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**TALENT
RESULTS
INTEGRITY**

| Back to the Core (Values, that is!) |

While Tri-City may be over 60 years old, the Company has operated in eight decades through the years (count from the 1950's to the 2020's), which is a rarity for any business. The reason for our success: Our core values that were set by our founder Buddy Eidel in 1958. Of course, back then, Buddy didn't call them core values, he just called them the right way to do business! **Talent, Results, and Integrity** have kept Tri-City going through these many years and they are all based on you, our employees who put their heart and passion into their job. You are the **Talent**.

Results are the end product of your hard work. Clients have learned that they can count on us to provide the highest standard of craftsmanship while delivering substantial cost savings to clients via our superior engineering expertise, VDC/BIM and CAD capabilities and project review. During our entire history, Tri-City has always completed the projects it started. Our clients know they can count on us to deliver the **Results** we promise.

Which leads us directly to **Integrity**: how we conduct business with our clients, vendors, suppliers, employees, and the communities in which we live. In the Tri-City family culture, we aim for the Golden Rule, to treat others as we wish to be treated, with respect, honesty and transparency of purpose.

So, what is it that Tri-City employees do that make them successful?

They show up to work, on time, prepared for the tasks at hand with a cooperative attitude. They take responsibility not only for the work they perform but for their own safety and the safety of those around them. They treat their peers, their supervisors, our clients and the public at large with respect. They take advantage of all the training opportunities provided to them. They are open to new ideas and new technologies. *(continued on next page)*

| Back to the Core (Values, that is!) |

They listen and think about what they can do to improve processes and procedures. These employees go on to great success at Tri-City. Now with the fact we have become an Employee Owned Company (ESOP), their efforts and dedication underscore their ownership and commitment to ensure we retain the culture and core values that have led us to success for so many, many years.

These core values shape our decision-making every day, and we encourage you to embrace them. Our mission is, "To Do More Than Is Expected for Client, Community, and Employee." You can help further strengthen our reputation for quality and dependability. You can see why we list **Talent** as our first core value. It all comes back to **YOU!**

Talent - The "right" people are our greatest asset. The future of our organization lies in the hands and capabilities of our employees.

Results- We hold ourselves to the highest standards in the industry. As a result of this we deliver what we promise while exceeding expectations.

Integrity- Trust & respect is earned. We are honest, respectful, and transparent in our interactions with our employees, clients, and vendors.

Suggestion Box

Your ideas could be worth \$250!

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, be innovative, and perform work based on best practices from "those who do the job".

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 (jane.hodges@tcelectric.com) to be eligible for a \$250 award.

Winners for this edition:

Jennifer Landerway, Altamonte Multi-Family/Residential Administration Assistant: Create an informational listing of projects to help direct calls to the appropriate division/department.

Bettina Hildebrand, Altamonte Commercial Estimating Administrative Assistant: To photograph new office employees and use it in a welcoming email to the office staff.

Angelina Mollins, Altamonte Commercial Administrative Assistant: To set up training for field personnel who want to use a tablet for ECSM purposes (complete with a sample training presentation)

Steve Elder, Tampa Commercial Superintendent: To use GE 2-20 outlet boxes for temporary. They are less expensive than the bell boxes we currently use and are virtually indestructible.

Read to **WIN**

There are two employee numbers hidden in this issue of the WattsLine- can you find yours? If you do, you win a \$100 Home Depot gift certificate. Contact Jane Hodges at the Altamonte office if you find your employee number.

Good Luck!

| Praise for YOUR Work |

Billy,
I wanted to personally thank you for all that you have done to help make this summer's project at Sickles a success. I have been incredibly impressed by your level of professionalism, dedication, organization, leadership and efficiency as I have watched you continually deliver on the many very challenging commitments that you have made throughout the project. We have a high level of expectation for Tri-City based on our successful partnerships in the past and I'm afraid you've raised the bar even higher.

We were very fortunate to put together a team of several high performing contractors this summer who were all able to provide the necessary resources and come through on their commitments. Thanks to your planning and execution, I believe Tri-City helped set that tone and acted as an example to the rest of the team. Because of that, we were the second school in the district to obtain our CO and word on the street is that Sickles is the shining star of all of the referendum projects this summer. Sickles was also the biggest project this summer so that says a lot.

It has been refreshing to work with someone as dedicated, professional and client focused as you have been on this project and I hope that I get to work with you again. Thank you very much for all of your efforts this summer!

Luke Johnson | Senior Project Manager
Williams Company Tampa

Duane, Mike, Orlando -
Thank you for your partnership on NBA Experience. It looks and functions great and it wouldn't have happened without the hard work and ingenuity of your team on everything from dealing with scope changes to creative fixture mounting methods. Please pass my thanks on to the other members of the TCE team as appropriate. Well done, thank you and hope to see you on future projects!

Asher
Disney

Hi Ron,
Just wanted to let you know that you have a really good employee with Emmy! She's super easy to work with, friendly, and quick to respond when I have questions on billings. In this industry, it's hard to come by quality people.

Thank you,
Debbie Rodriguez
Office Manager & Executive Assistant
F&J Developers, LLC.

21679

Thank you TCE employees for your donations to DPR Construction's Backpack Drive!



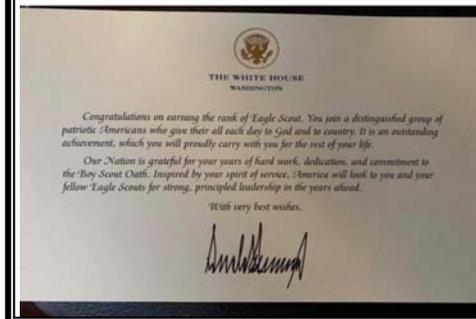
Thank you

for your donation and support making 2019 another successful school year for our community here in central Florida!
We strive to build a better tomorrow.



Congratulations Bruce Haefner to your son Chandler on his Eagle Scout Award!

Pretty cool! My son received this letter from our president, congratulating him for earning his Eagle Scout award!! Chandler is ecstatic!



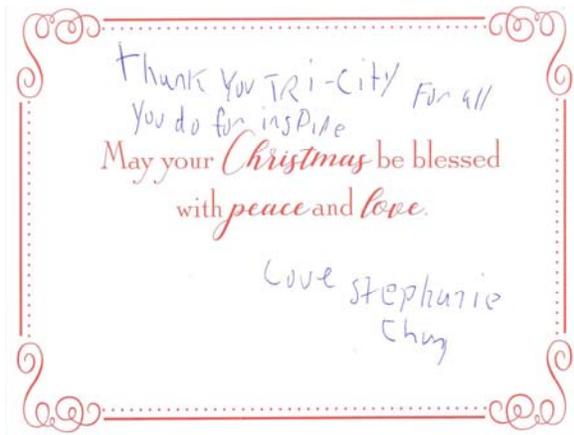
Thank
YOU

To Do More Than Expected

| Kudos |



Dear Tri-City Electrical Contractors,
 Thank you so much for all you do for Inspire of Central FL. My son who is going thru has benefited from all your contributions.
 I have enclosed a photo of my son, CJ, at the Christmas Party. Thank you again.
 Sincerely,
 Kathleen William J



Mr. Jack Olmstead
 Tri-City Electrical Contractors, Inc.
 430 West Drive
 Altamonte Springs, FL 32714

Dear Jack,

Thank you so much for your support of the Leukemia and Lymphoma Society's Light the Night event that Electric Supply co-presented with Tampa Electric Company.

With your support, Electric Supply's contribution will slightly exceed \$50,000 towards LLS's goal of finding a cure for cancer. LLS also provides much needed financial assistance and comfort to families facing the devastation of a serious and often deadly illness.

At the event, Isabel and I stood among various cancer survivors that ranged from toddlers to young adults, all distinguished by an honorary red cape. Even though we were among survivors, I felt a burst of gratitude knowing that our kids never had to fight the life-threatening cancers that these warriors had already fought and defeated, certainly well-beyond any challenge I have experienced.

Unfortunately, all of us have lost loved ones to blood borne cancers. We committed to Light the Night in the spirit of doing our small part to ensure that fewer families face these tragic and too frequently fatal illnesses.

We hope and pray that you, your families and your friends will be blessed with the best of health and much happiness.

Thank you for your friendship and for your support of Electric Supply and the Leukemia and Lymphoma Society.

Towards a cure,

George Adams
 George Adams
 Board Chair

PO Box 65867 • Tampa, FL 33664-0867
 Phone: 813-919-0864 • Fax: 813-919-0864 • 1-800-813-255-4255

www.electricsupply.com

FOLLOW Meets More

December 23, 2019

Tri-City Electrical Contractors
 c/o Jane Hodges
 430 West Dr.
 Altamonte Springs, FL 32714

Dear Ms. Hodges,

I want to personally thank you and Tri-City Electrical Contractors for your support of Inspire of Central Florida. As a parent (my son works in the woodshop) and board member of Inspire I am so appreciative of your interest and dedication to Inspire.

Without your company's involvement Inspire would probably have had to close. This would have been a disaster to me as a parent, Mark and the other parents. My son, Mark, has worked at Inspire for over 25 years. He loves his work and looks forward to attending Inspire every day.

Thanks so much for all that you do.

Sincerely,
John F. Bush
 John F. Bush,



Mr. Olmstead,
 Many thanks to you and the Tri-City team for the continued and generous support to help children and families at Nemours. We wish you a joyous holiday season and all the best in the new year.
 With gratitude,
 Lauren Nelson
 Nemours-Fund for Children's Health

Send your team Kudos to Social.Media@tcelectric.com for the next issue of the WattsLine!

To Do More Than Expected

| That's a wrap on the 2019 Company Picnics! |

A big thanks to all our Tri-City employees and families across the state of Florida that came together this fall at our Divisional Family Picnics! We appreciate your hard work and dedication to Tri-City Electrical Contractors, Inc. throughout the year and look forward to many more years to come.



| Social Scene |



Brad Lewis, Doyle Black, Paul Mansingh, George Kania, Cristian Cardenas, and Derek Rosa attended the ACT-Drive Shack event representing Tri-City.



The Yard United in Orange for Anti-Bullying Day.



Central Florida 2019 Excellence in Construction Awards

- Jaleo Restaurant – Disney Springs. Congratulations to Estimators Dennis Jones and Jeff Neidich, Project Manager Vanessa Medina, and Superintendent Gary Hamer.
- Ready Creek Improvement District Parking Garage A3- Congratulations to Estimator Dennis Jones, Project Manager Orlando Suarez, and Superintendent Grant Bergeron.
- AdventHealth Winter Park Hospital. Congratulations to Estimators Andy Burger, Lambert Malone, Glenn Donehoo & Tim Adams, Director of Health Care Construction Matt Hardy, Field Operations Manager R.T. Tavarez, Project Manager David Sweat, General Superintendents Ted Stanton and Wade Martin, and Superintendents Jario Rosario, Bill Billups and Mark Cullymore
- International Parkway Freestanding Emergency Department. Congratulations to Estimators Troy Chroniger, Andy Burger, Lambert Malone, Gregory Evens, Director of Health Care Construction Matt Hardy, Field Operations Manager R.T. Tavarez, Project Manager Stephen Egloff and Superintendent Felix Navarro.
- Tuscan Gardens of Palm Coast, a multi-family project. The project team consisted of Vice President Rance Borderick, Estimator Jeff Loerzel, Project Manager Jeremy Williamson and Superintendent Eloy Ramirez.

Congratulations to the craftsmen and craftswomen on your excellent work!



2019 ABC Central Florida Chili Cookoff

2nd Place-Best Booth

3rd Place – Best Chili

To Do More Than Expected



| Crazy Holiday Wear at the Altamonte Office |

Employees shared the holiday spirit on Friday, December 13 by wearing their most festive (and interesting!) holiday apparel. Great fun was had by all!



Accounting



Purchasing



Residential/Multi-Family



Service



Commercial



Human Resources

To Do More Than Expected

| Prefab |



Prefab employee Ross Cherichel preparing pipe for Fish Memorial.

Have you calculated the project cost savings for using Prefab on your job?

Prefab employee Stacey White working on temporary for Sarasota Memorial Hospital-Venice.



Prefab employee Cruz Ramirez bending pipe for Fish Memorial.



The 7 Primary Benefits for Pre-Fab:

- Eco-Friendly
- Financial Savings
- Flexibility
- Safety
- Consistent Quality
- Reduced Site Disruption
- Shorter Construction Time

Prefab

| ESOP |

Our Employee Stock Ownership Program (ESOP) is an important part of what makes Tri-City unique. It is important to know that for us, being employee-owned means that we care a lot about fostering a positive team environment and hearing your ideas for how to make Tri-City even better. Because all of our employees are owners, we are responsible for working together and improving the company.

What does it mean to be part of an ESOP? In 2017, Tri-City made the decision to put the owners of the company in the hands of the people growing the company - the employees! To be part of an ESOP company means that your individual contributions at Tri-City directly impact your future financial success. Your diligence in your work, your professional and friendly attitude and client relationships, the good care of our jobsites and your tools, and finally your safety practices have all contributed to the making Tri-City and all owners like YOU more successful!



Hard Hat Challenge

Submit your answers for this "Hard Hat Challenge" to Social.Media@tcelectric.com for a chance to win some Tri-City Merchandise! Answers are due by February 14th at 12:00 pm.

What is the longest time period Tri-City has gone with out a recordable safety incident?

We will pick one winner for the closest number of months and one winner for the closest number of man hours worked by TCE employees.

Good Luck!

| Newly Awarded Projects |

Project	Type	General Contractor	City
Sarasota Memorial Hospital Block G	Healthcare	Gilbane	Venice
Retail 1- Hard Rock Tampa	Office	Coastal	Tampa
Axogen T.I.	Retail	RMB	Tampa
AdventHealth Ginsburg East Expansion	Office	DPR Construction	Tampa
Lakeview Terrace	Healthcare	Brasfield & Gorrie	Orlando
Universal Project 791	Commercial	Hoar Construction	Orlando
AdventHealth EOB Expansion	Commercial	PCL	Orlando
AdventHealth Orlando 8th & 9th Floor	Healthcare	Brasfield & Gorrie	Orlando
Lake Nona HQO Garage	Healthcare	Brasfield & Gorrie	Orlando
Orlando Health F Deck Garage	Garage	Hoar Construction	Lake Nona
AdventHealth Altamonte HVAC Upgrade	Garage	Finfrock	Orlando
AdventHealth Winter Park ED Enabling ICU	Healthcare	Brasfield & Gorrie	Altamonte Springs
RBC Dorm	Healthcare	Brasfield & Gorrie	Winter Park
	Commercial	Jack Jennings & Sons	Orlando

| Recently Completed Projects |

Project	Type	General Contractor	City
23 West Apartments	Apartment	Viking	Gainesville
Bainbridge at Winter Park	Apartment	Bainbridge Construction	Winter Park
ECCO on Orange	Apartment	Roger B Kennedy	Orlando
Vista Oaks	Apartment	Epoch Residential	Orlando
Orlando City Soccer Training Facility	Renovation	JK2	Orlando
Oasis at Crosstown	Apartment	Picerne Development	Orlando
Hard Rock Live	Commercial	Suffolk/Yates JV	Hollywood
Food Court- Hardrock	Renovation	Suffolk/Yates JV	Tampa
Porte Cochere- Hard Rock	Commercial	Suffolk/Yates JV	Tampa
Wine Bar- Hard Rock	Retail	RMB	Tampa
Cigar Bar- Hard Rock	Retail	RMB	Tampa
Hard Rock Low Rise/ Pool Deck	Commercial	Suffolk/Yates JV	Tampa
Disney 88-2	Commercial	PCL	Orlando
Project D	Commercial	Whiting-Turner	Orlando

| Human Resources |



2020 Benefit Changes & Important Reminders

Pharmacy will no longer be under UHC and has moved to OptumRx. New medical cards were sent out and the pharmacy information will be included on your new card. When going to the pharmacy, remember to give them your new card.

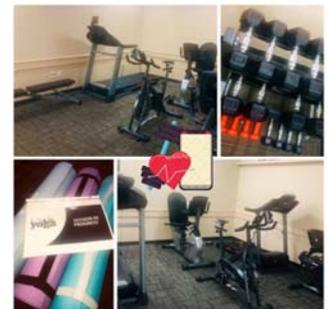
Our Flexible Spending/Dependent Care carrier has changed from EBC to Navia Benefits. As long as you have an e-mail address you will be getting a new debit card and you must enroll online.

Friendly reminder that our Dental and Vision carrier is MetLife and they do not issue cards. When making an appointment for either of these benefits, you will give the doctor office your ID Number (Employee SSN) & let them know the carrier is MetLife.

| Wellness Corner |



Real Appeal – we have a remarkable program that offers a life-changing approach to lasting weight loss. It's called Real Appeal, and because of its potential to transform so many lives, we have decided to offer it FREE for eligible employees and spouses with our UnitedHealthcare insurance and a body mass index (BMI) of 23 or higher.



Tri-City Wellness Room has officially opened! Fully equipped with dumbbells and various exercise machines and yoga sessions throughout the week. For other locations gym membership options will be rolling out shortly.

Eat a Rainbow

- **Green** – All shades of green colored produce indicate antioxidant potential and may help promote healthy vision and reduce cancer
- **Orange & Bright Yellow** – Promote healthy vision and immunity. Also reduce the risk of some cancers
- **Purple & Blue** – Strong anti-aging benefits, aide with memory, urinary tract health, and reduce cancer risks.
- **Red** – Help to maintain a healthy heart, vision, immunity, and may reduce cancer risks.
- **Neutrals, whites, browns, & pale yellows** – May promote heart health and reduce cancer risks.

4 Weeks to More Energy

- Week 1: Food – the juice that runs you.
 - Make sure you're getting premium fuel
- Week 2: Sleep – your renewable energy source
 - When you don't snooze, you lose!
- Week 3: Exercise – the pep in your step
 - A brisk walk can be a great go-to energy booster.
- Week 4: Energy drains – your vitality drags
 - This week, make some positive changes to help keep your zip from getting zapped.

| Employee Spotlight |

| Jessica Coronado | Project Manager

What was your first job?
When I was 12, during summer vacation, I started off at my father's family business under his mentorship and supervision. My first tasks were to assist the Accountant and the Executive Assistant, and I realized I liked to work with numbers and people. Something that I learned from my father is that "to be a great leader you must learn the ins and outs of the business."

How long have you been with Tri-City? I have been here for approximately three years, but it honestly feels like a lifetime due to the family ambience, and the level of comfort and drive that it gives me to want to be here. This is where I see myself 10 years from now.

What do you like best about Tri-City? The fact that there is room for growth, the great atmosphere and the incredible team we have.



| John Fabrizio | Superintendent

What was your first job?
My first job was as a freshman in high school through a work study program in Connecticut. I started in a pre-fab department for an electrical contractor. That led to me being able to enroll in an apprenticeship program and earn my journeyman's license. This set a foundation for my career.

How long have you been with Tri-City? Almost 4.5 years.

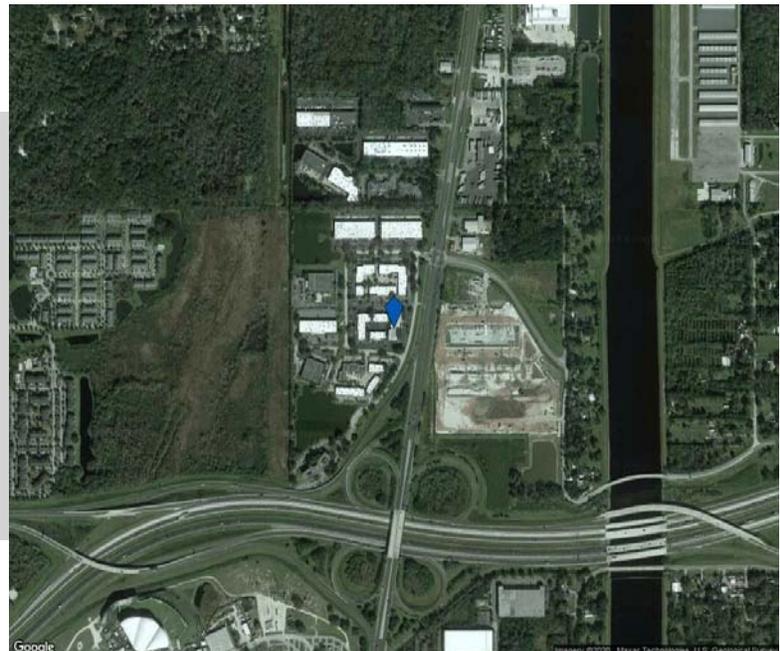
What do you like best about Tri-City? What I like best about TCE is that this company really values their employees. It is a supportive and positive environment that truly encourages their employees daily to achieve common goals and success.



| Office Update |

The Tampa Office has moved! The new address is below.

5802 Breckenridge Parkway Suite 100
Tampa, FL 33610
813. 622. 7180



| Safety |

Eye on Safety Recognition Program

Thank you to Willie Heredia and Eric Gift for helping with a non-work-related medical emergency in the time of need on project 88-2 and saved a life.

The Eye on Safety Program recognizes employees who go above and beyond for Safety!



Congratulations to the following employees for being the 10 Safest Drivers in the company!

Johnathan Lopez	440
Ted Kinsey	100
John Gasper	170
Isais Jurado	500
Bill Billups	100
Anival Castillo	300
Ron Mossor	300
Paul Christian	300
Matt Hastings	100

Safe Driver Awards

| This is Why I Work Safe |



"I work safely so that I can always be there for my daughter Jasmine and she knows she can depend on me. And for a happy and healthy retirement!"

-Justin "Jay" Roberson
Warehouse Manager
Altamonte Headquarters

Why do you work safe?

Send your photo and quote to Social.Media@tcelectric.com

| Coming Soon.. |



Mike Germana, Buddy Eidel, Rance Borderick, Jack Olmstead
pictured at the Central Florida Service Awards.

All service award
pictures will be in a
special Recognition &
Awards issue of the
WattsLine in the
spring.

From Plans to Completion...

Follow our journey from plans
to completion of TCE projects
in the next issue of the
Wattsline and on Facebook!

Submit your project photos to
Social.Media@tcelectric.com
for a chance to win TCE
Merchandise in our next issue
of the WattsLine!

Don't forget to send in your
future electrician and wedding
announcements!

| New Hires |

Luis Barrueto – Superintendent
Department 300

Brian Cheek – Superintendent
Department 160

Jennifer Fletcher – HR Specialist
Department 730

Sherry Vaughn- Payroll Admin
Department 710

Edward Garcia-Journeyman/Superintendent
Department 160

Steven Elder-Superintendent
Department 400

Andrew Bennett- Assistant Project Manager
Department 446

| Future Electricians |

Congratulations on your family's new addition!

Dennis and Krista Montesano
Baby's name - Aurora Mary Anne Montesano
December 12, 2019 at 1:03 pm
7lbs, 2 oz. 19 inches



Congratulations Superintendent James Langjan on your new granddaughter! Gracee Jean Horn
Born Tuesday, 7/9/2019 @ 2:45pm
Weight was 7lbs. 4 oz.



Altamonte Assistant Project Manager **Cristian Cardenas** new son: Cristian welcomed his son into the world November 2, 2019 at 10:10 PM. Aiden Xavier Cardenas born 7 lbs. 3 oz 20" long. Aiden and wife Cortney are doing well.



Have a project milestone coming up?
Send in your photos to
Social.Media@tcelectric.com



Even Safety Lights Up for the Holidays!



430 West Drive, Altamonte Springs, FL 32714

To Do More Than
Expected

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Tri-City has received the Top Performer award from ABC, awarded to contractors that excel in safety, quality, diversity and project excellence.

News to Share?

Do you have a special announcement to share with the company – wedding, engagement, birth of a child? Send the happy news to social.media@tcelectric.com for the next edition of the WattsLine.



Follow Us!