



SPECIFICALLY SPEAKING

Security by Design's Eric Reither *See page 3*



PRODUCTS

See the latest video surveillance *See page 21*

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VOLUME 24 NUMBER 1
JANUARY 2021 • \$7.00

COMMERCIAL & SYSTEMS INTEGRATORS

- Securitas acquires FE Moran Security Solutions for \$82M **PAGE 12**

MONITORING

- ADT closes on the Cell Bounce acquisition **PAGE 14**

RESIDENTIAL SYSTEMS

- Eastern Bank working with Alarm New England **PAGE 16**

SUPPLIERS

- Oncom teams with Qualcomm for new camera line **PAGE 18**

STATS 3

NEWS POLL 4

40 UNDER 40 8

EDITORIAL 10

WOMEN IN SECURITY 11

SSN SNAPSHOT 23

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Allied Universal to buy G4S for \$5.1B in cash

By Paul Ragusa

SANTA ANA, Calif.—Allied Universal announced it has reached an agreement with G4S on a cash buy offer of \$5.1 billion, to be made by Atlas UK Bidco Limited (Allied Bidco), a newly incorporated entity that is indirectly controlled by Allied Universal. Allied Bidco has committed financing available to satisfy the full cash consideration payable to G4S Shareholders under the terms of the offer, which is



Steve Jones

expected to close in the first quarter of 2021.

The combination of Allied Universal and G4S will create an integrated security business with revenues of approximately \$18 billion, a strong international platform and an extensive portfolio of blue-chip clients across the public and private sectors.

"We are extremely excited about the prospect of bringing two leading security companies together," Allied Universal President and CEO Steve Jones told Security Systems News. "Our acquisition of G4S will enable Allied Universal to partner and grow with its Fortune 500 cus-

tomers on a truly global basis and will be in a stronger position to drive industry standards of professionalism in the security sector around the world."

Jones noted in the announcement that it helps greatly that the businesses know each other well. "We share a similar culture and values and I am excited about what the combination of Allied Universal and G4S can deliver. G4S has an excellent service offering, an enviable global customer portfolio and it is led by a highly experienced management team. We have been impressed by the recent transformation of G4S which

ALLIED *see page 12*

Alarm.com acquires Shooter Detection Systems

By SSN Staff

TYSONS, Va.—Alarm.com announced it has acquired Shooter Detection Systems, LLC (SDS), a provider of indoor gunshot detection technology. SDS was founded in 2013 to address the growing active shooter threat to the public by advancing proven military gunshot detection technology.

SDS developed the Guardian Indoor Active Shooter Detection System, a unique combination of acoustic and infrared sensors and proprietary

ALARM.COM *see page 18*

SSN Legend Award

Systems Integrator Jim Coleman to be honored for his impact on security industry

By Paul Ragusa

YARMOUTH, Maine—Security Systems News is excited to announce the winner of its second annual Security Legend Award, which recognizes security industry professionals who have been leaders throughout their careers, and who continue to selflessly give back to help push the industry forward.

SSN is proud to honor Jim Coleman, who founded and ran Operational Security Systems (OSS) for nearly half a century, with the 2020 Security Legend Award. Coleman joins Bill Bozeman, president and CEO, PSA Security, and Jim Henry, independent consultant, inaugural winners of this annual

lifetime achievement award. SSN will present the award to Coleman at our SecurityNext virtual conference, Feb. 24-25, 2021.

"I was very honored and humbled back in February to receive the first Legend Award along with Bill Bozeman; it is an even greater honor now that Jim Coleman will be joining us," said Henry. "All systems integrators seek to be a 'trusted advisor' to our clients. Jim is recognized in that capacity

by all stakeholders in the security industry (consultants, manufacturers, end users and his integrator peers)."

Coleman's soft-spoken style also makes him "the gentleman of our industry," Henry added.

COLEMAN *see page 3*



Jim Coleman

Q&A with Interface's Brent Duncan

By Cory Harris

YARMOUTH, Maine—It has been just over two months since Brent Duncan was promoted to president and chief operating officer (COO) of Interface Security Systems, and in that short time he has guided the managed service provider on a clear path to success, thanks to what he calls a focus on "fanatic" customer support and a substantial investment in product innovation and IT infrastructure.



Brent Duncan

Duncan, who served as chief revenue officer for 18 months at Interface prior to his October promotion, told Security Systems News what his short- and long-term goals are in his new role.

"When I served as chief revenue officer, the goal at that time was really taking the go-to-market organization through a full transformative change," he explained. "Everything from how we structured the organization, the personnel, the scale, the technology that they were utilizing. To some degree, we did a bit of a page one rewrite, or at least a day one look at the whole organization. We made some changes at the top, took a fresh look at how we were profiling our customer base, how we were using marketing to impact those potential prospects, and engage those prospects successfully. We really

DUNCAN *see page 11*



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NEWS

BRIEFS

Top consultant firms ESI Convergent LLC and Butchko join forces

YARMOUTH, Maine—Butchko Inc. and ESI Convergent LLC, top consultant firms founded and led by Benjamin Butchko and Pierre Bourgeix, respectively, have combined forces to bring their converged physical-cybersecurity solutions together.

Butchko and Bourgeix told SSN that Butchko-ESI is dedicated to a converged physical-cyber approach that delivers sustainable business value and resilience. “We drive client success by integrating people, technology, information and processes to create comprehensive and practical solutions which maximize organizational mission success,” said Bourgeix. “This strategy yields clear understanding of an organization’s current state, which holistically leads to substantive improvements in operational, organizational, and financial success.”

Butchko, who founded his firm in 2004, said ESI Convergent represents a “highly complementary” partner for Butchko going forward. “Pierre is a visionary in converged cyber-physical security,” he said. “Butchko has been evangelizing the convergence of operations technologies and processes with security for years as well. By combining forces, we are able to deliver value faster and with greater insight than either company can achieve individually.”

Bourgeix is equally as excited that the managing partners of ESI have made the decision to form a partnership and strategic alliance with Butchko, Inc., noting that for the past 25 years he has seen the security industry evolve and be challenged by events that have defined its future.

“Over the years, I have had the privilege to work closely with Benjamin Butchko and his team,” said Bourgeix. “Ben has always displayed the same vision and passion to serve customers and our industry; combined with his years of experience in the physical security and operational environment, his firm complements our goals and values as together we help our industry move into this new bold converged world.” —Paul Ragusa

SIA announces mentorship program to launch careers

SILVER SPRING, Md.—The Security Industry Association (SIA) and the SIA RISE Steering Committee announced the launch of Talent Inclusion Mentorship Education (TIME), a new mentorship program for early and mid-career professionals in the security industry.

The TIME program is designed to promote diversity, equity and inclusion and empowerment of underrepresented identities in the security industry by creating a well-defined pathway for learning and development.

“SIA’s new TIME mentorship program seeks to build a security industry full of diverse perspectives, people and cultures,” said Pierre Trapanese, chairman of the SIA Board of Directors. “Through the program, we look forward to creating valuable learning experiences for both mentees and mentors, giving back and helping to grow an inclusive, talented security industry.”

Jim Coleman to receive SSN Legend Award

Continued from page 1

“Jim does not need to raise his voice to be heard. I have noticed that when Jim speaks, the room goes silent as everyone values his perspective. Congrats to Jim for this well deserved recognition of career achievement!”

Coleman founded Operational Security Systems, a security systems integrator, directly upon graduating from Georgia Tech, and with his brother Tom built OSS into a respected specialty contractor with offices in Atlanta and Orlando, approximately 50 employees and annual revenues of about \$10 million. Clients like The Coca Cola Company, Delta Air Lines, Home Depot, GTRI and UPS brought projects locally, regionally and internationally for the past 45 years. OSS was acquired in 2017 by Convergent Technologies, a \$1 billion systems integrator.

“I am honored to be chosen

for this Security Legend Award,” Coleman said. “For 50 years I have found this industry to be challenging, fulfilling and fun! I am reminded that most success comes through interacting with others: to learn what (and what not) to change; to confirm (or discount) observed trends; and to share ideas, best practices and painful lessons learned. Being on dealer advisory boards, attending Industry conferences and belonging to industry alliances has fostered, for me, a community of acquaintances and friendships that have encouraged the mutual sharing and honing of insights and knowledge.”

Coleman has been active in both industry and community, serving as the past president of the Buckhead Rotary Club and a past Board Chairman of Senior Citizen Services of Metropolitan Atlanta. He served as President of Security-Net, an international organization of affiliated security

integration companies, participated on many corporate advisory boards and has authored numerous technical articles.

Coleman and his wife Darlene live in the Sandy Springs, Ga. He currently serves on the board of AppBarry, an Atlanta based software developer of cloud and mobile based applications and as an advisor to TeqCharging, an IoT startup that has developed and markets an electric vehicle charging control platform.

Studying the “impact of technology on our society” has been one of Coleman’s lifelong learning passions, he said, noting, “Since ‘getting out’ of Georgia Tech the world has transitioned from the beginning of the 3rd to the beginning of the 4th Industrial Revolution. These are exciting times for our industry with the confluence of Artificial Intel-



ligence, Cloud Computing, 5G Communication Networks, IoT, and Two-Sided Platforms, ushering in exciting opportunities for technologically adept organizations.”

He added, “Those that embrace and leverage the opportunities presented by these 4th Industrial Revolution elements over the next decade will become the next generation of Security Legends.” **SSN**

SPECIFICALLY SPEAKING

Eric Reither

Senior Consultant,
Principal
Security By Design Inc.
Pacheco, Calif.



What’s your title and role at Security By Design?

I work closely with our clients to assist them in making educated security decisions, which will meet their goals, budget and schedules. As a principal, I am also involved in managing the day to day running of the business. I collaborate with our engineering and production teams to ensure that the standards and approach that SBD has been developing over the past 45 years are being followed.

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

I design and specify physical access control systems (PACS), security video systems (SVS), and communi-

cations systems like intercoms, wide area broadcast and emergency phones. Our company primarily specializes in developing security standards for our clients, performing general security, vulnerability and threat assessments and creating design and construction documents. We have recently provided database management on a global basis for several clients.

What vertical markets does the company specialize in? Any interesting projects that you can mention?

SBD primarily focuses on the Commercial, High Tech, Government, Education, and Finance markets, however, we have worked on projects across all verticals that include airports, utili-

SPEAKING see page 4

Nearly two-thirds of SMBs at risk of closing

DALLAS—Recent research from Parks Associates’ New SMB Landscape: Devices, Communication, Security, Support reveals nearly 29 percent of SMBs report their company is at risk of going out of business due to COVID-19.

The public health crisis and months of shelter-in-place orders have had a dramatic impact on SMBs in particular. New SMB Landscape: Devices, Communication, Security, Support, a primary study of US SMBs, provides insights on technology adoption and needs among SMB owners and IT personnel and examines the changes taking place as a result of reduced budgets and broad-scale shifts to work from home.

“SMBs at risk of going out of business are spending on technology products and services to new conditions and overcome the existential challenges presented by the pandemic,” said Parks Associates Senior Director Jennifer Kent. “SMBs need their IT device vendors and service providers to be supportive and flexible, becoming trusted partners in pivoting their operations

to new market realities.”

The COVID-19 outbreak has clearly weakened the financial position of SMBs. SMBs generally report an increase in expenses following the COVID-19 outbreak, a decrease in sales, and a decline in employee productivity. SMBs that are at risk of closure are more likely to report their spending on voice, video, and IT services has increased since the COVID-19 outbreak, as well as increased expenses in general.

“Most SMBs spend less than 20% of their overall budget on IT products and services, and one-third of SMBs do not appear to have a planned budget for IT products and services in 2020,” Kent said. “At the outset of the COVID-19 pandemic, many SMBs scrambled to get the equipment to allow their employees to work at home. Nearly one-fourth of SMBs report their spending on internet and IT services and devices has increased since the outbreak, and the continued uncertainty of the operating environment is making it difficult for SMBs to develop solid budgetary plans for 2021.” **SSN**

Specifically Speaking

Continued from page 3

ties, high end residential, jails, and casinos. Most of our clients are multi-site, multi-national, or campuses.

We just completed a large global PACS migration for a major technology company in which we had to have 45

sites surveyed in 10 countries, replace 90 PACS controllers and power supplies that were supporting approximately 830 card readers. This effort used 6 different security integrators while keeping everything running. Then the team had to test all devices, review all as-

built, and sign-off all of it during the COVID-19 restrictions. I'm pleased to say that, while not everything went exactly as planned, at the end, the client, the security integrators, and SBD felt like the project was a success. This is our goal for every project, to have a Win-Win-Win!

How did you get started in security and designing and specifying?
I worked for a hospital com-

munications company for 9 years starting off as an installer, moving up to estimator/designer. At that time, we specialized in nurse call, paging, CCTV and infant abduction systems. The company started manufacturing their own product and I then migrated to working with our VARs to train them on our product. Then a previous mentor of mine, who worked at SBD, reached out as they needed a

liaison between the Engineering and Consulting groups. I have been at SBD now for 20 years and worked in several roles, from a liaison, to assisting in developing our design layouts and CAD standards, to security consultant, and now as Principal and Senior Consultant.

Can you talk about what new or emerging technologies you are seeing or specifying today?

When I started in the industry, few systems had any "out of the box" ability to integrate with other systems, but now everyone has an SDK to allow a much deeper level of integration. We are seeing several of the top end security companies creating platforms that allow many other systems to work together in a more seamless manner. I also have watched the world of analytics morph from an exciting "yet unreliable" tool to an essential proven tool through the maturing of machine learning. This includes both video and business analytics. During this COVID era, which I suspect will have lingering effects for many years to come, we can now know who is in a building, how close they were to others, who they interacted with, if they have a fever and are wearing a mask, and trigger actions if someone turns out to be infected.

What is your view on the security industry moving forward?

In my opinion, the use of machine learning to further refine detection of aberrant behavior, whether through video surveillance, building wi-fi, or other sensors and monitoring tools, will continue the migration from monitoring and responding to incidents to proactively detecting probable threats, intervention, and education to mitigate against incidents occurring. I expect these tools to be employed to change the recent trend of school violence.

Many of the necessary tools exist today but are either too costly to employ on a large scale for many clients, or there is a lack of desire to do what is necessary by the decision makers. Nobody wants to do anything that appears to walk on others' freedoms, but at the same time, nobody wants to have an incident that was preventable. It is always a conundrum. **SSN**

—Paul Ragusa

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

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Readers look at impact of COVID, future of in-person shows

By Paul Ragusa

YARMOUTH, Maine—In April and May, *Security Systems News* asked readers to weigh in on the impact of COVID-19, as well as look at the future of in-person conferences, two topics that continue to set the backdrop for what has been a crazy 2020. Looking to 2021, this month's poll aims to gauge where we are now, especially in light of effective vaccines on the way.

Looking ahead to 2021 and if business will get back to pre-COVID levels, most readers (62 percent) said only "somewhat," with just 12 percent saying "yes," showing the overall uncertainty the industry has for the business landscape for the new year. The remaining 25 percent did not see business getting back to "normal."

"My personal feeling is that we will see a slowdown in the economy after the first quarter of 2021," said one respondent. "Some industries are being disrupted and won't survive. We are already starting to see cancellations of our small retail and restaurant customers increase because they have exhausted their PPP and other cash reserves. Hoping things will get back to 'normal' won't make it happen. Reality will set in

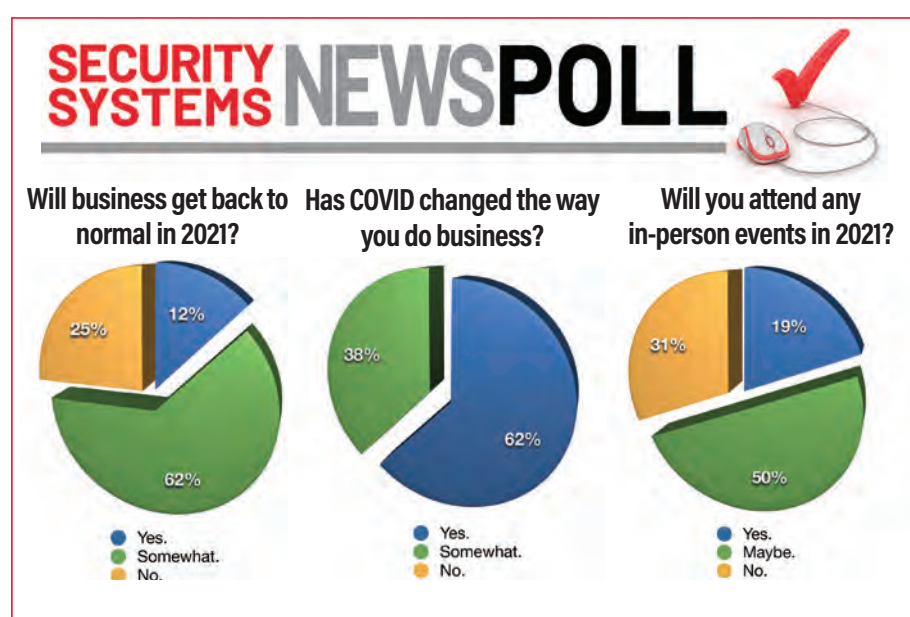
and everyone will need to adapt as well as they can. This will accelerate alarm industry consolidation in 2021."

Looking at the impact of COVID, 62 percent of respondents said it has changed the way they do business, with the remaining 38 percent saying it has had "somewhat" of an impact. Overall, the message is clear: The way we do business cannot be the same as it was pre-COVID.

As one respondent noted, "I think business will trend toward normal in 2021, but nothing will ever be the same. That's not to say there isn't or won't be business, but operations are forever changed."

Getting to the 800-pound gorilla in the room – will you attend any in-person events in 2021? – the industry seems uncertain, especially with effective vaccines on the way. Only 19 percent said "yes" they would attend an in-person event, with 50 percent saying "maybe," showing the hesitance among security professionals at this point. Surprisingly, 31 percent have already decided that they are not ready to travel in 2021, which seems like a high percentage at this point.

"Too much has changed to go 'back to normal,'" said one respondent, noting, "A



vaccine will need to be widely deployed before any 'in-person events' will make sense."

One reader pointed out, "I would possibly attend an outdoor in-person event. Really not interested in air travel at the moment

though I realize not everyone shares that sentiment."

Another added, "Until vaccinations reach a threshold of around 60-70 percent of population, it's difficult to feel safe and normal again." **SSN**

CMMC compliance means DoD business in 2021

By Cory Harris

YARMOUTH, Maine—The Department of Defense (DoD) has begun rolling out its Cybersecurity Maturity Model Certification (CMMC) program designed for companies that want to do business with the federal government.

In its efforts to establish cybersecurity as a foundation for future acquisitions, DoD has introduced the program with the goal of enhancing protection of controlled unclassified information (CUI) within the supply chain. As a result, potential DoD contractors will no longer be able to attest to their own compliance and will be subject to third-party assessment and certification. CMMC will now be required on all new DoD contracts.



Ryan Heidorn

CYBERSECURITY THREATS

Ryan Heidorn, co-founder and managing partner of Steel Root, a managed services provider, explained to Security Systems News the importance of CMMC in establishing cybersecurity as a foundation for future DoD acquisitions.

"DoD is extremely concerned about the amount of critical information that goes out the door every year, by way of espionage or theft," he pointed out. "Most fingers point to China, in terms of stealing intellectual property that was developed with DoD funding, which is taxpayer funding. CMMC is aimed at stopping the bleeding, I guess, in terms of this information walking out the door."

"Basically, DoD is saying that in addition to these criteria that we use to select our suppliers, for these companies that are the beneficiaries of these billions of dollars of defense spending, cybersecurity is going to

be one of the selection criteria. In fact, it's going to be a requirement."

Heidorn noted some examples of cybersecurity threats that warrant the implementation of CMMC. "It's two-fold from the DoD's perspective," he said. "It's the exfiltration of data that's being stolen, but on the other side of the coin, these companies that do business with DoD are just like any other companies in other industries. They face the same sort of threats, such as ransomware, disruption to business operations as a result of malware or targeted attacks. There's a wide swath of cyber threats that these companies need to be concerned about. The DoD is sick of seeing critical information walk out the door."

BUSINESS OPPORTUNITY

Companies intent on doing business with DoD could benefit from CMMC, Heidorn explained.

"One benefit from being forced to do cybersecurity is that it's just a good business practice that you should have been doing anyway," he said. "In the short term, at least, CMMC certification is a competitive advantage. If you're going to bid on a contract, and you've reached Level 3 certification, and your competitor has not yet, you have a huge leg up on winning that business from DoD."

"Cybersecurity is a must have for any business, and I think that organizations should look at this as an opportunity."

THIRD-PARTY AUDITORS

The role that independent third-party auditors play in preparing potential DoD contractors is critical for certification of their cybersecurity maturity, according to Heidorn.

"In the past, there was no enforcement mechanism for organizations working for DoD," Heidorn explained. "DoD would give them a checklist basically saying, 'Did you do the right thing, yes or no?' Companies would

say yes, regardless of whether they were doing it or not. The role of these third-party assessors is to come in and check their work."

Heidorn pointed out one really important major change with contractors now being subject to third-party assessment. "In the past, technically you were compliant, even if you weren't doing everything, as long as you had a plan to do it," he said. "What happened was all these companies said, 'We don't do this, but we're planning to do it,' and they never actually did it. The assessors now come in and say, 'Did you do it, yes or no? Show me the evidence.' To have this enforcement mechanism is really moving the ball down the field in terms of getting these DoD contractors to actually implement these cybersecurity capabilities."

CYBERSECURITY MATURITY VALIDATION

Heidorn pointed out that it is critical for a potential DoD contractor to have its cybersecurity maturity validated.

"I don't think that companies doing business with DoD fully have their minds wrapped around what this entails," he said. "In addition to all of the security practices that are required under CMMC, that you should be doing X, Y and Z, there's also this concept of being able to demonstrate process maturity. Most of the businesses that do business with DoD are small. The majority of them are under 500 employees. When we talk about maturity, I don't think organizations are prepared for what that means."

He continued, "You have to demonstrate that you've got a plan, that plan is funded, that you have the appropriate amount and quality of resources, technology tools, etc. to do cybersecurity."



"Just like you need an HR department or an accounting department, you also need a cybersecurity department. The reason that it's critical to have it validated is because in the past, the whole checklist format of whether you're doing all these things did not really result in what DoD wanted to see, which is the state of being protected. Now someone has to come in and say, 'Are you doing the right thing? Show me that you've not only checked the boxes, but also show me that you have cybersecurity maturity, that you have practices in place that support the government's sensitive information.'"

The CMMC model has five defined levels of maturity, each with a set of supporting practices and processes. Practices range from Level 1 (basic cyber hygiene) and to Level 5 (advanced/progressive). Organizations that meet a specific CMMC level must meet the practices and processes within that level and below.

Heidorn noted the importance of how CMMC adds a verification component with respect to cybersecurity requirements.

"In terms of like a carrot in a stick, it's a pretty straightforward stick," he claimed. "In new contracts that contain CMMC requirements, you cannot win the contract if you

CMMC see page 22



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40 UNDER 40

Security Systems News celebrates “40 under 40” Class of 2020



Haley Glover, 31

Senior Security Consultant
Sapphire Risk Advisory Group

THE DEMAND to secure cannabis facilities continues to grow as the number of U.S. states that legalize marijuana continues to increase. Haley Glover and

her team are ready to answer the call, making sure that these businesses comply with state and city regulations before they could open.

Glover is the senior security consultant at Sapphire Risk Advisory Group, based out of Dallas, Texas. Her day to day consists of constant communication with clients and vendors.

“Our company is a nationwide security consulting firm with focus in the cannabis industry,” she explained. “We do the security section of city and state applications for applicants who are wanting to open a cannabis facility. We also act as the project manager for the security build out once they win their license. Since I am a licensed alarm technician, I typically will guide clients on particular equipment in order to make their facility cost effective as well as operationally efficient.”

Glover has been with Sapphire since February 2020, having previously worked at Sapphire’s sister company, Rolland Solutions. She originally got into the security industry after seeing a recruiter.

“I’d been teaching early childhood through 6th grade ESL (English as a Second Language) and Special Education,” she said. “After many changes within the district, I found that I was seeking change. I began my security industry career as an administrative assistant which evolved into becoming a

project manager, and then I took numerous courses with the Electronic Security Association. Over time, I found a huge interest in it. I won’t lie... I’m nosy, so security seemed quite suitable for me.”

TOP TRENDS

Glover pointed out a number of trends that she sees emerging in the security industry.

“I look at this question in a few different ways,” she noted. “One of the top trends that I honestly noticed as I first got into the industry was that it’s extremely male dominated. Many times, when attending trade shows or trainings, I am the only woman in the room. However, over the past few years, I have seen more of a presence of women which I love to see! I think diversity in any industry can be crucial to success.

“Another trend I’m seeing in the industry is the use of cloud-based services. Many of our clients in the cannabis industry have locations across multiple states. Having access to all of their systems is a necessity, and having an option like cloud-based services makes that process a bit easier for the user and for the integrator.”

A third trend she points out is how data security has been implemented more within the physical security industry.

“I previously worked for a company that was UL certified to provide security to UL 2050 clients (Department of Defense),” she said. “Something that was crucial for their equipment was for everything to be protected in regard to items like encryption on devices, using camera equipment that was not manufactured in China, etc. I believe that there are many manufacturers who can meet the physical and data security needs to protect our most high-security and sensitive facilities.”

During these challenging times, Glover explained that adaptability has been one of the keys to success as the COVID-19 pandemic rages on.

“The key to success is to always be nimble. The world is changing, and we will have to change with it,” she said. “For example, as the height of COVID hit, out came the tempera-

ture readers and cameras, as well as mask detection devices. Now, places like Amazon warehouses and airports are using these readers. As we all know, life must go on, so we have to find ways to safely move forward.”

GETTING FRESH BLOOD

Glover noted the importance of getting younger people aware of the security industry by

showing them how interesting the field actually is.

“I would have gotten into the industry when I was much younger if I had the knowledge of everything it involved. I find security to be interesting,” she explained. “One of my hobbies is watching crime shows, one of them being a show called ‘See No Evil’ on Investigation Discovery. The show revolves around solving murders based off of evidence from CCTV. When I had a package stolen from my apartment doorstep (even though I had my Ring peephole camera), I wasn’t able to capture the person’s face. However, I noticed that he had entered through an access-controlled door which is located directly next to my front door. This meant I had the date and time stamp for when it occurred. Since our individual fobs are programmed to our apartment, I was able to contact my leasing office and identify who stole the package based off of that information.

“Security is involved in so many places in your day to day. By making young people aware of everything it includes and all the different jobs within the security industry, I believe the talent will only get better.”

As she looks at the security industry going forward, Glover compared it to the Apple iPhone.

“The industry will evolve endlessly,” she explained. “There seems to be something new every few months. I believe equipment and software will continue to improve and take cyber and data security into consideration more than it used to. The possibilities of a breach will always be high, but as long as we continue to improve our data security and knowledge on how to prevent these, security will only get better.” —SSN Staff



Leif Boren, 31

Senior Manager of Dealer Services
AvantGuard

FOR LEIF Boren, it’s all about finding joy in helping others.

Boren is senior manager of dealer services for AvantGuard, a monitoring services provider based in Ogden, Utah. Originally from Vancouver, Washington, Boren

is married to his best friend, Nichole, and they are parents to an “energetic” 3-year-old daughter, Edith.

Boren has been with AvantGuard since 2014, starting as an operator and serving in other roles as a team supervisor, a trainer, operations manager, and dealer services manager before taking on his current role as senior manager of dealer services.

“Day-to-day I strategize the direction of our offerings for our dealers, work with dealers to optimize their usage of our products, and resolve issues,” Boren explained. “I also manage the success and support staff for our traditional accounts and PERS (Personal Emergency Response System) and IOT (Internet of things) accounts, along with a technical team that performs account conversions and maintains our monitoring platform and automation.”

Boren attended BYU-Idaho and graduated with a degree in business management. It was during his time in college that he decided to pursue a career in the security industry.

“I was a college student in Rexburg, Idaho and had a young family. I was looking for a way to support my family and got referred to AvantGuard,” he said. “The culture and leadership of AvantGuard from the top to the bottom impressed

me greatly and made me want to continue working with the company as long as I could.”

In addition, Boren noted that “I naturally love people and like to help people wherever possible, and that has led to me to my interest in this industry.”

SECURITY TRENDS AND TECHNOLOGY

Boren pointed out some of the top trends in security today, and how he sees these trends changing in the future.

“The market expansion of the residential security space by DIY (do it yourself) and self-monitoring has been interesting to see play out over the last few years,” he said. “It seems to be pushing many of our dealers to focus more heavily on the commercial installs. Video monitoring is also fascinating. It still is in its infancy in the sense that it is not very cost effective to monitor without a great deal of effort being put into the analytics. I think that there is ample opportunity to maximize the effectiveness of video monitoring as companies continue to develop and hone AI (artificial intelligence) capabilities.”

In regard to some of the new and exciting technology in the security industry, Boren explained that “aside from video monitoring, and the AI behind the security that can provide, I would say the continued move toward IoT devices. As 5G becomes more readily available, the ability to send and receive massive amounts of data from individual devices could open the door for all sorts of integrations and use cases in the security space.”

This new technology will lead to more talented, diverse young people getting into the security industry, according to Boren.

“As the security industry becomes more saturated with technology, there will continue to be a flood of new, bright individuals who are attracted to the industry,” he said. “I believe that the industry as a whole is alluring to young people because you can make a real difference in people’s lives, so when coupled with new and exciting technology, we’ll see a

diverse young group of people entering the industry.”

KEYS TO SUCCESS

During these unpredictable times, Boren outlined some of the keys to success right now, both personally and in business.

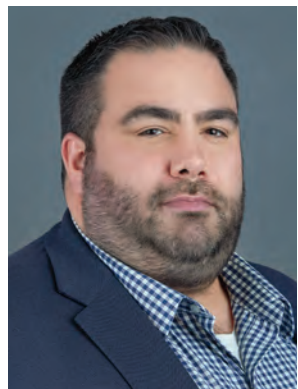
“I am trying to make it through 2020 like everyone else, but there are a couple of things that I have witnessed that have allowed for success with individuals and companies,” he explained. “The first of which is optimism and a positive outlook on challenging situations. We all endure challenges, but only certain people and companies come out on the other side of extreme hardships in a better place than they were prior, and to me, that has a lot to do with the mentality with which you live your life or run your business.

“The second principle that I have witnessed is preparing for the unknown by making good decisions when times are good. Whether that be paying down debt, having the right people in the right roles on your team, having enough cash on hand for an emergency or any number of preparedness mantras, thinking about those things and practicing them puts you in an advantageous position when things get difficult.”

Boren was extremely optimistic about the future of the security industry.

“Things are changing for the better with the industry,” he said. “Our tools are getting smarter, faster, and better. The way we interact with customers is changing as well. Gone are the days of people answering phone calls, people simply prefer to be communicated with in a convenient and non-intrusive way.

“I also see more and more people wanting to do some sort of self-monitoring for their residential devices. It is the expectation now that people should have on-demand access to all of their devices and be able to interact with them at the click of a button. I am excited about the future of the industry as we become more customer and technology friendly.” —SSN Staff



Michael Amaro, 38
Director of Security Engineering
Sentinel Consulting

MICHAEL AMARO is very much hands-on in his role as director of security engineering at Sentinel Consulting in New York City.

Amaro is responsible for the design and expression of the diverse security technologies that serve as key elements to Sentinel projects.

"This includes the creation of specifications, construction drawings, renderings, system design, device placement and coordination, and installation details," he explained. "Additionally, I am responsible for training for junior employees and providing peer reviews of work product."

Amaro has been at Sentinel for just under three years. Overall, he has been in the industry for over 10 years working as security engineering/project management working in multiple verticals and on project teams of all sizes.

He explained how he broke into the security industry.

"I think like a portion of the industry, I kind of fell into it," Amaro said. "A good friend of mine knew I wasn't happy at my previous position, and the security engineer position opened up at his firm, so I jumped at it. We had always wanted to work together, and I was looking to do something more rewarding and fulfilling, so here we are."

EMERGING TRENDS

Amaro cited an interest in analytics as one of the top trends in the security industry today.

"For analytics, it's more than just facial recognition," he pointed out. "We are seeing more calls for analytics like que monitoring and packages left behind where we can provide the client with a much better response to potential threats. Using these analytics to automate the alarm and response process is helping clients become more efficient and allows them to utilize a more mobile approach to their security plan. This has proven most beneficial for clients who don't have a full-time operations center."

CYBER SECURITY IS ANOTHER EMERGING TREND, AMARO NOTED.

"Given the current climate, cyber is always on the minds of our clients," he said. "Advancements with monitoring software and better awareness has helped drive this to be one of the key elements of any project we have where we drive the network implementation. We encourage implementing good policy at a minimum not only at the network level disabling ports etc., but at the end device level with good password management and disabling of functions and features that aren't needed.

"We have also been exploring the use of IDS/IPS [Intrusion Detection Systems/Intrusion Prevention Systems] software and other tools as another layer for our clients that have standalone security network where their IT [information technology] team would not provide this type of support."

EDGE-BASED ANALYTICS

Amaro discussed how the move to more edge-based analytics is one of the most exciting new security technologies in the industry.

"Most of our clients want analytics, whether they really need it or not," he said. "It always comes down to cost. Most server-side analytics not only have a heavy cost in the server infrastructure, but also on the licensing side. It also has a tendency to get overcomplicated as you have almost too many options. Moving this out to the edge allows you to leverage the processing power of the onboard chipset to provide specific analytics at a much lower cost. In most cases these are included as part of the camera price. This also simplifies the implementation and the use case for the analytic."

The emergence of edge device monitoring is another new trend that Amaro highlighted.

"I know it's not directly security related, but being able to monitor the health and status of edge devices will be a maintenance game changer, allowing you the ability to use smart analytics to alert when PMs [project managers] are needed, automatically create work tickets, automate upgrades and password changes, and just provide an overall piece of mind for the stability of the overall system," he explained.

FLEXIBILITY

In the midst of the COVID-19 pandemic, flexibility is key in the security industry, according to Amaro.

"You have to be flexible," he said. "A lot of what we do requires us to be onsite and present. You can only do so much virtually, so we ensure team members have proper PPE [per-

sonal protection equipment]. We're also ensuring there are plans in place to protect your people as best you can. We have been coordinating all travel amongst team members to ensure proper overlap should there be quarantine issues, etc. We're constantly monitoring numbers and state requirements. We also keep a very open dialog with our customers to ensure they understand our process and we also understand theirs to make sure they mesh effectively."

EARLIER INVOLVEMENT

Amaro cited the need to have more involvement at an earlier level in order to get more talented, diverse young people involved in the security industry.

"The programs developed by a lot of the big organizations have been great, but most of these are for people already in the industry," he noted. "I think development at the education level will greatly benefit the industry as a whole. With the current fast-paced construction environment, it's getting increasingly difficult to train on the job. Developing programs at the vocational level for technicians and project managers will help fill a void in desperate need of talent.

"I personally would like to see more involvement at the collegiate level for security design. Some electrical programs have evolved into network specific programs this could also be done with security engineering perhaps as a minor to an electrical or computer engineering degree."

MOVING INTO THE CLOUD

The next logical step in the security industry is to move services into the cloud, Amaro stated.

"I know it's not the most popular concept in the industry currently, but moving services into the cloud I think is the next logical step," he pointed out. "Cloud has taken over a large portion of the IT space and it's only a matter of time until the security industry follows suit. Cloud-based solutions would actually be very beneficial for the commercial/industrial client base.

"The biggest issue we see for any migration project was that the system was rarely updated if ever, essentially wasting your investment. Moving this to the cloud allows for the manufacturer, or most manufacturers, to apply updates and patches, new features, etc. This allows the end user to maximize that investment. You can also lower your initial cost investment and, in some cases, decrease TCO [total cost of ownership] over the life of the project by eliminating server hardware, rack space requirements, etc." —SSN Staff



Scott Brinkman, 39
Senior Manager, Corporate Security
Exact Sciences Corp.

THE COVID-19 pandemic has changed the security profession, according to Scott Brinkman, senior manager, corporate security, Exact Sciences Corp.

The added responsibility as a result of the pandemic has seen security professionals play a bigger role in ensuring that Covid-19 requirements are met.

"Security teams have had to adapt to the new normal of having fewer company employees working on-site and more working from home," he explained. "Processes have had to evolve (ex: employee badging, facility access control) and security is now taking a greater role in ensuring COVID-19 requirements and restrictions from local health authorities and the company are adhered to. Security has also taken the lead in the evaluation, implementation, and monitoring of employee health screening and thermal temperature technologies."

CAREER TRANSITION

Brinkman has been employed by Exact Sciences for three years. He leads the Corporate Security function for the company, which encompasses security operations, physical security design, investigations, threat management, and the department's 24/7 Global Security Operations Center (GSOC).

After completing his undergraduate degree in Criminal Justice, Brinkman went into law enforcement for 12 years before moving into the security industry.

"About halfway through my law enforcement career, I became interested in transitioning into the security profession," Brinkman explained. "I completed my MBA with a specialization in project management, joined ASIS International, and started networking with professionals in the security industry who helped me prepare for my transition into the profession."

EXCITING TECHNOLOGY

New security technology that Brinkman is "excited about" is the evolution of integrating audio analytics into Internet Protocol (IP) security devices.

"Since most security incidents involve some type of noise, cameras with state-of-the-art sound detection capabilities can alert monitors in a GSOC who can take appropriate action," he explained. "While sound detection systems are not new, the technology has improved significantly, while at the same time addressing privacy concerns through listening for pre-defined characteristics instead of spoken words. This technology has the potential to be a game-changer in helping keep our facilities safe."

ADAPTING DURING UNCERTAIN TIMES

Brinkman stressed the ability for security professionals to adapt during these uncertain times as a key contributor to being successful, citing his own team's flexibility during the Covid-19 pandemic.

"Security professionals must be willing to be flexible, adapt to the needs of the business, and know when to pivot and course correct," he explained. "We also need to lead our teams by example and help them understand that during uncertain and sometimes chaotic times, the status quo is simply not an option. Communication with your team and explaining the 'why' is important.

"I'm very proud of the way my team has adapted and been willing to step outside of their comfort zone during these uncertain times. From transporting COVID-19 test kits to

our laboratory to enforcing stringent new COVID-19 policies on visitors to ensure the health and safety of our workforce (a very manual process), the team has adapted and continues to impress."

EARLY RECRUITING

Getting more talented, diverse people into the security industry should start early in the career decision-making process, according to Brinkman.

"There are few educational opportunities to expose our young people to the security profession while they are trying to decide what career path to follow," he noted. "If we want to reverse this trend, we need to make inroads with high school students across the nation through apprentice programs and exposing them to what a potential career in security is like. We also need to find ways to increase the amount of degree programs at the university level.

"Lastly, security departments committed to recruiting quality candidates should directly engage post-secondary schools and establish a relationship with instructors educating today's young people. Speaking to students in a classroom about the role of security, attending career fairs, and establishing a strong security internship program will build bridges with the next generation of security leaders."

As we navigate during these challenging times, there are increased opportunities for security professionals to succeed, Brinkman said.

"With unpredictability brings increased opportunity for security to thrive," he noted. "As we continue to move forward in the COVID-19 pandemic, there is increased opportunity for security teams to show their value to the organization and the employees they serve. For example, refining existing processes to scale with the needs of the business and being willing to take on new processes is critical to showing value and keeping security in the spotlight with decision-makers." —SSN Staff

EDITORIAL

A time to celebrate as we look forward

I KNOW, MANY of you read the title thinking, “celebrate? Does this guy realize we are in part two of a pandemic?!” But, seriously, the entire world as we know it can’t wait to countdown to 2021, and distance ourselves as much as possible from a year that was fraught with uncertainty and challenges, pushing many of us to dig down to places we didn’t even know existed for strength and resilience, and to recalibrate ourselves to this – I promise I’m not going to say “new normal” – new world we now find ourselves living in.



Paul Ragusa

But as we look back on 2020, it is important to stay positive, give thanks for what we have and celebrate what makes our lives, and the security industry, so great. With that in mind, I felt it was important to draw attention to some of the exciting things that are going on here at Security Systems News, as much of it involves celebrating what makes the security industry so special.

In our December print issue, for example, we announced our Class of 2020 “40 under 40” winners, as well as the 12 women we chose with the Security Industry Association (SIA) Women in Security Forum (WISF) to highlight throughout 2021 in each issue of the publication. And in this issue we began our special 40 under 40 (see page 8) and Women in Security (see page 11) sections, two new sections devoted to highlighting these incredible security professionals who are helping to reshape the security industry and bring some new perspectives to an industry that is finally becoming more diverse.

In addition, many of our past and pres-

ent “40 under 40” winners, as well as many of the women we have highlighted in our women in security features, are speaking at our SecurityNext virtual conference, held over two afternoons on Feb. 24-25, 2021. We here

at SSN have been busy putting together an the education program for our virtual SecurityNext conference, which follows what was a highly successful inaugural SecurityNext in-person conference earlier this year in New Orleans, right before the pandemic changed in-person conferences for 2020 and the foreseeable future.

Because we are all so distant, at least physically, from each other, the theme for SecurityNext 2021 is “Staying Connected and Informed” during unpredictable times. And this is what we aim to do with the speakers and content we have lined up for you, including deep dives into new technologies, trends and best practices for doing business and staying profitable during the pandemic, and beyond.

In the opening keynote, Breaking Down the Barriers to Adoption of AI, Jumbi Edulbehram, director, Business Development, IVA/AI-City, NVIDIA Corp., will examine the best ways to knock down the fundamental barriers to greater adoption of AI for creating smarter, safer spaces.

In the day two keynote, Making Sense of the Cyber-Physical Convergence, Antoinette King, key account manager – End User, Axis Communications, will demonstrate how physical and cybersecurity

SECURITY SYSTEMS NEWS
40 UNDER 40
Class of 2020



converge and ultimately encompass one overarching security program.

In addition to those great keynotes, we have several panels on both days featuring thought leaders and subject matter experts from across security. Sessions include:

- Building a Cyber-Physical Business Model for Security.
- Remote Workforce Roundtable: How to Survive and Thrive during Unpredictable Times.
- What End Users Want (40 under 40 All Star Edition).
- Technology Panel: The Power of AI in Security.

Another SecurityNext highlight is the SSN “40 under 40” and Security Legend virtual Award Reception on the end of day one, Feb. 24,, where we will honor this year’s incredible Class of 2020 “40 under 40” winners our 2020 Security Legend Award winner Jim Coleman (see cover story).

Coleman joins PSA’s Bill Bozeman and independent consultant Jim Henry – our inaugural winners in 2019 – to be honored with this lifetime achievement award.

Here’s to an amazing 2021 and more for us to celebrate!

Most-read stories at
www.securitysystemsnews.com for 2020

1. Allied Universal to buy G4S for \$5.1B
2. Security Systems News welcomes “40 under 40” Class of 2020 winners
3. Security Partners closes central station after operator tests positive for coronavirus
4. News Poll: Coronavirus severely affecting security industry
5. How one hospital battled COVID with a video camera
6. Intrusion trends stem from smart home, home automation capabilities
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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Rose "Liz" Bacus

FedGov Project Engineer

**Integrated Security
Technologies Inc.**

By Paul Ragusa

HAVING WORKED close to a decade on engineering systems aboard U.S. Navy ships (half as active duty U.S. Navy and half as a civilian), Rose "Liz" Bacus said she was looking for something new and exciting to learn about and work on.

"However, I also wanted to remain in a high-paced, high-volume throughput-type industry with an opportunity to continue serving those who serve us – the military," she explained. "The electronic security systems industry was the perfect fit for what I was looking for."

In her current role as FedGov

Project Engineer at Integrated Security Technologies, Inc., a systems integrator based Hawaii, Bacus designs electronic security systems and project manages federal government jobs.

Bacus said that while she feels fortunate to be working for a company "whose company culture fosters and promotes diversity and inclusivity," she understands that is not always the case in an industry that has historically not been that diverse.

"I am painfully aware that this isn't what comes standard, and that we still have a way to go to truly reflect the diversity of the world around us," she explained. "I take

it one step at a time – constantly learning, improving, and leading by example so that others can see the value of having people like me in their team. I try to contribute in my own little way, to the goal of promoting diversity and inclusivity, by being conscientious in choosing the companies and people for whom I work."

Bacus said the work that the Security Industry Association (SIA) and others are doing to provide diversity and inclusion is vitally important.

"Featuring women and highlighting the many ways we add value and contribute to the advancement in the industry allows

for the proliferation of visibility and representation in an environment that is still very much male-dominated," she said. "Industry giants such as Security Systems News and SIA underscoring the value of inclusivity and diversity could very well help translate to a promotion or being considered for new role for someone who was overlooked due to not being part of the 'old boys' club."

In terms of role models who have helped her out along the way, Bacus said, "I would like to give a special shout out to my bosses and colleagues in Integrated Security Technologies whom have taught me so much – particularly my mentor, Richard Arguelles. Richard, who has 20-plus years of industry knowledge and experience under his belt, and the rest of the IST team have helped my professional development immensely. I am nothing without my team."

Bacus also shared her thoughts on the industry moving forward, from both from a diversity perspective and a technology and business perspective during these unpredictable times,

"Research and development

teams and test groups need to include women, Black, Indigenous, and people of color in their ranks in order to make advancements in technologies like facial recognition cameras, elevated skin temperature cameras, and biometric authentication to not only be more accurate, but also have their functionality be ethical."

While the global pandemic has added new challenges to working in this industry, Bacus said, "It has truly been impressive watching companies adapt and adjust their workflow and processes in order to remain functional and lucrative during these unprecedented times."

For others just starting out in the industry, Bacus said it is important to constantly aim for personal and professional development. "Obtain the licenses, certifications, and/or formal education needed to thrive in the industry – it's worth it and highly lucrative," she noted. "If you're the first, don't be the last; always find time to mentor and train others when you can. Always seek others' mentorship and training – especially those who are veterans in the field. Last but not least: have a blast! **SSN**

Q&A with Interface's new CEO Brent Duncan

Continued from page 1

did a pretty amazing job in a relatively short period of time to change all of that and implement a completely new technology infrastructure to support that organization."

SIGNIFICANT GROWTH

During Duncan's tenure as Interface chief revenue officer, customer acquisitions were up 165 percent, in spite of the pandemic. "We really focused on product development, ensuring that we have a set of products that fit the needs of our customer base," he said. "Covid was really disruptive, so we took a hard look at our customers – what's the new normal environment that they're having to operate within and develop new products to meet those needs. As a result, we saw that combining that with all the enhancements to the go-to-market organization, saw a significant uptick in new logos."

"165 percent growth in the face of a pandemic, particularly when we have a customer base that's affected as they are with the restaurant industry, retail space, hospitality, it really says a lot about what we were building in 2019 and launching in 2020, that we were able to see that kind of an uptick. That was just a direct result of us being much more effective in taking it to market."

Technology Infrastructure

Founded in 1995, Interface was originally a regional commercial and residential alarm company before shifting its focus on the

commercial side and pursuing larger, national accounts, particularly in retail environments. "We noticed that they had more and more technological needs in their store environment," Duncan explained. "What was alarm expanded to video, and along with the physical security components, in order to effectively run all of the tools and applications, you need technology infrastructure, and you need to deliver that infrastructure securely."

He added that providing this technology infrastructure really carved out a niche set of products for consumer facing distributed enterprises – multi-site organizations that are operating consumer storefronts. "We just evolved into this unique set of services to that kind of customer environment over that period of time," the president said.

EXPANDING SERVICE OFFERINGS

Under Duncan's leadership, Interface has expanded its service offerings to a wider range of verticals. Duncan pointed out that Interface's niche is the consumer facing distributed enterprise, which he described as "any large, multi-site environment."

"Today, a large number of our customers fall into that category – retail and all of the subsegments of retail, such as casual dining, quick-service dining," he noted. "I'm definitely conscious of how much we spread out the team. We want to be effective when we engage new vertical markets."

Two verticals that Interface focused on in 2020 were consumer banking, due to the need for physical and cybersecurity, as well as the cannabis space, which Duncan pointed out is a market that is "exploding" with the expansion of legalization in the United States and is highly regulated. "It's a really natural fit for the services that we offer," he said of the cannabis space.

NEW PRODUCTS

Duncan said there have been a lot of opportunities for product innovation, particularly during the pandemic. "We're very in tune to our customers with the challenges that they're facing as they're reopening, specifically what the new store environment looks like," he explained.

He added that the format of the store has changed with COVID, noting that curbside dining has increased, which has led to store employees moving from the confines of the restaurant to the outside. One product that Interface introduced in 2020 centered on personal protection monitoring, an interactive security service that allows businesses to equip at-risk staff with a wearable safety device that is directly connected to Interface's Interactive 24/7 Central Command Centers. The wearable personal protection device can be worn on a lanyard, belt, vest, jacket, or pants.

"This allows us to go in over audio and video into a store environment, actually see what's going on, and intervene in that environ-

ment," Duncan explained. "We're essentially taking the personal protection monitoring from beyond the four walls and attaching it to an actual store employee who is moving outside of the typical format. This allows that employee to feel safe."

Another product innovation that Interface launched in 2020 was an interactive remote video monitoring service with automated voice-down options to help retail and restaurant customers promote social distancing and mask-wearing guidelines on their premises.

"What we're trying to do is protect the employees in the stores," Duncan said. "There's a need for policies to be enforced like mask wearing and social distancing. We're able to sort of come in as an anonymous third party to remind patrons about these policies."

STRATEGIC PARTNERSHIPS

Interface formed a number of new strategic partnerships in 2020, including RiskBand, a provider of wearable live-monitored safety devices, for its personal protection monitoring; OpenEye, which operates VMS (video management system) platforms with cloud-managed video surveillance; Fortinet, a security services company that develops UTM (Unified Threat Management) devices such as routers and firewalls, that provide connectivity on a store level; DMP for alarms; Verizon for networking; and Cradlepoint for wireless access.

"These products sort of fit into this store environment," Dun-

can said. "You can see how it all comes together, and it's really all the technology in a store environment, short of point-of-sale systems."

GROWTH STRATEGY

Duncan outlined Interface's strategy for growth in 2021 while weathering the storm of the pandemic. "Much of the transformative change that we took to go to market, we've had a lot of success," he said. "Now we're really taking that across the entire company. We've taken a fresh look on how we structured our internal technology organizations, our product organization, our innovation organization, our service delivery organization, and our operational support teams."

He added that Interface is going through a similar, significant enhancement of the technology stack, including the implementation of new ERP (enterprise resource planning) service and support software and a new CRM (customer relationship management) platform.

"For me, 2021 is sort of extending everything we've done on the go-to-market side throughout the rest of the organization."

LOOKING AHEAD

Looking ahead to 2021, Duncan is projecting a 20 percent growth, which he termed "significant and aggressive," but he believes that with the building of infrastructure on the go-to-market side, and the continued building of infrastructure throughout the rest of the company, Interface is "well positioned to have a strong 2021." **SSN**

COMMERCIAL & SYSTEMS INTEGRATORS

Securitas acquires FE Moran Security Solutions for \$82M

By SSN Staff

STOCKHOLM—Securitas announced it has acquired FE Moran Security Solutions, a super-regional alarm monitoring and electronic security systems integration company doing business since 2003, for approximately \$82 million.

The acquisition increases Securitas' density and offerings in the United States' Midwest region and is aligned with Securitas' ambition to double the size of its security solutions and electronic security business.

"This acquisition supports Securitas' strategy, strengthens our position as a leader in protective services and our ambition to double the size of our security solutions and electronic security business by 2023," Securitas AB President and CEO Magnus Ahlqvist said

in the announcement. "This acquisition complements our North American electronic security business model and will further strengthen our position as the leader in protective services."

FE Moran Security Solutions provides an integrated electronic security offering – from design to installation and from maintenance to alarm monitoring – and focuses on commercial clients in several Midwestern states across the U.S., as well as numerous marquee national account clients. Their portfolio includes electronic security services such as intrusion, video, fire and access control systems, as well as a UL-listed, TMA Five Diamond certified alarm monitoring center. The company has an outstanding reputation and is known for providing best-in-class service to its clients.

Total annual sales amounts to approximately \$53 million, mainly driven from a sizeable recurring monthly revenue (RMR) base and installation sales.

"We are very excited to welcome FE Moran Security Solutions' clients and electronic security team members to Securitas," said Securitas Electronic Security President Tony Byerly. "Acquiring FE Moran Security Solutions provides Securitas Electronic Security with increased capabilities and expertise in the Midwest. Their talented team members, excellent client base and strong presence provide our North American electronic security business the opportunity to grow and expand within the region."

FE Moran Security Solutions will become part of Securitas Electronic Security, Inc. (SES)

further strengthening Securitas' leadership in the commercial electronic security industry across North America. SES, like FE Moran, serves the commercial alarm monitoring and systems integration market. The two companies combined further provide a unique specialization in serving large multi-site enterprise-wide national and regional clients.

"Our team has worked hard over the past 17 years to build one of the country's leading electronic security providers, so finding the right home for our clients and our associates was extremely important," FE Moran Security Solutions President, CEO and Founder Brett Bean said about the deal. "I am confident Securitas is the right home and is best positioned to not only care for what we've accomplished, but to take it to the next level." **SSN**

BRIEFS

PSA Security Network becomes a CIS SecureSuite member

WESTMINSTER, Colo.—PSA, a global consortium of professional systems integrators, announced that it has become a CIS SecureSuite member, further bolstering its cybersecurity defenses by leveraging CIS SecureSuite resources.

The CIS Benchmarks, the consensus-based, internationally recognized security configuration resources, CIS-CAT Pro, and the CIS Controls, a set of cyber practices developed by global experts, all help to protect an organization against pervasive and dangerous cyber-attacks.

"We are pleased to add our new CIS SecureSuite membership to our already robust cyber defense toolbox," PSA CEO Bill Bozeman said in the announcement. "CIS Benchmarks are recommended as industry-accepted system hardening standards and are used by organizations in meeting compliance requirements for FISMA, PCI, HIPAA, and other security requirements."

CIS's SecureSuite membership provides members with tools for measuring information security status and resources for making informed security investment decisions. Members include organizations from virtually every industry sector and every size, ranging from independent consultants to Fortune 500 companies. Recent upgrades to CIS's CIS-CAT Pro tool now provides SecureSuite members a dynamic view into their system's conformance with the CIS Benchmarks and how it maps to the CIS Controls over time.

"We welcome PSA as a CIS SecureSuite member, and look forward to collaborating with them to help enhance their cybersecurity posture," said Curtis Dukes, CIS Executive Vice President Security Best Practices & Automation Group.

The CIS Benchmarks program is a trusted, independent authority that facilitates the collaboration of public and private industry experts to achieve consensus on practical and actionable solutions. CIS Benchmarks are recommended as industry-accepted system hardening standards and are used by organizations in meeting compliance requirements for Federal Information Security Management Act, PCI, Health Insurance Portability Accountability Act and other security requirements.

Combined, PSA members boast over 400 branch locations, employ over 7,500 industry professionals and are responsible for over \$4.5 billion annually in security, fire, life safety and pro audio-visual installations.

Allied acquires G4S for \$5.1B

Continued from page 1

alongside our successful acquisition track record, underpins our confidence of ensuring a seamless integration of the two businesses."

He continued, "Combined, we will have over 100 years of industry experience and a more extensive global network in terms of people, customers and capabilities. Together, we will be in a stronger position to deliver enhanced value for all stakeholders and address customers' evolving security needs in an increasingly volatile and fast-changing world."

The combined companies will employ a global workforce of more than 750,000 people.

"G4S has been transformed into a focused global leader in security services with market-leading solutions and a blue-chip customer base that is served by a dedicated and talented team of over 530,000 employees," G4S CEO Ashley Almanza commented on the offer. "The combination of G4S and Allied Universal creates the global leader in security with over 750,000

employees, industry leading capabilities and unrivalled market coverage. This unique and compelling combination will offer customers exceptional service and provides employees with an exciting future."

Chairman of the G4S Board John Connolly added, "Today, G4S is a global leader in security services. Under Ashley Almanza's leadership, the business has been fundamentally refocused and re-positioned to address long-term growth in security markets, with an unmatched market footprint, strong brand and industry-leading capabilities. The G4S Board is confident in the long-term prospects of the business and believes this offer represents an excellent opportunity to create a leading global security company, for shareholders to realise value for their investment at an attractive premium, while also ensuring the future success of G4S for employees, customers and other stakeholders. We are therefore unanimously recommending it to our shareholders." **SSN**

ADT Commercial makes second buy in a month

By SSN Staff

BOCA RATON, Fla.—ADT Commercial has purchased fire, life safety and security provider and integrator, CLS Technology, Inc., based out of Katy, Texas, marking the 24th acquisition for the quickly growing commercial side of ADT that surpassed \$1 billion in revenue last year.

The purchase of CLS Technology further deepens ADT Commercial's capabilities to serve mid-market, national and large-scale commercial customers in the Houston, Texas area, and follows the acquisition of Deterrent Technologies in November, and investment in an AI company, Percepta Labs.

"We're extremely proud to welcome CLS Technology and add their wealth of expertise to the ADT Commercial organization," ADT Executive Vice President Dan Bresingham said in the announcement. "Joining forces with the CLS Technology team allows us to continue to deepen our fire and life safety capabilities and

services across Houston and the state of Texas and continue to effectively deliver on our promise for service excellence in the region."

CLS Technology, Inc. has been a high-quality commercial integrator serving the metropolitan Houston area and surrounding communities for 15 years. Located 30 miles west of Houston, CLS Technology's experienced team specializes in installing, inspecting and maintaining fire alarm, video surveillance, access control, intrusion detection, emergency notification systems, and intercom and sound reinforcement systems across a variety of commercial environments.

"CLS Technology is extremely excited to be a part of the ADT Commercial family. ADT Commercial's national presence will allow us to more effectively respond to customers' evolving needs and give our dedicated employees the ability to reach new heights," said CLS Technology President Shenille Engelhart-Skopik. **SSN**

STANLEY Security releases 2021 Industry Trends Report

Report defines top security trends, challenges and opportunities for 2021

BY SSN Staff

INDIANAPOLIS—STANLEY Security, a global integrator of comprehensive security solutions, released its 2021 Industry Trends Report, which includes survey data from more than 2,400 decision-makers across the globe, as well as insights from security leaders on what trends, challenges and opportunities may impact organizations in 2021.

“As the world around us transforms, the security industry is innovating rapidly to help organizations stay ahead of evolving challenges,” Matthew Kushner, Global President, Electronic Security at STANLEY Security, said in the report. “At the same time, customer expectations are changing: There’s now heightened demand for innovative, cloud-based and highly integrated solutions that can produce real-time insights. Organizations are not only looking for a way to protect their people, networks and assets, but also a way to help increase operational efficiencies and drive growth in the new economy.”

Kushner and 10 other leaders across STANLEY Security share more about their outlook on the security industry within the 2021 Industry Trends Report. The security trends featured in the report include:

- Using Security to Mitigate Health and Safety Risks
- A New Ecosystem of Solutions
- Solving the Threshold Management Equation
- Cybersecurity and the Emergence of a New Perimeter
- The Rise of Cloud Solutions and the XaaS Delivery Model
- The Virtualization of Security Management
- Leveraging Security Data to Improve Operations
- New Privacy and Data Governance Considerations
- The Transition to Touchless
- Increased Demand for Flexible, Scalable and Integrated Solutions

The 2021 Industry Trends Report also highlights organizations’ perceptions regarding, interest in and adoption of security technology – with global survey data that breaks down what security systems organizations are implementing and what features decision-makers look

for when evaluating systems and providers.

“With the many challenges posed by the global pandemic, it’s more important than ever for organizations to leverage security solutions,” Kushner



said. “This report provides a deeper look at how solutions are evolving, what organizations are looking for and, ultimately, how the industry is helping to transform the future of the workplace.” **SSN**

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MONITORING

Camect unveils new dealer program

By SSN Staff

YARMOUTH, Maine—Camect recently launched its All-Pro Dealer Program so security professionals can now deliver best-in-class AI that will eliminate junk notifications and deliver a better user experience for their customers.

In 2019, Camect launched Camect Home, a device that unifies the management of compatible security cameras and uses advanced AI technology to provide highly informative alerts in real-time. Camect's industry-leading AI detects over 30 types of objects that cameras see and eliminates false alerts from bugs, animals, leaves, rain, shadows, etc.

Since Camect's product launch, it has worked diligently to collect customer feedback and noticed that a large portion

of active users were professional installers. The company noted that installers found Camect "easy to install, compatible with many of the cameras they use and able to provide the highest quality and most informative alerts." Camect subsequently decided to implement a program with extra features that make it easy for security professionals to deploy and manage Camect-based video systems for homes and businesses.

"We received valuable feedback from many professional installers and identified process and feature improvements that will make their deployments easier," said Camect CEO Arup Mukherjee said in the announcement. "It made sense to build a professional program focused on the needs of pro installers and integrators."

Camect is fully contained within affordable on-site hardware and is significantly more accurate than more expensive products that rely on cloud-hosted analytics. "It will not eat up bandwidth, records continuously and works even when the Internet is down," the company said. These benefits are presented in a uniquely straightforward user experience that requires minimal configuration. Camect products also establish better privacy and security by storing and analyzing all video data locally.

Camect's All-Pro program allows security professionals to have access to professional grade Camect products with advanced features. The All-Pro program includes device setup and provisioning that allows easy configuration of devices and transfer

of the installation to customers. After the customer setup is complete, a professional can manage ongoing billing and own the customer relationship. Security professionals are also able to unlock additional features such as adjustable detection sensitivity or video monitoring service applications. In addition, the Camect All-Pro program provides direct support and training materials to help security professionals scale integrations across their teams.

The Camect Pro program is now available in the United States, United Kingdom, Canada, and Australia. Camect will announce further regions as they become available. Details of the All-Pro program can be found here where security professionals can learn more or apply to join the program. **SSN**

BRIEFS

Cisco's Scott Stanton keynotes TMA's OPS-TECH 2020 virtual event

MCLEAN, VA –Scott Stanton, senior director, Americas Network Transformation, Cisco, delivered a keynote address at The Monitoring Association (TMA) OPS-TECH 2020 virtual event Nov. 18, where he looked at the future of networking and WiFi 6 and the impact on how this technology enables IoT devices and fills in the gaps of LTE and 5G buildouts.

OPS-TECH is the new combination of two of TMA's most popular annual education and networking events – the Fall Operations Management Seminar and the Tech Summit. TMA introduced a "reimagined meeting structure and delivery format this year with the intention that the virtual platform will open up new opportunities for additional attendees to actively take part in these valuable programs," TAM said. "By focusing on three main areas of interest, TMA will offer education that will appeal to operations, video surveillance and installation professionals, and IT managers who want to take their companies to the next level. This solutions-based event will offer attendees the opportunity to come with a problem and leave with a solution."

Vector Security teams with Pittsburgh Penguins to award local nurse

PITTSBURGH— Vector Security, Inc., a leading provider of intelligent mobile security and automation solutions to homes and businesses, in partnership with the National Hockey League's (NHL) Pittsburgh Penguins, presented the 2020 Vector Security Defender of the Year award to Melissa Nadeau of Monroeville, Pa.

The Vector Security Defender of the Year award honors a frontline worker for their service during the COVID-19 pandemic. Nadeau was selected jointly by Vector Security and the Pittsburgh Penguins from a number of entries submitted during the contest period.

An ICU nurse for 18 years, Nadeau has worked at the VA Hospital in Oakland for the last two years. When the Coronavirus pandemic began impacting the Pittsburgh region, she started to work with hospital patients who were impacted by the virus.

"She didn't hesitate to volunteer," said her husband Ken Nadeau, who secretly nominated Melissa. "Running toward danger, she's inspired by the very heroes she takes care of."

Vector Security, the official security partner of the Pittsburgh Penguins, developed the Defender of the Year award and designed a custom, one-of-a-kind goalie mask as a centerpiece of the recognition. To bring the design to life, the Penguins reached out to David Arrigo, who paints masks for NHL goaltenders. Throughout the first half of the 2019-20 NHL hockey season, Vector Security showcased the helmet with select fans. Over that time, several Penguins players autographed the mask.

Fighting another "pandemic"

By Cory Harris

YARMOUTH, Maine— According to a report recently released by Atlas VPN, analysis based on Risk Based Security data reveals that exposed data hit a record 36.1 billion in the first three quarters of 2020. This record number of data leaks is more than two times higher than all of 2019 and makes up more than half (5 percent) of all exposed data in the past five years.

With more and more people enjoying the benefits of working from home during the pandemic, technology has never been more critical in day-to-day operations for companies worldwide. While this may be seen as a positive for organizations in conducting business online, cybercriminals are also taking advantage of the increased use of telecommuting, to such a degree that the term "pandemic" could also be applied to the cyber universe.

Data breaches, ransomware, and other cybersecurity threats are on the rise in record numbers, with the most commonly exposed data types being names (45 percent), emails (36 percent), and passwords (29 percent), according to the report, which is all the key information needed for accessing some-

one's account.

The report also states that hacks were the leading cause of data breaches in 2020, with "misconfigured databases and services" being the main reason behind this record number of records exposed.

Another Atlas VPN study revealed that one-fifth (19.8 percent) of employees fell for phishing emails even if they had gone through security awareness training. In addition, 67.5 percent of these employees also entered their credentials, such as passwords, on the phishing webpage. It's safe to say that a company's worst fear is learning that employee and/or client data is leaked or breached.

With the number of cybersecurity threats approaching staggering rates in the new year, how do security professionals like yourselves respond? You implement the necessary cybersecurity measures to ensure that private and sensitive data is not exposed, leaked, or breached.

The Atlas VPN report outlined some precautions that businesses could take to lessen the chances of data leaks and breaches, such as third-party intelligence and pen-testing services, employee education, patching and updating software on a regular basis, and using multi-factor authentication for system access. **SSN**

ADT, CellBounce deal done

By SSN Staff

BOCA RATON, Fla.—ADT has closed its previously announced acquisition of technology company CellBounce following thorough testing of its proprietary 3G-to-4G radio conversion technology, which is now certified for use on AT&T's 4G cellular network.

The user-installable device is expected to reduce the need for technicians to perform the required upgrade in many customer homes before the 3G network sunset. The device also will be made commercially available to third parties, allowing the larger security industry to benefit from this cost-saving radio conversion technology.

"We are very pleased the teams at ADT, AT&T, and CellBounce successfully created and certified an innovative solution to an industry-wide challenge that alleviates the need to send technicians into customers' homes," said Jim DeVries, president and CEO of ADT. "The CellBounce solution is expected to be a key part of our customer upgrade strategy in 2021."

"By minimizing the need for in-home technician visits, CellBounce will help make the migration from 3G as seamless as possible," said Robert Boyanovsky, vice president of Mobility and Internet of Things, AT&T.

CellBounce is a plug-and-play conversion technology designed to solve one of the home security industry's biggest logistical and financial challenges in the next year and a half. Many home security customers with 3G radios in their security panels can receive and utilize the CellBounce device, similar to a smart plug, by simply plugging it in to a power outlet near their security panel to enable continued cellular connection well beyond the 3G sunset.

The technology operates by converting 3G signals to communicate on AT&T's 4G network, and the device can be plugged into a standard home power outlet. The CellBounce unit is equipped with a UL compliant battery back-up, that provides continuity for up to 24 hours in the case of power failure.

ADT worked closely with the CellBounce engineering team for over a year to ensure the solution works seamlessly. CellBounce has been tested and certified to support ADT customers and has received ETL and FCC certifications. ADT plans to deploy the device to ADT customers and offer it for sale to other security providers in early 2021. In addition, ADT is working on solutions to leverage the technology in other industries impacted by the 3G sunset. **SSN**

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RESIDENTIAL SYSTEMS

Alula unveils new partner program to help dealers

By SSN Staff

ST. PAUL, MN—Alula, a provider of smart security and automation systems for professional installers, announced it has added a suite of new, enterprise-level tools to its popular Pro Partner Program that will enable dealers to scale their business quickly, seamlessly and cost-effectively.

Further building out a program launched in 2019 that provides incentives, marketing support, product training and access to an online resource center, Alula will offer new programs for financing, lead-generation, special promotions and marketing campaigns.

"Many security professionals today are looking over their shoulder as tech giants like Amazon make inroads into the connected smart-home and security space," said Alula's Director of Partner Development Warren Hill. "As the trusted partner of the installers

who use our products, we are offering additional tools and services that help level the playing field. Our PRO partners will find that these services help them save money as they onboard new customers and grow their operations."

Among the new offerings in the Pro Partner Program are connections to companies like DealerAlly and Security Funding Associates. Two companies that offer access to consumer financing options that will help alarm dealers maintain cash flow and continue growing their account base. Alula has also teamed up with Podium, a company that helps with lead-generation by making the consumer reviews process simple and convenient. PRO members can leverage Podium services at a discounted rate.

Additionally, the company is introducing new PRO Promotions. These special promo-



tions provide another way for members to rapidly earn valuable Pro Points that can be used to help offset common marketing expenses.

To further ramp up partner marketing, Alula is offering Pro Marketing Kits that offer all the content and planning for a multi-touch marketing campaign. The kits include email copy, social media posts, and other tools for Pro partners to use for demand generation.

"Training, marketing and acquiring new customers are all efforts that traditionally have required significant investments of both time and money," said Stuart Rich, president of Ameri-Alarm and member of the PRO Partner Program. "As an Alula Pro we have access to a wealth of tools and resources that help save time and reduce expenses. Alula does everything they can to see that we succeed. **SSN**

ESA offers new video CEU courses

By SSN Staff

DALLAS—The Electronic Security Association (ESA) is unveiling four new video CEU courses to its lineup of CEU offerings to help students maintain certifications and licenses.

"Video installation and service jobs are one of the leading growth opportunities for ESA members," ESA Chief Knowledge Officer Michelle Yungblut said in the announcement. "Providing more on-demand training courses in the area of video systems has been a goal for ESA this year so we are excited to launch these new courses."

ESA National Training School courses and CEU programs are designed to help electronic security and life safety professionals advance in easily accessible and robust ways. "The courses will provide technicians in-depth instructions on designing and troubleshooting their video projects, without taking up too much time away from the job sites," said Yungblut.

ESA members have exclusive access to savings on all National Training School courses, including the four new video CEU courses.

Topics include: Mounting and housing choices, camera

placement, camera features, lighting considerations and implications, customer goals for surveillance and more.

VIDEO CLASSES

- Video – Auxiliary Equipment, System Design and Recording - This two-hour course provides practical knowledge concerning additional equipment needs for mounting and housing video equipment.

- Video – Camera and Lens Considerations - This one-hour course will dive into specific and practical knowledge you will need to determine the appropriate camera and lenses for your surveillance projects.

- Video – Monitor Selection and Troubleshooting Analog & Digital - This one-hour course provides installers, service technicians, and salespeople with the knowledge and skills they need to install and discuss the different monitoring choices with their customers.

- Video – Transmission Media - Video transmission - This one-hour class will provide installers, service technicians, and salespeople with the practical knowledge needed to address different transmission media, transmission media strength, limitations, and applications. **SSN**

Eastern Bank working with Alarm New England

By SSN Staff

BOSTON, Mass.—Eastern Bank recently announced Alarm New England as a new commercial banking customer, providing a revolving line of credit for working capital and expansion as well as comprehensive cash management services and solutions.

"Alarm New England has been serving individuals, families and businesses with security products and services for nearly 50 years, and we have grown locally into a leading alarm company in the region," said Doug Curtiss, CEO and Founder of Alarm New England. "We're pleased to work with Eastern Bank for our capital and financing needs to support our plans for growth."

Founded in 1818, Boston-based Eastern Bank has more than 110 locations serving communities in eastern Massachusetts, southern and coastal New Hampshire, and Rhode Island. As of June 30, 2020, Eastern Bank had approximately \$14.0 billion in total assets. Eastern provides a range of commercial financing offerings to help local companies across many industries to improve cash flow, increase efficiencies and build for the future. Commercial lending solutions include working capi-

tal/lines of credit, equipment/term loans, real estate loans, acquisition financing and asset based lending.

"For generations, families and businesses across our local communities have relied upon Alarm New England for security solutions, and we look forward to serving as its banking partner," said Greg Buscone, executive vice president, senior commercial banking officer of Eastern Bank.

The Commercial Banking team advising Alarm New England includes Executive Vice President, Senior Commercial Banking Officer Greg Buscone, Senior Vice President and Commercial Team Leader Brendan O'Neill, Senior Vice President and Commercial Relationship Manager Matthew Hunt and Vice President and Commercial Portfolio Manager Stephen Justus.

Founded in 1972, Alarm New England is a family owned and operated provider of security solutions and technology. Based in Rocky Hill, Conn., Alarm New England also operates in Massachusetts and Rhode Island.

Mark Sandler of SPP Advisors represented Alarm New England. **SSN**

BRIEFS

Most security dealers provide extra services beyond pro monitoring

DALLAS—New security dealer research from Parks Associates shows 85 percent of security dealers report they provide extra services beyond professional monitoring, including video verification, PERS, cybersecurity, and independent living services. Parks reports only 15 percent of dealers provide no extra services beyond professional monitoring.

"Going forward, greater emphasis will be placed on PERS and independent living services," said Brad Russell, Research Director, Parks Associates. "The devastating impact of COVID-19 in senior living facilities ensures that more seniors will want to stay in their homes or apartments and their families want to help that happen."

In Parks Associates' Q2 consumer survey of 10,000 US broadband households, 24 percent of consumers report having completed some home improvement project during the pandemic, many of them choosing to do-it-themselves.

"This DIY trend is driving revenue growth for home improvement stores like Ace, Lowe's, and Home Depot," Russell said. "It also drives an increasing share of consumers choosing DIY security systems. This year's consumer surveys show a big jump in the percentage of home security system purchases that are DIY with professional monitoring. Our dealer survey finds that this ecosystem is responding to this market shift, with 43% of traditional security dealers now offering DIY systems in addition to pro-installed." Additional security dealer research findings:

- 25 percent of dealers report providing fee deferrals or relief to customers during COVID-19.
- Professionally installed systems have declined by nearly 25 percent since 2017.
- The sales of DIY systems have increased by nearly 60 percent since 2017.

bluesolve adds new smart home, IoT consultant

ASHBURN, Va.—bluesolve partners, a go-to resource for stakeholders seeking industry-proven consulting services within consumer and IoT technology, announced today that Mary Miller, creative marketing professional in the smart home space, has joined the firm as a senior consultant.

Mary Miller has served in senior roles from start-ups to Fortune 500 companies. Earlier in her career, Mary held leadership roles in both the US and Europe in the gaming industry at SEGA, Disney Interactive, and Hasbro Interactive. Her most recent tenure in the smart home IoT space brings a wealth of go to market capabilities for bluesolve to offer their B2B and B2C clients.

"We are thrilled to have Mary on board, adding new depth to our marketing capabilities," said Founding Partner Lew Brown. "Her deep understanding of the smart home IoT business combined with a fantastic 'can do' attitude and creative problem-solving is a wonderful addition to the bsp team."

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SUPPLIERS

Oncam teams with Qualcomm for new camera line

Camera innovator building on a culture of collaboration within video surveillance

By Cory Harris

LONDON—Oncam, a provider of 360-degree video capture technologies, recently teamed up with Qualcomm Technologies to create a powerful new line of compact C-Series cameras.

The first two cameras in the C-Series line – the C-12 Indoor and the C-12 Outdoor Plus – both feature a 12MP sensor and are powered by Qualcomm Technologies, which was chosen as Oncam's system on a chip (SoC) vendor to ensure the performance of the C-Series and beyond. The Oncam C-Series was designed to support mission-critical video surveillance and security deployments, as well as provide the performance, resilience, scalability, and ease of use required of advanced 360-degree fisheye solutions.

Oncam Chief Operating

Officer (COO) Scott Brothers told *Security Systems News* that the search to identify a SoC vendor for its C-Series cameras began more than three years ago, noting, "The Qualcomm team has been able to deliver, been fantastic to work with and relentless in a positive way toward reaching the joint goals of the organizations – none of which we normally have when working with an SoC vendor."

Brothers explained that as a result of the "powerful" SoC from Qualcomm Technologies, the Oncam team was able to take the C-Series camera development to the next level.

"Because we have a powerful chip, we've been able to harness that power to deliver the features that our partners and their customers are looking for in a 360-degree camera, including market-leading frame rates,

advanced compression technology, the ability to leverage quality video in low-light conditions, and a host of other benefits to the end user," he said. "All of these capabilities and this power of collaboration created a product that is an integral part of advancing video in the broader IoT marketplace. Qualcomm Technologies partnership is a critical element in the work we've done here as a team at Oncam."

Jeff Lorbeck, senior vice president and general manager, IoT, Qualcomm Technologies, Inc., added, "We are proud to be collaborating with Oncam on the launch of its C-Series cameras, their first portfolio of products powered by Qualcomm Technologies. As the Oncam product portfolio grows, our shared vision of delivering innovative camera solutions will

enable us to continue unlocking the 'Internet of Things' potential for a variety of applications from enterprise, education to smart cities and beyond."

As we enter a new era for our industry, Brothers said Oncam has focused its efforts on "building and nurturing a world-class team that centers on innovation through collaboration both internally and externally, with the C-Series being the first tangible result of that mindset and approach. Qualcomm Technologies' investment into IoT [Internet of Things] and the ever-increasing use of IP [Internet Protocol] video as a key element within the IoT ecosystem makes the Oncam/Qualcomm Technologies relationship a fantastic fit both now and in the future as we build out our product roadmap." **SSN**

Alarm.com acquires SDS

continued from page 1

algorithms that accurately detects gunshots and communicates shooting incident details rapidly to building occupants and security teams. The acquisition of SDS expands the commercial solutions offered by Alarm.com and helps its partners outfit commercial and enterprise customers with the premier gunshot detection solution.

SDS technology is integrated with leading video, access control, mass notification and alarm systems to provide enhanced situational awareness during shooting incidents. The combination of SDS technology with Alarm.com's industry-leading suite of interactive cloud-based video, access control, intrusion and automation will deliver new levels of safety and security for commercial enterprises of all sizes.

"With their patented dual mode technology, SDS is the clear leader for indoor gunshot detection," said Jeff Bedell, chief strategy and innovation officer for Alarm.com in the announcement. "They address a real security need and are the best engineering team in the space, having pioneered the most proven and accurate approach to the problem. Acquiring SDS allows us to tap into their established resources and give our

partners the opportunity to capture the active shooter solutions market."

SDS's Guardian System is currently being used in locations across the United States, protecting U.S. federal and state government buildings, schools, airports and other transportation hubs, and entertainment facilities.

"Alarm.com's technology and versatile ecosystem is the gold standard for smarter business security," said SDS CEO Christian Connors, of. "Offering our innovative Guardian System to the expansive network of Alarm.com service providers gives them a turnkey solution for gunshot detection to meet the growing demands of their commercial customers. Our joining forces further demonstrates the commitment SDS and Alarm.com share to the safety and security of employees and businesses worldwide."

With the acquisition, SDS will be a subsidiary of Alarm.com and continue to be led by the existing management team. SDS also will continue to support its existing customers and partners. In addition, Alarm.com and SDS will work together to further advance SDS's engineering and development of gunshot detection solutions as well as integration with the Alarm.com ecosystem. **SSN**

Arcules expands operations across Latin America

By SSN Staff

IRVINE, Calif.—Arcules, a provider of unified, intelligent security-as-a-service solutions, announced that the company will expand its reach into Latin America, engaging manufacturer's representative firm LAR Group to promote the Arcules Unified Cloud Security Platform across the region.

With offices in Mexico, Brazil, Venezuela, Columbia, Guatemala and Argentina, LAR Group will provide the Arcules platform to distributors, integrators, A&Es, and end users, along with a complete range of resources aimed at expanding the company's cloud-based video, access control and analytics to customers. The partnership will help Arcules continue establishing its global presence, following its expansion into EMEA earlier this year.

"The markets we serve are ready for cloud-based physical security that allows the freedom and flexibility to use existing surveillance and camera infrastructure, with an intelligent platform that unifies video, access control and analytics," said Glenn Patrizio, CEO, LAR Group. "We're excited to be able to offer this option

to our customers and partners, allowing them to expand their security capabilities with a scalable and intuitive platform."

In the last 17 years, LAR Group has become the largest representative company for electronic security manufacturers across Latin America, building a strong network of clients that encompasses not only distributors and integrators, but also architects, engineers and end users that look toward the company to provide cutting-edge security solutions to solve today's biggest challenges.

"Security is of paramount importance throughout Latin America, driving the growth of the industry and demand for solutions that are open, scalable and flexible enough to withstand the constantly changing nature of physical security," said Nigel Waterton, CRO, Arcules. "Arcules sees a lot of opportunity in Latin America to provide businesses with the kind of intelligence and oversight needed to protect assets and people, which is why engaging with a rep firm that truly understands the market will help Arcules build its presence and business in the region." **SSN**

BRIEFS

HID Global Helps Bay State College Bring Students Safely Back to Campus

AUSTIN, Texas—HID Global announced that Bay State College safely brought its students back to its campuses in Boston and Taunton, Massachusetts using a digitized contact tracing solution that includes HID Bluetooth BEEKs Beacons to provide real-time location services. The HID Bluetooth beacon is in the form of a simple badge holder that is used to carry existing ID badges for students, faculty, staff and guests.

The beacons are part of a robust solution that makes it possible to quickly and easily perform contact tracing, removing the manual and time-consuming effort to identify who has been in contact with whom on campus.

"Contact tracing is a key component for safely operating our campuses and considered by health departments to be one of the most important efforts to help slow the spread of COVID-19," said Jeffrey E. Myers, Chief Information Officer with Bay State College. "HID BEEKs beacons are carried by each person on campus as part of our solution that enabled us to safely resume in-person classes and keep our campus operational should isolated parts of our community find themselves infected."

The HID BEEKs Bluetooth Low-Energy (BLE) beacons provide the starting data that Bay State's contact tracing solution uses to calculate the time, place, and proximity of faculty, staff, and students while on the college's two campuses. The information from the beacons enables college administrators to comply with state and local occupancy mandates and, when needed, rapidly respond to cases.

Milestone extends technical support hours, adds services

COPENHAGEN—Milestone Systems, a provider of open platform video management systems (VMS), has extended its hours of operation for its Technical Support team in the Americas. will be pleased to know that the Milestone Systems Americas. Now, Milestone partners, including Integrators and resellers on the U.S. East Coast, Eastern Canada, and in Brazil, will have access to Technical Support two hours earlier, beginning at 7:00 a.m. Eastern Time.

Milestone Technical Support for its partners is now open for business beginning at 4 a.m. Pacific time, a full two hours earlier than the previous opening time of 6 a.m. Pacific time. The Milestone Technical Support Team will continue to close at 5 p.m. Pacific time.

"This move is very much in line with our service philosophy," said Steffin Burton, Senior Manager, Technical Support at Milestone Systems. "Our goal is to have the best technical support in our industry, and that means offering service hours when it's most convenient for our partners and customers."

BriefCam analytics powers Verizon Intelligent Video Solution

By SSN Staff

BOSTON—BriefCam announced that its advanced video analytics software platform will serve as the analytics engine for Verizon's Intelligent Video solution.

The comprehensive monitoring service from Verizon helps law enforcement and security teams keep public and private facilities secure with near real-time, actionable data from video content.

"Leveraging its award-winning network, Verizon is creating a best-in-class solution to enable the protection of all facilities in a community whether in the city center or on the edge of town," said BriefCam VP Strategic Initiatives Gili Rom said in the announcement. "Bringing together Verizon's wireless infrastructure with our advanced video analytics and other industry leading technologies

Verizon Intelligent Video leveraging BriefCam's robust analytics software offers a comprehensive, bundled video management solution for cloud or wireless access that includes software licensing, installation, administration, training, and

support. The solution was built to provide advanced analytics and benefits for an improved experience. BriefCam delivers the ability to monitor and analyze multiple sites remotely from a single interface and the insights needed to fully prevent

or investigate and resolve issues.

Verizon Intelligent Video automates video analysis with an easy-to-use interface so that users can quickly drill down, and filter objects based on a wide range of object classifications, attributes, and behaviors. This

accelerates investigations and helps users attain situational awareness sooner, to derive operational intelligence from video. The powerful solution makes it possible to do more with fewer monitoring, intelligence, and investigative resources. **SSN**

SECURITY SYSTEMS NEWS

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SSN is thrilled to present our new website! It's visually appealing with fresh graphics and optimal search functionality, and it's mobile and user friendly.

The site is also interactive. Users can create a web account to comment on the content, and the #SSNTalks Team is actively responding! We love interacting with our readers.



allows security professionals to remotely optimize situational awareness while reducing time and resource investments."

The combined solution enhances the ability for these organizations to protect lives and property in remote locations and in the center of cities - equally. This includes critical infrastructure from dams and power plants to oil refineries and transportation systems. The full solution leveraging BriefCam provides advanced video analytics, including near real-time and forensic video analysis, and trends in data through dashboard visualization, enabling rapid acceleration of video investigations.



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LenelS2 announces distribution agreement to resell Invixium biometric solution to support healthy buildings

By SSN Staff

PITTSFORD, N.Y.—LenelS2 announced a global distribution agreement to resell Invixium's contactless biometric solutions through the LenelS2 OnGuard and NetBox value-added reseller (VAR) channels. The agreement also includes a new interface with the OnGuard and NetBox systems to enhance access control and proactive screening to help protect people and optimize building health and efficiency.

The solutions are offered as part of Carrier's Healthy Buildings Program, an expanded suite of advanced solutions to help deliver healthier, safer, more efficient and productive indoor environments. LenelS2, a global leader in advanced security systems and services, is a part of Carrier Global Corporation (NYSE: CARR), a leading global provider of healthy, safe and sustainable building and cold chain solutions.

LenelS2 will now offer the IXM TITANTM solution with Enhancement Kit: an intelligent dual-camera biometric solution that performs contactless facial recognition authentication – no mask removal required, mask detection and elevated body temperature detection measured at the tear duct.

The Invixium TITAN solution offers an API interface with the NetBox access control system and an interface with the OnGuard security management system through a certification in the LenelS2 OpenAccess Alliance Program (OAAP). The interface enables flexible configuration of workflows

utilizing any permutation combination of card, biometric fingerprint, facial recognition, temperature and mask detection access parameters.

"The collaboration with Invixium provides our users with a versatile access control and proactive screening solution that can help them navigate today's complex safety and security requirements," said Jeff Stanek, President, LenelS2. "The advanced biometrics and built-in mask detection add new functionality to our Healthy Buildings portfolio."

"The powerful interface between the TITAN solution and LenelS2 access control systems provides very relevant biometric solutions that meet the world's most pressing demands," said Shiraz Kapadia, CEO & President of Invixium. "Our health-focused portfolio combines temperature screening with mask detection for contactless access control and workforce management in one elegant device, allowing businesses in key industries to easily create healthy business environments."

The TITAN solution delivers touchless biometric security through face recognition via a 21-megapixel camera; adding the Enhancement Kit transforms the TITAN solution into a health kiosk capable of measuring temperature for biometric access control. Not only can the TITAN solution authenticate 12 to 18 users' faces in one minute with high accuracy, but it can also screen each of those users' temperatures at the tear

duct in the same amount of time.

The TITAN solution features an easy, one-piece installation and installs just like a traditional reader. In addition to its touchless access and proactive screening capabilities, the TITAN solution can be easily used to bolster entrance controls. These readers, purchased through LenelS2, do not require any additional licensing fees. TITAN readers and Enhancement Kits must be purchased individually or as part of a kit from LenelS2. For more information, visit LenelS2.com.

LenelS2 is a global leader in advanced physical security solutions, including access control, video surveillance and mobile credentialing. Technology includes web-based and mobile applications enhanced by cloud-based services. Incorporating open architecture, LenelS2 provides scalable, unified security management solutions to customers ranging from global enterprises to small- and mid-size businesses. Easy to install and use, LenelS2 products are supported by an experienced, responsive team dedicated to providing exceptional service. LenelS2 serves segments worldwide including corporate, education, healthcare and government. LenelS2 is a part of Carrier Global Corporation, a leading global provider of healthy, safe and sustainable building and cold chain solutions. For more information, visit LenelS2.com or follow LenelS2 on LinkedIn and Twitter. **SSN**

ABLOY USA announces CLIQ Plugin for Genetec Security Center

SSN Staff

IRVING, Texas—ABLOY USA Critical Infrastructure announced the recent integration of the CLIQ Plugin within Security Center from Genetec Inc., a technology provider of unified security, public safety, operations and business intelligence solutions.

"Genetec is recognized as the global industry leader in IP-based security solutions," said Jerry Burhans, Managing Director of ABLOY USA Critical Infrastructure, a division of Global Solutions ASSA ABLOY. "Great partnerships create better solutions which allow clients to do more. With that in mind, we look forward to working with Genetec and its channel partners in the Critical Infrastructure space to provide best-in-class solutions for customers around the globe."

Integration of the CLIQ Plugin allows operators using Genetec Security Center 5.7 and up to have greater control. They can assign access rules of cardholders granting access to CLIQ locks, in addition to allowing programming of CLIQ intelligent keys with proper access rules. The CLIQ system itself removes the expense of physically rekeying locks and replacing keys since rekeying is done electronically.

"Intelligent keys give customers the ability to expand their access control and management beyond the physical network, while maintaining the Genetec unified experience and auditing capabilities," said Jordan Burnsed, Business Development Manager at Genetec. "With the growing importance of management and protection of our critical infrastructure, support for intelligent keys and locks like CLIQ give Genetec users the ability to extend their influence over infrastructure right to the edge."

CLIQ itself is an award-winning, security locking system featuring high-end micro-electronics, programmable keys, cylinders and padlocks. It offers a variety of mechanical

and electronic system combinations to match different security and flexible access needs. Available globally, CLIQ provides flexible access and key management solutions for all kinds of locking applications.

The intuitive software simplifies the ability to manage access rights, enable and disable keys, and customize access schedules, on site or remotely. A wire-free system, which each key can be programmed and updated individually, grants access to specific areas, all with Audit Trail capability. A long-term battery inside the programmable CLIQ key serves as its power source.

CLIQ serves a valuable purpose for Critical Infrastructure organizations needing to secure access points for their critical controls and assets. Besides the need to adhere to new North American Electric Reliability Corporation (NERC) CIP Standards, utility companies are under increasing scrutiny due to their vulnerability to sabotage from both physical and cyber attacks. Many power utility components are often located in remote, unattended areas that are ideal for CLIQ.

Two years ago, a large customer of ABLOY USA Critical Infrastructure re-keyed 4,000-plus locations to meet NERC regulations. All told, they have installed over 10,000 locks for use at substations, power plants and wind farms. The utility company, as well as others, upgraded their security measures by installing a PROTEC2 CLIQ system. It combines a mechatronic access control system that can be controlled remotely with ABLOY Super Weather Proof padlocks. ABLOY PROTEC CLIQ padlocks are double-secured by a patented ABLOY rotating disc and key mechanism and CLIQ technology, allowing flexible control of keys, access rights and audit trails into one effective solution. Padlocks are proven and tested in the harshest conditions, keeping the dust, extreme weather and any unregistered guests out. **SSN**

Arcules expands operations across Latin America

SSN Staff

IRVINE, Calif.—Arcules announced that the company will expand its reach into Latin America, engaging manufacturer's representative firm LAR Group to promote the Arcules Unified Cloud Security Platform across the region.

With offices in Mexico, Brazil, Venezuela, Columbia, Guatemala and Argentina, LAR Group will provide the Arcules platform to distributors, integrators, A&Es, and end users, along with a complete range of resources aimed at expanding the company's cloud-based video, access control and analytics to customers. The partnership will help Arcules continue establishing its global presence, following its expansion into EMEA earlier this year.

"The markets we serve are ready for cloud-based physical security that allows the freedom and flexibility to use existing surveillance and camera infrastructure, with an intelligent platform that unifies video, access control and analytics," said Glenn Patrizio, CEO, LAR Group. "We're excited to be able to offer this option to our custom-

ers and partners, allowing them to expand their security capabilities with a scalable and intuitive platform."

In the last 17 years, LAR Group has become the largest representative company for electronic security manufacturers across Latin America, building a strong network of clients that encompasses not only distributors and integrators, but also architects, engineers and end users that look toward the company to provide cutting-edge security solutions to solve today's biggest challenges.

"Security is of paramount importance throughout Latin America, driving the growth of the industry and demand for solutions that are open, scalable and flexible enough to withstand the constantly changing nature of physical security," said Nigel Waterton, CRO, Arcules. "Arcules sees a lot of opportunity in Latin America to provide businesses with the kind of intelligence and oversight needed to protect assets and people, which is why engaging with a rep firm that truly understands the market will help Arcules build its presence and business in the region." **SSN**

Hanwha's new app makes life easier for systems integrators

SSN Staff

TEANECK, N.J.—Hanwha Techwin America announced a new app for systems integrators.

"While installing a small number of cameras will likely have little impact on cost, the labor involved in tracking model names, serial numbers, and associated parts for hundreds of cameras can be significant," said Ray Cooke, Vice President - Products, Solutions, and Integration, Hanwha Techwin America. "That's why at Hanwha, we put so much effort in not only designing cameras that are easy to install

but also in creating tools like the new QR scanning app to allow our systems integrators to focus on what they do best: advising customers, planning projects and ensuring a smooth installation instead of spending hours on tracking model names and serial numbers."

The new Wisenet QR Scanner App is designed to help quickly create a list of all Wisenet devices associated with a specific project, without having to take the products out of their packaging. The QR code is found on the outside of the

HANWHA continued on page 20

PRODUCT SPOTLIGHT

Video Surveillance / Cameras



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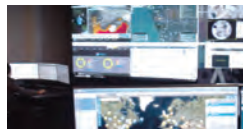


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Editor's note: The companies listed in this special section submitted product information in response to a call for products for this month's feature. Security Systems News is not responsible for the accuracy of the content in the product descriptions.

CMMC

Continued from page 6
don't meet that requirement. The verification component comes in where that third-party assessor does an assessment and either says yay or nay. CMMC is a pass-fail type situation."

SHORT-TERM AND LONG-TERM BENEFITS

Heidorn pointed out the short-term and long-term benefits of CMMC in regard to the fight against cybersecurity threats.

"I think everyone is watching to see if this moves the needle, in terms of sensitive data being breached," he explained. "DoD has used the statistic of \$600 billion lost annually to cybercrime across all industries. I think everyone's waiting to see if programs like CMMC have a measurable impact on that.

"In addition, the DoD for the first time will, believe it or not, know which companies are actually doing work for them. To date, the DoD has only known about prime contractors; they don't know about all the little companies that are subbing out work, which represents the major-

ity of suppliers. Having that awareness seems critical to our national security."

Heidorn continued, "I think the security practices prescribed in CMMC, especially at Level 3, are very good practices that are best practices in the cybersecurity industry. By being forced to have to implement some of these things, certainly they're aligned with what the cybersecurity industry is saying that organizations should be doing to protect sensitive data. Being forced to do the right thing, you're still doing the right thing."

ROLLOUT PROCESS

CMMC was introduced in the first half of 2019. Heidorn said that DoD plans a five-year rollout, with every single DoD contract by the end of that period, FY 2026, requiring CMMC certification at one level or another.

He noted that there might be a "slower, measured rollout" in 2021, with a certain number of contracts having the CMMC requirement, as many companies prepare for certification in the future.

"In my opinion, DoD has made it clear that this is real; it's not going away," he said. "You have to prepare for it." **SSN**

HANWHA

Continued on page 20
product carton, the bottom of the device, as well as on an included extra sticker for Wisenet modular cameras. This allows a technician to place the sticker on drawings to fully capture the device information.

The app, which can be downloaded from the Apple App Store and Google Play can run on any smart mobile device. It is able to capture information on all the latest generations of Wisenet products, including model names, serial numbers, and MAC addresses. This information can then be used to create a Bill of Materials (BOM) to verify that

an order has been fulfilled, and ensure that all devices have been installed. IT managers can use it to keep track of devices on the network and their MAC addresses.

In addition, the app supports offline device registration with the Wisenet Device Manager software tool. A file is exported from the app and edited on a PC to enable installation engineers to configure the products including pre-programming the IP address, setting an initial password, and more. When the configuration is edited offsite, the imported file will then pre-program the configuration when on-site, saving time and allowing better allocation of onsite and offsite staff. **SSN**

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Los Angeles, CA	\$10.4 Million	Ft Meyers, FL	\$5.5 Million



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QUOTED COMPANY		PAGE
Amaro, Michael	Sentinel Consulting	9
Bacus, Rose	Integrated Security Technologies	11
Boren, Leif	AvantGuard	8
Bourgeix, Pierre	Butchko-ESI	3
Brinkman, Scott	Exact Sciences Corp.	9
Brothers, Scott	Oncam	18
Butchko, Ben	Butchko-ESI	3
Carlberg, Kelly	BCD International	23
Coleman, Jim	Security Legend Award	1
Duncan, Brent	Interface Security Systems	1
Glover, Haley	Sapphire Risk Advisory Group	8
Heidorn, Ryan	Steel Root	6
Henry, Jim	Independent Consultant	1
Jones, Steve	Allied Universal	1
Reither, Eric	Security By Design	3

ADVERTISER INDEX		
COMPANY	PAGE	WEB ADDRESS
Acquisition & Funding Services	22	www.afssmartfunding.com
Affiliated Monitoring	2	www.affiliated.com
Mission 500	17	www.mission500.org
Napco Security	24	www.starlinklte.com
National Monitoring Center	7	www.nmccentral.com
Security Central	4	www.security-central.com
SecurityNext	15	www.securitynext.com
SIA Webcast	13	www.securitysystemsnews.com/webcasts
UPG	5	www.upg.org

Periodicals Postage Rates paid at Yarmouth, ME and additional mailing office. Security Systems News ISSN 15280519 is published monthly by The VGM Group, d/b/a United Publications, 106 Lafayette St., P.O. Box 995, Yarmouth, ME 04096; 207-846-0600. Publisher assumes no responsibility for unsolicited material or prices quoted in the magazine. Contributors are responsible for proprietary classified information. © 2019 by The VGM Group, d/b/a United Publications. All rights reserved. Reproduction, in whole or in part, without written permission of the publisher is expressly prohibited. Reprints may be obtained from The YGS Group at 717-505-9701, Ext. 100. Back issues, when available, cost \$7 each within the past 12 months, \$12 each prior to the past 12 months. Back orders must be paid in advance either by check or charged to American Express, Visa or Master Card. Security Systems News is distributed without charge in North America to qualified professionals in the security industry. Paid print subscriptions to those not qualified cost \$65 annually to the United States and Canada and \$150 to all other countries. All payments must be made in U.S. funds drawn on a U.S. bank. For subscriber services, including subscription information, please call 800-553-8878. Postmaster: Send address changes to Security Systems News, PO Box 1888, Cedar Rapids IA 52406-1888.

SSN SNAPSHOT

PEOPLE NEWS



Ross & Baruzzini, a global technology design and consultancy firm, has added cybersecurity expert **Anca Pop-Charles**.

As an information security, compliance and IT consultant, Pop-Charles brings expertise in risk assessment and mitigation, cybersecurity, policy and procedure development, information security and compliance programs to help clients respond to cybersecurity threats and strengthen their security position. Before joining Ross & Baruzzini, Pop-Charles founded and was managing princi-



Anca Pop-Charles

pal consultant at Striker Advisory, Franklin, Tenn., where she served two of the nation's leading healthcare companies, Emdeon (now Change Healthcare) and Hospital Corporation of America.

"We are excited to bring Anca on board at this critical time in our company's growth," Brian Coulombe, principal of security and director of operations with Ross & Baruzzini. "Cybersecurity is an area of expertise that is applicable across the firm and will add to our existing capabilities in all markets. The addition of Pop-Charles demonstrates our commitment to providing best-in-class security solutions while adding new cyber and digital capabilities to meet the critical needs of our diverse clientele."

investing in our partners' success," said Clint Choate, Sr. Director – Security Market for SnapAV and Control4. "David's experience in networking, security, and surveillance technology will empower our security partners to grow their businesses and thrive in the competitive security and smart home industry."



David King

King has more than 25 years of experience working in the surveillance and networking industry, with the last 18 years working exclusively in the IP surveillance market. Before joining SnapAV, King served as the Senior Key Account Manager at Milestone, the largest Video Management Systems (VMS) company. During his seven-year tenure, he focused on security solutions for municipalities, transportation, and critical infrastructure. Most recently, he worked with Smart Cities in the discussions and design of video and radar utilizing AI and IoT integrations at SpotterRF.

Pop-Charles joins an established security consulting and engineering team that has been in practice for more than 55 years, providing planning and design of physical and electronic security systems for diverse clients including the World Trade Center, New York Stock Exchange, Metropolitan Museum of Art, Madison Square Garden and Sandy Hook Elementary School.

SnapAV, manufacturer and exclusive source of A/V, surveillance, control, networking and remote management products, announced the appointment of **David King** to security business development manager for the Western U.S.

"By investing in talent like David, we're

FIVE QUESTIONS



Kelly Carlberg recently joined BCD International as Strategic Alliances Manager - Dell Technologies.

ARE YOU MARRIED? ANY KIDS? I've been married for 38 years and have three, wonderful adult children ages 29-35. One is a bee rescue/beekeeper (an environmentalist in general), one is a personal trainer (with a criminal just degree — go figure), and then one who is in the entertainment business — a sales guy like me!

WHAT ARE SOME OF YOUR HOBBIES? My biggest hobby is amateur radio, or ham radio. I have been licensed since I was 15! My wife and I also enjoy the outdoors and are big on scuba diving, backpacking and skiing, depending on the season.

HOW DID YOU GET STARTED IN THE INDUSTRY? I started in the security industry in 1984 working for my grandfather, who was a manufacturers rep. He started his own business in 1954. Back in those days, the leading camera manufacturers were RCA (who we represented since the early 70s), Panasonic, Sony, Ikegami. Vicon was king, and Pelco was what you bought when you could not get credit from Vicon. American Dynamics was not even a name as they sold exclusively through RCA. Crazy how much it's changed!

WHAT DO YOU LIKE MOST ABOUT THE INDUSTRY? Twenty years ago, the industry leaders owned their spot in the market. Innovators really struggled, but then came the Internet, which kind of impacted our industry but we were slow to adopt. We have had digital video before it was popular, but the industry never really adopted IT. Today, innovators will rule the day. Ken Mills with Epic.io is a great example.

Technology is solving real issues and the 'big guys' are stuck with proprietary solutions waiting to see what happens. Companies like Epic.io will change our industry like we have never seen. So, what I do like: the pace of change is at epic (pardon the pun) levels. Those who take risks and leverage new technology will be the leaders of tomorrow.

WHAT TRENDS ARE YOU SEEING? In my mind—from the cheap seats—there is no question about the leading trend: the Cloud. It is really misunderstood in our industry. Many dismiss it. The Cloud can be sitting in Asia or on prem in your datacenter, or in edge compute on a light pole. In actuality, it lives everywhere. It seems like we have been talking about IoT, edge computing, HCI, etc. forever. The technology is finally here to allow innovators to solve real problems and provide real, measurable results. — Paul Ragusa



Kelly Carlberg

CALENDAR



Jan. 6-9, 2021: The Consumer Electronic Show (CES), CES is the most influential tech event in the world — the proving ground for breakthrough technologies and global innovators. This is where the world's biggest brands do business and meet new partners, and the sharpest innovators hit the stage. Owned and produced by the Consumer Technology Association (CTA), CES features every aspect of the tech sector. Visit www.ces.tech

Jan. 13, 2021: Women in Security Forum 2021 Kick@\$\$ Kickoff: "Manifest The Life You Want in 2021," from 1:00 - 2:00 p.m. ET. When 2020 started, none of us could have predicted the situation ahead. We all had great resolutions, goals, or intentions. We had optimism and plans to make it the best year ever. Then, everything changed — because the world started on fire. Regardless of how 2020 was for you, you have a choice to make — let life happen to you or manifest the life you want. Melanie Spring is bringing us her Manifest Your Life workshop on Jan. 13. It's for anyone who needs a little boost of confidence, some accountability and a bit of time to focus on YOU. Because you deserve it! Visit mysia.securityindustry.org/Meetings/Meeting.aspx?ID=16771

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.

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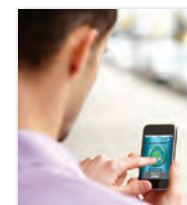
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