President’s Message

Over the past few years, we have been updating our strategic plans and the mission of our company. It often seems that this should be a simple process to be completed in very little time. Nothing could be further from the truth. When projecting the vision for a company that we hope will outlive us all, it becomes a daunting task. We’ve had input from a number of our employees to help develop these plans and a mission statement.

Our mission statement:

“We provide sophisticated life cycle solutions by developing and maintaining relationships that discover customer and employee needs and then exceeding them”.

Life cycle solutions for customers can be described in the life of any facility. We expect to be involved with a customer’s original conception/budget/design of a building, to the construction, then the maintenance of that property, to the renovation, ultimately demolition and reconstruction. This is the life cycle of a facility. Our employees are just as important in the life cycle process. When we hire an employee that may be inexperienced, we must take the time to train and coach them. We take the early process of developing a good foundation for the employee and build on this. We want to continue the training and career opportunities so each and every one can advance themselves in the Watson family. That employee should in turn utilize the training experience they have received and proceed to train the next generation of Watson employees coming on board. This is the life cycle of our people that we want to maintain.

Our mission will not change. Neither will our values as a company. Integrity, Continuous Development, Lasting Relationships and Family Atmosphere are our core values. As we move through the future, we will develop strategies that will encompass these values and keep the course of our mission. “Strategies ultimately fail, the right mission can last a lifetime”. We will continuously update our strategies. A strategic plan is a living document that must be able to change as time or conditions warrant. As our plans roll out, we will use an outline that can be described with the acronym, “PIECE”: Preparation, Innovation, Expectation, Communication and Education. Each plan that we put in place will exist inside one or more of these guidelines. With a clear and concise direction, we have what we need to provide all of you with our mission, vision, core values and strategic plans necessary to move our company in the right direction.

I hope each of you had a happy and safe holiday.

Craig Myers
Welcome to Code Corner

Question #1 - Temporary electrical wiring for Christmas decorative lighting is permitted for a maximum of:

(A) 60 days  (B) 30 days  (C) 90 days  (D) 120 days

Question #2 - Type NonMetallic Sheath Cable shall extend through the conduit or tubing and into the outlet or box not less than

______  (A) 1/2 inch  (B) 3/4 inch  (C) 1 inch  (D) 1/4 inch

Answers on page 7

Russell Johnson wins NC State Fair Apprentice Contest

Russell Johnson was the first place winner at the 30th Annual N.C. State Electrical Apprentice Contest held at the NC State Fair, Wednesday, October 22nd, 2014. Russell, who works for Watson Electrical Raleigh Division, won an assortment of sponsor prizes, and a large capacity generator for finishing in first place. He also placed third in Watson Electrical’s company contest held this past August. Russell will represent the Carolinas at the annual Associated Builders and Contractors Association of America (ABC) National Electrical Competition being held in Ft. Lauderdale, Florida March 3 - 6, 2015.

Grant Farrimond, who works for Watson Electrical Winston-Salem Division, placed 2nd out of the 30 electrical contestants competing in this year’s contest. Watson Electrical’s other competitors were: Josh Miller, Raleigh Division (7th), Sean Smith, Wilmington Division (10th), Phillip Breedlove, Charlotte Division, Derek Chapman, Raleigh Division, and Jason Kafton, Greenville Division.

Congratulations to all Watson Electrical participants, trainers, support staff, managers, and supervisors who made the 2014 State Fair contest a success!!

A special thanks to Lloyd Evans, Hiring and Training Administrator. Lloyd has invested a lot of time and energy working with each of our apprentices for many years. His efforts have definitely shown up in the results. This is the 9th year in a row Watson Electrical has placed first at the NC State Fair Electrical Apprentice Contest!!. THANK YOU, LLOYD EVANS, for your tireless dedication to our apprentices and our apprentice program!!!
Virginia Division

Happy New Year from Virginia Division! We have much to report regarding upcoming work throughout Virginia. This is welcome news to our Virginia employees who have had to, unfortunately, travel to other divisions due to an unusually low workload between the Chesapeake and Richmond offices. We are fortunate, however, that other divisions needed the additional manpower that we were able to provide. The other divisions are glad to have you and we truly appreciate the positive attitude and professional manner in which you have performed in the field. It should also be said that those who were able to stay local to the two offices have also performed admirably with very few “rocks in the road”. Our pre-planning and use of strategies such as PRE-FAB and BOX PROGRAM are proving to be very successful. We will need to continue to improve on these strategies as we move into 2015. Our workload in Virginia is going to change drastically!

New projects awarded:

- Norfolk Hotel & Conference Center with W.M. Jordan Company
- Langley Computational Research Center with Turner Construction Company
- ODU College of Education with S.B. Ballard Construction Company
- 525 Kemps Landing Apartments with RH Builders
- UVA Education Resource Center with Donley’s McCarthy JV
- University of Richmond Quelly Admissions Center with Hourigan Construction
- VA Urology Medical Office Building with W.M. Jordan Company
- VA Commonwealth University Basketball facility with Barton Malow

The above projects represent approximately $30 million dollars of new work that will take place over the next two years. The list of awarding general contractors is equally impressive. This is a testament to the quality and professionalism that our project teams demonstrate on every project we complete. It is this performance that allows us to be considered for every prominent project in Virginia. Thank you for these efforts. 2015 promises to be a much better year for Virginia Division.

Along with an infusion of new work comes great responsibility, none greater than the safety and wellbeing of our employees. We will no doubt be hiring many new people within both offices in Virginia. It is extremely important to be your brother’s keeper. Do not assume that all companies have the same focus on safety as Watson Electrical. The new folks will be wearing the GREEN HARDHATS. We owe it to them to bring them into our SAFETY FIRST culture.

In closing, please take a moment to congratulate Scott Davis (Richmond Office), who was recently promoted to Service Manager.

WATSON RECEIVES PRESTIGIOUS SAFETY AWARD FOR SECOND CONSECUTIVE YEAR

For the second year in a row, Watson Electrical has received the prestigious Platinum Award for overall excellence in safety from ABC of the Carolinas. Safety Director Larry Richardson accepted the honor from North Carolina Labor Commissioner Cherie Berry on October 23rd at the 5th Annual Safety Conference held at the Speedway Club in Charlotte.

Requirements for the Platinum Award included Watson maintaining a Total Recordable Incident Rate at least 25% below NAICS code average, an Experience Modification Rate (EMR) below 0.8 percent, no fatalities resulting from OSHA violations in the past three years and meeting the requirements of the ABC 20-point Key Component System.

Richardson was one of over 150 attendees who participated in the conference that included ten breakout sessions on changing regulations and improvements available to help protect employees throughout the workforce.

Richardson said “The back to back Awards are a tremendous tribute to the quality of employees Watson has in the field. The management, supervisors and field workers have a heart for safety because they value the lives and quality of life of every Watson employee”.

Langley Computational Research Center

VA Commonwealth University Basketball Facility
Charleston Division

In the blink of an eye, 2014 has come to a close. Hard to believe but it’s time to start over and plan a successful new year. With the New Year comes new projects and opportunities. Here are a few that we were recently awarded:

Central Carolina Technical College - This project is a renovation of an old 100,000 square foot Walmart in Sumter SC. We are installing new classrooms and labs for the college, complete with a new 4000 amp service and bus duct throughout. The job was awarded to us by Rodgers Builders for $1.7M.

Boeing Autoclave Site Work - We are installing the underground site work for the new autoclave that will be added to the 88-19 building in the spring. This project was awarded to us by KBR Building Group.

Boeing 88-20 NE Fit Out - This is our second interior fit out for Boeing in the past 6 months. On this 40,000 square foot project, we are installing new lighting and power for offices and modular furniture. Turner Construction is the general contractor.

Parris Island Gate Relocation - FutureNet Security Solutions has awarded us this contract for the relocation of the main gate at the Marine Corp Recruit Depot.

East Cooper Baptist Church - Awarded by Choate Construction in late fall, this design-build church will have all LED lighting in the sanctuary and use Square D IPAC panels. The 23,000 square foot church is a tilt wall polished concrete structure.

Dick’s Sporting Goods - We are pleased to be a part of another project with Choate Construction on this 43,000 square foot renovation for the sporting goods store. With an aggressive schedule ahead, our team is planning their work to help bring the project in on time.

Our preconstruction team continues to be busy budgeting and bidding work. We are looking forward to continued growth and expansion in the months and years to come.

Our service department continues to work steadily towards their goal of growth in the area. With several recent awards they will have an extremely busy first quarter heading into the New Year.

Thanks to everyone who helped to make 2014 another successful year in Charleston!

Winston–Salem Division

In February of 2015, we will be relocating to our new Kernersville location. Our new building is located between I-40 Business and the I-40 Bypass, which will provide amazing access to all the Triad locations we serve now and will serve in the future. We have been at our current location for 38 years and are looking forward to the larger space for continued growth and success.

Projects that were awarded during 2014 are:

Kannapolis City Hall & Police Headquarters - Awarded by Rodgers Builders of Charlotte, NC, this project is a three story, 110,000 sq. ft. structure consisting of a 1600Amp service, 275KW Emergency Generator system, an area of rescue system, a 30KVA UPS system 243695, lighting control system, lightning protection, fire alarm, and site lighting. Project Superintendent is Billy King. Project is scheduled to be complete in September 2015.

NCA&T Bluford Library - Awarded by A&T University in Greensboro, NC. Project is the complete replacement of the existing fire alarm system at the school’s library. Building is 4 stories, 35,000 sq. ft., with 800 new fire alarm devices. Project will be complete in February of 2015. Project Superintendent is Andy Rybak.

Rowan Cabarrus Community College - Awarded by Monteith Construction Corporation of Wilmington, NC, building consists of 32,800 sq. ft. of new additions and 48,000 sq. ft. of renovations to college classrooms and support services. Project includes 2500Amp new service, 300KW emergency generator system, fire alarm, area of rescue system, emergency tower stations, site and parking lot lighting, cable trays, lighting controls, fire stop, and connection of lab equipment. Superintendent is Mike Delk. Project is scheduled to be complete in December 2015.

Projects that successfully completed this year:

Friends School - This was the 3rd phase of Friends School in High Point. Awarded by Burton Builders, the project was a 14,000 sq. ft. addition. Project Superintendent was Steve Delk.

UNCG Reynolds Hall - Complete renovation of a 9-story 64,000 sq. ft., 192 room dorm at UNCG. Awarded by Bar Construction of Greensboro. Project Superintendent was Mike Moore.

First Presbyterian Church of Greensboro - Complete renovation of a 3-story 96,000 sq. ft. sanctuary and supporting areas. Awarded by Frank L Blum of Winston Salem, the project required the refurbishment of original chandeliers that hung in 85’ ceilings. Project Superintendent was Mike Delk.

We wish to thank all of our employees for their excellence in safety performance. To date our division continues with “zero” OSHA recordables for 2014. Our employees have zero recordables since 2012.
**Wilmington Division**

Carolina Bay CRCC Main Campus, Wilmington NC, is a 350,000 square-foot, three-story mixed use community that is currently under construction off of Eastwood Road in Wilmington, NC. The building is being built jointly by Thomas Construction Group and Brasfield & Gorrie, while managed by Brasfield & Gorrie.

Currently the design includes 224 living units, from a standard living unit monitored by an emergency call system, to an assisted living unit monitored by a fully functional nurse call system, with the benefit of 90,000 square feet of space for skilled nursing and mental health care services.

Carolina Bay will feature a range of services and amenities, including various dining venues, market, beauty salon, fitness center, 1st level parking garage, and an indoor pool. The building will have 2 separate services housed in one main electrical room, in which one is 2000A @ 277/480V and the other is 5000A @ 120/208V. Due to the nature of care that will be offered at this facility, a 750kw generator system is required with the ability to shed load as required to prevent overload. The systems will include an addressable fire alarm system, Nurse Call system, Emergency Call system, Telephone and Data, and CATV system, with the plans to add an Intrusion Detection system before the completion of the project.

This project will present an interesting challenge for us, not only for its size and pace of construction, but for its diverse construction components such as wood framing, metal stud framing, CMU, cast-in-place concrete, and hollow-core concrete planking. Led by our construction team of Danny Clark-Project Manager, Brian Mobley-Supervisor, Mike Massre-Project Superintendent, Sean Smith and Gregory Philligin II as Lead Foremen, Carolina Bay is expected to be completed by the end of 2015, with a three-phase turnover to the owner starting in July.

**Walking Events**

Several divisions participated in walking events over the last few months as part of Watson’s Wellness Plan and in support of different charitable organizations. Here are a few:

**Winston - Salem Division** participated in the 2014 Heart Walk at Tanglewood Park with another record number of employees and families. Watson Electrical had 47 walkers participating, including 27 employees.

Over thirty **Charlotte Division (right)** employees and family members participated in the Walking Event for Children’s Cancer on Saturday, November 8th, raising $700.00.

The **Corporate Office**, along with **Wilson/Rocky Mount** and the **Traffic Signal Divisions (left)** had a great show of support in the Robin Run in Wilson, NC.

Way to go everyone!!
Stay healthy!!
Charlotte Division

Charlotte Division has recently completed the CaroMont Health Freestanding Emergency Facility in Mt. Holly, NC with Robins and Morton. The project is expected to address the growing emergency care needs of more than 20,000 residents in northeast Gaston County and northwest Charlotte. The facility projects an estimated 12,000 visits each year. The 38,000 square foot facility was uniquely designed using an innovative “no wait” model for patient care delivery. Upon entering, patients are immediately taken back for triage and initial assessment into one of the six Rapid Medical Evaluation (RME) rooms, where they are seen by a physician/nurse team. The Emergency Care Center has 12 exam rooms and two resuscitation/trauma rooms. Also included is a diagnostic imaging suite (CT, X-Ray, and Ultrasound) and laboratory. Support services, mechanical and electrical rooms, and staff entry are located on the lower level.

Our work included installation of a 1600 amp service with an 800 KW generator capable of operating the facility’s critical and life system distribution systems for 72 hours. There are also remote power, fire alarm and communications connection points for a portable MRI and ambulance charging stations. The building’s interior lighting includes architectural LED fixtures in the diagnostic imaging suite and the open two-story ceiling in the Nurse’s Station. Our installation in the facility included a complete fire alarm system and wireways for the nurse call, security and data/telecom systems. Our project team consisted of Superintendent Matt Adkins, Supervisor Phillip Bruce, Project Manager Carl Breeden and several other vital employees.

We have also recently completed the UNCC EPIC Center Lab Improvements. This project included the addition of an 800 amp 480 volt distribution system to feed testing labs. The distribution system feeds 200 amp panels that are located in six (6) individual electrical test labs. The panels are used to serve various specialty receptacles and connection points to test the energy efficiency of motors and energy production systems. Since the project was performed during regular classroom hours, coordination with the UNCC project staff and professors was critical. Our team for this project was Foreman Andrew Baldwin, Supervisor Phillip Bruce and Project Manager Carl Breeden.

Charlotte Division has recently been awarded the following projects:

<table>
<thead>
<tr>
<th>Project</th>
<th>Contract Awarded By</th>
<th>Awarded $</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNCC Holshouser Hall Renovation</td>
<td>Balfour Beatty Construction</td>
<td>2,900,000</td>
</tr>
<tr>
<td>UNCC Oak Hall Renovation</td>
<td>Miles McClellan Construction</td>
<td>950,000</td>
</tr>
<tr>
<td>Sheraton Meriden Fire Alarm Replacement</td>
<td>Simplex Grinnell</td>
<td>200,000</td>
</tr>
<tr>
<td>Holly Crest Apartments</td>
<td>Northwood Raven</td>
<td>2,270,000</td>
</tr>
<tr>
<td>Pavilion Village Apartments</td>
<td>Carocon Construction</td>
<td>1,240,000</td>
</tr>
</tbody>
</table>

Watson Energy - Charlotte Division

Our service group has recently completed a lighting retrofit for the Shoe Show Distribution Center in Concord, NC. The distribution center is a 500,000 sq. ft. facility that provides warehousing and distribution for the Shoe Show retail stores. The project consisted of replacing 850 lights with new LED High Bay Lights. Shoe Show provided the lights, we provided the labor. Shoe Show asked that we complete the changeover before their holiday rush, leaving us with 16 days to complete the job. Our team did a great job, got the project finished on time, and impressed the owner with our workmanship and attitude.

Thanks to Jason Conley, Josh Huss, Keith Dunn, Steven Hofmann, Chris D’Avanzo, Mirko Valdivieso, Jim Zyble, Tristin Hinson, Rolland Sommers, Gary Foulk, Oliver Crawford, Tristan Herrin, Gary Pace and Greg Marvin. Their efforts allowed us to complete this project on time, within our budget and to be invited back for future opportunities.

Watson Energy - Raleigh Division

Watson Energy in Raleigh has recently completed the Lighting Retrofit and Security Infrastructure Replacement for the Duke University Medical Center Parking Garage PG1. A total of 685 existing HID light fixtures were replaced with new Cree LED fixtures, and the entire project was completed in only 6 weeks. The entire project was required to be completed after-hours, and while the parking garage was actively being used by Duke Medical patients and staff.

This was one of the largest, high-profile, and most challenging projects that Watson Energy Raleigh has undertaken to date, and it was a massive success.

Special thanks to Service Supervisor Kyle Couch, and Servicemen Matt Howard and Nick Fairweather for their excellent project planning and willingness to work nights for almost 2 months to make this project successful.
Congratulations to our CMT Graduates!!

Congratulations to Nicholas Zoch (right) on his completion of the Apprenticeship Program! Nick is with the Fayetteville Division. Great job Nicholas!!

Congratulations to Mark Wolschleger (above left—Raleigh) and Mike Kata (above right—Charlotte) on their completion of the CMT Program! Great job!!!
$100.00 Winners!

Congratulations to our recent $100.00 winners!
They found their employee number hidden in our Fall newsletter.

Left: Randolph Bullock
Wilson/Rocky Mount Division

Right: Dawn Watkins
Corporate Office

Left: Jeremy Beach
Raleigh Division

Find your employee # and win $100.00 by calling Susan Lucas,
252-237-7511 Ext. 303 on or before January 31st, 2015

Email sent to Bill Robinson (Business Development Director) and Chris Capps (Raleigh Division)
First off, thanks for a good site visit Friday with you both and Jorge Galvan (Foreman/Raleigh Division) at the Elm City site. I think we all agreed the meeting was helpful and got everyone on the same page regarding the monitoring requirements for the project. We are looking forward to getting it all installed and commissioned soon with the help of the Watson crew!
But what is really on my mind this morning is the commitment to quality that your team has made on this and all the solar sites you have under contract. As I mentioned to you both, I was impressed by the attention to detail and the high level electrical craftsmanship on the project. Kudos to your team for that commitment.
I am an avid reader and yesterday as I was re-reading Good to Great by Jim Collins, in the chapter discussing Level Five Leadership, there was a quality attributed to Colman Mockler, CEO of the Kimberly Clark Corp that I believe applies well to Watson's commitment to quality. Let me repeat it here for you: His placid persona hid an inner intensity, a dedication to making anything he touched the best it possibly could be. Not just because of what he could get, but simply because he could not imagine it any other way. (pg. 25)
Sound familiar? I think it describes your team's dedication quite well and because we share that same passion and intensity for building the job correctly the first time, I am confident that together, we will make these and subsequent projects among the best built in NC and the Southeast! Many thanks for allowing the Affinity team to be a part of them and your team very much!

Keith Davis, Affinity Automation, LLC, Charlotte, NC

A letter from Carolina Commercial, LLC to Bill Brittelli (Division Manager—Charleston SC)
On behalf of Moonshine-Buttress, LLC, the owner of the 100,000+ square foot warehouse at 7391 Pepperdam 211868 in North Charleston, I write this letter to inform you of our appreciation of the fine job Neal Huffman (Project Manager) has done in the recent repairs and replacements in our facility.
After two break-ins in which extensive electrical vandalism was done, our call to Neal was promptly answered with very professional and competent services by Watson Electrical as directed by Neal. We could not be more pleased and respectful of the manner in which Neal and Watson Electric fulfilled our needs.
Neal performed beyond our expectations in assisting us in the repairs and in the management of the situation which included keeping a tenant in the building in the dark. By observing Neal’s impressive efforts the tenant was confident that all that could be done was being done as quickly and thoroughly as possible. That went a long way to preserve our very good relationship with the tenant.
There is much more to be done by Watson Electric to complete repairs. We remain confident that Neal will continue to perform at the highest level.
Please commend Neal for his outstanding performance in the matter.

Charles L Moore, Carolina Commercial LLC, Charleston, SC
Support for Caregivers
Caring for you as you care for your family

Keeping your family healthy is a challenge. Whether you’re raising kids or looking after an elderly parent or family member, there is a lot that goes into taking care of someone—from taking them to doctor appointments to preparing meals. Adding in your own personal responsibilities, like maintaining a full-time job, can leave you with little free-time for yourself.

Turn to us! With Health Advocate you have access to a team of experts readily standing-by to care for you as you take care of others.

In this issue, you’ll learn how your Personal Health Advocate can help with things like….

✓ Locating eldercare services
✓ Supporting children with special needs
✓ Reducing caregiver stress
✓ Answering questions about Medicare Open Enrollment
✓ Plus, in honor of National Family Caregivers Month download a free flyer to learn about all of our eldercare support features

Caregiver Burnout? Advice from Our Experts

Many people caring for another person tend to push themselves too hard. This can lead to a feeling of being “burned out”. To ease some of the stress of caring for others, one of our Personal Health Advocates specializing in behavioral health suggests the following:

• Define the problem. Set limits on your time and energy.
• Decide on strategies. Figure out what you can reasonably do and what resources you may need ahead of time. If you decide you’ll visit your mother twice a week to cook, enlist family members to help on other days.
• Find personal support. For example, caregiver support groups can be helpful for sharing resources and offering encouragement.

Turn to us. Your Personal Health Advocate can also help by researching resources such as counseling services and support groups, as well as other healthcare and insurance related services.

Health Advocate
Always at your side

✓ Your Personal Health Advocate:
  • Unlimited access, 24/7 support
  • Help with a wide range of healthcare and insurance-related issues
  • Typically registered nurses, supported by medical directors and benefits and claims specialists
  • Saves you time, money and worry

✓ How we can help:
  • Find the right providers; secure second opinions
  • Explain conditions; research latest treatments
  • Help schedule appointments and tests
  • Resolve claims issues; clarify benefits
  • Plus, in honor of National Family Caregivers Month download a free flyer to learn about all of our eldercare support features

✓ Expanded family coverage:
Eligible employees, their spouses, dependent children, parents and parents-in-law are all eligible to use the program.

24/7 Support 866.695.8622
HealthAdvocate.com/members

Hours:
Health Advocate can be accessed 24/7. Normal business hours are Monday-Friday, between 8 am and 9 pm, Eastern Time. Staff is available for assistance after hours and on weekends.
Don’t be afraid to get a second opinion

Many people diagnosed with a serious or life-threatening condition feel a sense of urgency about starting treatment immediately, without taking the time to make sure their diagnosis or recommended treatment is accurate. Patients shouldn’t feel hesitant to tell their doctors that they’d like a second opinion. Gathering more knowledge about your diagnosis and the available treatment options may help you feel more comfortable with the healthcare decisions you make. In fact, some insurance companies may even require a second opinion before you start treatment.

You can ask your doctor to refer you to someone, or call your Personal Health Advocate who can help you find the most qualified physicians for the right consultation. Once you have decided who you will see for your second opinion, your Personal Health Advocate can transfer all of your medical records, original X-rays and test results to the doctor’s office.

Your Personal Health Advocate can also confirm your insurance plan’s coverage for second opinions, conduct in-depth research to find experts and Centers of Excellence that specialize in treating your condition, and more. You can also talk to your plan administrator or Human Resources department about second opinions and your health plan. Just call!

Support When You Need it Most

When it comes to our health, or the health of someone we love, there are some things we aren’t ready to hear—receiving a difficult diagnosis from a doctor is something thousands of Americans have to go through. But it’s what you do after that can have a big impact on how well you manage your condition and your life. This issue will highlight the many ways your Health Advocate benefit can help you and your family face a serious or life-threatening diagnosis with confidence—from the warning signs, through diagnoses, to treatment and recovery—we’ll be at your side. And in honor of National Breast Cancer Awareness Month we will tell you about breast cancer risks and how to reduce them.

Your Personal Health Advocate can help with things like...

• Scheduling an appointment with a hard-to-reach specialist
• Finding a second opinion
• Clarifying coverage denials and resolving medical claims
• Getting answers for question about lab test results
• Plus learn how to reduce breast cancer risks!

Call us anytime you need added help and support.

24/7 Support 866.695.8622
Email: answers@HealthAdvocate.com
Web: HealthAdvocate.com/members