



RFI SECURITY

COMPANY INFORMATION



EXCELLENCE IS OUR STANDARD



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COMPANY HISTORY

RFI Security was founded in Atlanta, Georgia in 2020 to assist warehouses and distribution centers in tracking stolen merchandise by utilizing Radio Frequency Identification (RFID) chips embedded in stolen products. The RFI team would then investigate using this data to locate accomplices, other stolen product, and bring the perpetrators to light. In addition, RFI provided investigative services to various clients, including law enforcement agencies and district attorneys, across the state of Georgia. Since then, RFI has grown to include security guard services, concierge services, patrol services, and off-duty law enforcement officers, among other security-related services.

Today, RFI Security continues as a family-owned and operated, privately-held, full-service security firm curated for a select group of clients that desire personal, professional services above the industry standard. RFI prides itself on above-standard concierge-style security services for our clients, providing the most professional security guards, managers, and off-duty law enforcement officers for your security and investigative needs. Leveraging years of security, legal, and law enforcement backgrounds amongst our ownership and management, RFI can fulfill the needs of our clients beyond basic security officer services to include training, camera and alarm consulting, investigations, and executive protection.

RFI Security provides security and off-duty law enforcement officers for luxury and premium clients including high-end hotels and restaurants, warehouse security for national distribution centers, and concierge services for some of Georgia's largest commercial property groups, as well as executive level services for some of the premier institutions across the state of Georgia.



LEADERSHIP TEAM



Josh K. Waites

Owner

Originally from Florida, Mr. Waites moved to the Atlanta area in 2008 with his wife and four children. He went from a career in financial services to law enforcement, joining the Clayton County Police Department that same year. After working patrol with CCPD, he transferred to the Clayton County Sheriff's Office as an investigator and was promoted to Sergeant in 2011. After serving two years in that position, Mr. Waites joined the Georgia Department of Revenue as the Chief of the Office of Special Investigations in 2013, allowing him to combine his finance background with his investigative experience. As the Chief, he was responsible for investigations as well as the security of the 11 Revenue offices around the State of Georgia, managing security guards, camera systems, access control, and overseeing 25 law enforcement special agents and 25 civilian investigators.

In 2011, Mr. Waites also began working part time for Norred and Associates handling special investigations, executive protection, and overseeing special security assignments. In 2020, Mr. Waites joined Norred and associates full time before starting RFI Security, LLC shortly thereafter.

Mr. Waites is a Certified Law Enforcement Officer in Florida and Georgia, Certified Law Enforcement Instructor, Former Board Member of the Georgia State Intelligence Network, Graduate of the FBI Leadership Development Program, Certified in Executive Protection, and Certified Internal Investigator.



James Beveridge

Senior Security Advisor

Mr. Beveridge started his law enforcement career in 1986; he spent his first twenty years in Clayton County working for the Sheriff's office, Police department, and the District Attorney's office. For nineteen of those years, he was assigned to the Narcotics/Drug Gang Task Force where eventually he became the assistant agent in charge. Mr. Beveridge left Clayton County in October of 2005 to become the Chief of the Office of Special Investigations with the Georgia Department of Revenue for the next three years. He then spent three years as a law enforcement subject-matter expert for the U.S. Army and the U.S. Marines in Iraq and Afghanistan. Upon completing his overseas deployments, he returned to work with the Department of Revenue as a task force officer assigned to Homeland Security Investigations at the Atlanta Hartsfield International Airport, eventually retiring from the State as the Director of Law enforcement with Revenues' Alcohol and Tobacco Division and the Office of Special Investigations.

Mr. Beveridge has over four thousand hours of specialized and instructor level training that includes management, operational, and physical security issues. Mr. Beveridge is experienced in managing issues that include unauthorized access and unaccounted-for visitors, employee negligence and inconsistent security issues, office theft, and minimizing security breaches. This also includes instructing employees in "protecting your office, your coworkers, and your data." He has conducted corporate-level investigations into theft (internal and external), fraud, and workplace vandalism.



Michael G. Lambros

Owner

An Atlanta native, Mr. Lambros was admitted to the Georgia Bar in 1991. Throughout his legal career, Mr. Lambros has served as Special Investigative Agent for the Georgia Secretary of State, investigating and prosecuting violations of the Georgia Cemetery Act and Georgia Securities Act. He has also served as a Special Assistant District Attorney in several judicial circuits in Georgia, assisting local District Attorneys in investigating and prosecuting RICO cases.

Mr. Lambros' security background includes one of his first jobs being a security officer at the Coca-Cola Head Quarters in Atlanta. In the past several years, Mr. Lambros has been intimately involved in the assessment of security needs in high crime areas in Atlanta and Macon. This includes the development and implementation of security plans to fight gang related criminal activity in areas such as low-income housing properties.



Michael F. Lambros

Managing Member

Native to Georgia, Mr. Lambros began his post-graduation career in football with Georgia State University from 2017-2020. After leaving Georgia State, Mr. Lambros began a career in business, overseeing several upstart companies with a hands-on approach to managing.

Upon joining the ownership group at RFI, Mr. Lambros has assisted Josh Waites in his investigative work especially by utilizing modern technologies to help track, locate, and map when necessary. Mr. Lambros has also assisted in the design, planning, and implementation of large-scale security needs for events and special situations.

Mr. Lambros now oversees the operations for RFI Security and works hand in hand with our site supervisors and team members to provide them with the support they need to excel at their jobs as well as assist in improvements to our operating procedures and expectations. Mr. Lambros also routinely reviews all operating reports including hourly reports, daily activity reports, incident reports, etc. in real time and responds to them. He also manages the back-end technology side for RFI Security, helping to customize reporting and patrols for each of our clients and ensuring our clients are satisfied with the data they receive from RFI Security.



Romello Shumake

Atlanta Security Superintendent

Mr. Shumake joined RFI Security in the spring of 2025, bringing with him over a decade in the security field, including 8+ years in supervisory positions, account management positions, and Director of Security positions. Mr. Shumake's background also includes a degree in Criminal Justice from Jackson State University, where he also played football.

Mr. Shumake oversees all day to day operations for RFI's Atlanta-based security professionals. He is regularly on site at each location throughout the week and works hand-in-hand with RFI's supervisory and leadership staff to ensure RFI's guards have the tools needed to succeed.



A COMMITMENT TO EXCELLENCE

Excellence in our Team | The foundation of RFI's service is our highly trained and dedicated team.

Rigorous, Ongoing Training: A commitment to the highest expectations in the industry with yearly training and continuous professional development. This goes beyond basic licensing to include specialized skills like deescalation, active shooter response, and advanced customer service.

Professional Standards: Our team adheres to strict professional standards and a code of conduct, ensuring a courteous, professional, and composed presence at all times, including for concierge and Class-A space services.

Experienced Leadership: We leverage a team of experts, including former law enforcement partners and executive protection professionals, to analyze security trends and procedures for comprehensive solutions.

Excellence in our Operations | RFI Security offers unmatched reliability and transparency through our systems and proactive processes.

24/7 Monitoring and Support: Our leadership team actively monitors all RFI Security Professionals activity around the clock to guarantee clients receive the excellent service they expect.

Routine Analysis and Review: A proactive cycle of routine check-in, including weekly site visits, and reviews coupled with analysis and re-analysis of security procedures and trends ensures our services are always adapting to an evolving threat landscape.

Real-Time Transparency: Utilization of patrol and reporting software that provides clients with real-time updates on guard whereabouts, incident reports, and patrol activities.

Custom-Tailored Solutions: RFI Security commits to an initial, in-depth needs assessment to tailor a security solution exactly to your business or property requirements, not just offer a one-size-fits-all service.

Excellence in our Partnerships | RFI Security's relationship with our clients is a long-term partnership built on trust and accountability.

Client-Centric Approach: A dedication to protecting your property "as if it is their own," demonstrating a profound sense of ownership and dedication to your assets.

RFI SECURITY'S CORE VALUES

INTEGRITY | PROFESSIONALISM | RELIABILITY | VIGILANCE | COLLABORATION | RESPECT | ACCOUNTABILITY | COMMITMENT TO SAFETY | PRIDE | **EXCELLENCE**



APPROACH TO MANAGEMENT



As a family-held and operated security firm, RFI Security's ownership is intimately involved in the operation of our security team. Ownership is personally involved in the hiring process, training process, and oversight at all our partner locations.

The role of RFI Leadership is to uplift the RFI team to perform their duties properly, effectively, and professionally, as demonstrated in our company pyramid of success (left).

RFI Security's site structure has one leader on site that is ultimately responsible for the daily operations of the security team, proper reporting and response to incidents, scheduling and shift oversight, and as the liaison to RFI's direct contact on site. This individual is tasked with checking on all personnel throughout the day, including compliance with uniforms, safety gear, and appearance, and conducting "shadowing," or performing duties of team members along with that individual to ensure they are properly executing their duties. Often times, RFI Security as a company adds additional compensation above that agreed-upon with our clients to ensure each site has the best leadership possible.

Each member of this Leadership Team receives all text and email alerts for all shifts, ensuring operations are conducted properly and prompt response by RFI Leadership and Ownership.

All our clients have our Ownership and Leadership's cell phone numbers

While we pride ourselves on a properly trained staff and proper support, RFI Security knows that situations arise when our clients need to reach out directly to Leadership. Our clients have our personal cell phone numbers and can reach out to Leadership at any time. In addition, each member of our Leadership staff from sales to HR is equipped with the tools to resolve any issue raised by our clients.

RFI Security's commitment is to excellent service and response



BUILDING THE TEAM

The Hiring Process

STEP 1 ☞	STEP 2 ☞	STEP 3 ☞	STEP 3 ☞	HIRING
INITIAL SCREENING	1 ST INTERVIEW	2 ND INTERVIEW	BACKGROUND CHECKS	ONBOARDING
RFI Security posts a position via Indeed.com and/or LinkedIn. Screening questions, such as security experience or leadership experience remove candidates that fail to meet RFI requirements.	RFI Security reviews resumes that passed screening to conduct the candidate's initial interview. Interviews are conducted either in person OR via Zoom wherein the applicant is required to have the camera on.	Upon recommendation of the first interviewer, a second interview is conducted that includes at least one member of RFI Leadership.	If recommended for hiring, RFI Security conducts a background check against nation-wide databases including DMV. At this time, drug-testing is conducted, based on client preference for such tests.	The candidate is officially offered a position upon clearance of the background check and drug test. The new hire then completes a review of RFI Team Policy, site-specific policy, and site training.

“Working for RFI Security is a exceptional experience. RFI Security is welcoming and make you feel valued. The company offers support for their guards allowing us to provide excellent security services. RFI Security does great at meeting our needs and being proactive when a challenge arises. They are dependable, reliable and trustworthy. RFI Security pays more than the average security companies in my area and there are a lot of opportunities for growth within the company. I started off as a part time employee and worked my way up to eventually received my own site as a site supervisor. Working with RFI Security has been a great experience”

-Akima H.
RFI Security Site Supervisor

Qualifications

Working in the security industry requires mental and physical preparedness to effectively perform the duties of a security professional regardless of position or armed. As part of RFI Security's interview process, the following qualifications are read, and each applicant must sign stating they meet these requirements:

Physical Qualifications Include:

- The ability to stand and walk for extended periods
- The ability to move quickly or run if needed
- Demonstrate adequate strength and agility.
- Possess sufficient hearing and vision for the position

Mental Qualifications Include:

- Alertness and vigilance
- Good judgment and decision-making
- Strong communication and interpersonal skills
- Honesty and integrity
- The ability to handle situations alone or at night.

RFI Security utilizes an above-standard rigor in our hiring practices. RFI starts by determining exactly what type of Team Member is needed for each specific site and role. Pre-interview assessments and screens are conducted looking for attention to detail and proficiency in reading and writing with experience in military, security, or law enforcement being preferential, if not required.



Class A, Concierge,
and Leadership
Standard Uniform

Security Professional
Standard Uniform

Relaxed/Mobile
Officer
Standard Uniform

Excellence in Uniforms

RFI Security understands that effective security extends far beyond technology, support, and training. It's also about the human element, specifically, how our security professionals are perceived in the critical moments they engage with your people and property. This is why appropriate, professional attire is a foundational pillar of our company, directly influencing public response, fostering trust, and enhancing our operational effectiveness.

Benefiting our Team Benefits our Clients

As a family-Owned business, our Team members are part of our family. RFI provides superior benefits to team members to ensure excellent quality of life, growth potential, and safety. However, the benefit isn't just for our team. By taking care of our team, our team is well-equipped to take the best care of your facilities, your guests, and your employees.



Top Tier Training - RFI's training program is second to none, with our instructors and guest instructors training our team members and our clients in the latest security and hospitality processes. We provide training starting day one and continue training throughout our team's time at your facility.



401k Matching - RFI offers team members a 401k program; RFI will match 100% of employee contributions up to 6% of employee annual pay.



Tuition Assistance - RFI provides tuition assistance to all full-time team members. RFI will cover \$95/credit hour per semester (This is the full-time rate for Georgia State University Perimeter Campus) with no minimum or maximum hours, provided the team member continues to work full time (30+ hours/week). This can be applied to any accredited college/university or trade school.



Vacation - We believe time away is important to our team and their families. RFI provides one week (5 days or 40 hours) of paid time off (PTO) per 6 months of full time work. PTO days can also be exchanged for cash, calculated at your current pay rate x 8 hours per PTO day traded in.



RFI Anniversary Bonus - RFI issues bonuses to team members on the completion of each year of their full-time service with RFI Security.



Referral Bonus - RFI issues a \$100 referral bonuses to team members who successfully refer a new hire to the Team, provided that new hire completes their 60th day of work.



Health Insurance - RFI offers health insurance to its full-time team members, provided the team meets legal participation requirements. RFI works with its providers to cap insurance costs while providing the highest quality coverage. RFI Security covers 50% to all eligible team members, with an additional \$25 per month covered for each year of service.



WellHub Membership - RFI provides a Starter+ membership to WellHub (formerly GymPass) for its full-time team members. WellHub provides access to a variety of gyms as well as wellness, mental health, financial, and nutrition apps at no extra charge.

RFI Security recognizes 9 yearly company holidays of New Years Day, MLK Day, Easter Sunday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day. On these company holidays, all team members receive their regular hours from RFI Security. For hours worked, team members receive premium pay of 1.5x their base rate.



TEAM TRAINING

Comprehensive training is essential for security and is the foundational investment for RFI Security at all our partner sites. A properly trained staff is not only more effective at identifying and neutralizing threats, but they also act as strong deterrents against crime through their confidence, competence, and professionalism. In high-pressure situations, training ensures our team responds swiftly and appropriately, minimizing risks and protecting both people and assets. Furthermore, well-prepared personnel reduce organizational liability and elevate the overall perception of safety and trust among clients, staff, and visitors. By prioritizing comprehensive and ongoing training, RFI Security ensures a stronger, more reliable, and more resilient security presence that reflects the highest standards of accountability and excellence.



RFI Security's Primary Training Team

STATE MANDATED TRAINING

Georgia State mandated training is conducted by RFI Security's partner at Guardstar Security Academy taught online by a Georgia Certified (#CLTR000491) instructor at each team member's individual pace.

RETRAINING and RECERTIFICATION

RFI Security requires all security professionals to complete yearly recertification through an 8-hour recertification course also offered online through Guardstar Security Academy. This course refreshes our team on important reminders as well as regulatory changes to the security industry in Georgia. Online retraining is performed company-wide in the first quarter of each year.

COMPANY and SITE TRAINING

Training on RFI Security policies and site-specific training is performed in-house by our training team consisting of owner Josh Waites, a certified law enforcement trainer, James Beveridge, a certified law enforcement trainer, and Romello Shumake, who oversees security personnel and trains on site-specific details and procedure.



TECHNOLOGY

connecteam

RFI Security's company software that includes scheduling, time sheets, Team Member Manual, HR Information, Training Courses, etc.

All Team Members clock in and out via Connecteam which is integrated with our payroll software. Team Members must be inside a predefined geofence at a site to clock in or out. "Breadcrumb" tracking while on the clock allows RFI Security to verify a guards location while on duty.

TRACKTIK

RFI Security's patrol software which utilizes a combination of GPS data and NFC Token scans to record patrols or checks as well as a suite of customized reporting with prompts for our team on what to check and when as well as how to file a report.

RFI Security sets up instantaneous alerts for all stakeholders for different report types, i.e. You as the property manager can receive text and email alerts when an incident report is filed.

RFI Security also recommends the establishment of a visitors log via TrackTik, where our staff will scan an ID and keep on file so that both you and RFI know who's on property.

RFI Security also provides a client portal for access to review security operations in real time as well as review and access reporting done on site.



One Talk by Verizon allows for our staff to answer security-related calls regardless of where they are on the premises.

For sites that utilize multiple guards at one time, One Talk allows all devices to be run simultaneously to further ensure that calls are responded to quickly.

BLACKOWL EXECUTIVE PROTECTION SERVICES

by

RFI SECURITY

BLACKOWL by RFI Security's Executive Protection Services provides a comprehensive security solution tailored to safeguard high-profile individuals, such as executives, dignitaries, and other key personnel. These services encompass risk assessments, detailed security planning, and the deployment of highly trained professionals who are skilled in threat mitigation and crisis management. With a focus on discretion, situational awareness, and proactive defense strategies, executive protection ensures that the individual's safety is prioritized without disrupting their daily activities or professional obligations. This level of personalized security not only addresses potential physical threats but also manages driver services, travel safety, and logistical concerns, allowing the client to focus on their responsibilities with confidence and peace of mind.

BLACKOWL capabilities include protection, driving, advanced recon, aerial surveillance, domestic and international executive travel planning, and active threat mitigation. BLACKOWL is an all-encompassing program designed to deliver peace of mind for your travel that is above anything available on the market.



RFI Security knows only the best in the business will do.
With a team comprising current and former law enforcement executives and special forces personnel, RFI Security is uniquely positioned to deliver unparalleled and professional service that give you peace of mind.

The RFI Security base team of Executive Protection Agents includes:

Over 100 years of combined law enforcement experience

25+ Years of combined United States Armed Forces service, including with the Army Rangers and United States Marines

Over 25+ years of Law Enforcement Leadership positions;

Executive Protection Service experience with executives of several of the United States' largest companies and national figures.



PATROL VEHICLES



RFI Security is proud to announce our newest fleet of security patrol vehicles which are statements of professionalism in and of themselves. We've designed these to make an impression at your site, and spared no expense to deliver a premium experience with RFI Security. As we've put them into service at our current sites, the response has been nothing short of impressive.



RFI Security Patrol Vehicle
GMC Terrain Black Edition
Amber light bar, side runners, and grille lights



RFI Security Patrol Cart
Silver ClubCar Golf Cart
Amber light and Nighttime Driving Lights

A Statement of Excellence



INDUSTRY DEFINING ALL-INCLUSIVE PRICING

Upfront Billing Structure

Your partnership with RFI Security relies on transparency, and that's why with RFI you'll know exactly what you're paying. RFI Security takes the agreed upon base pay rate and adds an all-inclusive multiplier. The RFI Security staff receives the agreed upon rate, or higher; but they never
Receive less than the agreed upon rate.

Holidays and PTO Included

In a true commitment to the wellbeing of our team, RFI Security splits the cost of PTO days 50/50 with our clients, all of which is included in our pricing. Any unused time off is given to the RFI team member on their paycheck if they accrue more than 10 days. On company holidays, RFI Security covers the cost of holiday time off instead of billing to our clients. Our clients only pay for the time worked on holidays.

These commitments and shared responsibilities save our clients thousands.

No Tech Fees, Admin Fees, Uniform Fees, or Other Hidden Costs

Our uniforms, technology, training, and other fees are covered in our price. You'll never
Receive a surprise charge or bill with RFI Security unless you request additional service.

Your security budgeting just got easier. Our clients receive one bill at one price every
time.

"As the *Director of Security* for one of the premier luxury hotels in the heart of Atlanta, I've had the privilege of partnering with numerous security agencies over the years. But none have come close to the exceptional service and unwavering excellence provided by RFI Security. From our very first interaction, it was clear that RFI stands head and shoulders above the rest, earning them a resounding 5-star rating in every aspect of our collaboration...

...In short, RFI Security has transformed our security operations into a strategic asset that elevates our entire hotel. I can't recommend them highly enough—if you're in need of a security partner that delivers on every promise with integrity and excellence, look no further. Five stars all the way!"



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www.rfiprotects.com