



July 11, 2019

To Whom It May Concern:

Our company, Kwest Group, LLC., is a large heavy civil and environmental construction contractor firm that works extensively in the electrical power construction sector across the nation providing our services to multiple large utility owners including clients such as AEP, Duke Energy, National Grid, LG&E, and many others. Our historic and current safety performance has been outstanding, having surpassed 2.5 million man-hours and counting without a lost time incident and having earned numerous national, regional, and clientele safety and project quality awards.

One of the primary tools that we utilize that has had a significant impact on our journey to ZERO harm is the Judgment Index (JI). Both the JI assessment and the consulting services they provide have given us the ability to thoroughly vet new hire candidates and aid in procuring persons who are highly safety conscious, engaged, and share our core values of safety, quality, and customer service. The JI has also helped improve the decision making and human performance of existing employees. We truly believe that one of the key differentiators in having world class safety performance is obtaining and keeping hardworking skilled employees who have an ability, confidence, and the authorization to make great decisions.

In my experience, the JI is exceptional in accurately identifying the strengths and weaknesses of one's judgment abilities and providing means and methods to improve judgment and overall human performance. We have utilized the JI and their services for over five years and I have no hesitation recommending the JI and stating that value and return on investment has been fantastic.

I am willing to discuss the JI further and the impact it has had on our company at any time with anyone who is considering using this tool and their consultant services.

Sincerely,

**JIM THOMPSON, CSSM**  
**CORPORATE EH&S DIRECTOR**

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