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1/18/18

To All Employees of Thompson Electric, Inc.

At Thompson Electric, Inc. (TEI), I value safety as a core behavior. I am uncompromising in our commitment to the health and safety of all of our employees, subcontractors and the communities in which we work. No job is too important to ever prevent employees from safely returning home at the end of the work day.

Providing safety leadership is a fundamental part of our business and I will require individual accountability from top management to the employees working in the field. Safety is the responsibility of all employees and they will participate and support the advancement of our health and safety practices. Together, we will all strive to continually improve this process through leadership and training, always promoting comprehensive safety. No task should ever be started without first taking time to analyze safety concerns.

TEI operates as a family and when an employee is injured, I take it very personally. It is imperative that all employees abide by the Safety Rules of TEI and all of our customers. A safe workplace is management's top priority and can be achieved by practicing safety awareness and reporting unsafe conditions immediately. Please be aware that any employee has the right to "stop work" when they feel that a task is being performed unsafe. Any employee that does not "stop work" and discuss the situation when another employee has a safety concern, will be severely disciplined, as well as those employees that violate Safety rules and policies.

TEI's Management team is dedicated to insuring that safety is our core value. I believe that every accident and injury is Preventable. Our ultimate goal must always be "Zero Harm".

Please do your part to make this new year the SAFEST YEAR IN OUR HISTORY, ZERO HARM!

Sincerely,

Larry Thompson

President