



The OHA Way

Ondra-Huyett Associates, Inc.

The OHA Way
January, 2007

Introducing “The OHA Way”

Welcome to the first edition of our company newsletter. We plan to issue four editions each year and invite your suggestions for stories in the newsletter.

The newsletter will include stories on our company, our clients projects and The OHA Way, i.e. our companies unique approach to business.

The last time Mike Ondra brought the entire company together was at Bear Creek Mountain Resort on April 4, 2006. He discussed the “state of the company” and discuss the opportunities that all staff have to improve themselves and the company.

Mike reported on the operations and financial health of the company and reviewed some of the initiatives completed in the past year and those being worked on for the next year.

He presented data on the performance of OHA since its founding eleven years ago and reported some of the feedback he has been receiving. “What great people you have.” is a recurring comment from many firms we work with. Mike emphasized to the staff that “It’s you and your integrity, your passion, your character that owners, subs and suppliers respect.”

“Every day we are all connecting, communicating and working with people. We leave our own and the OHA finger print on them. We want that to be a good impression.

Every building we build has a cornerstone and so does this company. Integrity is the cornerstone of our company. Our goal, my goal, your goal is to leave each business interaction with each party a little better off. To build relationships of integrity as we build buildings of integrity. We are doing well. And we can do better.” Mike commented.

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OHA Construction Management Specialties:

- Corporate Office
- Manufacturing Facilities
- Health Care and Medical Office Facilities
- Resort and Hospitality

OHA Construction Services Specialties:

- Office fit-out/ renovations
- Industrial renovations

The Eastonian—Luxury Condominiums by the River

Ondra-Huyett completed the difficult adaptive reuse of the former 175 room Hotel Easton to The Eastonian in the Summer of 2006. The project, owned by the Nurture Nature Foundation and Koehler-Kheel Realty LLC, was developed into 30 luxury residential condominiums.

In cooperation with project architect R+D Architecture of Easton and engineer Barry Isset Associates, this challenging adaptive reuse project was completed in July.

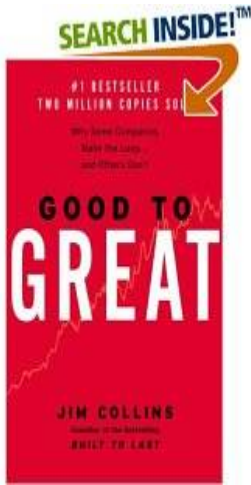
Todd Emsweller, Senior Project Manager, Ondra-Huyett Associates

remarked, “this was a wonderful opportunity to deliver an outstanding project through a collaborative design process, and working closely with our engineering and construction professionals to save one of our community’s finest urban buildings. Although this project is no easy job, we are best at leading project teams that deliver maximum value for our clients. Our team was passionate about this adaptive reuse project that incorporates such fine finishes and unique design features. Our firm and our subcontractors are very proud to have built this pres-

tigious urban revitalization project. The project involves the construction of 30 metro-style luxury condominiums with premium first floor retail space and lifestyle conveniences. The project team worked to preserve as much of the existing grand architectural features as possible. The project includes such building amenities as the Rooftop Terrace, Gold Room banquet facility, private access-controlled parking lot, Exercise and Fitness Center and Indoor Pool.



Some Good to Great Advice



Learn to say, "I don't know." If used when appropriate, it will be often.

It is easier to get into something than it is to get out of it.

If you are not criticized, you may not be doing much.

Look for what is missing. Many know how to improve what's there, but few can see what isn't there

Work for a boss with whom you are comfortable telling it like it is. Remember that you can't pick your relatives, but you can pick your boss.

Constantly review developments to make sure that the actual benefits are what they are supposed to be. Avoid Newton's Law.

However menial and trivial your early assignments may appear, give them your best efforts.

Persistence or tenacity is the disposition to persevere in spite of difficulties, discouragement, or indifference.

Don't be known as a good starter but a poor finisher.

In completing a project, don't wait for others; go after them, and make sure it gets done.

Confirm your instructions and the commitments of others in writing. Don't assume it will get done!

Don't be timid; speak up. Express yourself, and promote your ideas.

Practice shows that those who speak the most knowingly and confidently often end up with the assignment to get it done.

Strive for brevity and clarity in oral and written reports.

Be extremely careful of the accuracy of your statements.

Don't overlook the fact that you are working for a boss

Keep him or her informed. Avoid surprises! Whatever the boss wants takes top priority.

Promises, schedules, and estimates are important instruments in a well-ordered business.

You must make promises. Don't lean on the often-used phrase, "I can't estimate it because it depends upon many uncertain factors."

Never direct a complaint to the top. A serious offense is to "cc" a person's boss.

When dealing with outsiders, remember that you represent the company. Be careful of your commitments.

Cultivate the habit of "boiling matters down" to the simplest terms. An elevator speech is the best way.

Cultivate the habit of making quick, clean-cut decisions.

When making decisions, the pros are much easier to deal with than the cons. Your boss wants to see the cons also.

Don't ever lose your sense of humor.

Have fun at what you do. It will reflect in your work. No one likes a grump except another grump.

Ondra-Huyett competed with the best construction firms in the region and was selected to do the job based on the merits of their proposal, experience and qualifications.

OHA Receives 3-Year PPL Contract

PPL recently awarded Ondra-Huyett Associates, Inc. a three-year construction management contract to complete additional renovations to the PPL corporate headquarters building at Two North Ninth Street in Allentown and various PPL facilities throughout the region.

The construction contract was awarded after a competitive proposal process among some of the region's top construc-

tion firms.

The project, to complete additional work in the buildings, involves the further renovations, over a three-year period, of various floors in the Tower Building and in the North Building Annex. Todd Emsweller, Ondra-Huyett's Project Executive stated, "we are excited to be back working in the facility. Our ability to safely, quietly and professionally construct the renovations

will involve significant communication, cooperation and coordination with PPL's facility planners to minimize any impact on PPL employees."



Siemens VDO Corporation

Ondra-Huyett Construction Services (OHCS) is the fastest growing division of the Ondra-Huyett organization. With a staff of two project managers, a contract administrator and a full compliment of highly skilled craftsmen in the field, OHCS can respond very quickly to our clients needs.

Recently, OHCS has teamed up with Brandywine Realty Trust, Spillman Farmer Architects and Snyder Hoffman Engineering to complete an extensive two-phase tenant fit out project for Siemens VDO Corporation. Siemens is one of the largest companies in the world and had expanded its operations to the building on Snowdrift Road in Upper Macungie Township.

The project involved renovations to 40,000 square feet of office space and 85,000 square feet of warehouse operations and included new docks, office finishes, warehouse improvements and an in-rack sprinkler system.

Phase 1 of the project began in October of '05 and Phase 2 was completed in June of '06.



Safety — Bill Menalis Safety Director

Ondra-Huyett has always been proactive in our approach to safety. As the new Safety Director, I look forward to helping our company, our employees and our subcontractors meet Ondra-Huyett's Safety Goals.

The best way to achieve our safety goals is through education, training, and day to day awareness of safety concerns on the job.

The old way of looking at safety as a requirement has changed. Doing the job the "OHA Way" means doing the job with the quality, effectiveness and safety that is our standard.

As your Safety Director, I intend to improve Ondra-Huyett's ability to do the job safely by increasing

safety awareness and by making safety concerns second nature to us all on the job -- as natural a part of the job as putting on your tool belt or turning on your computer.

Our improved proactive approach to safety will reward safe behavior and eliminate unsafe behavior on the job.

The safety committee is the best vehicle for achieving this goal. Every employee will be given an opportunity to participate on the committee, share their ideas for safety and learn from others how we can make our safety program the best it can be. Since 85-90% of accidents are created by the unsafe actions of people, it is important to help manage the actions and behaviors of our employees to re-

duce the potential of injuries and increase safe behavior. Let's identify both safe and unsafe behaviors, focus on things that employees do right and help employees recognize the safe way reinforce this behavior. Identifying unsafe or undesirable actions should be brought to their attention of the supervisor for guidance on how to improve or correct their behavior.

Ondra-Huyett's Safety Program is a good program and is going to be a great program as we work hard and work smart to give all of our employees, our subcontractors and our clients the knowledge, the tools and the right attitude to do the job safely. Please call me with your suggestions for how we can help work safely.



Ondra-Huyett Associates received the 2006 Safety Training & Evaluation Process Award, in recognition of the company's Gold Level of achievement in its safety program.

OHA Builds Buckeye Pipeline's New Office

The company completed construction on the new corporate office facility for Buckeye Partners LP at the Tek Park facility in Breinigsville along Rt 222.

Buckeye will occupy 80,000 square foot of the 148,000 square foot three-story building on the west end of the 500,000 square foot multi-building corporate campus.

The new facility will house the consolidation of two existing Buckeye operations in the Lehigh Valley and accommodate the company's plans to increase local employment from 200 to 245 employees.

The construction project involved the completion of the building shell and the tenant fit out of the 3-story office building.

"This brings the term *fast-track* to a whole new level," said Robin Hoover, Project Executive. "Our team began the project in June, 2006 and completed the project in October. "With long lead times for critical building components, managing the schedule and the work required some significant coordination and teamwork to get the job done for this very important client," said Robin Hoover.

Fast-track construction is the watch word for OHA's latest office construction project. From cold, dark shell to an 80,000 sq ft class A office space in just four months. That's the OHA Way.

Team OHA Cycles in Lehigh Valley Velodrome Corporate Challenge

Olympic Gold Medalist Marty Nothstein asked Ondra-Huyett to participate in the 2006 world class Cycling Season at the Lehigh valley Velodrome.

OHA became an event sponsor for the season and sent a team to ride in the July 28 Golden Wheel Race and 2006 Corporate Challenge.

After completing a month of intense training, Team OHA was the only novice team competing in the 2006 Corporate Challenge Event and posted a fine showing.

The Team OHA members included: Lisa Green, Mandy Loughman, Matt Miller, Chuck O'Donnell, Jon Sandberg, Kyle Shoff and Paul Spatz.





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Construction Management
Construction Services
Integrity is our cornerstone.



Our Mission is to:

Provide unsurpassed service, quality and value
To our clients as we achieve their construction objectives
In a collaborative environment with our
Design professionals, contractors and suppliers

We will do this by:

Committing our best efforts in the pursuit
Of the interests of all parties
Utilizing and leading a responsive and productive project team.
Honoring our obligations and commitments
Utilizing innovative and effective methods. Being proactive by taking the initiative. Helping each other.

So that we may:

Sustain relationships of trust, respect, fairness and integrity
Survive and thrive as a profitable and enduring business
Improve, excel and succeed in our individual and corporate performance.
Take pride in our final product, as well as the process through which it was accomplished.

Ondra-Huyett Associates, Inc. — Poised for Growth

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As Ondra-Huyett Associates enters its second decade of operations serving clients in the Lehigh Valley and Eastern PA, we have developed the staff, the systems and the experience to significantly grow our business.

The best way to provide opportunities for our staff is to grow the number of projects we take on. We are looking to encourage, enable and support our staff to take on more interesting and more complex construction projects.

Whether that complexity is the building type, a difficult schedule or a very tight budget, Ondra-Huyett seeks to distinguish our firm by demonstrating our ability to provide solutions to our client's facility problems.

In the past ten years we have established our firm as a leader in the construction business in this region. We have developed specialties in such building types as; corporate office, manufacturing, hospital and medical, hospitality and adaptive reuse of urban buildings.

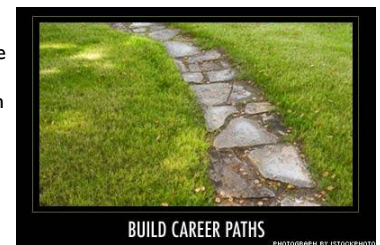
Our portfolio of successful projects can help launch OHA to a new level of project activity in the next few years. If the economy stays strong, we will be taking on more and larger projects in each of our specialty areas.

To manage an increase in project activity, we are putting in place the people, the systems and the resources to deliver a larger volume of successful projects each year.

With more work, comes more opportunity for OHA staff to take on more responsibility and advance in the organization. Those that demonstrate good performance on the job will excel. That performance will be measured by how safely, productively and cooperatively they manage, supervise and perform their jobs.

Ondra-Huyett Associates was founded on a very simple principal "to provide construction services in a collaborative fashion with owners, design professionals and subcontractors". In doing so, we can deliver projects economically, quickly, with higher quality, and at lower risk to all parties.

Integrity is our cornerstone for growth in the future.



Growing OHA to a larger and stronger company is the best way I know to help all our employees grow personally and professionally and achieve their career and financial goals.
Mike Ondra