



Firm Celebrates 25 Years in Consulting Industry



The firm welcomed over 100 of our clients and friends to an Open House on October 12th to celebrate our success providing environmental, engineering and architectural services for 25 years. The celebration would not have been possible without the help and support of the 50+ Watts employees who entertained and mingled with our guests that evening.

Congratulations to Brian Louis and Linda Eler who won the door prizes – a pair of Sabres tickets and a pair of Shea’s tickets. Brian, principal of Louis Design Group, won the Sabres tickets and took his daughter to see the Sabres beat the Winnipeg Jets at the First Niagara Center on November 8th. Linda of Foit Albert Associates won tickets for the Million Dollar Quartet at Shea’s.

The talk of the Open House was most definitely the food! Everyone enjoyed a great spread of hors d’oeuvres from Magnolia Events catering (the owners of a firm favorite, Waterline Café) and the three types of locally brewed Flying Bison beer.

Many thanks go out to our clients and friends for sharing this special day with us, to all Watts employees who truly are the firm’s greatest resource and especially to Ed Watts. Without Ed and his vision so long ago, we wouldn’t have the opportunity to celebrate last month.



Ed Watts, Sr. Honored at AIA Buffalo/WNY Awards



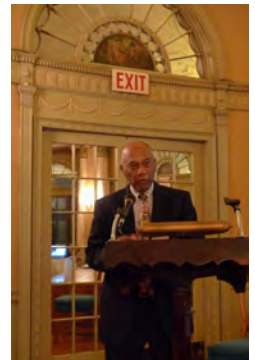
On November 16th, **Edward Watts, P.E.** received the Joseph A. Syracuse Award from the AIA Buffalo/Western New York. Gustavo Lima, AIA, presented Ed with the award which is given to an individual who has demonstrated the highest, most consistent and supportive professional relationship with the architectural community.

The ceremony was held during the AIA Buffalo/

WNY's annual Design Awards at the Twentieth Century Club on Delaware Avenue in the Buffalo. Ed was recognized as "a highly experienced Professional Engineer licensed in seven states" who has "teamed up with literally every architectural firm in our region." AIA Buffalo/WNY noted that Ed and the firm have participated in many projects that have received AIA Design Awards.

"His honesty, professionalism and dedication have been hallmarks for his practice" throughout the past 25 years in the consulting industry. Ed's community involvement with various organizations and for his efforts to encourage students to choose engineering and architecture as a career was also applauded.

Congratulations Ed, you deserve it!



Watts Well Represented at the New York State MWBE Forum

Several members of the Watts team attended the 'NEW YORK STATE MWBE' Forum on Thursday, October 13th and Friday, the 14th in Albany, New York at the Empire State Plaza Convention Center and The Egg.

New York States MWBE Forum is the largest statewide business opportunities event for MWBEs. The program attracts over 1000 MWBE firms drawn from construction, architecture and engineering, financial and professional services and commodity suppliers from across New York State. Over 20 other State and City public agencies and authorities also participate and share information about their programs and new business opportunities.



Previously billed as the DASNY M/WBE Forum, this year's event shared the stage with other state agencies including the State University Construction Fund and Office of General Services. With Governor

Andrew Cuomo's new mandate to increase MWBE participation in New York State from 10% to 20%, this Forum highlighted some new opportunities for MWBEs.

As in years past, the Forum offered educational seminars, an exposition and speed networking. And, the Watts delegation took part in all of the events. **Marie Carone, Kevin Janik, Rob Sanders and Ed Watts, Jr.** took turns manning the booth and networking with State Agency representatives and our A/E clients who numbered almost 1,000 registrants.

Ed participated in a panel discussion entitled "Growing Your Practice at DASNY". He shared with the audience how Watts chooses the opportunities that we pursue, how we select a team, and a little about our firm's DASNY history and experiences.

Many thanks go out to DASNY and the Forum organizers, it is because of events like this that we can become better prepared to serve our clients in such a highly competitive market.



Organizational Changes at Watts

We are proud to announce the following organization changes:



Andy Klimek, Environmental Department Manager, has been named **Principal**. He has over 22 years of experience with 12 of them here at Watts.



Kevin O'Connor, the firms Asbestos/Lead Group Manager has been named **Associate Principal**. He has 26 years of experience, including 21 years at the firm.



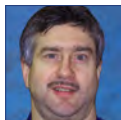
Erika Abbondanzieri, of the Architecture Department, has been named an **Associate**. She has over 13 years of experience with 7 here at Watts.



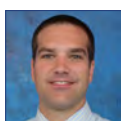
Steve Buccilli, of the Civil/Structural Department, was also named an **Associate**. He has 10 years of experience including 7 with the firm.



Marie Carone, of the Architecture Department, has been named **Associate**. She has 11 years of total experience including 2 at Watts.



Ken Peters, a Construction Inspector and Transportation Engineer, has been named an **Associate**. He has over 31 years of experience including 18 at Watts.



Brad Sendlak, of the Civil and Structural Department, has also been named an **Associate**. He has over 9 years of experience including 8 with Watts.

Watts in Attendance at the NYSSBA's 92nd Expo



Watts was represented at the New York State School Boards Association's 92nd annual Convention & Education Expo held at the Buffalo Niagara Convention Center October 27th to the 30th. Events included keynote speakers, 100 education sessions and workshops and networking events.

In attendance were **Erika Abbondanzieri, Ed Watts, Jr., Rob Sanders, Brad Sendlak,**

Mike Pratt, Andy Klimek and **Jason Sokolowski**. They all took turns tending the Watts booth during the course of the three day event and gave out Watts pens, bags, brochures and made many important contacts.

The convention also gave the opportunity for the Watts staff to attend seminars tailored towards the K-12 market and converse with project partners from across the state.

Over 1,500 attended the three day event and 300+ school districts were represented. Watts was one of 160+ exhibitors from all across the state.

Next year's event will be held in Rochester, NY.



2011 National Preservation Conference Hosted by Buffalo

Greg Patterson-Tanski was one of a hundred New York State Scholarship recipients to attend the National Trust for Historic Preservation's 2011 Conference held right here in Buffalo during October.



He was also a docent at the Richardson Olmsted Complex, where he sits as co-chair on the Community Advisory Group redevelopment program.

As part of the scholarship, recipients were required to attend certain sessions, mingle with other scholarship recipients, and have access to many of the events held that week. Many differing educational sessions were offered to broaden Greg's knowledge of historic preservation including; financing of projects, environmental issues, community organizations, HVAC integrations, and historic interiors.

The conference was well attended by folks from around the country. Greg was able to connect with

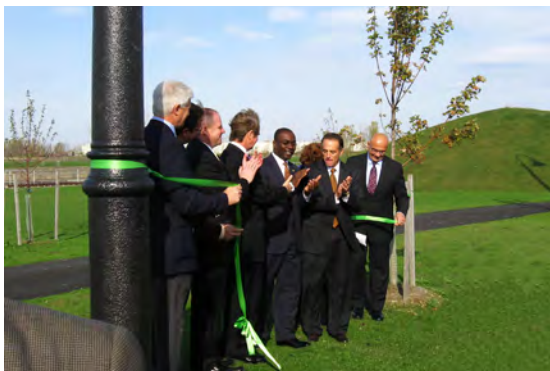
many new contacts in the preservation community, expand his preservation horizon and was proud to show the City of Buffalo off for the 2,400+ guests that week.

"A lasting impression will be from hearing all positive and wonderful comments about our area," said Greg, "Our collection of wonderful buildings and neighborhoods, the cultural and industrial heritage that we forget about having and that we truly live in one of the nation's best cities."



Photo from a tour stop at the historic Canadian Niagara Power plant which is located approximately 50 yards from the Horseshoe Falls.

Buffalo Brownfield Sees New Life



A ribbon cutting ceremony commemorated a huge step in revitalizing a Brownfield in Buffalo and Watts played a large part.

The Ship Canal Commons was completed in Buffalo's Outer Harbor. Previously, the area which is better known as the Union Ship Canal, sat unused and undeveloped since thriving in the 1900's as the Hanna Furnace company when the steel industry was

booming in Buffalo. The area is now approximately 105 acres of green space including the 22 acre canal slip that can be used for hiking, fishing biking, walking trails, etc.

The project is the result of the partnership between the New York State Department of Environmental Conservation, Buffalo Urban Development Corporation, the City of Buffalo and Erie County. Watts' provided design and construction inspection services.



New Brochure Series

Watts recently unveiled the firm's new brochure series that truly reflects who we are and how we do business. Working with Allieway Marketing Services, we created a comprehensive and truly customizable marketing piece.

The three pocket folder is designed to hold the appropriate "services" and "markets" slip sheets that are applicable to every need. Whether you need a full capabilities brochure for a new client or a marketing piece that stresses a specific market segment, the new brochure series is the perfect piece.

Stop on down to the marketing department to take a look or talk to Becky to request your own custom package.



Photos:
Architecture Services Slip Sheet

Public Relations Vital Tool For Engineering Firms

On November 10th, **Jessie Gasiiecki**, **Becky Mingoia** and **Jim Waddell** participated in the ACEC of New York's Career Development Curriculum's Course entitled "**Public Relations for Consulting Engineering Firms**". This 90 minute webinar reviewed the importance of PR and how it relates to the consulting industry.



While most of the topics presented by Rose E. Reichman, President of Reichman Frankle, Inc.; Andrea S. Grinbaum, Communications Manager of Halcrow Americas; and Donald A. Benvie, P.E., President/CEO of Tectonic Engineering and Surveying Consultants, P.C. were a review of the various public communications courses taken by the members of the marketing department, it was refreshing to see how what they learned in college can be applied in the day to day marketing of Watts in the consulting industry.

The webinar reflected on the importance of building awareness effectively using the company's brand, ensuring the firm's image is consistently utilized, and ensuring proposal development where standardization is a priority. One new aspect to the realm of PR was the discussion on Social Media and how to effectively use it within the A/E/C industry. This insight will be very helpful as the administrative group is currently working on creating the firm's first social media policy and plan.

Don't forget!
WATTS' ANNUAL HOLIDAY PARTY
Saturday, December 3, 2011
6:30 p.m. to 11:00 p.m.
RICH'S ATRIUM
Buffalo, New York
Social Hour- 6:30 – 7:30 pm
Dinner- 7:30 – 9:00 pm
Open Bar- 9:00 – 11:00 pm

Becoming a Better Receptionist

On September 9th, **Falena Harris** and **Lizzie Sneed** of the administrative group attended a four hour seminar named, “*How to Become an Outstanding Receptionist*.”

It took place at Templeton Landing on Buffalo’s waterfront. Some of the topics that were discussed were, “Surviving Stress,” “The Art of Listening” and “Greeting Visitors.”

“The topic that particularly interested me was ‘The Art of Listening’ because it is one of the most difficult skills to develop,” mentioned Lizzie. “There were a number a valuable topics covered



by the seminar and I will use them to benefit both our clients and the Watts employees.”

Several other helpful tools reinforced the skills Falena and Lizzie already knew. “The seminar helped me work on my organization, not only my desk, but my tasks as well” said Falena.

The presenters also verbalized the importance of being energized throughout the day. It is as important to give the same upbeat greeting to the last caller or visitor as they gave to the first.

Both ladies were very thankful for the chance to freshen up on some old skills, while learning some new ones.

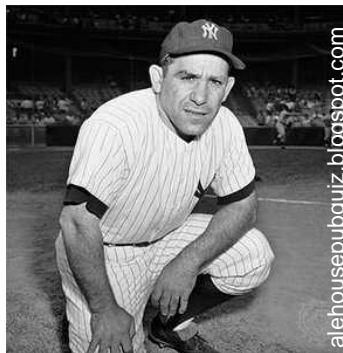
Quality Corner

“It was impossible to get a conversation going, everybody was talking too much.” —Yogi Berra

Take a moment to consider how frequently we communicate with people during our work day. We write e-mails and correspondence, facilitate meetings, participate in conference calls, create reports and give presentations, debate with our colleagues and clients, and so on. We can spend almost our entire day communicating, so it is important to constantly assess our skills and look for opportunities to boost the effectiveness and productivity of our communication. Here are a few suggestions to focus on:

Document, Confirm, Save and Share

The environment of a project is a busy one, so our e-mails, memoranda, correspondence and sketches must correctly and thoroughly capture what was said, agreed to and decided. Documenting and confirming a conversation is time well spent. Each of us is responsible for ensuring that our communication is clear and complete. We need to confirm that



the information we distributed has been properly understood through simple substantiation, follow-up, and periodic contacts. Project documentation must be easily accessible and archived in a way that makes sense and is orderly.

Develop Skills Communication is a skill worthy of ongoing investment and development. In particular, the listening component of communication can easily be overlooked and is skill that needs to be strongly developed. A project manager’s ability to listen can greatly improve the work experience and is a key ingredient to a strong client relationship.

Create Meeting Agendas

Anyone leading a meeting should carefully prepare and share an agenda in advance whenever practical. A well-prepared agenda can identify the purpose of the meeting and prioritize the items that need to be discussed. Meetings can be big time-waster, but an agenda keeps a meeting focused and a pre-established length of time for each item can help rein in the discussion. A summary of the meeting should be consistently and promptly distributed and, if you are not the author, make certain you check those summaries for accuracy and completeness.

Employee Anniversaries

October

YEARS WITH WATTS

Phil Galbo	19
Tina Mellott	19
Justin Kellogg	17
Kevin Janik	14
Becky Mingoia	13
Jeanette Koch	10
Ruedi Stocker, Jr.	4
Rebecca Bortolin	4
Falena Harris	3
Stephanie Koch	3
Kathy Wilde	2

November

YEARS WITH WATTS

Mike Carl	3
-----------	---

December

YEARS WITH WATTS

Ed Watts, Sr.	25
Ginger Ursitti	17
Eric McNabb	10
Onda Giardina	4
Kris Winkler	2



S. Koch



M. Carl



V. Ursitti

Employee News

Hats off to Kevin Kyte, PE! Kevin, a mechanical engineer who has been at Watts for 2 years, recently earned his Professional Engineering license. Kevin's PE is a great addition to his experience designing HVAC systems, performing energy models and providing commissioning services.



Congratulations to Jessica Crane and Ben Ross on the birth of their first child, Haley Ann Ross. Haley, born on 11/11/11, came into this world weighing 7 pounds, 11 ounces and was 19 inches. Mother and baby are doing very well.

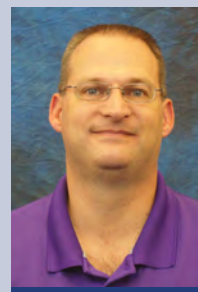
Steve Buccilli and Nicole Getman were married on 11/11/11 and who says that engineers can't dance? Best wishes go out to the new Mr. and Mrs. Buccilli.



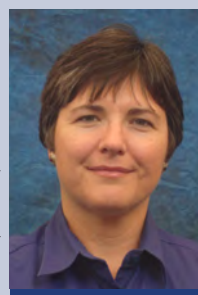
New Employees



Daniel Bishuk joined the Environmental Department as a Sr. Environmental Consultant. He has over 21 years of environmental consulting experience and is a Certified Professional Geologist. Dan holds a Masters Degree in Geology from SUNY Oneonta. He will be located in our Syracuse office and is a resident of Auburn, NY



Karen Peissinger joined the firms Environmental Department as an Industrial Hygienist. She has 17 years of experience and holds a Bachelor of Arts degree in Biology from LeMoyne College in Syracuse. Karen relocated back to upstate NY from Texas to join the firm.



Welcome to the Watts team!

O'Connor Regains Green Jacket at 2011 Watts Open



A brisk morning turned into a beautiful September day for the annual Watts Open Golf Tournament. An early chill didn't affect the "great" play by most and all had fun. Once again, it was held at the Buffalo Tournament Club in Lancaster on Genesee Street.

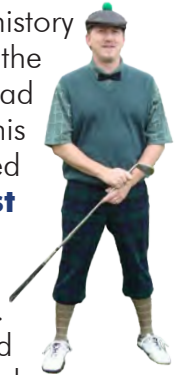
It was the second year tournament organizer **Kevin Janik** used the Calloway Scoring System (google it if you are curious) but the result seemed all too familiar. **Kevin O'Connor** held off the competition by one stroke as he regained possession of the 'prestigious' green jacket.

"Winning is almost always a good feeling." Said Kevin O, "What's just as good is to get out on the golf course with friends and fellow golfers from

Watts on a beautiful late summer morning. That's just the best."

Ed Watts, Sr. was given a gift of personalized Calloway golf balls with his name and Watts logo as a thank you gesture for his generosity.

Also being enshrined into Watts Open history were **Brad Sendlak**, who won the longest drive and **Jerry Grady**, who had the closest to the pin. Also added this year was the category of "Best Dressed Golfer" which went to **Matt Holquist** (right).



This year's field was the largest ever. Over twenty participants sprinkled golf balls throughout the course and occasionally off of the course! Golfers included, Kevin O'Connor, Ed Watts, Sr., **Mike Pratt**, Kevin Janik, **Steve Buccilli, Shawn Marshall, Darlene Svilkos, Paul Pfleuger, Mike Carl, Rob Wagner, Jim Waddell**, Brad Sendlak, **Alan Matricardi, Bob Fanning**, his son Brad, **Ginger Ursitti**, her husband Pat, **Andy Klimek**, Jerry Grady, Matt Holquist and **Eric McNabb**.



REMINDER:

Your contributions to the Newsletter are always welcome. Please submit them to Becky Mingoia or Jim Waddell in the Marketing Department.

WATTS
 ARCHITECTURE & ENGINEERING, P.C.
 architecture | engineering | environmental



e: marketing@watts-ae.com
w: www.watts-ae.com

95 Perry Street, Suite 300
Buffalo, New York 14203
p: 716.206.5100
f: 716.206.5199

South Side Innovation Center
2610 South Salina Street, Suite 2B
Syracuse, New York 13205
p: 315.443.8611
f: 315.443.8605

