

The *Electrical* CONTACTOR

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ASSOCIATION OF ELECTRICAL CONTRACTORS

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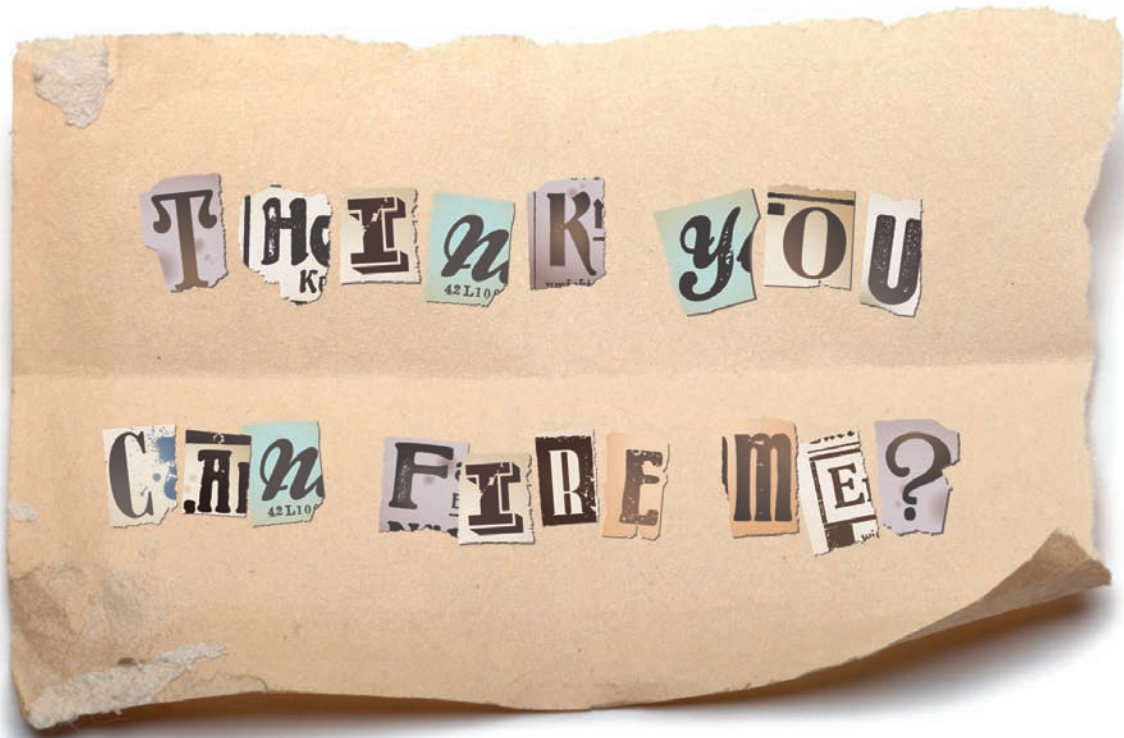


Gary S. Redwine Honored with FAEC Edison Award



INSIDE:

- "From the President" Blake Ferguson, Jr.
- Member Spotlight
- Risk Management Strategies from Federated Insurance
- Life-changing Impact of Nurse Advocacy by Corporage Synergies
- FEAT Announces New Coordinators



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FAEC
Magazine



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FAEC CALENDAR OF EVENTS

FAEC Calendar of Events 2015


April TBD	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
May TBD	FAEC Annual Golf Tournament
Aug. TBD	FAEC Fall Golf Scramble
Oct. TBD	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Nov. TBD	FAEC Edison Award & Casino Night

FAEC BENEFITS OF MEMBERSHIP INCLUDE:

- A Voice in the Legislative Process through a lobbyist in Tallahassee.
- A General Liability Insurance Program.
- An Annual "Spring Symposium" & "Fall Convention" offering Continuing Education classes relative to license renewal.
- A Medican Insurance Program and Services Provider
- "Legislative Alerts" distributed throughout the session to keep you abreast of industry concerns.
- The official publication of FAEC - The "Contactor" bringing you up-to-date on association information and industry news.
- The opportunity to interact with fellow contractors to share industry concerns and discuss industry news.

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FAEC Welcomes New Members

Kenneth Geremia	Gerelco Electric, Port St. Lucie, FL
Ben Trawinski	Premiere Electrical Staffing, Raleigh, NC
Gordon Lewis	Wurth Action Bolt, Orlando, FL
Dave Richie	A & B Electric, Apopka, FL
Michael Dillion	Bonded Lightning Protection, Jupiter, FL
Miles MacEachern	Miles Electric, Jacksonville, FL
Jeff Swink	Power Bolt and Tool, Orlando, FL

Thank you all of our existing, new and returning members for your continued support of FAEC and the electrical trade!

Please Thank Our 2014 FAEC Trustees for their Support!



By Blake Ferguson, Jr. Royal Electric of Central Florida

I hope this edition of our newsletter finds you doing well. We just wrapped up another successful one day Symposium event with valuable classes for CEUs to get a jump on the new license cycle. We offered classes presented by Corporate Synergies and Federated on insurance, Molex on workplace safety and Schnieder on arc flash and code updates. These were great classes and opportunities to mingle with our vendors and colleagues. We will have another chance to acquire more CEUs in the spring; I hope you look for information on these great classes in future editions of this newsletter and in your inbox. This month we also have our annual Edison Award Dinner and Casino Night on November 1st. It is always a great event for everyone. I hope you will join us and stay tuned for future events.

On another note, I was catching some of the weekend's games with a friend who used to play football in the NFL as an offensive lineman. We got into a conversation about playing in the big games and all the hard work and preparation that goes into the details of playing in big games. Not having any experience playing at that level, I was curious about what drove a person to such amazing skill and how they play with such intensity. The one comment that came back to me was the deep knowledge of the game – the x's and o's and how to execute them with precision. This came through constant drills, workouts and practice. It also comes with a passion for the game, as well as a dedication to be the best at what you do. I began the conversation thinking about how as business owners, we are the quarterback of the team, calling out the plays in the huddle and making the pass or handing off the ball to our other key players to make the score, while the other players on our team did the blocking and ran the routes all in our well-designed play. I quickly realized that this was a flawed thinking. The quarterbacks are our foremen. Our position is more like that of being the coach. In talking about this with my friend, his comment was that the key determination of how well the game went was in the coaching. Coaches develop the game plans, work the plan and inspire the players to be even better than they think they are capable of being, which drives results. What are we doing to coach our players in this game? Are we calling the proper plays and giving our quarterback the proper skills? Are our lineman being coached on the proper techniques to make the correct blocks to allow the team to be successful? As the coach, the pressure really falls on us to develop the winning game plan through strategic planning and surrounding ourselves with the best talent available, who can execute the game plan. So, I challenge you to review your game plan and your tactics for how you go about coaching your team. Do you coach or are you trying to play the quarterback position? Through consistent player development, processes and execution, we will advance a better league as well. That is what the FAEC is all about, advancing a better industry. Stay tuned for more details for training and for chances to continue your player development with us as well.

~ *Blake*



HEALTHCARE REFORM

Are you **sick of it** yet?

Yes, we know—it seems like it's all Healthcare Reform (HCR), all the time.

Everyone's talking about implementation delays, discussing part-time vs. full-time employee hours, and speculating about what happens in 2014, 2015 and beyond. In the background, the political debate continues to boil over. Meanwhile, you're stuck analyzing mountains of information and trying to make decisions about Healthcare Reform that won't hurt your business. With the weight of compliance pressing on your mind, it's no wonder you have a headache. Don't worry, Corporate Synergies knows employee benefits compliance from the inside-out, where the snags are located, what to do about them, and when. We can help make your Healthcare Reform headache go away. **The cure begins with actionable information. Here are some remedies to help you feel better:**

Compliance Webinars

We start by researching employee benefits compliance requirements and translating the information into digestible and usable take-aways. Our popular webinars, hosted by our internal HCR and employee benefits experts, deliver these easy-to-understand action items. Our next webinar, scheduled for the first quarter of 2014, will present the steps you must take to comply with HCR requirements.

A Private Insurance Marketplace

If you're looking for better group employee benefits cost control, our **SynergiesSELECTSM** private exchange is just the cure. You'll receive our full suite of traditional group benefit services to help you maintain compliance with the Affordable Care Act (ACA) and other regulations. Your employees will get more coverage choices as well as enrollment, advocacy and education support.

Healthcare Reform and More

The alphabet soup of benefit plan compliance is enough to give anyone a bad case of indigestion. ERISA plan documents, SPDs, HIPAA, COBRA, etc., can leave your business (and your executives and managers) exposed to risk. Our Healthcare Reform Resource Center is a treasure trove of articles and compliance alerts about everything benefits-related.

For more information, please visit us at www.corpsyn.com

We have the remedies to help make your Healthcare Reform pain go away.



HCR Timeline



2014 ACA Checklist



Private Exchanges



Employee HCR Guide



DOL Audit Checklist



Play or Pay Penalties

Visit us at: www.corpsyn.com/remedy.html to find out how we have helped our clients get well.

FAEC: Support those who Support FAEC!

It is difficult for any association to meet its financial requirements solely through membership dues and events. At FAEC we are fortunate to have two world class organizations as strategic partners. Both **Federated Mutual Insurance Companies** and **Corporate Synergies** are leaders in their field and have developed specific sharing programs that benefit FAEC while offering our members access to cost effective products designed to protect and enhance your business.

Federated's Property & Liability, Workers Compensation and Financial Protection Service offers the protection you need today and Federated provides the ability to avoid gaps in your coverage by placing all of your business insurance in the hands of a professional, business insurance counselor.

Corporate Synergies offers a number of benefits to all FAEC members such as:

- #1 U.S. Life Insurer
- Listed 34th on Fortune 500
- Financial strength ratings among the highest in the industry
- Largest administrator of dental benefits
- Employer Sponsored Products
- Exclusive Voluntary Products

An additional benefit of working with Corporate Synergies is the pending implementation of the Affordable Care Act for most large employers in early 2015. The cost, potential penalties, and audits under this Act could be devastating to a business and we all need access to industry experts, such as Corporate Synergies, to protect our employees and our business.

FAEC is proud of its relationship with both of these industry leaders and ask all members for your courtesy in accepting their attempts to contact you to discuss how their products may blend well with your business needs. We are aware that each of you has vendors currently that provide all of your insurance needs and fully understand if you desire to maintain those relationships. Our programs with these strategic partners does not require that our members purchase their offerings but only that our members take a few minutes to talk with them and understand how their products may benefit your needs.

The next time you receive a call from one of our partners we ask that you take the time to greet them and help FAEC maintain its industry partner relationships and sharing programs.



FAEC: Life-changing Impact of Nurse Advocacy

By Grace Campagna, Director of BenefitsVIP, Corporate Synergies

If you're a parent you can certainly identify with the deep concern that comes when your child comes down with an illness. Now imagine encountering a roadblock to medical care for a child who has significant medical issues. Concern turns into fear and frustration.

I'd like to share how we assisted two different families to access treatment and medication for their children through our optional NurseVIP service, which gives insurance plan participants access to registered nurses who possess special consultative skills and healthcare industry expertise. NurseVIP operates as an extension of our employee advocacy and support center, BenefitsVIP. NurseVIP is staffed with registered nurses who provide guidance and support when an employee faces a surgery, hears an unexpected diagnosis, or needs help getting care for a loved one.

NurseVIP advocates do not provide medical treatment. Instead, they work on behalf of the employer's group insurance plan participants to coordinate care with doctors, hospitals, visiting nurses, testing facilities, nursing homes, equipment suppliers, community services providers, etc. They also help patients and family members understand treatment options so they can make informed decisions.

Here are the two cases I referenced above that illustrate the impact of nurse advocacy: Our first case involved a pre-adolescent girl who suffered from an unusual and complex medical condition that required frequent hospitalizations and regular intravenous of calcium. The child's symptoms improved during her involvement in a clinical trial for an osteoporosis drug that had been only approved for adult use. The drug used in the clinical trial stabilized her condition and kept her out of the hospital. That's the good news.

But after the trial ended, the girl's parents wanted her to continue on the medication. They encountered a road block when the insurance carrier denied covering the drug because it's only approved for adults. You can imagine the parents' panic; they were running low on the medicine left over from the clinical trial and were trying to stretch it to make it last. Then their daughter had to be hospitalized again. The parents reached out to a Corporate Synergies NurseVIP advocate who went to work to resolve the issue.

Based on an evaluation of the child's medical records, the NurseVIP advocate knew the health insurance carrier would deny payment and the only option for a rapid and successful outcome was to appeal the case directly to the drug's manufacturer. She spoke to the drug company's team of doctors and nurses and encouraged them to evaluate the case. She also requested that the company supply the child with the medication—and at no cost.

The drug company wouldn't have considered the child for a patient assistance program because children aren't approved for the osteoporosis medication. But the manufacturer agreed with our NurseVIP advocate that the drug was necessary for the girl's well-being. They also agreed to provide the medication free of charge.

Cont. next page...



If the NurseVIP advocate hadn't intervened in this case, the child would not have access to the drug and faced repeated and costly hospitalizations. The involvement of the nurse advocate also prevented the child's father's employer (who's our client) from paying higher healthcare costs for unneeded hospitalizations. It's noteworthy that the entire process to obtain the drug for the girl took the nurse advocate less than 30 days.

In the second case, an employee working for our client received some bad news: his primary care physician said his pre-school age son required an evaluation by a developmental pediatrician. The employee immediately contacted the specialist on his own and learned his schedule was booked for more than six months. His child would have to wait for an evaluation. Unfortunately, this physician was the only in-network developmental pediatrician in his area and was highly recommended. Seeking an evaluation by an out-of-network specialist was not an option for the employee due to the higher out-of-pocket expense.

The worried employee contacted BenefitsVIP, who referred the case to our NurseVIP advocacy service. A nurse advocate investigated and determined that the boy shouldn't wait several months for an evaluation due to the severity of his condition. Before reaching out to the developmental specialist, she confirmed that the employee's insurance coverage would cover this doctor's evaluation and treatment.

The NurseVIP advocate immediately contacted the office manager at the provider's office and discussed the details of the boy's case. The office manager concurred that due to the child's young age and the seriousness of his condition, the medical evaluation should not be delayed for six months. Our nurse advocate secured an evaluation appointment with the developmental physician to take place within three weeks of making the first phone call.

The child was evaluated and received the appropriate diagnosis, and the specialist recommended a course of therapy. Our advocate interceded with the specialist's office again to schedule the therapy, and the child immediately began receiving treatment. In all, the NurseVIP advocate's contacts with the specialist's office entailed only about 90 minutes, but her actions will have a significant impact on the boy's life and that of his family.

Employee benefits are complicated by nature and there are a lot of behind-the-scene factors that come into play when plan participants seek medical treatment or buy a prescription. The NurseVIP advocate's goal is to replace stress and frustration with peace of mind. And in the process, the advocate can change a life.



NFBA Apprenticeship Program Boosts Economy

NEFBA's Apprenticeship Program adds an estimated \$4.5 million to the local economy annually. That estimate is conservative said NEFBA's Vice President of Training, Keith Ward.

"Apprenticeship positions are not only training and education opportunities – they are jobs," Ward said. "And jobs boost the economy. Thanks to our sponsoring employers, apprentices are working while they are learning, so they are buying homes, paying rent, buying groceries, gasoline and paying taxes. Our program injects at least \$4.5 million into the local economy each year."

Apprenticeship programs are not new, but their benefits are especially relevant today. According to the Center for American Progress, programs that combine on-the-job training, classroom instruction and paid work positions have been shown to boost workers' earnings and raise sponsoring companies' productivity levels.

"Sponsoring employers are investing in the future of the individual apprentices, their own company, and the industry," Ward said. "They are training highly skilled crafts professionals, which gives them a competitive edge in today's world. It's a documented fact that well-trained employees have higher morale and higher productivity rates. Everyone wins."

The report suggests apprenticeship programs strengthen the economy by meeting the demand for skilled labor and offering workers higher wages and better employment opportunities.

Ward said NEFBA's application to the National Center for Construction Education and Research for accreditation will elevate the program to a higher level of acceptance and greatly benefit graduates and businesses alike. "NCCER training establishes a workforce with documented, portable credentials," Ward said. "The same standards will be in effect across the nation, across state lines. It goes a long way in attracting and retaining a high-caliber workforce."

SIDEBAR

5 benefits of apprenticeships

1. Apprenticeships are jobs. The unemployment rate for Americans younger than 25 is 15 percent, almost double the national rate for all other ages.
2. Apprentices earn higher wages. U.S. Department of Labor reports graduate apprentices earn an average starting salary of \$50,000. Other research shows they earn as much as \$301,533 more in their lifetime.
3. Apprentice education does not require debt. College costs have increased 250 percent in the last three decades; average student loan balance is \$25,000.
4. Apprenticeships are a viable education option. Fewer than half of American high school graduates complete an undergraduate degree. Apprenticeships offer skills that allow them to earn higher wages.
5. Apprenticeships grow the economy by making businesses more competitive. Sponsoring employers gain skilled workers, reduce employee turnover and improve productivity. More employers view apprentice graduates on the same level as college graduates.

<http://www.americanprogress.org/> Center for American Progress



A Vision for the Next Generation

Develop talent now for a successful future

While incentives such as bonuses and profit sharing are important, recognizing achievements and building self-esteem are priceless.

Some business owners procrastinate or avoid communicating their succession plans because they fear how family members and employees might react. However, their silence may actually create more stress and cause harm to the business. Most employees—including family members—will feel more secure about the future if they know what to expect and how they will fit in.

It's never too late to develop a business succession plan. But the earlier you start, the better. Estate planning experts agree that long-term plans to transfer businesses are generally much more successful than those "patched together" following the unexpected death or disability of an owner.

Business succession actually begins with each employee's first day on the job

Think about it, whether he or she is one of your children or a high school student working part-time, that young person could someday be the head of the company.

Experts agree—succession planning includes creating an environment that motivates employees to use their talents and skills to reach their full potential and contribute to the success of the business. Sounds simple, but how do you accomplish it?

Perhaps a mentor program or an apprenticeship is a good start. Talented young people are more likely to stay with the company if they feel involved in something bigger than their own job. It is wise to provide opportunities by matching experienced workers with newer employees to guide them as they grow in their jobs.

As employees gain experience, they become assets to your business and their value increases. Providing key employees opportunities to gain well-rounded business experience through cross-functional training and experience is admirable. This no doubt helps them become dependable managers who can make good decisions and take initiatives to improve operations.

It's Our Business to Protect Yours[®]



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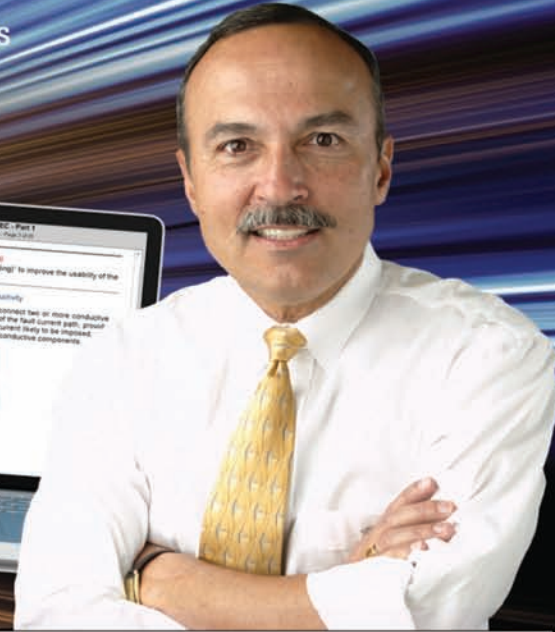
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"...as for me and my house, we will serve the Lord." [Joshua 24:15]



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FAEC Edison Award Presented at Annual Casino Night Event

On Saturday, November 1st, FAEC bestowed the honors of the “Edison Award” upon Mr. Gary S. Redwine, Rams, Inc., Tampa, FL.

Gary S. Redwine is President/CEO of Rams, Inc., the parent company for RAMs Family of companies. Gary has over 35 years of executive experience in the consulting and alternate workforce industries.

2014 is RAMS 20th anniversary and throughout those years have unselfishly made contributions and improvements to Florida’s electrical industry. As one of the largest employers of electricians in Florida RAMS is a:

- ~ Sponsoring Contractor with six (6) apprenticeship programs
- ~ One of the largest employer of apprentices
- ~ The only EC with a pre-apprentice program for electricians registered with the Florida Department of Education – Office of Workforce Education and the Florida Apprenticeship Advisory Council
- ~ Has hired, trained, provided tools, deployed, and mentored over 1000 new electricians in Florida since 2004
- ~ Through RAMS Education Foundation has issued financial grants to most state Apprenticeship Programs
- ~ Member of FAEC, ABC, and ECF
- ~ FAEC Board of Director
- ~ Provides, at no cost, safety meetings, safety walkthroughs, and custom safety programs to small ECs

Prior to RAMS, Gary was a Division President for a billion dollar engineering and consulting firm.

He has been an international guest speaker for the China External Trade and Development Council in Taiwan on “International Strategic Alliances-Lessons for the Japan/US Cross Border Industrial Experience and served on the CADAM Task Force for the Department of Defense on developing Computer-Aided Logistic design standards.

Gary serves on an Advisory Board for one of the nation’s largest public staffing firms and also serves on the Board of Directors for Trigeminal Neuralgia – The Face Pain Association Charity. TN is the most painful condition known to mankind.

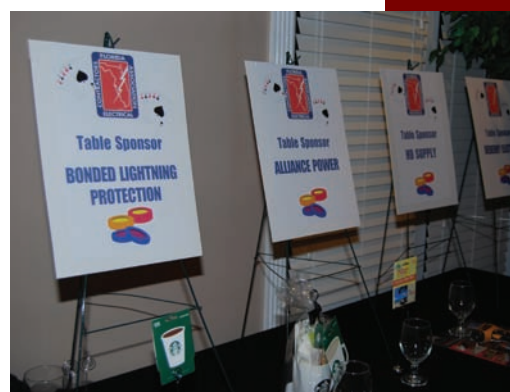
Congratulations to Gary on this great achievement and entering into the “Hall of Fame of Edison Award Recipients”.



Madeline and Gary Redwine



FAEC Edison Award & Casino Night



FEAT Welcomes New Coordinators

Please join us in welcoming FEAT's 2 new coordinators, Scott Causey and Robert Tidwell.

Scott and Robert started with us in September and are working with apprentices who attend our Mid Florida Tech location in South Orlando.

After Scott graduated high school, he didn't know what he wanted to do with his life. He liked working with his hands and also knew that he couldn't afford to go to college. While combing through the newspaper want ads, the Fryling Electric ad caught his attention. They were looking for "green" help and offered schooling!

While working for Fryling Electric for 10 years, Scott graduated FEAT in 1989. He next worked for Tri-City Electrical Contractors for 10 years then as an electrician with Seminole County Schools. For the last seven years, Scott has taught both Construction Basics and Residential Wiring at FEAT's Wymore CEC and Mid Florida Tech locations.

Robert Tidwell started his electrical career in the Marines. He early-enlisted at 17 and started his basic training soon after he graduated high school. After two years of electrical training, Robert worked as an Avionics Tech repairing wiring on helicopters. When he left the Marines, it was a natural transition for him to work as a construction electrician for Tri-City Electrical Contractors. While working for Tri-City for seven years, Robert graduated top of his FEAT class in 2012.

Although about half of our instructors graduated from FEAT, Robert and Scott are the first FEAT apprentices to work as coordinators for the program. We're excited to have them join our staff.



L-R: Robert Tidwell & Scott Causey



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