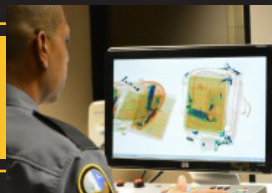




BLACKSTONE POST



*"The Secret to Our Success
is in Our People."*



The Voice of Blackstone Security

First Quarter, 2022

Kari Lake Supports and Protects Private Security Companies

Kari Lake, former news anchor for Fox 10 and current candidate for Arizona Governor, spoke at two important private security company events that Blackstone attended this past year. The first being the Arizona Private Security Professionals' Association (APSPA) October meeting and the second being the Annual Southwest Security Conference in November. Both events welcomed Lake and her thoughts on protecting private security companies.

Lake is well known for being a reporter, news anchor and TV personality for over the last 27 years. She impressed many people when Lake, being a person of such high statue, left her career, at the top of her profession, over principals. Lake is a common sense conservative who walked away from the media as a



Kari Lake with team Blackstone at the monthly APSPA meeting.

symbol of truth despite being number one over the past 2 decades. She quickly realized the media was corrupt and she no longer felt she was delivering the full truth to Arizona.

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Moving On Up



Raul de Leon
Vice President

Blackstone finished off the 2021 year with rising stars in El Paso. Raul de Leon, former El Paso Division Manager, has been promoted to Vice President of the company and Lizette Banuelos, former El Paso Operations Manager, has been promoted to El Paso Division Manager. Both of

these awesome team members are Texas natives, have strong backgrounds in the security industry and have even worked together in the past.

De Leon joined Blackstone in the winter of 2019 and has been eager to help the company grow ever since. As the El Paso Division Manager, he oversaw the day-to-day security operations of the El Paso Division Office and now as Vice President, De Leon will oversee the divisional

"Extreme Ownership. Leaders must own everything in their world. There is no one else to blame."

— Jocko Wilkin, U.S. Navy SEAL

operations as a Senior Division Manager throughout the company. De Leon hopes to utilize his 22 years of experience in the security industry to help Blackstone grow, one of the reasons he joined on with Blackstone, the thirst for growth within the family-oriented company.

De Leon expressed interest to move up within the company from day one and he is ecstatic

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Ken Vandiver
Corporate Training Coordinator

“The bad news is time flies. The good news is you’re the pilot.”
— Michael Altshuler

Training is Changing Due to Technology

The security industry is changing and technology is at the forefront. The security market, which is now worth over \$40 billion, is set to boom by 2025, in part because of technology and with this technological evolution it has changed customer expectations. Gone are the days where security is just a security officer, flashlight and a clipboard. Technological evolution has completely changed the security industry for the better.

Now, recruiting security officers that are tech-savvy and adaptable to change is becoming the norm. That’s because most companies have shifted from doing things manually to electronic reporting and GPS tracking services. For instance, security officers would no longer manually document activities with pen and paper.

Instead, they are working with electronic reporting applications, pictures or videos and check points with cellular devices where they can report on-site activities and check-in and out of work electronically. So the qualifications for being a security officer are rapidly changing as well as the need supplementary training on technology to get the “old school” officers trained on the new systems put in place.

Customers expect nothing less than real-time accountability and transparency with the services they are paying for and technology is giving them that reassurance. The impact of technology in the security industry has been nothing but positive for the security companies and clients. You’d be correct to say that security across the country has improved thanks to technology.

“Someday is not a day of the week.”
— Janet Dailey



Blackstone Security Services Inc. is moving that direction with a new scheduling system, automated schedule distribution and officer time keeping service. So throw away your old flip phones and look for good things to come moving forward.

*If you are not willing to learn,
no one can help you.
If you are determined to learn,
no one can stop you.*
— Zig Ziglar



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This newsletter is produced at Blackstone Corporate Headquarters for the use and enjoyment of our employees and clients.

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Corporate Office, Phoenix, AZ

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Jeanne Croft – Chief Operating Officer

Raul De Leon – Vice President

Ken Vandiver – Corporate Training Coordinator

Bobby Holley – Govt. Contracts Manager

Paul Adkins – Division Manager

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Division 34

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Blackstone Security Services of New Mexico, Inc.

Albuquerque / Gallup

Division 42

Scott Clark – Division Manager

Blackstone Security Services of Texas, Inc.

El Paso

Division 52

Lizette Banuelos – Division Manager

Dallas

Division 53

Edith Fikes – Division Manager

Houston
Division 54

Anthony Taylor – Division Manager

Blackstone Security Services of Nevada, Inc.

Las Vegas

Division 62

Matthew Clay – Division Manager

Blackstone Security Services of Tennessee, Inc.

Nashville

Division 72

Mason Appleby – Division Manager

The Secret to Our Success is in Our People



Raul de Leon
Vice President



“Good leaders don’t make excuses. Instead, they figure out a way to get things done.” — Jocko Willink

Everyone is a Leader

Every employee of Blackstone Security is expected to be a leader. Not only should you be a leader of people, but a leader of your title, a leader of your post, a leader of your team. By being a leader, you can motivate other team members to achieve their very best.

Everyone has the qualities to be a leader and can put those qualities to positive use. Our clients expect that from Blackstone Security, and YOU are Blackstone Security.

Our business industry is always growing, and Blackstone Security looks to hire within the organization.



When looking for the next Site Supervisor or Account Manager, we take into consideration the following five qualities:

1. Show empathy for others (Selfish people do not make leaders.)
2. 100% A good listener
3. Consistent and accountable
4. Interested in being that leader
5. Committed to learning and growth

I found this quote in a book I read about leadership authored by a former Navy Seal, “Good leaders don’t make excuses. Instead, they figure out a way to get things done.” — Jocko Willink, *Extreme Ownership: How U.S. Navy SEALs Lead and Win*.

Blackstone Security is imploring YOU to be that person, that leader, to get it done, to move us forward.

Moving Up Continued from page 1



Lizette Banuelos
Division Manager

to be “working with the best of the best” in the company and hopefully be able to pass on some of his “best value practices.” With a focus on growth and leadership, De Leon will surely do big things for Blackstone.

Banuelos joined Blackstone in the summer of 2020 and has been excelling since day one. Having worked for De Leon in the past, Banuelos was excited to join his team once again, “I always liked his leadership skills which enticed me to come on board with

Blackstone, he has taught me a lot along the way.” Banuelos remarks that joining Blackstone and working alongside De Leon has been one of the best decisions she has made.

Banuelos is eager to help Blackstone expand and loves the opportunity to grow and move up within the company. She also had expressed interest to move up within the company when she started and is already on track with her personal and company goals.

Both Banuelos and De Leon believe the best part about being a Blackstone team member is the ability to take ownership of their duties and responsibility. With both these two team members valuing leadership, responsibility and trust, it is evident these two will bring a promising new year to the El Paso Division.

“Trust is the glue that holds people together and is the lubricant that keeps an organization moving forward.” — Colin Powell

New Faces Come with the New Year

Blackstone Security has been extremely busy this past year and some of the most exciting news are the new faces around the corporate office. Blackstone welcomes Paul Adkins, Phoenix Division Manager, James Ayala, Division Hiring Manager, and Amanda Rash, Human Resources Manager to their team.

Paul Adkins is an Arizona native and comes to Blackstone with over 25 years of extortory leadership experience in contract security, law enforcement & military. He earned a Bachelor of Science degree in Criminal Justice and a certification in Business Administration Management from Harvard Business School.

Previously having met Blackstone’s Founder and CEO, Dan Swindall, Adkins was eager to join the Blackstone team and jumped on the opportunity when he learned about the job opening. Adkins finds Swindall easy to work with and feels Swindall’s drive and visions to grow the company directly align with his own. He is also very fond of the “family atmosphere” throughout the company.



Quintin Collins

*Officer of the Quarter
Division 32 Phoenix*

Phoenix – Always with a smile on his face, Quintin Collins is an excellent role model for his team. His positive attitude on the job and his contagious, cheery demeanor has been recognized by his superiors and by his Division Manager, Paul Adkins.

Collins has been in the security industry for over nine years and never complains about his duties. He is always ready to go above and beyond and can be called upon last minute to cover a shift. Collins is a great and easy person to work with as well as an excellent asset to the Blackstone team.

Originally from Chicago, IL, Quintin now resides in Phoenix and loves being a part of the Blackstone family. His favorite part about working for Blackstone is the reliable pay and the freedom to do his job the way it is supposed to be done. Collins takes his job very seriously and always double checks to make sure all tasks have been correctly completed. He is very passionate and dedicated to his job.

When he is not standing post, Collins can be found playing video games. Truly enjoying what he does, Collins is always willing to help whenever he can and enjoys picking up extra shifts to help get a job covered.

Congratulations, Quintin, and thanks for being a Blackstone ambassador.



Khalifa Sidki

*Officer of the Quarter
Division 62 Vegas*

Las Vegas – Khalifa Sidki has been with Blackstone for almost 2 years and has impressed his superiors and his Division Manager, Matt Clay. Sidki has been “a stellar employee with great attendance, amazing work ethic and outstanding customer service skills,” remarks Clay on reasons why Sidki has been named Officer of the Quarter for Blackstone Division 62 in Nevada.

Taking his job very seriously, Sidki has ensured client satisfaction on all accounts at his location, which is his number one goal in providing security. His favorite thing about working for Blackstone is the amazing staff and the great work locations. Being in the security industry for over 15 years, Sidki enjoys providing security to the public and is a model employee to the other offices and a great asset to Blackstone.

Sidki is from Oualidia, Morocco. He and his wife enjoy spending time with their baby.

When Sidki is not standing post, he can be found looking for the best place to cast his pole and reel in that big fish.

Congratulations, Khalifa, and thanks for being a Blackstone ambassador.



Anthony Taylor

*Officer of the Quarter
Division 54 Houston*

Houston – Hired in the summer of 2018, Anthony Taylor has been a rising star for Division 54 in Houston. Taylor has quickly rose to the top, starting as a Security Guard, moving up to Lead Field Supervisor, promoted to Assistant Operations Manager and now oversees the entire Houston operations as Division Manager.

Beloved former Division Manager, Tony Browe, knew Taylor was special from the moment he interviewed him. Browe even called President & CEO, Dan Swindall, to let him know he just hired what he believed to be a “future manager” for Blackstone directly after the interview. Browe was correct, and we know he is watching over Taylor and could not be more proud of him.



Not afraid to get his hands dirty, Taylor has been pulling extra shifts, shedding his manager role and putting on his security uniform to stand post. Taylor has shown an amazing willingness to work whatever and whenever for the sake of the team, and his sacrifices have been recognized by his superiors which is why Taylor is honored as the Officer of the Quarter for Houston.

Taylor has been in the security industry for nearly 15 years. Taylor has the ability to effectively communicate with guards and clients, which makes him an easy person to work with. Blackstone is truly proud of all Taylor’s accomplishments over the past 3 years.

Congratulations, Anthony, and thanks for being a Blackstone ambassador.

*“Nothing is impossible.
The word itself says
‘I’m possible!’”
— Audrey Hepburn*



Clarence Hayes

*Officer of the Quarter
Division 53 Dallas*

Dallas – Clarence Hayes is a role model for a number of security officers in Dallas, Texas. Hayes consistently presents himself in a professional manner and always handles any work situations with dignity and class. He has a way of communicating with anyone he encounters and is highly respected in the community. Clarence has been with Blackstone for the past year and all the officers look up to him with admiration and respect.

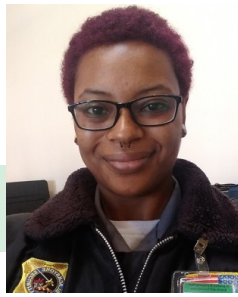
Hayes takes pride in his work and this is why Hayes has been named Officer of the Quarter for Blackstone Division 53 in Dallas.

“Hayes is extremely dependable and handles his post with such ease” states Division Manager Edith Fikes. Hayes truly enjoys helping and assisting people and he takes his job very seriously, “he knows all the tenants in the building and is liked by all.”

An Arkansas Native, Hayes grew up in Marion and moved to Detroit, Michigan before relocating to Dallas. Joining the security industry seven years ago, Hayes favorite thing about working for Blackstone is the care and concern given to employees.

When Hayes is not standing post, he enjoys bike riding, fishing, reading, spending time with his family and being active in the church. Hayes and his wife have four beautiful children.

Congratulations, Clarence, and thanks for being a Blackstone ambassador.



Ieasha Reedy

*Officer of the Quarter
Division 42 Albuquerque/Gallup*

Albuquerque – Ieasha Reedy is extremely dependable and always goes above and beyond her security duties, giving 110% each day. Passionate about providing the best security she can to help others feel safe, Reedy loves going to work and truly enjoys her superiors and her post.

Ieasha always takes her duties very seriously; she is on-site to provide security for staff and visitors and ensures that anyone that enters the building has an ID or is escorted by staff. Her pride in what she does and her professionalism have been recognized by her superiors and these qualities are some of the reasons why she was nominated for Officer of the Quarter for Blackstone’s Division 42.

Division Manager Scott Clark could not be more proud of Reedy, stating he is “so honored to have a person of this caliber working with me providing the best security services in this environment as best we can.” Reedy’s positive attitude the way she handles everyday work situations makes her a strong role model for the other officers on site.

A New Mexico native, Reedy grew up in Rio Rancho. She has been working with Blackstone for the past year and truly enjoys her post and the flexibility Blackstone gives her to spend time with her family. When asked about her philosophy on security, Reedy states, “Security is safety. Everyone deserves to feel safe. It’s part of who we are as living beings.”

When Reedy is not standing post, she enjoys spending time with her family, watching true crime, trying new recipes, and playing card and board games with her son.

Congratulations, Ieasha, and thanks for being a Blackstone ambassador.



Mason Appleby

*Officer of the Quarter
Division 72 Nashville*

Nashville – Mason Appleby is Nashville’s Division Manager, but lately has been pulling extra hours and shedding his manager role and putting on his security uniform to stand post. In an ever-growing city and with business booming, Appleby is not afraid to do whatever it takes to get the job done, even if that means sacrificing his spare time to cover a shift to ensure a client’s safety.

Only being with Blackstone since August of 2020, Appleby has impressed his superiors with his determination and strong

work ethic, and that is why he has been named the Officer of the Quarter for Division 72.

Appleby has a great passion for security and inspires others in the field with his energy and knowledge. He has been in the security industry for over 16 years and has always reassured his clients that their job will be fulfilled, even if he has to personally man the job himself. He is an excellent role model to his officers and a great asset to the Blackstone team.

In addition to the extra hours, Appleby and Nashville’s Business Development Manager Emerald Zellers, have been working side by side hoping to close on a new office in the first quarter of the 2022 year. With everything Appleby has taken on, it is apparent why he has been named Officer of the Quarter.

Congratulations, Mason, and thanks for being a Blackstone ambassador.

Kari Lake *Continued from page 1*

Once Covid hit, Lake saw the media was determined to bring down and divide the country, make the world scared, make the world stay in their homes and destroy businesses while inciting people to fear one another. Lake knew this was unethical and immoral and had to take a stand. Unsure of the outcome, Lake was immediately applauded for verifying what many already knew to be true, that the news had become corrupt, and was petitioned to run for Arizona Governor. At first Lake felt this was a crazy idea, switching from the “minor league” corrupt media to the “major league” corrupt government, but all of her supporters urged her to run, stating not only that she could do this, but that she could do it well.

Lake is the perfect candidate as she listens to concerns of the people of Arizona and, as a former reporter, she knows and has covered the state and the many issues that have evolved. Lake strives to get things accomplished, she is not looking to have a career as a politician, she simply hopes to get involved and end the corruption and “do what our founding fathers did: get in, serve and move on.”

Lake’s priorities first and foremost are about peoples freedom, as she exclaims, “that’s why we are here in America.” She is extremely opposed to vaccine mandates, recognizing that everyone is having trouble finding workers and that there cannot be any more roadblocks in the way, as people are losing their jobs and their way to support their families.

“What an amazing, beautiful, confident and eloquent lady running for Arizona governor.”

Lake is an open book, she was born a republican, registered republican almost her entire life, except for the 4 years when she voted for Obama. She believes she is the best candidate in this race because she can understand where people are coming from on both sides. She also states as a new fresh candidate, she owes zero “political favors” to her colleagues. She has started a movement amongst her followers and has even gained a following from people who were never involved in politics, creating a strong diverse group of supporters with the common goal to end corruption in the government.

Lake has recognized what private security companies are up against as the government continues to add more regulations each year, making it harder for people to do their jobs. Lake wants to make it easier and eliminate any roadblocks for security companies to get back to work, grow and continue protecting people.

It was truly inspirational to start the two event mornings listening to Lake, and Jeanne Croft, Blackstone COO could not have said it better, “Wow! Is all I can say about our APSPA meeting today! What an amazing, beautiful, confident and eloquent lady running for Arizona governor.” Good luck Kari, team Blackstone supports you!

New Faces *Continued from page 3*

On his free time, Adkins enjoys spending time with his family. He also trains Police and federal government in firearms, defensive tactics and room clearing. Adkins was a former Police Officer and sniper for the military. His training has not only helped numerous people in self-defense, but also caught the eye of Hollywood as he is also an actor who has been in 5 major Hollywood movies and over 25 TV shows. His favorite hobbies include volunteer work, Martial Arts, camping, hiking, hunting, and shooting.

James Ayala, or Jim as he likes to be called, is also an Arizona native. Ayala comes to Blackstone with years of experience in management in the security industry. Looking to advance his career, Ayala was thrilled when the perfect job opportunity came his way. Ayala was drawn to Blackstone’s brand and the positive feedback of Blackstone throughout the security industry.

Joining Blackstone in September of 2021, Ayala is responsible for hiring, recruitment, retention as well as many other duties. He has a desire to move up in the company and loves the “knowledgeable folks” he gets to brainstorm with to make “Blackstone outshine the rest!”

When Ayala has spare time he likes to spend time with his family. An avid outdoorsman and a true Arizonian, taking advantage of the “year-round outdoor weather,” Ayala and his family spend most of their time outdoors. His favorite outdoor hobbies include: fishing, camping, hiking, playing, cooking and eating.

Amanda Rash was born in San Diego, CA and grew up in Los Alamos, NM. She was referred to Blackstone by a current employee and is eager to get to work with the “close-knit team.” Rash was drawn to Blackstone because of the “small, family-like”



Paul Adkins
Division Manager



James Ayala
Hiring Manager



Amanda Rash
HR Manager

environment within the company that is evident from the moment anyone enters the office.

Blackstone is excited to welcome Rash on board as she is an energetic and enthusiastic leader who collaborates and communicates effectively. Rash has outstanding customer service and interpersonal skills. A problem solver, Rash has great time management skills, stays very organized and is willing to try new things to further her knowledge and ensure the success of the company. Always looking to help where she can, Rash also has notable administrative and IT skills and is able to multitask and work in a fast-paced environment. Rash and all her outstanding qualities seem to be the perfect fit for the ever-expanding Blackstone company.

When Rash is not at work, she can be found spending time with her husband and two children. As a family, they enjoy watching movies, playing games together, reading and watching the Coyotes play as they are season ticket holders.

With these three new key players on board with Blackstone, 2022 will be another promising year.

Nashville Soaring

Blackstone Security Services continues to soar in business retaining and continuing service to the clients they have been conducting business with for the past 6+ months. Nashville is ever growing with class A properties, distribution centers and warehouses, all which bring great opportunity for Blackstone and the Nashville office.

Despite not settling on an office to call home just yet, Mason Appleby and Emerald Zellers have had their noses to the grindstone, staying extremely busy and gaining hours on two big contracts, with many other contracts closing at the end of the 2021 year. With the 2022 new year already here, they hope to secure an office location during this first quarter.

Always staying hopeful and positive, Appleby and Zellers have been pulling extra hours during their work weeks and weekends, and throughout the entire holiday season, to make sure everything runs smoothly, especially with the holidays falling over the weekend this past year. Nashville tourism was projected to have record visitors for the month

“The ability to continuously learn, to adapt to changing circumstances, and to bring out the best in others is critical to your success on this journey.”

—David A. Thomas PhD

of December, which is great for the economy and presented numerous opportunities for additional hours in security.

While ensuring client satisfaction with current contracts, Zellers also has multiple bids out hoping to add more business for Blackstone at the beginning of 2022. With the city continuing to grow and expand, Zellers sees “lots of potential going into the new year.”



Fallen Officers 2021

All gave some, some gave all.

Division 34 Tucson, Arizona

Raphael Kizehe:
2/17/1962 – 9/14/21 (Heart Attack)

Raphael moved here from Africa to get his family away from the violence. He started with Blackstone on 8.31.21. Raphael was with the company for a short time, but he showed incredible work ethic. He was always on time, and made everyone feel welcome and happy. He was such a happy positive spirit and so loved. He will be dearly missed.

Gustavo Martinez:
6/5/1972 – 12/10/21 (Unknown)

Gustavo Martinez started with Blackstone on 11.16.20 and was posted at the Hermosa Mine in Patagonia. He always had a good relationship with anyone that he encountered, “I met Gustavo while I was the Tucson Supervisor, he made me laugh all the time, even on those rough days. When I took over as Division Manager, he told me “I couldn’t be happier for you” and of course, made me laugh when I was

stressed” recalls Malcolm Carnazza, Tucson Division Manager.

Our clients from Hermosa Mine were very distraught about Gustavo’s passing as he was a hard worker and always put a smile on everyone’s face.

Division 52 El Paso, New Mexico

Fitzroy Reid:
6/16/1966 – 1/25/2021 (Covid19)

Mr. Reid worked for our division for two years. He was a dedicated security officer and site supervisor and he always gave 110%. He greatly affected everyone who knew him and will not be forgotten.

Division 53 Dallas, Texas

Gregoria Cano:
11/17/21 – 11/12/21 (Covid19)

Gregoria worked for Blackstone for over 2 years and was always smiling and will be dearly missed.

Joe Valcik
10/22/45 – 6/21/21 (Stroke) Veteran

Joe worked for Blackstone for over 3 years. He was at work, rain or shine, and he kept the site running smoothly and kept the other officers in line. He will be dearly missed.

David Lee Piazza:
8/13/61 – 8/21/21 (Heart Attack)

David worked for Blackstone for 8 months. Although he was only with us a short time, he will be dearly missed.

Our hearts go out to the families and loved ones of our dear fallen officers.





Philip Candy
Chair, APSA



Kari Lake,
Candidate Arizona Governor



Stephen Enteman
Vice Chair, APSA



Vendor booths set up
around the conference room
at the Annual Southwest
Security Conference.



The Annual Southwest Security Conference 2021
at Arizona State University.



Scottsdale PD at
the Annual Southwest
Security Conference.



It's Christmas time in Texas!
Edith Fikes and Kristy Ortega went
above and beyond sending Christmas
spirit to our Dallas clients with
homemade goodies. Yum!



Dan and Jeanne spreading
Christmas cheer in the
corporate office.