



FortisTCI Mission Statement

FortisTCI is committed to providing safe, reliable, least-cost energy, using smart innovative technologies and by investing in people, while being a good corporate citizen, being environmentally responsible, maintaining the highest level of customer satisfaction, and ensuring a reasonable rate of return for our investors.

FortisTCI Values & Operating Principles

Our fundamental values are commitment, innovation, integrity, reliability, and respect. These are the values that guide FortisTCI employees when making decisions that impact the utility. Our operating principles are accountability, competence, efficiency, effectiveness, service and teamwork. An organisation's culture is defined by the values and principles it embraces and the behaviours it manifests. By defining and sharing these core values and operating principles, FortisTCI will be committed to developing a culture that supports its employees and continuously strives to provide quality service to its customers.

Mission Statement of FortisTCI 411

FortisTCI 411 is committed to delivering informed, accurate material, which would have an invigorative impact on our employee culture. We are committed to creating and maintaining a comfortable working environment that encourages and rewards employees.

Aims & Objectives

- To enlighten, educate, motivate and instruct the employees.
- To update external customers about the company's internal initiatives (staff development, etc).
- To inform both internal and external customers on recent company celebrations/accomplishments and the future direction of the company.

FortisTCI Prepares for Launch of Renewable Energy Programmes



FortisTCI (the Company) is planning to launch two solar programmes shortly that will be available to customers throughout Providenciales.

Planning and research of possible alternative sources of energy have been underway by the Company over the past few years, specifically the use of and interconnection of photovoltaic systems to the grid.

In 2014, a study on the interconnection of renewable sources of energy took place with the launch of the Company's solar pilot project. A Renewable Energy Infusion Study has also been carried out and completed by Leidos Engineering, LLC (Leidos). The Leidos study was commissioned and undertaken to determine the total capacity of intermittent renewable energy that FortisTCI can safely

integrate into the electricity grid without compromising system stability.

The Customer Owned Renewable Energy Programme (CORE) will be available to customers that presently own solar systems. The Utility Owned Renewable Energy Programme (UORE) will be for customers that are qualified and interested in participating, by using solar systems that are owned and maintained by FortisTCI.

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Stay in the Know with the Company's Activities
Online at: WWW.FORTISTCI.COM
We welcome your feedback and any suggestions.
Please feel free to send them to:
tsimons@fortistci.com





Daylon Joseph Begins Secondment in Canada with **Fortis Group of Companies**

As members of the Fortis Group of Companies, employees have access to an array of international opportunities, both professional and academic.

Daylon Joseph is currently an Electrical Engineer II and past Electrical Electronic Engineering scholarship recipient of FortisTCI. He is the latest FortisTCI employee to benefit from the Fortis Group of Companies relationship, and the organisation's focus on developing its people.

Daylon began a one-year engineering secondment in Canada on July 6, 2015. This opportunity will afford Daylon greater exposure to different types of utility systems and new challenges. With the necessary academic qualifications and professional experience, Daylon will spend six months of his temporary employment abroad at FortisAlberta in Alberta, Canada, and a further

six months at other Fortis Canadian utilities. Daylon's responsibilities will include designing and maintaining electrical distribution standards, and solving technical problems associated with the design and operation of lines and equipment.

FortisTCI President and CEO Eddinton Powell said, "We congratulate Daylon, and expect that this experience will be both challenging and professionally rewarding. This secondment is evidence of the commitment of FortisTCI and our Parent Company, Fortis Inc., to continuously invest in our people and make available local and overseas opportunities. The electricity industry is undergoing unprecedented transformation that is bringing tremendous challenges, but also creating a wide range of opportunities. Our workforce must be ready to meet these challenges and opportunities."



Scholarship Recipient Alvejes Desir Promoted to Manager of Plant Control



Former and present FortisTCI (the Company) scholarship recipient Alvejes Desir, was promoted to Manager of Plant Control, effective June 1, 2015.

He also recently celebrated ten years with the Company, having joined the organization on June 14, 2005. During his tenure, Alvejes has held several positions, and most recently served as Superintendent of Plant Control. As a past FortisTCI scholarship recipient, Alvejes completed his Bachelor of Science in Engineer Technology. Presently he is undertaking his MBA at Walden University through the FortisTCI Master's Degree Programme, offered to full-time employees in supervisory or managerial positions, who showcase exceptional leadership potential and who are identified in

the Company's Business Staffing Plan. He is slated to complete his MBA in September 2015.

In his new role as Manager of Plant Control, Alvejes is responsible for the safe and efficient day-to-day dispatch and control of the FortisTCI generation plant, along with the system control of the transmission and distribution network in Providenciales. CFO and Vice President of Finance and Human Resources, Ruth Forbes said, "We are very proud of Alvejes' work ethic and dedication. The FortisTCI family congratulates him on achieving yet another personal and professional milestone. We look forward to his continued growth and development and wish him well in his new role."

Major Investments in Employee Education & Training



Employing the best people with the right qualifications and expertise is critical to the operations of FortisTCI (the Company). That is why the Company continues to invest heavily in personal and professional growth through training for its employees.

Over \$2 million dollars (see table below) was spent on internal and external training initiatives between 2010 and 2014; many of which are certified. This figure includes the cost of scholarships, apprenticeship programmes, high school and college internships, on the job training and leadership development.

1.1 FortisTCI Training and Scholarships

Subject	2010	2011	2012	2013	2014	Total
	Actual	Actual	Actual	Actual	Actual	
*Training Cost	\$248,582	\$234,053	\$257,445	\$376,143	\$565,773	\$1,681,996
Scholarship Cost	\$108,922	\$57,113	\$110,972	\$36,978	\$32,130	\$346,115
Total	\$357,504	\$291,166	\$368,417	\$413,121	\$597,903	\$2,028,111

*Training Examples - Apprenticeship programmes, exposure to sister utilities, Community College support, seminars etc.

The Company's major investment in training derives from the fact that it has been increasingly more difficult to secure qualified and experienced talent. The Company maintains a Five-year Strategic Training Plan that identifies specific skills gaps, as well as an Annual Training Register, which identifies training that will

be undertaken each year. This approach helps to ensure that the necessary skills are available at all times in an industry with a mandate to carry out operations that are critical to the Country.

In early 2015, FortisTCI successfully met all requirements for the National Center for Construction Education and Research (NCCER) accreditation standard and criteria. The Company now serves as one of only eight Accredited Training Sponsor (ATS) sites within the region. This five year step programme for mechanics and engineers is one of several initiatives implemented to broaden the technical skill set available within the organisation. The Company has also launched a programme for plant operators through the American Society for Power Engineers (ASOPE). The ASOPE Programme requires participants to complete four levels of certifications including third, second, and first class engineer, and chief engineer; to date, the first of the four levels has been completed. Both NCCER and ASOPE are internationally recognised, and participants undergo practical and theoretical learning sessions. Other certified technical training courses administered at FortisTCI include a two-year customised Metre Technician Programme and a four year, four level Linemen Apprenticeship Programme.

The Company has also created opportunities specifically for Turks and Caicos Islanders to obtain university level education

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Major Investments in Employee Education & Training

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through its bonded scholarship programmes. To date, FortisTCI has served as the primary benefactor of four university bachelor degrees and one MBA, with an additional bachelor degree in progress and an MBA that is set to finish in 2015. The FortisTCI Student Internship Programme (SIP), Student Summer Employment Programme (SSEP) and Student Apprenticeship Programme are all geared toward providing exposure to local high school and college students. Through these programmes, students can experience the day-to-day operations of an electric utility company and FortisTCI can identify potential candidates for future scholarship awards.

The Company considers itself an “employer of choice” in the Turks and Caicos Islands, and has one of the highest percentages of locally employed personnel with 86% of its staff being Turks and Caicos Islanders. Leadership and on the job training programmes have also been established to develop employees that possess potential leadership capabilities. Since January 2015, a total of 4,164 training hours has been recorded by employees.

FortisTCI President and CEO Eddinton Powell said, “Utilities are among the fastest changing business segments in the world. Smart technologies are revolutionising our industry, while customers’ demands and expectations are changing. In a fast paced performance-based organisation, our employees must be on the cutting edge of innovation, experts in their fields and multi-skilled workers. Investing in and developing our people is a part of our mission because it is vital to the level of service FortisTCI can provide to the Turks and Caicos Islands. Our employees are our greatest assets.”

TeAndra Graduates College and Returns Home



The Company took a moment in late May to congratulate 2009 FortisTCI Scholarship recipient TeAndra Thomas, who after five years of intense studies abroad, attained her Bachelor of Engineering (B.Eng.) from Memorial University of Newfoundland.

TeAndra, the third scholarship recipient of the Company to complete an engineering programme at the university level, officially began her professional career with FortisTCI since obtaining her degree in early July 2015.

TeAndra shared some of her thoughts on this chapter of her life saying, “This experience is one I will carry with me for the rest of my life. It has played a formative role in my growth and

maturity; ultimately it has made me a better, stronger and more determined person. Not only has it changed my life but it has afforded me the opportunity to impact the lives of others especially in the Turks and Caicos Islands. I wish to thank my family for their love and support throughout this journey and FortisTCI for the opportunity to realise my academic pursuits.”

The graduation ceremony took place on Thursday, May 28, 2015 at the MUN Arts and Culture Centre in Newfoundland. TeAndra was surrounded by family and friends as she was presented with her diploma. What makes this achievement even more special is that TeAndra studied with a concentration in mechanical engineering, traditionally a male dominated field. At the young age of 23, TeAndra is now the first known female mechanical engineer from the Turks and Caicos Islands.

The FortisTCI family applauds TeAndra and has no doubt that she will continue to excel as a professional engineer with the Company. President and CEO Eddinton Powell said, “We are extremely proud of TeAndra’s hard work and congratulate her on this major milestone. TeAndra’s accomplishment epitomizes one our core beliefs, that the currency of the future is knowledge.”

CEO Eddinton Powell On-Air



FortisTCI President and CEO Eddinton Powell made his annual radio and television appearances during the month of June this year.

The on-air time provided the CEO with an opportunity to connect with members of the community, and share the latest happenings within FortisTCI and the wider utility industry.

Mr. Powell appeared on the popular 88.1 FM Breakfast Club Show with hosts Tamika Handfield and Allen Forbes, as well as the equally popular Radio Turks and Caicos show Expressions, with Rev. Conrad Howell on 107.9 FM. Both shows lasted more than an hour each, and deemed a great success as burning questions were brought forth from each host. Among some of the topics Mr.

Powell discussed during his interviews, Fortis employees and recent training undertaken was a highlight. Mr. Powell also highlighted the Company's recent college graduate TeAndra Thomas, and upcoming projects, such as the renewable energy programmes CORE & UORE.



Staff Library Officially Opens

FortisTCI believes that reading is fundamental. As a result, through an Investors in People initiative, the Company thought it would be a great idea to open a library for its staff.

This initiative will now allow any FortisTCI employee the opportunity to access books at their leisure. Whether employees want to enhance their knowledge in a particular area within the utility industry, or

simply read for pleasure, the FortisTCI staff library is able to accommodate most requests. Currently, there are approximately 80 books available in the FortisTCI Staff Library and numbers are growing. Check out a book today! For more details, contact Cleola Ward in the HR department and read to your heart's content!

FortisTCl Security and Information Technology Officers Receive Software Training



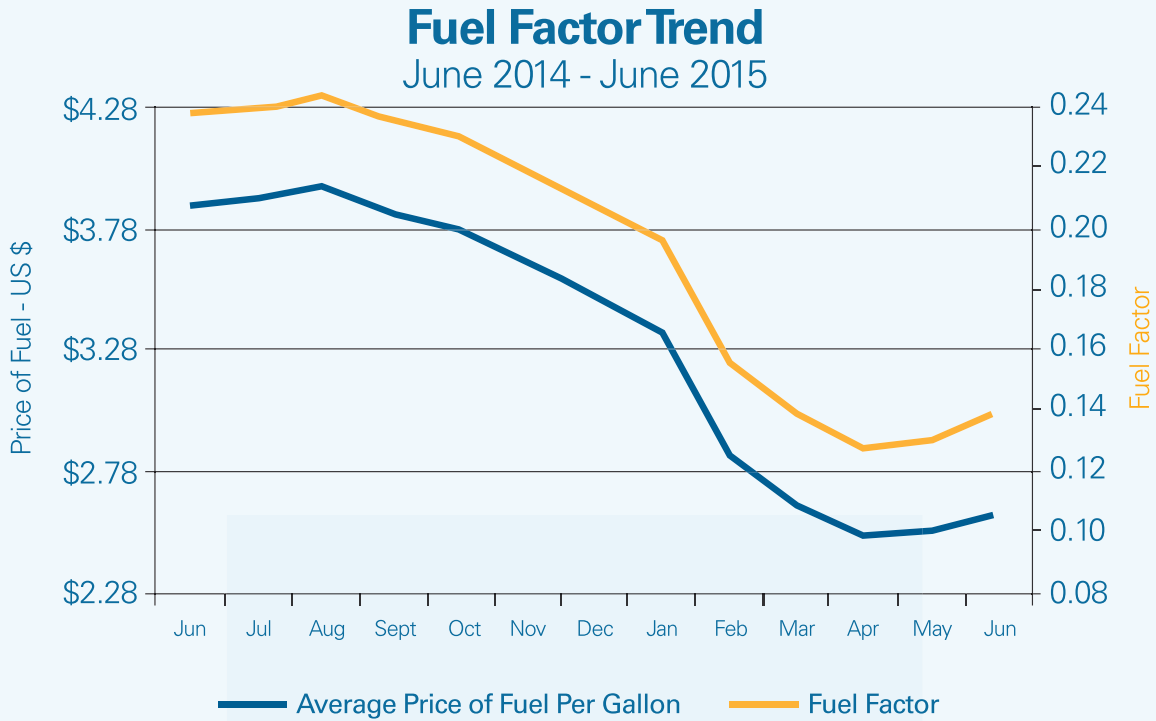
Thirteen members of the FortisTCl Security and Information Technology teams completed the 5.2 Synergis Operator Training in May, certifying each participant as an end user.

The training was conducted to ensure that all relevant employees fully understand how to maintain the Company's security system and confirm that users are able to maximise on the system's capabilities. The relevant personnel can now use the system to perform investigative tasks and regular maintenance, among other tasks.



FUEL FACTOR FACTS

CHANGES IN FUEL FACTOR RATE – 2nd QUARTER



Customers are encouraged
to conserve to help curb their electricity costs!

Remember you have
the power to

practice
energy
conservation!

Visit us online at www.fortistci.com
for more tips!

Energy Conservation Starts With YOU!
Check out these ways-to-save!



- Turn off your home office equipment when not in use.
- Make sure your refrigerator door seals are airtight.
- Set your thermostat as high and as comfortably possible in the summer. The less difference between the indoor and outdoor temperatures, the lower the energy consumption will be.



Lower Fuel Costs passed on to FortisTCl Customers



FortisTCl customers benefitted from the decline in world market fuel prices in May, as fuel costs to FortisTCl dropped a whopping 47% since August 2014. This means that the Fuel Factor was at its lowest point of \$0.1298 since the decline began last year, and offered additional savings to customers on their May 2015 electricity bills.

Brent crude oil prices stretched to \$115 per barrel during 2014 and dropped more than half the cost, to just below \$50 per barrel within a year. This drastic swing in global crude prices clearly demonstrates what the impact of supply and demand and geopolitics can have on the stability of oil prices globally. The Fuel Factor calculation (or Power Cost Adjustment) is based on world market prices at the time it is purchased and accounts for increases and decreases in cost. Customers were advised early that while the fuel factor did drop significantly

in line with the global fuel prices, that key market indicators suggested as we got closer to the summer months, there would likely be an upward trend in global prices, which would reflect in the monthly fuel factor update.

FortisTCl President and CEO, Mr. Eddinton Powell said, "Savings offered through the Fuel Factor is beneficial to our customers; however, we want to ensure everyone appreciates that oil prices in the world market are still volatile. We are encouraging customers

to continue energy conservation efforts at home and in their businesses as a means of managing personal electricity costs on a more long term basis." Mr. Powell added, "We continue to aggressively explore and pursue options to streamline our fuel supply chain that would result in lower prices, lower priced supply sources that are potentially capable of delivering to the TCI given our port infrastructure, and the medium to long-term possibilities of gas and renewable energy (including LNG, CNG, solar and wind)."

Welcome to the FortisTCI family!

Our Fortis family continues to grow as the following team member joined us:



Myrline Remy
Credit Control Officer
May 4, 2015

We wish our new colleague a long and successful career with us at FortisTCI!

Promotions



Todriko Saunders
GIS Specialist
Apr 1, 2015



Sheldon Santiago
Enterprise System Analyst
Apr 1, 2015



Romano Ingham
Energy & Revenue Protection Liaison Officer
May 4, 2015



Alvejes Desir
Manager of Plant Control
June 1, 2015

Transfers



Bethendy Handfield
Billing Officer
June 1, 2015

Birthday Corner

July

Anderson Walkin, Cecil Ingham, Denzel Smith, Glenroy Grant, Godfrey Williams, Kelorian Forbes, Layton Harvey, Lillian James, Paulet Hall, Ruth Gardiner-Forbes, Samuel George.

August

Eddinton Powell, Ernest Ewing, Jeffrey Land, La Shaina Gray, Michael Polonio, Oswald Smith, Patricia Hamilton, Shequida Williams, Sherri Dasilva, Tavardo Smith.

September

Allan Robinson, Atley Gray, Bethendy Henfield, Cleola Walkin-Ward, Durrell Landy, Eustacia Jennings, Floyd Malcolm, Kendall Jennings, Lacial Palmer, Ladonna Bassett, Mathew Williams, Shernelle Capron, Sydney Dean.

HR Quote:

"Real Success Is Finding Your Lifework In The Work That You Love."

-David Mccullough

Frequently Asked Question

Q. What is the new procedure for quarterly appraisals?

A. Quarterly appraisals are facilitated online in Halogen. Beginning April 2015 and onward, all quarterly appraisals will be done online and now features self-appraisal, where employees assess their performance for the past three months. At the end of each quarter employees will:

1. Update their goals and development plans where applicable
2. Appraise themselves under the listed competencies and submit.

Upon completion of the self-appraisal, managers will appraise employees' performance and meet to discuss. Following the discussion of the appraisal, managers and employees sign off on their appraisal.

Completed quarterly appraisals can be viewed online under the "my performance" tabs.

Properly conducted quarterly appraisals mean that there should be no surprises at the year-end appraisal and staff should be equipped with relevant information to ensure that they are performing as expected.



Spotlight

ON STAFF

The objective of the FortisTCI's "Spotlight on Staff" Column is to highlight employees from various departments throughout the Company, who have demonstrated their commitment to their duties with proven individual results that affect their department and contribute to the Company's success.

The column will also give employees an opportunity to learn more about their colleagues.



Lillian James
Customer Service

Lillian James was born in 1987, in the North Back Salina area of Grand Turk. She is the sixth child of John and Shirley Forbes. Lillian attended the government primary school and later the secondary school, now called Helena Jones Robinson.

Interviewer: When did you start working for FortisTCI?

Lillian: I started working at TCU/FortisTCI on November 17, 2003.

Interviewer: What positions have you held since being hired?

Lillian: The position I held since being hired is Cashier.

Interviewer: Describe for us what a typical day of work is like for you.

Lillian: My typical day in this office includes receiving cash from customers, answering the telephone, entering and balancing cash reports and preparing deposits for same. I also do photocopying and filing when the need arises.

Interviewer: What has been your biggest achievement with the company?

Lillian: My biggest achievement with the company was receiving extensive training in customer service, which I demonstrate with pride on a daily basis.

Interviewer: What do you love most about your profession?

Lillian: The thing that I love most about my profession is imparting my knowledge and expertise to people on a daily basis, as well as interacting and communicating about the services and values that shape our company.

Interviewer: What on the job goal(s) have you set for yourself this year?

Lillian: My goal is to obtain more training in the AX system so I can gain more knowledge in terms of what I can offer my customers.

Interviewer: What is your motto in life?

Lillian: My motto is striving for excellence at all times.

Interviewer: What is something about yourself that most of your colleagues might not know?

Lillian: I do not eat peas.

Spotlight

ON STAFF

cont'd



Richard Stubbs
Operator

Richard is the last of nine living children, with three brothers and five sisters. He originates from the beautiful island of "South Caicos". Richard and his wife Linda, are parents of two sons, Nolan and Reginald, and are excited to have their very first grandchild on the way. In his free time, Richard enjoys reading.

Interviewer: When did you start working for FortisTCI?

Richard: I started working way back on January 5, 1987

Interviewer: What positions have you held since being hired?

Richard: I was hired as an Operator in the control room, but over the years I have worked in various positions within the company. When the company was in its infant stages after being acquired from the TCI Government, it was a rough transition for everyone. Because of my work ethic I was always called in to work so I tried to familiarise myself with every aspect and area within the company.

Back then there was no such thing as "that's not in my job description". There was work to be done and it had to be done by everyone not just someone. Therefore, if it was working as a Lineman apprentice, then there I was; as a meter reader, there I was; painting the buildings, changing a starter, a part or a voltage regulator on a Generator, a mechanic helper, cleaning the yard...there I was. I've even worked as a Plant Supervisor. I have done it all; all that was needed at that time to make this great company what it is now.

Interviewer: Describe for us what a typical day of work is like for you.

Richard: Contrary to what some may think, a Control Room Operators job is not an easy job. It's not a relaxing job. We are hired to monitor

and make records of the running generators and ensure that gauges and all other instruments are reading as they should. To ensure this is so, frequent checks of water, oil, and fuel pressure, radiator belts and the instrumental panel board are made. While doing this one has to be aware of the dangers involved during walking around a running engine, seeing that at any given moment something can go wrong.

So, to answer your question, there's no "typical work day" for an Operator. When I begin to think in those terms then I become complacent and complacency is not good in an operator's job.

Interviewer: What has been your biggest achievement with the company?

Richard: WOW! I have achieved a lot over the years working here. I have attended many motivational training sessions given by renowned lecturers. I have also received extensive training related directly to my job and also indirectly, which has made me capable of functioning in many areas of the company or any other company anywhere!! Fortis always tried to hire the best, and if you were not the best on entering you will be the best in time. So the extensive training I've received is a great achievement for me.

Interviewer: What do you love most about your profession?

Richard: That the Island is depending on us, and it is depending on us to provide them with the BEST service, and that is what I do.

Interviewer: What on the job goal(s) have you set for yourself this year?

Richard: Seriously, I haven't set any goals this year. This may be a controversial statement but I think setting goals limits a person to that "goal". All that I have accomplished or all that I have done wasn't a set goal, it was something that was needed to be done and I did it and I will always be doing things to help out, no matter what it may be.

Interviewer: What is your motto in life?

Richard: Actually I have no motto, but I have a statement or a philosophy that I live by and it is. "Never trust your heart, because the heart believes what the eyes want it to believe. ALWAYS trust your instincts or your intuition. Or what I like to call "the Energy".

For you see many women/men have fallen into lots of trouble by trusting the heart. It will deceive you. Always remember that; don't ever trust your heart. (Laughing)

Interviewer: What is something about yourself that most of your colleagues might not know?

Richard: I am afraid of thunder & lightning. (Laughing)



Spotlight

ON DEPARTMENT

SPOTLIGHT ON THE TRANSMISSION & DISTRIBUTION DEPARTMENT



What is the role of the Transmission & Distribution Department?

The Transmission and Distribution (T&D) department's role can be succinctly described as ensuring that a quality supply of electricity is provided to all end users in a secure, safe and reliable manner. This objective is attained via the Transmission and Distribution network, which is comprised of all the infrastructure including conductors (wires), poles, transformers, fuses, etc. Like all other important assets and infrastructure, this network requires careful planning, design, construction, operation and maintenance, with specialised workers and equipment.

The T&D department is charged with ensuring that the staff is always well trained and all of our necessary equipment and fleet used to perform the functions are operated effectively and maintained in the best possible condition to safely discharge the wide array of duties.

What services does T&D offer?

The key functions are:

- Transmission and distribution analysis and network planning
- Substation and transmission line design, construction and maintenance
- Outage management and reliability improvement
- Tree trimming
- Power system protection
- Communications

- Supervisory Control and Data Acquisition (SCADA), metering and energy management systems
- High voltage underground cables
- Transmission and substation siting and land planning
- Sub-soil investigation and earthing systems
- System efficiency and loss reduction programmes
- Training and technology transfer
- Environment Health and Safety management

Who does the T&D Team consist of?

The team is made up of a cadre of management, supervisory and technical staff, including:

- Vice President
- Director Engineering and Planning
- Manager of T&D Construction and Fleet Services
- Environmental Health and Safety Manager
- Engineers
- Fleet Services Supervisor

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Spotlight

ON DEPARTMENT

SPOTLIGHT ON THE TRANSMISSION & DISTRIBUTION DEPARTMENT CONT'D

Cont'd from pg. 16

- Fleet Mechanics
- Line Construction and Maintenance Superintendent and Supervisor
- Line Crews
- Substation Technicians

What makes the role of T&D so important to the Company?

The role is extremely critical in that it is the 'bread and butter' of the electric utility.

Without the T&D network, energy is unable to get to the end user. A poorly designed and operated network results in poor reliability and unsafe conditions for the workers and public alike.

The T&D division has the onerous responsibility of ensuring safe, quality and least possible cost electricity is enjoyed by all of FortisTCl's customers.

How does T&D connect with staff?

The nature of the role of the T&D function makes it a central player in the company and therefore it enjoys a number of synergistic relationships with all branches and departments of the company.

The team engages in frequent meetings with staff to ensure that issues are raised and addressed in a

timely and efficient manner. The VP of T&D has an open door policy which encourages staff to raise concerns regarding challenges and does so in an environment which fosters open, frank communication for company and personal growth.

The nature of the T&D is such that there is a very critical safety and risk management element to most of the jobs, which require continuous and comprehensive training. The training opportunities also present networking opportunities for staff among themselves and among similar professionals in the industry throughout the Caribbean, USA and among the Fortis sister utilities. The team also enjoys social events together to help build camaraderie and to foster continuously improving team relations.

What does the T&D team want everyone to know about their department?

We take our responsibility to the company and all its stakeholders very seriously.

We are continuously trying to improve the efficiency and safety of our operations. We know that we perform a very central and critical role for the company and for the nation and we are committed to doing so professionally and safely.

FAQ

What are some key rules to follow if I have to work near power lines:

1. Observe safe work distances

FTCI Power Line Voltages: 0 to 35kV

Recommended Minimum Approach

Distance: 18 feet

The public is only allowed to encroach within 18ft only if special circumstances have been assigned to maintain a minimum of 10 feet. These include:

- Electrical Hazardous Awareness Training
- Rated Cover Up Installed
- Usually a signed Utility Permit is required to encroach past 18'00"
- Work done by a Qualified Person

2. Stay calm, stay away

When operating a piece of equipment that contacts a power line you should:

If you are not in danger from fire or from being struck by a power line:

- Stay where you are.
- Move the equipment away from the power line, if possible.
- Warn others not to approach the equipment.
- Call FortisTCl for assistance.

If you are in danger and must get off the equipment

- Jump as far away from the equipment as you can and land with both feet together. (No part of your body should touch the equipment and the ground at the same time.)
- Hop or shuffle away from the equipment with your feet together to reduce the risk of electric shock.
- Once clear, do not return to the equipment until FortisTCl declares it safe.
- Call FortisTCl for assistance.

If you are in danger and must get off the equipment

- Stay away.
- Warn fellow workers to stay away.
- Call 911 and/or call FortisTCl for assistance

3. Ladders and lines don't mix

Before you begin working, look up and note the location of power lines. You can be seriously hurt or killed if the object you are holding or standing on contacts a power line.

4. Locate before you excavate

Ensure that you contact FortisTCl about the location of underground infrastructure before you do any excavation.

5. Look up and be alert

Be alert and look up when working around overhead power lines, especially when trees are nearby. Branches can hide power lines from view. Keep in mind the 10 ft clearance stated by OSHA to ensure that no tool or equipment violated this minimum approach distance.

6. Downed lines must be assumed dangerous

Always assume that any downed power line is energized, and stay away. FortisTCl workers undergo extensive and rigorous training to qualify them to take all the necessary precautions before working on ANY power lines EVEN low voltage lines. There are very specific checks and actions taken before a line is considered de-energized.

FTCI

W.h.o.l.e. FIT PROGRAM



Wellness, Health and Opportunities for Lifestyle Enhancement



FORTISTCI WELLNESS PROGRAM CHALLENGES

Volleyball	Basketball	Triathlon	Virgin Pulse Challenge	Virgin Pulse Activity Levels	Overall Standings
Lightning – 25	Lightning – 25	Lightning – 25	Lightning – 25	Fusion – 20	Lightning House – 119
Power - 20	Energy – 20	Power – 20	Fusion – 20	Lightning – 19	Power House – 89
Fusion - 15	Power – 15	Fusion – 15	Power – 15	Power – 19	Fusion House – 80
Energy – 5	Fusion – 10	Energy – 10	Energy – 10	Energy -18	Energy House – 63





Staff Run, Swim, and Cycle at the First Ever **FortisTCI Triathlon Event**

The third competitive event organised by the W.H.O.L.E. Fit programme was a two part spectacle, held on Saturday, June 6. It comprised a walk and what could be argued as the most physically demanding event to take place yet: a triathlon!

Competitors and walkers gathered at the Children's Park in the Bight early that morning, where after a brief stretch, the walk began. It was a short walk from the Children's Park to Ianthe Pratt Primary School and back, with each participant gaining a point for their house toward the House Cup.

Three competitors from each house made up the triathlon team, with each competitor tackling a different leg of the event. The first event, the five kilometre run, comprised Nore Verdieu, Devon Cox, Johnny Ashton and Jerry Clerveaux, representing the Power,

Fusion, Lightning and Energy Houses respectively. Nore led the pack by a substantial margin as he made his way back to tag the Power House cyclist, Devino Missick, who made a quick start and maintained his lead all the way through. Edwin Forbes for Lightning House was the last cyclist to get out of the gates but managed to pedal into second place and tag his partner for the swimming portion of the competition. Following shortly were Samuel George for Fusion House and Floyd Williams for Energy House.

As the event moved to the water, Walter Wilson of Power House, was the first to dive in as Nore and Devino had accrued a substantial lead over the other competitors. Walter however, was quickly caught by Quinby Hall who made it to the finish line just before the Power House competitor, securing yet another victory for the Lightning House Bolts.

The event wrapped up with Denzel Smith placing third for the Fusion House Falcons and Bramalo Melhado taking fourth place for the Energy House Eagles. All four houses must be commended for their performances in such a grueling event, which resulted in a fun and high spirited competition.





Beach Volleyball Finals

It was another exciting round of sportsmanship and camaraderie as the FortisTCI W.H.O.L.E. Fit programme held its volleyball finals on Saturday, May 9.

A continuation of the qualifying matches held in March, the finals saw the four houses compete for their official standings and bragging rights, as the victors of the qualifier competed for first and second place, while the other two houses competed for third and fourth place.

The finals began with an unfortunate forfeit due to disqualification, as the Energy House Eagles did not have enough players for the match. This forfeit allowed their opponents, the Fusion House Falcons, to automatically snatch up the third place position. Following this, the Lightning House Bolts took

to the sand against the Power House Panthers in a match that would decide which house would claim the title of volleyball champions.

The Panthers played good games against the Bolts but ultimately lost both of them, leaving the Bolts to walk away with the crown. At the end of the day bonds were made, everyone got some healthy activity in, and received a dose of positivity and support. This is what made the day a success for all and not just for the “current” kings of the sand.





Basketball Games

The FortisTCI W.H.O.L.E. Fit programme held its second major wellness competition event, a basketball tournament, on Saturday, April 18.

With basketball being a sport that is prominently played in the Turks and Caicos Islands, it was a treat to see our employees come out to show off their skills on the court.

The tournament, a first time effort, garnered a good turnout, which not only brought a number of players to the court, but



also drew the largest crowd of spectators in the history of W.H.O.L.E. Fit events. The fans in the stands, comprising co-workers, friends and family, all cheered for their favourite house team. The first game saw the Power House Panthers play against the Lightning House Bolts. It was a close game throughout but in the end, the Bolts walked off the court as victors.

In the second game, the Fusion House Falcons played against the Energy House Eagles. This game took an interesting twist, as the Eagles did not have enough players for the standard 5-on-5 game, and instead, both teams had to run with only four players. Despite the lack of manpower for substitutions, the Eagles managed to claim victory over the Falcons and secure their spot in the championship game against the Bolts.

The final two games saw the Panthers beat out the Falcons to claim third place. Although the Eagles played valiantly against the Bolts, they were only able to take home the second place title, as it was the Bolts who ultimately claimed victory.

The tournament was another successful event for the W.H.O.L.E. Fit programme and shows that the spirit of friendly competition can be a good thing for wellness as a whole.

FortisTCl Building Better Communities

WE GET INVOLVED – WE STAY INVOLVED – WE ARE INVOLVED

FortisTCl Shines Light on History Through Annual Calendar



FortisTCl hosted a valuable history lesson on May 21, at their Leeward Highway headquarters, in an effort to shed further light on the historical items highlighted in its 2015 Calendar.

Entitled, “Origin Stories: A Retelling of our Islands’ History”, the event featured four special guest speakers, namely Mr. Bengt Soderqvist, a developer from Provident Limited; Mrs. Candianne Williams, Providenciales (Provo) branch manager for the Turks and Caicos National Museum; Mr. Albray Butterfield Jr., son of Mr. Albray Butterfield and the late Hon. Rosita Butterfield; and Mr. Amin McCartney, son of James Alexander Smith McCartney, in whose honour the country’s National Hero’s Day was named. Their role was to address students from various schools across Provo with a historical account from the distant and not so distant past of a place they call “home” - the Turks and Caicos Islands.

FortisTCl’s Vice President of Customer & Corporate Services Allan Robinson, gave a brief background on the calendar, which was first published in 2009. “A lot of effort goes into the calendar each year. We always seek to provide quality content that the community and our stakeholders can enjoy. If

someone doesn’t learn something new about our beautiful Turks and Caicos Islands, then we would have missed our mark. This year, it was exciting to bring the calendar to life by holding this educational and memorable event.”

Mr. Soderqvist shared with students his experiences and recollection of what the island was like in 1966 when he first arrived, as well as the development of electricity on Provo. His presentation outlined the transition from oil lamps to individual generators, to a single shared generator, before the first energy utility company was formed. Next, Mrs. Williams explained to students how museums help to preserve history by piecing together stories through various clues found on land and at sea. She discussed how important artifacts and recorded accounts are in the retelling of history and spoke about the museum’s mission, which is: “To collect and preserve the cultural and natural history of the Turks and Caicos Islands.”

Mr. Butterfield Jr., shared the story of his family’s venture into the grocery business. The Butterfield Family is featured in the calendar during the month of December, having had the first locally owned supermarket in Provo. He discussed several of the family’s entrepreneurial ventures, which arose

from a need the family or community had at that time. Finally, in light of the upcoming National Hero’s Day, Mr. McCartney concluded the event with an inspiring presentation about James Alexander George Smith McCartney, known to many as JAGS. JAGS served as the first Chief Minister of the Turks and Caicos Islands at the young age of 31, notably carrying a message of hope and unity for all in the Turks and Caicos Islands. In the end, it is said that his work, love of Country and people, helped to develop the Turks and Caicos Islands.

While each speaker addressed very different areas of the Country’s origins, they all agreed that the sharing of stories and retelling of history is vital to the future of any country. Students left having learned something new and were encouraged to play their part in history by digging deeper to learn of their past.

FortisTCl wishes to extend a big thank you to all that made the event possible, including the Department of Education, principals, teachers, and students from across Provo, Dr. Carlton Mills, Dr. Dion Lightbourne, as well as the guest speakers. Footage from the event will be made available online at www.fortistci.com.

Beaches Connecting With You



Holy Christian Academy Tours the FortisTCl Power Plant

As part of FortisTCl's continuing efforts to educate the public about its supply of safe, reliable, least-cost energy to the Country, the Company regularly invites 4th and 5th Form students from all schools within the TCl to tour the plant.

The visit to the Provo or Grand Turk generation sites allow students to obtain a behind the scenes view of the Company and its operations, as well as a closer look at the electrical utility industry locally.

During this quarter, Holy Christian Academy brought their fifth form class to get a better understanding of the technical and administrative work necessary to keep the lights on and the Company running smoothly. The class was taken on a tour of the plant by Plant Manager Floyd Williams, and was able to view working engines, the operator's room and various other locations on the FortisTCl Provo compound.

After their plant tour, the students got the opportunity to visit other areas responsible for the administrative side of the business. They learned that there is much more to providing electricity than just generators and wires. The class concluded their day with a brief question and answer session in which they enthusiastically asked about modern trends in the electrical utility industry.



Another annual visit was made to the staff of Beaches Resorts and Spa Turks and Caicos in April and proved to be an informative event for those in attendance.

Working alongside the Beaches Environmental Health and Safety (EHS) department, representatives from the FortisTCl corporate services and EHS Departments were able to distribute conservation and safety tips to the enthusiastic staff.

Many asked about ways to reduce their energy consumption and how to stay cool during the hot summer months without burning too much electricity. In preparation for the many questions, the FortisTCl representatives showcased

several energy conserving devices to demonstrate ways that modern technology can assist with managing energy usage.

Some of the devices displayed included: smart surge protectors with remote switches, in home metres and network connected sockets; all devices to help monitor and control electricity usage in the home. Additionally, pamphlets and tip cards were given out regarding conservation and safety, along with energy efficient light bulbs.



Getting Involved Because We Care



FortisTCI believes in being a good corporate citizen and has made volunteering a part of the Company's culture. By setting targets each year for employees to complete a set number of volunteer hours, staff at FortisTCI are challenged to see just how much more they can give back to the community by surpassing previous yearly numbers.

Many of the charitable causes and activities that FortisTCI staff support are annual events, such as the TCI Shine Clean-up led by the Hotel and Tourism Association. FortisTCI staff in Providenciales and Grand Turk participated in the April 2015 clean-up, which was held in commemoration of Earth Day.

Staff also frequently find other ways in which they want to give back and show support to their communities. The FortisTCI team in North Caicos recently began a project of their own, by working to restore a community basketball park for children of all ages and others visiting North Caicos. Their aim is to revive the space so that everyone can come together in a positive environment that is clean, safe and welcoming.

FortisTCI has also sponsored and partnered with other organisations and supported other causes recently, including the ALM Community Recognition and Mother's Day Luncheon, the 2015 Graduation Leadership and Science Awards and the Red Cross Community Affair.

Ona Glinton Primary School and FortisTCI Plant Seeds for Earth Day



Earth Day was recognised at the Ona Glinton Primary School on April 22. It was an exciting day for a group of 4th grade students, who spent the afternoon planting seeds as a start to the school's first vegetable garden.

The Earth Day initiative was facilitated by community volunteers and gardening enthusiasts from Grand Turk, Joan Garneau and Jenny Gollshewshy, along with school sponsors, FortisTCI.

Ms. Garneau and Ms. Gollshewshy, who are both knowledgeable and experienced in the area of growing vegetable gardens, spoke with a group of almost 40 students about the various types of seeds they were preparing to plant. They highlighted the steps needed for seeds to grow and explained why caring for your garden is essential to harvesting good crops.

"When starting a garden at home, you should start small, make sure you have the right soil, and don't forget to water and give them enough sunlight. The best part of growing vegetables is that they're fresh, and you get to share them with your friends and family," said Ms. Garneau. The students also learned about new ways in which they can use recycled materials to grow their crops.

Cont'd on pg. 21

Ona Glinton Primary School and FortisTCI Plant Seeds for Earth Day

Cont'd from pg. 20



FortisTCI has pledged to assist Ona Glinton with the establishment of the school's garden by donating gardening necessities and partnering with local landscaping and nursery representatives for the success of the project. An area on the school grounds has been designated for the development of the garden, and as the seedlings begin to sprout, students will transfer them to proper planting pots as a part of their learning experience. Some of the plants and vegetables the students hope to see sprout over the next several weeks include tomatoes, sweet peppers, green beans, basil and more.

FortisTCI believes in celebrating Earth Day every day and remains committed

to being environmentally responsible. The Company continues to implement new earth-friendly measures to help reduce its environmental footprint by utilising state-of-the art technologies, lubricant recycling, lowering carbon emissions and much more. The Company wishes to thank Nature Green Nursery TCI: Landscaping & Maintenance, Joan Garneau, Jenny Gollshewshy, Ona Glinton Primary School and the FortisTCI Grand Turk staff for an adventure filled Earth Day 2015.



Raising Funds for the Rising Stars

The TCI Rising Stars Basketball Club held a car wash fundraiser in April as a way to raise funds for both their tournament team and the Club as a whole. While the event did meet these goals, the true accomplishments were far less tangible.

Amidst all the fun of soap suds and splashing water, the kids of the Club learned what it meant to work for something they wanted. They spent the morning and early afternoon cleaning cars inside and out and worked together to get the job done just as they do on the court.

The car wash and food sales combined brought in approximately \$1,200 for the Club; a total that the Club's President, Mervin Forbes, says is successful. Speaking about the funds,

Mr. Forbes said, "We're happy to get any amount to be honest. We're grateful for the money as it will allow us to keep the Club going and to do all the things we have planned for the kids, but it's the community support that's really important."

Mr. Forbes further explained why support from the community is so important to the success of the Club. "We try to teach these children to constantly put their best efforts toward improving themselves and, by extension, improving the world around them. This fundraiser is as much about teaching them the value of hard work and managing resources as it is about raising money, so to have the community come out and support them in their efforts means the world to them."

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Cont'd from pg. 21



Raising Funds for the Rising Stars Cont'd

Although the Rising Stars Club is touted as a basketball club, they are more about helping the youth of these islands to be the best that they can be; they just happen to use the timeless tool of team sports as their primary method of reaching the kids.

“Improving the lives of the youth of Turks and Caicos is what we do; basketball is just how we do it,” said Communications Manager Dwyane Krzanowski. “We teach them to value and respect themselves, others, and their home. We view them as what they truly are; the future of these islands, and we’re doing everything we can to build them up to be the future these islands need.”

While the car wash raised a fair amount of money for the Club, they are still looking for donations and sponsors to ensure that they have all they need to send their two teams to compete in an international tournament in July. If you’re interested in donating, sponsoring the Club, or sponsoring a child that is a part of the tournament team, please contact the Club at (649) 243-1866.



FortisTCl Employees Walking for a Cause

The FortisTCl team continues to showcase social goodwill through volunteering and supporting various philanthropic causes.

Several employees recently participated in the annual All Cancers Walkathon benefiting the Turks and Caicos Islands National Cancer Society. They raised over \$20K to help support those battling the disease. Other FortisTCl team members also participated in the annual Turks and Caicos Islands Football Association Walk/Run benefiting the youth football programmes in the TCI, which are growing in record numbers.



Environmental, Health and Safety Corner

EHS Department

THE IMPORTANCE OF CPR AND AED TRAINING IN THE WORKPLACE



Sudden cardiac arrest (SCA) is the leading cause of death in the United States and Canada, with nearly four out of five cases occurring outside a hospital. Signs of cardiac arrest include: no breathing or only gasping, no movement, and no pulse.

Bystanders are normally the first responders and play a critical role, making the difference between life and death to a person that has suffered from a cardiac arrest. In most cases medical help would not reach the person in time to save them as 95% of SCA victims die within minutes. Each minute leads to a 7 - 10% reduction in survival.

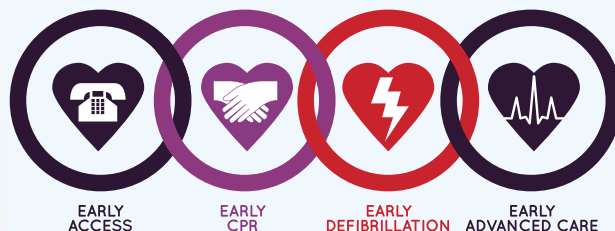
Research has shown that SCA survival rates double when CPR (Cardio

Pulmonary Resuscitation) is combined with Automated External Defibrillator (AED) use, compared to CPR alone. The American Heart Association strongly encourages companies and organisations to implement AED programmes to increase the chances of survival for people who have heart-related emergencies. With an AED programme, an employee will be better prepared to save the life of a co-worker or customer.

FortisTCI embarked on an AED Programme, which consisted of providing refresher CPR and AED training for all employees and purchasing AEDs for the facilities. Classes were held from May 26-29, 2015, with make-up sessions on June 17, 2015. A total of 97 employees persons were trained in Providenciales. Similar classes are planned for all islands.

In the first year, 12 AED units purchased will be distributed and mounted throughout

the FortisTCI facilities. These devices will be clearly marked and housed in cabinets that alarm when accessed to notify persons of an emergency. Be sure to locate the nearest AED to your work station.



D	DANGER Check for DANGER Hazards / Risks / Safety?	
R	RESPONSE Check if RESPONSIVE If not call 000 Ask for Ambulance	
A	AIRWAY Open AIRWAY Look for signs of life Conscious, responsive breathing or moving	
B	BREATHS Give 2 initial BREATHS if not breathing properly	
C	COMPRESSIONS Give 30 chest COMPRESSIONS (2 compressions per second) Followed by 2 breaths	
Continue Cardio Pulmonary Resuscitation until qualified personnel arrive or signs of life return		
D	Attach DEFIBRILLATOR (if available) as soon as possible and follow its prompts	

The Brain Teaser!



James recently moved to his first brand new house. When he arrived there he discovered that the builder had forgotten something.

James popped down to the local DIY shop to enquire about the prices. Luckily the items are quite reasonably priced.

7 cost £1.00, 10 cost £2.00 and 100 cost £3.00.

What had the builder forgotten and how much will 210 cost?

Check our next edition for the answer. Good Luck!

Last edition's answer:



THE RIDDLE

As I was going to Saint Ives, I crossed the path of seven wives. Every wife had seven sacks, every sack had seven cats, every cat had seven kittens, kittens, cats, sacks, wives. How many were going to Saint Ives?

The answer is 1.

The riddle started with the man saying, "As I was going to St. Ives" which indicates that it was just him. Everyone he met was traveling elsewhere as he crossed paths with them.





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