



Dwayne Earl Ellis

3201 Atlanta Industrial Parkway Suite 209

Atlanta, GA 30331

Office: 404-254-4331

Mobile: Phone: 770-866-2487

Email: Dwayne.ellis@mach1security.com

Work Experience:

**Mach 1 Security Services, Inc. 6/2013 to present**

**CEO**

I manage and direct all operational and staff activities for Mach 1 Security Services. I provided authoritative staff advice and technical guidance to managers and officers on all security contract areas. I planned and conducted various studies and evaluations activities assigned to the security contracts, human resources, training and people development. I assure all policy, regulatory and contract issuances are properly met. I coach, counsel and develop assigned personnel to allow for their competency and growth. I oversee and manage client contracts and client and employee relations for all accounts. I negotiate rate increases and contracts with existing and new clients resulting in growth to the company's gross profit. I participated in planning and evaluating groups to recommend changes and improvements on how standards were met on contracts for the organization. I also recruit candidates for positions in assigned locations; select staff and provide orientation for new staff members; utilizes broad range of recruitment sources to meet staffing and EEO/Affirmative Action requirements. Act to ensure compliance with FLSA and other applicable statues and regulations related to HR. Monitors applicant logs and ensure appropriate selection criteria are established for each open position.

## **SecurAmerica, LLC, Atlanta, GA 06/2008 – 06/2013**

### **Director of Operations**

I manage the day to day functions for 9000 weekly hours of security business and over 200 employees. I review and execute security contracts for Class A commercial properties, warehouse and logistic locations, gated communities and shopping center complexes for multiple states. I resolve customer service and vehicle complaints, determine corrective actions and coordinates and resolves billing issues. I serve as the quality assurance manager for over 50 security and maintenance contracts. I participate in both the pre-award and post-award functions, including price/cost analysis, negotiation, and administration for services involving highly specialized procurements of significant importance to SecurAmerica.

I serve as the Project Manager for all major service contracts within the company providing administrative management and coordination for all security activity. I utilize a mastery of position management, classification and Federal/State personnel laws, theories, rules and regulations to analyze data in conjunction with SecurAmerica mission and I identify solutions that meet company requirements. I am the hiring manager and I conduct training, coaching and counseling for over 200 security professionals. I consistently represent the company at sales/contract meetings and negotiations. Perform duties as the patrol division manager. Coordinates vehicle repairs, including major mechanical repairs, and determines the nature of the repair, costs associated with or projected for the repair, cost replacements for parts for all of the companies' vehicles. I am a GA and NC State certified trainer. As well as a Red Cross certified CPR/First Aid instructor. I establish and manage the vehicle patrol division. Within the patrol division I meet with new clients and submit contract proposals. Mastered my company's policies and procedures to ensure my employees and customers were taken care of. Often coordinated with the Federal police, personnel from the federal building, Atlanta fire and police departments by phone and in person on matters that directly effective my customers. Supervised and coordinated a visit for the former attorney general for the state of Georgia, state senators and congressmen as well as US congressmen and representative to several of my locations. Review reports for accuracy and errors prior to them being forwarded to my regional and corporate headquarters.

## **Allied Barton Security Services, Atlanta, GA 05/2005 - 06/2008**

### **District Manager**

As the district manager I manage and direct all operational and staff activities for seventy contracts for a district office. I provided authoritative staff advice and technical guidance to managers and officers on all security contract areas. I was responsible for contracts that generate over 16M in annual revenue. I planned and conducted various studies and evaluations activities assigned to the security contracts, human resources, training and people development. I assured all policy, regulatory and contract issuances are properly met. I coached, counseled and

developed over 350 assigned personnel to allow for their competency and growth. I oversaw and managed client contracts and client and employee relations for assigned account with the support or regional and divisional and corporate resources. I negotiated rate increases and contracts with existing and new clients resulting in growth to the company's gross profit. I participated in planning and evaluating groups to recommend changes and improvements on how standards were met on contracts for the organization.

I performed clerical and budget administration duties in support of my region with minimal oversight by regional vice president of operations. I reviewed my operations managers and support staff workload data reports: to ensure that proper reporting and recording procedures were followed.

I was responsible for various subcontractor accounts. I determined the milestones to administer assigned to various subcontractors. I monitored contractors' performance for compliance with terms and conditions of contracts. I served as the Quality Assurance manager for over seventy contracts. I issued delivery orders as provided in contracts. I determined the extent to which subcontracting plans comply with regulatory guidelines. I monitored subcontracting for compliance with plans and issued consents to subcontract. I requested and evaluated proposals while performing cost and price analyses. I identified potential funding and service delivery problems and initiated remedial or corrective actions. Resolved and disposed contract audit recommendations in a timely manner, while fully protecting the company's interest. I negotiated proposals and executed modifications; documents actions. I provided guidance to subordinate employees. I served as the point of contact for assigned contracts while promoting teamwork and total quality customer services on a continuing basis.

I served as the patrol division manager in charge. I was my districts principal point of contact to customers and contractors throughout the region for vehicle orders and maintenance agreements.

### **Securitas Security Services, Forest Park, GA 02/2003 - 05/2005**

#### **Branch Manager**

I managed a portfolio of business consisting of 50 contracts and \$6M in annual revenue. Worked within state, local and national guidelines to ensure all employees are treated fairly and equal. I reduced the overtime rate from over 8 percent to fewer than 2 percent in a two month period. Recruits candidates for positions in assigned locations; selects staff and provides orientation for new staff members; utilizes broad range of recruitment sources to meet staffing and EEO/Affirmative Action requirements. Acts to ensure compliance with FLSA and other applicable statues and regulations related to HR. Monitors applicant logs and ensures appropriate selection criteria are established for each open position. Keeps management and staff advised of new regulations and company policies related to human resources; monitors and reports on

progress toward Affirmative Action goals and related issues. Administer employee benefit plans on local level based on eligibility as defined by company programs and client contracts. Input payroll and corrections any payroll related issues. Participate in unemployment, wage/hour and EEOC hearings; assist in preparation of data for OFCCP audits and Affirmative Action Plans. Advises employees and management on interpretation of human resources policies, programs, procedures, and applicable laws and regulations; assists management in performance management and regarding general human resources issues. Analyzes and provides advice to supervisors and managers on methods and approaches to resolve employee work problems; as directed, conducts employee counseling and disciplinary procedures.

**US Army, Headquarters 3d Infantry Division, G4/Division Transportation,**

**Fort Stewart, GA 09/2001 - 02/2003**

Division Transportation Sergeant Major

I was responsible for conducting manpower surveys and evaluating/hiring new personnel for the office. I conducted investigations in cooperation with government agencies to determine causes of transportation accidents and to improve safety procedures. I served as the senior enlisted transportation advisor on the commanding general's staff. Also, was responsible for the deployment of over 8,500 pieces of equipment and over 30,000 personnel throughout the world via all modes of transportation. I was responsible for facilitating warehouse space for all the division's equipment during deployments. I managed a \$17M transportation/logistics budget.

**US Army, 3d Transportation Agency (Movement Control), Anniston, AL 09/2001 - 08/1999**

Deputy Director, Plans and Operations Division

Created plans for regional level movement control operations in the continental United States and Southwest Asia. I directed training and trains 50 workers monthly to operate the army's latest computer equipment. Developed methods and procedures for transportation of raw materials to processing and production areas and commodities from departments to customers, warehouses, or other storage facilities. Initiated investigations into cause of damages or shortages in consignments or over charges for freight or insurance. Managed the department's daily and long-range training and operation budget. Assist USCENTCOM with wartime deliberate planning of movement control within the Area of Operations. Devised and reviewed movement programs for logistical support functions and prepared feasibility studies in support of these programs. Responsible for preparing and executing plans for theater level movement control operations in USCENTCOM's area of operations. Maintained the organizations war stock.

**US Army, 596 Transportation Group, Beaumont, TX 05/1998 - 08/1999**

Group SGM/Operations Manager

Routinely testified before city, state, and federal commissions or regulatory bodies during hearings to increase rates and change routes and schedules. Managed a budget of over \$33M. Lead negotiator on stevedoring contracts involving loading ships, rail cars and trucks. Coordinated feasible routes and convoy security with local and state authorities. Warehouse manager for a million square foot facility. Served as assistant PBO. Instrumental in regaining supply accountability of unit equipment valued in excess of \$2 million. Responsible for planning, coordinating and executing the shipment of Department of Defense cargo within the Defense Transportation System(DTS) transit military and commercial ports along the Gulf of Mexico. Supported three war fighting Commander in Chief's during deployment operations. Team Chief for a Deployment support team that deployed to Guatemala in support of Hurricane Mitch discharging 4,300 pieces and 141,000 measurement tons of cargo. Created a comprehensive training calendar to ensure terminal personal professional development was managed effectively. Moved over 6,500 pieces and 250,00 measurement tons of cargo through four strategic seaports without any accidents or incidents. Supervised 38 real world deployments and major exercises conducted in the Group's area of responsibility. Served as the Group/Brigade operations officer during deployments to/from Guatemala, Bosnia and the Caribbean.

**US Army, Bravo Company, 703 Main Support, Fort Stewart, GA 08/1996 - 05/1998**

Transportation Manager

Managed the process of investigations and response to customer or shipper complaints relating to the corporations transportation operations department. Accounted for the readiness and movement of a mechanized infantry division consisting of over 8,000 wheeled and tracked vehicles and over 18,000 soldiers via all transportation modes. Planned, coordinated, and executed 25 deployments averaging 1500 soldiers for training and contingency missions around the world. Governed a \$17M transportation budget for three National Training Center rotations. Provided nationwide support to customers and other Fleet personnel, through a division and U.S. Army maintenance control system.

Directed the operations of a transportation company of 252 employees and \$16M dollars of equipment. Saved the parent company over one million dollars by creating innovative ways to transporting tanks and other heavy armored vehicles. Recommended or authorized capital expenditures for acquisition of new equipment or property to increase efficiency and services of the company. Coordinated vehicle repairs, including major mechanical repairs, and determines the nature of the repair, costs associated with or projected for the repair, cost replacements for parts. Conducted a quality and control program to ensure workers are evaluated fairly and on time. Served as Army Suggestion Program Manager. Ensured that repair estimates from GSA

contractors are in accordance with contract requirements and industry standards. Negotiates best prices with open market vendors for repair services and supplies.

Responsible for the administrative, training, supply accountability and operational readiness of a 188 vehicle and trailer fleet.

Unit received the Division's Maintenance Excellence Award. Unit went on the represent FT Stewart at Forces Command competition. Proactive approach ensured the successful completion of over 600 transportation missions, accumulating over 3000,000 miles. Established incentive program for unit personnel. Recognizing the top performers in accident free mileage, maintenance hours and physical fitness. Developed a training plan to support the unit's mission essential task.

Supervise motor transport activities. Participated in convoy operations and organization, including planning, the establishment of control measures, and the observance of civil law and pertinent military regulations. I provided leadership and direction in initiating the development of a combined transportation company.

#### **Military Traffic Management Command, Pusan, Korea 08/1995 - 08/1996**

Deputy Director, Traffic Management Division (1SG)

Served as the Administrative/Property Book Officer (GS-12). Responsible for maintaining equipment, a vehicle fleet and a facility valued over \$10M dollars. Conducted hiring interviews and served as the EEO advisor to the company's president.

Coordinated the training and professional development of 108 employees. Enforced compliance of operations personnel with administrative policies, procedures, safety rules and government regulations. Managed activities of workers concerned with ordering, receiving, storing, inventory, issuing, and shipping materials, supplies, tools, equipment, and parts in warehouse. Participated in union contract negotiations and settlement of grievances.

Used GTN and WPS to track commercial and military vessel coming into and departing the Republic of Korea.

#### **US Army, Headquarters, 24th Infantry Division, Fort Stewart, GA 08/1993 - 08/1995**

Transportation Supervisor/Operations Manager ,

Responsible for deploying the 24th Infantry Division (M); a heavy rapid deployable, mechanized infantry division anywhere in the world within 72 hrs. The division consists of over 8,000 wheeled and tracked vehicles and over 18,000 personnel. Performed duties as the division hazardous material certifier and trainer. Planned and coordinate unit deployments for training exercises and real world contingency missions by commercial line haul, rail, commercial and military airlift and sea lift. Served as the commanding general's primary transportation/logistics

advisor during Vigilant Warrior in Southwest Asia. Worked closely with FORSCOM and TRANSCOM in establishing the rotation of equipment and personnel around the world.

Organized and conducted the first upload of a Bradley Fighting Vehicle aboard the C-17 aircraft for the Senate Arms Committee. Developed a training program that was responsible for certifying 150 movement supervisors and 200 air load planners. Served as the sole air load planner, deployed 3.3 million pounds of cargo on 29 C-5 aircraft in support of Operation Restore Hope in Somalia and Uphold Democracy in Haiti.

Conducted seaport and airport feasibility studies in the United States, Kuwait, Egypt and Korea.

Directly supervises 40 personnel in the fields of maintenance, transportation and logistics.

**Education:**

Liberty University Lynchburg, VA 3/2015

Master's Degree-Master in Management and Leadership

AFCEI Atlanta, GA United States

Technical or Occupational Certificate 03/2006

Relevant Coursework, Licenses and Certifications:

Certification in Homeland Security Level V

University of Maryland University College Park, MD 5/2000

Major: Business Management

Methodist College Fayetteville, NC

Associate's Degree 12/1990

Major: Business Administration

Job Related Training:

GA State Certified Instructor, 2010

NC State Certified Instructor, 2010

Certified in Homeland Security, Level 5 (CHS-V) 2005

Computerized Personal Management System, U.S. Army, 2000

Advanced Management Course (Top Ten Percent) U.S. Army, 1997

Unit Movement Officers Deployment Planners Course (Honor Graduate) U.S. Army, 1996

Strategic Deployment Planning Course, U.S. Army, 1996

Joint Operations Planning and Execution System, U.S. Army, 2000

GCCS-Army, U.S. Army, 2000

Advanced Organizational Management Course (Top Ten Percent), U.S. Army 1994

Advanced Noncommissioned Officers Course (Distinguish Graduate) U.S. Army, 1993

Equal Opportunity Leader's Course, U.S. Army 1992



Advanced Instructor Trainers Course, U.S. Army 1990

**References:**

Name Employer Title Phone Email

Johnnie Domiano Adams and Reese LLP Partner 800-725-1990 domianolj@arlaw.com

LTG (R) Kathleen M. Gainey Senior Vice President, Logistics Cypress International

703-298-8203 kathleen.gainey@us.army.mil

BG (R) Edward Donnelly US Army DCS-G8 BG 703-693-5266 edward.donnelly@us.army.mil