

The

BONLAND

Bulletin

Winter 2016

MESSAGE FROM THE PRESIDENT

In the last Bonland Bulletin, I reported that the Peer Group would be visiting Bonland in November. This visit resulted in principals and other key employees from seven HVAC companies throughout the country coming to Bonland. All companies perform sheet metal work and some also have pipefitting. The nineteen visitors have a variety of experience including leadership, operations, project management, business development, installation, production, estimating, and financial management.

During their visit, the Peer Group reviewed our operations, interviewed Bonland employees from all branches and reported back their professional opinions of our strengths, weaknesses, and opportunities, along with supplying some recommendations moving forward.

I'm proud to report that the Peer Group was impressed with the Bonland Team. They complimented us on having long tenured employees as well as a strong core of people for the future. They were impressed with our "get it done" attitude no matter what stands in our way. I've always believed that a company is only as good as its people and I'm honored to be a part of such an impressive group.

The Peer Group also felt that we have not been living up to our mission statement "To be the premier airside HVAC contractor recognized by our customers and employees as the leader in the industry." While we were doing what was required to get through the downturn, this has had a negative impact on the company, such as low morale, lack of communication, and lack of investing back into the company. I realize that it is time to refocus our efforts and look forward to reaching our goals together.

While we must first focus on the areas that were pointed out for improvement, the Peer Group also suggested that we evaluate opportunities such as round fabrication and duct sales.

The Peer Group feedback is invaluable, because it comes from individuals who understand our business and truly care about us.

I'm excited about using the Peer Group's feedback to make Bonland a premier company where there are future opportunities for all of us. I look forward to leading the Bonland team in doing what it takes to make this happen.

I'm also pleased to report that the entire South Jersey branch went accident free in 2015; an outstanding accomplishment. I would like to thank everyone in South Jersey for this excellent result. Additionally, the Pennsylvania shop went accident free for 2015. For a relatively new shop, this is a testament to both the men and management's commitment to safety.

Unfortunately, as a company, we had 14 accidents in 2015. Each of us is responsible for safety and I'm confident that we will do a better job in 2016.

Let's all strive to keep our team safe and reach our zero accidents goal.

Andy Boniface, President

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It is nice to see that the flow of bid requests have increased over the last year. There has been a steady flow of small and medium size projects from which we have been making a living the last several years. The market is still lacking the larger projects and this is continuing to challenge us. I expect the next couple of years to be relatively similar with some additional opportunities.

Recently, we have bid a half dozen projects in the medium size range that either have some difficulty or schedule demands which always enhances our chances of being successful. They are current projects with completion dates within the next 12 months and most of them are for some of our current customers.

The real difference maker for Bonland is our teamwork and ability to communicate. The Sales Department relies on input from all of Bonland's departments for most of our key bids and we especially rely on the Estimating Department for timely and accurate take-offs. Most of our pricing requests and bids are due within a few days or less which does not give us much time and really puts the pressure on all of us. Last fall, we were awarded a larger Pilot Plant for one of our pharmaceutical customers. Our success was a result of all of our efforts. The project was first bid in May 2015 with no duct drawings provided, which required Sales to anticipate what duct would be needed from looking at architectural drawings, equipment schedules, flow charts and reading design criteria requirements. Bonland's budget was considered the most accurate at this stage which not only enhanced our chances but also helped to prevent our clients from under bidding the project. This led to a Construction Manger selection, and then design drawings were developed by the engineer of record, and we had to estimate and prepare a proposal from these drawings. With the help of almost everyone in our Branch, we were awarded the project in October 2015.

This enormous amount of time and effort has become the norm for these types of projects and no company in our market is in a better position to provide these services. However, since these types of projects are not in steady supply, we are challenged to fill in the gaps by expanding our efforts and expertise in other types of work. We have done several high rise residential buildings and expect to bid several more in the upcoming year. We also see quite a bit of public work coming out and some of it will be design and build. This will require us to team up with clients and pursue the work together.

Lastly, we have been and will continue working on and bidding the remaining portions of the American Dream project. This has required us to bid many different packages and their revisions, along with attending meetings in Baltimore and Secaucus. The project is now finishing the design phase and the owner is pursuing the funding. We anticipate the work to begin on this project later this year.

By: Tom Tedeschi NNJ Sales Manager

I Got Caught Working Smart

by Ed Willigan
NNJ Branch Mgr.



Andy Boniface and I recently toured the active projects in Northern New Jersey. We stopped in at JPMorgan Chase in Jersey City. Dean Hauser gave us a tour of the project, and when asked about the impressive productivities that he has been achieving, he brought us to see Bill Hecht III and Justin Nelson. They were using a modified push cart to measure the Gripple hangers. Justin was using a laser and the grid system on the floor to locate the hangers while Bill was using the Hilti Gun (with extension) to shoot the hangers into the deck above. The entire operation was done without stepping foot onto a ladder and the Gripple was set for the proper elevation. It was impressive. I know ideas like this are happening on other job sites as well. I look forward to being out and seeing more of them.

Laser 3D Scanning

by Bill Parent
NNJ Director of Design Services



The speed at which new technologies are entering the industry is accelerating. Over the past year the use of lasers to scan a building is gaining more traction. We have seen this technology being used on 3 current projects that we have in-house. This equipment will help us cut the field measuring time in half which, in turn, will enable faster turn-around time on drawings. The scans are extremely accurate, capturing everything that the laser scanner can see. Once the building is scanned, the image can be uploaded into our models/drawings allowing us to work around the existing building obstructions. The scanner also takes color photos of the area for further references. These scans assist with the coordination process as well as allowing all trades to work with the same drawings and monitor existing conditions. What a difference a year makes!

Safety Recognitions

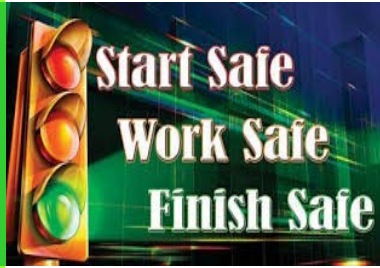


<p>Congratulations The entire South Jersey Branch has worked accident free for all of 2015. This is a tremendous accomplishment and all involved are commended for their efforts.</p>		<p>Congratulations The Pennsylvania Shop has successfully worked all of 2015 without an accident. A special thank you to all that contributed to this great accomplishment.</p>



<p>NNJ - Littleton Academy - Working safely on a jobsite with hazardous conditions (Tyrone Seymore, Calvin Brooks)</p>	<p>PA - Museum of the American Revolution - Mike Jaskowiak - Brought to our attention that there was only one way in and out of the lower level.</p>
<p>NNJ - TELX - Only workers on project to always be wearing their PPE (Tyrone Seymore, Klaus Sauers, Ely Robbins, Anthony Zerillo)</p>	<p>PA - Sugar House Casino - Chris Tartaglia and Ron Thompson - Immediately calling 911 when they noticed that another employee was complaining of shortness of breath and shoulder pain Employee was having a heart attack. Chris and Ron both are EMT trained, noticed the symptoms and did not hesitate.</p>
<p>NNJ - JP Morgan Chase - Saleem Meyers - Safely extinguished a trash fire.</p>	<p>PA - U or P Evans Dental Building - John Rockwood - Pointed out there was an opening in a wall where other trades were working but there was no railing to prevent anyone from falling.</p>
<p>NNJ - Brown Brothers - Bonland recognized as the best contractor in safety at jobsite (Jim, O'Hanlon, Rich Flowers, Lance Taylor, Joe Sauers, Don LeBlanc, Joe Liberta, James Daniels, Tyrone Seymore, Mike McAlarney, Saleem Meyers, Calvin Brooks, Jr., Anthony Zerillo, Lamont Williams)</p>	
<p>NNJ - Cheesecake Factory - Successfully and safely completed two overnight crane picks with heavy duty duct (Lenny Stasiak, Calvin Brooks, Sr., Dean Hauser, Bill Hecht III, Justin Nelson)</p>	
<p>NNJ - Darryl Norman, Sheet Metal Worker - Suggested locking the large angle in place while drilling.</p>	
<p>SNJ - James Monroe Elementary School - Recognized a ladder leading to the roof that was not tied off and a worker about to access the roof using this ladder. They alerted the trade worker of the condition, which led to the ladder being properly tied off, eliminating the potential risk. (Joe Merker and Brian O'Byrne)</p>	

Safety Corner, *by Chuck Diou, SJ Production Supervisor/Safety Chairman*



Bonland's commitment to safety requires a continuous team effort. Every member has to do their part for the Bonland Team to be able to achieve its goal of being accident free. **Safety First** has to remain our top priority; not just a phrase we say repeatedly, but a mindset that we all believe in and diligently practice.

Our safety record in 2015 has seen its ups and downs. We started out extremely strong with an accident free January and February before having an accident in March. Through the 1st half of 2015, we recorded 3 accident free months with a total of 3 accidents. Although falling short of our goal, we were on the right path in reducing injuries. However, we failed to record an accident free month for the remainder of the year and recorded 11 accidents in 6 months.

The majority of these accidents were falls, strains, and hand injuries. Most of our injuries were attributed to congested work areas and poorly maintained jobsites. These are hazards that we must always be aware of and must always take extra precautions while working in these conditions.

Here at Bonland, we pride ourselves in the fact that many of our employees have been with us for many years; with many being part of our team for 5, 10, 15, 20 years and more. Over the years, we have dedicated a great deal of time instituting a strong safety culture, and continue to do so. The establishment of this safety culture is evident in the outstanding safety records of our long term employees. Of the employees injured this year, the average length of employment, at the time of their injury, was approximately 7 months. It is important that our veteran employees make every effort to help convey our safety culture to our newer employees. Part of having a strong safety culture is stewardship, and the newest members of our team need and deserve guidance. We need to do our part in bringing their level of safety awareness up to the standard. Let's all assist in keeping them safe and help our overall team achieve our goal of being accident free.

2015 has also brought some highlights. The SJ Branch has worked accident free in 2015! This is an outstanding accomplishment. Congratulations to the entire SJ Branch in achieving this milestone. The SJ Shop and Field are also approaching 1 ½ years accident-free overall. The PA Shop has also worked accident free in 2015! The PA Shop has gone accident free since it opened in October of 2014. Congratulations to all PA Shop employees for maintaining an impressive perfect safety record. These accomplishments show us that our goal of being an accident free company is attainable. Stay diligent in your personal commitment to safety, be a steward in safety, help your fellow employees to be safe, and make your personal safety the number one priority. Remember, Safety First... Every Time!



It Can Happen to Anyone

by Ed Willigan, NNJ Branch Manager

On a recent tour of the field I had an accident. I jammed a finger rupturing a tendon as a result. The fact of the matter is that accidents can happen to anyone. I was rushing



when my accident happened and most accidents have similar contributing factors. I remind everyone to never get complacent, even when performing what seem to be routine tasks.

Pennsylvania Branch News

by John Hoffmann, PA Branch Manager

This past summer was a busy one in Pennsylvania, with the Sugarhouse Casino, King of Prussia Mall, Museum of the American Revolution and several other projects all running concurrently. As those projects wind down we will be starting the Bryn Mawr Hospital Infrastructure Upgrades, 205 Race Street, University of Pennsylvania Evans Building and 1128 Chestnut Street. There is still no shortage of work to bid so we are hoping for a busy winter and spring.

Valarie Graves joined us as an Administrative Assistant. We welcome her to the team and wish her all the best in her future with Bonland.

I would also like to congratulate the PA shop for going a year accident free. This is a terrific milestone and to recognize the achievement the shop had a safety luncheon and each employee received a tee shirt. Remember, if you can't do it safely don't do it!



Fairleigh Dickinson University - Tour 2015

by **Bill Parent, NJ Director of Design Services**



On October 22, 2015 a group of engineering students from Fairleigh Dickinson University visited Bonland for a tour of our facility. The tour included a slide presentation showing the history and operations of Bonland, along with a visit to the different departments within the Northern New Jersey Branch.



The students are part of the MCAA Chapter in New Jersey and are seeking a possible internship working for a local HVAC contractor. It's an honor to participate in the education of these students, and we wish all of them the best of luck with their future endeavors.



Super Bowl Luncheon 2016

by **Bill Parent, NJ Director of Design Services**



On Friday, February 5th, 2016 the North Jersey Branch continued the tradition of hosting a Super Bowl Party in which many participated. This was the 12th time that this event took place. This tradition began in 1997 when venison hot dogs were served. This year there were some very unique and delicious dishes presented at the festivity. Also, some Moms' made their sons look good by contributing to this event. A good time was had by all who attended.



South Jersey Branch News

by **Dan Parent, SNJ Branch Manager**

The news in South Jersey has been pretty good of late. Our workload has picked up with several new projects in full swing. We were awarded the core duct contract for the BMS (Bristol Myers Squibb) office building complex in Lawrence Township NJ and subsequently two of the four buildings for the fit-out. This is an airside project with Torcon and it is going very well with Mike Andrejco serving as the job superintendent, assisted by Ed Blewett, Joe Patricella, and Kevin Mankow in the buildings. This project has some of the largest duct we have ever fabricated with sizes up to 264" wide and harbors a very ambitious completion schedule. John McGrath and crew have done a very good job assembling the KD on site turning out quality fabricated duct that is testing out well. We also are in the middle of two new residential buildings at the College of NJ where Bonland is serving as the mechanical contractor. Bill Paolo is heading up our forces on this project. Joe Merker has been finishing up the Thomas Edison State College job in Trenton and the Carnegie Center project in

Princeton and has recently begun the James Monroe Elementary School in Edison. Bernie Janas has been covering a lot of ground handling several projects at Robert Wood Johnson Hospital, as well as the Riverbend Apartment Complex, and Rutgers Athletic Center in Piscataway. On the Rutgers project we are installing air conditioning using duct sox in the exposed arena while working around the schedules of many different sports teams. Roy Matthews has recently started the 9th floor over at Robert Wood Johnson in New Brunswick.

In the Lakewood office we welcome back Eric Valega to the Sales and Estimating team and wish him a long and successful career at Bonland.

In closing, I would like to thank everyone for their efforts in achieving an accident free branch for 2015. This is the second time we have achieved this elusive milestone and one we strive for each year.

Thanks to everyone for working safely throughout the year and looking out for each other.



Anniversaries



20 Years
Scott Richardson
NNJ Shop Supervisor



20 Years
Mike Andrejco
SNJ Field Foreman



15 Years
Joe Merker
SNJ Field Foreman



10 Years
Sue Strauss
SNJ Administrative Assistant



5 Year Anniversaries
Andy Buchanan
Joe Liberta
Mike Rockwood

Promotions



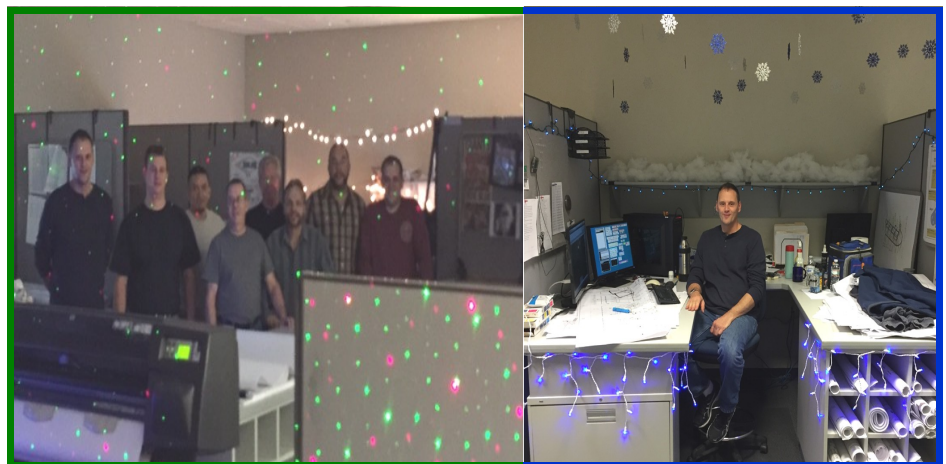
Congratulations to Kevin Shea on his promotion to MS Estimator & Congratulations to Mike Rowan who was promoted to NNJ Project Manager

Career Moves

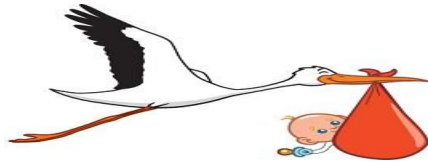
Mike Thomas - SNJ Project Management Assistant
Tyler Athoe - NNJ Project Management Assistant
Joe Covello - Accounts Payable Administrator



The NNJ Drafting Department decided to have a little in house fun during the holiday season by decorating their workspaces. Each was unique and very colorful. It was a fun time and the holiday cheer was appreciated by all that passed the displays.



Bonland



Babies



On September 23, 2015, Bodhi Lawrence Boniface Kayne was born to proud parents, Meredith and Josh Kayne. Bodhi weighed in at 7 lbs and 4 oz and was 20 inches long. Bill and Debbie Boniface are thrilled to have become first time grandparents to this special baby boy!

Kennedy Dean Pyles, was born October 2, 2015 and weighed 8lbs.10oz. The baby, and mom Shannon Hauser, are currently residing with the proud grandparents Kathy & Dean Hauser (NNJ Field Foreman) while dad, Tim Pyles is deployed overseas with the U.S. Army.

**Jaxton Christopher Taylor Born: Sept 3rd 2015
Ht: 20.5" Wt: 7lbs 7oz
Parents: Chris (MS Estimating Manager) and Ana Taylor
Grandparents: Rick (NNJ Field Foreman) and Pat Taylor
Brother Brandon and sister London.**



ANNOUNCEMENTS



Russ Williams, a LU19 member and Foreman at the King of Prussia Mall project, recently attended and graduated the Army Basic Airborne Course August 14th-September 4th 2015. He is being congratulated by Brigadier General Kloster, who pinned on his Airborne wings. Russ finished second for honor graduate.



Thomas Wisse, NNJ Sales Representative, got engaged to Lauren Satch on October 31st, 2015. They are set to get married on June 4th, 2017.



Dylan Hoffmann, PA branch, was recently advanced to journeyman status on January 4, 2016. He is pictured being congratulated by his father, Craig Hoffmann, Local 25 Business Agent, at the Apprentice Ceremony.





Bonland Industries, Inc.
PO Box 200
Wayne, NJ 07474

Send To:



NEW *Projects*

<u>BRANCH</u>	<u>PROJECT</u>	<u>LOCATION</u>	<u>CUSTOMER</u>
NORTH	HAMPSHIRE FOX OFFICE	MORRISTOWN, NJ	TURNER CONSTRUCTION
NORTH	MERCK RY119 PILOT PLANT	RAHWAY, NJ	BINSKY & SNYDER
PA	NAVY YARD	PHILADELPHIA, PA	MCCLOSKEY MECHANICAL
PA	1118-28 CHESTNUT ST. RETAIL	PHILADELPHIA, PA	FALASCA MECHANICAL
PA	RACE STREET APARTMENTS	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	SPARK THERAPEUTICS 11TH FL.	PHILADELPHIA, PA	HERMAN GOLDNER CO., INC.
PA	CHESTER COUNTY HOSPITAL 4N	WEST CHESTER, PA	TRACEY MECHANICAL
PA	UNIV. of PA EVANS DENTAL BLDG.	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	BRYN MAWR HOPITAL UPGRADE	BRYN MAWR, PA	WEST CHESTER MECHNICAL
SOUTH	RWJ- RADIOLOGY RENOVATION	NEW BRUNSWICK, NJ	WILLIAM BLANCHARD CO.
SOUTH	RU- LOUIS BROWN ATHLETIC CTR.	PISCATAWAY, NJ	BINSKY SERVICE
SOUTH	RWJ- EAST TOWER 9TH FLOOR	NEW BRUNSWICK, NJ	HAMMOND CONTRACTING
SOUTH	BMS PRINCETON PIKE FITOUT	LAWRENCEVILLE, NJ	TORCON, INC.