

2019 YEAR IN REVIEW



**SECURITY
SERVICES**

Since 1953

Per Mar. We're Proud to Protect

INSIDE

- 3 CEO Message
- 4 A Word From Our Leaders
- 5 Expanding Our Footprint
- 6 Customer of the Year/Security Officer of the Year
- 7 Presidents' Awards
- 8 Giving Back
- 10 Making a Difference
- 12 Every Day Rock Star
- 14 Academic Scholarships
- 15 Awards and Recognitions
- 16 Event Services
- 17 Security Officer of the Quarter
- 18 Security Officer of the Month
- 19 Anniversaries

CEO MESSAGE

2019 was another exciting year for Per Mar. We continued to make strides in strengthening our company to remain independent in an industry that is facing more and more consolidation each year. Our people consistently rise to the occasion and do what needs to be done in order to take care of our customers, their co-workers, and the communities that we are fortunate enough to serve. Thank you to our valued team members who understand our simple message of doing the right thing and demonstrate it every day.

This past year more than 2,300 team members applied their dedication, commitment and knowledge in an effort to better serve our customers. Some of those efforts included offering more innovative recommendations and solutions to our customers' security needs, faster service delivery, and greater value. Thanks to our team members' efforts I am pleased to report that our company achieved another year of record-breaking performance.

As I reflect on the last year, both Per Mar and Midwest Alarm Services, our specialized fire alarm and life safety company, have a great deal to celebrate. Both businesses have seen dramatic growth in our project and installation businesses. We expanded into the Lincoln, NE market, and investments were made in new facilities in both Urbandale, IA and Omaha, NE. We also increased the frequency and accessibility of training for our security officers, and made substantial investments in our IT infrastructure and cyber security to better deliver continuous customer service.

In closing, it goes without saying that we want to thank our dedicated team members. They are what makes coming to work every day a joy. To watch our people grow and perform at higher levels reinforces the importance of our investments in training.

We look forward to continued success, as well as new challenges we will face in 2020. We remain driven by our primary goal to "simply do the right thing".

Respectfully,



Michael Duffy
CEO



A Word From Our **LEADERS**



In 2019, the leadership team at Per Mar spent time exploring how to more clearly communicate our strategy to employees. Our duty is to create an environment where the whole is greater than the sum of the parts, and the result is excellent customer service.

Our long-term goals in operating our business enable us to create relationships between our customers and employees that can last a lifetime. In order to express our operating concepts, we decided to adopt the flywheel concept from Jim Collins' best-seller *Good to Great*. The flywheel lays out the important tenants of an operating philosophy to show that executing in one area well naturally leads to success in the next. Once momentum is created in this flywheel, there is no reason it ever has to stop.

You can see our flywheel to the right. It is designed to start at the top and then continue clockwise. Our flywheel represents what our parents have been saying for years, "When we take care of our people first, that leads to happy customers, which leads to excellent results for the company."

Thank you to everyone who has helped make this another great year for Per Mar. We hope you enjoyed it as much as we did, and look forward to working together for many years to come.



Brian Duffy, Chief Operating Officer

Brad Duffy, President of the Security Division

Expanding Our Footprint

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



2,372

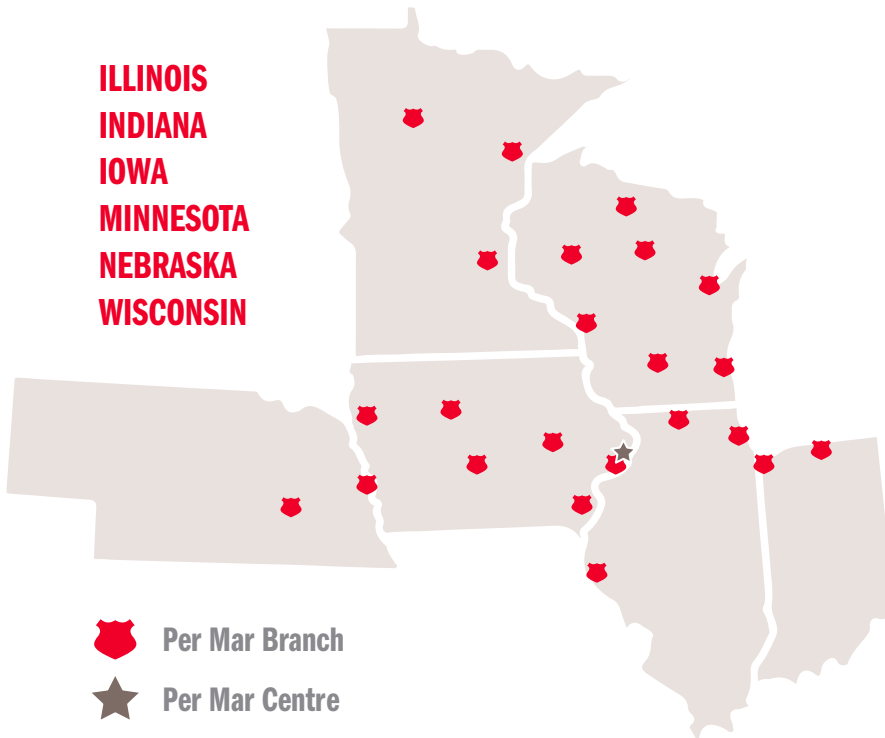
TEAM MEMBERS



23

BRANCH LOCATIONS

ILLINOIS
INDIANA
IOWA
MINNESOTA
NEBRASKA
WISCONSIN



Per Mar Branch



Per Mar Centre



ACQUISITIONS

All Channel
(Madison, Wisconsin)

Stearns Sound & Security
(Waupaca, Wisconsin)

American Pride Security
(Bloomington, Illinois)

Calhoun Country
(Des Moines, Iowa)

Northern Indiana Alarm Co.
(Merrillville, Indiana)

NECO, Inc.
(Lincoln, Nebraska)



SECURITY SERVICES
Since 1953

7 MIDWEST ALARM SERVICES BRANCHES

Per Mars also owns Midwest Alarm Services, a leading provider of fire protection and life safety solutions.

permarsecurity.com/locations

CUSTOMER OF THE YEAR

Steel Dynamics, Inc.

Steel Dynamics, Inc., one of the largest domestic steel producers and metals recyclers in the United States, was named Per Mar's Customer of the Year for exhibiting the traits of a strong security partner. Brad Duffy, President of the Security Officer Division, and Neil Graves, General Manager, presented the award at Per Mar's Annual Sales Kick-off Meeting to Jordan Breiner, General Manager of the Flat Roll Group Butler Division. The partnership between Per Mar and Steel Dynamics, Inc. began in 1995 when Neil Graves made a cold call to one of their construction sites in Butler, IN.

Per Mar became the security provider for that location a few months later. Graves said, "Our partnership with Steel Dynamics, Inc. has been nurtured through the years because they trust us. We are treated just like their employees in many ways. They respect our role and the way we greet all of their visitors, employees and truck loads of steel scrap in and finished product out. They look to us as the experts in our field before they ever plan or implement any changes that would affect our purpose and present procedures." Today, Per Mar is the security provider for multiple Steel Dynamics, Inc. locations across the Midwest.



"Steel Dynamics, Inc. is a fast growing company with an incredible culture. They have always treated our company and security officers as their partners. It is an honor to work with them as they value the safety and security of their employees and property."

- Brad Duffy, President of the Security Officer Division



SECURITY OFFICER OF THE YEAR

Carlos Hernandez-Garcia

Carlos Hernandez-Garcia was named Per Mar's 2019 Security Officer of the Year. The award recognizes a Per Mar Security Officer who has demonstrated excellence in providing security services to a Per Mar customer. Carlos Hernandez-Garcia is a site supervisor who has consistently displayed great character and passion throughout his service.

On April 14th, 2019, Site Supervisor Carlos Hernandez-Garcia was notified of a vehicle in the parking lot with an unresponsive female in the front seat. He attempted to get the woman's attention but was unable to do so, and immediately called the police and EMS to assist. The police were able to get the woman to respond, and EMS took her to a local hospital. After police searched the car, they found what appeared to be several prescriptions that the subject had taken. Due to Site Supervisor Carlos Hernandez-Garcia's quick, professional response to the situation, the woman is expected to make a full recovery.

Brad Duffy, President of the Security Officer Division, presented the award saying, "Carlos is a wonderful representation of the important work security officers perform. I'm proud to say he works for Per Mar and helped save a life."

"...I'm proud to say he works for Per Mar and helped save a life."

- Brad Duffy, President of the Security Officer Division

2019 Presidents' Awards

Presidents' Awards recognize outstanding employees who made a significant impact to our organization in 2019.



Candice Ruleau
**Security Officer/Interim Branch
Employment Coordinator**
Wausau Branch

Candice Ruleau received a Presidents' Award for consistently performing above and beyond her job requirements. Bryan Thacker,

Operations Manager, nominated Ruleau saying, "Candice took over as Interim Branch Employment Coordinator within a moment's notice, and has done an incredible job. She has helped to keep the open shifts down to a minimum by concentrating on interviewing and hiring, as well as utilizing social media. She also has continued to work at her regular security site on the weekends where she is highly respected by the client."



Terry Frank
Operations Manager
Griffith Branch

Terry Frank received a Presidents' Award for his exemplary management skills this year. Matt Melk, District Operations Manager, nominated Frank saying,

"Terry has managed very large jobs this year and kept everything on track. He communicates effectively with customers and sales staff, and works through issues with decisiveness. In addition, he is always asking how he can help others, and follows through to make things happen. His role and involvement with one of our key accounts has played a large role in the success we have had with them this year."



Amy Kintner
Accounting Supervisor
Per Mar Centre

Amy Kintner received a Presidents' Award for going above and beyond her normal job duties. Ronda Meyer, VP/Controller, nominated Kintner saying, "I have seen a lot of

professional growth in Amy this year. Amy took over

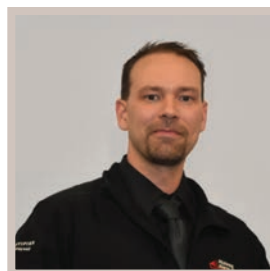
additional staff who do Per Mar billings and Midwest Alarm Services new jobs and billings, and has worked with the team to think outside the box and improve processes. She has helped improve our financials, reduce payroll and represent us in a professional manner to our customers. In addition, we had a number of acquisitions this year, and Amy had the huge task of ensuring the accounting was correct for new branches."



Kim Galloway
Receptionist
Quad Cities Branch

Kim Galloway received a Presidents' Award for her exceptional performance in going above and beyond her job requirements.

Nick Neilssen, Director of Operations, nominated Galloway saying, "Kim has been instrumental in working with two of our key accounts this past year. Her involvement has been and will continue to be critical to the success of our relationship with these two key accounts. Her efforts have made it so operations personnel are freed up to work on the more technical aspects of the ongoing projects with these accounts."



Branden Kenworthy
Technician
Midwest Alarm Services

Branden Kenworthy received a Presidents' Award for his exemplary customer service. Kevin Hess, Operations Manager, nominated Kenworthy saying, "Branden has excellent

communication with customers. When they have issues, he puts them at ease. Recently, he worked with a nursing home facility that was having issues with a system that was no longer supported. They needed it fixed immediately to protect their residents. He thought outside the box, and was able to get the system functioning again until a more permanent repair could be made. The customer was pleased with his service, and now contacts us for all of their needs."



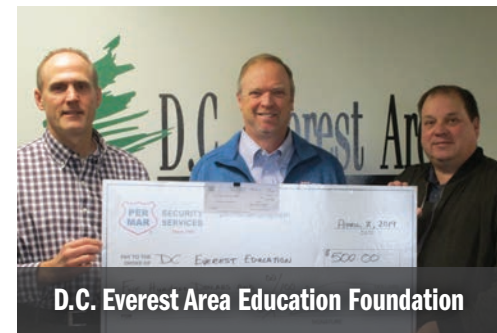
Child Safety Night at the Ballpark & KlaasKids Print-a-thon



Big Brothers Big Sisters Bowl for Kids' Sake



Special Olympics



D.C. Everest Area Education Foundation

Giving BACK

Thank you to our team members for making a positive impact in our communities. Our company is proud to have made charitable contributions to more than 63 organizations this year.

Per Mar Charity Fund

Employees Contribute and
Per Mar Matches \$ for \$

\$1.4 MILLION
and Counting

#1

**1st Place Spirit Award
for Most Money Raised**

**1st Place People's Choice
for Best Chili**

1st Place Booth

**1st Place Judge's Choice
for Best Chili**

Hand in Hand Chili Cook-off

Per Mar has been a long-time supporter of Hand in Hand and a sponsor of its largest fundraiser, the Hand in Hand Chili Cook-Off.

Hand in Hand is a non-profit organization whose primary purpose is to expand the capabilities, confidence, and quality of life for children and young adults of all abilities by providing programs designed to encourage fun, learning, and social interaction in a positive environment.

Per Mar employees raised money for the cook-off by hosting a mini cook-off, bingo, taco bars, employee jeans days, bake sales, and raffles. In addition to the money raised, employees donated their time to make gallons of chili and volunteer at the Chili Cook-Off. Per Mar took home first place in all four award categories this year.



Dogs for Dogs

For the last eight years, Per Mar's Wausau Branch has held a Dogs for Dogs event to raise money for local K9 programs, which are self-funded. Police officers bring their canines to the Dogs for Dogs event to meet the public, while the Per Mar team spends the day grilling food for everyone to enjoy.

Per Mar received two awards this year for its long-running Dogs for Dogs event.

- Honeywell Community Service Award
- Community Service Partnership Award from the Everest Metro Police Department

"Per Mar has donated thousands of dollars over the years and we could not keep our program running without this type of public donation. These types of events are what makes Per Mar part of the community and we commend the Wausau Branch for their "dogged" pursuit of that concept."

- Captain Rob Dickerson of the Everest Metro PD.

Making a Difference

Our Making a Difference winners demonstrate bravery and commitment to our clients' safety. They each received time off for their exemplary work, and making a difference in our clients' lives.

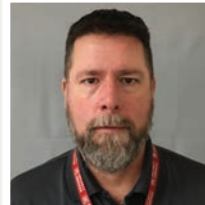


Orrin Maki
Security Officer

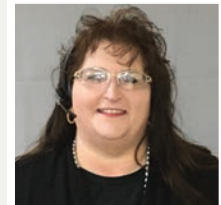
Security Officer Maki went above and beyond, and turned what would normally be a stressful day for a client into an easy one. He surprised the client by preparing 30 badges in advance for a new hire class, kept the class engaged, and presented important security and building information to the group.

Maria Jankowski-Liebsch
Special Event Supervisor

A young man with cerebral palsy got lost returning to his seat at a theater. Maria Jankowski-Liebsch's caring personality helped him feel safe and comfortable until they were able to reunite him with his family.



Craig Richason
Technician



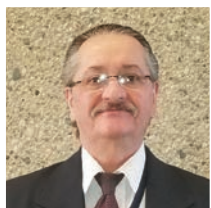
Sandy Hostrawser
Service Dispatcher

A Per Mar customer received a low temperature alarm while out of town. Sandy Hostrawser convinced the family that their alarm should be checked on, so Craig Richason went to the residence and found that the heat was off. He got it working again. The homeowners were thankful for their assistance as they possibly saved their home from burst pipes and water damage.



Carlos Hernandez-Garcia
Site Supervisor

Site Supervisor Hernandez-Garcia found an unresponsive female in the front seat of a car and was able to call first responders quickly to assist her. The subject is expected to make a full recovery. His quick action helped save her life.



Robert Anderson
Security Officer



Chet Soule
Security Officer

Security Officer Soule noticed on a camera that a vehicle was on fire in our client's parking lot. He and Security Officer Anderson quickly followed their standard operating procedures, while a Field Supervisor attempted to put out the fire. They kept everyone safe and made a clear path for first responders.



Noah Harpin
Security Officer

Security Officer Harpin assisted a man who slipped and fell while leaving work. He immediately responded and helped escort the man to his vehicle, ensuring he was safe to drive home.

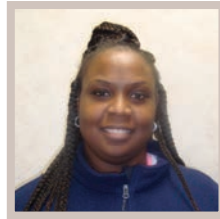


Tanya Smith
Monitoring Center Agent

Tanya Smith received a hold-up alarm and was able to notify the police, who got to the scene within one minute. Police found that the alarm went off due to an armed robbery. Her quick action helped police get a lead on finding the perpetrator, and making an arrest.

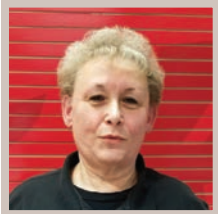
LuKeya Haymon
Monitoring Center Agent

Lukeya Haymon answered an emergency call from an elevator phone. It was a woman who had been a part of a domestic dispute. She calmly relayed information from the woman to the police department so that they could go to the site to ensure the woman's safety.



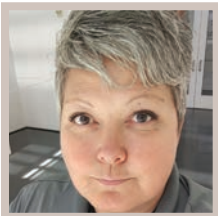
George Lawver, Site Supervisor (left)
Thomas Henschel, Security Officer (right)

Site Supervisor Lawver and Security Officer Henschel witnessed a man get hit by an SUV. While Security Officer Henschel called 911, Site Supervisor Lawver kept the man from moving, and talked to him. Their quick thinking under pressure kept the man safe.



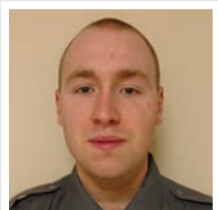
Mary Bender
Security Officer

Security Officer Bender was on duty at a college where she received two fire alarm calls in one night. She was able to help get the students out of the dorm safely both times. The same night, she heard water running in the IT building, and prevented the building from being flooded.

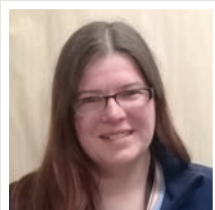


Kathy Cervantes
Security Officer

A man was loitering on the property that Security Officer Cervantes works at. When he refused to leave, she recognized that he was unstable. She engaged him in conversation to de-escalate the situation until she was able to contact police and have him safely removed.



Audie Anderson
Security Officer



Elizabeth McPherson
Monitoring Center Agent

Security Officer Anderson found an unresponsive man during a mobile check at an apartment complex. He called guard dispatch, and Elizabeth McPherson quickly dispatched paramedics to the site. They worked together to get the man the medical attention he needed.

**Thank you
for making
a difference!**

EVERY DAY **Rock Star**

In 2019, Per Mar launched its “Every Day Rock Star” program to celebrate security officers who are leaders in the workplace and continue to go above and beyond expectations.



Human Resources team members, Emily Gipe (left), Taylor Boesen (middle), and Andrea Maas (right) traveled across the Midwest visiting each of the “Rock Stars”, thanking them for their great work, and delivering backpacks full of Per Mar memorabilia.

**Thank you Rock Stars for
demonstrating your outstanding
leadership in the workplace!**



James McDonald
Site Supervisor
Cedar Rapids Branch



Sofia Lymberopoulos
Security Officer
Chicago Branch



Theodore Hayes
Security Officer
Chicago Branch



Anthony Andrews
Security Officer
Des Moines Branch



Carlos Hernandez-Garcia
Site Supervisor
Madison Branch



Lisa Macaione
Security Officer
Milwaukee Branch

William Day
Site Supervisor
Rockford Branch

Jim Pryce
Alarm Response Officer
Twin Cities Branch

Robert Anderson
Security Officer, Twin
Cities Branch

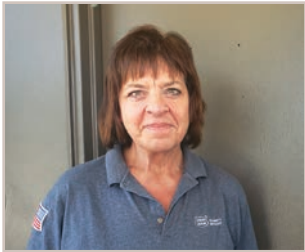
Charles Covi Jr
Security Officer
Wausau Branch



Wayne Adams
Security Officer
Milwaukee Branch



Jessica Dimon
Site Supervisor
Omaha Branch



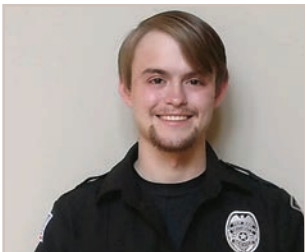
Linda Allen
Site Supervisor
Rockford Branch



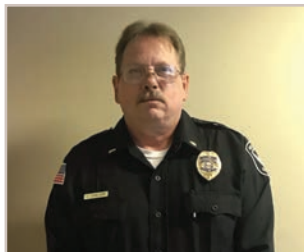
Dennis Owens
Site Supervisor
South Bend Branch

“ Not only are they leaders in the workplace, but they truly demonstrate the mission and values behind Per Mar Security Services. ”

**- Brian Duffy,
Chief Operating Officer**



Tyler Smith
Security Officer
Twin Cities Branch



Christopher Carlson
Security Officer
Twin Cities Branch



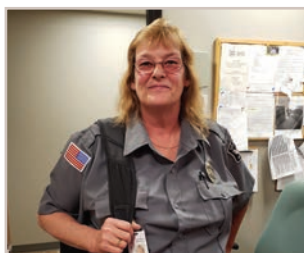
Francis Bedel Jr
Security Officer
South Bend Branch



Willard Troyer
Security Officer
South Bend Branch



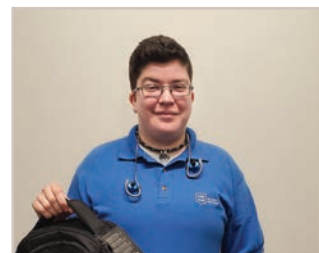
Amanda Mahan
Security Officer
Quad Cities Branch



Shelly Puls
Security Officer
Quincy Branch



Michael James Sr
Site Supervisor
Green Bay Branch



Allison Simm
Site Supervisor
Madison Branch

Alan Sabin
Site Supervisor
Milwaukee Branch

Julie Coney
Site Supervisor
Omaha Branch

Steven Dummermuth
Security Officer
Cedar Rapids Branch

Marc Fortier
Site Supervisor
Des Moines Branch

Academic Scholarships

Each year, children of Per Mar and Midwest Alarm Services employees can apply for scholarships to be used towards higher education. Congratulations to all of the recipients of Per Mar's Scholarship Program for the 2019-2020 school year.



Ashley Bodkin

Daughter of Brent Bodkin,
Network Administrator, Per
Mar Centre

*Studying at the University
of Northern Iowa*



Madison Campbell

Daughter of Kevin
Campbell, Operations
Manager, South Bend &
Griffith Branches

*Studying at Indiana
University*



Alex Ciasnocha

Son of Brian Ciasnocha,
Director of Sales, Per Mar
Centre

*Studying at Belmont
University*



Nathan Check

Son of Scott Check,
Technician, Wausau Branch

*Studying at University of
Wisconsin-La Crosse*



Jessica Dvorak

Daughter of Rob Dvorak,
District Operations
Manager

Studying at Loras College



Rebecca Dvorak

Daughter of Rob Dvorak,
District Operations
Manager

*Studying at Scott
Community College*



Hannah Gilson

Daughter of Carri
Waack, HR Employment
Coordinator, Per Mar
Centre

*Studying at the University
of Iowa*



Vicky Harris

Daughter of Mike Harris,
Alarm Response Officer,
Cedar Rapids Branch

Studying at Luther College



Carson Hess

Son of Kevin Hess,
Operations Manager

*Studying at Iowa State
University*



McKinzie Holmes

Daughter of Marty Holmes,
Technician, Rockford
Branch

*Studying at Rock Valley
College*



Cameron Melk

Daughter of Matt Melk,
District Operations
Manager

*Studying at Northcentral
Technical College*



Taylor Melk

Daughter of Matt Melk,
District Operations
Manager

*Studying at University of
South Carolina*



Sara Mulder

Daughter of Randy Mulder,
General Manager, and
Donna Mulder, Office
Manager, Des Moines
Branch

*Studying at Grand View
University*



Jacob Osterman

Son of Robert Osterman,
General Manager, Omaha
Branch

*Studying at the University
of Nebraska-Lincoln*



Jenna Rach

Daughter of Dave Rach,
Sales Consultant, Madison
Branch

*Studying at the University
of Wisconsin-Madison*



Awards & Recognitions



John Rehms III

Son of John Rehms II, Assistant Operations Manager, South Bend Branch

Studying at the University of Indiana



Joneise Ross

Daughter of Toi Owens, Monitoring Center Supervisor, Per Mar Centre

Studying at University of Indianapolis



Ian Stussy

Son of Pete Stussy, Sales Consultant, La Crosse Branch

Studying at the University of Wisconsin



Samantha Thompson

Daughter of Mike James, Site Supervisor, Green Bay Branch

Studying at Bay College



Alyson Warwick

Daughter of Tracy Warwick, Regional Service Manager

Studying at Des Moines Area Community College



Tiana Wilmington

Daughter of Marilyn Wilmington, Monitoring Center Supervisor, Per Mar Centre

Studying at the University of Iowa

#18 on SDM Top Systems Integrators Report

Security Dealer Magazine

#22 on SDM 100 Largest Security Providers

Security Dealer Magazine

25 Year Dealer Award

DMP (Digital Monitoring Products)

Best Security Company

Des Moines Business Record

Best Home Security

Quad Cities Locals Love Us

Circle of Excellence

Resideo

Community Service Award

Resideo

Community Service Partnership Award

Everest Metro Police Department

Five Diamond Certified Monitoring Center

The Monitoring Association

Midwest Alarm Services Received Diamond Dealer Award

NOTIFIER by Honeywell

Midwest Alarm Services Received Multi-Million Dollar Award

NOTIFIER by Honeywell

Spirit Award

Hand in Hand





Event Services

Our outstanding Event Services Team provides guests with a wonderful experience at events throughout the Midwest. Thank you to our team and clients for making 2019 a year to remember.



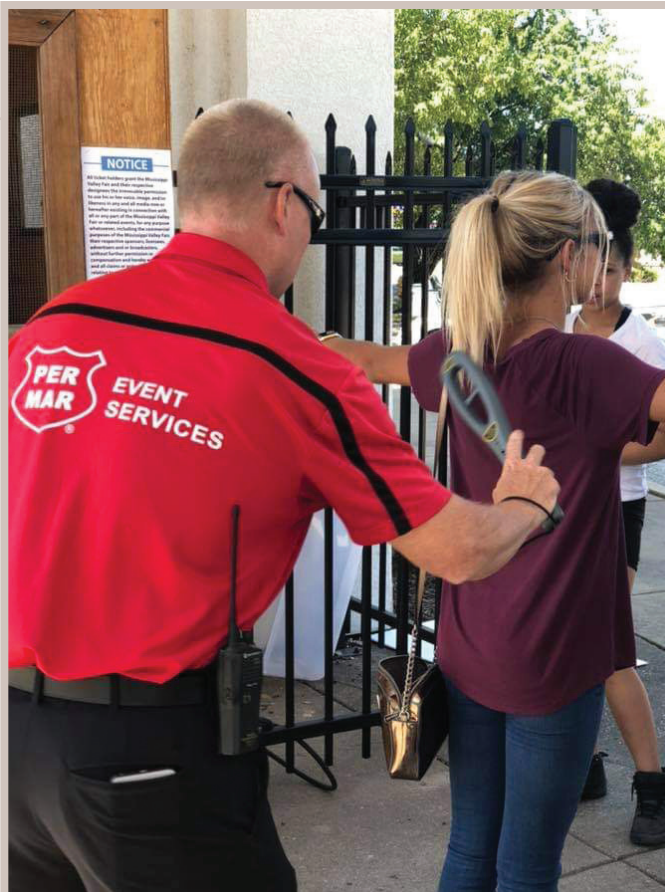
Bernie Sanders Campaign Tour



Division 1 College Football



The Pabst Theater



Mississippi Valley Fair

“ Per Mar’s professionalism, employee training process, diligence and cooperation with our staff is above and beyond our expectations. Per Mar offers a complete review after our events and is always there to offer new suggestions for streamlined services at the gates. ”

- Shawn Loter, General Manager,
Mississippi Valley Fair

Security Officer of the Quarter 2019



Quarter 1:

Carlos Hernandez-Garcia
Madison Branch



Quarter 2:

Dawn Davis
South Bend Branch



Quarter 3:

Joel Chandler
Omaha Branch



Quarter 4:

Sheila Manuel
Des Moines Branch

Security Officer of the Month

| NAME | BRANCH |
|------------------------|-------------|
| ABDI ABDILE | TWIN CITIES |
| ABULKADIR ADEN | WAUSAU |
| UTHMAN AL SAMRAAY | DES MOINES |
| ANTHONY AMBROSIO II | GREEN BAY |
| AUDIE ANDERSON | MADISON |
| KADAISHA ANDERSON | TWIN CITIES |
| DESIREE AUGUSTUS | WAUSAU |
| HEIDI BATCHELDER | TWIN CITIES |
| JOHN BELL | CHICAGO |
| MARY BENDER | GREEN BAY |
| RYAN BINK | WAUSAU |
| ORAN BOLEY | DES MOINES |
| ALEX BORISOFF | WAUSAU |
| KELLY BREITBACH-SCHLUE | QUAD CITIES |
| KEASHA BRENEMAN | DES MOINES |
| BENITA BRYANT | CHICAGO |
| JEFF BUHR | GREEN BAY |
| CHRIS CARLSON | TWIN CITIES |
| CATHERINE CARPENTER | QUINCY |
| KATHELINE CERVANTES | QUAD CITIES |
| JOEL CHANDLER | OMAHA |
| RICK CHARLTON | TWIN CITIES |
| LARRY CHASTAIN | QUAD CITIES |
| CHRIS CHERNEY | ROCKFORD |
| CHRIS CHERNEY | ROCKFORD |
| KENDRICK CLAIBORN | TWIN CITIES |
| PAUL CLEMENTS | MILWAUKEE |
| FRANKLIN COLLETTE | GREEN BAY |
| ROBERT CONEY | OMAHA |
| GEORGE COOLEY | QUAD CITIES |
| RICHARD CORUM | OMAHA |
| CHARLES COVI JR | WAUSAU |
| DENVER CROWELL | TWIN CITIES |
| MIKE DAVIS | MILWAUKEE |
| DAWN DAVIS | SOUTH BEND |
| KYLE DEFRIES | CHICAGO |
| TIM DORN | MILWAUKEE |
| DOROTHY DRESSLER | SOUTH BEND |
| STEPHEN ELLIS | MADISON |
| SUE FALTER | EAU CLAIRE |
| JOE FINSTAD | GREEN BAY |
| MATT FOSS | EAU CLAIRE |
| CODY FOTHERINGHAME | CHICAGO |
| ANDREW FREDRICKSON | GREEN BAY |
| WENDY GARRETT | QUAD CITIES |
| LEON GEARHART | SOUTH BEND |
| LAKIA GIPSON | CHICAGO |

| NAME | BRANCH |
|-------------------------|--------------|
| GERARDO GONZALES | DES MOINES |
| JULIUS GULAMA | ROCKFORD |
| DILLION HAGSTROM | ROCKFORD |
| JAMES A. HARDY | CHICAGO |
| GENE HARMS | QUAD CITIES |
| CARLTON "CJ" HARRIS | SOUTH BEND |
| BRIAN HARRISON | QUAD CITIES |
| JOHN HAWKE | OMAHA |
| KERRI HAZELTON | EAU CLAIRE |
| JAROD HEARD | OMAHA |
| ANDREW HEGLUND | QUAD CITIES |
| JEFF HEILIZER | MADISON |
| THOMAS HENSCHER | QUAD CITIES |
| CARLOS HERNANDEZ-GARCIA | MADISON |
| SAMANTHA JO HIGGINS | MADISON |
| RAY HOFFMAN | GREEN BAY |
| REBECCA HOOKSTEAD | GREEN BAY |
| STEPHAN HORAN | CEDAR RAPIDS |
| ANDREW HOUSE | MADISON |
| ROBERT HOWE | CEDAR RAPIDS |
| JOHN HUSTON | DES MOINES |
| SKYLER HUTSON | QUINCY |
| DARYL THOMAS JARVINEN | GREEN BAY |
| RODNEY JOHNSON | OMAHA |
| RODNEY JOHNSON | OMAHA |
| PATRICK JOHNSON | DES MOINES |
| TAMMY JOHNSTON | QUAD CITIES |
| DORIS JONES-NUTT | MILWAUKEE |
| DOMINICK JUNGERS | OMAHA |
| JERRAD KIBSGAARD | CEDAR RAPIDS |
| ZACHARY KITE | QUAD CITIES |
| HOWARD KRACHTT | MILWAUKEE |
| JEREMY LARSON | CEDAR RAPIDS |
| SEAN LAUSIER | DES MOINES |
| GEORGE LAWVER | QUAD CITIES |
| DOUG LEATHERS | QUAD CITIES |
| CECIL LISTER | CHICAGO |
| CALVIN LOYD | CHICAGO |
| DENNIS LYNN | CHICAGO |
| LISA MACAIONE | MILWAUKEE |
| TERESA MALONE | SOUTH BEND |
| SHELIA MANUEL | DES MOINES |
| SUZANNE MARQUARDT | MILWAUKEE |
| TREVON MAXWELL | CHICAGO |
| TIARA MCDONALD | ROCKFORD |
| TYLER MCGOOKIN | SOUTH BEND |
| JEFFREY MCMILLAN | MADISON |

| NAME | BRANCH |
|-------------------------------|--------------|
| DOUGLAS MCVEIGH | MILWAUKEE |
| MICHAEL MCWILLIAMS | ROCKFORD |
| KYLE MECHEM | DES MOINES |
| ROBERT MEYER | QUAD CITIES |
| ALISHA MICHAELSON | TWIN CITIES |
| DONALD MONGAR | DES MOINES |
| VICTOR MONTES | WAUSAU |
| WALTER MOORE | MILWAUKEE |
| JAMES MOORE III | ROCKFORD |
| NANCY MORGAN | QUAD CITIES |
| JUSTIN MORTEL | WAUSAU |
| PHIL NELSON | GREEN BAY |
| MICHELLE NIELSEN-RONAGHAN | OMAHA |
| BRANDEE OLSON | TWIN CITIES |
| DARYL OLTHOFF | CEDAR RAPIDS |
| TANA PENLAND | SOUTH BEND |
| ALEX PILMORE | WAUSAU |
| ALESIA POLK | CHICAGO |
| SAVANNAH RAPALSKI | SOUTH BEND |
| STEWART REED | WAUSAU |
| ANTHONY REGAZZI JR | GREEN BAY |
| MARGARITA RIVERA-ROSARIO | MADISON |
| ZACHARY SCHNEPEL | OMAHA |
| PHYLLIS SCHWARTZ | GREEN BAY |
| CHRISTIAN SHERWOOD-DE LA NORT | ROCKFORD |
| DAN SHULLMAN | GREEN BAY |
| ALLISON SIMM | MADISON |
| NICOLE SIMPSON | GREEN BAY |
| JAMIE SIMPSON | GREEN BAY |
| COURTNEY SLADE | GREEN BAY |
| JOSEPH SMALL | SOUTH BEND |
| CHRISTOPHER SORENSON | EAU CLAIRE |
| CHET SOULE | TWIN CITIES |
| SHILOH SPEAKER | DES MOINES |
| DAVE STENINGER | CEDAR RAPIDS |
| DEBRALEE STRATTON | QUAD CITIES |
| PHILIP STRIMBU | SOUTH BEND |
| PATRICK SULLIVAN | CEDAR RAPIDS |
| EMILY TAUNTON | WAUSAU |
| NICK THOMPSON | GREEN BAY |
| WILLIAM TOCKES | QUAD CITIES |
| JEAN VAN DEN BOGART | MADISON |
| ALLAN VERAECHE | QUAD CITIES |
| CHESTERFIELD WALKER | GREEN BAY |
| JULIE WALTERS | GREEN BAY |
| EARL WHIMPER IV | TWIN CITIES |
| RYAN WILLIFORD | SOUTH BEND |
| DARIN ZELM | GREEN BAY |

Anniversaries

NAME BRANCH

45 YEARS

| | |
|-------------------|-------------|
| CRAIG RINGGENBERG | QUAD CITIES |
|-------------------|-------------|

40 YEARS

| | |
|------------------|----------------|
| NICHOLAS NEILSEN | PER MAR CENTRE |
|------------------|----------------|

35 YEARS

| | |
|----------------|-------------|
| STEVEN MURRELL | QUAD CITIES |
|----------------|-------------|

30 YEARS

| | |
|--------------------|----------------|
| STEVEN JACKSON | QUAD CITIES |
| MARILYN WILMINGTON | PER MAR CENTRE |

25 YEARS

| | |
|----------------|----------------|
| ROBERT DVORAK | QUAD CITIES |
| JIMMIE RIDDLES | PER MAR CENTRE |

20 YEARS

| | |
|----------------------|----------------|
| ANTHONY CERVANTES | MADISON |
| DENNIS FUHLMAN | QUAD CITIES |
| TIMOTHY HALEY | DES MOINES |
| DEBORAH HESS-HAUGHEY | PER MAR CENTRE |
| MARTIN HOLMES | ROCKFORD |
| SHEILA KIMMONS | PER MAR CENTRE |
| ROBERT MORGAN | QUINCY |
| DAVID RUTTER | DES MOINES |
| CHRISTOPHER SCHULTZ | ROCKFORD |
| DANIEL TURNER | PER MAR CENTRE |

15 YEARS

| | |
|-------------------|----------------|
| FRANK BENNETT | DES MOINES |
| KIM BRANDT | WAUSAU |
| TIMOTHY DALY JR | GREEN BAY |
| TIMOTHY DALY SR | GREEN BAY |
| KEVIN HARTER | GREEN BAY |
| LUKEYA HAYMON | PER MAR CENTRE |
| PAMELA HUTCHESON | QUAD CITIES |
| JAMES JOHNSON | ROCKFORD |
| STEPHEN JUTTE | GREEN BAY |
| ROGER KARNES | DES MOINES |
| CHRISTOPHER MEYER | QUAD CITIES |
| RICHARD PARSONS | QUINCY |
| STELLA PRIMLEY | GREEN BAY |
| MICHAEL REINHOLD | QUAD CITIES |
| JONATHAN RYSKOSKI | MADISON |
| JENNIFER SALDANA | PER MAR CENTRE |
| JOHN SPITTLER | QUAD CITIES |
| JAMES STUART | QUAD CITIES |
| ANDREW SUMAN | CEDAR RAPIDS |
| BRYAN THACKER | WAUSAU |
| GLORIA WHITEWATER | WAUSAU |
| RYAN WICKS | DES MOINES |
| MARK WILLIAMS | ROCKFORD |
| LONNIE WREN | DES MOINES |

10 YEARS

| | |
|------------------|----------------|
| LOUIS BATH | WAUSAU |
| RUBY BROCKSIECK | QUINCY |
| DEBRA CARTWRIGHT | CHICAGO |
| ROBERT CLARK JR | QUAD CITIES |
| DOUGLAS COOK | QUAD CITIES |
| MARK DANGER | QUAD CITIES |
| SEAN GRITT | GREEN BAY |
| SHAWN HARRISON | QUINCY |
| EDWARD HOPKINS | CHICAGO |
| JULIE HUTCHESON | QUAD CITIES |
| MICHELE LEFLER | PER MAR CENTRE |
| JAMES MAZZETTA | CHICAGO |
| CURTIS MOREE | OMAHA |
| RUSSELL ONEILL | MINOCQUA |
| DAVID RACH | MADISON |
| DALE RICHMOND | MADISON |
| JOHN STOOPS | MILWAUKEE |

5 YEARS

| | |
|--------------------------|----------------|
| LINDA ALLEN | ROCKFORD |
| ALAN AMANS | WAUSAU |
| TRAVIS BALES | DES MOINES |
| KIMBERLY BELANGER-HARRIS | GREEN BAY |
| JOHN BILLINGS JR | GREEN BAY |
| RACHEL BLISS | QUINCY |
| JOHN BLOUGH | DES MOINES |
| KEASHA BRENNEMAN | DES MOINES |
| BONNIE BROWN | DES MOINES |
| LORI BROWN | PER MAR CENTRE |
| JEFFREY BURGER | QUAD CITIES |
| DERICK CHERNEY | WAUSAU |
| BRIAN CIASNOCHA | PER MAR CENTRE |
| ROBERT CONEY | OMAHA |
| ORVILLE CULP | MILWAUKEE |
| MATTHEW CUNNINGHAM | OMAHA |
| JAY DALENESS | CEDAR RAPIDS |
| WILLIAM DAY | ROCKFORD |
| JORDAN DELINE | SOUTH BEND |
| FRANCIS DEPIETRO | WAUSAU |
| CONSTANCE DIXON | SOUTH BEND |
| MICHAEL DOBSON | CEDAR RAPIDS |
| CHRISTOPHER DRAKE | TWIN CITIES |
| DONALD DRUCK | ROCKFORD |
| PATRICK DUFFENBACH | EAU CLAIRE |
| MARY EAGLESON | SOUTH BEND |
| BURTON EVANS | CHICAGO |
| NATHAN FRITZ | SOUTH BEND |
| SHERRI GEHLKEN | QUAD CITIES |
| JONAH GOFORTH | DES MOINES |
| SARAH GREGOR | EAU CLAIRE |
| JOSEPH GROTHOR | DES MOINES |

| | |
|-------------------------|----------------|
| ZEYAD HAMMADI | DES MOINES |
| JOSHUA HANSON | PER MAR CENTRE |
| RANDEL HARDY | DES MOINES |
| CARLOS HERNANDEZ-GARCIA | MADISON |
| REBECCA HOOKSTEAD | GREEN BAY |
| KANDICE JACKSON | DES MOINES |
| CHRISTOPHER JACOBSEN | QUAD CITIES |
| LECURTIS JONES | CHICAGO |
| AURIMAR KAKACEK | CEDAR RAPIDS |
| JEANETTE KARLIC | WAUSAU |
| LOVEJIT KAUR | DES MOINES |
| JOSEPH KEMPER | TWIN CITIES |
| TIMOTHY KILFOY | PER MAR CENTRE |
| FREDERICK KOEPEL | SOUTH BEND |
| WILLIAM KOPATICH | DES MOINES |
| STEPHEN KOSTECK | SOUTH BEND |
| JEAN LABELLE | QUAD CITIES |
| LEROY LEVINS | QUINCY |
| JEREMY LOCHNER | MADISON |
| DANIEL MCGINN | WAUSAU |
| STEVEN MERRITT | QUAD CITIES |
| BRYCE MIERS | CEDAR RAPIDS |
| DALE MILLER | GREEN BAY |
| LUIS MORA | DES MOINES |
| TIMOTHY NEWCOMB | QUAD CITIES |
| TERRY PETEKAVICH | OMAHA |
| TRAMAIN PITTMAN | CHICAGO |
| DIANE PORTER | CHICAGO |
| FORTUNATO PUENTE JR | SOUTH BEND |
| JOHN REHMELS | SOUTH BEND |
| ANDREW RICHEAL | PER MAR CENTRE |
| JERRY ROEDER | DES MOINES |
| CRAIG RYAN | PER MAR CENTRE |
| JONATHAN SCHERF | MILWAUKEE |
| LANCE SCHREIBER | WAUSAU |
| PHYLLIS SCHWARTZ | GREEN BAY |
| ROBERT SHAW | PER MAR CENTRE |
| JAMES SMITH | MILWAUKEE |
| ROBERT STANTON | QUAD CITIES |
| STACY SUTTON | DES MOINES |
| ROSS SWANEY | QUINCY |
| JANICE SWEET | SOUTH BEND |
| SEAN TOLLEFSON | MADISON |
| DAVID WAHL | MILWAUKEE |
| DONALD WATSON | ROCKFORD |
| JAMIE WENDHAUSEN | PER MAR CENTRE |
| RYAN WESENICK | WAUSAU |
| ROSIE WILLIAMS | MILWAUKEE |
| GARRETT WILSON | SOUTH BEND |
| JODY WOODS | DES MOINES |
| LARRY WRIGHT | QUAD CITIES |

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