



MESSAGE FROM THE PRESIDENT

We've had a positive year and pulling together, as a team, is the biggest part of our success. Our reputation in the industry is that Bonland can make the impossible happen. There's no better feeling than to hear that we can't do something and then prove that we can achieve or exceed the expectations. We made believers out of Structuretone when we laser scanned, coordinated and installed a 450,000 sq. ft. building in 10 weeks. They were concerned that we would not be able to perform and today they are some of our biggest fans based on our performance. Also exciting is that we have challenged some of our less experienced foremen to take on tough projects, with very aggressive schedules, and they have proven successful. As Bonland continues to move forward we will continue to offer challenges and opportunities in all areas of the company.

Celgene is an even more interesting story. In order to get a life-saving procedure online, Celgene decided to form a team to create a facility in record time. We were invited to be a member of that team. The mission the team was given was to create the facility in four months instead of the year and a half that it would typically take. Using this approach, the team was successful in this mission. To give you an idea of what we accomplished, we laser scanned, helped design, coordinated and installed nearly four miles of duct in less than sixty days. I'm delighted that we were associated with this project and extremely proud of what the Bonland team accomplished.

Other than having unacceptable accidents, we are moving forward as a company. We've had a financially positive year and you are the key reason for our success. We were able to declare three Bonland holidays as a thank you for your efforts. It's always been our philosophy that when our team is successful we will share that success with you. I can't express how good it makes us feel to be able to do this. It appears that with the market improving this positive trend will continue.

Recognizing that construction is a dangerous business, we need to do better with keeping each other safe. We have been having too many accidents. As a company, accidents have doubled from last year going from 5 to 10 accidents per 200,000 hours. North Jersey has gone from a good incident rate of 1.44 to 13.01, a disturbing increase. Pennsylvania has improved going from 5.06 to 3.83. South Jersey has increased going from 9.70 to 10.84. One accident is too many as our goal is zero accidents. We're always looking at ways for you to be safe and we need your involvement as we are all responsible for safety. There are different areas of the company and each area has unique dangers. It would be helpful for each of you to individually observe your area and see if you can identify ways to work safer and pass the information on to your manager, coworkers and our Safety Committee. We take your safety seriously and place it above productivity. I want to remind everyone of the safety pyramid which shows that the more incidents you have the more accidents you have. The more accidents you have, the more serious accidents you have. Finally the more serious accidents you have, that leads to fatalities. With the increase in accidents we have seen an increase in serious accidents. Please look out for each other and do whatever you can for the team to work safely.

Bonland has always been open to change and progress. As we continue our move into the future, I'm pleased that Linda West has taken responsibility for our Pennsylvania and South Jersey branches. Linda has been responsible for our North Jersey branch for the past two years and for Management Services for the past 15 years. She has, and continues to, play a major role in the success of Bonland. It's exciting to be able to work with Linda, and people like her, as we continue to plan and prepare for the future. We are dedicated to continuous improvement so we continue to identify, learn and apply the latest technologies so that we can work as efficiently and effectively as possible.

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2018

MESSAGE FROM THE PRESIDENT , CONTINUED.

We have added another laser scanner to our toolbox that is more than five times faster than the first one that we acquired only a little over one year ago. These scanners enable the draftsmen to not only see the actual job site conditions, in 3d without going out to the field, but also with a level of accuracy that is amazing. The scans even provide the ability to measure off the scanned drawings to assure a good fit of our duct. We have purchased a semi-automatic layout tool called a Total Station. In a normal day this tool lays out approximately 80 points per hour which should almost quadruple our productivity on hangers. We will continue to strive to be at the forefront of having the best technology and the most skilled professional workforce possible.

Our backlog is higher than it has been in years. Architects and engineers workload is continuing to increase, which will lead to even greater work opportunities in the future.

While the market continues to improve and new technology is great, I want to re-emphasize that you make Bonland the company it is; using your abilities and efforts and working with others as a team. It's what makes us the "premier airside HVAC contractor and the leader in the industry."

Andy Boniface, President



NNJ Branch News:

As 2017 closes and 2018 begins, I find myself looking back on a successful year. 2017 presented the North Jersey Branch with some very demanding projects, which due to confidentiality clauses, I cannot name here. These projects were even labeled "impossible" by some. I am proud to report that these projects were completed as promised by the Bonland team. Every department had a hand in accomplishing "the impossible." It started with Sales/Estimating, PM, Operations, Drafting & Purchasing. After that the Shop, Field and Shipping/Receiving got involved. Let's not forget about Accounting getting everyone paid, Maintenance fixing what we broke and Local 25 providing the quality manpower needed. The teamwork that has taken place over the last year is truly impressive and the results speak for themselves. Our customers have voiced their praises for the Bonland team. All I can add at this point is, thank you and I'm looking forward to the work ahead of us in 2018.

By: Ed Willigan

NNJ Branch Manager



PA Branch News:

The PA Branch is currently very busy in the shop and field. The Bryn Mawr Hospital, Lincoln Square and 3675 Market Street are all well under way. Bob Crossley and Renee Cahill are now overseeing Production under the guidance of Chuck Diou (SJ Production Supervisor). I appreciate all of their efforts during this transition. We set up a separate shop just to assemble the ductwork for the penthouse of the 3675 Market Street project. The ductwork for the penthouse is large and heavy and would have congested our fabrication facility and prevented us from fabricating ductwork for any other projects. The facility had an overhead crane, which allows us to pre-spool the duct and load it right onto flatbed trailers. Matt Lucas is doing a great job overseeing the operation. Drafting is currently working on the Temple View II which is a high rise dormitory.

The PA shop recently had 2 accidents and in each case it was a relatively inexperienced apprentice who got hurt.

Please be sure to take the extra time to instruct and guide our newer employees on the proper and safe way to accomplish their tasks.

By: John Hoffmann

PA Branch Manager



SNJ Branch News:

After several months of bidding, primarily small projects, we have been the successful bidder on several larger projects that will carry us into the Spring. Some of this work will be fast paced, such as the new restaurant at the Hard Rock Hotel & Casino in Atlantic City that will open in May at the site of the old Taj Mahal. We are continuing to bid projects to build up our backlog, and the good news is that there appear to be several large projects coming out later this year in our part of the state. Trevor Wellet has recently joined South Jersey as our Branch Estimator. Trevor will work with Sales to add to our bidding capacity, as well as assist the Project Managers with their daily tasks. We welcome Trevor to our team and wish him the best in his future with Bonland. As always, safety should continue to be a top priority. Our goal continues to be zero accidents and as we start the New Year we should remind ourselves daily to be aware of our surroundings and consider every hazard prior to performing a task. Zero Accidents can only be achieved if each individual takes it upon themselves to work safely.

I wish everyone and their families a Happy New Year and I look forward to what the New Year will bring.

By: John Bansley

SNJ Branch Manager



SAFETY



On average there are 220,000 victims of sudden cardiac arrest per year in the United States; about 10,000 occur in the workplace. Waiting for the arrival of emergency medical system personnel results in only 5-7% survival. Studies have shown that with immediate defibrillation, up to 60% survive a minimum of one year after sudden cardiac arrest. An Automated External Defibrillator (AED) is a medical device designed to analyze the heart rhythm and deliver an electric shock to victims of ventricular fibrillation to restore the heart rhythm to normal. In keeping with Bonland's safety initiative, the company has equipped each of its 3 branches with AEDs, and all necessary accessories, to further ensure the well-being of our employees. Each branch also has employees that have recently been certified in AED/First Aid and are prepared to utilize this equipment should the need arise. These employees are:

NNJ, Tyler Athoe, Michael Benanti, Tony Benanti, Larry Boniface, Ken Crowley, John DeMio, Jim Feurer, Raul Garcia, Dean Hauser, Matt McAlarney, Mike Rowan, Alex Tayahi, Chris Taylor, Jonathan Viaud, Linda West & Ed Willigan.

PA, Chuck Diou, John Hoffmann & Matt Mitchell.
SNJ, John Bansley, John McGrath & Trevor Wellet.

Let's all keep safe and have a healthy and happy 2018.



As we move along into 2018, Safety continues to be Bonland's top focus. Bonland's commitment to safety is the responsibility of all our employees, not just our Managers. It requires a team effort to be able to reach our accident free goal. We all have the power and the responsibility to make our workplace as safe as possible. Safety starts with YOU and we owe it to ourselves, and our team, to put Safety First...Every time.

As 2017 came to a close, we saw a significant increase in injuries compared to 2016. Although we have taken a step in the wrong direction, we can use this as a learning experience and motivation to reach our goals in 2018 of going accident free. We should all continue to stress the importance of safety to our employees, and make a stronger effort to train our new employees on all safety policies and procedures.

As the Safety Committee looks to the new year, with a renewed enthusiasm, we have rotated in some new members. The newly comprised Bonland Safety Committee consists of:

Chuck Diou- Chairperson - CDiou@Bonlandhvac.com | Tony Benanti - ABenanti@Bonlandhvac.com | Lee Trombly - LTrombly@Bonlandhvac.com

Tom McCarthy - TMccarthy@Bonlandhvac.com | Larry Boniface - LBoniface@Bonlandhvac.com | Sue Strauss - SStrauss@Bonlandhvac.com

Please feel free to contact any of the safety committee members with safety ideas, suggestions, observations, or concerns that we could use to benefit the entire Bonland Team. The Safety Committee is here to serve you, but safety starts with us and our personal responsibility to work safely. Let's all do our part in establishing Bonland as a leader in safety and achieving our goal of becoming an accident free workplace.

Remember... Safety First... Every Time.



In January 2018, 264 employees received a power pack as the year-end safety incentive for working accident and safety violation free in 2017.



SNJ Field employees John Hoplock and Mark Martin were recognized by **SNJ Field Foreman Chris Barneman** for an Immediate Feedback Safety Award; while working on the **Stockton Residence Project (56058)**

"A couple of weeks ago we had to install some ductwork on building B roof. The day before we went up there and the roofer removed all the safety rails on the roof. We had to set up roof stanchions every 25' and multiple retractables so we were in compliance with the 100% tie off rule. This job was difficult to say the least, as all eyes were watching us and did not offer any ideas. The guys did a great job in a timely manner and should be recognized."-Chris Barneman. John and Mark were awarded Bonland T-Shirts in recognition of their efforts. Great job by John, Mark and Chris in taking the initiative to make their work area safe, and for displaying to all the safe way that Bonland employees operate.

Thank you to Chris for recognizing your workers and positively reinforcing safe work practices.



PA Field Foreman Tom McCarthy was recognized for an Immediate Feedback Safety Award by PM **Larry Donoher** as a result of Tom's actions on the **Bryn Mawr Hospital Phase 3 Project (66029)**

The core cutting outfit on the job was using a gas powered demo saw to cut metal decking. They had placed plastic above, as well as on the emergency generator, to protect it while cutting from above. However, sparks from the cutting set the plastic on fire. As the upper plastic burned, it dripped through, setting the lower plastic on fire also. The operators attempted to extinguish the fire by spraying it with a hose from the roof, spraying water all over the fluorescent lights in the process. Seeing this, Tom interjected and stopped them. Tom grabbed a dry chemical fire extinguisher, that was located nearby, and extinguished the fire.

Great job by Tom to jump in and use his knowledge to prevent a bad situation from becoming worse. We are glad to have guys like you as part of our team. Tom was awarded a Bonland T-shirt in recognition of his actions.



PA Apprentice Sean Lucarini, while working on the **3675 Market Project (66025)**, was recognized by his foreman for an Immediate Feedback Safety Award.

PA Field Foreman Mark Koppenhafer said, "Sean is a new employee, and also an Apprentice. Over the past month he helped install a 1500 lb. muffler and all associated 26" breeching and welded all hangers. Over the last month I have not had to correct him once about safety; he always has glasses, gloves and a hardhat, and is always watching out for others safety in his work area."

Sean was awarded a Bonland T-Shirt in recognition of his safety performance and awareness.

Thank you to Mark for pointing out and positively reinforcing safe work practices by your employees..that's what we like to see. Great job Sean and Mark!



Estimating Department, by Chris Taylor, Estimating Manager



Photographed from left to right: Michael Benanti, Jonathan Viaud, Alex Tayahi, Kevin Shea, and Chris Taylor

The Estimating Department requires employees to be hard-working, efficient, determined, and personable. Despite high expectations, the department believes it has comprised a group capable of meeting and surpassing these goals. In the current market, projects are becoming increasingly more complicated to bid, with tighter deadlines, a trend that shows no signs of reprieve. The current team of Kevin Shea, Jonathan Viaud, Michael Benanti, and Alex Tayahi, with the leadership of Chris Taylor, have been working tirelessly to improve estimating practices, with the intentions of increasing the accuracy of takeoffs, enhancing communication, and streamlining the overall process from which estimates are derived. The Estimating team is very confident that, through their cohesive efforts, they will continue to improve both departmentally and individually, which will ensure continued success for the department and the company.



LEADERSHIP DEVELOPMENT TEAM by Chris Taylor

As of January 2018, a "Leadership Development Team" was created with the goal of formulating and implementing a structured Leadership Training plan for Bonland and its employees. The team currently consists of Larry Boniface, Michael Benanti, Mike Thomas, John DeMio, Trevor Wellet and myself. I would like to thank all of those who volunteered to be a part of the "LDT". Together, we look to continue driving Bonland and its successes into the future.

Celgene by Bill Parent, Director of Design Services

As we begin phase 2 of our Celgene project, we can look back at phase 1 as an unbelievable success. An estimated one and a half year project completed in 4 months. Our design was incomplete as of Labor Day 2017, as we had a single line drawing that was only 40% complete. We worked closely with the Engineers, Architects, GCs and Contractors to accomplish this monumental task, with phone calls twice a day to discuss any obstacles that were holding us up.



We started the project on September 5th in Drafting and had the first batch of ductwork hit the shop by September 21st. Our end date was January 12th, 2018 to finish the entire project. Drafting could not have done it without the hard work of Project Management, Purchasing, Shop, Field, Shipping, Customers, Vendors and everyone else involved. The total project (phase 1) was 302,000 lbs., 180,000 sq. feet and 3.94 Miles of Ductwork. We look to continue our success in phase 2.



The American Dream by Ken Crowley, NNJ Project Manager

The American Dream Project is underway and we are currently working in the pre-assembly yard, the Core Building and the Connector. In the photo you can see our material and grilles, that were installed in the MOD yard, being erected with the steel in the field. We are scheduled to begin the high level work in the Amusement Park mid-March and hopefully the Water Park shortly after.



Christmas Booth Contest:

This past Christmas the Northern New Jersey Drafting Department held a Christmas Booth Decorating contest. The judging was done by members from different departments in the Branch. There were some very creative designs along with a very competitive atmosphere. The winner took home a very nice trophy along with bragging rights for the entire year. Congratulations Jim Feurer on your win for your creative display and holiday spirit.



HOLIDAY PARTY

Bonland Annual Holiday Luncheon:

J. Supor sponsored our Bonland luncheon this past December in celebration of the holidays and appreciation of the decades of work we have done together. Good food and fun was had by all in attendance. Thank you J. Supor for your generosity.



GUESS THE RIDDLE

This is like an optical illusion.... with numbers!

This riddle MUST be done in your head and NOT using pen and paper.

- Take 1000 and add 40 to it.
- Now add another 1000.
- Now add another 30. Another 1000.
- Now add 20. Now add another 1000.
- Now add 10.

What is the total?

Answer the riddle and send your answers to mmorrell@bonlandhvac.com by March 30th. A winner will be chosen on March 31, 2018 at random from all the correct responses. A Bonland gift pack will be rewarded to the winner.

(Winner of the Fall Newsletter was Carlo Tocci, PA Shop with the correct answer of 43)



Break a Sweat Without Breaking the Bank™

As a Cigna customer, through the Cigna Healthy Rewards® program, you have access to the Active&Fit Direct™ program beginning September 1, which offers fitness center memberships to 8,000+ fitness centers nationwide for \$25 a month (plus a \$25 enrollment fee).

The program offers:

- Online directory maps and locator for fitness centers (available on any device)
- The option to switch fitness centers at any time
- A free guest pass to try out a fitness center before enrolling (where available)
- Online fitness tracking from a wide variety of popular wireless fitness devices, apps, and exercise equipment

This benefit is available to those employees currently enrolled in Cigna's health care coverage

To learn more, visit ActiveandFitDirect.com/fitness/Cigna.



Anniversaries



35 Years
Joseph Sauers Jr.
NNJ Field Foreman



25 Years
Joseph Wichart Jr.
NNJ Field Foreman



25 Years
Kenneth Crowley
NNJ Project Manager



20 Years
William Paolo
SNJ Field Foreman



20 Years
Jeffrey Wells
SNJ Drafting Project Leader



10 Years
Carolyn Coar
NNJ Administrative Assistant

5 Year Anniversaries

- Robert Mawson**
PA Shop Journeyman
- Frederick Hess**
PA Field Foreman

PROMOTION

Congratulations

- **Kiera Waite** has been promoted from Accounting Manager to Controller
- **Sean Gitter** has been promoted from Systems Support Technician to Systems Administrator
- **Michael Thomas** has been promoted from SJ Project Management Assistant to Project Manager in Training



CAREER MOVES



Linda West has assumed the responsibility for the PA branch, which will continue under the leadership of Branch Manager, John Hoffmann and the SJ Branch, which John Bansley will continue to lead. With this added responsibility Linda has the responsibility for Management Services, the North Jersey branch and now the Pennsylvania and South Jersey branches.

Linda has demonstrated the leadership required to take this on and will continue her focus on developing leaders to take advantage of the many opportunities that exist as Bonland continues to move forward.

By: **Andy Boniface**, *President*



Personally Speaking



Thomas Wisse (NNJ Sales Representative) married Lauren Satch on Sunday June 4th, 2017. The ceremony and reception was held at Rock Island Lake Club in Sparta. The couple enjoyed their honeymoon in Antigua. Best wishes to the happy couple.



Mike Rowan (NNJ Project Manager) and Liz DeKnight were engaged on December 30th, 2017. Mike proposed to Liz at Marina Bay in Quincy, MA.



Congratulations to Kelly Heimrich for her Promotion to Vice President at her firm, Credit Suisse. She continues to make her parents Wayne (NNJ Project Manager) and wife Wendy extremely proud.



Congratulations to Lauren Coar, daughter of Carolyn Coar (NNJ Administrative Assistant), and her team on becoming University of Delaware's Division 1 National Dance Champions.



IN MEMORIAM

PAUL J. BONIFACE

1954—2018

On February 8, 2018, Paul J. Boniface passed away at the age of 63. A beloved son to Ernest and Margaret Boniface, brother to Bill, Andy, Joe, Cathy (Hecht), and Jackie (McKennon), husband to Marisa, father to Lauren, Stefania, Sabrina and Alessandra, grandfather to Gabrielle, Zoe, Aidan, Julianna and William and uncle to many nieces and nephews.

Paul graduated NJIT where he earned a degree in Engineering. Paul completed the Sheet Metal Apprenticeship program, spent the earlier part of his career at Bonland, owned his own business, City Mechanical Resources, and later continued his successful career as a Project Manager in New York City.

Paul loved being outdoors. He was a skier, hiker, sailor, and he especially loved being near the ocean.

Paul had a huge heart and fun loving personality that touched everyone he met.

Our deepest sympathy to Paul's family.





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Send To:



Projects

BRANCH	PROJECT	LOCATION	CUSTOMER
NORTH	BAYER COATING REPLACEMENT	MORRISTOWN, NJ	GENESIS ENGINEERS
NORTH	CELGENE S6 BIOLOGICS DEMO	SUMMIT, NJ	MIDWEST MECHANICAL
NORTH	USB FITNESS CENTER	WEEHAWKEN, NJ	INDUSTRIAL COOLING
NORTH	RWJBH	WEST ORANGE, NJ	W.J. POST
PA	TEMPLE STUDENT HOUSING	PHILADELPHIA, PA	BINSKY & SNYDER
PA	MERCK	WEST POINT, PA	CD & ASSOCIATES
PA	SALVATION ARMY	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	BMH - 1ST FLOOR HR OFFICES	BRYN MAWR, PA	WEST CHESTER MECHANICAL
SOUTH	QPSI OFFICE	FLORENCE, NJ	NATIONAL DESIGN BUILD
SOUTH	FAA BUILDING 300	ATLANTIC CITY, NJ	DJ'S MECHANICAL, INC.
SOUTH	INSPIRA PATIENT BED ADDITION	LAKEWOOD, NJ	FALASCA MECHANICAL
SOUTH	SUPERIOR COURTHOUSE	CAPE MAY, NJ	EAGLE MECHANIC
SOUTH	AMI	MANAHAWKIN, NJ	PURDY MECHANICAL
SOUTH	S&P GLOBAL	PRINCETON, NJ	GILBANE BUILDING COMP
SOUTH	FORDOZ PHARMA	EAST WINDSOR, NJ	BINSKY & SNYDER
SOUTH	HARD ROCK—THE RESTAURANT	ATLANTIC CITY, NJ	AC MECHANICAL
SOUTH	JSUMC CARDIAC	NEPTUNE, NJ	THE BARHAM GROUP
SOUTH	BMS MOD B RENOVATION	LAWRENCEVILLE, NJ	LENLEASE