

Bright Future Electric

Allen McCain, President

The “Values” of Bright Future include caring for our employees and their families, our friends and all of those we service in our communities, with honesty and integrity. This is the final component of Bright Future Electric’s core statement and sets the standard for who we are as a company and where we place our priorities.

Basically, it is the reason we get up every morning and do what we do. Caring for our employees and their families can be manifested in many ways. I believe most people having been a part of Bright Future Electric for any length of time have come to the realization that the Bright Future “family” is a real thing. It never ceases to amaze me the multitude of ways our people support one another. Stories of donated vacation days, assistance with financial troubles and support during times of illness and grief are all testaments to the core values that have become a part of our culture.

Bright Future along with our employees have a long history of community service that includes financial giving, event sponsorships and participation, board involvement and committee leadership. At last count, Bright Future supports over fifty different organizations and charities in one way or another. While there are endless ways to be involved in some form or fashion, I encourage you to take the opportunity to give. Donating your time can be more valuable than money.

Between interns and new graduates, summer is a time when we have a large group of new employees around the company. I want to welcome them to Bright Future Electric and encourage our more experienced personnel to look after them, encourage them and teach them. This is a great opportunity to begin building the next generation of electricians. Be safe!

Alabama Division - Feature Employees, Victor & Shelia Hathcoat

Victor is the Manager of the Panhandle Branch and is assisted by his very capable wife, Shelia. Together, they keep the Panhandle Office running “better, stronger and faster”! The Hathcoats met while living in their hometown of Cullman, Alabama, and have just celebrated their 39th anniversary!

Victor graduated Wallace State Community College and became an instructor there after graduation. He later worked with Haymaker Electric, the company that was the predecessor to Bright Future Electric Alabama Division. He earned his Alabama State Journeyman’s license by age 27 and soon moved to the Panhandle of Florida with Haymaker to manage the branch there.

Shelia’s work history started with an accounting firm in Cullman but she moved to the panhandle as an employee of Haymaker to assist Victor. Shelia says its “interesting” working with your spouse and that often the work doesn’t end at the office but instead follows them home!

Both are very active in The Chapel at Crosspoint where Victor serves on the board of directors. They enjoy spending time with their family and friends, traveling together and not having to be on vacation to enjoy the beach (since they live there fulltime)! Victor is a NASCAR fan and tries to attend at least one race each year. His passions are church, family and fishing while Shelia says she has recently taken up painting. The Panhandle Branch would be lost without these two valuable and valued employees!



JUNE 2018

 **BrightFuture**
ELECTRIC

St Vincent's Hospital East - Alabama Division Feature Project

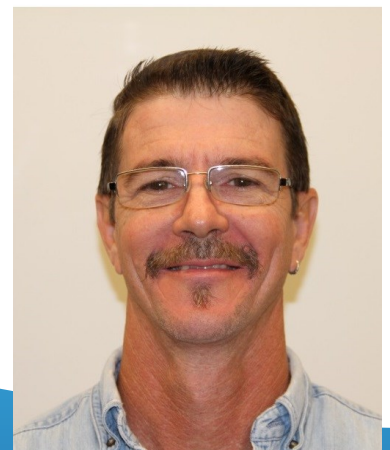
Teamwork in Action ... On the night of January 1st, the temperature in Birmingham was a cold 17 degrees, and in one of St Vincent Hospital East's main electrical rooms on the 4th floor, the sprinkler pipes froze. Unfortunately, when they started to thaw both step down transformers (12470v to 480volt) were flooded leading to major faults. Within twelve hours of receiving the call, we had a temporary generator installed to supply one switchgear and were able to use a tie breaker to get both back on line. New transformers were on order when we received the second phone call at 5:30am on January 10th saying one of the main High Voltage switches on the outside of the building had blown a fuse. Upon investigation it was determined that the main switch coming from Alabama Power arced, shutting down all normal power coming into the hospital and forcing the existing emergency generators to run full time. With no other options, we brought in 11 temporary generators, six of them ranging from 500KW to 2meg that would run 24-7 to provide normal power and five for redundant power. Thirty six hours later we had the hospital off emergency generators and on temporary generators. Then, seven days after that we brought in overhead line from the power company to relieve the generators and ease fuel burn of 5,500 gallons of diesel a day. We used the transformers for normal power and kept generators for redundant backup feed.

All the changeovers began at night with many of the shutdowns lasting 24 hours to reduce the number of interruptions and reduce the hospital's downtime. With 2,000 amp ATs between the feeds, the main switch had 117 cables feeding in and out. Finally on May 12th, we began installing the permanent equipment from the outside line up to the last transformers and were able to test and energize on May 18. The hospital is now back to 100% utility supplied permanent power.

There is no way to name every BFE employee that at some point worked on this project. In addition to the shut-down work, we kept staff on site 24/7 to assure the hospital that Bright Future would immediately respond if there was any power related issue. This went on for over 3 months. Some of the employees who were on site from start to finish were: Courtney Stevenson, Kevin Garcia, Lee Herard, Nic Spears and Shawn Silas. Because St Vincent's is part of a large healthcare network, Bright Future's name is known across the country for great work done by a great group of employees. Through partnership with our vendors and the entire BFE team, we were able to pull off such a demanding job. Throughout the entire project safety for our personnel along with hospital staff and patients was of utmost importance. With everyone looking out for each other, there were no injuries or incidents. Roy Holmes, project manager, would like to take this opportunity to tell everyone who helped "thank you for working so hard! God Bless." He also said "I pray I never see anything like this again!"

Central Florida Division - Feature Employee, Greg Wise

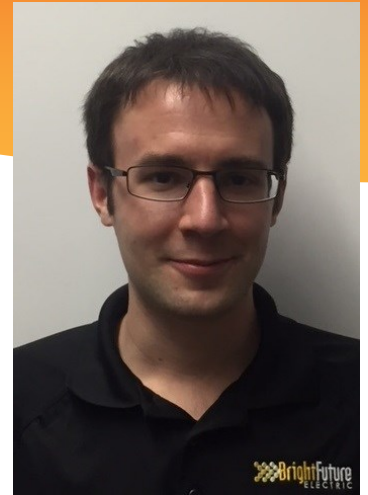
Greg Wise is a Special Projects Superintendent with Bright Future in Ocoee. He has been an employee here since the beginning of the company and also was with us Amber, one of BFE's predecessors, for a total of 20 years. Greg is one of our "go to" guys when we need someone to pull a rabbit out of the hat. He has wired new gas stations, restaurants, retail stores and fire stations. Greg can be relied on to do just about any job we give him and do it well. He has been married to his wife, Cheryl, for 31 years and has a son, Kyle, and daughter, Shannon, and he has two grandchildren. In his spare time Greg enjoys playing golf.



Florida West Coast Division -

Feature Employee, Michael Karmen

Michael Karmen joined the BFE team in January of 2017 as an assistant in the Estimating and Preconstruction Departments. He is a native Floridian, graduating from Braden River High School in 2010 and attended USF in Tampa through 2015. He is a proud Uncle to two month old, Noel, and enjoys spending time with his family. Michael loves the beach and theme parks, and he is a live music aficionado.



Alabama Division - Feature Employee, Dennis Seals



Dennis Seals has been with the Alabama Division for 11 years. The Alabama Division is proud to announce his promotion to the position of Warehouse Manager.

While Dennis is no stranger to either the employees in our office and field or to the warehouse portion of the building, he has taken on additional responsibilities which include the organization of the warehouse space, coordination/receiving/delivery of materials, maintenance of the facility, and maintenance and tracking of tools.

Dennis says he loves the Lord and his wife, Lealia. Additionally, he has two daughters, Lealia Marie and Elainia Ann, who are each married and have given Dennis and Lealia four grandchildren - the apples of their eyes! Anyone who knows Dennis knows that he is one of Disney's BIGGEST fans. He may live in Alabama but his heart stays in Florida with Mickey, Minnie and the crew! He loves to travel with his whole family, taking them to Disney or to the beach.

Central Florida Division - Feature Employee, Isaac Bransdorf

Isaac Bransdorf was born and raised in Miami, Florida. After graduating from Marjory Stoneman Douglas High School in South Florida, Isaac moved to the Central Florida area and started his career in the electrical field at Tri-City Electric. He completed FEAT apprenticeship school, was brought into the office, and trained to be an estimator. Isaac joined the Bright Future team in 2015 and quickly became a welcomed addition to the estimating department. In his free time Isaac enjoys cooking and playing basketball, and he will take advantage of every opportunity he can to play golf. Isaac enjoys keeping up with the Miami Hurricanes and Dolphins, also. Sometime in the near future, Isaac hopes to start a family with his wonderful girlfriend, Brittany.



Florida West Coast Division -

Feature Employee, Scott Lavasseur

Scott Lavasseur joined the Bright Future team in March of 2017 as the Superintendent for the Tampa Oaks Assisted Living Facility. He is currently managing the North River High School project in Parrish. Scott has been an electrician for 39 years, completing his apprenticeship in Boston in the late 70's. He moved to Florida in 1990 to work in the phosphate mines in Mulberry. Scott has 4 children (one of which is Kameron who is a foreman for Bright Future) and has been married to his wife, Dee, for 20 years. In his personal time, Scott is an avid video game player.



SAFETY EMPHASIS

Alabama - Michael Bolton

DO WE IGNORE OUR “NEAR MISSES”? A near miss is described as an unplanned event that did not result in injury, illness or damage but had the potential to do so. Have you ever ignored a near miss? Did you breathe a sigh of relief and mumble under your breath “got lucky that time”? Remember the difference between a near miss and an accident could be a second or an inch. Near misses are very serious incidents and cannot be discounted. A recent study shows that for every 330 incidents, 300 produce no injuries, 29 produce minor injuries and one produces major injuries or even death. Of course, these statistics vary with the tasks being performed.

Unsafe working conditions, unsafe employee work habits, improper use of equipment or use of malfunctioning equipment have the potential to cause work related injuries. All of these can be put in the category of a near miss and should be corrected immediately. It is everyone’s responsibility to report and/or correct these situations. It could prevent an accident where equipment could be damaged, someone could be injured or someone could be killed.

We need to keep the focus on lessons learned and what not to do rather than focusing on who did wrong and assigning blame. If the goal is just to assign blame, we’re going to lose the benefits from the lessons learned.

Here’s an example of a near miss that was ignored and resulted in a fatality: An employee using a GFCI-protected extension cord had to push the reset several times to get the cord to work. The cord reset finally held, he finished his task and he returned the cord to the tool room. A few days later, another employee – using the same GFCI-protected cord – noticed the GFCI breaker on the cord was warm. He also had trouble keeping the cord from tripping when he plugged it in. The cord reset finally held, and the employee finished his task and returned the cord to the tool room. Within days, a third employee selected that same defective cord from the tool room. When he plugged it in the GFCI module on the cord flashed in his hand. He received a shock and flash burn, resulting in his death.

Florida West Coast - Nick Ninos

Generally, common sense isn’t an inherited trait. We may be born with the undeveloped trait and as we grow older cultivate it through our own experiences and those of other people. Maintaining awareness of our working environment at home and at work can help us to cultivate good common sense. Contrary to popular opinions, everyone can pretty much prevent themselves from being involved in accidents by observing risk taken by others and by trying to learn from others’ mistakes, as opposed to being the one that learns by an injury. Most accidents are caused by being in a hurry, taking chances, having a negative attitude, being preoccupied/distracted or failing to look for the hidden hazard. So slow down, then think about what you want to get done and how you can do it without getting hurt. Your loved ones will appreciate it.

**SAFETY EMPHASIS
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SAFETY EMPHASIS

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Central Florida - Steve Thompson

Dealing with the Heat ... It's that time of the year when we all need to think about our exposure to the heat. We should be consuming eight ounces of water every 20 minutes to prevent dehydration. By starting early in the day and not waiting until you're already hot and somewhat dehydrated, you can avoid heat stress or, even worst, a heat stroke.

Symptoms of heat stress include clammy or moist skin, heavy perspiration, intense thirst, anxiety, agitation, nausea, vomiting, rapid breathing and/or loss of coordination. Anyone showing any of these signs should be moved to a shaded area, then their clothing and shoes should be loosened and their legs should be elevated. Pour water on them and, if you have ice, rub it on them or put it under their arms to cool them down. Have them drink some lightly salted water and do not leave them until they are better or other help has arrived.

Symptoms of a heat stroke could be part or all of the following - high body temperature (105 or more), rapid pulse, weakness, no perspiration on the skin, confusion, hot/red/flushed skin, difficulty breathing, and/or loss of consciousness. If anyone is exhibiting these symptoms of heat stroke, call 911. First aid would include getting them in a cool, shaded place, immersing them in water or applying ice packs under the arms/elbows/wrists/back of knees. You could even use a water hose and continually run water over them if it is cool water until they get better or the EMT arrives.

It's said that the average person takes two to four weeks to acclimate to the heat, but only one week to lose resistance to heat after working in a cooler environment. You must start drinking before you feel thirsty. It is hard to catch up on fluids after you have become dehydrated.

News from the Alabama Division...

After taking the opportunity to catch our breath at the first of the year, the Alabama Office is moving full speed ahead again. Several new projects are on the board, and we are back in the hiring mode. Some of the new projects that have been recently awarded include: Boeing Dart, Homewood Public Safety, Target, Parkside Apartments, Bryant Bank Tuscaloosa, West Gables Generator, Ford AutoNation, Vestavia Pediatrics, Forever 21 and Target Overpack.

We are pleased to have four recent graduates from the Alabama Workforce Training Center join us full time along with several summer interns. Also, congratulations to Jake Rimington who is our most recently licensed Journeyman! And, special thanks go to the crew that has literally worked around the clock on many weekends to keep St. Vincent's Hospital East operational after the failure of some of the main switch gear. Because of these efforts, we are involved in several new projects on the campus!

Southern Company Colonnade - Alabama Division Feature Project

One of Bright Future Alabama's largest jobs to date has been the Southern Company Colonnade buildings. Begun mid-year 2016 and totaling approximately \$15,000,000 in contract value, this project has included the renovation of more than 700,000 square feet of space which included a 10 story building, an 8 story building and two large parking decks. Additionally, on site work also included four generators with redundant whole facility power and multiple UPS systems. At peak work times, we topped out at 86 employees.

These two buildings were originally built between 1988 and 1990 for AT&T. Upon completion, these facilities will house 2,000 workers from Southern Company subsidiaries, Southern Nuclear, Southern Power, Engineering and Construction Services, Fleet Operations and Training.



News from Geegee Burmeister - Central Florida Division

The first half of 2018 was a busy blur of projects for our Central Florida division!

We had schools, schools and more schools - with 5 school related projects currently on our books! And it seems the growth in the Central Florida area is not going to stop! Even the communities surrounding our main office in Ocoee are redeveloping their downtown areas to include more schools, retail, restaurant, hospital work and multi-family housing! Hopefully we'll get a chance to work on some of these projects that will be in our own backyard!

In February, we participated in the Greater Orlando Habitat for Humanity Builder Blitz where we partnered with several of our GCs and many, many other subs to help build 5 homes in Orlando in 5 days. It was a challenge, but our team of 15 pulled together to do the electrical on 1 of the 5 houses and finished both the rough and trim in 2 days – and passed our inspection! Thanks to Doug Beebe for the perfect coordination of material, schedule and team members! Great job guys!

Several of our Bright Future Central Florida women also participated in the Nationwide Women Build with Habitat for Humanity West Orange in May. Robin Oropeza, Sandi Ballaron, Magen Blume and I helped raise funds for this build! Magen and I actually suited up in hard hats, gloves and safety glasses and spent most of a Saturday hammering nails to help build several exterior walls with 40 + other women! Talk about some girl power – it was impressive! We are so proud to partner with West Orange Habitat for Humanity! Our Central Florida branch has committed to donating labor and electrical material for two Habitat homes being built for some single moms in the Winter Garden area! I just want to thank both the Builder's Blitz team and the Women Build team for all your hard work and help! It feels so good to give back to our community!

In April, we held our Employee Appreciation BBQ here at the shop! We like to hold this event twice a year as a thank you to all our employees! Skip started the smoker "Bright" and EARLY in the morning cooking pork, bacon wrapped stuffed jalapenos, ham, brisket and chicken! We had our best turnout ever with over 100 employees in attendance! It was great to see everyone, especially the new faces, in our Bright Future family!!

We are starting on some exciting new projects in the second half of 2018! The Orlando Renaissance Sea World Ballroom Expansion and Addition recently started. Last month we started a 10 bed addition to the HealthSouth Rehabilitation Hospital that was originally our project back in 2014. The Boone High School Capital Renewal project in Orlando recently started which will be upgrading all fixtures and systems in several of the building on this older school campus.

We'll hold our company picnic in June and are already planning our Christmas party for 2018! Hard to believe we are already mentioning Christmas!?! Time surely does fly – so please remember to stop and smell the roses sometimes – but most importantly take a break from this fast paced life to spend some quality time with your family and friends! The one thing you can never get back is time! Happy summer to everyone!

Windermere VPAC - Central Florida Division Feature Project

Visual Performing Arts Center (VPAC) is a 35,000 square foot mixed use facility located on the campus of Windermere Preparatory School near Winter Garden. The "house" is capable of comfortably seating up to 600 guests, which is made possible with the help of the 250 person telescoping seating arrangement. During performances, guests are treated to state of the art lighting and sound experiences that are up to par with some of the most prestigious facilities across the country. The design team has engineered the acoustics to match that of professional performing arts centers here in the Orlando area. Students will have the opportunity to work in an environment that will prepare them for a career in theatre arts. Children and young adults will travel from out of state to attend this school and become part of this program. Surrounding the house area is the 3D art room where students will work closely with those in the scene shop to build props for the productions. There is also 3,500 square feet of band, choir and keyboard rooms equipped with sound proof practice rooms where individuals can receive one-on-one training without disturbing classmates. The second floor houses two 1,500 square foot dance studios and the control booth where the lights, sound and special effects are operated. The building is scheduled to be complete for the school to commission the first week of July. With the efforts of our superintendent Lance Burgher and his

talented crew, this will be another high quality project that Bright Future Electric will turn over to a well satisfied customer.



Florida West Coast Office

Steve Panagiotakis - Division Manager

2018 will mark the largest revenue for our branch since it started eight years ago. As our local economy grows and evolves, needs in our community impact the type of construction projects funded. Being able to diversify our manpower and management to move from Assisted Living Facilities to Condominiums and Hotels to conduit laden large scale school projects brings specific challenges. Expanding the skillsets of electricians and managers through training is how we will be able to accomplish a multitude of different types of work. As energy saving technologies advance, Energy and State Building Codes are constantly changing. Partnering with our vendors to incorporate new product demonstrations into our updated skillset training will help us be flexible enough to prepare for whichever projects come next. We hope to maintain the 2018 revenue moving forward by investing in apprentices. Bright Future is joining forces with our local technical schools and fast-tracking our Apprenticeship graduates into leaders as they gain experience through our Small Projects Division.

The Mark – Florida West Coast Division Feature Project

The Mark in downtown Sarasota is a 12 story, mixed use Luxury Condo developed by the Kolter Group. Kast Construction is the General Contractor, Omar Bermudez is the Superintendent for Bright Future and Joe Dunn is the Project Manager. The building is being built over top an existing portion of State Street, between Lemon Avenue and Pineapple Avenue, where 35,000 SF of Promenade style retail space on the first floor will be open to foot traffic. The building consists of 11,000 SF of executive office space, two levels of parking and 157 living units. The Amenity Level on the fifth floor features an elevated resort style pool, a Resident's Club Boardroom and a state of the art fitness center. Prices/units start in the mid 700K's, with over 100 of the units having been sold by May 1st of this year. Construction should be complete in August of 2019.



CODE HIGHLIGHT:

Significant Changes in the 2017 NEC for Special Occupancies, part 8 ...

517.2 Patient Care Spaces

The defined terms under the main definition of “patient care spaces” have been revised, and descriptive informational notes follow each term. The revisions incorporate numerical categories (1 through 4) following each definition, and the bracketed information contains the location of the extract. The care locations within a healthcare facility are now defined as “spaces” and are each provided with a specific category that indicates the level of care under that designation. The revision aligns Article 517 with terms defined and used within NFPA 99.

The Grove Spa Amenities - Central Florida Division Feature Project

The Grove Spa Amenities is a 51 acre site with a resort-style pool and amenity area that includes a swimming pool, a 695' long lazy river, kids' water activity pool, FlowRider wave pool, slide tower, pool bar and grill, restroom buildings, and all associated pool equipment. This amenities area was built adjacent to an active resort area. Due to the limited site laydown area, employee parking and material storage were located just over a quarter mile away from the jobsite. Bright Future provided the electrical installation as well as the infrastructure for the cameras, speakers, data outlets, and wireless access points located throughout the site. To provide lighting, Bright Future installed 39 pole mounted fixtures, 19 bollards, and over 280 landscape lighting fixtures. The FlowRider is a surfing experience that simulates real waves which are controlled by (2) 150HP pumps that are fed by a 600A 480v service to the equipment room. The Lazy River and the main pool were controlled out of a 4,197 SqFt pool equipment building fed by a 2500A 480v service. The 4,370 SqFt Longboard Bar & Grill is fed with an 800A 120/208v service & has (4) 8' diameter & (6) 5' diameter Big Ass Fans. The pool bar area is technology rich with state of the art LED lighting and TVs. Bright Future Electric installed over 47,000 feet of conduit & 169,000 feet of wire on this project.

This project's starting contract value was \$1,165,000 which ballooned into a total contract value of \$1,800,000 with the addition of landscape lighting and multiple revisions. Bright Future installed all the electrical and communications infrastructure, as well as all the site lighting, landscape lighting, Fire Alarm, and Lightning Protection. The total construction duration was 12 months. Bright Future utilized three specialty subcontractors, but over 86% of the work was self-performed. Jim Reeves our Superintendent, Doug Beebe our project manager, and our Bright Future team did an outstanding job coordinating and working with Welbro Construction in order to bring this job in on time and within budget!



Gardner Denver - Alabama Division Feature Project

The Gardner Denver project is a light industrial facility that refurbishes large pumps that come from all over the country and Asia. This facility operates using CNC machines, lathes and other large equipment. The pumps are completely disassembled and machined, sand blasted and painted for shipment. This project came about after the original design-build electrical contractor made some errors in their design for future equipment which included a 1250HP 5KV motor. Bright Future was called to install power for a 600HP motor for their test stand to check the pumps. In addition, we did all the equipment wiring and distribution. Our part of the job lasted approximately 6 months. The owner was impressed with our work, and he will not let the original electrical contractor back on site to do even warranty work. Steve Clem was the superintendent and did the entire layout for the machines at the new locations. He was also able to clean up a lot of bad wiring that had been in use on the equipment for years. I think we have made a new customer very satisfied!

Thank you Steve and James for
your hard work and
expertise.



Nick Rimes -

Florida Fort Myers Division

We are pleased to report a solid back log of projects.

These include two recreation centers coming out of the ground in Charlotte County during the course of this summer and three projects in Lee County (two libraries and one large assisted living facility), with slab work complete and waiting on dry in. We have also booked a large chunk of school work which we will need to complete prior to the return of the children in early August. Timing appears to be working out well for us as we can shift our manpower to these school projects while we await dry in on our Fort Myers projects. We have hired a large project superintendent to our team, Joe Kletschka, who is running our assisted living facility in Cape Coral. We are very excited to see his early planning and organizational skills. This always pays off and helps us avoid issues as the project moves forward. Corey Engelson has also joined our team as a service tech/small projects superintendent. He has already helped us complete a couple of small jobs, and he has been selected to run some of the school projects kicking off early this month. Corey has also shown good communication and organizational skills. We are fortunate to call both of these guys part of our team. We have been building up our crew and are very thankful for all the efforts put forth by both our new and our longer term core guys.



North River High School - Feature Project Florida West Coast Division

Opening for the 2019 school year, North River High School located in Parrish, FL, will serve between 2,000 and 2,400 students for North Manatee County. Gilbane Building Company is the General Contractor, Scott Levasseur is Bright Future's Superintendent and Joe Dunn is the Project Manager. Encompassing 265,103 SF of Classroom/Building space, this will be the first new high school campus built by Manatee County since 2005. The project comprises two Multi-story Academic buildings with CTE

Labs, Football, Baseball and Softball fields with a free standing Field House, Concessions Buildings, Theater/Auditorium/ Music Building, Cafeteria, Gymnasium, Media Center, Administration, Central Energy Plant and Automotive building. Special academic programs being offered include Automotive, Health Occupation/Allied Nursing, Robotics, TV Broadcasting, Agriculture and Engineering. With groundbreaking in Nov of 2017, this project was funded by a half cent tax passed in 2016 and should be completed by mid-summer 2019.

Central Florida Division Feature Project – Poinciana High School Science Labs and Culinary Arts Addition

This addition consisted of 29,000 square feet in a two story building onto Poinciana High School. The general contractor was Wharton Smith, our PM was Chris Jones, and our Superintendent was Eric Green. This project gives the school a nice lab for the kids to conduct science experiments they were previously not able to do. The culinary arts center allows the students to learn to cook and then sell their products to other students allowing the school to raise money for the arts program. Eric Green and his team did an outstanding job completing this project on time with no lost time injuries. We received great comments from the general contractor and the school's facility manager. We also hired two students from Poinciana High School through our local ACT program to work with us during the summer, so they were able to work on their own school, which was a novel experience. It was a good job for Bright Future and one of our first jobs with Wharton Smith

which in turn was good marketing for Bright Future as we showed off our great skills. Thanks Chris, Eric and team for doing an outstanding job!



Our “Vision” is to be the Employer of Choice in the communities we serve; Our “Mission” is to provide quality service to our customers, provide opportunities for growth to our employees, and maintain a profit level necessary for our continued growth; Our “Values” include caring for our employees and their families, our friends and all of those we service in our communities, with honesty and integrity.

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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