

# The *Electrical* CONTACTOR

THE OFFICIAL PUBLICATION OF THE FLORIDA  
ASSOCIATION OF ELECTRICAL CONTRACTORS

Volume 12  
Number 2

Spring 2016



## INSIDE:

- "From the President" Blake Ferguson, Jr.
- Member Welcome
- Risk Management Strategies from Federated Insurance
- FAEC Spring CE Symposium Registration
- FEAT Update

## FLORIDA ASSOCIATION OF ELECTRICAL CONTRACTORS

REGISTER  
NOW!

### FAEC Annual Golf "Shamble"

Friday, May 20, 2016

## TIMACUAN GOLF & COUNTRY CLUB

550 Timacuan Blvd., Lake Mary, FL 32746

### TOURNAMENT FORMAT

- 1) Each four man team must use two drives from each player though out the 18 hole play.
- 2) Once you pick the best drive, it is a standard four man scramble until the team holes out.

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

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

Lunch and Awards to follow golf!

RSVP Return by May 13, 2016

FAEC Annual Golf Tournament May 20, 2016 Timacuan 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.faec.org](http://www.faec.org)

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\_\_\_\_ Yes, I would like to provide items for the golfer goody bags.

\_\_\_\_ Yes, I would like to provide a door prize/prizes.

Other Sponsorship opportunities are available such as the putting green, beverage carts... etc. Please contact Cheryl at 407-260-1511 for details!

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*This program offers 5 Hours of CE Credits including:*

- \* The Florida Building Code – Energy, version 5
- \* Revisions to NFPA 70 E Arc Flash Safety Standard
- \* What You Need to Know about Surge Protective Devices
- \* What You Need to Know - Work Comp
- \* Keeping the Family Business in the Family - You don't want to miss the presentation that will culminate with a "Round Table" discussion that will be extremely valuable to you and your successors!

**April 29, 2016  
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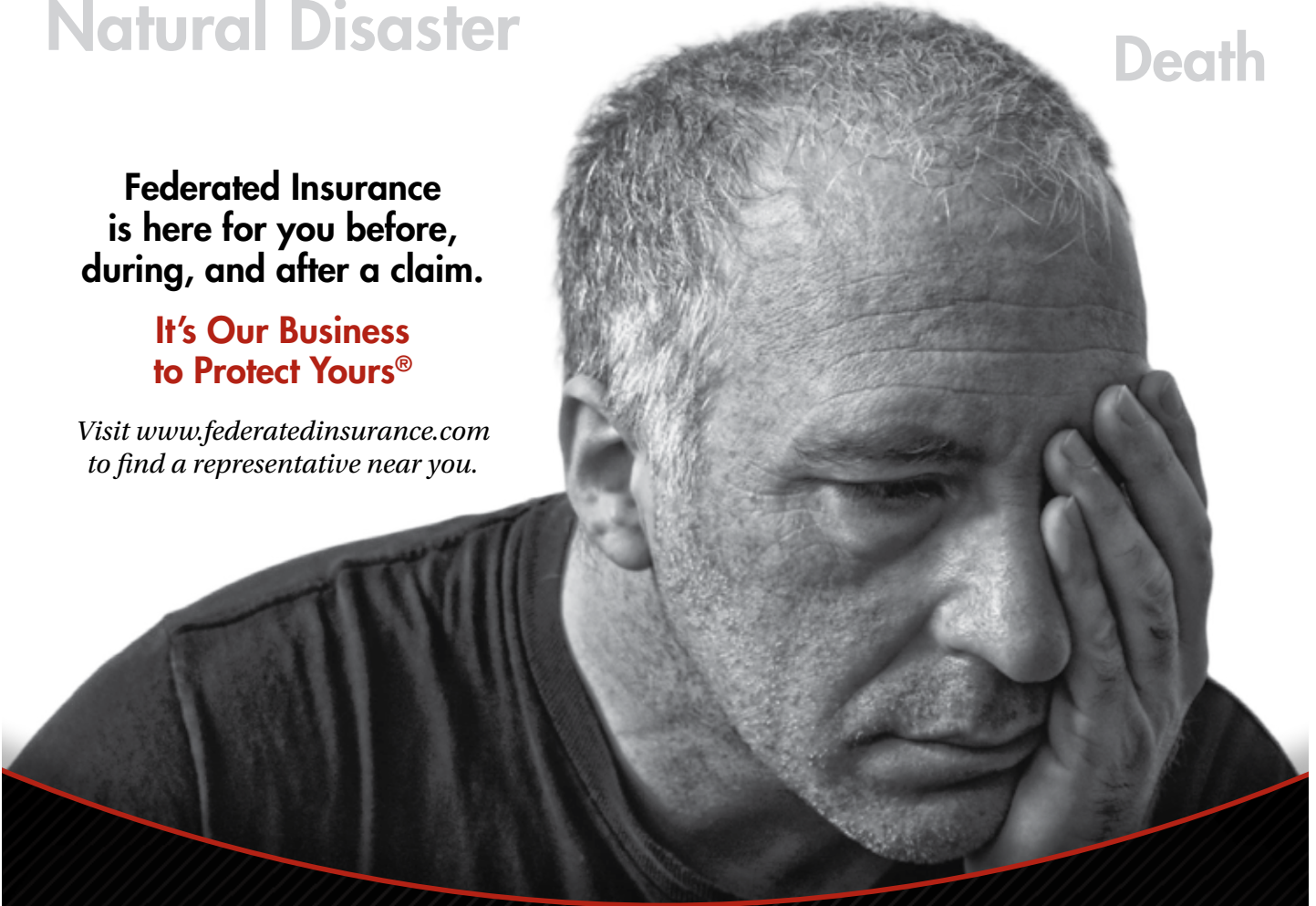
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# FAEC Magazine

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# 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. TBD	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.

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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 Spring and Summer seasons, we invite you to join us in the upcoming events.

- FAEC Spring 1-Day CE Symposium – April 29, 2016
- FAEC May Golf Tournament - May 20, 2016
- FAEC Fall Golf Tournament - August 12, 2016

Thank you for supporting FAEC and the electrical trade!

Joe Bell  
Vice President  
Ballentine Electric

Chris Jensen      Del-Air, Sanford, FL

## Please Thank Our 2016 FAEC Trustees for their Support!



## By Blake Ferguson, Jr. Royal Electric of Central Florida

FAEC members are well into swing for 2016. As we are all getting busier it is difficult to find time to devote back to our industry organizations. These groups provide the roots and valuable assets for our industry to continue to grow.

As we look for skilled personnel to bring into our businesses we need to ensure they are qualified and possess the skills we need to provide our customers with the best quality work. Remember... "A happy customer is a loyal customer!" We also need to remember that we must work to mentor and grow our own workforce. You can begin this growth by placing your future workforce in apprenticeship programs such as FEAT. What better way to ensure the future of your business.

Organization like FAEC provide valuable assets such as educational opportunities with Continuing Education that include programs directed to your business future and growth along with technical classes. Attending these programs provide you the opportunity to network with fellow contractors, face to face, in an environment that allows you to ask questions and provide suggestions without any intimidation. Our member contractors are a valuable asset to each other in significant ways.

Devoting some time back to the industry by getting involved and/or attending meetings and events in order for us to grow our companies is a "Win-Win" for everyone.

I look forward to seeing you at upcoming FAEC events!

~ **Blake**







# RISK MANAGEMENT CORNER

## Take a Stand Against Distracted Driving

Imagine yourself standing alongside a busy road, watching the cars go by. Now pretend you have super powers and can see everything going on in each car, and you see this: A driver looks down at his phone to check GPS directions. At the same time, traffic ahead slows. That driver's quick glance at his phone is enough of a distraction for him to not be prepared for the traffic slowdown. He rear-ends the vehicle in front of him resulting in two deaths and serious injuries to himself.

The driver wasn't talking on his cell phone. He wasn't texting. But he *was* distracted by an electronic device.

Describing distracted driving as an epidemic doesn't do it justice—it has gone beyond that. It is rampant, worsened by the influx of electronic devices constantly competing for drivers' attention. Distracted driving threatens our well-being on a daily basis. What can we do to make our roads safer?

### He Had a Choice

The driver's decision to check GPS was, literally, a life and death choice. Two people are dead. He could have made a different choice.

But he didn't, and that's the point here. Drivers are setting priorities based on an electronic device, putting something as trivial as a text message, phone call, or other electronic communication ahead of safe, attentive driving. People everywhere are choosing—and, yes, it is a choice—to interact with mobile devices while they're on the road. That choice puts everyone around them in danger.

### Wiser Choices

Federated Insurance wants to help your business address this issue so you can take measures to reduce the chances you or someone who works for you is involved in a crash resulting from distracted driving.

First, we realize people's attitudes aren't going to change overnight. The "it'll never happen to me" perception is alive and well, just as it was during the seatbelt and motorcycle helmet safety campaigns in the past.

But, eventually, with education, repetition, demonstrations, examples, and messages, people began to understand the importance of wearing seatbelts and motorcycle helmets—for themselves and the people important to them. And slowly but surely, it became a priority.

### What and Who is Important to You?

The key is persistence. Federated will continue to offer solutions to help your business to inform your employees. We'll present an insurance company's perspective. And we'll boldly ask, "What—and who—is important to you?"

Your family, friends, co-workers, and your business itself all play a vital role in the happy ending to each day. We want everyone to make it home safely.

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. All rights reserved.



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***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!





The Winter/Spring semester is almost complete, we're preparing for graduation on June 11 and registration for the Fall semester has been scheduled for July 12 and July 13. We have made several improvements to the FEAT program this year.



The OJT form has been updated to include more space for supervisor comments on apprentice evaluations. Also added was a space for apprentices to acknowledge that their superintendent had discussed the evaluation with them. Starting in January, all FEAT classes now start at 6 p.m. and end at 9 p.m.

We are continuously updating the FEAT website ([www.featschool.org](http://www.featschool.org)) to be more helpful for the apprentices. For the past year, we have had the Class Assignment area. Apprentices who were absent from a class can go on the FEAT website and find out what was covered in class and what their homework assignment was. Any hand-outs an instructor gave out during class are available as a pdf in the Assignment Area. This semester, we added an NEC quiz area and practice quizzes on Ohm's Law and Watt's Law to the Student Area.

OJT forms have been available as a pdf download for many years. This year, we added OJT forms that can be filled in using Excel. The best part is the addition of hours is always correct - it is automatically done in Excel.

The website is optimized for SmartPhones, because for many apprentices, that is how they access the Internet. The student areas are not password protected, so anyone can see what their apprentice is learning in class on a given night, practice their knowledge of DC Theory or their understanding of the NEC. In the coming year, we plan on adding more self-help areas on the website for the apprentices.

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Friday, May 20, 2016



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550 Timacual Blvd., Lake Mary, FL 32746

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

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

Lunch and Awards to follow golf!

RSVP Return by May 13, 2016

FAEC Annual Golf Tournament May 20, 2016 Timacuan 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](http://www.faecstate.org)

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\_\_\_\_\_

\_\_\_\_\_ Yes, I would like to provide items for the golfer goody bags.

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**Reservations not canceled by May 13, 2016 must be paid for!**



**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.

*It’s Our Business to Protect Yours®*

This publication is intended to provide general recommendations regarding risk prevention. It is not intended to include all steps or processes necessary to adequately protect you, your business, or your customers. You should always consult your personal attorney and insurance advisor for advice unique to you and your business. ©2013 Federated Mutual Insurance Company. All rights reserved.





Some important tips:

- Explain safety rules before assigning jobs. Employees are more likely to follow rules if they understand the reasons for them. Give each employee a copy of the rules for future reference.
- Encourage employees to ask questions if they don't understand what they are being asked to do.
- Point out workplace hazards and discuss how to avoid injury, including what not to do.
- Make sure employees understand never to operate machines unless trained and authorized to do so.
- Explain how lockout devices prevent injuries, and why not to remove them.

Knowledge and effective communication are the keys to accident prevention. Always encourage discussion—it promotes understanding. Put these principles to work and give your employees the tools they need to work safely!

### **Help them help themselves**

Give feedback to employees on their job performance, but don't just limit it to scheduled reviews. Don't assume everything is fine just because an employee doesn't complain. Employees want to know they are doing a good job. A simple compliment on how an employee handled a situation will reinforce desired behavior and tell employees their efforts are appreciated. Give occasional rewards. When corrective action is needed, use a positive approach with specific recommendations. This can help avoid embarrassment or resentment and possible future allegations of unfair treatment.

### **What to do when termination seems inevitable**

Always base decisions to reprimand or terminate employees on documented facts and observations, not on emotional responses to a situation or on personal judgments. Sometimes “just the facts” may not provide enough information and employees may not be forthcoming about problems.

For example:

An employee began to arrive late to work and often seemed distracted. His co-workers were tolerant, but the manager was strict about punctuality and became irritated by the employee's tardiness. Actually, the employee liked his job and was meeting performance expectations. The problem was that an elderly parent had recently moved into his home and required special care in the morning. In this case, a simple schedule change could solve the problem and help relieve the employee's stress. It would also demonstrate the manager's willingness to make accommodations for a good employee.

Sometimes it is necessary to terminate an employee because of poor performance even when good hiring procedures were followed and the employee started out on the right foot. Make certain all terminations are fact-specific. Is the decision consistent with how “similarly situated” employees have been treated in the past?

**Consider having two management personnel involved with the termination.** Should the terminated employee ever dispute what took place, you have a witness to verify what was said. You may want to implement the “two to hire, two to fire” strategy. It may be an effective risk management technique for your business.



ECLB SPONSOR #0000857 - HILTON DOUBLETREE, ORLANDO, FL.

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

## FAEC CLASS SCHEDULE

**8:15-9:15am CLASS I: Provider # 0003283, ECLB# 0007607 “The Florida Building Code – Energy, version 5” 1HR Technical CE.** Presented by Allen Weiss, PE, LC, MIES, SESCO Lighting.

This one hour program provides a working knowledge of the current Florida Energy Code pertaining to lighting power consumption and controls for Commercial Buildings. A discussion on the types of spaces included and exempted from the code. Review the mandatory interior and exterior lighting power consumption as well as the mandatory lighting control requirements. Includes a discussion on “functional testing” requirements.

**9:30am-10:30am CLASS II: ECLB#0800959 “Revisions to NFPA 70 E Arc Flash Safety Standard” 1 HR Technical CE.** Presented by George Valaes, Consulting Engineer Specialist, Square D by Schneider Electric.

As NFPA 70E continues to evolve and improve, facilities need to pay attention to the updates, understand their meaning and be able to put the necessary processes into action.

This Course will cover:

- Boundaries and Ratings
- Working on Energized Equipment
- Documentation, Training and Emergency Procedure
- Electrical Safety Program
- Arc Flash Hazard Analysis
- Labeling
- Arc Flash Calculations
- 2015 Potential Changes
- Personal Protective Equipment

**10:30am-11:30am CLASS III: ECLB#0800960 “What You Need to Know about Surge Protective Devices” 1 HR Technical CE.** Presented by George Valaes, Consulting Engineer Specialist, Square D by Schneider Electric.

In this seminar you will learn how surges and power related problems cost US businesses an estimated \$80 Billion Dollars annually (Lawrence Berkeley National Laboratory). Surge protective devices help reduce the cost to businesses by diverting surge energy away from sensitive electrical equipment. The program will educate the Electrical Contractor on the basics of Surge Protective Devices, understand surges, their damaging effects, and how to apply SPDs properly.

This Course will cover:

- Surge Protection Overview
  - What is TVSS?
  - The Problem – Transients Cost Businesses Money
  - What is a Surge/Transient
  - Where do Transients come from?
  - Problem – Electronic Age
- How do Surge Protective Devices Work
- Implementing Surge Protection
- Codes and Standards Update



**11:45-12:45pm CLASS IV Lunch Presentation: “What You Need to Know”** This program qualifies for 1 HR Work Comp, Sponsor #0001107, Course Number# 0800997. This program will be presented by Garrett Pepper, District Marketing Manager of Federated Insurance.

**A comprehensive approach to address 4 areas of workers’ compensation; hiring procedures, employment standards, safety awareness, and claims management.**

**The afternoon presentation:**

**1:00-3:30pm CLASS V: “Keeping the Family Business in the Family”** This program qualifies for 1 HR B Sponsor #0001107, Course Number# 0800433. This program will be presented by Garrett Pepper, District Marketing Manager of Federated Insurance.

***You and your successors should attend this program!!!***

A comprehensive approach to understanding why a business continuation plan needs to be implemented so that a business can be kept intact, estate liquidity can be assured, and so that assets can be divided equally.

You have worked years building your business... do you know how much time you should devote to your exit strategy and planning? ...or ... Have you shied away and done nothing because you simply don’t know where to start? These are serious concerns you need to consider.

***You don’t want to miss the presentation that will culminate with a “Round Table” discussion that will be extremely valuable to you and your successors... especially if you are bringing your children or other family members up though the business to take the lead.***

**Tim Moorhead, Wright, Fulford, Moorhead and Brown, P.A. and FAEC Association council will be on hand as we break into our round tables session to moderate.**

**Questions to ask:**

- 1) How do you monetize the business?
- 2) How do you determine the value of the business?
- 3) What are your best chances for success... How to you choose a successor if no children are involved in the business future?
- 4) Will you sell the business and immediately depart or do you stay involved to nurture the transition and mentor the new owners?
- 5) What are the best practices for your successor?
  - a. How do you make sure your successor has the best chance to succeed?

What do they need to know?

- I. They need to know how to read a financial.
- II. They need to know what the strategic plan is.
- III. They need to know how to hire, retain and keep good employees and how to motivate those employees. Whoever hires the best employees Wins!
- IV. What are the Red Flags of fraud? When to know if you need a forensic CPA?
- V. They need to know how to market the business.





# FAEC SPRING CE SYMPOSIUM - FRIDAY, APRIL 29, 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 April 11, 2016

- \_\_\_\_\_ FAEC Member(s) @ \$180 per person
- \_\_\_\_\_ Project Manager/Key Personnel \$140 2nd person from same company after first full registration paid.
- \_\_\_\_\_ Non-Member \$435 per person\*\*

#### April 12, 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: April 25, 2016

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

(407) 260-1511 - faec@iag.net



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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.

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!**



# Advertise in the FAEC eMagazine Today!



## FAEC “CONTACTOR” MAGAZINE ADVERTISING SPACE AGREEMENT

Please fill out all portions of this form and return it with your digital color ad copy prepared to the spec's below.

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Publication circulation includes Florida prime State Certified and Registered Electrical and Specialty Contractors and all FAEC Members.

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\_\_\_\_ January      \_\_\_\_ April  
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Please Identify Ad Space desired:

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For futher information contact Chery Hardy at (407) 260-1511:

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