

((W E L T Y W I R E))

NEWSLETTER



IN THIS ISSUE:

**Welty reWind Pg. 4**

Let's take a look back at 2025 by the numbers

**Department Check-ins Pg. 8**

Catch up on the latest news and wins from across Welty

**Festive Fun! Pg. 17**

Highlights from a joyful year-end celebration

From the Desk of **Don Taylor - CEO**

“The Times They Are A-Changin.” And So Must We. I can’t say I’m a real fan of Bob Dylan; he was a bit before my time. He certainly took center stage long before many Welty team members were born. Nonetheless, the 2016 Nobel Prize winner for literature authored some of the most recognized songs of any generation.

Full letter on pages 2 & 3

CALENDAR

DEC. 17 **Homeless Standdown**
Lower conference room | 2:30 PM

DEC. 25 **Christmas Day**
OFFICE CLOSED

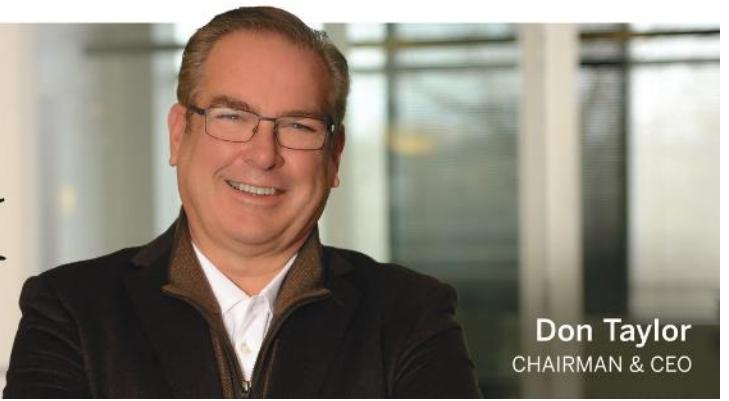
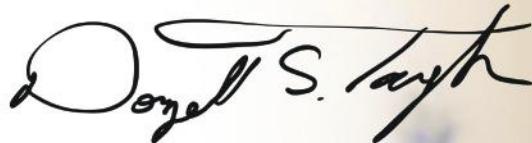
JAN. 1 **New Year's Day**
OFFICE CLOSED

JAN. 1 **New Coverage Starts**
Say hello to your new benefits!

JAN. 31 **Welty Enterprises Annual Meeting**
John S. Knight Center | 7:00 AM - 12:30 PM

APRIL 23 **Town Hall with Don Taylor**
Lower conference room | 3:30 PM - 4:30 PM

From the Desk of



“THE TIMES THEY ARE A-CHANGIN’.” AND SO MUST WE.

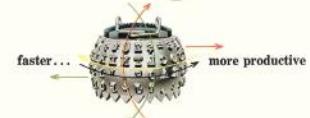
I can’t say I’m a real fan of Bob Dylan; he was a bit before my time. He certainly took center stage long before many Welty team members were born. Nonetheless, the 2016 Nobel Prize winner for literature authored some of the most recognized songs of any generation. Most were more poems than melody, but his messages were meaningful and have more than stood the test of time.

Although he may be a legend of a different generation, the lyrics of one of his most famous songs have real meaning for modern-day Welty employees. “The Times They Are A-Changin’,” originally an anthem for the Civil Rights and anti-war movements of the 1960s, is a call to all people to recognize and embrace change. Adapt or risk being left behind.

To be sure, Welty has adapted throughout the years. We wouldn’t have celebrated our 80th anniversary this year if we hadn’t. But to survive and prosper in the future, to succeed in the modern economy, we will have to continue to adapt, become even more agile, develop critical new skills, maintain our OPTIC attitude, and perhaps most importantly, embrace change.

I often tell people about the old IBM Selectric typewriter we have in our office. AI says it was introduced in 1961 and revolutionized typewriting with its iconic “golf ball” type element, replacing clumsy typebars, allowing for interchangeable fonts, languages, and styles. It eliminated carriage returns, increased speed, and made for cleaner documents. However, although it was a staple in our office for more than 25 years, it is useless to us today -- not because it doesn’t work -- it still flawlessly does what it did the day we bought it. It is useless to us because that’s all it does. It was never changed or adapted to meet the needs of a modern office. It no longer makes work easier or better. If we want to be relevant in a changing world, we must grow and adapt, both as a business and as individual employees.

the IBM Selectric Typewriter



It took a completely new kind of typewriter to meet the demands of today's business for more speed and production. And in meeting those demands, the new IBM Selectric™ Typewriter offers a new way to write. Its touch—the smoothness that's never been matched—makes it easy to write faster. Its speed—the ability to change type elements in seconds—makes it more productive. The new Selectric™ Typewriter has replaced the precision engineered single element, pictured above. Posed lightly over the paper, it prints, titles, skims across the page, writing at rapid speed. Prints that speed becomes practical speed, thanks to a storage storage system that releases type characters in sequence no matter how fast the typing. That's why it is such a favorite in offices converting from manual to electric typewriting. Its ideal application is in high-output stations concentrating on volume production. For, besides speed, the IBM Selectric Typewriter minimizes maintenance. It's the only typewriter that can be converted from one type to another. Change type face! Don't change machines. Within an IBM Selectric Typewriter it's easy to switch from one type style to another. And changing the single-unit ribbon cartridge is just as easy. Add your IBM Selectric Typewriter to demonstrate what this means to you.

Over the decades, we have transitioned from horse-and-buggies to electric cars, from typewriters to computers. Now, artificial intelligence will shape the coming years and forever alter the way we work. Change is challenging, more so for some people than others. We like predictability. But moving forward, we will have to think and operate more intelligently, adapt, and adopt new strategies to capitalize on opportunities. We will need to align our organization in ways that will better enable us to succeed.

Fortunately, we have forward-thinking people who can help. People who recognize the kind of changes that will be required. Changes to the size of our team, our processes, the systems that support us as we continue to grow, and the benefits and programs that will help us attract and retain the best and brightest team members.

In anticipation of growth opportunities in 2026, Leanna and the HR team have started implementing enhanced processes and programs. These include upgraded payroll systems, improved benefits providers, lower cost insurance providers, a more effective 401(k) plan with better options for verifying and auditing contributions, and wellness programs that allow employees and spouses to earn up to \$500 annually for participating in wellness activities.

Also, our business unit leaders recently finalized their five-year strategic plans, which will help us anticipate and prepare for future growth. I expect us to double or triple in size. That means we will need more leaders, intelligent, adaptable professionals who are capable of keeping us relevant. It also means we may need more space, especially for Energy, so we continue to explore options for new or expanded work environments.

Although no one can perfectly predict what the future will look like, one thing we are certain of is this: what we are doing five years from now cannot be the same as what we have been doing for the past five years.

We'll talk more about change at the Annual Meeting on January 31, including hearing from Carey Jaros, CEO of GOJO. We've asked her to share her thoughts about the challenges of rapid growth and change, how GOJO handled them, and how that aligns with Welty Enterprises and our trajectory to 2030. We'll also offer sessions that we hope will better prepare all of us for success in a changing future.



Carey Jaros
CEO of GOJO Industries

Bob Dylan wrote his anthem in the 1960s, but his message applies to us even more today, "The Times They Are A-Changin'." And we must change with them.



Donzell S. Taylor
CHAIRMAN & CEO

1,124

IT SUPPORT
TICKETS CREATED

20

BABIES BORN

\$24,532

UNITED WAY
MONEY RAISED

468

L10 MEETINGS
CONDUCTED

164

GALLONS OF
BREWED COFFEE
CONSUMED

218 CANS GROUND COFFEE
1,802 K-CUPS



642,067

SQ FOOTAGE
MANAGED BY WFSG

3,296

TOTAL DAYS
SAFE

290

HIGHEST
BOWLING SCORE
MATT WIESEN

78

NEW EMPLOYEE
HEADSHOTS TAKEN

\$2,157

AMERICAN HEART
ASSOCIATION
MONEY RAISED

45

OMAR THURSDAY
VISITS

22%

OF EMPLOYEES
FAILED PHISHING
EMAIL TESTS

30+

ORGANIZATIONS
SPONSORED BY
WELTY

2,155

WEC VOLUNTEER
HOURS



12

WEC ORGANIZATIONS
COLLABORATED WITH

WELTY WINS



Hall of Fame Village Restart

Momentum is building at the Hall of Fame Village. Construction on these projects is expected to resume soon, accounting for \$68 million of our backlog that has been on hold since 2024. Some staff have already been assigned, and additional team members will join in the near future.



Welty Energy's Rapid Growth and Partnership with FirstEnergy

On November 5th, Welty Energy met with FirstEnergy to strengthen our partnership and explore future opportunities. FirstEnergy recognizes Welty Energy's Estimating department as an industry leader and has requested training for their DLS team. In 2025, our estimator headcount grew by 60%, from 8 to 13, and FirstEnergy has asked for 13 more in 2026—clear evidence of the trust our clients place in us. Our productivity metrics reinforce this confidence: we completed over 16,000 estimates in 2025, nearly doubling 2024's 8,800 and far surpassing 2023's 2,500. This surge demonstrates our ability to scale and deliver exceptional results.



environments 4 business Secures Exciting New Projects

We are excited to announce several new projects awarded to e4b, including work with Catholic Charities, METRO, Parkwood, and Sequoia. These partnerships reflect our continued growth and ability to deliver exceptional solutions across diverse sectors.

Sherwin-Williams Moves to New Facilities

Sherwin-Williams began relocating to its new Morikis Global Technology Center in Brecksville on Sept. 22, with the multi-phase move expected to finish by mid-December. The company also noted that it began moving staff into its downtown Cleveland global headquarters on Oct. 31, with completion targeted for the end of the first quarter of 2026. The new headquarters spans approximately 1 million square feet and includes an office tower, pavilion, and parking garage. Once fully occupied, the facility will house more than 3,100 employees.



OPTIC SPOTLIGHT



Michele Holcomb Accounts Payable Analyst

Michele has provided valuable support to the e4b business unit by addressing their accounting needs. She has stepped into the role and has worked to create and improve processes that lead to more timely results. She has also quickly become part of the team she supports & exemplifies all the areas of **OPTIC**.



Ken Landenberger General Manager - WFSG

Ken demonstrates Welty's core value of **Teamwork**, not only within our organization but also in the broader community. Through his active involvement in local service initiatives, Ken brings people together, fosters collaboration, and inspires others to contribute their time and talents for the greater good. His ability to unite diverse groups around a common purpose reflects the spirit of teamwork that defines Welty's culture. Ken's dedication to serving others strengthens our community and sets a powerful example for all of us.



Scott Harrington Economic Development Project Manager - inSITE

Scott consistently goes above and beyond to assist new clients in navigating the complex landscape of incentive procurement for their projects. His deep **Passion** for economic development is evident in every interaction. Scott approaches his work with openness and transparency, clearly communicating his process and ensuring clients feel informed and confident every step of the way.



Lee Miller IT Coordinator

Lee's behavior exemplifies the core value of **Teamwork**. Over the past month, he has partnered with several Business Units—including e4b and Marketing—to significantly reduce our SharePoint cloud storage usage. Thanks to his efforts, our total storage has dropped from 7,100GB to 5,700GB, and he's continuing to drive that number down. This not only improves sync performance across all company devices, but also results in substantial monthly cost savings.

OPTIC REFRESH

O

OPENNESS

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

P

PASSION

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

T

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.

C

CUSTOMER CENTRICITY

We seek to better understand the "why" behind every project because we know there is always a deeper purpose.

TEAMWORK

Teamwork is the third 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.” **Teamwork means...**

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

We embrace the “world of co” – collaborating and co-creating with our colleagues and customers.

We build a safe environment for participation and inclusion.

TEAMWORK IN OUR WORKPLACE IS

TEAMWORK IN OUR WORKPLACE IS NOT

- Every team member working toward a common goal
- Having honesty and integrity in everything the team does
- Communicating openly, honestly and respectfully
- Collaboration – seeking the best way to achieve results
- Having a bad attitude which affects team dynamics
- Failing to communicate what you know when you know it
- Using “I” when talking about team efforts



The “Power of WE” fuels what we call **The Welty Experience**. It embodies the collective strength of every individual part of Welty Enterprises. When we act in accordance to our values (OPTIC), we are working as team players to improve the lives of others through our Vision and Mission. This is emphasized in the logo itself as the primary color of every unit is used in the word “POWER.”



DEPARTMENT CHECK-IN

DEVELOPMENT and WFSG

Strategic Growth and Recent Achievements

Welty Development continues to advance its strategic growth through impactful projects and transactions. This year we facilitated the purchase of office space in Merrillville, Indiana, to support the growth of our Energy division. This expansion will enable them to better serve clients, foster innovation, and drive operational excellence in a rapidly evolving industry. Our achievements have been recognized with industry awards, reflecting the dedication and expertise of our team. We remain committed to delivering exceptional results and setting new standards for excellence in every project.

Win of the Year: Brimfield Acquisition

Welty Development is proud to announce the successful extension of the contract for the purchase of 10 acres of land in Brimfield. This strategic acquisition secures the opportunity to move forward with a planned development featuring 150 apartments and a retail strip center. Construction is anticipated to begin in the summer of 2026, positioning Welty for continued growth and impact in the region.

Capital Budgets and Five-Year Outlook

Welty Development remains committed to strategic financial planning and disciplined capital management. Our capital budgets are designed to support sustainable growth, operational excellence, and long-term value creation. We have developed a robust five-year outlook that identifies key investment opportunities and prioritizes projects aligned with our strategic objectives. The pipeline includes targeted acquisitions, development initiatives, and expansion projects that will position Welty Development for continued success.

Personal Milestones

We are proud to announce that Jayne Miller has been elected President-Elect of CREW Cleveland for 2026. This distinguished appointment positions Jayne to serve as President in 2027, reflecting her outstanding leadership, dedication to advancing the industry, and commitment to empowering others. Jayne's achievement is a testament to her professionalism and the respect she has earned among her peers. Please join us in congratulating Jayne on this well-deserved honor and supporting her as she leads CREW Cleveland into the future.



PROMOTION



Jayne Miller
Senior Associate



ENERGY

Project News and Industry Recognition

Welty Energy continues to excel in substation design, earning recognition from FirstEnergy as a top performer. FirstEnergy has requested five additional substation leads for Q4 thru Q1, and we are actively engaged in the Con-Ed W110th Substation Design project. Our Transmission PM Dashboard remains a critical tool for measuring functional excellence, collaborating with clients to determine key metrics, and driving continuous improvement. Growth remains strong, with invoiced dollars through September showing a 32% increase compared to 2024. Headcount has also grown approximately 26% from year-end 2024 through September 2025.

Looking Forward: Strategies and Future Outlook

Welty Energy is focused on expanding our existing business and reaching new markets. Current initiatives include the Con-Ed W110th Substation Battery Replacement Project, TECO's third project with execution underway, and Dominion's RFP for a 500kV T-Line remediation project. We are also broadening our service offerings with program management and distribution design services. To support this growth, we are implementing an aggressive hiring strategy to ensure resources are available as our customer base expands. Our challenge is clear: surpass the current strategy plan and achieve a headcount of 169 by year-end 2026.



Baby Cuzzola



Baby Fairchild



Baby Moreno



Baby Wiesen



Baby Norton



Baby Patel



PROMOTIONS

Anthony Matarazzo
Project Coordinator II

Connor Szczepankowski
Senior Project Coordinator I

Redi Tahiraj
Project Manager I

Wilson Hamilton IV
Project Manager II

Brandy Frey
Project Manager I

Curtis R Meister
Senior Financial Analyst I

Rick Marshall
Supervisor, Estimating

Marc White
Key Account Director

Casey Hart
Senior Project Coordinator II

Jacob Corrice
Assistant Project Manager I /Safety Coordinator

Tom Bender
Operations Portfolio Manager

Ryan Hanlon
Project Manager I

Clayton Tisot
Sr. Project Coordinator II

Nicholas A Sanfilippo
Project Coordinator II

Valerie J Ahmed
Assistant Project Manager I

Bernard Farnan
Financial Analyst II

Terri Houglan
Business Analyst II



NEW HIRES

Michael Dobrowolski
Project Manager I

Megan Yachini
Project Manager I

Mark Kovalenko
Estimator II

Kyle McCall
Senior Project Coordinator I

Patrick Lusk
Project Coordinator I

John Huth III
Project Coordinator II

Aaron Krock
Engineer IV

Angie Moore
Project Coordinator II

Aaron Wells
Estimator IV

Mike Holloway
Engineering Technician

Natalya Brackus
Project Coordinator I

Jordan Snipes
Senior Project Coordinator I

Gabriela Uras
Controls Specialist I

CONSTRUCTION

Win of the Year: Bowling Green, KY Expansion

We are proud to announce our win of the year—the Bowling Green, KY manufacturing expansion. This mid-market chemical project continues our strong track record of growth in this sector. It is both profitable and complex, and we extend a special thank you to Bob King, Jay Ross, and Brady Tobin for traveling to make this project a success.

Looking Ahead

The construction market has faced cyclical weakness for much of 2025, creating challenges across the industry. Despite this, Welty is seeing a resurgence of opportunities in the fourth quarter. We are well-positioned to capture projects in healthy market sectors, particularly industrial. In addition, we are approaching the finish line on two major RFP processes that promise exciting new work.

Personal Milestones

We are thrilled to share some wonderful news from our team. Congratulations to Logan Gresock, who became a first-time dad last quarter! And there's more baby news on the horizon—Welty continues to grow in more ways than one.



Baby Gresock

Bowling Green, KY Expansion

SELECT

Completed Work

- 1. Ameriprise Financial** – We have had some additional work requested from Ameriprise that we also completed.
- 2. The Bowery Building Projects** – Akron History Center, E-2 Restrooms, & C-1 Restroom have been completed and open for business
- 3. Texas Roadhouse / Great Northern Mall Landlord Work** – We recently completed site “as-built” drawings for the City of North Olmsted Engineering Department. The Restaurant is now open for business!!!
- 4. 1st & 2nd Floor Restroom Renovation** – Completed.
- 5. Global Prairie Sound Deadening Project** – We installed insulation above the conference rooms at Global Prairie
- 6. Jump Start Sound Panels** – We recently completed the installation of wall and ceiling sound panels to temper the echo affect in their tenant space at the Hall of Fame Village Constellation for Excellence Building.
- 7. CBIZ / 5th Floor Phone Room & Jerry Grisko's Office** – We completed quick renovation of these (2) areas for CBIZ.

Projects Working On

- 1. AWT Foundation / 8980 Tyler Blvd. / Mentor, OH** – Currently working with inSITE to perform several construction projects at the building. Shoutout to Sean Joyce, Erik Reynolds, Paul Brabson & Ed Paradise.
- 2. Sono Bello – Landlord Work – CBIZ Building** – Currently working with Welty Facilities at the CBIZ Building at 5959 Rockside Road to create the tenant space for Sono Bello and also create the 2nd floor public corridor. Shout out to Scott Schaffner, Jayne Miller, Ken Landenberger, and Ron Hays.
- 3. Venice Hall in conjunction with the Barberton Magical Theatre** – We are working with the Magical Theatre and Avid Architects to finalize construction documents for this exciting project. We are currently bidding the project. Shout out to Jayne Miller, Ed Paradise, and Doug Jackson

Residential Work

- 1. Bell Residence** – We solved an issue with a gable truss pediment that had been an issue for the Owner.
- 2. Reffner Residence** – We solved an issue with failing grout in their upstairs bathroom. Shoutout to Tony Whitmeyer for providing excellent work that left our client very pleased.

Sending or Sent Proposals

- 1. Akron Laborers Union** – Waiting to hear on bid.
- 2. Cleveland Museum of Natural History** – Stairwell Remodel to Observation Deck (Pending funding) - Temporary Display and Exhibit Hall (White Box).

GENERATION SOLUTIONS

What is Generation Solutions?

Generation Solutions is a newly formed organization focused on supporting growth in the Data Center and Industrial sectors. Leveraging Welty's horizontal integration and behind-the-meter solutions, we are driving innovation in areas such as fuel cells, natural gas, renewable energy, and small modular reactors. These initiatives position us to deliver cutting-edge solutions while expanding opportunities for our customers.

Win of the Year

This year, we have made significant strides in expanding existing relationships and establishing new ones with key industry stakeholders. Our partnerships in the Data Center (DC) and Small Modular Reactor (SMR) sectors continue to create opportunities for future growth at Welty. These collaborations with leading companies—including Google, Meta, Microsoft, AWS, and others—underscore our commitment to serving customers while advancing strategic initiatives.

Looking Forward

Welty brings a wealth of experience and capabilities that will enable us to advance solutions supporting Data Center growth and power solutions well into the future. We will continue to build upon our professional services to expand offerings and deliver exceptional value to our customers.

Get to Know Mark Jones

Mark brings decades of expertise to Generation Solutions, with 31 years in the electric energy industry, including 26 years in leadership roles at FirstEnergy. A Kent State graduate who has also taught there, Mark values time with his son, enjoys deep-sea fishing for marlin and tuna, reading, clay shooting, and occasional golf. His experience and leadership are instrumental in shaping the future of Generation Solutions.



+ NEW HIRE



Mark Jones
Vice President

News and Partnerships

inSITE is currently in municipal budget season, and we anticipate exciting developments once local city councils approve their budgets. In addition, we are partnering with Structurepoint on a city-wide master plan for Bedford Heights, strengthening our role in strategic urban planning. Over the past six months, we have successfully secured more than \$275,000 in grants for Bedford Heights, a significant achievement that underscores our commitment to community development.

Additionally, inSITE received the verbal approval/award of the CHC Addition Services Phase 2 at 725 E. Market St. project with Hasenstab Architects.

+ NEW HIRE



Paul Brabson
Project Manager

Looking Forward

inSITE proudly welcomes Paul Brabson as Project Manager, bringing over 30 years of construction experience and expertise in managing projects from concept to completion. Paul will assist Erik with daily operations and contractor coordination, focusing on safety, quality, and efficiency. His addition strengthens our owner's representation services and supports our long-term vision for growth. By leveraging Paul's insights, we're investing in team expansion, enhancing our value proposition, and fostering a culture of continuous improvement to navigate future challenges and seize new opportunities.

environments 4 business

Delivering Excellence in 2025

Elise and Cara have continued to lead the way in strengthening relationships with our trusted partners across the A&D and Commercial Real Estate communities. James, Brian, and Fred have deepened partnerships with our existing customer base, while our design team consistently delivers spaces that elevate and reflect each customer's culture. Meanwhile, Elise and Patrick keep us aligned, on schedule, and moving forward—ensuring proposals, orders, and installations are executed with precision and care.

+ NEW HIRE



Anthony Ameo III
Account Executive

Win of the Year

The e4b team has worked tirelessly over the past year to transition from a temporary space into our new showroom. This effort has paid off in a big way—within months of opening, the showroom has generated over \$2 million in sales. We extend our gratitude to all business units for helping bring this impressive space to life, a true example of the power of horizontal integration.

Looking Forward

e4b is focused on strengthening our already outstanding team by adding two new sales members. These additions will allow us to target market segments that we are not currently serving, expanding our reach and driving future growth.

Personal Milestones

Congratulations to Avery Netzbond, who is preparing to graduate from Kent State University with a major in Interior Design. This achievement highlights the dedication and talent within our team.

HUMAN RESOURCES

Updates and Reminders

The 401(k) profit share was deposited into accounts on September 15th. Thank you for your continued contributions and commitment to our shared success.

Referral Program and Hiring Opportunities

Great people know great people! Our referral program is a great way to help us grow while earning rewards. When you refer a candidate who gets hired, you'll receive at least a \$1,000 gross bonus on your paycheck after they've been with us for 90 days. So far this year, we've paid out \$10,000 to team members who referred candidates—thank you for helping us build an exceptional team!

We currently have over 30 open positions across multiple divisions, including Energy, Construction, and e4b. If you know someone who would be a great fit, refer them today and take advantage of the bonus opportunity. For a full list of openings and details on how to apply, visit www.thinkwelty.com/about/careers

Notable Anniversaries



Anita Buchanan
7/16/1997



Chyan Nordquist
08/14/2017



Megan Moore
10/05/2020



Tyler Fairchild
10/12/2020



John Visner
10/21/2019



Karen Moser
10/29/2018



Paul Becks
11/02/2009



Matt Ling
11/18/2013



Jacob Sindelar
12/09/2019



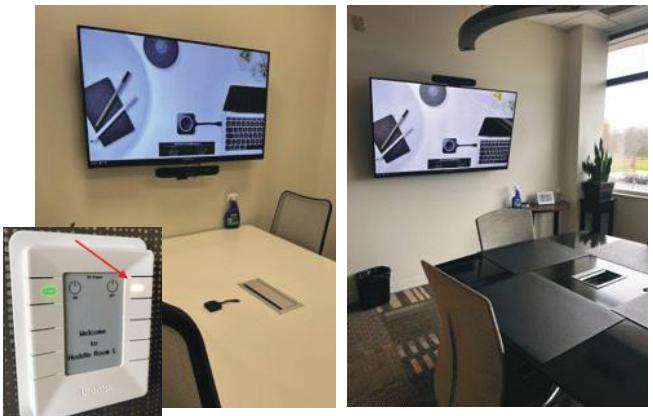
Mark Anderson
12/09/2019

SHARED SERVICES

IT

Technology Enhancements

We've made significant upgrades to improve connectivity and reliability across our offices. New technology has been installed in HR1 and HR2, providing enhanced video conferencing capabilities. Additionally, we've implemented a dedicated fiber line through Fairlawn Gig to ensure faster and more stable internet performance. Power conditioning and redundancy have also been upgraded to strengthen system reliability and minimize downtime.



Looking Forward

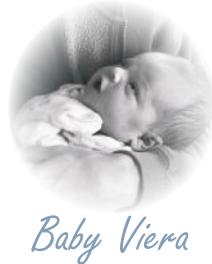
Our AI Club continues to gain momentum, with 25 participants engaging in training presentations, interactive whiteboard collaboration, contests, and exclusive AI licenses. The next meeting on January 9th will focus on a new partnership aimed at integrating AI into everyday workflows. To join, sign up at www.weltyintranet.com/ai

We're also excited to launch the IT AI CoPilot Agent later this month, a tool that allows employees to easily ask IT-related questions. Examples include:

- What is the policy for installing programs on company laptops?
- How do I connect to the VPN?
- How do I view Microsoft Teams meeting attendance?



This resource is designed to make IT support faster and more accessible for everyone.



Baby Viera

Personal Milestone

Congratulations to Lee Miller on the birth of his granddaughter, Viera Michele, on October 1st. We celebrate this wonderful addition to the family!

ACCOUNTING AND FINANCE

Win of the Year

2025 has been a year of significant implementations, transitions, and improvements. We appreciate your patience and support as we build out systems that will strengthen our operations for the future. Key accomplishments include the successful implementation of ERP and ADP systems, as well as aligning our accounting organization to better support all business units. These changes position us for greater efficiency and scalability in the years ahead.

Looking Forward

We are excited as we finalize five-year strategies for each business unit and complete the upcoming budget cycle. As we close out a strong 2025, we look forward to carrying this momentum into 2026 and beyond. Welty's success for years to come is built on the solid foundations we have established this year. Thank you to everyone for the efforts that have brought us to this point!

SHARED SERVICES

MARKETING

New Talent, Fresh Tools, and a Modern Digital Presence

The marketing team has achieved several exciting milestones recently. We welcomed Chelsea Jenkins as our new Business Development Associate, bringing fresh energy and expertise to the team. In October, Shane and Jack had the incredible opportunity to attend Adobe MAX in Los Angeles, gaining valuable insights into the latest creative trends and tools. Additionally, Jack earned his Adobe Photoshop certification, further strengthening our in-house design capabilities and commitment to professional growth.

We've also invested in tools and technology to elevate our creative output. The team acquired a Cricut cutting machine, which will allow us to produce custom stickers, signs, shirts, and more—all in-house. On top of that, we're thrilled to announce the launch of our new Welty Enterprises website, featuring a sleek, modern design that reflects our brand's evolution. The site will officially go live on January 5, 2026, marking a bold step forward in our digital presence.



NEW HIRE



Chelsea Jenkins
Business Development Associate

Connecting 4 Kids July 27 | Akron, OH

We volunteered at the Connecting for Kids Embrace the Pace Run, where we helped set up for packet pick-up before the rush of participants. Connecting for Kids is an organization making a real difference for families, and we're proud to support their mission. We look forward to continuing our partnership in the future.



Ronald McDonald House September 21 | Pittsburgh, PA

In September, a group of Welty Energy employees, took the time to volunteer at the Ronald McDonald House Pittsburgh. The team prepared and served lunch for the families staying at the house. RMH is an organization that Welty is honored to continue to support, and we are lucky enough to not only make an impact in Ohio but Pennsylvania as well.

Chili Cookoff & Costume Contest

October 31 | Fairlawn Office, OH

It's always great to come together during the holidays! Thank you to everyone who joined us for our 2nd Annual Chili Cookoff and Costume Contest. The competition was fierce this year with some incredible chili creations! Congratulations to all our winners, and thank you to everyone who made this event so much fun.



Akron/Canton Foodbank November 23 | Akron, OH

Teamwork in action! Our Shared Services team turned a volunteer opportunity into a team bonding experience at the Akron-Canton Regional Foodbank. Together, we inspected and packaged food donations from Starbucks to help support families in need. Thank you to our team for making a difference in the community. Looking to make volunteering your next team outing? Email WEC to learn about our 2026 volunteer opportunities!

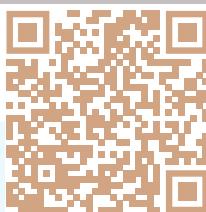
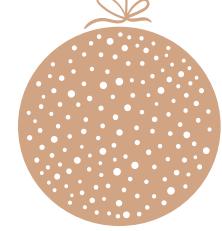
The Welty Engagement Committee (WEC) wants to **THANK YOU** for all your hard work and volunteering efforts in 2025!

Because of your dedication, we surpassed our goal of 1,200 hours—finishing the year with nearly double that amount. We are honored to be surrounded by such incredible people who share a passion for giving back and making a difference in our communities.

As we look ahead, the WEC is finalizing our 2026 calendar and has some exciting events in store! Get ready for the return of March Madness and Super Bowl Squares, plus volunteer opportunities like supporting the Akron Ronald McDonald House in February, hosting a Food Drive in April, and even a virtual opportunity so you can join from anywhere.

We're committed to continuing to push the needle and finding new ways to give back—whether that means volunteering in person or creating opportunities that make it easy for everyone to participate. Together, we'll keep making an impact in the communities where we live and work!

FESTIVE FUN





Featuring our inaugural
WEC Volunteer of the Year
award! Who will it be?!



Save the **DATE** January **31**

We're excited to invite you to the 2026 Welty Enterprises Annual Meeting! Please mark your calendar and stay tuned for more details.

7AM - 12:30PM

John S. Knight Center
77 E Mill St, Akron, OH 44308



WELTY



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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 December**" 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 **01/09/26** or your name will not be entered. Good luck!

1. Which core value of OPTIC is featured in this newsletter?
2. When is the next AI club meeting taking place?
3. How many new employee headshots were taken in 2025?

Congratulations to the last newsletter winner, Nicholas Sanfilippo!

**Remember to submit your answers via
email to jodonnell@thinkwelty.com by Friday 01/09 EOB**





THE **POWER** *OF*

