

The *Electrical* CONTACTOR

THE OFFICIAL PUBLICATION OF THE FLORIDA
ASSOCIATION OF ELECTRICAL CONTRATORS

Volume 12
Number 3

Fall 2016



REGISTER NOW... for the FAEC 1 - day CE Symposium

*This program offers 6 Hours of
CE Credit including:*

*** TIPS IN USING ELECTRICAL TESTING
METERS - Presented by Southwire**

*** OPERATING THE SAFEST WIRE
PULLING SYSTEMS IN THE INDUSTRY
- Presented by Southwire**

*** UPDATE OF CONSTRUCTION LAW
ISSUES - Presented by Wright, Fulford,
Moorhead and Brown, PA**

*** TAKING CONTROL OF DISTRACTIVE
DRIVING - Presented by Federated
Insurance**

*** METAL BOX ENCLOSURES - How to
properly select the right enclosure for
the application - Presented by
Coresential**

INSIDE:

- "From the President"
Blake Ferguson, Jr.
- New Member Welcome
- Risk Management Strategies
from Federated Insurance
- FAEC Fall CE Symposium
Registration
- FEAT Update
- Need for skilled help sparks
interest...



**September 30, 2016
Hilton DoubleTree
Orlando, FL
ECLB Provider #0000857**

This Wasn't Supposed To Happen

Harassment

Fines

Lawsuit

Theft

Fire

Injury

Retaliation

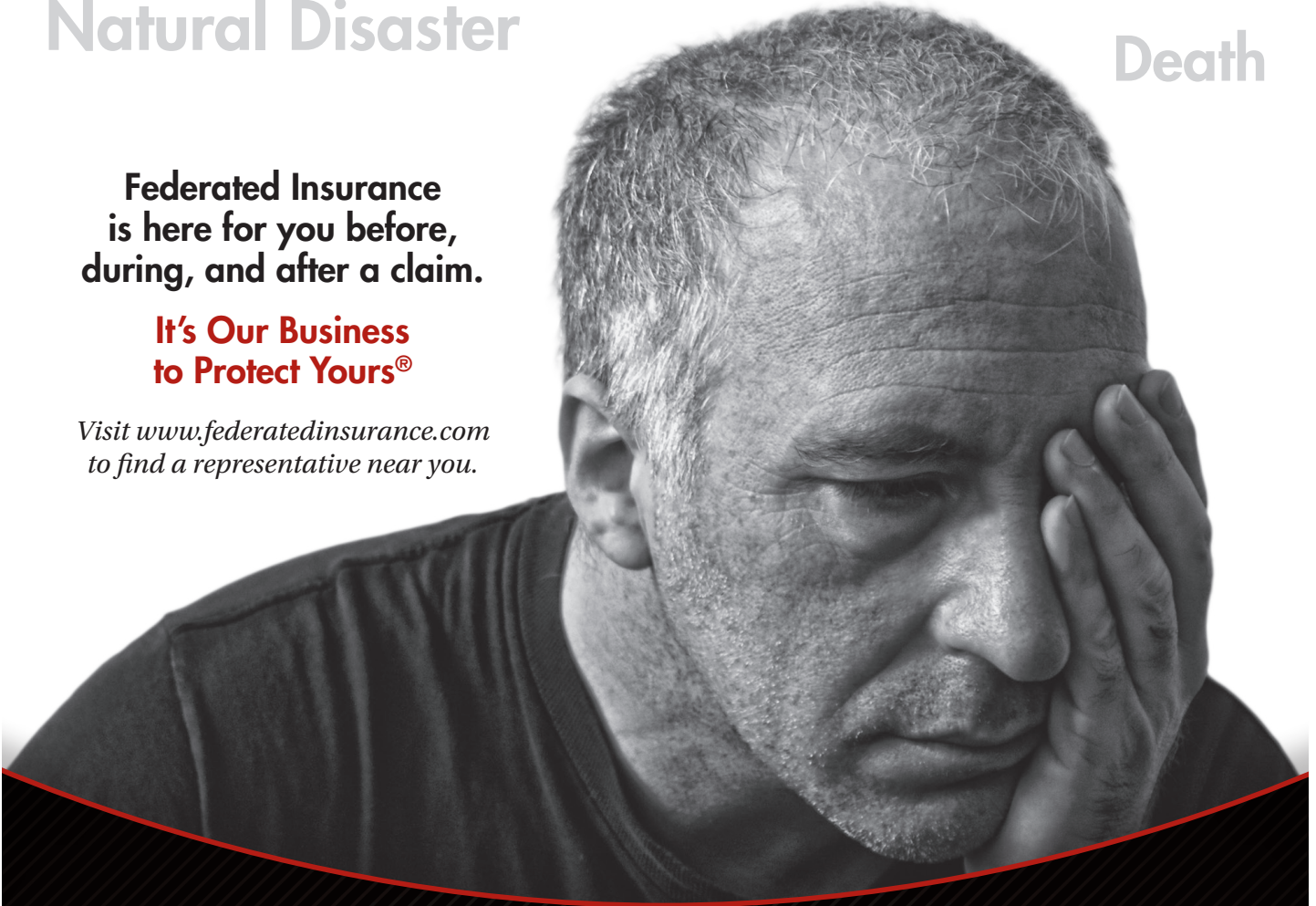
Natural Disaster

Death

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BLAKE FERGUSON, JR.
ROYAL ELECTRIC OF CENTRAL FLORIDA
645 Newburyport Ave., Ste. 1000
Altamonte Springs, FL 32701
Phone: 407-834-2345
Email: bfergusonjr@royal-electric.com

SECRETARY

JAY SMITH
PAT'S ELECTRIC
104 West Cedar Avenue
Orange City, FL 32763
Phone: 386-775-7776
Email: jay@patsselectricinc.com

TREASURER

DON TOWNSEND, JR.
TERRITO ELECTRIC, INC.
441 W. Enterprise Street
Ocoee, FL 34761
Phone: 407-654-2767
Email: dtownsend@territo.com

PAST PRESIDENT/DIRECTOR

JOE BELL
BALLENTINE ELECTRIC, INC.
3797 Commerce Loop
Orlando, FL 32808
Phone: 407-428-1650
Email: joe@ballentineelectric.com

DIRECTORS

GARY REDWINE
RAMS/RPG
12902 Commodity PL.
Tampa, FL 33626
Phone: 813-887-1808
Email: gary.redwine@ramsinc.net

RICHARD TORODE
TORODE ELECTRIC & SYSTEM, INC.
PO Box 997
Starke, FL 32091
Phone: 904-966-0241
Email: tes2004@earthlink.net

MARC NOYCE
BALLENTINE ELECTRIC
3797 Commerce Loop
Orlando, FL
Phone: 407-428-1650
Email: MarcNoyce@ballentineelectric.com

EARL LOMAS
TERRY'S ELECTRIC
600 N. Thacker Ave., Suite A
Kissimmee, FL 34741
Phone: 407-572-2100
Email: elomas@terryselectric.com

SHAWN BOONE
FERRAN SERVICES
530 Grand Street
Orlando, FL 32805
Phone: 407-648-0961
Email: sboone@ferran-services.com

FEAT LIAISON

ROBERT TIDWELL
FLORIDA ELECTRICAL APPRENTICESHIP &
TRAINING
PO Box 592949
Orlando, FL 32859-2949
Phone: 407-438-3328
Email: RTidwell@featschool.org

LEGISLATIVE COMMITTEE CHAIRMAN

DAVID DEBERRY
DEBERRY ELECTRIC COMPANY, INC.
PO Box 26037
Jacksonville, FL 32226
Phone: 904-757-8424
Email: david@deberryelectric.com

GOLF COMMITTEE CHAIRMAN

CHUCK BAUR
CORESENTIAL
11325 Center Lake Drive, Apt. 2107
Windermere, FL 34786
Phone: 407-614-4507
Email: cbaur001@cfl.rr.com

INSURANCE PARTNER

NATHAN GRAVLEY
FEDERATED INSURANCE
PO Box 420069
Atlanta, GA 30342
Phone: 770-547-0718
Email: nagravley@fedins.com

ASSOCIATION COUNSEL

TIM MOORHEAD
WRIGHT, FULFORD, MOORHEAD & BROWN, PA
505 Maitland Ave., Suite 1000
Altamonte Springs, FL 32701
Phone: 407-425-0234
Email: tmoorhead@wfmblaw.com

EXECUTIVE DIRECTOR

CHERYL HARDY
FAEC
PO Box 4304
Enterprise, FL 32725-0304
Phone: 407-260-1511
Fax: 407-260-1511
Email: faec@iag.net

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FAEC Magazine

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ELECTRICAL CONTRACTORS
PO BOX 4304, ENTERPRISE, FL 32725-0304
407-260-1511 ~ FAX 407-260-1511
Email: faec@iag.net

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PO Box 4304, Enterprise, FL 32725-0304
407-260-1511
Email: faec@iag.net
www.faecstate.org

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For Advertising Information
Cheryl Hardy
FAEC - 407-260-1511
Email: faec@iag.net



FAEC CALENDAR OF EVENTS

FAEC Calendar of Events 2016

April 29	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
May 20	FAEC Annual Golf Tournament, Timacuan Country Club
Aug. 12	FAEC Fall Golf Scramble, Legacy Lakes at Alaqua Country Club
Sept. 30	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Nov. 12	FAEC Edison Award & Casino Night, DoubleTree Hilton, 60 S. Ivanhoe Blvd, Orlando, FL

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.
- "Legislative Alerts" distributed throughout the session to keep you abreast of industry concerns.
- The official publication of FAEC - The "Contractor" 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.

*Your Invitation
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FAEC Welcomes New Members

Welcome Members by Joe Bell, Membership Committee Chair

Welcome to our new members and returning members. As we enter the Fall season, we invite you to join us in the upcoming events.

Welcome New Member: TERRY HURLEY, G.L.E. SCRAP METAL, CASSELBERRY, FL

- FAEC Fall 1-Day CE Symposium – Sept. 30, 2016
- FAEC Edison Award/Casino Night - November 12, 2016

Joe Bell
Vice President
Ballentine Electric

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

Please Thank Our 2016 FAEC Trustees for
their Support!



By Blake Ferguson, Jr. Royal Electric of Central Florida

As busy as we all are in the current construction climate we need to remember that we must take time in our business plan to consider the future of our workforce. Education, training and mentoring our existing workforce is a must and working to bring new labor into the trade is key to our future.

We have several opportunities to take advantage of, including our apprentice programs and workforce programs that mentor and train and provide contractors with their staffing needs and can lead to permanent employees for your company.

Please make it part of your business plan to ensure that you “give back” to the electrical industry by investing in your workforce ... Now and for the future of our trade!

I look forward to seeing you at upcoming FAEC events!

~ **Blake**





Could Your Employment Practices Cause You Trouble?

All businesses have a lot to consider with regard to human resources (HR) and risk management issues. On an average work day, a business may encounter dozens of HR-related issues. How the employer approaches those situations could put the business at risk for employment lawsuits and claims. Employers may approach personnel matters with the best intentions, but their efforts may be derailed by outdated policies or lack of best practices.

The implications for human resource-related errors can be considerable. Average judgments associated with poor HR practices can be monetarily devastating to a business, let alone the disruption they cause. Just defending claims of this type can cost a company a significant amount of money in attorney's fees and legal costs.

It is important to consider all remedies to control the risk and costs associated with HR decisions. While insurance policies can offer protection from these costs, it also makes sense to safeguard your organization with pre-claim best practices and legal expertise to help strengthen your policies, practices, decisions, and actions. Many companies also need access to HR resources or second opinions to update or create new policies, or address new concerns or hot topics, such as workplace bullying.

The Federated Employment Practices NetworkSM (FEPN) provides Federated Insurance clients access to both online and phone assistance for employment-related practices. FEPN also provides Federated's employment-related practices liability clients with access to independent attorneys who can review employment law questions.

Make a plan

"Employment practices" is a broad term that covers hiring, firing, and everything in between. As an employer, you are undoubtedly aware of employees' rights to file discrimination charges. However, you also should be aware of your right to protect yourself against this type of exposure. Having employment policies and procedures that have been reviewed by an attorney, and which are supported by consistent enforcement, can act as a safety net to protect your business from defense costs and business disruption. Complete and accurate documentation is an effective way to record events and procedures. Augmenting your employment policy with insurance designed to protect you from the costs of litigation can also help shield your business from expenses that could significantly cut into your earnings.

Not having a plan when it comes to "hiring, firing, and everything in between" could set you up for HR-related litigation. An effective employment policy isn't a "nice to have," it's a "must have." Planning, implementing, enforcing—these best practices work in tandem to help guide your business toward positive employment experiences while helping to deflect risk and exposure to avoidable litigation.

Some of the client services referenced are provided by third party organizations wholly independent of Federated, and are provided with the understanding that neither Federated nor its employees provide legal or other expert advice.

This article is intended to provide general information and recommendations regarding risk prevention only. There is no guarantee that following these guidelines will result in reduced losses or eliminate any risks. This information may be subject to regulations and restrictions in your state and should not be considered legal advice. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws. © 2016 Federated Mutual Insurance Company. All rights reserved.

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

The Trustee Committee is excited to welcome
our 2016 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!





By Robert Tidwell, FEAT

Over the past 6 months the FEAT program has grown. We have added 20 new participating electrical contractors, bringing our total to 179 participating employers. Our last registration was one of the largest enrollments in recent history with 161 new apprentices and 22 returning apprentices. As of September we have over 500 active apprentices.

Our director, Jamie Fugate, after 29 years of service retired this past summer. Assistant director Steve Pirolli became the new director, and Mr. Hector Maffia ("The new Steve") has joined us as the coordinator of our Westside campus.



We would also like to welcome our 5 new teachers: Kenneth Whittle, Michael Hayes, Jason Stroub, Michael Passera, and Edwin "Butch" Kania. And a huge thanks to James Ruth who came out of retirement to help our expanding program. With that, the FEAT program is looking to interview for part time and reserve teachers for the Mid-Florida and Seminole campuses, as well as for future expansion.



Need for skilled help sparks interest in electrician training

By Anthony Clark, Business editor, The Gainesville Sun

After a run-in with the law earlier this year that could have led to prison, Reshard Wilson decided he wanted to change his life, get a job, and support his son and girlfriend.

The 26-year-old Gainesville man answered an ad in Craigslist for a free weeklong training program to become an electrician and this week started on-the-job training for the construction staffing agency RAMS Inc.

“I’ve been going through a little trouble as far as the decisions I’ve made in the past and I just came to a point where I just want to be able to provide for my family,” he said during a break from a training exercise last week to mount and wire an electrical box.

Wilson was one of 10 students from the Gainesville and Ocala area to start RAMS’ JumpStart program last week at Santa Fe College’s Construction Institute, the first time the Tampa-based staffing agency has offered the program here since reopening its Ocala office last year in response to demand for more workers in the trades.

A boom in construction has fueled the need for more workers following the bust when few people were entering the trades. Add to that an average age for electricians of over 50 and the industry is struggling to fill its skilled labor shortage.

All Florida Electric has about 100 employees and another 50 to 60 people working through staffing agencies, said Vice President Mike Gentry.

“At this point in time I could put another 50 electricians to work tomorrow,” he said. “I’ve been doing this for 36 years and I’ve never seen this much (construction) going on in Gainesville at one time.”


Gentry said electricians’ hourly wages did not keep pace with past raises during the downturn, but have come up \$5 in the last couple years, which is enticing more people into the industry.

The company took six of RAMS’ students starting Monday for the O’Connell Center renovation and new UF Health Shands hospital.

RAMS — which stands for Resource Acquisition and Management Services — provides temporary skilled labor to supplement contractors’ staffing needs. RAMS started the JumpStart program in 2004 to fill the need for more entry-level workers before putting it on hiatus in 2008 and resuming in 2012.

“It’s resupplying manpower. You’ve got to build the trades back up,” said Charles Discher, safety and training coordinator.





FAEC: Need for Skilled Help.. cont.

The staffing agency also helps contractors keep their costs down by using entry-level workers for certain jobs before bringing in higher paid journeymen and master electricians, he said.

JumpStart students spend the first week of the six-month program taking classes, which includes 10 hours of Occupational Safety and Health Administration training, and performing hands-on exercises. RAMS gives them tools and safety equipment.

After the first week, participants spend the rest of the six months in on-the-job training working for RAMS' client contractors and take one night class per month. They are paid \$9 an hour during the first week of training and \$10 an hour with incremental raises during on-the-job training.

After the six-month program, participants can get a job with a contractor or remain with RAMS to enter a four-year apprenticeship program that involves two night classes per week while they work. Apprenticeship programs are offered at SFC sponsored by the Builders Association of North Central Florida and at Marion Technical College sponsored by the Florida Association of Electricians in Ocala.

Justin MacDougall, apprenticeship coordinator at SFC, said RAMS' pre-apprenticeship program can provide a way to start training at different times of the year and they have talked about starting another class at the college before the end of the year.

"The one week of school can get them interested and get them in the field and they start to see this can really lead to something," he said.

SFC's fall apprenticeship program has a record 109 students enrolled for its electrical, air conditioning, plumbing and carpentry programs.

"Everybody needs people," MacDougall said. "They're having to take helpers and try to move them into foremen and supervisors. Schooling is a great way to do that. It helps move them up a little bit faster and get industry certifications."

Those who get up to journeyman status after their apprenticeships can earn \$18 to \$20 an hour, said John Cammack, area manager for RAMS.

Safety and training coordinator Dan Perry said they try to assign workers as close to their homes as possible but the average distance for a job is 15 miles. In addition to all the construction in Gainesville, he said they have work for Ocala area workers with jobs along State Road 200 and Silver Springs Boulevard, all the way to Daytona Beach.

J'Von Swoll, 21, of Ocala said he was referred to the program by a family member. After starting in pre-med in college to become an orthodontist, he said he is trying to find out what he really likes.

"I want to become an electrician. Then I want to become a carpenter, maybe even an architect," he said. "I want to be able to build and own my own businesses. You've got to start somewhere."

Perry said he tries to inspire his students by relating his own experiences after 20 years in the field.

"I was at a dead end road like most of these guys," he said. "I paint a picture for them of where I came from and how I did things and what this trade's done for myself and my family."



HR QUESTION ? of the month



Is voluntary attendance during FMLA allowed?

Question: We have an employee on FMLA who is required to have an updated CPR certification for licensure purposes. As an employer, we outsource CPR vendors who come into our clinics to recertify employees. This employee is on maternity leave and fully released to return to work with no restrictions, however the employee is on her last weeks of child bonding. The employee wishes to come in to one of our clinics to recertify CPR. Should we allow the employee to take the CPR course even though the employee is on FMLA? Would we be violating the employee rights even though it's the employee who wishes to attend the CPR course?

Response: If the employer agrees to it, we are not aware of any law that would prevent the employer from allowing the subject employee to voluntarily return to work for the CPR certification course prior to the conclusion of her Family and Medical Leave Act (FMLA) leave. It is up to the employer to decide whether to require that she conclude her FMLA leave as of that time or resume the leave when the CPR training ends.

Employees who are eligible for FMLA leave and who seek to use it in connection with bonding with a newborn or newly-adopted child or a child placed in foster care can take as much leave, up to 12 weeks, as they so choose (assuming they have not previously utilized any FMLA leave in the same 12-month period). Leave must be provided continuously when it is taken for this purpose, but employers are not required to provide leave on an intermittent or reduced schedule basis for this reason unless the employer agrees to do so. Thus, if the subject employee is presently on continuous FMLA leave to bond with a newborn baby and is medically cleared to return to work, then if she would like to return to work to participate in the CPR class, we are not aware of any law prohibiting her from doing so. If she wishes to resume whatever remaining FMLA she may have after the course completes, she can do so only if the employer agrees, because this arguably would be in the nature of intermittent leave under the Act (see page 52 at <https://www.dol.gov/whd/fmla/employerguide.pdf>). If the employer agrees to the arrangement, it should be cognizant of the precedent it is setting, as others may want – and expect – a similar accommodation in the future. (We assume from the inquiry this is the first situation of its kind. If it is not, the employer should follow its past practices to avoid discrimination and retaliation concerns here.)

As a best practice the employer should secure documentation from the employee indicating that it was her choice to return to work for the CPR class and that this is not something the employer forced or required her to do while she was otherwise on FMLA leave.

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To learn more about the [Federated Employment Practices Network®](#), contact your local [Federated Marketing Representative](#), or visit www.federatedinsurance.com.

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FAEC FALL CE SYMPOSIUM - FRIDAY, SEPTEMBER 30, 2016

FAEC FALL CE SYMPOSIUM ECLB SPONSOR #0000857 - HILTON DOUBLETREE, ORLANDO, FL. FRIDAY, SEPTEMBER 30, 2016

7:45am REGISTRATION & CONTINENTAL BREAKFAST For all attendees and presenters.

FAEC CLASS SCHEDULE

8:15-9:15am CLASS I ECLB# PENDING "TIPS IN USING ELECTRICAL TESTING METERS" 1HR Technical CE 0801507. Presented by Mike Buechin, Southwire Company.

This one hour program reviews the basics of using electrical testing meters. Topics discussed will include safety tips, do's and don'ts, proper care and maintenance; how to select the right meter for the job and special meter functions that can help identify problems faster.

The Course will cover:

- Section 1 - Safety Category Ratings
- Section 2 - Meter Care and Inspection
- Section 3 - Meter Specifications
- Section 4 - Using Special Features
- Section 5 - Using Meters to Pinpoint Problems

9:30am-10:30am CLASS II -ECLB#0801142 "OPERATING THE SAFEST WIRE PULLING SYSTEMS IN THE INDUSTRY" 1 HR Technical. Presented by Tony Lutzi, SIMpull Solutions Specialist for Florida, Southwire Company.

This course provides an overview on how to keep your workforce safe and productive when installing service feeds interior feeds and branch circuit feeds.

This Course will cover:

- Section 1 - Recommended equipment for service feeder cable
- Section 2 - Set up and use for underground pulls
- Section 3 - Recommended equipment for interior feeder cable
- Section 4 - Set up and use for overhead pulls
- Section 5 - Recommended equipment for branch circuit wire
- Section 6 - Set up and use of equipment and product

10:45am-11:45pm CLASS III - ECLB#0800958 "METAL BOX ENCLOSURES - How to properly select the right enclosure for the application"

1 HR Technical CE. Presented by Garrett Morrison, Product Specialist, Coresential

In this one hour program you will learn current product options in the market place and how contractors and engineers can effectively choose the proper enclosure on each application.

This Course will cover:

- Section 1 - Fundamentals of Enclosures
- Section 2 - Common Ratings and Classifications
- Section 3 - Thermal Applications



12:00pm-1:00pm CLASS IV Lunch Program- ECLB#0801253 "TAKING CONTROL OF DISTRACTIVE DRIVING, A CONTRACTORS WORK PLACE SAFETY ISSUE" ... "NEW ADDITIONAL CONTENT IN THIS PROGRAM"

1 HR Safety CE. Presented by Jeff Reed, Senior Marketing Representative Federated Mutual Insurance.

This will be a presentation on what constitutes driving distractions, how distractions affect the driver and putting controls in place... Plus some new content!

This Course will cover:

WHAT IS DISTRACTIVE DRIVING?

Section 1 - Internal Distractions, The Different Aspects

Section 2 - External Distraction, The Different Aspects

CELL PHONE FACTS

(

Section 1 - Measuring Distance While Being On The Phone And Driving

Section 2 - Measuring Time While Being On The Phone And Driving

Section 3 - Exhibiting Impairment While Using A Cell Phone

TAKING CONTROL

Section 1 - Implement Control Strategies

Section 2 - Ignoring Outside Distractions

Section 3 - Avoiding Disasters While Driving

1:15-3:15pm CLASS V ECLB#0800888 "UPDATE OF CONSTRUCTION LAW ISSUES" 2 HR Business CE. Presented by Tim Moorhead, **Construction Attorney and Partner, Wright, Fulford, Moorhead & Brown, PA.**

This program will update you on recent changes to Florida's Construction Lien Law, recent case law on construction issues, and provide discussion regarding trends and issues arising in current litigation.

This Course will cover:

Section 1 - Introduction and Overview of course objectives

Section 2 - Recent Changes to Florida's Construction Lien Law

Section 3 - Recent Cases effecting the Construction Industry

Section 4 - Litigation Trends and Issues Construction Defect Litigation Indemnity Issues



FAEC SPRING CE SYMPOSIUM - FRIDAY, APRIL 29, 2016

ANNOUNCING FAEC ANNUAL FALL CE SYMPOSIUM SEPTEMBER 30, 2016 HILTON DOUBLETREE, 60 S. IVANHOE BLVD., ORLANDO, FLORIDA REGISTRATION FORM

INSTRUCTIONS:

1. Complete all portions of this form and return to FAEC, P.O. Box 4304, Enterprise, FL 32725-0304. A check payable to FAEC must accompany this form in order to secure registration.
2. Your name and company will appear on your name badge and registration materials as you indicate below.
3. Type all portions of this form.

Conference Registration: Includes all educational classes, CE Certificates, seminar hand-outs and meal functions.

NAME: _____ NICKNAME: _____

YOUR STATE LICENSE NUMBER: _____

SPOUSE/GUEST: _____ NICKNAME: _____

COMPANY NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____

REGISTRATION FEES:

Full Registration Fee must accompany this form.

Early Bird Registration Fees on or Before September 19, 2016

- _____ FAEC Member(s) @ \$170 per person
- _____ Project Manager/Key Personnel \$125 2nd person from same company after first full registration paid.
- _____ Non-Member \$425 per person**

September 20, 2016 and After

- _____ FAEC Member(s) @ \$225 per person
- _____ Project Manager/Key Personnel \$175 2nd person from same company after first full registration paid.
- _____ Non-Member \$480 per person**

PLEASE MAKE ALL HOTEL ACCOMMODATIONS DIRECTLY WITH THE HILTON DOUBLETREE, 60 SOUTH IVANHOE BLVD., ORLANDO, FL. 407-425-4455.

** If non-member joins FAEC within 30 days of conference \$255 will be applied towards first years dues.

***PLEASE NOTE THAT A CREDIT CARD AUTHORIZATION MUST BE USED TO SECURE ALL ROOMS WITH THE HOTEL!

PLEASE MAKE A COPY FOR YOUR RECORDS

REGISTRATION DEADLINE: September 27, 2016

RETURN TO: FAEC, P.O. BOX 4304, Enterprise, FL 32725-0304

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Timothy Quigley
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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 _____
County _____

Email Address : _____

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: _____

Sponsored by: _____

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.

	Company	Phone
1)	_____	_____
2)	_____	_____
3)	_____	_____

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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