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QUARTERLY EDITION

A PUBLICATION OF MARKSMAN SECURITY

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CORPORATE CORNER

Meet Richard Mullan, Chief Operating Officer



As I embark on my 25th year in the security services industry, I reflect on the legacy of admired companies and great leaders who shaped a culture focused on the employee and customer experience. What drew me to Marksman was Mark and Zeke's passion and commitment to their employees, along with the vision for growth. An employee-centric culture is aspirational; requiring talent investment, engagement, development, coaching, and servant leadership. Servant leadership is a management style in which you lead by putting the needs of your team first. Servant leaders believe that when their team members feel personally and professionally fulfilled, they produce higher quality work more efficiently and productively. Employee satisfaction and collaboration are important concepts in servant leadership. Servant leadership is important in business because it creates a work environment in which employees at all levels of your organization feel respected, appreciated and valued. Businesses who follow a servant leadership philosophy tend to have stronger work cultures with high employee morale and engagement.

Company Growth: Our last four years have been exceptional in terms of new business growth, with expansion of both geographical markets and vertical market segments. From 2016 to 2020, Marksman expanded our operations to now 15 states with the additions of: Georgia, Alabama, Tennessee, California, Indiana, Illinois, Pennsylvania, Virginia, North Carolina. We are pursuing client partnership opportunities to further expand into 13 additional markets. Marksman's vertical market growth experience in Regional and Strategic Accounts Divisions has been driven through industry leading client solutions for Commercial Real Estate, Corporate Campus, Government Services, Data Centers & Critical Infrastructure, and Pharmaceutical segments.

Why is Marksman's growth important to you? Besides the company's business stability and the ability to provide employee benefits, our growth generates **career opportunities**. As an illustration; seven new clients added in the last two years created: four Vice Presidents, 10 Operations Managers, 18 Account Managers, 40 Shift Supervisors, and six Support Staff positions. Corporately, we enhanced our shared

services team with the addition of two Accounting Specialists, a Director of Training & Development, and a Marketing Manager. Creating career opportunities is one of the most gratifying and rewarding employee engagement activities as part of our corporate responsibilities.

Personal Growth: I want to leave you with some career pathing advice or guidance from Jack Welch, former CEO with General Electric. His advice on career pathing was really simple and easy to remember – "P.I.E." Step one, **Professionalism:** develop your professional expertise, master company systems (WinTeam and TrackTik) gain experience in cross functional areas, learn the job function at the level above you, understand the interworking of your organization. Continue to develop professionally through company training programs and external certifications. Step two, **Image:** understand the professional image you project, the image of the targeted role, and the image representing the brand for your clients. Step three, **Exposure:** Leveraging your professionalism and image through exposure to decision makers, influencers, clients, and industry. Be that "go to" person that volunteers for projects, new account startups, job fairs, logistics support missions. Train your replacement, build confidence in your transition. Lead the way – set the standards via your work product and value you bring the company. And most importantly, seek out mentors at various levels within the organization.

Sincerely,

Richard Mullan

Richard Mullan, Chief Operating Officer
Marksman Security Corporation

MARKSMAN SECURITY CHALLENGE COINS



A challenge coin is a small coin or medallion, bearing an organization's insignia or emblem and carried by its members. Traditionally, they are given to prove membership of a group or organization and to enhance morale. The coins are usually circular, but also can be pentagons, spades or even dog tags to be worn around the neck.

The History of the Challenge Coin

Although no one is certain how challenge coins came to be, one story dates back to World War I, when an officer had bronze medallions struck with the flying squadron's insignia to give to his men. Shortly after, one of the young pilots was shot down over Germany and captured. The Germans took everything on his person except the small leather pouch he wore around his neck that contained his medallion.

The pilot escaped and made his way to France. But the French believed he was a spy, and sentenced him to execution. In an effort to prove his identity, the pilot presented the medallion. A French soldier happened to recognize the insignia and the execution was delayed. The French confirmed his identity and sent him back to his unit.

The Secret Handshake

It is common practice that challenge coins are passed using a secret handshake. In June 2011, Secretary of Defense Robert Gates toured military bases in Afghanistan before his retirement. Along the way, he shook hands with dozens of men and women in the Armed Forces in what, to the naked eye, appeared to be a simple exchange of respect. It was, in fact, a secret handshake with a surprise inside for the recipient—a special Secretary of Defense challenge coin. Not all challenge coins are passed this way, but it has become a tradition that many still uphold today.

Challenge Coins in Modern Times

Challenge coins are now being used by many modern organizations. Today, it's not uncommon for police and fire departments to have coins, as do many civic organizations, such as the Lions Club and the Boy Scouts.

In the security industry, challenge coins have become a long-lasting, highly-collectible way to display one's achievement or allegiance. Marksman Security hands challenge coins out in appreciation for a job well done. Our officers take pride in receiving these coins and showcasing their valiant efforts to friends, family, and coworkers.

If you know someone deserving of a Marksman challenge coin, submit them to your local branch office or operations team. We love to hear stories about exceptional acts of service performed by our employees!

HYMIE RUNYON AND REGINALD SHANNON RECIPIENTS OF 2020 MARKSMAN SECURITY CHALLENGE COINS CHALLENGE COINS

While on duty, Security Supervisor Hymie Runyon observed a Black Dodge SUV enter the property at Sands Aviation, a private commuter airport, located in Las Vegas, NV. The SUV dropped off a female subject in the south parking lot, by the airport entrance.

Marksman Road Supervisor Reginald Shannon was also on property that day, so Runyon asked him to stay on site while contact was made with the subject. The subject said she was boarding a flight on a private aircraft and needed access to the building. However, there were no flights leaving that day, so he advised her that she was trespassing on private property.

Runyon issued a formal trespassing warning and advised of the multiple security cameras located on the exterior of the building. The subject refused multiple times to leave the property with the verbal warnings. He attempted to call the nonemergency phone line of the local police jurisdiction, but was unable to make contact, so he called 911 instead. The 911 operator was still not able to connect Runyon to a police officer for assistance. He feared the subject may harm employees working in the building, so he knew he had to act quickly.

Joe Androwski, a Sands Aviation employee, had just left the property moments earlier, so Runyon called and asked him to flag down a metropolitan motor police officer near Las Vegas Blvd. A short while later, metro police Officers Staheli and Ramirez arrived on site to assist with the trespassing arrest. Staheli attempted to remove the subject from the property but she still refused to leave after multiple warnings. Las Vegas Police Department Officers Mengis and Raso were also dispatched to the scene to assist with the incident. They recognized the subject had previous contact with police as well as open warrants for her arrest. The subject was given the opportunity one last time to leave the property before transport to jail, but still she refused. Ultimately, the subject was arrested and charged for trespassing.

Road Supervisor Shannon assisted Runyon during the incident and helped to relay real-time information to the Marksman Command Center. Runyon thanked Marksman management for having employees like Shannon positioned in a supportive role.



“He was at the right place at the right time and was willing to stay on site per my request while making contact with the female subject that I had a gut feeling that may go bad,” Runyon said.

Sands Aviation employees and management commended Runyon and Shannon for their keen observation skills, fast thinking, immediate response and compassion for their work.

Joseph Androwski said, “Outstanding security work and professionalism! You reflect great credit upon both Marksman Security and Sands Aviation. Your dedication to duty is unmatched in the security sector. You are a highly valued member of our team. Thank you for a job well done.”



Wiltane Florestal

Employee of the Month of April: **WILTANE FLORESTAL**

Officer Wiltane Florestal is an important asset to the security team at Miralago Estates in Parkland, Florida. She is always willing to assist with coverage and actively participates in the training of new officers to the site. She carries out the procedures and duties assigned to her with great pride and professionalism.

Officer Florestal takes her job very seriously and consistently puts in the effort to ensure each person she encounters receives the best service possible. She is the subject matter expert at the property and provides a great example for her coworkers. She has a warm personality and genuinely enjoys interacting with our client partners and the public.

Officer Florestal's work ethic is valued not only by Marksman, but the residents and management staff she serves every day. She represents the core value of service for her unwavering dedication to help others.



Michael Bradford

Employee of the Month of May: **MICHAEL BRADFORD**

Officer Michael Bradford continuously goes above and beyond in his rover duties at Crown Pointe, a Class-A commercial real estate building in Atlanta, Georgia. Each day, Officer Bradford arrives early to work early armed with an impeccable uniform and a positive attitude.

His helpful personality allows him to build an excellent rapport with the building's tenants and management.

He has a great understanding of post orders and site procedures. Officer Bradford takes great pride in his work and is always willing to assist with coverage even on his days off. One of Officer Bradford's favorite aspects of his job are the people he gets to work with. He has a great understanding of post orders and follows set procedures daily.

Officer Bradford's willingness to help in any way he can is a trait that makes him a valued member of our team. He enjoys meeting new people each day and providing excellent service, and thus exemplifies our core value of service for his outstanding hospitality.

Employee of the Month of June: GEORGE ONYEMELUKWE

Security Officer George Onyemelukwe is always on time and never calls off. He is always ready and willing to step up and fill any post at International Market Centers (IMC), Atlanta, including on his days off.

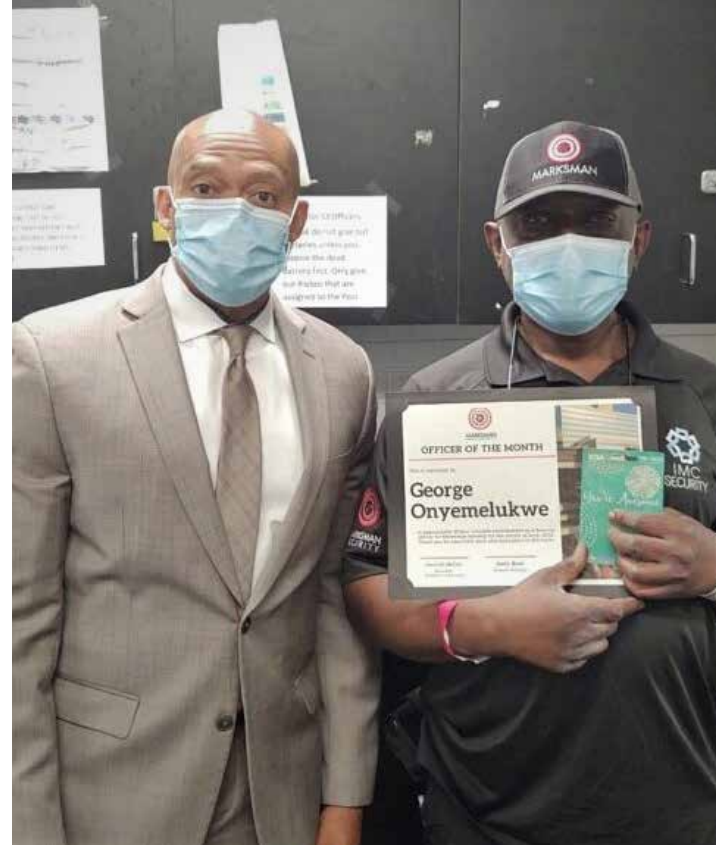
Most recently, Officer Onyemelukwe displayed a notable act of courage during the social unrest protests in Atlanta this summer. Five heavily armed men wearing masks entered Building 2 of IMC and attempted to rob a jewelry store on the third floor.

Director of Security Vertis McCoy responded to the alarm with Officer Onyemelukwe and discovered the men attempting to pry the glass doors open to the jewelry shop. McCoy and Onyemelukwe took cover from the floor above and yelled warnings to the armed men that they were being recorded on camera and the police were on the way. The armed robbers ran from the building via the emergency exit stairwell.

Remarkably, Officer Onyemelukwe kept his composure under pressure and thwarted a robbery attempt while in a dangerous situation. His valor is commendable and should be rewarded with the Employee of the Month of June.

Also, Officer Onyemelukwe recently responded to an attempt of breaking and entering alongside our client partner, Wells Fargo at IMC, which caused a fire in the building. He worked to direct the fire department to the scene quickly and avoid significant damage of property.

Officer Onyemelukwe represents the Marksman core value of commitment for his dedication and bravery while serving the clients, vendors, and staff at IMC.



Pictured left to right:
Vertis McCoy, Director of Security, and George Onyemelukwe

EMPLOYEES OF THE MONTH WINNERS:

Strategic Accounts:

April: Gordon Grigsby
May: Palestine Fullilove
June: Scott Ivy

ATL/IMC:

April: Jessie Pait
May: Michael Bradford
June: George Onyemelukwe

Las Vegas:

April: Charles Phemister Jr.
May: Vanessa Sims
June: Gary Burrell

North/Central Florida:

April: Jonathon James
May: Yusuf Abdul-Malik
June: Dan Moldt

South Florida:

April: Wiltane Florestal
May: Islet Applyrs
June: James Poggiali

Arizona:

April: Manuel Jujan
May: Vernon Haskie
June: Lateefah Cunningham

DFW:

April: Michael Grasseli
May: Cetric Coulter
June: Eric Locke

EMPLOYEE OF THE QUARTER: SAL BRACAMONTE

On the morning of July 1, 2020, Officer Sal Bracamonte responded to a call of “shots fired,” while working at the Regional Transportation Commission of Southern Nevada’s Bonneville Transit Center.

Coming off a 12-hour shift, Bracamonte was at an annex location, meeting officers at shift change to give his pass down report. When the call came through the radio, he dropped what he was doing and ran toward the transit center, followed by John Petrow, Director of Security, Everett Hunley, Director of Operations, and officers John Catlett and James Anongthep.

Bracamonte, Petrow and Catlett immediately went to work assessing the victim’s wounds, while Hunley worked with Anongthep to identify the direction the shooter fled and block off streets. Law enforcement was notified of the situation and were dispatched to the scene.

It was determined that the victim was shot twice; once in the abdomen and once in the arm, hitting his brachial artery. The victim was slipping into unconsciousness and at risk for internal bleeding. Bracamonte, a 12-year combat medic, knew he had to prevent further bleeding and keep the victim awake until paramedics arrived.

Without hesitation, Bracamonte stripped off the victim’s shirt, applied pressure to the abdomen wound, and tied a tourniquet around his arm. The whole time, he maintained communication with the victim, asking him questions and comforting him.

“The adrenaline kicked in, I took all my gear off and just got to work. I was covered in blood,” Bracamonte said.

Ten minutes later, Las Vegas Metro Police and Paramedics arrived on the scene. Bracamonte continued to assist the emergency medical workers administer care to the victim and secure him for transportation to the hospital.

Meanwhile, Anongthep spotted the suspect boarding a bus after he fled the scene on foot. He stayed back and gave clear details to Marksman Dispatch and Metro Police Department, then coordinated with Hunley to triangulate the direction the bus was traveling. The suspect was caught on the bus with the weapon in his bag and taken into custody by the police.

All officers involved cooperated with Metro Police Department by giving statements and photos. Each one was assessed for injuries and received a thorough debriefing. Counseling services were offered to the employees to assist with coping and help they might need in the aftermath.



Sal Bracamonte



John Catlett



James Anongthep

In light of the situation, more RTC officers are carrying medical equipment on their person- tourniquet, gauze, tape. They have requested additional training on emergency medical procedures, to not only help others, but also themselves. Marksman management has happily complied with these requests and provided the officers more tools to effectively do their jobs of protecting RTC patrons.

“The areas we are covering, some are dangerous and high crime, so you have to have a different mentality, and be prepared for different situations that may occur. In plain daylight, in the middle of a busy transit center. It can happen anywhere,” Bracamonte said.

The officers are now more aware of the importance of the job they provide. The incident was handled with the utmost professionalism by all officers and Marksman staff involved. We are so very proud of the hard work and dedication carried out by these officers, especially Officer Bracamonte.

DIVERSITY AND INCLUSION

Marksman is a stronger and more effective organization because we value all voices, experiences, and ideas. When we pull from the knowledge and understanding of a workforce that reflects the population we serve, we are better able to understand and meet the needs of our employees and clients. Across Marksman, and in every market, we have made significant progress toward hiring a workforce that truly reflects America's diversity, and we will continue to pursue that goal. But merely hiring a diverse workforce is not enough. We must make our workplaces more inclusive as well.

Defining Diversity and Inclusion

- Diversity refers to the variety of similarities and differences among people, including but not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type. Inclusion of various diversity dimensions may vary by geography or organization.
- Inclusion is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.

Diversity strengthens, and inclusion empowers, and together they create synergy which propels Marksman Security forward while upholding our values and high-performance standards.

Diversity and Inclusion in the Organization

Due to the nature of the Security Industry, security professionals are exposed to a wide variety of people, mirroring those defined above in the diversity definition. Like all first responders, security must understand its role when building relationships with its clients and communities. A well-developed policy and adaptive training plan on diversity and inclusion will help improve organizational performance.

A well-designed and well-executed diversity and inclusion strategy can help our organization:

- Increase engagement, motivation, and productivity.
- Improve the quality of work / life integration.
- Enhance the organization's reputation and brand as the employer or service provider of choice.
- Minimize risk / exposure and ensure compliance with legal requirements.



- Sustain an environment that treats people fairly and equitably.
- Achieve its long-term organizational vision, mission, strategy, and short-term goals and objectives.
- Attract and retain diverse talent.
- Build strong and high-performing teams.
- Strengthen relationships and establish long lasting ties with our partners, clients, and communities.

How Do We Achieve Diversity and Inclusion at Marksman?

1. Conduct an internal census to better understand the makeup of the organization.
2. Educate managers on the benefits of diversity in the workplace.
3. Recognize bias and open a dialogue about inequality.
4. Communicate inclusion goals and measure progress.
5. Leverage a broad range of backgrounds and skills to enhance creativity, innovation, and problem solving.
6. Cultivate leaders who inspire inclusion and champion diversity.
7. Foster a company culture where every voice is welcome, heard, and respected.
8. Acknowledge and honor multiple religious and cultural practices.
9. Welcome a multilingual workforce and create opportunities for cultural awareness.
10. Offer opportunities for meaningful employee engagement.

At Marksman, we know when we put a variety of world views into one room, we will come out the other side with better ideas. Each employee's unique input provides us the insight needed to leverage Marksman's full potential.

VERTICAL SHOWCASE CORPORATE CAMPUS

Today's corporate campuses are not unlike small towns. With an average population of 5,000, modern corporate campuses house cafeterias, hotels, shops, even services like valet and dry cleaning. In addition, these campuses often have extensive grounds, with thousands of people coming and going every day, which creates an environment of unique security challenges.

Threats Associated with Corporate Campuses:

INTERNAL VIOLENCE

The greater the employee population, the greater the chance of violent acts, either against employees, or against company property.

EXTERNAL VIOLENCE

Disgruntled former employees sometimes seek retaliation or attempt theft. Some companies might be the targets of activist groups, theft, or vandalism.

UNAUTHORIZED ACCESS

With a high volume of daily traffic, facilities can quickly lose control of who is coming and going. Loss prevention, whether physical property or intellectual property, are of the highest concern.

PERIMETER CONTROL

Corporate campuses often lack a perimeter border, which makes intrusion, accidental or intentional, likely.

Important Elements of Corporate Campus Security:

SAFETY PROTOCOLS for the prevention and intervention of employee violence.

TRAINING security officers in non-violent, verbal resolution of conflicts.

A RIGOROUS SECURITY BADGE ENTRY PROCESS is critical. Marksman Security officers enforce proper badge entry to prevent "piggy-backing" and common social niceties like holding open the door for someone who might not have a badge. Controlling access to the campus is key to prevent potential intruders or terminated employees from entering.

EDUCATING EMPLOYEES that security is a company-wide responsibility. Marksman Security can help companies build a culture of safety through training classes where employees can learn that security is a personal responsibility.

EARLY DETECTION OF INTRUDERS when the campus lacks a fence line more vigilance is required. Roving patrol officers, whether on foot, in a vehicle, or golf cart, are a visual deterrent to intruders and help to establish a physical boundary.

EMERGENCY PLANS WITH REGULAR DRILLS that include crisis response, lockdown procedures, and evacuation procedures.

EMERGENCY MASS NOTIFICATION SERVICES to alert employees of natural disasters, such as severe weather, earthquakes, floods, or man-made threats, such as cybersecurity breaches, terrorist or active shooter incidents, and other interruptions in critical business activities.



VERTICAL SHOWCASE

CORPORATE CAMPUS



Marksman Security Corporation has experience meeting the unique security challenges, and that experience has allowed us to partner with corporate campuses like BlueCross BlueShield Tennessee located in Chattanooga, Tennessee, and Pizza Hut and KFC Headquarters located in Plano, Texas.

BlueCross BlueShield Tennessee is based in Chattanooga, but also has offices in Jackson, Johnson City, Knoxville, Memphis, and Nashville, that employ more than 6,000 people collectively.

Cameron Hill is the crown jewel of the Chattanooga campus and houses a Tier II data center, office buildings, amenities/food service facilities, conference rooms, and parking structures.

Yum! Brands, Inc. is an American fast food corporation listed on the Fortune 1000. Yum! operates the brands KFC, Pizza Hut, Taco Bell, and The Habit Burger Grill. Yum! Brands has over 50,000 restaurants in more than 150 countries and territories.

The corporate headquarters for Pizza Hut and KFC are located in Plano, Texas. This innovative campus was designed in pods that are sized to meet the differing needs of the two entities. The pods are joined by a shared two-story lobby that allows for branding elements of both fast food chains. This corporate campus also contains test kitchens and mock restaurants.

FLAG FOLDING

The American flag has been a symbol of freedom and justice for more than 225 years. Through wars and in times of peace, the sight of the American flag has given notice to foes and assurances to friends that democracy lives. "Old Glory" has flown as our national emblem in some form, uninterrupted, since 1777.

Dennis Sween, Marksman Security Vice President Arizona, is a proud Marine Veteran who partners with the Phoenix Job Corps where he teaches a flag etiquette class. In the class, he explains the proper folding techniques and what each fold represents.

"Each flag has a story that is worth telling, and the care and preservation of it is a cherished part of American history," Sween said.

The American Flag:

The stripes represent the original 13 Colonies and the stars represent the 50 states of the Union. The colors of the flag are symbolic as well; red symbolizes hardiness and valor, white symbolizes purity and innocence, and blue represents vigilance, perseverance and justice.

The Thirteen Folds:

- The first fold of our flag is a symbol of life.
- The second fold is a symbol of our belief in eternal life.
- The third fold is made in honor and remembrance of the veteran departing our ranks, and who gave a portion of his or her life for the defense of our country to attain peace throughout the world.
- The fourth fold represents our weaker nature; as American citizens trusting in God, it is Him we turn to in times of peace, as well as in times of war, for His divine guidance.
- The fifth fold is a tribute to our country. In the words of Stephen Decatur, "Our country, in dealing with other countries, may she always be right, but it is still our country, right or wrong."
- The sixth fold is for where our hearts lie. It is with our heart that we pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.
- The seventh fold is a tribute to our armed forces, for it is through the armed forces that we protect our country and our flag against all enemies, whether they be found within or without the boundaries of our republic.
- The eighth fold is a tribute to the one who entered into the valley of the shadow of death, that we might see the light of day, and to honor our mother, for whom it flies on Mother's Day.
- The ninth fold is a tribute to womanhood. It has been through their faith, love, loyalty and devotion that has molded the character of the men and women who have made this country great.
- The 10th fold is a tribute to father, who has also given his sons and daughters for the defense of our country since he or she was first born.
- The 11th fold represents the lower portion of the seal of King David and King Solomon and glorifies the God of Abraham, Isaac and Jacob.
- The 12th fold represents an emblem of eternity and glorifies God the Father, the Son and Holy Ghost.
- The 13th and last fold, when the flag is completely folded, the stars are uppermost, reminding us of our national motto, "In God We Trust."



After the folding ceremony

After the flag is completely folded and tucked in, it has the appearance of a cocked hat, ever reminding us of the soldiers who served under Gen. George Washington and the sailors and Marines who served under Capt. John Paul Jones. The source and the date of origin of this flag folding procedure is unknown. Some sources credit it to the Gold Star Mothers of America, and others to a notable Air Force chaplain from the United States Air Force Academy. Some sources also indicate that the 13 folds are a nod to the original first 13 colonies.

According to the Department of Veteran Affairs, families may request the recitation of words to accompany the presentation of the flag in honor of their dedication and sacrifice. Traditional grave site military funeral honors include the silent folding and presentation of a U.S. flag, three rifle volleys and the playing of "Taps."



MARKSMAN ON THE MOVE: TEXAS AND IOWA

Houston, Texas

Building upon our footprint in Texas, we are proud to announce our growth into the Houston market. Houston is the most populous city in the state of Texas, and the fourth most populous city in the United States. The city is located in Southeast Texas near Galveston Bay and the Gulf of Mexico, an area rich with history, art and culture. It is the perfect blend of Southern hospitality and urban chic city.

Residents and visitors of Houston are never short on activities like fine dining, music, shopping and nightlife. It is home to the Texas Medical Center, the world's largest concentration of healthcare and research institutions, and NASA's Johnson Space Center, where the Mission Control Center is located. Houston never falls short on activities like fine dining, music, shopping, and nightlife to keep locals and visitors intrigued.

Des Moines, Iowa

The Midwest is more than just corn fields and flyover states to us, but a hub for new business opportunities. Des Moines is the capital of the state of Iowa, and as of the third quarter of 2020, the newest location of Marksman's operations. Safe neighborhoods, plentiful jobs, friendly communities and excellent schools make it a great place to live and work. Des Moines is home to major insurance companies and a significant political landscape, infused with sculpture parks, botanical gardens, and a thriving shopping and dining scene. The city is the fastest growing metro in the Midwest, due in part to its recent cultural resurgence.

As we continue to expand across the country, we never lose sight of dedicated and driven security officers who embody our mission of excellence in service.

MEET MARKSMAN



Tiffany Camacho

TIFFANY CAMACHO

Tiffany Camacho has over a decade of experience in hospitality management and worked with the Federal Emergency Management Agency prior to joining Marksman Security. She began working in the hospitality industry in 2008 in the US Virgin Islands. Due to devastating hurricanes in 2017, Tiffany made her transition to working as an administrative assistant. This role eventually led her to Marksman Security in 2018. She has experience working as a revenue manager, executive administrative assistant and human resources specialist.

In her current role as Human Resources Recruiter, Ms. Camacho manages talent recruitment, employee on-boarding, scheduling and logistics, and employee and client relations. She enjoys employee development and provides people with the opportunity to grow within Marksman and the security industry. She uses the skills she acquired in hospitality management to accomplish her job more effectively. Ms. Camacho holds a Hospitality Management Certification that focuses on revenue and hotel management.

When Tiffany is not working, she enjoys spending her free time with family and friends.



Benjamin Deering

BENJAMIN DEERING

Benjamin Deering is the Branch Coordinator for Marksman Security Orlando Branch. He began his professional career in the hospitality industry and then moved to working in property management. Mr. Deering uses skills acquired from his previous experience to help him successfully manage day to day operations in the Orlando branch.

Mr. Deering's contributions include talent recruitment, new hire on-boarding, site visits, training, employee and client relations. He enjoys working to help team members build a lasting and satisfying career with Marksman.

Mr. Deering is a current United States Army Reserve. He holds a Class D Security license and is CPR, AED and First Aid certified. Outside of Marksman Security, Benjamin enjoys running, volunteering at the local food pantry and traveling to new cities in his free time. He has run two half marathons and training toward a full marathon in the near future.

ROBERT MATTILA

Robert Mattila joined Marksman with our expansion into Tennessee. Mr. Mattila lends a hands-on approach to operations, logistics and the management of his teams. He enjoys working with our client partners, striving to exceed their operational and cultural expectations.

Mr. Mattila brings over a decade of experience in the security services industry. He is an United States Marine Corps veteran having served 12 years, including serving in Operation Desert Storm. After serving his country, Mr. Mattila worked his way up in the private security sector, excelling at both the operational and regional level.

Throughout his career he has amassed vast industry knowledge, specializing in healthcare and corporate campus security programs. Both his experience and passion enable him to anticipate concerns allowing him to provide unmatched support to our officers throughout Tennessee.

Mr. Mattila earned a Bachelor of Science in Exercise Science and Health from the University of Tennessee at Chattanooga. He is an active member of ASIS International and BOMA.



Robert Mattila

BOBBY HAIMES

A native of Pennsylvania, Robert “Bobby” Haimes started his career as a Pinellas County (FL) Deputy Sheriff where he received numerous awards for his work in DUI enforcement. With over 20 years in law enforcement experience including seven years of work as a detective and as a sergeant for the Street Crime Unit, Robert retired and eventually joined the Marksman family.

Originally serving in Marksman’s Tampa office Mr. Haimes was promoted and became an integral part of the company’s expansion into North Carolina.

In 2016, he spearheaded Marksman’s expansion into the North Carolina market, overseeing International Market Center in Highpoint, North Carolina. Mr. Haimes’ experience was called upon yet again in 2018 to manage the day-to-day operations of five Blue Cross Blue Shield corporate campuses in Tennessee, a product of Marksman’s strategic accounts division.

Mr. Haimes is a certified security guard trainer in the state of Tennessee for unarmed security officers. He prides himself on his ability to work and communicate with his entire team, from his daily interactions with his employees to his valued customers and clients.

Mr. Haimes is a graduate of the University of South Florida having attained his bachelor’s degree in Sociology while being elected into the National Honor Society for the Social Sciences. He is an avid outdoorsman, and spends most of his with family hunting, fishing, hiking and collecting their own food.



Bobby Haimes

2021 OPEN ENROLLMENT NOVEMBER 2-13, 2020



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 Dental

Your teeth and gums deserve the best care! Marksman Security offers dental coverage through Humana. You have the choice of three plans: Low PPO, High PPO and DHMO. Within the PPO plans, you may visit any provider that you choose; however, you will find the best savings in an "In-Network" provider. The DHMO plan is a copayment plan. Each service will have specific copayment. The full DHMO copayment schedule is available online.



Humana Vision

Marksman Security's Vision plan is offered through Humana. With this benefit, you will receive an eye exam for a \$10 copayment once a year. This plan will give you an "allowance" of \$150 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.

OPEN ENROLLMENT INFORMATION

Open Enrollment

Life is full of unexpected changes and new milestones. Were you missing coverage you wished you had? Consider life events such as getting married, gaining dependents, or change in health status that may influence which benefits you select.

Open Enrollment is the time to review the benefits closely and decide on the benefits you would like to have for the 2021 year. Keep in mind this is the only time you can make a change to your benefits. You cannot purchase benefits mid-year unless you have a qualifying event.

Making Changes Mid-Year

The benefit choices you make during enrollment will remain in effect for the entire plan year unless you experience a qualifying life event. Examples of qualifying events include, but are not limited to, the following:

- Change in marital status
- Change in the number of dependents
- Change of dependent eligibility
- Change of employment status
- Entitlement to Medicare or Medicaid

Not all qualified changes in status events will allow the same election change for each benefit offered.

It is your responsibility to make any benefit changes within **30** days of a qualifying event by contacting the Benefits department. You will need to provide documentation of the event, such as a marriage license.

If you do not comply within **30** days, you must wait until the next Annual Open Enrollment. Please contact the Benefits Department (727-381-9288) for assistance.

Additional Information

Plan materials, including benefit summaries, Summary Plan Descriptions, Cafeteria Plan, Annual Benefit Notices and much more, are available online at

www.corporatebenefitsnetwork.com



Who is Eligible?

Employees who are working at least 30 hours per week are eligible to enroll into Marksman Security's benefit program.

All new hires working full-time will be eligible first of the month following 60 days of employment.

Eligible dependents include:

- Your legal spouse
- Your natural-born, adopted, foster, or stepchild through the end of the month in which the child turns 26

Payroll Deductions

Payroll deductions will be taken from each bi-weekly paycheck to cover your share of the premium for a benefit you elect.

Deductions will begin 1 month prior to your effective date. Please see page 14 regarding the Cafeteria Plan and pre-tax deductions.

Enrollment Procedures November 2-13, 2020

Enrollment is Mandatory! You must enroll or waive benefits

**Please call 866-884-2809
(Monday – Friday 8:00AM - 8:00 PM EST)
or Enroll Online**

www.corporatebenefitsnetwork.com

OUTSTANDING OFFICERS

DALLAS, TX BRANCH



Left to right: Malcolm McKenney and Quintezz Hayes

FORT LAUDERDALE, FL BRANCH



James Poggiali

LAS VEGAS, NV BRANCH



Gardel Jonka

ATLANTA, GA BRANCH



David Brandt

HAPPY HOLIDAYS FROM MARKSMAN SECURITY!



To All Marksman Security Employees:

We want to take this opportunity to thank everyone for all their efforts throughout the year. The success of our company is built on the efforts of our employees and in this past year, we have enjoyed many successes. Thank you for the commitment that each one of you has shown us.

We've come through a year that was filled with both challenges and victories. How reassuring it's been to know that we can count on all of you regardless of what faces us. On behalf of Marksman Security, please allow us to extend our genuine appreciation to each and every one of you for your valuable contributions. Working with you this past year has been a pleasure and we're proud to have you all with us.

We offer our best wishes and happiness to you and your families this holiday season.

Sincerely,

Mark E. Radi
President and Founder

Ezekiel "Zeke" A. Kaufman
Chief Executive Officer



OUR MISSION

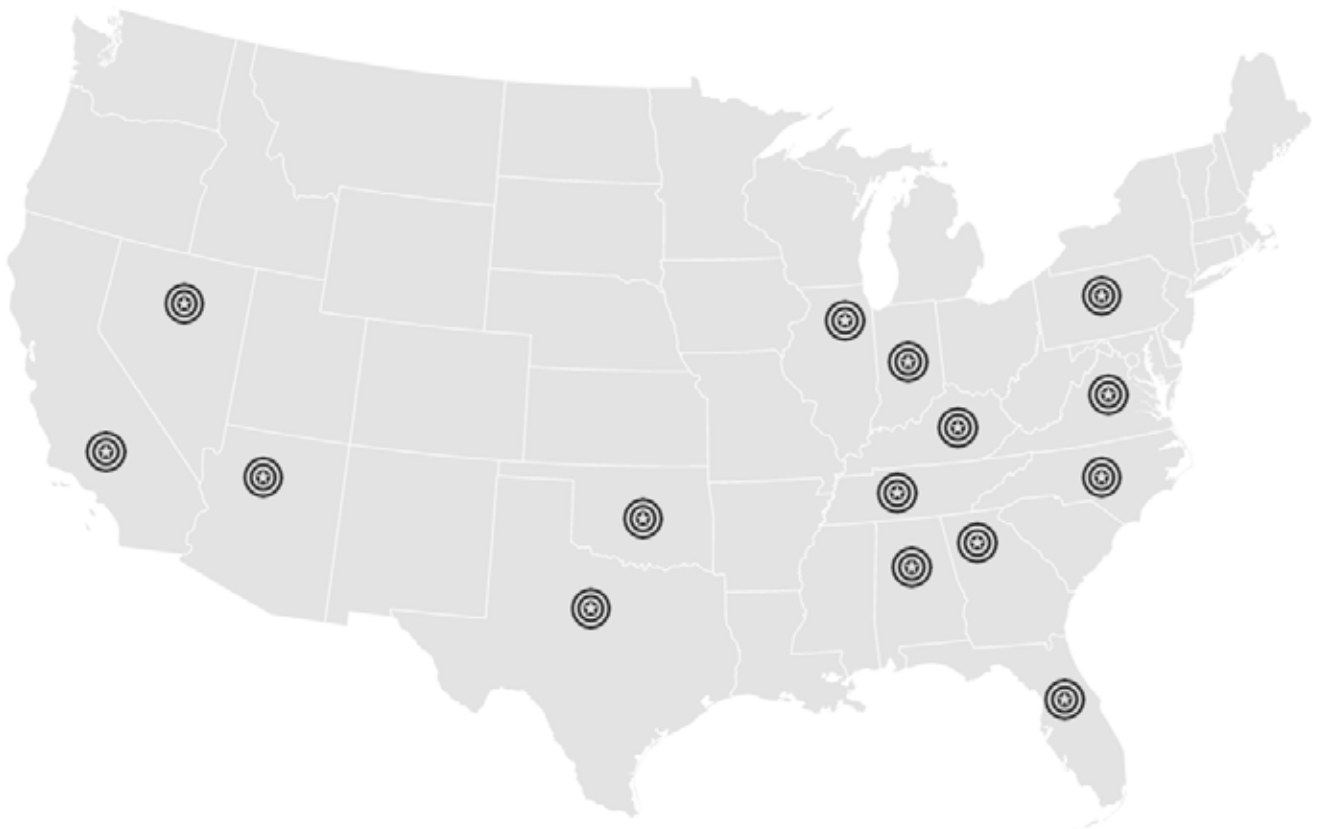
To provide customized security and life-safety services for clients in all market segments, their management, ownership, and occupants, delivering on the Marksman value proposition through our leadership team's expertise and experience, and our brand promise for an exceptional client experience.



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 MEDIA



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