is Nevada's state flower and appears on the state flag), and "Battle Born State" - the phrase "Battle Born" is featured on Nevada's state flag; it signifies that Nevada entered the Union as the 36th state in 1864 during the Civil War.

**Source: State Symbols USA
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Gold

Continued from Page 1

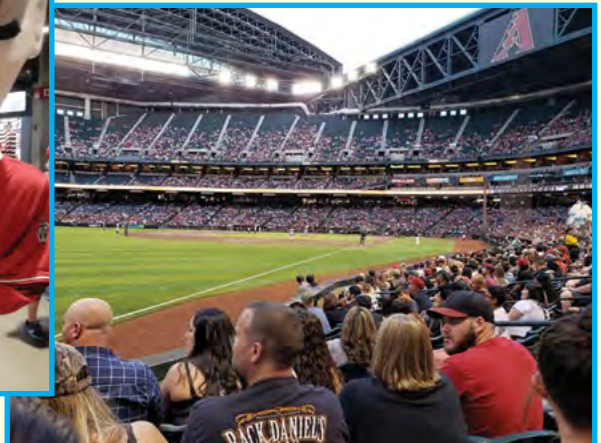
demeanor to the needs and culture of the client," Swindall said. "We'll look to find people who have the leadership skills and the temperament to be the best fit for Blackstone."

Fringe Benefits with Blackstone

♪♪ **Take me out to the ballgame** ♪♪



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

Twenty Six Years

Dan Swindall

Thirteen Years

Tyler Croft

Ten Years

Terry Rachas

Nine Years

Philip Castorena

Eight Years

Al Cushman	Phyllis Tomaszewski
Bill Hutchison	Miguel Torres
Donta Thomas	

Seven Years

Bobby Holley	Sandra Price
Betty Morrow	

Six Years

Kevin Burns	John Watson
Richard Qualls	

Five Years

Scott Clark	Donavon Singer
Marvin Gibbs	Benson White
Rose Marie Lodgek	

Four Years

Connie Contreras	Ralf Genz
John Defilippo	Aaron Matsusaka
Gary Delaney	Miguel Pacheco

Three Years

Cedric Cannon	James Sullivan
Daniel Marzano	Tamela Williams

Two Years

Adrian Baquera	Marchand Noel
Beau Carter	Jimmy Parks
Richard Dorsch	Yolanda Perryman
James Harrington	Jonathan Petty
Arron Helm	Jennifer Smith
Vincent McConaughy	

One Year

Muqdad Algburi	Robert Hogan
Majd Alloush	William Lane
Mohamad Alloush	Robert Lerma
Jesus Barrera	Regina McGregory
Elliott Best	Fabian Morales
Alfredo Campos	Mark Mullins, Jr.
Ronald Carluccio	Julian Padilla
John Drechsler	Jasinto Serrano
Pam Dunaway	Kenneth Skaggs
Yama Elham	Ronald Stallings
Mark Floyd	Ralph Tiffany
Kent Hatfield	James Warren

Safety Briefing

Heat-Related Illness Symptoms, and Tips for Adults

Blackstone guards please read the information below and keep drinking WATER!!!

Safety Tips

- Dress for summer. Wear lightweight, light-colored clothing to reflect heat and sunlight.
- Put less fuel on your inner fires. Foods, like meat and other proteins that increase metabolic heat production also increase water loss.
- Drink plenty of water, non-alcoholic and decaffeinated fluids. Your body needs water to keep cool. Drink plenty of fluids even if you don't feel thirsty. Persons who have epilepsy or heart, kidney or liver disease, are on fluid restrictive diets or have a problem with fluid retention should consult a physician before increasing their consumption of fluids. Do not drink alcoholic beverages and limit caffeinated beverages.
- During excessive heat periods, spend more time in air-conditioned places. Air conditioning in homes and other buildings markedly reduces danger from the heat. If you cannot afford an air conditioner, go to a library, store or other location with air conditioning for part of the day.
- Don't get too much sun. Sunburn reduces your body's ability to dissipate heat.
- Do not take salt tablets unless specified by a physician.

HEAT CRAMPS

- **Symptoms:**
 - Painful muscle cramps and spasms usually in legs and abdomen
 - Heavy sweating

HEAT EXHAUSTION

- **Symptoms:**
 - Heavy sweating
 - Weakness
 - Cool, pale, clammy skin
 - Weak pulse
 - Normal temperature possible
 - Dizziness
 - Nausea and vomiting
 - Fainting
 - Possible muscle cramps

HEAT STROKE (or sunstroke)

- **Symptoms:**
 - Altered mental state
 - Possible throbbing headache, confusion, nausea, dizziness, shallow breathing
 - High body temperature (106°F or higher)
 - Skin may be hot and dry, or patient may be sweating
 - Rapid pulse
 - Possible unconsciousness
- **First Aid:**

Heat stroke is a severe medical emergency. Summon emergency medical assistance or get the victim to a hospital immediately. Delay can be fatal.

Blackstone Security is a Proud Member of:

