



*Simmons
Electrical*

Lot C 16 Emerald Park, St. Philip

BUSINESS PROFILE

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DOCUMENT APPROVAL

We certify that, to the best of our knowledge, the information presented in this Profile is accurate. In the event of any changes in the firm's position, such as annual accounts, management structure etc. we undertake to issue details of these as soon as they are available.

Signed

Allan P Simmons,

Group Managing Director

INTRODUCTION

Simmons Electrical is a wholly owned private limited Company offering contracting services, particularly in the public and private sectors throughout Barbados and selected locations overseas. In response to market demands the Company has concentrated on developing a broad range of in-house expertise specializing in Electrical and Solar installation at the following institutions:

- Schools/Colleges & Universities
- Leisure Centers/Fitness Clubs
- Hospital Installations, both Private & NHS
- Student Accommodation
- Office Developments
- Retail Developments
- Exhibitions
- Light and heavy industrial Facilities
- Hotels/Guest Houses
- Apartments and Penthouses
- Sports Centers
- Bars and restaurants
- Health and Fitness Centers
- Nightclubs
- Petroleum Industry
- Gas Station
- Bulk Storage Facilities
- Aviation Facilities
- LPG Plants
- Solar Systems

Contractual arrangements vary, but generally the Company is appointed as sub-Contractor under various forms of contract. An increasing volume of the Company's workload derives from Design and Construct contracts, which continue to increase in popularity as one of the preferred options for procuring capital works. Partnering and framework agreements are also an essential part of contracting and Simmons Electrical Group has entered into various agreements with well-known companies within the public and private sectors.

COMBINED ELECTRICAL & PHOTO VOLTAIC/RENEWABLE ENERGY

Simmons Electrical can provide a fully combined Electrical & Renewable Energy Services i.e. Photo Voltaic, Wind and Energy Auditing in which clients benefit from a seamless supply covering all their E&S requirements. For joint electrical and solar projects, the company joins forces with its subsidiary contractor. Full co-ordination of the services is jointly undertaken by Simmons Electrical and its subsidiary solar partner Solar Energy Innovations Inc, to provide a first class solar and electrical installation. Over the years this method has enabled Simmons Electrical to deliver multiple combined service solutions.

Two separate specialist contractors have advantages over a joint mechanical and electrical company.

Each company can specialize in its own right, without being stronger in a particular discipline. On electrical and solar contracts Simmons Electrical takes full contractual responsibility. Day to day operations are controlled by the joint co-coordinating project managers based on site. A contract manager takes overall control and visits the site when required.

COMPANY DETAILS

Name of Company:	Simmons Electrical Co Ltd
Divisions:	Solar Energy Innovations Inc
Address of Registered Business:	Lot C16 Emerald Park Six Roads St. Phillip Barbados
Principle Place of Business:	Lot C16 Emerald Park Six Roads St. Phillip Barbados
Telephone:	538-1038 / 271-1040 /271-1330

Fax: 271-1093
Email: office@simmons.bb
Web Address: www.simmons.bb
VAT Registration Number: 201490602
Registration Number under the Companies Act 1985: 14960
Date of Registration: January 1998
Nominal and Paid Up Capital: Issued
Company Secretary: Shelley Simmons

OUR MISSION

To provide a level of service that will exceed the expectations of our clients, maintain the highest level of quality in service delivery and allow our employees the opportunity to grow and prosper. To instill confidence with all parties, especially our clients, by professionally managing all aspects of each and every project be it large or small.

At Simmons Electrical we aim:

- To supply a diverse suite of services at a high standard to all our clients whilst continuing to develop our people skills through advance training.
- To make continuous improvements to our services and people through innovation a prime factor in our continual success.
- Practice open and honest relationships with all of our clients throughout and after projects to ensure that the agreed goals and objectives are achieved.

VALUES & VISION

Simmons Electrical pledge is to act with integrity in all of our interactions with stakeholders never compromising the company standards or business ethics. This is the key to our success in the past and will be the key cornerstone to our future success. The company has clear values, which are:

Safety	-	we care about people and our environment
Reliability	-	we have integrity
Responsiveness	-	we listen to what our stakeholders say.
Honesty	-	we take responsibility for all our actions

Simmons Electrical has a proven track record of effectively delivering diverse projects to a broad range of customers. We are flexible, proactive and dependable, and we make carefully balanced decisions.

OUR CORE PRINCIPLES

Honesty: To always be truthful, open and candid

Integrity: To do what we say, live up to the highest standard of fairness and ethical behavior

Culture: We seek new opportunities to attain and apply knowledge in a manner the will add value

Passion: We love what we do, we lead by example and we take the lead by practicing what we preach.

CUSTOMER CARE

The management of Simmons Electrical believes that customer (client) satisfaction is an important key to the success of our business. As a result this message is cascaded throughout the company to ensure high alert among all staff. We have developed a comprehensive approach to customer care that seeks to prevent or minimize defects in the delivery of service. Our main objective is to achieve customer satisfaction, repeat business and

help companies and organizations to achieve greater efficiency in business operation by providing energy auditing, electrical construction and solar solutions that conform to agreed requirements.

Simmons Electrical has built its foundations on relationships with partners, associates, clients, contractors, and employees. Our reputation is based upon recommendations and this has helped set us apart from our competitors.

CODE OF CONDUCT

The code of conduct at Simmons Electrical stems from traditional values. Trust, honesty and respect encompass many of our beliefs and to ensure these values stay deep within the bosom of our employees, we have implemented the following and will endeavor to:

- Be polite, friendly and courteous at all times
- Listen to feedback
- Maintain a high stand of professionalism
- Carry cooperative and flexible attitudes
- Acknowledge concerns
- Be informative
- Pay attention to timeline

CLIENT SATISFACTION & FEEDBACK

At Simmons Electrical, we work consistently to improve the quality of service to our customers; we listen to feedback from our stakeholders and adjust accordingly In order to maintain our high standards. Additionally, we issue a customer satisfaction report on all completed projects that our customers may complete and return. This allows us to constantly monitor the quality of workmanship through to the quality of management.

SUPPORTING LOCAL COMMUNITIES

Simmons Electrical is passionate about reducing energy cost at the commercial and domestic level in the Caribbean through the implementation of a suite of alternative energy solutions. We intend to continue assisting companies to find green solutions and minimize the use of materials that will negatively impact our environment. In addition, we recognize that education and training are fundamental in addressing issues of aspiration and attainment, as well as creating opportunity for a dynamic, successful and modern local economy. We therefore practice employment and training of local labour in an effort to stimulate economic regeneration within the community.

TRAINING & APPRENTICESHIPS

Over the years, we have consistently demonstrated commitment to young people by striving to provide sustainable employment and skills development opportunities in the community. Working in partnership with

colleges and other training providers, Simmons Electrical has successfully supported apprentices to achieve recognized trade qualifications leading to careers with Simmons-

- Electrical and within the wider industry through employment and or entrepreneurship.
- One of our milestone achievement is demonstrating our outreach to our employees is to have one hundred percent NVQ and CVQ qualifications for all employees.

KEY PERSONNEL - HEAD OFFICE

DIRECTORS

Full Name:	Allan P Simmons
Position in Firm Group	Managing Director
Full Name:	Shelley Simmons
Position in Firm Group	Finance Director
Business Development Manager:	Allan P Simmons
Qualifying Supervisors:	Stevenson Springer
Sales & Advertising	Contracted
Sale Manager	Henderson Burke
Health & Safety:	Allan P Simmons
Graduate Engineer	Shaariq Simmons
Office Manager	Sheron Springer
Administration Clerk	Casandra Small

COMPANY REPRESENTATIVES

Auditors	Mr. Oriel Doyle Office Express Chartered Accountant #9 Thomas Darrell Building Hincks Street Bridgetown
Attorney	Mr. Adriel Brathwaite Horizon Chambers Six Roads St Philip
Insurance Brokers	Cooperators General Insurance Upper Collymore Rock St. Michael

Telephone: 246 - 431-8600
Fax: 246 – 430-9148

Insurances

Insurer:
Policy No:
Limit of Indemnity:

Employers Liability
Cooperators General Insurance
LEL09023686
134,544.00

Public/Product Liability

Insurer:
Policy No:
Limit of Indemnity:

Cooperators General Insurance
EER 09023801
\$500,000.00

Contractors All Risks

Insurer:
Policy No:
Limit of Indemnity:

Cooperators General Insurance
EER 09 023801
\$840,000.00

Declaration

At the time of writing this document, there have been no known claims submitted for/against the Company.

EQUAL OPPORTUNITY POLICY

Simmons Electrical is an equal Opportunity employer; therefore the company established a policy that no applicant or employee receives less favourable treatment on racial, ethnic, sexual, disability or religious grounds. Simmons Electrical is committed to providing a working environment that is free from discrimination. Simmons Electrical Inc will continue to undertake the responsibility to review periodically its selection criteria and procedures to update its system where individuals are selected, promoted and treated solely on the basis of their merits and abilities

Simmons Electrical recognizes its legal obligations including those under the employment rights bill, health and Safety Act.

Due to the nature of installation work, applicants for site staff with certain disabilities are unable to be considered. However applications for all other areas are welcomed.

HEALTH, SAFETY AND WELFARE

GENERAL POLICY STATEMENT

Through this statement Simmons Electrical recognizes its obligations and accepts its responsibility as an employer for providing a safe and healthy working environment on premises and property under its control in accordance with the requirements of the Health and Safety at Work Act. It is the policy of Simmons Electrical to make proper provision for the health, safety and welfare at work for employees and anyone else that may be effected by our operations. Simmons Electrical in the conduct of its activities will ensure that it:

- Protects the health, safety and welfare of its employees and others who may be affected by its activities.
- Limits adverse effects on the community in which those activities are carried out.
- Meets its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- Set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities.
- Ensure that when new substances, plant machinery or equipment are introduced; adequate guidance, information, instruction, training and supervision are provided for safe methods of work to be developed.
- Train all employees to be aware of their own responsibilities in respect of relevant health and safety matters and ensure they participate in the prevention of accidents and co-operate with measures taken to prevent industrial accidents.
- Co-operate with appropriate authorities and technical organizations to ensure policies are updated and standards reviewed to reflect best practice.
- Undertake, audit, monitor and review activities to ensure the Company's objectives for health and safety and

welfare are being met.

APPLICATION

- Our Health and Safety policy is supported by instructions, Procedures and Organizational arrangements and is to be applied to all activities carried out by the Company.
- The policy is enforced by all Directors, Managers, Supervisors and Foremen and is observed by all employees.

RESPONSIBILITIES

- The responsibilities for managing the Company's policies on health, safety and welfare matters including revision of this Policy, lies with the Directors of Simmons Electrical.
- The managing director is responsible for all health, safety and welfare matters of the company pertaining to company activities.
- All employees are mandated to accept personal responsibility for observing the Company's Safety Policy, Instructions and Procedures, and are encouraged to develop interest and enthusiasm in health, safety and welfare issues.

QUALITY POLICY STATEMENT

The directors and management of Simmons Electrical are committed to practicing business to those standards that offers the highest possible quality of service to all clients. This is supported by a progressive management style that promotes the Quality culture throughout the Company.

To reinforce this commitment, management meets on a regular basis to review quality objectives for all areas of the company. This is to ensure that the company search for improvements operates effectively and efficiently and meets the needs of customers. This activity is monitored by planned audits, management reviews and effective corrective and preventative action.

Personnel are made aware of management commitment to this policy and are encouraged to demonstrate their own support to the activity through active participation.

ENVIRONMENTAL POLICY STATEMENT

Simmons Electrical recognizes the need to operate the business in a manner that reflects good environmental management. The Company is aware of the environmental impacts of its operations and has balance its aims with the need to protect both the local and global environment. The Company is committed to continue financing personnel resources to fulfill the Company's environmental policy.

OPERATIONAL POLICY

1. The Company's Board of Directors formalized the company's environmental policy and took full responsibility for its execution and requires that it be a prime concern of all employees, sub-contractors and suppliers.
2. Our company has employed systems and procedures that ensure compliance with relevant environmental legislation.
3. Where possible, the company purchases goods and services which are environmentally friendly and utilize such goods and services in an appropriate and efficient manner.
4. Operates and maintain all plant, machinery and vehicles in a responsible manner in an effort to provide the maximum practicable environmental protection.
5. Assess in advance all works with due care for the local and global environment and the quality of life of the local communities, where such works may take place.

COMMUNICATION POLICY

Simmons Electrical constantly make available to employees, customers, and the public and statutory authorities relevant information about its activities that may affect health, safety and the environment. Encourage and co-operate with suppliers and clients to examine and utilize the best practicable means for environmental improvement in the course of the Company's activities.

RESPONSIBILITY

The company's environmental policy applies to all of our operations including electrical installations, management, office services, delivery and procurement. The Managing Director is responsible for ensuring that the policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

BRIEF RESUME OF CURRENT & RECENT CONTRACTS

SIMMONS ELECTRICAL CO LTD

PROJECTS

MINISTRY OF ENERGY SOLAR SYSTEM

BWA PUMPING STATION VFD INSTALL

BWA PUMPING STATION ELECTRICAL UPGRADE

BWA 150KW SOLAR SYSTEM

BWA 300 KW SOLAR SYSTEM

BWA ADMINISTRATION BUILDING

BWA SOLAR DESIGN FOR BOWMANSTON PUMPIN STATION, GOLDEN RIDGE, BELLE, LAKES FOLLY

KENSINGTON OVAL

SOL EASTERN CARIBBEAN

RADAR INSTALLATION TEXACO EASTERN CARIBBEAN

RADAR INSTALLATION BARBADOS MILL

REYNOLD WEEKES PRIMARY SCHOOL

IGNATIUS BYER PRIMARY SCHOOL

ST LEONARD SECONDARY SCHOOL

HILDA SKEENE PRIMARY SCHOOL

GORDON GREENIDGE PRIMARY SCHOOL

ST LAWRENCE PRIMARY SCHOOL

GRANTLEY ADAMS MEMORIAL SCHOOL

LESTER VAUGHAN SECONDARY SCHOOL

GARRISON SECONDARY SCHOOL

ST GEORGE SECONDARY SCHOOL

PEGWELL COMMUNITY CHURCH

ST DOMINIC ROMAN CATHOLIC CHURCH
ST GEORGE PRIMARY SCHOOL
CANADIAN HIGH COMMISSION
LOT 6 ELIZABETH DRIVE ST MICHAEL
NEW LIFE TABERNACLE CHURCH
ENTERPRISE GROWTH FUND
LOT 12 MOAHOGANY DRIVE, WESTMORELAND
LOT 14 OCEAN DRIVE, WESTMORELAND
COLGATE PALMOLIVE BUILDING
JBS SUPERCENTRE
MTW DRAINAGE DIVISION
MERRICKS SHOW VILLAS
BET CREDIT UNION
BARBADOS NATIONAL BANK
BRIDGETOWN PUBLIC MARKET JETTY #2
CODRINGTON COLLEGE
NORTH SHORE DENTAL
SUPRCENTRE PERONNE LTD
HILTON BARBADOS HOTEL
BARBADOS WATER AUTHORITY NEW HEADQUARTERS
CIVIL AVIATION DEPARTMENT
CANADIAN INTERNATIONAL DEVELOPMENT AGENCY
BRIDGETOWN LIGHTING UPGRADE

CLIENT TESTIMONIALS

"Some minor issues arose during the project and they were dealt with very quickly. We were very impress with the response to these issues. Simmons Electrical is a proactive company who respond to issues very quickly, we will be looking to do more projects with them in the near future".

Sandy Crest Medical Centre

"Commercially Simmons Electrical were very easy to deal with. When quotations were required for variations they were forwarded promptly and were set out in a format I could understand. This enabled the final account to be finalized very swiftly upon completion. Further, I found Allan to be very informative on site and was on hand to explain any queries Thomas or the client had. His site communication was also to a good standard.

To summarize, Simmons Electrical is a very professional contractor. The Principal is very approach-able and amenable. If I had the choice I would use them again".

Barbados Bottling Company

"I would be happy to recommend / give reference for the services you provide for my company over the past ten years. Our company is satisfied with the quality of work, your management and communication skills were excellent and se are willing to recommend you for any jobs in the relevant areas of expertise.

Crane Beach Hotel

ACCREDITATIONS

In addition to being an NICEIC approved contractor, we have obtained a number of industry standard accreditations:

NFPA

SAFE Contractor Approved

Electrical Contractors Association

National Inspection Council, Electrical Installation Contracting

ISO9001 Quality management systems

CVQ/NVQ Certified

Barbados Red Cross Certified

Simmons Electrical Inc is a Barbadian based company that carries out work throughout the Caribbean region.

Simmons Electrical has an excellent reputation, a quality work ethic, and many years of experience within the private and public sectors.

SERVICES & PRODUCTS

Simmons Electrical Key Services and products:

Services

- Electrical & Solar Design
- Electrical and Solar Project management/Domestic/Commercial Industrial & Petroleum Facilities
- Photo Voltaic Installation

- Lighting Installation
- Fire Alarms
- Inspection and Testing
- Thermal Testing
- Emergency Lighting

- Specialist Lighting (LED Lighting)
- Distribution Systems Maintenance
- Energy Audits
- Petroleum Inspection of Class I Div II Facility i.e Bulk Storage Plant, Aviation Facilities, Gas Stations, LPG Plants, Automotive Garages & Feed Processing Plants,
- Power Quality Assessment and Proposals

Products

- Breakers/Meters
- Cables
- Ceiling Fans
- Conduit Fittings
- Door Locks
- Door Access System
- Emergency Supplies
- Solar Panels, Inverters and accessories
- Photocells
- Surge Protection
- Switches and Plugs
- Wiring Accessories

CONTRACTING ASSOCIATES

Architects

Design Collaborative
Maurice A Clarke Architects
Lashley Associates

Building Contractor

CRS Building & Maintenance
Arthur Construction
Mirara Construction
Moorjani Caribbean Ltd

Millenium Building
Innotech Services Ltd

Consultants

Leverage Consulting Engineers
ADeB Consultants Ltd
Atlantic Engineering Inc
CASSE Engineering Inc
Mahy Ridley Hazzard Engineers Ltd
Stantec Consulting
Autocraft Engineering Svcs Ltd
Guy Griffith Engineers

SUPPLIERS (OVERSEAS)

PECO INTERNATIONAL ELECTRIC INC
(Miami)

BURFORD INTERNATIONAL
(Canada)

KENCLAIRE ELECTRICAL AGENCIES INC
(New York)

FARFISA
(Miami)

AE ELECTRICAL SUPPLY INC
(Lithonia GA)

SARTRA INTERNATIONAL LTD
(England)

SOLARES FLORIDA CORPORATION
(Miami)

GENERAL POWER LTD INC
(Miami)

MODERN ELECTRICAL SUPPLIES LTD
(Trinidad)

JADAMAR CORPORATION
(Miami)

PARTS & POWER INTERNATIONAL
(British Virgin Island)
TOTAL SUPPLY (FLORIDA)

CUSTOMERS (OVERSEAS)

- RUBIS/ TEXACO ST MAARTEN SOL ST MAARTEN
- RUBIS/ TEXACO ST VINCENT SOL ST VINCENT
- RUBIS/ TEXACO GUYANA SOL GUYANA
- RUBIS/ TEXACO SURINAME SOL SURINAME
- RUBIS/ TEXACO ST KITTS SOL ST KITTS
- RUBIS EASTERN CARIBBEAN GRENADA MILLS
- SOL EASTERN CARIBBEAN
- GAMMA SOLUTIONS SPAIN

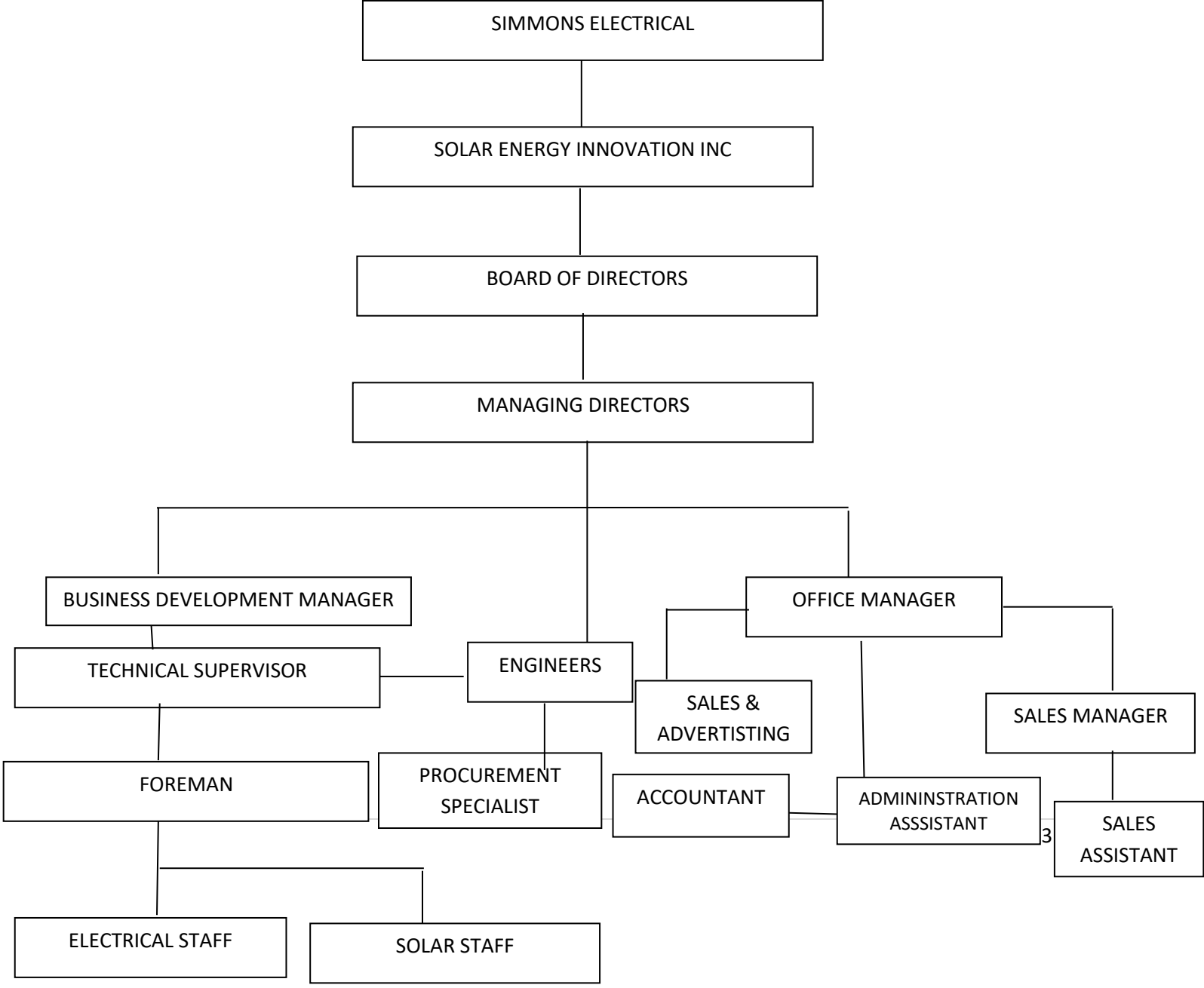
INTRODUCING OUR ON LINE PRODUCT OF BULBS

- CANDLE BULBS
- APPLIANCE BULBS
- ENERGY SAVING BULBS
- LOW WATTAGE BULBS
- HID BULBS
- CHANDELIER BULBS

- FLUORESCENT TUBES
- LED BULBS

**BRAND NAMES
(ONLY THE BEST MATERIALS & SUPPLIES)**

- GE
- APPLETON
- KILLARK
- CAME
- SQUARE D
- CUTLER HAMMER
- KIM
- PHILLIPS
- NOVA
- HUBBELL
- KLEIN
- ABB



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