WATTS UP

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A MESSAGE FROM THE PRESIDENT

Hello from the corner office. I see it has been four years since our last "Watts UP" newsletter. We have gone through many changes in the last four years. Allow me to get you more up to date. Starting with the promotion of our four Vice Presidents, Joe Wheeler, Miller Chalk, Gaël Pirlot and Mike Hughes, these guys have been in their new positions for just over a year now. They are the base which we will build our future and we have a solid foundation with this group.

Our past President and current CEO Don Davidson is preparing for retirement. Through his leadership a succession plan has been implemented and the promotion of the four VP's was the first step. With Don's leadership over the last eight years I&S has experienced steady growth in all of our divisions, Health Care, Commercial, Data Centers, Small Projects, Telecommunication and Maintenance. Assuming the role as President just as the decline in growth hit in the construction industry, Don helped guide us through this trying time. The impact on Inglett & Stubbs was significantly less during this time period than most other Specialty Contractors. While we did see a decline in our work loads, but it was very brief and we quickly rebounded. During the next six months Don is doing his best to pass his knowledge and experience on to me and supporting my new role as President.

The second step of the succession plan involved my promotion to President. I am honored for the opportunity to lead a great organization like Inglett & Stubbs and will do my best to keep our reputation as the leader in the electrical construction industry. In conjunction with my promotion, Bill Edler has moved into the General Superintendent role. Bill brings thirty years of experience and dedication to Inglett & Stubbs. Starting as an apprentice and working his way through the union classifications to General Foreman. He then moved into the office as a Project Manager learning how the pricing of a job comes together. Bill will do a great job leading our field forces and managing manpower. I know you will all be supportive of Bill in his new role.

Before we get too much further along with promotions, allow me to acknowledge a few retirements. Beginning with Richard Phillips from his Executive Vice President position, Richard was an aggressive leader and an expert on the National Electrical Code. Richard was a tireless employee and his leadership style was one where he would never leave your side in good times or bad as long as you were willing to work hard.

Also retiring in the last four years:

Eddie Frost	Steve Inglett
Jim Ruffin	Jim Crawford
Wayne Hale	Robert Waters
Paul Haugen	

Over past four years we have hired whole new generation of office personnel. Our BIM Department has more than doubled in size, with most being promoted from the field. They include Group Leader Mike Lejeune, Emory Burch, Michael Aldrich, Reese Moore, Shaun Allen and Aaron Farmer. Jody Yarbrough has moved into a full time estimator position and he is also from the field.

President's Message cont'd

New Project Managers, Assistant Project Managers

- Rich Crenella, Senior Project Manager
- Connor Maltsberger, Project Manager
- Erick Brown, Project Manager
- Jamaal Stubbs, Project Manager
- Jerry Evans, Project Manager
- Neil Manning, Project Manager
- Shannon DeLay, Project Manager
- Tim Morris, Project Manager
- Brittany Hulette, Assistant Project Manager
- Dustin Shields, Assistant Project Manager
- Jared Wheeler, Assistant Project Manager
- Ray Frierson, Assistant Project Manager
- Sarah Thomas, Promoted to Asst. Project Manager
- Rick Morris, Lighting Coordinator
- Chuck Estes, QA/QC

New to Accounting/IT Department

- Annette Fella, Project Administrator
- Brian Hicks and Alex Winfield (3 piece) manage our IT Department since Allen Bright retired
- Katherine Jackson-Dehart, Promoted to Project Administrator
- Jennifer McGlynn, Promoted to Cost Manager
- Jessica Jewell, Accounts Payable
- Nicole Kepley was hired just after the last Newsletter (2014) and most of you know she is the Labor Coordinator and now assists Bill Edler.

Our 2018 work load looks strong; we are currently working approximately 900 field employees. Philips Arena Renovation alone has close to 130 people on that job. Once Philips ends sometime in late September we should be able to shift some or most of those employees to the Piedmont Atlanta Hospital Tower Project or to the NCG Project in Social Circle. We are working on approximately 100 jobs ranging from two to three men up to 50.

We recently moved into our new Prefab facility which is just across the river from the old location. The Shop is located next to the ISI building at 5500 South Cobb. We are currently working around 35 in our prefab shop. I believe this to be a very important part of our growth, Robert Hilderbrand's crew along with the support from you guys in the field have made and will continue to make our Prefab shop very successful. In closing, I'm excited about the future of Inglett & Stubbs and know the basis of our continued success is the dedication of all our employees both field and office, thanks to all of you!

Kenny Cole, *President/CEO*

SAFETY MESSAGE

As I move into my sixth year as Safety Director for Inglett & Stubbs I am continually impressed at the commitment and progress our team strives for every day. Even when I think we have reached our best, all of you prove me wrong. As a direct result of our field forces dedication to safety, last year we ended with the lowest recordable incident rate in 15 years, 1.54! Our general contractors and customers are relentless in praising your commitment to safety, from our new employees just starting their careers to our 40 year veterans.

Our safety success and growth is based on teamwork and communication. At Inglett & Stubbs, we believe one cannot exist without the other and shows in our commitment to safety and to each other. Teamwork and communication balance each other and build on one another. We strive to train our employees that strong communication creates stronger teams and we believe that safe and healthy employees are more productive. As a result, our workforce has greater opportunity for growth and advancement.

As we continue to navigate through the summer and the hottest time of the year, please be aware of dangers when working in the heat. Stay hydrated and avoid caffeine as well as energy drinks. Know the symptoms of heat stress…..headache, dizziness, confusion, nausea, etc. Remember always use the buddy system when working in the high risk areas. Look out for each other.

Let's finish the year off safe and continue the great strives we've made in creating a safe work environment for all. And always remember we work hard and safe every day for ourselves and most importantly our families. We could not achieve such a level of safety success without our hardworking and dedicated employees. **For this, I personally want to say thank you to all our employees who make it happen safely every day!**

Adrienne Graham, *Safety Director*

BILL'S BRIEFING

I would have never imagined myself where I am today when I first started 30 years ago with Inglett & Stubbs. There have been some great individuals in this position. When I started there was Jimmy Hewatt, then Phil Huff, and of course our most recent Kenny Cole. I'm a fairly large individual but those are some very big shoes to fill. I am honored to be given the opportunity to represent each of you and Inglett & Stubbs as General Superintendent.

I also want to thank Don Davidson for his leadership over the past years as President and I am looking forward to working alongside our new President and COO, Kenny Cole. I hope we can maintain Inglett & Stubbs' long trend of being amongst the leading Electrical Contractors in the industry.

Our work load continues to be good in the Atlanta market. We have several jobs going as well as many on the horizon starting in the near future. The construction industry as a whole is experiencing labor shortages but we seem to be holding our own right now. We have had to put in a few requests at the Local for new hires. Thank you all for your referral of friends and family members who are looking for employment. We do ask that you continue to look for individuals that are interested in our trade and ask them contact me or Nicole with any questions.

I want to encourage all of our apprentices and CW/CE's to attend our two upcoming appreciation dinners. Your Foreman has the information and dates for each event. They will RSVP on your behalf once you notify them of your attendance. We will be discussing future opportunities in leadership roles, pre-fab, BIM and even safety. This is a good opportunity to see some fellow co-workers as well.

Let's continue to work safe and look out for your fellow co-workers. You can be their second set of eyes. We all have the same goal of going home safe to our families every day. I want each of you to know how much I appreciate your hard work!

Bill Edler, *General Superintendent*

PROJECT FOCUS

Technical Services Division

2018 has been a year of aggressive and unanticipated growth in the data center market. While the once thriving data hotspot of Alpharetta has cooled off, Georgia has seen a new drastic emergence in the Lithia Springs area and Social Circle. While this growth is indicative of a strong construction sector it has placed the electrical industry (throughout the world) in a unique situation: demand for construction is far exceeding the supply of qualified electricians.

We want to continue to expand and grow the reputation Inglett & Stubbs has established in the data center world throughout the decades. However, we have also been very selective and cautious in our approach to project selection—a luxury we do not often have. The quest for volume should not be at the detriment of quality.

We have an ongoing presence and continue to maintain strong relationships with QTS, ADP, AT&T, Telex/Digital Realty, State Farm, and Cox. The customers and general contractors on these sites often tell us that Inglett & Stubbs are the only option for their facilities.

We are currently constructing:

- Georgia Tech High Performance Computing Center: A 80,000 square foot, 8MW data center in Midtown Atlanta.
- NCG (Phase 1): A 1 million square foot, 91MW data center located in Social Circle. Phase 2 is anticipated to be of equal size. Phase 3 is anticipated to be half the size of Phase 1. While we were awarded the first phase of this site, the award places us on the customer's short list of globally qualified electrical contractors (one of 5 teams globally!). This milestone puts us in a program with a potential growth plan of 1,200MW by 2024!

Our current 12 month data center prospectus includes significant work with existing customers, new builds with potential new long term customers, and potential new sites with the owner of NCG. The majority of

these prospects were presented to us by loyal customers.

Our success continues to be driven by the excellence, dedication, and team oriented mindset of our field leadership. They are our best marketing tool.

Gaël Pirlot, *VP Technical Services*

Healthcare Division

Over the past several years, the healthcare market as a whole has been going through an obvious change. There is a very definite consolidation of ownership groups. In basic terms, the larger hospital chains have bought up the smaller chains and/or independent hospitals. The good news for us is that, this competiveness between hospitals has triggered multiple expansions and renovations with no slowdown in sight. The healthcare market remains strong throughout the country and especially here in Atlanta.

Inglett and Stubbs has been a leader in the healthcare industry for 30 plus years. We continue to grow with the industry and work in over 20 hospitals every day. To keep up with that pace, we have made several additions to our project management team recently; adding Jerry Evans, Shannon Delay, Sarah Thomas and Ray Frierson. We are excited to have this group of talented individuals on the team.

Since the previous newsletter, we have completed literally hundreds of healthcare projects both large and small. At the last printing, 2014, we were just finishing our largest Greenfield hospital project in the company's history – WellStar Paulding Hospital. That record did not stand long, as in 2016, we completed the new record holder for the largest hospital project – Northside Cherokee Hospital. Again that record will be short lived as the new record holder, Piedmont Marcus Tower, is already under construction and slated to complete in the spring of 2020.

We look forward to a strong and prosperous future in the healthcare sector. Everything points to continued growth for many years to come, which translates into plenty of work for the Inglett & Stubbs team.

Joe Wheeler, *VP Healthcare*

Commercial Division

Since the previous update, we have built new stadiums for the Braves and the Falcons / Atlanta United and renovated Stegeman Coliseum for the Bulldogs. We are close to finishing West End Zone of Sanford Stadium for the Bulldogs and are a few months from completing a major renovation at Philips Arena for the Hawks. Whether our teams are winning or losing, we should all be proud of our efforts on these high profile projects. I&S continues to be the choice of Atlanta's sports teams!

We also continue to be a leader with area universities including Agnes Scott, UGA, GA Tech, Emory and Spelman. We are currently working on projects at Lockheed Martin, The Woodruff Arts Center, WeWork, Weather Channel, TBS, CNN, GTA, GA World Congress Center and State Farm Park Center among many others.

We continue to see lighting controls grow in scope and complexity and have moved Rick Morris to the position of Lighting Control Coordinator. Rick has already made an impact on many projects and has built relationships with many manufacturers. He is our expert for all phases of our projects from design to commissioning.

Our reputation in the market is strong and continues to provide opportunities on the most prominent projects in Atlanta. We are selective in what we pursue to ensure we provide the continued level of quality and dependability on new projects while still meeting the needs of our current customer base. I am grateful to be part of this team and for all of your efforts in building and maintaining our relationships and reputation! I am confident that we will continue to be successful and grow together.

Miller Chalk, *VP Commercial*

Maintenance Department

Our Maintenance Group continues to remain strong and consistent with over 65 men managing, maintaining and operating facilities for many of our long term and loyal customers. With AT&T, ADP, Cox, and State Farm among the several customers we provide services for, we are afforded the opportunity to keep a strong relationship with key end users that

has proven helpful in negotiating several large construction projects.

The prospect of being able to remain on site after a project is completed, whether it is simply for MAC work or a full maintenance staff, is key to building a strong relationship with customers. Our field force does an excellent job of helping to maintain/build these relationships, Making opportunities available is not an easy task, in some cases our competition in the maintenance field are companies that are also our customers.

When the opportunity arises, we need to take advantage of it. The earlier we can engage in conversations with the end user the better. With the many projects we have going on now, and the ones upcoming, our goal is to find the right situation to present a workable solution for the client.

John Bush, *DM Maintenance*

Special Projects/Service Department

Special Projects work load is going strong. The team continues to exceed the clients' expectations, strengthening customer relationships and solidifying a presence in their facilities. We are expanding day to day services to our long term end user clients such as Emory, Turner Properties, Children's Healthcare, GT, Georgia's Own, The Weather Channel, just to name a few. As the metro Atlanta market has grown, so have we, developing new clients such as Kabbage, Cox Hanger, GWCC among others. Inglett & Stubbs is fortunate to have field leaders who have cultivated these relationships and are resourceful, available and flexible enough to support other departments and projects as specific urgent needs arise.

Erick Brown and Tim Morris are now Special Projects Department project managers and over the past few months the following people have been added as service technicians.

Micah Jordan	Dalton Carroll	Bobby O'Neal
Cameron Till	Chris Knox	Brad Sander
Austin Cochran	Dayton Lee	

We will continue to identify future service technicians as our work load increases and our more experienced team members move on to other opportunities within Inglett & Stubbs.

Todd Evans, *DM Special Projects/Service Department*

Telecommunications

In the last four years, we have completed a multitude of projects in the Healthcare Industry. We have and continue to work in most of Atlanta's hospitals including Emory, Piedmont, Rockdale, DeKalb, CTCA, WellStar, and Children's along with many outside Atlanta, including some of the Tenant Hospitals acquired by WellStar, Gordon, and Polk Medical Center. We rolled out several projects with WellStar Health Systems at numerous sites with multiple systems that were successful because of you.

We performed work on some new and challenging facilities such as the Emory Proton Therapy Center. Our group completed Data Center projects at QTS, Equinix, and a facility in Lenoir NC, as well as Industrial and manufacturing projects at 4.0 and in Athens. We've completed work on a variety of tenant buildouts in the new State Farm buildings and continue to pursue new work at that site. As a testament to our telecommunications team and their efforts, while performing work for General Motors we were able to pick up the "higher voltage" electrical work as well, that's a win win! We are also currently working in Philips Arena, Sanford Stadium, and supporting our Falcons at the Mercedes Benz Stadium.

I continue to see growth in the market with the constantly changing "internet of things" such as PoE lighting. As I think back over the last four years, we have completed some really great projects, picked up new clients, progressed into new areas with our existing clients, and moved into supporting roles with other clients. I am very proud of the work you all have accomplished. Thank You!

Scott Calton, *DM Telecommunications*

Preconstruction/BIM

Presently, we have the unique position in Precon to be very selective in the projects we are pursuing. Inglett and Stubbs is fortunate these days with a large backlog

Preconstruction/BIM cont'd

and substantial list of perspective projects. There are many exciting projects, in the preliminary stages, which we are presently budgeting for our clients. We will work through several stages of budgets and hopefully keep these projects on our radar.

The BIM department has grown as Kenny mentioned. The demand from more GC's and owners for modeling and clash detection of our electrical work has increased. The BIM group has also taken on leading the coordination effort as well as modeling the project. This additional exercise and increased the need for more BIM Modelers. We have filled this need with a very capable group of field employees with certain technical capabilities. They have come to the department joining the existing group including Mike Bradford and Alan Nguyen. We feel like the technology we are implementing have done a good job of assisting the field construction. This includes shop drawings, Trimble points, 3D models and prefab.

Some of our projects have required the BIM modelers to be on site and work directly with the Project Managers and other trades in the same office. We are continually looking for interested people who have the skills in both electrical construction and advanced computer knowledge.

Mike Hughes, *VP Business Development*

COMMUNITY OUTREACH

Inglett & Stubbs has always encouraged a culture of philanthropic giving and each year we set a lofty goal and each year Inglett & Stubbs meets, and in most cases, exceeds those goals.

In recent years we have supported several charities including Habitat for Humanity, JDRF and the Alzheimer's Foundation.

Don Davidson has served as Corporate Chair Person for both the Alzheimer's Annual Atlanta Walk and the JDRF Walk For A Cure.

Through our fundraising efforts, such as our spring golf tournament, office dress down, and various other fundraising activities throughout the year, supported by both our office and field employees along with our vendor partners, we have raised in excess of $500,000.

All employees should be very proud of our efforts to support our community and make a difference!

Our mission is to be the contractor that ***consistently exceeds*** *out client's expectations.*