



June 18, 2015

To: Employees of Iconic Power Systems

Re: Safety Clothing Allowances/Safety Courses

Iconic will supply up to \$750.00 allowance for employees that have been with Iconic for 3 months or more. The cost of any clothing purchased after the \$750.00 allowance has been spent will be charged back to the Iconic employee at full price. This program runs for the calendar year January 1st until December 31st.each year. You may phone in and request how much allowance you have at any time to Rose McConnell.

All clothing (excluding pants/rain-gear/work boots) must be embroidered with the Iconic logo to be included in the above allowance. Iconic keeps a stock of summer, bibs, hoodies and long sleeve shirts in the office. Please contact the Reception if you wish to purchase these items. Once you have reached \$750.00, any costs above this amount will be removed from your next payroll.

If you damage your PPE (tears/holes/rips) or a zipper breaks, you will need to get it repaired on your own or purchase new PPE under this program.

Also, if a new employee quits within 3 months, the cost of the FR clothing and hard hat will be removed from their last payroll unless returned in excellent condition. If an employee quits within 12 months, the cost of any safety training incurred by the company will also be removed from the last payroll.

We will still provide the basic PPE such as gloves, hearing protection, hardhats, and safety glasses. This benefit was put into place due to the growing number of types of FR apparel out in the market and the different types of work Iconic performs. Abuse of this program will result in loss of this benefit for all employees, this is a benefit provided by Iconic for Iconic's employee's only.

We feel this is a great savings for our employees and offers flexibility in the needs of safety apparel. We hope you all agree and use this great benefit to its fullest.

If there are any questions or concerns regarding the above policies, please contact Scott to discuss.

Regards,

A handwritten signature in black ink, appearing to read "Scott Ebner", written in a cursive style.

Scott Ebner, President