



# IMPERIAL SECURITY SERVICE, INC.

2555 POPLAR AVENUE MEMPHIS, TENNESSEE 38112

901/454-0667 FAX 901/452-8416

- MANAGERS ON DUTY
- OFFICE BUILDING
- PARKING LOTS
- AUTO DEALERSHIPS

- CONSTRUCTION
- RETAIL
- INVESTIGATORS
- UNIFORMED

- TRAINED
- SUPERVISED
- APARTMENTS
- MOTELS

- INDUSTRIAL
- ARMED
- PATROL SERVICE
- UNDERCOVER

July 27, 2004

State of Tennessee  
Department of Commerce and Insurance  
Division of Regulatory Boards  
500 James Robertson Parkway, 2<sup>nd</sup> Floor  
Nashville, TN 37243-1167

To Whom It May Concern:

Thomas Bolling, a former employee, has requested this letter defining his employment with Imperial Guard Service, Inc.

Imperial Guard Service, Inc. employed Mr. Bolling from May 1996 through November 1999 in the supervisory position of Captain. He was directly responsible for at least 10 contracted sites and approximately 40 subordinate security personnel. Mr. Bolling, through his unique management and supervisory skills, unlocks and develops the potential of personnel assigned under him, and helps prepare them for advancing careers and leadership positions.

Thomas Bolling is a distinguished leader and a strong supervisor. He is one who commands respect by his leadership example concept. These few highlighted points are indicative of Mr. Bolling's character and his commitment to excellence as a supervisor who not only sets goals for high standards and achievement, but accomplishes them.

If I can offer any further assistance, please contact me.

Sincerely,

R. Q. Brewer  
President