



February 9, 2016

NFP Corporate Services (SE), Inc.
Andy Westmoreland
Ashley Black
1901 Roxborough Road, Ste 300
Charlotte NC 28211
704-971-2275

Re: Jeff Humbert and Janice Lawrence
The Industrial Electric Company of Charlotte (IECC)

It is with great confidence that I put forward this recommendation of The Industrial Electric Company of Charlotte (IECC). We have worked closely with IECC on their safety efforts and Commercial Insurance Programs for over 13 years. It is the obligation and commitment to their employees and their clients that makes them exceptional.

What you can expect from IECC is a proactive, honest organization built on open communication, a comprehensive safety program and industry specific knowledge that has historically resulted in an excellent loss history and a uniformed safety culture throughout the organization. The commitment to safety at IECC is built from the top down. This is a crucial element in the success of any safety program. Their safety culture consists of shared beliefs, practices and mind-sets that form an atmosphere of attitudes that shape behavior in a positive way. From day one, IECC employees at all levels of the organization understand the importance of workplace safety. Management has exceeded their responsibility to communicate, train and promote IECC as a safe work environment and an employer of choice.

We are a proud to partner with IECC. The excellent safety efforts are just one example of the commitment that they have made in developing lasting relationships built upon integrity and mutual respect. Their commitment to their employees and their clients makes them a great partner and excellent organization to stand behind.

Respectfully,

A handwritten signature in black ink that reads "Andy Westmoreland".

Andy Westmoreland, CIC
Senior Risk Consultant

A handwritten signature in black ink that reads "Ashley Black".

Ashley Black, MESH
Authorized OSHA Outreach Trainer