

Presentation and Training Comments

Below are just a few of the comments and responses on InDev's training programs.

"Jim is an excellent resource for consulting assistance and training. His knowledge and understanding of electric utilities coupled with his real-world security experiences have given him insight into understanding the security problems facing cooperatives and in finding solutions that fit their unique needs. Both his conversational and presentation styles are communicated in an understandable and relatable manner that engages attendees."

Joe Selnekovic, Manager, Job Training & Safety/Environmental Adviser,
Pennsylvania Rural Electric Association (PREA)

"Your presentation to our members was very engaging and expanded our considerations for the need of stronger security measures in our co-ops. The depth of your experience in security and in working with co-ops provided first-hand working knowledge what to look for in protecting our physical assets as well as our employees. Your presentation was valued by our members."

Bud Branham, Director of Safety
National Rural Electric Cooperative Association (NRECA), Arlington, VA

"As providers of the now-considered-essential resource of electricity, utility employees tend to become complacent about potential risks and dangers in our daily work environment. Jim's top-to-bottom knowledge of the utility industry and sharing real-life situations and best practices will galvanize your thinking and make you better prepared for the uncertain world in which we live."

Mary Howell, Manager of Member & Public Relations, VMDAEC, Glen Allen, VA

*"Your presentation on **Harmonizing Security with the Evolving Character of the Cooperative** presentation was an eye opener, especially with all the things happening in the world today. I feel it is important for others to know that security is very important, and I do recommend that this presentation be given to other organizations."*

Royce Brooks, Energy Eff& Data Acq Analyst PJM DR Program, ODEC, Glen Allen, VA

"Your security presentation was absolutely the best conference seminar that I've ever attended –hands down."

E. Kneeland, Program Analyst, USDoN, Kingsland, Georgia

"A great presentation that makes you think about security at the utilities."

B. Cirulli, Communications Specialist, NOVEC, Manassas, VA

"The best training I've ever had!!"

B. Wren, Engineering Process Supervisor, Bluebonnet E.C., Bastrop, TX

"Great security presentation. I appreciated that you reinforced the transition to the local law enforcement response in your session. This was a solid conference seminar that I am happy to recommend to anyone."

T.J. Hutto, Deputy Sherriff, Muscogee County, Georgia

"I am happy to recommend Jim and the InDev training programs and seminars to anyone interested in violence prevention and emergency response."

Harry Young, Sheriff, Grady County Georgia

"Jim is a great speaker and communicator. His easy, conversational style makes it easy to connect with him; and his depth of knowledge and myriad of experiences give authority to his message"

Pam Johnson, Manager of Continuing Education & Training, VMDAEC, Glen Allen, VA

Excerpts from recent training evaluation sheets

| | |
|---|---|
| What was your favorite part of the training? | during presentation Trainer was very likeable, dealing with difficult situations |
| What was your least favorite part of the training? | N/A |
| What part of the training should be done differently, added, or left out? | NONE |
| Do you have comments or suggestions about the training, demonstrations, or exercises? | Trainer had excellent material coverage, very informative. Left this training with information I could use. |

| | |
|---|--|
| What was your favorite part of the training? | Learning about Real Life Situations |
| What was your least favorite part of the training? | |
| What part of the training should be done differently, added, or left out? | |
| Do you have comments or suggestions about the training, demonstrations, or exercises? | |
| Can you offer a statement/remark about the training? May we quote you (Yes / No) | did a wonderful job - very knowledgeable |

| | |
|---|--|
| What was your favorite part of the training? | TRAINER'S STORIES |
| What was your least favorite part of the training? | SCENARIO BASED EXERCISES |
| What part of the training should be done differently, added, or left out? | |
| Do you have comments or suggestions about the training, demonstrations, or exercises? | THE TRAINER MADE THE CLASS ENJOYABLE. KEPT THE SUBJECT MATTER INTERESTING. |

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|--|--|
| Can you offer a statement/remark about the training? May we quote you (Yes/No) | I didn't know what to expect from this training class but I was pleasantly surprised. Very good information! I will definitely be sharing info w/ friends & family |
|--|--|

| | |
|---|---|
| Do you have comments or suggestions about the training, demonstrations, or exercises? | well presented, Engaging, moments of humor, dedicated to delivering relevant information. I Enjoyed it! |
| Can you offer a statement/remark about the training? May we quote you (Yes / No) | Ditto ☺ ↑ |



December 21, 2019

To: Training Colleagues and others interested in security training

Subject: Open Letter of recommendation for InDev Tactical

Dear Colleague,

Hello, I am the Manager of Safety Compliance for Bluebonnet Electric Cooperative and I'm writing to recommend the training services of Jim Willis and InDev Tactical. Jim and his company worked with us throughout the fall of 2018 to provide security training for our 300+ workforce, the executive staff and the board of directors.

His unique training methods, backed by his knowledge and real-world cooperative and security experience, created a learning experience that was both impactful and well received. Jim used appropriate humor and levity to help keep stress levels down as he dealt with one of the most frightening of all real-world events, a workplace active shooter.

Jim worked with us to customize the training to meet our specific needs and requirements. The outcome was training that benefited everyone, whether they had lifelong familiarity with guns or had no previous exposure to lethal weapons.

InDev's training is second to none and provides greater insight into the particular security needs of cooperatives. I am pleased to recommend InDev Tactical training to anyone, especially electric cooperatives and similar organizations.

Please feel free to contact me if you have questions.

Rlthom001@gmail.com

Regards,

A handwritten signature in black ink that reads "Robert Thompson".

Robert Thompson
Manager, Safety Compliance
Bluebonnet Electric Cooperative



Reference List

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