

## Annual Letter from the President and CEO

January 15, 2017

Customers, Colleagues and Friends,

The last twelve months have been terrific for our customers and our company.

Our customers are experiencing significantly lower injury rates than their industry peers – a testament to the creative approach they've taken to managing safety. Our user base grew significantly in 2016 and were laser focused on achieving our company mission to use cloud software to eliminate **1 million workplace incidents**.

### 2016 Highlights:

- Customers achieved 40%-70% lower injury rates than their peers
- We experienced a 495% increase in daily active users
- We were chosen by the Silicon Valley Review as one of the 50 Smartest Companies of the Year
- We were chosen by CIO Magazine as one of the top Enterprise Risk Management providers in the world

We debuted our cloud safety software in 2013 and are proud to say that after 3 short years we've amassed a customer base that includes over 20 leading public companies and hundreds of private companies across North America. We're excited to see customers like Ritchie Brothers Auctioneers (NYSE: RBA) start to use eCompliance globally across their operations, giving us an opportunity to reach beyond our geographic borders.

Customers tell us every day that improving both employee participation and management's visibility into safety performance has led to *fewer injuries and work stoppages*. We love hearing your stories, so please keep them coming!

The last 12 months saw the introduction of the first cloud product for risk assessments that automatically feeds a worker's mobile device with information related to the specific risks they face. The next 12 months will be no different as we start 2017 by releasing *Intelligent Reporting*, a feature that gives safety leaders unprecedented information about their safety activities and simultaneously displays risk dashboards to executives. Several mobile innovations aimed at the frontline workforce are also in the engineering pipeline. Most importantly, we'll continue to keep our innovations simple and effective so they support daily safety participation across the entire workforce.

eCompliance is a safety company using innovative technology to reduce the risk that your people face every day. We recognize that a strong supporting system is only one piece of the puzzle, but by continuing to integrate user feedback and engaging with leading companies, our customers will benefit from the continuous improvement loop that spans hundreds of companies and millions of daily decisions.

We always welcome your ideas and feedback so [email us anytime!](#) We wish you and the rest of your team the best for 2017 and look forward to continuing to support your safety performance goals.



**Adrian Bartha**  
Chief Executive Officer



**Josh LeBrun**  
President and Chief Operating Officer