



INSIGHT

A PUBLICATION OF
MARKSMAN SECURITY

What's Inside?

3

Corporate Corner
Meet Jake Heathman

4

Feature Story
Meet our DFW Recruiters



**10TH EDITION
NEWSLETTER**

TABLE OF CONTENTS

2

Table of Contents

3

Corporate Corner: Meet Executive Vice President Jake Heathman

4-5

Feature Story: Meet our DFW Recruiters

6-7

Employees of the Month

8

Employees of the Month by Market

9

Employees of the Quarter

10

Meet Marksman

11

Marksman on the Move

12

Celebrating Women in Security

13-14

Seasonal Safety Tips

15

ReMARKable Officers





CORPORATE CORNER



“
Our Dallas-Fort Worth branch continues to be a success because of our relationships with our client partners and remarkable team members.

Jake Heathman
Executive Vice President

The Dallas-Fort Worth Metroplex stands as a prime location for business expansion, owing to its dynamic economic landscape, geographic position, and robust demand for security services. The city's vibrant economy, marked by a diverse range of industries, including finance, technology, aviation, and energy, creates fertile ground for security needs.

As businesses flourish, the demand for professional security services escalates, making Dallas-Fort Worth an opportune market for establishing a uniform security officer company. In 2023, *Forbes Magazine* ranked the Dallas-Fort Worth Metropolitan area at No. 3, as more than two dozen Fortune 500 companies are headquartered in the area. Marksman Security is honored to call many of these client partners, which indicates a high level of trust and reliability in our company. Our Dallas-Fort Worth branch has grown organically since opening in 2018, and has been successful due to strategic planning, having a motivated and skilled team, and building strong relationships with our client partners.

Everything is Bigger in Texas.

Additionally, the geographic position of Dallas-Fort Worth further augments its suitability for a security business venture. This geographic advantage facilitates the efficient deployment of security personnel to various client partners, ensuring a prompt and reliable service. The city's accessibility enhances the company's responsiveness to client needs, fostering trust and satisfaction. Moreover, Dallas-Fort Worth boasts a thriving real estate sector, comprising commercial complexes, residential communities, and corporate campuses. Marksman tapped into this demand, providing specialized services for different sectors, ranging from retail and industrial to residential and corporate settings.

Dallas-Fort Worth has a rich cultural landscape, hosts numerous events, conventions, and sports activities throughout the year. These gatherings necessitate heightened security measures, offering ample opportunities for a uniform security officer company to contribute its expertise. By establishing a presence in Dallas-Fort Worth, Marksman positions itself as a reliable partner in ensuring the safety and security of public and private companies alike. In conclusion, Dallas-Fort Worth presents an ideal environment due to its thriving economy, strategic location, and diverse security needs across industries make it a city where such a venture can flourish, catering to the safety requirements of a dynamic and growing community.

As I embark on my sixth anniversary at Marksman Security, I look forward to another historic year fostering new relationships, continued growth, conquering challenges in this evolving industry, and celebrating milestones.

Jake Heathman

Executive Vice President
Marksman Security

MEET OUR DFW RECRUITERS

We believe that people are the key to business success, and we practice what we preach; recruiting a talented team of individuals who exemplify our five core values and are passionate about people.



De'Janice H.
Recruiting Manager

De'Janice received her degree in Business Administration from the University of Texas A&M - Commerce. While at Texas A&M Commerce, she served as Director of Membership, helped students during the hiring process, conducted interviews, and gave new hire presentations.

After graduating, De'Janice served as a Recruiting Specialist for Omni Hotels and Resorts Corp., where she oversaw several out-of-state accounts in full-cycle onboarding processes. Since joining Marksman Security, she has continued succeeding in her role, helping start many of our new accounts, and managing the recruiting processes for many Fortune 500 client partners.



Shonda N.
Recruiting Manager

Shonda serves as a Recruiting Manager and oversees the recruiting process for several client partners. After a successful career as a Paralegal Assistant and Medical Transcriptionist, she found her passion in the security industry after a college classmate asked her to assist their security office while a team member was on a leave of absence.

With more than 12 years in the security industry and nearly two decades of recruiting experience, she can't imagine being with any other company. Shonda's recruiting experience has also included full lifecycle recruiting, licensing, new hire onboarding, orientation, and uniform management.

MEET OUR DFW RECRUITERS



Zachary S.
Recruiting Specialist

Zachary earned his bachelor's degree in social work from the University of Texas at Arlington. Driven by a passion for continuous learning and career advancement, Zachary is currently pursuing his Master of Business Administration at Texas A&M University - Commerce. This reflects his commitment to expanding his skill set and contributing to Marksman's success.

Eager to explore new horizons, he transitioned to a role at Marksman Security, where he serves as a Recruiting Specialist and plays a pivotal role in our talent acquisition strategy. His proactive approach involves acquiring new skills and undertaking additional responsibilities to ensure the sourcing of the right applicants. With a strong foundation in social work and an expertise in business administration, Zachary exemplifies dedication, versatility, and a commitment to excellence in every aspect of his professional journey.



Shanna E.
Director of Talent Acquisition

Shanna transitioned into the security industry after serving for six years in the Marine Corps. Her leadership role in the Marine Corps allowed her to excel in security taking on roles as a security officer, lead, and supervisor for a major security company within one year. After several years of working in operations, she decided to pursue areas in security that allowed her to grow.

As Director of Talent Acquisition, Shanna manages hiring events, job fairs, onboarding new hires, training and leadership classes, and new account transitions in the Dallas-Fort Worth and San Antonio Metropolitan areas.

EMPLOYEES OF THE MONTH

JULY



Herb H., Atlanta

Officer Herb has consistently shown dedication, professionalism, and a commitment to the safety and well-being of the residents at a client property in Atlanta, Ga. His exemplary performance and positive attitude make him an integral part of the team, earning the trust and respect from the client and his colleagues at Marksman Security. Officer Herb's hard work exemplify the values and standards of excellence that we strive for at Marksman Security.

AUGUST



Ernst P., South Florida

Officer Ernst's commitment to enforcing parking regulations, maintaining open communication with management, and actively contributing to ongoing safety improvements. His dedication to safety has proven to be a valuable asset to the property, demonstrating his strong commitment to providing a secure and well-maintained environment for residents and guests. Officer Ernst is a valued member of our South Florida team, and we are thankful for his commitment, service, and dedication to Marksman Security.

SEPTEMBER



Thomas L., Orlando

Officer Thomas consistently demonstrates exceptional performance by assisting with various problem-solving techniques. He trains new officers, provides support when necessary, and implements problem-solving tec. Officer Thomas assists by employing various problem-solving techniques, actively participates in training new officers and is provides support when necessary. His commitment and dedication to going above and beyond make Officer Thomas an invaluable asset to our team.

EMPLOYEES OF THE MONTH

OCTOBER



Laquinn W., Dallas-Fort Worth

Officer Laquinn recently exceeded expectations, serving as interim supervisor while his manager was on temporary military orders. When a problem arises, he acts quickly and provides multiple solutions to resolve the issue. He consistently demonstrates strong leadership skills and a positive attitude that motivates his team. Officer Laquinn's ability to adapt to changing circumstances is a testament to professionalism and dedication. His attention to detail and commitment to excellence make him a standout team member.

NOVEMBER



Delonte W., Las Vegas

Officer Delonte goes above and beyond maintaining radio traffic for all fixed route officers for a regional transportation client partner in Las Vegas, Nevada. With his dedication and drive, all radio traffic throughout his shifts have proven to be an effective tool when critical situations occur. Officer Delonte's upbeat personality, combined with his leadership skills, knowledge, and commitment, have been a driving force in Marksman's success in Nevada.

DECEMBER



Getho S., South Florida

Officer Getho exemplifies dedication to his role and commitment to the community through his exceptional performance at a client property in South Florida. His unwavering commitment to excellence sets a standard for his team members and reflects positively on our organization. Management and colleagues alike continue to praise Officer Getho for his outstanding efforts in serving and ensuring the safety of the community. This recognition highlights his exemplary work ethic and professionalism, further reinforcing his value as a member of the Marksman family.

EMPLOYEES OF THE MONTH

RECIPIENTS BY MARKET

Atlanta/IMC:

July - Herb H.
August - Shalimar A.
September - Grady J.
October - Sebastian F.
November - Skyla Reed
December - Kwaku A.

Las Vegas:

July - Seabrean D.
August - Ronald B.
September - Robert C.
October - Ruben D.
November - Delonte W.
December - Emeisha B.

North Central Florida:

July - Courtney B.
August - Elizabeth F.
September - Thomas L.
October - Aalyah G.
November - Sandra C.
December - Amanda A.

South Florida:

July - Wendy D.
August - Ernst P.
September - Oreb P.
October - Samy D.
November - Luis Ruiz-R.
December - Getho S.

Arizona:

July - John W.
August - Richard J.
September - Freida J.
October - Sadea D.
November - Erik S.
December - Armantin V.

Texas:

July - Raymond P.
August - Marcus J.
September - Charles Y.
October - Laquinn W.
November - Lee T.
December - Sheila H.

Southern California:

July - Wilbert C.
August - Marlene E.
September - James G.
October - Edwin A.
November - Sonya W.
December - Ramon A.

GLOBAL PARTNERS EMPLOYEES OF THE QUARTER



WILLIAM B.

Security Operations Manager William “Bill” joined our team in 2019 and quickly rose through the ranks with one of Marksman's highest performing data center teams located in Georgia.

Bill has more than two decades of military, retail, and law enforcement experience, it's clear that serving others has been one of his life's passions. In addition to his extensive industry knowledge, diverse skill set, and leadership skills; he is passionate about his family, faith, and witnessing his colleagues succeed at Marksman Security.

Prior to entering the security industry, he honorably served in the Armed Forces, serving four years in the U.S. Army's infantry division, stationed in Korea and Fort Stewart, Georgia.

“Bill’s approach to servant leadership, and trusting his team to deliver on their strengths continues to pay dividends for our entire security program and our team members. Bill makes a concerted effort to both collaborate and learn from every leader he encounters, including our client partner's leadership team. Bill has not only continued a legacy of performance at his site, but also built upon that foundation in really exciting ways,” stated Chief Operating Officer Shezad A. Moten.



OFFICER KELLY M.

Officer Kelly was recently notified of a medical emergency while on duty at a client property in North Carolina. She sprang into action, called emergency services and her Marksman team. This incident highlights the significance of ongoing training and preparedness, as these qualities played a crucial role in the outcome.

Congratulations to Officer Kelly for helping save a life. Her actions serve as an inspiration and a testament to the importance of well-trained and dedicated security personnel in emergencies.



SUPERVISOR JOHN V.

Supervisor John demonstrated outstanding leadership and quick thinking when responding to a medical incident at a client property in Forest City, North Carolina.

As soon as he was notified of the emergency, Supervisor John sprang into action, and headed to the scene. When he arrived, he immediately took incident command by providing excellent care to the individual and showing exceptional leadership for his team of responding officers. We applaud Supervisor John for his actions, and are thankful he is a member of the Marksman Security family.



MEET MARKSMAN

Our people define who Marksman is at the core of our organization, and it's our privilege to introduce you to several of our incredible Dallas-Fort Worth team members.



Tony L.

Vice President

Tony began his security career with Marksman in 2007 in South Florida. Exhibiting a notable dedication and capacity for service, he quickly distinguished himself by succeeding with each project or mission thrown his way. Throughout the years, Tony has served our clients and organization at almost every level, including stints as an officer, site supervisor, area account executive, scheduling manager and branch manager prior to being awarded with his current position.

As Vice President, Tony is responsible for supervising the day-to-day operations for one of Marksman's largest offices nationally. Utilizing his trademark approachability and genuine personality, he manages area resources and our local support team with developing and attaining operational goals while delivering exceptional customer service. He is committed to strengthening our brand not only throughout the Metroplex, but nationally as well. Beyond committing himself to his home market, he is also an essential member of our National Response Team.

Siboney began her career at Marksman Security in 2019 as a recruiter and, with hard work, worked her way up to HR Director. In her current role, she manages employee relations through reports, requests, and documentation as well as assists with onboarding to ensure the Dallas-Fort Worth branch runs smoothly.

Siboney has a passion for fostering positive 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.



Siboney M.

HR Director



Jeremiah B.

HR Administrator

Jeremiah has been a valued member of the Marksman family since April 2020.

Known for his upbeat personality, he turns any situation into a great experience, going the extra mile to ensure everyone feels welcome. As HR Administrator, Jeremiah assists with hiring, uniforms, direct deposit, onboarding, and online reviews for the Dallas-Fort Worth branch.

He has been in the security industry for more than a decade, serving as an officer for a large retail company in North Dallas.

Jeremiah is certified in Active Shooting, Bomb Threats, FEMA, and HSRT.

Arianna joined the Marksman team in May 2021 as Purchasing Manager. In her role, she is responsible for purchasing Marksman employee travel, uniforms, and supplies. Arianna has various experiences under her belt, such as working in Financial Services, Recruiting, Sales and Marketing.

She is a member of the Sigma Iota Epsilon Sigma Zeta Chapter, an honorary and professional management fraternity. Her constant pursuit of becoming a more well-rounded and resourceful team member encouraged her to earn her MBA from the University of Dallas in 2022.



Arianna A.

Purchasing Manager

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.

Andrew M., Account Manager, Arizona
Arlen L., Director of Talent Acquisition, South Florida
Axel C., Shift Supervisor, Las Vegas
Bennie P., Scheduling Coordinator, Atlanta
Brennan M., Vice President, Dallas-Fort Worth
Brian W., Training Manager, Virginia
Brianna M., Assistant Director of Security, Las Vegas
Bryan F., Shift Supervisor, Utah
Camille E., Director of Operations, Southern California
Cheyenne R., Site Supervisor, Oklahoma
Christopher C., Director of Operations, Las Vegas
Desary P., Recruiter, Southern California
Jackie W., Director of Operations, Dallas-Fort Worth
Jake H., Executive Vice President, Dallas-Fort Worth
Jennifer W., Talent Acquisition Coordinator, South Florida
John N., Site Supervisor, Arizona
Justin T., Account Manager, North Carolina
Isaac C., Site Supervisor, Washington State
Latasha J., Shift Supervisor, North Carolina
Marlene E., Site Supervisor, Southern California
Matthew L., Account Manager, Illinois
Pasha M., Account Manager, Las Vegas
Shanna E., Director of Talent Acquisition, Dallas-Fort Worth
Steven L., Director of Security, Las Vegas
Timeshia D., Scheduling Coordinator, Atlanta
Timothy B., Account Manager, Utah
Yoan D., Director of Operations, South Florida

Elisha G. Earns SHRM Certification

We are proud to announce our very own Director of Talent and Human Resources Elisha G., SHRM, CP recently earned her SHRM (Society for Human Resource Management) certification. This accomplishment not only reflects her dedicated professionalism and growth, but it stands as a true testament to her commitment to staying current and relevant in the ever-evolving HR landscape.

With this achievement, our HR policies and practices will continue to be guided by a globally recognized level of excellence, marking an edge in employee satisfaction and business success. This fuels our conviction that continuous learning is a key pillar to achieving organizational excellence.

Congrats, Elisha!



CELEBRATING WOMEN IN SECURITY



Last September, several of our remarkable women leaders and support staff from across the country joined Chief Operating Officer Shezad A. Moten in Dallas for the ASIS International Women in Security gala.

We were honored to be a Silver Sponsor while supporting New Friends, New Life, a nonprofit organization dedicated to bringing awareness to human trafficking. It was an amazing night filled with laughter, fun, and of course, celebrating the many accomplishments that women contribute to Marksman Security.

Pictured, top photo, left to right: Kennedy H., De'Janice H., Marlene E., Arianna A., Shezad A. Moten, Stephanie S., Dana D., Marlyn H., and Elisha G.





Seasonal Allergies: Nip Them in the Bud

If you suffer from seasonal allergies, you probably have sneezing, congestion, a runny nose, and other bothersome symptoms. Seasonal allergies — also called hay fever and allergic rhinitis — can make you miserable. Follow these simple strategies to keep seasonal allergies under control.

Reduce your exposure to allergy triggers.

- Stay indoors on dry, windy days. The best time to go outside is after it rains, which helps clear pollen from the air.
- Avoid lawn mowing, weed pulling, and other gardening chores that stir up allergens.
- Remove clothes you've worn outside and shower to rinse pollen from your skin and hair.
- Don't hang laundry outside — pollen can stick to sheets and towels.

Take extra steps when pollen counts are high.

- Check your local TV, radio station, or the internet for pollen forecasts and current pollen levels.
- Start taking allergy medications before your symptoms start.
- Close doors and windows at night.
- Avoid outdoor activity in the early morning when pollen counts are highest.

Keep indoor air clean.

- Use air conditioning in your house and car.
- Use high-efficiency AC or heating filters and follow regular maintenance schedules.
- Keep indoor air dry with a dehumidifier.
- Use a portable high-efficiency particulate air (HEPA) filter in your bedroom.
- Clean floors often with a vacuum cleaner that has a HEPA filter.

Try an over-the-counter remedy.

- Oral antihistamines.
- Nasal sprays.
- Oral decongestants.

Source: Mayo Clinic



8 Ways To Keep Your Heart Healthy

The health of your heart is largely dependent on lifestyle changes. Here are eight tips on how to modify your routine to keep your heart healthy.

- 1. Exercise Most Days of the Week.** Aim for at least 150 minutes of moderate to intense exercise weekly. Can't swing that? Exercise throughout the week versus trying to jam it all into one or two days.
- 2. Keep Your Blood Pressure in a Good Range.** There are no specific symptoms of high blood pressure (medically known as hypertension) but having uncontrolled blood pressure can lead to heart disease.
- 3. Look Into Your Diet.**
 - Eat plenty of fruits, vegetables, and whole grains.
 - Have low to moderate amounts of fish. Fish are high in omega-3 fatty acids, which have anti-inflammatory properties.
 - Limit sugar-sweetened beverages and sweets.
 - Cut back on red meat and processed foods.
- 4. Assess Your Weight.** Being overweight or obese can increase your heart disease risk. Obesity contributes directly to cardiovascular risk factors, including dyslipidemia, type 2 diabetes, hypertension, and sleep disorders.
- 5. Do Your Best To Minimize Stress.** Stress can be tough on your heart, but it can also lead to being inactive and overeating, which can cause high blood pressure and high cholesterol.
- 6. Don't Smoke.** Cigarette smoking raises your blood pressure and puts you at a higher risk of having a heart attack and stroke.
- 7. Consider Reserving Alcohol for Special Occasions.** As little as one alcoholic drink a day may negatively impact high blood pressure.
- 8. Aim for the Right Amount of Sleep.** The CDC recommends that most adults get between seven and nine hours of sleep a night. Consistently dip below that, and you could be hurting your heart.

Source: Health.com

REMARKABLE OFFICERS



Officer Tanner A.
Utah



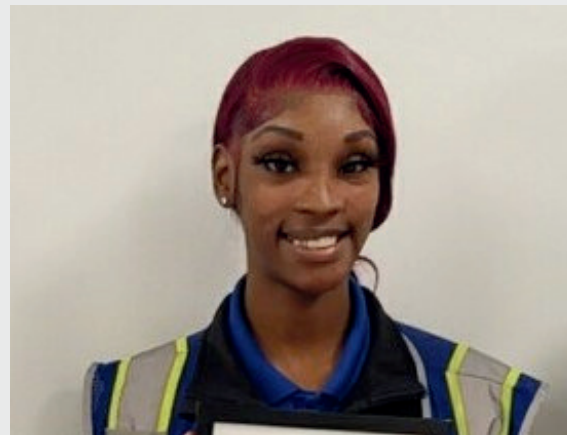
Officer Robert Y. and Director Kenneth C.
Dallas-Fort Worth



Officer Jorge L.
South Florida



Officer Jared S.
Atlanta



Officer Jasmine E.
Dallas-Fort Worth



Officer Omar A.
South Florida



Integrity



Service



Commitment



Drive



Innovation



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.



MARKSMAN
SECURITY CORPORATION



1.844.4.MARKSMAN

info@marksmansecurity.com

www.marksmansecurity.com