



2023 YEAR IN REVIEW

CELEBRATING **70** YEARS



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A Word From Our **LEADERS**



Brian Duffy



Brad Duffy

Per Mar was founded by our grandparents, John and Eleanor Duffy, on Halloween in 1953 when their car broke down while visiting relatives in Davenport. Business was conducted from their home on Iowa Street, and the bills were paid through whatever assignments they could find, including occasionally investigating suspected infidelity. Seventy years later, their foundation has blossomed into an organization we're proud to lead every day. From humble beginnings to more than 3,000 employees and 27 branch locations, we're excited to see where the future takes Per Mar.

While we now do our best to stay out of domestic disputes, the strong values of our founders continue to be the bedrock of our culture. Our grandparents said, "Put the employees first, the employees will take care of the customers, and the rest will take care of itself," and we abide by that to this day. We are fortunate to have many dedicated employees who make our customers' wants and needs a priority.

It is also important that we mention Per Mar's charitable giving this past year. The team makes an effort to be philanthropic in all of our service markets and we are proud to continue that into 2024 and beyond.

Thank you to our valued employees and customers, and here is to 70 more years!

A handwritten signature in black ink that reads "Brian Duffy".

Brian Duffy

Chief Executive Officer

A handwritten signature in black ink that reads "Bradley R. Duffy".

Brad Duffy

Division President



Expanding Our Footprint

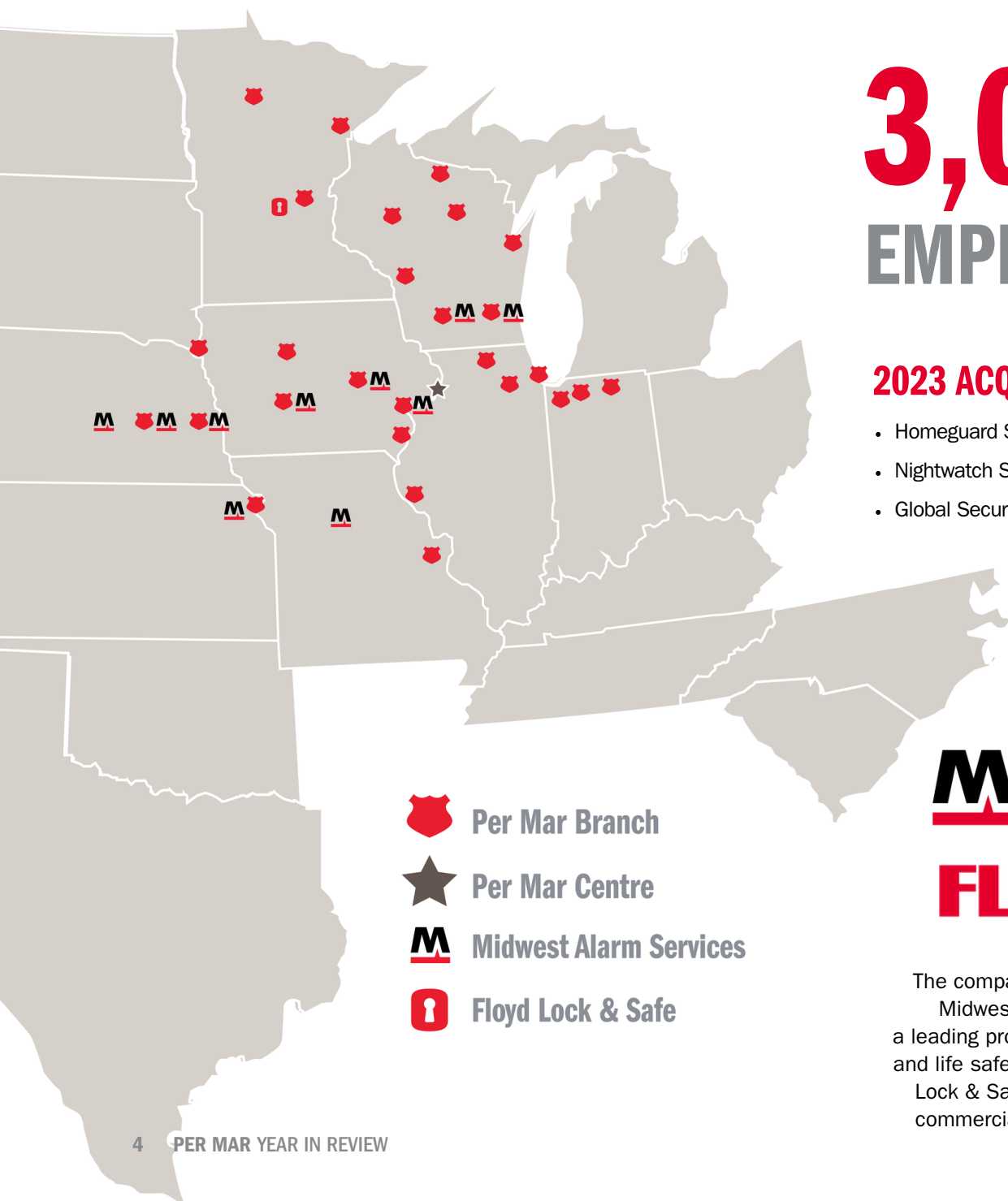
Per Mar is the largest family-owned, full-service security company in the Midwest.



3,000+ EMPLOYEES

2023 ACQUISITIONS

- Homeguard Security (Des Moines, IA)
- Nightwatch Security (Long Grove, IA)
- Global Security Group (Oakbrook Terrace, IL)



-  Per Mar Branch
-  Per Mar Centre
-  Midwest Alarm Services
-  Floyd Lock & Safe



The company also operates as Midwest Alarm Services, a leading provider of fire protection and life safety solutions, and Floyd Lock & Safe, a residential and commercial locksmith service.

SECURITY OFFICER OF THE YEAR

Karim Shah

Karim Shah was named Per Mar's 2023 Security Officer of the Year. Matt Milburn, Cedar Rapids security officer general manager, nominated Security Officer Shah for utilizing his training and de-escalating a serious situation.

In late November 2023, while on duty, Officer Shah received word of a student who was attempting suicide. Karim rushed on-site to help and ended up pulling the student from the ledge before she could jump. The parents followed up the next day to express their extreme thankfulness for what Officer Shah did. He saved her life.

We at Per Mar, are very grateful for Karim's quick action and thinking.

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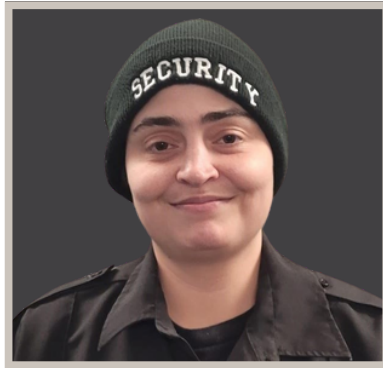
Karim had wrote a report about a student attempting suicide at the location where he is stationed. The following morning I received a call from the site contact asking how Karim was doing. He wanted to pass along his appreciation for Karim staying calm and making a quick decision that saved this student's life. The student is getting the help she needs and this is all thanks to Karim's actions during a stressful situation.

- MATT MILBURN

”



HONORABLE MENTION FOR SECURITY OFFICER OF THE YEAR



Alisa Michaelson
Twin Cities



Steven Kaylor
Des Moines

SECURITY OFFICERS OF THE MONTH

GARY JOHNSON	OMAHA	NORA BYRANT-ABRAHAM	QUAD CITIES	TORI BOTSFORD	SOUTH BEND
DAVID KASTLER	QUAD CITIES	DANIEL EGGER	TWIN CITIES	ELI WICKLUM	TWIN CITIES
JAIME WISE	WAUSAU	FRANTZ PLAISIMOND	CHICAGO	JOHNNY BLUME	DES MOINES
TORRYON WHITE	CEDAR RAPIDS	STEPHEN RICE	DES MOINES	JAMES CHEESMAN	QUAD CITIES
WILLIE HALL	GREEN BAY	ZACH GAINER	QUAD CITIES	DENVER CROWELL	TWIN CITIES
LATISHA KENERSON	GREEN BAY	DARREN STOUGHTON	SOUTH BEND	SHANE MATTER	TWIN CITIES
MARCUS BLANKS	QUAD CITIES	NICK STAFFORD	WAUSAU	KARIM SHAH	CEDAR RAPIDS
ALISA MICHAELSON	TWIN CITIES	KEARA BROWN	DES MOINES	JEREMY HAYES	DES MOINES
JOSEPH BROYLES	CHICAGO	PAUL MCCAWE	QUAD CITIES	DENNIS FUHLMAN	QUAD CITIES
ROSALIND WILSON	DES MOINES	HARLAN WINCHESTER	WAUSAU	COLLIN KYARSGAARD	QUAD CITIES
JOHN PLANSKY	GREEN BAY	LARRY LA PORTA	CHICAGO	CAILIN KYARSGAARD	QUAD CITIES
IMMANUYL YAHSHA	GREEN BAY	STEVEN KAYLOR	DES MOINES	LONDON JOBE	DES MOINES
ALEXANDER CIOCHETTO	GREEN BAY	MATT HEPPERLY	QUAD CITIES	MARA HUFFSTUTLER	WAUSAU
QUINN MICKLE	GREEN BAY	ANTHONY MAASS	WAUSAU		
KEN DOBSON	GREEN BAY	MADISON SPITLER	DES MOINES		
MATT BUCHANAN	TWIN CITIES	DEB HALEY	DES MOINES		
JOSH HOLMBERG	DES MOINES	NDIA MONTGOMERY	QUAD CITIES		



TECHNICIANS OF THE YEAR



**Kyle
Twite**

*Master Technician
La Crosse*

Kyle Twite has been with Per Mar Security for 23 years. Nick Hayes, operations supervisor, nominated Twite saying, “During those 23 years he has installed and serviced everything Per Mar has sold. He is our lead technician for Gundersen Health Care and is an asset to both Per Mar and other technicians.”



**Jeremy
Sipes**

*Technician
Omaha*

Jeremy Sipes has an unwavering dedication to our customers, especially Mid-American Energy. Nate Nadler, Midwest Alarm Services operations manager, nominated Sipes saying, “Thanks to all his work (and his support teams) we secured millions of dollars in projects. That would not have been possible without the relationship that Sipes has with Mid-American Energy. He truly was the reason they went with Midwest Alarm Services and have been a loyal customer ever since.”



OPERATIONS SUPERVISOR OF THE YEAR

Scott's ability to lead the installation department in Wausau for many years has resulted in one of the strongest and most efficient installing branches within Per Mar Security. Matt Melk, director of field operations said. “It's not uncommon to have Scott working long hours balancing the requirements needed in the field but also resolving things needed in the office. His ability to work with technicians to manage projects and challenge them with new things is top-notch. He continues to be a great mentor to all of the employees on his team. He is highly respected, and you can always count on him to get the job done. His extremely proactive approach makes things very easy for the rest of us.”



Scott Check

*Operations Supervisor
Wausau*



Master Technicians

In 2023, Per Mar awarded 43 individuals with Master Technician status.

Division President, Chris Edwards said, “Our Master Technicians are a very large part of our success as a company. A few of our technicians have been Masters for a very long time, and others are relatively new in reaching the milestone. In terms of putting incentives and programs in place to help get as many technicians as possible to this level, we’ve made several changes over the past year, and will continue to work on more in the future.”

As our Master Technicians continue to grow in their skill sets and as others work toward the status, the benefits for our customers will amplify.

Customer Service Experience

Master Technicians continuously expand their product knowledge and remain proactive to stay ahead of the quickly evolving industry so they can help you in the best way possible, every time.

Scheduling Efficiencies

Routine maintenance as well as new installations are scheduled systematically and matched with skillsets to help with quicker turnaround times.





Celebrating 70 Years

OCTOBER 31ST, 2023

For the past 70 years, Per Mar has created a long history of providing its customers with the greatest security technologies, customer service, and physical security solutions.

"The company has grown immensely in scope and services over the past 70 years, now covering most of the Midwest and offering a wide variety of security and life safety services. Our company has many employees who care about Per Mar and Midwest Alarm Services as more than just a job," said Brian Duffy, CEO.

In its years of operation, Per Mar has experienced many notable moments.

Milestones:

- 1953:** Per Mar was founded as an investigation and market research company.
- 1959:** Per Mar enters into the security officer business.
- 1968:** Per Mar enters into the electronic security business and starts its own Five Diamond Certified, UL-Listed monitoring center.
- 1998:** Per Mar acquires Midwest Alarm Services.
- 2020:** Per Mar acquires Floyd Total Security, enters into the locksmith business in Minnesota and opens its second Five Diamond, UL-Listed monitoring center.



"My brother Brad and I feel fortunate to be third-generation family members to lead Per Mar. Per Mar's success is a credit to many people here who have cared for the company like owners, and we try our best to lead through listening to the people serving our customers every day."

- BRIAN DUFFY, CEO



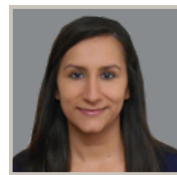
PRESIDENTS' AWARDS

Presidents' Awards recognize outstanding employees who made a significant impact to our organization in 2023.



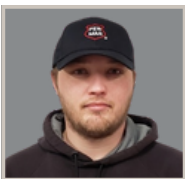
Suzette Sawwell
Marketing Project Manager
Per Mar Centre

Suzette Sawwell has been consistently thorough, and her quality work contributes greatly not only to marketing but has helped streamline many processes across other departments as well. Jordin Wilson, director of marketing, nominated Sawwell saying, "She has a deep knowledge of the Per Mar brand and is pretty much a jack-of-all-trades. Suzette's understanding of the big picture and consideration of how a decision will impact us today versus tomorrow is valuable. Suzette leads by example, which helps us dive a little deeper and remain proactive with new trends and information."



Jodi Jimenez
Accounting
Per Mar Centre

Jodi Jimenez is an exemplary employee who has continued to show commitment to Per Mar throughout her time in accounting. Tracy Ver Mulm, controller, nominated Jimenez saying, "In 2023 she was the driving force in providing options and then implementing our corporate credit card expense approval process. Later in the year, we were faced with the departure of a team member who calculated sales commissions, a complicated calculation. When approached to learn it quickly and keep the process until we came up with a permanent solution, she took on the challenge with grace and a commitment to learn it."



Anthony Hansen
Master Technician
Des Moines

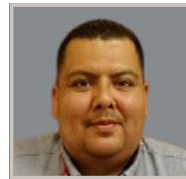


Anthony Hansen goes above and beyond the role of a typical technician. His knowledge and leadership allow supervisors to concentrate on junior technicians, while Anthony is leading the way in the service department. Derek Heinrichs, service supervisor, nominated Hansen saying, "His valuable input helps other technicians complete tasks more efficiently. Not only has he improved the service team's work process by leading the morning meetings with service dispatch, but he consistently gives informed, well-received advice. Anthony is always looking to discuss how we can best service our customers, and many customers request him by name. Anthony was one of the fastest technicians to complete NICET level II and become a Master Technician. He sets the bar very high."



Dan Malo
*Midwest Alarm Technician
 Quad Cities*

Dan Malo is a key part of our program and is always willing to help. Kyle Glenn, Midwest Alarm Services operations manager, nominated Malo saying, “During our NOTIFIER programming issue this past summer, Dan was extremely helpful. He worked with our IT department for countless hours. Without Dan’s keen interest in solving this issue, and his relentless attitude, we would not have come to a solution as quickly.”



Louie Guzman
*Install Technician
 Madison*

Louie Guzman has a big impact on his team as he is always willing to answer the phone and take the time to help fellow techs out. Scott Cole, installation supervisor, nominated Guzman saying, “If time allows he is always willing to go on site to assist that tech. He is willing to help out wherever needed and does not complain. He smiles and does the work. As our safety leader, he plays a big role in making sure our team is safe and has the proper tools for a safe work environment.”



David Boysen
*Rental Technician
 Twin Cities*

David Boysen is an exceptional employee whose work performance consistently exceeds an employee’s normal job requirements. Nicholas Luciano, integrated security solutions manager, nominated Boysen saying, “David represents the temporary security rentals division and Per Mar Security with the highest level of professionalism. He is the type of employee who does not wait for tasks to be assigned to him but rather seeks out tasks that he knows need to get done. As I type this nomination, David is at the office, at 8:52 pm, on a Friday night, loading up equipment to run service calls in Cedar Rapids, IA, and Davenport, IA tomorrow at 4:00 am. I’ve witnessed David handling customers with such a special touch that he somehow gets them to feel that they’re the ones who should be thankful for doing business with us.”

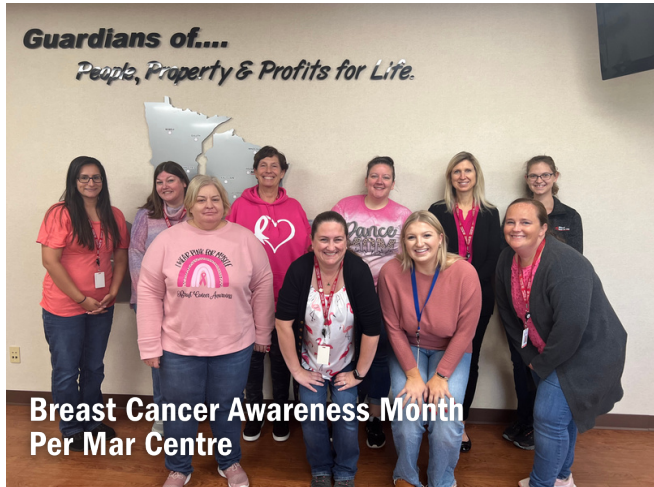


Michael Hachem
*Branch Employment Coordinator
 South Bend*

Michael Hachem has taken our licensing process and positively turned it around. Jeff Frye, general manager, nominated Hachem saying, “In 2023, Michael worked directly with the assistant operations manager assigned in Ohio and the branch operations manager to simplify this process. One of the things that came from this collaboration was reaching out to the various businesses that offered fingerprinting in Ohio and he set up a direct way to pay for these services online. He even negotiated better pricing at some locations. In the past, if a prospective employee didn’t have the money to get fingerprints up front, this would delay the new hire process, and our assistant operations manager was spending many days driving a prospect to the location and paying for them and then doing an expense report. Michael’s dedication to streamlining this process greatly impacted the new hire process in Ohio.”

GIVING BACK

Thank you to our team for making a difference in the communities we serve.



Breast Cancer Awareness Month
Per Mar Centre

PER MAR CHARITY FUND

Employees Contribute and
Per Mar Matches \$ for \$

\$1.58 MILLION
AND COUNTING



Tango Gala
Des Moines



Junior Achievement
Quad Cities Bowl-a-Thon



Per Mar Reds Little League
South Bend



Police Appreciation
Rockford

AWARDS & RECOGNITIONS



2023 AWARDS & RECOGNITIONS

Business of the Year
Quad Cities Chamber of Commerce

#14 on SDM Top System Integrators Report
Security Dealer Magazine

#15 on 2023 SDM 100 Largest Security Providers
Security Dealer Magazine

#17 on QCBJ Fastest Growing Companies List
Quad Cities Business Journal

Best Home Security
Quad Cities Locals Love Us

Five Diamond Certified Monitoring Center
The Monitoring Association

Platinum Partner
ProdataKey

Spirit Award Winner
Hand-in-Hand

Diamond Dealer
Digital Monitoring Products

ANNIVERSARIES

We're thrilled to celebrate these integral team members who've reached milestone anniversaries with us. We sincerely appreciate their dedication and support over the years!

40 YEARS



Patrick Gaskell
Twin Cities



Mark Kirchner
Des Moines

35 YEARS



James Brown
Quad Cities



Ernest Evans
Quad Cities

30 YEARS



Kellie Andrews
Twin Cities



James Elias
Griffith



Patti Nebinger
Per Mar Centre

25 YEARS

STEPHEN HORAN

CEDAR RAPIDS

BRIAN SALES

GRIFFITH

20 YEARS

JACLYN KEARNEY

PER MAR CENTRE

JASON LARSON

WAUSAU

MATTHEW MELK

WAUSAU

15 YEARS

MICHAEL GORSCH

CEDAR RAPIDS

RANDY SIMON

MILWAUKEE

DUANE HASS

CEDAR RAPIDS

MICHAEL TRIEPKE

WAUSAU

TRISTA KNUITSEN

PER MAR CENTRE

ANTHONIO TUAZON

DES MOINES

LYMAN LEATHERS

QUAD CITIES

DWAYNE VOS

DES MOINES

MICHAEL LITTLE

QUAD CITIES

PAUL WESTMAN

QUAD CITIES

MIGUEL MORANTE

ROCKFORD

10 YEARS

REGINA ANGELO	QUAD CITIES	MATTHEW FOSS	WAUSAU	KAREN NOBLE	QUINCY
SHERIAN BARFELL	SOUTH BEND	JAN GEYER	SOUTH BEND	KIMBERLY PENDERGAST	PER MAR CENTRE
REBECCA BOWMAN	PER MAR CENTRE	MARK GOUDY	SOUTH BEND	SHELLY PULS	QUINCY
KARA BRADY	PER MAR CENTRE	SARAH HAMMA	PER MAR CENTRE	JESSICA RECIO	PER MAR CENTRE
KELLY BREITBACH-SCHLUE	QUAD CITIES	JASON HILTON	OMAHA	ANDREW REID	QUAD CITIES
CATHERINE CARPENTER	QUINCY	LINDSEY KING	PER MAR CENTRE	MARK SALMI	DES MOINES
JOHN CARY	CEDAR RAPIDS	SAMUEL MACLEOD	WAUSAU	KENNETH VINCENT	CEDAR RAPIDS
DANA COX	PER MAR CENTRE	JOHN MANSFIELD	SOUTH BEND	ROSE WILLER	QUINCY
ANGELICA DUNCAN	SOUTH BEND	GEORGE MITCHELL	CHICAGO		
SCOTT EASTER	DES MOINES	MURIS MIZDRAK	MILWAUKEE		

5 YEARS

RONALD AKINS	CHICAGO	ASHLEY GLYNN	CHICAGO	JASON REEDER	MADISON
HUGO ARROYO	QUINCY	NOLA GRAVES	DES MOINES	JOHN REHMELS III	SOUTH BEND
JENNIFER ASQUITH	SOUTH BEND	TRISTAN HATCHELL	TWIN CITIES	JASON ROBINSON	QUAD CITIES
CANDICE BORNTRAGER	QUAD CITIES	CHRISTINO HEINE	DES MOINES	RYAN SCHAFFER	QUINCY
MAYA BOSTIC	CHICAGO	WILLIAM HONEY	WAUSAU	ROBERT SCHINDLER	DES MOINES
ARBIE BOWMAN	PER MAR CENTRE	RUSTON JACKS	WAUSAU	PAUL SCHUMACHER	PER MAR CENTRE
SHERRI BRADY	DES MOINES	CHRISTOPHER JAMES	DES MOINES	MATTHEW SMITH	CEDAR RAPIDS
JERRY BRANDT	TWIN CITIES	JACQUELINE JONES	SOUTH BEND	JOHN SNYDER	SOUTH BEND
MICAH BREAZEALE	SOUTH BEND	BRANDEN KENWORTHY	DES MOINES	JOHN STROHMEYER	DES MOINES
BRADLEY BURDINE	LA CROSSE	JOSEPH KONCZAK	DES MOINES	PAUL SUCHOVSKY	GREEN BAY
BRADLEY BURNETT	QUAD CITIES	DONALD KRIZ	DES MOINES	YOLANDA SUTHERLAND	CHICAGO
SHAWN BURRAGE	OMAHA	CORY LAMBRECHT	QUAD CITIES	FRANK TANGARI	DES MOINES
CAROL CLARK	TWIN CITIES	TONYA LARSEN	TWIN CITIES	TRAVIS VAUGHAN	DES MOINES
JENNIFER COASH	DES MOINES	DAVID LESTER	WAUSAU	CHANCE WATERMAN	DES MOINES
ROBERT COLE	OMAHA	ABOU LY	MILWAUKEE	COREY WILLIAMS	MILWAUKEE
RICHARD CORUM	PER MAR CENTRE	BRYAN MCCOMBS	QUAD CITIES	DARIAN WILSON	SOUTH BEND
EMILEE DAGUE	PER MAR CENTRE	DOUGLAS MCVEIGH	MILWAUKEE	TERRENCE YORK	QUAD CITIES
JESSICA DAVIS	MINOCQUA	ROBERT MIKOLAINIS	EAU CLAIRE	JASON ZAEHRINGER	QUAD CITIES
HEIDI DEMEYER	WAUSAU	MOHAMED MOHAMED	TWIN CITIES		
ANDREW DOLEZAL	QUAD CITIES	MOHAMMAD MOHIUDDIN	CHICAGO		
TERI FENTO	MILWAUKEE	TERRENCE MONTGOMERY	SOUTH BEND		
VINCENT FLORES	GREEN BAY	WALTER MOORE	MILWAUKEE		
ANDREW FREDRICKSON	SOUTH BEND	MICHAEL OFFICE	MILWAUKEE		
JEFFREY FRYE	LA CROSSE	DAVID PLATT	CHICAGO		
ADAM FUSS	MILWAUKEE	WILLIAM QUINN	DES MOINES		





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