



INSIGHT

A PUBLICATION OF
MARKSMAN SECURITY

What's Inside?

3

Corporate Corner

Michael Messina,
Vice President of Client Services

4

Feature Story

Stars Among Us: Meet Daryl Brown

10

Diversity, Equity, and Inclusion

Employee Spotlight with
Colleen Williams: Celebrating Pride



SEVENTH EDITION NEWSLETTER



TABLE OF CONTENTS

- 2**
Table of Contents
- 3**
Corporate Corner
- 4-5**
Stars Among Us: Meet Daryl Brown (Feature)
- 6-7**
Employee of the Month
- 7**
Employees of the Quarter
- 8-9**
Meet Marksman
- 8-9**
Marksman on the Move
- 10-11**
Diversity, Equity, and Inclusion: Pride Spotlight
- 10-11**
Marksman Security Training
- 12-13**
reMARKable Officers
- 14**
Texas and Arizona Office Growth
- 15**
Seasonal Safety Tips



Corporate Corner

Michael Messina,
Vice President of Client Services

“
So, what attracted me to Marksman Security, and how do we stand out from the competition? It’s simple – building and nurturing relationships.
”



Michael Messina, Vice President of Client Services at our Atlanta branch has been a guiding force in the Peach State and beyond. His quick wit, passion, and tenacity have been a great example to our client partners, employees, and allies.

I heard about Marksman from someone outside the industry and discovered I knew several people at the company. I spoke to the C-suite, and client partners and knew this was a company I wanted to be a part of because our values aligned with mine. Jeri and Imani greeted me on my first day and both ladies immediately exemplified openness, positivity, professionalism, and generosity. Imani showed she cared by asking if I wanted water. We happened to be out and without skipping a beat, she purchased one and brought it to me. I think I still owe her for that! Kind words, gratitude, and taking a moment to go the extra mile speak volumes.

It’s doing the small things that have helped me build strong relationships with employees, clients, and yes, even competitors at every level of the

companies I have worked for. Some of those simple things and conversations have turned into friendships and those individuals have continued to carry me through the celebrations and hardships of life.

Whether it is an officer I am meeting for the first time or one I’ve known for years, a C-level executive, our most important client, or my peers, it has been the ability to listen, invest and care for people that have kept me going. It has been my mission to be empathetic with every person I have the pleasure of knowing and working with.

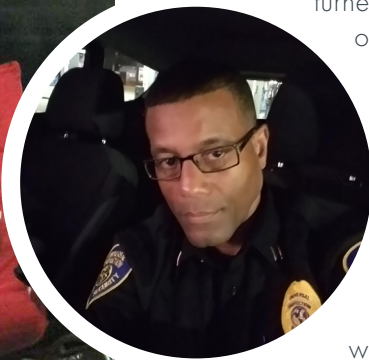
Our Marksman team just transitioned a large account here in Atlanta. I have known the competitor for over 20 years, and he said two decades ago when he had a different role, “Mike, when you were doing a walk-through with several of your competitors way back then including my own general manager, you were the only person who shook all the officers’ hands and asked their names, etc. I still remember that.” He’s now a member of our Marksman management team. Every interaction matters regardless of whether you are in the corner office as an executive or an officer standing on your post. Remember

it is the simple things, the relationships you build, and the people you invest in who matter most.

I leave the next generation with this piece of advice: let empathy drive you to do the simple things, stop and take the time to build the relationships, remember old-fashioned values, and let all your interactions count regardless of the role you play in our organization. Shake a hand, buy someone water, and show up out of service and commitment to each other and to our clients. Be proud to work for Marksman Security! I sure am.

Michael Messina
Vice President of Client Services
Atlanta Branch, Marksman Security Corporation





STARS AMONG US: MEET DARYL BROWN

Daryl Brown, Account Manager at American Airlines in Charlotte, North Carolina has devoted the last three decades of his life to serving others. Originally from Columbus, Georgia, he grew up in a culturally rich home where service, education, and southern values were instilled at an early age. He was adopted at age two, and was introduced to literature, art, music, and athletics by his parents and neighbors - many of whom were prominent African American athletes and Georgia dignitaries.

Mr. Brown has worn many hats throughout his career; he has been a firefighter, law enforcement officer, and Armed Forces service member. But what some may not know is he's a former professional boxer and has been affiliated with legendary icons Mike Tyson and Evander Holyfield. Despite being a fighter most of his life, underneath his tough exterior, is a man with a gentle disposition who loves working at Marksman. We recently sat down with Mr. Brown, and he shared his inspirational story of courage, hope, and perseverance.

When did you join the Army?

I joined in 1987 as a Second Lieutenant, served as a Field Survey Recon Officer where I fought on the front lines. I was honorably discharged in 1992.

What inspired you to be a boxer?

Boxing originally began as a hobby and accidentally turned into a 15-year career. I was a member of the Fort Sill Boxing Team in Oklahoma. Out of 51 fights, I won 40, lost 11, and had 24 knockouts.

How did you hear about Marksman Security?

Eric Arrington, Vice President of Global Partners, initially reached out to me about a career opportunity, and we immediately hit it off. Eric is different from any of my former leaders, and in a good way. His management style is unique because he sees my strengths and potential and believes in me. In my 30-year career, I have never experienced such a compassionate leader who truly cares about each one of his employees. He treats me like family, which is unheard of in any company these days.

Since I love the family environment at Marksman, I took it to the next level. My son Kelsey Brown joined Marksman in June 2022 as a Field Operations Manager and is based at our Atlanta branch. I wanted my son to work for a company that recognizes hard work and promotes from within.

Who are your role models?

I have two – my late father and Muhammad Ali. Both were Black Supermen – they epitomized every quality of masculinity, accomplished anything they put their minds to, and changed the world to be a better place.

What does Juneteenth mean to you?

Juneteenth was a pivotal moment in U.S. history – it was when slavery was abolished and the beginning of the journey to where we are now. It's important to know our history, where we came from, and where we are going. We still have a way to go, but we are on the right track.

Where do you see yourself in five years?

I hope to be in a leadership position at Marksman. As long as Marksman grows, so will I.

Want to learn more about Daryl Moore? Email him at d.brown@marksmansecurity.com.



Daryl Brown - Armed Forces

“
Working at
Marksman Security
is a dream come
true.
”



Left to Right: Kelsey Brown, George Foreman, Daryl Brown



Daryl Brown - Professional Boxer

EMPLOYEE OF THE MONTH

APRIL



Robert Youngblood | Dallas

Officer Youngblood is one of our remarkable officers who helped evacuate guests during a fire at Possum Kingdom Lake near Fort Worth, Texas. He received a frantic call at 2:20 a.m. from the property manager at The Cliffs Resort, a popular recreation site. There was a rapidly spreading fire on the property and she needed his help.

Officer Youngblood immediately ran into the burning buildings, banged on each door, and evacuated the two dozen guests out of the buildings. He escorted everyone to the back of the parking lot (staging area) for the Lake Palo Pinto Volunteer Fire Department to extinguish the fire with water from the nearby lake.

MAY



Marisol Misquez | Arizona

Marisol Misquez is the site manager at Central Arts Plaza in Phoenix, Ariz. Her “can-do” attitude, ability to exceed expectations and compassion for serving others makes her a great asset to the Marksman Security team. She truly cares about every guest she encounters and steps up to help those in need. Pictured is Marisol assisting a visually impaired guest to the elevator at Central Arts Plaza.

JUNE



Latasha Jones | Atlanta

Post Captain Latasha Jones serves at one of Atlanta’s most prestigious country clubs, has continually demonstrated Marksman’s five core values in every position she has held and possesses exemplary leadership skills.

Not only does she maintain the utmost professionalism during her interactions with her team, the clients, and the residents at her site, she is flexible in assisting co-workers with and leads by example. Post Captain Jones has become a trusted leader and a confidante for her team and her branch alike.

EMPLOYEES OF THE QUARTER

Two employees of the quarter means double the celebrations!

Please join us as we recognize **Eric Arrington** and **Lee Jean Louis’** accomplishments.



Eric Arrington

Since August 2019, Eric Arrington has served as Marksman’s Vice President of Global Partners. In his role, he is responsible for the daily operations, growth and scheduling of various Fortune 50 companies throughout the United States.

Mr. Arrington has spent the last 25 years of his career serving as a Police Officer in Fayetteville, Ga. as well as a Staff Sergeant in the U.S. Army. His strong military and law enforcement experience combined with his larger-than-life personality make him an asset to the Marksman family.



Lee Jean-Louis

As one of Marksman’s rising stars, Lee Jean-Louis was promoted to Controller in June 2022 due to his adaptability, tenacity and for leading by example. He is no stranger to achieving success and climbing the ranks; in April 2022 he was promoted to Revenue Controller. That’s two promotions in less than three months - incredible!

He joined Marksman in May 2013 as a uniformed security officer in Fort Lauderdale, Fla. Mr. Jean-Louis is the definition of a self-motivated and accomplished professional who has climbed the ranks and continues to excel in his expanding responsibilities.

Mr. Jean-Louis left the patrol car for an office and joined the Accounting and Finance Department in early 2019. He was instrumental in assisting with the integration of our accounting platforms and has been eager to learn new skills and solve problems. Additionally, Mr. Jean-Louis facilitated numerous changes and process improvements for billing, accounts receivable, payroll, and other operational accounting areas.

EMPLOYEE OF THE MONTH WINNERS BY MARKET

Global Partners

April: Maria Orozco
May: Ian Hayman
June: Khadijah Jones

ATL/IMC

April: Rahul Chadha
May: Herschell Johnson
June: Latasha Jones

Las Vegas

April: Jessica Brown
May: Barry Thomson
June: Tracy Spicer

North/Central FL

April: Bobby Romano
May: Alex Eukoslitz
June: Soga Solarin

South Florida:

April: John Brandofino
May: Mahmoud Samir
June: Mario Rodreguez

Arizona:

April: Raven Steen
May: Marisol Misquez
June: Armantin Varona

DFW/Houston:

April: Robert Youngblood
May: Joey Huerta
June: Remon Kalta

MEET MARKSMAN

Our people define who Marksman is at the core of our business, and it's always our privilege to introduce you to some of our incredible team members.

MARKSMAN on the MOVE

Promoting from within is a key part of our culture, and we seek individuals who exemplify our five core values, personify success, and cultivate diversity. Please join us in congratulating the following individuals on their recent promotions.

- » Ann Klink, General Manager, Southern California
- » Claude Vixama, Security Operations Manager, Fort Lauderdale
- » Daryl Moore, Vice President of Information Systems and Administration, Fort Lauderdale
- » Doug Yates, Vice President of Talent, Strategic Accounts, Atlanta
- » Dwayne McLeod, Director of Operations, Las Vegas
- » Gerson Melgar, Senior Director of Operations, Fort Lauderdale
- » Heshem Fahmy, Scheduling Manager, Fort Lauderdale
- » Jake Heathman, Senior Vice President, Dallas
- » Jennifer Barnett, Assistant Account Manager, Las Vegas
- » Jeri Reed, Vice President of Operations, Atlanta
- » Kevin Ruidiaz, Vice President of Operations, Fort Lauderdale
- » Lee Jean-Louis, Revenue Controller, Fort Lauderdale
- » Marcus Bass, Operations Manager, American Airlines, Fort Worth, Texas
- » Michael Gilcrest, Branch Manager, Tampa
- » Paul McGinnis, Regional Director of Operations, Strategic Accounts
- » Raul Gomez, Account Manager, California
- » Tanesha Harvey, Site Supervisor, American Airlines, Charlotte, North Carolina
- » Tim Williams, Director of Operations, Tampa



Robert Esparza

Mr. Esparza has more than 30 years of experience in the security industry and brings a wealth of knowledge to Marksman. His passion and tenacity, combined with his military and law enforcement background, make him a true asset to the Marksman family. In his role as Director of Security - Studio Division in Culver City, Calif., he leads our studio services nationwide and manages our Amazon Studios team.

Robert's previous experience includes Executive Director of Security Operations at Sony Studios and Executive Director of security programs at 20th Century Fox. Additionally, Mr. Esparza honorably served our country as a Sergeant in the U.S. Marine Corps and as an officer with the Los Angeles Police Department.

Mr. Esparza earned a Bachelor's degree in Criminal Justice from California State University and is a member of ASIS.



Jeanna Bowen

Jeanna Bowen joined Marksman Security in Tampa as an Office and Human Resources Administrator in July of 2022. In her role, she manages the office's day-to-day clerical operations, recruits, screens, and helps match new security officers to clients. She also onboards those hires into our platforms, and maintains office and employee files. She is continuously growing in her role and enjoys the great team culture within her office.

Jeanna was a realtor for eight years prior to joining the Marksman team. She made a career change in order to find a balance between work and family in order to spend more time with her daughter.

In her free time, she enjoys traveling, playing pool, going to Tampa Bay Rays games, and spending quality time with her daughter. She looks forward to taking her daughter to Walt Disney's Magic Kingdom for the first time this year.



Siboney Morrow

Siboney Morrow has served as our Dallas Office Manager since February 2022. She began her career at Marksman Security in 2019 as a recruiter and worked her way to office manager. In her current role, she manages employee relations through reports, requests, and documentation as well as assists with onboarding to ensure the branch runs smoothly.

Ms. Morrow has a passion for fostering positive human relationships and believes in the power of compassion, service, and integrity to recruit Marksman's leaders of tomorrow.

Originally from Forney, Texas, she studied psychology at Texas Woman's University prior to pursuing a career in the security industry. As a self-taught painting instructor, she uses her creativity to host paint and party events. In her spare time, she enjoys exploring the booming Dallas-Fort Worth restaurant scene and spending time with friends and family.



Michael Blaine

Michael Blaine began his career at Marksman Security in 2012 as a security officer in Fort Lauderdale, Fla., and serves as our Director of Operations in Houston, Texas. After earning a Bachelor of Fine Arts in Communication Arts from New York Institute of Technology, he had his sights set on becoming a videographer, but his passion for people and service were the perfect combination for the security industry.

Michael's position requires him to multitask, and in his role, he is responsible for scheduling, payroll, site and uniform inspections, and on-the-job security officer training. Mr. Blaine's contributions have played an integral part in our Greater Houston area growth.

Mr. Blaine grew up in Great Neck, New York, but has called Houston home for the last 18 months. When he's not working, you can find him pumping iron at the gym or playing a few rounds of golf.



Left: Colleen Williams at HFC Headquarters
Above: Colleen Williams in High Point, NC

DIVERSITY, EQUITY, AND INCLUSION:

5 MINUTES WITH COLLEEN WILLIAMS

June is Pride Month in the United States, a time for the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQIA+) communities and allies to come together to recognize the impact that lesbian, gay, bisexual, and transgender individuals have had on history locally, nationally, and internationally.

Marksman Security fosters a culture of respect, quality, and inclusivity, where all employees feel valued, heard and positioned to be their best every day. During Pride Month and beyond, we raise the flag to recognize and celebrate the LGBTQIA+ community.

Colleen Williams, Site Supervisor at IMC in High Point, North Carolina, shares what Pride Month means to her and how Marksman has accepted, embraced, and supported her lifestyle from the beginning.

What does Pride Month mean to you?

Pride Month means being openly vulnerable, transparent, and proud of your authentic self. Not only to accept yourself but to accept others and to celebrate the diversity we all represent. It is also about honoring the LGBTQIA+ men and women who fought for our right to be seen and loved and for everyone to be their true selves.

We have overcome many obstacles in the past few years, and we are fortunate to live in a nation where we have the freedom to love who we want to love. There are many countries where their citizens are stoned to death for being gay, which is heartbreaking. We still have a long way to go, but we are making progress.

How does Marksman embrace the LGBTQIA+ community?

By letting us be ourselves! Management does not force us to stay in the closet, in fact, they embrace it. There are no repercussions to being who we truly are.

What do you love about Marksman Security?

Honestly, it's the family atmosphere. Marksman filled the roles that my family at home could not fill. I have never worked for a company where I have had 100% acceptance. We have people from all walks of life. Knowing all employees have a special place here and management will help you shine is an incredible feeling.

How has being a member of the LGBTQIA+ community influenced you?

Overall, it has made me stronger and more resilient. I felt a weight had been lifted off my shoulders when I came out in 1995. I didn't have to hide anymore and could finally be myself at work and at home.

What are you passionate about?

I am passionate about my two families (home and Marksman), friends, and my three cats - Armani, Versace, and Buddy. They give me joy and purpose.

MARKSMAN SECURITY TRAINING STRATEGY

The Marksman Training and Education program is developed and housed on the Award-winning Intellum Learning Management Platform. Intellums' team of award-winning learning practitioners, consultants, content experts, engagement professionals, developers, and engineers assists the training team at Marksman in developing customized training for our clients, partners, and employees.

These training strategies have been implemented to set employees up for success in their chosen careers at Marksman Security.

Our partnership with Intellum has allowed us to design and develop the Marksman Security University. MSU is part of our training philosophy. We want our security officers to be the best security staff in the industry; to do this, we have to eliminate as

many excuses as possible. One area that many security companies will overlook or purposely cut is training, especially when it's classroom-led or one-on-one. The pandemic changed a lot in the way everyone does competitors was MSU. Our employees could still access their training materials on-demand from any computer, iPad, or cell phone.

Questions?

Contact Wes Brown at w.brown@marksmansecurity.com.

Stay tuned for more information in the coming months!



REMARKABLE OFFICERS

Forest City, North Carolina | Kristy Strother and Chris Walker



Dallas, TX | Officers Kalta and Aboosi



Las Vegas, NV | Derrek Durna and Officer Gonzalez



Atlanta, GA | Officer Turner, Wade White and Director of Security Alyn Goldman



Fort Lauderdale, FL | Officer Pierre



Fort Lauderdale, FL | Hesham Fahmy



Las Vegas, NV | Officer Butcher and Tavin Rivera



Houston, TX | Officer Huerta



Tampa, FL | Officer Solarin



Integrity



Service



Commitment



Drive



Innovation

THE FUTURE IS BIG AND BRIGHT AT MARKSMAN SECURITY!

Here we grow again! We are pleased to announce the relocation of branches in Dallas, Texas, and Phoenix, Arizona. Both locations accommodate more room for classroom training, increased uniform inventory, among other things, to better serve our employees and clients in both regions.

Dallas-Fort Worth Branch



Top row left to right: Joe Hall, Ezekiel Kaufman, Tucker Jordan, Jalil Spellman, Jake Heathman, Rick Munoz
Bottom row left to right: Siboney Morrow, Jeremiah Bell and Tori Barnes

Everything's bigger in Texas!

In January, we relocated from Irving, Texas to a beautiful 6,300 square-foot spacious office nestled in the heart of North Dallas. Our Dallas-Fort Worth staff include our CEO, and personnel in the following departments - business development, human resources, marketing, onboarding, operations, procurement, and workers compensation.

Nearly 7.6 million North Texans call the Metroplex home and it's no surprise that people are moving to the area due to its booming economy, southern hospitality, stellar schools, and abundance of cultural activities.

5001 Spring Valley Rd., Suite 100 East
Dallas, Texas 75244
Phone: (214) 377-9177
Email: texas@marksmanship.com

Arizona Branch



Left to right: Jason Logsdon, Michelene Sanson, Liyah Owens, Dennis Sween and Mark Radi

Things are heating up in the Valley of the Sun!

In April, our Phoenix branch relocated to a 4,000 square-foot, centrally located office to support our expansion in Arizona.

Phoenix is the 5th most populous city in the United States and is also one of the fastest-growing metropolitan areas. It's home to four major league sports teams, Camelback Mountain, breathtaking desert landscapes, Super Bowl XLIX, and there are more golf courses than burger joints. No wonder more than 1.6 million people love living in Phoenix!

2400 N. Central Ave., Suite 300
Phoenix, Arizona 85004
Phone: (480) 553-9720
Email: azadmin@marksmanship.com



Heat Safety Tips



STAY COOL

Wear Appropriate Clothing: Choose lightweight, light-colored, loose-fitting clothing. Wear your Marksmanship uniform as instructed by your supervisor.

Stay Cool Indoors: Stay in an air-conditioned place as much as possible. If your home does not have air conditioning, go to the shopping mall or public library—even a few hours spent in air conditioning can help your body stay cooler when you go back into the heat.

Schedule Outdoor Activities Carefully: Try to limit your outdoor activity to when it's coolest, like morning and evening hours.

Pace Yourself: Cut down on exercise during the heat. If you're not accustomed to working or exercising in a hot environment, start slowly and pick up the pace gradually. If exertion in the heat makes your heart pound and leaves you gasping for breath, STOP all activity. Get into a cool area or into the shade, and rest, especially if you become lightheaded, confused, weak, or faint.

Wear Sunscreen: SPF 30 or higher, 30 minutes prior to going out.

Do Not Leave Children Or Pets In Cars: Cars can quickly heat up to dangerous temperatures, even with a window cracked open.

Avoid Hot and Heavy Meals: They add heat to your body!

STAY HYDRATED

Drink Plenty of Fluids: Drink more fluids, regardless of how active you are. Don't wait until you're thirsty to drink.

Stay Away From Very Sugary, Caffeinated And Alcoholic Drinks: These cause you to lose more body fluid.

Keep Your Pets Hydrated: Provide plenty of fresh water for your pets and leave the water in a shady area.

STAY INFORMED

Check for Updates: Check your local news for extreme heat alerts and safety tips and to learn about any cooling shelters in your area.

Use a Buddy System: When working in the heat, monitor the condition of your loved ones and have them do the same for you. Heat-induced illness can cause a person to become confused or lose consciousness.

Monitor Those at High Risk: Although anyone at any time can suffer from heat-related illness, some people are at greater risk than others:

- » Infants and young children
- » People 65 years of age or older
- » People who are overweight
- » People who overexert during work or exercise
- » People who are physically ill, especially with heart disease or high blood pressure, or who take certain medications, such as for depression, insomnia, or poor circulation
- » Visit adults at risk at least twice a day and closely watch them for signs of heat exhaustion or heat stroke. Infants and young children, of course, need much more frequent watching.

Our Mission

To provide customized security and safety services for our customers, delivering on the Marksman Value Proposition through our leadership team's security industry expertise and experience, and the brand promise for an exceptional customer experience.

Our Vision

Our strategic vision is growth through the investment and empowerment of talent at all levels of the organization. Assembling proven industry experts who are passionate about our customer experience and equally committed to our security team's employee experience, establishes Marksman Security as the security partner of choice.

Why Marksman

American owned and privately held, Marksman Security has rapidly grown within the security services industry due to our dedicated customer-service-based delivery model.



Follow Us on Social Media



1.844.4.MARKSMAN

info@marksmansecurity.com

www.marksmansecurity.com