



June 11, 2019

To Whom it May Concern

Re: **ICI Construction Health and Safety Consultancy**

This letter is written in support of ICI Construction Health and Safety Consultancy.

Norlon started the COR program in February 2017 and Heidi and her team members helped us through the process from the start to certification in early May 2019.

Heidi's team was very professional and a great asset in leading us through to graduation. The entire ICI team was very knowledgeable and provided great information and tips along the way.

Both Heidi and Andrea's interactions with all our employees during the interview and internal audit process made everyone feel at ease and comfortable. Their field visits were very helpful to our site personnel.

ICI's team knew all the steps to get us through the COR program since Heidi is also an external auditor for IHSA.

We at Norlon would not hesitate to recommend ICI as a safety consulting firm given their knowledge and experience exhibited during their work with both our office and field staff.

Yours truly,

**NORLON BUILDERS**

A handwritten signature in black ink, appearing to read 'M. Demaiter', is written over the company name.

Maurice Demaiter, P.Eng.

President

MD/slm