

CERTIFICATE OF SERVICE

This is to certify that

Michael Bickelmeyer

Has completed ten years of continuous service with

U. S. SECURITY ASSOCIATES, INC.

and predecessor companies



M.A. Gruden

Matthew A. Gruden
Branch Manager
Cleveland, Ohio

Joseph V. Lo Bianco

Joseph V. Lo Bianco
President
Northern Group

Richard L. Wyckoff

Richard L. Wyckoff
President, Chief Executive Officer

CERTIFICATE OF SERVICE

This is to certify that

Michael Bickelmeyer

Has completed five years of continuous service with

U. S. SECURITY ASSOCIATES, INC.

and predecessor companies



[Handwritten signature]

Gerald Sorensen
Branch Manager

[Handwritten signature]

James L. Finello
Vice President & General Manager
North Central Business Unit

1/1/09

To: All U.S. Security Personnel

From: Matthew Martin, Area Commander
U.S. Security Associates

Re: Promotion


Effective 1/9/09 Officer Michael Bickelmeyer is promoted to the rank of Captain. Captain Bickelmeyer reports directly to me and carries my authority when discharging his duties to help maintain the integrity of the Cleveland and Lorain areas. He will help conduct post inspections, serve as an alternate contact when I am unavailable and assist in conducting daily business within our areas. Captain Bickelmeyer can help you with any questions or concerns you may have. I will continue to be available to all officers and, unless otherwise instructed, I should still be your first point of contact. Please join me in congratulating Captain Bickelmeyer in his promotion.

Signed,

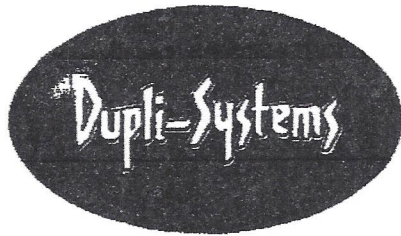
Matthew Martin
Matthew Martin, Area Commander
U.S. Security Associates

To Whom It May Concern;

Michael Bickelmeyer is an employee at U.S. Security Associates. He has proven himself to be invaluable and routinely takes on all tasks requested of him. Michael is reliable and has always followed the guidelines set before him. He has not received any disciplinary actions. Michael has received Letters of Commendation and other similar awards. For additional questions please call me at 216-255-2180


Matthew Martin
Matthew Martin, Area Commander
U.S. Security Associates





January 24, 2002

Dear Mike ,

You did not use either of your two personal days during the year 2001. The attached check represents the personal day payout distribution.

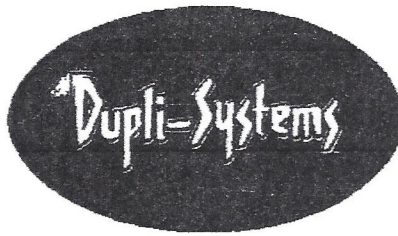
We would like to take this time to

CONGRATULATE

you on this achievement and

THANK YOU

*for your continued hard work and dedication to
our company.*



January 25, 2001

Dear Mike,

During the year 2000 only one of your two sick days were taken. The attached check represents the remaining sick day pay distribution.

We would like to take this time to

CONGRATULATE

you on this achievement and

THANK YOU

*for your continued hard work and dedication to
our company.*

EMPLOYEE OF THE MONTH

We Hereby Express Our Sincere Appreciation And Recognize

Mike Bickelmeyer

As Our

May

Production Employee Of The Month

And Award This Certificate From

Dupli-Systems, Inc.

This 3rd Day Of June 1999

PARMA POLICE DEPARTMENT
AUXILIARY POLICE UNIT

5750 West 54th Street, Parma, OH 44129 Phone: 440-885-8814 FAX: 440-885-8986

Chief Gary Palinkas
Chief of Police

Cmdr. George J. Balasko
Unit Commander

1 June 1998

To Whom It May Concern:

Michael Bickelmeyer was a Parma Auxiliary Police Officer from February 1994 to July 1997. During this time he performed over 500 hours of volunteer duty for the unit.

Mike's duties included traffic control, patrol, and interacting with the public. We performed well in all these areas. He was eager to contribute time to the unit when called upon. Unfortunately changes in his work schedule left him with little time for volunteer activities, and he resigned in July 1997.

If you have any questions, please feel free to contact me.

Regards,

Cmdr. George J. Balasko #901

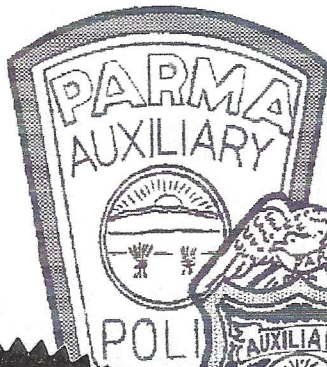
Cmdr. George J. Balasko #901
Auxiliary Unit Commander

To Serve and Assist

Certificate of Merit Awarded to

Officer Michael Bickelmeyer

*For performing in excess of one hundred
turnouts for the Parma Auxiliary Police
Unit during 1994*



J. L. ...
Chief of Police

Capt. David Hoffman
Officer In Charge



Oath of Office

DATE: February 9, 1994

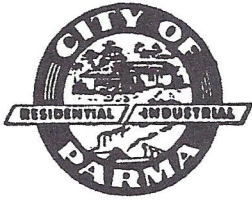
CUYAHOGA COUNTY }
STATE OF OHIO }

I, MICHAEL BICKELMEYER, do solemnly
swear that I will support the constitution of the United
States and the constitution of the State of Ohio, and
further affirm that I will faithfully, honestly and
impartially discharge the duties of the office of
AUXILIARY POLICE OFFICER

Michael Bickelmeier

SWORN TO BEFORE ME AND SUBSCRIBED IN MY
PRESENCE THIS 9 DAY OF February 19 94.

Colette Estok
Notary Public



CITY OF PARMA OHIO

DEPARTMENT OF PUBLIC SAFETY
PARMA AUXILIARY POLICE
MAYOR MICHAEL A. RIES

5750 WEST 54th STREET

PARMA, OHIO 44129-5593

Francis Szabo
CHIEF OF POLICE

Joseph Smith
AUXILIARY POLICE COMMANDER

Gerald M. Boldt
SAFETY DIRECTOR

February 3, 1994

Mr. Michael Bickelmeyer
5315 Knollwood Drive #4
Parma, Ohio 44129

Dear Mr. Bickelmeyer

The Safety Director will be swearing in Auxiliary Police applicants at 7:00 pm, Wednesday February 9, 1994. The swearing in ceremony will be held at the police station. Please respond to the front lobby by 6:45 pm. This will be the only chance to be sworn in the near future.

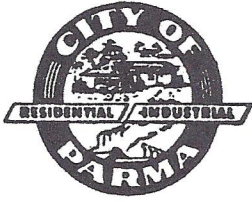
Directly following the swearing in ceremony there will be an indoctrination program which will take about one hour.

Please contact me at 885-8846 or leave a message with the switchboard operator at 888-3211, before 3pm Tuesday February 8th, if you will be unable to attend the ceremony. If I do not hear from you I will assume you will be present.

Sincerely,

Sgt. Richard A. Becker
Sgt. Richard A. Becker
Parma Police Department
5750 West 54th Street
Parma, Ohio 44129

cc:file



CITY OF PARMA OHIO

DEPARTMENT OF PUBLIC SAFETY
PARMA AUXILIARY POLICE
MAYOR MICHAEL A. RIES

5750 WEST 54th STREET

PARMA, OHIO 44129-5593

Francis Szabo
CHIEF OF POLICE

Joseph Smith
AUXILIARY POLICE COMMANDER

Gerald M. Boldt
SAFETY DIRECTOR

October 22, 1993

Mr. Michael Bickelmeyer
5315 Knollwood Drive #4
Parma, Ohio 44129

Dear Mr. Bickelmeyer

The Auxiliary Police Unit Commander, Assistant Commander, and I will be holding interviews of applicants Wednesday November 3, 1993. We have scheduled your appointment for 6:00pm. Please report to the front desk of the Parma Police Station and advise the desk officer you are to be interviewed for the Auxiliary Police Unit. This interview will take approximately 30 minutes.

I would appreciate your calling and leaving a message with the switchboard operator at 888-3211, as soon as possible, to confirm your appointment. Please note this will be the only interview session being held in the near future, we do not expect to process any further applicants until next spring.

Sincerely,

Sgt. Richard A. Becker
Sgt. Richard A. Becker
Parma Police Department
5750 West 54th Street
Parma, Ohio 44129

CC:file



MICHAEL BICKELMEYER

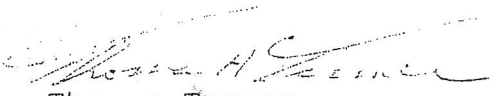
Dear Mike:

It gives me great pleasure to announce your selection as HOPKINS AVIATION EMPLOYEE OF THE MONTH for the month of December, 1985.

Your selection was based on recommendations by both customers and fellow employees.

You may well be proud of your accomplishments. I personally wish to thank you for a job well done and wish you continued success in your future endeavors. A copy of this letter will be placed in your permanent file.

Sincerely,


Thomas Turner
General Manager

CUYAHOGA COMMUNITY COLLEGE

Employer's Evaluation of Cooperative Student

Name Mike Bickelmeier Work Period _____
 Employer Aluminum Smelting Job Title Paint Crew Supervisor

INSTRUCTIONS: The immediate supervisor will evaluate the student objectively, comparing him with other students of comparable academic level, with other personnel assigned the same or similar classified jobs, or with individual standards.

Coordinator _____

<p>RELATIONS WITH OTHERS</p> <p><input checked="" type="checkbox"/> Exceptionally well accepted</p> <p><input type="checkbox"/> Works well with others</p> <p><input type="checkbox"/> Gets along satisfactorily</p> <p><input type="checkbox"/> Has some difficulty working with others</p> <p><input type="checkbox"/> Works very poorly with others</p>	<p>ATTITUDE-APPLICATION TO WORK</p> <p><input type="checkbox"/> Outstanding in enthusiasm</p> <p><input checked="" type="checkbox"/> Very interested and industrious</p> <p><input type="checkbox"/> Average in diligence and interest</p> <p><input type="checkbox"/> Somewhat indifferent</p> <p><input type="checkbox"/> Definitely not interested</p>
<p>JUDGMENT</p> <p><input type="checkbox"/> Exceptionally mature</p> <p><input checked="" type="checkbox"/> Above average in making decisions</p> <p><input type="checkbox"/> Usually makes the right decision</p> <p><input type="checkbox"/> Often uses poor judgment</p> <p><input type="checkbox"/> Consistently uses bad judgment</p>	<p>DEPENDABILITY</p> <p><input checked="" type="checkbox"/> Completely dependable</p> <p><input type="checkbox"/> Above average in dependability</p> <p><input type="checkbox"/> Usually dependable</p> <p><input type="checkbox"/> Sometimes neglectful or careless</p> <p><input type="checkbox"/> Unreliable</p>
<p>ABILITY TO LEARN</p> <p><input checked="" type="checkbox"/> Learns very quickly</p> <p><input type="checkbox"/> Learns readily</p> <p><input type="checkbox"/> Average in learning</p> <p><input type="checkbox"/> Rather slow to learn</p> <p><input type="checkbox"/> Very slow to learn</p>	<p>QUALITY OF WORK</p> <p><input checked="" type="checkbox"/> Excellent</p> <p><input type="checkbox"/> Very good</p> <p><input type="checkbox"/> Average</p> <p><input type="checkbox"/> Below average</p> <p><input type="checkbox"/> Very poor</p>
<p>RECEPTIVE TO SUPERVISION</p> <p><input type="checkbox"/> Follows instructions carefully</p> <p><input checked="" type="checkbox"/> Accepts constructive criticism</p> <p><input type="checkbox"/> Responds favorably to supervision</p> <p><input type="checkbox"/> Questions superiors motives</p> <p><input type="checkbox"/> Cannot accept suggestions for improvement</p>	<p>ATTENDANCE</p> <p><input checked="" type="checkbox"/> Regular</p> <p><input type="checkbox"/> Irregular</p> <p>PUNCTUALITY</p> <p><input checked="" type="checkbox"/> Regular</p> <p><input type="checkbox"/> Irregular</p>

OVERALL PERFORMANCE: Outstanding Very Good Average Marginal Unsatisfactory

What character traits, qualities or education may help or hinder the student's advancement?

Additional Remarks (over if necessary):

This report has been discussed with the student: Yes No

Jim C. Brancatella

(Signed)

(Immediate Supervisor)

Date _____

White--Return to College Pink--Business Copy Yellow--Student's Copy