



INNOVATING SINCE 1989

LEADERS IN SAFETY



Safety is Standard

The foundation of ISC’s safety culture starts with ensuring our people remain safe in all areas of life but also accountable for a positive attitude that respects all aspects of their work. It’s why we built our company and our safety manual from scratch. From pioneering industry safety standards to winning numerous national safety awards, ISC’s culture comes from the integrity of our associates and their genuine care for one another.

Everything begins and ends with safety

	2018	2019	2020	2021	2022
Total Work Hours	6,402,483	7,904,930	3,795,079	3,977,722	6,386,546
TRIR Total Recordable Incident Rate	0.09	0.10	0.21	0.10	0.09
DART RATE Days Away, Restricted or Transfer	0.03	0.00	0.05	0.05	0.03
Recordables	3	4	4	2	3
DARTC Number of DART Cases	1	0	1	1	1
DA / RD Days Away/Restricted Work Days	0/0	149/0	0/0	0/7	0/46
EMR Experience Modification Rate	0.40	0.40	0.43	0.53	0.59

Proven Track Record

Since the beginning, we’ve put safety at the forefront of every job. And that starts with a capable, experienced workforce. With more than 30 years in the industry, ISC has taken every measure, from innovative solutions and comprehensive training, to propel our employees’ and our company’s standing in the industry.

Comprehensive Safety Program

ISC recognizes the many facets of an exceptional safety program. Our all-encompassing safety program incorporates the art and science of safety. As a company, we understand the necessity of planning and evaluating each task. Furthermore, we also understand the importance of effective communication and external human factors that affect decision making. Leveraging our comprehensive safety program, we drive flawless execution as the standard of performance.



- ▶ Personal Responsibility
- ▶ Leadership Commitment
- ▶ Site Team Safety



- ▶ Hazard Mitigation
- ▶ Equipment Inspection
- ▶ ALERT Training



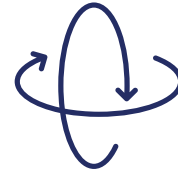
- ▶ Associate Expectations
- ▶ Safety Empowerment
- ▶ Stop Work Authority



- ▶ Electrical Safe Work Practices
- ▶ NFPA 70E
- ▶ Robust Electrical Demo



- ▶ Industrial Hygiene
- ▶ Chemical Hazards
- ▶ Biological Hazards




- ▶ 360 Walkaround
- ▶ Rotating MVR Checks
- ▶ Fleet Safety



- ▶ Root Cause Analysis
- ▶ Behavior Based Safety
- ▶ Human Factor Analysis

Key Differentiators

- ▶  - Proprietary behavior-based safety program that identifies and focuses on all barriers to safe behaviors by Gaining Awareness Through Observation Of Risk.
- ▶ **Human Factor Analysis** - Formal investigative program that enhances performance through evaluation of why our associates believe they are performing a task safely.
- ▶ **Demo Program** - Trains associates prior to a task to physically identify cables and conduit needing to be demolished.
- ▶ **Rotating Motor Vehicle Record Checks** - Comprehensive program that regularly monitors the eligibility of our associates to safely operate motor vehicles.



Done Right From the Start

ISC strives to continuously improve the quality of services and exceed customer expectations beyond construction industry standards. Our reputation for quality is unmatched, and our commitment to providing the best starts at the beginning of each job so our customers can focus on operating their most important assets.

With more than 30 years experience, the ISC team's capabilities perpetuate constant advancements, eliminate the necessity for rework, and build on our foundation of reliable, high-quality performance every time. When ISC leaves a job site, the attention to detail, the high level functionality and overall quality of work make it clear that the ISC team completed the project.

Setting the Standard of Quality

Consistency is key in our industry, and ISC performs at the highest standard of satisfaction for every job. Our associates are not only responsible, but are dedicated to providing a quality installation on every ISC work site. Leading with teamwork, transparency, and partnership, our dedicated and experienced team focuses on maintaining detailed tracking every step of the way. This ensures accountability and our delivery of work is completed correctly and timely. From planning to innovating construction methods and execution, our proficiency drives efficiency and accuracy.

No Loose Ends

The ISC team collaborates with site quality and construction members to identify, quantify, and evaluate any cost saving construction methods or ideas that can best serve to minimize labor, material and / or equipment costs to the project. But our work isn't done once the job is finished. Maintaining relationships beyond the job site is vital to setting a standard of quality our customers, facility partners and employees can trust. From corrective action to quality control, ISC believes in doing great work from start to finish.

WORKFORCE DEVELOPMENT

Powering the Future

By establishing our own standard of workforce development, ISC has maintained a safe, skilled, qualified and productive company. We understand the importance of confidence in on-site teams, and our focus on our workforce ensures the future success of our company, customers, projects and employees. Our workforce development programs benefit more than just our company and associates. We partner with local schools to engage future talent, organize hands-on activities to enhance craft skills, partner with military veteran organizations as part of our recruitment program, and ultimately, work diligently to build a culture committed to improving career opportunities to the next generation of industry leadership.

Training Tomorrow's Workforce Today

For more than 30 years, ISC has invested millions of dollars in multiple training initiatives, career development programs, and leadership enhancement resources to promote a positive culture that our associates are bought into. We continue to dedicate tremendous resources to developing the potential of our people, which results in a rewarding work environment, dedicated team of professionals and technically experienced staff that takes pride in effective project execution. ISC holds its team of associates to a high standard, and the commitment of our people to delivering safe, efficient, quality and productive solutions is proven by the loyalty of our team and continued faith of our customers. We firmly believe in the merit shop philosophy – which affords individuals the opportunity to compete and achieve the highest level of performance. This principal guides all of our promotion and career advancement opportunities. As such, we provide a competitive package to all our associates and offer continued professional development opportunities to support those who see no limit to what they dream to accomplish.

Committed to Growth

ISC is committed to investing in our employee's continuous pursuit of knowledge which in turn translates to career growth opportunities. This supports our dedication to setting our associates up for the highest degree of career success. ISC can offer these resources via our engagement with Construction Users Roundtable (CURT), Association of Builders and Contractors (ABC) and National Center for Construction Education & Research (NCCER). Through these partnerships, our associates are provided opportunities to grow their knowledge, skills and leadership capabilities. Aligned with clearly defined career paths from Trainee up through Project Management or Estimating Management routes, ISC offers a clear route for a successful career in construction and management.

