



Message from the President

I'm happy to report that we continue to enjoy success. Since my last message, our backlog has increased by almost 20%. Not only has our backlog increased as a company, but it has increased in every branch. All three branches are contributing to our success.

Recently, we did sales training and we came up with eleven reasons why our customers choose us. Out of the eleven reasons our customers tell us that the top three are:

- Bonland is the leader in BIM and we laser scan and model our projects
- Our dedicated, professional project managers
- Our excellent safety record

Our incident rate as a company, which is accidents per 100 employees per year has gone from 9.01 to 5.87, a third less and moving in the right direction. However, South Jersey has gone from 0 to 11.84, a troubling development. Pennsylvania has gone from 15.82 to 5.27, an excellent improvement. North Jersey has gone from 8.17 to 2.87, which is excellent except for the fact that we had a serious, life changing injury. In my last message, I spoke about the effect an accident has on family and friends of the injured person and I can personally testify about the devastating impact a serious accident has on our team. Working safe is something that has to be thought of all the time. Remember, just because you've been working without injury for years doesn't mean that today you won't get hurt; please stay on guard.

On the occasion of Dan Parent's upcoming retirement, I'd like to share with you his story at Bonland. Dan started here as a first period apprentice in September 1980. As a seventh period apprentice, in 1983, his review comments indicated that he wanted to get into management and had field foreman potential. No one, including Dan, could imagine where he would go. At the end of 1983 he was involved in the creation of our Industrial Division and began as a draftsman. He quickly became a Salesman/Project Manager and learned how to both sell and manage work. In 1984, he became a Journeyman. In 1985, he took drafting classes at night to improve his drafting skills. In 1989, he became a full time Project Manager working in the HVAC division. In 1992, Dan and I started working together when I became responsible for Project Management and he impressed me with his work ethic and ability to get the job done. He became the "go-to guy" for difficult projects and helping out other PM's. Dan developed into an excellent operations manager and he's assisted me in that role ever since. In 1996, Dan became the Operations Manager for South Jersey and established our location in Lakewood. In 1998, Dan became the Branch Manager of South Jersey and he relocated. Under Dan's leadership, South Jersey has been a high performing branch taking advantage of new opportunities and an asset for us. During this time, our relationship deepened with each of us assisting the other in making our branches and the company more successful. In 2009, Dan took on the challenge of replicating our South Jersey success in Pennsylvania working with John Hoffman as Branch Manager. In 2014, our Bensalem branch became fully operational. Dan, a long-time key employee and friend will retire in May. I don't know who won't miss Dan. I certainly will.

John Bansley will have responsibility for the SJ Branch upon Dan's retirement. John started with Bonland in 1999 as a takeoff estimator having just finished his construction engineering degree while working full time for Continental Airlines. John has worked in Estimating, Sales and Project Management, has managed the PA Drafting Department and is now managing the SJ Branch Departments. John has been successful in all the steps in his career and I'm confident that this success will continue.

Andy Boniface, President

Inside This Issue

<i>Safety Corner</i>	2
<i>Branch News</i>	2
<i>Company News</i>	3
<i>Anniversaries</i>	4
<i>Promotions</i>	4
<i>Recognitions</i>	5
<i>In Memoriam</i>	6
<i>Scholarship</i>	7
<i>New Items</i>	7
<i>Puzzle</i>	7
<i>New Projects</i>	8





Spring 2017

by: **Chuck Diou**

2016 has proven to be one of our best annual safety performances in recent memory. As a company, we had a total of 8 accidents. This is the lowest company total that we accomplished in 20 years.

The PA Shop and NNJ Field both went accident free in 2016. The NNJ Shop had 1 accident while the PA and SNJ Field each had 2. The SNJ Shop had 3 accidents.

Moving forward, we use this to build on our successes and learn from our shortcomings. We continue with a constant effort to fortify our safety culture and to reach our goal of being accident free. Through a dedicated effort by all to establishing a strong safety culture, I believe we can achieve any goal.

According to OSHA, "Safety cultures consist of shared beliefs, practices, and attitudes that exist at an establishment. Culture is the atmosphere created by those beliefs, attitudes, etc., which shape our behavior."

By definition, **Safety Culture** is difficult to measure. How do you measure values, attitudes and beliefs? Below are some questions that you can ask yourself, to try to measure where you stand.

1- Do I put productivity or safety first? What wins that showdown?

2- Do you take a proactive role in identifying and eliminating risks?

3- Do you communicate safety issues and concerns with your co-workers, supervisor or safety committee? Communication plays an intricate part in increasing awareness of safety issues and transferring knowledge for the benefit of everyone.

4- Are you engaged in safety? Do you take an active role in making safety a priority?

5- Is safety always the 1st item on your agenda?

6- Do you feel comfortable reporting safety issues to your supervisor? Do you create an atmosphere where those working for you are comfortable reporting safety issues?

7- Do you realize and embrace your own power? Every single one of us is empowered in recognizing, communicating, addressing and eliminating safety hazards.

As we have all heard, "**Safety Starts With You.**" You are the only one who has complete control over your personal safety and your commitment to being part of a strong safety culture. So ask yourself these questions and then ask yourself, "How do I measure up?" **Safety First... Every Time...**

Safety for life

North Jersey News

by: **Ed Willigan**



During this springtime we find ourselves extremely busy. We are striving to achieve some very aggressive dates at Allergan and Project "M" amongst all the other ongoing work. It is encouraging to see everyone pull together to make it happen. I would like to thank everyone that has gone above and beyond with their efforts; from Estimating and Sales, Drafting, the Shop, the Field, Project Management and all the staff at the branch.

The American Dream project is still working on financing and the delay onsite continues. We are told the financing should be in place by 6/15/17. Some recent awards include: JP Morgan Chase at NOC IV in Jersey City, Celgene Office & Conference, Newell Brands in Hoboken, Seton Hall Health Sciences, Cheesecake Factory Hackensack, Allergan, Project "M", Tokio Marine and Bank of America in Jersey City. There are several substantial projects that Sales is currently tracking, so we remain optimistic on additional upcoming work.

In February, our NNJ shop experienced a serious accident. Joe Boniface was injured while working on the press brake. Our thoughts and prayers are with Joe and his family during his recovery.

South Jersey News

by: **Dan Parent**



The South Jersey Branch has been busy of late as construction activity has picked up in our area. Numerous quick projects, along with our backlog work should keep us busy into the summer. Atlantic City is starting to see building activity once again with Stockton University building three new buildings on a former casino site. The Trump Taj Mahal has been sold and will create \$300 million in renovation work. Throughout the rest of the area there have been numerous small to medium size pharmaceutical projects popping up along with various sized school projects.

At the Lakewood Facility, we have been operating at capacity in our shop keeping up with aggressive project schedules. Our drafting department has been working overtime to keep up with our commitments, so it is a welcome sign that we are busy.

On April 1, 2017 John Bansley took over the reins of the day to day operations in South Jersey and we all wish him much success in continuing to grow the branch in South Jersey.

Pennsylvania Branch News

by: **John Hoffmann**



While the PA branch has not been as busy as we would have liked, through the winter, we have been able to maintain a steady workload.

Bidding activity in the area remains very strong and we have been fortunate enough to be awarded a few nice size projects. In the drafting department, we are currently working on the Bryn Mawr Hospital Pavilion, 3675 Science Center, Lincoln Square Apartments and Cooper Hospital P2.

In the field, John Johnston is wrapping up Merck B38 FGU, Mark Koppenhafer is roughing in the U of P Perleman Center, Tom Tancredi is at the Tacony Library, Russ Williams is at the Barnes Pavilion, Joe Yerkes and Tom McCarthy are roughing in Pet Smart, Bob McLaughlin is finishing 205 Race Street, Fred Hess and Todd Anderson are at Camden Prep School, John Rockwood is cleaning up the Graterford Prison and James Dawkins is completing the Bryn Mawr Hospital 2017 Upgrades.

Erica Hoffmann has recently joined the branch as our Administrative Assistant. We welcome her to the team and wish her all the best in her future with Bonland.

The PA shop has now gone well over two years accident free; this is a great accomplishment. Our last two safety incidents in the field were both back related, please take the time to stretch and use the proper lifting techniques.

Foreman Advisory Committee

by: Dan Parent

The FAC now has new members from each branch.

Bill Hecht III- NJ Representative (bhechtIII@bonlandhvac.com)

Bernie Janas- SJ Representative (bjanas@bonlandhvac.com)

Mark Koppenhafer- PA Representative (mkoppenhafer@bonlandhvac.com)

Larry Donoher- Project Management Representative (ldonoher@bonlandhvac.com)

All employees are encouraged to forward any suggestions to their branch representative. The committee will have meetings throughout the year to discuss new business, such as evaluating suggestions, new tool and hardware suggestions, safety issues, installation methods, and more. If you have an idea you would like to share, or if you saw a new tool and want it to be considered, please let us know.



Training

by: Linda West

As a company, we realize that training and development is of high importance in order to meet our mission "To be the premier airside HVAC contractor recognized by our customers and employees as the leader in the industry."

Over the past few months, several training opportunities have been offered to our staff.

Ten employees in Management and Sales attended a Sales Program "From Hello to Sold." This program focused on selling techniques, differentiating our product and service and developing a positive customer service environment.

Tim Miller, PA Drafting Project Leader attended the annual AutoDesk University. This is a three day program that focuses on a variety of AutoDesk products such as AutoCAD, Navisworks, and Revit as well as Building Information Modeling (BIM) and other industry related classes.

Mike Rowan, NNJ Project Manager, Jeff Miller, PA Project Manager, Rob Hoffmann, PA Project Management Assistant, Tyler Athoe, NNJ Project Manager In Training and Larry Boniface, NNJ Project Manager In Training attended the Project Managers Institute. This is also a three day program sponsored by SMACNA and focuses on scheduling, safety, productivity, change orders, leadership, and project management best practices.

Eric Valega, SJ Sales Representative attended the Karass Effective Negotiating Seminar. This is a two day program that provides training on the skills needed to negotiate better agreements and relationships.

Kiera Waite, Accounting Manager, attended the Associated General Contractors (AGC)/Construction Financial Management Association (CFMA) annual conference. This is a three day program that offers training in a variety of areas such as taxation, job costing, contracts, insurance, bonding, accounting and auditing, technology and best practices.

Congratulations to these employees for successfully completing their training and for broadening their knowledge. Any employee interested in attending training should speak with their manager about available opportunities.



Turner Construction Company Tour

by: Tom Wisse

On March 31st, Bonland welcomed the Turner Construction Company to our NNJ Facility. The last time Turner visited our facility was back in October of 2014. Turner's group, for this tour, included some familiar faces and some new faces, all of which are involved mainly in the purchasing and estimating departments at Turner Construction. Bonland's quality tour was presented by Andy Boniface, Ed Willigan, Bill Parent, Tom Wisse, Chris Krumpfer, Scott Richardson and Kevin Shea. For this tour, Bonland was specifically asked, by Turner Construction, to present on our Pre-Construction Process to include what we do upon receipt of a bid all the way through being awarded a bid, including the turnover process. We also went over some items to look out for in the specifications that cost money and have a longer lead time. A demonstration of our on-screen takeoff process was presented. Included in the estimating portion, we went over Blue Beam and how it is used in the estimating department to quickly come up with quantities of equipment, air outlets, etc. on the mechanical drawings. The Blue Beam portion of the presentation was definitely a hit for the estimators present from Turner. Additionally, we demonstrated to Turner how we use our BIM, CAD/CAM System and most importantly the use of our Laser Scanner. The Laser Scanner was set up in the conference room and we took a scan of the room for the Turner Construction Team to exhibit the speed and quality of the scan. Furthermore, we showed Turner how almost every piece of equipment in our shop has been modified, not only to increase productivity but to improve the quality of our finished product and how this exceeds our competitors' finished product. A guided tour of our entire shop was provided.

Overall, we feel this tour was extremely successful, and exceeded Turner's expectations. We asked Turner to fill out a survey after the completion of the tour; some of the feedback comments from Turner were:

"As an Estimator, I'd like Bonland to bid all my projects."

"Presentation on bidding helps me understand what work best suits Bonland."

"The most interesting part of the visit was the seamless flow of work from scan, to draw, to fabrication."

"The most interesting part of the visit was Bonland's unique modifications to improve their process and stay on the forefront of their industry."

Special thanks to Tom Tedeschi, Laurie Hughes, Matt McAlarney, Tony Benanti and Marie Morrell for their efforts and assistance in making this a quality presentation.

HAPPY ANNIVERSARY



10 Years
Pete Meluso
SNJ Shop Journeyman



10 Years
Sean Gitter
MS Systems Support Tech.

Celebrating 5 Years!

Ron Wohltman
NNJ Shop Journeyman

Tyler Athoe
NNJ Project Mgr. In Training

Joe Yerkes
PA Field Foreman

Kevin Shea
MS Estimator

Tim Miller
PA Drafting Project Leader



PROMOTIONS

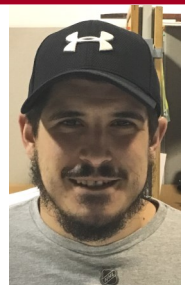
Jeff Wells

Promoted from SJ
Drafting Project
Leader in Training to
Project Leader



Steve Magliaro

Promoted from SJ
Draftsman to
Project Leader in
Training



On February 24, 2017 Joe Merker Jr., the son of Carla and Joe Merker (SNJ Field Foreman) graduated from the Marine Corps Recruit Training at the Marine Corp Recruit Depot in Parris Island SC. His current assignment is at Camp Pendleton, Ca. Joe served as a pre-apprentice in LU27 this year and was assigned to the Jersey Shore Medical Center Hope Tower project in Neptune where he did a fine job in his short stay with Bonland. After his graduation the trades got together to wish him the best as captured in the picture below. Thank you for your service Joe and stay safe.



RE: Allergan
5 Giralda Farms
Madison, NJ, 07940



Attn: Mike Rowan

April 26, 2017

Dear Mike,

First off, I would like to recognize and thank you and your entire Bonland team for the tremendous effort here at Allergan's new corporate headquarters in Madison, NJ. At first, I was overly concerned when I reviewed the time frame we needed to sketch, fabricate, deliver and install ductwork for over 450,000 square feet of space.

Bonland began sketching on 2/13 and delivered the first truck load of ductwork six (6) days later. The total time frame from 2/13 to 4/21 was only ten (10) weeks to be substantially complete with 200,000 pounds of ductwork.

Thanks to excellent sketching performed by your team, we were very fortunate to have had only a few duct conflicts. Your team produced 93 detailed shop drawings in a record time, while also incorporating several changes in the design.

In addition, Bonland's foreman and field crew, has been very proactive and setting the fast pace we expect from all of the trades. I am extremely confident that Allergan will move-in on time and be more than satisfied with the HVAC work.

Everyone at Structure Tone, Inc. will be made well aware of Bonland Industries capabilities, as well as the efforts set forth by F&G. As far as I'm concerned, Bonland is the premier sheet metal contractor in the state of New Jersey. I look forward to working with you again soon.

Sincerely,
Jim O'Halpin
STI Project Manager



In recognition for being "Accident Free" for all of 2016 the PA Shop, NNJ Field, NNJ Project Managers and NNJ Material Handlers all received hooded sweatshirts for their remarkable accomplishment. Your extra effort in keeping yourself, and others, safe is greatly appreciated.

Keep up the great work!



PA field employees Fred Hess, Zeke Rivera, Greg Ngee, Keith Oakly and Marcus Gary working on the Camden Prep Renaissance School Project (66016) were all recognized with an Immediate Feedback Safety Award.

These men were recognized for being caught working safely during their multiple crane lifts over the last few weeks. The correct safety corrals were not always in place for us when the crane was scheduled, but Fred and his men made sure the area was taped off and secure as to not let any other persons wander into the loading area.

All were awarded with Bonland T-Shirts in recognition of their efforts.

Great Job!!

Mike Cole, a 1st Year apprentice in our PA Branch, was recognized with an Immediate Feedback Safety Award.

Mike was observed wearing a face shield while grinding. Mike is just starting out in the trade and it was great to see that he had the awareness to take it upon himself to wear a face shield to protect himself.

Team,

I wanted to let you know that.....TODAY WE RECEIVED THE TCO FOR BUILDING J AND BUILDING I!!!!!!

This was a monumental achievement. Herculean effort, unwavering collaboration and adherence to the process made this possible.

A "CAN DO" ATTITUDE, a HUMBLE approach, and a HUNGER for success can move mountains. None of our team MUST work as hard and as tenaciously as it did to make this happen. But WE DID.

Over the last 150 days, the TEAM took 120,000 SF from Structural steel to TCO. The feedback on the look of the space has been astounding.

Over the last 1200 days, the TEAM has provided seats for approximately 1500 Celgene employees, which eclipses a rate of one seat per day. More importantly, WE provided a home for dedicated and passionate Celgene employees dedicated to improve the human condition.

I want to thank each of you (and your teams) profusely to your commitment to the mission here.

I want to thank CELGENE for the opportunity to do great things for your great company.

Best Regards and With Sincere Gratitude,

James R. Folgia,
PE, LEED AP BD&C | Turner Construction Company
Project Executive

PA Field Employee's Mark Koppenhafer, Fred Hess, and Sean Broadhurst were all recognized with an Immediate Feedback Safety Award while working on University of Penn PCPSE Project (61045).

While working in a riser shaft, these men recognized an odor. They evacuated the shaft and Mark went to the upper floors to investigate. He found that the insulator was spraying foam on the exterior walls behind a tarp. Fred and Sean told Mark that while on another job, he had to work weekends due to the fact that you could not work around this foam until it was given 24 hours to cure.

Mark requested the SDS sheet and found that this was accurate. They were using ICYNENE ProSeal, which requires a period of 24hrs before occupancy is safe. Mark brought this to the attention of the GC and the insulator was shut down until proper precautions could be put in place.

These men were awarded Bonland T-Shirts in recognition of their efforts.



Sarah Rose Crowley

October 26, 2001 - April 18, 2017



Sarah Rose Crowley, 15, daughter of Ingrid and Ken Crowley (NNJ Project Manager) passed away on Tuesday, April 18, 2017 after a courageous battle with cancer. Sarah was born on October 26, 2001. She was a freshman at West Morris Central High School. Sarah was a member of the Sea Dragons Swim Club and received her Varsity swimming letter at WMCHS.

Sarah had an infectious personality that drew everyone to her. Her courageous battle with cancer inspired so many people. Even when she was sick, she remained kind, was constantly laughing and always had a little bit of sass. She enjoyed music, and social media and was a selfie extraordinaire. She loved anything that included make-up, glam or fashion.

Our deepest sympathy to Ken and his family.



Pat Truax

APRIL 20, 1982 - MARCH 20, 2017

On Monday March 20, 2017, Pat Truax passed away at the age of 34. Pat was a sheet metal worker who started his career with Bonland, as an apprentice, and recently returned to continue his career at Bonland. Our deepest condolences to Pat's family, friends and co-workers as he will be greatly missed.





As many of you may know, Gordon Johnson was an employee of Bonland for many years. After his wonderful years at Bonland, he retired just months before his sudden passing in 2014. Following his passing, his family and close friends set up **The Gordon Johnson Memorial Foundation** in his honor. The foundation's main goals are to keep his memory and spirit alive and to give back to the community, especially to those with meaningful ties to his life. This year, the foundation would like to award a \$500 scholarship to the child of a Bonland employee, who will be attending college in the Fall of 2017. Requirements for application are a high school transcript and an essay explaining a hardship that the individual has or had faced in his or her life and how he or she overcame that obstacle in a positive way.

All applications must be submitted by June 1st, 2017 for consideration. Applications and essays can be addressed to the Gordon Johnson Memorial Foundation and mailed to 206 Lake Ave Hamilton, NJ 08610.

We look forward to receiving applications and being able to award a scholarship in Gordon's name to a deserving individual.

Thank you,

The Gordon Johnson Memorial Foundation Committee



SCHOLARSHIP

IN STOCK NOW

G614

Hilti Yellow Shots
6.8/11M .27 Cal



E725

Milwaukee
5-3/8" Ferrous
Metal Saw Blade



CHALLENGE

1 C C C C C C C C	2 LE / VEL	3 GIVE GET GIVE GET GIVE GET GIVE GET	4 A B C D E F G H I J K L M N O P Q R S T U V W X Y Z	5 T O W N
6 L U C K Y	7 H E ' S / H I M S E L F	8 B L O C K S E	9 A I D ← A I D A I D	10 W E D S T
11 G R O U N D F E E T F E E T F E E T F E E T F E E T F E E T	12 E C N A L G	13 C Y C L E C Y C L E C Y C L E	14 R E A D I I G	15 R O A D S
16 0 M.D. Ph.D. B.Sc.	17 K N E E L I G H T S	18 Y O U N G	19 M I L O N E L I O N	20 P R O / M I S E
21 T O C H U	22 1, 2, 3, ..., 38 39, 40 LIFE	23 J A C K	24 e c o n o m y	25 U P 8
26 J U S T	27 3 1 4 1 5 9 2 6	28 G N I K A M L O S T L O S T L O S T	29 Z O N E	30 S T A N D T A K E M I N E T A K I N G 1 Y O U 2 M Y

Answer all 20 word puzzles and send your answers to abenanti@bonlandhvac.com. A winner will be chosen on June 15, 2017 at random from all the correct responses. A Bonland gift pack will be awarded to the winner. (Winner of the winter newsletter gift pack was Laurie Hughes, NNJ Administrative Manager)



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

Send To:



BRANCH	PROJECT	LOCATION	CUSTOMER
North	JP MC NOC IV Floors 2 & 3	Jersey City, NJ	F&G Mechanical
North	Allergen HQ Fitout	Madison, NJ	F&G Mechanical
North	HUHN SHU Health Services	Nutley, NJ	Torcon, Inc.
North	Project M	Bridgewater, NJ	SJP Properties
North	Tokio Marine 15th Floor	Jersey City, NJ	F&G Mechanical
North	Novartis B337 Conference Center	East Hanover, NJ	Structure Tone
North	JPMC Skybridge	Jersey City, NJ	F&G Mechanical
PA	BMH Pavilion Fitout	Bryn Mawr, PA	Binsky & Snyder
PA	Lincoln Square Apartments	Philadelphia, PA	Tracey/Salveo
PA	Cooper P2	Camden, NJ	Falasca Mechanical
PA	Spark 10th Floor	Philadelphia, PA	Herman Goldner Co.
PA	PetSmart	Philadelphia, PA	Falasca Mechanical
PA	TJU Gibbon 2 SPCC	Philadelphia, PA	Chadwick Service Co.
PA	Forrest Theater	Philadelphia, PA	Tracey Mechanical
PA	Barnes Garden Pavilion	Philadelphia, PA	Tracey Mechanical
South	BMS Module D Renovations	Princeton, NJ	LendLease
South	Stockton Residence Hall	Atlantic City, NJ	Falasca Mechanical
South	Integra MTP 2	Plainsboro, NJ	Genesis Architects Eng.
South	QPSI Florence	Florence, NJ	National Design Build
South	Hovione Spray Dryer 1	East Windsor, NJ	IPS
South	Deborah Health Mob	Brown Mills, NJ	Franco Mechanical