

Wats Up at Watson

January/February 2018

The more you Show...

Wats Inside?

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and so much more!

Oscar Nophal in the thick of Winter Storm Grayson the bomb cyclone making sure we are able to be business as usual!



Tom Tchang is a Chemical Engineer by degree but has spent the last 30 years perfecting a job he likens to tie-breaking and problem-solving. The problem comparatively is the customer needing something. Quality, Price, Reputation, Service, Shipping, Relationships, and R&D are all factors in this business. If we can meet those considerations if we can cover the tiebreakers, then why can't we get the business? This is Mr. Tchang's daily as Vice President of the Nutrition Division of Watson, because quite honestly, he likes the hunt! In an ever-evolving business the job description also evolves. The new and persistent challenge is co-shopping. How does Watson retain a consistent customer base when they are now possibly co-shopping and if they are co-shopping how do we compensate for that? Co-shopping for those who are not aware (via some in-depth research into layman's terms via an article by Ricardo Cordero) is the practice of a new or established company-shopping price with co-manufacturers. This form of outsourcing, a contract packer, contract packaging, co-packer, co-man, and contract -manufacturer is a company that manufactures and packages foods or similar products for their clients. Secondary packaging refers to the next layer of packaging or the packaging used to group various pre-packaged products together. A contract manufacturer ("Co-Man") is a manufacturer that is contracted to produce your company's product line. It is a form of outsourcing. In the food business, a contract manufacturer is called co-packer. Co-packing has become an important competitive advantage for manufacturers, particularly in the bakery, food and beverage markets, as it is a rich area for operational efficiencies. In the current economic climate, co-packing has become increasingly popular as a means of fulfilling large projects without taking on extra staff and equipment. In short, a co-packer is an established

food or bakery manufacturing company that produces your existing company's product lines to your specifications for a fee. Even the word outsourcing is now connected even more with Co-Packing. You could see how this would be a problem for a Raw Materials Manufacturer. Where are the loyalties? Are our expectations wrong? At what point do we recuperate cost for R&D? Do we start to charge for R&D? Do we charge for R&D to true manufacturers? Can we lock in prices in lieu of loyalties? There are life cycles, which presents a challenge to locking in prices. Life cycles of formulations, of price fluctuation, of volume fluctuations, this also changes as a business grows. Then there is the dilemma of picking and choosing. Watson can't take on every idea so we have to look at what comes in and think... do we see that idea working? This of course is not failsafe. Do we think it will work? There is no way of knowing but we can't do everything.

Mr. Tchang shares a story from his work with a prior employer, " I was at the IFT Trade Show one year. IFT is a convention for manufacturers that bring together science and food professionals from around the globe for the future of food. It is often a place for new companies to stretch and reach their networking capabilities while forging strong bonds for success. A very small and very new business approached me to get products for their up and coming unique formula. The company needed a mere six ingredients to produce their products. I shopped and found them reasonable prices per container out of China, got their COA, Specs., and certifications, basically everything they needed. Again, being a new, small company, they came back and said they could not afford the price of a container for each product. I then was able to get them the pricing for mixed containers of those ingredients. They grew, a little, and were at the point where they would need

more materials on hand. They then asked our company if we could house raw materials to keep on hand. The boss declined. Who was this group? That company was 5-hour energy drink. 5-hour Energy Drink is on the #1 skew at 711 stores. There are no guarantees an idea will fly. It's hard when you turn something down that turned into a success story such as 5-hour energy drink! Tom said every time he sees something for that company, what he conveyed to me sounded something like the equivalent of kicking rocks! 5-hour Energy drink was a 217.96 Million dollar industry in 2017. "You are on limited resources, and you just can't do everything." Mr. Tchang reiterates.

We went in to interview Mr. Tchang about new products and come out finding it's just not that simple. Not only is his position such a multi-faceted puzzle but also new products are just not an everyday occurrence. We have Beta Clear, which was last year that is just now coming out. We also have microencapsulated Vitamins. However, what we intend to focus on are industries that use our materials and what the products are that are hitting right now, like Gummies and the Gummy Manufacturers. It is understood the masses enjoy getting vitamins and medications in a gummy form and find it more comfortable than swallowing a pill. This statement is somewhat correct; however, the

amount of ingredients you can get into a gummy vs. a pill is significantly smaller. You have one-pill vs. having to eat a handful of gummies and getting around that is one of our challenges. We have a good base of Gummy Companies; Nature's Bounty, Ferrara, new to us is Albanese and Mount Franklin Foods. A primary goal is getting in with Columbian companies, and it's sub-companies or Church & Dwight in New Jersey. Getting around that issue and having equal amounts in either would be great! Sports nutrition is the other powerful sector we are investigating. According to Allied Market Research companies the Sport's Nutrition Market is expected to reach \$44 million by 2021. This market includes everything from drinks, supplements, to foods that contain protein powders; ready to drink protein drinks, bars, capsules/tablets, isotonic drink powders. The possibilities for our company are endless in this hot market.

With all that said, the full circle in our company leads back to the priority of balancing and building our customer base all while trying to retain what we have. Managing this demanding enterprise and so much more is what makes Tom Tchang Watson's master architect of the nutrition division and sales. We are in good hands.



Protein Powders



Gummi Systems



Protein Bars



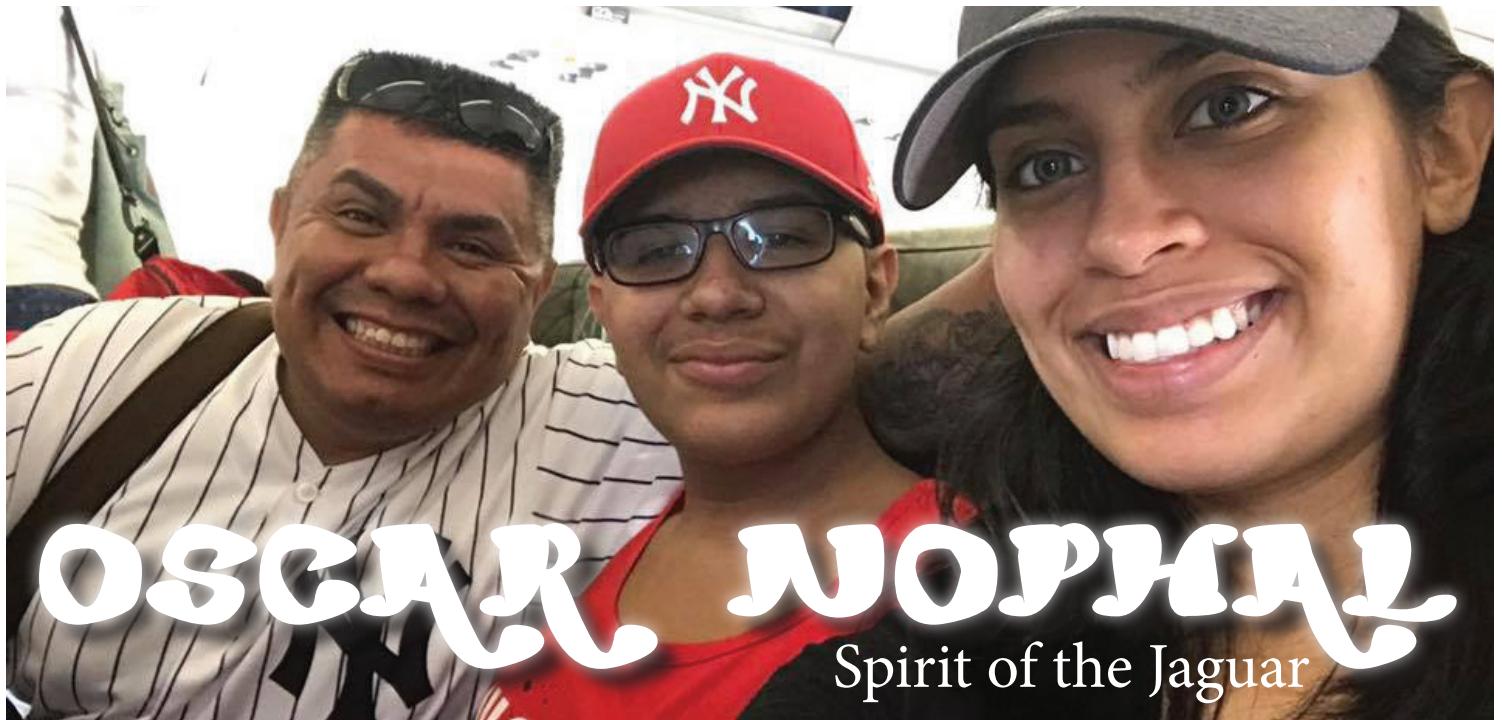
Pet Treats



Sports Nutrition



Supplements



There is one person at Watson that has worked hard to experience all aspects of life here, and that person is Oscar Nophal. Oscar started working at Watson in 1998 and has devoted 20 years to a business that he calls good people and family. Nophal's first job at Watson was Third Shift Sanitation. From Sanitation, he moved to the Packing Room. Oscar put in 2-3 years as a machine operator where he was then promoted to 3rd Shift, Shift Leader. As he calls it, "Shift Leader was my first big responsibility all while maintaining a working position in the packaging room." An added benefit to the promotion made for good working experience, and he learned to repair machines. Fluid Bed was Oscar's next move, which may be the only job here he refers to as not being his style. The constant thirst for more and knowledge carried him to Scaling. This experience afforded Oscar the ability to know the in's and out's of Raw products being anything from material numbers to our raw material's proper color. You learn to interpret how things are supposed to look, smell, deciphering batch sheets, essentially everything you could learn about Watson materials you can learn in Scaling, from where products are kept to how to find something in the Warehouse (before scanners). At this time John Aitkenhead was the plant manager. Oscar has fond memories of Mr. Aitkenhead stating he was just a really, really good person, easy to get along with, kind, always accessible and willing to help anyone out with anything. (When asking Kim Imbimbo for the correct spelling of Mr. Aitkenhead's name for the article she exclaimed,

without asking, with the statement, "Good Guy, just a really good guy!") The time in scaling then led to a move in Blending. Nophal says he loved Blending. "You are constantly moving all of the time, it's a physical job, and you stay busy! I made it my mission to learn all of the machines!" 16 years between 2nd and 3rd shifts, after blending led to a Supervisory offer for 2nd Shift. Three Years as a supervisor afforded him to use his vast knowledge of the plant. As Supervisor if the batch picker doesn't come in the supervisor can step into the spot. It benefits you to learn all positions here in case someone doesn't come in, you can fill or run machines, and the company doesn't slow down. What it does do is make Oscar invaluable. "The company is always the priority." says Nophal. There was a brief time of 6 months where Oscar was not at Watson. I get a call from Frank Alongi, and he says 'Oscar, I need a worker like you in 3rd shift Sanitation, would you like to come back and work with me?' I can't tell you how much I appreciated Frank's help and the job offer to come back. I stayed with Frank after that until the day he passed. February 4th, 2018 marks one year since Frank Passed. I remember writing on Facebook, "Today is a very sad day for me. Arriving back here from Illinois, I received the bad news that my boss Frank Alongi passed away. Frank, I never got the chance to thank you for helping me in my time of need and for being the only person that helped me when I didn't have a job. Thank you for your friendship, thank you for believing in me, thank you for always giving me advice, for the moments you made me

laugh, and even the moments you yelled at me. I will never forget you, Frank Alongi, Rest in Peace, my friend. I have great memories and working with Frank has helped me run the Sanitation Department now." Oscar's current position is Supervisor of the Sanitation Department for all three of Watson's shifts. Duties include the obvious; keeping it clean, organized, ordering supplies, scheduling of employees for both West Haven and Orange locations. The unseen challenges range from boosting morale, helping staff keep a good, positive attitude, and conveying that Sanitation is the very first step in the fight against cross contamination. When not working in sanitation Oscar's fierce work ethic can be found helping in the film line, assisting Watson with the Fellowship Garden from fencing to installing the water systems. Oscar has been sent to Taylorville numerous times to train. Taylorville; it is a happy place to work, people don't complain, they are friendly. "They have a lot of space to work up there compared to here where we have a lot of stuff in a smaller space. As someone who is a learner and achiever, working on and repairing his truck on his own is something Oscar takes great pride in. Oscar reminisces that he has no real working experience of construction, yet he built the shed in his yard from measuring one in the home depot parking lot and erecting it from scratch with the help of his then 12-year-old son, Gian Carlo. Oscar says, "Construction is a hard job. It was scorching outside the day we built the shed. Forty-Five minutes into the build my son was like 'Papi, it's too hot! I need a break' Oscar laughs, 'Son, we have just started, and you need a break? This kind of work is why you better go to school and get a good job; construction is hard." Oscar not only produced a beautiful piece of work but a learning lesson for his son as well. Oscar expresses whole-heartedly that his biggest appreciation of Watson is for his family. The student intern jobs are a great program. The intern positions do so much for our families, from teaching them skills, having a place to make extra money and learn responsibility and his daughter, Jennifer, has been a part of that for the past two years. When Jennifer Nophal initially interned for Watson, there was not a permanent position available at the end of her stretch. She wrote; " My first time entering this building was when I was only eight years old. Many years ago I remembered my dad bringing me into the Watson cafeteria for Halloween activities with the other kids. Every night when I was little, I would sleep on my dad's side of the bed, and I would wake up in my bed in the morning because he would move me to my bed after he came home from his third shift. I always

knew when my dad came home because he always came back smelling like (Watson). Now I have the chance to work and have lunch with my dad every day, and I think about how fast time flies. My time here has been wonderful and thank you all for making me a part of the Watson family. I have gotten to know Frank Alongi, and he always makes me laugh when he would always joke and complain about my dad. "Your dad is driving me crazy!" he would say. I'm also grateful for being here for my father when he really needed a hand to hold. So thank you once again for teaching me and making me into a better person for the next chapter in my life. I still have so much to learn and like my dad we never give up, we work hard, and we always keep moving forward" Jennifer has since accepted the job of Quality Control Lab Technician in the Film R&D Lab and has become a permanent, welcome part of the Watson Family.

"This, Watson is a part of my life, supports my family all these years, gives my family jobs. For me personally, I love this company, I want to help everyone, if you ask for something I will be there. Thank you, everyone, at Watson for when I ask for help, everyone helps me and I appreciate those things!"





Skeleton of shed project Oscar started with son Gian Carlo with just a tape measure and dimensions of a Home Depot parking lot storage shed.



Team Work! A crew that gets things done! Pictured from left to right: Joe Togba, Allister Patterson, Ronnie Chiles, Ashvin Patel, and Oscar Nophal



Watson crew pictured from left to right: Tom Denatale, Oscar Nophal, Ronnie Chiles, Ashvin Patel and Joe Togba on the Watson West Haven Roof!



Finished shed project ! The end result was beautiful, cost efficient and a great father and son learning, bonding experience! Below: Oscar working on his truck!



Percival McKenzie

Outstanding Recognition!



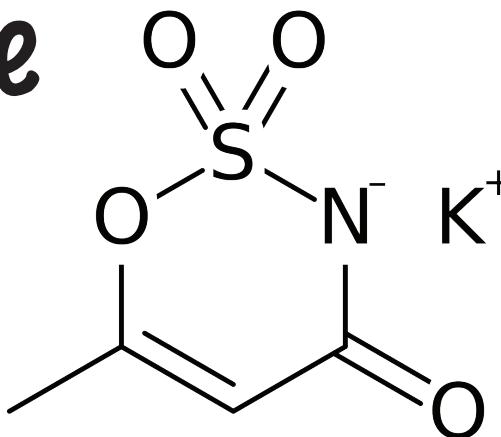
Oscar Nophal wanted to convey what a good job Percival McKenzie does. Percy started ground up and has come such a long way. He is a reliable employee who is always willing to help, a self-starter, who does the job to the very best of his ability. Oscar states that Percy always has his back no matter what and is very appreciative of all the hard work that Percy puts into his job, for Oscar and Watson. Mr. McKenzie goes above and beyond the call of duty every time and Oscar wanted to show his appreciation by recognizing him.

Fooditude

The food
and
beverage
musings of

Amit Sinha

Sometimes when I have that rare soda craving, I go towards the favorite soft drinks or on the other end of the spectrum with the generics with sparkling water equivalents. Both are zero calorie soda #1 containing aspartame and acesulfame K (aka Ace-K) and the name brand soda #2 containing stevia. No matter your thoughts on which sweetener is best for you, one of these is creeping into your food/beverage source somehow. Curious by nature, I decided to Google acesulfame K, and the amount of information out there about it is disconcerting. I get why both Stevia and Ace-K are part of beverages because everyone wants something clean label and sweet. While very few would prefer salty soda, but maybe that's a possibility in the near future, who knows?— These Ingredients are the best way to get the sweetness profile one is looking for? There is very little research showing the safety of Ace-K long term so how much of this should you consume? Since it is bitter by itself, Ace-K is usually blended with sucralose or aspartame to give you that sweetness



and that way your name brand soda #1 can taste a little more like the regular top soda product. Just like aspartame and its negative press, what happens when Ace-K breaks down in the body? Yup, you're right it! It could be linked to cancer and altered brain functioning but remember there isn't enough research on the long-term effects of Ace-K. The interesting tidbit is that just like name brand soda #1 Ace-K is now going to be in the four new flavors. Out of curiosity, I probably will try them just to see what they taste like but it probably won't be my go to when I crave that soda. So what should I do as a consumer? Satisfy my craving with name brand soda #1; one can/can't harm me right? Or should I take the name brand soda #2 substitute which also has a clean label but has stevia instead? Most likely, I'll stick with the name brand soda #2 substitute, plus, they have some great flavors. For the broader consumer base, if you don't know what an ingredient is, you could Google it and then decide for yourself if you should be consuming a controversial compo-

nent or not. It all comes down to what is right for your body and how much of this ingredient you'll be consuming on a daily basis.



Hot ingredients

Amit Sinha tells us the benefits & uses of on trend food ingredients

Aquafaba:

Have you heard of Aquafaba? It is the liquid that you most likely throw down the drain that comes from soaking or cooking legumes, like chickpeas, in water for a long time. Or simply put, it's that liquid that you drain out of the chickpea can when you open it. Because it is vegan, it is gaining traction as a great egg substitute. It can be used to make desserts along with mayo. Aquafaba has trace amounts of protein (1g compared to 10g of egg white), starch, and vegetable gum. The less likely reason you will use Aquafaba is for nutrients. You will use it as a binder, foaming agent, thickener, or even emulsifier. Since the proteins in aquafaba are denatured and starches gelatinized, aquafaba can be used whichever way you like—heated, frozen, thawed, etc. Because aquafaba has no smell like raw eggs and, unlike eggs, the potential for food-borne illnesses is limited, it is increasingly showing up on many menus around the country. Next time, you are shopping for mayo, or egg replacers see if there is aquafaba nearby or in the mayo.



Maca:

Stressed at work? At home? Perhaps an adaptogen like Maca can help you. Lots of dietary supplements and protein powders have maca listed as an ingredient. Maca is becoming popular as it is considered a natural hormone balancer and is useful for maintaining a healthy immune system while supporting joint, respiratory and cognitive health. You can find it in sports nutrition products because of its ability to provide energy and endurance. Maca root is a vegetable native to Peru (Andes Mountain). Maca resembles a radish or turnip and can be similar in size too. The maca root is usually 60-75% carbs, 10-15% protein, and it also has fiber with a small amount of fat. It can come in yellow, purple, red and black with each variant providing different nutrient profiles. Typically, gelatinized maca powder is absorbed better if you have digestion issues. Maca may be used as an antioxidant for boosting glutathione in the body. Maca powder is an excellent source of protein, fiber, vitamins B1, B2, C, E, copper, iron, and many more other vitamin and minerals. It also contains the eight essential amino acids. You can buy Maca in a supplement, powder, as well as a liquid form. If you are looking for something with health benefits, including sustained energy without the spikes induced by caffeine, try it in a smoothie. Not only does it accomplish the above and more, but it also tastes great in the smoothie!





On Monday, December 4th, 2017 and Tuesday, December 5th, 2017 Watson Inc. had our Annual Holiday Meal for their employees. Our fantastic company gives it's employees a meal every year for Thanksgiving/Christmas. (As an employee I feel as though we could not be luckier to work for a company that thinks about us at every turn. Most companies wouldn't give you a whopper jr. Thank you, Watson!) La Cuisine Café • Market • Catering caters the meal every year with a delicious menu! This year we went to the people with a poll and let them chose what they would prefer for dinner, and the picks were exquisite. Beef Bourguignonne, Chicken Francaise, Wild Mushroom Tortellini, Herb Roasted Potatoes, House Salad, A selection of New York Breads and Rolls and all Butter House Baked Cookies, Bars and Bouche De Noel. Not only did we challenge La Cuisine with four additional shifts, as we grow ever more extensive, but all shifts, all hours of the day and night for our twenty-four-hour running company. We can not express our gratitude enough to La Cuisine Catering for the service, professionalism and scrumptious dinner! And also thank you to our wonderful employers and employees for making Watson Inc. one of the best companies to work for in Connecticut!





Thank you to everyone that participated and took the painstaking time to hot glue bobbles on their sweaters! The contest was a lot of good team fun!! The winners are as follows: People's Choice: Homemade: Brittany Cave - 1st Place, Bridgette Roberts - 2nd Place, and Blake Powers - 3rd Place Off The Rack: Melinda Saller- 1st Place, Amit Sinha- 2nd Place, and Alice Wilkinson - 3rd Place. Our Judges Paul Giarniero, Joanna Meeker, and Steven Rascati, picked some sash worthy categories as well: Most Flammable - Mary Pataky, Most Creative- Suselei Martin, Rash Inducing- Don Sasek, and Ugliest- Carla Velasquez. Main prize winners got a pair of Beats by Dr. Dre Beats X Wireless Earbuds in Blue, 2nd Prize \$50 Amazon Gift Card and 3rd Prize \$25 iTunes Gift Card.





Westies Care Toy Drive

Throughout December Watson collected toys upon toys for the annual Westies Care 2nd Annual Care and Share Christmas Celebration hosted by the First Congregational Church of West Haven, the West Haven Community Center & Vertical Church. Westies Care hosts 200 Children and Caregivers, provides them a Christmas Meal, Gifts, and Fellowship. Interested guests must register with the West Haven Family Resource Center. The Westies are always looking for sponsors to provide Gifts, Gift Cards, and Monetary Donations. All donations are Tax Deductible. Watson looks forward to doing this every year for the children as well as participating in helping serve the meals. 2017 raked in an astounding amount of toys, which required three different trips on three separate days. The first pick up we are sure the Westies representative had toys to his roof and needed flaggers to help him see where to go leaving the parking lot. Watson is thrilled that we are considered a primary sponsor and were able to provide enough toys for two separate events. 2017's event brought over 275 meals, gifts to 150 families with the surplus going to Joe Rodrigues' New Britain McDonalds who hosts an annual Three Kings Celebration. The Three Kings Celebration is also known as Epiphany. Epiphany is celebrated 12 days after Christmas on January 6th (January 19th for Orthodox Churches who have Christmas on January 7th.) and is the time for people of their denomination to remember when the Wise Men visited Jesus. During this holiday January 6th is typically the day when children receive their presents. Watson would like to thank our dedicated employees that helped serve and deliver meals along with collect presents to make many children's holidays unforgettable!

Amit Sinha, Watson's Process Innovation Engineer, organizes the Soup Kitchen participation for Watson employees. Here are a few words from Amit. "Watson's visit to the Soup Kitchen helped to make the night just a little more special for those that came for the Christmas dinner on Friday, December 22, 2017. Pu Sie Lo and Ivette Colon were two of our volunteers who helped serve the meals. The event typically serves meals in a buffet style fashion, however, this year they opted for a restaurant-style atmosphere. The goal is to make everyone feel special when they come for their meal, hence the restaurant style treatment. The meal included ham, beef, steamed veggies, mashed potato, and dessert. The attendance of Santa made supper that much more special. Do join Watson's team next time at the soup kitchen! You will get a good feeling once you participate!" To sign up to participate in Watson's Soup Kitchen nights, please contact Amit Sinha at amit.sinha@watson-inc.com.





Wednesday, December 13th, 2017 Watson employees came together with Milestones Behavioral Services in our main cafeteria and made 271 Christmas Bags for Columbus House, and it's affiliated. Milestones campus serves students ages 3-21 across the spectrum that demonstrate moderate to high functioning skills on the autism spectrum and related disabilities. The school sponsors a program where they bring students to different businesses to learn work and life skills. It is a treat to work with so many excellent students from the school for such a great cause. Columbus House's mission is to serve people who are homeless or at risk of becoming homeless by providing shelter and housing and by fostering their personal growth and independence. A few of Columbus programs are; outreach and engagement, programs are; outreach and

engagement, veterans services, income and employment and housing security.

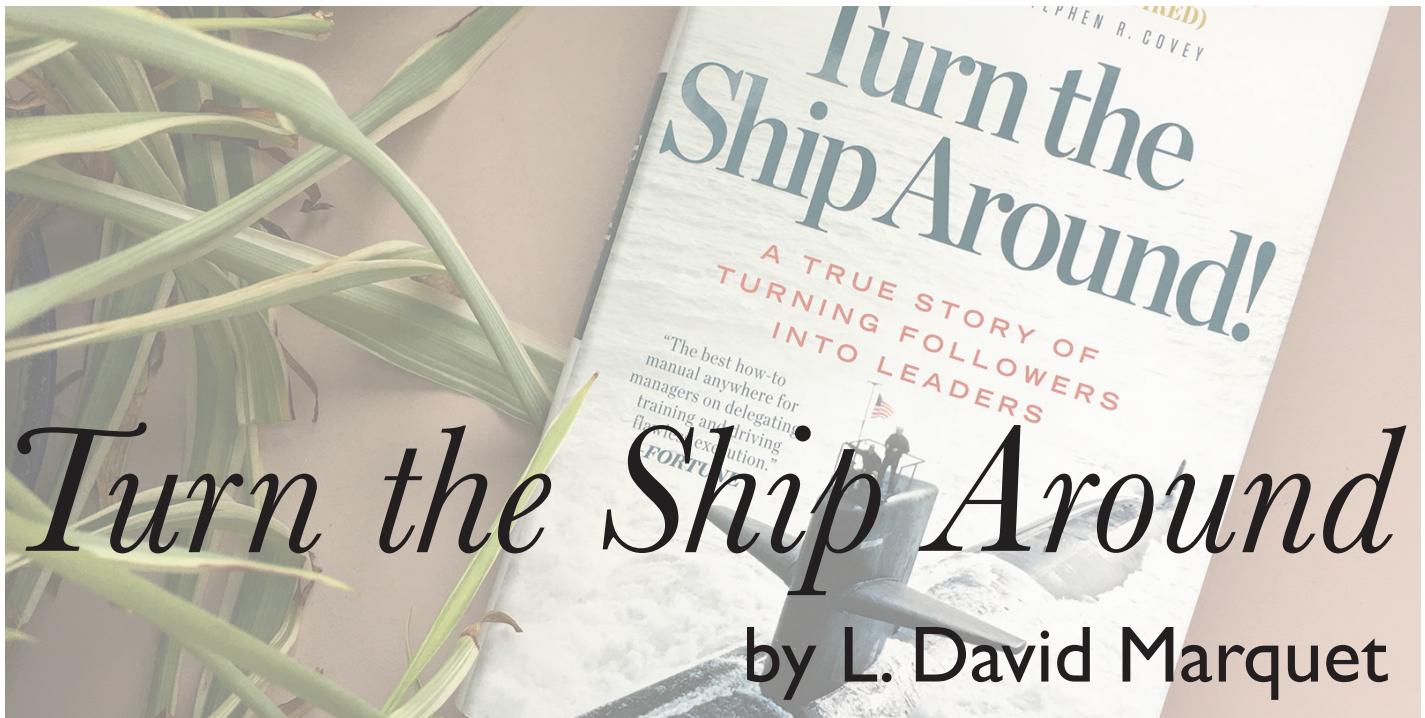
Columbus house relies on government grants as well as contributions from the private sector, including individuals, foundations, and businesses like Watson.

The Christmas bags (for men, women, and children) contained one fleece or sweater, one shirt, socks, three pairs of underwear, toiletries like lotion, hand sanitizer, razors, hand cream, lip balm, a washcloth, and deodorant. We also like to include some fun like travel games, cards, and a day planner. Our hard-working teams managed to get this all together and wrap it festively in the Holiday spirit. These Christmas bags were distributed throughout Columbus House, Middlesex Family Shelter and Wallingford Emergency Shelter. The Middlesex Fam

ily Shelter, located in Middletown, CT, provides beds and case management for up to 50 families per year, including as many as 150 or more dependent children. The Wallingford Emergency Shelter located in Wallingford, CT., provides beds, meals and case management for approximately 50 single adult men, women and average 12 families per year. Thursday,

December 14th, 2017 we were joined by our employee, Ivette Colon's Jeep Club. The Real Family Jeep Club kept it festive, upbeat and helped us roll over to Columbus House in the Christmas spirit in style! Watson would like to thank the Real Family Jeep Club for all their help packing, loading, unloading and the ability to help us distribute to so many in need





Life Altering Book Reviews by Gavin Watson

I recommend Turn the Ship Around to you all. David Marquet who is a nuclear submarine captain wrote the book. The book is about his attempts and eventual success in changing the culture aboard a nuclear submarine. The submarine Marquet took charge of was scored at the bottom of the fleet in virtually every measure of performance. The crew was dispirited, and only 3 of 300 had signed up to re-enlist for another tour on this boat. Within a relatively short time by applying a different philosophy, they were able to make the ship one of the top performing boats, and the crew started re-applying to stay on board.

The Captain from prior experience was aware of the importance of intrinsic motivation. When extrinsic motivation was applied, i.e., orders were given, it was demotivating. His goal was to devise a way for people to take charge of their lives onboard the submarine and experience much more intrinsic motivation. The obvious hurdle is that this being a Navy vessel everyone's rank is obvious, hierarchy, standard practices, and expectations are profoundly ingrained.

One of the simple things the Captain began doing was not giving orders and instead tell people that they were responsible for their positions and work. Instead of being ordered to do something the crew would instead pay attention to what was happening and pay attention to what needs doing. When something needed doing, a member would state, "I intend to ..." to which the Officer would ask questions if necessary and reply "very well." The crewmember would then proceed. For example, if it were time to submerge the boat the person in charge of that function would state something like, 'There is sufficient depth of water, and all the hatches are sealed, I intend to submerge the boat.' The officer he reported to would then ask questions if needed or reply "very well."

By stating I intend... the person has taken time to think it through, and they are taking responsibility for their job. This action is much more intrinsically motivated and much better than being told what to do. We should work on encouraging people to take charge of their rooms and the work they will do each day. We need to make sure they have a choice in what they are doing and with whom they are doing it. Marquet states, "It is better to have 300 people thinking about what needs to be done rather than one person giving orders and 299 people waiting for orders to come to them."

It is typical of the Navy to "brief" before something is done. For example before connecting to shore power the designated person would read what amounts to the SOP for joining to shore power to everyone involved and then they would do it. Unfortunately, at that point many people would be zoning out because listening to someone reading an SOP is boring and they figured they already knew what to do so they were not at all interested. The briefings, though a logical idea, did not have any effect on the overall safety or how smoothly the procedure went.

They decided to do something different. Marquet chose to "certify" instead. By certifying they meant that each person who was involved in the procedure was to verbally state their part of the method so that everyone could hear what each of them intended to do. Saying the intention is a reliable way for people to realize beforehand that they do not know something then they could study up on it ahead of time and ask for information. It is also much more engaging to listen to each person explain what they were going to do than hearing someone reading an SOP.

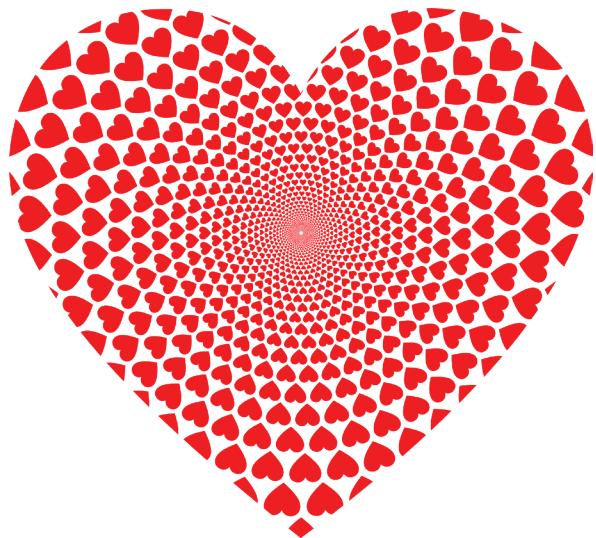
It was struck that though it is efficient to have the previous supervisor reading the list of what we needed to do for the day people were probably zoning out while this is happening and we don't know if they fully understand and believe they can do what they need to do or not. Watson's meetings are significant while covering a lot of ground. Large meetings are an excellent way to include everyone; however, if we had smaller meetings then we could do something more personal.

It would be good if we could go around the room and everyone state what they intend to do for the day. Basically, like the scrum practice of stating what happened yesterday what we're doing today and what is getting in our way if anything. Watson used to do this, and I think it was a good practice. Examples like the above are throughout Turn the Ship Around and could be implemented in our daily activities here at Watson.

*If you would like to view an Inno-Versity Inno-Mation video of David Marquet's talk on Greatness that is based on this book please go here
<http://bit.ly/1hq4jj5>.*

Gavin has left multiple copies of this book throughout the cafes for you to read! If you do not see one and would like a copy please contact Gavin directly and he will get a copy for you.





Birthdays January and February 2018

January 2018 Birthdays

Silvia Vasquez 2nd
Jeanette Crans 4th
Nick Onofrio 4th
Ismael Ruiz 8th
Owen Cole 9th
Sarah Sawyer 12th
Joaquin Estremera 13th
Broderick Randall 13th
Jose DePina 16th
Jeremiah Rimkus 16th
Don Sasek 17th
Michael Preston 23rd
Terence Threet 24th
Lester Case 24th
Mackenzie Watson 25th
Heriberto Cardona 27th
Ivette Colon 28th
Ricardo Rojas 29th
Jesus Ruiz 29th
Brian Gilbey 30th
Linval Whitely 30th

Al Vega 2nd
Ken Wade 3rd
Steven Rascati 4th
Matthew Cacioppo 4th
Elida Rivera 5th
Elizabeth Luna-Rivera 6th
Marie Rascati 6th
Blake Powers 6th
Omar Perez 6th
Tom Chen 8th
Delyan Ivanov 8th
Alejandro Herrera 9th
Benjamin Shuler 9th
Jean Gelin 10th
Michael Rutledge 11th
Dean Sharp 11th
Cynthia Shanahan 13th
Valentine Sterling 15th
Mary Watson 15th
Stephanie Couture 15th
Christopher Scheibel 16th
Robbie Greenberg 16th
Jeovany Rios 20th
Jaquay Chiles 23rd
Aaron Cooley 24th
Wesley Wielgosh 24th
George Parkison 25th
Otilio Perez-Colon 26th
Michael Sterling 26th
Victor DePina 28th

February 2018 Birthdays



Annivesaries

January

and

February

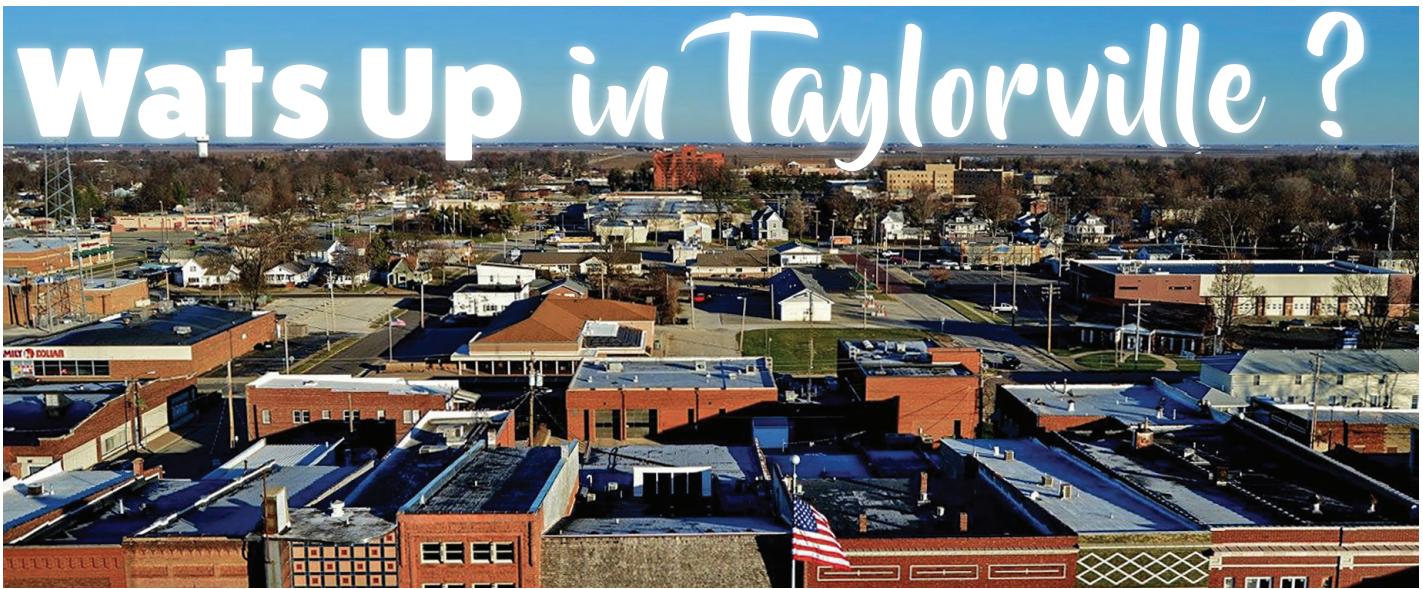
2018

January 2018 Anniversaries

Mary M. Watson	1/4/88	30YRS
Ken Bakulski	1/3/94	24YRS
Joseph Guido	1/31/94	24YRS
Jose A. Martinez	1/14/97	21YRS
Elisabeth Sassano	1/10/00	18YRS
Ricardo Rojas	1/19/00	18YRS
Nicola DiViesta	1/15/01	17YRS
Julio Colon	1/22/03	15YRS
Carlos Ramirez	1/3/05	13YRS
Joseph Cavar	1/29/07	11YRS
Luis Berrios	1/12/09	9YRS
Jean Gelin	1/25/10	8YRS
Jimmy Perez	1/25/10	8YRS
Raymon Beall	1/31/11	7YRS
Michael Preston	1/31/11	7YRS
Jose DePina	1/14/13	5YRS
Gary Wada	1/15/14	4YRS
Percival McKenzie	1/12/15	3YRS
Amit Sinha	1/26/15	3YRS
David Graham	1/4/16	2YRS
Savannah Dees	1/16/17	IYR
James Bruneau	1/19/17	IYR
Israel Santiago	1/19/17	IYR
Tarway Socree	1/19/17	IYR

February 2018 Anniversaries

Edgardo Ortega	2/24/87	31yrs.
Joseph Togba	2/7/01	17yrs.
JohnPaul Tata	2/23/04	14yrs.
Edward Walsh	2/14/05	13yrs.
Paul Lauzon	2/3/11	7yrs.
Masood Ahmad	2/14/11	7yrs.
Al Vega	2/24/11	7yrs.
Robert Klimczak	2/13/12	6yrs.
Joshua Lambert	2/4/13	5yrs.
Gregory Foreman	2/3/14	4yrs.
James McMahon	2/10/14	4yrs.
Christopher Scheibel	2/9/15	3yrs.
Duane Wagner	2/9/16	2yrs.
Lester Case	2/29/16	2yrs.
George Parkison	2/13/17	1yrs.



Thursday, December 14th, 2017 Watson's Taylorville Plant had their Annual Holiday Meal. The meal was catered by McCORMICKS Smokehouse in Springfield, Illinois. Everyone went with the Home Style Buffet boasting baked chicken breast in a creamy mushroom sauce, pit style ham, signature party potatoes, green beans, tossed salad, dinner rolls, Mac n' Cheese and cookies, and brownies. Here is hoping everyone had a fantastic Holiday Season!



Watson's plant in Taylorville IL does a yearly toy drive for Christmas. Toys are donated to St. Mary's Church. St. Mary's is a Catholic educational community located on Adams St in Taylorville, IL, and is a vibrant Catholic faith community that serves the needs of their local community and beyond. St. Mary's Church offers a variety of ministries to help the Church. The church also provides a quality Catholic education (pre-K through 6th grade) in their excellent school. Watson's Taylorville, IL plant participates in St. Mary's annual "Santa's Workshop" toy giveaway event. This event reaches out to the community for the holidays. Whereas parents and caretakers normally would not be able to provide presents to children in their families, St. Mary's makes it possible for them to leave with an item of their choice. Parents come to the church and select new, unwrapped toys for their children to take home and wrap as their own. "Watson chose this event because it's for needy families ... and also because it helps them to feel good about giving their kids something for Christmas under the tree that they picked out and they wrapped. Having our employees get involved in events and the community like this instates a sense of pride, and we are very proud of all the efforts of our staff to help support and give back," states Moira Watson the VP of Marketing and Communications at the West Haven, CT facility. This event reaches out to a community population estimate of 33,642 people in the Christian County area. We are sure that it will continue to grow and in doing so, it could always use more participants and donations. If you feel this is something you would like to get involved in please go to the following link for information. <https://stmarytaylorville.org>



Getting to the root of it all...

The 2018 Watson Fellowship Garden season is right around the corner and we thought we would help with answering questions about is gardening right and beneficial for you?

Will it cost a fortune? No, our wonderful Watson owners provide plots and always purchase an array of plants for us! There are also shared tools in the garden shed. Some other things Watson offers are seeds, water, fertilizer, and advice. If you are savvy, a seed swap for other things you might want could prove very productive.

Do I have time? That is the big question. Work, sports, school and homework, hungry children all at the end of a stress-filled day could certainly feel like one does not have enough time to do it. However, the great thing about the Watson Fellowship Garden is once it is in the ground it pretty much grows itself. With the weed cover fabric and drip watering system, all you have to do is pick when it's ready. Your first significant effort is to plant, and then it's a breeze from there.

Starting a vegetable garden will ultimately save you time and energy with the mere minutes a week you put in collecting produce from your garden to add to family meals. Think of the time and number of trips saved going to the grocery stores. The money spent on easy option market purchases is significant. The average yield for a row of about four tomato plants is 60 pounds of tomatoes! [source: Iowa State University]. According to the Bureau of Labor Statistics, the going retail price per pound for tomatoes is \$1.77. You'll save even more with bell peppers. With six plants, you can reap up to 120 pounds of peppers [source: Iowa State University]. Peppers retail at \$2.37 per pound!

Community/Hunger: Contributing to W.H.E.A.T? How can I help? Every year we grow for W.H.E.A.T in a specific plot, but you can contribute too. If you don't have the time to devote to helping with the W.H.E.A.T garden plots consider planting a few things in your area for them instead. Milestones Behavioral Center will be sending students to help us pick and deliver to W.H.E.A.T this season. If you are going to be on vacation or can't make it over to get your

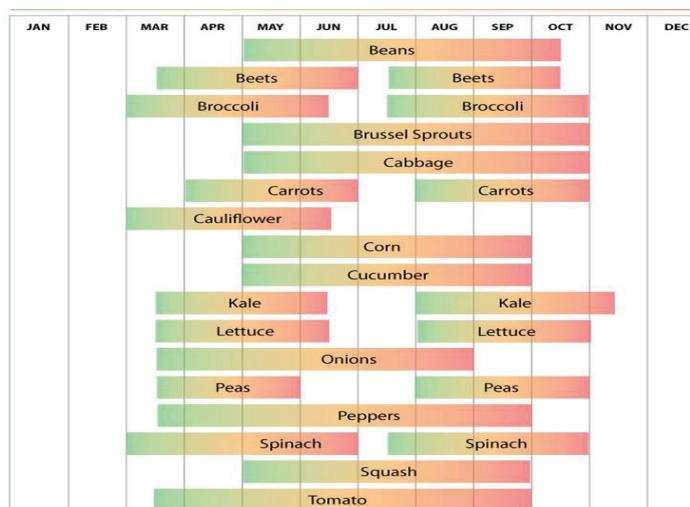
veggies, instead of it going to waste & rotting let us know. Plop one of our flags in your plot and Milestones will pick it and take it to W.H.E.A.T for donation.

The Given: Eat better: We all know eating more fruits and vegetables is beneficial for our families and us. Here is a list of typical veggies and the nutrients they provide: <http://www.almanac.com/content/vegetable-nutrition-facts>

Exercise: According to the Centers for Disease Control and Prevention (CDC), moderate-intensity level activity for 2.5 hours each week can reduce the risk for obesity, high blood pressure, type 2 diabetes, osteoporosis, heart disease, stroke, depression, colon cancer and premature death. The CDC considers gardening a moderate-intensity level activity and can help you to achieve that 2.5-hour goal each week.

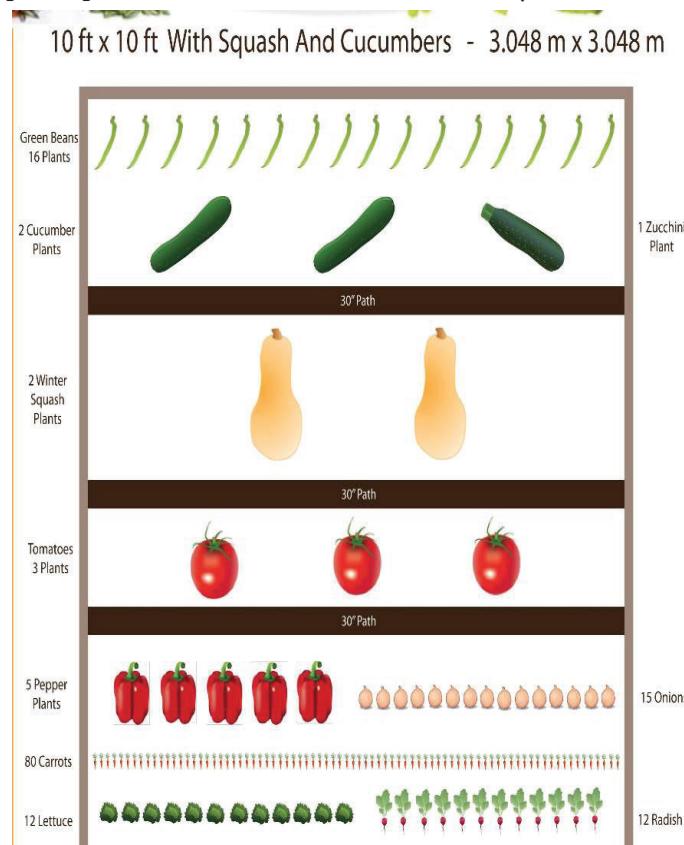
Stress Relief: Stress Relief: A recent study in the Netherlands suggests that gardening can fight stress even better than other relaxing leisure activities. <http://www.cnn.com/2011/HEALTH/07/08/why.gardening.good/>

How long can you garden? Gardens here in CT can be productive into November or until the first hard frost. Here is a sample planting guide. We provide starter plants, so you do not worry about starting seeds indoors unless you want to. You can also use to get your plants and plant the herbs and vegetables your family loves to eat.

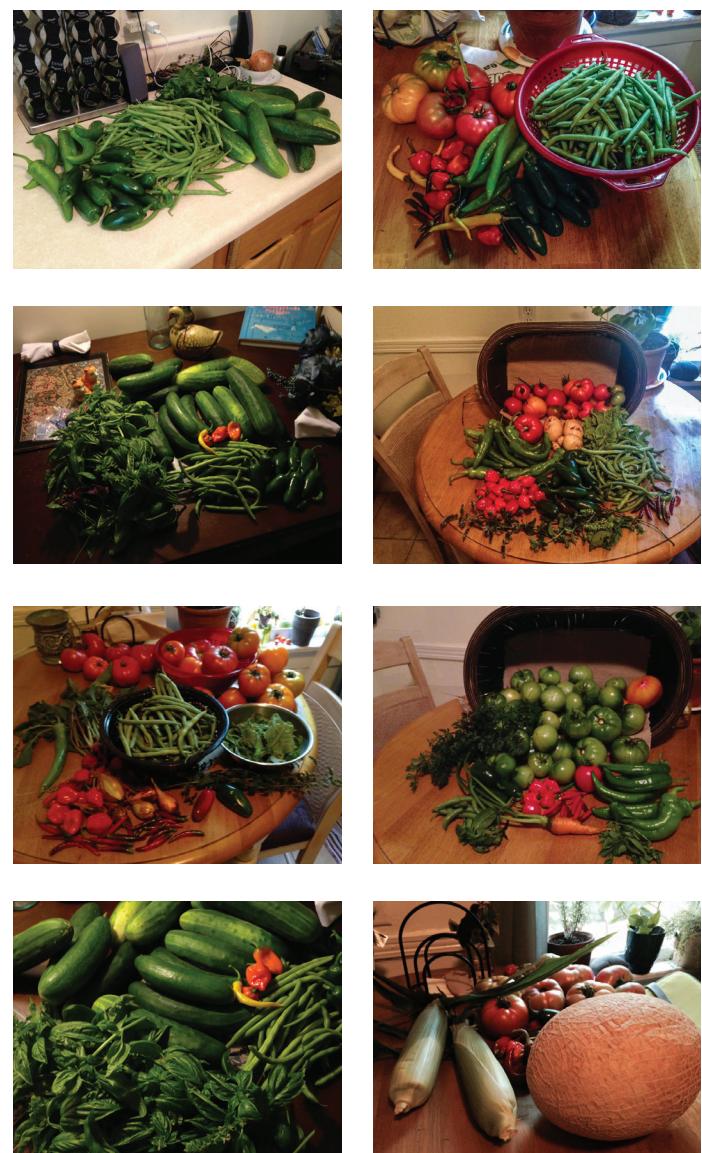




That's a lot of responsibility do I have to go it alone? No! You can share with a co-worker or family member. Remember there is a lot you can do even with a small plot. Below is a design for a 10 x 10 garden, but it is an excellent example of how much you can grow in a little place. Keep in mind that the three tomato plants shown below would produce about 45 pounds of tomatoes in a season and the four pepper plants would generate close to 100 lbs of peppers. So you don't need a lot to of vegetables to produce plenty for your family. Sharing a space is an a great way to reduce time and not waste food. It also allows for more people to participate. Children are encouraged to join as this makes for a good learning experience. 2018 will also include some fun activities including but not limited to a scarecrow building day, garden decorating contest, a pumpkin patch and a garden party. All are optional in participation but created to form community.



Examples of vegetable yields of bi-weekly picking from Christina Cole's garden first year from beginning season to end of the season. Imagine getting one of these twice a week!

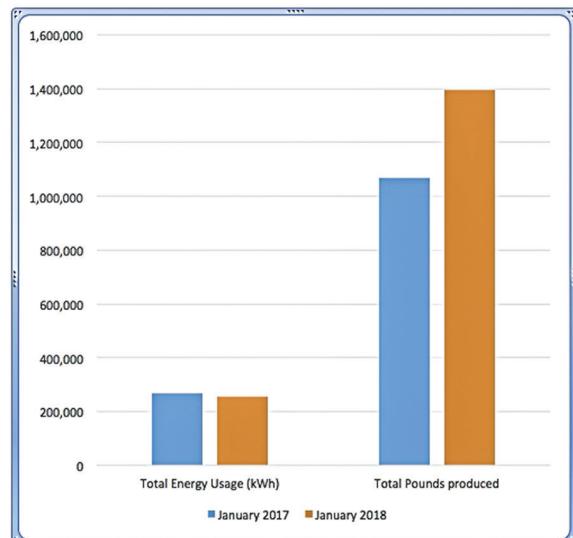


If you feel this is something that you would be interested in doing please contact: Amit; Amit.Sinha@watson-inc.com, Ext. 7371, Pu Sie; ps.lo@watson-inc.com, Ext. 7259 or Christina; christina.cole@watson-inc.com, Ext. 7227

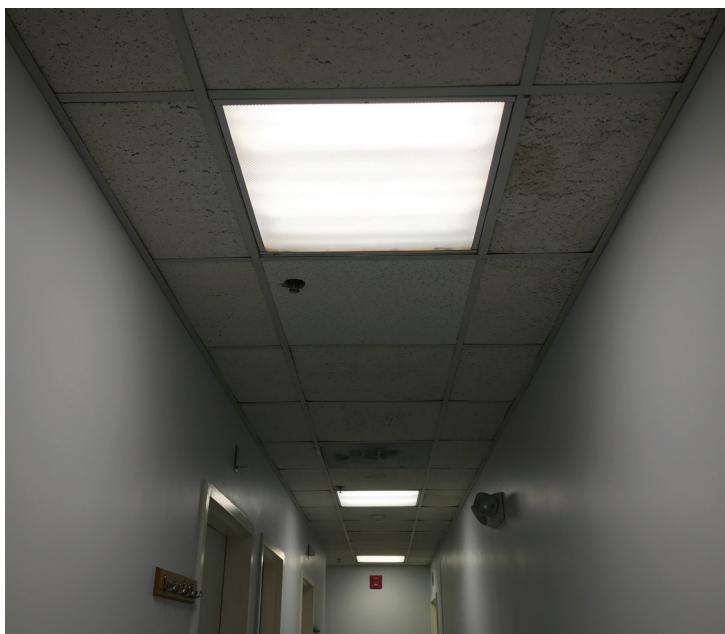
WATS GOOD at Watson

Monthly Energy Usage and Production Comparison

Parameter	January 2017	January 2018
Total Energy Usage (kWh)	267,422	254,792
Total Pounds produced	1,066,619	1,392,937
On-Peak - Total Energy (kWh)	77,074	68,035
On-Peak - Maximum Demand (kW)	568.9	556.7
Off-Peak - Total Energy (kWh)	118,131	114,518
Off-Peak - Maximum Demand (kW)	527.2	515.5
Load Factor	63.18%	61.15%



Above is a comparison of monthly energy usage and pounds produced from 2017 to 2018. These numbers are compared to last year reflecting positive changes since we have started implementing all of our new conservation oriented changes. In January of 2018 we produced 30% more product and did this while consuming 10% less electricity.



The LED lighting project has been finished and we now have LED lighting throughout the buildings.





In addition to the 271 Christmas Bags Watson brought to Columbus House on December 14th, 2017 we also brought a few giant boxes of 60 soft, vibrant bath towels for the visitors and occupants of Columbus House, Middlesex Family Shelter & Wallingford Emergency Shelter! Columbus House's mission is to serve people who are homeless or at risk of becoming homeless by providing shelter and housing and by fostering their personal growth and independence. A few of Columbus House's programs are; outreach and engagement, shelter services, housing services, veterans services, income and employment and housing security. Columbus house relies on government grants as well as contributions from the private sector, including individuals, foundations, and businesses like Watson. The Middlesex Family Shelter, located in Middletown, CT., provides beds and case management for up to 50 families per year, including as many as 150 or more dependent children. The Wallingford Emergency Shelter located in Wallingford, CT., provides beds, meals and case management for approximately 50 single adult men, women and average 12 families per year. These decorative, dobby bordered, timeless 30"x54" cotton towels ensure superior quality, durability, and softness. It was our hope the bath towels would bring some droughty warmth and comfort to everyone residing there for the 2017 Holiday season!

The breakdown: The bath towels at Kohls were originally \$9.99 each. The towels went on sale for \$3.99. $\$3.99 \times 60 = \229.20 for the lot! Rollover Kohl's Cash - \$20.00 from Watson's prior Pillow purchase we told you about in the Nov/Dec 2017 Newsletter AND Kohl's Web shopper code HURRY20 which was -\$41.84 off. We then received FREE shipping plus \$10.63 tax = \$177.99 for 60 Towels. Watson's total in savings was \$440.99.



Wats Watson all about?

How Watson is “Feeding the Good Food Future!” Everyone should have access to healthy foods and nutrition. We started close to home, many of our employees had no place to grow produce. We dug up the company lawn for the “Watson Community Garden.” Watson not only did this for employees but also for the ‘Plant A Row For The Hungry’ program (Watson then challenged local companies, to do the same!) We’re committed to supporting local and national Food Banks. We donate supplements to prevent deficiencies in areas like the Dominican Republic and provide nutrient blends to augment relief efforts after natural disasters. We formulated a line of clean-label ingredients, and naturally colored sprinkles without PHOs. Nearly 1/3 of bread is discarded. Reducing Food Waste requires innovation in shelf-life extension, so we developed a line of natural shelf life extenders, which prevent staling/molding of bread. Trust and Transparency matter, so we provide full disclosure with complete Certificates of Analysis for every lot, and encourage customers to visit us and do an audit! We’re passionate about Sustainability! Since 2010 we have purchased 100% of our electricity from wind energy. Our Kaizen teams quantified all the energy we consumed company-wide. From this, we developed a plan that encompasses wind, solar, upgrading to high-efficiency equipment and re-engineering existing systems to optimize efficiency. Before 2019, we’ll reduce our electrical consumption by 25% - a reduction of over 1 million KWhrs! Watson is “Feeding the Good Food Future” by increasing accessibility to nutrition, innovating to reduce food waste, and engaging team members’ ingenuity to minimize energy consumption.

Watson Get Social

 www.facebook.com/yourwatson

 [@watsonnews](https://twitter.com/watsonnews)

 [@watson_inc](https://www.instagram.com/@watson_inc)

<http://www.watson-inc.com/>

Thank you to everyone that took time out of their busy day(s) to contribute to the newsletter!

Tidbits & Dates Coming Up:

Did you know there is a Watson Store? The store carries t-shirts to jackets, bags, caps and casual wear. Want to rock your Watson pride or just save your clothes from production? Here is the answer for everyone.

<http://wat.life/IUGLCcu>

Editor's Note:

All Employee Interviews, articles and opinion pieces in the Newsletter are on a volunteer basis and are not mandatory. I try to do two employee interviews per newsletter; one from downstairs and one from upstairs granted that everyone follows through. If you would like to be featured or have content, please contact me. This statement is not only for interviews but anything interesting or pertinent to Watson. Thank You for reading.



Submit suggestions, ideas or photos to
christina.cole@watson-inc.com

