

OCTOBER 2024

(((WELTY WIRE))) NEWSLETTER

IN THIS ISSUE:



Department Check-ins Pg. 7

Get the scoop on all recent events and achievements across Welty



Staff Spotlight Pg. 5

Discover one of the incredible individuals who make our company shine!



Bowling League Pg. 18

Get ready to roll! Bowling Wednesdays start Nov 6th



From The Desk Of **Don Taylor - CEO**

If you ask AI about the advantages of corporate growth, whomever or whatever is in there will respond quickly with positives like increased profitability, access to new markets, greater market influence, economies of scale, attracting top talent, and better negotiating power. There is nothing artificial about those benefits. But ask the same neural network about the disadvantages, and just as quickly, you will get the risk of failure, loss of control, compromised quality, increased capital requirements, and staff turnover—real problems.

Full letter on pages 2 & 3 >>>

SCHEDULE

**OCT.
31** **Chili cook off/Costume contest**
Akron kitchen

**NOV.
14** **Town Hall with Don Taylor**
Akron office, 3:30pm

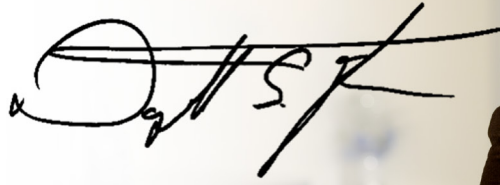
**NOV.
28** **Thanksgiving - Thursday**
OFFICE CLOSED

**NOV.
29** **Thanksgiving Day - Friday**
OFFICE CLOSED

**DEC.
6** **Company Christmas Party**
Portage Country Club, 4:00-7:00pm

**DEC.
25** **Christmas Day**
OFFICE CLOSED

From the desk of



Don Taylor
CEO

GETTING A GRIP ON GROWTH

Some on our team have real concerns that we are growing too fast. Like me, they can look to the past and see that although, in most cases, we prospered from growth opportunities, at times, growth came upon us too fast without the necessary preparation, controls, or alignment to manage it properly.

As we enter our 80th year, we once again see significant growth on the horizon. Development has more than \$200 million in projects being financed. When inSITE finalizes its incentives and capital stack, Owners Rep is working on what could be \$4B in projects. E4b is evaluating the possibility of adding Pittsburgh and West Virginia to its service territory, which could provide a 50% growth jump in year one. In addition, though Construction's results have been affected by delayed projects in 2024, it has its largest backlog of projects ever. And as I also noted in my email, we expect Energy to double in size over the next 36 months.

Over the next five years, we could experience growth rates of 30-50% year over year. To help support that growth, we plan to roll out the new accounting upgrade and HRIS system in Q4. But to truly manage that kind of growth, we not only have to be prepared and aligned but in the words of the authors of *The Journey of Leadership: How CEOs Learn to Lead from the Inside Out*, leadership needs to grow faster than the company. At Welty, that means growing leadership and accountability at two times our rate of growth.

As you know, Tony Ameo will join us next week as chief of staff, allowing me to refocus and repurpose my time more to what I believe I'm best at—strategic thinking and high-impact activities. As I also said in my email, Tony will assist me in developing and implementing strategic plans and holding each part of the organization accountable to those plans. He will work with the ELT to bridge gaps between our strategic vision and operational execution.

Importantly, again along with the ELT, he will also help match our leadership style to five leadership abilities I ascribe to, which are described by Gino Wickman in his book *Traction, Get a Grip on Your Business*. Those are:

Simplify

Are we keeping things as simple as possible? As our organization grows, we need to make sure things don't become too complex and chaotic. That can cause confusion and hinder our growth. The simpler we can keep our communication, processes, and structure, the easier it will be for the entire company to work toward achieving our goals.

Delegate and Elevate

Delegation is where our true growth can begin. Are our leaders letting go and delegating? Are our leaders giving the things they don't have the time to do well to people who not only have the time but love to do them and do them well?

Predict

At Welty, this means learning how to make the right decisions in both the short and long term. The ability to predict can help us solve issues before they become problems that can cause our growth and progress to struggle.

Systemize

For us, this means ensuring everyone follows the core processes that make up our way of doing business. It also means eliminating unnecessary steps and ensuring consistency throughout the organization, which produces higher efficiency and better results.

Structure

When something doesn't feel right, do we take a step back, look past all the issues to identify where we need help and where the real challenges are, and then create a structure that truly benefits the organization by ensuring the right people are in the right jobs?

I'm sure we have the right people. You have repeatedly demonstrated that you are up to any challenge and ready to work together as the kind of high-performing team needed to do the job right. And I'm confident that the leadership team we now have in place can and will apply the abilities described above to prepare for and manage our growth and give us the best combination of an entrepreneurial mindset supported by the best corporate process and structure of accountability.

Going forward, let's grab the opportunities before us but with a firm grip on the realities of what is required to ensure our growth is profitable and sustainable.



Donzell S. Taylor
CEO



Jake Corrice

Sr. Project Coordinator | Health and Safety Coordinator

Jake is recognized as an impact player who goes above and beyond what is asked of him. While supporting and leading in two roles—Sr. Project Coordinator and Health and Safety—he is always there to assist his team members and colleagues in any way he can.



Cara Petkosh

Account Executive - e4b

Cara is a leader and mentor for the e4b team. She has coordinated our largest project of the 2024. Oswald was a combination of moving existing furniture, refurbishing furniture and ordering new furniture. Cara has managed this project with the attitude of “doing what is needed to get the job done”



Paul Becks

President - Welty Construction

Is always willing to do the job that is needed. He also is focused on finishing strong and having solutions to challenging problems.



Dustin Ellenberger

Chief Financial Officer

First of all Welcome back Dustin! It is such a privilege to have you back on the Welty team. Dustin is the ultimate impact player from my perspective. Always doing the job that is needed, and makes work light. Although we ask a lot of him and his team, they always provide us with what we need to succeed.



Jack O'Donnell

Marketing Coordinator

Jack is an excellent team player and impact player. From the moment that he joined the team this past winter, he always steps up and does the job that is needed. Shown that he is willing to step up and lead and get things done and cross the finish line. Helps make difficult tasks light and is always asking good questions and adapting to the changes.

MULTIPLIERS SHOWCASE

ACCIDENTAL DIMINISHER TENDENCY

ALWAYS ON

Intention: To create infectious energy and share their point of view.

Say it Just Once: Instead of repeating yourself for emphasis, try saying things once and create a reason for others to chime in and build on the idea. Set expectations for others to speak up.

Play Fewer Chips: Give 51% of the Vote.



IMPACT PLAYER PRACTICE

STEP UP, STEP BACK.

While others wait for direction, Impact Players step up and lead..

Impact Players take charge of situations that lack leadership. When they see an opportunity for improvement, they don't wait for permission to act. They step up, volunteering to lead long before higher-ups in the organization ask them to do so. They are disruptors of the status quo who choose to lead rather than let things be. They offer a higher value proposition; instead of just carrying out the boss's direction, they can also rally others.



STAFF SPOTLIGHT

Bob Laslo

Senior Estimator



Bob, who has been with the company since 2022, oversees the comprehensive renovation project for BMF on the 3rd floor, taking on roles such as estimator, superintendent, and project manager. He handles tasks ranging from maintaining cleanliness to producing detailed sketches for client approval.

"I've known Bob for 30 years, and he's truly an impact player. He works hard and wears his heart on his sleeve. Bob takes his work personally—he treats the company's money and resources like they're his own. You always know he's giving his best effort every day for the good of Welty." -**Phil Ozan**



Portia Becks

Can you describe a specific instance where Bob went above and beyond in his work?

Bob goes above and beyond constantly whether it's running around from jobsite to jobsite or fitting meetings into his cramped schedule. If something needs done or addressed, Bob's on it.

In what ways has Bob positively impacted your own work experience?

Bob's sense of humor makes work a lot more fun, and he always knows how to lighten the mood. In construction, where things can get pretty tense, his silly antics are appreciated.

What do you think sets Bob apart from other coworkers?

Bob is incredibly skilled, but he's got a great personality too. He's not shy about speaking up or connecting with people, even if he's meeting them for the first time. He's his own person and proud of it.



Channen Quintela

How does Bob contribute to the company's overall morale and productivity?

Bob is one of the funniest and happiest coworkers I have ever had. When he enters a room, his presence brings pure joy and laughter to those around. His positivity rubs off on people and it truly makes work a better place with Bob around.

What qualities do you admire most about Bob's work ethic and attitude?

His work ethic is above what is expected. Bob follows Welty's 4 F's, core values but mostly what I personally admire is how caring Bob is towards his team. If you need his help, Bob will find or make the time for you or anyone to get the job done.

What do you think sets Bob apart from other coworkers?

Bob is the biggest team player, who is willing to help and do anything. What sets him apart from the rest is that Bob can wear many hats at once and still be himself and provide his team and the client with amazing results. Bob is truly one of the best people here at Welty and I am so thankful I get to work with him every single day.

Thank you Bob!

RECENT WINS



City of Fairview Park Gemini Rec Center - **IN PROGRESS**

Shout out to the entire team (Ed P, Jon W, Steve T, Guido B, Paul B, Abigail W) on the teamwork and passion to put Welty's best foot forward. \$14.5MM project.



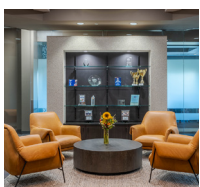
Black College Football Hall of Fame Event and Sponsorship

Thanks to all who attended the events and shares photos with us. What an amazing event to support for the community in Canton and well beyond.



Belmont/Coleman Health BHUC - **IN PROGRESS**

Strategic initiative to focus on Healthcare opportunities. We submitted on 3 opportunities with Coleman Health one with Summit County ADM board. Shout out to all the marketing teams and project teams that made these all a success. Plenty to learn from and won a project with a new client with high potential for repeat work. Groundbreaking took place on Oct 2nd.



Bober Markey Fedorovich Akron office tenant improvement project - **COMPLETED**

Welty Select recently renovated 17,900 SF of Bober Markey office space. The refreshed area now features new paint, wall coverings, carpet, and LVT flooring. We updated the space with new millwork cabinetry, remodeled the lobby with stunning finishes, and renovated the restrooms with modern touches. Additionally, through our Horizontal Integration approach, Environments 4 Business provided new office partitions and a striking feature piece in the lobby.

Hangar 1866 Ribbon Cutting - Sept. 2

The first Sherwin-Williams project, a corporate aviation facility dubbed "Hangar 1866" was turned over to the Sherwin Aviation Team on September 24th with a ribbon cutting ceremony hosted by Sherwin-Williams. The event was held inside the state of the art 35,000 SF hangar and featured tours of the 25,000 SF office and maintenance spaces. The new hangar is the largest construction project to be completed on Cleveland Hopkins Airport in the last 10 years. Design and programming for this project began in 2020 with construction beginning in July of 2023. Sherwin-Williams will be housing its current fleet of (3) Falcon 2000LX inside the new hangar supported by 17 staff positions and pilots.





DEPARTMENT CHECK-IN

SELECT

Welty Select has surpassed its annual revenue projections by 33% and we still have another quarter left in 2024. Bob Laslo has completed the Bober Markey build out on the third floor of our building and is close to wrapping up the Bridgeview Building. Select continues to solicit additional work with currently over \$8,000,000 in estimating.

Ongoing projects for Welty Select include Camp Manatoc in Peninsula, The Akron History Center in Akron, and they will be kicking off the Texas Roadhouse in N. Olmsted in October. Welty Select looks to finish the year on a positive note and continues to build a solid backlog going into 2025.

e4b

Environments 4 Business had a busy third quarter, completing major projects and staying active within the industry. We're wrapping up some of our largest projects of the year, including work for the City of Cleveland, Oswald, Toledo Courthouse, Hope Lodge, and RITA. The Oswald project, currently in phase 6 of 7, highlights our expertise in furniture reuse and relocation. Over six weeks, we've dismantled, moved, and reinstalled 2 ½ floors, including 90 offices, 306 workstations, shelving and file cabinets for 5 rooms, 20 conference rooms, and 3 café/lounge spaces in the new Oswald Tower. As we head into the fourth quarter, we're preparing for more exciting projects with Parkwood, CHC, Foundation, Century Federal, and Davey Tree.

We kicked off the quarter with a fun axe throwing activity (though Brian participated reluctantly—and luckily, no one got hurt!). We also had a great celebration with eight of our top design partners and HON in the beautiful CBIZ lobby, where each designer got to choose a custom planter. Next, our team will be heading to Washington, D.C. to visit the HON showroom for a mix of learning and team building.

We have started our planning of our new showroom on the first floor. Grand Opening is scheduled for the 1st quarter of 2025.

↑ PROMOTION



Beth Crean
President - e4b



Shout out

Scott Brady has excelled in building strong relationships with subcontractors, architects, and owners. By implementing LEAN processes, such as pull planning and daily huddles, he effectively identified and addressed constraints, empowering subcontractors to make genuine commitments. During morning huddles, Scott pinpointed issues and promptly engaged architects to resolve them on-site, ensuring real-time solutions. He then followed up with detailed written documentation for the entire team, clearly outlining answers and outstanding items. Additionally, he ensured that all Requests for Information (RFIs) were recorded in Procore, along with any necessary sketches for distribution. This thorough approach not only streamlined communication but also enhanced project efficiency and accountability.



Scott Brady
General Superintendent
in Operations

Project Highlights

MMO Columbus Phase 2 completed work and turned over to the client with the Certificate of Occupancy being issued on 9-20-24. Thanks goes to John Steffen for all of his dedication and hard work to accommodate the varying hours needed to work within the occupied space.

Sherwin Williams Statesville, Project Sidetracked has kicked off. Nick Strausbaugh has been working with the Gilbane Team in Charlotte NC to bid and secure subcontractors for the \$137M plant expansion and addition. John Steffen relocated to NC to take over as the Site Superintendent with work commencing in August. The project is slated for completion and turnover in 2026.

CHC Addiction Services, Akron Ohio. Bill Bailey and Emily Griffin continue to navigate the adaptive re-use of a former Auto Dealership and Repair Facility into a new Administrative Support Facility for the client. Substantial structural modifications and repairs have taken the majority of the summer, a new roof and interior framing have commenced.

First Energy WAC, Akron Ohio. Paul Soha and Steve Bachie have made progress in nearly every space within the campus. Many unforeseen conditions have led to adjustments on the fly, and on their way to a December completion.

Preconstruction efforts continue on numerous potential projects including two historical adaptive re-use projects; CitiCenter (Welty Development) and The Renkert Building (Coon). Both projects slated kick off in late 2024/early 2025 with favorable bidding and better interest rates.

As we wrap up the final punch list items and get the Certificate of Occupancy, here is what Peg's Foundation and gallery is and will do at the new facility in Hudson:

Margaret "Peg" Clark Morgan, born on September 5, 1918, in Kent, Ohio, moved to Hudson with her family in 1959. Her husband, Burt, founded Morgan Adhesives in 1960 and the Burton D. Morgan Foundation in 1967, which supports entrepreneurship. Peg was a quiet yet influential figure, deeply involved in her community, especially enjoying the Hudson Summer Music Festivals. Her legacy continues through the foundation's commitment to innovation, leadership, and compassionate healthcare, particularly in mental health. Peg's vision and values guide the foundation's efforts to improve lives and promote inclusive healthcare.



PROMOTION



Paul Becks
Construction President

ENERGY

Welty Energy has teamed with KCI Technologies, Inc. to perform an engineering analysis of an existing transmission line for Florida Keys Electric Cooperative (FKEC) to determine whether their existing transmission structures can support an additional 25kV underbuilt distribution circuit while withstanding a 150 mph wind load. Robert Tyler will be leading the project; Jacob Walker and Jordan Ogarek are the engineers assigned to the project.

Welty Energy participated in career fairs at Purdue University Northwest, Penn State, and Youngstown State University. These events allowed us to connect with a diverse group of talented students and recent graduates, discussing our innovative projects and career opportunities. We were impressed by the enthusiasm and caliber of candidates, and we look forward to welcoming new talent to our team.

Heartfelt congratulations to the newest additions to the Raczkowski and Ward families!

We'd also like to wish Steve Casteel all the best as he celebrates his retirement on October 10th, 2024, after years of dedication and hard work. We will miss Steve, his candor, his drive and his years of expertise in the field which brought so much to the team. He poured his heart into the training he provided and really connected the dots for many team members. We cannot thank him enough for his time and wish him the best in retirement!



*Vincent Hunter
Raczkowski*



*Callum Alexander
Ward*



**Steve
Casteel**

↑ PROMOTIONS

Bob Smith

Energy President

Clayton Tisot

Sr. Project Coordinator

Brandyn Frey

Assist Project Manager

Ryan Hanlon

Assist Project Manager

Justin Sullivan

Sr. Project Coordinator

Casey Hart

Sr. Project Coordinator

Khushbu Patel

Controls Specialist I

Fernanda Capelo

Sr. Project Coordinator

James McMahon
Construction Coordinator V

Connor Szczepankowski
Project Coordinator

Alex Rezmann
Controls Analyst III

Jordan Corp

Project Manager

Ethan Ward

Assistant Project Manager

+ NEW HIRES

Irving Hamad

Sr. Project Coordinator

Emily Gemmill

Project Analyst III

Jason Adcock

Construction Site Coordinator V

Rashad Shuler

Sr. Project Coordinator

Justin Stanger

Project Coordinator

Joseph Casper

Project Analyst

Matthew Krall

Project Engineer (Transmission Line)

Femi Ajibade

Sr. Project Coordinator

In August, we said farewell to our summer intern, Evan Bon, and celebrated as a team at Top Golf. Sean Joyce successfully moved his daughter to start her freshman year at The Ohio State University. Scott Harrington also successfully moved his son to start his freshman year at the University of Cincinnati. Both Sean and Scott are very proud of their children as they launch into the next phase of their lives!

In Barberton, a recent BRE visit helped to uncover a business who outgrew their current building and we are working with all the local partners to retain this business in town. New Franklin is moving forward with a fully funded planning study of S.R. 619 and recently met with a residential developer looking to increase its footprint in the area. Tallmadge is moving forward with filing legislation to create a zoning overlay to expand uses along West Avenue, including a residential use. We anticipate passage before the end of the year.

Sean Joyce continues to help Fresh N Crisp Farms in its pursuit of a sewer and water extension. We will help them with grant writing so that they can complete a long-awaited energy savings investment into their facility. Around the office, inSITE is happy to be partnering with Development as they move forward with the CitiCenter office-to-residential conversion in Downtown Akron.

Catey and Scott were proud to represent inSITE at the annual Ohio Economic Development Association Annual Summit in Toledo. The conference is presented each year and includes educational sessions, special topic roundtables, and networking opportunities for economic development professionals throughout the state. This was the first year the conference was held outside of Columbus and welcomed its largest attendance to date of around 450 attendees.

DEVELOPMENT and WFSG

Jayne Miller spent an amazing time in Vancouver BC with the 2024 CREW Network convention. She had an amazing week connecting with CRE professionals and hearing about development not just in Vancouver but all over the world. Her trip included a tour of the Vancouver Shoreline as well as North Vancouver where speaker Mayor Linda Buchanan talked about the revitalization of the historic shipyards.

In other news, WFSG has recently signed a contract with the Pegg's Foundation for property management.



SHARED SERVICES

ACCOUNTING

We are pleased to announce that Amber Perk has joined us in the role of Accounting Manager. Amber brings to us a wealth of experience in Construction accounting and leadership. In addition, we welcome Katy Doty to our team. Katy has been an intern for us for the past 2 years. She is now full-time as a Staff Accountant for us. We are excited about the future of the department and look forward to partnering with you to help continue the growth of the business groups.



NEW HIRE



Amber Perk
Accounting Manager



PROMOTION



Katy Doty
Staff Accountant

HUMAN RESOURCES

The next Welty Way is with Sean Joyce – 10/30 at 4pm and 11/7 at 7am.

Another great group of 12 employees has successfully completed the Executive Education program at The University of Akron! Over the past six months, under the guidance of Robb Martin, this team has honed their leadership skills, learned essential techniques, and built strong connections with one another.



Notable Anniversaries



Donzell Taylor
8/1/1991



Lee Miller
8/1/2008



Elise Hamlin
8/29/2016



Jenna Foster
8/30/2010



Brian Eichler
9/1/2009



Jay Griffith
9/1/2015



Cara Petkosh
9/19/2011



Jordan Berry
9/22/2014



Derrick Wortman
9/24/2012



Chelsea Jenkins
10/5/2012

IT

We will be hosting a Copilot Training session on October 25th. Please keep an eye out for an invitation from HR that will provide times and instructions for joining. This session is designed to help you get the most out of Copilot, our new AI-powered assistant.



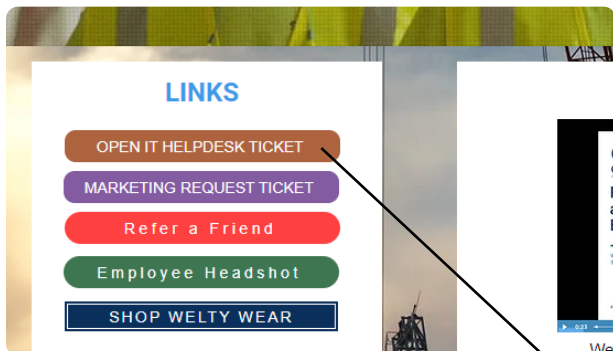
Opening an IT Ticket

Need IT assistance? Whether it's a technical issue, software installation, or any other IT-related request, follow these steps: Simply head to Weltyintranet.com, click the **OPEN IT HELPDESK TICKET** brown button in the links category and fill out the information on the following form.

For absolute Critical Issues or Concerns, please include **911** in the Helpdesk ticket, this will notify each IT person individually.

EXAMPLES OF WHEN TO INCLUDE 911:

- When your computer is talking to you.
- If your phone keeps prompting DUO access not from you.
- If your mouse moves without contacting IT



OPEN IT HELPDESK TICKET

A screenshot of the "WELTY" "Submit a request" form. The form includes fields for "Your email address *", "Subject *", and "Description *". Below the description field is a note: "Please enter the details of your request. A member of our support staff will respond as soon as possible." There is an "Attachments" section with a link to "Add file or drop files here". At the bottom right is a "Submit" button.

MARKETING

We celebrated Shane's 2-year anniversary with us on September 19th! Additionally, our Bowling League teams have been finalized, and the new league will kick off on November 6th.

Since January 1, 2024, we have opened over 350 tickets, with less than 15 currently still in progress. It's important to note that this number does not include the smaller jobs that didn't require a ticket but still needed time to complete. We are also pleased to announce that we now have a new printer, which significantly expands our capabilities.

Max Lyman and Shane Weiford, representing our Marketing team, spent the last week at the 2024 Adobe MAX Creativity Conference in Miami, Florida. They spent the week attending classes on various web applications to enhance their creative skill sets, all while enjoying the vibrant creative atmosphere. They are returning with a wealth of new skills from the conference, eager to apply their enhanced knowledge to our projects.

Additionally, congratulations to Shane for officially becoming Adobe Certified earlier this week!



RECENT EVENTS

Keep Akron Beautiful

Aug 8 | Akron, OH

Our team came together to clean up a section of the towpath in the Kenmore neighborhood. It was a great day filled with fresh air, camaraderie, and the rewarding experience of making a positive environmental impact on our community.



Woofstock

Sep 7 | Chagrin Falls, OH

We recently volunteered at Rescue Village's Woofstock, Ohio's largest and longest-running dog festival. Our team helped set up tents, tables, chairs, fences, and more to prepare for the big day. It was a rewarding experience to be part of such a great cause!



Fall Hiking Mini-Series

Oct 10 | Peninsula, OH

The Fall Hiking Mini-series with Paul Becks was a delightful success! Participants enjoyed the beauty of the Ledges Trail, led by Paul Becks, a dedicated board member of the Conservancy for CVNP. The event brought together Welty family and friends for an hour-long hike, fostering a sense of community and appreciation for the natural wonders in Northeast Ohio.



Ronald McDonald House Cooking

Oct 11 | Cleveland, Ohio

We had a fulfilling experience at the Ronald McDonald House Akron, preparing meals like Pad Thai, muffins, stir fry, and breakfast sandwiches for the families staying there. It was a heartwarming event, shared alongside the wonderful team from Gilbane, and we're grateful for the opportunity to make a meaningful impact.



UPCOMING EVENTS



Ronald McDonald House Cooking

Friday, October 18 | 2:00pm - 5:00pm | Akron, Ohio

Join us at Ronald McDonald House Akron House to prepare a meal for families under their care. Family meals, Served with Love, help keep families strong so they can focus on what matters most – their children. The meals we serve alleviate the stress of figuring out what, when and where to eat, and eliminate a huge financial burden during an extremely stressful time.



Akron Children's Hospital 43rd Annual Holiday Tree Festival

Friday, November 1 | 1:00pm - 3:00pm | Fairlawn, Ohio

Join us in decorating a themed Christmas Tree which we will donate to the Akron Children's Holiday Tree Festival! The Akron Children's Hospital Holiday Tree Festival in Akron, Ohio, is an annual extravaganza that brings joy and holiday spirit to the community. This festive event showcases a dazzling display of beautifully decorated Christmas trees, each uniquely themed and adorned by local businesses, organizations, and individuals.



Packing kits for Homeless Stand Down

Wednesday, December 18 | 2:30pm - 4:30pm | Fairlawn, Ohio

Join us in the Fairlawn office Lower Level Conference room to pack essential goods kits for those in need. Volunteers are asked to help set up and tear down as well as packing kits. Boxes will be delivered to the BVU warehouse by the WEC Committee. Holiday snacks and tunes to be enjoyed!



Visit: weltyintranet.com to sign up to volunteer



WELTY
ENGAGEMENT COMMITTEE

HALLOWEEN

Chili Cook-off & Potluck Lunch



CHILI COOK-OFF & POTLUCK LUNCH

Show off your culinary skills by cooking up your best batch of chili! Bring your chili in a crockpot or pot labeled with the chili's name. Since the voting is anonymous, DO NOT put your name on your crock pot! We will announce the winner via email at the end of the day. Sign up is on the Welty Intranet through the WEC's volunteer webpage!

If making chili isn't your thing, we encourage you to bring a side dish to share and enjoy an afternoon of delicious food and great company! There will be a sign-up sheet placed in the kitchen for those interested.



COSTUME CONTEST

Wear your best OFFICE APPROPRIATE Halloween costume to add some extra flair to the competition – the more creative, the better! The best costume will be voted on by your Welty peers.

CHILI PRIZES

1ST

\$30
Gift Card

2ND

\$20
Gift Card

3RD

\$10
Gift Card

Sign up at

WELTYINTRANET.COM

THURSDAY, OCT 31st

During Lunch in Fairlawn Kitchen

DEADLINE - OCT 28TH



OPENNESS

Openness is the first core value in OPTIC. Core values are the guiding “principles of conduct” that dictate behavior and action by everyone on the team or in the organization. Core values help people understand what is right from wrong; they help teams and organizations determine if they are on the right path and are fulfilling their “WHY.” **Our employees strive for openness which means...**

We are open and transparent in what we do, why we do it and how we do it.

We are candid and direct; no hidden agendas.

We are open-minded, embracing new ways to learn, grow and adapt.

We embrace new ideas and ways of doing things.

Egos do not get in the way of progress.

OPENNESS IN OUR WORKPLACE IS

- Being adaptive, overcoming obstacles with all team members participating
- Listening and providing honest feedback
- Ability to look outside the box and learn
- Being approachable
- Addressing the truth and reality of a situation even when it’s uncomfortable or difficult to hear

OPENNESS IN OUR WORKPLACE IS NOT

- Getting emotionally invested in one point of view
- Secrecy and hoarding information for personal gain or power
- Lack of discretion - attacking a person instead of the issue

OPTIC



PASSION

We lead with heart, inspiring others with our thirst for excellence.



TEAMWORK

We always think in terms of “We,” and never in terms of “I” or “Them.”



INTEGRITY

We put integrity and concern for others above all else, knowing and doing what’s right. All the time.



CUSTOMER CENTRICITY

We seek to better understand the “why” behind every project, because every project has a deeper purpose.

BOWLING LEAGUE



LEAGUE BEGINS NOVEMBER 6TH, 2024

Team Zynersy sets out to defend their title the first Wednesday in November. Looking for something fun to watch? Come out and root on or heckle your fellow co-workers!



WHICH TEAM WILL BE ON TOP THIS YEAR...

THOSE TRATTER TOTS

Adam Rohrabough
Adam Krzeminski
Clayton Tratter
Hunter Tratter

ZYNERSY

Jake Corrice
Vinnie Raczkowski
Ryan Spiker
Farres Sabbagh

PFBF

Ethan Ward
Doug Wild
Mark Bohall
Kyle Ward

PINHEADS

Max Lyman
Jen Forcier
Nicholas Robinson
Nick Sanfilippo

EXTRA AVERAGE

Amanda Pottebaum
Jacob Sindelar
Miranda Sindelar
Sam Balcerak



PRIZE GIVEAWAY

HOW IT WORKS

Answer the following three questions correctly and email your responses to jodonnell@thinkwelty.com with the subject line "Welty Wire Prize October" to enter a raffle for a Welty Wear gift card. You'll find the answers throughout this newsletter. Be sure to submit your entry by **10/25/24** or your name will not be entered. Good luck!

1. Name the first core value in OPTIC.
2. What Accidental Diminisher Tendency is highlighted in this newsletter?
3. What square footage is the recently completed Sherwin-Williams hangar?

Congratulations to the last newsletter winner, Brandyn Frey!

Remember to submit your answers via email to jodonnell@thinkwelty.com by Friday 10/25 EOB

BUILD TO LAST.



