



## Kilmarnock's MTEQ does Hi-Tech Close to Home

### Local Manufacturer a Key Supplier to Government, Industry

help fund new construction and for preferential treatment in obtaining government contracts. Congressman Rob Wittman helped cut through the red tape at the federal level. The staff at Chesapeake Bank assisted in marshaling other local resources.

In October 2007 the company opened its new 12,000 sq. ft. building with its specialized "electrostatic discharge" flooring and state-of-the-art equipment to handle jobs large and small. Mary, whose education includes a Master of Science in electrical engineering from Virginia Tech, supervises the technical side of the operation. Greg, a CPA, manages the business side of the house.

The Williamses are supported by a team of highly skilled employees. The Engineering Services section includes a mix of professionals from the local area and new hires who've relocated from Maryland and Massachusetts. In the plant, Production Manager Judy Jenkins, a Reedville native who's been with MTEQ for two decades, supervises the assembly team, a diverse work force made up of locals from places like White Stone and Kilmarnock.

MTEQ employs 40 people at its Kilmarnock assembly plant and 20 more at the Army's Night Vision & Electronics Sensors Directorate, Fort Belvoir and the Naval Weapons Systems Center, Dahlgren. Employees receive competitive wages and a generous benefit package, including paid health insurance. The company sponsors an active internship program for students from institutions such as Rappahannock Community College,

Norfolk State, William & Mary, and Virginia Tech.

"Companies doing business with MTEQ feel comfortable," Greg Williams says, "because we follow IPC standards and our people are trained to ISO, IPC 610/620 and J-Standard for the work we do."

That's a shorthand way of saying

*(continued on page 4)*



Local employees are the backbone of MTEQ's workforce at its assembly plant in Kilmarnock. Attention to detail and continual training allow workers to meet international standards for components used in hi-tech systems by government and private industry.

One of the first decisions new MTEQ owner Mary Williams and her husband Greg made when they purchased the hi-tech company in 2005 was to diversify their business. At the time Reedville-based MTEQ was making electronics components exclusively for commercial customers. Mary and Greg knew they wanted to go after government contracts—which meant constructing a larger facility. But they also wanted to retain their current work force. That required relocating on the Northern Neck, not moving to Northern Virginia, where so many similar companies were operating.

The Williamses discovered that help was readily at hand. Officials in Kilmarnock smoothed the way with permitting processes and coached the new management team during their relocation to the town's technology park. Because MTEQ was relocating in a Virginia Enterprise Zone and a "HUBzone"—an area designated by the federal government as historically under utilized for business—the company was eligible for grants to

## What's Current

- MTEQ: Hi-Tech Close to Home ..... 1
- Trust Officers Offer Peace of Mind....2
- Have You Been Scammed?.....3
- Habitat for Humanity .....3



Featuring Jean H. Light  
Vice President and Trust Officer, Chesapeake Investment Group  
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## Trust Officers Provide Financial Help and Peace of Mind

Here are some tips and suggestions that can help you get your financial affairs in order:

- Choose advisors with real experience and expertise.
- Get a tax checkup with your tax advisor.
- Use corporate professionals to handle your trust and estate matters, and take the worry out of the aging process.
- Make sure assets are titled properly to an enforceable trust.
- Make checking and savings accounts Payable on Death (POD) to an individual or a trust to keep them out of probate.
- Assign all tangible personal property to a trust if you have one in force.
- Make sure you have a successor named in your Power of Attorney and/or Durable Medical Power of Attorney.
- Let Chesapeake Investment Group review your portfolio free of charge.
- If you are 70 ½ or older and decided in 2009 to stop your IRA Minimum Distribution (RMD), remember that the government's program allowing you to do so ends at the end of this year. Don't forget to restart your distributions in 2010 to avoid penalties.
- Choose highly regulated institutions to manage and protect your family finances and affairs.

Chesapeake Trust Company is a community-based institution that has been helping families in the Northern Neck, Middle Peninsula and Williamsburg for over 36 years. Our Trust Officers help people manage their financial affairs to provide for wealth preservation, incapacity planning, and final distribution of your assets. A good Trust Officer offers empathy and understanding during your lifetime, and continues to act in your best interests when you're no longer around to provide personal attention to matters that can affect those you love.

Who can benefit from working with a Trust Officer? Maybe you can. Here's why:

- **We had a client who was wheel chair bound and had dementia. Her spouse was the sole caregiver. One day on the way back from town he was killed in an automobile accident. We stepped in to arrange around-the-clock care for her, paid all the bills, worked through all the tax matters, managed the investment portfolio and settled his estate. She never knew he had passed away. The children—all of whom lived out of the state—were astonished that a trust company could step in and handle all of these matters seamlessly.**
- **A couple was in the process of drafting their estate plan and had just signed their documents when the husband had a massive heart attack. We stepped in to get all of the assets titled to the proper trusts, and took full advantage of existing tax laws to preserve the family's assets. The husband died soon afterwards. This quick move saved the family over a half million dollars in taxes.**

In both cases, a qualified Trust Officer was able to relieve these families of significant emotional burden and save them money at the same time.

## Have You Been Scammed?

It's no surprise that in these tough economic times fraudulent activity and financial scams are on the rise. Scammers are using highly creative ways to obtain personal and financial information. With that data they can siphon accounts, run up exorbitant charges and ruin your credit and your good name.

Here are some of today's more popular scams:

**Phishing:** Scammers contact you by email or phone asking for your financial information because they've located funds for you or need to update your records. Often these schemes look like legitimate requests from banks or

business where you shop regularly.

**Check Scams:** A company sends you a check, claiming it's a lottery winning, inheritance, or refund. You're asked to cash the check and return a percentage to the company as a service fee. Later you learn the check is fraudulent. Your account is charged the full amount, and you're out of pocket for funds sent to the scam artists.

**Contact From Nigeria:** You receive an email or letter from someone claiming to be a wealthy person from an underprivileged foreign country. You're asked to assist this person by providing bank account information so funds can be transferred to America.

Once you cooperate, scammers drain your accounts.

Might you be the victim of a scam? Take a moment to answer these questions:

- Have you responded to emails or telephone calls requesting personal or financial information?
- Have you deposited any checks you received in the mail unexpectedly?
- Have you received money from an individual or a business after giving them your financial information?

If you answered 'yes' to any of these questions, you may be the victim of fraud. If so, contact financial institutions where you do business to minimize the damage.

Visit the new Security Center on [www.chesbank.com](http://www.chesbank.com) for the latest alerts. Remember: The best way to protect yourself is to be knowledgeable – and vigilant. Any questions? Call Chesapeake Bank at 800-434-1181.

# Lancaster-Northumberland Habitat for Humanity

Donna Yerby is getting a new house. It's something she's always dreamed of, but she never thought she'd be able to afford one. If all goes well, though, she and her family will be moving into their new home on Park Pond Road outside Kilmarnock before Christmas.

Donna's worked hard to make this happen. So, too, have dozens of her fellow citizens in Lancaster and Northumberland counties, some of them complete strangers to her. They are part of an army of volunteers who swing hammers, wield paint brushes, handle routine office chores and raise money for an organization that's providing the assistance to millions of people like Donna Yerby in obtaining affordable housing: Habitat for Humanity.

Habitat for Humanity International, founded by Alabama businessman Millard Fuller, has been helping deserving families secure affordable housing since 1976. Headquartered in Atlanta and Americus, Georgia, the group has received worldwide publicity because of the personal involvement of former President Jimmy Carter. Its 1,300 local affiliates make the dream of home ownership a reality for citizens right in their own communities.

The Lancaster-Northumberland Chapter of Habitat for Humanity began operating in 1996. They completed their first home two years later. Currently the Chapter is constructing one house a year, but



Habitat homes are built by community volunteers who devote their time and talents to helping neighbors purchase affordable housing. A cadre of professionals guides the work of these Good Samaritans. Many local businesses provide financial assistance or in-kind support for construction.

the group has plans to double their output. All it will take, says Lancaster-Northumberland Chapter Board Chair John O'Keefe, is some hard work at fundraising and the dedication of volunteers who can transform an empty lot into a home.

"Habitat for Humanity operates much like a franchise," O'Keefe says. "We're allowed to use their name and logo but they provide no funding. We have to raise money on our own if we want to build houses locally."

That means getting help from both corporations and individuals. Some of the donations come in the form of cash. Others are provided as in-kind services, such as discounted or free materials or expert labor for construction and landscaping. Chesapeake Bank donated 300 cookbooks to Habitat to sell. The organization raised \$6,000 from this effort.

Chesapeake Bank has also been providing administrative support, supplies, meeting space and equipment. Bank offices in Kilmarnock have become a kind of unofficial hub for Habitat's administrative activities. Paula Owens, a loan specialist at the bank, serves on Habitat's board of directors and is on the committee that selects families to purchase Habitat Homes.

On most Tuesdays and Saturdays you can see Habitat volunteers at the site of Donna Yerby's home. The group is an interesting mix of senior citizens, working professionals, skilled tradesmen, and students. Recently Christchurch School sent over a group that invested a day in a community service experience they're likely to remember for some time.

The Chapter has one part-time employee, Herb Fowler, who has experience as a general contractor. He's responsible for overseeing construction from initial design to completion. Everyone else associated with the group is a volunteer. One of them is Duane Bushey, an engineer with experience in construction management. He's proud to be serving on the board of an organization that gives people a hand up rather than a handout.

"This isn't a gift," Bushey insists. "Our new homeowners pay for these houses. What Habitat does is give them a break on the mortgage in exchange for their commitment to help with construction."



(continued on page 4)

# Habitat for Humanity

(continued from page 3)

Payments on the interest-free mortgage go into the Chapter's treasury, which can then be used to fund the group's next project. While Habitat frequently receives donated materials and services, they often contract with local tradesmen for some of the more intricate services such as electrical wiring or heating and air conditioning.

Prospective homeowners apply to the local chapter. A rigorous screening process headed up by Lancaster County Director of Social Services Edna Davenport, who serves on the Chapter's board. Larry and Tamika Willis have been selected as the next couple to be allowed to purchase a Habitat home. It will be built just down the block from where Yerby's home is going up.

The Willises are now spending time working on Yerby's house as part of the "down payment" they must make to qualify as new homeowners. That's because, in addition to meeting certain financial criteria, prospective homeowners must invest 300 hours of "sweat equity" in a Habitat project. Usually that means helping to build a Habitat home—often their own.

Habitat for Humanity is always looking for volunteers. "You don't need to be an expert in any building trade," Bushey says. "We'll teach you what you need to know, and we guarantee you'll have a wonderful, fulfilling experience by helping some of your neighbors in these two counties realize their dreams."

*Want to know more about Lancaster-Northumberland Habitat for Humanity? Interested in helping out? Visit the organization's web site, [www.lnhabitat.org](http://www.lnhabitat.org), or call 804-435-3461. You can leave a message and someone will get back to you.*



Everyone who qualifies to purchase a Habitat home must pay in part by providing "sweat equity," donating their own time to assist in construction or helping out with the local chapter's many administrative and fundraising needs.

## MTEQ: Hi-Tech Close to Home

(continued from page 1)

MTEQ meets international standards set for manufacturing electronic equipment for commercial use and for the Defense Department. The company is also certified by

Underwriter Laboratories. Employees undergo constant training to keep skills current.

Of course, it would be hard to find many of MTEQ's products without

disassembling the complex electronics equipment used by commercial and defense organizations. Circuit boards and cable assemblies produced at the Kilmarnock site are the 'guts' of hi-tech equipment used in a variety of items, including equipment in giant computer server farms, high-performance race cars, environmental monitoring gear, and military devices. The company doesn't just fabricate items designed by their clients, either. MTEQ's staff of engineers also provides design and testing services, a major plus when competing for Department of Defense contracts.

MTEQ has come a long way in four years, but the Williamses see possibilities for expanding both their commercial and military client base. "We're exceptionally proud of our growth," Mary Williams says. "And we're delighted that we've been able to expand our business in an area that our family enjoys, and that offers such potential for the future."



**Melissa Harrigan's work at MTEQ has taken her to new heights—including a test mission above China Lake, California.**

Melissa Harrigan, a 2008 Southern Connecticut State graduate in mathematics, knows first-hand how well MTEQ treats employees. When her parents moved to Kilmarnock, Harrigan applied for an internship at MTEQ, where she worked on the assembly line and in the front office. Mary and Greg Williams offered her a full-time position when she completed her training. Harrigan is now a Research Engineer at MTEQ's Ft. Belvoir facility. Her work has taken her to new heights—including a test mission aboard an Air Force DC-3 above China Lake, California. "I couldn't have asked for a greater 'first job'," she says.

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