

AMBASSADOR WORLDWIDE PROTECTION AGENCY, INC.

Thomas W. Bolling, President and CEO

1138 N. Germantown Parkway
Suite 109 169
Cordova, Tennessee 38016
901-309-2522
a-w-p-a.com

Dear Applicant/New Employee,

In applying for a career employment position with Ambassador Worldwide Protection Agency, Inc. as an applicant or new probationary employee, there are several important issues that you must consider and always keep in mind in order to ensure your continued and successful employment with AWPA. As it was stressed in your pre-employment interview and testing, if hired by AWPA, your continued employment here relies on your ability to comply with established company employment requirements, company policy, and company training standards and testing.

Ambassador Worldwide Protection Agency (AWPA) is an executive protection and full-service security agency, where customer and client satisfaction is the foundation of our business. The professionalism and experience of our employees is the difference between us and other companies. Our mere presence commands respect. Employees of AWPA operate with a common "can do" attitude. They understand the importance of taking charge, being a leader, and being number one. Our professional attitudes are fueled by our belief in pride and professionalism, where the words "Integrity, Courage, and Vigilance" are incorporated in who we are as well as what we are. With AWPA, "security is not just our job, it's our way of life."

It is important for you to know that AWPA is a professionally-managed company. It is equally as important for you to know that it is the quality of our employees, their professional training, experience and abilities that separates us from our 77 competitors that operate within the Memphis/Shelby County, Tennessee market. Many of our employees are former law officers, former military personnel and highly motivated security professionals. During the application and pre-employment period, each potential employee must successfully complete a rigorous physical agility battery of tests, an oral interview, a written test, a reference check, a criminal history check, a second interview, and a drug screening. An armed guard must score 75% or greater on our range stress test and firearms section of the process (the State of Tennessee minimum is 70%). Those who are successful must also be of good moral character, able to interact with the general public and complete a 90-day probationary period in which additional training is given or evaluated. This process will give you a sense of ownership. It will also help you to understand the nature and importance of being the best. With the changing world climate and present day threat assessment, homeland security risk vulnerabilities, and with the risk of domestic terrorism and terrorist attacks, each additional measure of completed training allows us to offer a higher quality officer and service to our clients. To add to our application and interview process, our disciplinary matrix is just as stringent. Customer satisfaction is the foundation of our company's philosophy.

Ambassador Worldwide Protection Agency is not the traditional and stereotyped poorly educated employees, Barney Fife, flashlight want-to-be-cop-type agency, but instead will set the standard for the security industry for the next millennium. We hope that you will be able to see and understand the vision set forth for AWPA and for each potential employee. With AWPA our company's stringent requirements for our strong professional leadership, experienced and knowledgeable supervisors and officers AWPA is setting a new standard and expectation of the security industry.

Therefore, you must meet and maintain our uniform standard of appearance, our policy and procedural standards, outlined training curriculum, as well as our stringent disciplinary matrix standards in order to continue gainful employment here.

During your pre-employment interview and general knowledge testing it is expressed to you the importance of your industry and job knowledge. Although this initial test will be used to aid us in our evaluation of your professional training and work experience, applicants are expected to score not less than the minimum state standard to continue their consideration for employment with Ambassador Worldwide Protection Agency, Inc.

Successful applicants are expected to complete a rigorous physical agility testing phase of AWPA's application process with a minimum 70% scoring.

Applicants who successfully complete the physical agility testing phase of testing may be invited for a board oral interview questioning session. This testing phase will be based on real life job related experiences and how you may respond to any given situation. This phase of testing is a pass or fail test.

Applicants who successfully complete the oral board interview phase of testing must complete a broad range 27 panel drug and urinalysis screening which must return clear and approved for employment.

Applicants who successfully complete the 27 panel drug and urinalysis screening phase of our pre-employment process will undergo a brief background and criminal history check. Applicants whose backgrounds return suitable for employment, may be extended an invitation of employment with the condition of successfully completing AWPA's 90-day probation, performance evaluation and the successful completion of (3) three administered General Knowledge tests with a 70% minimum scoring.

During your initial 90-day probationary period, you must adopt, learn, and understand the company's philosophy, company policy and mission statement,

AWPA management would like to take the time to thank you for your interest in a career employment position with Ambassador Worldwide Protection Agency and wish you good luck in your career process.

I wish you success,

Thomas W. Bolling