



INSIGHT

QUARTERLY EDITION

A PUBLICATION OF
MARKSMAN SECURITY

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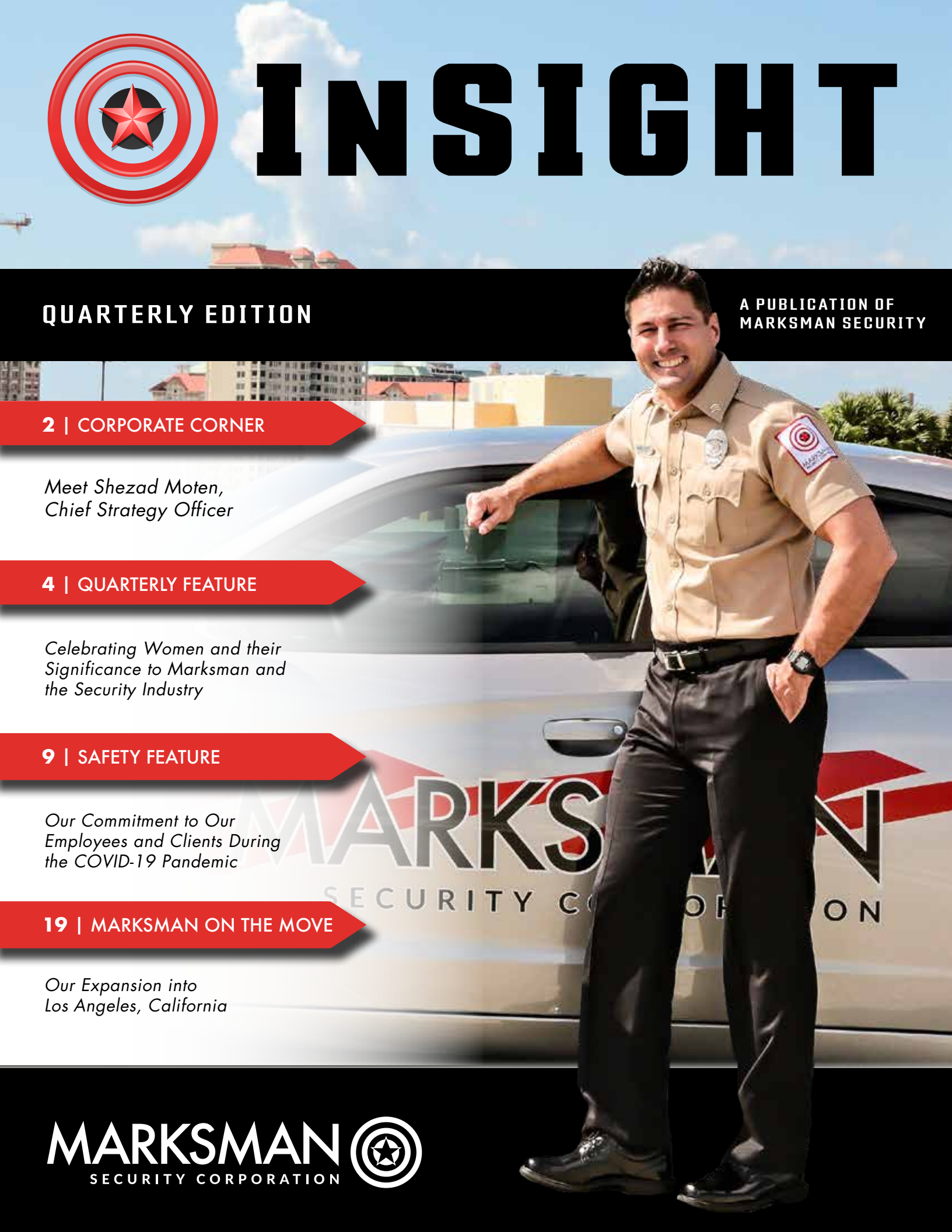
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CORPORATE CORNER

Meet Shezad Moten, Chief Strategy Officer



By design each of our magazines opens with a quick word from one of our senior leaders, and for the first edition of InSight for 2020 that honor fell to me. I confess the opening message I was working on in the first few weeks of this year changed about a week into the COVID-19 “quarantine.” One afternoon in that first week I was outside with my children when, in passing, my eldest said to me that she thought this might be her generation’s 9/11. That got me thinking about generational events, and it occurred to me that they are more common than we are conscientiously aware. Being born and raised in Florida I remember the first time the world changed forever. It was when the Space Shuttle Challenger disaster occurred; my childhood was never quite as childish after that. Then the next time I remember the world changing was Columbine, then again on 9/11. I bring up these events because each time the world experienced a generational change, one thing stayed the same. We focused, we endured, we learned, we carried on and we found a way to move forward together.

We are now well into the new reality of social distancing and the quarantine, and I can’t recall the Marksman team ever being more focused, more dedicated, more creative or caring more than they have since the onset of this pandemic.

Over the years we have seen our share of rainy days, many of you may not know this, but our reputation as a trusted and dependable security provider was practically forged by our ability to service our clients through the rash of multiple hurricanes striking Florida back in 2004. After every storm that year, sleeves got rolled up and our clients came to trust that time and time again Marksman would be there when the winds died down.

With this coronavirus, the duration of disruption is one of the great unknowns, but we do know that our commitment to our officers and clients will not be overmatched. This is no downplaying of suffering felt by loss and uncertainty, but there are also gains and certainties coming to light every day this goes on.

People all around the world are learning for the first time, or perhaps being reminded, what and who is essential both professionally and personally. We have always known each and every one of our officers was the most essential, the most critical part of not only what we do, but the culture in which we strive for excellence. There is no better time than now, and no better way, to show the country the difference each one of you make in our lives, in our client’s lives, and in one another’s lives. Starting with this issue of InSight we will be featuring more officer recognition than ever, more stories about the difference each of you are making every shift of every day. Every Employee of the Month from every region will be published, and every Employee of the Quarter will be featured both in print, and coming very soon, on our new website.

Lastly, on behalf of myself and the entire C-Suite, I would like to thank all of you across the nation for the good, honest, and essential work that you have been doing during these unprecedented times, we could not be more proud of you!

Sincerely,

Shezad A. Moten

Shezad A. Moten, Chief Strategy Officer
Marksman Security Corporation

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WOMEN IN SECURITY

In March, as a part of Women's History Month, we celebrated women and their significance to the security industry.

Women at Marksman Security make up nearly 31 percent of our workforce. They are mothers, caretakers, educators, veterans, students, community leaders and so much more. Most importantly, they are respected ambassadors of our company.

To give insight into a woman's role at Marksman Security we interviewed Kimberley Castor, Vice President of Human Resources. She has been in the security industry for approximately 15 years. Raising three children and working full time, she was able to advance herself with hard work and dedication. Castor, like many women in our company, has an inspirational story we thought was worth sharing.

Q. How did you get started in the security industry?

A. I worked for a different security company which ultimately merged with Marksman Security which became part of the Marksman Security family in 2012. Through engagement with multiple members of that company and their executives, they expressed they were pleased with my work and dedication and asked me to join their team. In the beginning I was involved with several departments, but ultimately dedicated my focus on Human Resources where I felt I had the most to offer.

Q. What contributions do you believe women make toward our organization?

A. A diversified workforce of both men and women enables us to look at the same challenges in a different way. I feel women are uniquely creative, curious multi-taskers and contribute to team cohesiveness. Their keen eye for detail and their unique perspective of being the protector and the protected has resulted in a dramatic increase in the number of women in leadership roles within the security profession. It is my belief women have helped to infuse respect and compassion into our everyday processes and approaches.



Kimberley Castor, Vice President of Human Resources

Q. In your opinion, what does the future look like for women in security?

A. Studies have shown a more diversified leadership team in companies means more success for the company. With that said, I encourage the women of Marksman to strive for leadership roles within our company. More and more, women are holding executive-level jobs in organizations just like ours.

“Through the years and during my growth within Marksman, I was always encouraged by leadership to strive for the best, and work hard with the goal of mastering the tasks at hand. With their support and through dedication and commitment, I was able to achieve those goals. I feel fortunate that I am now able to represent Marksman on a national level, supporting our employees and our clients company-wide. You could be our next success story,” Castor said.

The Story of Women’s History Month:

Women’s History Month began as a local celebration in Santa Rosa, California. The Education Task Force of the Sonoma County (California) Commission on the Status of Women planned and executed a “Women’s History Week” celebration in 1978. The organizers selected the week of March 8 to correspond with International Women’s Day. The movement spread across the country as other communities initiated their own Women’s History Week celebrations the following year.

In 1980, a consortium of women’s groups and historians—led by the National Women’s History Project (now the National Women’s History Alliance)—successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8, 1980 as National Women’s History Week.

Subsequent Presidents continued to proclaim a National Women’s History Week in March until 1987 when Congress passed Public Law 100-9, designating March as “Women’s History Month.”

Pictured left to right: Ashley Todd, Kandi Friday, Ralissia Simmons, Imani Taylor, Milva McGhee, Kelsey Harrell, Jeri Reed





Pictured left to right:
Robert Mattila, Vice President and Hillard Smith

Employee of the Month of January: HILLARD SMITH

Officer Hillard Smith began working with Marksman Security in October 2018 at Blue Cross Blue Shield Tennessee (BCBST) in Knoxville, TN, as an armed officer.

One day, during his routine rounds at the property, Officer Hillard overheard an employee speaking aggressively about harming a coworker. He reported this to Marksman management, who immediately reported the threat to the client.

During the investigation, Hillard heard the same employee engaged in another loud and aggressive conversation. He then became concerned for the safety of the employees at the site and reported the second incident to management. Hillard's efforts helped expedite the investigation, which resulted in the termination of the problematic employee. Two days later the terminated employee was arrested for a separate violent crime.

Officer Hillard also consistently steps up to cover last minute open posts for Marksman. On one occasion, he traveled two hours to Johnson City, TN, to assist with coverage at an armed post. Hillard, with little notice, quickly responded to meet our Operation team's needs.

Officer Hillard Smith consistently goes above and beyond the call of duty. He represents our core value commitment, for his dedication to excellence in service.



Pictured left to right:
Saul Navas, Vice President and Walter Mejia

Employee of the Month of February: WALTER MEJIA

Officer Walter Officer Mejia is currently the Director of Security at 1000 Venetian Way, an upscale residential property on Miami's beautiful South Beach. His dedication and service shines through to everyone who enters the building. Officer Mejia takes great pride in his work which, contributes to Marksman's success at this prestigious property.

Officer Mejia has an extensive background in security; having worked in malls, hotels, schools, hospitals and residential properties over the last 14 years. He is passionate about training and development of the eleven officers at his site. From the front desk position to patrol and receiving, Officer Mejia is the expert that others look to for guidance. He always has a professional appearance and demeanor when dealing with the public.

Officer Mejia came to the United States approximately 15 years ago from Nicaragua. Since moving to Florida, he received his Bachelor's Degree in Psychology with a Minor in Criminal Justice from Florida International University. It goes without saying, he is committed to success in both his personal and professional development.

Officer Mejia's leadership and commitment to his team is valued by not only Marksman, but the residents and management staff he serves every day. He represents our core value of service, and we salute him for his uncompromising work ethics and dedication to the Marksman mission.

Employee of the Month of March: RALISSIA SIMMONS

During the short time Security Officer Ralissia Simmons has worked at The Peachtree, she has proved to be an asset to the security team. She is the exemplary professional at the site, where she applies a fair, firm and friendly attitude. With her award-winning smile, she meets every challenge thrown her way.

Officer Simmons has a great rapport with not only tenants and guests, but with property management as well. The property manager stated she is one of the best staff members at the site.

Officer Simmons' experience in law enforcement makes her highly trainable. She carries out the procedures, policies, and administrative duties assigned to her with great pride and very seldom must be corrected. Her uniform is always clean and complete, with the utmost attention to detail. She is always willing to assist with coverage for open posts and has taken an active interest in assisting with the training of new officers at her site.

In short, Officer Simmons exemplifies what a Marksman Security officer should aspire to be and represents the company on the highest level. Officer Simmons and her "can do" attitude play a major part in the continued growth and success of the Atlanta market. She exemplifies our the Marksman core value of drive for always going above and beyond the call of duty.



Pictured left to right:
Donny Wilkins, Director of Operations and Ralissia Simmons

EMPLOYEES OF THE MONTH WINNERS:

South Florida:

January: Jean Volcy
February: Walter Mejia
March: Evan Morris

North/ Central Florida:

January: Ryan Walters
February: Shaniqua Tompkins
March: Alice Rowell

Atlanta/ IMC- Highpoint:

January: Robert Grove
February: Layne Clark
March: Ralissia Simmons

Las Vegas:

January: Cameron Lawson
February: Chris Taylor
March: Victoria Joshua

Dallas:

January: Jayy Jenkins
February: David Lopez, Jr.
March: Eric Locke

Phoenix:

January: Angel Diaz
February: Deandre Kirks
March: Vanessa Hopkins

Strategic Accounts:

January: Hillard Smith
February: Romelo Shumaker
March: Dominique Neal

EMPLOYEE OF THE QUARTER: DEANDRE KIRKS

On the evening of February 9, 2020, overnight Security Officer Deandre Kirks was on patrol of Anchor Centre, a Class-A CBRE property in Phoenix, AZ. While on patrol, he observed flames coming from a recycling dumpster located in the shared loading dock area between the CBRE building (Marksman's client) and high-rise condominiums next door.

Officer Kirks called 911, who alerted the local fire department. As Officer Kirks awaited the fire department, some of the recycling materials began to blow from the dumpster onto the ground, spreading fire. Officer Kirks immediately ran to the nearest fire extinguisher, broke the glass and extinguished flames falling near the buildings.

After the fire was put out by the fire department, Officer Kirks returned to the security desk and reviewed the camera footage for the source of the incident. He was able to identify the person responsible for setting the fire. Photos were printed and turned into law enforcement, which ultimately led to the arrest of a suspect the following day. The suspect was apprehended just one block from the site.

Officer Kirks' quick actions prevented fire spreading to our CBRE-managed building and nearby condominiums. He received high praise from Marksman management, CBRE management and building management from the condominiums for his quick thinking and response.

Officer Kirks represents Marksman Security's core value, drive, by his diligent and decisive action to solve problems, and the Officer of the Month for Phoenix for April 2020.



Left to right: CBRE Associate Real Estate Manager Casey Griffin, CBRE Senior Real Estate Manager Louisa Falline, Security Officer Deandre Kirks, Assistant Real Estate Manager Casey Cavner and Site Supervisor Vernon Haskie.



OUR COMMITMENT TO OUR EMPLOYEES & CLIENTS DURING THE COVID-19 PANDEMIC



The first quarter of 2020 has been unlike any we have experienced as a company. The coronavirus pandemic brought many new challenges to our operations teams across the country. Our goal was, and always is, to ensure the health of our employees and clients.

With many businesses closing their doors due to the pandemic, Marksman Security prevailed. Our quality of service did not suffer, and in many cases, exceeded expectations. In the states we operate in, our business was considered essential, and our employees continued to carry out the ever-important duty of safety and security.

Personal protective equipment, like gloves, masks and hand sanitizer, were distributed to officers across the country. If we couldn't purchase supplies, like disinfectant, we made it ourselves. It was an "all hands on deck" effort to ensure our officers were protected. Everyone from the President of the company to Office Administrators worked to divvy up and deliver supplies.

To date, we have distributed:

- 50,000+ gloves
- 25,000+ masks
- 300+ gallons of disinfectant
- 300+ gallons of hand sanitizer
- Thousands of safety goggles

Marksman is also committed to first responders and medical professionals; PPE was donated to front line workers in four states we service.

Communication was key during this time, so we organized a communications campaign. Utilizing information from trusted sources like

the Centers for Disease Control and Prevention (CDC), it was important to ease fears and provide facts to employees and clients. Two national call centers were established to answer questions and address concerns in real-time.

We understand that our company is comprised of hard-working people, and in order to continue our success, we must take care of those people. Accommodations were put into place for support staff, like billing and human resources personnel, to work remotely. While, our field operations teams ramped up efforts to support the officers in the field.

The COVID-19 pandemic is not over yet. In fact, there is no definitive end in sight. But one thing we do know is that through the work of our employees and support of our leadership, Marksman will remain resilient. We appreciate your dedication to our mission as we navigate this uncertain time together.

To reduce spread of the virus, the CDC suggests the following precautionary measures:

- Stay home when you are sick.
- Wash your hands often with soap and water for at least 20 seconds.
- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.
- If you have fever, cough or difficulty breathing, seek medical care early, but call first.
- Stay informed and follow advice given by your healthcare provider.

MARKSMAN SECURITY UNIVERSITY IS HERE!

Supervisors, do you want to keep your team up to date on security strategies and concepts? Do you want to show your client how your team of security professionals stays on top of their profession? Security Officers, do you want to be recognized as a security professional with above average knowledge of your craft?

Then Welcome to Marksman Security University!

Marksman Security University (MSU) is the innovative brainchild of Mark Radi, Zeke Kaufman and Richard Mullan who partnered with Intellum, an award-winning learning technology company. The MSU is an online digital university with a catalogue of career enhancing courses. The MSU environment is a module-based platform, clearly laid out and simple to follow. Each module is designed to be informative, relevant and fun. The modules center around industry best practices and delve into new and improved strategies and concepts that impact a security professionals' career.

Each course is designed from a lesson plan with defined objectives of learning. The modules are clearly written and are supported by relevant graphics and videos. At the end of some pages or modules, the (trainees/students) will find attached downloadable handouts and links to other videos so that the (trainees/students) can explore topics further. At the end of each module, there is a quick quiz. The quiz allows (trainees/students) to test their retention of the course material and if they understand the objectives.

The MSU has been developed to help guide a (trainee/student) through their security career. Courses begin with core basic security topics and progress up to advanced level topics. In between you will find other categories filled with modules that are either client and state specific or topics that are current to events taking place in our strategic markets. To round off the course catalog, you will find courses that will assist a security professional who is looking for vertical growth within the industry. A curriculum of supervisor and management level courses have been designed to assist.

Marksman Security is committed to its company values and philosophy. That commitment means taking care of its employees. Efficient and effective training breeds success. It is Marksman Security's belief that if you are successful in the security field, then we as a company will be successful in the Security Industry and Markets. We hope you take advantage of this free security education. Welcome to Marksman Security University.

Wes Brown

National Director of Training and Development



PPO-101 Active Shooter/ Active Threat

An active shooter is an individual actively engaged in killing or attempting to kill people in a populated area. Most active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are...



PPO-102 Customer Experience

Customer Experience is the customer's perceptions and related feelings caused by one-time encounters or multiple cumulative interactions with a customer, employees and vendors. The difference between customer service and customer experience is that customer service is one piece of the puzzle, it primarily focuses on human interaction and directly supporting customers. Customer experience is...



PPO-103 Medical Emergencies

The purpose of this course module is to help Security Officers save lives. Medical emergencies are emergencies of a medical nature that could cause death or permanent injury if not treated quickly. Security Officers are not professional medical practitioners, but they...



PPO-104 Report Writing

The definition of report writing is to factually relay an account or statement that describes in detail an event, situation or occurrence, usually at the result of observation or inquiry. In this module, you will learn how to collect information, take notes, and write...



PPO-105 Security Officer Legal and Regulations

A security officer (also known as a security inspector, security guards, or protective agent) is a person employed by a government or private party to protect the employing party's assets (people, property, and information) from a variety of hazards (such...)

MEET WES BROWN



Wes Brown, National Director of Training & Development

During the first quarter of 2020, Marksman Security rolled its new learning management system and Personal Protection Officer Level One program. The program is spearheaded by Wesley “Wes” Brown, an acclaimed trainer with 20 years of experience in the security industry. He is certified by the Department of Criminal Justice Services (DCJS) in military, law enforcement and security instruction. He has taught thousands of students on firearms safety, anti-terrorism instruction, defensive tactics and use of force policy/procedures. Wes specializes in physical security evaluations, risk analyses and business surveys, but his true passion is in developing security officer coursework and leadership programs.

He holds the following certifications and is licensed to teach:

- NRA Police Handgun and Shotgun
- NRA Rifle Instructor
- ASP Baton Instructor
- American Safety & Health Institute
 - CPR/ AED/ First Aid Instructor
 - Bloodborne Pathogens
 - Wilderness First Aid
 - Emergency Oxygen
- SAFETY Control Tactics
- National Safety Council Defensive Driving
- OSHA General Industry Safety and Health

Wes served 10 years in the U.S. Army as a Sergeant and 10 years as a Deputy Sheriff in Prince William County, Virginia. In his free time, he perfects his craft in traditional Japanese and Okinawan Martial Arts.

DATA CENTER SECURITY

Data center security is the process of protecting the confidentiality, integrity and availability of data from accidental or intentional misuse by people inside or outside an organization or facility. Key elements of this security program include limiting information to only authorized entities; preventing unauthorized changes to or the corruption of proprietary data; guaranteeing authorized individuals the appropriate access to critical information and systems; ensuring that data is transmitted to, received by or shared with only the intended party; and providing security for ownership of information.

Data Centers – Overview:

A data center is a facility composed of networked computers and storage that businesses and other organizations use to organize, process, store and disseminate large amounts of data. A business typically relies heavily upon the applications, services and data contained within a data center, making it a focal point and critical asset for everyday operations.

How Data Centers Work:

Data centers are not a single thing, but rather, a conglomeration of elements. At a minimum, data centers serve as the principal repositories for all manner of IT equipment, including servers, storage subsystems, networking switches, routers and firewalls, as well as the cabling and physical racks used to organize and interconnect the IT equipment.

Types of Data Centers:

ENTERPRISE DATA CENTERS: These are built, owned, and operated by companies and are optimized for their end users. Most often they are housed on the corporate campus.

MANAGED SERVICES DATA CENTERS: These data centers are managed by a third party (or a managed services provider) on behalf of a company. The company leases the equipment and infrastructure instead of buying it.

CLOUD DATA CENTERS: In this off-premises form of data center, data and applications are hosted by a cloud services provider such as Amazon Web Services (AWS), Microsoft (Azure), or IBM Cloud.

EDGE DATA CENTER: Edge computing is a mesh network of micro data centers that process or store critical data locally and push all received data to a central data center or cloud storage repository, in a footprint of less than 100 square feet.

COLOCATION DATA CENTER: Data center operators can also pay a fee to rent server space in a colocation facility. Colocation is an appealing option for organizations that want to avoid the large capital expenditures associated with building and maintaining their own data centers.

Marksman's Data Center Security Programs:

Our experience as a trusted partner managing Data Center Security Programs has evolved over several years from your typical Enterprise Data Centers for the Corporate Security segment, to expansive Tier 3 & 4 Data Centers. In 2019, Marksman was honored to have been selected by Facebook Global Security for their Eastern Region Data Centers.

Marksman's Critical Infrastructure program for Facebook consists of five data centers providing core functions: Security Operations Center, Physical Security Management, Data Hall Access Control, Campus Safety & Security, Comprehensive Training Programs, Facility Access Control Management. Our Data Centers operations are directed by Security Operations Managers. Marksman's commitment to delivering operational excellence through customized security solutions, clearly distinguishes Marksman as a leader in the Critical Infrastructure Security Segment.





Data Center Security Spotlight: Matthew Losey

Matthew Losey is the Regional Training Coordinator for Facebook Global Security Data Centers. He provides training on operational readiness as it pertains to onboarding and development in the North America East Region. Matthew started in this role November of 2019. In that time, he has helped to completely refresh and revamp current training products and bring a completely new training platform to the security teams.

Matthew's greatest enjoyment is witnessing the growth and improvement of security practices and officers. His love for efficiency and problem solving propels his desire to succeed in his current role.

Following eight years as a combat medic with the US Army Reserves, Matthew worked in social service. His passion was preventing at-risk youth from entering the juvenile justice system by providing structure, coaching, and counselling. His background makes him an excellent candidate for a training position, and Matthew quickly worked through the different levels of physical security until he reached the position he currently holds.

In his free time, he enjoys hunting, fishing, playing sports and cheering on the Minnesota Vikings. His family consists of his wife, and two large fur children, Ty (a Weimaraner), and Jenkins (an Akita). Together, they enjoy completing DIY projects at their home and traveling.

Data Center Security Spotlight: Paul McGinnis

Paul McGinnis is the Security Operations Manager at the Facebook Global Security Center in Forest, NC. He is responsible for managing overall security services at Facebook, including a security field team, a security operations center, site supervisors and leadership personnel. This includes overseeing policy and procedure implementation and maintaining current procedures and record-keeping. Paul works closely with the client to ensure all their needs are met and exceptional customer service is implemented to the different teams and customers daily.

After a career in law enforcement, he moved into the private security sector in 2013, working in many different areas of security. In Paul's current role, he most enjoys the collaborative environment at Facebook. It is always changing and evolving. Each day he is presented with new opportunities to help others.

In Paul's free time, he enjoys working with youth from his church through community outreaches and camps. You can also find him working on sound, media, and video projects or building things on his farm. Paul has been with his wife, Katie for 10 years, 7 of those married. Together, they have a 7-month-old little boy, Knox, who is the highlight of their life.

MEET THE RECRUITERS



Ashley Todd

Ashley Todd, Director of Talent Acquisition:

Ashley Todd joined Marksman Security Corporation in July of 2019 as a Talent Acquisition Manager for Strategic Accounts. She is a graduate of Georgia Southern University, where she earned her Bachelor of Science in Justice Studies. Mrs. Todd began her career in the private contract security industry in 2014 as a security officer who conducted patrols for a Class A High-rise in Atlanta, Georgia. In 2015, she was promoted to Regional Recruiter for that company, where she started her recruiting career and found her passion in Human Resources. Ashley looks forward to the opportunities to come and continuing to grow with Marksman Security Corporation.



Melleah-Kathleen Hook

Melleah-Kathleen Hook, Talent Acquisition Manager, Dallas/ Fort Worth:

Melleah-Kathleen Hook works as the Talent Acquisition Manager for the Dallas/ Fort Worth Branch of Marksman Security. Ms. Hook was born and raised in Orlando, Florida, where she graduated from the University of Central Florida with her Bachelor of Science in Political Science. She has a strong human resources background with an emphasis on customer service through past employers like Walt Disney Corp, Target, and Hilton. Ms. Hook loves getting involved in her local community; she was the marketing chair for Best Buddies of Central Florida and currently sits on the board of Best Buddies Dallas. When not working, she loves to spend time with her puppy, Waylon Jennings, and loved ones.



Rick Schemel

Rick Schemel, Talent Acquisition Coordinator, Ft. Lauderdale:

Rick Schemel came into the security field almost 19 years ago with a sales background. As the company he worked for expanded, Mr. Schemel transitioned from sales to operations to fill a growing void. During that time, he modernized the operations department by bringing in scheduling software and updating the phone systems. He was promoted to Director of Operations and eventually Vice President of Operations. As often happens in the security industry, the company he worked for was purchased by a larger company. Mr. Schemel stayed on with this company and transitioned into a recruiting role, eventually becoming the Director of Recruiting for the state of Florida. After six years, that company was purchased, yet again. Then he made his way to Marksman Security where he currently heads up the recruiting efforts for the Ft. Lauderdale Branch.



Jazmin Almaraz

Jazmin Almaraz, Branch Manager, Las Vegas:

Jazmin Almaraz previously worked in the hospitality industry for seven years at a large casino. She started on the floor in gaming and worked her way up to a Supervisor in Accounts Payable. After that she became a Project Manager in Finance Projects, working on a multi-million-dollar finance system implementation. Coming from the hospitality industry, Ms. Almaraz brings not only commitment and critical thinking, but her experience with enterprise communications and client relations to set the stage for building a strong recruiting platform in Las Vegas. She started with Marksman Security in December of 2019 as an Office Coordinator, learning the ways of the security industry, including sites, positions and client expectations. Ms. Almaraz took on the role of recruiting a few weeks after she started and, with the help of her team, has grown into the role of Branch Manager in Las Vegas.

REFERRAL BONUS PROGRAM



WE ARE LOOKING FOR THE BEST TALENT OUT THERE.

Our employee referral program rewards you when you refer someone to us.

Earn \$100 for each successful referral!

Contact your local branch office for more information!

All Referrals Must Meet The Following Minimum Qualifications:

- Must hold a Security License, or be willing to complete training.
- Ability to pass a criminal background check and drug screen.
- Referral must successfully complete a minimum of 90 days of employment.

Program Guidelines:

- You must submit the candidate by using a candidate referral form to qualify for the referral bonus.
- Recruiting will confirm receipt of the referral and make initial contact with the referral within 1 to 3 business days in order to begin the process.
- Only referrals who meet the essential qualifications for the position will be considered.
- All referrals will be evaluated for employment consistent with company policies and procedures.
- All information regarding the hiring decision will remain strictly confidential.

2020 BENEFITS OVERVIEW



Humana and Anchor Benefits

At Marksman Security Corporation, we understand the importance of good health as the foundation for a productive life at home and work. To keep you and your family healthy all year long, Marksman offers you three major medical plans with Humana and a minimum essential coverage plan (MEC) with Anchor Benefits.



Go365 Wellness

Marksman Security is committed to creating a culture of health and well-being in which our employees can improve and maintain their overall health. Establishing a culture of wellness helps us stay healthy, which keeps your medical costs down. Through your Humana medical insurance, you have access to Go365! This is the wellness program where you can unlock activities and earn rewards.



Healthiest You by Teladoc

Teladoc provides you and your family 24/7 access to board-certified physicians who can resolve many routine medical issues. Members can request consultations via phone or online video- anytime, from anywhere in the world. Teladoc's U.S. board-certified physicians can diagnose, recommend treatment, and write a short-term prescription when necessary.

Humana ranked #1 by JD Powers amongst Commercial Health Plans in Florida! Leading health and well-being company Humana Inc. (NYSE: HUM) announced today that it is ranked #1 in Florida and Texas in the 2020 J.D. Power ranking of Commercial member health plans. Humana has a long history serving customers in both states, from employer-customers and their employees to Medicare, Medicaid, and military members with TRICARE coverage.

Humana focuses on product innovation, customer service, and offering affordable health plans is making a difference for our members in Florida and Texas. Their



Argus Dental and Vision

Your teeth and gums deserve the best care! Marksman Security offers dental coverage through Argus Dental and Vision. Preventive Cleanings are covered 100% on all plans! Within the PPO plans, you may visit any provider that you choose; however, you will find the best savings in an "In-Network" provider.



Argus Vision-Davis Vision

Marksman Security's Vision plan is offered through Argus Dental and Vision with access to Davis Vision. With this benefit, you will receive an eye exam for a \$10 copayment once a year. This plan will give you an "allowance" of \$130 (\$180 at Vision works) to put toward designer glasses or elective contact lenses.



Colonial Life

We understand that life happens when you least expect it, so we have partnered with Colonial Life to bring you Accident, Medical Bridge/Hospital Indemnity, Critical Care and Short Term Disability insurance so you will be financially protected when you need it most.



Unum Life Insurance

Through a special arrangement with Unum, we can offer a special opportunity to enroll in Voluntary Life Insurance without the need for Health Questions. For example, if you had diabetes or a heart condition you may not be able to purchase life insurance because of your health. Guarantee issue means you can buy now even though you have a health condition.



Pet Benefit Solutions

Marksman Security cares about all members of your family, even the furry ones! Pet Discount Plan helps protect you against unexpected costs related to your pet.



LifeLock with Norton by Symantec

Protect your family with identity theft protection in the event thieves try to steal your personal information to take over or open new accounts, file fake tax returns, rent or buy properties, or do other criminal things in your name.



Arag

When faced with legal issues, 76% of Americans don't have a defined way to handle the expense. Legal costs can add up quickly, considering the average rate for an attorney in the United States is \$368 per hour. Legal Insurance makes getting legal help more affordable, saving members, on average, \$2065 per legal matter. Legal insurance allows you to receive legal services from an attorney at a reasonable rate!

Basic Life Insurance and Employee Assistance Program (EAP)

Marksman Security will provide \$5,000 of Basic Life, Accidental Death, and Dismemberment (AD&D) through Unum to each full time employee after one year of service! This benefit is 100% paid by Marksman Security.

The Employee Assistance Program is designed to help employees lead happier and more productive lives at home and work. The EAP allows you to work with a Licensed Professional Counselor to receive help with issues such as stress, depression, anxiety, relationship issues, divorce, work conflicts, anger, grief, loss, addiction, eating disorders, and mental illness.

approach in these states is no different from their approach in the many other parts of the country where they offer Commercial coverage; Page 2 of 2 Corporate Benefits Network, Inc. for all of their employer-customers, their goals are consistent – to provide options that enable them to offer affordable health coverage and care to their employees." In addition to ranking #1 among members in Florida and Texas, Humana ranked #2 overall in the five-state East, South, and Central region, including Kentucky, Tennessee, Louisiana, Mississippi, and Alabama.

MEET MARKSMAN

Andrea Colameco

Born in Bogota, Colombia, our Dallas Office Manager, Andrea Colameco comes to Marksman Security with over eight years in the private security business sector. Andrea brings her experience from operations, to recruiting to human resources, and firsthand knowledge of the industry to help establish Marksman Security as a premier security provider in the Dallas / Fort Worth Metropolitan Area.

Starting in the hospitality industry in 2004, Andrea uses her training and experience in hotel management to bring an added customer service touch to the private security business. This knowledge and exposure working in large Metroplex cities such as New York City, Philadelphia and Miami has served her well during her times with some of the major security firms in the South Florida area as well as nationwide. Her energy, honesty and passion have all driven her to her current position as the Office Manager in Irving, Texas.

Armed with a tenacious work ethic and a sense of compassion, she hopes to not only continue to help Marksman Security grow but to propel them to the forefront of security providers in one of the most difficult markets in the country. She joins the Marksman management team bringing a fresh perspective and forward thinking to help her rise and meet any challenge that awaits.

When Andrea isn't working she fills her time cooking delicious health-conscious superfood vegetarian based meals, traveling the world and pushing the limits in Crossfit.



Andrea Colameco

Crystal Herrera

Crystal Herrera is the Senior Director of Operations for Marksman Security Dallas Branch. She started in the security field as a Loss Prevention Agent in 1998 and has been in the security field for 22 years altogether, holding various roles such as Loss Prevention Manager, Safety Manager, Regional Loss Prevention Manager, Senior Security Operations Manager and Corporate Compliance Officer. Crystal holds a Manager License, Private Investigator License, Armed Security License, Unarmed Security License with the State of Texas and an Oklahoma Unarmed License.

Throughout her years in security, she has learned to work closely with local law enforcement and to always keep up with local and world news in anticipation of external factors that may impact the business. Crystal has worked in markets all across the country including New York, Chicago, New Orleans, Washington D.C., Miami, Tampa, Atlanta, Denver, Los Angeles, Nashville, to name a few. Her experience offers the company a broad perspective on security trends and knowledge of challenges in different markets.

While working with Marksman Security, Crystal strives to keep overtime low for the branch by not overworking her team, knowing their work/life balance and time is valuable. Her weekly meetings allow her supervisors an environment to collaborate on issues and find resolutions to ensure operations run smoothly. Although work takes up the majority of Crystal's time, she enjoys traveling, scuba diving and working out.



Crystal Herrera

OUTSTANDING OFFICERS

ORLANDO, FL BRANCH



Pictured left to right:
Luis Ramos, Warris Moten, Vice President, Will Stafford

PHOENIX, AZ BRANCH



Al Slucher

DALLAS, TX BRANCH



Eduardo Zavala

FT. LAUDERDALE, FL BRANCH



Pictured left to right:
Denis Salgado, Joel Leffler, Vice President

MARKSMAN ON THE MOVE: CALIFORNIA

Here we grow again!

In the first quarter of 2020, Marksman Security expanded into Los Angeles, located in the San Fernando region of Southern California. The Valley is also home to cities such as Burbank, Glendale, Calabasas and San Fernando, to name a few.

This area is rich in culture, entertainment, year-round warm temperatures and scenic views of mountains.

No matter where we go next, we realize that we will only go as far as our reputation takes us. We owe our success to the dedicated men and women who make up Marksman. Our officers work tirelessly, day-in and day-out, to affirm our mission of excellence in service, and for that we could not be more thankful.





OUR MISSION

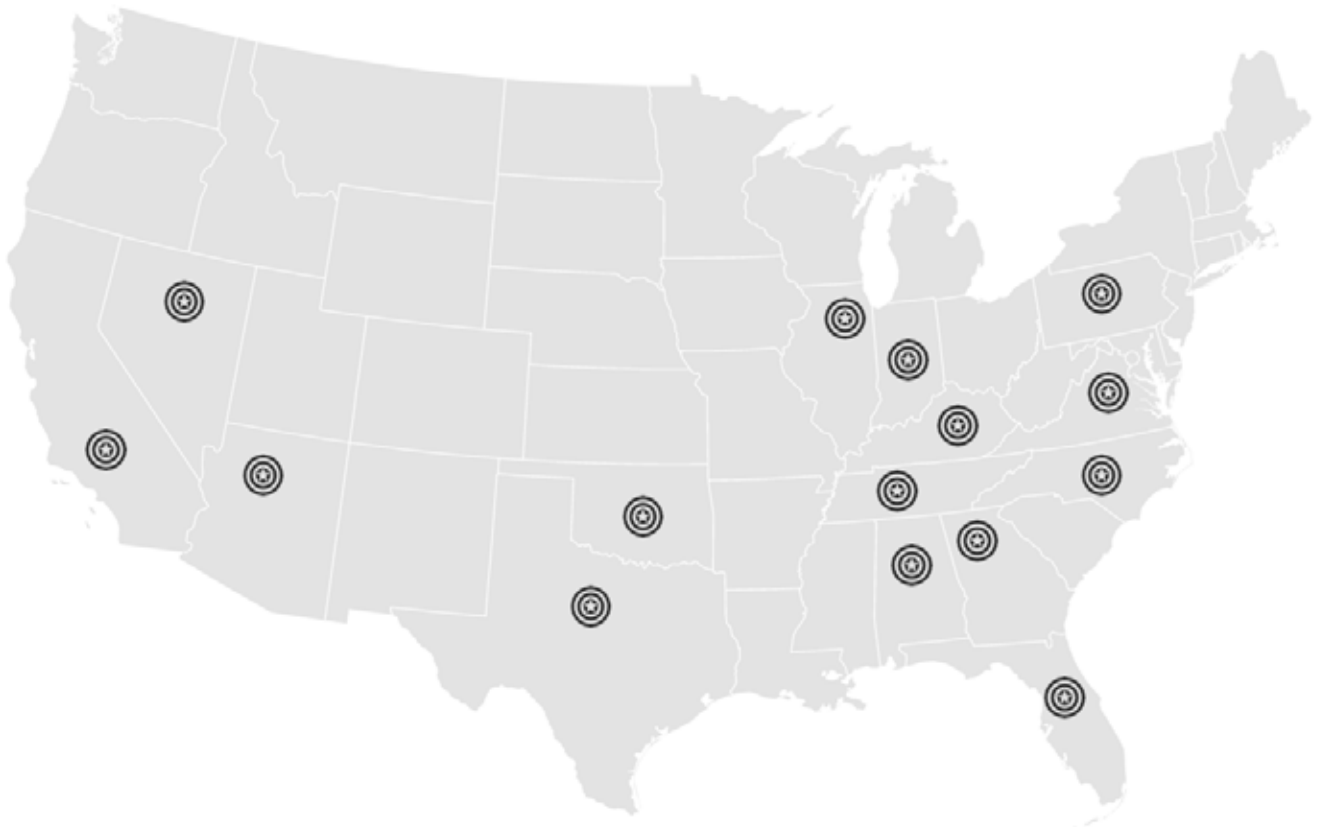
To provide customized security and life-safety services for clients in all market segments, their management, ownership, and occupants, delivering on the Marksman value proposition through our leadership team's expertise and experience, and our brand promise for an exceptional client experience.



OUR VISION

With a never-ending focus on client engagement, hospitality and best practices, our strategic vision is to achieve growth through the investment in and empowerment of talent at all levels of our organization. Assembling proven industry experts who are passionate about our culture and your client experience, and who are equally committed to your security team's employee experience, establishes Marksman Security as your security partner of choice.

FOLLOW US ON SOCIAL



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