



**2023** YEAR IN REVIEW

CELEBRATING **70** YEARS



# INSIDE

- 3** A Word From Our Leaders
- 4** Expanding Our Footprint
- 5** Security Officer of the Year
- 6** Security Officers of the Quarter/Month
- 7** Technicians of the Year/Supervisor of the Year
- 8** Master Technicians
- 9** 70th Anniversary
- 10** Presidents' Awards
- 12** Giving Back
- 13** Awards & Recognitions
- 14** Anniversaries

# 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

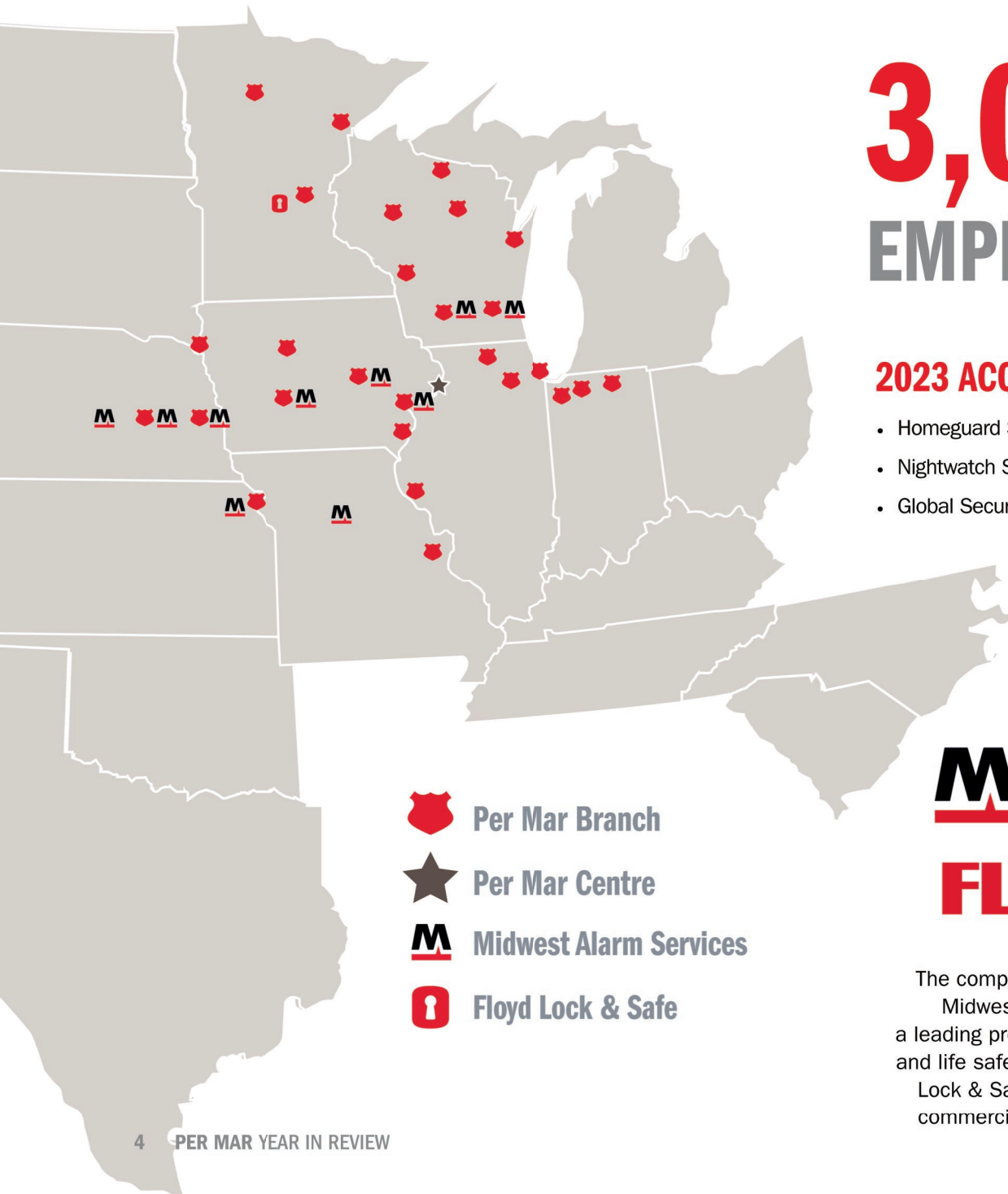
Per Mar is the largest family-owned, full-service security company in the Midwest.



## 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



## 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.

“

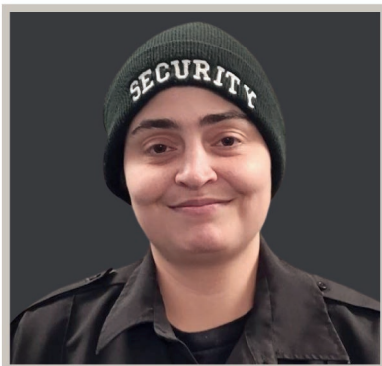
*Karim had wrote a report about a student attempting suicide at the location where he is stationed. The following morning I received a call from the site contact asking how Karim was doing. He wanted to pass along his appreciation for Karim staying calm and making a quick decision that saved this student's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

- MATT MILBURN

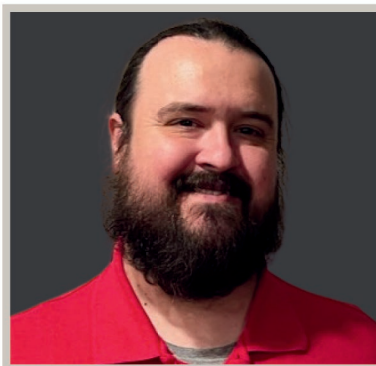
”



## HONORABLE MENTION FOR SECURITY OFFICER OF THE YEAR



**Alisa Michaelson**  
Twin Cities



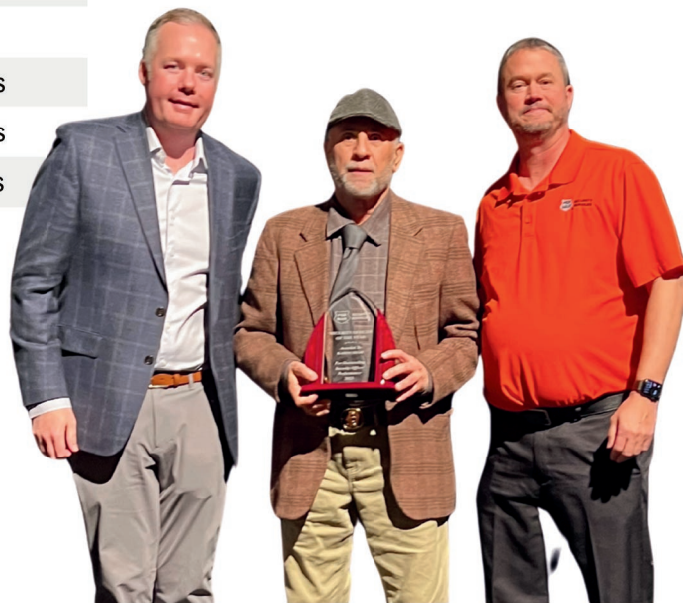
**Steven Kaylor**  
Des Moines

## SECURITY OFFICERS OF THE MONTH

GARY JOHNSON	OMAHA
DAVID KASTLER	QUAD CITIES
JAIME WISE	WAUSAU
TORRYON WHITE	CEDAR RAPIDS
WILLIE HALL	GREEN BAY
LATISHA KENERSON	GREEN BAY
MARCUS BLANKS	QUAD CITIES
ALISA MICHAELSON	TWIN CITIES
JOSEPH BROYLES	CHICAGO
ROSALIND WILSON	DES MOINES
JOHN PLANSKY	GREEN BAY
IMMANUYL YAHSHA	GREEN BAY
ALEXANDER CIOCHETTO	GREEN BAY
QUINN MICKLE	GREEN BAY
KEN DOBSON	GREEN BAY
MATT BUCHANAN	TWIN CITIES
JOSH HOLMBERG	DES MOINES

NORA BYRANT-ABRAHAM	QUAD CITIES
DANIEL EGGER	TWIN CITIES
FRANTZ PLAISIMOND	CHICAGO
STEPHEN RICE	DES MOINES
ZACH GAINER	QUAD CITIES
DARREN STOUGHTON	SOUTH BEND
NICK STAFFORD	WAUSAU
KEARA BROWN	DES MOINES
PAUL MCCAOW	QUAD CITIES
HARLAN WINCHESTER	WAUSAU
LARRY LA PORTA	CHICAGO
STEVEN KAYLOR	DES MOINES
MATT HEPPERLY	QUAD CITIES
ANTHONY MAASS	WAUSAU
MADISON SPITLER	DES MOINES
DEB HALEY	DES MOINES
NDIA MONTGOMERY	QUAD CITIES

TORI BOTSFORD	SOUTH BEND
ELI WICKLUM	TWIN CITIES
JOHNNY BLUME	DES MOINES
JAMES CHEESMAN	QUAD CITIES
DENVER CROWELL	TWIN CITIES
SHANE MATTER	TWIN CITIES
KARIM SHAH	CEDAR RAPIDS
JEREMY HAYES	DES MOINES
DENNIS FUHLMAN	QUAD CITIES
COLLIN KYARSGAARD	QUAD CITIES
CAILIN KYARSGAARD	QUAD CITIES
LONDON JOBE	DES MOINES
MARA HUFFSTUTLER	WAUSAU





# 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."



**PER  
MAR** SECURITY  
SERVICES



**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*



**PER  
MAR** SECURITY  
SERVICES



# 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

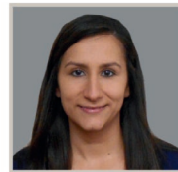
*Presidents' Awards recognize outstanding employees who made a significant impact to our organization in 2023.*



**Suzette Sawvell**

*Marketing Project Manager  
Per Mar Centre*

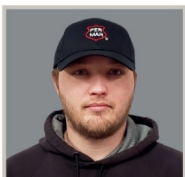
Suzette Sawvell has been consistently thorough, and her quality work contributes greatly not only to marketing but has helped streamline many processes across other departments as well. Jordin Wilson, director of marketing, nominated Sawvell saying, "She has a deep knowledge of the Per Mar brand and 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."



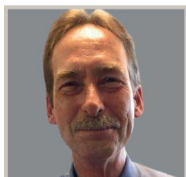
**Anthony Hansen**

*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.



## PER MAR CHARITY FUND

Employees Contribute and  
Per Mar Matches \$ for \$

**\$1.58 MILLION**  
AND COUNTING





# 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



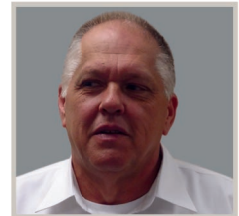
# ANNIVERSARIES

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

DUANE HASS

CEDAR RAPIDS

TRISTA KNUTSEN

PER MAR CENTRE

LYMAN LEATHERS

QUAD CITIES

MICHAEL LITTLE

QUAD CITIES

MIGUEL MORANTE

ROCKFORD

RANDY SIMON

MILWAUKEE

MICHAEL TRIEPKE

WAUSAU

ANTHONIO TUAZON

DES MOINES

DWAYNE VOS

DES MOINES

PAUL WESTMAN

QUAD CITIES

## 10 YEARS

REGINA ANGELO	QUAD CITIES
SHERIAN BARFELL	SOUTH BEND
REBECCA BOWMAN	PER MAR CENTRE
KARA BRADY	PER MAR CENTRE
KELLY BREITBACH-SCHLUE	QUAD CITIES
CATHERINE CARPENTER	QUINCY
JOHN CARY	CEDAR RAPIDS
DANA COX	PER MAR CENTRE
ANGELICA DUNCAN	SOUTH BEND
SCOTT EASTER	DES MOINES

MATTHEW FOSS	WAUSAU
JAN GEYER	SOUTH BEND
MARK GOUDY	SOUTH BEND
SARAH HAMMA	PER MAR CENTRE
JASON HILTON	OMAHA
LINDSEY KING	PER MAR CENTRE
SAMUEL MACLEOD	WAUSAU
JOHN MANSFIELD	SOUTH BEND
GEORGE MITCHELL	CHICAGO
MURIS MIZDRAK	MILWAUKEE

KAREN NOBLE	QUINCY
KIMBERLY PENDERGAST	PER MAR CENTRE
SHELLY PULS	QUINCY
JESSICA RECIO	PER MAR CENTRE
ANDREW REID	QUAD CITIES
MARK SALMI	DES MOINES
KENNETH VINCENT	CEDAR RAPIDS
ROSE WILLER	QUINCY

## 5 YEARS

RONALD AKINS	CHICAGO
HUGO ARROYO	QUINCY
JENNIFER ASQUITH	SOUTH BEND
CANDICE BORINTRAGER	QUAD CITIES
MAYA BOSTIC	CHICAGO
ARBIE BOWMAN	PER MAR CENTRE
SHERRI BRADY	DES MOINES
JERRY BRANDT	TWIN CITIES
MICAH BREAZEALE	SOUTH BEND
BRADLEY BURDINE	LA CROSSE
BRADLEY BURNETT	QUAD CITIES
SHAWN BURRAGE	OMAHA
CAROL CLARK	TWIN CITIES
JENNIFER COASH	DES MOINES
ROBERT COLE	OMAHA
RICHARD CORUM	PER MAR CENTRE
EMILEE DAGUE	PER MAR CENTRE
JESSICA DAVIS	MINOCQUA
HEIDI DEMEYER	WAUSAU
ANDREW DOLEZAL	QUAD CITIES
TERI FENTO	MILWAUKEE
VINCENT FLORES	GREEN BAY
ANDREW FREDRICKSON	SOUTH BEND
JEFFREY FRYE	LA CROSSE
ADAM FUSS	MILWAUKEE

ASHLEY GLYNN	CHICAGO
NOLA GRAVES	DES MOINES
TRISTAN HATCHELL	TWIN CITIES
CHRISTINO HEINE	DES MOINES
WILLIAM HONEY	WAUSAU
RUSTON JACKS	WAUSAU
CHRISTOPHER JAMES	DES MOINES
JACQUELINE JONES	SOUTH BEND
BRANDEN KENWORTHY	DES MOINES
JOSEPH KONCZAK	DES MOINES
DONALD KRIZ	DES MOINES
CORY LAMBRECHT	QUAD CITIES
TONYA LARSEN	TWIN CITIES
DAVID LESTER	WAUSAU
ABOU LY	MILWAUKEE
BRYAN MCCOMBS	QUAD CITIES
DOUGLAS MCVEIGH	MILWAUKEE
ROBERT MIKOLAINIS	EAU CLAIRE
MOHAMED MOHAMED	TWIN CITIES
MOHAMMAD MOHIUDDIN	CHICAGO
TERRENCE MONTGOMERY	SOUTH BEND
WALTER MOORE	MILWAUKEE
MICHAEL OFFICE	MILWAUKEE
DAVID PLATT	CHICAGO
WILLIAM QUINN	DES MOINES

JASON REEDER	MADISON
JOHN REHMELS III	SOUTH BEND
JASON ROBINSON	QUAD CITIES
RYAN SCHAFFER	QUINCY
ROBERT SCHINDLER	DES MOINES
PAUL SCHUMACHER	PER MAR CENTRE
MATTHEW SMITH	CEDAR RAPIDS
JOHN SNYDER	SOUTH BEND
JOHN STROHMEYER	DES MOINES
PAUL SUCHOVSKY	GREEN BAY
YOLANDA SUTHERLAND	CHICAGO
FRANK TANGARI	DES MOINES
TRAVIS VAUGHAN	DES MOINES
CHANCE WATERMAN	DES MOINES
COREY WILLIAMS	MILWAUKEE
DARIAN WILSON	SOUTH BEND
TERRENCE YORK	QUAD CITIES
JASON ZAEHRINGER	QUAD CITIES





(800) 473-7627  
permarsecurity.com

FOLLOW US ON

