

**CORE VALUES
OF
ASSOCIATES RESOURCES, INC.**

Associates Resources have five Core Values, which are key drivers for our business, they are listed below.

Safety:	Our Associates are a valued resource and because they are, we will plan, schedule and execute our jobs safely or we won't do it until we can.
Training:	We train and <i>retain</i> highly skilled professionals.
Quality:	We expect the best, nothing less will do!
Sustainability:	Our long-term strategy is to be the preferred service provider, offering cost effective solutions to our customers.
Revenue and Increased Market Share:	Exceptional safety performance and a supply chain which includes on time service and delivery of quality products and superior field leadership uniquely positions our company for growth and an increase in revenue year over year.

**ASSOCIATES RESOURCES, INC.
SAFETY COMMITMENT**

PREAMBLE:

Associates Resources is an LLC that provides labor resources to our parent companies (Thermico, Inc. and 3I Supply), as such we will execute our tasks with a singular objective:

“Safety Starts Here!”

To protect the health and welfare of all our associates, our environments both at our physical location and as we disperse into client facilities. Included in this objective is the protection of real property (vehicles and tools) which has been entrusted into our care.

POLICY:

Our objective is met by executing the strategy following the guidelines listed below.

We are invested in the welfare and personal success of each associate. We expect the best and each of us takes personal responsibility for achieving the best for ourselves and for our clients. We hold each other accountable.

We are expected to ask for clarification and understanding before executing any task, no matter how difficult. Management supports and encourages each associate to ask open-ended questions and to seek understanding before completing a task they do not clearly understand.

August 27, 2013

As a result an environment is created that supports open dialog where people are free to ask questions and where, if the questions are not answered concisely or with understanding, associates are comfortable escalating these concerns until the concerns are satisfactorily resolves and concerns are mitigated.

Mark Thompson
President

Chuck Coté
Safety Director

