



THE GUARDIAN TIMES

Newsletter From Guardian Protection Force, Inc.

FEATURED ARTICLE



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Q1 IS NOT A RESET - IT'S A RECKONING: WHY THE FIRST 90 DAYS DEFINE PROFESSIONAL SECURITY

In the security profession, the first quarter of the year is often misunderstood. Too many organizations treat Q1 as a reset, an opportunity to ease into the year, revisit policies, and gradually find momentum.

At Guardian Protection Force, we see it differently.

Q1 is a reckoning.

The first 90 days determine whether a security program will operate reactively or lead with control, intelligence, and purpose for the remaining nine months. What happens early sets the tone for everything that follows, on the ground, in reporting, and in client trust. **Complacency in Q1 doesn't stay contained; it compounds into inconsistency, gaps in coverage, and reactive decision-making later in the year.**

From day one, Guardian officers enter the year

aligned, equipped, and accountable. During Q1, every Guardian participates in our **Annual State of the Company and Reorientation**, a deliberate operational alignment, not a formality. **This is where standards are reset before habits form and expectations are clarified and before shortcuts appear.**

This process ensures that expectations, responsibilities, and performance standards are clearly defined across the organization before patterns take hold in the field. **Early clarity eliminates ambiguity, reinforces accountability, and establishes a shared definition of what "excellence" looks like at every security post.**

This early alignment is critical to a client-centric security program.

When officers share the same objectives and



PERFECTING PROTECTION SINCE 2010

Continued from front...

understand how their actions connect to client outcomes, security becomes proactive rather than reactive.

Presence becomes intentional.

Reporting becomes meaningful.

Communication becomes consistent.

Clients don't just feel protected, they see professionalism in action from the very start.

Q1 is also when Guardian deliberately reestablishes the boundaries that govern professional field activity. Early reinforcement of lawful authority, decision-making standards, and proportional response ensures officers operate with clarity and confidence from the outset. This clarity directly impacts prevention and deterrence, reducing escalation, minimizing unnecessary risk, and supporting decisive action when intervention is required.

This is where Guardian's approach stands apart.

Prevention, deterrence, and intelligence are not separate functions, they are interconnected disciplines.

A professional, visible presence deters misconduct.

Accurate observation and reporting generate actionable intelligence. Intelligence informs smarter deployment, clearer communication with clients, and proactive risk mitigation. **When these disciplines**

are aligned early, security operations gain momentum instead of playing catch-up.

This is the foundation of our identity: Security Through Intelligence™.

When Q1 is executed with discipline, the effects compound.

Early consistency in patrol patterns, enforcement, and documentation establishes control at client sites. Reliable reporting creates dependable data. Dependable data enables informed decisions, long before problems escalate. This is how Guardian shifts security from reaction to command.

Winning Q1 in the field looks like officers who take ownership of their posts, understand the "why" behind their assignments, and document activity with precision.

It looks like clients who experience professionalism, transparency, and responsiveness early, setting expectations for the year ahead. And it looks like leadership teams who can identify trends, address risks, and adapt strategy before reactive measures are needed.

At Guardian Protection Force, we don't wait for the year to define itself.

We define it in the first 90 days.

Because in professional security, outcomes aren't accidental.

They are built - deliberately, intelligently, and from the very start.



FROM THE CEO'S DESK

Q1 2026 | BUILT FOR WHAT'S NEXT

By Ashlee Cervantes Thomas, CEO



I absolutely love the New Year.

There is something powerful about turning the page; about the clarity, energy, and opportunity that comes with a fresh start. The New Year gives us permission to reflect honestly, celebrate wins, shed what no longer serves us, and recommit ourselves to what matters most. At Guardian, that mindset is not seasonal, it's cultural, but January always feels special.

As we step into 2026, it's worth saying this plainly: **2025 was our best year yet.**

We grew, we stabilized, we strengthened our leadership bench, and we continued raising the bar in professionalism, training, and accountability across the organization. None of that happens by accident. It happens because of disciplined execution, shared standards, and the daily commitment of our Guardians in the field and behind the scenes.

There's also a symbolic lens I've enjoyed reflecting on as we begin this year. I was born in the **Year of the Snake** in Chinese astrology, a sign associated with wisdom, transformation, and growth through shedding what no longer fits. That idea resonates deeply. Growth often requires letting go, of old habits, outdated systems, or limiting beliefs, so something stronger can take their place. As we move into the **Year of the Fire Horse**, a symbol of momentum, endurance, and forward motion, I believe Guardian is exceptionally well positioned to run toward what's next with confidence and purpose.

That forward momentum starts with our people.

I'm proud to announce the promotion of Sgt. Ed Turner to Senior Sergeant. Ed's leadership, discipline, and unwavering commitment to Guardian's standards have made a lasting impact across our operations. This promotion reflects both his contributions and our continued investment in strong, values-driven leadership at every level.

Another milestone I'm especially proud of: our **Major Health Benefits officially took effect on**

January 1, 2026. This marks the culmination of a **10-year journey** for us as a growing small business. Providing meaningful benefits to our team is not just a checkbox, it's a reflection of who we are and how seriously we take our responsibility to care for our people and their families.

Before closing out 2025, we also gathered to celebrate our Guardians at our Annual Staff Appreciation, an "Ugly Sweater" celebration filled with laughter, camaraderie, and gratitude. We raffled away nearly \$10,000 in giveaways as a small token of appreciation for the hard work our officers put in every single day. You all earned it.

Looking ahead, my favorite training of the year is right takes place in Q1, Reorientation and State of the Company. This is where we take a clear-eyed look at where we've been and where we're going: reviewing 2025 goals, progress, and outcomes, and sharing our company-wide goals for 2026. From officer retention and training to growth strategy and operational excellence, everything is on the table.

I'm equally excited to share that the 2026 Training Calendar has been published, and it is our strongest lineup yet.

This includes monthly "All Hands" training for field management and leadership, monthly officer training, public outreach, and optional development opportunities designed to support growth at every

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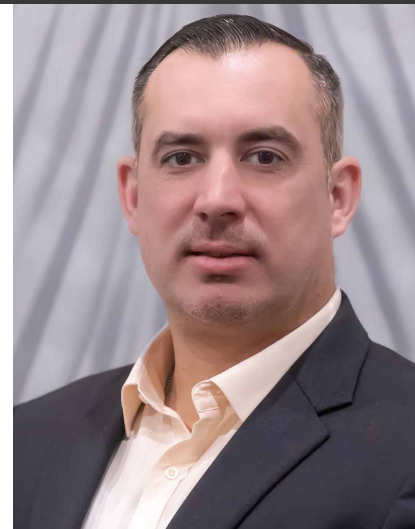
GUARDIAN TRAINING BRIEF

THE SCIENCE OF GROWTH: HOW GUARDIAN'S TRAINING MODEL BUILDS CAREERS IN 2026

By Garrett Thomas, CPP, Founder & Chief Operating Officer

At Guardian Protection Force, Inc., training has never been just a requirement, it is our operating system. It sharpens our edge, upholds our standards, and prepares every Guardian to meet the realities of modern security work with discipline and professionalism.

As we enter 2026, we continue refining our training program to strengthen operational readiness and support something equally vital: the long-term growth and upward mobility of our officers. This quarter's Training Brief highlights the "why," the "how," and the impact of Guardian's learning model — and how its structure is intentionally designed to grow careers, enhance performance, and cultivate the next generation of security leaders.



Training Built On Purpose, Not Habit

Many companies train because regulations require it. Guardian trains because excellence demands it.

Our bi-monthly mandatory trainings, paired with optional specialty workshops, follow a learning strategy rooted in three core principles:

1. Spaced Repetition Improves Retention

Distributing training throughout the year helps officers retain more, apply more, and perform better under pressure.

2. Scenario-Based Training Builds Judgment

Simulations, role play, and practical drills strengthen situational judgment, communication, and command presence.

3. Multi-Modal Learning Reaches Every Officer

Virtual modules, in-person drills, and tactical workshops ensure every Guardian absorbs information effectively.

How Training Becomes a Career Path

Guardian's training program serves as a bridge to advancement — whether an officer's goal is Executive Protection, Mobile Patrol, supervision, or specialized roles.

Executive Protection Pipeline

Courses like EP101 and EP201 provide foundational and intermediate skills needed to enter or advance within the EP field.

Supervisory & Leadership Development

Communication, documentation, observation, and ethics trainings provide essential leadership tools and prepare officers for supervisory responsibilities.

Mobile Patrol & Field Operations

Patrol Driver Safety, emergency response, and

documentation training support officers pursuing high-responsibility field roles.

Training Cadre & Specialty Tracks

Our program opens pathways into instructor roles, field training positions, and specialty assignments for officers who demonstrate aptitude and professionalism.

Learning From the Past, Leading Into the Future

Guardian's training model has evolved through over a decade of growth and operational lessons. Since formalizing our monthly training philosophy in 2015, we have continued to innovate by:

- » Expanding Executive Protection workshops
- » Increasing scenario-based in-person drills
- » Enhancing communication and de-escalation programs
- » Aligning curriculum with California regulations and national best practices
- » Compensating officers for every training hour
- » The security landscape continues to evolve, and Guardian's training evolves with it.

Why Our Approach Works

Our program is built around human performance:

- » Spaced training improves retention
- » Realistic drills enhance field response
- » Structured curriculum supports advancement
- » Paid professional development strengthens retention

This approach sets Guardian apart from firms relying on compliance-only training models. Our training prepares officers for the field, for promotion, and for long-term success.

What Officers Can Expect This Quarter

Key modules anchoring Q1 2026 include:

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THE GUARDIAN WAY PODCAST CORNER

Join Guardian Protection Force's Garrett Thomas and Terry MacAdam on The Guardian Way for insightful conversations about the physical security industry.

EPISODE 118 Body Camera Benefits Provided by Security Guard Providers

Why body cameras improve accountability and outcomes in security operations

EPISODE 117 No Fee Site Security Assessment Explained

Understanding site security before choosing guards or equipment.

EPISODE 116 Executive Protection for Entrepreneurs

Why growing entrepreneurs must evolve security with success.

EPISODE 115 Executive Protection: Travel Security Hidden Risks

Hidden travel risks and the simple advance work that prevents them.

Subscribe on Spotify, Apple Podcasts, Amazon, and Youtube: youtube.com/@GPFSecurity



Guardian Gives: Closing Out 2025

As we closed out 2025, Guardian Gives remained focused on caring for our people and the communities we serve. At Thanksgiving, we were honored to provide turkeys to three of our security officers and their families, helping ensure they could enjoy the holiday season with those closest to them.

The season continued with our 2nd Annual Toy Drive in partnership with Toys for Tots. With support from our officers, clients, the Rancho Cordova business community, and friends of Guardian, we donated over 100 brand-new toys, including bicycles and helmets. As we step into Vanguard 2026, Guardian Gives will continue expanding its impact and commitment to service.



GPF UPCOMING EVENTS

Learn More. Register. Purchase Tickets Online. gpfsecuritycorp.com/events

2026 Q1 GUARDIAN BRIEFING

The State of the Physical Security Industry

February 5, 2026, 10:00 AM - Free Zoom Webinar

Gain insight into today's security challenges and future trends from Guardian Protection Force leaders. Learn actionable strategies, explore new regulations, and strengthen awareness to stay ahead in an evolving industry focused on readiness, performance, and professional growth.

EP 201 - EXECUTIVE PROTECTION ESSENTIALS

Beyond the Basics - 3-Day Training

February 10 - 12, 2025

Advance your Executive Protection career with this immersive 3-day course. Refine decision-making, threat assessment, and client management through real-world drills and expert instruction. Designed for professionals ready to elevate their skills beyond the basics.

2026 EVENTS TOPIC SURVEY RESULTS



Thank you to everyone who participated in our 2026 Guardian Protection Force Event and Training Topic Survey. We received nearly 200 responses, exactly the kind of input we were hoping for. We will use the results to prioritize 2026 trainings, webinars, and in-person events.

We also awarded five \$50 Starbucks gift cards to five randomly drawn respondents. If you did not receive a card, we are eternally grateful for your input.

GPF CORE VALUES IN ACTION

THE CHARACTER BEHIND THE BADGE

By Sn SO Alia Whitaker, Guardian Protection Force

When I was asked to write about our core values, and whether I preferred to focus on one or all of them, I quickly realized how difficult it is to separate them. Each value is deeply connected to the others, and together they shape who we are as individuals and as an organization. When I reflect on Character, for example, I naturally begin to think about Attitude, Appearance, Attendance, Honesty, Customer Service, and Integrity. Our values do not stand alone; they work together every day in how we represent Guardian.

When I think about character on a personal level, I think about showing up to work with a good attitude and looking my best. There have been many times

when I have been stopped by someone who says, “My son works for your company,” or “My daughter works for Guardian,” whether they are referring to our dispatchers or even our CEO and COO’s family. Moments like that remind me that when I step out in uniform, I am representing more than myself. I want to be the best representative of Guardian that I can be. In that single thought, I’ve already touched on two other core values: Attitude and Appearance.

Character, by definition, is the mental and moral qualities distinctive to an individual. It serves as the foundation of our ethical compass and is reflected through our principles, actions, and consistency. A person of strong character demonstrates responsibility, fairness, and respect for others. While character influences how others perceive us, more importantly, it reflects who we truly are.

Character is displayed in our **attitude**, which shapes how we approach challenges and interact with others. A constructive, solution-oriented attitude fosters resilience, cooperation, and teamwork. Often, attitude becomes the deciding factor in outcomes, influencing both personal motivation and group dynamics.



Appearance, though sometimes minimized, plays a significant role in professionalism. A well-maintained appearance shows self-discipline, preparedness, and respect for the role we hold. While appearance alone does not define character, it sets the tone and reinforces seriousness and readiness.

Attendance underscores reliability and commitment. Being present, both physically and mentally, builds trust with colleagues, supervisors, and clients. Without consistency, even the most capable individual cannot contribute effectively. Dependability is essential, especially when shifts need coverage or quick decisions must be made.

Honesty builds trust and strengthens communication. When people know we are truthful, they feel comfortable asking for guidance or support. Without honesty, relationships and teamwork suffer.

Customer Service brings all of these values together. Whether addressing safety concerns, resolving issues, or supporting others, professionalism, patience, and compassion must guide every interaction.

Finally, **Integrity** means doing the right thing, even when no one is watching. When I once arrived at a site and realized I had forgotten my duty belt, I immediately informed Sgt. Turner. His response showed me that honesty and accountability are valued at Guardian. I could have tried to hide the mistake, but doing so would have compromised my integrity, my character, and the trust placed in me.

These are our core values because they cannot be trained or taught. They are values each individual must bring with them, and they are what define our culture at Guardian.



GUARDIAN SPOTLIGHT

Corporal Amil

By Director of Business Development, Jennifer Lamborn and Sn. Sergeant Ed Turner



We would like to recognize Corporal Amil for her outstanding dedication and professionalism as a Security Officer. Since stepping into responsibility for the site in October, Corporal Amil has delivered a noticeable turnaround at a location that previously required frequent follow-ups and attention.

Through strong leadership, continued training of her fellow officers, and consistent communication with on-site management, Corporal Amil has brought stability and structure to daily operations. Her proactive approach and commitment to doing things right have significantly improved site performance, resulting in smoother operations and the complete elimination of recurring concerns.

Corporal Amil's hard work, leadership, and reliability truly set her apart. Thank you for your continued dedication and for raising the standard of excellence.

Please join us in recognizing Corporal Amil for a job well done!

GPF CAREER FOCUS: ARMED/UNARMED PATROL OFFICERS

Patrol Officers are a critical part of Guardian Protection Force's frontline operations. This role places officers in a position of trust and independence, responsible for the safety and security of multiple sites while conducting mobile patrols in company-provided vehicles. As the sole officer assigned to these areas, Patrol Officers must stay alert, make sound decisions, and represent GPF with professionalism.

Beyond patrols, Patrol Officers respond calmly to incidents, provide strong customer service to clients and the public, complete accurate reports, and escalate situations to law enforcement when need-

ed. Success in this role comes down to judgment, communication, and a commitment to GPF's core values - attitude, appearance, integrity, and service.

We are currently hiring full-time and part-time armed and unarmed Patrol Officers. If you hold a valid California guard card, have a clean driving record, and want a role where responsibility, independence, and professionalism truly matter, Guardian Protection Force is looking for you.

Become a Guardian.

Learn more and [get started here](#).



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