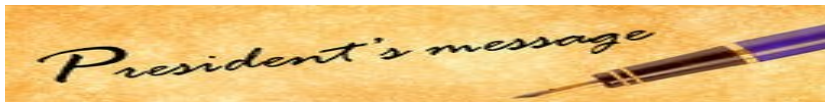


The **BONLAND** Bulletin

Fall 2017



While we haven't had as much work this summer as we would all like, the work we have had was executed well resulting in our success. We are more successful this year than this time last year thanks to the performance of the Bonland team and I expect this success to continue. Furthermore, I expect us to be busy the end of this year going into next year with the work we have on the books. I'm happy that there is plenty of good work available for us to bid and we see opportunities for all three branches with the work that will be awarded in the coming months.

Our incident rate as a company, which is accidents per 100 employees per year has gone from 7.42 in September of 2016 to 8.71 currently which is up from the 5.20 we recorded in spring of this year. South Jersey has gone from 8.23 in September of 2016 to 11.09 currently. North Jersey has gone from 4.56 in September of 2016 to 10.02 currently. We're moving in the wrong direction in New Jersey, however, Pennsylvania has gone from 12.67 in September of 2016 to 5.42 currently, an excellent improvement. In the coming months, we will be hiring new team members. History has shown us that they will get injured at a far higher rate than our current team. Everyone must come up with solutions to keep our new team members from being injured or our incident rate, and possibly our ability to get work, will be negatively affected. Not to mention that no one wants to see a member of our team suffer.

It's a credit to Dan Parent, who retired on May 31, 2017, and John Bansley, SJ Branch Manager that the South Jersey branch management transition has gone smoothly. I was very impressed that Dan worked up to the last hour of his last day and set John up for success and I appreciate Dan's effective ongoing counsel. John is doing an excellent job running the South Jersey branch. I'm confident that we will have many years of success in South Jersey under John's leadership.

In order for us to be successful long-term, we need to offer our customers a unique reason to hire us. It can't be just that we have a competitive price, since it's very easy for any of our competitors to simply lower their price. We offer our customers the shortest time to convert from a bid to a completed space. This is something that requires us to be efficient, organized and flexible. Time and efficiency go hand in hand. If time is spent on rework or fixing problems both efficiency and ability to get the job done are quickly negatively impacted. We must be organized to timely bring our forces to bear on a project. Flexibility is important, since we need to shift our focus rapidly from one task to another.

All of our customers want to get their projects done faster than they are currently being completed. Think about it, aren't you delighted when something you order comes sooner than promised? Our mission going forward is to give our customers that same feeling and if we do, we will have very satisfied customers that recognize us as the leader in the industry. If we have high customer satisfaction, we will enjoy success no matter what the economy. In order to accomplish this, we must continue to improve our efficiency, organization and flexibility.

Andy Boniface, President



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South Jersey News

by: John Bansley

On May 31st, Dan Parent retired after 37 years with Bonland. Dan started the South Jersey Branch in 1997, after working in the field and just about every other department at Bonland. Dan's knowledge of the industry will be missed by all of us in the company, as Dan was the "go-to-guy" when anyone had a question or needed advice.

As I write my first newsletter article for the South Jersey branch, I think back to my first day at Bonland. I started in Estimating in 1999, and eventually transferred to South Jersey in 2000 as a Project Management Assistant. Over the years, I became a Project Manager, and in 2013, I transferred to the Pennsylvania Branch to help run some projects and to manage the Drafting Department. During this time, I took on additional responsibilities to help me prepare for my ultimate goal of taking over the South Jersey Branch once Dan retired. Throughout this period, Dan, John Hoffmann, Bill, Andy, and Linda, played a very important role ensuring that I was receiving adequate training so that I was prepared to go back to South Jersey. I am grateful for the people I have worked with over the years at Bonland from whom I have learned so much.

Whenever I had a question about something that I didn't know, there was always someone there that could help, and this is still true today. This is a testament to the great people that we have working here that are always willing to lend a hand, and this is what makes this company what it is today.

As I settle in to a new set of responsibilities, I feel confident in saying that the future of South Jersey looks good, although we are in the midst of a slow period. Bidding activity remains steady, and there is some work out there that will hold us over going into the winter. Since there is a lack of very large projects in the South Jersey area, bidding on them becomes extremely competitive, but we have the manpower and skill to compete with anyone.

I look forward to continuing the success of the South Jersey branch well into the future. Dan has assembled an incredible group of people that I am happy to work with as we move ahead.



North Jersey News

by: Ed Willigan

I am happy to report that the NNJ branch backlog of work is very strong. The American Dream project has financing in place and work is beginning in the field. We have also been awarded several projects with compressed schedules at Celgene. I also would like to take a moment to thank those individuals involved in the project we recently completed at Allergan. This project was a 450,000 sq. ft. office building where we had ten weeks to rough in the ductwork. Many outside of our company didn't think that one sheet metal company could do this. We did! Here's the exciting part; Structure Tone (the Construction Manager on the project) just brought 12 of their people here to Bonland to tour our facilities, meet our people and figure out what we are doing differently. Structure Tone was impressed and would like Bonland on future work. The work we do onsite matters.



Pennsylvania Branch News

by: John Hoffmann

After several slow months the PA branch is finally getting busy in the field. We have a considerable amount of backlog work which is now underway. There are still many projects to bid on and the outlook for work is positive for the foreseeable future.

The Bryn Mawr Hospital Pavilion, 3675 Market Street, Lincoln Square, Cooper Hospital and 5 Below Corporate Headquarters are all off and running and each will crew up considerably. We continue to hire for the field, take the extra time to work with the new employees and stress the importance of safety. Chris Wytanis has recently joined the branch as our Sales Representative. We welcome Chris to the team and wish him all the best in his future with Bonland. Mike Heard has rejoined us in the drafting department as well. Welcome back Mike.

The PA shop has now gone well over 1000 days accident free. This is a great accomplishment. To celebrate we had a shop luncheon and all were awarded a tee shirt. Keep up the good work in maintaining an accident free environment.





Fall 2017

by: Tom McCarthy

The safety committee has been busy this year with several tasks aimed at updating the practices and procedures used to keep everyone working in the shop, and on job sites, safely. This includes developing and maintaining a consistent production equipment training program, ensuring that all employees are properly trained on the safe use and operation of all production equipment they will be using. We are also adding eye wash stations and updating the Lock out/Tag out procedure to match OSHA's.

We have also fitted all O83 Roto-hammers with dust collectors to meet the OSHA Silica dust standard.

Through October 16, 2017 there have been: 15 total injuries with a total of 8 for all of 2016.

10 OSHA Recordable with 6 for all of 2016.

6 Lost work day injuries compared to 3 in 2016.

This is not the direction in which we want to move but we can also use these incidents as a learning experience to help get us to an accident free environment in all areas of the company.

Safe working conditions and practices need to become habits that are done automatically when starting a new day, a new task or walking onto a new work site. Safety is not an accident. Safety is a state of mind that needs to be practiced and refined at all times so we can go home healthy at the end of every day.

If anyone has any topics, ideas or experiences that they would like to share, or feel should be addressed by the Safety Committee, please feel free to contact any member of the Safety Committee. Your input would be appreciated as establishing and maintaining a strong Safety Culture requires a team effort!



On September 1st, the PA Shop was recognized for working over **1000 Days Accident Free!**

All shop employees received lunch and a Bonland T-Shirt in recognition of this outstanding milestone.

Great job to **Andy Buchanan, Bob Crossley** and all the PA Production employees. Keep up the good work.

SNJ Field Employees Mike Andrejco, Jeff Watt, Michael Coleman, Lowell Mount, Luis Rijos, Eric Graverson, Willie Marseille, Jay Swoop, Jonnie Wittington, John Gottschalk, Ray Chmelowitz, Danny Moich, Brian Farley, Kevin Potpinka and Steve Magliaro were all recognized on the **BMS Module D Project (52140)** for their overall safe work practices and for working accident free on a very difficult and challenging project. These employees were awarded Bonland T-Shirts and provided lunch in recognition of their efforts. Job well done to the crew at BMS Module D!

SNJ Apprentice, Don Engelhardt, was recognized with an Immediate Feedback Safety Award while working at **Stockton University (52135)**.

Don was recognized for using the proper fall protection while working near a riser shaft by Safegate Solutions during their weekly OSHA Compliance Inspection. Good job Don! That's the way to represent Bonland!

NNJ Purchasing Assistant, Marie Morrell, was recognized with an Immediate Feedback Safety award. Marie took the initiative to mop up water in the hallway to eliminate a slipping hazard for other employees.

In recognition of this, Marie received a Bonland T-Shirt. Great Job Marie! Thanks for your effort.



New Jersey Manufacturers
Insurance Company
Loss Prevention

July 27, 2017

Mr. John Bansley, Branch Manager
Bonland Industries Inc.
PO Box 200
Wayne, NJ 07474

Re: Workers' Compensation Insurance
Policy No: W02006-5

Dear Mr. Bansley:

An inspection for the purpose of an underwriting evaluation was conducted at your Stockton University-Unified Science Center Building project on July 12, 2017 with Mr. Bernie Janas. The results are as follows:

It was nice to observe the safe work practices being implemented at this jobsite and to learn of the safety training being provided to your workers. We understand that there are regular toolbox talks being conducted at the jobsite and your personnel are having daily safety huddles. These talks are important in maintaining a high level of safety awareness.

There were several safety concerns noted that were related to the jobsite conditions and these were brought to the attention of the project superintendent. We appreciate the loss control actions implemented by your personnel.

If you have any questions concerning the information provided above, please give us a call.

Sincerely,

M.C. Shepard, CSP, CHST
Engineering

RECEIVED
AUG 18 2017
Bonland Industries, Inc.



40 Years
Willie Dwyer
NNJ Driver



25 Years
Klaus Sauers
NNJ Drafting Project Leader



35 Years
Dean Hauser
NNJ Field Foreman



Employee Anniversaries



20 Years
Larry Donoher
PA Project Manager



20 Years
Tyrone Seymore
NNJ Field Foreman

CELEBRATING 5 YEARS

Tim Miller
PA Drafting Project Leader

Nick Tertel
PA Draftsman In Training



PROMOTION



John Bansley was recently promoted to Branch Manager of our SNJ Branch. We are confident that John will be a great leader and will continue to make this branch a success. Best of luck to you.

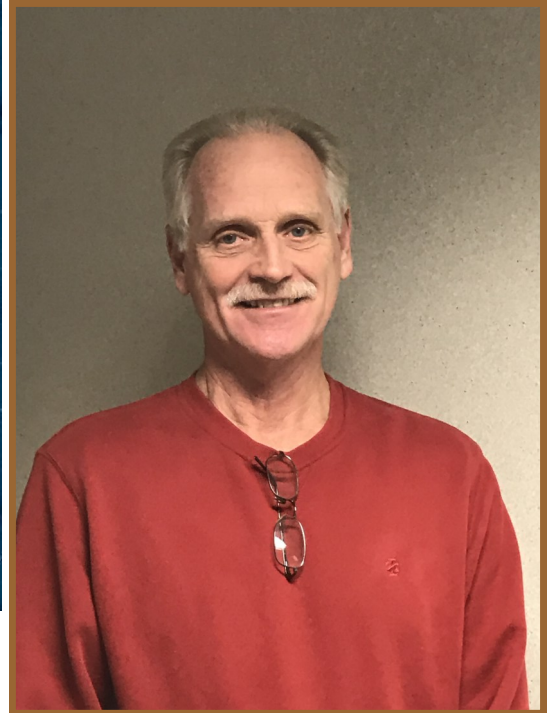




Dan Parent, SNJ Branch Manager retired after 37 years with Bonland. We thank you for your tireless service and wish you the best for an adventurous retirement.



WHO misses you?

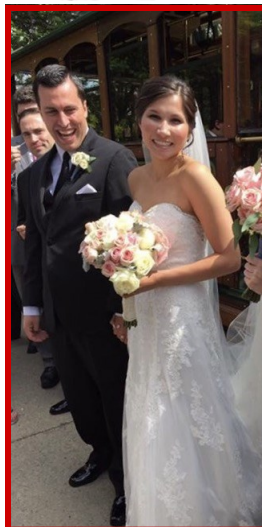


Rick Taylor, NNJ Field Foreman, has decided to retire after 39 faithful years with the company. Best of luck and we wish you an enjoyable retirement.

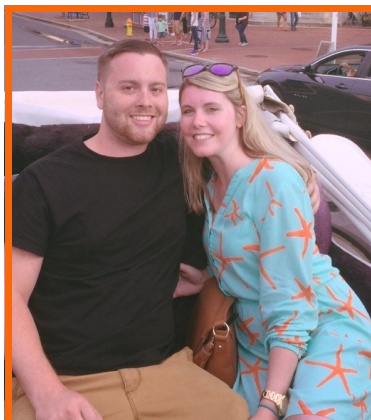
Congratulations



Marie Morrell, M5 Purchasing Assistant and George Solari were engaged on July 26th, 2017. George proposed at Machu Picchu atop the Andes Mountains in Peru.



Jason Heimrich, son of NNJ PM, Wayne Heimrich and his new bride Catherine. They were married on June 17, 2017 and honeymooned in Greece.



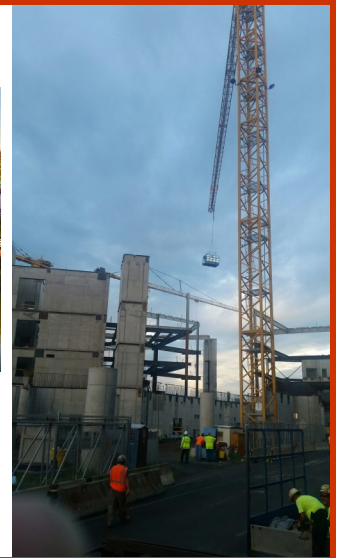
On July 27, 2017, Rob Hoffmann, PA PM Assistant and Diane De Rienzo became engaged. Rob proposed while on a horse and carriage ride in Cape May, NJ.

It's A BOY!

Luca William Boniface Kayne
Born: September 16th at 11:54am
Weight: 7 lbs 7oz
Length: 19.5 inches
Proud Parents: Meredith and Josh
Proud Grandparents: Bill and Debbie Boniface
Big Brother: Bodhi



American Dream Mall



At the American Dream Mall project, material, in our container, can be seen being loaded into the building using a Tower Crane. Joe Wichart (Foreman), Dean Hauser, Lamont Williams, Josh Merrill, Bunnie McKnight and Joe Sauers are on site ensuring a safe crane lift.



Members from Structure Tone recently visited Bonland's corporate headquarters. They were given a comprehensive presentation and an extensive tour of the facility, including our production area. We are extremely confident that they departed with a solid understanding of how Bonland is superior to our competition and we look forward to many fruitful endeavors together in the near future.



Exclusive employee offer.



Bonland Industries Inc employees can save big on the best network. To register for the employee discount or to validate your employment if you are already enrolled in the program, please follow the instructions below.

Employees Discount

up to **18%**

Register your lines for a 15% discount and receive a 3% bonus discount by enrolling in My Verizon and paperless billing. Discount applies to most voice and data plans with a monthly account access fee of \$34.99 or higher. Monthly Line Access Fees are not eligible for discounts. Features \$24.99 or higher may be eligible for discounts. Does not apply to unlimited plans. See plan details for more information.

Two ways to validate:

By email address:

1. Visit verizonwireless.com/discounts.
2. Enter your mobile phone number or **My Verizon User ID** in the Existing **Verizon Customer** field.
3. Click **Login** and **Validate by Email** with your work email.

By paystub:

1. Visit verizonwireless.com/discounts.

2. Enter your mobile phone number or **My Verizon** User ID in the **Existing Verizon Customer** field.

3. Click **Login** and **Validate by Paystub** and follow the instructions to upload your paystub.

Check the status of your validation at verizonwireless-employmentvalidation.com.

Not a Verizon Customer yet?

Go to verizonwireless.com/discounts and under "Not yet a Verizon customer?" enter and confirm your work email address. We'll send you an email so you can start shopping.

THANK YOU



SSG Russell R. Williams, PA Field Foreman is shown on Omaha Beach in Normandy, France where we lost 2400 soldiers on D-Day. In the background is Point Du Hoc where the Rangers scaled the cliffs on D-Day. Russell was selected to participate in the jump into Normandy France on the anniversary of D-Day this year as a reward for winning 353rd CACOM Best Warrior Competition.

Pictured on the right is Russell sitting on the runway carrying about 110 lbs. of gear, waiting to get on the plane to go participate in a nighttime combat jump into Romania on July 21st at 11 p.m. This was part of a three week deployment to Hungary/Romania this year in support of Operation Saber Guardian.

We are proud to have you working at Bonland, and we thank you for your service to our country.



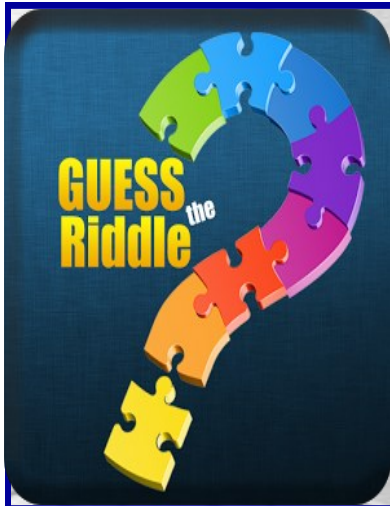
The Gordon Johnson Memorial Scholarship is a scholarship given in memory of Gordon Johnson who was a long time employee of Bonland. Bonland was an important part of his life for many years. His employment helped him to support his beloved family. It allowed he and his wife, JoJo, to create a wonderful life for their three children. Gordon also learned many lessons and formed many friendships during his time at Bonland. He and his family are grateful for his time there.

Gordon's untimely passing came just months after his retirement from the company. Although his loss left his family and friends devastated, they find comfort in knowing Gordon lived his life to the fullest. He accepted and conquered any challenge that stood in his way in order for he and his family to have the best life possible. He was a hard worker, devoted husband, dedicated father and loyal friend to the very end.

It is in this spirit that we award the Gordon Johnson Memorial Scholarship. The scholarship is awarded to individuals who have faced hardships and challenges along the way in their lives so far; and yet, have still managed to navigate those obstacles and overcome them in order to accomplish their goals.

This year the scholarships will be awarded to Matthew Andrejco, son of SNJ Field Foreman Mike Andrejco, and Kevin Hughes, son of NNJ Administration Manager Laurie Hughes.

We encourage you to continue to set goals in the future, live your life to the fullest and always focus on your priorities in life stopping at nothing to fulfill your dreams. Congratulations and good luck.



An item is made from steel blanks in a lathe shop. Each blank produces 1 item. Steel shavings accumulated from making 6 items can be melted and made into a blank. How many items can be made from 36 blanks.

Answer the riddle and send your answers to abenanti@bonlandhvac.com by November 31st. A winner will be chosen on December 15, 2017 at random from all the correct responses. A Bonland gift pack will be awarded to the winner.

(Winner of the Spring newsletter gift pack was Erica Hoffmann, PA Administrative Assistant)



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

Send To:



new projects

| BRANCH | PROJECT | LOCATION | CUSTOMER |
|--------|-------------------------------|-------------------|-----------------------|
| North | A.D Bldgs B,D,E & F | Carlstadt, NJ | Armistead Mechanical |
| North | Celgene Bldg H 2nd Floor | Summit, NJ | Turner Construction |
| North | EY Floors 7, 8 & Roof | Hoboken, NJ | SJP Properties |
| North | T-Mobile | Wayne, NJ | F&G Mechanical |
| North | Cheesecake Factory | Rockaway, NJ | Airemasters |
| North | Celgene S12 Cart T&M | Summit, NJ | Turner Construction |
| North | GAF | Parsippany, NJ | GAF |
| North | Celgene S12 Car T | Summit, NJ | Turner Construction |
| PA | Rutgers Science Bldg | Camden, NJ | Hammond Contracting |
| PA | Merck B39 | West Point, PA | CD & Associates |
| PA | 5 Below Corporate HQ | Philadelphia, PA | Tracey Mechanical |
| PA | Virtua Family Health Center | Camden, NJ | Falasca Mechanical |
| PA | Brickstone Litz Bldg AHU | Philadelphia, PA | Tracey Mechanical |
| PA | GSK 40A Fitout | Conshohocken, PA | Genesis Engineers |
| South | Stockton Academic Bldg | Atlantic City, NJ | Falasca Mechanical |
| South | Virtua Cancer Center | Moorestown, NJ | Falasca Mechanical |
| South | Tropicana West Tower Phase II | Atlantic City, NJ | AC Mechanical |
| South | PU Bio Labs | Princeton, NJ | Franco Mechanical |
| South | Hopewell Valley HS | Pennington, NJ | GDS Mechanical |
| South | Chickie & Pete's | Marlton, NJ | Lucky Mechanical |
| South | QPSI Office | Florence, NJ | National Design Build |
| South | Inspira Patient Bed Addition | Vineland, NJ | Falasca Mechanical |
| South | Superior Courthouse | Cape May, NJ | Eagle Mechanical |