

July 15, 2020

To Whom It May Concern:

I am writing regarding to congratulate Wayne's Roofing, Inc. on their achievement of a milestone Retro award in tracking Two Million dollars in workers compensation premium refunds due to their consistent outstanding safety and risk management practices for many years! This is particularly impressive as they have consistently achieved lower than average experience modification premium rates at the same time. In fact, their last five years of EMR history is as follows: 2020 EMR .6322, 2019 EMR .5284, 2018 EMR .5508, 2017 EMR.5387, and 2016 EMR was .5558.

Their current premium to loss ratio in years impacting their future EMR is equally impressive:

7/1/15-6/30/16: .386 Well below average. EMR impact: 2018, 2019, 2020

7/1/16-6/30/17: .254 Well below average. EMR impact: 2019, 2020, 2021

7/1/17-6/30/18: .152 Well below average. EMR impact: 2020, 2021, 2022

7/1/18-6/30/19: .247 Well below average. EMR impact: 2021, 2022, 2023

As a longtime member of AGC's Safety Team® program and Retro program, their practices in terms of both safety and risk management are consistent. For Safety Team® they undergo an annual paperwork and jobsite safety audit to ensure their program meets and/or exceeds Labor and Industries (L&I) requirements and is "effective in practice." L&I places such great confidence in the AGC's safety audits that the Department established a Regional Directive to their inspectors limiting Safety Team® qualified firms to focused L&I inspections unless a visible violation or complaint exists. We have also been advised some of the L&I inspector's drive by jobsites that have AGC Safety Team® posted in order to focus their time with contractors who may not have independent audits of their safety programs.

Finally, as a member of the AGC Retro Program, they must qualify annually for participation based on the Safety Team® qualification, as well as, their efforts to accommodate any injured workers with light duty work. We congratulate Wayne's Roofing, Inc. for their longtime efforts in safety and risk management and are proud to have them as members of both the AGC Safety Team® and Retro programs.

Sincerely,



Lauren Gubbe, Director