

Dear Customer and Friend:

As a business philosophy, Total Lawn Care has always felt it is important to protect you, our customer, as well as ourselves. It occurred to us that you may not know the lengths we go to ensure high quality employees are hired to service your properties. We do this with the knowledge that it might give you some sense of comfort and confidence.

To this end, we screen our employees for drugs, criminal background, U.S. employment eligibility, and sexual offences. A long time ago we instituted this policy to only hire employees who meet our high standards. The reason for implementing this policy is our belief that we must look out for the best interest of our customers as we know you do not want people on your property that you would neither hire nor bring onto your property.

We also thought that the section below is something that you may find useful to include in your contracts with your vendors. A few words on paper may reduce your risk of other contractors bringing you the liabilities that come with individuals with criminal history including rapists, thieves, pedophiles, drug addicts and illegal aliens

Feel free to use the following text in anyway you wish. If you have any questions please call us.

Thanks, your friends at TLC.

To be inserted in contractor agreements...

Employee Standards: Because the protection of our customers, residents, owners, and staff is our highest concern; all contractors' employees who will come to our property (including owners) must meet the following standards:

1. All employees must wear an easily recognizable uniform.
2. All employees must be background screened through:
 - a. Sexual Offender Registry for Florida and any states they have lived in for the past 15 years.
 - b. Department of Homeland Security's Employment Eligibility Verification/Basic Pilot Program (E-Verify)
 - c. Drug Free Work Place screening including random testing.
 - d. Criminal background screening in Florida and any states they have lived in for the last 15 years.

Any employee not meeting these standards must be reviewed by our management for approval prior to allowing said employee on our premises.