

MARKSMAN



INSIGHT

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MARKSMAN - TITAN SECURITY GROUP

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11TH EDITION NEWSLETTER



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CORPORATE CORNER



A positive security culture is crucial because it transforms security from a set of policies into a shared value, where every individual is empowered to protect people and assets, anticipate threats, and foster resilience.

Jeff Fuesting
Vice President, Global Partners

For nearly five years, Jeff Fuesting has been at the helm of our Global Partners division, driving substantial contributions to our growth and success. With a distinguished 26-year career in law enforcement covering various aspects of public safety, he has a passion for customer service, strategic planning, and personal development of leadership teams at Marksman-Titan Security Group.

Security as a culture involves integrating security practices into the everyday behavior and mindset of everyone within an organization. It's not just about having security protocols or tools; it's about fostering an environment where security is a shared responsibility and a core value.

At its core, a security culture is about making security an integral part of an organization's identity. This journey begins with leadership, as executives and managers are pivotal in championing security practices and setting the tone from the top. When leaders visibly prioritize security, it underscores its importance and influences the broader organization.

Training and awareness are vital pillars of a robust security culture. Regular, engaging training programs are instrumental in ensuring that everyone, including the administrative team and all team members, comprehend their security role. This includes basic principles such as identifying phishing attempts, protecting sensitive information, and adhering to access control best practices.

Creating a security culture also involves open communication. We trust and value our team members, and we want them to feel comfortable reporting security concerns or potential breaches without fear of blame. This fosters a proactive rather than reactive approach to security, allowing issues to be addressed before they escalate.

Incorporating security into the organizational culture also means recognizing and rewarding good security practices. This positive reinforcement encourages adherence to security policies and shows our appreciation for team members' efforts, helping to embed these practices into daily routines.

Ultimately, a strong security culture is about making security a shared value, where everyone understands that their actions impact the organization's overall security posture. By embedding security into the organizational ethos, companies can better protect their people and assets, reduce risks and foster a more resilient and secure environment.

Jeff Fuesting

Vice President
Marksman-Titan Security Group



Titan Security Group and Marksman Security Corporation Announce Strategic Merger; Creating A Boutique Security Services Provider With A National Footprint

We are excited to announce Marksman Security Corporation and Titan Security Group have merged, combining geographical footprints and expertise, while expanding our service offerings and support to client partners and employees nationwide.

The merger combines the strengths of both companies to deliver enhanced value and innovation to client partners and employees. This collaboration marks a pivotal moment for both organizations, positioning the combined company as the premier boutique security services provider in security services and security systems integration.

"By teaming up with Marksman Security, we are bringing together two teams with a shared vision for the future," stated Dave Pack, Chief Executive Officer of Titan Security Group. "By combining our organizations, we are well-positioned to offer enhanced security offerings and value to our clients and our team members. This is a growth-oriented transaction. Our intention is to add services and headcount, not reduce. "We believe this combination will allow us to provide more opportunities for our team members.

As we embark on this new chapter, you can expect even more innovation and support under shared core values, culture, and an enhanced commitment to customer service that you have come to expect from Marksman and Titan Security Group.

For more information, please scan the QR code.



WOMEN IN SECURITY: MEET VICE PRESIDENT NICOLE TORRES



Introducing Nicole Torres, a dynamic force shaping the future of female leadership at Marksman-Titan Security Group. Since joining our team in November 2023, she has utilized her extensive experience across various sectors to revolutionize our leadership strategy and enhance our crisis management. Her insightful contributions are driving operational excellence and significantly advancing our mission. To provide a clearer understanding of a woman's pivotal role at Marksman-Titan Security Group, she shared her inspiring journey of compassion, success, and resilience.

How long have you been in the security industry?

I have spent the last 25 years in the security industry, with a diverse and overlapping journey that spans law enforcement, training and development, project management, and program management for the Marine Corps. After retiring from law enforcement in 2019, I transitioned into corporate security, where I took on the challenge of leading large-scale training initiatives focused on data center security and compliance.

This experience allowed me to witness first-hand the evolution of the security industry. From traditional law enforcement approaches to today's highly specialized training for security officers, I've built a career centered on training excellence, operational efficiency, and professional development.

Why did you join Marksman-Titan Security?

I joined Marksman-Titan Security Group because our values aligned perfectly with my passion for developing people and improving operational processes. Marksman-Titan Security Group stood out to me as an organization committed to innovation and growth, both for the business and its employees.

With my experience in training and development, I saw an opportunity to bring my expertise to a company that genuinely values continuous improvement. Marksman-Titan's dedication to ensuring that both their security officers and their clients receive the highest standard of service inspired me to join. I knew that I could help shape a culture of continuous learning while implementing effective training programs that improve performance across the board.

What do you love about working at Marksman Security?

What I truly love about working at Marksman-Titan Security Group is the collaborative environment and the focus on people. Marksman-Titan's leadership team understands the importance of investing in its people, which resonates deeply with my values. I'm passionate about training, and Marksman-Titan has given me the platform to influence not just individual growth, but organizational progress.



The ability to design and implement training, as well as develop programs that positively impact both our officers and clients is rewarding. There's something deeply fulfilling about seeing a program come to life and knowing that the training initiatives we developed are improving daily operations, reducing errors, and fostering a professional culture.

What contributions do women bring to our organization?

Women bring a wealth of strengths to the security industry, and at Marksman-Titan Security Group, those contributions are especially valued. Women are natural problem-solvers, communicators, and leaders, all of which are crucial skills in security. In high-pressure situations, these strengths shine—whether it's managing a crisis, building relationships with clients, or fostering teamwork within our ranks.

Beyond skill sets, women also offer a different perspective, one that encourages empathy and collaboration. This perspective is essential in a traditionally male-dominated industry like security, where having a diverse set of viewpoints leads to better decision-making and more innovative solutions. I believe that by continuing to elevate women in security, we'll see more inclusive leadership and operational success across the board.

What does the future look like for women in security?

The future for women in security is incredibly promising. There's a growing recognition that diversity in leadership and operations enhances the effectiveness of security teams. Companies like Marksman-Titan Security Group are increasingly promoting women into roles where they can have a greater impact on strategy, training, and client relationships.

I'm excited about the possibilities for women in security, especially as the industry continues to shift towards embracing inclusivity. With more women entering the field and moving into leadership roles, I foresee a security industry that is more innovative, dynamic, and better equipped to tackle the challenges of the future.

What's your most memorable Marksman Security success story and why?

One of my most memorable achievements at Marksman-Titan Security Group was building the corporate Marksman-Meta team from two members to a team of five extremely diverse and talented people. It was an incredibly rewarding experience to bring together such a wide range of skills, perspectives, and backgrounds.

The success of this initiative lies not only in the expansion but also in the unique dynamic that each team member contributes. This diversity has been a cornerstone of our ability to innovate and approach challenges from different angles, creating a more cohesive and effective team. Seeing this team thrive and grow while making a significant impact on the organization, has been one of the highlights of my career at Marksman.

Looking forward, I am excited about the future opportunities for growth and the potential to continue shaping the organizational culture in a meaningful way. I believe that by focusing on development, diversity, and collaboration, we can create long-term, positive change that benefits both our team and the company as a whole.

MEET OUR LEADERSHIP TEAM



Dave Pack
Chief Executive Officer

Dave joined Titan Security Group in 2010 and has played a pivotal role in the substantial growth and expansion of the full service boutique security solutions provider by aligning Titan's processes and structure to support its client centric and people first culture. He is an active member of the BOMA/Chicago Emergency Preparedness Committee and a member of the Chicagoland Apartment Association Board of Directors. Prior to joining Titan, Dave was a consulting professional at EY, specializing in transaction advisor services as a Certified Professional Accountant.

Dave enjoys time with his wife and four children, coaching youth sports, and supporting several community-related organizations.



Mark Radi
President

Mark Radi, a South Florida entrepreneur and former police officer, founded Marksman Security in 2003 to provide reliable security services for businesses and communities.

He emphasizes three key values for the company's success: integrity, consistency, and strong relationships with clients and employees. Mark is a member of the American Society for Industrial Security (ASIS) and supports the Police Athletic League, St. Jude Children's Research Hospital, and Lynn University.

When he's not working, you can find him on the tennis court with his two children.



Zeke Kaufman
Chief Administrative Officer

Prior to joining Marksman Security in 2006, Zeke Kaufman was an attorney at a national law firm, specializing in commercial real estate and community association development. He is a member of the bar associations in Florida, Virginia, Maryland, and Washington, D.C.

As a volunteer Guardian ad Litem in Broward County, Zeke represents children in foster care due to abuse or neglect. He received the 2012 Rookie Guardian ad Litem of the Year Award for his efforts. He also serves on the Admissions Committee of the Cornell Hotel School and supports Voices for Children.

In his free time, he enjoys skiing, cooking, and spending time with his two children and Doberman Pinschers.

EMPLOYEES OF THE MONTH

JANUARY



Chantell Mays

Chantell Mays, Chicago

Officer Mays has been an invaluable presence at her site its opening in July, quickly earning the admiration of both the client and residents. Her dedication goes well beyond her duties, as she not only excels in her role but also assists with training new office staff, showcasing her commitment to the entire team. Chantell's positive impact is felt deeply by residents, many of whom look forward to Saturday mornings specifically to chat with her during her shift. Her warmth and exceptional service make her a truly cherished part of the community.

FEBRUARY

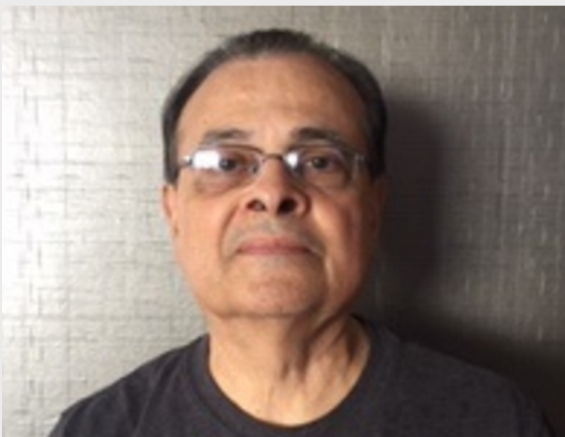


Kevin Sotomayor

Kevin Sotomayor, South Florida

After only nine months with Marksman Security, Kevin Sotomayor has consistently demonstrated exceptional dedication and a proactive approach to acquiring knowledge. His promotion to Site Operations Manager serves as a testament to his commitment, ambition, and keen ability to take on greater responsibilities within our organization.

MARCH



David Scott

David Scott, Chicago

A familiar and friendly presence in the Willis Tower lobby, David has been a beloved figure in the building for nearly 50 years. With his warm smile, welcoming waves, and easy conversations with tenants, David often provides the first pleasant greeting for those arriving at the building. Following the building's sale in 2004, David remained a steady and reliable presence as part of the Willis Tower security team, witnessing and supporting the building through all its transformations.

EMPLOYEES OF THE MONTH

APRIL



Philip Costin

Philip Costin, North Carolina

Philip Costin serves as Account Manager in Wilmington, NC, having joined our organization in January 2024. He brings a wealth of leadership experience from his tenure with the Brunswick County Sheriff's Department, where he was instrumental in establishing and overseeing a highly effective security team. Mr. Costin's unwavering commitment to excellence and his acute focus on safety are critical in ensuring the smooth and secure operations, marking him as an invaluable asset to our success.

MAY



Officers Coleman, Straughter, and Mitchell

Alysia Coleman, Aujzanae Straughter, and Lloyd Mitchell, Chicago

Officers Coleman, Straughter, and Mitchell were recognized for their outstanding service and dedication at their building. Alysia continues to bring exceptional value to the association, consistently going above and beyond in her daily responsibilities. Aujzanae's efforts were instrumental in the apprehension of a robber last month, exemplifying her commitment to safety. Lloyd has repeatedly proven himself as a reliable problem solver, particularly during challenging situations. Together, their professionalism and dedication have made an undeniable positive impact on the association, and the condo association says they couldn't ask for a better team.

JUNE



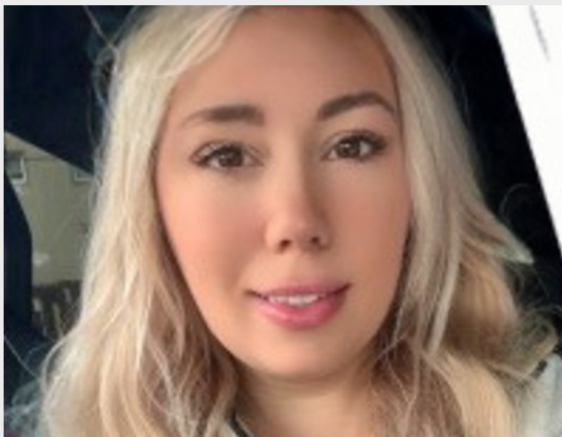
Ricky Afalava

Ricky Afalava, Las Vegas

Ricky Afalava quickly established himself as an important part of the Las Vegas Operations Team. Throughout his tenure at Marksman-Titan, he has taken on a mentoring role for his colleagues. His dedication and commitment to our organization's excellence are evident in his daily efforts. We appreciate his contributions and are excited to see how he continues to grow and succeed in the future.

EMPLOYEES OF THE MONTH

JULY



Tabitha Jodway

Tabitha Jodway, Detroit

Over the past year, Tabitha has shown remarkable leadership in ensuring that our Operations team has the necessary candidates to thrive. Instrumental in our recent move and the establishment of the uniform room, she has gone above and beyond to make a significant impact. She tirelessly devises innovative recruiting strategies to maintain a steady flow of new hire officers, ensuring that all Operations Managers' sites are covered and minimizing overtime situations. Her adaptability and flexibility during our transition period to the new office in Southfield have been invaluable. Her relentless effort and dedication make her an indispensable member of the Southfield team.

AUGUST



Andrew Kontak

Officer Kontak, Dallas-Fort Worth

While on duty at a residential property, Officer Kontak witnessed a vehicle speeding with police in pursuit. The car crashed through the main gate, and police officers apprehended two individuals in the vehicle. Upon reviewing the security camera footage, Kontak observed a third person in the car attempting to flee the scene. He provided detailed information to law enforcement, which helped capture the suspect.

Officer Kontak's unwavering commitment to the safety of the residents was evident in his actions, ensuring their well-being.

SEPTEMBER



Tony Williams

Tony Marshall, Chicago

Officer Marshall displayed quick thinking and courage in a potentially dangerous situation at 333 W Wolf Point. When an intoxicated driver entered a pedestrian walkway and began driving recklessly through the park, endangering both property and public safety, Officer Marshall immediately intervened. His swift response and calm approach led the driver to turn off the engine, preventing further risk to the area. We recognize Officer Marshall's dedication to safety and commend his exemplary actions.

EMPLOYEES OF THE MONTH

RECIPIENTS BY MARKET

Atlanta/IMC

January - Jared Smith
February - Yolanda Campbell
March - Latasha Jones
April - Misty Tate
May - Corey Reeves
June - Monique DeNiro
July - Latoia Edison
August - David Boston
September - Virginia Pastor

Las Vegas

January - David Anderson
February - Doug Scobee
March - Eric Loden
April - Barry Thomson
May - Darryl Nubine
June - Ricky Afalava
July - Jennifer Down
August - Gabriela Cenicerros-Gonzalez
September - Siri Gonzales

North Central Florida

January - Glenn Bushong
February - Rosemene Joseph
March - Jeremy Howard
April - Varian Roberts
May - Denquirious Barton
June - Joe Torres
July - Roberto Vazquez, Jr.
August - Elizabeth Forman
September - William Tarkenton

South Florida

January - Anthony Ruiz
February - Kevin Sotomayor
March - Maurice Jones
April - Tanesha Cox
May - Guerline Dumezil
June - Elijah Baker
July - Shakeba Dean
August - Brandon Forest
September - Fanaya Bienaime

Arizona

January - Andrew Martinez
February - Christel Harris
March - Armantin Varona
April - Carrol Chappel
May - Cecily Huchin
June - Judex James
July - Robert Espinoza
August - Danielle Whitney
September - John Henry

Texas

January - Lindsey Dorsey
February - Hazira Cechic
March - Ivan Gonzalez-Balderas
April - Bourama Sagna
May - Keianna Williams
June - Ismael Sifuentes
July - Chelsea Jones
August - Andrew Kontak
September - David Spinks

Southern California

January - De'Marcus Tripp
February - Quantionna Elliott
March - Ramon Anaya
April - Eric Grund
May - Jonathan Johnson
June - Eric Cantor
July - Kenneth Fisk
August - John Lima
September - Hector Acayturri

North Carolina

January - Scotilya Caldwell
February - Nicole McMillan
March - Harvey Kee
April - Philip Costin
May - Jonah Stokes
June - Jacquelyn Nguyen
July - Benjamin German and Oscar Contreras
August - Tracy Godwin
September - Zachary Ader

EMPLOYEES OF THE MONTH

RECIPIENTS BY MARKET

Chicago

January - Chantell Mays
February - Nathaniel Holman
March - David Scott
April - Cierrah Boyd
May - Pilar Jones, Aujzanae Straughter, and Lloyd Mitchell
June - Eboni Williams
July - Cynthia Pineda
August - Eric Howard
September - Tony Marshall and Stacey Moore

Detroit

January-February - John Vhalakis
March-April - Isatou Conteh
May-June - Tabitha Jodway
July-August - Michael Lopez

MARKSMAN-TITAN on the MOVE

We are thrilled to announce the promotions of the following individuals who embody our core values and strive for success. Join us in congratulating these amazing team members as they continue to lead the way within our organization.

Charmayne Porter, Road Supervisor, Dallas-Fort Worth
Christopher Walker, Regional Director of Operations
Clifford Palmeri, Security Operations Manager, North Carolina
Elisha Giulietti, Vice President of HR, Global Partners, Atlanta
Evika Thurgood, Operations Supervisor, Las Vegas
Jeri Reed, Vice President of Compliance, Atlanta
Kennedy Harris, Training and Compliance Manager, Atlanta
Martin Gramajo, Account Manager/Director of Security, Las Vegas
Misty Tate, Scheduling Manager, Atlanta
Monica Ortiz, Senior Scheduling Manager, Chicago
Monique DeNiro, Human Resources Manager, Atlanta
Nick Chism, Field Manager, Chicago
Nicole Torres, Vice President of Global Partners, Atlanta
Robert Cudaback, Director of Operations, Oklahoma
Robert Haimes - Regional Director of Operations
Sawyer Demond - Security Operations Manager, Arizona
Tyler Wright, Director of Security, Oklahoma
Virginia Pastor, Human Resources Specialist, Atlanta

MEET MARKSMAN-TITAN

Our remarkable team members bring passion, dedication, and expertise to everything they do. We are honored to introduce four incredible women who embody our five core values - Service, Commitment, Integrity, Innovation, and Drive.



Kennedy Harris

*Training and Compliance
Manager*

Kennedy joined Marksman Security in 2020 and consistently demonstrated outstanding leadership, knowledge, and adaptability, which have been recognized by our leadership team.

Kennedy's progression within our company from a Security Officer to an Operator, then to a Supervisor, Coordinator, and now Training and Compliance Manager, is a testament to her hard work. Her journey reflects our commitment to internal promotion and fostering a culture that enables team members to succeed. Kennedy's choice to enter the security industry was influenced by her passion for serving others and her desire to be part of an industry that prioritizes protecting people and property.

Suzanne joined Titan in 2020 and oversees residential and commercial accounts in the Chicagoland area. She is responsible for managing security operations, policy creation, client relationships, fiscal planning and performance, and employee development at a wide range of properties which include: cultural, commercial, retail, residential, and healthcare properties.

She achieved the Certified Protection Professional (CPP) certification in 2018 and is currently a member of the ASIS International Women in Security Community, BOMA/Chicago Security Preparedness Committee, and Illinois Security Professional Association (ISPA). She received the Security Life Saving Award in 2019 and Chairman's Award in 2022 from ISPA.



Suzanne Monreal

Director of Operations



Gabriela Trujillo

Human Resources Manager

Gabriela joined Marksman Security in November 2022 as a Global Partners Senior Recruiter and quickly showcased her interest in the human resources field. Her commitment and hard work enabled her to take on increasing responsibilities, culminating in her promotion to Global Partners Human Resources Manager in the Atlanta market.

In her role, she empowers her team by offering insightful counsel and facilitating developmental conversations, helping her colleagues reach their full potential. She holds a bachelor's degree in Psychology and an MBA in Marketing and Human Resources, equipping her with a foundation to drive success.

Monica joined Titan Security in 2022 as a Scheduling Manager, overseeing the day-to-day operations for Titan's portfolio of residential properties in the Chicagoland area. In her time with Titan, she has consistently been praised by clients for her excellence, going above and beyond to assist officers with issues, whether they involve scheduling, uniforms or payroll.

Monica's efforts were recognized this past year with Titan's Special Achievement Award, given out annually to teammates who provide excellent service to clients. Recently, she was promoted to Senior Scheduling Manager, now overseeing one of Titan's largest commercial property portfolios.



Monica Ortiz

Sr. Scheduling Manager



Marksman-Titan Security Group Holds the First Annual Leadership Summit in Chicago

Marksman-Titan Security Group held the first official event of the newly merged company earlier this month in Chicago, bringing together over 90 leaders from across the country for the 2024 Leadership Summit. Held from November 12-14, 2024 at the voco Downtown Chicago Hotel, the three-day event was designed to reflect on the company's journey, celebrate achievements, and align on a unified vision for the future, emphasized collaboration and growth. Attendees engaged in thought-provoking sessions on topics ranging from merger highlights to advancements in security technology, operational strategies, and leadership best practices, setting the stage for future excellence.

The detailed Leadership Summit agenda offered attendees the opportunity to gain insights from industry experts and company leadership throughout the event. Day one kicked off with an overview of the summit goals and a celebration of the Marksman-Titan merger. Day two featured key presentations, including a state of the company address, evolving electronic security service offerings, and a keynote on contract security differentiators. Presentations on hiring practices, legal insights, and market strategies equipped leaders with actionable tools to enhance operations in all markets across the country.

The final day culminated with dynamic discussions on culture, workforce optimization, and a forward-looking outlook for the organization before attendees headed back home.

The Leadership Summit underscored the importance of unity and innovation as the company moves forward. By fostering connections, sharing expertise, and outlining strategic objectives, the Marksman-Titan Security Group reaffirmed its commitment to excellence in service and leadership. The event's success highlights the strength of collaboration and becoming stronger together, developing a shared vision that will drive the company toward new horizons, making a lasting impact in the security services industry.



Ⓢ Dangers of Texting While Walking

Answering a message, checking social media - the simple action of texting and walking equals distracted walking. The dangers are real, but there are steps to take to minimize your risk.

- Stay off your phone. Ask yourself if it can wait.
- Stop walking. If you urgently need to use the phone, find a safe place to step aside. Complete your call or text before resuming your walk.
- Prepare ahead of time. If you know you want to listen to music or a book during your walk, queue up the playlist before you move.
- Look up. If you must peek at your phone while you're walking, hold it higher in your visual field instead of looking down.
- Obey the laws. Cross only at crosswalks whenever possible and obey all traffic signals.
- Be attentive. Frequently assess your surroundings, and before crossing the street, make eye contact with drivers so you know you've seen each other.
- Use helpful technology. Consider software that reads messages aloud and enables voice-to-text typing so you can keep your head up and hands free.
- Turn down the volume. Keep your phone's volume to a reasonable level so you can hear what's happening around you. Noise-canceling headphones are a definite no-no when walking.



Cold Weather Safety Tips

As temperatures begin to fall towards the end of the year, it's essential to prepare for any potential safety risks related to cold weather. Here are seven tips to help keep you safe and aware in preparation of dangerous weather conditions.

1) Look for Weather Forecast Updates

- Check www.weather.gov for weather updates.
- Look for winter weather warnings; warnings are searchable by local climate and are issued when significant snow and/or wind chills are expected.

2) Dress Warmly

- Dress in layers, with a wind-resistant outer layer.
- When it is cold, wear a hat and gloves. Keep your face warm with a scarf or facemask.
- Wear warm and waterproof footwear. When temperatures are very low, or the wind chill is significant, cover as much exposed skin as possible. For any exposed areas, such as the ears, nose, fingers, and toes, lose heat the fastest.

3) Plan Ahead

- Develop a cold-weather safety plan in advance to ensure safety concerns are addressed when it's extremely cold or when the wind chills are significant.

4) Limit Time Outside

- When the wind chill is significant, get out of the wind and limit your time outdoors.

5) Stay Dry

- Wet clothing chills the body rapidly.
- Remove outer layers of clothing or open your coat if you are sweating.

6) Keep Active When Outside

- Walking or running will help warm you by generating body heat.

7) Be Aware

- Watch for signs of frostbite and hypothermia
- Some people are more susceptible to the cold, particularly children, the elderly, and those with circulation problems.

RE MARKABLE TEAM MEMBERS



Illinois | Officer
Romero-Jimenez



Illinois | Officer Smart



Integrity



Service



Miami | Officer Spataro



Virginia | Supervisor Papeo



Commitment



Chicago | Officer Smith



Oklahoma City | Officer Khron



Drive



Innovation

Our Mission

To provide customized security and safety services for our customers, delivering on the Marksman-Titan 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-Titan Security Group as the security partner of choice.

Why Marksman-Titan

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

