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Matt Barnette to follow Bozeman as CEO of PSA

By Paul Ragusa

WESTMINSTER, Colo.—Security Systems News caught up with new PSA CEO Matt Barnette to talk about the incredible opportunity and challenge it is to be taking over at PSA with the retirement of SSN Security Legend Bill Bozeman, who has been leading PSA successfully for nearly 20 years.



Matt Barnette

SSN: You have some pretty big shoes to fill taking over as CEO following security legend Bill Bozeman. As a New York native I know you can

appreciate the sports analogy that it is like taking over for Derek Jeter at shortstop for the New York Yankees.

BARNETTE: [laughs] I am from Yonkers, New York, so [I can relate] yes! I have had the good fortune of working closely with Bill over the years, especially when I was with AMAG going back 15 years, and I really admire and respect the things that he has done as CEO, not only saving PSA – when he joined they were in somewhat financial trouble – but to really putting them in a very powerful place in the industry today.

So, yes, I have very big shoes to fill, not only in Bill's status as an industry ambassador but also in helping the PSA company and

community continue to grow and thrive in these crazy economic times. It certainly won't be easy but I am confident in the team of people here at PSA and the quality of the membership. The fact that Bill is going to be around for awhile and helping during the transition is really key to making sure things go smoothly.

SSN: Having started in the integration space almost 30 years ago, you've kind of come full circle, right?

BARNETTE: Yes, it is a bit of a return to my roots. This almost sounds corny, but my first job out of college was as a network administrator for a systems integrator in Northern California in the Silicon

PSA see page 13

Teledyne to acquire FLIR for \$8B

By SSN Staff

THOUSAND OAKS, Calif. and ARLINGTON, Va.—Teledyne Technologies Inc. and FLIR Systems Inc. jointly announced that they have entered into a definitive agreement under which Teledyne will acquire FLIR in a cash and stock transaction valued at approximately \$8 billion.

Under the terms of the agreement, FLIR stockholders will receive \$28.00 per share in cash and 0.0718 shares of Teledyne common stock for each FLIR share,

TELEDYNE see page 18

Brinks makes big buy

A look inside the Select Security deal that gives Brinks 40,000 accounts, \$2M in RMR

By Paul Ragusa

DALLAS—With the acquisition of Select Security, Brinks Home Security adds approximately 30,000 residential and small business and 8,000 large commercial alarm monitoring contracts as well as \$2 million in recurring monthly revenue (RMR).

The company will take ownership of the alarm monitoring contracts through an earn-out structure that includes a \$10 million upfront payment and a 50-month earn-out period. Per the terms of the transaction, the seller will transfer title to all accounts to a special purpose vehicle (SPV). Title to the

accounts will be transferred from the SPV to Brinks Home Security periodically during the earn-out period, with title to all accounts transferred by month 50.



John Mack

"It is an acquisition that is just structured as an asset purchase of accounts, which is frequently the case in alarm transactions," noted John Mack, Executive Vice President, Co-Head of Investment Banking,

Imperial Capital, which served as the exclusive financial advisor to Brinks Home Security in the transaction. "Brinks has created a structure here that is a creative way to buy the business with payment over

BRINKS see page 16

Integrators play key role during COVID-19

By Cory Harris

YARMOUTH, Maine—The COVID-19 pandemic has presented security systems integrators with a number of challenges during these unprecedented times. In addition to adapting their own businesses to survive and thrive during the pandemic, integrators have also modified the way they interact with customers and serve their ever-changing needs when working on projects.



Abe Schwab

In spite of the challenges that integrators are facing during COVID-19, they are meeting these challenges head-on in order to successfully operate, finding ways to adapt to the new norm due to hard work and determination.

Abe Schwab, vice president of Care Security, which is a member of Security-Net, a group of systems integrators that join forces to discuss best practices within the security industry, noted the importance of weekly Zoom meetings of Security-Net members in order to survive and thrive during the pandemic.

"When the pandemic hit, Security-Net, as a group, decided to have weekly Zoom meetings," he explained. "Because we were all in the same boat at the same time, it was important for us to stay in close contact. We shared best practices, we shared federal

INTEGRATORS see page 12



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NEWS

BRIEFS

Parks Associates celebrates 35 years, promotes key personnel

DALLAS—Parks Associates announced the promotion of three key personnel to further solidify its position as the leading provider of knowledge and data for the technology industry in smart home, IoT, connected entertainment and home services sectors. Dr. Jennifer Kent has been promoted to Vice President, Research; Jason Paris has been promoted to Vice President, Business Development; and Mindi Sue Sternblitz-Rubenstein is now Vice President of Marketing.

These promotions reflect the continued growth of the international research firm, which celebrates its 35th year in business in 2021 and its 25th year to host its executive conference CONNECTIONS: The Premier Connected Home Conference, virtual in 2020 and 2021.

"Jennifer, Jason, and Mindi Sue are instrumental to Parks Associates' success, each contributing over a decade to the business with their expertise and dedication to unmatched client service," said Parks Associates President Elizabeth Parks. "It is a pleasure to announce these promotions. Each has truly demonstrated leadership skills, ability to adapt, and superior attention to excellence in all they do."

Kent now manages and develops the strategic plan for Parks Associates' annual syndicated roadmap and events. She also leads and advises on all custom research projects across Parks Associates' connected consumer verticals and guides questionnaire development for the firm's extensive consumer analytics survey program.

Paris is responsible for expanding the company's business across vertical markets as well as building and maintaining Parks Associates' client relationships. Jason also is charged with ensuring our clients have top-level client experiences.

Sternblitz-Rubenstein oversees the marketing for Parks Associates' research, custom marketing services, and multiple executive conferences. She manages the planning and production of Parks Associates' executive conferences and delivers a quality experience for the more than 3,000 executives who attend the firm's events each year.

SIA introduces RMR MicroLearning series

SILVER SPRING, Md.—To assist security dealers and systems integrators in leveraging RMR to increase company value, the Security Industry Association (SIA) has developed a five-part RMR business model training program as part of its Microlearning Series of educational modules.

Companies considering or initiating the transition to an RMR or subscription-based business model are faced with a variety of challenges and opportunities. Video Topics include: Advancing your career while working remotely; change management; success from failure: a framework for growth; conquering conflict; project management; and RMR.

CTA hosts first-ever all digital CES 2021

By SSN Staff

ARLINGTON, Va.—The first-ever all-digital CES 2021 made history as the largest digital tech event with approximately 2,000 companies taking part in the global virtual expo.

Owned and produced by the Consumer Technology Association (CTA), the all-digital CES 2021 featured product launches from startups to tech giants and security companies, keynotes from global industry leaders and more than 100 hours of conference programming covering topics such as privacy, the future of AI and health care, autonomous transportation, trends in retail and tech policy.

"The all-digital CES 2021 engaged the global tech community to experience innovation, make connections and conduct business," said Gary Shapiro, president and CEO, CTA. "CES showed how the pandemic accelerated the arc of

innovation and illustrated the resilience and innovative spirit of our industry. From the latest innovations for the home and entertainment, and advances in 5G, vehicle technology, AI and digital health, the technologies at CES 2021 will pave the way for a brighter tomorrow."

Nearly 2,000 companies launched products during the all-digital CES 2021, including almost 700 startups from 37 countries.

KEYNOTE ANNOUNCEMENTS:

- Verizon: Hans Vestberg, chairman and CEO of Verizon, demonstrated the immersive 5G experience across sports, education, connected communities and live music, and announced partnerships with the NFL, UPS, Live Nation Clubs and Theaters, The Met and the Smithsonian.

- Future Reimagined: Michael Miebach, CEO of Mastercard, and Julie Sweet, CEO of Accenture, predicted tech trends they

expect to see over the next decade.

Walmart: Doug McMillon, CEO of Walmart, discussed ways 5G, AI and robotics will change the business; how Walmart pivoted to keep employees healthy and customers satisfied; and the company's commitment to diversity and inclusion.

- Microsoft: Brad Smith, president of Microsoft, gave his vision on ensuring cybersecurity and customer privacy protection, and discussed the tech industry's responsibility to exercise our conscience.

NEW TECHNOLOGY

The all-digital CES demonstrated how tech companies innovated during the pandemic, with companies at CES 2021 featuring smart masks, disinfecting robots, body sensors that detect COVID-19 symptoms and smart



air filtration systems.

CONSUMER PRIVACY AND TRUST

The heads of privacy at Amazon, Google and Twitter discussed new privacy regulations and the need to increase consumer trust, stating that tech companies must give users more control over their data.

DIVERSITY COMMITMENT

CTA continued its commitment to driving diversity in tech with its latest investment, announcing an investment in VC fund Plum Alley. This is part of its \$10 million commitment to venture firms and funds that invest in diversity. **SSN**

SPECIFICALLY SPEAKING

Jack Meltzer

Senior Technology Consultant

ADRM - Advanced Data Risk Management

Woburn, Mass.



What's your title and role at ADRM?

As Senior Technology Consultant my role is multi-fold. I am a member of a great team with a "deep bench" of talent. In keeping with the baseball theme, I guess you could call me a utility player. I am a traditional security consultant. I also validate technology solutions and assist in business development initiatives working to instill best practices to achieve optimum solutions.

What kinds of systems do you design/specify and what services does the company provide?

We design and specify all of the traditional physical security solutions including but not limited to Surveillance Video, Access Control, Intrusion, Secure Perim-

eters, Advanced Analytics and "Intelligence". Additionally, we specify innovative solutions such as CBRNE, Robotics and Drone Detection when required. And of course, we provide the means to integrate them into a comprehensive SOC/GSOC.

ADRM provides a myriad of service options for our clients to meet their various needs. Obviously, everything starts with the Risk Assessment process which uses a data driven approach. We also offer services for Physical Security Governance, Risk and Compliance (PS-GRC©) where we continually monitor and apply global regulations and standards. After performing the assessments, we equip our clients with automated analytical

SPEAKING see page 4

Eagle Eye Networks outlines trends for 2021

By SSN Staff

AUSTIN, Texas—Eagle Eye Networks shared the trends that will have the biggest impact on video surveillance, security and use of analytics to drive business intelligence and improvement in 2021, including:

Customers are Asking for Cloud: The shift to the benefits of cloud in the video surveillance space are powerful and undeniable, including major cost savings, heightened data security, remote access and maintenance, flexible storage and retention, scalability, increased stability, and disaster recovery.

Analytics and AI Turn Security Systems into Business Solutions: Video surveillance systems are not just for security anymore, they're also a valuable tool for business intelligence (BI). While AI has been talked about for several years, its deployment has lagged. This year, we'll see AI move from the lab to practical adoption.

Compliance Requirements are Constantly Evolving: As video surveillance becomes a more widely adopted tool across industries and continents and

more industries are using video for compliance purposes, regulating its use is becoming more prevalent.

IT Departments More Engaged and Owning Video Surveillance: IT leaders have not only gotten involved in the video management system, they're actually owning it. As part of their IT strategy, corporations are leveraging video for business process improvement while reducing unnecessary operational overhead.

Demand for Open, Integrated Systems: An open and connected ecosystem makes it possible for businesses and developers to integrate any number of applications on a single video management system (VMS) platform. The platform handles all the heavy lifting of interfacing with the cameras, recording video, securely transmitting and storing video to the cloud, and making video available for use in the integrated applications. The days of vendors "locking" users into their cameras or touting "hybrid" systems (which require upgrades to vendor hardware to get new features) will not be accepted. **SSN**

Specifically Speaking

Continued from page 3

reporting and planning tools. These lead to the creation of comprehensive planning that assures organizational compliance with physical security risk standards and guidelines.

We will, at the client's direction, handle the bid / RFP pro-

cess and commissioning. Should they choose, we will provide a complete Design Build solution. We also have in-house expertise to provide Business Continuity and Emergency Response Plans along with Policies and Procedures.

Finally, should the client

desire, we offer Managed Services to reduce the burden on the client's organization. This helps ensure that the design, planning and deployment investments are maximized, and all policies, and procedures are adhered to and optimized for the benefit of the client. How many times has an organization bought an expensive security solution only to utilize 20% of its capabilities? We strive to maximize our cli-

ent's investments, providing true ROI and reducing TCO.

We provide services for the Financial/Investment segment, Fortune 50 to 1000 Corporations, Bio Tech, Critical Infrastructure and its myriad of sub verticals, HealthCare, High-Net-Worth Properties and Municipalities.

How did you get started in security and designing and specifying?

I grew up in this industry, pulling wire for my father who found-

ed one of the industry's original Systems Integration Houses as we used to call them. Back then we worked hand-in-hand with our clients, many times directly with the security directors of significant organizations. This close collaboration led to insights into the requirements and processes encountered in their programs. Our projects spanned every conceivable vertical which also helped educate and illuminate over the years. We also had a computer division going back to the 1980s and this furthered our unique solutions and skill sets. When we completed work on a Federal Correctional Institution, which was the first in the history of the FBoP that came in on time and on budget, we started, at the request of the FBoP, a consulting group and consulted for a wide variety of clientele. I am also a combat veteran of the Israeli Defense Forces, which provided a completely different perspective on "physical security". I then spent nearly 20 years working directly with consultants globally representing several key manufacturers before returning to consulting with ADRM.

Can you talk about new or emerging technologies and your view on the industry?

Obviously, the move to get back to in-person work is driving changes to existing technology and driving new solutions. Healthy-buildings with "frictionless" touch free options and green solutions are gaining momentum. Advancements in machine learning, pseudo AI capabilities and cloud based solutions are prevalent.

Cloud solutions will continue to gain traction but cyber hardening and adherence to international cyber standards must be an integral part of how we assess a vendor's offerings. Cyber worthiness needs to be baked in, not an add-on. Computing power continues to grow, and intelligence at the edge will become more powerful. These intelligent data-driven solutions will assist security professionals in making real-time decisions as the threat landscape can change in an instant. As always, we need adherence to, and expansion of, standards which add value to our clients by increasing interoperability and promoting a vast eco-system from which to choose the best solution to fit their needs. **SSN**

—Paul Ragusa

Specifically Speaking, a Security Systems News monthly column, features Q-and-A with a security consultant provided to SSN by Security-Specifiers.

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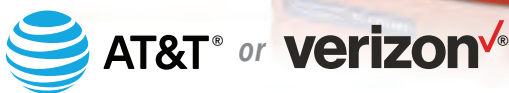




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Respondents see remote workforce trend gaining traction

By Paul Ragusa

THE REMOTE workforce phenomenon, brought on by COVID-19 and stay-at-home directives in many of the hardest hit states, has changed, possibly forever, how companies and organizations do business. According

to Gartner Research's recent report on Remote Work, more than 48 percent of employees will continue to work remotely post COVID-19.

While there are clearly some positives for moving to a remote, or hybrid workforce model, there are also some pit-

falls, or challenges, to such an approach, especially long-term.

With so many people working from home in 2020, and many companies having to change the way they do business, this month's SSN News Poll looked to see if the remote workforce movement is just a trend or



something that is here to stay in 2021 and beyond.

When asked the big question – is your company consider-

ing staying with a remote or hybrid workforce? – 63 percent said “yes,” with another 5 percent still considering it (saying “not yet”), and only 33 percent saying “no.” The top benefits of going with this approach for respondents included being more adaptable and nimble (42 percent), creating happier employees (32 percent) and cost savings (26 percent).

“The doubters that remote work would never work have been silenced,” said one respondent. “We’ve found employees are just as productive and happier since doing away with the

“The doubters that remote work would never work have been silenced.”

—News Poll Respondent

‘normal’ daily grind of commuting and work.”

Another reader added, “Productivity has improved, occupancy rates have improved and employee morale is better. That, coupled with cost savings of lease space equals a permanent remote workforce.”

While many companies are clearly moving to, or considering, a remote or hybrid workforce, for the approximately one third who are not looking at this model long-term, some of the concerns with this approach include negatively affecting company culture (70 percent), lack of accountability (20 percent) and lost productivity (10 percent).

“There are certain employees and positions that will continue to operate remotely [but] it will not be full time and it will be limited,” said one respondent. “We have seen issues with accountability and company culture with long term deployment of employees. We plan on allowing deployed workforce on limited basis, based on productivity of the individual. New employees will be office based until they have been assimilated to company culture and operating standards.”

Another respondent agreed, adding, “We will come back to the office but will allow for remote days as needed.”

Hopefully, the successful rollout of vaccines in the first half of 2021 will create an atmosphere that brings back business as usual. **SSN**

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40 UNDER 40

Security Systems News celebrates "40 under 40" Class of 2020



Mike Impicciatore, 34

Lead Technical Security Engineer
CHA Consulting, Inc.

FOR MIKE Impicciatore, it is all about taking care of clients and meeting their security needs.

As the lead technical security engineer at CHA Consulting, Inc. in Albany, N.Y., Impicciatore is responsible for oversight and professional and technical development of entry-level and junior-level engineers. "More specifically, I assist them in acquiring the necessary skills to meet, and ultimately exceed, existing and prospective client expectations relative to security system designs for their respective security needs," he explained.

In addition, as the technical leader in the Security and Life Safety group, it is Impicciatore's responsibility to review, sign and stamp all construction documents completed at CHA. "I perform a strict Quality Assurance/Quality Control (QA/QC) review on the construction documents produced by our group and work closely with the entry and junior engineers who complete the designs," he said.

Impicciatore's day-to-day responsibilities also include working with clients to ensure that CHA's design meets the project intent, their expectations and the construction budget. "In our company, it is a top priority to be a consultant to our clients and deliver a product with an excellent return on investment (ROI) that can be maintained as easily as possible and will meet their security needs," he noted.

He has served in his current role at CHA Consulting for the past nine-and-a-half years, and an additional three summer internships. He told *Security Systems News* that he began college majoring in independent studies, "but after

exploration I changed my academic focus and went on to receive a BS in electrical and electric power engineering.

"During my college career I was selected for an internship at CHA and worked closely with an engineer who worked on security projects in the government sector. Working on these projects really piqued my interest in the security industry. I found that taking part in securing/protecting a client's assets and keeping people healthy and safe is extremely satisfying both personally and professionally and inspired me to focus my career in the security industry."

RESPONDING TO CURRENT EVENTS

Impicciatore pointed out that trends in security today are often a response to current events. "Unfortunately things happen and there is a physical and/or cyber security reaction to address the problem," he explained. "Ideally, we want to be proactive on these things. Analytics have been a growing part of Closed-Circuit Television (CCTV) systems, and now they are more important than ever with our current pandemic. Analytics can now be used in similar ways but for different purposes.

"A current concern of office and building managers is employee compliance with the requirement to wear a mask. The analytics in cameras can now be utilized to detect whether employees and visitors are wearing masks. This can be integrated with the building access control system and deny access to any person(s) not wearing a mask."

He noted that this same concept can be used for room capacity requirements.

"If a room surpasses its capacity, an alarm can be given indicating that the room is above capacity or, a safety official can be alerted. More and more manufacturers are expressing the need to be able to read body temperature to determine potential fever in the individuals who access their site(s), thereby reducing potential introduction of illness in the site. This technology is new and upcoming and will always have a lot of moving parts to accurately read a person's body temperature. I believe these items will be changing the way businesses are run in the future with multiple manufacturers looking deep into this technology."

NEW AND INNOVATIVE TECHNOLOGY

Impicciatore noted that he continues to be intrigued by the security industry "because it is constantly changing, allowing us to come up with new and innovative ways to solve our clients' security concerns."

He added that the environment and state of affairs heavily drive security innovation.

"I believe drones are an untapped resource for deterrence and response making them one of the more exciting and promising new technologies. Drones can be utilized for tracking, guard tour applications and much more. A drone could eliminate the need for dozens of cameras in an intruder situation. Instead of being required to toggle through multiple cameras to follow an intruder, a drone could simply surveil the intruder(s).

"If a facility utilizes an intrusion system to detect an intruder, instead of sending a guard out multiple controlled doors or fences a drone can be sent out to respond to the intruder alert much faster and safer. Drones could potentially save an end user thousands of dollars on their security systems."

MULTIPLE KEYS TO SUCCESS

During these unpredictable times, Impicciatore believes that there are multiple keys to succeeding right now, both personally and in business.

"Many people during these times are working from home or modifying the way they conduct business in an office setting, e.g., reducing face-to-face contact, wearing masks, frequent hand washing and conducting meetings via any one of the electronic media platforms," he explained. "These activities have proven effective in succeeding in both the personal and professional arenas.

"During these unprecedented times it is important to reach out to coworkers, friends and family and maintain social interaction; our mental health is very important. I believe increased communication with clients is also very important. Client action plans for their buildings need to be revised to reduce potential COVID-19 transmission.

IMPICCIATORE Continued on page 22



Amanda Goethe, 32

Assistant Project Manager
Miller Electric

IN JUST a short time, Amanda Goethe has certainly made her mark in the security industry, especially for someone who "kind of fell backwards" in her career path.

Goethe currently serves as assistant project manager with Miller Electric, a systems integrator based in Jacksonville, Fla. With just about one year in her current role, she is responsible for the day-to-day account management of service and security project installs for clients, with her main clients including GuideWell (a Florida-based mutual insurance holding company), St. Johns County Schools, and the St. Johns County Sheriff's Office.

"Within Miller Electric we are responsible for 'tip to tail' account management, from quote to installation to final bill," Goethe explained.

"SIDEWAYS" CAREER PATH

Goethe graduated from the University of Florida's Weimer College of Journalism, and after a very brief stint in TV news (behind the scenes), she took an entry-level job in corporate real estate.

"My degree is in journalism, but I kind of fell backwards into the security industry," she said. "After a sideways career move, I wound up in the facilities/security sphere. My passion has always been project management [PM],

and I was fortunate enough to be offered a job of PM work on the customer side in the security world. I was able to turn that into a career with Miller Electric and feel very fortunate to have landed here.

With a little under one year in the role and at this wonderful company, I feel like this is truly a dream job and the start to a long career path within the security industry."

GOING DIGITAL

When asked what the top trends are in the security industry today, Goethe immediately responded, "Digital everything."

"The brick and mortar of traditional security work will continue to dwindle," she noted. "Bodies will be replaced by cameras and video intercoms being remotely managed. The innovation in the industry will continue to drive the market towards more remote management and less of the 'traditional security model.'"

She added that visitor management technologies are something to look out for in the future.

"In 10 years, there will be no need for a 'receptionist' any longer, as most of these programs are trending towards the kiosk technology," she pointed out. "Once you create a comprehensive system of workflow, there will be very little need for a traditional receptionist role. These will be replaced by video intercoms that may ring to someone a city, state or country away. Adding in the ability to cross reference these databases with law enforcement agency databases, and you will safeguard your sites against potential unwanted intruders or disgruntled ex-employees."

EMPATHY

As the war against COVID-19 continues, Goethe noted that "perseverance and compassion" are the keys to success in the security industry during these uncertain times.

"Everyone is experiencing some of the most troublesome and concerning times in their lives and in our tumultuous world," she explained. "If you can't see the other person's point of view, whether it be a de-funded project from budget cuts or a canceled vacation from travel bans, you will only ever see the glass half empty. Remember the other side of the coin and try to think of others as much as possible; you never know what a little empathy may glean."

NEW TERMINOLOGY

Goethe offered up a change in terminology when asked what could be done to get more talented, diverse young people involved in security.

"Calling it 'security' really makes it sound one-dimensional," she said. "There needs to be new terminology for what this industry is developing into. The wave of technology that is sweeping along can attract all walks of life, from software developers to field engineers to construction project managers. If the industry 're-branded' and showed its new true colors, I think we could see a shift of who was attracted to this line of work."

INDUSTRY VIEWS

Looking ahead, the innovative nature of the security industry will continue, according to Goethe, with more and more automated technology being developed for facilities.

"The IT [information technology] of things is only going to increase, and most likely exponentially," she said. "Security has been changing for a few years and will simply continue to innovate. There will be more and more 'smart buildings,' and with that comes the need for all things automated. Whether that be the ALPR [Automated License Plate Readers] license plate technology to open the gate to the parking garage, or the facial scanner to let you into the building instead of a SEOS card." —SSN Staff



Jack Doyle, 36

Director of Business Development
Doyle Security Systems

JACK DOYLE was destined to work in the security industry since the day he was born, and with good reason.

Doyle Security Systems is a multi-generational

family security business based in Upstate N.Y. that was founded by John A. Doyle in 1919 in Rochester, N.Y. The company services more than 40,000 residential and commercial customers across Upstate New York and Northwestern Pennsylvania.

Jack represents the fifth generation of family involvement in the company, with his father, John G. Doyle, currently serving as president and CEO.

The 36-year-old Doyle serves as director of business development. In his six years with Doyle Security, Jack has been responsible for developing marketing strategies, promoting operational efficiencies, tracking business analytics and managing strategic corporate initiatives. During this time, Doyle Security saw a 40 percent increase in sales opportunities and more than 16 percent growth in recurring monthly revenue. Prior to his full-time role, Jack worked for Doyle in various capacities including alarm monitoring, system installation and sales.

"I was blessed with an opportunity to work at the company after a requisite time period working in other industries," Jack told Security Systems News. "I landed

in a business development role initially after an almost 10-year career in sales and entrepreneurship. I always had a great admiration for my father, who's currently our president, and all of the work that the business has done in the community.

"There's nothing more rewarding than making a real tangible impact on the community by protecting homes and commercial facilities. Undoubtedly the work we've done has prevented tragedies and saved lives. I'm very proud to work in the security industry!"

MOVING TO THE CLOUD

Jack noted that one of the top trends in the security industry today is that so much in physical security is moving to the cloud.

"I'm very excited about the possibilities therein," he said. "The ability to seamlessly and securely integrate video, access and intrusion systems across many different sites is now a reality, and our ability to create value with these new product suites should provide us some exciting opportunities in the future.

"Monitored video is another area that I think will play a big role in the future of intrusion detection. Even at the residential level, I think our industry is poised to dramatically reduce false or nuisance alarms and contribute to an enhanced response time. The continued adoption of ASAP-to-PSAP [Automated Secure Alarm Protocol to Public Safety Answering Point] amongst jurisdictions around the country will also boost our ability to create better, faster, more reliable security to the community."

Doyle added that he "loves" what is happening with cloud video technology.

"I won't promote any specific partners, but I've seen some incredible new platforms that can apply sophisticated video analytics within the cloud," he said. "The ability to enhance the performance and usefulness of networked cameras that have already been deployed is

huge and should create opportunities for new recurring revenue from legacy video customers."

KEYS TO SUCCESS

Surviving and thriving, especially during these challenging times, in the security industry will depend on which companies focus on their customer base.

"I think the security companies that will survive and thrive in the coming decades will be the ones that focus most on the customer experience," Doyle pointed out. "Installing security systems is easier today than ever, but that doesn't mean it's a commodity, and it shouldn't be treated as such. With so many options and so many new technologies come complexity. Businesses and consumers will be looking more than ever for knowledge, trust, and professionalism. That means investing in more training for employees, keeping up with new tech and never resting on your laurels."

He also noted the importance of getting more talented, diverse young people involved in the security industry.

"I feel like, at least in our community, I see plenty of talented, young and diverse people in the security industry," Doyle said. "I'd say a focus on service to the community should continue to attract young people to our business. It's a career that people should be proud of."

BRIGHT FUTURE

Even in the midst of the COVID-19 pandemic, Doyle predicts a bright future for the security industry.

"Growth in both residential and commercial sectors continues, even as the economy has slowed at times," he explained. "New tech will increase residential market penetration and I believe there will always be a place for the best security dealers. I do expect that acquisition activity will continue to drive consolidation in favor of national and regional players and far fewer small security businesses will exist in 10 years. The operating complexity just continues to accelerate." —SSN Staff



Jessica Lambert, 33

Director of Monitoring Services
General Monitoring Services, Inc.

FOR JESSICA Lambert, no day is ever the same.

As director of monitoring services at Huntington Beach, Calif.-based General Monitoring

Services (GMS), her role is to oversee the daily business activities of the Monitoring Operations Center, "which entails a lot of planning across our leadership team," she said.

"One day I may be working with our VP of dealer relations on effective auto-process solutions, and our business and development manager on new potential product and services, and then the next day I may be collaborating with our human resources manager on recruitment, and the training manager on employee development," Lambert explained. "In addition to that, I have daily meetings with our supervisory team. Each meeting is designed to ensure we are aligned with the department goals, as well as the overall company's mission and vision."

Lambert, 33, has been with GMS for 11 years but in the security industry for 14 years. She told Security Systems News that she applied to many entry-level position jobs hoping to her first full-time position at a very young age.

"The human resources manager for Protection One reached out to me because I did not finish answering the questions on my application," she said. "It was like she knew this was where I was meant to be. She asked that I finish answering the questions and then she would proceed to schedule an interview with me. I did as she requested, nailed my interview, and then started my first day with Protection One as an alarm dispatcher."

Lambert noted that she was not initially inspired to

start her career in security.

"However, after I was hired my job became very meaningful," she stated. "My inspiration grew with every urgent call I took and every dispatch that I made. The feeling that going to work and doing my best could result in the capture of a criminal or saving someone's life was something I could not put a price on."

TRENDS IN SECURITY

Lambert cited three prevalent trends in the security industry today.

"From my perspective, the top trends in security right now are AI [artificial intelligence], IoT [Internet of things], and video surveillance systems," she noted. "There has been an increase in conversations about AI, an impactful growth of IoT devices that will continue developing, and a continued demand of video surveillance as people want to protect their assets. These trends will continue to lead as people and businesses focus more on getting creative and using technology to be more effective. As we know, technology is constantly evolving, and I believe we will see AI, IoT, and video at the forefront for the security industry."

Of the three technology trends Lambert pointed out, she believes that the most exciting and promising new security technology is AI. "I have talked with several different AI video analytics companies whose services include the detection of people, vehicles, loitering, guns, and so much more," she said. "AI is turning cameras into smart cameras which means increased safety and protection for people. As AI technology evolves and becomes more reliable, it will become increasingly more valuable as an offering in the security industry."

PRIORITIZING PEOPLE

In talking about keys to success in the security industry, especially during the COVID-19 pandemic, Lambert noted the importance for

"A business is only as successful as its employees," she explained. "We do this by keeping them happily engaged in or company culture. This is especially critical right now during these times because we do not know what people are silently taking on in their personal lives. All we understand, from a business perspective, is that they arrive to work every day ready to do the jobs we pay them

to do. So, creating a positively engaged work culture, despite these hard times, will keep your business thriving.

"If I can offer any advice for personal growth and success it would be: Do Not Give Up on Yourself. My grandmother would always say to me, 'Nobody said it would be easy, so don't ever give up when it gets hard.' This year has tested many of us, and for a lucky few that have yet to experience that test, one thing is sure, that test will happen, and when it does, do not give up. You cannot fail if you get back up and try again."

MENTORSHIP

Lambert cited the importance of mentorship programs when asked about how to recruit diverse, talented young people into the security industry.

"I was recently afforded the opportunity to speak to other security professionals. I raised the question, 'How did you find your way into security?'" she said. "Mostly every response was like my own and that was, 'By accident.' So, you either grew up in the industry or fell into it by accident and this was very telling for me.

"I think we should ask the question another way. How do we decrease the chances of 'accidents' and increase the likelihood of qualified candidates intentionally seeking out a career in our industry? I feel this can be done by focusing our attention on recruiting and mentorship programs. Stop hiring individuals on what you see or don't see on their resume, instead hire them for what you believe they can become and achieve. Then through a strategic and well-focused mentorship program show them how they can make a career from their hard work and dedication."

INDUSTRY VIEWS

In spite of the challenges that security professionals have faced during the pandemic, Lambert believes that the industry will continue to rise to the occasion in serving its customer base.

"The security industry has experienced some challenges this year," she said. "This pandemic put security professionals to the test; however, I am confident in saying that the security industry will continue as a thriving sector. We are an essential industry that delivers highly valued security and peace of mind. Our industry is unique and as such we are a highly attractive marketplace that many want to be a part of." —SSN Staff

EDITORIAL

M&A: The good, the bad and the ugly

SORRY ABOUT the classic movie reference – cue that epic western movie theme music now please – but this year will be remembered as one of the most challenging in American history, and the security industry has not been immune, with the impact of this past year being felt in all facets of the industry, certainly some more than others. The 2020 M&A market, in particular, has had some wild activity. Just in the last six months alone we have seen some big deals, most notably:



Paul Ragusa

- Allied Universal-G4S
- Securitas-FE Moran
- Brinks Home Security-Select Security
- Alarm.com-Shooter

Detection Systems

- ADT-CellBounce
- ACRE-Razberi
- ADT Commercial-Percepta Labs
- Johnson Controls-Qolsys
- Motorola Solutions-Pelco
- Teledyn-FLIR

The good

While the commercial SMB space probably took the greatest hit from COVID in 2020, the commercial systems integrator M&A market, in general, will continue to be active in 2021, according to John Mack, executive vice president, co-head of investment banking with Imperial Capital.

"I think you will continue to see companies like ADT Commercial, Allied Universal, Securitas, Prosegur, Convergent, for example, continue to use M&A for growth, so I think you will see good activity in the commercial M&A space [in 2021]," said Mack, noting that he is seeing "significant interest" in the commercial



side of the business.

"If you look at the Securitas and FE Moran transaction, that is indicative of that trend, as there is a lot of interest – and at reasonable valuation multiples – on the commercial side of the business," Mack explained. "With FE Moran, it was a hybrid alarm and systems integration business, so it was a meaningful security integration business alongside a commercial alarm company with no residential business whatsoever. That profile, it turns out, is quite attractive."

He continued, "There just aren't that many pure-play commercial alarm companies in the market so you will not see a lot of deals, but you will continue to see transactions in the commercial integration space, in general, and you may see deals in the alarm space at more attractive valuations when the business has a meaningful commercial base."

The bad and the ugly

While valuations on the commercial side of the business are getting more attractive, the outlook is not as rosy on the residential side of the business, and it

looks like consolidation will continue into the first half of 2021 as alarm companies that have struggled will be forced to sell, including many that are backed by larger investment companies and banks.

"The amount of regular way M&A is substantially reduced because the valuations are way down, so anybody that has a business that is performing well doesn't want to sell right now because of the low valuation dynamic," noted Mack. "We are going to continue to see a meaningful amount of distressed transactions in the first six months of next year. The preponderance of these struggling alarm businesses are going to be forced into transactions in the first six months of next year because of just the nature of restructurings that goes on with these deals. So, there are a bunch of deals that are going to hit the market in that six-month period, and you will see a flurry of deals but they will not be at attractive valuations."

Let's hope 2021 is a big rebound year for the country and the security industry as a whole! Cheers to the New Year and new beginnings!

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7. Brivo makes first acquisition in 20-year history
8. ADT+Google+Alarm.com?
9. Johnson Controls implements mandatory furloughs
10. Allied Universal looking to hire 30,000

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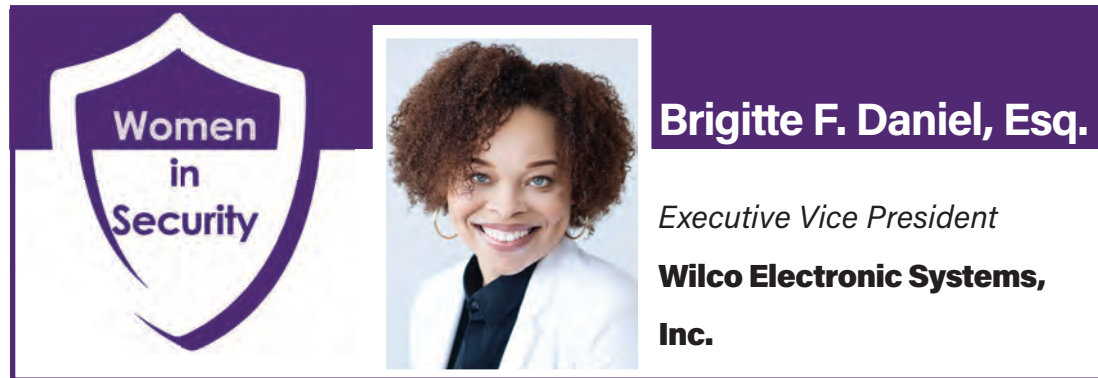
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AS PART of Security Systems News' and the Security Industry Association (SIA) Women in Security Forum's (WISF's) partnership to highlight the contributions of women in security, this month's feature is on Brigitte F. Daniel, Esq., executive vice president, Wilco Electronic Systems, Inc., which has been dedicated to providing cable television, telecom, broadband and technology services to underserved communities and various class levels of multifamily housing developments for more than 40 years.

"After the acquisition of Wilco's cable division by Comcast in 2017, we pivoted the company's focus and began to head forward back to our roots, the integration of security access and technology systems," Daniel told SSN. "However, now armed with leadership of 2nd generation family and fueled with new cloud-based technology platforms, we have become a modern and unique integrator sitting at the epicenter between the convergence of real estate, technology and impact."

The most recent "sustained inspiration," she noted, has been growing over the last five years. "We started to see that the home was becoming a tech hub and representing so much more than just housing, particularly through the integration and augmentation of smart technology," she explained. "Housing meant health, housing meant smart energy, housing meant new opportunities for empowering families, communities and cities."

The following is taken from an exclusive Q&A with Daniel:

SSN: What is your role at Wilco?

DANIEL: Although I am currently the Executive Vice President of Wilco, I will be transitioning to become the Chief Executive Officer, this year. In this role, I take on a broad portfolio of responsibilities that includes providing overall leadership and strategic vision impacting the growth and future of our company. I spearhead the creation of business partnerships that are now focused on scaling our services and unique integration models to other regions of the Nation. Lastly, I work with our teams to continue to build out our boutique offering of security solutions that include and centers impact, technology and access —

our founding principles. We are all taking immense pride and becoming hopeful in seeing these principles become more in demand as the Country continues to address, heal and move forward beyond these challenging times.

SSN: What has your journey been like in a primarily male-dominated and historically non-diverse security industry?

DANIEL: The security industry is greatly underrated ... which makes it so very interesting. On one hand, we are in a time in history where the industry is in its most innovative, iterative and seminal moments. Hands down will be one the most dynamic segments to watch for the next 10 years. Technology is not only fueling new business opportunities but the societal importance of security and safety in unprecedented ways. Data and new software platforms are driving significant value propositions and being used with new intention and impact. And the industry is engaging and being personally adopted by people and communities, across all demographics and incomes, in historic proportions. So to be a black woman owner/security operator I am honored to participate in these seismic industry shifts. It has been beyond a rewarding and exciting journey. I wake up on most days, inspired even in spite of these trying times in our Nation.

However, on the other hand, it is still a male dominated and relationship driven business. And that has also made the journey challenging and at times daunting given the obstacles we have to avert. Obstacles to just gain basic business legitimacy and opportunities, that I am still sometimes shocked to still encounter given our 40 years of providing security services. The obstacles that if I were a man and white...I would never face. The obstacles...are plenty.

But I remain vigilant and hopeful to see inclusion take priority as a business imperative. I honestly think there is a hunger for it within the industry. So I look forward to the part of the journey where I and my company can establish

partnerships across the Nation, with ease, that helps to create new business models where inclusion and people are centered and new security design strategies are built upon those grounding now greatly needed principles.

SSN: What has been done to get more women/diversity into leadership/management roles in the industry, and what else can be done? (How far have we come and how far do we still have to go?)

DANIEL: For over a decade, there has been a national movement to increase diversity and inclusion within technology. What is interesting about the security industry is that we have not been included

"If you always do the same thing, you will always get the same results.' This is a true statement that can definitely be ascribed to our sector as it pertains not only to forging diversity but to also designing and providing security services that meet the times."

— Brigitte F. Daniel, Esq., Executive Vice President, Wilco Electronic Systems, Inc.

in those discussions despite the industry evolving into a technology driven sector.

However, within the last three years we are seeing change especially being spearheaded by the Security Industry Association (SIA). Through SIA, more programs and initiatives, including the Women in Security Forum (WISF) and the RISE program, has catapulted a new conversation on the recruitment and advancement of women and diverse leaders. Over the last 3 years, WISF has gained a membership of 600+ women which is historic given that before 3 years there was not a group focused on the promotion of women in the sector. And lastly, the newly launched SIA Talent Inclusion Mentorship Education (TIME) program designed to promote diversity, equity and inclusion and empowerment of underrepresented identities and leaders in the security industry is timely, extremely relevant and absolutely needed to continue the momentum of advancement.

So change is happening...slowly but surely. And I am excited to see what the future will hold as more diverse partnerships are brokered between minority owned com-

panies in the security and access space and more diverse leaders are developed and cultivated on the importance of the inclusion of diverse insight and perspectives in design rooms and at the board table.

SSN: Have you had any role models who have helped you out along the way that you would like to mention?

DANIEL: Yes, my role models have included, of course, the founder of Wilco and my father, Will Daniel. Most recently, our strategic vendors and partners whom we now engage to assist with our service offerings, have also provided guidance and critical assistance as we continue to build these new areas of growth for our company. And most importantly, the communities and customers that we serve, provide priceless direction and strategic intel to the pain points of what customers really want, what they need, what they value, and how best to engage them with solutions they will purchase and use to better augment their facilities. Blessed to be able to find and gain wisdom from role models at all points of the value and supply chain.

SSN: What advice would you give other women thinking about getting into the industry or just starting out in the industry?

DANIEL: Over this past year we have seen our nation and the world undergo historic disruption of the pillars of our health, our economies and our ability to ensure

racial equality of minority and diverse communities, specifically African American communities.

So, if there was ever a time for women to lean into the security industry, it is now. The diversity and inclusion of the industry is critical to the growth of our sector that is increasingly engaging and touching the users and the communities that are seeking safety, in multilayered ways, and desiring technologies they can access with personal devices and within their homes. In addition, the talent and perspectives of a diverse and inclusive security sector will also be pivotal to ensuring the continual innovation needed to create the solutions that address the disruption that we have all lived within 2020 (health, economy and social justice, for example). Women and minority leaders in the security industry will not only be paramount going forward, they will be required.

My advice simply is to join in, jump in and let's continue to build this movement. This is the time.

SSN: What are your views on the industry moving forward, from both a diversity perspective and a technology and business perspective

during these unpredictable times?

DANIEL: I am bullish on the industry moving in the direction of change in numerous ways, especially during these challenging times that are resetting our culture, our safety, our new normalizations, and our business priorities.

But it will take intentional action and a dose of acceptance of biases, from leaders in the C-Suite all the way to technicians on the ground, in order to foster the inclusive innovation needed to make inroads and impact in the security sector.

A few areas of focus that will help to move the dial:

REDEFINING SAFETY AND CARE

Redefining what safety means and what it means to all different types of people and markets, will be fundamental to how we transition the sector and how we succeed as an industry. Furthermore, the more we have an appropriate representation of experiences and identities to weigh in and input on these new definitions, the better.

RECRUITMENT

Where we recruit talent, place talent and groom talent will be key. Reaching out to HBCUs, local community colleges and vocational schools, as well as establishing relationships with local public institutions are great options to find new diverse talent that can be cultivated early and sustainably.

BROADENING PARTNERSHIPS AND NETWORK OF VENDORS

"If you always do the same thing, you will always get the same results." This is a true statement that can definitely be ascribed to our sector as it pertains not only to forging diversity but to also designing and providing security services that meet the times.

Broadening the reach of diverse partners and vendors will create sustainability for all security/security related firms going forward during this new decade of the 2020s. Those firms span the ecosystem---real estate, facility management teams, architects, engineers, security hardware providers, security software creators and last and most importantly, the integrators that deploy, install and are on the ground touching the end users.

Working outside of comfort zones to ensure this ecosystem is robust and is reflective of our changing Nation, is the path. Engaging in authentic conversations that are not just for media attention but for diversity intention, absolutely vital. And as Co-Founder of Integrated Security Technologies Andrew Lanning, stated, "Inclusion needs to happen at the lunch table, at the gym, on the golf course and at the board table." This is where bonds are created. This is where relationships are made. This is where we make strides to bridge the gaps and create the industry that we know we can and should be. **SSN**

COMMERCIAL & SYSTEMS INTEGRATORS

Systems integrators play a vital role during COVID-19

Continued from page 1

funding guidelines to make sure we did that correctly. We talked about manufacturers of different products that specifically were designed to combat the pandemic. We reviewed them and vetted them to decide which was best to be used. We talked about emerging technologies, and we talked about personnel. With the changes going on, who is bringing on personnel, who is furloughing, and how to go about that.

"It was just very, very helpful because we had this group of leading integrators virtually in a room on a weekly basis, and we were able to really huddle and come up with the best plan of action. I believe that helped us tremendously to get through this in the best

possible way."

PANDEMIC RESPONSE

Schwab added that his company used PPP [Paycheck Protection Program] funding to maintain liquidity when the pandemic hit. "Being that we are an essential services business, we continued to operate throughout the pandemic in the field," he said. "The technicians, our install teams, our service teams, our project management teams that were in the field continued to operate throughout the entire time."

"We provided our personnel with PPE. In addition to the traditional masks, we bought them full gowns and all types of things because we didn't know what we were going to be up against when the pandemic came in. Eventually,

things settled down to just the basic face masks and hand sanitizer, but in the beginning, we were just buying anything we could get our hands on because we knew that we wanted to continue to operate, and we didn't want anyone to contract the virus."

Schwab noted that his company did not furlough or let any employees go when the pandemic hit. "We looked at it as a time of opportunity when other companies were letting people go, we were saying that this is an opportunity to bring on good talent, and we did. We hired people during this time because it's been a market that's been difficult to bring new people on prior to the pandemic. When the pandemic hit, companies were letting people go, and

it was an opportunity for us to bring on really good talent. It worked in our favor because our business has been in a growth pattern."

Care Security instituted a work-from-home environment as well in response to the pandemic. "That was something which we saw was necessary," Schwab said. "For our sales staff, our administrative staff, our accounting staff, all were working from home. We maintained that for a long time until people were comfortable, and we were able to establish social distancing protocols within our office. Eventually, most of our staff returned to the office."

Among the protocols put in place were daily temperature

INTEGRATORS see page 23

BRIEFS

Sage Integration recognizes top 2020 vendors, including PSA

KENT, Ohio—Sage Integration, a security integration provider serving enterprise Fortune 100 clients, recently celebrated its top 2020 vendors providing technology, subcontracting, distribution and manufacturer representative services.

A ceremony recognized the leading service providers for their assistance in meeting the evolving security needs of Sage Integration's growing client list. Award winners included:

•Technology Partner of the Year:

Honeywell Commercial Security, and industry pioneer developing many groundbreaking advances shaping today's commercial security systems

•Subcontract Partner of the Year:

Thompson Electric, a full-service electrical contracting company founded in 1977 and based in Munroe Falls, Ohio

•Distribution Partner of the

Year: PSA Security, the world's largest consortium of security and audio-visual systems integrations in North America

•Manufacturer Representative

Firm of the Year: IP Security Reps, a technology-based firm and a leading manufacturer's representative in the Midwest U.S.

The awards recognized each vendor's deep commitment to customer service, one of Sage Integration's core values, said John Nemerofsky, COO, Sage Integration.

"We are fortunate to have some of the industry's finest and most trusted sales and service partners," he said.

Digital Guard Force partners with Reliance

LAS VEGAS—Digital Guard Force (DGF), a remote guarding solutions provider, announced its new partnership with Reliance Security, a veteran-founded security leader, for the Las Vegas market.

The partnership will enable real estate owners, business operators, and property managers in the Las Vegas area to augment their security eco-system and save on operating expenses.

DGF's remote guarding system combines high-tech security hardware, computer vision (AI) software, and remote guards to protect multifamily and commercial real estate properties nationwide. Clients benefit from an eco-system designed by a security expert that combines the hardware, software, and human elements to enhance security. The technology allows for significant cost savings versus the cost of on-site guards only.

"We're excited to be working with Joel and his team at Reliance Security in the Las Vegas market," Digital Guard Force CEO Donal Warde said.

Brian Duffy to lead Per Mar

By Paul Ragusa

DAVENPORT, Iowa—Per Mar Security Services, one of the largest family owned full-service security companies in the Midwest, announced that Brian Duffy has been promoted from COO to President and CEO effective Jan. 1, 2021, becoming the third generation of the Duffy family to lead Per Mar.

"I'm very proud to have Brian be the third generation of the Duffy family to lead Per Mar," said Michael Duffy, chairman of the board. In his role as President and CEO, Duffy will assume responsibility for the long-term vision and ongoing strategic plan ensuring the viability and success of the organization. He will continue to be responsible for all operations in the company and be working closely with the division heads and support groups.

"We have been very fortunate to grow Per Mar across three generations and 68 years," Duffy told *Security Systems News*. "We continually work to run the company more effectively, and we strive to engage all employees in the type of professional behavior/workmanship that is in the long-term best interest

of employees and customers alike. As our perceive more value we are able to reward the many employees who have helped us create this increased value. We feel strongly this is the best way to grow Per Mar and to create additional value for all involved. We also strive to provide dedicated employees with like-minded co-workers – others who are dedicated to being an integral part of a top-notch security company. Someday, we would love to be the only rational choice for our services in all the markets we serve."

Brian Duffy joined Per Mar full-time in 2012 as General Manager of the Cedar Rapids, Iowa branch. Previously he worked for Capital One Financial in Richmond, Va. Since joining Per Mar, he has taken on new roles and responsibility including President of the Electronic Security Division and most recently Chief Operating Officer.

Duffy, an SSN Class of 2015 "20 under 40" winner, is an active member of numerous security associations. He serves on the board for NetOne and Junior Achievement of the Heartland **SSN**

Doyle Security makes two buys in New York

By Paul Ragusa

ROCHESTER, N.Y.—With the acquisition of Hart Alarm in Albany, N.Y., and Austin Locksmithing & Security, Inc. in Olean, N.Y., super-regional security provider Doyle Security Systems continues to grow both organically and through acquisition, as the company closed on four companies in 2020.

"The four acquisitions we have closed this year have helped us increase our density in three existing markets and extended our footprint to a new market," Doyle's Director of Business Development Jack Doyle told *Security Systems News*. "The Hart acquisition in particular doubles our size in the Albany area. These four deals support our long standing strategy to grow by acquiring local companies with great reputations."

Doyle acquired 4,000 alarm accounts from Hart Alarm, a family owned and operated company that has served the Capital District Region since 1974. The customer base features a roughly 70/30 mix of residential and commercial

accounts. Doyle will welcome 10 former Hart employees in the merger.

The business will be combined with Doyle's existing office in Albany and will create a dominant market position in the region. Doyle also welcomed security alarm customers from Austin Locksmithing & Security, Inc. based in Olean, NY. Founded in 1972, Austin provided commercial and residential security services and locksmithing to Olean, Cattaraugus, Allegany, McKean and Potter counties, as well as the Southern Tier and Northwestern, PA. Doyle will monitor and service the 450 alarm accounts, while Austin will maintain their locksmithing operations. The alarm customer base is 70 percent commercial and 30 percent residential. Doyle will also be bringing on two employees in the merger.

"We are incredibly excited to team up with the employees and customers of these two exceptional companies," said Doyle Security President and CEO John G. Doyle Jr. **SSN**

Exclusive Q&A with new PSA CEO

Continued from page 1

Valley area, and they were a PSA member. So, my first business trip was to a PSA event back in 1992 and I remember it being a high-quality event; it was great to hear from integrators from across the nation.

As you know, the majority of my career I have worked for manufacturers like AMAG, Mercury, and now HID, but none of this technology gets installed without the integration market, which provides a very valuable piece of the puzzle to make all of this work. So I am excited to be back and working closely with the integration channel and helping navigate PSA during these unprecedented times with what's going on with COVID. I also look forward to helping members with the technology changes in the industry and making sure that PSA is representing the best products and bringing those products and solutions to our members, which translates to the end users themselves.

SSN: Can you discuss your short- and long-term goals as CEO?

BARNETTE: This is only my first week here but at first I think the key is to ask a lot of questions and listen, not only to the employees of PSA, but especially to the members, the board of directors, and to others who are not part of PSA to get their perspective – get a full review of the status of things and what people think, which can be incredibly valuable for me. There is a lot of inherent intelligence out there in the industry, so what can PSA be doing to be a support mechanism to ensure the integrators success?

PSA does not try to be everything to everyone; we are focused on high quality integrators in mostly North America, with some international presence, but there hasn't been a clear focus on that [growing outside North America], so long-term we see that as an area to expand further. Plus, with the acquisition of USAV, and the pro-AV business, we are looking at what we can do to expand the footprint on that side as well.

And with the technology changes, making sure that PSA is representing the products not only that people will be asking for now, such as with the big uptick in thermal cameras due to COVID, but what's next? So, making sure that we are bringing those products to members so they are educated, have access to and can get trained on the products that customers are going to need now and in the future; it is about building those

relationships with the product vendors and making sure the fit and finish, so to speak – the quality and cybersecurity profile of the products – meets the standards for PSA members. We also can't be everything to everyone on the product side and need to focus attention on the products that can make a

difference for integrators.

SSN: I like that you have both the integrator perspective as well as the perspective from the supplier side, especially with your experience there in the trenches of access control.

BARNETTE: Part of the attraction for me with this position was really having

visibility and access to products in a wider berth than just access control, so the partnerships in video, audio and intrusion-type products and other areas are important. The evolution of AI technology, for example, and what that means to security and the different market segments. Part of our job here at PSA is to help remove fact from fiction on some of the new products that are being introduced, so that is

an important function for us.

The key is helping evaluate what our members need to be thinking about to stay viable three, five, 10 years down the road. Bill has been a big proponent of managed- and hosted services and certainly the pandemic has increased the need for those products in the market. I know a lot of [end user] customers do not have a lot of people in the office with many

PSA see page 22

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MONITORING

Netwatch Group appoints new CEO

By SSN Staff

LAKE FOREST, Calif.—Netwatch Group's Board has appointed Kurt Takahashi as CEO, effective Jan. 4, 2021. Wendy Hamilton, who has led the group from Ireland through the COVID-19 disruption, is working with Takahashi to take over the reins of all business-related functions, including developing and executing strategy to grow Netwatch's Proactive Video Monitoring and Contract Monitoring Services, while providing Exceptional Customer Service to our dealer channel as well as our end-user customers.

Takahashi recently held the position of CEO, Pelco, Inc., a global leader in intelligent video solutions, where he led the transition from Schneider Electric to a fully independent Pelco, implementing their global strategy to lead Pelco back to be a leader in

the industry. In July of 2020, he led the sale of Pelco to Motorola Solutions. Previous to Pelco, he was the President of AMAG Technology. At AMAG, his leadership transformed the company from being an access control focused business into an open, innovative security management solution.

Prior to AMAG, Takahashi was VP of Global Sales and Marketing at Quantum. In 2015 Takahashi helped lead the sale of Quantum Secure to HID.

"I am honoured and excited to lead the Netwatch Group. Netwatch, NMC and CalAtlantic are innovative businesses that provide



Kurt Takahashi

solutions and services that help a wide range of customers utilize technology to enhance their security risk profile," said Takahashi. "As well as European based services we can offer customers a fully American based monitoring service which many customers want."

Hamilton, who led the search for an American based successor, said, "It is great to have Kurt join the team. I firmly believe that having American based leadership is key to taking this Irish company to the next level in that market while I concentrate on building our presence in Europe as well as maintaining and enhancing our monitoring services to our customers."

Dr. Martin Scott, chairman of Netwatch Group and partner at Riverside Europe, added, "We are delighted to welcome

Kurt to the team. Despite the challenges of 2020 the company was able to maintain its vital service, protecting its customers by remotely guarding their buildings and people through its video monitoring technologies, fire life safety and intruder monitoring services. We would also like to thank Wendy Hamilton for her leadership of the company and fully respect her decision to bring in an American based successor. Indeed we welcome Wendy's continued leadership in the Group as a senior member of the team and board member as she focuses on the Irish and U.K. markets and the monitoring operations of the group."

Netwatch Group serves hundreds of thousands of customers and more than 1,000 dealers through its Netwatch, NMC and CalAtlantic businesses. **SSN**

BRIEFS

Parks Associates finds seniors investing in aging-in-place technologies

ADDISON, Texas—Parks Associates has released research titled COVID-19: Impact on Seniors, Caregivers, and Independent Living Solutions that finds nearly 33 percent of U.S. seniors (ages 65 and older) are considering purchasing an independent living system.

This interest follows a trend of increasing technology adoption among the 65+ U.S. population — 34 percent have a smart speaker or smart display and 76 percent personally use a smartphone.

"High levels of interest in particular features, including safety and security functions, indicate demand for a solution designed specifically for senior comfort and control," said Kristen Hanich, senior analyst, Parks Associates. "These seniors show a strong preference for companies specializing in independent living systems when seeking out a purchase channel, so they are looking for companies that are well versed and very familiar with the unique challenges that come with aging independently, especially as they bring new technologies into the home."

The research notes COVID-19 introduced new challenges to seniors and caregivers. Senior telehealth usage nearly quadrupled year-over-year, with 29 percent of seniors reporting use of telehealth usage in May 2020, up from 6 percent in 2019. The most popular service types used were phone calls and video chats, while 11 percent reported using self-diagnosis apps.

An increase in telehealth service usage was driven by changes in Medicare reimbursement and the roll-out of remote visit functionality among seniors' existing physicians. Health insurers and telehealth services also quickly moved to support this cohort, communicating with their members that these visits were covered.

"Telehealth specialist companies rapidly moved to support Medicare Part B, with Doctor On Demand very quickly rolling out a solution soon after the Centers for Medicare and Medicaid expanded Medicare telehealth reimbursement," Hanich said. "We are seeing a greater willingness on the part of seniors to try and adopt new technology."

Parks Associates surveys 10,000 US broadband households each quarter, providing a rich data set with trending for at least five years. The firm will feature its market insights and consumer data during the webinars and virtual conferences throughout 2021.

Parks CONNECTIONS Summit features sessions on smart home technology and services, connected health, data privacy, value-added services, and home security.

NMC unveils new website

By SSN Staff

LAKE FOREST, Calif.—National Monitoring Center (NMC) recently unveiled its new website, designed to support its strategic goal to provide an exceptional experience to dealers and integrators through an intensive focus on quality, simplicity and consistency.

"The primary goal was to enhance value by creating a unified platform that improved visibility, functionality, and ease of access to information," NMC President, Woodie Andrawos, said in the announcement. "This website achieves this and demonstrates NMC's unwavering commitment to developing opportunity for our dealers."

The multi-phase project involved feedback from dealers and integrators, as well as NMC sales, customer service representatives, engineering, commissioning, onboarding, operations, dealer relations, and management teams. The professional development team used the insights and pain points to identify new opportunities as a clear context for design and navigation.

Goals for the new NMC website included:

- Simplifying the site by reducing options to the most critical actions allowing users

to navigate easily to the appropriate page

- Enhancing, highlighting, and streamlining dealer and integrator tools and resources
- Increase value as a repository of thought-leadership, tools, and apps
- Integrating functionality and features to create a seamless user experience

The new website represents an intuitive market-leading platform that allows users to quickly access information and capabilities that support business growth.

"The launch of the new website has been hugely successful and will allow our partners to respond to changing and growing monitoring needs with informed agility," Andrawos added. "It is a new era in the security industry and we are excited to move forward with a platform that complements the new dynamic."

NMC, a Netwatch Group Company, is a premier third party monitoring company in the United States with monitoring centers in CA and TX. As part of The Netwatch Group, NMC expands its suite of wholesale monitoring services with proactive video monitoring, exclusively available through its channel partners.

Visit <https://nmccentral.com> for a look at the site. **SSN**

COPS is HIPAA compliant

By SSN Staff

WILLIAMSTOWN, N.J.—COPS Monitoring, the largest provider of wholesale professional alarm monitoring services in North America, announced that it has taken all necessary steps to prove its good faith effort to achieve compliance with the Health Insurance Portability and Accountability Act (HIPAA). By doing so, COPS has earned Seal of Compliance, a distinction issued only to organizations that have implemented an effective HIPAA compliance program through the use of Compliancy Group's exclusive program, The Guard.

By completing Compliancy Group's Implementation Program, COPS Monitoring has demonstrated its adherence to the meticulous regulatory standards outlined in the HIPAA Privacy Rule, Security Rule, Breach Notification Rule, Omnibus Rule, and HITECH. Through the use of The Guard, COPS Monitoring can manage its continued compliance.

HIPAA is comprised of a set of regulatory standards governing the security, privacy, and integrity of sensitive healthcare data called protected health information (PHI). PHI is any individually identifiable healthcare-related information. If vendors who service healthcare clients come into contact with PHI in

any way, those vendors must be HIPAA compliant.

"We have a profound respect for what it means to be a professional monitoring provider of millions of homes and businesses," explained COPS Monitoring's President Jim McMullen. "Our dealers and customers place a tremendous amount of trust in us; not only for their physical security and wellbeing, but also to keep their data and personal information safe. In addition to protecting their data with state-of-the-art technology, we believe the independent verification of our HIPAA compliance is another step in the right direction to guarding our dealer and customer, and a valuable addition to our SOC 2 attestation."

Founded in 1978 and headquartered in Williamstown, NJ, COPS Monitoring (a Lydia Security Monitoring brand) is one of the largest provider of professional monitoring services in the U.S. with central station locations in New Jersey, Florida, Arizona, Tennessee, Texas, and Maryland. COPS is trusted by 3,500 independent alarm dealers to safeguard more than 3.3 million homes and businesses in the U.S., Canada, and Puerto Rico. COPS is UL listed, FM approved, IQ certified, TMA Five Diamond certified, and has been named Central Station of the Year by The Monitoring Association. **SSN**

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RESIDENTIAL SYSTEMS

Alarm.com's new touchless doorbell, Flex IO sensor

By SSN Staff

TYSONS, Va.—Alarm.com has released the first commercially available video doorbell that rings without requiring any contact to reduce public health risks and make home visits and deliveries safer for all.

The Alarm.com Touchless Video Doorbell is the next generation of video doorbells, combining sleek design with some of the most advanced video intelligence available to consumers for touch-free operation.

"Protecting the health and safety of loved ones and our communities has never been more important," said Alarm.com VP of marketing Anne Ferguson. "Particularly in the current environment, our front doors have become an even greater hotbed of activity. Our Touchless Video Doorbell helps homeowners and visitors alike maintain social distance and avoid encountering germs, bacteria and viruses that may exist on surfaces around the

front door. Adding this touch-free solution to an Alarm.com-powered smart home security system is another way we can stay vigilant and protect one another."

The Alarm.com Touchless Video Doorbell eliminates the need to physically press a doorbell button. Anyone coming to the front door simply stands on a doormat placed at a safe distance to ring the chime. Rather than using motion detection common to other doorbell cameras, rapid and accurate person detection activates the Alarm.com Video Doorbell to reduce unimportant interruptions. When a person is detected, the doorbell immediately triggers the existing chime in the home, sends a mobile alert to the homeowner and starts recording a video clip. Homeowners can see and speak with visitors through the Touchless Video Doorbell's live HD video and two-way audio instead of having to answer the door.

As an integrated part of the expansive Alarm.com ecosystem, the Touchless Video Doorbell can automatically trigger other device activity through user-defined rules. For example, lights can turn on when the doorbell detects a person. Rapid people detection also helps ensure that inadvertent chimes are not triggered by animals, packages or other non-human objects.

The device also features:

- 150° vertical field of view that gives homeowners a full head-to-toe image of visitors and clear look at packages left on the doorstep
- Optimized portrait viewing on mobile so there's no need to rotate the mobile device
- Full HD resolution, HDR, and infrared night vision
- Onboard heater for low temperature operation
- Live video and saved clip viewing using the Alarm.com mobile app or website.

Alarm.com also announced



at CES that it has developed the first cellular sensor with virtually no range limitations for monitoring valuable property and assets. The Alarm.com Flex IO, a battery-powered device that is weatherproofed for outdoor durability, uses the latest LTE-M technology to operate anywhere there is LTE coverage and without a panel, hub or even Wi-Fi. The one-of-a-kind sensor works as a standalone solution or as an expansion of a person's existing Alarm.com-powered system. **SSN**

Brinks acquires Select Security

Continued from page 1

time, assuming the account base performs well can maximize proceeds for the seller that might not be available to them if they just paid outright for cash." Brinks Home Security CEO William Niles noted in the announcement that Brinks is "excited about the value this transaction creates and its alignment with our core objective of 'creating profitable accounts at scale and holding for life,' while also opening the door for similar opportunities in the future."

Mack pointed out that this is deal is also an entrance for Brinks into the commercial market, noting, "While I don't think they have designs on making that a significant part of their business soon, they are certainly interested in exploring that business and building something there."

Niles noted that Brinks is excited to "expand our footprint into the large commercial security segment and to bring Brinks Home Security's high-touch customer service to the entire Select Security customer base."

In addition to the accounts, Brinks Home Security is retain-

ing the majority of Select Security's commercial sales, field technicians and customer service employees, as well as certain office locations to offer the highest level of service to these customers. For 90 days following close, the seller will provide certain transition services to Brinks Home Security, and following the transition period, Brinks Home Security will manage all aspects of the customer experience.

"They hired a significant number of people from the company, and Select has a well-seasoned group of managers and people involved at Select that I think will be good for Brinks because Brinks is getting into servicing more of its customers," said Mack. "By picking up a strong management team, technicians, customer service personnel, etc., they are adding a lot of bench strength to their abilities to manage their customer base directly."

Niles said Brinks is thrilled to welcome the Select Security team to the Brinks Home Security family. "I look forward to integrating them into our customer-centric culture that serves as the guiding force behind all key decisions in our organization." **SSN**

Alula gives dealers an easy path to 5G with sunset plan

By SSN Staff

ST. PAUL, Minn.—Alula, a provider of smart security and automation systems for professional installers and the inventors of the Connect+ platform, announced an aggressive new Sunset offer that will allow Security Pros to upgrade their sunset-vulnerable customers to a 5G-ready solution, virtually free.

The new Ultimate Sunset Offer automatically credits the Security Pro with 18-months of free interactive service for replacing a sunset device with an Alula BAT-Connect. The service credit will be applied automatically upon activation and allows the Security Pro to eliminate the service bill for the first 18 months.

"The BAT-Connect basically pays for itself," said Russell Vail, EVP of Market Development at Alula. "We know that Security Pros are burdened by the onrushing sunset, and in 2021 we are quickly running out of time. So we looked at every competing offer, got aggressive, and beat them with the best Sunset offer the security industry has ever seen. That's why we're calling it the Ultimate Sunset Offer."

Alula has long been a leader in solving the Sunset problem

for Security Pros, pioneering triple-path connectivity and using the IP-path to eliminate sunsets entirely. The Ultimate Sunset Offer is the logical next step and takes advantage of a major technological leap that will not only solve this sunset but save Pros from the 5G sunset as well.

Because Alula uses CAT-M1 cellular technology, the BAT-Connect is 5G-ready. Competing communicators will sunset with 4G and force you to roll a truck to fix this again. BAT-Connect not only solves the 3G sunset but will help carry the account into the 5G-era.

Vail said Alula's Ultimate Sunset Offer will include Connect+ and ConnectXT units that replace sunset devices as well. "This is such an important advance for our industry in solving this chronic problem and we want to make sure all Security Pros are able to access it and use it to affordably scale their business," Vail continued. "By letting you keep that money in your pocket with 18 months of free service, we're giving you have a cushion for when you need it and the ability to rapidly scale your business to new heights using the freed up capital." **SSN**

BRIEFS

2GIG Control Panel wins award at CES 2021

CARLSBAD, Calif.—Capturing the pinnacle of security industry awards, Nortek Control announced that the company's soon to be released 2GIG EDGE Security Panel has won the Consumer Technology Association (CTA) 2021 Security and Surveillance Product of the Year Award.

"The CTA Smart Home Division Mark of Excellence Awards sets the benchmark in our industry for the best in custom integration and installed technology. To be recognized among the best of the best is a tremendous honor, and acknowledges the important contribution our 2GIG EDGE Security Panel represents to driving the future of home security," said Quinto Petrucci, vice president of Product Management for the Nortek Control 2GIG brand. "Earning this award, the 2GIG EDGE Security Panel significantly raises the bar in providing advanced intelligence and privacy protection that firmly cements homeowner confidence with the ability to expand to meet future security demands."

The new 2GIG EDGE Security Panel incorporates the very latest in smart technologies and user features all built on a more secure platform, which is now a necessity for both homeowners and integration companies. "These breakthrough advanced technologies and features amazed the CTA judges and have already impressed multiple integrators with the product's speed, intuitive functionality and overall design in Beta test installations," the company said.

The host of unprecedented new features offered by the 2GIG EDGE Security Panel delivers a giant leap forward in security system operational ease and homeowner confidence. In addition, dealers and integrators will realize significant value from its installation flexibility that lets them offer a far more compelling, extensive total solution that can easily and seamlessly connect to an array of today's smart home technologies and products.

ADI Global opens new branch in Fort Worth, Texas

MELVILLE, N.Y.—ADI Global Distribution, a wholesale distributor of security, AV (audio-visual) and low-voltage products, recently opened a new branch location in Fort Worth, Texas. This marks ADI's second location to serve the Dallas-Fort Worth (DFW) area and seventh location across the state.

The new ADI Fort Worth branch, will provide dealers with more access to ADI's full range of products and services.

As part of its strategic growth plan, ADI continuously conducts a market analysis of its current locations, customer locations, market demographics, and travel times to ADI branches. With this data, ADI identifies new opportunities to expand its branch network and further enhance its customer service to dealers. The DFW area represents one of the fastest growing metro areas in the U.S., and ADI will be able to better serve dealers in the area.

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SUPPLIERS

EyeLock adds mask detection component

By Cory Harris, Managing Editor

NEW YORK—As the war against COVID-19 rages on, businesses now have an additional means of detection available to them in order to create a safer working environment.

EyeLock, a provider of iris-based identity authentication solutions for the Internet of Things (IoT), recently announced that its nano iXT iris recognition devices now have the ability to detect the presence of a mask and conditionally deny access when one is not being worn. The mask detection feature is enabled when the device's iTemp temperature screening module is connected.

Chris Jahnke, vice president of sales and marketing for EyeLock, explained to Security Systems News that the nano iXT is a "product that has far reaches when it comes to the situations happening right now with COVID-19. The two features that we have right now are the ability to take somebody's

temperature and/or detect the presence of a facemask. Those things are big issues now, as you can imagine."

Jahnke noted that the iXT's temperature screening module looks at the overall thermal image of a person's face and displays that person's temperature on the screen. Because the temperature of the portion of the face covered by the mask is less because it is covered up, the idea of adding the mask detection component came about.

"When you cover up part of your face with a facemask, we can detect the fact that there is something blocking that section of your face, and that could possibly be a mask," he said. "We can save that image of the person with their mask on in the database, so we know when there's a mask on and when there's a mask not on. We can alert the user of the device that they should be wearing a mask. They could deny them access into the building when the mask is not being worn. As a result,

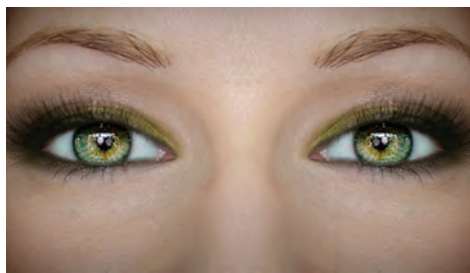
you can control access based on their temperature and/or whether they're wearing a mask or not."

EyeLock CEO Jeff Carter added, "When used in conjunction with the optional iTemp module, the nano iXT equips companies with a reliable and highly accurate tool that helps create the safest possible working environment for their employees, customers and all visiting parties. Detecting the presence of an individual's mask combined with their temperature can now be done quickly and with confidence on the same device."

WORKING TOGETHER

Jahnke explained how the iTemp module works in conjunction with the mask detection component to provide businesses with a safe and secure working environment.

"The thermal sensor looks at the entire face and it looks at the



temperature across the entire face," he explained. "It looks at your chin, it looks at your forehead, it looks on either side of your face. When you cover up the lower part of your face, the temperature behind the mask is lower because it's not looking at the surface of the skin behind the mask. The algorithm has the capability of looking in that area and determining if a mask is not being worn, or that a mask is being worn. We're basically determining that a mask is covering up that portion of the face, and we're doing that with a thermal camera."

Jahnke added that the device's authentication speed, with a

EYELock see page 20

BRIEFS

Security fusion startup HiveWatch secures funding

LOS ANGELES—HiveWatch, a startup that uses multisensor fusion to help companies better respond to physical security threats, emerged from stealth and announced a seed funding round led by CrossCut Ventures, with participation from Freestyle and SaaS Ventures.

HiveWatch's platform pulls data from a company's disparate monitoring systems and security sensors to provide operators a single-pane-of-glass to evaluate and respond to alerts. By centralizing event data, HiveWatch reduces the security program noise that plagues operations, using multi-sensor analysis and machine learning to only elevate events that require a human response.

"We're building a platform to make security leaders more aware, more connected, more proactive, and more informed," said Founder Ryan Schonfeld.

Altronix NetWay now delivers more power

BROOKLYN, N.Y.—Altronix, a leader in power and data transmission products for the professional security industry, announced the release of new environmentally hardened PoE Switches and powered media converters supporting the latest 802.3bt PoE devices.

These end-to-end PoE and fiber long-distance solutions allow multiple high-powered IP devices such as multi-sensor cameras, IR or White Light illuminators and wireless access points to be deployed in remote locations with or without local power.

"Altronix continues to expand our portfolio of NetWay Spectrum power and transmission solutions to accommodate the latest high-powered IP devices over longer distances - utilizing fiber, copper or hybrid cabling infrastructure with or without local power," said Ronnie Pennington, Director of Sales for the Americas.

ComNet introduces Link Guardian Unidirectional Media Converter

DANBURY, Conn.—Communication Networks (ComNet), an ACRE company, and a USA-based manufacturer of fiber optic transmission and networking equipment, is expanding its line of cybersecurity products by adding to its line of intelligent media converters. These intelligent media converters with Link Guardian create a physical layer of protection that limits network traffic to one-way communication between the source and destination networks. The ComNet CNGEUMC4+2(TX, RX)/M is designed to prevent cybersecurity attacks by limiting data flow to one direction between a secured and unsecured network. How the devices are deployed will determine which direction the data will flow.

Called an "Unidirectional Media Converter," this physical security is more effective than software-enabled network firewalls.

Allegion acquires IoT cloud company Yonomi

By SSN Staff

DUBLIN—Allegion has acquired privately held technology company Yonomi, a leader in IoT Cloud platforms.

According to Allegion Senior Vice President and Chief Technology Officer (CTO) Vince Wenos, Yonomi holds unique intellectual property that matches well to Allegion's strategic priorities for accelerating growth through seamless access, innovative solutions and meaningful partnerships.

"Yonomi's patented technology and technical capabilities will help accelerate Allegion's vision of seamless access and enhance the breadth of our software develop-

ment capabilities," Wenos said. "It also opens avenues for integration with leaders in home and enterprise solutions for the



IoT - supporting our 'partner of choice' strategy."

Wenos added, "We are a customer of the Yonomi platform, ourselves, having embraced Yonomi ThinCloud technology as a part of our residential smart deadbolt ecosystem. This, too,

makes us a firm believer in Yonomi solutions and, especially, the team behind them."

Founded in 2013 by building automation and enterprise Cloud computing experts, Yonomi was the "first to create an agnostic smart-home ecosystem that automatically discovers and coordinates devices," the press release reads. Today, Yonomi solutions are used in more than 150 countries, and millions of IoT devices are connected to its platforms.

Yonomi's CEO Kent Dickson will become vice president and general manager of the Yonomi business unit within Allegion. Dickson noted that Allegion has been an investor in Yonomi since 2017 and this acquisition was a natural evolution for the Yonomi

business.

"This is an exciting moment in time for the Yonomi family and our customers," Dickson said. "As an early provider of IoT solutions, Allegion truly understands the value of connected ecosystems and shares an important role in progressing smart-home solutions through its industry-leading brands like Schlage. In addition, Allegion has been a significant partner of, and investor in, our company, and this acquisition provides more capital and capacity for growth of our existing technologies and platforms."

Yonomi employs nearly 25 people at its operations in Boulder, Colorado, and Austin, Texas.

Terms of the transaction were not disclosed. **SSN**

TELEDYNE

continued from page 1

based on Teledyne's 5-day volume weighted average price as of Dec. 31, 2020. The transaction reflects a 40 percent premium for FLIR stockholders based on FLIR's 30-day volume weighted average price as of Dec. 31, 2020.

"We could not be more excited to join forces with Teledyne through this value-

creating transaction," FLIR President and CEO Jim Cannon said in the announcement. "Together, we will offer a uniquely complementary end-to-end portfolio of sensory technologies for all key domains and applications across a well-balanced, global customer base. We are pleased to be partnering with an organization that shares our focus on continuous innovation and operational excellence, and we look for-

ward to working closely with the Teledyne team as we bring our two companies together to capitalize on the important opportunities ahead."

As part of the transaction, Teledyne has arranged a \$4.5 billion 364-day credit commitment to fund the transaction and refinance certain existing debt.

"At the core of both our companies is proprietary sensor technologies. Our business

models are also similar: we each provide sensors, cameras and sensor systems to our customers," said Teledyne Executive Chairman Robert Mehrabian.

Teledyne expects the acquisition to be immediately accretive to earnings, excluding transaction costs and intangible asset amortization, and accretive to GAAP earnings in the first full calendar year following the acquisition. **SSN**

Securing cannabis facilities

By Cory Harris, Managing Editor

YARMOUTH, Maine—The topic of legalizing cannabis in the United States has risen to the forefront in recent years as more and more states open dispensaries for customers to purchase marijuana for medicinal or recreational purposes.

To date, nearly 20 states have opened cannabis dispensaries, and although marijuana is illegal under U.S. federal law, facilities that sell cannabis are regulated under state and local mandates. As the number of cannabis dispensaries in the U.S. continues to increase, the demand to secure these facilities continues to grow, especially when all customer transactions are cash only.

Suppliers and systems integrators must make sure that cannabis dispensaries have tight security measures in place, specifically at entry/exit points and areas where cash is handled.

"Cannabis facilities contain both large cash deposits and high-value product that must be protected,"

Keeping cannabis facilities safe and secure starts with using door control technology as the first line of defense, Sanderford noted.

"A two-door vestibule would be recommended for customer entry, with the exterior door normally unlocked and the interior door locked and controlled remotely by store personnel," he explained.

"These doors should be interlocked to allow only one door to be open at a time with CCTV [closed-circuit television] cameras recording all activity. These doors should allow free egress from the public sales area."

Regarding employee entry/exit areas, Sanderford recommended going through a non-public access

point. "This doorway may also have interlocking door control with both entry and exit requiring card access," he said. "Or there may be a delayed egress application which by code allows a delay of the unauthorized or emergency egress for up to 30 seconds. This allows employees an opportunity to respond. CCTV cameras should also be incorporated to provide a history of activity."

In response to the COVID-19

pandemic, facial recognition of masked employees and customers entering cannabis dispensaries is "challenging," Sanderford said, noting that

some advances using artificial intelligence (AI) have tried to address the situation. "As the pandemic is arrested, masks will be less of a problem," he added.

Door control technology has proven to be an effective and

CANNABIS see page 20



said Bryan Sanderford, national sales manager, Dortronics Systems, Inc. "Cannabis security systems use not only card access to limit entry to authorized personnel, but also frequently include door interlock systems. The mantrap entrances deter forced entry by presenting a double barrier to people trying to overwhelm the security system. While cannabis retail stores are not allowed in every state, the early installations have utilized security controls similar to that of high-end jewelry stores."

Sanderford pointed out that mandates on the federal, state and local levels must be adhered to when installing door control technology in cannabis dispensaries.

"As long as federal laws prevent cannabis retailer locations from using the banking system, large amounts of cash stored on site will require extra security," he explained. "In addition, local building codes may limit what types of locking hardware might be installed on access points used by the public."

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CANNABIS

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essential tool in securing cannabis facilities, according to Sanderford. "Although installations have been effective and are necessary, they add another layer of security which can be restrictive at times depending on volume and flow-through of customers," he said.

VIDEO IS KING FOR SYSTEMS INTEGRATORS

On the systems integrator side,

Matthew Ladd, president, The Protection Bureau, pointed out to Security Systems News that in addition to the locks and door technology in high-security locations such as cannabis dispensaries, systems integrators play an important role in these locations when it comes to video.

"There are tremendously more detailed requirements for their security systems," he explained. "The area of coverage is different,

so where you might be able to, in a normal retail store, put a camera in the front or in the aisle, in the cannabis world, you need as close to 100 percent coverage as possible," he said. "How do you get those cameras there? A lot of times they're not just up on the wall anymore or on the ceiling. They're actually down lower. You have to watch every aspect of the business."

Another essential role that integrators play to secure cannabis

facilities is in the area of video storage.

"There are requirements in the cannabis market for storage of video," he noted. "They're not only going to increase camera count and camera quality, but also store video for large amounts of time, so you have to get cloud-based solutions or large servers. That is another big aspect in the cannabis world – how do you get all that video stored?"

Access control for cannabis facili-

ties involves the more standard card readers and some biometrics, especially in some of the more secure areas, Ladd said. "If you have a cannabis plant or a cannabis store, there are still the requirements to track where people are going, probably no different than a precious metals location or a financial institution" he noted. "You still need to know where people are, where they're going."

Security solutions for employee entry/exit points in cannabis dispensaries include video monitoring and card access control, as well as facial recognition technology.

"There may some locations in these facilities where two employees may have to go into the area where the cannabis is stored, not much different from anything in the high-end security world," Ladd said.

For integrators, video storage is probably the most important requirement for cannabis locations. "You can't just have one camera to watch the whole room," Ladd noted. "You might put one camera in for your standard security levels, where you might put in six cameras for a cannabis facility." **SSN**

EYELOCK

continued from page 18

database of up to 20,000 people, is about 1 1/2 to two seconds. "We're authenticating who they are, based upon their iris, and at the exact same time and within the same timeframe, we're taking their temperature, if that's enabled, and we're determining if they have a mask on," he explained.

The nano iXT features a large LCD touchscreen, and employees can see themselves just like they're taking a selfie, Jahnke pointed out.

If an employee's temperature is too high and/or that person is not wearing a mask, EyeLock sends out an email or a text message to the employer, letting them know that the employee is not being allowed in. At the same time, the employee is alerted on the iXT's screen that their temperature is too high, or that they're not wearing a mask.

Jahnke added that with COVID-19, you could have the coronavirus and not have a temperature. "Temperature's really the secondary feature," he said. "Mask detection is way more important."

EARLY FEEDBACK

Having introduced mask detection for the nano iXT in November 2020, Jahnke noted that people are just beginning to realize the capability of the new feature, adding that "the demand is high."

"I think there's a perception that the new presidential administration will probably mandate mask wearing nationally, and what businesses are going to say is, 'How do I know that my employees are wearing masks? How are we going to manage it?'" Jahnke explained. "We've got a product that does that." **SSN**



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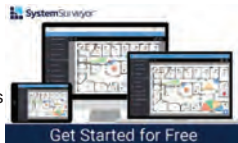


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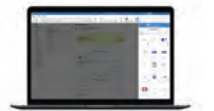


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Editor's note: The companies listed in this special section submitted product information in response to a call for products for this month's feature. Security Systems News is not responsible for the accuracy of the content in the product descriptions.

IMPICCIATORE

Continued from page 8

Guidelines for returning to the workplace need to be developed, adhered to and enforced.

He also noted that “it is important that we hold true to our client commitments and deliver our projects on time and within construction budgets. As consultants, we should be proactive and reach out to our internal and external clients to offer security services that will benefit their program and operations that they may overlook during these times.”

EDUCATION IS KEY

Impicciatore believes that education is key in order to attract diverse young people to get involved in the security industry.

“Growing up, we all see cameras, card readers and security guards but personally, I never considered what is going on behind the scenes, i.e., identification of the need, assessing the scope, developing the plan, designing the solution, construction and implementation,” he explained. “Recently I found out there are now fire protection

majors, which is awesome! I think if we can get security engineering majors or even engineering majors with minors in security within our colleges, people would become more cognizant of the magnitude of the security industry and the vast opportunities within.”

SHIFT IN THE NORM

When asked how he sees the security industry going forward, Impicciatore believes that “the need for cybersecurity and security for critical infrastructure facilities are growing due to the current pandemic. Most companies are doing most of their work remotely through Zoom, Teams, and GoToMeeting, making cyber and critical infrastructure security more important than ever.

“All events with large, in-person gatherings have been cancelled since COVID-19 and are now held via remote sessions when possible. Employees working from home, and conferences being conducted remotely, will minimize business expenses and companies may be reluctant to return to their “normal” way of conducting business. A shift in the norm may be in our future.” —SSN Staff

PSA

Continued from page 1

working remote so they don’t want a lot of equipment in the office that has to be maintained, so having solutions that can be done via the cloud, for example, whether it is a mobile or browser-based app, is a big advantage and the companies that I have seen in that space have experienced tremendous growth even during this pandemic timeframe. Having the forethought to bring this type of thought leadership to the membership – Bill has been out front with that. There is still a long way to go [with managed services] but it is accelerating and gaining velocity.

On the cybersecurity piece, I feel the industry is still in the early throes of taking

cybersecurity seriously, whether they are providing cybersecurity capabilities, or just making sure the products are selling from manufacturers who take cybersecurity seriously. We need to up our game, especially with the stories we are seeing recently on a national scale, so we need to be concerned about the products our customers are using.

SSN: Any decisions on PSA TEC, which is planned for May in Denver, Colo.?

BARNETTE: PSA TEC will most likely be a hybrid event with some in-person training and other functions and some remote option for those who don’t feel comfortable traveling. But, if it turns out things are in much better shape come May, we can pivot to more on site, but just by necessity there will some form of online elements moving forward.” **SSN**

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SSN SNAPSHOT

PEOPLE NEWS



Iris ID, a leading provider of iris recognition technology, announced **Kurt Wherley** has joined the organization as director of sales for workforce management, North America. Wherley, who has more than 30 years of experience with time and attendance solutions, will develop new customers and support the sales channel for Iris ID's recently launched IrisTime biometric-based workforce management platforms.



Kurt Wherley

"Kurt's vast experience provides him with deep insights into the workforce management needs of small

businesses to enterprise organizations throughout North America," said Mohammed Murad, vice president, global sales and business development, Iris ID. "We're confident he will drive dramatic growth for our time and attendance solutions."

Previously, Wherley worked for 17 years with Schlage Biometrics. At Iris ID, he will oversee the North American sales of IrisTime, which offers a new technique for authenticating employee identity by using a fusion of iris and face recognition to increase accuracy and convenience.

"Iris ID is recognized as the leading innovator and provider of flexible iris-based, biometric identity authentication solutions," he said. "Now, the company is revolutionizing

the time and attendance function with an accurate and flexible platform designed for today's modern workforce. This position is a great fit for me and my experience in workforce management."

Quantum Corp. announced the expansion of its Executive Leadership Team with the appointment of **Brian Pawlowski** as Chief Development Officer, alongside two senior executives to accelerate Quantum's software-defined infrastructure and international growth. A technology industry legend with more than 35 years of technical development and leadership experience, Pawlowski will drive excellence in software innovation as Quantum advances on its goal to be the leader in video and unstructured

data solutions.

"Quantum's transformation requires solving our customers' most pressing business problems and delivering hybrid multi-cloud software innovation," said Jamie Lerner, President and CEO at Quantum. "Brian's track record in building technologies and leading teams in high-growth environments will be critical to our success in achieving these goals."



Brian Pawlowski

Pawlowski is a pioneer and distinguished technologist who joins Quantum from DriveScale, where he was CTO. Prior to that, he was vice president and chief architect at Pure Storage, where he focused on improving the user experience for the all-flash storage platform provider's rapidly growing customer base. He was also the 18th employee at NetApp, where he played a key role in the company's expansion over nearly two decades in various roles including Head of Software Development and CTO.

INTEGRATORS

Continued from page 8

checks before clocking in, and a health questionnaire to determine whether they have been exposed or out of state, if they are feeling well, or if they have a fever. "It has really worked to reduce the amount of exposure to the virus," Schwab noted.

In addition, field crews and staff were kept separate from each other in order to reduce exposure. "Much of our market is healthcare," Schwab explained. "We market to a lot of critical infrastructure in healthcare and medical manufacturing, so we were right there in the hospitals when COVID-19 was hitting the hardest. We had to be really careful that our people were safe and protected."

"We were doing a lot of camera installs in COVID wards because the hospitals wanted to reduce the amount of human contact in those wards. They were using technology to observe what was going on there and reduce the amount of people who had to go in. That was an opportunity for new business when COVID was slowing down some of our other business. It hit the construction industry, so a lot of those projects came to a halt, but our healthcare projects, which is a large vertical within our company, picked up substantially."

DETECTION TECHNOLOGY

Schwab noted that his company employed various technologies in response to the pandemic, including analytics and cameras for contact tracing.

"On the customer side, if someone were to be found to have tested positive, we utilize video analytics to be able to identify where they were, who they came in contact with, and quickly be able to run a report so that we could notify those people to not spread the

virus further," he explained. "We also do people counting, so if there's an area where there's a maximum number of individuals who are allowed to be in a certain place, we're using video analytics to count how many people are going in and going out. We keep a tally of how many people are in a certain place, and if it goes above that amount, we're able to identify that and notify if necessary."

In regard to serving customer needs, Schwab noted that in terms of sales, because person-to-person interaction has to be minimized, salespeople are doing less in-person meetings.

"We've increased our social media presence substantially," he said. "We are doing more sales and marketing via social media and web conferencing. That has been a way for us to maintain our connection with our customers."

"We also instituted weekly phone calls to a lot of our key customers to make sure they're doing okay, and to keep our finger on the pulse to see if they need anything from a technology standpoint, and what we could do to pivot to be available for them. That proved to be very effective."

LOOKING AHEAD

Even in the midst of the pandemic, Schwab is optimistic about his company's sales for 2021. "Our pipeline looks healthy for 2021," he predicted. "We're excited for 2021. It's going to be a good year because a lot of the projects that were on hold from last year are going to be back in gear."

"In addition, there are a lot of new technologies emerging, and a lot of emphasis being put on security that we think will be opportunity for our industry." **SSN**

CALENDAR



Feb. 4-5, 2021: Barnes, Buchanan Security Conference, Due to the ongoing pandemic, the 2021 Barnes Buchanan Conference will be held virtually on Thursday, February 4 and Friday, February 5, 2021. Keep an eye on the website, www.barnesbuchanan.com, for conference updates.

Feb. 24-25: 2021 SecurityNext Virtual Conference, The conference will be held over two afternoons on Feb. 24 & 25 through the GoToMeeting platform, with the goal of keeping you connected and informed during these unpredictable times. From breaking down the barriers to the adoption of AI to building a cyber-physical business model to thriving during the current pandemic (and how to apply what we've learned moving forward), SecurityNext will cover the hottest, most relevant and timeliest topics affecting the security industry. Plus, the SSN "40 under 40" and Security Legend virtual Award Reception will be held on the end of day one, where SSN will honor this year's incredible Class of 2020 "40 under 40" winners (see page 3), as well as our two Security Legend Award winners (to be announced in the January issue). For additional information on SecurityNext, visit securitynext.com.

May 3-6, 2021: PSA TEC, TEC, presented by PSA, is the premier education and networking event for all professional systems integrators. TEC features industry leading education and certification programs, networking, and dedicated exhibit hours designed to advance the skills and expertise of industry professionals nationwide. This premier training venue is open to all industry professionals and is designed to meet the educational needs of all employees within an integrator's organization.

TEC 2021 will be held at the Sheraton Downtown Denver in Denver, Colo. on May 3-6, 2021. Visit www.psatec.com.

July 19-21: ISC West: ISC West is the largest converged security industry trade show in the U.S. At ISC West, you will have the opportunity to network and connect with thousands of security and public safety professionals that convene at the show each year to experience and explore the newest technologies and solutions from Access Control, Video Surveillance, Emergency Response, Public Safety to IT/IoT Security, Smart Home Solutions, Drones & Robotics and more! The combination of networking opportunities, special events, award ceremonies, plus the leading cutting-edge SIA Education@ISC program, makes ISC West the security industry's most comprehensive security event in the U.S. Visit www.iscwest.com.



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