

The Imperial Difference

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- America's Aerropolis
- Crime Prevention Tips
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Imperial Security Reaches Milestone - 50th Memphis Branch Mobile Field Supervisor

Imperial Security recently reached the milestone of deploying the 50th Mobile Field Supervisor in Memphis, the location of Imperial's Corporate Offices, the Security Guard Training Academy, and the National Command Center. Mobile Field Supervisors are an integral part of Imperial's quality manage-

ment system, and are some of the most highly trained and experienced armed security officers, which is a pre-requisite for these intermediate management positions.

Because Imperial is the largest contract security company in the area, their mobile fleet is highly

visible all over the Mid-South. The ability to provide the superior services of rapid response to client's needs, guards on site, and immediate emergency assistance, is directly related to the number of Mobile Supervisors in the field. Imperial's Mobile Field Supervisors fill many roles. continued on page 3



Imperial's Mobile Field Supervisors

Learning from the Past to Protect the Future

The 2012 EERI Annual Meeting & National Earthquake Conference is being held in Memphis, TN, at the Peabody Hotel, April 10-14, 2012. Conference attendees will learn the many lessons from recent and historic earthquakes, look into the vulnerability of our aging large infrastructure, and learn about the New Madrid Earthquake Scenario Project.

For more information and updates go to eeri.org and www.earthquakeconference.org

2012 EERI Annual Meeting & National Earthquake Conference

"Learning from the Past to Protect the Future"

Save the Date: April 10-14, 2012, Memphis, Tennessee

Join us at the anchoring event of the New Madrid Bicentennial – engineers, scientists, emergency managers, social scientists, and policy makers.

- Learn the many lessons from recent and historic earthquakes and how to apply them to reduce future impacts and build resiliency.
- Look into the vulnerability of aging large infrastructure.
- Exchange key information on tools for earthquake risk reduction.

- Learn from successful earthquake mitigation and response programs in the public and private sectors.
- Get the latest information on seismic safety improvements for our schools.
- And much more!

Co-organizers:

Memphis Top Logistics Hub Again for 2011

Memphis, America's Aerotropolis™, was once again voted # 1 as the Top Logistics-Distribution-Shipping Hub by Business Facilities' 2011 Metro Rankings; however, this honor is accompanied by a ranking as the fifth major risk zone for cargo theft by the FreightWatch Report.

Since Memphis is America's Distribution Center, many corporations maintain large inventories here, attracting a criminal element. Wherever there is a concentration of valuable goods, criminals try to

infiltrate and exploit any security weaknesses.

Imperial Security is the largest provider of contract security services in Memphis and the Mid-South, with security specialists in distribution, transportation, and 3rd party logistics.

These industries present complex security problems for access control, employee screening, surveillance, and loss prevention. Our team of experts evaluates a security program using

site security surveys, vulnerability assessments, crime statistics, industry best practices, and accepted Security Standards to design a customized security program for the protection of assets.

Imperial provides the extra security expertise necessary to decrease the number of incidents and combat this type of criminal activity.

www.imperialsecurity.com

New Limits on Background Checks Considered

Employers want to hire the best person for the job and maintain a safe workplace for their employees. One of the ways this is done is by conducting thorough background checks.

Employers are bracing for strengthened guidelines from the U.S. Equal Employment Opportunity Commission that will govern the use of criminal-background checks during the hiring process. An article by David Shadovitz for Human Resource Ex-

ecutive Online discusses criminal background checks and the news that the EEOC is considering issuing guidance that could limit an employer from asking about an applicant's criminal history on a job application. While experts agree a fresh look might be warranted, some also believe it would be a mistake to implement sweeping changes that fail to take into account the hiring challenges facing employers today.

The EEOC held hearings in Washington last month on the role arrest and conviction records should and shouldn't play in the hiring process. The meeting was one in a series the EEOC has been holding on hiring-related topics.

For more information on this article or the EEOC Hearings go to:



www.hreonline.com

Imperial On the Move - Nationwide Growth and Expansion



Imperial Security currently provides security in the states indicated above

The growth and expansion of Imperial Security continues Nationwide with the opening of a new Re-

gional office in Salina, KS serving KS, MO, IA, NB, CO and OK.

In this issue Imperial would like to acknowledge our sister company Brewer Detective Worldwide Investigations.

In connection with this year's iPhone introduction, they were called upon to provide escorts for the transportation of iPhones to various places throughout the United States. Thank



For more information please visit www.brewerdetective.com

you detectives, for helping to make this year's introduction such a great success!

Imperial Security Reaches Milestone

Mobile Field Supervisors perform alarm call responses, armed escorts, emergency responses, and a majority of the supervisory services. They provide specialized supervision, site specific training for guards new to a post and ongoing training for all guards in the field and they enable

Imperial to claim, "Never an Open Post." Most importantly, they are a great value-added service for Imperial clients. Imperial is proud of the rich history of the Mobile Field Supervisors in the Mid-South market and strive to reach this milestone in the other states in which they operate.

(continued from page 1)



Mobile Field Supervisor

Combat Gangs, Crime and Violence

No one is immune from the impact that gangs can have on a community. Gang violence is widespread, dangerous and deadly in many communities. Gangs are not just a big-city or an inner-city problem. Gangs cross all racial, ethnic, socio-economic and geographic boundaries. They exist in urban, suburban, and rural communities. Gangs are not gender specific.

While many who join gangs are unmarried, unemployed, and school dropouts, today's gang members can also be parents, students, employed and educated. In fact, some gang members are honor students in high school, college students and even active members of the U.S. military.

Belonging to a gang severely harms a young person's future. Gang members often socialize only with other gang members, reinforcing their

limited view of life. They frequently establish a lifelong pattern of involvement with the criminal justice system. They may commit serious and violent crimes that lead to lengthy incarcerations. Their gang membership may place an entire family household at risk. Many gang members who do make it to adulthood sometimes become dependent on alcohol and drugs. For some, the gang lifestyle is passed down as a family tradition leading to generational gangs. To prevent the devastation of crime and violence caused by gangs, and of lost human potential by so many young people, we must respond together, as parents, family members, friends and community. The first step is to take a candid look at our own families and the community around us. Understanding and accepting what might be happening even within our own families is an important step that helps us

prepare an effective personal and community response.

A community response means that all of us: parents, youth, clergy, businesses, community-based organizations, educators, law enforcement, security and local government — work together to prevent gang violence. We now know that there are many potential ways to steer youth away from gangs, and to help those already involved to leave a gang. We have the power of giving at-risk youth options, opportunities and alternatives to gang life; but to do this, we need to take action as a team.

For more information on how to combat Gangs, Crime and Violence go to:



www.ncpc.org



www.ojp.gov/BJA

Crime Prevention Month

Please see our online version of this newsletter for crime prevention tips on the following topics:

- **Preventing Burglaries**
- **Lock Crime out of your Home**
- **Neighborhood Watch**
- **Personal Safety from Crime**
- **School and Campus Safety**

- **Stay Alert** - Be aware of your surroundings.
- **Be Confident** - Make eye contact, walk purposely.
- **Trust Your Instincts** - Make good decisions about your safety.
- **Move Safely** - Walk with others in well traveled, well-lit areas. Know call box locations.
- **Lock Up** - Always close and lock doors. Don't loan keys or allow others to "tailgate" you into a building.
- **Document** - Photograph and record serial numbers of valuables.
- **Report** - Report criminal and suspicious activity immediately.

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"A man can do only what he can do.
But if he does that each day he can sleep
at night and do it again the next day."

– Albert Schweitzer

"Inspiration usually comes during work,
rather than before it." – Madeleine L'Engle

"There can be no happiness if the things
we believe in are different from the things
we do." – Freya Stark

Experience the Imperial Difference

Founded in Memphis, Tennessee, in 1968, Imperial Security is one of the largest and fastest growing contract security providers in the United States with offices nationwide. Imperial's success is based on a unique proprietary quality management system called The Imperial Difference. This innovative system has been refined, perfected and proven over the last forty-three years and is unmatched in the industry.

Our Company's organic growth and expansion of our area of operations is the direct result of client requests for Imperial Officers at their other facilities.

Imperial Security promises quick response to any client issues. We will allocate the resources necessary to deal with any contingency, mobilize officers with full logistical support to mitigate your risk and secure your assets. When Imperial responds, our clients get rapid reaction by their security contractor and enjoy the peace of mind that their property, employees, customers, and facilities are secure.

Deterioration of U.S. Economy -

No Impediment to Imperial Growth and Performance

Bill Brinson, Executive Vice President



The state of the U.S. economy often plays a major role in the health and growth of industries and individual businesses. This month, consumer confidence in the country's economic outlook slipped to its lowest level since the recession. Despite these conditions, Imperial not only continues to retain current business

through the provision of unmatched performance at exceptional value to the Client, but also to acquire new business necessitating Imperial's expedited expansion into new markets across the United States.

Since Imperial opened its first branch outside the Mid-South Area in 2001, Imperial's expansion into new operational areas across multiple cities and states has been steady and continuous. These additions to the Imperial Area of Service allowed Imperial to provide increased service to existing Clients, attracted new business, and provided employment opportunities for a great number of new officers and supervisors across the United States.

The continued growth of Imperial despite intervening recession and economic stagnation can be attributed to the excellent value Imperial's Clients receive in return for their business and to the exceptional performance and dedication to service quality provided by officers, supervisors, and executive management of Imperial.

I would like to extend my sincerest appreciation to our Clients, who by their faith in Imperial's value and service quality have spurred our unprecedented growth, and to our employees, whose dedication and commitment to excellence allowed Imperial to be successful in each new service location.