



MINUTE

A PUBLICATION OF TITAN SECURITY GROUP

WHAT'S INSIDE?

3

GET TO KNOW
TITAN'S PRESIDENT,
PAUL WILSON

6

NEW COMPANY VALUES

13

EMPLOYEE SPOTLIGHTS



12TH EDITION

TABLE OF CONTENTS



3

Get to Know Paul Wilson, President of Titan Security

4

New Company Values

5

New Sites

6

Out & About In the Community

7

Sales Summit

8

New Hires

9

Employees of the Month Recognition

10

Anniversaries

11

Employee Spotlights

12

The Company Store & Content Library

13

Hot Weather Safety

14-16

Security Tips During Civil Disturbances

GET TO KNOW

PAUL WILSON



Paul Wilson joined Titan Security in 2023 as the Vice President of Operations, overseeing our physical security operations across the country and supporting clients and field teams in their day-to-day needs. In May 2025, Paul was promoted to President of Titan Security Group.

Prior to joining Titan, Paul spent over 20 years working in executive roles in the private security industry, supporting numerous verticals and company initiatives. Prior to his work in security, he served as a police officer in Bedford Heights, Ohio for eight years.

Paul holds a Bachelor's degree in Sociology and Criminal Justice from Valparaiso University in Indiana.

What are you focused on in the next stage of growth? What do you look forward to as Titan evolves?

Connecting legacy Titan customers, who have needs outside of our prior geographic scope, and growing with them through our footprint. You just feel this energy, this movement forward, and it's exciting to be a part of that.

What positive changes have you seen recently? What momentum are you building on?

There's a new energy. Our colleagues have a lot of operational experience and I think that's helped positively impact the entire organization. Everybody on the team seems to have a new sense of energy and what that means for the organization going forward.

What do you consider the three biggest wins of the year thus far?

The new team, the expertise that we have across the country. Getting to know those folks, the energy that we created in the first leadership summit in late 2024 and just continuing to build on that and continuing to build the new organization. In the past, we serviced nationally known companies on a local scale. We now have the ability to service these customers on a national scale. And with that, our employees have national opportunities. Promotional opportunities and relocating from state to state because of the relationships that we have.

How are you preparing the team for continued growth? How have employees and clients responded to the transition into the new brand?

They're excited, they're interested. They want to know what it means for them. It's a good story to tell in how we've grown, which is customized boutique security services that are managed in a very hands-on way. The organization has grown organically through relationships and referrals.

Is there anything else you'd like to add that teammates should know about the company moving forward from a field perspective?

Continue doing the great work that you do. You are our success. The officers, the concierge staff, the door staff working the post. If you continue contributing to the success, the organization continues to be successful and it just creates opportunities for everyone. We're committed to keeping them up to speed and informed about what our growth means for them and we're excited about the future.

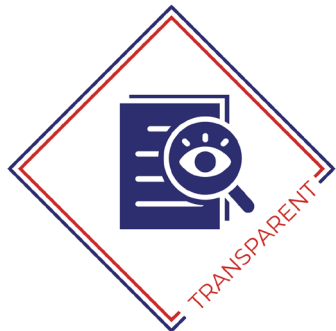


NEW COMPANY VALUES



One team, one playbook - no legacy silos. We collaborate to win together.

Collaborate across departments, shifts, and regions, contributing insights and solutions that strengthen operations company-wide and support a culture of shared accountability. Unified communication between field officers, site supervisors, and support teams ensures faster response times, better situation awareness, and proactive resolution of issues.



Share facts, show your work, communicate broadly, and invite alternate viewpoints.

Provide accurate, timely incident reporting and maintain open lines of communication with clients, supervisors, and teammates to build trust and accountability. Share observations, voice concerns, and contribute ideas that may improve site performance, client satisfaction, and overall company operations.



Resist status quo, optimize processes, and test bold ideas that deliver results.

Utilize cutting-edge tools like mobile reporting apps, access control systems, and real-time communication platforms to deliver smarter, faster, and more efficient service. Anticipate potential risks and propose forward-thinking solutions, helping both the client and company stay ahead of evolving security challenges.



Bring your full energy every day, set bold goals, and push through obstacles to deliver.

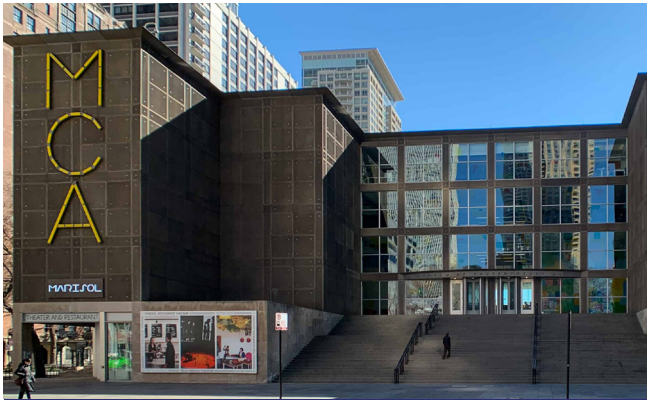
Bring focus, energy, and a strong work ethic to every shift, representing the company and its clients with pride and consistency. Whether it's response time, customer service, or attention to detail, officers are encouraged to aim high and go beyond the minimum to deliver exceptional results.



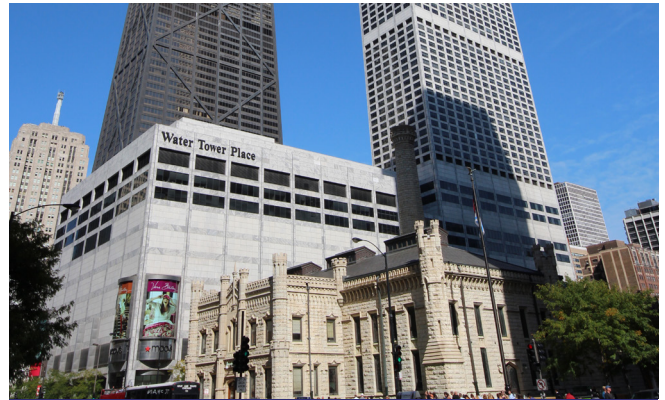
Hold ourselves - and each other - to a higher standard. Own the outcome, focus on impact, track progress, and fix issues fast.

Show up on time, stay alert, give your full effort no matter the assignment, environment, or time of day. Remain reliable, resilient, and driven to see the job through without compromise.

NEW SITES



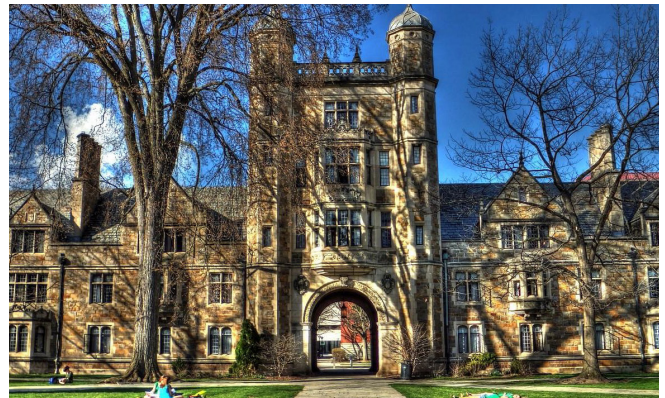
Museum of Contemporary Art
Chicago, IL



Water Tower Place
Chicago, IL



Fifth Third Center
Cleveland, OH



University of Michigan
Ann Arbor, MI



Artisan
Cleveland, OH



Nemak
5 State Portfolio



OUT & ABOUT



BOMA INTERNATIONAL EXPO

Marksman Titan Security Group proudly made its debut at the 2025 BOMA International Expo, held at the Boston Convention and Exposition Center in Boston, MA. This marked the first time the MTSG brand had a presence at the annual event, which brings together leaders and decision-makers from across the commercial real estate industry.

Chief Revenue Officer Jason Sikora, along with Business Development Managers Marc Schuemer, Dan Langlois, Travis Williams, and Nick Morot, represented the company on-site. The event was a major step in expanding Marksman's footprint in non-union business and Titan's visibility in union CRE business, while reinforcing our commitment to supporting the industry's evolving security needs.



Derek Wroblewski and Jason Hartless had a blast at IREM Michigan's annual golf outing! Representing Titan, they spent the day enjoying great company, perfect weather, and some unforgettable moments on the course.

As the proud sponsor of the cannon shot on hole seven, Titan added a unique twist to the game, giving golfers the chance to fire their tee shots toward the green of a par five in style. It was a standout feature of the day and a fun way to show up in the community with energy and impact.



Hard hats on and eyes toward the future! Our team walked the site of a new client's project - one that will become a meaningful part of Chicago's cultural and historical landscape. These site visits give our team a firsthand look at the impact our work supports, and this one was especially memorable. We're proud to play a role in projects that help shape the communities we serve.

Pictured from left to right: Bill Bradley, Todd Sheetz, Ray Pohl, Francis Lopez, Sebastian Chavez, Caitlin Tophinke, Mike Pigott, Tom Henkey

SALES TEAM GATHERS FOR FIRST-EVER SUMMIT



Members of the Leadership Team joined the sales staff for off site events during the summit.

Pictured left to right: Shezad Moten, Ross McCarthy, Dave Pack, Randi Schmeltzer, Marc Schuemer, Nick Coccia, Paul Wilson, Pam Vespa, Isaac Lund, Veronica Godinez, Dan Foran, Rachel Dimaranan, Mark Radi, Travis Williams, Dan Langlois, Todd Carroll, Jason Sikora, Stephen Johnson and Joel Leffler



July featured the company's first-ever Sales Summit in Chicago, bringing together sales professionals from across the country for an energizing and impactful event. This milestone gathering marked the first time the entire sales team convened in one location, creating a unique opportunity to align on national growth strategies, learn about new tools and processes, and reinforce a shared vision for the company's continued success. Led by Chief Revenue Officer Jason Sikora, the summit set the tone for a forward-thinking and collaborative sales culture.

The two-day event featured key presentations from company leadership, including CEO Dave Pack, Director of Sales Administration Randi Schmeltzer, VP of Marketing Stephen Johnson, Sales Administrator Sarah Wittman, and Marketing Manager Rachel Dimaranan. Each speaker offered valuable



insights into their respective areas, equipping the team with the knowledge and resources needed to elevate performance across markets. Beyond the sessions, team-building activities and off-site events helped foster strong connections and camaraderie among colleagues. The summit was a pivotal step in unifying the national sales team and energizing our mission to lead the security industry through innovation, service excellence, and strategic growth.



NEW HIRES

We are thrilled to welcome our new teammates and look forward to seeing all the success they will achieve!



Veronica Godinez

With over a decade of experience serving commercial clients across Southern California, Veronica brings a deep understanding of the needs and expectations of property managers, building engineers, and HOA boards. She has a proven ability of helping clients navigate emergencies and long-term solutions for their properties.

As a Business Development Manager in the Los Angeles area, Veronica will continue supporting commercial buildings, HOA communities, and multi-family properties with proactive, tailored security solutions.



Dan Langlois

A veteran of the United States Marine Corps, serving the country for 23 years, Dan brings over 30 years of security and intelligence experience to our team. He will be overseeing partnerships in the central Florida region, including Orlando and Tampa, as a Business Development Manager.

Dan's former leadership roles as Chief Operating Officer and Executive Director of Strategic Development reflect a strong foundation in strategic planning and operational excellence. His deep expertise in security risk management and customized security solutions will serve the region well in both new and existing partnerships.



Sandin Barucic

Sandin joins Titan Electronics as Director of Operations, bringing a wealth of experience in physical security and systems engineering. With a background that includes leading large teams of union technicians, programmers, project managers, and service coordinators, Sandin has a proven track record of operational excellence.

His previous role as System Engineer III saw him managing network security for nuclear sites across North America. Sandin holds a B.A. in Computer Science and is passionate about building strong, efficient teams to deliver top-tier security solutions.

Aaron Alferes
Senior FP&A Analyst

Stephanie Cortes
Service Manager
Titan Electronics

Rachel Dimaranan
Marketing Manager

Michael Estrada
Fleet Manager

Jayvah Flax
Scheduling Manager

Brian Hampton
Project Manager
Titan Electronics

Jerrod Jackson
Payroll Administrator

Corinthia Metcalf
Scheduling Manager

Kyle Nicolazzi
Senior Project Manager

Jeff Radzik
Sales & Pricing Analyst

Sabrina Rios
HR Manager

Brian Smith
SOC Supervisor

DeMarcus Smith
Operations Manager

EMPLOYEES OF THE MONTH



Marvin Nesby



Charles Gilbert



LaTonya Hayes



Lezlie Sims



Derrick Funches



Miodrag Velikovic

January

Fantasia Westbrook, Shavala Hatén, Marvin Nesby, Jon Promer

February

Charles Gilbert, Jeremy Dearon, Cecil Xiong, Maxie Perry

March

LaTonya Hayes, Darnell Burgess, George Colon, Jason Kennedy

April

Renee Champine, Lezlie Sims, Desmond Lawson

May

Leroy Bronson, Reggie Clemmons, Derrick Funches, Andrew Garrett

June

Onesha Johns, Miodrag Velikovic, Juan Rosas



ANNIVERSARIES

May

5 Years

Amber Thomas
Janice Thrasher

10 Years

Connika King
Roy Murray
Jessica Santos
Jade Mixon

15 Years

Charles Moseley

June

5 Years

Jim Becker
Xavier Arrington

10 Years

Sam Artemease
Kendal Martin
Michael Jernigan
Glen Morris

July

5 Years

Dartainca Walker
Aaliyah Gray
Erik Torres
Deyvon Stirgus
Jesus Lopez
Sing Hatcher
Latonya Holloway
Biana Johnson
Priscilla Brooks
Lourdes Fernandez
Mary Ann Harris
James Hnnessey
Jesus Linares
Mario Melendez
Tony Sandifer
Steve Senseman
Derrick Stephens
Wilton Swain
Kenneth Washington
Dontrell Williams

10 Years

Fuad Morales
Jean Izidore
Harlan Press

EMPLOYEE SPOTLIGHTS



Jon Promer Lansing, MI

Jon's dedication, reliability, and calm leadership - especially during severe weather and large-scale events - have made a lasting impact on both the client and our team. He consistently goes the extra mile to support our clients, adapting to their evolving needs with professionalism and a positive attitude.

Through his diligence and initiative, Jon sets a standard for excellence that inspires his colleagues and strengthens the Titan community.



Cecil Xiong & the Valley Power Plant Team Milwaukee, WI

Congratulations to Cecil Xiong and the Valley Power Plant team for being honored with the Industrial Security Team of the Year Award!

As Supervisor, Cecil leads by example, demonstrating the commitment, service, and integrity that set the standard across our organization. He and his team make a meaningful impact every day.



125 S. Wacker Security Team Chicago, IL

The Security Team at 125 S. Wacker continues to set the tone for excellence. Their professionalism, consistency, and care has made a meaningful impact on the tenant experience, creating a welcoming environment with warm greetings, friendly farewells, and a steady commitment to safety. This team exemplifies what it means to lead with reliability and pride in their work.

We are proud to recognize Aaliyah Lee, Marilyn Moore, Daiwon Freeman, Vanessa Jasmin, Nelson Rivera, Martell Ward, and Hustavo Heredia.

THE COMPANY STORE

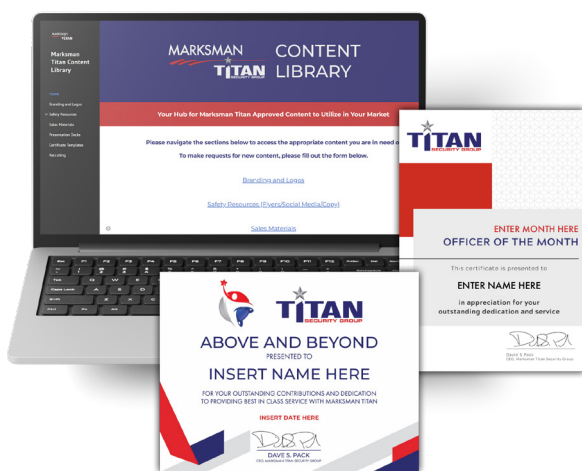


store.titan-security.com

Have you visited the Titan Security Group Company Store? Teammates can shop a wide range of items including polos, long sleeves, jackets, backpacks, hats, and other essentials designed to help you represent the brand in style, both on and off the job. Choose from a curated selection of apparel and gear from top brands like Nike, The North Face, Carhartt, OGIO, Travis Mathew, Eddie Bauer, and more and have your items shipped to your home or your local Titan office!

Whether you're looking for something professional, functional, or simply want to show your team pride, the company store has you covered. More items and styles will be added regularly, so be sure to check back often for the latest releases.

THE CONTENT LIBRARY



library.titan-security.com

We're excited to announce the launch of the new Content Library, a centralized hub for safety, security, and brand resources. This easy-to-navigate platform features best practices for over 25 key topics, including bomb threats, de-escalation techniques, and safety preparedness, helping teams stay informed and ready for any situation.

In addition to operational content, the library includes official brand guidelines, approved logos and fonts, presentation decks, certificate templates for employee recognition, and recruitment flyers to support hiring efforts. The Content Library will be regularly updated with new resources, and employees are encouraged to submit requests for additional materials to meet their site or team's needs. The following pages are examples of content from the library. Be sure to explore this valuable tool and make it part of your daily workflow.



HOT WEATHER SAFETY

Keep Cool and Informed During Extreme Temperatures

Excessive heat poses a significant risk to people's health, including heat stroke and heat exhaustion, which can be fatal. Excessive heat generally means unusually hot temperatures, possibly combined with oppressive humidity that persists for two or more days.

WHAT TO DO DURING A HEAT WAVE

- **Slow down:** Reduce, eliminate, or reschedule strenuous activities until the coolest time of the day. Children, seniors, and anyone with health concerns should stay in the coolest available place, not necessarily indoors.
- **Dress for summer:** Wear lightweight, loose-fitting, light-colored clothing to reflect heat.
- **Eat light:** choose easy-to-digest foods such as fruit or salads. If you pack food, put it in a cooler or carry an ice pack. Meats and dairy products can spoil quickly in hot weather.
- **Drink plenty of water (not very cold):** Focus on non-alcoholic and decaffeinated fluids. Drink water even if you don't feel thirsty. If you're on a fluid-restrictive diet or have a problem with fluid retention, consult a physician before increasing consumption of fluids.
- **Use air conditioners:** Spend time in air-conditioned locations such as malls and libraries if your home isn't air conditioned.
- **Use portable electric fans:** Fans exhaust hot air from rooms or draw in cooler air. Do not direct the flow of portable electric fans toward yourself when room temperatures are hotter than 90°F. The dry blowing air will dehydrate you faster, endangering your health.
- **Minimize direct exposure to the sun:** Sunburn reduces your body's ability to dissipate heat. Take a cool bath or shower.
- **Do not take salt tablets:** Only take salt tablets if recommended by a physician.
- **Be aware of infants, older, sick, or frail people and pets:** Never leave children, disabled adults, or pets in a car.

WARNING VS WATCH

An **Excessive Heat Watch** is typically issued two to five days ahead of possible dangerous heat conditions. Certainty regarding the development and timing of the event is lower than a warning.

An **Excessive Heat Warning**, sometimes preceded by an Excessive Heat Watch, is typically issued within one to three days of the onset of extremely dangerous heat conditions and remains in effect until the extreme danger subsides. Certainty is high that the event will occur.

A **Heat Advisory** is typically issued within one to three days of the onset of dangerous heat and remains in effect until the danger subsides. These conditions pose a lesser, but still dangerous, risk to communities. Certainty is high that conditions will occur.

Information courtesy of



NOAA
WEATHER
PROGRAM OFFICE



CIVIL DISTURBANCES

Security Measures During Civil Unrest Events

A situation involving civil unrest or disturbance can take multiple forms but typically involves a protest or demonstration. It is imperative to plan for such events so that you have the opportunity to have a plan in place, increase security measures, add additional officers, communicate with the tenants and work with local police officers. Below are some tips for you to consider.

PRE-EVENT ACTIONS

WORK WITH PROPERTY MANAGEMENT ON THE FOLLOWING:

- Main point of contact for issues: Security Director or Property Manager
- What constitutes a lock-down of the building
 - Number of people gaining access to the building
 - Temperament of crowd in the building
 - Complete lockdown or only limiting to badged employees
- Eliminating open access entirely prior to or during the event
- Communication to building tenants on any changes to access control
- Additional staffing needs
- Templates for internal mass messaging to building employees and/or tenants
- Worst-case scenarios: safe zones within building and local police department intervention
- Review and practice locking down your building with little to no advance notice.

CONDUCT A SITE SURVEY

- Clearly define your property line and check all access points.
- Confirm first floor windows, doors, and locks are in good working condition. There are no cracks or loose hinges.
- Unmanned areas are secure or can be secured if needed (dock, emergency exits). Do **not** block exits.
- If you have a parking lot/garage, consider:
 - Closing to the public
 - Authorization stickers or tags
 - Tighten up access control
 - Towing agreement
- Secure roof top and common elevated patio areas. Proactively reserve or close special-event spaces to control pop-up parties, gatherings, etc.
- Remove or secure exterior objects (tables, chairs, ashtrays, decorative items, small planters) that could be used to smash windows.

INFORM STAFF OF POSSIBILITY OF INCREASED TRAFFIC

- Remain vigilant with all post orders (Visitor Management processes)
- Observe and report activity around perimeter of the building
 - Increased traffic
 - Temperament of crowds
 - Direction of crowds
 - Protest signage/verbiage
- Review security officer processes
 - Maintain professionalism - do not engage protestors
 - Be polite
 - Communicate with management
 - Document everything
 - Lockdown processes (manual lock or access control software)
- Designate an individual(s) to act as the spokesperson for:
 - Emergency and first responders
 - Demonstrators requesting access to your building
 - Media representatives
- If applicable, utilize building's card reader system to control access to floors (i.e. elevators).

EVENT ACTIONS

- Follow information via news channels and from management to monitor when activity may be increased in your area.
- Ready mass communications.
- Boots on the ground: conduct perimeter and interior patrols prior to event.
- Stay in the lobby or near CCTV controls during the event.
- Communicate as often as possible with management (Client and Titan).
- Be ready to respond to emergency situations.
- Be prepared to hold over security, engineering, or management staffing.
- Consider performing "counter surveillance" to determine:
 - Is your building being actively surveilled?
 - What is occurring around the corner or down the block?
 - Are groups forming nearby? What is their demeanor?
 - Are there situations or responses in progress that could affect you?

POST-EVENT ACTIONS

A civil disturbance can impact your operations, but with proper planning and training, building employees will be more confident in their response and disruptions can be limited. At the conclusion of any such disturbance, please consider the below actions:

- Obtain any relevant information to report to security and building management.
- Return building back to normal operations (security posts, elevators, etc.).
- Conduct after-action review with team to identify gaps in response measures and opportunities for improvement.
- Review findings with Building Management, and update response plans as necessary.
- Report losses to insurance carriers, risk management, and ownership.

BEST PRACTICES

- Have a fully functional emergency operations plan that identifies responsibilities and tasks for Building Management, Engineering, and Security team.
- Work with your local police department and keep them informed of any issues or conflicts that may result in a protest/demonstration.
- Monitor current events and social media sites that may forewarn actions against your building and/or building's tenants.
- Keep lines of communication open with tenants and advise them to inform you of any potential or probable protest activity.
- Ensure all security systems are properly working (i.e. CCTV and alarms).
- Make sure a plat survey is available and property lines are clearly marked or distinguishable.
- Be capable of locking all doors and keep keys readily available (and test locking mechanisms on a regular basis).
- Identify method(s) to communicate emergency messages to tenants (i.e. public address system and/or mass messaging system).
- Identify alternate means of accessing your building if a specific entrance is blocked/closed.
- Identify what the impact will be if your service providers (i.e. security, housekeeping, mail room, café, retail, etc.) cannot access your building because of a protest.

IF YOU SEE SOMETHING, SAY SOMETHING.

In emergencies, call 911. For all non-emergency suspicious activity, notify your local police department.