



MESSAGE FROM THE PRESIDENT

I'm happy to announce that Ed Willigan recently joined our Team as our NNJ Branch Manager. While, over the past 18 years, I've found being the NNJ Branch Manager one of the most rewarding positions that I have held, performing dual roles of President and NNJ Branch Manager is no longer in the best interest of the Company and our future success. Although it's very difficult to find a candidate that can step right into this position, I'm confident that with Ed's unique background and experience, he will do a great job. The Leadership Transition Group (LTG) is also looking forward to a long, mutually beneficial relationship with Ed.

I'm pleased to also report that the Peer Group will be coming to Bonland November 16th through the 18th. For those of you who are not familiar with the Peer Group, it is comprised of seven companies throughout the country that are in the same business. The group performs a professional audit that includes a review of our operations, obtaining employee opinions and reporting back to management their observations and recommendations. The Peer Group will be interviewing a vast selection of Bonland employees, from all branches, on the 16th and 17th. This is a unique process where Bill and I will also be interviewed and reviewed by our peers. The evening of the 17th they will evaluate our operations and prepare a report for Bill and me, which will include their opinion of our strengths and weaknesses. This report will be presented on Wednesday morning. The feedback from the Peer Group has made, and will continue to make, Bonland a better company. I ask those being interviewed to be open and honest with the Peer Group, so that Bill and I clearly understand how the company operates from your perspective. It is also interesting to note that every peer group company that has gone through generational transition has been successful.

As I've previously reported, the amount of work to bid is slowly, but steadily, increasing. I'm also happy to report that while price continues to be important, we are receiving feedback from customers that they want Bonland on their project team as a result of our ability to build a quality project that is on time and within budget. Therefore, the higher demand for what we do should result in better times for all of us.



At this time last year, we had 11 accidents of which 6 incurred lost time. This year, we've had 5 accidents of which 2 incurred lost time. This is a sign that we are headed in the right direction. However, 4 of these 5 accidents have been in the past 2 months and, therefore, I am concerned that we may be heading down the wrong track. I ask each of you to work safely and look out for the safety of your fellow workers.

Andy Boniface, President

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Bonland is a company that continuously strives to be considered the "Leader in the Industry" when it comes to our work practices, as well as our values. One of the areas in which we excel as the leader is Safety. It wasn't very long ago when Bonland was recognized repeatedly by customers and Construction Managers for our employees' consistent use of hard hats and safety glasses. This was in a time when most workers on jobsites were not wearing personal protective equipment or their use was sporadic.

As time has passed, we have all witnessed the safety climate change. On today's jobsite, requiring that your workers wear hard hats and safety glasses is not extraordinary, but represents the minimum safety standard. Safety Professionals have realized that creating an Accident Free Workplace requires additional planning and interventions.

The Bonland Safety Committee has been preparing to launch some new programs and safety tools. This effort was made to help keep our Safety Program at the forefront of safety practices and among the leaders in the industry on overall safety.

<u>Safety Huddle/ Stretch and Flex Program</u> - This program will allow for Field, Production, Material Handling and Maintenance employees to assemble together each morning for some light stretching and flexing. It gives us the opportunity to warm up our muscles and loosen our bodies before we start lifting, pulling and climbing. The goal is to help prevent soft tissue injuries and strains. The second part of the program is the safety huddle. All employees will get the opportunity to lead an "informal" safety huddle during the flex and stretch session. The safety huddle topics will be site specific. The goal is to promote safety awareness on the work site, promote camaraderie and give an avenue to share observations for the benefit of the group.

<u>Daily Pre-Task Plan (DPTP)</u> - The "Daily Pre-Task Plan" is a program that will require all field workers to take part in developing a pre-task plan prior to the start of a work task. Each work crew, working within the same area of the jobsite and performing the same scope of work, will devise a pre-task plan while completing a Daily Pre-Task Plan Worksheet. The DPTP is a tool that gives us the time and opportunity to observe, list and correct any potential safety hazards relating to the task to be completed or the area being worked in. The goal of the DPTP is to get all employees involved in safety planning and to decrease potential accidents through improved awareness.

Task Specific Safety Analysis (TSSA) - The TSSA worksheet is a more detailed and in-depth version of a DPTP. It is a tool developed for the planning of complex and/or high risk work tasks as well as incidents where the work crew may be uncertain of safe work practices relating to the task. It allows for a work crew to break down a task step by step, sighting potential safety hazards for each step, and take necessary action to allow for the safest possible completion of the task.

These new programs and safety tools are steps that the Safety Committee is taking to invest in the structure of a strong safety culture at Bonland, as well as reaching our goals of being accident free; to give all of our employees the best chance of returning home safe, each and every day.

Be on the lookout... The Safety Huddle/ Stretch and Flex, Daily Pre-Task Plan, and Task-Specific Safety Analysis will be fully implemented by the End of 2015.

Supervisor

Cell #: (973) 418-7435



As always, let's keep the lines of communication open. Please don't hesitate to contact any Safety Committee members with any questions, concerns or ideas you may have. Let us know what you're seeing out there...

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WELCOME BACK!!

Ed Willigan

North Jersey Branch News

I'm pleased to announce that Ed Willigan has rejoined Bonland as our NNJ Branch Manager. Ed will initially be responsible for NNJ Sales, Project Management, Drafting and the Field. In the near term, Andy Boniface will continue to maintain responsibility for Production, Material Control, Maintenance and the Branch Support Staff.

Ed worked for Bonland for 8 years from 1997 to 2005 and since then he has held positions in Sales, Project Management and Senior Management for mechanical contractors.

I'm excited about working with Ed and I'm confident that he will contribute to the success of the NNJ Branch as well as the overall company.

By: Linda West, Executive Vice President

Advancements



Congratulations to **Sue DeLellis**on her promotion to
Staff Accountant in
Management Services.

Congratulations to **Tom Wisse**on his promotion
to Sales Representative in

our

North Jersey Branch.





Congratulations to

Scott LaRocca

on his promotion

to Project Leader

in our

North Jersey Branch.

Congratulations to **Tim Miller**on his promotion
to Project Leader in our
Pennsylvania Branch.



Life isn't about finding yourself.

Life is about creating yourself.

- George Bernard Shaw



Congratulations to **Dave Feigenbaum**on his promotion to

Project Manager In Training

in our

North Jersey Branch.



Bonland recognizes that in order to maintain our status as the premier airside HVAC contractor, we need to continue to educate our employees. Trained employees help to improve the company's productivity, build confidence in our workplace and create a better overall work environment.

Over the past few months various employees attended training courses as referenced below.

- * **Jim Barth** and **Larry Donoher**, *PA Project Managers in Training*, attended the SMACNA Project Manager Institute in Raleigh, North Carolina. The program is held over a four day period and includes topics such as Leadership, Change Order Management, Project Planning and Best Practices.
- * **Glen Smith**, *NNJ Maintenance Mechanic*, completed his 30 hour OSHA training via an online course. OSHA 30 training is a comprehensive training program that covers a vast array of topics from basic safety orientation to safety with cranes and rigging.
- * **Chris Taylor**, *Estimating Manager*, attended the SMACNA Business Management University in Tempe, Arizona. This program takes place over four days and covers topics such as productivity, change order management, negotiations, surety and bonding, financial management and business planning.

Congratulations to these employees for successfully completing their training and for investing the time to broaden their knowledge. Any employee interested in partaking in additional training should speak with his/her manager about opportunities.

Every accomplishment starts with the decision to try.

By: Holly Reger, MS Controller





Left to right: Liz Shuler, National AFL-CIO Secretary Treasurer, Charles Wowkanech, NJ State AFL-CIO President, Laurel Brennan, NJ State AFL-CIO Secretary Treasurer and Raul Garcia, NNJ Drafting Apprentice



New Jersey's Young Workers Summit

On June 15th **Raul Garcia** attended the first State AFL-CIO Young Workers Summit, held in Atlantic City. There were 29 local unions that participated in the program, harnessing the opportunity to learn from each other in an effort to better understand the labor movement. Raul was elected as a Chair Delegate to represent the Bergen County Central Labor Council for the state AFL-CIO Young Workers Committee representing Local Union 25.

In attendance were over 600 delegates representing 1000 labor unions. It was an amazing experience for Raul to see how the labor movement has progressed through history and to witness the changes that the young building trade members can accomplish by working together toward building a future for the labor movement.

By: Bill Parent, NNJ Director of Design Services

Pennsylvania Branch News

This summer has been very busy in Pennsylvania. We are currently running two shifts at the Sugarhouse Casino Expansion with Joe Yerkes overseeing the overall installation and Mark Koppenhafer heading up the night shift.

James Dawkins is keeping extremely busy, at the King of Prussia Mall Expansion, with the three phases of the project all running concurrently. Marcus Gary is just beginning the installation of hangers at the Museum of the American Revolution and Bob McLaughlin is starting the last phase of Vanguard.

Projects nearing completion and their respective foremen are: 3601 Market Street, Todd Anderson, 2 Liberty Place, Tom McCarthy, Graterford Prison Support Building, John Rockwood and Widener University, Fred Hess.



King of Prussia Crew

James Dawkins, *Foreman*

Dominic Berardi Jr.
Sean Broadhurst
Tim Gontz
Mike Jaskowiak
Rick Middleman
Dwayne Moulton
Greg Ngee
Darren Riley
Ron Romer
Irwin Taylor
Russ Williams

Ryan Gilliland has joined us as a Project Manager In Training. Ryan comes to us with a strong background in our industry and we expect him to fit in well with our team.

Bidding activity is still strong in our area so we are optimistic for the upcoming winter.

We have recently had multiple accidents, all of which were preventable. Please take the time to inspect your work area, tools and equipment prior to starting any task in order to reduce the risk of injury.

John Hoffmann, PA Branch Manager

South Jersey Branch News

We started to see some of our backlog of work get under way this summer. It had been a very slow time at this branch and it is good to see work pick up again. Since the last newsletter we have been awarded a large airside direct project at the new Bristol Myers Squibb office complex in Lawrence Township New Jersey. This is the core and shell portion of a four building office complex.

At The College of New Jersey we were awarded two new residential buildings as the mechanical contractor for Turner Construction. This is the last phase of a nine building development on this site. In addition, we have several school jobs to be completed.

Regarding safety, we would like to congratulate our shop and field personnel, and entire South Jersey Branch who have gone accident free for a whole year. We congratulate all that have made this achievement



possible, and are looking forward to many more accident free years.



Recently, Mike Thomas started with us as our Branch Estimator. We welcome Mike to our team and wish him all of the best in his future with Bonland.

By: **Dan Parent**, SNJ Branch Manager





Safety Recognitions

As part of our Safety Incentive Program, immediate feedback is given to employees for exhibiting above and beyond safety performance and displaying strong safety practices. Congratulations to the employees below, who have received safety recognitions since the last newsletter.

SNJ Field Surpasses 1 Year Accident Free

In recognition of this milestone, all SNJ Field Employees and SNJ Project Managers received Bonland T-Shirts.

Mike Andrejco, Foreman
Ed Blewett, Foreman
Bernard Janas, Foreman
Dan Lewis, Journeyman
Kevin Mankow, Foreman IT
Roy Matthews, Foreman
John McHugh, Journeyman
Joe Merker, Foreman
Matt Mitchell, Senior Sales Representative
Bill Paolo, Foreman
Kevin Purcell, Foreman
Lee Trombly, Project Manager
John Wytanis, Project Manager



Scott LaRocca, NNJ Project Leader brought to the Safety Committee's attention that the CPR / Choking Safety posters which were displayed in the NNJ lunch room were outdated.

As a result of Scott sharing his observation, the Safety Committee updated the posters and they were added to our three Shops' break areas.

Scott was awarded a Bonland T-shirt.



MS Estimator In Training,
Kate Sadur pointed out that the
Computer Room door on the
second floor of the Wayne Office,
can not be locked during the day
as it is an emergency exit.

Kate was awarded a Bonland T-Shirt.

Thank you For Working Safely!

PA Project - 3737 Market Street

Mark Koppenhafer and his crew were awarded with Bonland T-shirts for exceptional safety planning and practices while installing the exhaust fans and duct on the roof. This work was high and heavy and required proper rigging and PPE.



All work was done with manual rigging equipment as cranes couldn't be used, due to the height of the building. It was also a functioning hospital.

Crew: Rodger Arnold, Kurt Hess, John Martz Jr., Ken Riva, Ron Romer, Stanley Rothmiller, Christian Tartaglia and Ron Thompson



Ed Blewett, *SNJ Field For*eman, came across an injured trade worker at his jobsite and assisted in getting him help.

Ed shared this information as a reminder for us to pay attention to each other's safety.

Ed was awarded a Bonland T-shirt.

NNJ Field Employees **Jim O'Hanlon** and **Rich Flower** were both recognized with Bonland T-shirts.

Jim and Rich have been working accident free in LU38 since September 2013. During this time, they had over 20 different LU38 men that were trained and supervised.

SAFETY

ACCIDENT



SNJ Field employees, **Sam Hendrickson**, **Dylan Hoffmann** and **Matt O'Donnell** made sure that other trades were safe while a lull was being used to load ductwork to the second floor of the **804 Carnegic Center** project.

They were awarded Bonland T-Shirts.

Safety Recognitions - continued

SCI Phoenix Support Building

The following PA Field employees were awarded Bonland T-shirts for completing 18 crane lifts. Several lifts had multiple cranes at the same time.



Leo Brown Mike Jaskowiak Rick Middleman John Rockwood



SAFETY WARNING

Flat Cutoff Wheels for Grinders (Tool #025)

Flat cutoff wheels are not to be used on our older grinders with the dished type backing plates. As you tighten the wheel onto the grinder, the center of the wheel is pulled, putting stress on the wheel which could cause it to fail during use.

If the center of the wheel does not sit flat onto the arbor of the grinder - DO NOT USE THE WHEEL!

King of Prussia Mall-Grand Lux Project

The following PA Field men worked on a night crane lift that started at 10:00PM and ended at 8:00AM.



They were awarded a Bonland T-shirt for their efforts and for working safely during difficult conditions that included darkness and rain.

Rodger Arnold Tom Burns James Dawkins Darren Riley

NNJ Field Foreman,

Tyrone Seymore

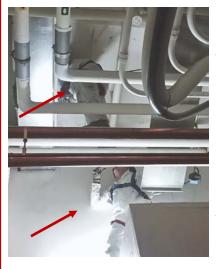
brought attention to a safety hazard regarding cut off wheels on grinders.



As a result of this, stock item W463 was

changed to a dished type so they can be used with any of our grinders.

Tyrone was awarded a Bonland T-shirt.



NNJ Project - 33094 - Equinix NY1

The following Field men were recognized for their safety efforts involved with the installation of steam pipe enclosures at our jobsite Equinix NY1 in Newark, NJ.

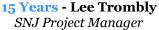
Calvin Brooks Sr, Dean Hauser, Joe Liberta, Joe Sauers, Dan Stadnicki and Joe Wichart

They were tasked with a tough assignment of installing a sheet metal enclosure around an existing steam pipe that was located 20 feet in the air above existing conduits, pipes, and ductwork. Access to the steam pipe was very limited and required working in tight spaces at substantial heights while being properly tied off.

The Bonland Bulletin — Summer 2015

Anniversaries







10 Years - Tony Benanti MS Purchasing Manager

Leadership Transition Group (LTG) Update

In November 2015, Bonland will be visited by the Peer Group. Each LTG member has had a chance to visit other Peer Group companies and see how these companies run, what their strengths are and where they can improve. We are now on the other side of the table and look forward to the Peer Group's comments and suggestions.



As a group we have volunteered to arrange the Peer Group visit. This consists of tasks from scheduling to travel arrangements, etc. We will reach out to employees, in the near future, for help in getting these arrangements set up. We look forward to your participation in helping make the Bonland Peer Group visit a positive one. We want to exhibit for the Peer Group members Bonland's teamwork and

how we live our mission statement "To be the premier airside HVAC contractor recognized by our customers and employees as the leader in the industry".

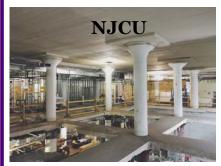
On a separate note, Chris Taylor had the opportunity to attend SMACNA's Business Management University in Tempe, AZ this past February. This was a course packed with valuable information and taught by instructors with real life construction experience. Some topics that were covered were Managing Change Orders, Effective Negotiations, Tracking and Increasing Productivity, Financial Management, Strategic Planning and much more. Over the course of four days it was a great experience to meet with other contractors, discuss different topics, and share ideas with people that hold various ranking positions. Overall, the course was extremely informative and the take away was well worth it.

We will continue to update everyone from time to time and look forward to working with everyone in our day-to-day activities.

By: **Chris Taylor**, *MS Estimating Manager*, **John Bansley**, *PA Senior Project Manager*, **Matt Mitchell**, *SNJ Senior Sales Representative* and **Mike Rowan**, *NNJ Project Manager In Training*

Estimating **Department News**

The Estimating Department has made every effort to continue our job site visits. In the past three months we have visited the Spectra East Building Labs, Equinix, NJCU, JPMC, and MSK 4th Floor.



One of Bonland's core values is Teamwork.

Visiting the job sites has enabled the estimators and foremen to begin fostering



relationships. The foremen have been very cooperative in showing the estimators around the job sites and answering technical questions. We are committed to finding ways of improving our estimates every day. This includes staying up to date with new technology and techniques in the shop and field, coming up with new ideas to work more efficiently, and maintaining relationships with all other departments and branches.

By providing more accurate estimates, we give our sales department the best chance to obtain more work for the company.

By: **Kevin Shea**, *MS Estimator In Training*

Teamwork divides the task and multiplies the success!

Healthy Employees are Productive Employees



As of 1/1/15, Bonland partnered with Cigna Healthcare as our new provider of healthcare insurance for all non-union employees. While there were many factors that played into the decision to change providers, one that particularly attracted us to Cigna was their proven commitment to participant's wellness. Since forming this partnership, Bonland has offered ciqna, a few different opportunities for our employees to partake in wellness training programs.

In early March we held a free Biometric screening for all participating non-union employees and their dependents over the age of 18. The purpose of these screenings was to provide early detection for several significant health risks, and to provide education. The screening was conducted either on-site or in a Quest Diagnostic laboratory, and included the following tests:



Chris Graglia



- · Blood Pressure
- · Body Mass Index
- · Cholesterol
- · Glucose
- · Height, weight, waist circumference

As an extra incentive to partake in the screenings, we raffled off two Fitbit Flexes to all those who participated. The Fitbits are a wireless activity band that are intended to help make fitness a part of one's everyday life. Congratulations to **Chris Graglia**, *NNJ Material* Handler, and Sandy Mott, MS AP Administrator, who each won a Fitbit Flex!!



Sandy Mott

Even for those who participated and did not win one of the Fitbits, the overall feedback was very positive with employees letting me know that they learned some new valuable information about his/her health. And as we all know - knowledge is power!!!

In June, we offered another Wellness education opportunity by having a Cigna Educator onsite to conduct a Lunch 'n Learn focused on Stressbusters. This seminar was held in both our Wayne, NJ and our Bensalem, PA facilities and focused on developing healthy coping skills to manage stress levels when under pressure. Stress is obviously a factor in everybody's life these days and, therefore, helping to provide our employees the tools to effectively deal with it, will only benefit employees and ultimately the company.

Bonland plans to continue to work with Cigna to help employees take ownership of their own Wellness going forward.

By: **Holly Reger**, *MS Controller*



A big "Thank you" to our "Little Helpers" for volunteering their time to fold and label our Spring newsletter for mailing!

Awesome Job!



Holly Reger, MS Controller's sons, nieces & nephew.

Left to right:



Maya Lucchi

Brielle Lucchi

Gavin Reger

Ben Reger



Personally Speaking



Congratulations to Bill and Debbie Boniface's son, Larry, on his August 22, 2015 marriage to Carly Kendrick. Their wedding was held at Louland Falls in Salt Lake City, Utah.

Larry and Carly will honeymoon in Mexico.



Bill Boniface, Carly (Kendrick) Boniface, Larry Boniface & Debbie Boniface



Hayden Summer Hecht

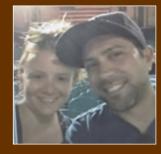
Bill Hecht III, NNJ Field Foreman IT

and his wife, Tara, were blessed with their third baby girl on June 23, 2015. 7lbs 5 oz.



Keri Kershaw







Cory Schamble



Sharon Kershaw, *MS Accounting* and her husband, Jamie, are pleased to announce the engagement of their daughter, Keri to Cory Schamble.

An October 2016 wedding is planned.

After 34 years working for Bonland, **Bob Taylor** decided to retire following a very successful career in the Sheet Metal business. Bob was a Field Foreman, having served on the Field



Foreman's Advisory Committee,

Foreman's Training Program, Entertainment Committee, and Safety Committee throughout the years. Bob is also the OSHA 30 Instructor for Local 25 and received a College Degree through the local.



In retirement, Bob plans on continuing to run marathons with his wife, Donna. He will also enjoy traveling and spending additional time with his family during his golden years. Bob, you will be extremely missed!



Left to right - Donna Taylor and Bob Taylor



Left to right: Andy Boniface, Bob Taylor and Bill Boniface



Left to right: Bill Boniface, Jim Derricks, Ken Crowley, Dan Parent, Wayne Heimrich, Bob Taylor, Linda West and Tom Moran, (retired LU25 Business Manager).



On April 8th some employees got together for bowling at the T- Bowl Lanes in Wayne. Everyone had a good time. It was agreed by all that we need a lot of practice. We are planning another outing for sometime this Fall.







(Standing left to right) Oscar Hernardez, Sean Gitter, Bill Parent, Kevin Shea, Linda West, Mike Rowan, Jeff Budde, Kate Sadur, Laurie Hughes, Dave Feigenbaum, Tom Wisse, Tom Tedeschi, Tyler Athoe and Klaus Sauers

Not in above picture: Carolyn Coar



Bonland Industries PO Box 200 Wayne, New Jersey 07474

Send to:



NEW PROJECTS

| BRANCH | PROJECT | LOCATION | | CUSTOMER |
|--------|--------------------------------|-----------------|----|--------------------------------|
| NORTH | AMERICAN DREAM BLDGS. G,H, J,K | EAST RUTHERFORD | NJ | PCL CONSTRUCTION |
| NORTH | BAYER CC TECH | MORRISTOWN | NJ | GENESIS ENGINEERS |
| NORTH | BROWN BROTHERS FITOUT | JERSEY CITY | NJ | ADMORE AIR CONDITIONING |
| NORTH | CHEESECAKE FACTORY | JERSEY CITY | NJ | AIREMASTERS |
| NORTH | LITTLETON ACADEMY | NEWARK | NJ | PHELPS CONSTRUCTION GROUP |
| NORTH | MSKCC 4TH FLOOR | BASKING RIDGE | NJ | WILLIAM BLANCHARD CO. |
| NORTH | NJCU HARBORSIDE | JERSEY CITY | NJ | BRIAN TREMATORE PLUMBING & HTG |
| NORTH | REGUS WATERFRONT CORPORATION | HOBOKEN | NJ | SJP PROPERTIES |
| NORTH | SJP OFFICE MCC | PARSIPPANY | NJ | SJP PROPERTIES |
| PA | 3737 MARKET ST 12TH FL FIT OUT | PHILADELPHIA | PA | HERMAN GOLDNER CO., INC |
| SOUTH | ATLANTIC COUNTY COURTHOUSE | MAYS LANDING | NJ | AC MECHANICAL |
| SOUTH | BMS - PRINCETON PIKE C&S | LAWRENCEVILLE | NJ | TORCON, INC |
| SOUTH | EAST BRUNSWICK HIGH SCHOOL GYM | EAST BRUNSWICK | NJ | HAMMOND CONTRACTING LLC |
| SOUTH | HAMILTON TOWNSHIP SCHOOLS | TRENTON | NJ | FALASCA MECHANICAL |
| SOUTH | JAMES MONROE - ES | EDISON | NJ | EPIC MECHANICAL |
| SOUTH | NJTA - MILLTOWN | MILLTOWN | NJ | EPIC MECHANICAL |
| SOUTH | TCNJ - BLDG 8 & 9 | EWING | NJ | TURNER CONSTRUCTION CO. |