



# INSIGHT

A PUBLICATION OF  
MARKSMAN SECURITY

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Michael 'Mike' Messina

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### Feature Story

Marksmans Security lands in Tinseltown



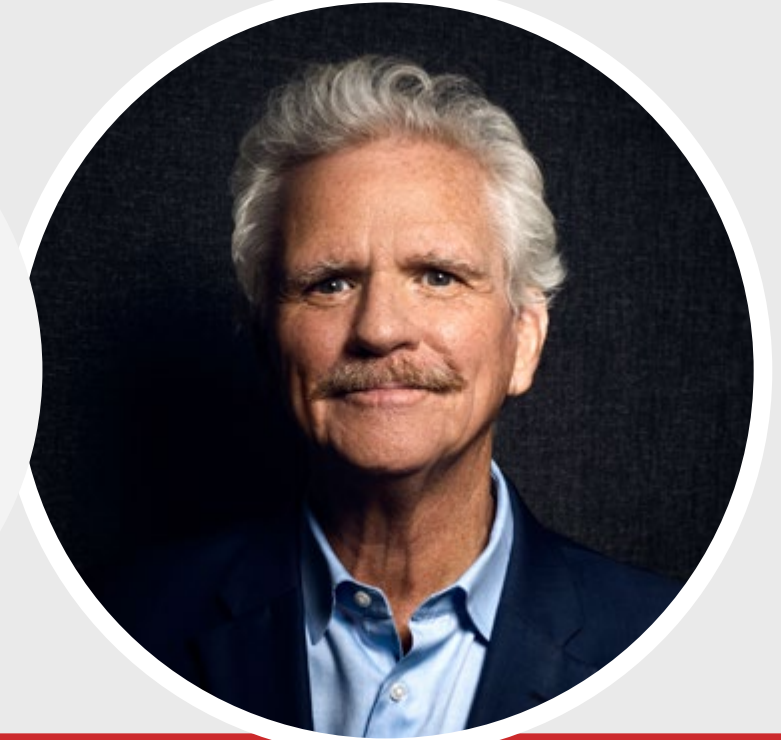
## EIGHTH EDITION NEWSLETTER



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**MICHAEL  
'MIKE'  
MESSINA**



**July 7, 1953 - December 31, 2022**

## *In Loving Memory*

It is with great sadness that we announce the passing of Michael "Mike" Messina, Vice President of Client Services and a beloved Marksman family member. Mike passed away on Dec. 31, 2022, in Alpharetta, Georgia, after a courageous battle with cancer. He was 69.

Known for his industry knowledge, quick wit, gentle disposition and tenacity, Mike joined our Atlanta team in May of 2019 and greatly contributed to Marksman's growth and success. He possessed many talents, one being his ability to connect with everyone he met with his unique New York sensibility delivered with southern charm. We were fortunate to have him as a member of our team and he will be dearly missed.

He is survived by his wife Cathleen, children Maeghan and Brendan and five (soon to be six) grandchildren who were his pride, joy and strength.

# MARKSMAN SECURITY LANDS IN TINSELTOWN

## TEAMWORK MAKES THE DREAMWORK IN SOUTHERN CALIFORNIA

Here we grow again! In 2022, Marksman Security expanded into California and opened a branch in El Segundo. Our new branch has ample room for onboarding, training, operations, administration and more.

We serve a variety of industries, ranging from residential, commercial, transportation and retail properties. In the summer of 2022, we welcomed several Fortune 500 client partners.

And we're just getting started.

"Our rapid growth in Southern California solidifies our commitment to delivering unparalleled customer service to our client partners," stated Executive Vice President Phil McKenna. "As we look to the future, we are committed to delivering on the Marksman promise of providing excellence in service."

If you're in the Los Angeles area, stop by, say hello and meet the team!

### California Branch



Left to right: Branch Supervisor Alexis Ayala, Vice President Corey Benn, Branch Manager Ann Klink and Administrative Assistant Desary Perez



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When there is a job that needs to be done, not only do we make it happen, we exceed expectations!

The Marksman Los Angeles Branch was able to overcome obstacles to pave the way for additional client partners to join the Southern California region. The support staff began as a team of three employees composed of recruiters and a branch manager.

Once the branch was fully established, the team worked collaboratively to identify new hires for a large transition. There were days they had 50-60 interviews scheduled and the recruiters were making 90-110 calls per day. The team worked tirelessly around the clock to ensure that everything ran smoothly from beginning to end. Once all the hires were identified, Marksman was ready to start performing services for the studio client. To present day, they have more posts becoming available and the branch team is always ready to deliver quality service to one of our newest clients.

**We are a small but mighty team!**

A BIG thank you to the following individuals who made the transition a success:

Ana Aristondo, Gazi Mahmud, Sebastian Cortes, Aushton Castillo, Hasani Range, Kirk Ramsey and our support staff - Corey Benn, Ann Klink, Alexis Ayala, Alissa Carranza and Isaiah Whisenton



## Corporate Corner

Corey Benn,  
Vice President of  
Studio Division  
Services



“  
When I began my career in the security industry in 2008, I never dreamed of where I would be today. Marksman has not only provided me with a rewarding career, but I also discovered my passion for service and sustainability.  
”



Vice President Corey Benn is a true testament that hard work and perseverance pay off. As a respected leader in the security industry, his commitment and drive have been instrumental in the success of the Las Vegas and Southern California regions. He shares how faith, family, drive, and commitment have played an integral part in his accomplishments.

Shortly after I relocated from my home state of California to Las Vegas in April 2014, I was introduced to Marksman by several officers at The Grandview and the International Market Center. One of them informed me Marksman is, "small but mighty." This sparked my interest, and I was on a mission to learn more.

After landing a position as an Access Control Officer at Panorama Towers, I had the privilege of meeting then-Vice President Jason Logsdon (now Chief Innovation Officer) and he promoted me to shift supervisor. Soon after, he offered me an opportunity at Meridian Private Residences, a property that opened in October 2014. After six months in that role, Jason invited me to join the operations management team and of course, I accepted! While on the operations management team, my upward career trajectory began, and I transitioned to a Road Supervisor, Operations Manager, Director of Operations, and now Vice President.

As soon as I discovered Marksman promotes from within, I was determined to become the best leader I could be. Beginning as an officer and working my way upward provided me with an empathetic perspective from the officers' and client partners' points of view. This has enabled my leadership skills to originate authentically and has built genuine, lasting relationships.

### Security Officer to Vice President: The Road to Success

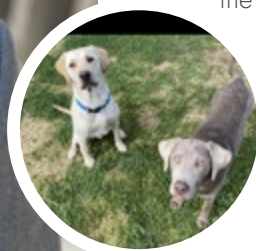
Anyone can recognize talent, but it takes extraordinary leaders like Jason to instill, develop, and reach their fullest potential. Because of this, Marksman has been able to continuously promote from within. I went from landing an entry-level position in 2014 to a rewarding career in less than 10 years. Our leaders come in many different profiles but are centered around two common goals - success and sustainability.

I am grateful for Mark Radi, Zeke Kaufman, Shezad Moten, and Jason Logsdon's leadership, and have learned a lot from them, especially Jason, who has been an outstanding mentor. He played a vital role in my personal and professional development, and anyone would be fortunate to work with him. Jason often stated he felt he caught lightning in a bottle with my counterpart Bryant Clarke. I beg to differ. I think Bryant and I caught the lightning in a bottle with Jason and our incredible team.

As I embark on this new chapter in Southern California, success and sustainability continue to be my driving forces. We have built a remarkable team who reaffirms our commitment to providing unparalleled service. With the same faith, family, drive, and commitment that afforded my growth from the outset, Marksman's footprint in Southern California will continue to grow just as I have.

*Corey Benn*  
Vice President of Studio Division Services, Marksman Security Corporation

Want to get to know Corey? Email him at [c.benn@marksmansecurity.com](mailto:c.benn@marksmansecurity.com).



**How and why did you choose a career in recruiting?**

I am passionate about people! Shortly after earning a bachelor's degree in Human Resources from Long Beach State in 2020, I worked for my uncle's business and assisted with recruiting, payroll and hiring. Shortly after that position ended in May 2022, I joined Marksman as a Talent Acquisition Specialist and was recently promoted to Branch Supervisor, my current position. I transitioned from one family environment to another – from biological to professional. That's one of the many things I love about Marksman's culture – it's the family environment.

**Describe the California branch environment, culture and team.**

Simply put, we're a small but mighty tight-knit, multi-faceted group that gets the job done, no matter what it takes. We show up to work every day with humility, ready to conquer the tasks that lie ahead of us and we do it with a smile on our faces!

**What do you love the most about working at Marksman?**

Honestly, it's the people and family environment. I have learned so much from our talented leaders - Ann Klink, Bryant Clarke and Corey Benn, to name a few. I have also had the privilege of working directly with Zeke Kaufman, Mark Radi, Shezad Moten and members of the C-suite team, which is rare in the security industry in a company of our size.

**Who inspires you and why?**

My dad – he's my hero, my role model and my best friend. He and my mom migrated to the United States from Puebla, Mexico with little money so my younger sisters and I could live the American dream. My dad is an entrepreneur – he owns a commercial restoration company - and is the hardest-working person I have ever met. I can only hope to be more like him.

**What do you enjoy doing when you're not working?**

I enjoy watching soccer and spending time with friends and family. My two Lab Retrievers Dexter and Gwen are my pride and joy and keep me busy. I also love trying new foods. Asian cuisine is my favorite but if I had to choose, KBBQ would definitely be my first choice.

**Want to learn more about Alexis Ayala? Email him at [a.ayala@marksmansecurity.com](mailto:a.ayala@marksmansecurity.com).**

**MEET ALEXIS AYALA**

Alexis Ayala wears many hats as branch supervisor at our Southern California branch. A first-generation Mexican American, he was raised in Whittier, California, and spent his childhood surrounded by entrepreneurial role models who instilled the value of hard work at an early age.

We recently sat down with Mr. Ayala, and he shared his story of perseverance, commitment and why he is hungry for success.

“  
**Working at Marksman Security has given me a purposeful career.**  
”



**MARKSMAN WELCOMES PHIL MCKENNA**

We are pleased to welcome Phil McKenna who will serve as Executive Vice President at our Southern California branch. In his role, he will lead business development initiatives and establish new relationships across our organization.

As a respected sales and operations leader, Phil's consistent track record will continue to expand upon our established successes.

His career began more than 20 years ago as a Front-line Operations Manager in the Seattle market. Through numerous promotions and increasing responsibilities, Phil's journey as a business development leader led him through Salt Lake City, San Diego and Los Angeles. Over the last eight years, he has served in different capacities, leading business development teams throughout the United States and working with diverse levels of clientele in the security industry.

Phil earned a Bachelor of Arts degree from Central Washington University and actively participates in professional organizations in different industries.



Left: Phil enjoying time with his children



# MEET MARKSMAN

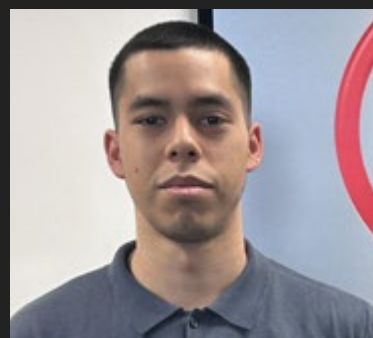
Our people define who Marksman is at the core of our business, and it's our privilege to introduce you to four members of our Southern California team.



## 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.

- » Alexis Ayala, Branch Supervisor, Southern California
- » Corey Benn, Vice President, Studio Services Division, Southern California
- » Bryant Clarke, Vice President, Las Vegas
- » Nathan Greene, Assistant Security Operations Supervisor, Forest City, NC



**David Garcia**  
-  
**Talent Acquisition Specialist**

David Garcia started with Marksman Security in November 2022 as one of our Southern California Talent Acquisition Specialists. David is a recent graduate of Cal State Fullerton, with a B.A. in Business Administration. In his role, David is focused on the recruitment of quality security personnel. David continues to learn and strive in his career at Marksman, where he aims to grow into a management role in the future.

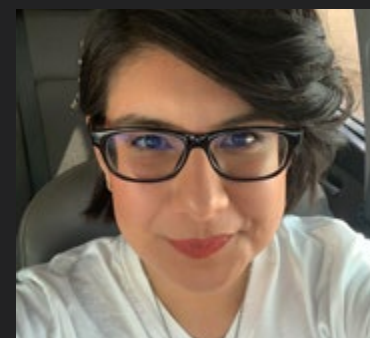
David's favorite Marksman core value is Drive. David's mindset is that Drive influences all other Marksman core values. A native of Whittier, Calif., he stays active at the gym in his free time, and enjoys new activities such as bowling, and hiking the many beautiful trails in Southern California.



**Alissa Carranza**  
-  
**Administrative Assitant**

Alissa Carranza provides access control administrative support for a Fortune 100 client partner's operations team. Prior to joining the Marksman family, Alissa spent six years assisting with litter cleanup in Torrance, California to restore their beautiful beaches.

Alissa is continuously growing, learning new skills and plans to advance into a management position at Marksman. In her free time, she enjoys traveling, trying new foods, spending time with family, cooking Mexican cuisine, and cheering on the LA Dodgers, LA Lakers and Minnesota Vikings.



**Ann Klink**  
-  
**Branch Manager**

Ann Klink serves as our Southern California Branch Manager, overseeing daily operations for the region, including client relations and managing HR functions, to name a few.

Ann began her career as a front desk administrator at our Las Vegas Branch in 2019 and has been promoted three times, serving as Office Coordinator, Assistant Office Manager and now Branch Manager. When the Southern California branch opened, she jumped at the opportunity to relocate to her home state to be near family and friends.

When she's not at the office, Ann enjoys spending quality time with her two sons, who are the center of her universe.



**Tamara 'Tommi' Alexander**  
-  
**VIP Concierge**

Tommi Alexander embarked on her career at Marksman in June 2022 as an security officer and in a few months, was promoted to VIP Concierge at a large studio client property in Southern California. She has a zest for life and is passionate about serving others. Her responsibilities include greeting and escorting guests to their destinations and providing excellent customer service.

In her free time, she enjoys traveling and spending time with friends and family.

# EMPLOYEE OF THE MONTH RECIPIENTS BY MARKET

## ATLANTA/IMC

July | Remi Weiss  
 August | Selwyn Archie  
 September | James McClain  
 October | Arthur Capers  
 November | Cynthia Carter  
 December | Abdul Bonny

## LAS VEGAS

July | Connor Rice  
 August | Tara Kinsey  
 September | Timothy Strobelt  
 October | Dotavian Strickland  
 November | Elizabeth Guadarrama  
 December | James Anongthep

## NORTH/CENTRAL FLORIDA

July | Soga Solarin  
 August | Varian Roberts  
 September | Patrick Enigan  
 October | Latresa Jean  
 November | Van Wheelock  
 December | Wayne Miller

## SOUTH FLORIDA

July | Mario Rodriguez  
 August | Danielle Kriebel  
 September | Dieusy Clerveau  
 October | Nakira Williams  
 November | Yoan Dache  
 December | Alfreda Frazier

## ARIZONA

July | Magnolia Orozco  
 August | Cody Rocco and Michael O'Neal  
 September | Charlotte Murphy  
 October | Brady Turner  
 November | Russell Deley  
 December | Teara Carpenter

## DFW/HOUSTON

July | Milton Webb  
 August | Curtis Henderson  
 September | Marjarnie Bailey  
 October | Joshua Bousman  
 November | Jonathan Case  
 December | Michael Scott

## CALIFORNIA

July | LeVele Wiley  
 August | Jamaar Meeks  
 September | Daniel Derebery  
 October | Emily Pena-Cruz  
 November | Frank Westphal  
 December | Kaito Davidson

# EMPLOYEE OF THE QUARTER



**Bryant Clark, Vice President**

**Bryant Clarke** began his career at Marksman as a security officer in 2013 and quickly advanced to Shift Supervisor, Personnel Manager, Director of Operations and Branch Manager. In October 2022, Bryant was promoted to Vice President and leads our Las Vegas market. He has been recognized by our client partners as an individual who leads with integrity, exemplifies our five core values and is committed to excellence in service.



## OFFICER OF THE QUARTER Officer Michael Bult

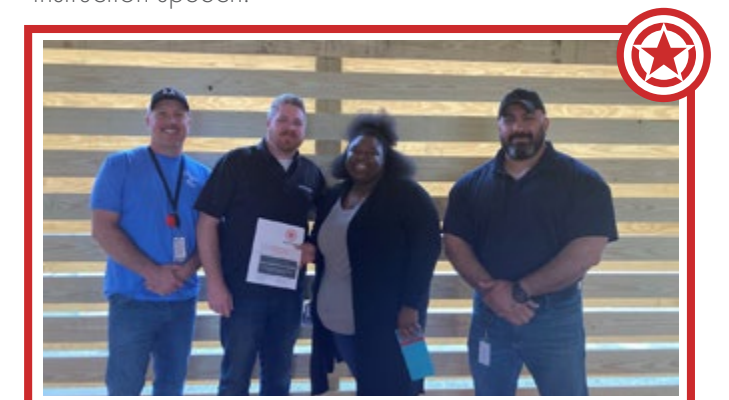
**Officer Michael Bult** demonstrates a high level of professionalism and is eager to help his colleagues. Our management team receives positive feedback regarding Officer Bult's performance, service and professionalism. When training new team members, he is the go-to officer for his vast knowledge of the site's policies.



## SUPERVISOR OF THE QUARTER

### Supervisor Zantoinette McCauley

**Zantoinette (Zee) McCauley** serves at a data center construction site in Tennessee. She began as a Security Officer and was promoted to Shift Supervisor because of her outstanding performance. Regardless of any situation, she always has a smile to share and has established a strong relationship with our client partner. During a recent new hire safety orientation, she earned the client's trust relating to her safety and security instruction speech.



# EMPLOYEE OF THE MONTH

JULY



**Milton Webb | Dallas-Fort Worth**

**Milton Webb** helped law enforcement detain a driver who was acting erratically while under the influence at a luxury gated HOA in Flower Mound, Texas. The suspect barreled through the gate with a flat tire and attempted to enter the property through the wrong entrance. Knowing residents were in immediate danger, and before authorities arrived on the scene, Milton executed a strategy and redirected residents onto the property through the exit gate so law enforcement could take the suspect into custody. He relied on his former military and Marksman Security de-escalation training to keep the residents safe. Throughout the stressful situation, Milton remained calm, professional and in control.

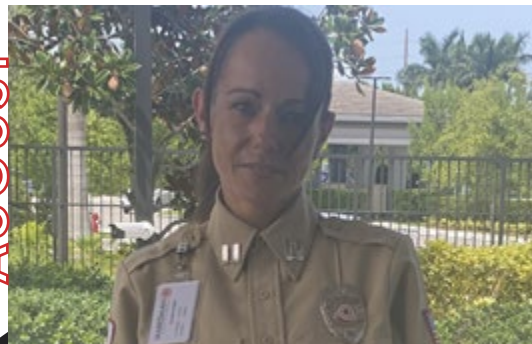
OCTOBER



**Nakira Williams | South Florida**

**Officer Williams** delivered exceptional service when a resident's family member experienced a medical emergency at a client property in South Florida. The caretaker was alone with the resident and needed immediate assistance. Officer Williams arrived on the scene moments later and helped the caretaker remain calm and assured her that everything was going to be okay. Her compassion and kindness helped someone in need during a crisis.

AUGUST



**Danielle Kriebel | South Florida**

**Post Captain Kriebel** was assigned to one of our prestigious Home Owner's Association properties in Parkland, Florida. In only a few months, she made an impact on her team, the homeowners and the Board of Directors. The South Florida leadership team consistently receives accolades for her performance, professionalism and service. She is the epitome of a hard worker and exemplifies our five core values daily.

NOVEMBER



**Cynthia Carter | Atlanta**

**Shift Supervisor Carter** receives accolades from officers for her training and leadership skills. She motivates her team to reach their highest potential and to deliver exceptional customer service. She exemplifies our five core values and is an asset to our Atlanta team.

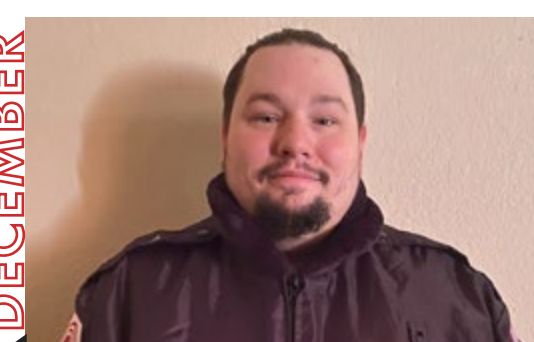
SEPTEMBER



**Daniel Derebery | Southern Calif.**

**Officer Derebery** serves at a transportation client property in Southern California. Officer Derebery is vigilant, accountable, goes the extra mile and is respected by his peers and supervisor. He is a team player and covers additional shifts when needed.

DECEMBER



**Matthew Scott | Dallas-Fort Worth**

**Officer Scott** noticed water leaking from a unit adjacent to the property while on patrol at a manufacturing site in Dallas, Texas. He immediately alerted the local fire department, and within minutes, they arrived on the scene and cleared the building. His vigilance and quick response prevented the water from spreading and potentially damaging the property.

# REMARKABLE OFFICERS

Joselin Vargas | Fort Worth, TX



Officers DeMent, Roberts, Johnson and Bailey | Dallas-Fort Worth, TX



Site Supervisor Cody Rocco and Security Director Michael O'Neal | Arizona



Officer Robert | Las Vegas, NV



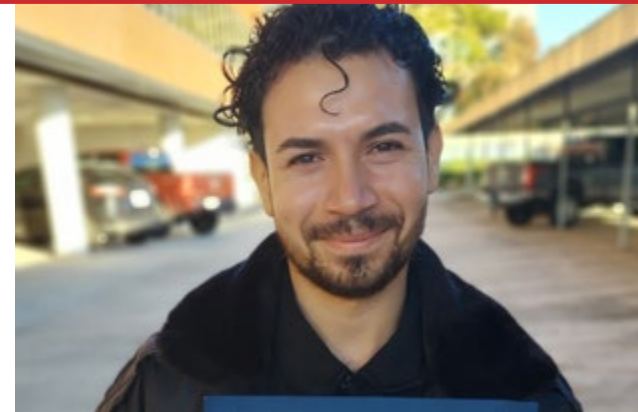
Officer Denton | Oklahoma City



Andy Curtis, Officer Bateman, Troy Blume | Utah



Officer Contreras | Houston, TX



Officer Hall | Southern California



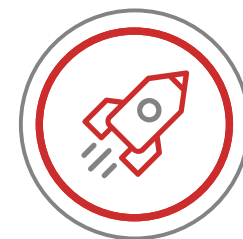
**Integrity**



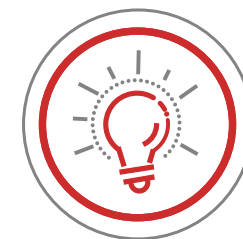
**Service**



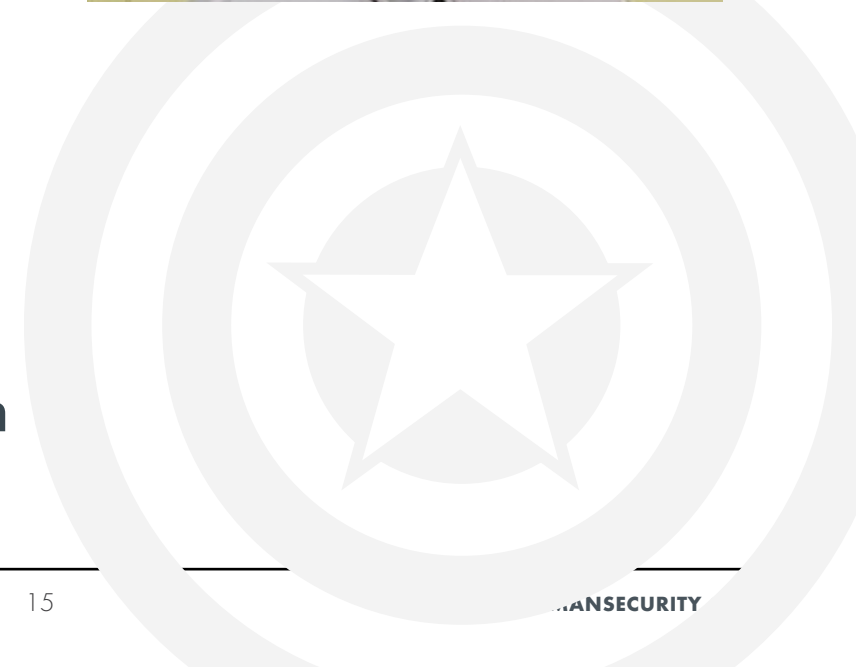
**Commitment**



**Drive**



**Innovation**







## Carbon Monoxide Safety Tips

**When winter temperatures plummet and home heating systems run for hours, the risk of carbon monoxide (CO) poisoning increases.**

Carbon monoxide is found in fumes produced by furnaces, kerosene heaters, vehicles “warmed up” in garages, stoves, lanterns and gas ranges, portable generators, or by burning charcoal and wood. Carbon monoxide from these sources can build up in enclosed or partially enclosed spaces. People and animals in these spaces can be poisoned and can die from breathing carbon monoxide.

Follow these safety steps to protect yourself and your household from carbon monoxide poisoning.

- » Check or change the batteries in your carbon monoxide detector every six months.
- » Have your heating system, water heater and any other gas, oil, or coal burning appliances serviced by a qualified technician every year.
- » Keep vents and flues free of debris. Debris can block ventilation lines.
- » Never leave the motor running in a vehicle parked in an enclosed or partially enclosed space, such as a garage.
- » Never run a motor vehicle, generator, pressure washer, or any gasoline-powered engine less than 20 feet from an open window, door, or vent where exhaust can vent into an enclosed area.
- » Never use a charcoal grill, hibachi, lantern, or portable camping stove inside a home, tent, or camper.
- » Never run a generator, pressure washer, or any gasoline-powered engine inside a basement, garage, or other enclosed structure, even if the doors or windows are open.
- » If you suspect carbon monoxide poisoning, immediately call 911 or a health care professional.



## Fire Safety Tips

**According to National Fire Protection Agency data, home — the place people feel safest from fire — is where people are at greatest risk, with three-quarters (74 percent) of all U.S. fire deaths occurring in homes. When a home fire occurs, it's more likely to be serious; people are more likely to die in a home fire today than in 1980.**

Developing a home escape plan with all members of the household and practicing it regularly ensures that everyone knows what to do when the smoke alarm sounds and uses that time wisely. Follow these home fire escape planning tips to protect you and your loved ones:

- 1 Make sure your plan meets the needs of all your family members, including those with sensory or physical disabilities.
- 2 Smoke alarms should be installed inside every sleeping room, outside each separate sleeping area and on every level of your home. Smoke alarms should be interconnected so that when one sounds, they all sound.
- 3 Know at least two ways out of every room, if possible. Make sure all doors and windows open easily.
- 4 Have an outside meeting place a safe distance from your home where everyone should meet.
- 5 Practice your home fire drill at least twice a year with everyone in the household, including guests. Practice at least once during the day and at night.



## BE AWARE OF YOUR SURROUNDINGS (PART II)

**Trust your instincts. The fight or flight response is an automatic physiological reaction to an event perceived as stressful or frightening. The perception of threat activates the sympathetic nervous system and triggers an acute stress response that prepares the body to fight or flee. If you get the sense that something is wrong or doesn't add up, do**

**not ignore it. Your instincts exist to protect you; it is always better to be overcautious than to ignore warning signs that turned out to be legitimate. Emotionally Disturbed Persons (EDP) are of threat in close quarters. If possible, you should give them room and not crowd them.**

Stay on your toes by playing out scenarios in your head beforehand. If you spot a situation in your immediate vicinity that could pose a threat, such as a blind corner on a sidewalk, ask yourself, "If there was a threat behind that corner, how would I react? Where could I escape?" Premeditating such responses can help them to become second nature in the event of an actual emergency, making your response more effective.

Report all the following situations immediately to your supervisor (while at work) or to the person in charge (when out in public): accidents, injuries, close calls, near misses, safety hazards or concerns, and any suspicious persons, activity or behavior. Even if there is not currently a dangerous situation or nobody has been injured, if there are elements that could lead to either, the person in charge should be aware and take the appropriate action.

### BE RESPONSIBLE FOR YOUR SAFETY

- » Be alert to potential danger scan often 360 preferred
- » Trust your instincts
- » Be aware of all your surroundings
- » Try to know where all the entrances and exits are located
- » Try not to let electronic distractions disrupt your situational and environmental awareness
- » Avoid anything that does not feel safe
- » Utilize the environment, check reflections and protect your back
- » Anticipate possible problems
- » Be vigilant and prepared for anything

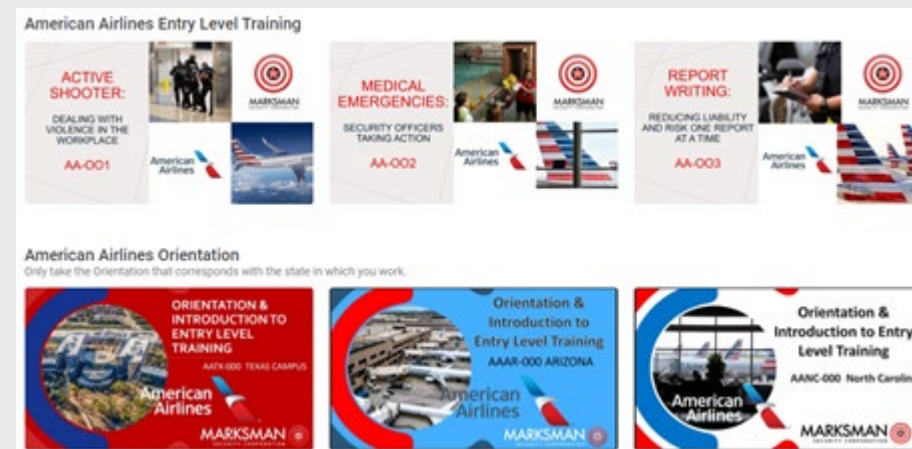
## MARKSMAN SECURITY TRAINING STRATEGY

The Marksman Training and Education program is developed and housed on our learning platform. Our educational series aims to give our employees the knowledge of their chosen industry. Our training then focuses on developing skills needed for a specific task. We develop training on a wide variety of subjects that we deem strategic learning. What we mean by strategic is that what information is given should relate to identifying short and long-term needs, overall goals, interests and the means of achieving them.

### Customized Training

Marksman Security also believes that every partner and client is different. Your culture needs to be considered in your specific training so that the Security Officer reflects your uniqueness. So, when we are contracted, we adjust our training to fit the clients' needs. Introductory educational courses stay the same so that Marksman has a consistent knowledge base. However, we will make changes to each client's specific requirements. What this means

to you is that we will customize training for you. Marksman's Training Division can develop a client-specific training module covering your particular tasks. These modules are then uploaded to Marksman Security University in our training catalog. Because this training is unique to your needs, only security personnel who work on your sites can access the training.



# 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.



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