The Southern States Story
The core values of Southern States

- We will provide the best customer care in our market.
- We will seek new opportunities, innovate and experiment with new ideas.
- We will work as a team, collaborating with and supporting each other for the good of Southern States.
- We will be open to learning and change to be more effective.
- We will treat each other with fairness, respect, and professionalism.
- We will be profitable, grow the company, and have fun.
The Southern States story is an American story. It is the story of a manufacturer’s faith in the future of an industry and of the vision of men who helped pave the way by anticipating the needs of a growing industry.
A letter from the CEO of Southern States

The words of Thomas Alva Edison - “First be sure a thing is wanted or needed, then go ahead” - perhaps tell the story of Southern States, LLC in Hampton, Georgia, more eloquently than many typed pages can. Edison’s statement exemplifies the spirit portrayed by Southern States’ founder, Mr. William E. Mitchell, when he first opened the business in Birmingham, Alabama, in 1916.

For a company to not only survive but to thrive as it enters its 100th Anniversary is a rare thing in today’s world of business. It speaks of a drive and determination to push forward, no matter what – of a desire to provide the highest quality of products, service, and innovation.

Southern States has been powered by vision, brilliance of mind, hard work and true dedication. It has been built by hundreds of men and women who came to work day after day to build a business that has global impact. Thank you to all who make Southern States successful – our employees, manufacturers’ representatives, vendors, customers and the community of Hampton.

We celebrate this milestone anniversary not only as a celebration of the past but also as a look into the future as we move forward into our next one hundred years.

Raj Anand
Chief Executive Officer
With the second Industrial Revolution well underway, the South lagged behind in progress. At the end of the 19th century, Alabama was an agricultural state where 90 percent of the population had no electricity. With the dawn of the 20th century, William Lay, a Cherokee County native, envisioned lighting Alabama and incorporated the Alabama Power Company in Gadsen, Alabama in 1906. He was able to get Congress to approve his Coosa River Dam project (later renamed the Lay Dam) in 1907 but was not able to obtain the necessary funding to complete the project. In 1911, James Mitchell, a Massachusetts engineer who had spent 17 years bringing electricity to Brazil, travelled to Alabama and recognized the potential in Alabama’s abundant hydro resources. He formed Alabama Traction, Power & Light, Ltd., a holding company in Canada, to funnel capital from the banking house of Sparling & Company of London, and began acquiring ownership in a number of companies that had been formed to build dams. This included purchase of William Lay’s Alabama Power Company and its assets in 1912. James Mitchell decided to build his first dam at Lock 12 on the Coosa River and construct transmission lines to Birmingham, the industrial heart of Alabama. At the same time, he decided to move the company headquarters to Birmingham. The dam on Lock 12 was completed in December 1913 and was generating electricity by April, 1914.

Mr. Mitchell began to recruit the best engineers and managerial talent he could find. Among those hired was his younger brother William E. who joined the company as his lead electrical engineer. The stage was being set for the birth of a fledgling company that would come to be known as Southern States.

James Mitchell 1866-1920
- 1884: Worked for the Thomas – Houston Co. which merged with Edison Standard Electric to form General Electric
- Installed electric tramways in Pittsburgh, Omaha, Scranton, Des Moines, and Denver
- 1892: Sent to Brazil to install the first trolley cars in South America
- Held management positions with tramway companies in Sao Paulo, Salvador, & Manaus
- 1909: Studied power development possibilities for the Japanese Government
- 1912: Using British financing, purchased the Alabama Power Company

William Edward Mitchell 1882-1960
- Graduated M.I.T. in 1903
- 1905: Electrical Engr for Sao Paulo Tramway Light & Power Co in Brazil
- 1907: Operating Manager of Bahia Tramway Light & Power Co in Brazil
- 1911: Construction Foreman/General Electric in San Francisco
- 1912: Electrical Engr, Alabama Power Co in Birmingham AL
- 1916: Forested Southern States Equipment Co
- 1917: Named Vice President of Operations for Alabama Power
- 1927: Named Vice President and General Manager of Georgia Power
- 1945: Named President of Georgia Power

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The birth announcement of a new company.

On February 29, 1916, William E. Mitchell took the first step in a journey that would lead to the Southern States, LLC that we know today. It was that day that the Southern States Electric Company was formed. The original founders included: William E. Mitchell, F.H. Chamberlain, F.W. Hausmann, V.H. Hanson, F.P. Cummings, and J.C. Maben Jr., all from the Birmingham, Alabama area. The company was formed with an investment of $1,975.00. Mr. Mitchell was elected President of the company. The first Board of Directors meeting was held on March 1, 1916, in the Brown-Marx building, Birmingham, which housed the offices of Alabama Power. The Brown-Marx building was part of a group of buildings in Birmingham called the “Heaviest Corner on Earth.”

The Southern States Equipment Company was located at 1921-23 Powell Avenue, Birmingham, Alabama, Jefferson County. The original business of this new company was the repair and service of motors, transformers and other types of electrical apparatus. In May of 1919, with the increasing use of electricity and the war at an end, Southern States required additional capital for growth and increased the shares of authorized stock to a value of $75,000. At the same time the Board of Directors and Shareholders agreed to change the name of the corporation to reflect the changing nature of the business from repairs and service to include the sale of manufactured products. The name was officially changed to Southern States Equipment Co. on April 21, 1919.

First Board meeting was held in the Brown-Marx building, part of a group of buildings in Birmingham called the “Heaviest Corner on Earth.”

Company ledger entry for its first customer order: Alabama Power, April 1916.
The Roaring Twenties brought continued new growth opportunities to Mitchell's fledgling business. This decade brought improved power transmission and an immense boost to the electrical industry. The industrial age was humming, with better distribution, more and better motors, and trans-Atlantic telephone service.

The tungsten lamp, shown below, offered better, cheaper, and longerlasting lighting. Electric refrigerators, shown at right, and ranges, as well as a flood of modern electrical domestic appliances, opened up a whole new world for electrical workers. Electrical output from utility companies exploded from 5.9 million kWh in 1907 to 75.4 million kWh in 1927.

In 1920, Mr. George N. Lemmon became associated with the company as its Chief Engineer. Mr. Lemmon brought an inventive mind and engineering ability coupled with previous experience in the design and manufacture of electrical apparatus.

During this period, the company cooperated closely with the Alabama Power Company in the engineering, development, and testing of new products for the utility industry.

One of the first products manufactured for the electrical market was the Automatic Reclosing Mechanism, patented by George H. Middlemiss. A contract with a leading breaker manufacturing company, Condit Electrical Manufacturing Company of Boston, led to shipments of this product to power companies as far north as Massachusetts.

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The line of air break, disconnecting switches and fuses was expanded and continued to draw significant interest. In 1924, an order from Yonkers, New York was received for the first automatic sectionizer switch, (shown below left), for $2,370.00. The Type 57 disconnect Switch (shown at right) and the 44 kV Type 41 Switch (shown at right) Upright Mount Expulsion Fuse, the first fuse to remove the fuse tube from the circuit when the fuse operated, were developed in close cooperation with Alabama Power. George N. Lemmon, elected President of Southern States in 1925, received patents for both products.

Development continued during this decade with the development of both fuses and disconnects for lower and higher voltage levels including the development of the Type 23 Fuse, the first expulsion, dropout fuse for distribution voltages. This increased development work resulted in several important patents. Some of them proved to be of value both as a restriction on competitors, and as a source of profit through royalties.

The growing success of Southern States allowed the company to purchase the property and building at Powell Street. Discussions were held in 1925 about whether the repair business, which was limited to local customers, should be discontinued due to the growing interest of manufactured products. The repair business was the fundamental basis for the company and would be continued, but significant focus would be placed on manufactured products, since that held the potential for more company growth.

**1920s**

**Patents grow for needed innovative products.**

![1920s installation drawing for the Automatic Sectionizer Switch](image1)

![Automatic Sectionizer Switch Operator](image2)

![Type 57 Disconnect Switch](image3)

![Type 41 Expulsion Fuse](image4)
The Great Depression, starting in late 1929 with the collapse of the stock market, led to very difficult times for the company in the early '30s. Statistics from the National Electrical Manufacturers Association showed the available market in 1933, for the products offered by Southern States, was only 12½% of the market available in 1929. The company was forced to turn to certain of its officers for cash loans to tide the business over those years.

It was not until 1935 that the economy started to turn around. As the market began to recover, additional capital was needed to continue development of needed products and increase marketing focus. In 1935, a $15,000 loan was obtained from the Federal Reserve Bank, using the company’s real estate and real property as collateral.

Southern States product offering continued to expand, and by 1936 included hookstick switches, distribution and transmission voltage gang-operated switches, power fuses, cutouts, motor mechanisms to operate switches, sectionalizers, and substations. The distribution-dropout fuse, now known as a distribution cutout, continued to evolve with the Type 33 Fuse. The repeating fuse was introduced, along with the phrase “Pete and Ree-Pete” coined for marketing promotions.

The SD-61 motor mechanism or group operated switches was introduced, along with the Type TM “Throw-Matic” motor mechanism for use with auto throw-over schemes.

In the mid-1930s, W. E. Mitchell, who had moved to Georgia and was now working with Georgia Power, designated his shares of the company to his four sons, William Cameron, Duncan, Graham, and Glenn (three of whom would go on to play important roles in Southern States’ history).

Surviving and thriving through the Great Depression.
Growing pains and a company name change.

In 1937, at a Board of Directors meeting, it was determined that the company’s patents had not been properly capitalized. With the prospect of profitable growth in the coming years, it would be beneficial to have these undervalued assets incorporated in the company’s balance sheet in such a way that tax savings could be affected.

The Southern States Equipment Company was therefore dissolved as of June 30, 1937, and all its assets and liabilities were transferred to a new company, the Southern States Equipment Corporation, formed by the same stockholders. For each share held in the old company, a share in the new company was distributed. George N. Lemmon was elected President of the new Corporation.

On January 1, 1939, Mr. Olan Richardson was hired as Chief Engineer. In 1941, he would be elected Executive Vice President with the purpose of relieving Mr. Lemmon of most of his routine duties. Mr. Lemmon would continue with the company in a semi-retired position.

Mr. Richardson had previously worked for the Georgia Power Company and would continue the transformation of Southern States from an electrical equipment repair shop to an engineering and manufacturing company. He retired as Chairman of the Board and Chief Executive Officer in 1966.
The 1940s brought change to the entire world as another World War moved to the forefront in the world arena. It became apparent that the engineering capability and financial resources of Southern States should, if possible, be put in the service of national defense. The Birmingham plant was not adequate for production of war materials so a search was made for new manufacturing facilities. Agents of the Birmingham Ordnance District contacted Southern States and informed them of the Henderson Foundry & Machine Works located in Hampton, Georgia, which was at the time being used for the making of repair parts for the textile industry.

This opportunity was investigated by William E. Mitchell, who entered into an agreement for purchase with A.D. Henderson and G. Henderson, brothers and owners of the Henderson Foundry & Machine Works located in Hampton, GA. In November of 1940, Southern States Equipment Corporation purchased the Henderson Foundry and Machine Works. Shortly following the acquisition, it was learned that an order for slightly more than $400,000 had been allocated to Southern States Equipment Corporation, by the War Department, for manufacture of munitions at the Henderson Foundry facility.

In addition to the munitions, the plant was enjoying a growing business in textile machine parts (ball bearings, comb boxes, cloth inspection tables, roller conversion units for card and drawing frames, and new card drives) for mills, including those in nearby Griffin. The business was continued in conjunction with the Ordnance work and was used as a springboard to launch several new products for the textile industry.

In 1941, Southern States was advised that it would be disadvantageous for an Alabama corporation to hold stock in a Georgia corporation due to the position of the Federal Government concerning Holding Companies. This led to the sale of the 200 shares of Henderson Foundry & Machine Works stock to the Mitchell Family now residing in Georgia. Stockholders included W.E. Mitchell and the Mitchell children, Glenn, Graham, Duncan, W. Cameron, and Elizabeth. Olan Richardson would become President of The Henderson Foundry & Machine Works.

Throughout the war, Southern States Equipment Corporation continued to operate in Birmingham in the same plant where it had been for years. However, floor space was inadequate and the location in downtown Birmingham made expansion impossible. It became necessary to rent various buildings in the area as storerooms for raw materials and for finished goods. This made for complicated and expensive handling.

Southern States joins the war effort.

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Southern States moves to Hampton, Georgia.

September 2, 1945, VJ Day, marked the end of World War II. By the end of the year contracts for ordnance were settled and the Henderson Facility had to adjust their workforce based on the production of textile machinery and parts. While profitable and participating in a thriving textile industry, it was determined that Henderson Foundry & Machine Works had sufficient plant space (machine shop shown at left) to house the Southern States Equipment Corporation manufacturing facilities. It was also determined that moving the two corporations into the same facility would offer an opportunity for better use of talent in both organizations. Southern States’ decision to move was reached quickly. The execution of the move presented tremendous problems.

The physical move was a major undertaking. It included several thousand different pieces of raw materials, semi-finished goods, finished goods, machines, office furniture, drawing files, reproduction equipment and general files. Contracts were drawn with two trucking firms – one to transport shop equipment and materials, the other to move office equipment and materials. Production in Birmingham was closed on Friday, November 30, 1945 and, the moving process started immediately. The complete move required about ten days.

The move itself was not the only challenge. Only about twenty percent of the production department from Birmingham moved with the company. Skilled and semi-skilled workers in Hampton had worked on ordnance but were not trained in the manufacture of electrical equipment. Machines were in disorder and had to be shifted and sorted. Bronze production in the foundry had to be increased. Materials were difficult to obtain - copper, bronze ingot, porcelain, silicon, bronze bolts, steel and fiber tubing. Twelve to fifteen thousand items of raw materials were stocked for equipment manufactured in the electrical division alone and several hundred for the mechanical division. It was soon evident that a strong purchasing department would need to be set up.

To meet the growing demand from the electric utilities a plan was implemented to train employees, on the job, by placing inexperienced workers between experienced workers allowing them to learn assembly skills and become more efficient while producing product.

On September 30, 1946 a plan of reorganization was implemented for the purpose of combining the assets of the Southern States Equipment Corporation of Alabama and the Henderson Foundry & Machine Company. This was a condition set by local banks to obtain credit for the Henderson Foundry & Machine Company.

All assets and liabilities were transferred to the Henderson Foundry & Machine Company which then amended its charter, under the laws of the State of Georgia, changing its name to “Southern States Equipment Corporation.”

The company’s move to Hampton impacted the local community. It provided numerous job opportunities, many which required a high degree of skill. New jobs at higher pay meant a higher standard of living for everyone. Merchants were among the first to feel the effect of increased pay checks. Many saw the benefits of paved streets, better schools and better street lighting. An aggressive community betterment program on the part of Southern States contributed greatly to improvements such as the Hampton Water & Sewage Systems.

Officials for Southern States Electric Corporation
President: Olan Richardson
Vice President & Treasurer: W.C. Mitchell
Secretary & Treasurer: H.A. Stewart
Assistant Treasurer: Ruth Smith
Assistant Secretary: Graham Mitchell

Board of Directors
Southern States Electric Corporation
Chairman: George Lemmon
Olan Richardson, W.C. Mitchell, Glenn Mitchell, A.D. Henderson

Official documents recording the name change.
The electrical industry thrives in a post-war economy.

By the 1950s, the Depression was a thing of the past, as were two major World Wars. The economy and job market were in recovery. Utility costs to generate electricity dropped and market pricing for electrical equipment experienced significant price pressures. The electrical industry launched the “Live Better Electrically” campaign to drive an increase in electricity usage. It was embraced by 300 electric utilities and 180 electrical manufacturers.

Southern States offered complete facilities for manufacturing from design to finished products, including a pattern shop, modern ferrous and non-ferrous foundries, a machine shop, assembly, and a tool room. Innovation continued to support the growth of the company with improved products for both the textile and electrical industries. The “WAG” vertical break switch named for its inventor William A. Gussow was introduced and later improved by the addition of the “Amplitact®” contact, a revolutionary concept of air break switch contacts.

Doug Mitchell, grandson to W. E. Mitchell, worked summers at Southern States in the mid ’50s. He said, “I was a grunt in the foundry working with silver plate. It was hot in the winter and hot in the summer. It was boring. I was glad when school started back.” He continued with a laugh, “It taught me what I didn’t want to do with my life!” (Doug Mitchell went on to his own success story as one of the key founders of the planned community, Peachtree City.)

In the mid 1950’s, Southern States provided work for 335 employees and was widely known as “a good place to work.” The town of Hampton boasted a population of a little over 650 citizens, 226 homes and an excellent school which was attended by 550 pupils from Hampton and the surrounding rural area.

While men constituted the majority of the production workforce, there were women involved in different areas of the facility, as well. Jeanette Sutton joined the business in 1956, at 24 years old. She joined her husband, Robert, who had been at Southern States since 1924. She shared that when Robert became gravely ill, Southern States allowed her to be off work for three months until he passed, then return to work.

Jeanette also fondly remembers the employees receiving turkeys each Christmas. She was asked to be in the union and was pleased that, in her years at Southern States, there had been only one strike. While she never worked in the Foundry, she had visited it and commented, “If hell is going to be hotter than that, then I sure don’t want to go.”

Edith Floyd, who had a previous history with Southern States helping to make small parts for bombs during the war, returned to work there in 1955. Her husband, Olin, asked Fred Leguin if there was a place at Southern States for his wife. She was hired as an engineer, with no formal training. Edith’s supervisor, taught her drafting. She drew patterns on paper which were sent to the foundry to be translated into wood, then molded for casting.

“My father, Duncan, wanted to farm;” Doug shared. “Duncan was the only one of the Mitchell brothers who did not work at Southern States. Rather he ran the Bakersfield Farm not far from Hampton. “I spent the first 15 years of my life trying to get out of farming…then wanted to get back into it!” shared Doug Mitchell, who now lives on a ranch in Texas.
Manufacturers’ Representatives – our extended family.

Early in the history of Southern States, a decision was made to utilize manufacturers’ reps to be the face of our company to the customer. Their professionalism, commitment and support has clearly been a major contribution to the growth of Southern States over the years. While some of the firms and names have changed, the team of Southern States manufacturers’ representatives has grown to be recognized as the best in the industry for selling products and innovative solutions to electrical utilities.

A manufacturers’ representative is an independent professional provider of field sales and marketing services that handles a portfolio of related but non-competitive product lines in a defined geographic territory.
In 1953, a modern steel and masonry structure, affording 25,000 square feet of floor space, was added to the old facilities. New, air-conditioned offices, a modern cafeteria, and fireproof vault were included in the building program. Adjacent to it was a complete substation where new designs could undergo vigorous testing before going to market. The new facility was dedicated on August 29, 1953, in conjunction with the annual picnic. W. C. Mitchell served as the Master of Ceremonies at the dedication ceremony, and Governor Herman E. Talmadge was a speaker. At least 1,500 guests attended this celebration of growth.

President Richardson stated in his address, to those gathered, that the success of Southern States was due to the townspeople themselves who came from the farm to man the machines and increase their earning power. "We brought only a few key people with us when we moved to Hampton," he said. "The rest of our personnel are made up of local people who have now become highly skilled workers."

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In 1955, Southern States established the Southern States Foundation, Incorporated. It was a non-profit educational and charitable institution for handling the administration of funds set aside each year by the company for the support of various community activities, for financing worthy students in advanced education, for support of public school programs, support of local churches in worthy undertakings, and such other activities as would receive the support of a good citizen. Henry County schools, being one of the recipients, received an award for having one of the best equipped libraries in the state.

Expanding reach in the community and the world.

In 1955, Southern States continued to grow its offering to the utility market by expanding its line of Connectors which would later be sold to Sefcor Inc. in Griffin, Georgia. At the August 1958 Board of Directors meeting, Olan Richardson was appointed Chairman of the Board. At the same meeting, Glenn Mitchell was elected to succeed Mr. Richardson as President of Southern States Equipment Corporation. W. C. (Cam) Mitchell was designated as Executive Vice President and Treasurer.

In 1959, after three years of discussions, Southern States purchased 59.9% of the stock for Dominion Cutout Company, Ltd. of Toronto, Canada, expanding the line of fused cutouts. In addition to the line of products, Dominion brought with it an opportunity to reach the world market, especially the British Commonwealth countries. Olan Richardson, Glenn Mitchell and W. Cameron Mitchell became board members and Cameron Mitchell was elected President of Dominion Cutout, Ltd.
By 1960, the “Live Better Electrically” campaign had taken hold with 100,000 homes being awarded a gold medallion. To qualify, a home had to have an electric clothes washer and dryer, waste disposal, refrigerator, and all-electric heating. The Medallion Home symbol became a status symbol, and the demand for electricity increased rapidly. The Edison Electrical Institute (EEI) would spend nearly half of its $3.5 million annual advertising budget on the promotion of electric home heating.

The rapid growth in the electrical industry led to an increase in the number and size of generating plants along with an increase in the number of transmission projects. This growth, along with the increasing competitiveness in the market, required an accelerated product development program and a significant increase in capital investment to modernize and expand the existing facilities.

Trade Publications projected that in 1962, electrical transmission construction would grow 24% and distribution construction would grow 8%. Predictions were also made that the textile industry would remain active for some time to come. This growth would continue through much of the 60s.

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The expanded use of 362kV and 550kV transmission line voltages drove the need for higher voltage switches. To meet this need, the engineering team, led by John Caldwell and Peyton Mayo (who would go on to be the VP of Engineering), developed the 362kV and 550kV RDC double side break switches, followed shortly by the 362kV and 550kV vertical break EV Switch.

Along with the EHV developments, Southern States would introduce many new products including the phase-over-phase “POLE-PACK” switch, the Type VM motor mechanism, the Type BPA and HPA power fuses, and substation structures.
In 1966, Olin Richardson informed the company of his desire to retire. Glenn Mitchell, then President, was appointed Chairman of the Board and W. Cam Mitchell was elected to be the new President. At the same time, Graham Mitchell was elected V.P. of Purchasing.

Finding it difficult to obtain financing to continue funding the development of products and needed factory improvements, Southern States began to investigate merger partners or possibly a buyer for the company.

In 1966, newly-appointed Chairman Glenn Mitchell, presented a plan of re-organization with Gulton Industries, Inc., a publicly traded company, to the stockholders. Gulton Industries, at the time, was a leader in the research, development, and manufacture of electronic, electro-mechanical and electro-acoustic components.

Before the end of the year, Gulton Industries, a Princeton, New Jersey conglomerate, had announced acquisition of Southern States, Inc. A succinct, two-line announcement in the November 11, 1966 New York Times told the world of the transition: Gulton Industries, Inc. announced yesterday the acquisition of Southern States, Inc in exchange for 50,000 shares of Gulton common. Based upon trading yesterday on the New York Stock Exchange, the acquisition price would be $1.8 million.

The acquisition provided an infusion of cash for upgrading and modernizing facilities and equipment as well as innovative manufacturing expertise that allowed Southern States to continue its forward momentum in the electrical industry.

To help with the transition, the Southern States News Letter was launched. The purpose of the newsletter was to keep employees better informed on what was going on in the company, recognizing that an informed employee is a truly better employee. While the newsletter was to be assembled, written, and printed by the staff, the content was to be submitted by the employees.

In the April 1969 edition of the Hot-Line, Donald R. Samson, a Gulton Employee, was appointed as President of Southern States, Inc.
The end of the Vietnam War and the emergence of newly industrialized countries increased competition for raw materials which, added to the impact of the oil crisis, plunged the United States into recession. The Dow Jones dropped 45% from its 1973 high to its 1974 low. It was not until 1975 that the economy began to recover, but it grew very slowly as inflation hit rates as high as 10% and unemployment was high.

Rapid increases in the cost of fuel for power plants resulted in large jumps in retail power prices. Continued increases and unstable fuel supplies resulted in electric utilities looking to alternative fuel sources that relied on domestic coal and uranium. This lead to higher fixed costs and increasing rates and eventually more government oversight.

The federal government became more involved and introduced a host of programs, organizations, and legislation to combat the growing energy problems. By 1970, the infusion of cash and expertise by Gulton Industries was becoming evident. Investments were made in new product development as well as for office and factory improvements.

According to Fred Gibson, who started in the Electrical Shop in 1970 and is now the Operations Manager for the Power Switching Division, the foundry also occasionally turned out some unique items. The owner of Peter's Pool Hall in neighboring Griffin polished the pool balls regularly and wanted a ball polisher. Southern States made five prototypes of a ball polisher before finding one that worked to that owner's specifications.

Jerry James, who started with Southern States in 1957, commented that in 1970 the automated foundry concept was being promoted as "the foundry of the future." Southern States, with its automated foundry working steadily, had already stepped into that future.

A new Agreement was made with employees represented by the International Association of Machinists and Aerospace Workers. The Foundry was automated in 1970 and produced aluminum, bronze and iron components of the many Southern States products. The Hunter Automated Molding Machine installed in 1970 could produce up to 800 molds a day and greatly minimized handling of metal, sand, and molds. All castings and component parts were machined in the machine shop. Precious soft woods such as mahogany and Spanish cedar were used for the patterns.

Data Processing installs New Computer.

1970s

1970s
In 1973, Robert Thesing joined Gulton as President of Southern States, Inc. Shortly thereafter, in 1974, Thomas W. McGarity became Vice President of Finance for Southern States. Tom had been affiliated with Gulton Industries as the Vice President of Finance at their Luminator division in Texas. He was named President of Southern States in 1976 when Mr. Thesing was made a corporate Vice-President and appointed President of the Luminator Division. Mr. McGarity served in this position for three years, at which time Gulton sent him back to his native Texas and Robert Thesing returned for a second term as President.

One of Mr. McGarity’s first actions was to hire Tom O’Toole as Manager, Manufacturing Engineering in 1976, followed shortly by naming Tom as Vice President of Manufacturing in 1977. Peyton Mayo, who had rejoined the company in 1973 after two previous stints from 1950-1954 and 1959-1968, was appointed Vice President of Engineering.

In the late 1970s, due to the competitive environment, Southern States decided to discontinue their supply of packaged substations and put more focus on the growing success of the utility switch business.

Southern States continued to be awarded contracts for projects that tested the known limits of high voltage switches. Specific projects of interest included the project for development and testing of an 1100 kV disconnect and ground switch, a project for TVA that involved testing of 161 kV and 500 kV disconnects for “one-shot” operation under ¾” ice conditions and a project for 765 kV switches for the Itaipu Dam Project in Brazil.

The 1100 kV Switch project was part of the Electric Research Councils underground transmission system research project which was located at the Waltz Hill Test facility in Pennsylvania. Southern States designed and supplied three, individually operated 1100 kV double side break disconnects and a ground switch. The project took the better part of a year, with testing of the initial design completed at the Westinghouse high voltage laboratory at Trafford, Pennsylvania and at the Westinghouse high current laboratory at East Pittsburgh, Pennsylvania. An Institute of Electrical and Electronics Engineers (IEEE) technical transactions paper was co-authored and presented, by Cary Ahrano of Southern States, at the 1972 annual IEEE winter power meeting in New York City.
The “one-shot” ice testing for the Tennessee Valley Authority (TVA) was an experience both Cary Ahrano and Billy Watson would always remember.

Cary, an engineer who joined Southern States in 1969 and went on to be the Manager of Engineering, described the testing: TVA required disconnects used at their critical generating stations had to be capable of operation under ¾” ice conditions. This meant a disconnect, operated by a motor mechanism, must reliably close in one attempt and open in one attempt when the command was issued to the motor mechanism. The disconnects tested were the RDC 500 kV, 3000A double side break switch and the WAG-A 161 kV, 5000A vertical break switch (pictured). The tests were successfully conducted at the Elgin Air Force Base in Fort Walton Beach, Florida which had a climatic laboratory built during the War (WW II) and was capable of testing the Lockheed C-5 Galaxy military transport aircraft.

Billy Watson, who began working for Southern States in 1967 in the Substation Engineering Department, eventually becoming Senior Vice President and General Manager of the Switch Division, recalled: “I spent weeks at Eglin Air Force Base in a huge climatic chamber where we were covering our equipment with ice with the temps inside the lab in the 20s. Outside it was hot and humid, typical Florida weather. During the testing, I had to wear a heavy coat, boots, jeans and flannel shirts. People at the hotel where we were staying must have thought we were nuts.”

Southern States’ reach continued to expand outside the US as they were awarded a contract to supply and supervise commissioning of 800 kV equipment to FURNAS, a Brazilian utility, for the Itaipu Dam Project. This project was one of the world’s largest hydro generating facilities. The generated power required large transmission substations in both Rio and Sao Paulo, Brazil. Led by Peyton Mayo, Southern States supplied the disconnect switches for Phase I and an affiliate, Lorenzetti Electric SA, supplied the remaining disconnect switch requirements using the Southern States design. A complete full-size setup of a three phase vertical break switch was set up in the lower parking lot at the plant and mechanically tested for 1,000 operations. Bennie Fletcher, who joined the engineering team at Southern States in 1958, travelled to the job site and recalled some of his experiences. “I was a field service technician showing the customer how to install 800 kV switches. Installation of the switches was slow and under difficult working conditions. There were no man lifts – workers had to climb everything. The tools were very basic, no ratchets and socket wrenches. Only one or two people at each station spoke English. None of the local installation crew spoke English, and I did not speak Portuguese.” Fortunately for Southern States, John Watkins, Southern States’ international sales manager, was trilingual, speaking English, Spanish and Portuguese and served as the team’s translator.

The cast of characters that successfully completed the Ice Test.

One-shot ice testing and breaking the language barrier.
In 1977, Southern States acquired Cole Electric, an air disconnect company in Culver City, California. Cole served utilities in California, Arizona, and Texas. The owner, Fred Cole, had passed away and his wife put the business up for sale. The purchase included the California company’s technology, drawings, and inventory, not the land or physical plant.

Cole’s switch products were primarily copper single side break and center break style and utilized very few castings. The technology was brought into Southern States, drawings were converted, and production began on a Cole line of switches for the West Coast. Southern States had not been particularly strong in this area of the country, but with this purchase they began to improve their position with the West Coast utilities. Since much of the West coast is subject to earthquakes, Southern States began to develop seismically qualified equipment initially based upon the Cole designs and analysis techniques. Gil Woodman from Cole was brought to Hampton to teach his analysis techniques to Southern States personnel. Ed Hiers, from the Southern States substation engineering group, became the seismic expert and served on the IEEE 693 Seismic Committee.

The move to buy Cole Electric proved to be the right one, as Southern States still supplies Cole designs to the West coast utilities and other customers. J. B. Giddens was the engineer responsible for converting the Cole designs for Southern States use. A former Cole executive, Bern Winestock, became a sales representative for Southern States for the West coast territory. He served for many years and contributed greatly to the company’s success in that area, as he was well respected by the utility customers.
In 1981, following his second term as President at Southern States, Robert Thesing returned to the Luminator Division as General Manager and President. He was replaced at Southern States by Tom McGarity, who had previously served in that position, between 1976 - 1979.

As Southern States moved into its next decade of service in the 1980s, there began to be some hints of trouble. Gulton Industries started restricting investments and threatening layoffs due to significant financial concerns across Gulton's holdings. The balance sheet was not indicating growth and a future success. A March, 1983 agenda, from the Southern States Union Committee Meeting, indicated some forthcoming negative outcomes for the company. Layoffs and salary freezes were mentioned “…no area of the company left untouched…business not likely to bounce back…someone (competition) has got to get out. Make sure it’s not us…year just ended, business at low level, cycling not good for long run…555 backlog down, bookings and shipments down.”

The agenda further indicated a need for uncomfortable actions such as reducing employment to match volume, not filling vacant salary positions, and offering incentives for early retirement to those 60 and older. The good news was the company did not see itself at that point in immediate danger or in a financial crisis and was not seeking salary reductions for employees, provided the needed uncomfortable changes were made.

With the recession in full swing and Gulton Industries struggling financially, Mr. McGarity developed a relationship with Sash Spencer of Holding Capital Group, a company focused on arranging financing and providing consulting services. By June of 1983, a document had been drafted by Drexel Burnham Lambert, Inc. of New York, outlining a proposal for the acquisition of Southern States. A new company, Southern States Corporation, would be formed and purchase the assets and liabilities of Southern States, Inc. from Gulton Industries.

A July 1, 1983 memorandum announcing the sale to employees outlined some important points – the company would go from a public to a private one with no publicly traded stock, there would be no parent company (“We are it.”). It was time to start focusing on beating the competition.

A similar memo went to area representatives the same date assuring the continuation of Southern States’ organization and factory field support and that the facility would remain in Hampton so production could continue uninterrupted. The same products would be offered and local representatives would not change. The message went out to customers on July 5th with the same assurances that “…the quality, service and dependability you’ve come to expect from the Southern States team continue through continuity of management and your local representative…our commitment to excellence is unchanged.”

On January 3, 1984, a memo from Tom McGarity informed all employees the sale of Southern States had been finalized. The next day a news release went out to the media announcing Thomas McGarity, President of Southern States, together with Holding Capital, had signed the final agreements on December 30, 1983, to close the sale.
The Intermountain Power Project and seismic testing.

To provide power to cities in Southern California and parts of Utah, the Los Angeles Department of Water and Power (LADWP) embarked on the Intermountain Power Project. Located in Delta, Utah, this project, when completed, would produce 13 million megawatt-hours of energy each year from two 950 MW coal fired generators. As part of this project, Southern States received an order for 362 kV and 550 kV AC disconnect switches along with DC disconnect switches from ASEA.

The 550 kV and 362 kV disconnect switches were tested on a shaker table located at Wyle Laboratory in Huntsville, Alabama. This table had been designed and used to test the Saturn Five rocket sections for the U.S. space program. This project resulted in the first seismically tested 362 kV and 550 kV disconnect switches available to the industry. Southern States would continue to develop special purpose products for many other projects such as the Three Mile Island Nuclear Plant, Coal Strip Project, Pacific DC Intertie, Quebec New England Transmission Project and Tehachapi Renewable Transmission Project. Numerous other projects, too many to mention, have benefitted from the innovative products provided by Southern States during its first 100 years.

A series of earthquakes in the 1970s and 1980s caused major damage to substation equipment resulting in significant outage periods and the loss of millions of dollars. These events led to the establishment of a committee of utility engineers with the goal of developing a way to qualify equipment for application in a seismic zone.

IEEE 693, Recommended Practice for Seismic Design of Substations, was first issued in 1984. While this document established some basic guidelines, standardized testing guidelines for disconnect switches had not yet been established. It was not until 1997 that a revision to IEEE 693 that a standard approach to testing was added. Prior to 1997, each utility would have its own unique set of requirements. Complicating the testing, in the '80s, was the fact that the test facility capabilities, instrumentation technology, and product design analysis tools were very limited. The result was an educated trial and error process that only an established manufacturer could undertake.
The 1990’s was a time of strong economic growth. For the electric utility industry, deregulation became the new focus. Independent Power Producers (IPP) were able to build generating plants and sell power to the utilities. The World Wide Web was launched in 1990 with the first web page. This new tool, the internet, would become a valuable business tool, changing the way electrical professionals conducted business.

The decade brought some major modifications and leaps forward in innovation, products, and services. As the new came in, some of the older ways needed to be phased out. The foundry was no longer cost effective or efficient. Wayne Nichols, foundry manager, began to start the process of shutting it down. Milton Craig, who had started out as a clerk in the foundry and would go on to become Operations Manager, was also instrumental in bringing about this needed change.

By the middle of the decade, the foundry had been cleaned out, and the casting of components had been outsourced to various other foundries.

The EV-2 Vertical Break Switch was introduced. The eclectic use of materials for specific components brought new levels of performance, reliability and quality for vertical break switches. The EV-2 continues to be an industry-preferred design 25 years after its introduction.
Raj Anand joins Southern States.

The 90s also included a change in leadership when Raj Anand joined Southern States. Then President and majority partner, Tom McGarity, first met Raj in 1995 when Southern States purchased the Siemens High Voltage Switch Business. Raj had been assigned the task of selling this business due to his experience with the Siemens disconnect switches dating back to the ‘70s when he worked as an Application Engineer at the Siemens Portland, Oregon switch plant.

Recognizing the opportunity for growth in the utility market, resulting from Congress’ passing of the Energy Policy Act of 1992 and the Utility Restructuring Act of 1996, Raj had started to explore the possibility of setting out on his own and acquiring companies that could be positioned to take advantage of this new policy. This journey eventually led to another meeting with Tom McGarity and his partner, Sash Spencer of Holding Capital Group.

In 1996, Raj Anand decided to return to his roots in High Voltage Switching and joined Southern States as President and Partner.

Raj recognized the importance of a strong sales organization. He appointed Billy Watson, who would go on to be Sr. Vice President and General Manager of the Switch Division, to the position of Vice President of Sales and Marketing. He was then tasked with re-organizing the sales team. A key link in the sales chain was the effectiveness of the existing network of manufacturers’ representatives, independent sales organizations that sell synergistic products from multiple companies. Discussions with the representatives led to changes that would help propel growth.

Joe Kelly, President of TCI Sales, a Southern States Manufacturers’ Representative since 1985 in the Southeast, recalled his first encounter with Raj Anand.

“Only one of the years prior to 1996 had we hit $1 million in sales orders,” he reminisced. “I had sent Raj a welcome. And he responded with, ‘Joe, I need some information from you. I know your territory, and based on experience with other companies, I picture your territory as a multi-million dollar territory.’ The rest of the conversation set the tone for our future together.

Joe agreed and explained that if Southern States would consider a different approach to bidding projects, he believed that both sales and profits would increase. Raj agreed to look into it and discovered Joe Kelly might be on to something. Bidding practices were adjusted and the last half of that very year, sales broke $1 million for TCI Sales. The next year they climbed much higher, ultimately reaching a level far exceeding both Joe’s and Raj’s expectations.

Fred Gibson, who would later become Operations Manager for the Power Switching Division, shared a story about Raj’s entrance into leadership at Southern States. After touring every nook and cranny when he came on board, Raj said, “I believe we can ship $100 million.” He realized he had a core of individuals who were very knowledgeable.

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Expansion through new products.

In the mid to late 1990’s Southern States was supplying a third party load break vacuum interrupter as an attachment to vertical break disconnect switches. A failure of the vacuum interrupter at a major customer, led to a decision to develop a new SF6 gas Load Break Switch attachment. Engineers Cary Ahrano and Brian Berner were given the task of developing this new product. As this was the first SF6 gas product developed by Southern States, Raj Anand reached out to Joe Rostron, then of Siemens, to consult on the development of the interrupter. Joe would soon join Southern States, in the position of Vice President, Product and Technology and would utilize his technical talents and be a key driver in the development of new products for Southern States.

In 1999, the LLS®2000 Load and Line Switcher was introduced. This was the beginning of a new Division, the Power Switching Division, which would be focused on development of SF6 insulated interrupting devices.

Also in 1999, a dedicated 1,500 square foot Interrupter Assembly room was added to insure the assembly of the LLS®2000 and CSH interrupters could be completed in a clean environment.

At the dedication of the new Assembly room, Raj Anand affirmed that the goal of the company was to continue to grow and innovate in accordance with customers’ needs. “Too many companies have abandoned technology innovation in this industry,” Raj said. “A lot have looked toward Europe. We want to change that trend through home-grown innovation here in Hampton, GA U.S.A.”

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Creating new products for a changing industry.

In the early part of the decade, utility companies found themselves in a difficult situation. They had been forced to divest their generating plants as part of the 1996 restructuring plan issued by FERC (Federal Energy Regulatory Commission). This meant that they had to purchase power on the wholesale and act as distributors to their customers. A shortage of power plants and an increase in prices resulted in the ISO (Independent System Operator) having to implement rolling blackouts as a way of rationing the available power.

Observing the increasing trend toward smaller generation facilities (IPPs), the company recognized there would be an increasing need for reliable voltage control products for the transmission and sub-transmission markets. This led to the development and shipment of the CapSwitcher®, the industry’s first application specific product for switching capacitor banks, to First Energy in Ohio, in 2004.

With the additional focus on Clean Energy (Wind and Solar Power), the CapSwitcher® would fuel the growth of the Power Switching Division throughout the decade.

The success of the LLS® Load and Line Switcher and the CSH-B circuit switcher confirmed that there was a market for application specific SF6 products. Interaction with customers such as the Florida Power and Light, the Southern Company, First Energy, and the Southern California Edison would lead to improvements to the existing SF6 products as well as development of new application specific products.

As utility adoption of the LLS®-2000 increased, feedback indicated that if we could reduce the weight and operating force of the product, use would increase dramatically. Led by Neil McCord, Engineering Manager, a new LLS® II Load and Line Switcher, was introduced in 2003. The new design reduced the weight by 60% and the operating force by 50% of the LLS®-2000 resulting in significant growth of the product.

Continuing development of SF6 interrupting products, Southern States introduced the CSV, circuit switcher vertical, in 2003. The first CSV, used for transformer protection, was shipped to the City of West Plains in Missouri.
Entering the global market for disconnect switches.

Increased global competition resulted in a loss of 5.7 million, or 33%, of its manufacturing jobs in the 2000’s. In the electrical equipment market, companies like ABB, Siemens, and Mitsubishi continued to gain market share, against traditional U.S. manufacturers like Westinghouse and General Electric. Their growing market share also put these companies in a position to influence the standards that recommend product performance and application. There was concern that U.S. Standards, IEEE and ANSI, would start to align with the European Standards (IEC) which are typically written for more targeted applications and can sometimes result in a lower cost product design than the traditional, more conservative, general application approach taken by ANSI standards.

Recognizing that acceptance of the European design philosophy could put the Southern States switch business at risk, it was decided to find a strategic partner outside of the U.S., that would allow Southern States to have lower cost products to compete in cases where it was necessary. Southern States was contacted by a European company named VA Tech. They expressed interest in buying Southern States to strengthen the switch product used in turnkey projects. Southern States suggested, that since its main business is selling switches, it may make more sense for Southern States to acquire the existing VA Tech switch divisions, that manufacture IEC style switches, and provide VA Tech with a supply guarantee.

In 2004, after months of negotiations, Southern States acquired VA Tech’s two European switch operations: Egic, located in Villeurbanne near Lyon, France, and Coelme in Santa Maria di Sala near Venice, Italy. With the addition of the two factories in Europe Southern States had gained access to European, IEC Type, Switches and instantly had a global network of manufacturers’ representatives available for sale of both ANSI and IEC products.

Type TCB double break disconnector. Type SPP semi-pantograph disconnector. Type SLOB vertical break disconnector.
New PSD facility dedicated to Thomas and Patricia McGarity.

In February, 2008, the Thomas Wayne & Patricia Ann McGarity Building was dedicated. The 15,000 square foot climate controlled building was designed to provide a clean room for interrupter assembly, a ceiling height allowing assembly of 500kv SF6 equipment, a high voltage test area, a drive-through loading bay, and additional office space to accommodate the growth of the Power Switching Division. The first shipment from the McGarity Building was a CapSwitcher® destined for the Alabama Power Company.

When Raj Anand had first joined the company, there was one division and the slogan had been “Quality name in high voltage switches.” Raj felt that the slogan limited Southern States to one product, so he made a slight change with a big impact. The slogan became “Quality name in high voltage switching,” opening a completely new opportunity to the business.
In early 2008, Southern States performed an Ice Test at the Kinectrics Laboratory in Toronto, Canada. The test was conducted for Hydro One who requires that a disconnect be capable of three successful open and close operations under ¾” ice conditions. The equipment tested consisted of a three phase EV-2 245 kV, 4000A, 1050 kV BIL disconnect assembled on insulators. The switch was operated by a Southern States VM-1 motor operator. The EV-2 successfully passed five consecutive closing ice tests and three consecutive opening ice tests exceeding the requirements of the Hydro One specification.

Since the initial Seismic testing, completed in the 1980s, test facility capability and instrumentation technology has advanced rapidly. This has allowed the utility industry to continue to move to more standardized testing to determine seismic capability of products. The IEEE 693 Recommended Practice for Seismic Design of Substations was re-issued in 1997 and again in 2005. A consortium of west coast utilities requested that Southern States qualify their product to meet Performance Level test requirements.

In 2003, Southern States in cooperation with the west coast utilities conducted testing on an EV-1 500 kV 4000 Ampere vertical break disconnect at the Pacific Earthquake Engineering Research Center at the University of California, Berkley facility. Due to the height limitations of the facility, the switch was tested in the structure in the closed position and mounted on lower structure when in the open position. The test was successful and resulted in a high seismic rating in the closed position, and a Moderate seismic rating in the open position.

Seismic Testing continued into the 2010s. The laboratory created an opening in the roof of the structure to allow for testing to high seismic levels with the switch open. In 2015, Southern States took advantage of this improvement and successfully completed, open and closed position, high seismic testing on a 500 kV EV-1 that incorporated additional design improvements. Also successfully tested were 230 kV Type P and EC-1 disconnects.
As Southern States has moved forward in innovation and technological advances, the number of patents attributed to the company is notable. Since the inception of the high voltage switching business which came to fruition under W. E. Mitchell, his family, and all who have followed, over 130 patents have been filed for the company.

Southern States’ impact on the local and state economy has been significant. In June, 2010, Georgia’s Lt. Governor Casey Cagle toured the plant and facilities. He commented, “My take-away of the success of Southern States is that they have continued to invest in innovation, and they’ve been able to see where the market is going and anticipate that, before it emerges.”

He continued, “This is a company that has had a long, long history here in Georgia...it has been recognized by the industry as a real pioneer. For me, this is one of the companies that have weathered the economic downturn more than most.”

Joe Rostron, Vice President of Technology and Market Development, is approaching his goal of 50 patents. 28 of those patents have been awarded during his 18 years at Southern States. It may be because there are artists in his family that Joe believes that new innovations are 90% engineering and strategy and 10% artwork. He feels that this attitude makes difference between a mediocre solution and an excellent solution.

In 2012, Joe Rostron, working with the Power Switching Division, developed what he called the “Interrupter that no circuit breaker designer would ever think of designing.” With the growing number of transmission lines being built to support the developing Wind and Solar Generation markets, it was clear to him that there would be a need for a new switching product unlike any that had been developed in the past. The RLSwitcher utilizes the patented SF6 interrupter technology that was specifically designed to meet the very difficult conditions required for switching a High Voltage Reactor.

The performance of this new technology stands to increase system reliability and extend the life of expensive shunt reactors.
Southern States continues to expand.

In January 2012, a building was acquired on U.S. 19/41 between the cities of Hampton and Lovejoy. The structure now houses the Service Division. Sitting on 18 acres, the 16,000 square foot high bay assembly area and 2,500 square feet of office space has allowed the Service Division to expand into new markets and products. While continuing to offer spare parts and field service, the Service Division is now able to offer products including mobile trailers, ballistic walls used for substation equipment protection, the MACI® (Magnetically Actuated Close Indicator), and the SEGO® (Safety Enhanced Gear Operator).

A groundbreaking in January, 2015, paid tribute to a long-time friend and business associate. The Spencer Complex, named for Sash and Mary Spencer, is the most recent addition to Southern States’ growing footprint in the electrical industry. This complex houses the Power Switch Division sales, engineering, and assembly of lower voltage SF6 gas products.
Southern States continues to look for ways to enlarge its footprint in the electrical industry. The increasing demand for power, the urgent need to improve the reliability of utility transmission and distribution systems, and the shift away from fossil fuels have forced the utility industry to adopt intelligent new technology.

The need for a more reliable transmission switch resulted in the creation of a new Transmission Switch Division and the launch of the patented ES-1 phase-over-phase switch as well as an intelligent new product nicknamed the “Substation in the Sky.”

The Automation and Sensors Division was formed to help usher Southern States into the new world of intelligent products. Smart Tap® and Smart Trip™, enabled by the ICS™ (Intelligent Circuit Sensor), are now being installed.

Smart Trip™
A High Voltage Sensor System providing monitoring and fault detection and diagnosis technology to provide a trip signal to a switching or protection device.

Smart Tap®
A High Voltage Sensor System with fault detection and diagnosis technology, that quickly and correctly identifies the faulted transmission line section, improving transmission line reliability, reducing the transmission line outage area and duration, extending the life of power system equipment, and saving the repair and restoration crew valuable time and energy.

CapSwitcher® with Smart Tap®

When W. E. Mitchell began his shop in Birmingham, Alabama, in 1916, he had no way of seeing the bright star known as Southern States, LLC in Hampton, Georgia, still shining one century later. This company, its leadership and management, the engineers and production workers, the sales and service team, the area representatives, and all who have paved the way through difficult times of transition celebrate their centennial landmark with an eye to the future and the next 100 years.
It is the people that make a company great.

“A group of people get together and exist as an institution we call a company so they are able to accomplish something collectively that they could not accomplish separately – they make a contribution to society, a phrase which sounds trite but is fundamental.”

– David Packard, late co-founder of Hewlett-Packard
COMPANY STAFF

1st Row, L-R: Neil McCord, Susan Brown, Raj Anand, Jeff Howe, Dave Lombardo
2nd Row, L-R: Brian Bernier, Jeremy Burt, Dave Shelley, Dave Moore, Kedon Williams
3rd Row: Joe Roston

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2nd Row, L-R: Buddy Layens, Judith Spero, Jh Miller, Kim Edgar
3rd Row, L-R: Cheryl Ford, Brie Callosy, Patrick Sabin, Shelly Jones, Lori Barthens

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2nd Row, L-R: Kelly Young, Regina Carrell, Dustin Kingery, Chris Disipari, Lori Hortfred
3rd Row, L-R: Frank Black, Joe Calabria, Dustin Hane, Amir Mosh, Evan Bruce, Patrick James

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3rd Row, L-R: William Peterson, Rick Toland, Larry Bevins, Jeremy Stewart
4th Row, L-R: Jason Shriver, Trevor Smith, Daniel Carson, Jeff Gammion, Benjamin Anglia

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2nd Row, L-R: Buddy Reeves, Dave Moore, Alex Bradfish, Jeff Spero, Josh Kaeber

PSD SALES & ENGINEERING

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2nd Row, L-R: Andrew Chapman, Wes Porter, Lee Cox, Lynne Mathen, Bert Shaplow, Fred Gibson, Jeff Howe
3rd Row, L-R: Brian Robelen, Jeff Doughty, Karl Fender, Charles Barshik, Jeff White, Matt Paterson

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2nd Row, L-R: Buddy Reeves, Dave Moore, Alex Bradfish, Jeff Spero, Josh Kaeber

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1st Row, L-R: Dave Lombardo, Jenny Ferguson, Donna Schauer, Phillip Hill, Erik Jordan
2nd Row, L-R: Terry Smith, Betty Philibert, Tim Pangburn, Shelly Thompson, Bernie Paterson, Buddy Reeves, Sam Harrison, Scott White, Kyle Phillips, Chris Michael, Brandon White

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3rd Row, L-R: Christopher Cook, Buddy Peayton, Shelby Harris, Bradley Thomass
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