



TYLER'S RESTAURANTS, INC.

TO WHOM IT MAY CONCERN:

I retained Total Business Concepts to rewrite my employee handbook. The existing book had become obsolete in the face of the new labor laws, product changes, and internal procedure changes.

Total Business Concepts dissected the handbook segment by segment, searching for obvious legal inconsistencies and less obvious ambiguous phrases that were subject to misinterpretation and subsequent problems. TBC analyzed each segment, discussed them at length to ensure my specifications and then advised me to seek approval from my attorney prior to printing.

The firm was knowledgeable on labor laws and business generalities applicable to Tyler's. They did not, however, assume the position of legal advisor. They are thorough, knowledgeable and very professional. I would recommend them highly to any business.

Sincerely,

A handwritten signature in cursive script that reads "Bradley M. Bowling".

Bradley M. Bowling, President
Tyler's Restaurants, Inc.