



**JIMERSON & COBB, P.A.**



## Featured in the June 2017 Issue

- Rotary Club of Jacksonville votes Charlie Jimerson to Board of Directors
- Kayla A. Haines making moves with JWLA & Florida Coastal School of Law
- Joby Birr participates in the DBIA roundtable
- J&C continues building strong ties with the University of Florida
- New Blog Posts
- Firm News

[Click here to join our mailing list](#)

## Connect With Us!



***“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.” — Steven Spielberg***

We all need someone to guide us. Can you recall someone who guided you through a particular phase in your life? Mentorship is when a more experienced or knowledgeable person helps guide a less experienced or less knowledgeable person. It is a learning and development partnership. Mentors can be a parent, a coach, a boss, a God, but always it is someone who is a respected (and sometimes feared). Mentoring someone does not

come easily so here are some tips for Mentors and Mentees.

For Mentors:

**1. Willingness to Share.** In order to be a good mentor, you have to be a willing participant. There is no faking it. People know when you are not interested. Mentors need to make the time and commitment to share information. Many times the lesson is taught by observation, but in order for a Mentor to truly make an impact, they must be willing to participate.

**2. Demonstrate positivity.** Positive emotion trumps negative emotion, all the time.

Negative reinforcement is a destructive force and will erode relationships. Sometimes, however, you need to just get after someone. I understand that, but a truly effective mentor uses that negative experience to teach. When you teach, people grow. When people grow, they succeed. Success only occurs with positivity.

**3. Listen.** A fundamental tenant of the mentor/mentee relationship is respect. Respect for the authority of mentor and respect for the mentee's desire to learn. When you listen to someone, you show respect. Some of the most successful people I know are the ones who listen. Listen more.



For Mentees:

**1. Express Gratitude.** You do this by being respectful for your mentor's time. They are volunteering to help you. When you show up to a meeting unprepared, you are telling them you do not value their time. Don't look at your phone, don't slouch in your chair and don't roll your eyes. Your mentor is very aware of your nonverbal communication. If you are showing lack of interest, then your mentor will too. Also, a "Thank you so much for teaching me" will really go a long way.

**2. Take Responsibility.** Your mentor's role is to facilitate your development, not do it for you. Take initiative and follow up on agreed goals. Ask them for specific feedback on points of improvement. Take responsibility for your own learning.

**3. Listen.** Stop talking. By the very nature of the relationship, you know less than your mentor. Listen to how they approach a situation. Listen to their observations. When you listen to someone, you show respect. Some of the most successful people I know are the ones who listen. Listen more.

As you consider these tips, please reflect on all of the people that helped guide your career, or more importantly, your life. You are no more powerful than when you kneel to help someone else. For all of the people in my life that mentored me (Keith Flynn, Hugh Gordon, Jim Bledsoe, my Dad), thank you so much for teaching me. On a lighter note, the mentor relationship is no better reflected than in this classic scene from the movie Karate Kid. Enjoy!



Best Regards,

*Christopher M. Cobb*

## Rotary Club Votes Charlie Jimerson to Board of Directors



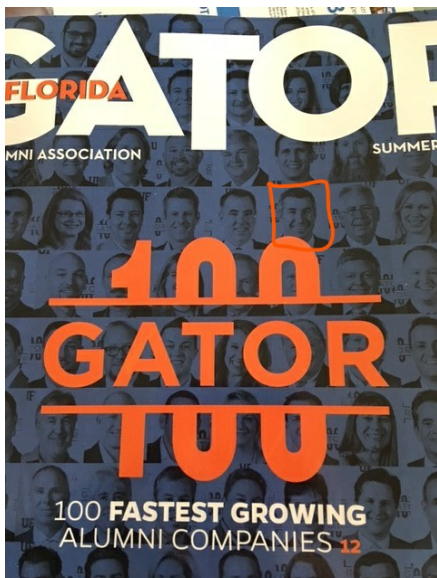
The Jacksonville Rotary Club held its annual membership meeting on June 5th and we are thrilled to announce **Charlie Jimerson** was elected to the Board of Directors. He will take office in 2018 and serve until 2020.

The Rotary Club of Jacksonville is a diverse group of business and professional leaders providing humanitarian service and encouraging high ethical standards in all vocations. Chartered in 1912 as the 41st Rotary club, and Florida's first Rotary Club, the Rotary Club of Jacksonville now has over 240 members who are committed to effecting positive and enduring change in the lives of others. To learn more about the Rotary Club, visit [www.jaxrotary.org](http://www.jaxrotary.org).



## J&C Continues Building Strong Ties with UF

June brought us a healthy dose of **#GatorPride!**



Every year the **Gator100** honors the 100 fastest-growing, Gator-owned or Gator-led businesses in the world. For the second time in three years, we made the University of Florida's list of the 100 Fastest Growing Alumni Companies. This year eleven of the top 100 companies are Jacksonville-based, including the HCI Group, Greenshades Software, and Kennetic Productions, Inc. - we are in good company! [Click here to see the full list.](#)



Rank	Company	% Growth Rate	Industry	Founded	Leadership	Title	Location	2015-16 Honoree
1	AGTC	547.68%	Biotechnology	1999	Sue Wudvor	President & CEO	Alachua, FL	
2	Blackland Construction Services	315.36%	Construction and Design	2006	Amelissa Cornwell Bauler	President	Gainesville, FL	
3	RotoGrinders.com	297.15%	Other	2008	Cameron MacMillan	COO & Co-Founder	Nashville, TN	
4	Emerald C's Development, Inc.	178.76%	Construction and Design	2010	Brittany Culbreth Jesse Culbreth	President Vice President	Jacksonville Beach, FL	
5	OrangeTheory Fitness	171.02%	Health	2010	Dave Long	CEO & Co-Founder	Fort Lauderdale, FL	
6	NuJax Companies, Inc.	123.57%	Construction and Design	1992	Frank Kordick	President & CEO	Lakeland, FL	
7	BEA Architects, Inc.	120.63%	Construction and Design	2000	Bruce Rametti	President	Miami, FL	
8	Veteran Energy, LLC	104.66%	Energy	2010	Darin Cook	CEO	Gainesville, FL	
9	Carlton Construction, Inc.	101.58%	Construction and Design	2005	Matt Carlton Clint Thomas	President Vice President	Flamingo Island, FL	
10	Petticoat-Schmitt Civil Contractors, Inc.	88.60%	Construction and Design	2007	Ryan Schmitt	President	Jacksonville, FL	
11	Orange and Blue Construction, Inc.	87.56%	Construction and Design	2000	William Randle, Jr.	Owner & CEO	Boca Raton, FL	
12	Dynamic Corporate Solutions, Inc.	83.00%	Human Resources	1993	Suzanne Lomte	CEO	Flamingo Island, FL	
13	Environmental Pest Service	83.14%	Consumer Products and Services	2010	Andrew Barrows George Richards	Director of Mergers & Acquisitions Chairman	Sarasota, FL	
14	Cubistics.com	81.96%	Consumer Products and Services	2008	Benjamin Gordon Chris Larten	CTO & Managing Partner CEO & Managing Partner	Tampa, FL	
15	Procto-U	81.77%	Education	2008	Matthew Jeck Jarrod Morgan	CTO, Founder & Chief Strategy Officer	Livermore, CA	
16	Jaguar Power Sports	78.89%	Consumer Products and Services	2005	Shaun Jackel	Owner	Jacksonville, FL	
17	KAST Construction	77.78%	Construction and Design	2005	Michael Neal	CEO	West Palm Beach, FL	
18	Station Four, Inc.	76.92%	Advertising and Marketing	2007	Chris Lohy Chris Otterling	Co-Founder & Development Partner Co-Founder & Creative Partner	Jacksonville, FL	
19	McKenzie Design Build Craft	75.98%	Construction and Design	2005	Gavin McKenzie	Owner & CEO	Miami, FL	
20	Miller Construction Company	72.87%	Construction and Design	1973	Harley Miller Thomas Miller Brian Sullivan	President CEO SVP	Fort Lauderdale, FL	
21	The Bowman Law Firm, LLC	72.17%	Legal Services	2008	Catharine Bowman	Founder & Managing Member	McEwen, TN	
22	Avicor Management	71.43%	Construction and Design	2005	Aras Adickman Adam Mopkins John Wood	CEO & Founder CEO & Founder President	Miami Beach, FL	
23	Global Safety Management	66.76%	Software	2004	Julia MacGregor	CEO	Tampa, FL	
24	Member Benefits	66.00%	Insurance	1984	Eari "Chip" Treffry, Jr.	President & Owner	Jacksonville, FL	
25	InfocusGPS	64.45%	Software	2009	Drew Sheehan	President & Partner	Lakeland, FL	
26	High Mark Construction, LLC	64.36%	Construction and Design	2006	Brian Giddens Tom Harl	Vice-President Founder & President	Altamonte Springs, FL	
27	Blood Company	63.86%	Business Products and Services	2006	Tim Smith	CEO	Alachua, FL	
28	Kris Darty Flooring & Interiors Inc.	56.43%	Construction and Design	2008	Michael Walser	President	Suwanee, GA	
29	WGI	50.12%	Engineering	2001	David Wainman	President	West Palm Beach, FL	
30	Primus Builders, Inc.	57.20%	Construction and Design	2000	Erik Gunderson	Executive Vice President	Woodstock, GA	
31	Victory Tailgate	57.13%	Manufacturing	2008	Scott Sims	CEO & Founder	Orrville, OH	
32	Front Street Commercial Real Estate Group	56.44%	Real Estate	2002	Nick Banks	Managing Director	Gainesville, FL	
33	DiracLogic	55.88%	IT Services	2005	Abel Adams	Managing Partner	Parkland, FL	
34	SEY Facial Plastic Surgery, Inc.	54.52%	Health	2010	Amber Yoo	Vice President	San Diego, CA	
35	Greyson Technologies Inc.	53.40%	IT Services	2010	Greg Nordone	CEO & President	Fort Lauderdale, FL	
36	Moss	52.30%	Construction and Design	2004	Scott Moss	President	Fort Lauderdale, FL	
37	Jimerson & Cobb, P.A.	50.53%	Legal Services	2009	Charles Jimerson	Managing Partner	Jacksonville, FL	
38	Boyer Building Corporation	50.31%	Construction and Design	2007	Gary Boyer	Founder & President	Pike City, FL	

## UF Law's 2017 Summer Tour



UF Law chose J&C as the kickoff location for their 2017 Summer Tour. On Tuesday, June 13th we opened our doors to Dean Laura Rosenbury and more than 40 UF Law alumni and current students for an evening of networking, drinks and chomping on hors d'oeuvres.

The tour stops in various cities along the East Coast to generate support of student scholarships as part of the Culverhouse Challenge, an ambitious, fast-paced initiative to raise \$1.5 million by August 14th. [Click here to learn more about the Culverhouse Challenge.](#)





Dean Rosenbury with the Honorable Judge Patricia D. Barksdale (JD 96) and the Honorable Judge Marcia Howard (JD 90).



J&C attorneys and UF Law alumni Brandon Meadows (JC 13), Joby Birr (JD 00), and Suzanne Clark (JD 02) with Dean Rosenbury.





## Joby Birr Participates in DBIA Roundtable Event



The Design-Build Institute of America hosted an Industry-Wide Design-Build Roundtable featuring industry experts from Jimerson & Cobb, Haskell, Cogburn Brother Electric, JAXPORT and more. **Joby Birr** discussed indemnity and limitation of liability provisions in design-build contracts.

## Kayla Haines Making Moves With Florida Coastal School of Law & JWLA

The Florida Coastal School of Law Alumni Association announced **Kayla Haines** is the new President of the Jacksonville Chapter effective immediately.

In addition to the involvement with her alma mater, the Jacksonville Womens Lawyers Association appointed her to the Special Events Committee. She will co-chair the committee and be responsible for planning the organization's involvement in events



around the area throughout the year, including the Young Lawyers Section's Annual Chili Cookoff. Well done, Kayla - you're making us proud!

## J&C Legal Blogs

Are you keeping up with the latest information in business and law? J&C publishes weekly blog posts covering topics from construction law, business litigation, eminent domain law, community associations law and everything in between. [Click here to subscribe](#) today and stay up-to-date on the latest legal news from these areas:

- [Construction Industry Law Blog](#)
- [Condominium Law Blog](#)
- [Business Litigation Blog](#)
- [Eminent Domain Law Blog](#)

## Construction Industry Law Blog

### Pay When Paid Provisions in Construction Contracts

By: [Christopher M. Cobb](#)

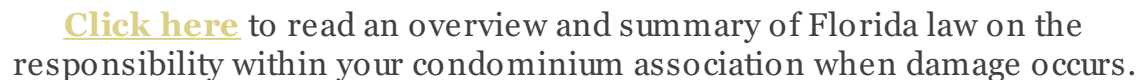


A “pay when paid” or “pay if paid” provision is often used in general contracts to shift the risk of payment by the owner to the subcontractors. They are sometimes referred to as contingent payment clauses and typically makes the subcontractor’s payment contingent upon the payment of the contractor by the owner.

[Click here](#) to learn what you need to know



Damage to condominium property and the inevitable ensuing argument over the party responsible for the cost of repair is a familiar scenario for many association members. Unit owners, board members and association managers are often unsure of which entity is responsible for the maintenance, repair and replacement of certain items when damage occurs. Deciphering Florida law on this issue often depends on a multitude of vari



# Business Litigation Blog

# When Two Become One: Legal Considerations in the Mergers & Acquisitions Process

[illegible]

A primary goal for many start-ups and new businesses is to eventually sell the company, even if the founders intend to remain with the company. Selling your company can result in a gigantic payday and provide continued vitality for the company going forward. That said, it is critical that owners and entrepreneurs comply

with legal requirements and protect their legal interests throughout the sales process to maximize their chances of a positive outcome.



[Click here](#) to read the first in a series of posts on the most important legal considerations critical in considering whether to buy, sell, or merge a business.

## Firm News

### *Curiosities, Ruminations and Various Eccentric of Firm Biz*



By now you've seen all the concert announcements and know the city is buzzing about the new Daily's Place Amphitheater. Several members of J&C have enjoyed the new venue and the incredible entertainment opportunities it provides. Check out this Dave Matthews photobomb and toothy grin on Charlie. Seriously, have you ever seen that guy so happy?

With upcoming performances from artists like Diana Ross, Dierks Bentley, Journey, and Carlos Santana, Daily's Place is putting Jacksonville back on the map as a necessary tour stop for some of the music industry's biggest and most iconic acts from all genres. #ilovejax

For the latest show schedule, visit [the Daily's Place website](#).



### **National Donut Day June 2nd**

There seems to be a holiday for everything these days. Some are downright ridiculous (Ball Point Pen Day?), but others we have no problem celebrating. When two boxes from Cinotti's Bakery in Jax Beach showed up in the break room on National Donut Day, no one was mad about it. Get in my belly!

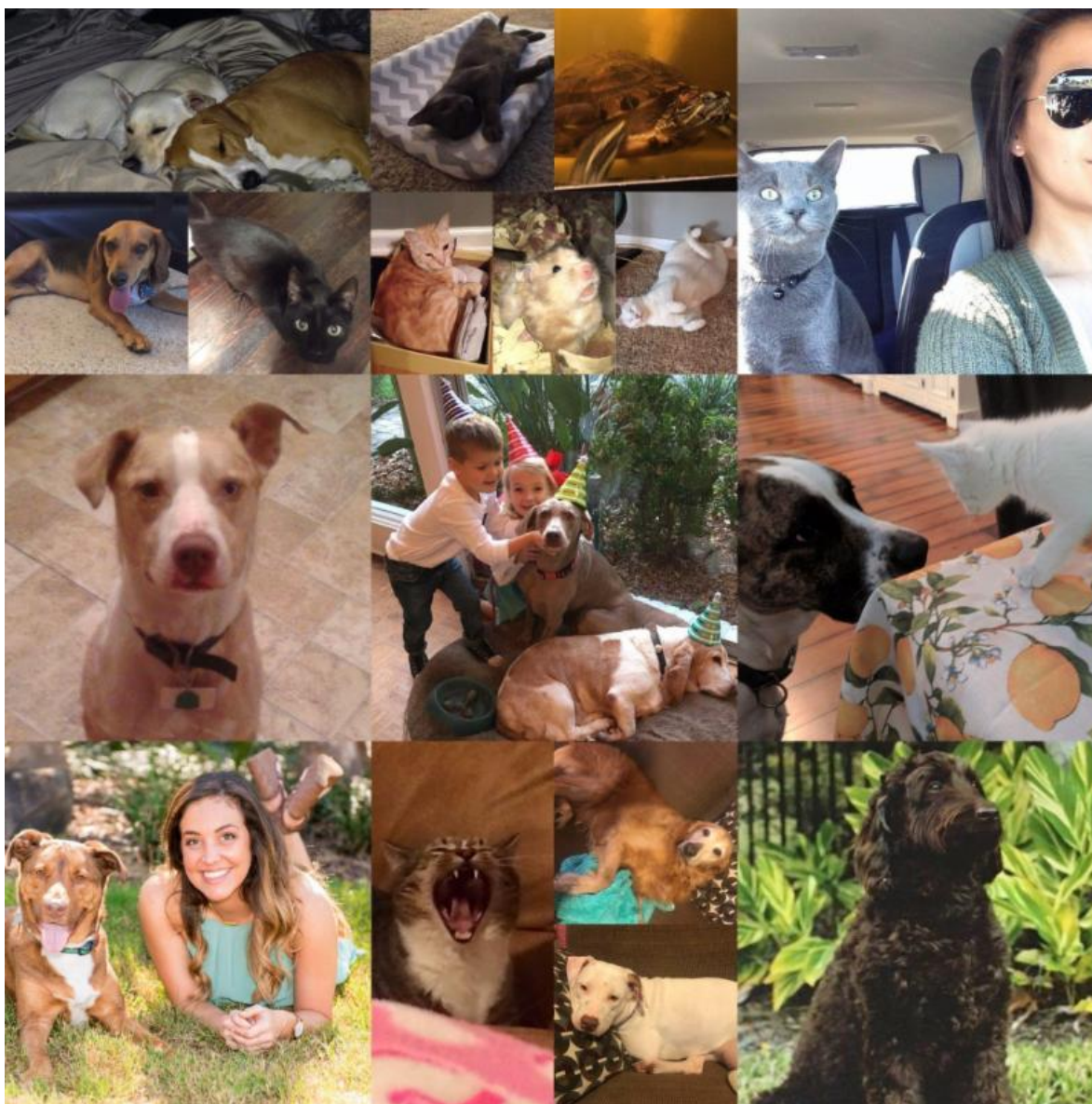
### **Pet Appreciation Week June 4th - 10th**

Pets are family and sometimes we like them more than our human babies -

yes, we admitted it. They don't ask for money, run up the cell phone bill, talk back (although sometimes we wish they would), or miss curfew and keep you up all night. No one, I mean no one, appreciates the special genius of your conversation as much as the dog does.

Whether you're a dog owner or a cat staff member (those who own both will know there is a difference!), we are PAW-sitive happiness starts with a wet nose and ends with a tail.

Here are the fur children that complete the J&C family and bring us so much joy, but not without a little mischief from time to time. Read the love stories and how these crazy characters entered our lives on [J&C's Facebook page.](#)



---

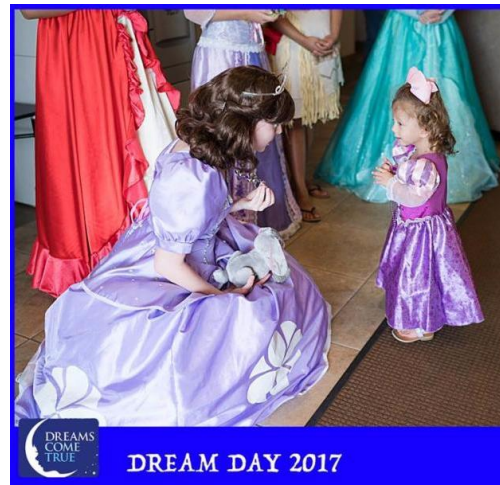
### **Dream Day 2017 on June 10th**

Attorney and [ImpactJAX](#) Board Member Adam Edgecombe and Paralegal Jessica Campbell joined other members of ImpactJAX for the 3rd Annual Dream Day Parade presented by PRI Productions.

[Dream Day](#) is a unique celebration for 50 Northeast Florida children battling life-threatening illnesses. It's a day filled with laughter, joy and smiles as event volunteers have wonderful surprises in store for these



incredible kids and give them a day to let loose and have some fun.



## Alzheimer's & Brain Awareness Month #EndALZ

Alzheimer's is a type of dementia that causes problems with memory, thinking and behavior. Symptoms usually develop slowly and get worse over time, becoming severe enough to interfere with daily tasks. Approximately 200,000 Americans under the age of 65 have younger-onset Alzheimer's disease.

On June 20th, our office wore **purple** to support those affected and bring awareness to the disease. For more information about the Alzheimer's





---

### **Dress the Part with ImpactJax**



ImpactJAX, the young professionals group of the Jacksonville Chamber, hosts an annual YP Expo for all young professionals groups in Jacksonville. The Expo not only gives YPs an opportunity to network, but also allows groups to reach a broader audience to recruit new members and raise awareness for their causes.

This year, ImpactJAX escalated their efforts to make a difference in the community by also hosting a clothing drive for professional dress clothes. Everything collected was donated to help those cannot afford it, and make it easier for them to transition back into the work force. When you look good, you feel good, and confidence is the first step to landing the job. Well done, ImpactJAX!

---

**Visit our website**



Telephone (904) 389-0050  
Facsimile (904) 212-1269  
Email [info@jimersoncobb.com](mailto:info@jimersoncobb.com)

Quick Links

[About Us](#) | [What We Do: Practice Areas](#) | [Who We Serve: Client Industries](#)  
[Attorneys](#) | [Blog and Resources](#) | [News & Press](#) | [Contact Us](#)

Copyright © 2017 Jimerson & Cobb, P.A., All rights reserved.