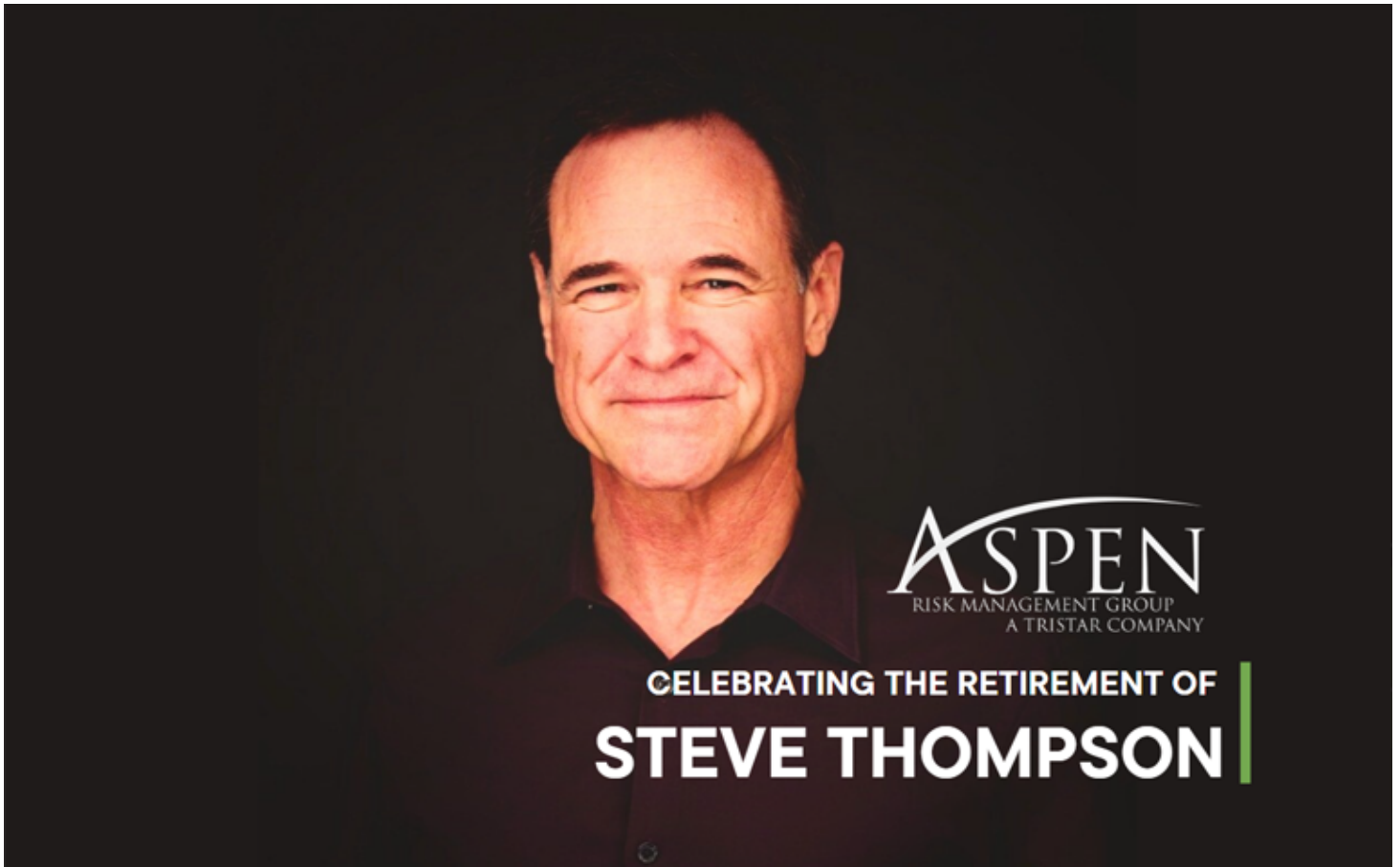




Celebrating the Retirement of Steve Thompson: A Legacy of Safety Leadership

After an outstanding 35-year career dedicated to safety, risk management, and ergonomics, Steve Thompson, ARM, COSS, CSHCO, and CCSHCO, retired on December 4, 2024. His retirement marks the end of a distinguished era at Aspen Risk Management Group, a TRISTAR company, where he significantly impacted the lives of countless colleagues, clients, and industry professionals. Although his daily presence will be deeply missed, his legacy will continue through his accomplishments and the individuals he has inspired.

Steve's journey began in a small town on the East Coast, where he had visited 49 states by age 14. After serving as a Medic in the U.S. Air Force, he worked as an Emergency Room LVN Nurse before discovering his true passion for injury and illness prevention. For 35 years, Steve has been a tireless advocate for workplace safety and health, developing and implementing strategies to prevent accidents and promote wellness in numerous organizations.

In 2005, Steve co-founded Aspen Risk Management Group with Cathi Marx and Cait Casey, where he truly flourished. His leadership transformed Aspen into a nationally respected provider of innovative safety solutions, ultimately leading to its inclusion in TRISTAR. His vast knowledge and consultative approach have significantly shaped the company's success, helping clients reduce risks, enhance safety protocols, and create healthier workplaces.

Steve's influence also extended beyond Aspen. As a principal with Polestar Performance Programs, he coached and mentored new sales professionals, leaving a lasting legacy for the next generation of leaders. He founded ERGOhealthy, a company dedicated to ergonomic wellness, and was an early adopter of remote ergonomic assessments. His books, including **Workplace Safety: A Guide for Small and Midsized Companies** and **High-Payoff Selling: Being Visible and Viable in the New Insurance Market**, are regarded as industry standards. His upcoming book, **High-Payoff Safety: Creating a Safer Workplace**, is scheduled for release in December 2025.

Steve has received numerous accolades throughout his career, including the Safety Professional of the Year award from the American Society of Safety Professionals (ASSP) for Region 1 (West Coast) in 2023. He has served on various boards, including the Associated Reporting Companies and the Insurance Industry Charitable Foundation (IICF). Through his training sessions, articles, and presentations, he has positively impacted the lives of more than 1.5 million people.

Steve holds a Bachelor of Science in Health Care Management from Southern Illinois University and various certifications, such as the Associate in Risk Management (ARM) and Certified Occupational Safety Specialist (COSS). His passion for education was evident in his role as a coordinator and adjunct professor for San Diego State University's Occupational Health & Safety Program, where he mentored future leaders for over two decades.

Beyond his professional achievements, Steve is known for his infectious enthusiasm, warmth, and dedication to his colleagues. His leadership approach has always been rooted in integrity, collaboration, and a genuine desire to help others succeed. His sense of humor, kindness, and willingness to lend a helping hand have made him a beloved figure at Aspen and TRISTAR.

Although Steve officially retired on December 4, 2024, celebrations of his remarkable career will continue into 2025 with a special retirement party. We look forward to gathering together to honor Steve and celebrate his incredible impact over the years.

As Steve steps into retirement, we are excited to announce that Rune Haug will take on the role of Vice President of Operations at Aspen Risk Management Group. Rune brings a wealth of experience and expertise to this position, and we are confident that his leadership will continue to build on Steve's foundation. Rune's vision

and commitment to excellence will guide Aspen into a new chapter of success, and we anticipate a bright future ahead.

Please join us in congratulating Steve on his well-deserved retirement and welcoming Rune to his new role. While we will miss Steve dearly, we are excited for him as he embarks on this next chapter of his life. His contributions to the safety industry, Aspen, and all of us at TRISTAR will never be forgotten. We look forward to celebrating his legacy for many years to come.

Here's to Steve Thompson—thank you for everything, and enjoy your next adventure!