

B

QUARTERLY

MARKETING MATTERS

Conferences



Bobbitt unveiled our new exhibit at the **2019 NAI Carolantlic Conference** held January 17, 2019 in Raleigh. More than 1,500 commercial real estate professionals gathered to network and hear about market forecasts. Bobbitt was a key sponsor of this event.

John Claggett represented Bobbitt at the **North Carolina Economic Development Association Conference** in Asheville.

Will Marshburn represented Bobbitt at the 23rd Annual NC Veterinary Conference in Raleigh.

COMPANY HAPPENINGS

Our Columbia team recently moved into a bigger, more modern office close to downtown Columbia. This office is better suited for collaboration among employees and meetings with clients.

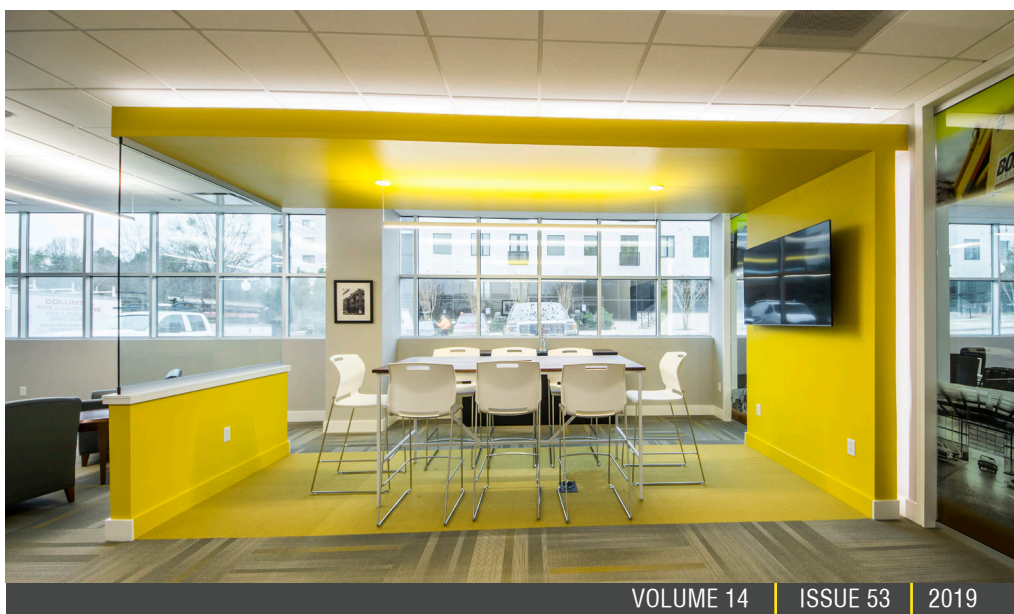
2018 Service Awards

North Carolina

Chris Goins (5 years)
Jason Galloway (5 years)
Will Marshburn (15 years)
Nancy Dellinger (15 years)
Andy Booth (35 years)

South Carolina

Matt Culler (5 years)
Trey Hughey (5 years)



New Columbia office

SHOPTALK

Before joining Bobbitt, my previous finance roles were in areas of residential building, as well as commercial engineering and subcontracting. However, I did not have direct experience in design-build commercial construction. In the three years I've been with Bobbitt, here's what I've learned.

Bobbitt values integrity. Even in the finance world, where you would think numbers would be black and white, there is always gray. Companies are typically willing to use these gray areas to justify decisions that benefit them. For example, in every industry I've been in, people over promise and under deliver. That is not the Bobbitt way. Bobbitt will always set realistic expectations for our clients. When we provide a budget, customers can be sure that all factors are considered, and we will deliver on our promises. In fact, we are willing to walk away from a job if the customer is asking for something that isn't achievable. It's hard to watch revenue walk away, but with Bobbitt, the pain of losing our integrity is greater. If the customer is happy and we have kept our integrity, then financial success will follow.

With design-build, customers get lasting value. When I started to understand what design-build is and how it works, it became so obvious how much better and less expensive it is compared to GC-only projects. This is not common knowledge, but much of the cost in building is in the purchase and development of the land and in upfront planning. At Bobbitt, we have in-house architects working alongside our civil engineer and construction manager, enabling the budget to drive design. Our team focuses on constructability from concept, resulting in huge advantages in quality, cost and speed of delivery for our customers.

We value relationships in all directions – our clients, subs and employees. Not only do we deliver incredible value to our customers, but we also treat our subcontractors fairly and pay faster than any other contractor in the area. We therefore attract and retain the best subs in the business. When it comes to our employees, Bobbitt's business structure is proof of our commitment. Every employee is able to take part in the success of the company through our ESOP, and that's a very sweet model.

We're not always perfect, but if a mistake is made, we own it. We have skilled employees and subcontractors who have worked for Bobbitt for decades, and our proven processes ensure smooth project delivery – from conception to owner occupancy. But if there ever is an issue on a job, we own it and we fix it. We are the single source taking full responsibility of every project.

Bobbitt always strives to be better. Bobbitt's embrace of change reminds me of my grandpa, a farmer, who lived by the mantra "ITABWODI." A saying painted on the side of a grain bin at the Menold Pork Farm, this was a constant reminder to always ask "Is there a better way of doing it?" The construction industry is undergoing major changes – technology, regulatory, environmental, labor shortage, building material costs. This is an exciting time, because at Bobbitt, we have the opportunity and the cultural mindset to influence the future.



Josh Menold
Chief Financial Officer



NEW EMPLOYEE SPOTLIGHT



Matt Zaske

Title at Bobbitt: Sales & Marketing Specialist

What is involved in your day-to-day activities in your current position? Teaming with the Project Developers

What is the most exciting part of your job? Hearing success stories of happy customers enjoying their new buildings and businesses

Family details: Wife, Renee and two girls

Favorite Sports Teams: Twins, Vikings, Wild (Minnesota), Carolina Hurricanes

Favorite travel spot: Wrightsville Beach

Favorite type of music: Loud Rock (Rolling Stones)

Favorite sports moment: Watching the Hurricanes win the Stanley Cup.

Favorite book: How to Win Friends & Influence People

Favorite charity: American Cancer Society

Surf or turf: Surf

What do you do in your free time: Drive kids to soccer, taekwondo and softball

COMPANY HAPPENINGS



Holiday Cheer

Bobbitt's Raleigh office celebrated its holiday party at All Saints Chapel, and Columbia celebrated in the new office. We were pleased to hand out awards to our dedicated team.

Role Changes

Heath Marks was previously a Senior Superintendent at Bobbitt and now serves as a Assistant Project Manager.

John Clagett spent the past four years as a Project Developer at Bobbitt and is now a Business Developer.

Parks Buie has been with Bobbitt for 18 years. He is taking on a new role as Superintendent Manager from Senior Superintendent.

Retirement

After more than 35 years at Bobbitt, **Andy Booth** has retired. He is looking forward to watching the sunrise and sunset without adhering to a schedule or time table.

Wedding Bells

Andria Franklin and her wife Kasey were married on August 30, 2018 in San Francisco, CA. We wish you a lifetime of happiness together.

New Babies

Matt and Michelle Bailer welcomed twin girls, Bracey and Abby, on June 22, 2018. Congratulations to the entire family.



We are Growing

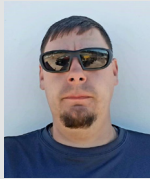
NC Office



Tim Murphy joins Bobbitt as a Senior Project Manager. He previously owned a small design-build firm and later worked for a public bid general contractor, introducing design-build

there. He was also VP/Sr. Project Manager at Trehel Corporation. Tim enjoys mentoring young adults. He spends free time with his grandkids, boating, fishing, enjoying water sports and anything marine-oriented. He is married with two sons and three grandchildren.

NC Office



Matthew Wood joins Bobbitt as a Superintendent. He previously worked for a small residential/light commercial design-build firm and later worked for a public bid

general contractor. Matt enjoys spending time with his family. He spends other free time fishing, working on his Ford Mustang and shooting sports. He is married with two sons.

NC Office



Ashley Kersey is Bobbitt's newest Sales Administrative Specialist. She graduated from N.C. State University in May 2017 with a degree in Brand Management and Marketing.

She was previously an administrative assistant at Long Beverage Inc. She enjoys going to the beach, playing tennis, shopping and hanging out with friends in her free time.

SC Office



Mike Orvin is Bobbitt's newest Superintendent. He holds a degree in Health Science and a Florida GC license. He has a background as an owner operator GC, over 12 years

as a Commercial Superintendent and over 25 years of experience in construction trades. He spends his free time fishing and boating with his two teenage sons.

RECENT CONTRACTS

- CDM Smith Renovation** – Raleigh, NC
- Cregger Company** – Irmo, SC
- Crooked Creek Fire Department Phase II** – Bat Cave, NC
- Enterprise Apex** – Apex, NC
- Goldfish Rams Plaza** – Chapel Hill, NC
- Hardeeville Rec Center** – Hardeeville, SC
- Lexington Dental** – Lexington, SC
- Merck GC Package Phase II** – Wilson, NC
- Primal Gourmet** – Columbia, SC
- Summit Charter High School** – Cashiers, NC

COMPLETED PROJECTS

- 601 Attain St Site Work** – Fuquay Varina, NC
- AFEX Systems Renovation** – Raleigh, NC
- Alside Renovations** – Columbia, SC
- Jasper Engines** – Columbia, SC
- Oak Hill Living Center** – Angier, NC
- Shiloh Animal Hospital** – Morrisville, NC
- Spark Power & Management Fit-up** – Apex, NC

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