

THE VAMO SYSTEMS REPORT

Executive Diagnostic Edition (Condensed)

Why Security Companies Must Treat HR, Operations, Sales & Marketing
as One Unified Growth System

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1. The Effort Trap

Why Working Harder Isn't Fixing the Problem

Most security company owners are operating at full capacity — and still feel behind.

When margins tighten, the response is usually tactical:

- Hire more officers
- Sell more contracts
- Push supervisors harder
- Tighten oversight

Yet the pressure doesn't ease.

After more than 15 years assisting security companies and providing systems that support reliable growth, one conclusion is clear:

Effort is rarely the problem.

The problem is that effort is being applied inside a misaligned system.

Before reading further, take 30 seconds to assess your own operation.

2. System Health Check

A 3-Question Diagnostic

If you answer "Yes" to two or more questions below, your system is likely in a state of drift.

☐ Yes ☐ No — Does sales growth regularly strain your ability to staff and service contracts?

☐ Yes ☐ No — Is overtime increasing even though supervisors are being pushed harder to manage schedules?

☐ Yes ☐ No — Does hiring activity feel disconnected from actual retention and workforce stability?

If these issues feel familiar, the challenge is not execution quality.

It's system alignment.

Security companies don't fail because one department underperforms. They struggle when departments perform well — but independently.

3. Silo vs. System

How Most Companies Operate vs. How Predictable Companies Scale

The Silo View (Effort)

- Sales closes contracts operations can't staff
- Hiring fills openings without retention support
- Supervisors cover shifts to "hold the line"
- Payroll pressure appears unpredictable
- Growth feels stressful and fragile

The System View (Alignment)

- Sales demand matches workforce capacity
- Workforce stability is designed upstream
- Supervisors lead instead of firefighting

- Payroll behavior becomes measurable
- Growth becomes repeatable and controlled

When HR, Operations, and Sales & Marketing are aligned into a single Unified Growth Engine, these problems stop reinforcing each other.

Growth stops being forced — and starts being absorbed.

4. Coverage Reality & Recovered Profit

What the Numbers Show When Systems Realign

Across the security industry, the same structural patterns appear:

- Annualized turnover often exceeds 70%
- A large share of separations occur within the first 90 days
- Supervisors spend a material portion of their time covering posts instead of leading
- Lost growth is more often caused by unfillable posts than lost bids

Here is the governing operational reality:

Security contracts—explicitly or implicitly—require 100% post fulfillment.

An unfilled post is treated as service failure, whether enforced through penalties, escalation, or client reaction.

However, the workforce delivering that coverage is structurally unstable.

Long-tenured officers (2+ years of service) often represent only 60–70% of active staff.

The remainder is subject to higher call-off probability, early-tenure churn, and inconsistent availability.

Because coverage cannot fail, the system compensates through:

- Mandatory overtime
- Double shifts
- Supervisor post coverage
- Payroll strain that cannot be fully passed through to the client

This produces structural payroll leakage, often experienced as unbillable overtime and margin compression.

Across aligned security operations, structurally avoidable overtime consistently declines as workforce stability and operational predictability improve.

When alignment improves:

- Overtime stabilizes
- Workforce reliability improves
- Hidden payroll inefficiencies surface
- Recovered payroll profit becomes visible and quantifiable

These are not cost cuts.

They are leaks being sealed.

This is the foundation of VAMO Digital's Unified Growth System™ —
and the reason SilverPoint Shield™ exists as the lowest-friction place to begin.

5. The Next Step

The Cost of Waiting

System drift is not neutral.

For most mid-sized security firms, every month of misalignment represents a realized loss — often in the form of excess overtime, avoidable payroll pressure, and constrained growth capacity.

The goal of the Shield Check™ is simple:

Stop the monthly leak.

Would you be open to a 15-minute SilverPoint Shield™ Check to determine whether your current system is a candidate for recovered payroll profit?

We'll run a high-level feasibility check based on headcount, coverage pressure, and payroll behavior.

- If there is no meaningful recovery available, we'll tell you immediately.
- If there is, you'll have a clear number to decide whether further evaluation makes sense.

This is not a sales call.

It's a feasibility check.

[Yes — let's run the math]

No cost. No commitment. Results in 15 minutes.