



YEAR IN REVIEW

2024



Per Mar. *We're Proud to Protect.*

permarsecurity.com

INSIDE

A Word From Our Leaders	3
--------------------------------	----------

Expanding Our Footprint	4
--------------------------------	----------

Security Officers of the Year	5
--------------------------------------	----------

Security Officers of the Quarter/Month	6
---------------------------------------------------	----------

Technicians of the Year/Supervisor of the Year	7
-----------------------------------------------------------	----------

Presidents' Awards	8
---------------------------	----------

Presidents' Awards	9
---------------------------	----------

Walk-a-Mile	10
--------------------	-----------

Apprehension Alerts	11
----------------------------	-----------

Giving Back	12
--------------------	-----------

Awards & Recognitions	13
----------------------------------	-----------

Anniversaries	14
----------------------	-----------

Anniversaries	15
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Brian Duffy

Brian Duffy
Chief Executive Officer



Brad Duffy

Brad Duffy
Division President

A Word From Our **LEADERS**

2024 was a year of many “firsts” for Per Mar.

Our Loss Prevention service offering, acquired through 1st Class Security in May 2024, has already seen strategic growth. The August acquisition of Safety Systems not only established our first Michigan branch, but also opened doors for expansion in Michigan and Ohio.

Our video monitoring offering continues to evolve, often installing cameras in a way that negates the need for a traditional alarm system. We are working hard to stay on the forefront of this service, which played a big part in us achieving a record 377 documented deterrences from our Monitoring Center. We are moving from an era where we were reliant on police response to one where our operators can actually talk to intruders and watch them sprint out of our customer sites.

Last but not least, we are proud to have added a 1% discretionary match to our 401(k) for the first time, taking the total match up to 5%. We are only successful due to the dedicated people we attract and retain, and we will continue to find ways to reward our loyal employees.

Thank you to everyone who contributed to another wonderful year for us, and here is to a great 2025!

Expanding Our Footprint

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



**SECURITY
SERVICES**

**3,000+
EMPLOYEES**

2024 ACQUISITIONS

Global Security Group
(Oakbrook Terrace, IL)

1st Class Security
(Sergeant Bluff, IA)

Safety Systems
(Jackson, MI)

Accu-Com Security Solutions
(Oshkosh, WI)



Per Mar Branch



Per Mar Centre



Midwest Alarm Services



Floyd Lock & Safe



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 OFFICERS OF THE YEAR

Tony Vega & Mirjon Pendavinji were named Per Mar's 2024 Security Officers of the Year.

Jason Bowman, Security Officer General Manager, nominated Security Officers Vega and Pendavinji for their courageous efforts during a life-altering situation. The DuPage County Sheriff wrote a letter to Jason thanking both officers for their support.



On March 18th, 2024, at 8:23 PM, DuPage County Sheriff's Deputies were dispatched to an unknown problem at a residence in Willowbrook. This property is an area where your company provides security services. As Deputies were en route, multiple additional callers provided information indicating that there was someone shot and/or stabbed in front of the address.

Once the first Deputy arrived and assessed the situation, he quickly requested additional police assistance. While your Security Officers were on patrol, they observed a strobing flashlight and noticed the Deputy was possibly in a physical struggle. Your Security Officers stopped and assisted the first responding Deputy.

The initial on-scene Deputies needed to manage a total of three subjects, which included the victim who needed medical attention, along with two firearms, and a knife that were all located in the front yard.

I would like to extend my personal thanks to Security Officer Mirjon Pendavinji and Security Officer Anthony Vega for their watchful eyes and the assistance they provided to the initial responding Deputies. The support they provided is greatly appreciated.

DuPage County Sheriff



Brad Duffy
Division President

Mirjon Pendavinji
Security Officer

Tony Vega
Security Officer

Jason Bowman
General Manager

SECURITY OFFICERS OF THE QUARTER

Q1

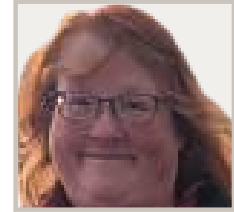


Tony Vega
Chicago West



Mirjon Pendavinji
Chicago West

Q2



Kimberly Hertko
Des Moines

Q3



Casey Zakrowski
South Bend



John Snyder
South Bend



Rozellia Wiggins
South Bend

Q4

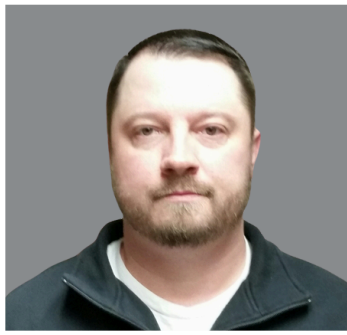


Kelly Walker
Des Moines

SECURITY OFFICERS OF THE MONTH

ABDINASIR AHMED	OMAHA	SAMANTHA KING	SOUTH BEND	KEITH SAZAMA	WAUSAU
JAMISON BAER	DES MOINES	PAUL KOLENDO	CHICAGO	ROSE SLAUGHTER	MILWAUKEE
MICHELLE BARRY	MILWAUKEE	COLLIN KYARSGAARD	QUAD CITIES	JOHN SNYDER	SOUTH BEND
CHRIS BEAN	QUAD CITIES	WYNN MCPHERSON	CEDAR RAPIDS	RACHEL SUNDBERG	CEDAR RAPIDS
MARCUS BLANKS	QUAD CITIES	LAKETA MILLER	QUAD CITIES	JARVIA THOMAS	CHICAGO WEST
SHERI BRYSON	DES MOINES	SAMANTHA MOORE	DES MOINES	TONY VEGA	CHICAGO WEST
JESSE CATLETT	QUAD CITIES	LUIS MORENO	QUAD CITIES	JACOB VORE	DES MOINES
STEPHANIE CLARK	QUAD CITIES	LUQMAN MUHAMMAD	QUAD CITIES	KELLY WALKER	DES MOINES
JENNIFER COASH	TWIN CITIES	LADAWNA PALMER	DES MOINES	ROZELLIA WIGGINS	SOUTH BEND
DUSTENETTE COOPER	OMAHA	DOMINIQUE PARKER	SOUTH BEND	KEITH WYMA	CHICAGO
MARGE DENNEY	QUAD CITIES	MIRJON PENDAVINJI	CHICAGO WEST	CASEY ZAKROWSKI	SOUTH BEND
LINDA GENGENBACH	QUAD CITIES	CALEB PETERSON	DES MOINES	STEVEN ZIEGLER	QUAD CITIES
KIMBERLY HERTKO	DES MOINES	BRETT PISULA	WAUSAU		
JONATHAN HINZ	WAUSAU	ALEXANDRIA PROULX	WAUSAU		
KARI HOBBS	DES MOINES	TREVOR ROZAR	WAUSAU		
WILLIAM HONEY	WAUSAU	PAM RUFFIN	CHICAGO		

TECHNICIANS OF THE YEAR



**Davin
Bushey**

*Master Technician
Madison*

“Davin’s approach to jobs has become a model for other technicians in the office,” said John Fehling, Madison Operations Supervisor. “His efficiency in completing tasks under the allotted hours has increased profitability for the office. He’s not only established himself as the go-to expert for many key customers, but he assists other service technicians frequently.”



**Mike
Nesselhuf**

*Technician
Kansas City*

“Mike represents what is best about Midwest Alarm Services in his passion for his trade, the customer, and improving those around him,” said Doug Richard, President of Midwest Alarm Services. “Two of our large customers who are constantly called on by the competition remain loyal to Midwest due to Mike being on the job. Mike is a one-of-a-kind person who we are extremely fortunate to have on our team.”



**SECURITY
SERVICES**



**MIDWEST ALARM
SERVICES**

OPERATIONS SUPERVISOR OF THE YEAR

“John Fehling has demonstrated exceptional performance in managing the Madison branch, which is responsible for servicing many of Per Mar’s largest clients,” said Matt Melk, Director of Electronic Security Field Operations. “With John’s guidance, the branch achieved significant success in 2024. His leadership skills are evident as he oversees office staff, technicians, and client relations. John’s proactiveness and careful planning enable him to address issues efficiently, often setting an example by working directly on-site with technicians and customers. He actively fosters a culture of accountability within the team.”



John Fehling

*Operations Supervisor
Madison*



**SECURITY
SERVICES**

PRESIDENTS' AWARDS

Presidents' Awards recognize outstanding employees who had a significant impact to our organization in 2024.



Brandon Small

*Technical Services Supervisor
Per Mar Centre*

"Brandon has exceeded expectations since taking the role of Tech Services Supervisor," said Kevin Link, Senior Manager of Technical Services. "He not only keeps the team on track with day-to-day operations, he has been instrumental in putting together the Tech Services Playbook outlining all aspects and instructions on how to successfully perform Tech Service duties."



Jim Loye

*Rentals Technician
Twin Cities*

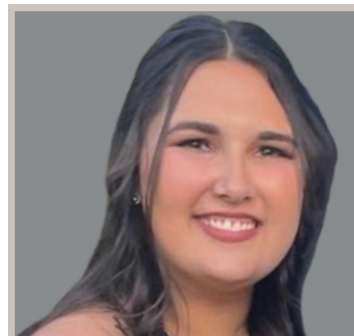
"Jim helped grow the revenue of the newly formed rental division by forging trusting relationships with new and existing construction customers that kept them coming back," said Nick Luciano, Rental - Integrated Solutions Manager. "Today, Jim installs jobs, runs service calls, is responsible for training new staff, helps prospect for new customers, and even closes sales."



Lisa Yarham

*Backgrounds Manager
Per Mar Centre*

"Lisa has been the perfect example of what it means to be a Per Mar employee for nearly 25 years," said Dan Conroy, Director of Backgrounds and Investigations. "She has not only excelled in her new leadership role she attained in 2024, but the department reached new heights in profitability and efficiency under her leadership."



Kaylee Arlen

*Midwest Coordinator
Cedar Rapids*

"Kaylee has done a tremendous job in taking over Customer Care and was able to keep resolving a majority of customers' issues at the same time," said Doug Richards, President of Midwest Alarm Services. "She has a tremendous attitude and all internal staff and sales sing her praises."



Steven Smith

*Assistant
Operations
Manager
South Bend*

“Steven was asked to travel to the newly acquired Chicago West Branch to assist in the preparation and training of that staff for payroll and scheduling. Without hesitation, Steven jumped on the opportunity to assist in any way, and spent several days at the Chicago West Branch getting staff up to speed,” said Jeff Frye, South Bend Security Officer General Manager.



Ed Dolezal

*Master
Technician
Wausau*

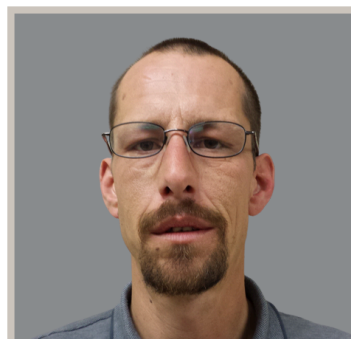
“Ed has been an exemplary employee,” said Scott Check, Wausau Operations Supervisor. “He always meets requirements for tech utilization, and he has great communication and cooperation with contractors and customers. Internally he is a big help when designing systems, ensuring parts are correct, and helping with classes and field training.”



Patti Nebinger

*Executive
Administrative
Assistant
Per Mar Centre*

“Patti started in the Monitoring Center 31 years ago, and has served in many roles,” said Brian Duffy, Chief Executive Officer. “Patti added handling customer contracts to her duties in 2022, and has picked up the task very quickly. She makes sure that we control our risks to the greatest extent possible while remaining fair and reasonable with our customers. Patti has greatly improved the speed of response when contract modifications are requested, but also gives each one the attention it deserves.”



Jason Hilton

*Remote
Technician
Sioux City*

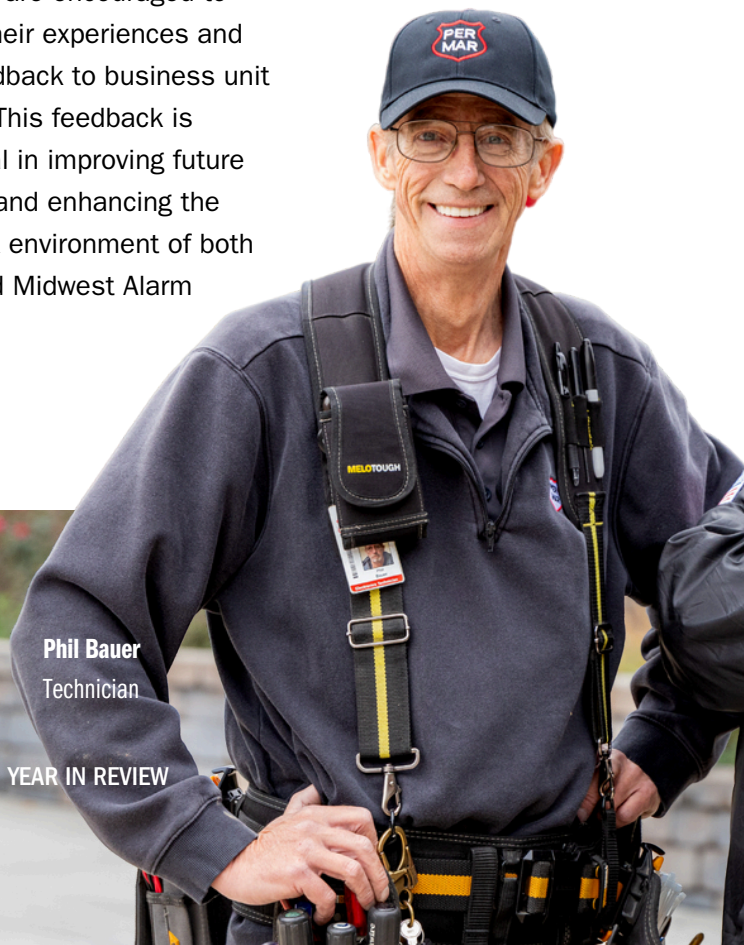
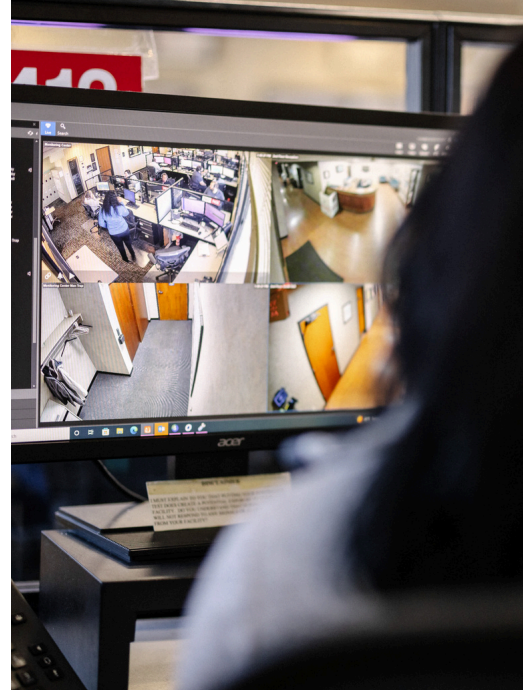
“Jason is in charge of the office in Sioux City, including receiving and staging parts. He takes time from his schedule to do site surveys for our sales and ops teams to cut down on travel times. Jason is a huge asset to our success in the Sioux City area,” said Barret Baker, Omaha Electronic Security Operations Supervisor. “He was involved with Omaha’s first install of YourSix and helped guide the rest of the techs on how to do a complete install.”

WALK-A-MILE

In 2024, Per Mar continued its 'Walk-A-Mile' tradition, dedicating a full day to the initiative. This program aims to empower frontline employees and foster a deeper understanding of all roles within the company.

On Walk-A-Mile Day, supervisors immerse themselves in the roles of frontline employees by spending a minimum of six hours working alongside them. This hands-on experience provides supervisors with firsthand insight into the challenges and nuances of the jobs performed by their team members. It not only gives supervisors an invaluable opportunity to reinforce core values of teamwork and respect, but it also allows for better decision-making and shared understanding.

After completing Walk-A-Mile Day, supervisors are encouraged to reflect on their experiences and provide feedback to business unit managers. This feedback is instrumental in improving future operations and enhancing the overall work environment of both Per Mar and Midwest Alarm Services.



Phil Bauer
Technician



Hannah Roe
Security Officer



APPREHENSION ***ALERT***

“Our security and life safety systems help deter many thefts and mitigate disasters every year, but nothing is more fun than apprehensions resulting from us dispatching on an alarm,” said Brian Duffy, Chief Executive Officer of Per Mar.

We had 60+ apprehensions in 2024 alone.

Many of these come from our live video monitoring systems, but a good portion also comes from traditional burglar alarm systems.

It's incredibly rewarding to know that the systems we design and install protect what matters most to our customers. Knowing that our work plays a vital role in deterring and apprehending criminals is truly fulfilling.



Thunder Ride for
Juvenile Diabetes
La Crosse

GIVING BACK

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

PER MAR CHARITY FUND

Over 500 employees contribute
and Per Mar matches \$ for \$

\$1.61 MILLION AND COUNTING



Big Brothers Big Sisters
Des Moines



Bennett Volunteer
Firefighter's Ham Cook-Off
Quad Cities

12 PER MAR YEAR IN REVIEW



Bennett Volunteer
Firefighter's Ham Cook-Off
Quad Cities

2024 AWARDS & RECOGNITIONS

**Premier Dealer of
the Year**
Resideo

**#14 on SDM Top
Systems
Integrators Report**
*Security Dealer
Magazine*

SDM Top 100
*Security Dealer
Magazine*

**Best Security
Company**
*2024 Best of Des
Moines*

Best Home Security
Quad Cities Locals Love Us

**Five Diamond Certified
Monitoring Center**
The Monitoring Association

Spirit Award Winner
Hand-in-Hand

Open Eye
*Partnership Achievement
Award*



**BEST
OF DES MOINES
BUSINESS
RECORD**

**2024
SDM100**

Quentin Gunther
Sales Leader,
Resideo

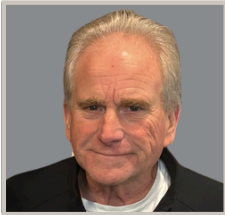
Brian Duffy
Chief Executive Officer,
Per Mar Security

Mike Maher
Sr. Sales Director,
Resideo

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!

45 YEARS



Nick Neilssen
Quad Cities

40 YEARS



Steve Murrell
Quad Cities

35 YEARS



Steve Jackson
Quad Cities

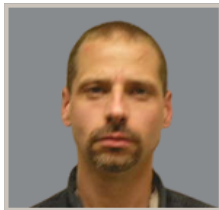


Marilyn Wilmington
Per Mar Centre

30 YEARS



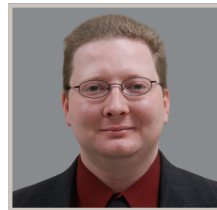
Rob Dvorak
Quad Cities



Kent Griggs
South Bend



Jimmie Riddles
Per Mar Centre



Steven Smith
South Bend

25 YEARS

DENNIS FUHLMAN QUAD CITIES

EVELYN GARDNER QUAD CITIES

TIMOTHY HALEY DES MOINES

MARTIN HOLMES ROCKFORD

SHEILA KIMMONS PER MAR CENTRE

DAN TURNER EXECUTIVE

20 YEARS

TIMOTHY DALY JR	GREEN BAY	MICHAEL REINHOLD	QUAD CITIES	BRYAN THACKER	WAUSAU
TIMOTHY DALY SR	GREEN BAY	JENNIFER SALDANA	QUAD CITIES	BETTY TOWNSEND	ROCKFORD
JOSEPH MCPOLAND	CEDAR RAPIDS	TROY SNYDER	DES MOINES	RYAN WICKS	DES MOINES
CHRISTOPHER MEYER	QUAD CITIES	JOHN SPITTLER	QUAD CITIES		
RICHARD PARSONS	QUINCY	JAMES STUART	QUAD CITIES		

15 YEARS

DOUGLAS COOK	QUAD CITIES	JAMES MAZZETTA	CHICAGO
MARK DANGER	QUAD CITIES	RUSSELL ONEILL	MINOCQUA
LINDSEY DELOE	QUAD CITIES	EUGENE SJOBERG	MILWAUKEE
MICHELE LEFLER	PER MAR CENTRE	MARY VANDEVOORDE	QUAD CITIES

10 YEARS

BRANDON ABBAS	DES MOINES	MARY EAGLESON	SOUTH BEND	BRYCE MIERS	CEDAR RAPIDS
JAMES ALSTON-DIAZ	TWIN CITIES	SHERRI GEHLKEN	QUAD CITIES	LUIS MORA	DES MOINES
TRAVIS BALES	DES MOINES	ADRIENNE GILMERE	CEDAR RAPIDS	TIM NEWCOMB	QUAD CITIES
JOHN BLOUGH	DES MOINES	SARAH GREGOR	EAU CLAIRE	CARLOS RIDEOUT GARCIA	MILWAUKEE
BRENDA BOHANNAN	QUAD CITIES	BRITTANY HANSEN	QUAD CITIES	JONATHAN SCHERF	MILWAUKEE
LORI BROWN	PER MAR CENTRE	RANDEL HARDY	DES MOINES	MARK SCHNEIDER	QUAD CITIES
JEFFREY BURGER	QUAD CITIES	KANDICE JACKSON	DES MOINES	ROB SHAW	PER MAR CENTRE
DERICK CHERNEY	WAUSAU	KAYE JACKSON	MILWAUKEE	ROBERT STANTON	QUAD CITIES
BRIAN CIASNOCHA	EXECUTIVE	LECURTIS JONES	CHICAGO	STACY SUTTON	DES MOINES
ROBERT CONEY	OMAHA	TIM KILFOY	EXECUTIVE	DAVID WAHL	MILWAUKEE
FRANCIS DEPIETRO	WAUSAU	THOMAS KLEKAMP	CHICAGO	JAMIE WENDHAUSEN	MIDWEST
CONSTANCE DIXON	SOUTH BEND	WILLIAM KOPATICH	DES MOINES	RYAN WESENICK	WAUSAU
CHRISTOPHER DRAKE	TWIN CITIES	STEPHEN KOSTECK	SOUTH BEND	CRAIG ZEMAN	MIDWEST

5 YEARS

JAICE ALTHOUSE	SOUTH BEND	JUSTIN GALINSKY	SOUTH BEND	BRYAN MARTIN	MIDWEST	JULIAN STRONGE	DES MOINES
CARL ANDERSON	MILWAUKEE	BRENT GARRITY-HANSEN	DES MOINES	MAKAYLA MCCOLLOM	PER MAR CENTRE	RONALD SUPALO	CHICAGO
KAYLEE ARLEN	MIDWEST	JOHN GOMEZ	DES MOINES	DAVID MCCORD	CHICAGO	RONALD SWANSON	TWIN CITIES
ALONZO BROWN	ST LOUIS	VIRGINIA GOODWIN	OMAHA	ISSADORE MCCUSKER	WAUSAU	JUSTIN TEW	DES MOINES
DEBRA BROWN	DES MOINES	JONATHAN HABBINGA	TWIN CITIES	ALLEN MESSERLY	DES MOINES	SAMUEL THALLER	MIDWEST
STEVEN BUSH	ROCKFORD	ANTHONY HANSEN	DES MOINES	RICHARD MIRABILE	SOUTH BEND	LACEY THORNBURG	PER MAR CENTRE
JOHN CAMPBELL	QUINCY	JEFFERY HAYWARD	MIDWEST	ANN MONSON	WAUSAU	ELLA TOLLIVER	SOUTH BEND
MICHAEL CARR III	SOUTH BEND	GREGORY HEINE	MIDWEST	JENNIFER MORIEN	WAUSAU	ALISHA TRIEPKE	WAUSAU
JOEL CHANDLER	OMAHA	RICHARD HESS	CEDAR RAPIDS	HEATHER MOYER	MIDWEST	LEONEL VERDEJA	TWIN CITIES
PAUL CLEMENTS	MILWAUKEE	LUCAS HOLLIDAY	DES MOINES	ANGELO NADIM BARBARI	CHICAGO	AARON WAGNER	PER MAR CENTRE
CHRISTOPHER CONNER	MINOCQUA	STEPHEN HUTTON-OKPALAEKE	MILWAUKEE	NATHAN NADLER	MIDWEST	TERRILL WALLACE	MILWAUKEE
ALYCIA COOPER	CHICAGO	EGYPT JACKSON-PAYTON	MILWAUKEE	DONALD NYBERG	MIDWEST	JILL WASSERMAN	GREEN BAY
DAVID CORDER	EAU CLAIRE	GARY JOHNSON	OMAHA	CALEB OVERMAN	TWIN CITIES	LUKE WATSON	MIDWEST
MATTHEW CROTTEAU	WAUSAU	DAKOTA KARJALA	MIDWEST	CARLTON PERRY II	QUAD CITIES	CODY WEATHERINGTON	CEDAR RAPIDS
DARVIN DAVIS	MILWAUKEE	THOMAS KAZMIERCZAK	CHICAGO	LOGAN PETERSON	QUAD CITIES	THOMAS WEINMANN	EAU CLAIRE
KYLE DEFRIES	CHICAGO	JERRAD KIBSGAARD	CEDAR RAPIDS	PATRICIA REEVES	QUAD CITIES	RYAN WELLS	MIDWEST
BREANNA DURBIN	SOUTH BEND	BRENDAN KICK	CHICAGO	MICHAEL RICHARDS	QUAD CITIES	DAVID WESTBY	QUAD CITIES
DAWN ECK-SPEELMAN	SOUTH BEND	JASON KINZIE	OMAHA	LINDA ROSE	QUINCY	BRYAN WILLIAMS	DES MOINES
BRADY EDMOND	TWIN CITIES	WILL KISER	QUINCY	CAITLYN SALDANA	QUAD CITIES	MARK WILLIS	SOUTH BEND
CHRIS EDWARDS	EXECUTIVE	JEFFRY LARSON	MADISON	BENJAMIN SCHEMP	DES MOINES	TODD WITKOWSKI	ROCKFORD
DAVID EILERS	MIDWEST	MICHAEL LAVENZ	CEDAR RAPIDS	JEREMY SIPES	MIDWEST	BRIAN WYCLIFFE	WAUSAU
HAMMADI EL HARTI	MILWAUKEE	SHAKIEMA LEE-ALLEN	OMAHA	DAVID SLATTMAN	SOUTH BEND	IMMANUYL YAHSHA	GREEN BAY
BETH EVERETT-VANVOOREN	PER MAR CENTRE	MARILYN LESTER	SOUTH BEND	JOANNA SLATTMAN	SOUTH BEND	ERIC YOUNG	QUINCY
HOLLIE EWERS	PER MAR CENTRE	TYLER MAAS	QUAD CITIES	DEANNA SMITH	PER MAR CENTRE		
ADRIANA FANCSALI	PER MAR CENTRE	ANDREA MADESIAN	PER MAR CENTRE	KURTIS SMITH	CEDAR RAPIDS		
JOHN FEHLING	MADISON	BLAKE MAHONEY	MIDWEST	DONNA STEPHENSON	SOUTH BEND		
ZAHEB GAINES	PER MAR CENTRE	RICHARD MARRIOTT	OMAHA	MARK STEWART	DES MOINES		



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