

Letters of Recommendation

Construction Project Work:

#1 To Whom It May Concern:

I had the distinct pleasure to work with William (Bill) Orsborn on the construction of a solar thermal project in Coalinga, California for almost two years. As the Project Manager for the Solar to Steam project for BrightSource Energy under contract to Chevron, I sought out additional support for the project Safety, Security, and Injury Free Work programs.

Bill joined us as the construction project was in full operation and as the original Safety and Security Manager left. Bill immediately took over all the responsibilities for managing Safety and Security, quickly coming up to speed on all aspects of the programs and providing a seamless transition despite no overlap with the former manager.

Bill managed and maintained all documentation and indicators, provided worker onboarding orientations, ensured the site security remained robust, actively engaged with the workers in the field to coach and encourage Injury Free Work behaviors, and managed a Safety support staff of up to three Safety Professionals. With Bill's strong contributions, we were able to complete the construction project with world class safety performance.

I can highly recommend Bill for any safety program on a construction project. He has skills to manage all necessary regulatory and project documentation; provide, help develop, and present training programs; manage regular safety meetings with management and the craft; has strong public speaking skills; has excellent personal one-on-one, informal, in the field coaching and motivational skills; and has a strong professional demeanor. I would not hesitate to have Bill join me again on any project where Safety and Injury Free Work are values.

Regards,
Jack Drebing
602.421.0212

#2 Mr. Bill Orsborn, Site Safety Manager

Dear Mr. Orsborn,

Per your request we are providing you with a reference for the Site Safety Manager work performed by yourself for the GLOBALFOUNDRIES Malta, NY – PLS_Tool Installation Project. Six months ago we hired you as the Site Safety Manager for the GLOBALFOUNDRIES PLS_Tool Installation project. The goals were simple: meet the schedule, stay on budget, and meet the highest safety standards possible for all of the Manufacturing equipment installations in the wafer fab. You assisted with an analysis of GLOBALFOUNDRIES needs/wants, compared these to the best available world class solutions and provided a recommended implementation strategy for our client. These recommendations have allowed us to meet (and in some cases exceed) all of our hookup goals while meeting all of our customer's requirements. Our team has installed over 580 pieces of 300mm manufacturing equipment since May 2011. These tools are the largest, heaviest, most complex tools ever to be installed at the Malta Facility.

The GLOBALFOUNDRIES Safety, Facilities and Equipment Engineering customers are extremely satisfied with the work provided and have sent numerous thank you notes to me concerning your performance. Your team has kept the program safe and on schedule in spite of numerous program changes by GF.

In summary this has been a well-run ES&H program that has met or exceeded GLOBALFOUNDRIES objectives. We would not hesitate to call on you again for similar work should the need arise in the future.

Sincerely,

Steven D. Curry, M+W Group
V.P. - Director of Tool Install

#3 To Bill and Family:

This past week, Elford, Inc. received national recognition as we won the third place National Associated General Contractors (AGC) Construction Safety Excellence Award. Our category was for companies that worked between 300,001 and 700,000 annual man-hours.

The National AGC is comprised of 32,000 member firms eligible for this award. The states submitted 142 finalists and we finished third out of that group - WOW!! In addition, this award has been in place for only eight years. The current AGC President expressed his thoughts on the significance of this award: "There's no better measure of the strength of a company than its ability to keep its workers safe and healthy. These companies understand that safety is much more than a series of requirements, it is a way of operating that drives every decision on every project."

We wanted to take this opportunity to say congratulations to Bill for his efforts in maintaining and advancing the safety culture of Elford's operations. Elford has been a trail blazer in Safety for many years and this recognition is due to the efforts of many people. We will continue to develop meaningful and sustainable improvements to create a safe workplace. We all must remember that our program is only successful if everyone is focused on safety planning and execution in everything they do.

On behalf of the entire Elford Management Team, congratulations, once again, to everyone for this recognition. This is one more measure of how we achieve our Mission Statement, "More Than *Just* the Best Building Contractor."

Sincerely,

James W. Smith, President/COO
Randy Petitt, General Superintendent

#4 Bill,

We are pleased to recommend you to any potential employer. During your employment as Safety Director for Elford, Inc. you proved to be an experienced, knowledgeable safety professional.

We appreciate the significant contributions you made while leading our safety department through hard work and a great passion for safety.

Best wishes in your continued career.

Sincerely,
Robert A. Butler, Vice President Operations

#5 To Whom it may concern:

I would like to express our gratitude to Bill Osborn from SafetyWISE, Inc. Mr. Osborn did a great job to help us to pass our compliance inspection for NYS ICR 59.

During our cooperation, Mr. Osborn demonstrated himself as very intelligent, kind and always ready to help in person. His professionalism played a main role in organizing of safety regulations in our company. We have not only passed inspection for ICR59, but also got good reviews from the inspector as well.

We are highly satisfied with the results that we have reached with the help of Mr. Osborn

Leonid Gelfand, President
Contact Plus Electrical Corp

Industrial Project Work:

#1 To Whom It May Concern:

Cooper Tank & Welding Corp utilized Bill's services as an independent safety consultant across a number of our locations in New York & Ohio.

Bill's remit was to rectify any inconsistencies in recordkeeping, eliminate poor operating practices with regard to Federal & State Health & Safety Standards and to promote best practice within our group.

Bill adopted a pragmatic, thoughtful and yet determined attitude towards these responsibilities. He was extremely professional in his approach, pleasant to deal with, considerate of local perspectives, and consistently well informed with regard to the applicable rules & regulations in what is a very complicated area of expertise

His diligent pursuit of the objectives coupled with the practical application of his skills had a significantly positive & lasting impact on the operations of Cooper Tank & Welding Corp. We would wholeheartedly recommend him.

Yours truly,
David Hillcoat, President

#2 To Whom It May Concern:

William Orsborn, CSP of SafetyWise, located in Buffalo, NY has been a safety consultant in many capacities for our full service trade association consisting of large multi-national dairy product manufacturers, processors and distributors and smaller mid-size and family-run businesses. I have personally known Mr. Orsborn for over 10 years and I will attest to his professionalism and knowledge of safety training.

In the late 90s Mr. Orsborn was hired as a sub-contractor for our Workers' Compensation Insurance Safety Group to organize and train employees of our members. This effort was sponsored and partially funded by the New York State Department of Labor through a grant that lasted three years. He was responsible for creating the entire content, materials distribution and training in multiple workshops held in our state on behalf of our association's members. Mr. Orsborn consistently received high marks for his ability to conduct workshops and provide extensive knowledge in the industrial safety training field from our members.

Mr. Orsborn has excellent presentation skills that helped communicate numerous topics in the safety and training field including extensive OSHA requirements. I would not hesitate to hire Mr. Orsborn in the future for training purposes, both in workshop and in the field settings.

I fully recommend Mr. Orsborn to any company looking for assistance consulting and safety training. I would be happy to speak with potential clients on behalf of Mr. Orsborn.

Thank you very much,
Bruce Krupke, Executive Vice President

#3 To Whom It May Concern:

If your company needs or would like to improve its safety, I highly recommend that you consider Mr. Bill Orsborn. Bill will go above and beyond to make sure your company has the tools and training to ensure compliance and develop a sustainable safety culture. Nearly a year ago my company found itself in the NYS Industrial Code Rule 59 Program. At that point, Bill was assigned to us by our insurance broker to perform the ICR 59 audit and serve as counsel on the improvements to our programs. I cannot say enough how informative and helpful Bill has been throughout this whole process. Because of his help and guidance, I am thrilled to say that our company is now fully compliant and was able to avoid nearly \$100,000.00 in penalties!

-S.P., EHS Manager
████████ Refrigeration Supply Company

#4 To Whom It May Concern:

My name is Shelda Robinson; I am the Senior Human Resources Manager at Concept One Accessories. I have been with Concept 1 for three months and was not part of the origination of the process of adhering to NYS Industrial Code Rule 59. Two other Human Resources Managers were prior to me and worked with Bill Osborn on creating a compliance plan incorporating safety as a way of work in the workplace environment.

Bill had to work with me and bring me up to speed quickly so that I would be ready and well versed in Industrial Code Rule 59. After an in-depth meeting with Bill, and reviewing the safety plan, I am more than confident that our senior leadership team as well as myself and staff members are aware of the seriousness of complying. Bill was instrumental in his due diligence while working with me to ensure my comfort level in this regard as I was not part of the initial planning. Without Bill's knowledge and expertise as it relates to Industrial Code Rule 59 I would have not been prepared for this upcoming audit. Additionally, I am relying on Bill during the audit as he is the subject matter expert in this area. I sincerely look forward to working with Bill as this will be a very new situation for me.

His style is engaging, intellectual and he brings a sense of comfort while working with business, even in the most difficult and sensitive situations....

Sincerely,
Shelda Robinson, Senior Human Resources Manager
Concept One Accessories

#5 To Whom It May Concern:

I have had the pleasure of knowing Mr. Bill Orsborn during the past year. He has been working with us in implementing a safety program for our company to minimize the chances of workplace accidents. In my opinion, Mr. Orsborn is very experienced and knowledgeable in his field. He is very thorough, patient and easy to work with, insuring all required steps and procedures are followed for necessary compliancy.

I would certainly recommend Mr. Orsborn and his expertise to any company seeking improvement or help in the field of safety.

Sincerely,
Robi Hagooli, President
Cachet Ind., Inc.

Former Employees

#1 To Whom It May Concern:

It is with great pleasure that I write this recommendation for Mr. William Orsborn. I have known Bill for fifteen years, first as my employer and professional mentor and later as a co-worker, and friend.

Bill has always displayed a high degree of integrity, responsibility, and the attention to detail needed to succeed as a small business owner of a safety consulting company. Bill earned the respect of area business owners through his tireless efforts to provide OSHA training and consultation to the small companies many times overlooked by money hungry consultants. He actively participated in the Buffalo/Niagara Partnership (Buffalo Area Chamber of Commerce) and received numerous grants to benefit the clients of the Partnership.

As a mentor, Bill encouraged me to pursue my certification as an Industrial Hygienist, highlighting the professional advantage of this endeavor and eventually to start my own consulting company. I modeled my company mission and values after those demonstrated daily while working with Bill. I have since used those same ideals and values to develop the safety program at a large area hospital as their Safety Manager.

Bill always provided wise guidance not only my professional undertakings but also as a friend. He is steady and dependable. He is easy to talk to and had a way of presenting materials so that everyone from the lay worker to the highly educated professional could understand.

I consider writing this recommendation as an honor and look forward to my conversations and perhaps working with Bill again in the future.

Sincerely,

Heidi Reisman, CIH
Safety Manager
Veterans Health Administration Western New York Healthcare System

#2 To whom it may concern,

I have had the pleasure of working with Bill (William Orsborn) at the BrightSource project in Coalinga Ca.

Bill's knowledge is beyond many EHS/HSE CSP professionals I have worked with in the past. His compassion for safety is outstanding, and his ability to work with management and the trades in the field is outstanding. I have worked with Bill for about 6 months; not only do I respect him as a professional but also as a friend.

Any company that chooses Bill for their project will get a well-knowledged professional and man with compassion. I would be honored to work with Bill on any project.

Sincerely,
Vernon George
EHS/HSE Manager and Advisor

#3 To Whom It May Concern:

I take find great satisfaction in being able to write a letter of recommendation for Bill Orsborn. I have had the pleasure of knowing Bill Orsborn since 1993. During that time he has been an employer, a colleague, a mentor, and a friend.

I first knew Bill as an employer when he hired me as one of his consultants in 1993. While I was quite experienced at the time, working with Bill really accelerated my development as a safety professional. In addition to having a great grasp of the technical aspects of the profession – regulatory and consensus standards, Bill was an early advocate and practitioner of behavior based safety. He effectively applied these practices in the field and with equal success, mentored me on both the technical and behavioral aspects of safety management.

Finally, both as a mentor and a friend, Bill shared with me his knowledge of business and his family's hospitality. The former has helped me to succeed and the later evokes fond memories of Western New York, where I worked with Bill.

In all my dealings with Bill, he has always been forthright and helpful. I continue to value his advice and his friendship.

Sincerely,

Robert W. Tabb
Project Safety Manager
(503) 910-2339