

PRESIDENT'S MESSAGE

Congratulations to the NNJ Field, PA Shop and SJ Field. In October 2018, the NNJ Field achieved one year accident free, and then completed the 2018 year accident free. The PA Shop also hit a one year accident free milestone in January 2019 and the SJ Field achieved one year accident free in February 2019. My compliments to all who helped achieve these milestones and most importantly, kept our team safe.

As indicated in our last newsletter, the market forecasts for New Jersey and Pennsylvania, continue to show an increase in building construction. Our branches have booked and are pursuing additional work and are optimistic about the opportunities. While optimistic, we continue to acknowledge the ups and downs in our industry and the impact this has on our team. Over the years, I've noticed that our team is most effective and appears to have more fun when faced with a heavier workload and projects that have opportunities to reach new or beat previous accomplishments. The overall strength of the Bonland team allows us to view difficult projects, and schedules as opportunities where we can demonstrate to our customers that they have hired the best contractor for the job, while also achieving personal and professional success.

I'd like to take this opportunity to remind everyone about our participation in an industry Peer Group, which is comprised of Bonland and seven companies throughout the country that are in the same business. Our Peer Group companies are located in California, Colorado, Georgia, Indiana, Michigan, New Mexico and Washington, and perform work in half of the Country. Over the years, we have received many benefits from our participation in this group. Some of the ways we contribute to or receive valuable input from the Peer Group include web meetings, conferences and reaching out to each other as the need arises. There have recently been meetings on Estimating, Drafting, CAD/CAM, Financial Management, and Safety and there is an upcoming meeting scheduled on Production. These meetings allow us to take the knowledge and best practices of all companies, making us individually stronger as well as a stronger group. One of the simple and effective ways of working with the group is that we are there for each other year round. When a challenge arises and we can use assistance, who better to call for feedback than someone that has likely experienced the same or a similar challenge.

As the construction industry continues to embrace technology, it's important that we continue to improve our skills and knowledge. It wasn't that long ago that mobile phones and tablets were being introduced on jobsites and it's now hard to imagine functioning without them. Whether you are a basic, intermediate, or advanced user, it's important that you continue to enhance your skills as the technological advances will increase at a rapid pace. Today, accessing documents electronically, submitting electronic forms, using mobile apps, using technology for field coordination and overall electronic communications is common place. The use of laser scanning and equipment such as Total Station for laying out hangers are other electronics tools used in the field. Some of the advancements that we are or will be seeing on construction sites include drones, wearables, and virtual and augmented reality. There is a lot of information available on the Internet and I'm never surprised to hear that someone learned how to use technology by watching a YouTube video making training only a click away.

In closing, I'd like to thank you for your contributions. Our company is only as good as our people, and we have the best in the industry, on the Bonland Team!

By: Linda West, President

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NNJ Branch News:

I am proud to report NNJ has gone accident free, in the field, for 2018. This is a tremendous accomplishment given the complexity of work we are involved in. The American Dream is certainly one of those projects. From the size of the ductwork to the heights the work is being performed, this is not a project for the faint of heart. We are amazed by the work the men are accomplishing, and the height of the ductwork, going up 100 to 120 feet in the air. This past fall and winter our crews started in the Water Park and were going to even higher heights of 180 to 200 feet. Most impressive is that the entire onsite crew have gone over 70,000 hours incident free. These accomplishments are impressive and a testament to everyone involved. Thank you to everyone for making safety a priority and looking out for each other.

On February 28th, Laurie Hughes (NNJ Administrative Manager) and Carolyn Coar (NNJ Administrative Assistant) visited the American Dream jobsite in East Rutherford, NJ. The purpose of the visit was to see our largest project to date, get a better picture of the entire process of installing the ductwork as well as meet some of the field men whom they talk with on a daily basis.

Projects with difficult, compressed schedules such as Citi Group, Novartis and Celgene have been completed. Bidding activity has picked up and we remain optimistic of upcoming work.

Congratulations to Rich Flower (33 years) and Jim O'Hanlon (36 years) on their retirements. Their efforts improved this company throughout the years. Thank you both. We all hope you both enjoy your retirement.

As a reminder, please remain vigilant with your safety efforts. Statistically, it is the new hires, or newer apprentices, who are statistically more likely to have an accident. Please watch out for them.

By: Ed Willigan, NNJ Branch Manager



"It was interesting to see the extreme heights and overall rigorous conditions that our field men are working safely in."

- Laurie Hughes, NNJ Administrative Manager



SNJ Branch News:

As we come out of a relatively mild winter, and head into spring, the South Jersey Branch remains a mixed bag. The shop and field have remained busy, while the drafting department awaits the next projects to be awarded. Those of us, like myself, who like snow, may be disappointed that we didn't receive much in the southern part of the state, but with that behind us, we look forward to the nicer weather and a busy summer of work.

As we approach the homestretch at Bristol-Myers Squibb, the crew of over twenty, will remain busy right through the summer. We should see things pick up quite a bit before they slow down, but we have positioned ourselves well to finish up strong. BMS has done quite a bit of work at the Lawrenceville campus this year, and we hope to see that continue. We have been able to serve them well and are encouraged that they will invite us back for additional opportunities.

One of the milestones that we always strive for is to be accident free. I am happy to say that the SJ Field has achieved 12 consecutive months without an accident. They reached this milestone on February 28th, and it was celebrated with hooded sweatshirts for everyone who helped us accomplish this. Those in the industry who say you cannot go accident free are mistaken. Each of our branches have proven that it most certainly can be done. I applaud everyone who took the extra steps necessary to avoid putting themselves in harm's way. This is an outstanding goal which can only be achieved by each and every person being aware of their surroundings and making a difference. I would also like to thank Chuck Diou and all of the members of the Safety Committee for putting in the extra time doing research, attending seminars, and keeping us all aware. Thanks to everyone for your efforts!

By: John Bansley, SNJ Branch Manager



PA Branch News:

I am happy to report that the bidding activity, and work outlook, for the PA area is very positive. We anticipate being quite active and busy this upcoming summer and fall.

We were recently awarded the fit out of floors 7 and 8 at 3675 Market Street and Physicians Care in Limerick, PA. In the field, Russ Williams is well underway at the AMC Theatres; James Dawkins, John Rockwood and Fred Hess are completing the Temple University View II; Tom McCarthy and Todd Anderson are at the Penn First Pavilion, and Mark Koppenhafer is now commencing work at the University of Penn Squash Courts.

In other news, Dan Mullally has recently joined us as a Sales Representative In-Training. I am confident that Dan will be successful in his new position, and wish him all the best in his future with Bonland.

Additionally, we recently received the 2018 John Connolly Safety Award, from the Sheet Metal Contractors Association, for the lowest EMR for contractors with over 100,000 Man-Hours Worked. This award is due to everyone's efforts to work safely every day. Congratulations to Bob Crossley, Renee Cahill, and all of the PA shop employees for an accident-free year as it is quite an achievement to attain this goal! Thank you all for your daily diligence and safety awareness.

By: John Hoffmann, PA Branch Manager



In order to reach our goal of being an accident free workplace, it takes a continued, personal commitment to safety from each and every one of us. Each one of us has to recognize and embrace safety as a core value, and help promote these values to our co-workers. As a company we were not accident free in 2018. We had a total of 18 accidents, 2 less than 2017.



2018 Accident Statistics

- 18 total accidents
- 6 accidents were bruises and cuts resulting from a lack of safety awareness in certain work practices and material handling
- 4 accidents were sprains and bruises resulting from trips and slips
- 4 accidents were sprains and strains resulting from lifting objects or materials
- 2 accidents resulting from employees being struck by unsafe and loosely staged material
- 2 accidents involving debris in the eye as a direct result of drilling overhead

We must consistently be aware of our surroundings and be diligent in controlling these types of hazards at our workplace. Be sure to wear your hardhat and safety glasses properly as well as use a face shield should you be drilling overhead. Also, it is extremely important to always err on the side of caution and ask for help when lifting heavy or oddly shaped objects. All of these accidents are avoidable. Pre-Task planning and a personal, conscious decision to put safety first, is the most effective way to prevent accidents.

Although we have seen improvements in 2018, the fact that we have even had an accident or injury, leaves us short of our safety goals. Our goal is to have every one of our employees go home safe. Nothing is more important to our 200 plus families, than the safety of the loved ones who come to work with us every day. Each of the 18 accidents listed above represents 18 families. No family should have to experience the pain and hardship that accompanies an injury. Increasing your involvement and taking the initiative to increase the involvement of your co-workers is essential to our continued progress toward our zero accidents goal. Promoting a strong Safety Climate in the workplace, thus building a strong Safety Culture at Bonland, is of utmost importance. We owe it to ourselves, our co-workers, and to our families. Safety starts with you.



By: Chuck Diou, SNJ Production Supervisor and Safety Committee Chairperson



Please join me in congratulating the following departments for reaching accident free milestones! **NNJ Field employees** and **Project Managers** worked accident free in 2018, as well as **SNJ Field employees**, **Project Managers** and **PA Shop employees** who also worked one year accident free. This is an outstanding accomplishment and a testament to the strong safety culture, leadership and professionalism of Bonland. In recognition of this milestone, all employees received “One Year Accident Free” Bonland sweatshirts. Wear them with pride, and keep up the good work. It must be a great feeling to look back at the year, and know, that every one of your people went home safe and sound.



PA Shop Employees

Left to right: Mike Brooks, Renee Cahill, Matt Lucas, Rob Mawson, Shawn Menasion, Brian Buchanan and Bob Crossley.

By: Chuck Diou, SNJ Production Supervisor and Safety Committee Chairperson



In November, **John Bansley, SNJ Branch Manager**, and his wife, **Kristal**, attended the NJ Subcontractors Association Awards Dinner, where Bonland was awarded an Excellence in Safety Award. This award is given to contractors for achieving the highest levels of safety, by providing a safe environment for its employees and serving as a role model for the construction industry. This is the 3rd consecutive year that Bonland has received this award.



Our Pennsylvania Branch received the 2018 John Connolly Safety Award from SMCA for the lowest EMR over 100,000 Man-Hours Worked. The SMCA Safety Awards Dinner took place on January 24, 2019.



Left to right: **Ken Wurst** (SMCA President), **Mike Peet** (Modern Controls) and **John Hoffmann** (PA Branch Manager).



The Foremen Advisory Committee (FAC) has been part of Bonland for many years. This year, we have new members that have volunteered to join some of the existing members. The ultimate goal of the FAC is to promote a safer and more efficient field workforce. This is achieved by the group working with the other Foremen and evaluating new and different tools or methods of installation.

Once something new is discovered, it is tested and tried out by the field. If the item proves to be worthy of implementation, it will go through the process to become part of our inventory, and shared with the rest of the foremen so that all projects can benefit.

Our current team is made up of the following members:

- John Bansley**- Chairperson- SNJ Branch Manager
- Larry Donoher**- PA Project Manager
- Bill Hecht III**- NNJ Field Foreman
- Ed Blewett**- SNJ Field Foreman
- Todd Anderson**- PA Field Foreman



If you have something that you think is worth trying that will improve our installations, feel free to contact any of the FAC members to discuss.

By: John Bansley, SNJ Branch Manager



Local Union 25 Apprentice Tour

On February 15th the 4th Period Apprentices (pictured above) were given a tour of Bonland Industries. A power point presentation was given, showing them how a sheet metal company operates from the beginning stages to the final stages.

Just for FUN !!

Let us know how many tulips are hidden in this newsletter (not counting the sample).

A winner will be chosen at random from all the correct responses. Send answers to mmorrell@bonlandhvac.com by April 23rd.

The winner will receive a \$25 gift card.

(Winner of the Fall 2018 Newsletter was Scott LaRocca, NNJ Project Leader, naming 4 hazards correctly)

Sample:



In March, **Tyler Athoe, NNJ Project Manager**, attended a 3 ½ day intensive program at SMACNA's Business Management University. The program covered topics such as financial management, strategic planning, contractor survival skills, negotiation, surety and bonding, leadership and productivity. Tyler felt this program was a great learning experience and gave him the opportunity to network with top industry leaders and peers. Tyler is looking forward to applying the knowledge gained from this program to his responsibilities at Bonland.

By: Alma Xhakli, HR Generalist



In March, **Scott LaRocca, NNJ Project Leader, Michael Benanti, MS Estimator In-Training and Chris Taylor, MS Estimating Manager**, had the opportunity to travel to St Louis for a PEER Group Symposium. The goal of the symposium was for the Detailing and Estimating Departments to come together and share their daily procedures, as well as for each company to share a progress update on the CAD/CAM and ESTmep software programs. Bonland attended the PEER Group Symposium to discuss ways to improve productivity despite the fact that jobs are getting increasingly difficult while deadlines are getting shorter. The team also learned tips on how to best test and implement the new software, as these programs are also being adopted by most of the PEER Group. The three day meet-up provided the Bonland team with an abundance of new knowledge, and strengthened the relationship with each of the PEER group companies, as everyone works together to achieve the same goal.

Left to right: **Chris Taylor (Estimating Manager), Michael Benanti (Estimator In-Training), Scott LaRocca (Project Leader)**

By: Chris Taylor, MS Estimating Manager



20 YEARS
LENNY STASIAK
NNJ FIELD FOREMAN



15 YEARS
MATT MITCHELL
PA SENIOR SALES REPRESENTATIVE



10 YEARS
KEVIN SCOTT
SNJ JOURNEYMAN

5 Year Anniversaries



James Feurer - NNJ Project Leader - Brian O'Malley - NNJ Draftsman
Christopher J. Rooney - SNJ Apprentice

HAPPY RETIREMENT



Left to right: **Rich Flower and Jim O'Hanlon**

A retirement lunch for Jim O'Hanlon & Rich Flower was held at the American Dream on February 28th. Jim and Rich were both foremen for many years at Bonland and they will be extremely missed. We wish them the best of luck and an enjoyable retirement.



Bonland Annual Holiday Luncheon



Management Services and the North Jersey Branch held their annual holiday luncheon this past December, in celebration of the holidays and appreciation of everyone's hard work and dedication over the year. Good food and fun was had by all in attendance.



Bonland's Annual Super Bowl Party

On Friday, February 1st the North Jersey Branch and Management Services continued the annual tradition of hosting the Bonland Super Bowl Party. According to Bill Parent, the Annual Super Bowl Party dates back to 1998 making this year the 21st Annual Super Bowl Party. This year's party was a huge success. The food contributed to the event was fantastic and by the end of the day was just about gone. A great time was had by all who attended.



By: Kiera Waite, Controller

Mr. & Mrs.



Congratulations to MS Estimator, Kevin Shea, on his November 21, 2018 marriage to Jessica Daube. We wish you health and happiness.



Joseph Santiago Jr.
 Born: December 19, 2018
 Weight: 6lbs, 10oz
 Length: 19"
 Proud Parents: Joseph Santiago (NNJ Shop Steward) and wife Stella.



In Memoriam



CHRISTOPHER MICHAEL STASIAK

On February 4, 2019, Christopher Stasiak passed away at the age of 30. Christopher was the first of three sons to Lenny, NNJ Field Foreman, and Donna Stasiak, brother to Kevin and Nicholas, and loved grandson, brother-in-law, nephew, uncle, cousin and friend.

Christopher was born and raised in Pequannock NJ. He was an active athlete for much of his youth, playing football, wrestling and Little League baseball. Sports continued to be a large part of Christopher's adult life as he took up golf and played in the Pequannock Men's Softball league for many years.

Following in his father's footsteps, Christopher became a Local 25 Sheet Metal Worker. He enjoyed the Stasiak family annual vacations where they visited places like the Outer Banks in North Carolina and Ireland. Being with his family brought him the most joy.

Our deepest sympathy to the Stasiak family.





Bonland Industries, Inc.

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Send To:



NEW Projects

<u>BRANCH</u>	<u>PROJECT</u>	<u>LOCATION</u>	<u>CUSTOMER</u>
NORTH	CITI RUTHERFORD 3RD & 4TH FL	RUTHERFORD, NJ	F & G MECHANICAL
NORTH	PRISM CAPITAL PARTNERS	NUTLEY, NJ	BARHAM MECHANICAL
NORTH	CITI 3RD & 4TH DEMO	RUTHERFORD, NJ	F & G MECHANICAL
NORTH	GILBANE OFFICE LOCATION	NEWARK, NJ	GILBANE BUILDING COMPANY
NORTH	BAYER MAIL RECEIVING BUILDING	WHIPPANY, NJ	GENESIS ENGINEERS
PA	3675 7TH & 8TH FLOORS	PHILADELPHIA, PA	HERMAN GOLDNER CO.
PA	PHYSICIAN'S CARE LIMERICK	LIMERICK, PA	EAGLE MECHANICAL
PA	MERCK CHURCH RD RENOVATIONS	LANDSALE, PA	CD & ASSOCIATES, INC.
PA	MERCK B17 DEMO	WEST POINT, PA	CD & ASSOCIATES, INC.
PA	MERCK NW2	WEST POINT, PA	GENESIS ENGINEERS
PA	MERCK B39 LOBBY RENO	WEST POINT, PA	CD & ASSOCIATES, INC.
SOUTH	RIVERVIEW MEDICAL CENTER	RED BANK, NJ	BARHAM MECHANICAL
SOUTH	MUNICH RE PLAZA ONE	PRINCETON, NJ	GILBANE BUILDING COMPANY
SOUTH	ACCC DATA CENTER	ATLANTIC CITY, NJ	AC MECHANICAL
SOUTH	C & D AIR COMPRESSORS	LAKEWOOD, NJ	CHURCH & DWIGHT
SOUTH	LAKEHURST RTU REPLACEMENT	LAKEHURST, NJ	DJ'S MECHANICAL, INC.
SOUTH	JANSSEN AHU-10	TITUSVILLE, NJ	JOHNSON CONTROLS, INC.