

# BLACKSTONE POST



The Voice of Blackstone Security



The Secret to Our Success is in Our People

WINTER, 2016

Veterans Comprise Nearly 50 Percent of Guard Force

## Blackstone Veteran Hiring Initiative in El Paso is Pure "Bliss"

**El Paso, Texas** – When Blackstone Division 52 District Manager Vanessa Polanco needed to hire someone with military and leadership experience she called Deana Garcia at Fort Bliss to ask if she could recommend someone. Garcia, who is in charge of a hiring fair at Fort Bliss, did not hesitate, her husband, Staff Sgt. David Garcia, had just retired. "I said, hey, I know somebody, my husband," she said. "He'd been out about a week and hadn't even filed for unemployment."

David Garcia is now an account manager with Blackstone and the client is more than satisfied. "It was a smooth transition," Deana said. "A true success story."

The phone call was not the first time Polanco and Deana Garcia had collaborated.

The hiring fair at Fort Bliss is held semi-annually and has



Vanessa Polanco

opened a pipeline between Blackstone and several veterans' groups that has resulted in dozens of military veterans being hired as guards and supervisors by the award-winning security stalwart.

Polanco began attending the fairs in 2009, the year Blackstone opened its El Paso office. She or a Blackstone representative attends at least one of the two fairs held each year. Polanco said that of the 200 guards currently working for her, approximately 100 are military veterans. The listing even includes some spouses of veterans.

"Vanessa has been attending the hiring fairs for a number of years now," Deana Garcia said. "She is a strong supporter of our hiring program."

See **BLISS** Page 3

Will Serve Three-year Term

## Blackstone's Swindall Appointed to DPS Private Investigator & Security Guard Hearing Board



Dan Swindall

**Phoenix** – Blackstone Security Services, Inc. President & CEO Dan Swindall has been appointed to the Arizona Private Investigator & Security Guard Hearing Board. Swindall was notified of his appointment in a letter from Arizona Department of Public Safety Director Col. Frank Milstead.

"Congratulations on your appointment," Milstead wrote. "... I wish to express our sincere appreciation for your willingness to serve on the Board, which strives to provide balance between public safety, industry and individual interests.

Mr. Swindall will serve a three-year term ending, June 19, 2019.

"It is privilege and an honor to be selected to serve on this board,"

Mr. Swindall said. "It is also a responsibility that is not to be taken lightly. I'd like to thank Col. Milstead and the selection team for this opportunity to represent the security industry in Arizona."

See **SWINDALL** Page 6



Post Orders

Women in Security - Page 2

Veteran's Corner - Page 3

Boots on the Ground - Page 5

Another Vintage Year for Blackstone CEO - Page 6

Employee Anniversaries - Page 8



## POST ORDERS

Dan Swindall, President & CEO

# Are Women Good for Security? You Better Believe It!

**This column originally appeared in C-Level Magazine, which targets C-suite executives. Dan regularly contributes columns on corporate security to C-Level Magazine.**

I will get right to the point. If you are overlooking women when seeking to hire a chief security officer or security supervisor, you could be depriving yourselves of a capable and valuable resource.

The subject of women in security basically can be compared to how women have fared in many other professions dominated by their masculine counterparts. It is an area where only those companies with foresight and a pioneering spirit have made strides.

Two years ago, Kirsty McMahon, deputy editor of Security Media Publishing wrote in an article on women in security: "There is a general consensus that the security industry is a male-dominated sector, with careers perceived as unsuitable, or even unappealing to women. But why is this the case, and is it an accurate assumption?" She then goes on to present evidence that the assumption is correct, however she only addresses information security.

If this assumption rings true for information security, then it tolls even louder for the physical security sector. Talk to most people in the industry and they will tell you that, overall, women are entering the security industry in increasing numbers, albeit slowly. However, this is based more on eyeballing rather than hard numbers. The closest we could find was a study done in 2013 which found that women represented between 10 and 11 percent of the information security sector and had remained "stagnate" over the past two years. That report called the number "alarming" because the industry experienced "double digit" increases over the same period. Most of the data on this subject refers to information technology, but the data can be extrapolated to include the physical side of security.

The reasons given for this slow influx of women into the security industry depends on who you talk to, but it may be more about perceptions than gender stonewalling. Some say the prospect of a career in security is "unattractive" and simply lacks the appeal for women to get involved. Others caution that overlooking women may deprive your company of unique perspectives. "Women have a unique contribution to make in the ever-changing security field, regardless of their background," writes Mimi Lanfranchi, a se-

nior vice president for a national company which she says employs 14,300 women in various positions. "I had no family or friends in the security industry or law enforcement sectors to influence me into the industry. Rather, I became interested in the field when I signed up for several criminal justice classes in college."

College is another area where the rise in security can be measured by the myriad degree programs in law enforcement and security. Locally, the University of Phoenix, Embry Riddle and Maricopa Community Colleges offer programs. Northern Arizona University goes a step further with a Corporate Security Club (CorpSec) for students interested in the field. Dr. Marianne Nielsen, their adviser, is the Chair of the Department of Criminology & Criminal Justice in the College of Social & Behavioral Sciences. She agrees with Lanfranchi that women have a lot to contribute to the industry. "Women have exceptional written and oral communication skills as well as intercultural skills," she said. "But women are underrepresented in the criminal justice in general."

Dr. Nielsen said that while there is lots of anecdotal evidence that security is "unfriendly" to women, the main thing is that most women don't know what the jobs are and that they would be perfect for them.

Lisa Dolan, CPP, is in her second year as Chair of Women in Security, a working group of ASIS International. She said WIS has 3,200 members on its LinkedIn site and 95 percent of them are women. She said the international presence is also gaining momentum. "I definitely think people are more open to considering putting women in positions of management in the security industry," she said. "There are a lot more role models for young women today than when I was growing up." Dolan, by the way, is president & CEO of her own guard company.

I fear I have not done this topic the justice it deserves, but I hope I've made my point. Most of what I found was opinion. You know what they say about opinions, everybody has one. My opinion is that saying women are on the rise in security would be somewhat of a misnomer. They are here. Visit my office anytime and you'll see I walk the walk. If for some reason you're still hanging on to the outdated notion that women can't be good decision-makers when it comes to security, then all the better for the rest of us.

We'll see you next time.



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Scott Clark – Area Manager

## Bliss *Continued from Page 1*

Polanco said Deana has helped her quite a bit when she's needed to fill positions. "When I needed an account manager I knew a veteran would be best for the position because of their leadership skills," Polanco said. "And the client preferred a veteran."

Noting that Blackstone's founding President & CEO Dan Swindall is a U.S. Air Force veteran, Polanco said that hiring veterans continues the culture that Blackstone is built upon. Four of Blackstone's seven district managers in Arizona, Texas and New Mexico are veteran non-commissioned officers. "Veterans bring structure, leadership, honor and pride," said Polanco, whose father is also a U.S. Air Force veteran. "They take ownership of everything they do. These are the qualities they bring to Blackstone."

Polanco supports several veterans' groups and always tries to make the transition to civilian employment as easy as possible for veterans. "If they need time to find living quarters off base or would like to attend school under the G.I. Bill, we work with them," she said. "I've hired veterans who were living in shelters and when they'd worked long enough to afford an apartment, I've given them time to move their belongings."

Jose Orozco, a representative of the American G.I. Forum, a national non-profit veterans outreach program that assists veterans in finding housing and employers who will hire them based on the skill sets they acquired while serving. He met Polanco at the Fort Bliss hiring fair five years ago and has been sending veterans to her ever since. "Vanessa is an outstanding young lady," Orozco said. "They're pretty adamant about supporting our veteran population and have hired quite a few of my veterans. Working with Blackstone has been a good experience because they make it seamless when my veterans come to them. They do their best to get my veterans on board."

Orozco said this is significant because some of the veterans he

recommends to Blackstone are homeless, have physical disabilities or are dealing with PTSD. "I give Blackstone a heads up and they try to accommodate my veterans with assignments that won't make their conditions an issue."

Andres Larregui is a veteran employment liaison for the Texas Veterans' Commission, which advocates for veterans and advises them on medical claims, education opportunities and employment. His job is to connect employers with veteran job seekers.

Larregui heard about Blackstone from Orozco after meeting him at a hiring fair at Fort Bliss. Larregui has referred veterans to Blackstone for the past two years. "I have an account with Blackstone on the Sales Force website. "I've been able to place several veterans with Blackstone from the Sales Force website and several others by referring them to Emilia Lopez in the Blackstone office," he said.

Polanco said working with veterans is a two-way street. She said she was tutored by a fellow district manager on how to talk to veterans. Polanco also said that a recent hire is teaching her military language. "He stops by once a day and gives me a new word of the day to learn and he tells me to use it during the course of the day. This is a two-way street because I am learning too," she said. "I'll do anything for them because they served our country and they deserve it. My clients enjoy working with veterans and this gets Blackstone recognition."

Blackstone Executive Vice President Jeanne Croft, whose late father is a veteran, praised Polanco and the El Paso office for their initiative in illustrating Blackstone's support of veterans. "The effort of Vanessa and her staff is indicative of Blackstone's dedication to its hiring initiative," Croft said. "We are very proud of what El Paso and the rest of the company is doing to support veterans."

### He Ain't Heavy



## VETERAN'S CORNER

### VA Caregiver Support Program Leaves No One Behind

**Phoenix** – The VA has developed a Caregiver Peer Support Mentoring Program to connect caregivers to one another, provide support and learn from each other. Peer Support Mentoring provides an opportunity for caregivers to share their experiences, wisdom and skills and benefit from the guidance of others.

Caregivers of Veterans of all eras are eligible to participate in the program, both as mentors and as mentees. Mentors and mentees communicate using email, telephone and letter writing, depending on what works best for both of them. Mentors receive training before being paired with another caregiver and are volunteers with their local VA medical center Voluntary Services Department. Caregivers agree to participate for six months, but many participate for much longer.

Not sure if you're ready for this but would like to try it out? VA also offers a one-time connection through the Compassionate Connections Program for those caregivers who may need some brief support from an experienced mentor but aren't ready or able

to commit to a longer-term mentoring relationship.

To learn more, please contact your local Caregiver Support Coordinator by visiting [www.caregiver.va.gov/](http://www.caregiver.va.gov/).

With VA's Caregiver Support Line, assistance is a quick phone call away. Whether you're in need of immediate assistance or have questions about the services you may be eligible for, the caring licensed professionals who answer the support line can:

- Tell you about the assistance available from VA;
- Help you access services;
- Connect you with the Caregiver Support Coordinator at a VA Medical Center near you;
- Just listen, if that's what you need right now.

If you're just getting started with VA, calling the Caregiver Support Line is a great first step to take to learn more about the support that is available to you. Call 1.855.260.3274 from 8 a.m. to 8 p.m. Eastern Standard Time, Monday through Friday.



### Azem Shah

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

**Phoenix** – Azem Shah is the Officer of the Quarter for Blackstone’s District 32 and for good reason. Azem is a stickler for details. Not only does he like to know the layout of his surroundings, but also the personalities and habits of the people who inhabit those surroundings.

It’s this obsession that likely saved the life of a teacher at Azem’s former post at a Phoenix elementary school and most certainly the enduring quality that landed him the designation of Officer of the Quarter. This is a recognition that Azem says he cherishes. “It’s not about salary,” he said. “Life is about getting somewhere. The best way to see that you’re making progress is when you hear compliments that you are doing a good job. That’s when you know you’re making progress.”

One day Azem, whose job was fire watch, noticed a teacher, who taught math and was a coach, behaving out of character. Instead of watching the students closely, he sat away from them. “I paid attention not just to fire alarms, but also to teachers and students,” Azem said. I was able to get an image of the teacher’s personality.”

Azem said he thought the teacher’s behavior was odd and approached him. “He was sweating and dizzy,” Azem said. “That’s when I knew something was wrong. In my CPR class we learned to recognize strokes and heart attacks.”

The teacher was having a heart attack so Azem called to other staff members and made them aware of what was happening. “A couple staff members provided shade for him while I called for an ambulance.”

The bottom line is the teacher survived the ordeal. “His wife thanked me and I received a compliment from the principal,” Azem said. “When he recovered he came by and thanked me also.”

Ken Vandiver, director of operations for Division 32, said Azem acted on his instincts during the crisis and made the right moves by notifying school officials and calling 911. Vandiver Azem’s actions “quite frankly” saved the teacher’s life. “Standing by the teacher, he controlled the scene until emergency responders arrived,” Vandiver said. “Not only is Azem a role model for security guards, he is a life saver as well.”



### Jeremy Mirabal

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

**Albuquerque** – Jeremy Mirabal is the officer of the Quarter for Blackstone’s Division 42 in Albuquerque, a recognition he modestly and quickly credits opportunity and management. “What I like most about Blackstone is they truly give you the opportunity to show your potential,” he said. “Also, the management in Albuquerque because without them I wouldn’t have nearly as much knowledge and skill as I have now.”

It’s a mutual admiration society because Albuquerque District Manager Shana Kohlman called Jeremy a “stellar” employee who has really stepped up to the plate recently. “He goes above and beyond and really has tried hard to understand the ins and outs of the company,” Kohlman said. “He has taken on more responsibilities and is the acting intern supervisor. Jeremy takes great pride in his position and the Blackstone and represents the company with integrity and respect.”

Jeremy is an Albuquerque native and has been with Blackstone for two years. He said the things he like most about his job are traveling to different sites, the clients and getting to meet new people. “Also, just making clients happy by doing the best job I can do is what I enjoy most about my Job,” He said.

Jeremy’s philosophy on security is that everyone has a right to feel that they and their property are safe and protected from unknown events and individuals. “Just having the peace of mind in knowing that everything is safe and secure.”

When Jeremy is not securing the client’s property he can be seen taking long rides on his Harley with loved ones, camping and riding All-Terrain Vehicles. He has an associate’s degree in electrical engineering and is currently attending classes working toward a bachelor’s degree in that field. “I really like working on computers and electronics,” he said.

Congratulations Jeremy and thanks for being a Blackstone ambassador.

“Challenges are what make life interesting and overcoming them is what makes life meaningful.”

*Joshua J. Marine*

## Benefits of Having a Security Guard at a Business

By Amanda C. Kooser, Demand Media

Small businesses have to deal with the reality that thefts and other crimes can occur on business premises. Some businesses, such as convenience stores, banks and retail stores, may be more of a target for criminals and petty thieves than other types, but a wide variety of businesses choose to hire security guards. Guards can be used to prevent crime, maintain security, and assist customers and

employees. Business owners should assess the benefits of hiring a security guard before making the decision to bring one on board.

The presence of a security guard at a business can provide a sense of security to the business owner, employees and customers. Employees that work in high-risk areas are more productive



## Avery Garrison

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

**El Paso, Texas** – Congratulations to Avery Garrison for being selected as Officer of the Quarter for Blackstone Security Services' Division 52 in El Paso, Texas. Avery has been with Blackstone nearly a year and has already distinguished herself as a client's preference.

A native of Pulaski, Tenn., Avery says she prefers to be out in the field versus riding a desk. But she adds that she is still a team player. Avery says she enjoys her job because "every day is different."

District Manager Vanessa Polanco said she saw a lot of herself in Avery and decided to bring her on board. "We never forget where we come from and just like her I was a guard with lots of potential and eager to join a great team," Polanco said. "I saw that same drive in Avery Garrison so we brought on onto our team."

Polanco said that a site supervisor's position opened up, she recommended Avery for the job. And while there were many other candidates, Avery was the client's choice. "I was very proud of her," Polanco said. "Her success is Blackstone's success and I am happy she was chosen."

Avery's philosophy on security is simple: "You are only as secure as your sense of awareness of your surroundings."

When Avery is not protecting the client's assets, she enjoys spending time with her children, reading and playing strategy games.

Congratulations, again, Avery, and thanks for being a Blackstone ambassador.



## Yefa Bedane

**Officer of the Quarter  
Division 53 – Dallas**

**Dallas** – Yefa Bedane has his priorities in the right order when it comes to security: "Be alert, observe and report." This is why Yefa, a four-year veteran in the security industry, is the officer of the quarter for Blackstone's Division 53 in Dallas.

Bobby Holley, the district manager in Dallas, said Yefa performs his duties as asked in a professional and courteous manner. Mr. Bedane has gone above and beyond his required duties on many occasions and is always willing to help the team by staying late, working extra shifts or training others," Holley said. "Mr. Bedane has been an asset to the Blackstone Team and continues to improve with each passing day."

Yefa took the scenic route to get to Blackstone. He was raised in Addis Ababa, Ethiopia where he earned his associate's degree in Urban Engineering from the Addis Ababa Municipality Technical College 1984. On March 19, 2015, Yefa realized a dream when he became a Naturalized Citizen of the United States in a ceremony performed in Irving, Texas.

Blackstone appeals to Yefa because he says the company has, "good management, mutual teamwork and a good schedule." The things he enjoys most about his job are, "interacting with visitors and logging deliveries onto the site."

Yefa said his hobbies include "performing community service in Wylie, going to the gym, reading, listening to spiritual music and watching soccer."

Yefa and his wife, Fikre Belete, live in Wylie, Texas with their daughter and two sons.

Congratulations Yefa and thanks for being a Blackstone ambassador!



By Charles Swindoll

## The Power of Attitude

"The longer I live, the more I realize the impact of attitude on life. Attitude is more important than the past, than education, than money, than failures, than circumstances, than successes, than what other people think or say or do. It is more important than appearances, giftedness or skill. It will make or break a company, a school, a church, a community or a family.

The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change the

fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude. . .

I am convinced that life is 10 percent what happens to me and 90 percent how I respond to it. And so it is with you. We are in charge of our own attitude!"

Source: This passage was part of a presentation delivered by Ray Madaghiale, chief inspiration officer of Business Energizers, a division of Transformational Learning Center. This was included in his presentation, "Hiring & Training a High-Performance Team" delivered during the 2016 SCORE Small Business Symposium in Phoenix themed "Drive to Growth & Profits." SCORE is a Virginia-based national non-profit association dedicated to mentoring entrepreneurs and helping small businesses. SCORE is a resource partner of the U.S. Small Business Administration.

## Swindall

*Continued from Page 1*

The Board comprises seven members whose duties include submitting recommendations to the DPS Director on disciplinary actions or the denial of a license or registration; annually electing a chair and secretary from its members; determining good cause exception for felony and misdemeanor offenses; receiving and hearing evidence, administering oath and affirmations, issuing subpoenas for witnesses and producing documents relating to an investigation or hearing. The Board meets every six weeks, but can meet more frequently if necessary.

Mr. Swindall is a veteran of more than 30 years in the security industry. He has been at the helm of Blackstone Security for 23 years, having founded it in 1993. Mr. Swindall is currently serving his fifth consecutive term as chairman of the Board of Officers for the Arizona Private Security Professionals' Association (APSPA). He also has served on the Arizona Better Business Bureau's Business Ethics Selection Committee three of the past four years.

### In Demand

## Another Vintage Year for Blackstone CEO



**Dan Swindall and Arizona State Rep. Vince Leach confer during a legislative panel discussion at the AALPI/APSA Conference.**

Blackstone from a company on a shoestring budget of just \$500 and his kitchen table for a desk, to a multimillion business delivering services in Arizona, New Mexico, Texas, Colorado and California.

Dan is serving an unprecedented fifth consecutive term as Chair of the Board of Officers for the Arizona Private Security Professionals' Association. As such, Dan was asked to discuss issues critical to Arizona's security industry on a legislative panel at the Arizona Association of Licensed Private Investigators'/Arizona Process Servers' Association annual conference. Also on the

**Phoenix** – The past 12 months have been eventful for Blackstone President & CEO Dan Swindall, featuring several key events that added to his growing list of career accomplishments. Dan is in his

23rd year of guiding



**DPS Capt. Steve Enteman listens intently to Dan Swindall's remarks at the AALPI/APSA Conference.**

time in four years by the Arizona Better Business Bureau to serve on the BBB's Business Ethics Selection Committee earlier this year. Dan's run was capped off by his appointment to the DPS Private Investigator/Security Guard Hearing Board (**See page 1**).

panel was State Rep. Vince Leach, R-Dist. 11; then-Capt. Stephen Enteman, former head of the DPS Licensing Division; Rich Robertson, legislative liaison for AALPI; Ron Ezell, APSA; and AALPI President Dana Young, who moderated the panel.

After celebrating his 57th birthday, Dan was once again recruited for the third



## Benefits

*Continued from Page 4*

and easier to retain when they don't have to worry about personal safety. It also lets customers know that you are concerned about their safety and willing to take steps to insure it.

Having a security guard present is a great deterrent to crime. Thieves will think twice about targeting a business that has uniformed protection. Professional guards can assess a situation and react to security breaches. A guard is a greater visual deterrent than just camera surveillance or a standard security system. It sends a message to potential criminals that you are serious about the security of your business.

Security guards can also be customer service ambassadors. A guard may staff a front desk or act as a sentry to control access to

an area. Guards are able to help direct people to find products and get to the right location in a business. Guards can also be available as escorts for customers and employees to get to their cars after dark. Hiring personable and capable guards communicates that your business is secure and customer-oriented.

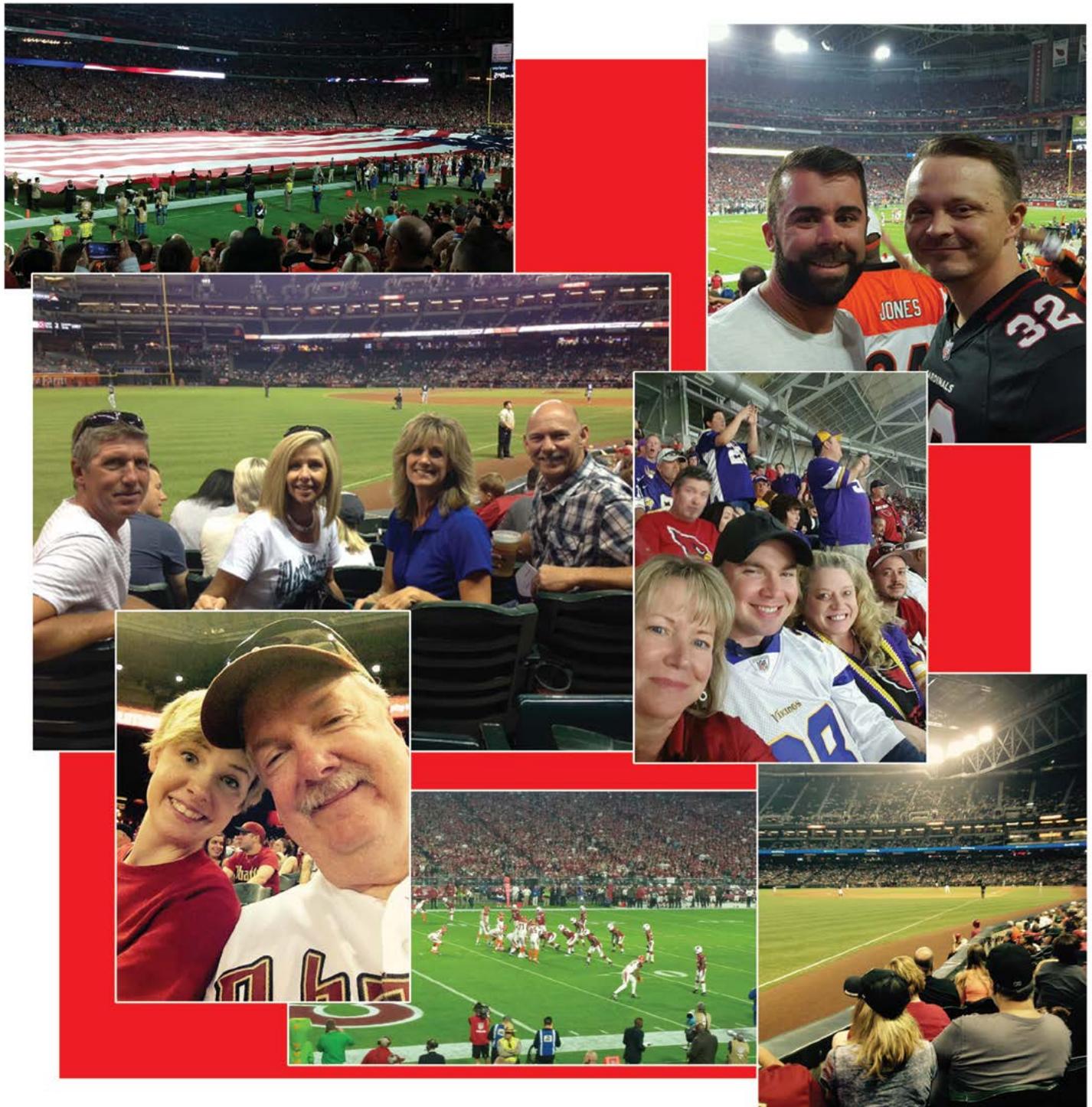
Security guards can receive varying levels of training when it comes to responding to a crime. Some may simply take down details and contact the police. Some may be able to detain suspects. It is up to the business to decide whether to have an armed or unarmed guard, and what procedures should be in place for handling a suspect should a crime occur. Hiring a trained and licensed guard from a reputable company can ensure that the guard behaves

See **BENEFITS** Page 8

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 arena football 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 AFL games is a great way for family members to bond with each other and with BFF's. This is just one of the ways Blackstone demonstrates its appreciation to clients. Yell if you see anyone you know. **Play ball!**





## Happy Anniversary!

### Blackstone Employee Anniversaries



## EMPLOYEE ANNIVERSARIES

### One Year

Katrina Carter	Perry Mentzer
Scott Graham	Arend Roorda
Thomas Hill	Darius Secunda
Cheryl Martin	Richard Talbert
Erin McCracken	Ervin Terrell
Louis McIntosh	James Watson

### Two Years

Travis Clarkson	Christopher Provant
Kay Hussar	Janine Rai
William Johnson	Brandon Wright
Roy Matienzo	

### Three Years

Phillip Burton	Danny McWilliams
Juan Losey	Charles Tellinghuisen
Richard McMurray	Alvin Thornton

### Four Years

William Culbertson	Danny Rawlinson
Fausto Garcia	Traci Reed
Edgardo Martinez	

### Five Years

Jeffrey Fisher	Carmen Wallace
Francisco Peinado	

### Six Years

Jason Celano	Pearlie Northern
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### Eight Years

Amin Bakheet	Rosa Wilfong
Becky Hall	

### Fifteen Years

Bob Wildenberg
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## CBP Says "No" to Drugs!

# CBP Discovers Heroin Load in Suitcase Lining

EL PASO, Texas – U.S. Customs and Border Protection Office of Field Operations agriculture specialists identified a suspicious piece of luggage leading CBP officers to a 6.2 pound heroin load late Friday. The estimated street value of the seized contraband is \$198,400.

"CBP remains vigilant in its homeland security mission," said Beverly Good, CBP El Paso Port Director. "Using various layers of enforcement CBP personnel are finding drugs, apprehending wanted people, and stopping illegal immigration at area ports on a daily basis."

The seizure was made at approximately 9:40 p.m. March 18 when 53-year-old Jose Alfredo Alaniz entered the Paso Del Norte pedestrian inspection area. A CBP agriculture specialist X-rayed a piece of luggage the man was carrying and spotted anomalies in the appearance of the bag. CBP officers initiated an exam and noted that the suitcase seemed heavier than normal. A CBP drug sniffing dog searched the bag and alerted to the side

walls. CBP officers continued their inspection and located three heroin-filled packages sewn into the lining of the luggage.

CBP officers arrested the man who is a resident of Ciudad Juarez, Chihuahua, Mexico. He was turned over to U.S. Immigration and Customs Enforcement HSI special agents to face charges associated with the failed drug 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.

*U.S. Customs and Border Protection (CBP) is the unified border agency within the Department of Homeland Security charged with the management, control, and protection of our Nation's borders at and between the official ports of entry. CBP is charged with keeping terrorists and terrorist weapons out of the country while enforcing hundreds of U.S. laws.*

## Benefits

*Continued from Page 6*

capably and sensibly when faced with criminal activity on business premises.

Not all security guards spend all their time on active patrol of a business property. A security professional may be employed to monitor video surveillance, check credentials, check for

contraband or restrict access to an area. A security guard may have specific goals, such as watching for shoplifters or keeping an eye on the grounds after hours. These monitoring duties take a lot of security responsibility off the shoulders of the business owner and employees, and allows them to focus on their jobs.

**Source: Houston Chronicle**

## Blackstone Security is a Proud Member of:

