



December 5, 2008

Watco Team:

Merriam-Webster defines TRUST as "an assured reliance on the character, ability, strength or truth of someone in which confidence is placed to be used or cared for in the interest of another." FAITH is defined by Webster as "a firm belief in something for which there is no proof; to have complete trust." [A Religious definition of Faith is "confident assurance of that which you cannot see or touch."] In other words, to Trust is to have Faith and to have Faith you must Trust.

Whenever we place our trust and faith in other people, we make ourselves vulnerable, vulnerable to disappointment and the frailties of human nature that emanate from a lapse in judgment or a falling to weakness in morality by another. Weaknesses, I might add, that we all are subject to in our lives. We are not perfect, but as Lombardi said we pursue perfection knowing it cannot be attained by the fact of human nature, but in doing so we are striving for excellence.

When we think about trust and faith, we must recognize that our willingness to trust and to be faithful to others is the core of true teamwork. As members of Watco Companies, we are a team of people all with diverse talents, knowledge and skills brought together as one to achieve a common set of goals defined by our Foundation Principles. Since none of us is perfect, we assemble a team to work in concert to provide strength where there might otherwise be a weakness and together the whole is better than any part. To truly be a team, we must ensure that each of us are valuable teammates doing our part to make the whole the best it can be.

This begins by ensuring that each of us always remains loyal to the faith and trust that others place in us. We have this opportunity multiple times throughout each day by our attitude, the morale we promote and by our decisions. Whether it is the Webb Family entrusting us to be judicious in how we use our purchase card, or how we work when no one else is around, we are trusted to make the right choices. Likewise trust and faith is manifested in the respect and dignity with which we treat our coworkers, or as managers, those we lead.

Another example includes how we speak about others or situations when others are not present. Do we spread rumors or make comments that are not supported by facts? What efforts do we make to stop rumors or gossip about others? Do we convey messages that are subversive to the overall effort of the team or do we make our opinions known in a constructive manner? Do we voice our opinion in support of the moral and right thing to do in front of the team in the face of suggestions otherwise? These along with countless other examples are how we strive to be leaders and valuable members of the Watco Team.

Next time you are tempted to pursue a course that is marginal or self serving, you must ask if it is the way you would want to be treated by others. If you find yourself grasping for excuses to justify the means, then it probably is an indication that a more open and honest choice is warranted. Acting together as a true team we will ensure that our future is as bright as our last 25 years.

Thank you for all your dedication and loyalty to our Watco Foundation Principles and for your efforts to serve our Customers, People, Communities and Company.

A handwritten signature in black ink, appearing to be "J. D. ...".