

Bright Future Electric

Allen McCain, President

Enthusiasm, teamwork, excitement, optimism, anticipation ... all these feelings are consistently coming through in the articles found in this newsletter! At this time last year, many felt a sense of uncertainty in the future of the company. I asked you to be prepared for change and to trust and support the leadership throughout Bright Future Electric. I'm proud to say y'all responded in a most wonderful way, leading to a successful 2013 year end and a strong start to 2014! Both the Central Florida and the West Coast branches are increasing their backlogs and hiring additional staff while the Alabama branch is able to remain consistent.

Please remember, we can't rest on our laurels! Being "the Contractor of Choice" requires hard work and dedication to excellence by everyone associated with the company. Skip and his team are taking the motto seriously and preparing a company-wide campaign to focus on making sure we do more than just pay lip service to the words. Carmon and his group in Alabama have developed a relationship with a national healthcare provider to upgrade their hospitals' emergency power systems throughout the country. This work has come at the very critical time for the branch. On the West Coast, I am thrilled that Steve "the Greek" has accepted the promotion to Vice President of Operations. I can't say enough good things about what he and his entire group are doing to create and take advantage of the opportunities being presented them. In April, they set a new record for both revenue and backlog for the branch.

I've heard many of you discuss summer vacation plans. I hope each member of the Bright Future family has a safe and enjoyable break from work!

Employee Spotlight - Birmingham, Alabama

Curtis Pearson joined the Alabama Bright Future family in June of 2007. He had never worked in the electrical business but was looking for something new. Curtis shows a real interest in learning the trade and is known by his peers to be hard working and dependable. Rick Kennedy, who has been the foreman on many jobs to which Curtis was assigned, said, "I wish we had more employees like Curtis. He comes to work every day, works hard all day and doesn't try to leave early!" Curtis says he's enjoyed every project that he's worked on but he really enjoyed the work at Brookwood Hospital and at the Vance Federal Courthouse. Whatever the job, Curtis gives his all and is a valued leader in the field.

When Curtis is not at work, he enjoys playing basketball and spending time with his family. He and his wife have a five year old son, Cordero, who has a smile that shines as brightly as Curtis's does!



MAY 2014
NEWSLETTER

LUIS CALVILLO -

West Coast Employee Spotlight

Luis Calvillo epitomizes our name and our core values - a BRIGHT FUTURE!! Luis came to the United States in 1987 from Michoacan, Mexico. He originally moved to Tampa and went to work in the fruit and vegetable harvesting industry. Luis worked throughout Florida and, seasonally, in Idaho and South Carolina. It was in 1994, while in South Carolina picking peaches, that he met the daughter of the harvesting contractor, Paula, and his life began to take on a new focus.

Ultimately Luis and Paula were married and living in Florida when he transitioned into the landscaping industry in order to spend less time on the road. He worked for several large landscaping contractors that specialized in maintaining golf courses and upscale community housing areas. It was in this role that Luis' strong work ethic became apparent to David Hicks while Luis was heading up a landscaping crew that took care of David's home and community.



In discussions over a two year period Luis frequently expressed an interest in getting into a career field with growth potential, but he was concerned that his limited English speaking skills would preclude success. David felt strongly that Luis' drive and determination would overcome any obstacle and, in April 2012, he finally convinced Luis to take a chance and join the Bright Future Electric Team.

Luis instantly proved to be a great addition to the team. Fellow employees and his superintendents all commented on his hard work and on his desire to learn. In the Fall of 2012 Luis began the local ABC-sponsored Electrical Apprenticeship Program, and he has never looked back. He has consistently scored "As" and "Bs" in both his 1st and 2nd years in the program, and he is looking forward to the start of his 3rd year.

Luis, Paula and their three kids, 11 year old twin boys Luis and Luciano, and daughter Adilene, 7, live in Palmetto where Luis is very active in his church and in the community. Luis also volunteers as a coach of the Manatee and Sarasota County's youth soccer program and his prowess as a coach was recently recognized by the selection of his nephew, Gregorio, as the "All Area" high school soccer player of the year. Luis has indeed helped forge a "Bright Future" for himself and for our company.

Central Florida Employee Spotlight - ERIC McKINLAY

Eric started working with us in March of 1987 as a mechanic wiring Winn Dixie motor rooms. He has come a long way from motor room wiring to be one of our go-to team members. Over the years Eric has proven to be our go-to Superintendent for all those difficult projects. Eric's work experience includes large auditoriums, parking structures, distribution centers, hotels, schools, and he even did a stint in the cold weather of Maryland at a Fedex warehouse.

Eric lives in Inverness with his wife of 35 years, Susan. They have two children – Alexis, 18 years old, is in her last year of high school and Sean, 22, lives Pittsburg. Eric loves fishing, fishing and fishing some more.

Eric is a great team member who is always ready to work and leads the charge when needed. Thank you, Eric, for being a model employee and one who always leads by example. We look forward to many more years of working with you.



Carmon Colvin - VP & General Manager, Alabama

Old man winter is finally leaving the South. Although that doesn't mean that much to those of you in the Florida region, all of us in Alabama are glad to see springtime arrive. It has been cold, wet, and even icy too many days in the last three or four months. Working outside in those conditions is difficult and uncomfortable, not to mention the impact foul weather has on construction schedules.

Wallace State Community College Health Sciences project is finished after almost two year of hard work by Superintendent Shane Bailey and all his crew. It turned out to be a great looking job. I know the guys are proud of the accomplishment but glad to be finished. Shane is starting a new Publix store this month in Guntersville, Alabama. Rick Kennedy is also starting a new Publix store in Gardendale, Alabama. Rick did a great job getting the Vance Federal Courthouse renovation project finished up since the last newsletter. Rick and Shane have both traveled to Orlando within the last couple of months to take advantage of the vast experience with Publix stores in the Orlando office. Thanks to Noble Thomas for his assistance and for the time he spent with Rick and Shane during their visits. The guys in the panhandle are also working on two new Publix store, one in Tallahassee and one in Pensacola.

Will Smith is finishing the Hardy Mechanical project. The guys at Hardy are happy with their new facility and are excited about moving in and using the new huge fabrication shop. Will and the rest of the crew spent a lot of long days getting that project wrapped up. The Homewood Community Center project is in its final days, and I know that Superintendent Jackson Ingram and Project Manager Lanie Crowe will be glad to see that one finished. Homewood CC is another project with long days and not much appreciation from the general contractor.

Grandview Hospital is getting into full swing. Project Manager Roy Holmes and Superintendent Mark Mayfield are keeping close tabs on progress as the manpower level is climbing towards 40 men. It is a large project and the schedule is very ambitious. I am confident that Roy, Mark and the great crew on the job will make it a successful project.

The Alabama Division has been fortunate to be included in a power upgrade initiative by Healthsouth Corporation. Healthsouth has long range plans to upgrade their generators and emergency power distribution systems in all of their 140 facilities nationwide. In the 2013 budget year, we were awarded generator projects in Florida (Miami, Vero Beach, Melbourne, Tallahassee and Panama City), Texas (Beaumont, Conroe, Humble), Alexandria, LA, and Little Rock, AR. A lot of people have had a hand in making these projects successful. Victor Hathcoat and his superintendents, Brad Leatherwood and Joe Botteon, took charge of several of the projects in Florida and handled them in the professional manner they always do. Superintendent Mike Paule out of the Orlando office was in charge of the project in Melbourne and is now in Vero Beach. Mike is doing a great job! Danny Whitworth and Cody Hudson have spent a lot of time on the road between Birmingham, Louisiana and Texas. Both have done great jobs on those projects even when the conditions were not favorable. Project Manager Patrick Merrill has spent a lot of long days (and nights) keeping everything in order and moving forward. If all goes well, we will soon be awarded six more in Texas, Kentucky, Indiana, South Carolina, and Georgia.

The Embassy Suites project in Tuscaloosa is in full swing. Project Manager Danny Overton and Superintendent Wes Perkins are working hard to make that project successful. We have gotten a lot of positive feedback on the project, and I am sure it will turn out to be a good one. In addition to the larger projects mentioned here, we have numerous smaller, but no less important, projects in progress at all times. We appreciate all the hard work by all of the men that handle all of those projects. I look forward to what lies in store for Bright Future in the coming months!

The Alabama branch is proud of its two employees who were graduated from the IEC Apprentice School program in March! Marc Mensah graduated top in his class and Andy Hartsfield graduated with both top grades and PERFECT attendance! We look forward to great things from these gentlemen and are proud of their hard work, their determination to improve their future and the many hours they dedicated to this effort!



West Coast Office

David Hicks - Branch Manager

Steve Panagiotakis - Operations Mgr.

As projected in the December newsletter, 2014 is proving to be a very "BRIGHT" year for the West Coast Branch. As we go to press we have \$20M in backlog on the books and an additional \$18M - \$20M in very promising work that could be awarded within the next 90 to 120 days. While this much growth is good for the Branch and for all of Bright Future Electric, it has caused us some concern - - how to effectively manage what should prove to be the largest revenue year ever for us, regardless of what our name is now or what it was at the time!!

To facilitate more effective management of this greater volume of work we have been restructuring the office over the past 60 days. Key changes which should allow us to manage this additional work productively are 1.) Division of Front Office Management, 2.) Establishment of a Small Projects Department, and 3.) Establishment of a Low Voltage Department.

In the past, all management decisions were run through the Vice President, David Hicks, even though many of the decisions involved purely operational decisions. To eliminate any possible bottlenecks, Allen has appointed Steve Panagiotakis as Vice President for Operations and retitled David to Vice President for Administration. With a relationship between the two that goes back almost 20 years, there were surely continue to be much discussion when needed but still allow for day-to-day decisions to be made and implemented in a much quicker and more effective manner.

To take some of the operational load off Steve, we have formed a Small Projects Department. Bobby Trask was brought in to head up the new department. Bobby, while new to Bright Future, is no stranger to the West Coast management team. In fact, he has worked for and with Steve and David almost as long as the two of them have been together. Bobby brings extensive contacts in our area plus estimating and management skills that are first rate.

Similarly, we have brought on Mike Fox to run the Low Voltage Department. While never having worked directly for the West Coast management team, we have extensive experience with Mike as a subcontractor. And, like with Bobby Trask, we are gaining an individual with numerous connections in the "low voltage" world and someone with the ability to estimate and manage the work. Mike has already taken ownership of all projects currently on the books that have subcontracted low voltage work. He has reviewed each of the projects and taken over their project management responsibilities.

Everyone here in the Bright Future Electric West Coast Branch is very excited about 2014 and what looks like our biggest, best and "Brightest" year ever!!

Skip Brown - VP & General Manager, Central Florida

What is a "Contractor of Choice"? It's the go-to Electrical Contractor that customers think of first, the one the customers trust enough to call when they are in a bind, the one they know will get the job done, and the one they trust to do work personally for them. It's the contractor that doesn't necessarily have to have the low number to get the job, the Electrical Contractor that people want to work for. That's the contractor we need to be to all of our customers!

How do you get to be the "Contractor of Choice"? By being part of the team, maintaining courteous & professional communication and a positive attitude, and working with integrity & honesty. Basically, you treat others the way you would like to be treated and do what you say you are going to do, when you say you're going to do it.

We are getting to be that contractor. We get calls from GCs asking for help to bail out other electrical contractors who cannot perform on jobs. I just had lunch with a GC who asked if we had sufficient manpower to handle one of their school jobs for this very reason. We were just awarded a job for which our price was 8% higher than the competition, provided we used Eric Green as the superintendent. The customer was willing to pay a premium to keep the same team together. It doesn't get any better than that. Great job, Eric!!

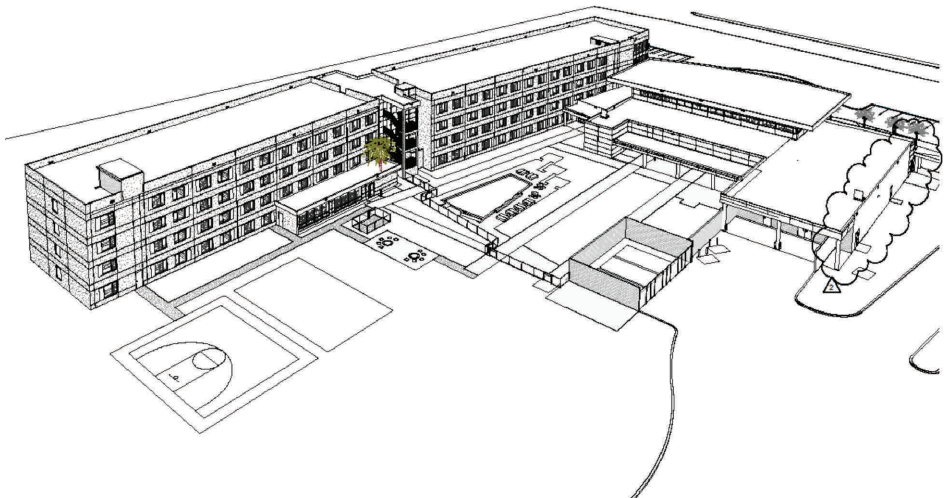
Thanks to all for being part of the team and making Bright Future the Contractor of Choice! The good thing about teamwork is that you always have others on your side.



Dana Bermudez - Project Manager, Central FL

JetBlue Lodge Facility will be used to house employees that are in training at the JetBlue Training Center located at the Orlando International Airport.

The 112,780 sq ft project will have a single level, 18,580 sq ft amenities building (A) and an attached 94,200 sq ft 4 level lodge building (B & C) with 196 dorm units, Reading/Study rooms, Fitness Center and Laundry area. An interconnecting covered walkway will take the trainees from the Lodge Facility to the existing classroom and flight simulator building. We are currently in the fourth month of construction for the JetBlue project, and the precast is being installed for the fourth level with framing studs in progress on the second and third levels.



With Jason Panchou as project Superintendent, our field team has been doing an excellent job of keeping up with the fast pace of this project. It couldn't have been done without the help of Merquicede "Mike" Monzon as foreman, Clayton Bourget doing trimble and point layouts, and team members Hector Carmona, Gilberto Restreiu, Isai Dela Cruz, Lloyd Tomberlin and Wesley Lear. Thanks to all of you for your efforts and hard work.

Noble Thomas - Commercial Department Mgr , Central Florida

WOW!!!! I think that we all can say we had to lace up our track shoes and get in the race. I anticipate this being a marathon, and I am confident that the Bright Future family will be in it to the end!

This year started out with a blast, and all of our superintendents are knee deep in projects. We have joined forces with Victor Hathcoat, Joe Botteon and Panhandle group on Publix Tallahassee. Mickey Green and crew are on Lake Silver Middle School doing a great job. Johnny Bisbee, Scott Willis and Steven Rix are putting the big push on to get Rush Truck Center wrapped up. Jim Livingston has his team in Jacksonville, just getting out of the dirt on a brand new Publix. His main challenge is trying to keep all the tenants in the plaza happy. We welcome Lew Walker back to the company as he starts on Publix Daytona Beach Shores. We'll have to keep a good watch on this one because it's just a stone throw away from the beach!

I would like to extend a great big thank you to all of our field staff. Without you we would not be able to continue doing business as one of the finest electrical contractors in the Southeast. This year has shown significant acceleration in the market, and we are busy. Because of all of you, we will continue to grow and thrive. I look forward to all of the Bright Future family having a very successful 2014!

Mike Freiner - VP, Central Florida

Can you spare some CHANGE?

We are all trained to accept change and at BFE Central Florida we actually practice change. We take down walls and put them back up. We play musical offices and empty the warehouse then fill it back up. We converted the existing conference room into two new offices and made one big conference and training room out of the former Project Managers' area. We've got this change thing down to a science! The rule of business is "You can't grow without change".

All kidding aside, we did make all these changes because we are growing, and we are better utilizing our space to increase efficiency and accommodate new positions. I won't get into specifics because I am sure each Manager will do that for their department.

Overall, we are doing well and I am confident that the trend will continue and our biggest challenge will be building our workforce.

Ken Cole - Energy & Automation Division, Alabama

We have kicked off 2014 with a good bit of work. We are wrapping up a couple months of work at SalonCentric installing power and lighting for their new Pic Mod line, and it has expanded into a remodel of the break room and locker room as well as additional equipment hook-ups. Thanks to Donnie Moore and crew for making it all happen! We are waiting on LED fixtures and dimmer system to arrive for the Liberty Baptist Sanctuary and should install sometime in May. We also got a nice change order for a new fire alarm system at the Marengo County Nursing Home project. Phillip Poitra has recently completed the last of the lighting there and is starting the fire alarm wiring this week. I'm in the process of quoting some lighting retrofit projects and other small jobs seem to be hitting regularly. We are counting on a busy and prosperous year.

Nick Rimes - PM, West Coast

We have a lot to be thankful for here at Bright Future! Work's rolling through the door - it seems like every day - with no end in sight. New departments are starting up, such as the small projects division and the low voltage division, and the sky is the limit! Our growth potential is exciting and manageable, thanks in part to new management hires, Bobby Trask and Mike Fox.

Rodney White, one of our well known and respected superintendents, is managing our second Discovery Village project, this time in Naples. The project is comprised of 120 assisted living units similar to the project completed at their Fort Myers location the end of last year. We have built a strong reputation with the owner because of the last project, as well as through the Ft. Myers Library project we completed, and the Discovery Village ownership subsequently hired the GC's PM to serve as their rep. Just goes to show we should always maintain relationships because they are truly part of landing future projects!!

Here in Sarasota we are coming down the home stretch on our Goodwill Corporate project with NDC Construction. Omar Bermudez has done a fine job managing this project and has kept us on schedule. This project consists of operational Goodwill retail and production areas, as well as Goodwill's corporate headquarters for the surrounding local area. Keep up the good work Omar!



Joe Dunn - Safety & PM, West Coast

In 2013, the Sarasota office had what was, for us, too many accidents – even one accident is “too many!” So, to curb this trend, we began a ‘Safety Captain Program’. At each jobsite a weekly Safety Captain is chosen to hold the toolbox talk, perform daily safety huddles, complete the safety inspection form and assist the job Superintendent in any safety-related tasks needing to be accomplished. The Safety Captain position is rotated each week so that everyone gets an opportunity to fill this role.

Safety Training has been our focus through the first quarter of 2014. All employees in the Sarasota branch received updated Hazardous Communications/Global Harmonized System training. Twenty three Bright Future Sarasota employees have successfully completed the OSHA 30 hour class with an additional 13 employees completing the OSHA 10 hour. Annual First Aid/CPR/AED training is scheduled for the second quarter.

Alex Quiros is currently working on the South Biscayne Assisted Living Facility (ALF) in North Port. This multi-story ALF and Memory Care facility will be home to over 200 residents when completed in December of 2014. Located in Venice and being managed by Nate Chidester, the Cottages at Jacaranda Trace is another ALF scheduled to finished in early October 2014.

Cameron Mowers is the Superintendent on the Florida State University Asian Arts project. This 3 story new addition/renovation at the Ringling Museum of Art will add 32,000 sq. ft. of studio and exhibition space, while updating the existing museum. Scheduled for completion in late 2014, the Asian Arts Center will provide educational opportunities for students and scholars and will enable the public to better understand and appreciate Asian history and society through exhibitions, programs, and publications.

Gary Rewis - Special Projects, Central FL

2014 has started out busy! There seems to be a lot of activity being generated for construction. If we can get the margins up, it will be a great year. We’ve been inundated with Publix work, and I know the guys are growing weary of working nights.

Elsewhere we are doing Petcos in both Deerfield Beach, FL, and Carey, NC, a Racetrac in Opa Locka, and a Planet Fitness in Tampa. We have a lot of VA work around the state, so we are in good shape. I hope to see everyone at the company picnic and remember to be safe out there.

Lanie Crowe - Senior PM, Alabama

Wallace State Community College, Nursing Health Science Building, originally scheduled to complete August 2013, finally achieved substantial completion January 6, 2014. While the delays on the project were no fault of BFE, my personal thanks go to **Shane Bailey** for his patience and unwavering determination to finish. This project still holds some unique opportunities that may be noted in the next newsletter. **Homewood Community Center’s** scheduled opening of May 12 is quickly approaching. **Jackson Ingram** and team have worked many long hours to get it ready and hope to have it wrapped up in the next few weeks. **Nick Spears** has started Birmingham’s first **Northern Tool & Equipment** retail store. Originally scheduled to start construction in January, it has experienced numerous delays including utility relocations, owner design changes and a plethora of permitting issues. Luckily for Nick, the opening date has not changed, and he has to install three and a half months work in five weeks. *Good Luck, Nick!* Scheduled to open at the end of August, **Victor Hathcoat** and **Brad Leatherwood** have started **Publix #1343** in Pensacola. The store remains open to the public requiring our work to be implemented at night. This project is a complete renovation with new cases, coolers, refrigeration racks and lighting. If a project has any potential of providing exceptional tough challenges, whether it be project schedule, project team members’ compilation, contract complications or site linguistics issues, it will probably end up in my office. I could overcome none of the obstacles if it were not for the commitment of the people that I work with. For that, I *Thank* each of you.

Victor Hathcoat - Branch Manager, FL Panhandle

It seems that we've finally broken winter's icy grip on the Panhandle and temps have risen beyond the unbearable 50s. As last reported, we've been busy with HealthSouth Hospital generator projects in Panama City, Tallahassee, and Melbourne. Major honors and awards to Joe Botteon and Hue Barnes in PC, Brad Leatherwood and Curtis Rollins in Tallahassee, and Mike Paule and Billy Boyd in Melbourne. I don't have to tell you that rerouting, repulling, and terminating 5-8 service conduits made for three Homeric shutdowns! But all three came through with flying colors, no one hurt, nothing damaged, and only minimal swearing (and some of **that** was me).

Last time I mentioned that we were bidding two Publix jobs. Weelll, we got both of them! So, Joe and Co. and now doing a complete gut/renovate in Tallahassee; while Brad **FINALLY** gets to come home and work...at night. Oh well, at least he's sleeping in his own bed. Mike and Billy packed their bags and moved down to Vero Beach to tackle the remaining HealthSouth job...for now. One BIG shutdown and one small one, and they'll have it going their way. And I'd like to add that it's been a real pleasure getting to know Mike and Billy from the Ocoee branch. They're two solid guys, not to mention the "A" team that Mike cherry-picked for his shutdown crew. Patrick Merrill said it was a thing of beauty to see them work...from the safety of his truck. Just kidding, Patrick, you've been tireless in managing these very difficult projects!

Otherwise, we continue to bid jobs (thank you, Phil) and seek opportunities. We may be doing a West Marine in Panama City. I may have to actually HIRE some people! Sweet! Better, stronger, faster ... the Panhandle Crew.

Cynthia Zavala - Safety Alabama

CONGRATULATIONS TO BRIGHT FUTURE ELECTRIC, ALABAMA, for winning two Safety Excellence Awards! Thank you, to all our employees for your commitment and hard work in helping earn Bright Future Electric recognition as Leaders in Safety!!!

Globally harmonized hazard communication – what's it all about? OSHA's "Globally Harmonized" hazard communication standard, which is based on the United Nations' Globally Harmonized System (GHS) for classifying and labeling hazardous chemicals.

How has the hazard communication standard changed? The key changes in the hazard communication standard, which affects chemical suppliers, manufacturers, distributors and employers, whose employees may be exposed to hazardous chemicals, include:

- ***Hazard classification:** Suppliers must review the chemical hazards in their products, then categorize and classify the hazards following specific criteria for health hazards, physical hazards, and mixtures.

- ***Labels:** Suppliers must develop new product labels that include *signal words*, *pictograms*, and *hazard statements* for chemicals in each hazard class category. Employers must ensure that their employees understand the meaning of each element on the new label.

- ***Safety Data Sheets:** *Safety Data Sheets (SDS)* will replace *Material Safety Data Sheets*. Suppliers must prepare Safety Data Sheets for their products that follow a standardized 16-section format in conveying information about a hazardous chemical's health effects and physical and chemical characteristics.

Implementation dates for the hazard communication standard:

- Dec. 1, 2013:** Employers must train their employees on the elements in the new label system and on the new 16-section Safety Data Sheet format.

- June 1, 2015:** Full implementation of the standard takes effect.

- Dec. 1, 2015:** Suppliers must re-label their old stock of chemicals. After Dec. 1, 2015, distributors must dispose of the old inventory, send it back to the manufacturer, or put new labels on it before they ship it to a customer.

- June 1, 2016:** Employers must comply with the Safety Data Sheets and labeling requirements for substance-specific rules such as lead and asbestos.



Andrew Heintzelman - Estimating Manager, Central FL

A Glimpse into Estimating ... Estimating is filled with rewards but is not for the faint of heart. An estimator can spend weeks putting a job together, working angles and trying to get the best pricing only to find out that they did not get the job. First place is the only thing that counts in the estimating world. Second place does not receive a trophy, an "Atta boy" or a project to keep the company rolling. Success is found with awarded jobs but even those can be short lived as they feed the machine for only a short time. The stress level in estimating can also be high, as each estimator knows that every employee's job is contingent upon the estimator's success. This is not taken lightly and every estimator works hard and many long hours to pull in more projects. The estimator also gets to face the fact that his work will be picked apart when the job is awarded. Mistakes cannot be hidden, and there will be mistakes that can be found in every estimate. Some are minor and some can be major. Each estimator strives to make the estimate as accurate as possible while realizing that there is no perfect estimate. An estimator will have anywhere from 1 day to a couple weeks to dive into and get to know a project, while juggling multiple projects at the same time. This makes attention to detail and a review of the project extremely critical items. As estimators, we are always learning from each other's mistakes.

I would personally like to thank each one of the estimators in each branch for the time and dedication they have put into securing more projects for the future of the company. Your hard work is a big part of what keeps this company moving forward. I would also like to thank all of our field staff. You are the face of Bright Future Electric. The quality of your work, your experience and your willingness to be team players on the job is what helps sell Bright Future to the customer. Each of you are the reason we get repeat business. Ultimately we are all part of a team that must work together to achieve success. We all have opportunities every day to better ourselves. I urge you to live with integrity and make your choices wisely. Remember there are 3 things in life that you cannot get back, time after it's gone, a word after it is spoken, and an opportunity that is missed.

The Orlando estimating team has experienced much success so far in 2014. I would like to congratulate the team on securing the following projects: Jet Blue Hotel at the Orlando International Airport with Turner Construction (196 room hotel to house Jet Blue employees during training), Residence Inn downtown Orlando with Welbro (138 room hotel, parking garage and retails), Oasis Clubhouse at Champions Gate with Stevens Construction (fitness center, locker rooms, movie theater, restaurant & bar. Site amenities include 3 Pools, a lazy river, restroom building, tiki bar and multiple cabanas), Gateway Medical Office Building in Lake Nona with Robins & Morton (3 story shell building), Dicks Sporting Goods in Clermont with Schmid Construction, a new Publix store in Daytona with HGR Construction, and 6 Publix remodels throughout the state with HGR and ME&S. Please take time to say thank you to Bob Stevens, Rick Fader, Matt Clancy and Louie Bracewell. Without these guys none of our success would be possible. I would also like to welcome David Colvin back home from his "sabbatical". Now it's time to get back to work!

If you have any questions or suggestions about estimating, or if you have an interest in learning more about estimating, please feel free to contact me at andrewh@brifutelectric.com.

Forrest McIntee - PM, West Coast

In Ft Myers, we are still working on the Lee County Transit Operations and Maintenance facility. Steve Gale is doing a great job and has taken hold of the administrations/operations building which is approximately 35,000 sq. ft. We should be in the process of final trim outs the first week on May. In the 40,000 sq. ft. maintenance building, John Mernin has been doing a good job at keeping up with the masons and the day to day coordination. We are wrapping up our rough-in and should be ready for trim the second week of May. The project is scheduled to be complete August 31 for Owner move in. The Lee, Collier and Charlotte County markets are still looking very promising for this year. There is a lot activity in the assisted living market, as well as some larger corporate projects that are slated to start mid to late third quarter of this year.



Roy Holmes - PM, Alabama

Looks like we survived the winter, and now it's time to come out of hibernation. We continue to keep guys out at St. Vincent's East Hospital, headed up by Burt Watson, (the hospital really likes this guy!).

UAB Medical West hospital has been keeping Brian Wilson and his crew busy for over a year now, and there are a couple more projects on the horizon. We continue to work with B. L. Harbert on some of the larger project, and we're working directly for the hospital on some smaller project as well.

The Grandview Hospital is rolling along, and we now have over 35 employees on site. Mark Mayfield is the lead superintendent with help from several other key BFE employees, Rich Oden, Eddy Wood, Andy Hartsfield, Lee Herard and several more. Thanks for stepping up to make this another successful project.

Steve Thompson - Safety & Field Manager, Central Florida

Summer is here which brings us new employees for the summer - the ACT Students from the three school systems in the area, Orange, Osceola and Seminole Counties. We will be hiring BETWEEN 12 TO 15 students for this summer, three of them should be seniors and the rest juniors. With the labor market what it is, we all need to take the time to work with the ACT students and show them that being an electrician is a very good career. The hope is that the seniors will continue working for us, and the juniors will come back after they graduate and finish up in the FEAT program. We have several young men from last year that stayed with us, and they are now attending the FEAT apprenticeship school, doing well in school and on the job.

Safety should always be on our minds! Always take a moment to look over the task you're going to do and make sure you will be doing it safely. Just because the mason works off scaffolding does not make it safe for you to use. Are there toe boards? Are there guards at the end of the scaffolding to keep you from walking off the end? Is the scaffolding tied off to the building? Remember, we will get a fine for using the scaffolding if OSHA visits, or worst ... you could get hurt falling!

Steven Hicks - PM, West Coast

Bright Future Electric has continued new growth in our area with many new projects requiring a bright yellow trailer. Our market has continued to expand with a strong estimating team, quality customer relations, and dedicated leaders in the field who have been willing to attack challenges.

Irby McClure has been busy with finishes to the Global IT Works Headquarters in Palmetto which is scheduled to open to the owners in early May. The project has had its share of delays and changes, but we continue to set the pace for trade completions. Irby has also started the last phase of the SCTI project with completions to the maintenance and greenhouse buildings and the start of the new ball fields. Cameron Mowers has taken over some responsibilities for Irby at SCTI until Irby is able to commit full time.

Project Bronco, a pharmaceutical remodel and extension of an existing building, has finally been released for start with pending changes in consideration. Todd Roy has stepped into this challenge, and we should still be able to complete the project by the end of July schedule.

Vinnie Cosentino has expanded his responsibilities on the University Town Center Mall project. The Dillard's shell and gear contract has been increased by \$2.2M for the electrical build out. The schedule for this project has been condensed by approximately four months, creating an opportunity to show Vinnie's abilities to complete this \$2.5M project by the end of August (for store inventory and furniture) and by October 16th for opening day.



Laura McCain - HR, Alabama

Open Enrollment is complete for the 2014-2015 year! We were able to keep the health and the dental insurance premiums at the same rates as the previous year, and we added a new vision insurance component to our benefits package. We were surprised by the number of employees who seemed to dismiss open enrollment as if it were unimportant! The insurance world is becoming increasingly more complicated, and it is even more important than ever to understand the coverage you have... or choose NOT to have! In the future, less than a year from now, Open Enrollment needs to be a serious priority in our lives. Here are a few highpoints concerning our Bright Future benefits:

We are in a cafeteria plan – your deductions are made pre-taxes and that's a very good thing! Also, as part of the café plan, changes can only be made to the insurance you chose (or chose not to have) during Open Enrollment OR if you have a "qualifying event".

YOU can help keep YOUR health insurance costs down by doing some shopping around. Fees for medical test vary, and you can (if it's not an emergency) shop for the lowest cost! BE SMART and shop around when you can!

If you chose dental insurance coverage you will get the best benefits from "IN NETWORK" physicians. Call or go online (information enclosed in the benefits packets that were distributed) to find a dentist that is will cost you the least! DO YOUR RESEARCH!

The Fidelity 401K plan allows for enrollment at the start of every quarter after employees have worked more than six months. Even if you are only able to invest 1% of your gross pay, that a great place to start! Employees manage their account online at Fidelity.com.

Make good choices! Choices not only effect us but our families ... and often our co-workers and beyond!

Mike Ledford - Information Technology

As I write this newsletter it's a beautiful spring day here in Orlando, shorty to be replaced by humid, miserable heat. Crosby Stills and Nash is playing in the background and the whir of computers fills my office.

There are a lot of things going on in the IT department this quarter. After a grueling 6 month process of viewing dozens of demo's, we are finally close to making a selection on a new accounting/project management system. I've already received the new hardware for it and have begun preparing it for the new software. The next few months will be extremely busy with the conversion to the new system. I think everyone will be pleased to leave SI behind.

iPads continue to be deployed to replace foreman laptops in the field. From the feedback I've received they seem to be a hit. If you are having any problems, or have any questions, please contact me.

Quite a few people have asked me when our current phone contract is up and when we will be getting new phones. Our current contract is up in January 2015. At that time we will be soliciting bids for new phones. Hopefully, since we are becoming more dependent on data connections on the job site, we can get something with a better data plan.

That's it for this edition. Have a great summer.

Danny Overton - PM, Alabama

I'll begin in Tuscaloosa where Wesley Perkins, Jason Berrong, and crew seem to be really bringing the Embassy Suites project on in a positive manner. They seem to be pushing this project from all directions, just as it should be done. We have topped out with the concrete and are currently roughed in on second through seventh floors. The service is complete with 90% of the panel feeders pulled, and the building is not really what you consider dried in. Thanks for all the hard work here ... this shows how well good planning and coordination on a project can actually work!

Our Huntsville projects have all finished on a positive note as well. Thanks to all of the men who made the trips north to make these projects successful.



Sandi Balleron - Accounting, Central Florida

Construction accounting is different from other industries. Using the completion of percentage accounting method, we analyze each job we do on a monthly basis. Job reviews (work in progress or “WIP” meetings) are held shortly after the end of each month. Each Project Manager is required to report on all facets of each of their projects so we can come up with an accurate accounting of what each project will cost to build and how much revenue it will generate.

In addition to being able to gather the financial information from these meetings, talk naturally turns to manpower, as it is the key to our success. It warms my heart to hear Project Managers praise our field guys! Many of our General Contractors make special requests for a certain employee to run their next project. Jobs have been awarded to Bright Future purely based on our previous performances – sometimes awarding a project to us at a higher price than the competition.

Bright Future Electric is a great company! I am truly blessed to work with such an outstanding group of hard working folks. Looking forward to what lies ahead.

Tommy Bachelor - Senior PM, Central FL

We most recently finished the uptown Maitland job with Jeff Jackson and his crew. This is a mixed use apartment, garage and retail project. It is not the type of work we usually do but, with Andrew Heintzelman as the estimator and Jeff Jackson and crew building it, the job could not be anything other than a success. Conduit work was excellent, and the job is definitely worthy of a craftsmanship award. I’m sure it will be Eagle worthy.

Labels also completed (another award winning project), and I definitely would say an Eagle winner. Jason Panchou headed this one up, and it was estimated by Bob Stevens. Oh, did I say that both of these jobs were very profitable? We have some very good people working for us. Thanks to all who worked on these projects.

We also have the Poinciana Healthcare Facility going, with Jerry Schaefer as our superintendent. Jerry is doing a great job! Finally, Residence Inn downtown Orlando is just coming out of the ground. This will be logistically a tough job with Eric McKinlay as our superintendent. Eric seems to thrive on the tough jobs. Don’t know what we would do without him and his crew. The tower crane was set on the site today with a 600 ton rubber tired crane. Can’t say I ever saw one that big - it was exciting! Something about that kind of work that makes the adrenaline flow!

Sandy Parkinson - Controller, West Coast

We made it through another open enrollment!! We had some changes this year with a new provider for the Dental Plan and a new Vision Plan that required everyone to complete an enrollment form. I want to thank everyone for their efforts and helping us get all the forms in on time. It wasn’t easy, but we made the deadline.

We have hired a new Receptionist/HR Assistant/Project Administrator. Laura Davis started with us on April 7. She has a great attitude and is catching on fast. She is already learning some of the HR duties and has helped getting out our first quarter “Safety Bucks” to the field. The “Safety Bucks” program is new to the West Coast office, so we are all learning it together.

Accounting and Payroll are busy as well. We have added a couple of new departments to our mix; Service/Small Projects and Low Voltage. We are working on ways for tracking these departments’ job costs correctly and accurately. We do have some inter mingling with the Commercial department so this will be a challenge.



Bill Lassiter - Senior PM, Orlando

Dicks Sporting Goods – Nick Brimer, project manager and Eric Green our superintendent are over-seeing the electrical installation of a Dicks Sporting Goods in nearby Clermont. One of our customers had asked for Bright Future to step in at the last minute when one of our competitors could not seem to mobilize. The last minute contract had Eric working some long hours in a very abbreviated schedule, but he and his men have proven once again that we are a premier electrical contractor who can get it done. Maybe next time they will call us first!

HealthSouth Altamonte Springs – This project began last fall and is scheduled to be completed during the coming summer. Rough-in should be completed by month end with finishes right behind it. Hoar's superintendent, Rusty Ledbetter has praised Bill Moore for his ability to stay ahead of an aggressive construction schedule when others have fallen behind while adding that Bright Future has been the best electrical contractor he has worked with since he has been in Florida.

Lake Nona Gateway – Although on the books since December, the Gateway office building is just now getting cranked up. Superintendent Steve Allen is handling this one for Bright Future with Robbins & Morton Construction. Although they are a new client to the Orlando Branch, we hope to do business with them on a regular basis.

Oasis @ Championsgate – Project manager Nick Brimer and superintendent Jeff Jackson are working with Steven's Construction in the construction of a new clubhouse and pool complex near the 4 corners area of Central Florida where hundreds of new residential homes are being built. The project includes a spacious clubhouse with meeting rooms, a restaurant, mini-theatre, lounge and fitness club as well as two large pools, a children's splash pad, and snack bars along with 22 cabanas. Jeff is a thinker with the ability to plan his work and foresee problems ahead of time. Bright Future is in good hands with Jeff and Nick taking care of things.

West Palm Beach Army Reserve Center – Superintendent Jim Reeves is handling the electrical installation for Bright Future in West Palm Beach. Bright Future is holding its own against some pretty tough schedule delays caused by others. Jim Reeves should be thanked for his role in seeing Bright Future through some of the toughest delays and conditions I have seen in recent years.

Patrick Merrill - PM, Alabama

What a great start to a new year! We are wide open working on several HealthSouth Projects. These jobs all involve intercepting and rerouting the service entrance into an ATS and adding a generator large enough to run the entire hospital.

Joe Botteon and his crew did a great job in Panama City. His project was the tightest fit with the work area being limited to inside existing walls. Joe did an excellent job fitting this jigsaw together.

Brad Leatherwood and his guys knocked out another project in Tallahassee. They performed a series of shutdowns reworking the service, altering the EMSS, and swapping out the main distribution switchboard. Just to make the project more fun, the AHCA inspector decided he would spend his Saturday with them during the 14 hour shutdown. Ok, Ok, OK...No!

Mike Paule has wrapped up another project in Melbourne, FL. Mike had the pleasure of an ex-electrician Plant Ops Director. Mike and his crew that worked the shutdown were impressive. We had figured on a 17 hour shutdown, and they knocked it out in 9! It would have been 8 if the inspector had had his phone on him. He has now moved on to our largest project in Vero Beach, FL. This project has two separate generators and services. He hopes to finish this one more quickly than the last. Good Luck!

Buck Davis - PM, Alabama

Spring is here and so is daylight savings time. The job for SKF has finally had equipment delivered from overseas after a three month wait. We are now finishing up the connections. The Hardy Corporation project is completed, and we are waiting to start work for the owner on their equipment hookup. We worked long hours near the end of the project to complete it on time. Thank you, Will Smith, and everyone that participated on the project.

We have yet to begin on the Publix grocery store in Gardendale. The site is full of rock where the store is to be constructed. The GC has contracted to do the rock removal, and maybe we can get started soon. Rick Kennedy, the superintendent, has completed the majority of the other work in the shopping center. The Publix in Guntersville has started and will finish before Gardendale. This store is on lakefront property on Lake Guntersville and actually faces the water. Shane Bailey is the superintendent for this project.

Nathan Alexander has just completed a TJ Maxx in Jasper, AL. Remember to be thankful for what we have been blessed with - I'm thankful for our great superintendents and their amazing crews!

Tony Egler - Senior Estimator

The future is bright in the Sarasota area! The estimating team has been busy these past few months working the pipeline and writing jobs.

We started the year with the new FSU Asian Arts Building at Ringling Museum with Willis Smith Construction for \$1,452,000. January and February also brought six smaller jobs totaling \$850,700 including a \$423,000 prototype for a prefabricated ALF facility with Gilbert and Sons Construction in Bradenton. Last year we were awarded the shell contract for the Dillards at University Town Center (UTC) Mall, and in February we closed on the build-out contract for \$2,322,000 with CDI Construction. This was the last big-box tenant at the UTC Mall, and we were able to bid it without competition.

We received a letter of intent for approximately \$4,354,000 to build the One Palm Apartments & Aloft Hotel in downtown Sarasota, the first of several large hotel/residential projects slated for Sarasota. Kellogg and Kimsey Construction is the General Contractor for this ten story, 228,800 square foot building that includes the renovation of an existing seven story parking structure. We are finalizing details on this project, construction has started, and we are mobilizing.

We are encouraged by the projects we have been awarded and the prospects for future work continuing into the next year and beyond. Our current bid schedule is very exciting with the 340,000 square foot Cheney Brothers Cold Food Distribution Center in Punta Gorda, Florida. We have been budgeting for this project for the past year and broke ground last month. Also bidding this month is the Westin Hotel and Vue Condominium project in downtown Sarasota. This is an 18 story, 255 room, 380,000 square foot hotel building with a separate 18 story, 141 unit, 590,000 square foot condominium building.

The future is definitely "Brighter" in Sarasota than it has been in years!!

Jerry Moore - Service Department, Orlando

Once again the fabulous weather of spring is upon us. That also means that it's time to start preparing for the opportunities (and challenges) the busy summer season brings. In the service department we're working hard to build new relationships and keep our existing loyal customers satisfied. In order to meet the demand of our customers, we have brought Josh Goehring into the office to help estimate and coordinate jobs. We have also hired Mark Devore to work as a service technician with us. Mark has been with our department for two months learning our systems and is now running his own service truck. I'm sure Mark is going to make a great addition to an already great team. Speaking of great teams, I would like to personally thank all of our service techs for their continued hard work and professionalism. Finally, I would like to remind everyone that during the "dog days" of summer when emotions run high, let's all keep in mind we're all on the same team.



Geegee Bailey - Purchasing, Central FL

We are already in the second quarter of the year and things at BFE Orlando are cranking up! Purchasing and the warehouse are super busy!! Can you say Publix, Publix and more Publix! Hopefully, this work will turn out profitable for us! And thank you to all the guys working on these projects! A lot of Publix jobs require night work, and I know that takes a toll on you and your families! We appreciate everything you do!

Starting this month, we will all be in the throes of a new computer program - ComputerEase! YIPPEE! I was fortunate to be part of a brief overview and was quite impressed with what it can do for Bright Future! The increase in efficiency for purchasing alone is going to be incredible! That first month of the new program will be a little challenging so please be patient with us! But when that transition period is over, I'm looking forward to maximizing all this program can do! Get ready! Bright Future is moving and changing! And remember - "There is nothing wrong with change, if it is in the right direction" --Winston Churchill ... Happy summer to all!

Be the “Contractor of Choice”

The mission of Bright Future Electric is to be considered in the industry as the “Contractor of Choice.” In order to succeed at this mission, some very key qualities are required. These qualities are communication, positive attitude, teamwork and integrity.

The “Contractor of Choice” should always communicate in a courteous and professional manner. Communication should happen in person or via phone before using email. Respond promptly to voicemails or emails. If writing an email, use proper email etiquette – always check for correct punctuation and inflection. Never leave the customer wondering, “Did they get my voicemail or email?”

The “Contractor of Choice” should always demonstrate a positive attitude. Attitude is a choice – positive or negative. A positive attitude leads to better productivity and positive results. And remember to laugh and have fun! This automatically leads to a better attitude!

The “Contractor of Choice” should always work as a team. Creating a team that will make an impact means helping your coworkers succeed, helping the company succeed and helping other business associates succeed (architects, engineers, vendors, subs). With this teamwork, these associates will want to partner with you again. It also means finding ways to improve yourself and develop your own success as a team member.

The “Contractor of Choice” should always handle themselves with integrity. Integrity is about being honest and trustworthy. Do what you agreed to do, when you agreed to do it and do it with the right attitude. This will help the overall project be successful no matter the rewards or consequences. Integrity is a choice – choose to have integrity!

Help make



The “Contractor of Choice”!



Equal Employment Opportunity...

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

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