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“Tri-City is proud of the exceptional team we have built over the years.”

- Jack Olmstead



| Our Core Values Make it Work |

Talent. Results. Integrity. These are our Core Values and the major reasons for Tri-City’s success as a company. As part of recognizing our 60th anniversary, I would like to address each of those values in turn in the remaining Wattsline issues this year.

I will start with the beginning: Talent. And that, my friends, is YOU—all the talented and dedicated employees that make up this company. You are the most valuable asset we have as an employee-owned company. That truism started with our Founder and Chairman Emeritus Buddy Eidel. Let’s take a look at what he said in the Summer 1994 WattsLine about that:

“Tri-City is proud of the exceptional team we have built over the years. We want our employees to be the best at what they do and benefit from their chosen career. We offer apprenticeship training, in-house training, management training, safety training. If you haven’t upgraded your skills lately, talk to your supervisor to see what you can do.

Also, tell your friends about the great opportunity waiting for them in the construction field. Electrical construction is an exciting, promising occupation. It takes mathematical proficiency, reading aptitude, communication ability, and logic to wire a building.”

It’s the same successful formula nearly 25 years later. In 2018, we have an exceptional team and we encourage our employees to participate in all training opportunities. As you look around at your supervisors and management, you will note that the great majority have worked for Tri-City for a long time, starting in the field, working hard and learning all they could and were promoted up the ladder. When I started my career in the industry, while digging more than my fair share of trenches, I took advantage of every training opportunity that was offered. It was hard work, going to apprenticeship school, raising a young family and building a career. But the end result was worth it—I have found enjoyment, satisfaction and success in this field and many others here have, too. But we always need new, talented folks, so I ask you as Buddy did: Tell your friends about the opportunities and the future Tri-City offers!

| Praise for YOUR Work |

Multi-Family Project Manager Jeremy Williamson received a nice report from SFCS after a walkthrough at Lutheran Haven—the Landings. “All work observed appeared to be in compliance with the project documents. Quality of installation was very good. A very organized and neat installation.” The Tri-City crew on that job consisted of Alvern Thomas and Wilfredo Belardo, Jr. Way to go!

Derek Williams was recognized/awarded by Ryan Companies as the jobsite safest employee at Creekside Charter School for June 2018.

Rhett Williams received a nice compliment from James at Integra Lakes for the repair of outlets that had been covered up with drywall: “He did it with no mess.” Way to go, Rhett.

Congratulations to Multi-Family Superintendent Juan Carlos Ramirez for receiving the February 2018 Subcontractor of the Month Award by Winter Park Construction for “his outstanding performance at Champions Vue Apartments!

Congratulations to our outstanding group of graduates from FEAT! The ceremony was held on June 9th at the Doubletree by Hilton in Orlando. Our list of graduates include **John Barrett, Kenneth Bertotti (who was the second academic runner-up for the graduating class), Robert Bogans, Darin Burden, Karim Byam, Abieser Diaz-Morales, Gregory Evans, Brian Frederick, John-Curtis Johnson, Rodger Johnson, Jr., Adarius Jones, Nathan Lenover, Hector Molina, Travis Pollard, Harold Rivera, Jr. and Christopher Williams.** The apprentices with the highest GPA in their division received a \$500 check from Tri-City; those recipients were **John Barrett (100), Kenneth Bertotti (300) and Christopher Williams (160).** **Adarius Jones** completed his entire four years without missing a single class—he also received a \$500 check.

Kudos to you all! Apprenticeship is not easy—going to class two times a week, dealing with a full-time job, family and homework is not for the faint of heart but well worth it to those who attend. Just ask any one of them!



The Multi-Family Division is really going strong and I appreciate all the hard work by our estimators, project managers, superintendents and field crews. You are the reason for our success—keep it up! - Rance

Matt,
Good morning. I just want to take a minute this morning to recognize and give a little praise to your crew. A couple of weeks ago we had our safety stand down week. SATCE really played a key role in this most important week where we dedicate time to essential parts of our culture and well-being, that being safety and family. Kevin did a great job on his presentation for the site and Joe, Shawn, and the rest of the crew were there to support him. Lunch was a nice added touch as well. We are greatly appreciative for your team’s participation and partnering with us to make that week such a success.

I also wanted to add that in the spirit of partnership and safety, SATCE is the most consistent subcontractor on site with providing their “Visual Pre-Task Plan” every morning. We try to do things a little different here to make it more personable and less formal. Who needs another form right? This allows for the entire team to participate and serves as a reminder to everyone in the morning of what is truly important; getting home safe.

Again, thank you. The guys deserve the recognition, and excuse me for the delay. Glad to have you guys on board.

Chris Paredes | [DPR Construction](#)



Hi Matt & Enrique,
Thank you on behalf of the entire NWMC team for the work that you all are doing out here. The first shut-down a couple of weeks ago was executed flawlessly and the onsite team out here have been great with planning, communicating the plan, and executing. We have truly enjoyed working with your crews out here and appreciate all of the hard work you and your staff are putting in to make this project successful thus far. Thanks for all that you do!

Thanks,

Kali Bonnell | [DPR Construction](#)
C: 404.290.6792
We Exist to Build Great Things.

| Newly Awarded Projects |

Project	Type	City	General Contractor
1100 Cleveland	Multi-Family	Clearwater	McShane
City Stairs and Courtyard	Renovation	Tampa	DPR Construction
Dania Point	Commercial	Dania	HOAR
ECCO on Orange	Multi-Family	Orlando	Roger B. Kennedy
Four Seasons	Renovation	Palm Beach	First Finish
Hard Rock Live	Renovation	Ft. Lauderdale	Suffolk
Lee Health	Renovation	Ft. Myers	R.D. Johnson Construction
Madico Demo	Demolition	Pinellas Park	Walbridge
NBA Experience	Commercial	Orlando	DPR Construction
Oasis at University	Multi-Family	Sarasota	Picerne Development
Project 88 Caribbean Beach	Commercial	Kissimmee	PCL Construction
Segrass Village	Assisted Living	Port Orange	Royal American
Seminole Casino Grill and HVAC	Renovation	Immokalee	RMB General Contractors
THR Orient Garage Expansion	Garage	Tampa	Finfrock



ECCO on Orange



Oasis at Highwoods



1100 Cleveland

| Recently Completed Projects |

Project	Type	City	General Contractor
Addison at Windermere	Multi-Family	Windermere	Contravest
Bainbridge at Lake Nona Place	Multi-Family	Orlando	Bainbridge Construction LLC
Central Avenue Apartments	Multi-Family	St. Petersburg	Bainbridge Construction LLC
Church of Scientology	Commercial	Orlando	Walbridge
Creekside Charter School	School	Riverview	Ryan Companies
Oasis at Highwoods	Multi-Family	Tampa	Picerne Development
Vista Blue	Multi-Family	Singer Island	The Wieland-Daveco Corp
Yacht and Beach Renovation	Commercial	Kissimmee	Hoar Construction



Vista Blue

| Altamonte Project Updates |

Project 942 is well underway with PCL at Universal Studios. The Estimators involved are Bruce Haefner, Glenn Donehoo, and Lareese Redding. The Project Manager is Bob Winterhalter and the Superintendent is Tim DeLong. This themed project is anticipated to open in the Summer of 2019.

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Security First Insurance HQ has begun with Jack Jennings & Sons. The Estimators for this facility were John Stansel and Tim Adams. The Project Manager is Rick Patrick and the Superintendent is Ray Eme. The completion date for this 137,541 sqft project will be June 2019.

...

International Parkway FSED began construction with CPPI. The Estimating team was Troy Chroniger, Andy Burger, Lambert Malone, and Greg Evans. The Project Manager is Matt Coons and the Superintendent is Felix Navarro. The anticipated completion date for this 10,000 sqft facility is December 2018.

| South Florida Project Updates |

CANVAS Miami is nearing a TCO with Stiles Construction. The project has passed finals in all 513 of the condominium units. Superintendent John Fabrizio is finishing up the odds and ends of the project as Kenneth Bullard has moved back to the Tampa Division, and Gary Fillgrove is running the Hard Rock Hollywood.

JFK Medical Center is accelerating quickly with DPR Construction and RR Simmons. The CEP structure is complete, the parking garage is nearly completely erected, and the piles are underway for the new bed tower. Kevin Chamberlain is the lead Superintendent, with Robert O'Hanna and Lou Sellitti working under him. Completion is slated for the end of 2019.

...

Vista Blue a 20 story high end condominium located on Singer Island Florida is in the finishing stages with The Wieland-Davco Corp. James Levitz, Rich Gonzalez and Brian Gorski have headed up the electrical installations with support from Sr. Project Manager Joe Leo. Vista Blue has 2 floors of garage and common area and 14 floors of 4 condominium units per floor along with 2-luxury Penthouse Suites. The elevated resort style pool deck and full amenities level are located on the third floor and have a full gym, social rooms and bars.

...

Dania Point is still in the early stages of construction. TCE is currently contracted with HOAR Construction to install temporary site services for an approximate 360 acre multi-use site. The project is 50% complete with the temporary installation, we just completed a retail shell and have recently been awarded two-6 story parking structures. Project Manager Seth Bales has recently joined the management team with Joe Leo. Construction installation to date has been performed by Daniel Torres.

...

Lee Health in Ft Myers is a fast paced project that consists of the renovations to the 2nd floor, 3rd floor and roof. The project timeline is from April 2018 to August 2018. The project is run by Superintendents Mike Ford and Josh Aylor.

| Tampa Project Updates |

Tampa RV & Airstream well underway and to be completed in October 2018. Orlando is a renovation expansion of the existing Tampa RV dealership. It consists of a Tampa RV Service and Sales Center with a separate Airstream sales and service area at the west end. Both buildings are erected, framed, and currently in the rough phase. Robert Dodd is the lead superintendent on site with Jeremy Chambers and Patrick Corcoran as the project managers.

...

Channel Club is large commercial project located in Channelside. The project consists of a 24 story tower containing 324 apartment units from 8th thru 23rd floor, a 7 floor parking garage and an amenity deck including a club house, gym, public restrooms, pool and pool bar. The main tower building is annexed to a new Publix Supermarket and with its own parking garage. Our project team is led by John Yaksh as Superintendent, Paul Frances as our Systems Engineer and Jorge Gonzalez as the Sr. Project Manager. Additionally, our project operations are strongly supported by Eric Cross General Superintendent, John Covich field operations, John Taylor Sr. PM and Scott Henderson, West Coast Operation Manager. The construction is near the end, it is expected to obtain a partial TCO by mid-September and the final completion by November this year.

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Creekside Charter School was a new, one story school in Apollo beach. The project was just completed in time for the new school year by Jeremy Chambers, SPM and Eddie Quick, Superintendent. 9684

| Human Resources Department |

The **Human Resources Department** at Tri-City is essential in making our Company a great place to work, and it starts with six individuals who do more than expected every day to meet staffing requirements and employee needs of more than 900 Tri-City employees!

HR Manager Natasha “Tash” Washburn oversees the department with a strong focus on employee relations and benefits. Tash, like all managers at the company, has an open-door policy. You can reach her at ext. 1255.

Tania Floren, HR Generalist, helps with benefits, compliance, FMLA and I-9's. If you have a question regarding benefits or FMLA, your first call should be to Tania at ext. 1265.

Wendy Starkand, Recruiter, works diligently to find new employees and with the “onboarding” process to make sure they receive all the information they need to start their new career at Tri-City. If you have someone you would like to refer, or have any other questions (or ideas) regarding recruiting, you can reach Wendy at ext. 1264.

Ayanna John, HR Specialist, is the primary contact for Worker's Compensation, employment verifications, electronic records management and background checks. She can be reached at ext. 1258.

Kerry Hodges, HR Assistant, helps with file management and is our new employee “ambassador,” generally welcoming new employees and introducing them to the nearly 100 people located in the Altamonte office. Kerry's extension is 1261.

Liz Marshe, Receptionist, is the “voice” of Tri-City. Not only does she handle the switchboard and guests to our office with graciousness, she also helps with file management. Liz has been with Tri-City for nearly 30 years and is adept at pointing people to the appropriate department for assistance. Just call the main number 407-788-3500 and chances are good you are speaking to Liz.

| This is Why I Work Safe |



“I work safely every day for the magic of family and holidays.”

-Frank Veshosky, Altamonte Multi-Family Superintendent

Why do you work safe?

Send your photo and quote to Social.Media@tcelectric.com

| Social Scene |



Employee Appreciation Day 2018 in our Altamonte office catered by Mission BBQ!



Our Safety Department hosted successful 2018 Training Fairs in Tampa and Altamonte. Thank you for all your effort to make sure Tri-City is a safe place to work!

| Social Scene |



Patrick Corcoran, Kris Olmstead, Hector Jimenez and Billy Ray Clark participating in the DPR golf tournament in Lake Jovita.



Mike Powers leading a Project D safety meeting on site.

Tri-City's Tampa Division participated in Build Tampa Bay through ABC Florida Gulf Coast. We conducted on site interviews and twelve local high school students were hired as interns!



Wendy Starkland and RT Tavarez represented Tri-City at the Career Source Job Fair.

The Tri-City Yacht and Beach Club Renovation team and their families enjoyed an appreciation dinner for all their hard work on and on time completion!



| Employee Spotlight |



**| Shawn Paleveda |
Project Manager**

What was your first job?

My first ever job was working at the Nautica outlet at the Premium Outlets. I started as a cashier at 17 years old, was promoted to a lead a month later and a manager when I turned 18 and was still in high school.

How long have you been with Tri-City and something you love about your role? I started back in October 2014 as an APM in the Tampa office, went down to S FL to help out and never went back.

What do you like best about Tri-City? I like that they give me every opportunity to improve and grow within the company, whether it be the ABC apprenticeship or various leadership programs. Everybody has been very helpful throughout my journey and I have been fortunate to work with and under some of our more seasoned managers and superintendents.



**| Sharon Owens |
Payroll Manager**

Tell us a little about yourself. I was born in Chicago but ended up in Florida. I like boating and fishing so I enjoy living in Orlando. I have a grown son and daughter and two grandchildren.

How long have you been with Tri-City? 1 year and 7 months.

What advice would you give someone looking to advance their career? My goal to advance in my career over the years has always been to network with other professionals. I always take the time to research what is the best practices and new technology. Anything that will improve the process at hand and is a savings for the company.



**| Matt Malszycki |
S FL Service Manager**

What was your first job?

I worked at a Gun Club sitting in the bunkers filling the trap and skeet machines with clay pigeons. I was 13 years old and this facility was a good 15 mile bike ride from home.

How long have you been with Tri-City?
Just over 12 years

What piece of advice would you give to someone trying to further their career? I think our TCE Mission Statement of "Doing More than Expected" is excellent. I would also say that You will always have successes and failures in your career, but just stay focused, keep pushing forward and learn from your failures.



**| Stephanie Hosseini |
APM/ Marketing and
Brand Communications
Strategist**

What was your first job?

I worked at Disney World as Princess Jasmine through collage and Busch Gardens as a Safari Guide. I loved theme parks!

How long have you been with Tri-City and something you love about your role?
Just over 2 years. I love that I'm able to manage our Social Media accounts and be an APM at the same time! Feel free to email me any job/social scene photos!

What do you like best about Tri-City? I love that starting with upper management, the entire organization treats everyone with the same respect no matter what their role with the company is.

| Wellness Corner |

Wellness Corner is intended to aid all employees, to help them achieve and maintain balance in their personal and professional lives. The first issue tackled is stress. In this issue, stress is defined and symptoms are listed. The next few issues will cover ways to cope with stress. All information is courtesy of United Health Care.

Stress

There is no denying that stress is a part of life. Although you cannot eliminate stress completely, it is possible to reduce its impact on your life.

What is stress?

Stress is a physical and psychological response to a demand, threat or problem. It stimulates you and increases your level of awareness. The body's reaction to stress is called the "fight or flight" response. The response occurs whether the stress is positive or negative. Positive stress provides the means to express talents and abilities. But continual exposure to negative stress lowers the body's ability to cope in general.

Your signs of stress may be different from someone else's. Some people get angry. Others have trouble concentrating or making decisions. For some, stress may lead to health problems such as:

- Headaches
- Back pain
- Fatigue
- Upset stomach and other digestive problems
- Irritability
- Anxiety
- Depression
- Heart problems

Stressors

Serious situations such as the death of a loved one, major injury or illness and divorce, are examples of significant causes of stress. But, daily, ongoing stressors can also take a toll on your health. Balancing work and family life, financial and health concerns, relationship worries and generally trying to do it all every day can really add up.

Coping with stress

When we recognize that stress is building up, it's time to take care of ourselves. The basics are crucial – eating well, being physically active and getting enough sleep. Try some relaxation techniques, too. Deep breathing and imagining a peaceful scene might help you unwind. Some people find yoga, meditation or tai chi helpful as well.

Seeking help

Sometimes, it's difficult to cope with stress. Excess stress can seriously interfere with the ability to perform effectively. It can affect health, vitality and peace of mind, as well as personal and professional relationships. Ongoing stress may lead to issues such as depression, substance abuse or compulsive behaviors.

Don't hesitate to talk with your doctor or seek help from a professional counselor if you:

- Feel unusually sad or cry a lot
- Are excessively anxious
- Can't concentrate
- Worry constantly
- Have trouble sleeping
- Feel tired all the time
- Find it difficult to do your job
- Have a hard time getting along with family and friends
- Are irritable or angry
- Drink more alcohol than usual

Some of these signs also might indicate depression. Depression is very treatable. And the earlier treatment starts, the more likely it is to be effective. If you have any of these signs – lasting two weeks or longer – talk with your doctor. And if you or someone you know is thinking about suicide, seek help immediately.

Keep your eyes out for a Save the Date for our Wellness Fair in the Fall!

****Tri-City has a Work-Life balance Employee Assistance Program available to all employees through Unum. If you need help or counseling, you can call toll-free, 24-hour access 1-800-854-1446 (English) or 1-877-858-2147 Spanish****



| ESOP |

The independent valuation of Tri-City stock value has been finalized and we should all be very happy with our first year results as an employee owned company.



Below is a status update as we work toward issuing statements and stock certificates for the year ended 12/31/2017:



March 31st, 2018:

Estimated completion of our 2017 financial audit performed by Vestal and Wiler, CPA's.



April 30th, 2018:

Estimated completion of the valuation of Tri-City's ESOP stock price.



May 31st, 2018:

Estimated completion date for Tri-City to determine the allocation of ESOP stock shares to all eligible employees.



June 30th, 2018:

Principal Financial Group mailed out individual ESOP statements to all eligible employees showing the number of shares granted and the applicable stock price.

Suggestion Box

Your ideas could be worth \$250!

Congratulations to the recent suggestion box winner:

Christopher Richardson, Superintendent - To have a water proof memo book for use in the field.

Do you have an idea that could improve customer service, streamline work processes, and/or save the company money? If so, it could be worth \$250!

The purpose of the Suggestion Box is to encourage employee participation, be innovative, and perform work based on best practices from "those who do the job".

Criteria:

Can we use the idea.. make it work? Is there any cost-saving benefit? Does the idea benefit our customers? Does the idea benefit our employees?

Please submit your ideas to Jane Hodges to be eligible for a \$250 award.

Read to
WIN

There are two employee numbers hidden in this issue of the WattsLine- can you find yours? If you do, you win a \$100 Home Depot gift certificate. Contact Jane Hodges at the Altamonte office if you find your employee number.

Good Luck!

| New Hires |

- Damien Karecki, Superintendent
- Glenn Payne, Superintendent
- Louis Sellitti JR, Superintendent
- Kenneth Spencer, Superintendent
- Glenn Capps, Superintendent
- Bruce Gunnin, Superintendent
- Christopher Wood, Superintendent
- Jerry Baughman, Superintendent
- Paul Lyons, Superintendent
- Timothy Foust, Superintendent
- Steven Whitman, Superintendent
- Everett Flaitz, Superintendent
- Kyle Rothemich, Superintendent
- Brently Bales, Project Manager
- Gary Wells, Senior Project Manager
- Scott Wasson, Senior Project Manager
- Stephen Egloff, Senior Project Manager
- William Asta, Senior Project Manager
- Wendy Starkand, HR Recruiter
- German Velez, Project Engineer
- Angelina Mollins, Admin Assistant
- Eileen Wiggins, Tampa Accounting Manager

| Future Electricians |

| Kudos |

21736

Employee Spotlight

Kudos Tri-City Heroes!

Altamonte General Superintendent Ted Stanton saved the day for an Australian couple who were desperate to make their flight home from the City Beautiful but had run out of gas. Ted and his helper Jay (Jairo Rosario Febus) saved the day by taking time from their lunch hour, bringing them fuel and filling the tank. They sent this nice note of gratitude to the shop because they saw the shirts Ted and Jay were wearing. This is the kind of good will our company (and our country) cannot buy--it can only be shared from the heart.

And this isn't the first time Ted has come to the rescue; about 10 years ago, he pulled a victim from a vehicle that had plunged into a lake, saving a life. He's our very own Super Hero!



Congratulations to Superintendent Robert Sheets (the dad) and Project Manager Dave Sheets (the grandfather) on the birth of Waylon Gray Sheets. Born on June 5th, Waylon weighed in at a nice 9 pounds, 3.5 ounces and was 21 inches long. The whole family is doing well, little Waylon, mom (Jessica), grandmother (Rita) and, of course, Robert and Dave.



Senior Project Manager, Matthew Coons, his wife and 2 year old son welcomed another baby boy! Fischer Callen Coons on March 1st weighing 8.13 lbs.



Jay (Justin) Roberson, Central Florida Warehouse Manager, is a proud grandpa for the very first time. His daughter Jasmine gave birth to a bouncing baby boy on May 12, the day before Mother's Day! Kenneth Justin weighed in at 6 lbs, 9 oz and is 19 inches long. In case you couldn't tell by the photo, Jay is just as proud as he can be! #bestmothersdaypresentever!

News to Share?

Do you have a special announcement to share with the company – wedding, engagement, birth of a child? Send the happy news to social.media@tcelectric.com for the next edition of the WattsLine.



430 West Drive, Altamonte Springs, FL 32714

**To Do More Than
Expected**

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| Upcoming Events |

- September-** Facebook Sports Fan Photo Contest
- October-** Facebook Photo Pumpkin Carving/Decorating Contest
- November-** Benefits Open Enrollment

Your Opinion Counts!

Thank you for participating in the 2018 Employee Opinion Survey! The survey results have arrived and are under review by Sr. and Divisional Managers. Managers will be communicating the results to employees throughout the remainder of the 2018 calendar year.

If you have questions regarding the Employee Opinion Survey, please contact Natasha Washburn, natasha.washburn@tcelectric.com OR 407-788-3500 ext. 1255



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