

Exhibit 3

Mr. G. Lee Mikell

Columbia, South Carolina 29206

September 20, 2021

The Honorable Mary Geiger Lewis
U.S. District Judge
901 Richland Street
Columbia, SC 29201

The Honorable J. Mark Hayes II
180 Magnolia Street
Spartanburg, SC 29306

Dear Honorable Judge Lewis and Honorable Judge Hayes:

I am pleased to write this letter to share my impressions of the character of Mr. Kevin Marsh. I have known Kevin for approximately twenty years and worked for him for about ten years. I know Kevin to be an able, caring and compassionate individual.

During my work career, I have had the opportunity to work on the staff of many outstanding leaders including Representative Floyd Spence, Senator Strom Thurmond, and 2 previous presidents of South Carolina Electric & Gas. In addition, I was elected by the South Carolina General Assembly to serve 3 terms on the College of Charleston Board of Trustees and this position gave me the opportunity to work with three accomplished College of Charleston Presidents. I feel very fortunate to have held positions which have allowed me to work directly with these outstanding individuals. I was able to witness the characteristics and abilities that made these people so success. In general, these individuals were all individuals of devotion, dedication, ability, keen intellect and compassion. In my opinion, Kevin Marsh is on par or exceeds many of these individuals when considering these qualities.

One of my areas of responsibility with Senator Thurmond was his political patronage obligations, including his term as Senate President Pro-Tem, where I was involved in the process of recommending judicial and other political appointees for positions within the Administration. This experience allowed me to again observe the characteristics of many outstanding individuals as well as learn about the qualities that are sought for such positions. Had Kevin Marsh been considered for such an appointments, I would not have hesitated to recommend his appointment based on my knowledge of his character and abilities.

I know Kevin to be a very dedicated family man. His wife, Sue, is currently experiencing significant medical issues, and I know Kevin is constantly with her and caring for her. Sue's health issues began while Kevin was with SCANA. Despite his busy schedule, it was clear that

Sue was his number one priority and he always took time to be with her during procedures and illnesses. His two daughters and grandchildren are also very special to him. I recall that Kevin would always plan his vacation around his church's Vacation Bible School. He and Sue would take the grandkids for the week so that they could participate in the VBS. The pride and interest he takes in his family's accomplishments and wellbeing is very evident. Kevin was a busy corporate executive who knew the importance of family and who also urged those who worked with him to make sure they took the time to be with family.

I personally witnessed Kevin's compassion during the flood of 2015. My neighborhood in Columbia was one of the areas that was impacted by the flood. One of the first calls I received was from Kevin who asked about my safety and how my family was doing. He told me to make sure my family was safe and cared for before I tried to come back to work.

I also witnessed Kevin on many occasions write notes of sympathy and letters of congratulations to employees who experienced significant events in their lives. From my observation, these notes were not written out of a sense of responsibility or because it was the right thing to do, but were written due to his sincere interest in individuals. He was also quick to help support causes, both from a corporate and personal standpoint, that he knew were important to employees. An example here was SCANA's Trivia Contest which raised money to support Breast Cancer Awareness. Kevin not only actively participated in the contest, but he also helped promote the cause within the company. I suspect he also made a significant personal contribution to the effort.

I am sure I am aware of only a fraction of the acts of kindness by Kevin Marsh. He is that type of individual. He does not seek publicity or glory for his kindness. In my opinion, he is compassionate because it is his nature. I suspect it is his strong Christian faith and gentleness that guides him. I have been pleased to call him a boss and friend for the many years I have known him.

Respectfully submitted,

A handwritten signature in black ink that reads "G. Lee Mikell". The signature is written in a cursive, flowing style.

G. Lee Mikell