

The *Electrical* CONTACTOR

THE OFFICIAL PUBLICATION OF THE FLORIDA
ASSOCIATION OF ELECTRICAL CONTRACTORS

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Number 2

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by means of electricity, the world of
matter has become a great nerve,
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breathless point of time?"
~ Nathaniel Hawthorne

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- "From the President"
Blake Ferguson, Jr.
- Member Spotlight
- Risk Management Strategies
from Federated Insurance
- Construction Career Days
- Where are all the
Construction Workers?
- FAEC Spring CE Symposium
Registration
- FAEC Spring Golf Tournament
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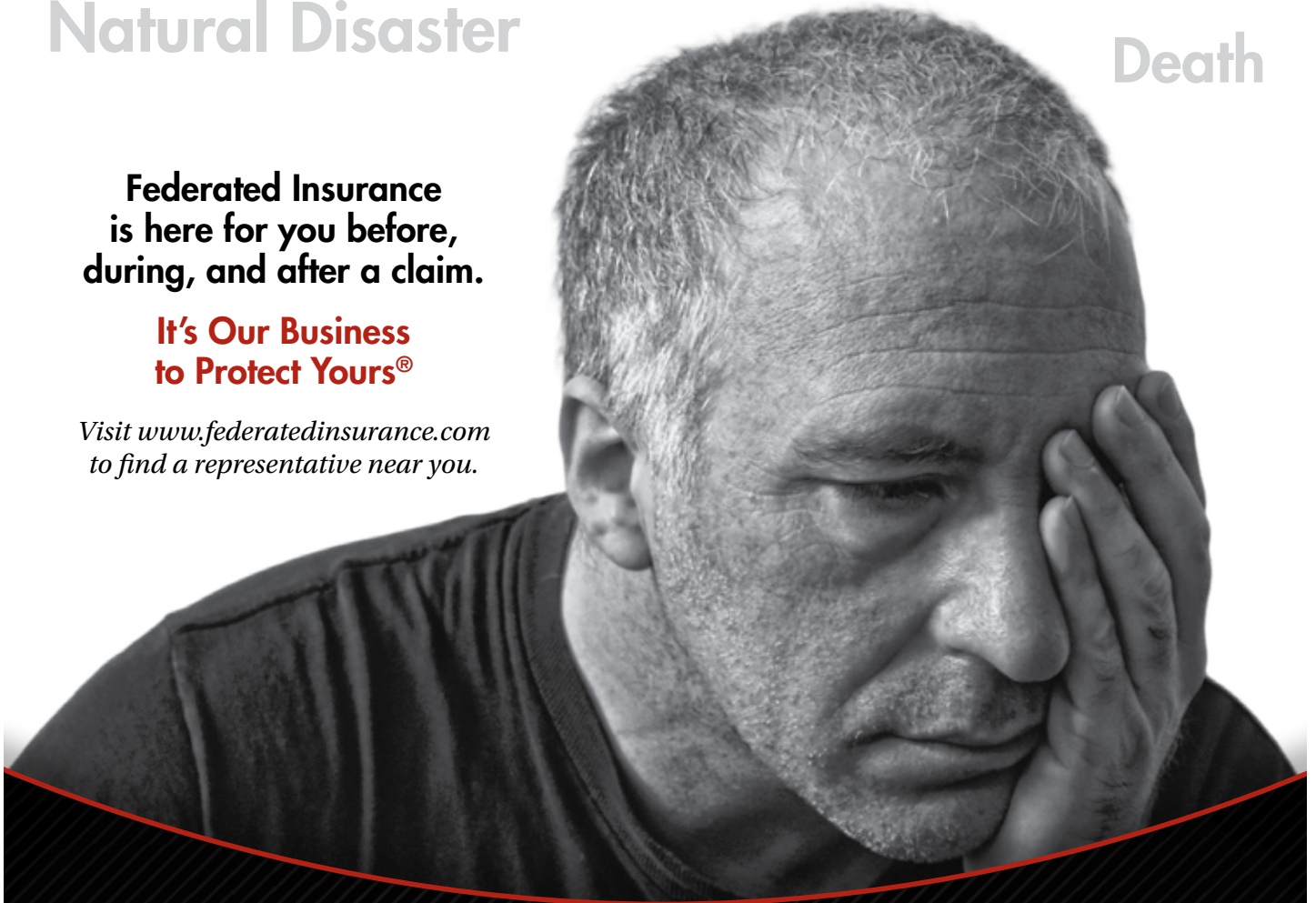
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INDEX

TABLE OF CONTENTS

Calendar of Events	4
Welcome New Members.....	5
FAEC Trustees.....	5
Presidents Report	6
FAEC 2015 Trustee Update.....	8
Hiring Practices and Retention.....	9
FAEC Member Spotlight.....	10
Develop Talent Now for a Successful Future.....	11
Construction Career Days.....	12
FEAT Participates in the CCD.....	14
Where are all the Construction Workers?.....	15
Big Data's Power to Blend the Benefits Cost Curve.....	16-17
FAEC Spring CE Symposium Registration.....	18
FAEC Spring Golf Tournament - May 15, 2015.....	19
Advertise in FAEC's eMagazine.....	22

ADVERTISERS INDEX

Corporate Synergies	7
FAEC Business Card Page	17
Federated Insurance	Inside Front Cover
Mike Holt	13
Rams	4

FAEC Magazine

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FAEC CALENDAR OF EVENTS

FAEC Calendar of Events 2015

April 10	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
May 15	FAEC Annual Golf Tournament, Windermere Country Club
Aug. TBD	FAEC Fall Golf Scramble
Oct. TBD	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Oct. 24	FAEC Edison Award & Casino Night, Winderemere Country Club

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
- The official publication of FAEC - The "Contractor" bringing you up-to-date on association information and industry news.
- "Legislative Alerts" distributed throughout the session to keep you abreast of industry concerns.
- The opportunity to interact with fellow contractors to share industry concerns and discuss industry news.

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FAEC Welcomes New Members

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Duane Siemen

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

Please Thank Our 2015 FAEC Trustees for their Support!



By Blake Ferguson, Jr. Royal Electric of Central Florida

We are well into 2015 and the resurgence of the construction market is being felt throughout the industry... and a good feeling it is indeed!

With the thrust of the business we are experiencing comes some business woes we have not felt in quite some time... but are not new to us as businessmen... and most of us have experienced these ebbs and flows of the this recurring cycle over the years.

Finding skilled labor is a common bond and I believe we are all feeling the struggles in finding experienced help.

Clearly, now more than ever, our industry needs to be resourceful in finding and keeping good employees. We need to examine our business practices and ensure we can provide a good employment package and atmosphere that will promote, develop and train our existing and potential new workforce.

Have you reviewed your business plan and strategy to ensure the workforce will be there to support the health and growth of your businesses future?

Food for thought...

~ **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
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HCR Timeline



2014 ACA Checklist



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**by Joe Bell, Trustee Committee Chair; Vice President,
Ballentine Electric**



The Trustee Committee is excited to welcome
our 2015 FAEC Trustee Members.

This year's Trustee members are:

RAMS/RPG

Royal Electric Co.

Territo Electric, Inc.

Certified Thermographic Services, Inc.

Terry's Electric, Inc.



Thank you to all of our Trustee
Members for your continued support
of Florida Association of Electrical
Contractors!



NEW MEMBER SPOTLIGHT by Job Bell, Member-
ship Committee Chair



The Membership Committee is
excited to feature two members in
the 'Spotlight.'





RISK MANAGEMENT STRATEGIES

A Good Employment Policy Involves More Than Just Hiring

Business owners frequently ask, “What can I do to avoid a wrongful termination charge by an employee?” The easy answer: “Don’t hire the wrong person for the job.” The reality is, one day every business owner will face the unpleasant task of having to terminate an employee for one reason or another.

How can a business retain good employees and avoid terminations?

Diligence when hiring is the first step

Always check a candidate’s background, references, and driving record if driving will be a part of the job. Have two management level people involved in all hiring decisions. A second set of eyes reviewing an applicant helps ensure that the hiring decision is based on the candidate’s qualifications and work experience, rather than one person’s opinion of an applicant’s personality.

What happens after the handshake?

So, the ideal candidate walked in your door, everything checked out, and you hired yourself a new employee. Of course, you will train and orient your new hire. And, once you feel confident that he or she has the abilities and knowledge to perform the job, it’s back to business as usual again, right? Not so fast.

Did you know new employees face more job-related risks? According to the most recent data from the U.S. Bureau of Labor Statistics, almost twenty-eight percent of workers injured on the job have been with their employer for less than twelve months.

Training and orientation are essential for new employees. But don’t just stop with the basics. Provide ongoing opportunities to learn more about the business and improve skills to help keep employees motivated. Mentor those who show initiative and promise for developing into future leaders.

Why are new workers more likely to be hurt? One reason is new employees are often unaware of how they can be injured in the workplace. They may not understand how to safely perform the job—especially what not to do.

Employers may not include safety in new employee orientation because they believe “common sense” will keep workers from committing unsafe acts. Unfortunately, a lack of knowledge—not a lack of common sense—is more often the problem. Including safety training in employee orientation can help your new employees gain the knowledge they need to avoid injury.

Ballentine Electric – Rob Ballentine

Ballentine Electric has been serving the Central Florida area for over 20 years. Their experience in the electrical industry



comprised of office build-outs, university projects, large commercial projects, generator installation and various mechanical projects.

CTS Electric, Certified Thermographic Services, Inc. - Joe Schmitt

CTS Electric, Certified Thermographic Services, Inc. specializes in commercial, industrial, medium voltage and outdoor lighting projects.

Joe is a Level III certified thermographer and performs infrared surveys throughout the US and Caribbean areas.



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





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.

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Construction Career Days (CCD) – a program designed to introduce school students to the wide range of career opportunities available to them in the construction industry – was held January 27, 28 and 29. In this 3-day event, held at the Central Florida fairgrounds, over 2,000 high school juniors and seniors are bussed in from several Central Florida counties to take part in a hands-on day of construction activities.



With the assistance of several electrical contractors, after a 3-year hiatus, FEAT was able to participate again this year in CCD. The kids are great to work with and choose to attend to learn of career opportunities. Over the 3 days, we talked to over 300 kids about the electrical trade. Every 30 minutes, a group of kids would rotate through to learn what an electrician does in their job, the opportunities available in the electrical trade and compete in a wire-pulling race.



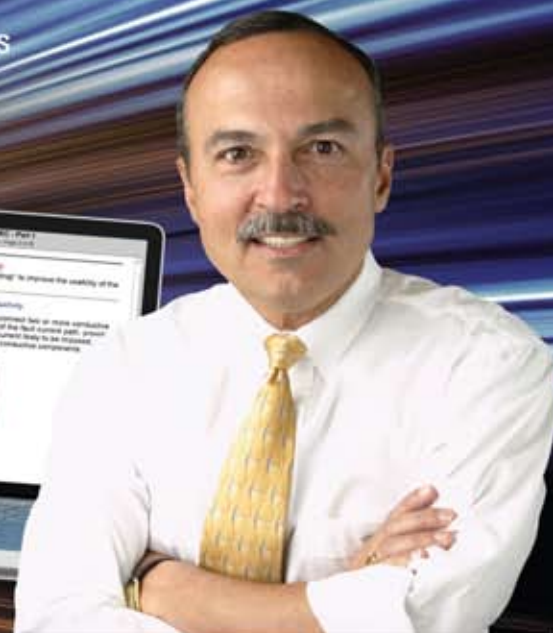
Thanks to FEAT Participating Employers, A & B, Bright Future, Morton, Royal, Territo, Terry's and Tri-City for helping us make this an informative and fun-filled day for the kids.

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



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Electrician - Not only a man's job!

FEAT participated in the 3-day Construction Career Days held at the fairgrounds in Orlando in late January. High School juniors and seniors attend the event to learn about career opportunities in trades associated with the Department of Transportation. In the FEAT hands-on learning lab, we have a wire pulling competition. Two teams in a race to see who can pull 9 - #12 THHN conductors through a run of 1/2" EMT (containing 4 - 90 degree bends) the fastest. The team pictured was mostly young women and they **KILLED IT!** Beat the guys by a long shot!



R-Sabrina Tillman with A & B Electric talks with Career Day attendees



FAEC -Where Are All the Construction Workers?

A contractor recently sent me an article titled, "An economic riddle: Where are all the construction workers?" (http://finance.yahoo.com/news/an-economic-riddle--where-are-all-the-construction-workers-180950181.html;_ylt=A0LEVydGJiFV85QAKw1XNyoA;_ylu=X3oDMTEzMHI1cGRnBGNvbG8DYmYxBHBvcwMxBHZ0aWQDVklQNTk0XzEEc2VjA3Ny) In the article it states, "The long duration of the housing slump means that many people who might have become construction workers never joined the sector in the first place. Specifically younger people who would typically get into construction never did." Not only is there a "steep drop in the proportion of those age 16-29", there is also "an outright increase in the number of workers older than 50 since 2006."



So, now we're back to the concerns we had 20 years ago -- not enough young people entering our industry and a large amount at, or close to, retirement age.

In 1993, a group of contractors were concerned about the graying workforce and the shortage of young people entering our trade. They formed ACT – the Academy of Construction Trades (now the Academy of Construction Technologies) to introduce high school students to the construction industry. ACT students take trade-specific classes in their junior and senior years and have the chance to work for a contractor in the summer between their junior and senior years in high school. If they stay in the trade, they enter apprenticeship at an advanced level.

Does every student who enters the ACT program stay in the construction industry? No. Some decide this is not what they want to do the rest of their lives. What we have learned about the ACT students since the first one entered FEAT in 1994 is:

- The percent of ACT students who complete FEAT is higher than other students who enter FEAT.
- Even though some ACT students don't enter the trade immediately after high school, the seed has been planted. They may go into another type of job, but when they decide they want a career, the construction trades are the career path they return to.

Can one program answer the labor shortage problem? Of course not. But if we don't do what we can to solve the issue, the labor shortage will continue to be a major concern. For more information on becoming involved with ACT, visit their website – www.actcareers.com.

Big Data's Power to Blend the Benefits Cost Curve

By Mike Driscoll, Senior Vice President, and Eric Brewer, Benefits Consultant, Corporate Synergies

The last several years have firmly ensconced us in the age of big data. Everything we've read, heard and seen has been supported by millions of data points, churned through lines of code and algorithm to provide us with the best paths to success. Expert insight into data and trends like Freakonomics, Outliers and a host of other popular works publicize the advantages of looking deeper at issues.

Society, business, individuals can all learn from "big data." The recent analysis of the impact that 1.5 pounds of air can have on a football game was a study in our ability to analyze. But to what end? Air is what the issue was about and air is all that came of it.

We have the ability to accumulate enormous amounts of information about a wide variety of subjects. Organizations are swimming in data about their customers, their business and themselves. If you can't or won't do something with the data, then let's stop talking about it. But if you are willing and able, and can access some creativity to leverage that data, it can be very powerful and impactful.

First, we need to turn data into insight. Then, we need to turn insight into action.

We work in the insurance industry; specifically, we work with organizations to enhance their group employee benefits programs and maximize the impact of the structure, messaging and pricing of their offering. Our goal is to save our customers' money and time. How we get there can look very different from client to client. This is where data needs to be informed. Our insight has to take into account culture, circumstance, current economic conditions and so on. Data in a vacuum is, well, vacuous.

Enough of the big picture theoretical banter. Now let's talk about where the rubber meets the road. Without data, employee benefit cost-control is unattainable in today's insurance marketplace. Inflationary pressures will continue to drive costs up, which means employers are running out of levers to pull to achieve long-term control. On top of that, data may be hard to come by depending on the size of the employer.

Step one is to identify every source and type of data available. Step two is aggregating the data in a way that is quantifiable and actionable. In the group employee benefits



realm, meaningful metrics often include the following:

- Drug utilization
- Preventive care utilization
- High claimants
- Cost by condition
- Employee risk factors
- Administrative cost drivers
- Employee benefits education gaps
- Network compliance
- Medical loss ratio

Depending on the size of the employer, some of the metrics above may be unattainable. For example, it's common practice for medical insurance carriers to limit the availability of claims data for groups with fewer than 100 participants on plan. Employers should lean on their broker partner to determine what data is available based on size.

Having said that, the approach remains the same. Aggregate as much data as you can get your hands on and identify the underlying cost drivers of your organization's healthcare expenditure. With a good sense of cost drivers, a meaningful strategy should be then be deployed to begin bending your year-over-year cost curve.

We typically encourage employers to make sure that every piece of a cost-containment strategy is done so in a way that is methodical and measurable. This will ensure that your return on investment can be tracked and will enhance the future evolution of your cost containment strategy.

Consultants in our industry often throw out tactics as the next silver bullet: wellness, disease management, administrative efficiency, consumerism and employee education and communications. At the end of the day, these tactics can impact an organization in a positive way, but it's imperative that each are deployed in a way that is laser-focused on underlying cost drivers. No two organization's benefit strategies should look the same.

Big data is a big waste of time unless you have the right strategy wrapped around your healthcare data.

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March 27, 2015 and After

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FLORIDA ASSOCIATION OF ELECTRICAL CONTRACTORS



*"Success in golf depends less on strength of body
than upon strength of mind and character."*

~Arnold Palmer

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WINDERMERE COUNTRY CLUB

2710 Butler Bay Drive North, Windermere, FL 34786

\$75.00 Per Golfer (Included Greens Fees, Cart and Lunch)

8:00am Registration - 8:30am Shotgun Start

Tournament Format is a Best Ball Scramble. Lunch and Awards to follow golf!

RSVP Return by May 8, 2015

FAEC Annual Golf Tournament May 15, 2015 Windermere Country Club. Enclosed
please find my check in the amount of \$_____. CHECK MUST ACCOMPANY
REGISTRATION! or You can pay via our secure payment option at... www.faecstate.org

Names _____

Company _____

Address _____

City _____ ST _____ Zip _____ Phone _____

_____ Yes, I would like to sponsor a Golf Hole or Tee for \$100.00. The sign should read

FAEC, PO Box 4304, Enterprise, FL 32725-0304 - 407-260-1511 - Email: faec@iag.net
Reservations not canceled by May 8, 2015 must be paid for!

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Florida Association of Electrical Contractors

Application for Membership

COMPLETE AND MAIL TO FAEC • PO BOX 4304 • ENTERPRISE, FL 32725-0304

With your Check for the proper dues amount!

Full year's dues must accompany application. Dues for second year will be prorated on applications received March 1 thru November 1.

I, _____, apply for membership in FAEC...a non-profit organization, devoted to the betterment of the Electrical Contracting Industry in the State of Florida.

Name: _____ Title: _____

Company: _____ Phone (____) _____

Address: _____ Fax: (____) _____

_____ City _____ St. _____ Zip _____
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CONTRACTOR

(open to all state registered or certified electrical contractors)

Dues Schedule (Check One):

- ☐ **New Member First Year Only, \$255**
State Certified or Registered
Electrical Contractor: \$425.00 Per Year

- ☐ **Certified Specialty Contractor:**

licensed by ECLB \$200.00 Per Year

- ☐ **Key Personnel:** Any person (non-master) in the employ of an electrical contractor desiring to support the interests and efforts of the Association whose responsibilities include overseeing construction projects, estimating, purchasing, safety programming, etc. \$50.00 Per Year

- ☐ **Non-Contractor:** A master electrician not conducting electrical contracting \$50.00 Per Year

Company Contact Name: _____

ER or EC Number: _____

AFFILIATE

(open to all manufacturers, distributors, suppliers, and others who wish to maintain close contact with the industry and support the goals of the association)

- ☐ **New Member First Year Only, \$255**
☐ **Dues Schedule: \$425.00 Per Year**

In 25 words or less describe what your firm sells to electrical contracting firms, or describe your interest in relation to FAEC.

I agree to assist, to the best of my ability, the efforts of FAEC to improve our industry and abide by the by-laws and code of ethics.

Signed: _____ Date: _____

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Current FAEC Member

Contractor Applicants ONLY! Please list 3 electrical material supplier references with whom you've done business with in the last 12 months.

1) _____
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The ECLB (Electrical Contractors Licensing Board) Will be contacted for pending violations against your license...Please be sure the number you are supplying is absolutely correct!

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