

NOW EMPLOYEE -OWNED!



Mike Germana explaining the ESOP Program at Altamonte Announcement Meeting

Tri-City ESTABLISHES EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

On March 2nd, President Jack A. Olmstead, on behalf of the Board of Directors, announced at a company meeting that Tri-City Electrical Contractors, Inc. is now an employee owned company, through a newly established ESOP program.

“Our employees are our greatest asset and we have always rewarded them for good performance. This is a major step along that path, while offering them an additional vehicle for retirement planning. It also helps with organizational performance and provides a strong success plan for Tri-City, enabling us to keep the culture and values established over the past 59 years.

“Tri-City will continue to grow, with the same culture of respect for clients, community and co-workers, as we expect our ESOP plan to sustain a powerful sense of common purpose among our EXTRAORDINARY employees.

“I am pleased and proud to be one of the eight hundred employee owners of Tri-City Electrical Contractors, Inc.!”



Jack Olmstead (President), Buddy Eidel (Chairman Emeritus), Mike Germana (CFO), and Rance Borderick (Vice President)

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ALTAMONTE COMMERCIAL

TRI-CITY SHINES IN EIC AWARDS!

The annual Excellence In Construction Awards event was held by the Central Florida Chapter of ABC on October 7th at the Hyatt Regency. As usual, Tri-City did very well, earning four Eagle Awards and three Awards of Merit. The winning projects were:

Eagle Awards:

Florida Hospital for Women 2nd Floor Build Out, GC Brasfield & Gorrie
Electrical, Healthcare - \$1-\$5 M , **Estimating Team Andy Burger and Lambert Malone, Job Management Team David Sweat, Harold Bailey & RT Tavarez**

Orlando MLS Soccer Stadium, GC Barton Malow
Electrical, Entertainment Facilities - \$10-\$20 M. **Job Management team was Don Owen, Wade Martin and Randy Mitchell. Estimating team was John Stansel, Glenn Donehoo, Jeff Neidich, Tim Adams and Lareese Redding.**

Hulk - Project 611, GC PCL
Electrical, Entertainment Facilities - \$1-\$5 M. **Job Management team was Derrick Murfitt, Bill Hirschey, Randy Mitchell, Tim DeLong. Estimating team was Bruce Haefner and Glenn Donehoo.**

Disney Springs™ GC PCL

Project Information

Adventura Hotel is underway with Hensel Phelps Construction. The Estimators for this project were **Rusty Hicks** and **Jeff Neidich**. The Project Manager is **Bob Winterhalter** and the Superintendent is **Cory Emery**. The anticipated completion date for this Universal project is June 2018.

Yacht Club Ale & Compass Renovation is completed with Hoar Construction. The Estimating team for this project was **Dennis Jones** and **Gregory Evans**. The Project Manager was **Orlando Suarez** and the Superintendent was **Robert McDonald**.

Caribbean Beach Renovation is now underway with PCL Construction. The Estimators for this project were **Robert Kissick** and **Jeff Neidich**. The Project Manager is **Jason Lavangie** and the Superintendent is **Randy Mitchell**. The target completion date is September 2019.

Florida Hospital Winter Park has begun with

Electrical, Commercial - \$10-\$20 M. **Estimating team was Dennis Jones, Rusty Hicks, Lambert Malone and Robert Kissick. Steve Kaufman worked on CAD. Project Management Team was Rick Patrick, Jim Curll, AJ Campbell, Randy Mitchell, Josh Cain, Ray Eme, Robert McDonald and Grant Bergeron**

Awards of Merit:

Paddlefish (Fulton's Crab House) GC Barton Malow

Electrical, Commercial - \$1-\$5 M. **Estimating Team was John Stansel, Lareese Redding and Jeff Neidich. Project Management Team was Rick Patrick, Ray Eme and Josh Cain.**

Winnie Palmer 9th and 10th Floor Build Out,

GC Robbins & Morton
Electrical, Healthcare - \$1-\$5 M. **Estimating team was Dennis Jones and Tim Adams and the Project Management Team was David Velasquez and Mark Kozloski. Chris King worked on CAD.**

Florida Hospital Orlando Transplant House
GC Brasfield & Gorrie
Electrical, Healthcare - Under \$500,000. **Estimating Team was Andy Burger, Lambert Malone and the Project Management team was David Velasquez and Michael Treadaway.**

And a HUGE Kudos to all the craftspersons who worked on these award-winning jobs! You make us very proud!



Tim DeLong, Derrick Murfitt, Harold Bailey, Jim Curll, Matt Hardy, Wade Martin, Jose Angarita, Bill Hirschey and Randy Mitchell

Whiting-Turner Contracting Company. The Estimators for this facility were **Andy Burger, Troy Chroniger** and **Lambert Malone**. The Project Manager is **David Sweat** and the Superintendent is **Ted Stanton**. The completion date for this Hospital project will be April 2019.

Project Wellness began construction with Jack Jennings & Sons, Inc. The Estimating team was **John Stansel, Jeff Neidich, and Lareese Redding**. The Project Manager is **Rick Patrick** and the Superintendent is **Cliff Rando**. The anticipated completion date for this 75,000 sq. ft. facility is August 2018.

DHS New CEP is nearing completion with Whiting-Turner. The Estimating team was **Rusty Hicks** and **Gregory Evans**. The Project Manager is **Jason Lavangie** and the Superintendent is **Duane Blackman**. The anticipated completion date for this Disney energy plant is November 2017.

RCID A3 Parking Garage will soon be under-

way with Brasfield & Gorrie. The Estimators were **Dennis Jones** and **Jeff Neidich**. The Project Manager is **AJ Campbell** and the Superintendent is **Grant Bergeron**. February 2019 is the completion date for this additional garage with Reedy Creek.

The Commercial Estimating Department would like to welcome **Gregory Evans, Robert Ward, Jr., and Troy Chroniger** to our estimating team. Gregory has been assisting **Rusty Hick's** team. Robert has been assisting **Bruce Haefner's** team. Troy Chroniger is the new Senior Estimator working with our Health Care team. Welcome aboard!



Kudos to **Javier Sanchez**, for passing his Journeyman's Exam!

ICIAL DIVISION

Prepare – Preplan – Pre-Fab!

Tri-City is the industry leader in preparing, preplanning and pre-fabricating. Utilizing the latest innovations in 3 dimensional modeling with proven installation expertise, Tri-City is molding the future of electrical construction to produce results and exceed expectations with the seamless integration of prefabrication. When there is a critical project that needs to be completed with the utmost safety in the smallest amount of time with the highest quality, trust that Tri-City will produce with pre-fab. Healthcare, mission critical, commercial, emergency service and systems, multi-family - No task is too tall. Our cutting edge technology combined with nearly 60+ years and millions of man-hours of experience, Tri-City will utilize Prefab to build tomorrow...today.

Recognizing the increasing importance of our pre-fab activities, we held a contest to come up with a slogan to best represent our new emphasis on this critical function. There were over 100 entries but it was Altamonte Commercial Superintendent **Les Muller** who came up with the winner: Prepare—Preplan—Pre-Fab! Les received a \$500 gift card in September and promptly donated it to Samaritan's Purse, a charity that does a lot of relief work, including victims of hurricanes. So Les, not only do we applaud you for your cleverness but also your kindness and generosity. Tri-City employees are the BEST!!

MATTHEW HARDY NAMED DIRECTOR OF HEALTHCARE

We are pleased to introduce Matt Hardy as Tri-City's new Director of Healthcare. Matt comes to Tri-City from St. Louis, Missouri with 18 years of experience in the electrical contracting and engineering industry. He has held the full range of positions from the field to executive leadership. He started his career in the US Navy and lived here in Orlando while attending nuclear power school and continued his education in business at Webster University in St. Louis. Matt is excited to get his wife, son, daughter and two dogs relocated to Florida and enjoys sporting clays and fly fishing in his spare time.

Matt says about Tri-City, "I couldn't be happier or more excited to join the team here at Tri-City. It's an honor to be a part of the family and an owner in the E.S.O.P. There is a tradition and culture of excellence here that is rare in the construction industry. I look forward to the next 20+ years here in the Tri-City family." Welcome, Matt! We are glad to have you on our team!



21644

New Superintendent **Hancel Romero** on a successful shut down at Yacht & Beach.

Central Florida ABC EXPO!

The annual EXPO was held Thursday, September 28th at the Central Florida Fairgrounds. The theme this year was "Bringing Television to Life." The Tri-City booth was based on CSI, complete with crime board including a time line, known suspects and possible weapons. A caricature artist drew suspect sketches of visitors at the booth, cop food (donuts, of course) was served and a grand prize of four tickets to a Mystery Sleuth Dinner was given away. We had lots of visitors and everyone enjoyed the time line and having their caricature sketch made. Tri-City had a fabulous turnout with over 30 employees attending, all wearing "Person of Interest" black t-shirts.

The crime board was assembled by our Pre-Fabulous Team. The masterminds behind the Expo this year were (listed in order of appearance in the photo): **Natasha Washburn, Tania Floren, Jane Hodges, Kerry Hodges, Bettina Hildebrand, Stephanie Hosseini and Thalia Acevedo.** In the words of the infamous Horatio Caine, "Nice work, team. Nice work."

Break out the Buns: The History of the Tri-City Tata-Burga-Dog

Sometime in the 21st century, A fellow by the name of Michaelangelo Powers (an we use this name only because it sounds so much like an artistic electrician) invented the Tri-City Tata-Burga Dog. He believed that the ultimate burger dog could slay the 5th annual Wellbro Subcontractor Tailgate bash.

So he went to work in his lab, which by the way was similar to Nikola Tesla's, because Tri-City is an electrical contractor and Tesla is known for his research in a/c theory so it would only make sense that this would be a story about electrical magnetism (right) or maybe not, but anyway, the idea was to take three American tailgate traditions a hot dog, a hamburger, and potato salad fuse them together electrically (of course) add a splash of pineapple goodness to finish it off to create the ultimate blending of flavors and fun. So to add to the great history along with beer, cheerleaders male and female and cornhole.

Tri-City Electric Presents the Tata-Burga-Dog



Wellbro Tailgate



CENTRAL FLORIDA MULTI-FAMILY/ RESIDENTIAL

New Multi-Family Projects:

Bainbridge @ Nona Place Apartments, GC is The Bainbridge Companies. Project Manager **Lee Gardner** and Superintendent **Oscar Casanova** lead the Tri-City team on this 288-unit apartment complex, scheduled for completion in April 2018.

Tuscan Gardens of Palm Coast, GC is Core Construction, a 130-unit assisted living facility slated for completion in October 2018. Our project manager is **Jeremy Williamson** and our superintendent on the job is **Eloy Ramirez**.

Vernazza Apartments, GC is Fore Property Company, a 256 unit apartment community in Kissimmee. **Tony Berrios** is our project manager, and **Ivan Borrero** is our superintendent on the job. Anticipated completion date is June 2018.

Kudos to Residential Employees

- Jerome, homeowner in Shea Trilogy, called in to say that **Paul Christian** was fantastic and took care of the issue he was having.
- Anthony Peopler called in to say that **Ed Rogers** and **Nick** did a super job for him on his home in Sanford.
- Anita Jones called in to thank **Zachary Leichering & Rick Hales** for doing a great job on her house in Casselberry and also recommended us to friends.
- Great job to **Ron Mossor** on completing the Raleigh North Carolina Hilton. Ron is now starting the Daytona Hilton remodel with Key Day's help.
- Great to **Sean Roach** on completing the W Hotel in Ft Lauderdale with First Finish.
- Great job to **Ralf Packard, Sean Roach, Randy Bainbridge** on completing the One Hotel with First Finish
- Great job to **Jason Massey** and his team on The Groves and Resort and Spa
- Great job to **Thomas Penna** and his team at Kolter Homes

Tri-City Chuck McFarland Memorial Scholarship

We had the highest number ever of applications for the scholarship this year, with many highly qualified students applying. The Board of Directors is very pleased to announce the recipients of the 2017 Tri-City Chuck McFarland Memorial Scholarship:

Luke Kania, son of Altamonte Commercial Production Manager **George Kania**, is graduating from South Lake High School in Clermont. He will be attending the University of Central Florida, majoring in civil engineering.

Jesus Calderon-Acevedo, son of Altamonte Commercial Superintendent **Jesus Calderon**, is graduating from Crooms Academy of Information Technology in Sanford and will also be attending the University of Central Florida, majoring in engineering.

Congratulations to Luke, Jesus and their families!

OUR FEAT STUDENTS EXCEL!

Project Manager Dave Sheets, who sits on the Board of F.E.A.T., is very impressed with the performance of our Residential and Multi-Family employees who are attending the apprenticeship program. Just a few of the comments from their mid-term progress reports:

Christopher Collins: "It is a pleasure to have Chris in my class—he has a very good understanding of the material." (Grade 94%)

Nicholas McElroy: "He strives for perfection with each assignment and each test." (Grade 95%)

Fred McNeil: "Fred is very attentive in class and puts forth a lot of effort...asks a lot of well put questions" (Grade 98%)

Jonathan Singh: "Goes the extra step to learn all he can. He shows great leadership skills... helps others to achieve a better understanding." (Grade 96.3%)

Eric Woodard: "Awesome job!!" (Grade 96%)

Maxwell Wight: "Great Job!!" (Grade 92%)

Gabriel Gonzalez-Guerrero: "I am very pleased with his performance." (Grade 96.6%)

Matthew Von Der Heyde: "Matthew is a pleasure to have in class. He has a positive attitude and his grades reflect the effort he is putting forward." (Grade 94%)

Jean Bellamour: "His grade reflects his extra effort." (Grade 92%)

Kenneth Bertotti: "Kenneth is one of my best students. He shows that he clearly grasps the basics of communication cabling." (Grade 104%)



Congratulations to Multi-Family Estimator Miguel Chacon and his wife Neishaly on the arrival of their daughter Samantha. Born on October 8th, she weighed in at 7.5 pounds and was 19" long. Mother and baby are doing fine, dad is a little sleep deprived but they are ecstatic over their baby girl!

Communications Division Promotions:

Carl Amato has been promoted to the position of Project Manager for the Communications Division. In his previous position, Carl was acting as a junior estimator.

Eric Lueck has been promoted to the position of Project Manager/Estimator in the Communications Division. In his previous position, Eric was a field Superintendent.

Read the Wattline & WIN BIG!

There are two employee numbers hidden in this issue of the Wattline—can you find yours? If you do, you win a \$100 Home Depot gift certificate. To win, find your number and then contact Jane Hodges at the Altamonte Office, 407-788-3059, ext. 1101.

Thanks and good luck!



Suggestion Box

YOUR IDEAS COULD BE WORTH \$250

Congratulations to recent Suggestion Box Winners:

Altamonte General Superintendent Jim Curll, whose idea was to pre-fab large duct banks.

Altamonte General Superintendent Randy Mitchell who developed a material expediter training program.

Altamonte Commercial Admin Lynne Good, who suggested a complete New Hire Checklist.

Do you have an idea that could improve customer service, streamline work processes and/or save the Company money? If so, it could be worth \$250!

The purpose of the Suggestion Box is to encourage employee participation and ideas from "those who do the job". Send us your suggestions about ways to do your work more efficiently, economically, and safely. We're looking for ideas that make our work easier, help us improve quality, install a better product, enhance our employee base, etc.

Suggestion Box Criteria

Can we use the idea...make it work?

Is there any cost-saving benefit?

Does the idea benefit our customers?

Does the idea benefit our employees?

Please submit your ideas to Jane Hodges to be eligible for a \$250 award.

SOUTH FLORIDA REGION



Appreciation Lunch

Our 20 person crew from our Ft. Myers office at the Leesar job enjoyed an appreciation pizza lunch in June. The project, which is a medical distribution facility in Ft. Myers, started in March this year and is expected to complete next March. The crew has been working hard and we appreciate them!

Thank you to Project Manager **Shawn Paleveda** from our Pompano office, who spoke to 40 high school students at Junior Achievement of South Florida Career Bound Program. Shawn is a great representative of both Tri-City and the construction industry at large because he is an ABC 4th year apprentice, Chair-Elect of the ABC Young Professionals Committee and graduate of the ABC Leadership Class of 2016.



From: Elexcy Morrison Date: October 23, 2017 at 4:33:50 PM EDT
 To: Shawn Paleveda <shawn.paleveda@tcelectric.com>
 Subject: JA Career Bound Speaker Follow Up - Thank you!

Thank you for taking time out of your day to speak with our students in the JA Career Bound program on Friday. The information provided was very informative and really helped to open the students eyes to the Construction industry, the options offered and the education aspect.

I asked the students at the end of the day how many now had an interest in the Construction industry and many hands went up. You certainly helped to educate them as well as provide them an opportunity to learn and asked questions from such high level professionals. Below are a few things the students noted on the speaker evaluations that they enjoyed hearing about.

"Learned a lot about project management and many positions in the field"

"When Shawn was explaining, how the employers pay for their education that was amazing to me"

"The diagram of the workers/contractors involved in the field"

"The speakers were intelligent and passionate about their careers"

"I really loved his presentation, he was very genuine, informative, and realistic. He gave advice based on what seem achievable and didn't give false hope. I enjoyed his ability to answered all questions or satisfy the question to the greatest extent"

Thank you so much again!

Sincerely,

Elexcy Morrison
 Director of Career Readiness Initiatives
 Junior Achievement of South Florida
 JA World Huizenga Center at Broward College

Congratulations and Thank You to Retirees!

Tri-City said "bon voyage" to several long term employees this year:

John Ferro, Senior Project Manager in our Commercial Division, retired in January. John worked for Tri-City for more than 20 years and has successfully managed many landmark projects including Gaylord Palms, Rosen's Shingle Creek, Four Seasons-Orlando and the Orlando Hilton Convention Center Hotel.

Senior Project Manager **Don Owen** retired in June. Don's 41+ year career with Tri-City began in 1975 and worked on several landmark projects including the Orlando Science Center, Martin Marietta, Peabody Hotel, Royal Pacific Resort, The Plaza, Amway Center and the Dr. Phillips Performing Arts Center

After 42+ years with Tri-City, General Superintendent **John Bonner** retired. He started with Tri-City in 1974; just a few of the projects he helped complete are the Gaylord Palms Resort, Four Seasons Resort at Walt Disney World, Amway Center, CNL Tower, 55 West, Portofino Bay Hotel and the Orlando MLS Soccer Stadium.

Richard Rogers, who was our courier at the Altamonte office for many years, then went to the Purchasing Department, ended his 21 year career with Tri-City at the end of September. Richard was always pleasant, eager to help and a friend to all.

Their valuable contributions to the success of Tri-City are much appreciated and we wish John, Don, John and Richard much happiness as they embark in the adventure of "retirement!"



Jim Curl and John Ferro



Jack Olmstead, Richard Rogers & Mike Germana

Insurance Open Enrollment November 13 through December 1, 2017

We will be conducting onsite Benefit Enrollment meetings to discuss Tri-City's insurance offerings. Employees and spouses are welcome to attend the meetings. Door prize drawings will be held at each meeting.

-Altamonte Meetings:

Monday, 11/13 and Wednesday, 11/15

-Tampa Meetings: Thursday, 11/16

-South Atlantic—Pompano Office:

Friday, 11/17 at 7:30 a.m.

-Fort Myers: Friday, 11/17 at 2:30 p.m.

Watch your e-mail and paychecks for information on specific times and locations.

What You Can Expect:

- We have a new benefit enrollment site – Employee Navigator. An email with your user/password information will be emailed to you prior to November 13.
- This will be an ACTIVE Enrollment, meaning you must make elections in the system no later than 5pm on Friday, December 1st, 2017. Failure to elect or waive coverage will result in no coverage for the 2018 year.

VALID FOR THE MONTH OF NOVEMBER ONLY!

It Pays

To Have Friends!

Refer the following positions and receive a bonus*:

Superintendent	- \$2,000
Electrician	- \$1,000
All Other Positions	- \$100

*Employee must have completed 90 days of employment and be in good standing before receiving their bonus

For the month of November, Tri-City is enhancing our employee referral program to encourage you to introduce your talented friends, family members, or anyone you know to opportunities here at Tri-City. If you know someone you believe would be a great addition to our organization and meets the qualifications for an open job requisition, please refer them to apply online and if they are hired you will get \$\$ in your pocket!

TRI-CITY EMPLOYEE REFERRAL BONUS PROGRAM

Any employee who refers a qualified electrical superintendent and/or a qualified electrician to Tri-City Electrical Contractors, Inc. will receive one of the corresponding referral bonuses when the individual has successfully completed the 90-day introductory period in good standing.

Experienced Superintendent - \$2,000

Experienced Electrician - \$1,000

All other positions - \$100

Employee referral bonuses are paid for new-to-Tri-City employees only; rehires do not qualify or prior applicants. If you have a referral, instruct the applicant to email their resume to apply on our website at the carrier tab.

www.tcelectric.com

Instruct the applicant to put your name on their application as the referral source.

This program replaces any and all previous employee referral bonus programs. If you have any questions or comments on this policy, please contact Natasha Washburn 407-788-3500 ext. 1255 Natasha.Washburn@tcelectric.com or Tania Floren 407-788-3500 ext. 1265 Tania.Floren@tcelectric.com.

SAFETY NEWS



FIRST ANNUAL CHARLES J EIDEL SAFETY MONTH

From Mike Powers, Corporate Safety & Training Director: I am pleased to say that our employees did more than expected and really stepped up their game. We reviewed each entry on its own to see if it met the contest intent for improving safety on our jobs. Some will be posted on FaceBook (one top winner of the contest could not do pictures or videos because of security restrictions). The t-shirts awarded for this contest are unique to the contest. They are long sleeve orange dry fabric shirts with Y'Otta B. Safe, the safety otter, on the sleeve. Y'Otta joins SAM the safety fish as our safety mascot.

The following is a listing of all the prize winners:



- During the each week of the contest, Randy Mitchell and Eric Gift's job (Altamonte Commercial) submitted outstanding entries and each week's entry won an award.
 - 📺 Working in Heat. They weighed the workers, established a number of ounces per pound of weight, and tracked it with water bottle caps at the end of the day. They established ½ of your pounds equals the number of ounces you need to drink each day. They turned in bottle tops at the end of the day to show how much water was consumed. They videotaped the class.
 - 🏆 This entry was a high prizewinner. The job was given a lunch and the crew received the new shirts and Yeti style cups. Randy and Eric received Apple watches as management awards.
 - 📺 LOTO. They conducted hands on training session, using various LOTO devices and procedures.
 - 🏆 This entry was a high prizewinner. The job was given a lunch and the crew received the new shirts and Knipex lineman's pliers. Randy and Eric received Apple watches as management awards.
 - 📺 Temporary, cords, and Equipment. They went over the requirements for these activities and demonstrated how to test an extension cord on video.
 - 🏆 They were a winner for the submission. The job received the new t-shirts and plastic water bottles.
 - 📺 Safety Management. They videotaped a class that during the class went to a TV to watch an intervention by a coworker on safe ladder use. The idea was great but the completed product was not useable. The Safety team was able to complete the project so it was judged on idea and effort.
 - 🏆 They were a top prizewinner the job will be given a lunch and their crew received the new design t-shirts and Knipex arc joint pliers and ratchet screwdrivers. Randy and Eric received TV's as management awards.
- John Fabrizio's crew from Fort Myers submitted multiple weeks, which we appreciate.
 - 📺 Temporary, cords, and equipment. They won an award for their video on cord repair in consideration of the other entries.
 - 🏆 They were a top prizewinner. The job was given a lunch and their crew received the new t-shirts and Yeti style cups. John and PM Michael received Apple watches. This was the first award given to a non-superintendent manager and it was nice to see the involvement.
- Kevin Pickering and his crew from Altamonte Multi-Family submitted a video for safety management.
 - 📺 Safety management. They won for a video on ladder inspection and use. We are considering adding it to our Orientation presentation. Nice job!
 - 🏆 They were a top prizewinner and the job was given a lunch and their crew received the new t-shirts and Yeti style cups. Kevin received an Apple watch.
- Felix Navarro and Roberto Perez from Tampa Commercial each submitted a picture for Working in Heat.
 - 📺 Working in Heat. Felix submitted a selfie of him having what he needed to stay hydrated working by himself. Roberto a picture of a huddle with a small crew.
 - 🏆 He will get one of the special edition orange long sleeve dry fit t-shirts.
- Jim Curll from Altamonte Commercial submitted a safety management plan for his job they cannot take pictures or videos on the job.
 - 📺 Safety Management. Jim submitted and implemented a plan.
 - 🏆 They were a top prizewinner the Job will have a catered lunch and their crew received the new t-shirts and Yeti style cups. Jim received an Apple watch.
- Ted Stanton from Altamonte Commercial submitted a video on huddles for safety management.
 - 📺 Safety Management video of a huddle.
 - 🏆 They were a winner and the entire job is getting new style t-shirts and plastic water bottles.
- Roy Jahnke and Billy Ray Clark from Tampa Commercial submitted a picture in an electrical room with LOTO in place.
 - 📺 LOTO use picture
 - 🏆 They were a winner and the entire job is getting new style t-shirts.
- Kevin Chamberlain and Aaron Dugandzic from South Atlantic Tri-City submitted a video of a team-building huddle.
 - 📺 They bought shirts with a safety slogan logo and filmed the meeting where rolled it out in and effort at team building
 - 🏆 They were a winner and the SATC employees will have a lunch and receive the new t-shirts and Yeti style cups.
- Tim Delong, Gary Hammer, and Vanessa Medina from Altamonte Commercial submitted a well-produced video on Safety Management.
 - 📺 They created a video with graphics, music, and job crew pictures inserted.
 - 🏆 They were a top prizewinner, the job will have a catered lunch and their crew received the new t-shirts and Yeti style cups. Tim, Gary and Vanessa will receive an Apple watch. Vanessa ran the camera and did all of the production work for the video.



We had seven top winners that really hit the spirit of the contest and I appreciate the effort, as does the company. We will be doing it again next July with the same or different topics so keep thinking about new and different ways to show your best safety practices!

SAFETY NEWS

continued...

The Top Ten Safe Driver Award was established in September 2016. The awards, a \$50 gift card, are issued three times a year and are based on Tri-City safe driving parameters, such as speed, defensive driving and courtesy. Congratulations to the following employees who have made the list so far:

- Anival Castillo, Residential***
- Bernard Wojteczco, Tampa Commercial**
- Bill Billups, Commercial***
- Brian Scott, Service ***
- Daniel Mirabal, Residential**
- Dennis Ellin Ruiz, Communications**
- Derrick Spillman, Tampa Multi-Family***
- Eric Lueck, Communications**
- Jason Langdale, Service**
- Jason Massey, Residential***
- John Gasper, Communications***
- John Vargo, Multi-Family***
- Joshua Crowe, Service***
- Lorenzo Payne, Multi-Family**
- Matthew Hastings, Commercial**
- Paul Christian, Residential**
- Robert McDonald, Commercial**
- Ron Mossor, Residential**
- Stephen Mengel, Multi-Family**
- Ted Kinsey, Commercial**
- Terri Spaulding, Tampa Commercial**
- Thomas Penna, Residential**
- Tim Bossory, Commercial**
- Tim Delong, Commercial***
- Tyler Blais, Multi-Family**
- Urvin Shillingford, Tampa Multi-Family**
- Walter Carlson, Multi-Family**
- Wisney Francois, Multi-Family**

Those with stars beside their names have won more than a single award. In fact, **Jason Massey** is our star safe driver, winning the award three times! Way to go, Jason!



21803
John Marshall, Safety Manager, received an award for Outstanding Safety on the ESPN Third Avenue Project for 2016-2017. The award was presented by Tim East, Vice President, Risk Management for Disney world-wide during a surprise visit to the jobsite on October 18th. Great job, John!

TAMPA DIVISION

kudos!



To Superintendent **Kenrick Whittaker**, who received in August the Subcontractor of the Month Award from Winter Park Construction for his “outstanding performance at Sarasota Apartments” . Way to go, Kenrick!

Congratulations to **Tyler Maughan**, an apprentice in our Multi-Family Department who competed in the Ideal “Wire-Off” qualifier competition and won first place. Tyler, who has worked for Tri-City for two years, will be headed for the National Championship. Good luck, Tyler—we know you will represent Tri-City well.

The Annual Tampa Picnic was held on Saturday, October 28th at Lupton’s Boggy Bottom Event Ranch. It was a great time for Tampa employees and their families, with lots of games, contests and, of course, wonderful food!



Tampa Picnic



Bria Rene Ford was officially adopted by Tampa Office Manager **Joyce Hughes** on August 29, 2017. Bria first came into Joyce’s life to be fostered on Christmas Day, 2014 after 531 days in foster care. Joyce immediately fell in love with the two year old, who was the first foster placement for Joyce. Three months later, Bria went to live with a non-relative caregiver but Joyce kept contacting the case manager to make sure she was doing ok and to let them know she would take her back in a minute. While fostering other babies, Joyce received the call in November, 2016 and Bria came back to her forever home with Joyce. According to Joyce, “I say God chose me for her but I think he chose us for each other.” We say they are both blessed!



Face Painting at Tampa Picnic

In Memoriam

Tom Hentz, a former long-time employee in our Altamonte Commercial Department, passed away suddenly at home on July 10th. Tom was a project manager in our Commercial Division and a highly valued member of the Tri-City family until he resigned in 2014, due to chronic, unresolved back issues. He kept close ties with his friends at TCE and he will be sorely missed. Tom’s indomitable spirit and attitude were an inspiration to all who knew him.

John Patrick, whose career at Tri-City spanned 35 years, passed away June 27th in Oregon due to liver disease. John started out in our Commercial Division in 1971, worked his way up to superintendent, then moved to the Safety Department. John took his duties as Safety Manager very seriously and always looked after the safety on employees on jobsites. After he retired in 2006, he moved to Oregon, remarried and lived a very happy life.

Phil Catalano, a master superintendent in our Altamonte Commercial Division, passed away during the first part of July. Phil, who had been with Tri-City since 1985, had been experiencing some health problems over the past year. Phil, who was an inventor as well as an electrician, actually patented an electric meter/tester. He was a mentor to many and he will be sorely missed.



The Sheriff Donald F. Eslinger Legacy Award Recipient

We depend upon strong community and business partnerships to enable us to provide the services for our Contract Fulfillment Specialist. We have been very fortunate to have several special supporters this year deserving of recognition, including; Jackson Therapy and Jackson Nurses, Ladybird Academy, RTS Multi-Services and Tri-City Electrical Contractors.

Tri-City Electrical Contractors has proven to be one of our strongest supporters. They donated the lighting and labor to replace virtually all of the lights throughout the facility, to include the exterior lighting, wood shop and administrative wing lighting. They have repaired countless electrical components, including our fire panel on more than one occasion. When there is an electrical problem, we simply contact Kevin Neal and within a short amount of time a crew has arrived at Inspire to repair the problem. The estimated labor and materials for this work far exceeds \$80,000.

Tri-City has helped in other ways as well. They have been a strong and steadfast supporter of our fund raising efforts. Tri-City Electric has been a major sponsor at Masks and Martinis as well as the Inspire Golf Classic for the past two years. These fundraising events have afforded us an opportunity to purchase and replace outdated and sometimes even unsafe equipment.

Finally, TCE adopted all of our Contract Fulfillment Specialist for the holidays in 2016 and are planning on repeating their generosity again this year. In some instances, our folks would not otherwise enjoy a Christmas without the kindness of the men and women of Tri-City Electric. Each contract fulfillment specialist compiled a "wish list" for Santa and without exception, every single item on the more than seventy (70) wish lists was filled. Everything from a disco ball, to a dolphin, to comic books made the list and each wish came true. Words cannot express the joy that was felt that day.

I would be remiss if I did not mention two very special people with Tri-City Electric. I would like to first recognize Jane Hodges. Jane has been greatly involved in supporting our special events, both fund raising events and especially our holiday party.

I would also like to recognize Kevin Neal. Not only is Kevin a personal friend, he has been the champion of this partnership from the beginning. Kevin works his magic to find lighting companies to donate the thousands of dollars in materials for Inspire. He consistently donates his own money to support our special events and has been a private sponsor to Masks and Martinis and the golf tournament each year. When he is "all in" he is just that, a few months ago Kevin became a member of the Inspire Board of Directors.

In conclusion, we would like to recognize the men and women of Tri-City Electrical Contractors as the recipient of the 2017 Sheriff Donald F. Eslinger Legacy Award.

Inspire of Central Florida presents Tri-City with Legacy Award

At their Annual Masks and Martinis Fund Raising Event, held October 20, 2017 at Heathrow Country Club, Inspire of Central Florida presented Tri-City with their annual Sheriff Donald F. Eslinger Legacy Award. David Macfarland, Project Manager in our Special Projects and Service Division, graciously accepted the award at the event. Tri-City has become deeply involved with the organization (see letter), who provides a work environment that is safe, compassionate and educational for adults with developmental disabilities. In fact, the mailing of this Wattline was handled by Inspire Contract Fulfillment Specialists

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Tri-City Electrical Contractors, Inc.
 430 West Drive, Altamonte Springs, FL 32714
 Telephone: 407/788-3500
 Fax: 407/682-7353\
 www.tcelectric.com

1095 Belle Avenue, Casselberry, Florida 32708 • 407.699.4419
 info@inspirecf.org • www.inspireofcentralflorida.org

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430 West Drive, Altamonte Springs, FL 32714