

Bright Future Electric

Allen McCain, President

At this time of the year, I think most of us reflect on the previous twelve months, and this December is certainly no exception. Not a day goes by that Dan Petro isn't fondly spoken of and remembered. I am confident Dan would be proud of the way his entire Bright Future family has overcome the challenges we faced and moved forward with business. I am thankful to have the opportunity to be associated with and surrounded by such an outstanding group as this.

After a tumultuous first half of 2013 our operations have settled down and the year is finishing up very well. Backlog is strong and new project opportunities show up every day. As I spend time at each of our locations, I sense a renewed enthusiasm and positive outlook. This gets me excited about our prospects going into 2014!

Safety and production will receive extra attention this year. For some reason each of the branches have experienced higher than normal injury rates this past year, resulting in lost time and unnecessary expense. Bright Future has always taken pride in our focus on safety and will recommit to making this a priority. As far as I'm concerned, there are no acceptable excuses for the occurrence of injuries. Another priority will be focusing on field production. Too many of our projects are experiencing labor overruns, so we will begin the process of identifying the causes and work toward finding ways to improve. Safer and more productive projects have a multitude of benefits for every individual in the company.

2014 has the potential to be a great year for everyone at Bright Future. I look forward to experiencing it with each of you.

Employee Spotlight - Rich Ritter - Birmingham, Alabama

Congratulations to Rich Ritter for being selected as the Spotlight Employee for the Alabama Division! Rich was born in Alabama at Maxwell Air Force Base. He followed in his father's footsteps and was a golf pro for 20 years (yes, his father was a golf pro in the U.S. Air Force) until he decided he wanted a change in career. Rich started the IEC Apprenticeship School program in 1996 as a beginner electrician for Haymaker Electric in Birmingham after some convincing from then owner Charles Bagby! Shortly after completing the program, Rich earned his Journeyman card and now holds his Contractor's License. And, while Rich says he still loves to play a round of golf (and we hear he is an exceptional golfer), he says, "I really love being an electrician, and I still enjoying learning. I work with some of the greatest guys who teach me things every day. I love what I do!" In his spare time, Rich also likes to do yard work and landscaping. He and his wife Cathey, to whom Rich says he "married UP", have three boys. Their oldest son, Tyler, is the drummer in an up and coming band, Moon Taxi - you may have seen the band on David Letterman last month! Rich has been and continues to be a key employee at Bright Future. He has been involved in most of our major projects since the start of Bright Future. He says he enjoyed the Brookwood Hospital addition and the Vance Courthouse renovation most recently. Rich is currently working on the Grandview Hospital project. We look forward to having Rich around here for a long time to come!



December 2013

Employee Spotlight

Mike Wilcox - Sarasota, Florida

Mike Wilcox has a varied background that has prepared him well for his duties as a Bright Future Electric superintendent. Prior to joining Bright Future Mike served with distinction in the US Marine Corp from 1983 to 1988. He was assigned to Beirut, Lebanon during the horrific bombing of the Marine Barracks in 1983 and, subsequently, served at the Marine base in Subic Bay, Philippines. Mike later served with the Michigan Department of Corrections as a front-line officer and weapons trainer.

In 2002, Mike moved to Mulberry, Florida. He began his electrical career with Mulberry Electric as a helper and then as a mechanic working on drag lines, substations, and generator installations at the local phosphate mines. The following year he moved to Naples and went to work for Collier Electric as a mechanic on the Palmetto Ridge High School project. Mike's electrical expertise and leadership skills were quickly recognized, and he was soon promoted to superintendent. In 2007 Mike completed the State of Florida's journeyman certification.



Over the next few years, Mike worked for IES and Tri-City Electric on projects that ranged from condominiums and hotels to manufacturing and medical facilities. In 2012, we were extremely fortunate to find Mike and bring him into the Bright Future Electric family. Since his hire, he has served as superintendent on an assortment of projects that include the BMO Harris Bank in Naples, the Charlotte County Bio Recycling facility and Discovery Village, a senior living facility with memory care and assisted living components in Fort Myers.

Mike lives in Port Charlotte with his wife Tracy and their five children, Bryce, Caprice, Syerra, Nick and Jake. In his time away from Bright Future, he enjoys working on projects around his home including remodeling and landscaping. Mike also likes to "tinker" with anything that needs repairing, taking it as a personal challenge to figure out how something works and getting it back into working order. Mike's hobbies include fishing, taking Tracy to the movies and, in his own words, "doing timesheets on Sunday".

A big thank you to Mike from the Bright Future Electric family for being such a key part of our team!!

Employee Spotlight

Matt Clancy - Orlando, Florida

Matt Clancy started working with Amber Electric in June of 2002, right out of high school, in the ACT program and came over to Bright Future when the company was started. Matt is a graduate of West Orange High School and a native of Ocoee. He worked his way from an apprentice in the FEAT program to a Superintendent and now to an Estimator with our Central Florida Branch.

Matt lives in Ocoee with his wife, Katie, and his 3 month old son, Grayson. In his spare time, Matt enjoys fishing, playing golf and watching both the San Francisco 49's & the Florida State Seminoles.

Thank you, Matt, for being an integral part of the Bright Future Family!



David Hicks - Branch Manager
Steve Panagiotakis - Operations Mgr.
Tony Egler - Senior Estimator

WEST COAST BRANCH OVERVIEW

2013 saw significant growth for Bright Future Electric's Sarasota Branch - - growth in revenue and growth in the number of personnel and, while we did not experience a corresponding growth in income, we feel very good about the coming year. We have overcome a lot of the "growing pains" associated with such rapid growth and fully expect 2014 to be a very "bright" year for us!!

We've noted a few of the key projects that contributed to our 2013 growth and the people who made those projects successful. Also, we've highlighted some of the projects we believe will contribute to an even better 2014.

Completed 2013 projects:

- **Discovery Village:** This \$1.9M project is a senior living facility with memory care and assisted living components located in Fort Myers. It is the first of several Discovery Village complexes scheduled to be built in SW Florida. Mike Wilcox and team did a great job to bring the project in on time and budget while maintaining an outstanding relationship with the GC and Owner.
- **Sun Hydraulics:** A \$1.8M, 200K sq. ft. manufacturing facility located in Sarasota. Mike Hatfield was the project superintendent and he and his crew did a first-class job.
- **Lee County Library:** This was a newly constructed library in downtown Fort Myers. The \$1.3M project is state of the art, fully automating all library functions. Rodney White and his team did a great job on what was a very "hi-vis" project with the citizens of Lee County.
- **Manatee Players Theatre:** At \$650K, this was a most challenging project to keep on budget due to its "start - stop - re-start" mode caused by a funding stream comprised almost entirely of patron donations. Nate Chidester did a great job of managing his time and manpower for us.
- **MeKechnie Baseball Facility:** This was a \$700K renovation of the Pittsburgh Pirates spring baseball training facility. A very fast-tracked job with a completion deadline driven by the "play ball" schedule of the Pirates. Omar Bermudez and his team never let the pressure get to them and they completed on time and budget.

"On the books" for 2014:

- **Terracina Grand:** This is a \$1.3M assisted living facility in Fort Myers that should begin construction in early January. Mike Wilcox is scheduled to handle superintendent duties for the project.
- **South Biscayne:** Another assisted living facility, this project is valued at \$1.4M. It is a 3-story complex located in North Port. It should start work in January with Alex Quiros as the superintendent.
- **University Town Center - Site Electrical:** In early January we should begin work on the site lighting for the University Town Center Mall complex. The project is valued at \$2.4M and includes 270 light poles and signage and decorative lighting for the mall building. Vinnie Cosentino will be the project superintendent.

"Other projects we are pursuing" for mid to late 2014:

- **Cheney Bros.** food distribution facility located in Port Charlotte.
- **Embassy Suites** 18-story hotel in Sarasota.

All of us in the Sarasota Branch are excited about the prospects for 2014. With the first-class people we have, from our helpers, apprentices, and mechanics to our superintendents, project managers and office personnel, and with the work we have on the books and projected, this should be a banner year for us!!

Mike Freiner - VP, Central Florida

As the old saying goes "Things they are a changing". Service has hired another new tech, Tracy Cole. Tracy is well rounded and will do both service and small contracts as needed. We hope to continue this trend and keep growing. Dana Taylor has taken over Robin's duties in Service as Robin moves into Accounting. And last but not least, Jerry Moore has accepted the responsibility as Service Manager. We are confident that these changes will help strengthen our team and ultimately Bright Future Electric. Our training will focus on three primary initiatives for 2014 - Safety, Customer Service Skills and Creative Marketing. The team is pulling together and committed to our success!



Skip Brown - VP & General Manager, Central Florida

Bright Future was well represented this year at Central Florida's ABC Excellence in Construction IEC Awards Banquet, bringing home three Eagle Awards and three Award of Merits:

- *Jason Panchou and crew - Eagle for the Haines City Library & City Hall job with Welbro Construction
- *Gerald Shaffer Jr. and crew - Eagle for the Hyatt Grand Cypress Pool Renovation with Hensel Phelps
- *Nick Brimer and his team - Eagle for the Sheraton Conference Center with Welbro
- *Nick Brimer and team - Award of Merit for the Container Store with Whiting Turner
- *Eric Green with his crew - Award of Merit on the Goodwill Clermont job with Williams Company
- *Bill Moore with his team - Award of Merit for the Valencia College Building 10 job with McCree.

Great job everyone! Let's win even more next year. The EIC Banquet is an excellent opportunity for Bright Future to showcase our teams and talents to the industry. Over 800 people attend, representing all aspects of the construction industry including developers, architects, engineers, general contractors and owners.

If you happen to call the office you will now hear an actual person answering the phones!! Welcome aboard Monica Quiles. Monica is assisting others in various tasks and taking all incoming calls.

Accounting has a new look since Sandi Ballaron has stepped in to lead the accounting department. She has Vicki Richmond & Robin Oropeza working with her. They're doing a great job - stop in to say hello to them the next time you are in the office.

I would like to say thank you to everyone for all your hard work and support as we continue to grow and move forward. We have a lot of great employees, and Bright Future is well respected within the industry. We have several clients that have said, given their choice, they would use Bright Future for all their work. That says a lot about who we are and the value we bring to the table!

Ken Cole - Energy & Automation Division, Alabama

It is hard to believe but we are about to close our first full year of the Energy & Automation Department. This department was hatched to take advantage of the need for energy savings by way of energy efficient lighting and lighting controls. In 2013 we have completed eight medium sized jobs and are scheduled to finish another by the end of the year. I am proud to say we have covered our start-up cost, and we are finally in the black. None of this would be possible without the hard work of our job foremen and hardworking electricians. Phillip Poitra and Grant Jones are well on the way to finishing our Marengo County Nursing Home project and, with the help of Nick Spears and Markel Campbell, we have completed several profitable lighting retrofit jobs. I would also like to thank Johnny Langham and crew for their hard work on the Salon Centric warehouse lighting project. I have a few smaller jobs scheduled for the end of the year and hope to hit 2014 with a vengeance.

Nick Rimes - PM, West Coast

It's been an exciting year at Bright Future Sarasota! Locally, the economy seems to be turning the corner and many projects that we have been hearing about are finally coming to fruition. These projects have helped create a sense of confidence and security in the construction industry and within our own work force. Our operations and estimating departments have done an exceptional job partnering with GCs and owners to work within their respective budgets and to land several nice projects.

Currently we are wrapping up two night-shift Publix remodels "down south", as we call Naples and Bonita Springs. Mike Capano has worked diligently to keep these two projects on track and within the tight schedules given to us. As we all know, these projects are demanding and require each night's work to be complete, clean and operational at the end of each night. Keep up the good work Mike!

The Discovery Village Project in Fort Myers, a 126-unit assisted living facility was completed in September. This project consists of a mix of Alzheimer care and both assisted and independent living units. We met the tight schedule laid before us and once again proved we are an electrical contractor our clients can rely on. Our crew, lead by Mike Wilcox, performed well, and we are all pleased with the end product and the efforts by all. This particular owner has many similar projects coming up over the next couple years, and we feel with our performance and relationship we can look forward to some more opportunities in the future.



Carmon Colvin - VP & General Manager, Alabama

We have a lot going on in the Alabama Division. We have improved our backlog of work in the last several months, finished some projects that had been lingering longer than they should, and the list of projects to bid continues to improve. With all of that, I am optimistic about what is in store for us in 2014.

Congratulations are in order for some of our guys that passed State of Alabama certification exams recently. Steve Clem, Sam Knight, Bernard Saddler, and David Lewis passed the Contractor's exam; Tom Goodwin, Wes Perkins, Shaun Ericson and Ray Densmore passed the Journeyman's exam.

Another year has almost slipped away. Thanksgiving and Christmas are right around the corner. This is a time when we look forward to seeing friends and family and count the things we are thankful for. I am thankful for many things in my personal and professional life, not the least of which is all the great people that work hard every day for Bright Future Electric. The tasks that all of you do make the success of this company possible. Thank you, all of you, for what you do.

Brad Berryhill - Chief Financial Officer

A 401K plan is a powerful tool through which to save for retirement. Employees may enroll for the first time after having been employed with Bright Future for six months. After that, enrollment and changes are allowed quarterly. So, the next important date is January 1, 2014. By the way, the switch from Principal to Fidelity is complete, and you should now be able to go to www.fidelity.com to set up your account and create a password. If you previously had a 401k or IRA account with the Fidelity Company and have already established a password, you should be able to access your BFE account with that same password.

The company will be closing out the 2013 books at year-end and will be sending W-2s shortly thereafter. If you have moved this year and have failed to give us your new address, please call asap.

Steven Hicks - PM, West Coast

Another year has raced passed in Sarasota, and we have continued to produce a quality product for our General Contractors. Additionally, we have started relationships with several new contractors and subs. We continue to hire those individuals with the Bright Future "family" mentality to help keep up with our expanding responsibilities. Most have realized quickly that our foreman and superintendents are geared to safety, efficiency, and productivity so that we remain competitive in this market. We are also continuing the apprenticeship training program through Associated Builder and Contractors (ABC) and have been very pleased with both our employees' accomplishments in class and their OJT.

We recently started a couple of fast track small projects to finish out the year, a CT scan addition to Long Term Acute Care Hospital and a remodel of a dentist office. The Dillard's shell build at the University Town Center is starting a couple months late, allowing a bit of an "opportunity" for completions to the original schedule dates. Our superintendent, Vinnie Cosentino, is well qualified and up to this challenge. Global IT Works in Palmetto is underway with expected completion in April. This is a 3-story office complex over a parking garage with 80% of the work to be exposed. The employees are doing a great job under Irby McClure's supervision.

Hampton Inn in Bradenton is at completion with a Nov 18th opening day. Todd Roy was trained as a superintendent on this project and has proven his capabilities and proficiency. This project was a complete remodel of a 1920's 8-story apartment complex. We had many road blocks and scheduling issues, including flooded electrical gear after trim and historical restoration coordination, but he stayed on point, keeping up to schedule with a timely completions. Todd has moved on to the next project with no time to celebrate!

We are appreciative for the group of employees and managers we have been able to put in place and, with continually training, we are advancing towards expanding our branch for success.



Joe Dunn - Safety & PM, West Coast

Since joining the Bright Future team in June, I have made safety training for our Sarasota office our top priority. We have successfully completed the OSHA 10 Hour training for 46 employees and will have OSHA 30 Hour training completed for 21 employees by the end of January 2014.

I've also had the opportunity to manage several projects since joining Bright Future. Phillippi Shores is an Assisted Living Memory Care Facility in Sarasota that was designed specifically for Alzheimer patients. Using an owner patented camera and patient monitoring system, family and friends of the patients can interact with their loved ones via an online SkyNet system. Alex Quiros did an excellent job as the Bright Future superintendent on this project.

Additionally, Omar Bermudez was superintendent on the recently completed St. Stephens Athletic Fields additions. This project added three buildings, sports lighting, scoreboards and site lighting to a private K-12 Episcopal School. The build out of Core Construction's new home is being field managed by Christian Panagiotakis and should be complete by Mid-January. Nate Chidester is superintendent on the Quest HR Service Center in Tampa. This is a fast-track job slated for completion by December 13. Nate has done an exceptional job managing a large commercial project with a very compressed schedule.

Gary Rewis - Special Projects, Central FL

This has been a roller coaster year! The last quarter has really taken off with the most work coming in that I have seen in years. Currently, we have four Planet Fitness Stores, five Publix remodels and four VA Hospital projects all running at the same time. We are working from Columbus, Georgia, to the panhandle of Florida and all the way down to Key West. Dan Keaton is doing the Denny's remodels in both South Carolina and Florida. From the Cumberland Farms remodel in Hollywood to a new Petco in Deerfield, our guys are really going above and beyond to bring in the work wherever we find it. These guys need to be commended for working on projects away from home and family! I can honestly say this group of guys is the finest bunch of electricians with whom I have had the pleasure of working!

Thanks go out also to our projects management team made up of Warren Emery, Chris Jones and Bruce Jones. These guys are usually running an average of 12 jobs each, and they are widely spread out over the state. Not everyone could do this work and do it right! This department is successful due to the dedication and hard work by everyone pulling together. The families are to be thanked also for being tolerate and understanding of the job requirements. We are approaching the holidays, and I personally want to wish everyone a Merry Christmas and thank everyone in Special Projects for making it happen: Greg(Butter) Wise, Tony (Soprano) Stawiszynski, Kevin(New Kids on the Block) Hall, Arturo(the Tux) Liriano, Ozzie(Cue Ball) Close, Dale(Dalvin) Wools, Larry (Homey) Luke, Tony(the Voice) Norris, Mike(Ghost) Revell, Joe(the Kid) Williams, James (Mr Publix) Capra and his son Eli Garcia, Todd (the fish) Icenhour, Dan(the traveling man) Keaton, Sam (Mr Excitement) Gault, Leslie (What did he say) Dainty, Noel (it all) Gonzalez, Pat (too Cool) Salvato, Paul (Mr VA) Shumate and his sidekick Paul (the roofer) Feldon, Lance (the King) Burgher, Leon (Duck Dynasty) Ryals, Tony (Mr Personality) Johnson, Johnny (Rabbit Man) Bisbee, Gerald (911) Hall, Steve (No Shot) Allen, Ben (excitable) Everard. And without their supportive cast none of this would have been possible: Jesse Burky, Steve Marrero, Desho Narine, German Baez, Roger Datuin, Chris Hormuth, Chase Saeig, Kiet Nguyen, David Morrisson, Tyler (Corky) McBride, Tarek Ouerghi, Jonathan Gonzales, Josh Ryals, Brian LaBord, Darwin Sharma, Eric Crites, Sheldry Chatman, Benji Thomas. Here's to a successful 2014!! And remember, "Let's be Careful out there".

Lanie Crowe - Senior PM, Alabama

Wallace State Community College, Nursing Health Science Building, originally scheduled to complete August 2013, may just finish at the end of December. As is too often the case these days, factors beyond our control impact our ability to complete our work efficiently. Those impacts arrive in the form of incomplete design, slowness to receive information and what appears to be a growing lack of experience within the construction industry. Luckily for BFE, Shane Bailey and Jess Walls held steadfast in their commitments with professionalism and their experience has been invaluable for the successful completion of our work and the task that now lie before us. I hope to have more to share during the next newsletter on those developments. Homewood Community Center, HCC, is in full swing and the completion date of March 2014 is closing in quickly. No doubt, Jackson Ingram has is hands full with this state of the art health & fitness center. We still have a long way to go, so pace yourself & remember to breathe deeply! We look forward to a new and promising New Year!



Victor Hathcoat - Branch Manager, FL Panhandle

Well, as the weather cools, business seems to be getting hotter! After lagging behind everyone else during the “recovery”, things in the Panhandle seem to be picking up.

In conjunction with the Birmingham office, we’re working on four Healthsouth Rehab Hospitals in NW and Central Florida, installing whole facility generators. Joe Botteon is back home working in Panama City while Brad Leatherwood continues to rack up travel miles between his home in Pensacola and the Tallahassee Healthsouth. Melbourne and Vero Beach will start a little later.

We’re also in the mix for two Publix renovations in Pensacola and Tallahassee scheduled for early 2014. Phil Leon in the B’ham estimating department is bidding jobs for us left and right (even a condo the other day!). I’m trying to talk Phil into coming down to work out of our office (which would be fine with him). But for now I guess I’ll just keep tantalizing him with pictures of our spectacular sunsets and the occasional redfish!

Additionally, we continue to pick up small service-type jobs (i.e. small fire alarm, lighting renovation and repair, etc.). This keeps me close to my tools making everything work. Such are the challenges and rewards of being... Better, stronger, faster!

P.S. It’s November guys! At least it was when I wrote this. Be sure your health screenings and tests are up to date. It’s up to you!

Steve Thompson - Safety & Field Manager, Central Florida

Tools ...Where might they be? We started to track the tools again back in September. Unfortunately, we are still trying to find over 600 items from gang boxes to stud punches. It’s hard to understand how we can be missing so many tools! If you have a tool stolen from the job it needs to be reported to the office and a police report filed. The pawn shops turn in reports to the police departments when they purchase items. If we have a report and serial numbers for a tools that shows up, we can get our property back for the amount it was pawned. Some shops will give the property back to us at no charge if there is a Police report. If you know of something that was lost, stolen or destroyed, let us know so we don’t continue looking for it. Also, if you forgot to give us a tool number or found something that you forgot about, bring it in or take a picture with the number showing, then send it to me. Thanks for all your help!

Safety ... Be on the lookout for the new GHS-- GLOBALLY HARMONIZED SYSTEM OF CLASSIFICATION AND LABELING OF CHEMICALS. The GHS is a system for standardizing, harmonizing and labeling of chemicals. GHS will help in promoting common, consistent criteria for classifying chemicals and developing compatible labeling and safety data sheets. The GHS is intended to enhance both public health and environmental protection. Throughout the world, we will all be using the same format to label chemicals and using pictures on the cans or boxes to warn of the type of hazard. We will have some new posters for the trailers and storage containers around the first of December. Please learn how to use and read the new labeling system. Both systems will be in place until December 1, 2015. After that date, the old format can no longer be used. You may or may not see changes on the labeling right away, depending on the manufactures. Please continue to read the labels and understand what you are working with.

Cheryl Skedel - HR, Central Florida

The Smiley Emoticons in the “X” and “Y” Generations of 2010 and Good Communication Needed. In traditional face-to-face conversations we have facial expressions and tonality; we speak with our arms and hands and use other cues to help interpret emotions and communicate. Since email is the most common form of communication, these symbols and others like them are widely used.

Traditionally, these symbols were considered unprofessional. Views on email etiquette and technology have evolved and business related interactions are less formal than they used to be. Some research has shown that emoticons appear to reduce the negativity effect in the business-related correspondences. Still, emails are most effective for the concise transfer of information, and anything past that is most efficiently handled with a direct conversation.

I understand the schools are no longer emphasizing cursive writing skills, concentrating primarily on printing instead. While I’ve not accepted this new idea, I am good with replacements for rotary dial telephones! And, I think I like the smiley! ☺



Forrest McIntee - PM, West Coast

The start has been slow for Lee County Transit Administration, Operations & Maintenance Facility, but it is finally getting well under way. Last week they stood the last of the panels on the maintenance building, and now we are currently swinging steel. We should be running full speed within the next couple weeks. Mike Solner is the superintendent on this project, and he is doing a good job at keeping ahead of any issue that may arise. We are also getting ready to start a small church and should be on site the first week of December.

The Fort Myers-Naples market is continuing to grow. We are seeing a lot of planning for new projects. Assisted living facilities are popping up all over the state. Currently, there are three large ones in Naples that are all awaiting start. Early next year there are plans to start two more in Fort Myers. We also have a new fire station going in downtown Fort Myers with an electrical budget at approximately \$2M. We are very excited about the outlook for next year!

Geegee Bailey - Purchasing, Central FL

I'm excited about the holidays coming up! I'm head of the BFE Kids Christmas party committee this year, and for the first time ever Bright Future will have a float in the Winter Garden Christmas Parade (thanks for the idea Sandi Ballaron)! After we have a little Santa party, the young children of our Bright Future employees will be riding on the float and throwing candy! It's a great way to keep our name familiar in our local community and will be tons of fun for the kids! With a little help from everyone, this should be a great event!

Purchasing is quite busy this time of year and that's a good thing! The out of town, USA-made and owner-direct projects all continue to challenge the warehouse and purchasing. With the help of good communication and team work, I think we've helped the foreman make these projects successful. In the next few months, Purchasing will be tweaking the material list on our annual commodity blanket and getting it out to our vendors to secure our commodity pricing for 2014.

I recently looked up the definition of TEAM - "A group of people with a full set of complementary skills required to complete a task, job, or project." I especially like the word "complementary" in this definition, and I think that word is the key to the makings of a successful team! I love our Bright Future complementary team! Even though we've seen some changes in 2013 and gone through some growing pains, I think we are getting stronger, tighter and better! I look forward to what our team can accomplish in 2014!

Roy Holmes - PM, Alabama

We continue to keep guys out at St. Vincent's East Hospital, headed up by the one and only (we hope!), Burt Watson. In the last year we have completed anything from adding a new circuit to changing out the operating room. We have now been working with them for over 10 years!

We have completed a number of small to large projects: Kloeckner Metals, Montgomery Transport, UAB Hybrid OR, Lakeshore Foundation, The Fresh Market, UAB West Elevator Upgrade, The Power Loop for Grandview Hospital... and a few more.

Tom Goodwin spent the most time on Homewood Church of Christ where several small projects turned into a very nice project for BFE with Brasfiel & Gorrie. Both the church and B&G were very happy with him. Way to go Tom!

We have completed the elevator upgrade at UAB Medical West Hospital. Brian Wilson has done a great job. We are working on a couple more projects with B.L. Harbert as well as some small projects directly for the hospital, and we are pricing more work for them. This now looks like another great Bright Future relationship.

Last, and certainly not least, we have started work on what was once called the HealthSouth Digital Hospital, now known as Grandview Hospital. This is a project that was started then shut down 10 years ago but is now going to be revived. Mark Mayfield has taken the lead role with the help of several others in retro commissioning and investigating for the engineers (imagine us doing the engineer's work). Demo starts soon with new drawings due out 12/20/13. This project will last a little more than a year; we will have in the neighborhood of 40 to 50 men on site at peak, really adding to the backlog.

Laura McCain - HR, Alabama

We are attempting to stay current with the ever changing Affordable Care Act, though it's proving to be a daunting process! We began working with SS Nesbitt last year to manage our benefits in an effort to stay ahead of the new regulation and requirement. As I'm sure you are aware, there will be changes coming for Open Enrollment in April – we don't currently know everything that will be required since things change on a regular basis, but we hope to have information to you in March to help you with health insurance and other decisions. Please know that the health insurance offered by Bright Future Electric meets at least the minimum value standard, and the cost is intended to be affordable. In making your health coverage choices, remember that BFE pays half of your health premium with United Healthcare, deducting the payments before taxes.

Please consider getting a flu shot this year! At the very least, it might keep you from missing a week of work; it could also keep you from getting very sick and developing a secondary infections (which result in the death for many people each year). The shot does not contain a live virus so patients CAN NOT get the flu from taking the shot! On a personal note, our family of four has gotten the shots for over 20 years, ever since we had the flu and one of us had complications! We are believers ... and haven't had the flu since!

Don't forget life is all about balance ... enjoy the delicious food associated with the holidays but balance it with some long walks in the warm December weather with which we are blessed in the south! Take time to be with family and friends but also enjoy some time alone, reflecting on the year and planning for the year to come. And in 2014, think about these tips:

- *Losing just 5 to 7 percent of your weight can lower blood sugar and blood pressure
- *Walking 20 to 30 minutes each day, five days a week can lower blood sugar, blood pressure and cholesterol, AND feel better
- *Quitting smoking ... stop making excuses, remember all the good reasons to quit! United Healthcare provides a support line (800-784-8669) that might be able to help!

Mike Ledford - Information Technology

There are quite a few things going on in the IT department this quarter. In collaboration with the Estimating Departments in Birmingham, Orlando, and Sarasota, we just completed the first phase of a re-write of our estimating database. Hopefully these efforts will result in estimates being tighter, and they will more accurately reflect how our jobs are being put together. The new database should also make material buyouts for jobs more accurate so we can spend less time rewriting material lists.

Currently, with Brad in Birmingham and Sandy in Sarasota, we are on a search for new accounting software. It's long overdue. My eyes are going blind from watching demos and my ears are bleeding from listening to salesmen. There are a lot of programs out there that can help us grow and bring some great tools for everyone to use. I'm sure we will find a good fit for Bright Future Electric.

Remember, it's a dangerous world out there; viruses are everywhere. If you receive an email that looks weird or is from someone you don't know, delete it. And stay on legitimate websites! Most drive-by infections come from emails from someone wanting you to look at the latest cat playing a piano or something. Just say no!

Danny Overton - PM, Alabama

Happy Holidays to all! I will begin with The Redstone 1200 Project in Huntsville. Danny Whitworth, William Andrews, Billy Overton, Harold Ferguson and Brandon Perry are bringing this project to its end. They have done a remarkable job! They were given the task of installing a 4000 amp Automatic Transfer Switch for the entire building service that measured 10' x 10'; this is one of the largest we have ever had the pleasure to install. Great Job!! Boeing is scheduled to move in Thanksgiving weekend.

Gene "Guido" Cheshire and Kenneth Gamble, along with about 20 others, completed a project also located in Huntsville, the AL.com/Huntsville News internet site. This one was behind before we started. The changes were numerous along with the hours. The project was scheduled to be 90 days, but ended after 75 days - not bad for a \$500K project! Good job by these guys! They have moved to the Twickenham Pedestrian Bridge at Huntsville Hospital.

Wayne Cosby and Heath Whisonant took on the night project at the University of Alabama's renovation of Doster Hall Studios. This was a tough one as we encountered plaster walls and ceilings building wide. We really appreciate the job done here and realize no one can really get used to night work. "ROLL TIDE"

Finally, Wesley Perkins has taken on one of our largest projects in Tuscaloosa, Embassy Suites. This one is an eight floor hotel with a \$2.4M electrical price tag. He has his work cut out for him. We are currently pouring concrete on the sixth floor. I believe Doug Leigaber in estimating must have included a value engineer savings replacing the rebar with PVC (kidding).

Possibly more PVC than I have ever seen installed in the concrete.

Hopefully they can keep this pace up. Thanks go out to Doug for landing this one!



Sandi Balleron - Accounting, Central Florida

Familiar faces in new places! Robin Oropeza, Vicki Richmond & I are all three excited to be the new Accounting Team in the Central Florida office. Robin has been with Bright Future since 2011 and recently made the move from Service Department to Accounts Receivable. Her amazing, multi-tasking skills come in handy every moment of every day. Vicki has been with us for about 4 months and is excited to be away from the front desk so that she can put her experience & energy into her job in Accounts Payable. Her attention to detail has been a great help getting us back on track and making sure we know what bills we have to pay and when to pay them. Having worked in several different areas of the company since I started with this core group in 1989, it's exciting for me to see how all the numbers that I've dabbled in over the years come together. I was looking for a challenge and seem to have found what I was looking for!

One of the immediate goals of the Accounting Team is to streamline. We are analyzing every process to make sure that everything we do is of value. If the Accounting door is open – pop in for a quick hello – we love to see our Bright Future family!

Steve Jarrell - Service & Special Projects, Alabama

Bright Future Birmingham has launched a new division, Service & Special Projects. It is building on an already successful service department and adding “Special Projects”. The goal is to develop business in areas that are not currently being pursued. Three examples might be: projects that are done directly for owners, projects working for Mechanical contractors where they are prime, and smaller projects where working typical construction crews is not practical. Opportunities seem endless. David Lewis, Sam Knight and I have found ourselves busy already.

The Birmingham Airport Fire Alarm Project continues to move forward. Don Greer and crew are staying on pace with the project. There are always challenges as the design team continues to make changes.

We were just awarded the renovation of the elevator lobbies at the Financial Center in downtown Birmingham. The project includes work on eleven floors. Thanks to Phil Leon for landing this project.

Congratulations to Bernard Sadler, Sam Knight and David Lewis for passing their State of Alabama Electrical Contractor License exam and to Ray Densmore for passing the State of Alabama Journeyman Electrician exam. Your hard work is appreciated.

Tommy Bachelor - Senior PM, Central FL

Looks like we are coming to another year end, and we are busy finishing up several jobs at the same time. Mickey Green and crew have completed the Alford project and have moved on to a school. We appreciate the efforts of everyone involved with the tough job conditions and circumstances.

Jason Panchou and team finished up the FL Hospital Laundry Facility, and we are expecting him to receive his second Eagle Award for this job! This turned out to be a great job for us, and his team is now working on another manufacturing facility called Online Labels. I feel sure it will be awarded Eagle number 3!

Eric McKinley and his men has just finished the Aloft project in downtown Orlando. There were tough logistics working downtown on this remodel of an office building to hotel conversion. He said he's ready for a vacation! This was a tight job from the beginning, but will turn out good for us in the end. Great job Eric and crew.

Last, but definitely not the least, is our Uptown Maitland project which is a mixed use apartment, garage and retail project. Jeff Jackson and crew are doing a great job! Here again the conduit work on the commercial areas has turned out to look very good. Jeff, Cowboy and men have exceeded expectations on this project.

Good craftsmanship does not take any more time or material. All our Eagle Award winning projects have been very profitable. Let's all remember, we are appendages to our people in the field. Be mindful of “WHO” and WHAT Christmas is all about and may God bless us all at this special time of the year.



Bill Lassiter - Senior PM, Orlando

Superintendent Lester Bailey and Journeyman Mike Bauer are completing the last of the design changes at the Academic Village, an approximately 40 million dollar student housing project for the University of Central Florida. The project consists of three student dormitory buildings and one Central plant/office building. The project, led by Jack Jennings & Sons Construction, had a tight schedule with a photo finish, but Bright Future held up their end of the stick. Every inspection was made on time with even the life safety systems passing the first go round!

Both Lester and Mike seem to be taking everything in stride, managing the occasional glitch as the students get accustomed to their new facility and taking time to show some of the them how to use the washing machines in the student laundry. The University, the 2nd largest in the country with an enrollment of over 60,000, has a goal of having a bed for every freshman entering their system as a means of insuring their success. Bright Future's efforts have helped provide another 665 of those beds and we stand ready to help with more should the opportunity arise.

Keeping Our Nation Strong ... Superintendent Jim Reeves is heading up our team in West Palm Beach, Florida, during the construction of a new Army Reserve training facility with Manhattan Construction. The facility is a 16 million dollar project consisting of a training building designed to handle 200 men and women at a time. Also included is a vehicle maintenance building with a 40 ton rolling crane to help keep the equipment in top condition. Jim is a long time employee of the company and doesn't seem to mind all of the red tape that goes with doing work for the government, as frustrating as it might seem at the time. On the other hand, being assigned to West Palm Beach with its moderate temperatures, sandy beaches, and great fishing is not exactly the worst duty one could draw!

Patrick Merrill - PM, Alabama

This year seems to have flown by. Mickey Hawkins, Stan Rector, and Philip Poitra did a great job working in less than perfect conditions at Jimmy Johns in the Colonnade. They were able to overcome my inexperience and the contractor's incompetence to complete this job while performing a night job at the same time. Thank you, guys.

We have been wide open in the Panhandle with some complicated generator projects for HealthSouth. Joe Botteon and Brad Leatherwood are working hard with HealthSouth to minimize the impact to the operating facilities. We will soon start three more of these jobs in central Florida as soon as the design changes are finalized.

Sandy Parkinson - Controller, West Coast

It is hard to believe that the holidays are upon us and that we are again planning our Holiday Party. The Holiday Party Committee has been hard at work planning the party for December 7th from 5 to 8 at Louie's Modern Restaurant. Louie's is a project that we completed this year. It is located in Downtown Sarasota and is Sarasota's newest dining hotspot on the street level of the modernistic, award-winning Palm Avenue parking complex. This year's event will also include a raffle with items donated by vendors and items purchased by the Holiday Party Committee. We hope to have a big turn out again this year.

We have all been busy in the office trying to keep up with all the new work that operations and estimating have acquired. The paperwork is overwhelming at times, but we're all working together to get the work done. We each are wearing many "hats" right now, doing what we can to make sure everything gets done timely, and the field has what they need to do their jobs. We're also getting a little cramped space wise, so we are in the process of renovating the front offices in the warehouse so we can expand the main office into that area.

Rumor has it that a lot of new work is coming in 2014 so, with all the multi-tasking we have been doing, we should be ready!

Buck Davis - PM, Alabama

Summer is over and football is here. Since last newsletter we have completed the Chevrolet dealership, and the Grabow and Arrows Store is scheduled to open soon. Thank you, Will Smith, for your hard work and leadership. The SKF project is scheduled to be completed mid-December with a sizable change order coming soon. Rich Oden is the superintendent on SKF and is doing a great job! Mickie

Hawkins is at Kamtek and has been there since June with no end in sight. We have just started the relocation of Hardy Corporation which is a large mechanical contractor. This project has a little bit of everything, mostly a lot of IMC (heavy), and Will Smith is on site ready to go. We have made very little progress on the Publix in Gardendale. There has been a lot of rock encountered, and it has set the schedule way back. Rick Kennedy is the superintendent and is eager to start after our visit to Orlando.

Thank you, Noble and Louie, for your help during our visit. Let's all remember to be thankful for what we have been blessed..

Equal Employment Opportunity...

Bright Future Electric is an equal opportunity employer and makes employment decisions on the basis of merit. Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, age, national origin, physical or mental disability, or any other consideration made unlawful by federal, state, or local laws. This policy also includes a perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful. We will comply with all applicable laws. If the company determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. The company will not retaliate against you for filing a complaint and will not knowingly permit retaliation by management, employees or co-workers.

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