



Happy Holidays to all our wonderful clients, partners, family & friends

2021 KONTEK is becoming an employee owned company! We created an ESOP trust and celebrated our 35 newly created employee-owners.

SO MANY NEW FACES AT KONTEK – LEANN, CAMERON M., STEPHAN & REGGIE JOINED OUR OPERATIONS TEAM, MARK & MATT D. JOINED THE ACCOUNT TEAM, AND JOE BECAME OUR FIRST CHIEF FINANCIAL OFFICER. We said farewell and thank you to Cameron P., Garrett, Sam, Scott and Zil. *Rebecca had a lot to celebrate as her son graduated from NCSU Engineering School and got his first “grown-up” job as a Structural Designer. Wes helped plan two weddings for his son Will – a “COVID” wedding in 2020 and a “COVID Make-Up” wedding in 2021. In this year’s 200-mile Tuna Relay Race news, Kim and Hope made it to Atlantic Beach to claim their free tuna taco.* Hilary created detailed procedures & schedules for KONTEK’s return to in-person office work – then had to cancel them, over and over again. **Ryan & Brittany got married, ably assisted in the planning department by KONTEK service manager (and Ryan’s mom) Tammy. Stefan became a Crestron Certified Programmer!** Monica’s “little girls” are now a college graduate (Makyla, NC A&T) and a college freshman (Alani, UNC-G). Joel & Martha welcomed their first grandchild! Will Joel’s teammates start calling him “Pops?” John took home KONTEK’s first annual axe-throwing trophy, narrowly edging fellow semi-pro Dan in a long axe throw-off. Intrepid globetrotter Pete camped and backpacked across Iceland – “a whole bunch of awesome.” Warren & Izzy won the 2021 pet lottery when they adopted Zuko, Certified World’s Cutest Puppy. **Matt D. & Berkley are now playing zone defense with the birth of their 3rd child, baby Penelope.** Connell’s annual “Bro-lympics” skiing trip was a casualty of COVID, but he & Akilah managed a trip to the Maldives for their 12th anniversary. *Emily has cross-stitched 42 (so far) QR codes of Buddhist lojong mind training slogans, thereby *winning* pandemic isolation this year.* Tim (lead) and Matt H. (PM) shattered the single-summer installation record by finishing 40 classrooms at NC Central University. **Undeterred by his own broken collarbone, Dylan introduced baby Amelia to her first wheeled vehicle. Jan had to renovate three bathrooms (one of them outdoors – huh?) to accommodate her rapidly growing brood of grandchildren.** Cameron & Deldra relocated to NC from Colorado and welcomed baby Kellen Archer. Will her first words be “hey, where’s all the snow?” **New CFO Joe is pretty happy commuting 10 minutes to his job at KONTEK instead of flying to Texas every week.** *Julian & Carrie racked up the miles on I-40 visiting his daughter Elise at Davidson College on weekends.* **Mike Walters, musical electronics wizard, built a system destined for Tallinn, Estonia. Väga lahe! (“very cool”).** Brandon is a new ECU Pirates fan after leading the massive Life Sciences project in Greenville. **Frank has been attending YouTube University to become a master picture framer. He has framed over 80 pieces of art this year! Jeff braved Disney World & Universal Studios with his family for Thanksgiving. That’s a devoted dad.** Brian leaned in hard to the “work from home” lifestyle – t-ball coach, HOA president, neighborhood game night organizer. **With his new Playstation 5 in hand, Seth is prepared for another year of lockdown if necessary. Proud dad (and rabid sports fan) Marques celebrated his sons’ flag football victories – and his daughter’s new driver’s license.** Who’s that masked man in the superhero cape, endangering pedestrians on his one-wheeler? Yep, it’s Mark on an urgent downtown service call. *The KONTEK crew sits up and behaves when project manager & avid volleyball referee Leann shouts “foot fault!” at the warehouse.* Rookie installers Stephan & Reggie were baptized by fire during KONTEK’s busy summer season. Mike Werner got his low voltage electrical license and PMP certification – and promotion to director of the Design Team!

There's big news at KONTEK – we've become an employee owned company! Original partners Frank and Wes launched their succession plan on August 31st by creating an ESOP trust that now owns 40% of the company's shares. Our plan is to become 100% employee owned within the next few years – we believe that's a worthy goal for a company where teamwork, mutual respect and active employee involvement have always been as important as business success.

In other news, who would have guessed that we'd still be wearing masks at the end of 2021? The pandemic may feel never-ending, but we're also feeling fortunate that 2021 was another outstanding year for KONTEK. We're grateful for our dedicated "employee-owners" who have braved all kinds of complications to keep our projects on track, and for our loyal clients who didn't let a pandemic or countless supply chain problems keep them from investing in creative, challenging projects. A few highlights:

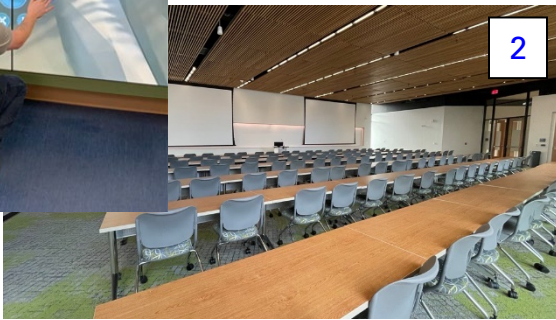


1

NC State University's Hunt Library chose KONTEK to upgrade its amazing Teaching & Visualization Lab (1) with a wrap-around, floor to ceiling projection system 42' in width and 7' tall. With eight ultra high resolution, 10,000 lumen edge blended projectors, that's approximately a gazillion VERY bright pixels. An example of true design collaboration among KONTEK's team, the Hunt Library tech staff, and our manufacturer partners at Christie Digital, Stewart Filmscreen and Analog Way.



3



2

East Carolina University's ambitious new Life Sciences & Biotechnology Building (2), located in Greenville's Tobacco Warehouse District, will provide a superb learning environment for ECU students in the sciences. The wide variety of collaborative spaces and teaching tools in this 141,500 square foot building are designed to optimize small group study, support remote as well as in-person learning, and provide extensive bring-your-own device wireless presentation capability. With projects like this, ECU's reach and reputation continue to surge ahead.

Vidant Health's Maynard Children's Hospital, designed to treat eastern North Carolina's sickest kids, was completed in 2012 with extensive KONTEK technology throughout. Our newest project in the Pediatric Intensive Care Unit is a child-friendly interactive video wall (3) with custom content developed by our partners at Relative Scale. The chance to lighten the day for children who are undergoing serious medical treatment made this project especially meaningful to us.

As always there are too many others to mention, each one of them bringing its own unique challenges and opportunities. As we say around the office, "if you're not having fun doing AV, you're not doing it right." We know this is all made possible by our clients, teammates and partners, to whom we wish the happiest and most joyful of holidays.

Frank Konhaus, Wes Newman, Dan Sanville, Tim Rabalais, Jan Stutts, Julian Milano, Kim Durack, Pete Rehm, Monica Ellis, Joel Johnson, Warren Martin, Tammy Bradley, Mike Walters, Jeff Howard, Hilary French, John Bradley, Marques Manning, Mike Werner, Stefan Letarte, Connell Smallwood, Dylan Stafford, Emily Millay Haddad, Ryan Bradley, Brian Delk, Seth Masterson, Rebecca Cook, Matt Holder, Brandon Patton, Mark Grzyb, Cameron McAlpine, Leann Madtes, Stephan Octave, Reggie Williams, Matt Doran, Joe Elliott

