It’s time to recognize an individual who was and is one of the most important people responsible for making Murray Guard the successful company it is today.

Lee (Elias) Collins jumped in with Murray Guard in the very beginning, supporting those of us trying to build a security company with very little experience and limited knowledge about security. Thanks to Lee’s encouragement for success, buying stock, becoming a board member in the beginning in 1970, and never giving up, Murray Guard became a success. Who knows, otherwise!

The Fairview Restaurant in Memphis became the business, social and shareholder home for the company and was instrumental for new shareholders and friends. It also was a political meeting place for others. The partnership family with Ms. Olga, Lee, Gage and Anna, plus other friends, gave tremendous and strong support for the company.

We also haven’t forgotten Harvey Martin. He was a great friend, too! Without that family and their friends, Murray Guard may not be here today. The company, shareholders and all of us are grateful.

Thanks, Lee, for all you have done and continue to do!

— Roger Murray Jr., Buster Ferguson, Jimmy Exum and Jimmy Ward

A tribute to Lee (Elias) Collins
The best friend never to forget

The polar bears helped to make the Fairview Restaurant a Memphis landmark.

Lee Collins, above, stands outside of the Fairview Restaurant. Harvey Martin, at right, was a treasured employee.

What’s your story?

As we work on a written history of Murray Guard, we welcome input from past and present employees, clients, shareholders and other Murray Guard friends.

Send your anecdote or story about Murray Guard to Mary Reed, mary@reedmarketing.com or call her at 731-499-0224. Send pictures for the book to Mary Reed, 25 Mallory Drive, Jackson, TN 38305. All will be returned.
In 1986, Murray Guard purchased Total Reach Television from Jimmy Exum and Bill Way. At that time, Total Reach was operating primarily in the West Tennessee area.

After joining with Murray Guard and with Jimmy’s leadership, TRTV expanded into Michigan, New York, South Carolina, North Carolina and Florida, and became a major player in the cable TV advertising business.

TRTV was a very successful venture for Murray Guard for many years. In 2003, due to a changing business environment, the decision was made to exit the cable television advertising business by selling our assets to Jackson Energy Authority and bringing a key executive to Murray Guard, which was a tremendous plus for the company.

At that time, Jimmy came on board with Murray Guard as Vice President of Sales and eventually was named Executive Vice President of the company.

Jimmy always has been an outstanding performer and a results-driven individual. He is a person with many talents, and he has always accepted any task put before him with confidence and a can-do attitude. The tasks have been many, and Jimmy’s many talents were utilized, whether it involved running Total Reach, building offices for Murray Guard, decorating the corporate office, running the sales effort for Murray Guard or helping to direct the operation of the security business.

It has truly been a pleasure to work with Jimmy for the past 25 years, and we appreciate all that he has done to make our company a success.

In addition to his duties at Total Reach and Murray Guard, Jimmy has been involved in numerous community organizations and projects over the years. He has produced the Miss Tennessee Scholarship Pageant for more than 40 years, which has been a tremendous event for the City of Jackson. In 2009 Jimmy received the Jackson Leadership Award presented by the West Tennessee Healthcare Foundation.

In 2010, Jimmy founded Jaxon Records, a music recording and production studio, which he has always had a passion for and where he spends a lot of time these days.

In 2012, Jimmy decided to take a less active role in the day-to-day operation of the business, but continues to support Murray Guard as a senior advisor.

On behalf of the shareholders and employees of Murray Guard, we want to thank Jimmy Exum for his dedication and loyalty to our company. Thank you Jimmy for the loyalty and dedication given to all.

— Roger Murray Jr.
— Buster Ferguson
— Jimmy Ward
Administrative changes will keep Murray Guard on successful path

As you can see by the story on the previous page, I’ve stepped down as Executive Vice President to become Senior Advisor as I begin to prepare for retirement. I am continuing to be at Murray Guard part-time, working on special projects and assisting Buster Ferguson as needed.

I’m not ready to say “goodbye” just yet, but this will be my last column as Executive Vice President.

The past year at Murray Guard has seen several other changes in management as Murray Guard prepares for the continued success of our company and an ever-changing business atmosphere. I am delighted to welcome …

■ Blair Ross, Vice President of Operations. Blair has an extensive military background and brings a different perspective to the contract guard business. Since he arrived in April 2012, Blair has revamped and strengthened our training program, made some organizational changes and is helping us add technology advances so we can offer more services to our customers. Technology is changing the way we offer services to our clients, and Blair is leading those efforts.

■ Vince DiPiero, Vice President of Sales. Vince, who started in March of this year, brings many years of experience in sales training and sales management from working with other large security companies. Vince and Blair are dividing some of my former duties.

■ Roger Murray III joins the corporate management team as Special Assistant to the Chairman. His duties include special projects, customer relations and helping with our marketing efforts.

■ Rick Shackelford, former Vice President of Accounting, is Murray Guard’s new Executive Vice President. Rick started with me at Total Reach in August 1980 and moved over to Murray Guard in January 1996.

■ David Harris is our new Chief Financial Officer. David joined Murray Guard in August 1989.

■ Also retiring is Rick Adams, Vice President of Kentucky Operations. Rick, who has been with Murray Guard since October 1994, will continue to work as a consultant, helping us with quality control.

I also welcome three new branch managers, David Yarbrough in Knoxville, Michael Cushenberry in Chattanooga and Randy Corpus, who was promoted from Account Manager, in Louisville.

Awards

It was great to see Rick Adams and his team in Louisville win the Branch of the Year Award. I also congratulate NFS, Nashville and Knoxville for winning the Awards of Excellence and Mark Ferrebe as Salesman of the Year. Mark works out of the Atlanta office and is doing a great job.

Congratulations to the many recipients of Murray Guard’s other individual awards. I’ve always said the strength of this company is our employees. It gets tougher each year to decide who to recognize.

Personnel Placements

Personnel Placements also had a great year. Ben Ferguson and his group are very ambitious in bringing in new accounts and making improvements. We continue to be the only Jackson staffing company that trains people before they get to the job. Their customers appreciate that.

Personnel Placements has offices in Jackson, Milan, Memphis and Middle Tennessee and also has clients in East Tennessee.

It’s an exciting time at Murray Guard, and I am happy to be a part of it. This is turning out to be another successful year for Murray Guard!

— Jimmy Exum, Senior Adviser
The Louisville Branch earned high marks during the past fiscal year for the way it handled several different sensitive accounts and for starting several cost-saving programs that were implemented across the company, said Jimmy Exum, former Senior Vice President.

“Generally speaking,” he said, “Louisville had an overall good year.” It also was a great way for Rick Adams to bow out as Vice President of Kentucky Operations and slip into part-time consulting work for Murray Guard.

Nashville, Knoxville and NFS earned Awards of Excellence. “All three improved their performance well enough to be recognized,” said Jimmy, as he congratulated all four Branches for doing so well.

Louisville: Representing the Louisville Branch for winning the Branch of the Year Award are back row, from left, Robert Fusting, YUM Account Manager; Human Resources Manager Kelly Chism; Josh Carter, Area Supervisor; and Timothy Close, Metro Account Manager; and front row, from left, Rob Hayes, Operations Manager; Rick Adams, Consultant; and Randy Corpus, General Manager.

Knoxville: Human Resources/Office Manager Judy Miles, left, and Operations Manager Phillip Rogers accept the Award of Excellence for the Knoxville Branch.

Nashville: Representing the Nashville Branch for winning the Award of Excellence are, above, from left, Robert Pullen, Operations Manager; William Hoffman, Area Manager; Connie Burton, Human Resources Manager; and Daryl Buck, General Manager. Not pictured Frank Eldridge, Area Manager; Brandon Stengel, Regional Sales Manager; and Pam Rolley, TVA Supervisor.

NFS: At left, representing NFS are, left to right, front row, Scott Simpson, Human Resources Manager, and Allen Chadwell, Operations Manager; and second row, Facility Manager Doug Harrison, Director of Operations Mark Seidler and Payroll Specialist Wayne Sykes. Not pictured is Scheduling Specialist Jennifer Higgins.
Murray Guard deploys new training program

To develop and maintain effective security offices and better serve clients, Murray Guard launched a comprehensive training program that addresses all facets of the company.

The program, which is run through Murray Guard’s Premier Security Academy, provides a range of centralized, regional, branch or distributed training elements for all employees from basic security officers to corporate management staff. It addresses security training, education and development requirements.

“Murray Guard has made a significant change to its training program to reinforce the importance of highly professional and structured training,” said Blair Ross, Vice President for Operations and Chief Technology Officer. “It’s not just something we’re talking about; it’s something we are doing.”

The training is available in branch offices, at the corporate training facility and online. Ross said the initiative is a company priority.

“We are refocusing corporate assets on training and professional development.”

Beginning officers first get a uniformed security officer state license and additional training from Murray Guard. Seasoned officers must complete a one-hour per-quarter sustainment program.

The training programs vary and are typically developed on an individual client basis depending on what is needed at a particular job site.

The company also developed the Job Knowledge Assessment Program – a new tool that helps branches evaluate the level of security education of newly assigned officers. The tool elevates the performance of security officers and provides clients with a higher quality of service, Ross said.

Murray Guard understands that effective training is a key element to developing a professional security officer, Ross said. He added that the company sets high standards for trainees, working with persistence and enthusiasm until the desired results are achieved.

“Murray Guard views the training and development of our personnel as an important investment,” Ross said. “We want to evolve into an industry-leading example.”
Employees receive awards

Employees across the company received special awards for their efforts in the 2012 fiscal year. They were …

Most Valuable Employee

■ Claude Kelly, Vice President, Human Resources, had a stellar year. He not only worked hard with several new national accounts, he also completely revamped and modernized the Human Resource Department, making most of it computerized.

Human Resource Award

■ Winning the Human Resource Award were Gretchen Woodruff, Human Resource Manager at the Lexington Branch, and Scott Simpson, Human Resource and Operations Manager at NFS.

Salesman of the Year

■ Mark Ferrebe, Regional Sales Manager, Atlanta Branch. Mark used his extensive experience in the security business and sales to attract new clients to Murray Guard. “He is a solid performer,” said Jimmy Exum, former Executive Vice President and now a Senior Advisor to the company. “Overall, he had an excellent year.”

Comeback-of-the-Year Award

■ Joe Broyles, General Manager, Johnson City. Joe overcame a serious medical condition this past year, and he insisted on working the entire time he received treatments.

Above and Beyond

Seven employees were given “Above and Beyond” awards for their hard work last year. They are …

■ Judy Miles, Human Resource and Office Manager, Knoxville. Judy has a talent for hiring the right people for each job, keeping turnover low.

■ Craig Barden and Jack Best, Atlanta. Craig and Jack did a great job managing an account that required 24/7 attention and was the heart of their branch. They worked around-the-clock to keep a very demanding client satisfied. Craig and Jack are both good examples of what it takes to keep such a large account operational. They were challenged on a daily basis and rose above each challenge in order to be successful. From taking phones calls at all hours of the day and night, personally checking on the account, training new guards and keeping other guards up-to-date, Craig and Jack were willing to do whatever it took to get the job done.

■ Shirley Johnson, Corporate. Shirley has played an integral role with Murray Guard since her arrival in 1989. She has been heavily involved in both corporate operations and sales administration. This is her second year to receive this award. She has an always positive, can-do attitude. Her goal is to accomplish one project so she can start the next one. If this requires coming into the office early, staying late or working on the weekend, she is there until the project is completed and done to perfection. We appreciate Shirley's dedication.

■ Dewanda Mosier, Billing/General Ledger Specialist, Corporate. Over the past year, Dewanda took on the challenge of reconciling and compiling payroll and billing for a multiple-site client throughout the Southeast. Her hands-on approach to this process was vital in Murray Guard’s success.

■ Officer Eric Vance. During late 2012, Officer Eric Vance began approved voluntary work on the computerization of Murray Guard’s record-keeping efforts at Aerojet Ordnance in Jonesborough. Eric also was helpful in placing online an electronic- and network-connected key round capability. As a result of his efforts, and with the cooperation of Aerojet and Murray Guard management, we now offer our client a much greater professional and efficient service.

■ Joe Parnell, TVA Account Manager. Joe has played an instrumental role in guiding the continued successful evolution of the TVA account. He started work with us as the Murray Guard Site Supervisor at the TVA Johnsonville fossil fuel plant. His clearly demonstrated abilities led to his transfer to Site Supervisor at TVA’s Chattanooga Office Complex. Joe’s superlative performance in this diverse, demanding, and high-visibility environment led to his selection in July as our Account Manager for the entire TVA account. Joe’s exceptional energy,
Service Anniversaries

40 Years

**Knoxville:**
Human Resources Manager Judy B. Miles has spent her entire 40-year career with Murray Guard in Knoxville. She was hired September 5, 1973, as Branch Secretary.

Judy developed into a real asset for Murray Guard. On May 1, 1994, Judy was promoted to Personnel/Human Resources Manager. On June 4, 2007, Judy became the Human Resources Manager/Office Manager.

She has the talent to know people and hire the right people for the branch, said Jimmy Ward, who hired Judy. “Everyone who knows Judy likes and respects her. She can manage the Knoxville office as well as anyone. Judy has set an outstanding example for our employees, and the company is lucky to have her.”

As Human Resource Manager, Judy is responsible for placing the right people in the right jobs so customers are pleased and turnover is low. She also is responsible for maintaining constant contact with employees, identifying potential problems early and working to meet employees’ needs.

“Working with the people is always the best part,” she said.

In her time at Murray Guard, she has seen employees and clients change through the years, but she said the biggest change has been technology. “We’ve become part of the computer age,” she said.

But one thing has remained constant: the strength of the company’s people. She’s built great relationships with employees and clients, she said, and she has enjoyed her time at Murray Guard.

“It’s a good place to work. I’ve had a wonderful career, but it isn’t over yet. I still have a few years left.”

**Jackson:**
Ken Kerstetter began his career with Murray Guard in August 1988 after completing 27 years of service in the U.S. Marine Corps. He retired as a Master Gunnery Sergeant. Ken’s commitment of service and dedication to Murray Guard is unsurpassed; he has performed each task and assignment without reservation in the most efficient manner.

**Corporate:**
Hugh Archer started his Murray Guard career in August 1987, has been instrumental in numerous computer conversions over the past two decades. He has seen the company’s IT needs change dramatically several times, and each major change required many hours of dedication and commitment on his part.

Hugh Archer

25 Years

**NFS:**
Mary Ann Graybeal has served as a Security Officer at NFS for 30 years. She has been an asset to both Murray Guard and our customer during her tenure. Her vast experience was evident during the successful transition into the new multi-million dollar NFS Entry/Exit Control Point Facility.

Mary Graybeal

35 Years

**Jackson:**
Kenneth Bradley began his career with Murray Guard on March 3, 1977. In his long tenure, Officer Bradley has served in many different assignments, in both Tennessee and Kentucky. He is presently assigned to a facility in Clarksville, Tennessee, where he is providing the same high level of service that we have come to expect after 35 years.

Kenneth Bradley

**Corporate:**
Hugh Archer started his Murray Guard career in August 1987, has been instrumental in numerous computer conversions over the past two decades. He has seen the company’s IT needs change dramatically several times, and each major change required many hours of dedication and commitment on his part.

Hugh Archer

**NFS:**
Kimberly Bagby recently celebrated her 25th anniversary as a Security Officer with Murray Guard. She has been a key fixture in the Supply Warehouse position for the majority of her time at NFS. She performs extensive searches to ensure only authorized items gain entry into the protected area.

Kim Bagby

**Knoxville:**
Judy Miles celebrated 40 years at Murray Guard with praise from Roger Murray Jr., Buster Ferguson and Jimmy Ward, who hired her.
Employee awards

Joe Parnell, Continued from Page 6 …

Joe’s initiative and conscientious approach to his duties have been key elements in building and sustaining our efforts on behalf of this important client. Joe has clearly gone “Above and Beyond” in his service to Murray Guard.

Murray Guard

Continued from Page 6 …

Joe has clearly gone “Above and Beyond” in his duties. His ability to fill multiple roles has served both Murray Guard and NFS well. He works in the Supply Warehouse position, ensuring no prohibited items enter the restricted area.

Nashville: Security Officer Carl E. Throgmorton was assigned to Emerson Electric in Paris, Tennessee, when he started with Murray Guard in May 1993. After 18 years, Emerson Electric moved and Carl moved to Tecumseh, which is also in Paris. In August 2001 Carl was recognized by Emerson Tool Company for “his high standards of performance and attention to detail in executing the duties of his job.”

Service Anniversaries

20 Years
- NFS: Lloyd Allen has been a Security Police Officer for 20 years. His ability to fill multiple roles has served both Murray Guard and NFS well. He works in the Supply Warehouse position, ensuring no prohibited items enter the restricted area.
- Nashville: Mike Chambers started his career at Murray Guard in April 1992. Mike has been an officer at two of our most high-profile accounts in Nashville, and is currently assigned to a residential community with the highest of standards.

15 Years
- Decatur: Terry Moses
- Jackson: Field Operations Manager Mike Malone and Jan Medlin
- Knoxville: Operations Manager Phillip Rogers
- Lexington: Lorna Davis
- Louisville: Carolyn Haley
- Memphis: Fletcher Porter
- Nashville: Carolyn Brooks
- Tri-Cities: Operations Manager Tom Graham and Thomas Sams.

10 Years
- Birmingham: Operations Manager Barbara Williams
- Chattanooga: Betty Butler
- Decatur: Human Resources Manager Chris Kamphouse and Patsy Williams
- Jackson: Georgia Alford, Harold Elkins, Charlene Little, Danny McKnight, Ted Myrick, G.H. Trice, George Ware and Samuel Whitman
- Knoxville: Donnie Atkins, Samuel Maples and Edwin Rose
- Lexington: Jeffrey Crain, Keith Parson and General Manager Rob Tacket
- Louisville: Robert Fusting and Juanita Lynch
- Memphis: Edgar Davis, Joe Diebolt, James Gray, David Helton Sr., Jeannette Henderson, Orlando Hill and

Jerry Williams
- Nashville: Janie Ferguson, Gerald Johnson Jr., Mary Pryor and Donald Slape
- NFS: James Barr, Stuart Blackburn, David Briggs, Gordon Brummittr, Lisa Davis, Casey Durham, Sean Fair, Jason Gouge, Thomas Hampton, Daniel Hensley, Dwayne Hensley, Randy Hensley, David Lund, Harold McIntosh, David Potter, James Robbins, Donald Rodeback, Bobby Snapp, Tony Sparks, Michael Tallman, Karen Tipton, Scott Trent and Adam Whitson
- Tri-Cities: Robert Boling Jr., Brenda Carpenter, Dayton Dunn Jr., Bert Frizzell, Karen Moore, George Prewitt, James Scott and Johnny Williams

5 Years
- Atlanta: Kevita Anderson, Ganiu Babalola, Greg Baugh, Wanda Fleming, Brenda Kendrick, Brenda Kirchens, Ronald Linebarger, Carl Murray, Larry Simmons, Harriett Taylor, Xavier Tolbert and Lashonda Traylor
- Chattanooga: Thomas Harrill, Joe McDonald, Larry McPhail, Robert Richard, Donald Sanders, Ronnie Shaw and Donald Steele
- Decatur: James Dalton, Marshall
- Charleston: Henry, Kevin Loney and Sherri Silva
- Jackson: Virgil Baker, Robert Camper, Charles Carpenter, Steve Clenney, Steven Deason, Connie Douthitt, Joseph Drago Jr., Gary Foust, Darlene Gorman, Deborah High, Charles Kobilka, Steven Mankey, Deborah McDowell, Larry McManus, William Meeks, Patricia Miller, Bobby Lee Nelson, Wayne Olson, Harold Pillow, Fentress Posey, Mark Roberts, Brent Rogers Jr., Gary Sadler, James Smith, Mark Tracy and Levon Whittle
- Knoxville: Spurgeon Bell, Joseph Betemps, Account Manager Brian Davis, Samuel Harvey, Debbie Sue Headrick, Randy Henderson, Jason Johnson, James Long, Danny Lovins, Continued on Page 9.
Employees recognized for special efforts

Congratulations to the following officers for “going beyond the call of duty” for our customers and their communities …

- **Angel Caratini**, Juncos, Puerto Rico, returned a stolen wallet that was taken at a Hampton Inn.
- **Stephen Helbig**, Louisville, was commended by the client for his job performance and efforts at their facility.
- **Officer Linder Taylor** was recognized by Bank Plus Vice President Greg Guy for observing and then reporting questionable and suspicious activity from individuals parked behind the Mississippi bank.
- **Lt. Walton Monk** was recognized for outstanding service as a Site Supervisor at Western Express. He received a certificate of appreciation and a gift card.

Three Murray Guard employees helped to break up a theft attempt at Evergreen in North Carolina. Above, in front, from left, they are Russell Pitt, Rhonda Trantham and Darrell Barnette. With them are, from left, Donald Messer, with Evergreen Packaging, Branch Manager Joe Broyles and Site Supervisor Doyle Cagle.

**TENARIS awarded Murray Guard officers who have been doing a good job at its northeast Arkansas plant site with gift cards.** Pictured below left, from left, are Account Manager Tracie Beauchard, Third Shift Supervisor Officer Carl King, TENARIS Regional Manager Daniel Helbling, First Shift Supervisor Debra Williams, NRG Gate Operator Officer Delbert Chaudoin and Officer Brenda Holmes. Not pictured is Officer Leysha Lark.

**5-Year Service Anniversaries**

Continued from Page 8.

- Steve Lunsford, Charles Oaks, Anderson Shipley, Bobby Taylor and Billy Welch
- **Lexington**: Kevin Brown, Mark Burns, Albert Devore, Scott Ferguson, Amy Gill, Venci Nelson, Steve Sandefur, Eva Sharp, John Shuck and Leonard Wilson
- **Louisville**: Thomas Arnold, Joe Blanton; Human Resources Manager Kelly Chism, Timothy Close, General Manager Randy Corpus, George Cox, Bernice Cross, Robert Ezell, Dennis Hardy, Tina Kern, James Jordan, Alvin Lucas, Anna Moossavi, Nitherh Rashada, Michael Smith, Vincent Spratt and Bobby Weatherford
- **Memphis**: Carl Butler, Erma Carr, Tonya McKinney and Ralph McPherson
- **Nashville**: Dorothy Fields, Yusuf Guled, Christopher Jones, Joel Johnson, Kimberly Knight, Robert Pullen, Melvina Stevens and Wendell Turner
- **NFS**: Jason Bailey, James Bowan, Joseph Canter, Operations Manager Allen Chadwell, Jason Copenhaver, Brandon Davis, Michael Dawson, William Edmisten, Jackson Eggers, Adam Fraser, Kevin Garland, Nathaniel Green, Robert Greer, Lawrence Hampton, Andrew Hobbs, Brandon Johns, Joshua Johnson, Michael Johnson, Michael Malone, Zachary Morrison, Christopher Nelson, Dustin Oaks, Timothy Perhne, Kiersta Persson; Brian Plasschaert, Joshua Ricker, Claude Shelton, Jason Smith, Lance Sprouse, Gina Street, and Eric Stubblefield
- **Tri-Cities**: Fremont Clarke, Thomas Geer, William Greenway, Shirley Gregory, Jacky Harrell, Albert Johnson, Thomas Latham, Ronald McClure, Chad Nelson, Waco Perkins, Gary Reece, Fred Sanders, Carl Shepard and Connie Tipton
Memphis in May: Officers from the Memphis Branch provided security for the Cadillac Griz team in the 2013 Memphis in May World Championship BBQ Contest. Pictured from left are Capt. Marcell Craft, Maj. Lee Clark, Officer Jonathan Sharp, Capt. Paul Samuels and Officer Derrick Thigpen. The Mississippi River is in the background.

Supporting Our Military: Louisville Metro Account Manager Timothy Close, center, accepts an award for hiring military reservists and members of the National Guard. It was given to him by Jim Papovich, Area Chair for Kentucky’s Employer Support of the Guard and Reserve. The organization develops and promotes a culture in which American employers support and value the military service of their employees. With Tim, from left, are Louisville Branch Operations Manager Rob Hayes, Consultant Rick Adams, Jim Papovich and Area Supervisor Josh Carter.

Personnel Placements
The staff at Personnel Placements has done a great job over the past year to increase the number of clients it serves. Pictured, from left, front row, are Dana Stewart, Kelly Lewis, Jessica Williams and Natalie Walker; middle row, Barbara Thurman and Susan Gourley; and back row, Jason Avants, Natalie Crocker, Ben Ferguson, Cindy Allen, Karen Skelton and Tim Melugin. Not pictured are Gary Williams and Amy Scarbrough.