

TIM FRANK (78)

Professional career includes thirty-five (35) years in the physical security industry. Currently the Chief Executive Officer for First Coast Security, Inc. based in Jacksonville, FL. Previously held the position of Chief Executive Officer - Paragon Systems in Herndon, VA, President - InterCon Security Systems in Pasadena, CA and President – Securitas Global Enterprise Solutions Division in Detroit, MI.

Professional Experience

First Coast Security, Jacksonville, FL 2021 - Current Chief Executive Officer

Recruited from retirement by Company ownership to lead and develop 120 million privately held company specializing in physical security services to large Fortune 100 companies.

⊗ **Stabilized executive leadership team:** Completed full restructuring of all corporate departments within initial three (3) months in position. Placed new SVP of HR and revamped finance department resulting in significantly improved financial reporting and reliability.

⊗ **Customer retention:** Implemented service delivery process improvements that have resulted in improved customer retention and service delivery.

⊗ **Business Planning Process:** Implemented business planning process establishing operating unit goals, objectives and critical actions necessary to drive desired company growth and operating profit objectives.

Valensec International, Inc, Oregon, OH 2016 – 2020 Principal

Planned and launched company specializing in physical security services to the prime federal government market. Achieved annual revenue growth rates of 43% in 2018 and 114% in 2019 respectively. Established excellent service reputation with customers. Provided active leadership through all phases of organizations development, on-going daily operations and ultimately the sale of the company in early 2020.

InterCon Security Systems, Inc, Pasadena, CA 2014 - 2015 President

Challenged to lead and restructure a \$550 million privately held company as the organization's first non-family member President. Responsible for operational and growth performance of fifteen (15) countries to include the United States, Mexico and operations throughout Latin America and Africa.

⊖ **Stabilized finance department:** Completed full restructuring of Finance department within initial two (2) months in position. Placed new team to include CFO, VP of Finance and Senior Accounting positions resulting in significantly improved financial reporting and reliability.

- ⊖ **Business Planning Process:** Implemented business planning process establishing operating unit goals, objectives and critical actions necessary to drive desired company growth and operating profit objectives.
- ⊖ **Customer retention:** Drove turnaround of two of company's largest customers (150 million revenue) suffering from significant service and relationship issues. Established and implemented common service delivery process for all customers to avoid future service issues.
- ⊖ **Improved profitability:** Achieved year over year improved operating profit performance by 43%. **Bay Area Equity Ventures, LLC, Oregon, OH, 2013 - 2014**

Board Chairman, Founder

Planned and launched this privately funded business venture to capitalize on active regional foreclosure market. Identified, recruited and hired CEO to manage company operations full-time.

Securitas AB, Sweden

Global security services, monitoring, consulting and investigation group with approximately 300,000 employees in

50 countries; numerous acquisitions, including Security Consultants Group/SCG (2011); Paragon Systems (2010); Burns International Security Services (2000); and Pinkerton (1999)

Paragon Systems, Herndon, VA, 2010–2012 Chief Executive Officer

Tapped by Securitas' management to plan and execute entry into prime federal government market. Received mandate to pursue rapid growth through acquisitions. Partnered with company M&A staff to identify Paragon Systems as first target (\$140 million, 2010) and SCG as next target (\$105 million, 2011). Provided active leadership in all phases, including evaluation, due diligence and negotiation.

- ⊖ **Revenue growth:** Contributed \$70 million to company top-line growth in first post-acquisition year (2012), with total revenue exceeding \$315 million.

- ω **Customer retention:** Achieved 97% retention rate by implementing service delivery process improvements. Gained recognition as one of leading security providers in federal segment.
- ω **Consolidation savings:** Identified \$5 million in savings by consolidating and integrating two significantly different organizations into one, which included reducing headquarters staff from 64 to 42 and closing SCG's Tennessee headquarters
- ω **Top -performing unit:** Earned recognition twice at "Gold Club" functions for top performing units.

**Securitas Security Services USA, Detroit, MI
President, Global Enterprise Solutions Division, 2001–2010**

Challenged to transform underperforming unit in terms of profitability and revenue growth and to develop global strategy for company's largest customer. Implemented multipronged plan to reduce indirect costs and apply permitted rate increases. Established communications with Securitas operations in 20 countries and with partner companies in 15 other countries where company did not have a presence.

- ω **Top-performing unit:** Achieved unit results that exceeded company expectations and earned recognition twice at "Gold Club" functions for top-performing units.
- ω **\$1 billion global contract:** Won global award for industry's largest single contract valued at \$1 billion over 5-year period, while centrally managing services to 27 countries.
- ω **Large US company contract:** Applied new business model to capture second large, global contract with major US company.

Securitas Security Services USA, Southfield, MI Business Unit Vice President, 2001

Planned and executed restructuring and integration of two companies following acquisition of Burns International and Pinkerton. Completed required actions within 120 days, including review of all district offices and selection of top talent from both companies.

- ω **Cost reduction:** Reduced indirect costs significantly by consolidating 9 offices into 5.
- ω **Outstanding unit results:** Ensured that unit performance met and exceeded company

expectations before and after promotion to President of Global Enterprise Solutions Division.
Burns International Security Services, Altamonte Springs, FL

Business Unit Vice President, 1998-2001

Promoted to revitalize underperforming, multistate business unit. Conducted comprehensive review of district offices, coached current district managers and upgraded overall staff quality. Instituted new customer service and sales strategy to focus revamped team on achieving critical results.

⊖ **Business Unit turnaround:** Garnered recognition from company's senior leadership as successful unit turnaround, prior to Burns' acquisition by Securitas and consolidation with second business unit.

Burns International Security Services, Detroit, MI Vice President, General Manager, 1993-1998

Challenged to turn around company's largest US district office, which was experiencing significant revenue loss, legal and regulatory exposure. Negotiated with customers, state and federal authorities to resolve major financial and legal issues.

- ⊖ **Restoration of profitability:** Reestablished operation as top-revenue district and one of company's most profitable units.
- ⊖ **Sales growth recognition:** Gained company recognition within 2 years for significant sales growth; achieved "Winners Circle" recognition in 3rd year as "Large District of the Year."
- ⊖ **Promotion to Vice President:** Gained promotion to Vice President in 1995, with increase in responsibilities to include 5 Districts in Michigan and Northern Ohio.
- ⊖ **Top -performing unit:** Earned recognition twice at "Winners Circle" functions for top performing units.

Burns International Security Services, Toledo, OH DISTRICT MANAGER, 1989-1993

Built organization from ground up to operate as standalone district office. Achieved 35% bottom-line growth within 2 years and increased revenue from \$2.9 million to \$5.8 million within 4 years.

⊖ **Top -performing unit:** Earned recognition twice at "Winners Circle" functions (Burns International and Borg Warner Industries) for top performing units.

AFFILIATIONS

Former member, Board of Directors, Crime Stoppers of SE Michigan, 2005–2010 Former member, American Society for Industrial Security, 1993–2010

Personal

Have been happily married to wife Christine for forty-three (43) years. Have two children, Chad (Asia) and Lauren (Jack) and three grandchildren, Graham, Charlotte and Brody.