

# BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

SPECIAL EDITION, 2014

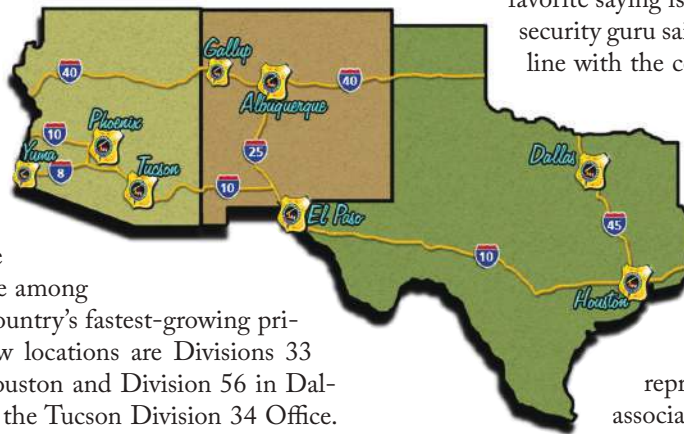
“If you’re not growing, you’re dying”

## Blackstone Security has 3 New Divisions, 1 New Satellite

**Phoenix** – Blackstone Security Services, Inc. one of the premier security companies in the Southwest, has opened three additional divisions in Arizona and Texas, and a new satellite office in New Mexico.

The expansion is part of a pattern of steady growth during the past decade that landed Blackstone among Inc. Magazine’s Inc. 5000 of the country’s fastest-growing private companies for 2013. The new locations are Divisions 33 in Yuma, Ariz.; Division 54 in Houston and Division 56 in Dallas. Yuma is formally a satellite of the Tucson Division 34 Office. Blackstone’s new operation in Gallup, N.M. is a satellite of the Division 42 Office in Albuquerque. Blackstone’s Division 52 Office is in El Paso, Texas, and its corporate headquarters and Division 32 office are in Phoenix, Ariz.

Dan Swindall, Blackstone’s founding president & CEO, started Blackstone 21 years ago on his kitchen table with \$500. His



favorite saying is, “if you’re not growing you’re dying.” The security guru said opening the new divisions is directly in line with the company’s planned expansion throughout the Southwest.

“The moves are logical for us,” Swindall said. “These locations are representative of the types of healthy, competitive markets that Blackstone thrives in serving.”

Swindall said the offices are strategically positioned to serve the entire state where they are located. Company representatives are also active in professional associations and community organizations in all the communities Blackstone serves. “We plan to continue our practice of corporate responsibility by supporting the communities that support us and our clients,” Swindall said. “Participation in security related associations only improves the industry.”

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### Third recipient of The 33 Award

## Gasan Issa is Blackstone 2013 Officer of the Year

**Phoenix** – When Gasan Issa was selected as Officer of the Quarter in the spring of 2013, he was hailed as someone who embodied Blackstone’s values – ethical service and relentless vigilance.

Such qualities are par for the course for Issa who has been named Blackstone Security Services’ 2013 Officer of the Year. As such Gasan becomes the third recipient of “The 33 Award”, Blackstone’s homage to the 33 private security officers who perished in the Twin Towers on 9-11 attempting to save civilian lives along with other first responders.

“I am honored to receive this (award); it means a great deal to me to be associated with the 33 (security) officers,” Gasan said. “The recognition by my company means a lot to me. It



Jeanne Croft, Gasan Issa and Ken Vandiver



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## POST ORDERS

Dan Swindall, President & CEO

### Try this Address for Success

If you are a Blackstone employee, and I assume you are if you are reading this, then I strongly urge you to visit [phoenix.edu/blackstone](http://phoenix.edu/blackstone). It is a web address that could add greatly to the quality of your life and ultimately improve the services Blackstone delivers to its clients.

Here's how.

Two years ago Blackstone and the University of Phoenix entered into a milestone academic partnership that gives all Blackstone employees access to the University's degree programs to enhance your educational, professional and personal lives. Also earlier this year Blackstone formed an alliance with Western International University that will reap similar educational benefits for you.

*"Those of you already enrolled are the pioneers of breakthrough programs such as these. You see the opportunity offered and you take it."*

Dan Swindall

Both programs offer credit for previous experience. At the same time, Blackstone benefits by getting a return on its investment by getting better trained and more knowledgeable personnel from what is really part of our ongoing employee improvement program. Hence, services for our clients only get better.

- This is what you get from the University of Phoenix:
- A 5 percent tuition reduction
- A Credit Recommendation Guide specific to Blackstone employees to help convert Blackstone training into elective credits through Prior Learning Assessment or PLA
- All fees associated with PLA process are waived which constitutes a significant savings only offered to Blackstone employees

- Access to innovative education technologies such as electronic textbooks and course materials, a comprehensive online library, and intuitive writing and math tools
- A personalized Graduation Team of dedicated advisers to support you from enrollment to graduation

Some of you already have taken advantage of this opportunity.

A number of you have made inquiries and some employees have enrolled in undergraduate and master's degree programs. One employee has graduated. Those of you already enrolled are the pioneers of breakthrough programs such as these. You see the opportunity offered and you take it. I would like to issue a personal plea for you to come forward and share your stories with us so we may share them with your fellow employees and our clients. You are prototypes of the direction the security industry is heading and Blackstone wants to help you get there. Whether you pursue a career in security management or some other career field, the opportunity to improve your life will have come from your time with Blackstone.

Western International is a regionally accredited university that offers degree programs online or at its Tempe campus. Western offers associate, bachelor and master's degree program in business, accounting, IT and behavioral science. Classes start monthly and because you work for Blackstone, your first two online courses are only \$200 each. You can pay anytime during your first two required 3-credit courses. Books are included in tuition and there is no charge for a detailed PLA that is only offered to Blackstone employees. Your company training may be worth college credits. Visit [west.edu/try-west](http://west.edu/try-west) and get started.

You see, at Blackstone the secret to our success really is in our people. And we want to keep it that way.

## Blackstone Security Makes Inc. 5000 List – Again!



**Phoenix** - Blackstone Security Services, Inc. has been named to Inc. Magazine's Inc. 5000 list of the fastest-growing private companies in the nation for the second consecutive year.

"Again I offer my gratitude to every member of the Blackstone team for this company-wide recognition," said Dan

Swindall, Blackstone President & CEO. "Without their ethical approach to their jobs and dedication to customer service all of our

accomplishments through the years would not have been possible."

The recognition makes Blackstone eligible for a second consecutive "Hire Power" Award given by Inc. Magazine to companies for generating jobs.

*"This really is the culmination of a team effort. We encourage everyone to go the extra mile because this is what happens when you do."*

Jeanne Croft

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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.

### Team Blackstone

[www.blackstonesecurity.com](http://www.blackstonesecurity.com)

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

**TUCSON, Ariz.**  
Division 34  
Ron Skyrn – District Mgr.

**YUMA, Ariz.**  
Division 33  
Kerry Childers – District Mgr.

**EL PASO, Texas**  
Division 52  
Vanessa Polanco – District Mgr.

**HOUSTON**  
Division 54  
Tony Browe – Regional Mgr.

**DALLAS**  
Division 56  
Bobby Holley – District Mgr.

**ALBUQUERQUE, N.M.**  
Division 42  
Shana Kohlman – District Mgr.

**GALLUP, NM**  
Satellite  
Scott Clark – Area Manager

## Magazine Recognizes Leadership

# Executive Magazine names Blackstone's Dan Swindall CEO of the Month

**Phoenix** – Executive-oriented C-Level Magazine has named Blackstone Security Services, Inc. President & CEO Dan Swindall its CEO of the Month for May 2014. In gaining that recogni-

adding that it reflects the quality of his staff and security force. "I am almost speechless by this recognition," Dan said. "The quality of the magazine and the sophistication of its target audience makes this really special, but I did not do this alone. The diligence of our entire staff made this and other recognitions possible. There is a reason why our slogan is 'the secret to our success is in our people'."

An Arizona native, Dan was born in Douglas and is a graduate of Globe High School.

Blackstone provides unarmed security to public and private sector clients. It celebrated its 20th anniversary by becoming the first and only private security company to win the BBB Business Ethics Award in 2012. As an encore Blackstone reached the semifinalist status two consecutive years for the Spirit of Enterprise Award given by the W.P. Carey School of Business at ASU. The only security company to achieve that honor. The company hit a trifecta of sorts when it made the Inc. 5000 of the fastest growing private companies in the nation and followed that by receiving Inc. Magazine's "Hire Power" award as one of the most prolific job creators in the country.

*"Mr. Swindall possesses all the qualities we look for in our monthly recognition of industry leaders. His record of leadership, ethical standards, business savvy and community involvement has been recognized by the Better Business Bureau, Inc. Magazine and Arizona State University's School of Business. For what he has done with Blackstone and to improve the image of the security industry, Mr. Swindall has earned this recognition."*

Ryan Greer,  
Former C-Level Publisher

"When I was a young I knew I would own my own company," said Swindall, A veteran of the U.S. Air Force. "I just didn't know what it was going to be."

Dan has served on the BBB Best practices panel and the BBB Business Ethics selection committee. He is serving his second term as Chair of the Board of Officers for the Arizona Private Security Professionals' Association. Swindall is also active in ASIS International, Assorted Security Services and Investigators of the State of Texas, and the California Association of Licensed Security Agencies, Guards and Associations.

The article can be viewed by going to this link: <http://digitaleditions.walworthprintgroup.com/publication/?i=208611>.

*"Great minds discuss ideas; average minds discuss events; small minds discuss people."*

Eleanor Roosevelt



tion Swindall joins an elite group of designees that includes former Phoenix Suns Owner Jerry Colangelo, Arizona Diamondbacks President Derrick Hall, Fulton Homes President Doug Fulton, advertising/marketing executive Carrie Martz and the recently-retired University of Phoenix President William J. Pepicello.

C-Level Magazine is published by Target Market Media Publications LLC, and targets corporate-level executives such as CEO's, CFO's, COO's and other top administrators.

"Mr. Swindall possesses all the qualities we look for in our monthly recognition of industry leaders," said C-Level Publisher Ryan Greer. "His record of leadership, ethical standards, business savvy and community involvement has been recognized by the Better Business Bureau, Inc. Magazine and Arizona State University's School of Business. For what he has done with Blackstone and to improve the image of the security industry, Mr. Swindall has earned this recognition."

Dan said he is pleased to be recognized by C-Level Magazine,

Launch Date October, 2014

## Blackstone's Website gets a Makeover

Blackstone Security's website has had its face lifted.

The company's website has received its first makeover in nearly a decade and officials are excited about its new look. "Blackstone has undergone a number of positive changes and expansions recently and those changes have come faster than the website could be updated," said Blackstone Director of Technical Services. "It's time our website reflected those changes. The new look is contemporary and gives the visitor a sense of energy and awareness."

Blackstone hired avenue 25, a Phoenix-based advertising and design company to redesign the website. Ryan Swindall, who oversaw the redo for Blackstone said the new and improved website is user-friendly and features more updated information about the company and about the security industry in general. Visitors to the website will be able to view current newsletters in the news page and past newsletters in the archives.

Ryan said that besides featuring portals for current employees, potential clients will be able to request quotes and job seekers will be able to fill out job applications online. Site visitors will also be able to view maps as well as addresses of all eight Blackstone offices in Arizona, Texas and New Mexico.

"A few pages are still under construction but that should not be a problem," Swindall said. "Websites are fluid these days and we will continue to upgrade our pages to make the site as informative and user-friendly as possible for employees and clients."

### New policy being developed

## Absenteeism, Call-Offs Hurt Security Industry

While absenteeism continues to be a thorn in the side of American business, Blackstone Security Human Resources Manager Mitzi Hagan said she is taking steps to ensure that unexcused, last-minute absences do not become the culture at Blackstone.

Hagan said one of the ways absenteeism manifests itself in the security industry is the call-off, or the last minute notification that a security officer will not make a shift. Hagan said that not only does this type of activity put a strain on the company to find replacements, but it also puts a strain on customer relations that security companies cannot afford to tolerate.

"Many of us in this industry work hard toward developing good reputations based on dependable service," Hagan said. "We will not allow a negative culture to infiltrate our ranks and jeopardize what we've worked so hard to accomplish over the years."

Hagan said she is working with the Blackstone Director of Operations Ken Vandiver to develop a policy that will incentivize and reward security personnel for consistent, positive behavior and habits. She said this policy will be in addition to the Officer of the Quarter and Officer of the Year recognitions that are currently in place. That proposed policy will then be taken to Blackstone



**John Grubbs**

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



**Phoenix** – John Grubbs is a man of few words. He is not flashy or arrogant, just steady, dependable and bent on satisfying clients. That's why this seven-year security veteran is the Officer of the Quarter for Blackstone's Division 32 in Phoenix.

"John conducts his duties with customer service in mind," said Blackstone Director of Operations Ken Vandiver. "He was very professional with a tenant contact that impressed the client enough to send a message to management. These are not received very often or as much as we would like. Sometimes guards get overlooked when they just do their job as they should."

Vandiver was referring to a night when Grubbs was on duty at a local business park. He received a frantic call at 3:15 a.m. from a tenant who had received a phone call from an alarm company saying that one of their motion sensor alarms had been activated. The tenant asked Grubbs to check the doors and windows, which he did and assured the tenant that all was secure. The tenant avoided an hour-long round trip and went back to sleep.

"I wanted to let you know that the individual who handled my call was polite and professional and responded immediately to my request to check things out," the tenant wrote to the property manager. "I very much appreciate that you have made this security service available to the tenants . . ."

Vandiver said it was business as usual for John. "John didn't save a life or stop a crime in progress, or even make a decision that would change the world as we know it, but he did take the time to make someone feel safe," Vandiver said.

Grubbs is a U.S. Army veteran. He has been with Blackstone just under three years and is a certified drug and alcohol counselor. A Phoenix native, John said he likes the professionalism he encountered with Blackstone. What he enjoys most about his job? "Just being a guard on the graveyard shift," he said.

John also enjoys live sporting events, fishing and being with his family. He is a firm believer in the golden rule. John is the father of four children. Congratulations John, and thanks for being a Blackstone Ambassador!

President & CEO Dan Swindall for final approval.

Swindall said he completely supports addressing an industry issue before it becomes a major issue at Blackstone. "I am proud of the way our personnel as a whole conduct themselves," Swindall said. "But absenteeism has to start someplace and in the security industry that someplace is the call-off."

Hagan added that while work is being done on a positive way to address this issue, those who continue to abuse it will be dealt with harshly. "People come to us seeking jobs and we want to make sure they take this job as seriously as we do," Hagan said. "We want to make sure they want to be here. We owe that to our clients."



## Amanda Kexel

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



**Albuquerque, NM** – Blackstone security officer Amanda Kexel is a no nonsense person who takes pride in her work and her hobbies. Blackstone District Manager Shana Kohlman calls the three-and-a-half year security veteran “an outstanding employee who is reliable, educated and dedicated”.

That’s why Kexel is the Officer of the Quarter for Blackstone’s Division 42 in Albuquerque after only six months with the company. It’s difficult to hide talent. “Officer Kexel was nominated because she pays attention to detail, safety and security and she has earned the respect of our clients,” Kohlman said.

The feeling is mutual as it usually is in these situations. Kexel says she like Blackstone because it has good management and she gets full-time hours. A native of Richfield, Wis., Kexel is not shy about stating her confidence. “I like having a position where I am in charge and responsible,” she said.

Kexel is very matter-of-fact about her philosophy on security. “If you do not protect yourself and the things that you own it’s like asking someone bad, indirectly, please come hurt me and steal my property,” she said.

She likes to keep busy developing herself intellectually, physically and socially. When Kexel is not standing her post, she pursues about 60 hobbies, the favorites being fine arts and crafts, sports and spending time with good people.

Congratulations Amanda, and thanks for being a Blackstone Ambassador.

### For Division 32

## Tucker Jolliff is New Assistant Operations Director

**Phoenix** – Tucker Jolliff is the first to tell you he is honest to a fault. That’s why his reasons for joining Blackstone as the new assistant director of operations for Blackstone’s Division 32 in Phoenix ring so loudly.

“I chose Blackstone because of many things,” he said. “Among them are Blackstone’s code of ethics. Honesty and integrity are two things I pride myself on. It is refreshing to be part of a team that has such high values and morals.”

He also said that Blackstone’s selection in 2012 as the winner of the Arizona Better Business Bureau’s Business Ethics Award also played a major role in his decision. “Their standing with the BBB speaks volumes about their character, he said. “I am excited to begin my new job with the Blackstone family.”



## Jessica Ortiz

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



**El Paso, Texas** – Jessica Ortiz is youthful, athletic and for the past year she’s been a breath of fresh air in Blackstone’s Division 52 in El Paso. But that’s not all. The energetic, El Paso native is described by Blackstone District Manager Vanessa Polanco as a “quick learner” on all posts. That’s why she was promoted to Officer in Charge at her latest post and that’s why Jessica is the Officer of the Quarter for Division 52.

“She is a very good officer and is always on time,” Polanco said.

Although Jessica has been in the security industry for only a year, she says security plays a very important role in society so her favorite aspect of the job should be obvious: “I like protecting and securing our clients’ property,” she said. The next best thing is what she likes most about Blackstone: “I really like management,” she said. “I like their professionalism.”

Jessica is a graduate of Eastwood High School. Her athleticism is manifest in dance and volleyball. The other thing she does when she is not protecting a client’s property is spending time with her “children,” her three dogs, Baby, Kynzi and Buddy. We’re sure they are proud of you, Jessica. Congratulations and thanks for being a Blackstone Ambassador!

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*“A successful man is one who can lay a firm foundation with the bricks others have thrown at him.”*

*David Brinkley*

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Tucker, 36, takes over for Bobby Holley who moved to Dallas to head up a new division that Blackstone is opened there.

Tucker brings to Blackstone an extensive background in corrections, law enforcement and security.

He has more than four years of security experience as a supervisor and director, overseeing multiple properties. He worked more than six years with the Maricopa County Sheriff’s Office as a Field Training Officer for Detention and spent two years as a corrections officer for the Arizona Department of Corrections.

Blackstone President & CEO Dan Swindall said Tucker is a welcomed addition to the Blackstone Team. “When someone of Tucker’s caliber becomes available you don’t want to waste time,” Swindall said of his hiring decision. “He’s had a wide variety of responsibilities and duties. His experience makes us a better security company. We welcome him aboard.”

Tucker said he is happy to be a member of the Blackstone Team. “I am looking forward to utilizing my skills, learning from everyone and growing within the company,” he said.

## CBP Officers Find Drugs Strapped to Paraplegic Man

**Presidio, Texas** – U.S. Customs and Border Protection Office of Field Operations officers working at the Presidio port of entry seized 1.3 pounds of crystal methamphetamine. The drugs were taped to the legs of a paraplegic man.

“Smugglers have no scruples when it comes to getting narcotics across the border,” said John Deputy, CBP Presidio Port Director. “It is unfortunate, but even individuals with disabilities can serve as an avenue to smuggle drugs.”

The seizure was made just before 3 p.m. on Oct. 22 when a taxi carrying a lone male passenger made entry from Mexico. A CBP officer at the primary inspection booth noticed suspicious bulges on the passenger’s thighs and performed an immediate pat down. In secondary the passenger was assisted onto his wheelchair and escorted to a secure location. Two bundles were discovered taped to the thighs of the passenger. Each bundle contained two packages with the contents testing positive for the properties of methamphetamine.

CBP officers arrested 41-year-old Arturo Chavez Solis of Aldama, Chihuahua, Mexico. He was turned over to U.S. Immigration and Customs Enforcement HSI agents to face charges associated with the failed smuggling attempt.

While anti-terrorism is the primary mission of U.S. Customs and Border Protection, the inspection process at the ports of entry associated with this mission results in impressive numbers of enforcement actions in all categories.

## New Divisions Continued from Page 1

Blackstone Executive Vice President Jeanne Croft, who leads the company’s sales force, said each new division is an opportunity to extend the quality customer service to new communities and create jobs for local residents. “We pride ourselves in delivering excellent customer service to our clients,” Croft said. “We are

*“These locations are representative of the types of healthy, competitive markets that Blackstone thrives in serving.”*

Dan Swindall

looking forward to continuing that tradition in our newest communities, and we’re looking for self-starters to join us.”

Kerry Childers, a 20-year veteran in law enforcement and security will continue to lead the Yuma division. Tony Browe, a veteran of 28 years in the security industry, moves from his duties as regional director of Blackstone’s Tucson office to assume duties as regional director in Houston. Ron Skyrn takes over as operations director in Tucson.

Bobby Holley, has moved from his position as assistant director of operations in Phoenix to head the Dallas division. Blackstone newcomer Tucker Jolliff will assume Holley’s duties in Phoenix. Another newcomer, Scott Clark, a 15-year veteran of law enforcement operations and aviation security will lead the satellite office in Gallup as area manager.

*“I have not failed. I’ve just found 10,000 ways that won’t work.”*

Thomas A. Edison

## Scott Clark Joins Blackstone in Gallup, N.M.

**Gallup, N.M.** – New Mexico native Scott Clark has been hired by Blackstone Security Services, Inc. as area manager of its security operations in Gallup and northwestern New Mexico.

Scott is a 15-year-veteran of law enforcement operations and aviation security with service in the southeastern and southwestern United States including Nashville, Tenn., Sarasota, Fla., Albuquerque, Farmington and Gallup. He is a veteran of the U.S. Air Force where he served as a security policeman.

“Scott was hired to ensure that we provide the best possible service to our new and future clients in the Western Region of New Mexico and East-

ern Arizona,” said Blackstone President & CEO Dan Swindall. “He comes to us with many years of security experience as well as an extensive training background in correctional facilities in both Arizona and New Mexico. We’re excited to have Scott as part of our team.”

Scott was born in Gallup and graduated from Gallup High School. Scott said he has always sought employment in the security industry and Blackstone seemed a good fit. “I believe security is necessary to ensure the safety of customers, workers and the general public,” he said. “I find this company shares the same values I have and I know that my town deserves a company such as Blackstone to provide quality services to them.”

During his career he has served as a director of operations, chief of security director of administration and a supervisory transportation security officer.

Scott said his local roots should bode well for Blackstone and the community. “My knowledge of the diverse cultures in Gallup and the Native American Community ensure a good working relationship with Blackstone and the community,” he said. “My personal and professional relations span 20 plus years in New Mexico I believe this will ensure more opportunities to expand Blackstone Security’s reach in this town as well as the state.”

Scott, 46, and his wife, Lori, have three children.



## Issa *Continued from Page 1*

motivates me to keep improving and to continue to push forward. I am honored.”

Gasan, 34, has made a habit of impressing Blackstone clients wherever he is assigned. Gasan epitomizes honesty, integrity and ethics, all qualities that can be defined as doing the right thing even when no one is looking. A case in point last year was when a very expensive diamond bracelet, a family heirloom valued between \$25,000 and \$30,000 found its way back to a much-relieved owner after Issa found it while on duty at a condominium complex in north Phoenix. It was not the only time Issa has done this. According to Phoenix Director of Operations Ken Vandiver, Issa routinely tags and dates other lost items, including cash. Gasan once found \$100 and held onto it until the rightful owner was identified. Another very thankful resident. He also refused the gift of a custom-made \$5,500 mountain bike offered to him by grateful residents. It is against company policy to accept gifts.

“Since being selected Officer of the Quarter in spring 2013, Gasan has not wavered from the excellent work that he does each and every shift;

*“The recognition by my company means a lot to me. It motivates me to keep improving and to continue to push forward. I am honored.”*

Gasan Issa

In fact I think he has gotten better,” Vandiver said. “Gasan has exhibited the qualities of an outstanding security officer that can’t be overlooked even by the client where he works. It goes without saying, Gasan is a model security officer that not only should be complimented for his work performance, but also for this award that stands for the 33 fallen security officers that did not waver in their duties.”

Gasan said he did not expect the award, but admits that it is satisfying. “I do the job to the best of my ability,” he said. “I do not expect a reward. I simply view it as the only acceptable work ethic – give 100 percent, and the reward is knowing that you’ve done a good job.”

Gasan does his job even though he realizes that sometimes it’s

not fun. He has withstood the wrath of an irate tenant who threatened to have him fired when he tagged her vehicle for parking in an unauthorized area. Issa confirmed his actions with photographic evidence. And when Issa found a man lying face down unconscious in the visitor’s parking area, he lost no time in contacting emergency services to have the man transported to the hospital where he recovered. Gasan even performs minor repairs to the property. “I would like to thank Gasan for his efforts to place our gate back on the track and manually reset it after it had been knocked off by an unknown resident,” wrote the community manager in a letter commending Issa. “This saved us an emergency service call and a few hundred dollars.”

Blackstone Executive Vice President Jeanne Croft said Issa is a great representative of the company. “It is wonderful when we receive letters commending Gasan for his performance on the job, but it is not surprising any longer,” Croft said. “We are very proud to have a person such as him on our team.”

Gasan has spent the entire nine years of his career in security with Blackstone. He said it reflects his traditional values. “I’m an old-fashioned man, when I set on a path I see it through,” he said. “I started with a great company and I work with great people. That to me is worth nine years. With every year I have grown as a person. This job has taught me a great deal about people. There is never a dull moment.”

Gasan said his family is proud and excited for him. “They see it as an achievement and growth in my career,” he said.

Gasan offered his gratitude to the clients he has served: “I would like to thank them for allowing me to be a part of their security solution,” he said.

Gasan’s advice to his fellow security officers is reflective of his character and insight. “Perform your duties to the best of your abilities, give 100 percent every day and have an open mind,” he said. “Every day is an opportunity, use it to learn and improve. A good sense of humor is also important to put everything in perspective.”

Gasan Issa is proof that the secret to Blackstone’s success is in its people.

## Inc. 5000 *Continued from Page 2*

Blackstone was notified in a letter from Inc. Editor-in-Chief Eric Schurenberg that its position on the list made it part of a “very exclusive” club. “Blackstone now shares a pedigree with Intuit, Zappos, Under Armour, Microsoft, Jamba Juice, Timberland, Clif Bar, Pandora, Patagonia, Oracle and other recent notable alumni,” Schurenberg wrote. “You are in good company – which is exactly where you belong.”

This is the 33rd year that Inc. Magazine has compiled the Inc. 5000 list. Schurenberg said the average company on this year’s list grew a “mind-boggling” 516 percent. “Those are results most businesses could only dream of,” he wrote.

Blackstone Executive Vice President Jeanne Croft echoed Swindall’s remarks. “This really is the culmination of a team effort,” Croft said. “We encourage everyone to go the extra mile because this is what happens when you do.”

“Our growth is a further indication that good customer service is a valued commodity to our current and future clients,”

Swindall said.

The recognition comes a year after Blackstone celebrated its 20th Anniversary and just two years after it became the first and only security company to win the Arizona Better Business Bureau’s coveted Business Ethics Award. Blackstone also became the first and only private security company to reach semifinalist status for the prestigious Spirit of Enterprise Award given by Arizona State University’s W.P. Carey School of Business in 2012 and 2013.

*“Whenever you find yourself on the side of the majority, it is time to pause and reflect.”*

Mark Twain

*Happy Anniversary!*  
*Blackstone Employee Anniversaries*



## 2014 PHOENIX ANNIVERSARIES (thru August)

### One Year

|                   |                    |
|-------------------|--------------------|
| Brown, Norman     | Juan, Camilo       |
| Burns, Kevin      | Moreno, Jeanne     |
| Chamberlain, Alex | Myers, Steven      |
| Davis, Damien     | Pirvulescu, Serban |
| Dennis, James     | Pretzer, Torey     |
| Gad, John         | Qualls, Richard    |
| Garrett, Stephen  | Rose, Jeffrey      |
| George, Lawrence  | Watson, John       |
| Himbaugh, Ryan    | Williams, Mitchell |

### Two Years

Osburn, John  
Pieruccini, Gerald  
Price, Sandra  
Todd, Linda  
Wood, Shirley

### Three Years

|                  |                   |
|------------------|-------------------|
| Cushman, Albert  | Gregory, Alfred   |
| Erickson, Steven | Stampley, Tyshawn |

### Four Years

|                   |                |
|-------------------|----------------|
| Bach, Rick        | Quinn, Gilbert |
| Castorena, Philip | Rohrman, Keith |
| Garcia, Anthony   | Wallace, Brian |
| Gonzalez, Diane   |                |

### Five Years

Randall, Michael  
Williams, Kenyatta

### Six Years

Hernandez, Daniel

### Seven Years

Roberts, Franklyn

### Eight Years

Avenetti, John  
Issa, Gasan

### Nine Years

Riedel, Claudia

### Twelve Years

Ramirez, Esau

## Safe Driving Reminder

# Don't Drive Us Crazy!

The first unwritten rule of providing quality security service is “getting there.” And you can't get there if you're involved in a traffic accident that could have been avoided with just a modicum of planning.

Not only do we endanger ourselves and others by operating a vehicle while we are drowsy, distracted or in a hurry, the liability repercussions can be felt for years, jeopardizing all our livelihoods.

So, because your safety is a top priority, here is a “Top 10 list” of reminders to keep you alert while operating your personal or a company vehicle.

- 1. Don't drive drunk!** Need we say more? Yes! Many DUIs are issued “the morning after” being out on the town and revelers are on their way to work.
- 2. Don't speed.** Leaving a little early won't kill you, speeding will.
- 3. Avoid distractions.** Shaving and applying makeup have been joined by texting and increased cell phone use as the biggest hazards on the road. Do not text or use your cell phone in a company vehicle!
- 4. Don't drive drowsy.** Make sure you get enough sleep even if you work two jobs to make ends meet. Also, watch your medications.
- 5. Wear your seat belt, period!**
- 6. Be extra careful in bad weather.** We in the Southwest are notorious for our inability to drive in bad weather.
- 7. Don't follow too closely.** Many accidents are an accumulation of events. Following too closely is often the final error in judgment before an accident.
- 8. Watch out for the other guy.** There used to be a traffic message that said, “Be right, but don't be dead right.” You can follow all the rules of the road and some driver will crash into you. Assume that everyone else on the road is an idiot and stay alert!
- 9. Drive defensively.** See #8.
- 10. Keep your vehicle safe.** A car that is in poor repair is an accident waiting to happen.

Remember, the first rule of doing a good job or spending quality time with your family is getting there.

Source: Howstuffworks.com



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