Corporate Quarterly Newsletter

Newsletter Highlights

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- GTC Above & Beyond
- 2019 Buddy Program
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- Perfect Attendance Awards
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- VTCW 2019 Christmas Party
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- Women’s December Gift Exchange Celebration
- Brain Teaser

WITH EACH PASSING YEAR YOU BRING CREATIVITY PROFESSIONALISM AND A STRONG WORK ETHIC TO OUR ORGANIZATION. WE ARE SO GRATEFUL TO HAVE YOU AND WISH YOU THE BEST AS YOU CONTINUE TO EXCEL IN YOUR CAREER.

Virginia & Georgia Transformer Wishes Our Employees a Very Happy & Prosperous 2020

Time to establish ambitious goals for 2020, Time to say much better luck now.
Our Oil & Gas Team makes a Global Strike

BECHTEL GLOBAL CORPORATION

Global Agreement for Liquid filled and Dry type Transformers

We are excited to announce that, Bechtel Global Corporation having headquarters at 12011 Sunset Hills Road, Reston, Virginia has chosen Virginia Transformer Corporation, having headquarters at 220 Glade View Drive, Roanoke, VA for a global agreement for design, manufacturing & supply of liquid filled and dry type distribution transformers to Bechtel projects worldwide as a preferred vendor.

This agreement is for 2 years and will be renewed. This is a culmination of several years of association with Bechtel, with VTC having provided power transformation solutions to Bechtel’s prestigious projects.

Bechtel has been executing critical projects in many spheres and LNG projects as the key and VTC has partnered in these sensitive projects. These projects need quality and durable nodal equipment like Transformers that support the overall project reliability.

VTC is pleased and grateful that they have been given the opportunity to continue to support Bechtel as a reliable supply chain for quality and reliable transformers.

Care enough to create value for customers. If you get that part right, selling is easy.

-- Anoop Nanda --

Prestigious Refinery Selects Georgia Transformer to Power its Expansion Project

Virginia Transformer Corp (VTC), received a substantial order from Phillips 66, a major oil and gas company for a refinery expansion in Belle Chase, LA.

Virginia Transformer Corp. recently received a substantial order from a major oil company for a refinery project in Southeast Louisiana. These transformers will power this critical refinery, upgrading its utility feed from 34.5kV to 230kV. The utility will provide two new 230kV transmission line feeds to the refinery; the new 230kV feed will be stepped down to 34.5kV by two new 230kV/34.5kV substation transformers. The second of the transformers will feed into a new electrical building that will house a 34.5kV GIS breaker and switchgear package to distribute power to the facility’s existing 34.5kV loop.

VTC initiated oil and gas as a dedicated market segment starting 2004 with a major focus starting in 2011. We now have over 3,500 transformer units in the oil and gas segment at several installations across all major oil companies in the US. Many of these include VTC’s in-house innovative VCM technology – an option for continuous real-time monitoring and notification to maximize transformer life.

We are proud that our technology and expertise are valued by such an important oil and gas customer,” said Anoop Nanda, president of VTC.

The company continues to push the envelope in providing industry-leading, 60-year- life transformers.

Virginia Transformer is a provider of custom-engineered power electrical transformers for utility, renewable energy, industrial, mining, oil and gas, commercial, institutional, specialty, and export markets in power ranges from 500 kVA to 500 MVA. Our goal is to deliver a perfect transformer for your application.

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Farewell ...

It’s time for Maria and I to say goodbye and thank each, and every one of you for enriching our lives.

Since Mudassar hired me in early March of 2014, I have been involved one way or another with the VTC – GTC family. Retiring from 40 years of Army life to a hustling manufacturing environment, just as dedicated as the Soldiers I served with, proved to be an extraordinary experience.

Together, we embarked on a journey of learning and self-development. Such as: the Golden Throat Award won by Puneet Malik; the Roanoke Food Tour; Toastmasters; supervisor training; book reviews; shop training; manager training; lunch ’n learns; scavenger hunts; Team Building exercises; Bingo; self-discovery or mentoring activities such as the chandler’s potluck.

We’ve had numerous adventures together. On a trip to Pocatello in early December 2018. Nothing special about it. But it proved otherwise. As we embarked on our return, our plane arrived late in Salt Lake; the gate agents teased us by saying, “Quick! Close the door!” to two out of shape running VTC employees fearing they would miss the flight to Atlanta. Arriving in Atlanta, we discovered our connection was cancelled due to heavy snow & ice in Roanoke. Did that stop us? Hell no! Thru some “creative thinking” on the part of Mudassar and Matt Greg, we jump on the last flight to Greensboro where we rented a black 4x4 SUV. I was appointed the driver because I had experience driving in snow. We drove 3 ½ hours on icy slick roads to the Roanoke airport. Naturally we had to dig out our vehicles.

I started up my truck to warm it up while I was cleaned it off. Unfortunately, it automatically locked on me. After delivering a few cuss words to my truck and seeing that wasn’t going to help, I secured assistance from airport security. Needless to say, it wasn’t fun then, but it brings a smile to my face today.

Whether we worked together, trained together, ate together, or just gathered, I will never forget the experience. You are all great people! Thank you all for this gift.

May I suggest a parting thought? It is something I tried to do throughout my career.

So R☺ck on!!

~~ Steve Chandler

Steve Chandler is Heading to “Greener” Pastures
It is with a bittersweet outlook as we say goodbye to Steve Chandler. He is going to enjoy his horses and life in rural Southwest Virginia. From my perspective he has done his best to prepare me for my future here at Virginia Transformer. I have appreciated his efforts and getting to know all the wonderful people in this company. I wish he and Maria great luck and future joy! Tim Miles
VTI family feels proud of being with Prab & family for the Dinner party hosted by him at the Hotel Crowne Plaza, Rohini on 25th December, 2019 to celebrate his 75th Birthday.

-Some Glimpses of Celebrations-
EMPLOYEE OF THE MONTH

VTCW October Employee of the Month
- Sergio Corral Ruiz, Metal Fab.

VTCW November Employee of the Month
- Oscar Peralta, Cabling

VTCW December Employee of the Month Winner
- Israel Borjas, Final Assembly

VTCU October Employee of the Month
- David Hendricks

VTCU November Employee of the Month
- Chris Penagos

VTCU December Employee of the Month
- Mike Louden, Maintenance Dept.

“"To win the marketplace, you must first win the workplace.”
- Doug Conant
VTCR

Steve Kinsey, Winder – Employee of the Month for October

Sreeji Acharya, Quality Engineer - Employee of the Month for November

Thomas Spilberg, Welder – Employee of the Month for December

GTC AWARDS & RECOGNITIONS

GTC December Employee of the Month - Lucas Watson, Test Lab.

GTC - ABOVE AND BEYOND

Employees who awarded as Above and Beyond in 2019 4th quarter.

Tokeila Murphy, Josh Cowart, Kenny Prescott, Alex Godwin, Insulation

Connections 1st Shift – RTS

Connections 2nd Shift – RTS

External Equipment 1st Shift – RTS

External Equipment 2nd Shift – RTS

Belly Leopard External Equipment -RTS

Emily Thomas, Phase Assembly
Buddy Program 2019

In 2019 we began a program that focused on helping newly hired shop personnel become acclimated and comfortable at VTC/GTC/VTCU. The “Buddy Program” began with employees that wanted to be a friendly face, resource of information, positive influence and all-around help to anyone hired for the shop. Buddies are an integral part of helping new employees adapt to the fast paced VTC/GTC/VTCU workplace. We saw great success moving each plant above a 50% retention rate for staying with us for more than 90 days. Research shows when an employee makes it past 90 days they stay for a longer time and feel more accepted at their job. Each plant has numerous Buddies on each shift and in almost all departments. We look forward to continuing this program and hope it will be a source of pride for those that have decided to be a Buddy.

- Buddy Program reduced turnover from 219 (2018) to 126 (2019).
- Reducing workers leaving during the first 90 days by 93 or 57%.
- According to several research institutions: Employees making less than or equal $30,000 annual salary, replacement costs average 16% of salary
- 16% of $30,000 = $4,800. Reducing terminations by 93 x $4,800 = a corporate savings of $446,400

![Bar Chart](chart.png)

**Easy acclimatization of the new associate at the job in VTC**

**Become a Big Buddy ... and Make a Big Impact!**
NO WORRY! GT-VTC Workplace Buddy ensures that our new employee has someone to talk to, which is important in the first nerve-wracking weeks of a new job.

Sometimes it’s tough being a new employee

Our VTCR, Roanoke, VA and VTCU, Pocatello, ID facility congratulate new employees on completing their 90 days.
VTCW employees are awarded for Perfect Attendance in 2019 4th quarter.

Mary Ostendorf, Winding Set Up 1st No Recordables/LTA Tablet employee drawing winner for the month of December 2019

"The nice thing about teamwork is that you always have others on your side. So, remember courtesy and common sense promotes Safety."
VTCW Safety Ambassador Program

October Safety Ambassador Program Winner - Pre-Tanking Area

November Safety Ambassador Program Winner - Tanking Area

December Safety Ambassador Program Winner – Final Assembly Metal Fab Area

VTCW Safety Tablet Winners

Jorge Ortega, Tanking - Winner of the Safety Tablet for a Clean Month of October

Juan Eduardo Villarreal Ramírez, Winding - Winner of the Safety Tablet for a Clean Month of November

Zeferino Valadez, Quality - Winner of the Safety Tablet for a Clean Month December
VTCU Celebrated 30 Days without Recordable Accident

VTCU celebrated 30 days without a recordable accident on Monday October 28th. We had cake and punch.

The Gift of Mentorships

Recently when giving a presentation about mentors, it was asked that audience members give examples of great mentors they had while developing as a person and professional. Out of a room of 25 or so only 2 spoke up. Now, obviously that may have been from a reluctance to speak up or just enjoying the food that was provided. But a thought come to mind. Not everyone has had a great mentor, someone that took a vested interest in them and provided guidance, coaching, friendship and advice. Maybe all are not lucky enough to have had one. So...Be that person for someone else. Why not? You have great knowledge, ability and opportunity all around you. Pocatello, Rincon, Chihuahua and Roanoke! Do not lose an opportunity to pass on the knowledge you have and extend that hand of help when the opportunity arises. A teaching moment ignored is one that is lost. Take time to make the moment count. Being someone that has greatly benefited from people doing this in my life, it is imperative we all attempt to be that for someone else. Doing so makes all our futures brighter! From the Training Department.

Focus

Most of us tend to concentrate on ourselves and our own circumstances. But most of us value those that are concerned about us and show it in our everyday lives. That means if we want to mean something to others, we need to concentrate on them. Ask them questions; learn their name, where they live, their family, their travels, interests (sports, fashion, cars, whatever). If you do, they will know you care. You will be surprised how many friends you will make.

~ Tim Miles, Training Manager

Client Appreciation Letter

From GPD Group;

I think it’s appropriate to compliment you and Virginia Transformer on a presentation well done. I was impressed that you and your team were able to move past the “sales” portion of the presentation with grace and in a timely fashion. With the average age of engineering staffs plummeting, it’s imperative that we get an influx of training as often as possible. Your team seemed aware of that need and did a good job of presenting material that was educational as well as focusing on the capabilities of Virginia Transformer.

Virginia Transformer seems to have come a long way in the last 25 years.

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Every great achiever is inspired by a great mentor.
- Lailah Gifty Akita

A Mentor is Someone You Learn From
As part of the Rep Conference, VT-GT recognizes outstanding achievements from our reps, below are those recognized for 2019.

Guillermo Weyer of Bluefin Energy Solutions
Outstanding Representative of the Year, for the largest order in Data Center.

Jim O’Neill and Peter Schouten of HASGO
2019 Outstanding Rep. of the Year for Overall Performance

Carlin Boswell and Michael McClellan of Levine, Lectronics and Lectric, Inc.
2019 Top C&I Sales Rep Organization.

Mark Snyder of The Snyder Group, LLC
2019 Top IOU Sales Rep organization for Highest Total Booking.

Ed Kometscher, Robert Pillsbury, Joe Whealy of EUSCO, 2019 Top PPU Sales Rep Organization for the Highest Total Booking

Ganesh Krishna was awarded the Golden Transformer for Largest Number of Order to VTCW
The training and development team continuously doing surveys and analysis training needs of each facility in order to generate possible skilled workforce and improve quality in production.

**GTC VPD Training**

A VPD training was organized at GTC on Vapour Phase Drying instruction and oven operation that was Instructed by Mr. Praveen Prajapati from Pocatello Plant.

**GTC T3+ Training**

GTC had 13 Employees complete T3 Plus training during the months of Dec 2019 and Jan 2020. T3 Plus training was for tenured employees (5-10 years with company, Cell leads and Master Assemblers) that had not been given the opportunity to attend T3 Courses previously in their careers here at GA Transformer.

Selected employees were given focused instruction of Quality, Continuous Improvement, Leadership focused training from HR, Product electrical information from Engineering and Tech skills refreshment from Training Department.

**December 26-27, 2019**
- Lamar Tremble
- Shane Wunderly
- Mark Edge
- Emily Thomas
- Bobbie Jean Stewart
- Lafonta Ball
- Holton Wray
- James Doyal

**January 10 & 13, 2020**
- Brandon Ziegler
- Dallas Strickland
- Hugh Ray
- Barry Spivey
- Johnathan Budgett

GTC Maintenance Lead instructing Delua Air Pallet Operation to Connections (Core Assembly) Employees.

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Miguel Jacobo and Alexia Zapata – Winner of Calaveritas contest 2019 in VTCW
Día de los Muertos
(Day of the Dead)

Instituto Tecnologico de Delicias visits VTCW Manufacturing Plant and understand its processes.

Local University Students Visit VTCW

Parabhjot Singh
Shipping Technician

Wishing you joy, love and happiness on your wedding day and as you begin your new life together.

~ VT-GTC Team
VTCW began productions on November 8, 1994! Producing only Small Dry Transformers, they made 14 units per month on average. The company provided 150 jobs to the Chihuahua Community in 1994. In 2000 the production of Small Oil Transformers was started. This production was 80% Dry Units and 20% Oil transformers with a production of 35 units per month on average. In 2014 production of Pad Mounted Transformers for solar and wind energy began. Now VTCW has a production capacity per of 44 Pad Mounted, 18 Standard oil units and 3 Dry XFMR. Currently VTCW gives 400 Jobs to Chihuahua Community in 2 shifts. The 25th Anniversary was a well-attended and well-deserved celebration!
Georgia Transformer Fishing Trip
November 23, 2019

The Georgia Transformer Fishing Trip was a way for management to get together through a common interest. We tracked number of catches, type of fish caught, and for fun (not for participants) sea sick time. It was a part of Leadership Team Building exercise in GTC by VT Corp. and the common interest was “fishing”.

Participated in the Exercise
Kenneth Chandler, Greg Dees, Tim Creel, Jesus Ruiz, Israel Estrada, Ivan Ramirez, Mario Salcedo, Phil Tamblyn, Bryce Wadrose, Reginal Chavis, Bruce West, Stacy Dasher, Randy Usery, Michele Parker, Shannon Simmons, Nishidh Patel and Anand Kumar.

Winner: Bryce Wadrose
Winner: Production Department

Winner: Jesus Ruiz

Number of Catches & Type of Fish

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#Time Sea Sick (Understood)

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We are very excited to have you in our group! We believe that you can use your skills and talent to make our company reach new levels. Welcome aboard!

Employee Experience: The Journey with our organization

THE BENEFITS OF EMPLOYEE ENGAGEMENT

- Increased Productivity
- Higher Retention
- Rise in Profitability
- Decrease in Absenteeism
- Customer Satisfaction

ANALYTICS AND ADVICE

My Manager | Role | Team | Workspace | Well-Being

ATTRACT
Recruit Top Talent

HIRE
Pick the Stars

ONBOARD
Affirm the Decision

ENGAGE
Build Strengths and Purpose

PERFORM
Drive Expectations

DEVELOP
Coach Career Growth

DEPART
Positive Exit Experience

Purpose | Brand | Culture
Thank you to all for your hard work and service!
You are the rock of VT-GT Corp. Without your hard work, dedication and continued service, we couldn’t make the best transformers in the business. We look forward to your continued outstanding service.

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**VTC-GTC Twinkle Stars**

**EMPLOYEE’S WHO SUCCESSFULLY COMPLETED 5,10,15,20 YEARS... OF SERVICE IN THE 4th QUARTER OF 2019.**

Thank you to all for your hard work and service!
You are the rock of VT-GT Corp. Without your hard work, dedication and continued service, we couldn’t make the best transformers in the business. We look forward to your continued outstanding service.

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“Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don’t quit.”

- Conrad Hilton
2019 Christmas Party

VTCW employees are celebrated Christmas party.

-Some Glimpses of Celebrations-

Christmas Turkeys Delivery
GTC Service Award 2019 & Holiday Party

TV Winner

Prize winner Anthony
Organizational Announcements

The following position promotions in the Renewables and Oil & Gas market segments have been made:

1. **Puneet Jaiswal** has been promoted to Market Manager Renewables market. Puneet will continue to report to Balram Ramamurthy. Having gained experience now in Renewables after he shifted from Oil & Gas, it is expected that Puneet takes initiatives in the emerging market which is showing signs of maturity now. Renewables is an important strategic market given its Fed subsidies in the form of Production and Investment Tax credits that play a key factor in the market behavior.

2. **Beetihotra Mukherjee** is now elevated to a Senior Sales Engineer role in the Renewables market segment. His role in the Pad Mount and select Customer Account bases will assume importance with the planned capacity and dedicated expansions planned in the Mexico plant. It is expected that Beetihotra takes key initiative in selling the unique custom engineering and technology of Pad Mounts that VTC specializes and in securing better margins and market shares for the increased volumes planned. Beetihotra will continue to report to Balram Ramamurthy.

3. **Manoranjana Panigrahi** is now elevated to a Senior Sales Engineer role in the Oil & Gas market segment. This key segment is a strategic market in an industry that goes through its swings. With Manoranjana handling key major EPCs and Packagers, it is expected that he carves better market shares by Customer Service and their end Customer profiles. Further, with specific projects that he is handling, major volumes will be at stake and needs professional handling. Manoranjana will continue to report to Balram Ramamurthy.

**Congratulations all of you for the new position and/or responsibilities;**

-----Your HR Team,

David Emmanuel Rico Matos’s Last Day at VTCW

David has joined VTCU after working 11 years with VTCW. Below are his VTCW farewell pictures.

To make this newsletter more enjoyable to read & learn from.

Please write to:
mudassar_Mohsin@vatransformer.com or kamalakanta_majhi@vatransformer.com
Maintaining the integrity of our proprietary information and processes, employee information, financial data and other confidential information is of paramount importance to our business. We each have the specific responsibility to ensure nothing is compromised; those that would fraudulently try to obtain this information are improving in their sophistication and becoming more aggressive in their tactics.

As a reminder, should you receive a request for confidential or proprietary information that seems out of the ordinary, such as an email request for information from someone that reasonably would already have access to the information, instructions to process a financial transaction, or a request to release confidential information of any type; your responsibility is to confirm the request verbally (telephone or in person) from the person making this request. In other words, think before you act.

If the request is determined to be valid, provide whatever is requested or take any necessary action. If the request is deemed fraudulent, forward any such email request to MIS and Human Resources so that it can be investigated, steps to be taken to prevent any further incidents and appropriate communication shared with the organization.
Birthday Celebrations

GTC Teammates celebrated 75th birthday of Ray Gillis, Materials department at Rincon Plant.
Brain Teaser
Answer of the previous quarter “Brain Teaser”

1. A Carpet, 2. You draw a shorter line next to it, and it becomes the longer line.

Big Congratulations to Mr. Eddie Zafiro, Quality, VTCW for correctly answer the “Brain Teaser” of 2019 3rd quarter Newsletter.

Now, let’s exercise on these:

1. You are in a cabin and it is pitch black. You have one match on you. Which do you light first, the newspaper, the lamp, the candle, or the fire?
2. Give me food, and I will live; give me water, and I will die. What am I?

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