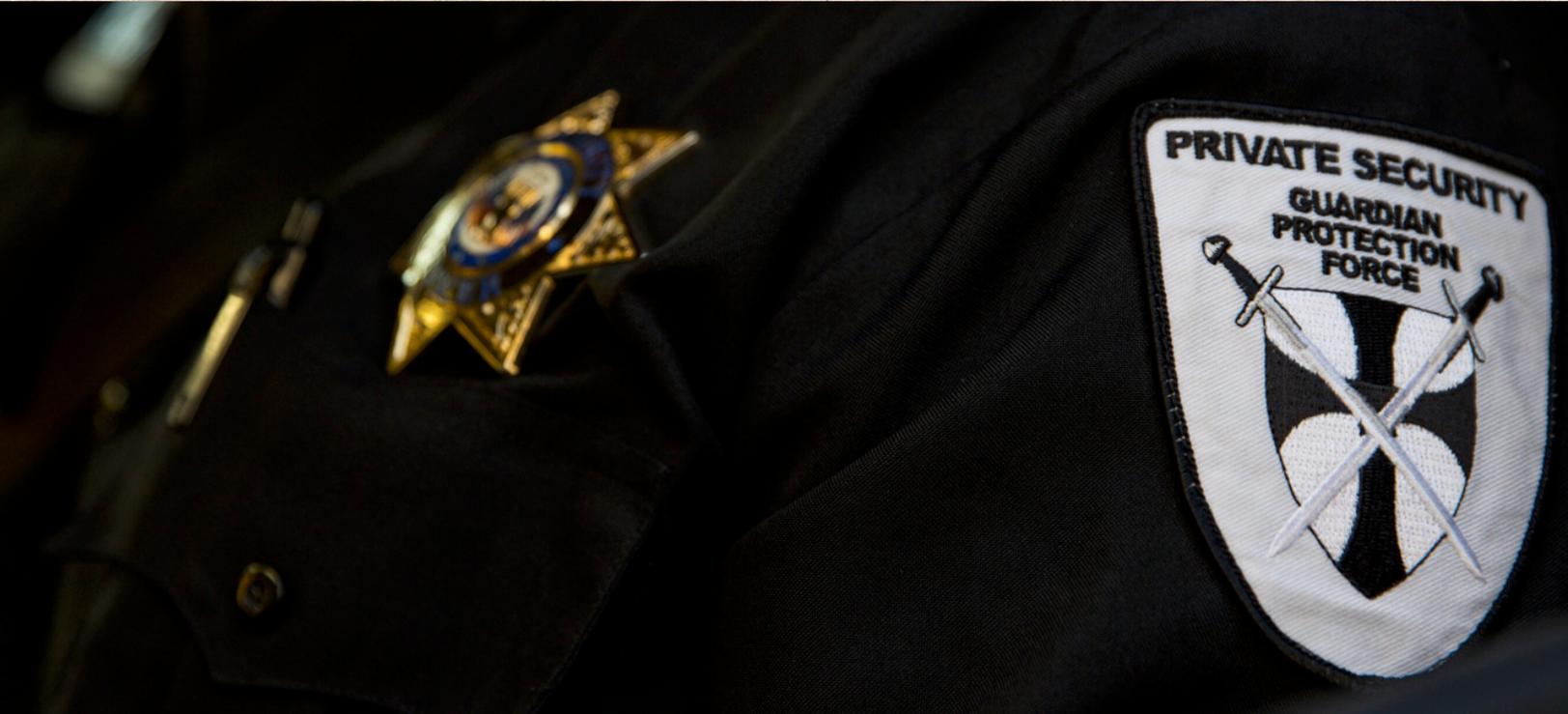


QUARTER TWO NEWSLETTER

GUARDIAN TIMES



VETERAN APPRECIATION SPOTLIGHT



Dawson Kislingbury joined the USMC August 10th 2015. Kislingbury joined the military for the training and challenge that the military provided. His primary job in the military was 0621 radio transmissions operator. He got out as a corporal and was very proud of that. Additionally, Kislingbury was valedictorian of his MOS class. Which earned him a meritorious promotion. I asked Kislingbury to tell me about the special people he met and he said; "The best part of the military is the people you meet, I have met live long friends and people I consider family." Kislingbury says the military affects him in everything that he does to this day. The training and basic groundwork shows up in little ways. He likes working for GPF because GPF has a unique sense of similar military camaraderie that you can only find with likeminded individuals.

KISLINGBURY'S FUNNY STORY

"I was in a joint training operation in Canada. The unit I was in at the time did not provide us with cold weather gear. So even though it was April, it was freezing and snowing at night. Only in the USMC will you be freezing cold, training, hungry, and still be able to crack jokes with some of your best buddies.!"

-Dawson Kislingbury

INDUSTRY NEWS

DISCOVER HOW TO REDUCE TURNOVER, INCREASE ENGAGEMENT, AND RETAIN YOUR SECURITY OFFICERS

BY: TAVON PARRIS, TRACKFORCE VALIANT + TRACKTIK

Around \$11 billion is lost annually due to overall employee turnover, according to the Bureau of National Affairs. This isn't only representative of the physical security industry, and that number considers more than just lost hours. It factors in the cost associated with finding, training, and equipping replacement workers as well as reduced productivity.

But nowhere is the issue of turnover more acute than in the physical security industry. High turnover rates, low retention, and low employee engagement have always been a challenge for security firms and corporate security departments alike. Today, the high turnover rate in the security guard industry is a key challenge almost all face.

Security officer and security guard turnover rates are thought to be over 100% annually. That means that the average private security firm has a completely new workforce every 12 months. And that high turnover has potentially immense consequences.

When short on personnel, the exposure to risk increases. This may lead to people getting hurt, businesses experiencing increased incidents of theft and vandalism, and an increase in stressful situations that quickly get out of hand, like a lost child, crowd control, or medical emergency.

It's why it's so necessary for security companies to do things like offer competitive wages. This is one of many ways to help reduce churn in a role that can ask employees to risk their lives, as outlined in our guide.

In addition to speaking about wages, we go over common reasons for employee turnover and offer 10 ideas that can effectively help reduce your turnover rates, increase employee engagement, and retain your best physical security personnel.

INSIDE GPF

QUARTER ONE BIRTHDAYS

HAPPY
BIRTHDAY

SEAGO, LEWIS
BISHOP, MARK
VLAOVICH, NICK
SINNOTT, MARTIN K.
FLYING EAGLE CLAW, ARTHUR
GIOBRES, DINO
CORTINA, VINCENT
GUMS, ERIC
GARCIA, MATTHEW
CHERNISS, CHRISTIAN
AMIN, MOHAMMAD EBRAHIM
TAPIA, MARCOS
CORNELL, CLINTON
AMBRIZ, ERICK
TEESLINK, JAMES
KING, ROBERT
WILSON, KASH
SPAID, DAVIS D.
ESNARD MCCREARY, ANTHONY
NEYMAN, ROBERT
JOHNSON, ANTHONY
SELLERS, SETH H.
BURGESS, JOHNNY

A VERY SPECIAL HAPPY
BIRTHDAY TO OUR COO &
FOUNDER, GARRETT THOMAS



CALSAGA'S SECURITY
UNIVERSITY



GPF ATTENDED CALSAGA'S SECURITY
UNIVERSITY AND GOT TO TAKE THIS
AWESOME SELFIE WITH OUR FRIENDS AT
THE WORKS CONSULTING AND TRACKTIK +
VALIANT. IT WAS SO GREAT TO NETWORK
WITH NEW PEOPLE AND TO SEE SOME OF
OUR CURRENT PARTNERS 'IN THE FLESH'