

## PRESIDENT'S MESSAGE

I'm pleased to report that the Peer Group will be at Bonland September 23<sup>rd</sup> through the 25<sup>th</sup> and will perform a review of our company. As mentioned in the last Bonland Bulletin, the Peer Group is comprised of eight companies throughout the country that are in the same business. During their visit, the Peer Group will review our systems, procedures and financial statements, interview employees, analyze the flow of information through the company and evaluate our overall operations. While it's not feasible to interview all employees, all branches and departments will be represented. During their visit, the Peer Group will prepare a report, which is based primarily on the feedback that they receive from the members of our team. The overall goal is to identify how we can continue to improve and be a stronger company and team. Past feedback from the Peer Group has made Bonland a stronger company and I'm confident that their perspective will continue to prove valuable to us.

As a result of the efforts of the Bonland Team, we continue to have many positive results that lead to overall success. We continue to prove our ability to complete the most complex projects whether it is the type, size or schedule of the project. It's extremely rewarding when we receive a note from our customers complimenting us on our jobsite safety, quality of work, leadership and best in class team members. I recently had the opportunity to speak with many of our managers, foremen and office staff and heard a common message of teamwork. When discussing successes, many complimented others on the Bonland team saying that they couldn't have done it without them. This feedback verifies that our team recognizes that the combined efforts of the team lead to a higher degree of success.

We have reached many positive milestones in our safety program including departments working accident free. While it's important to recognize the positive accomplishments, we must always focus on how to continue to improve as we have not yet reached our goal of being an accident free company. I feel that we would all agree that one accident is one too many. None of us want to get injured or hear about anyone else getting injured. To be the premiere airside HVAC contractor, we must ensure the safety of our team members and partners on job sites. I'd like to take this opportunity to remind you that safety is a core value at Bonland. This means that it is non-negotiable and that safety will always come first. This requires a personal commitment from everyone in the company.

In closing, I'd like to thank you for the support that you have given me this past year in my first year as President of Bonland. I'm enthused to be working with you to make Bonland an even better company in the years to come. I'm also excited to observe so many of you preparing yourselves to take the company into the future.

**By: Linda West, President**



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### NNJ BRANCH NEWS:

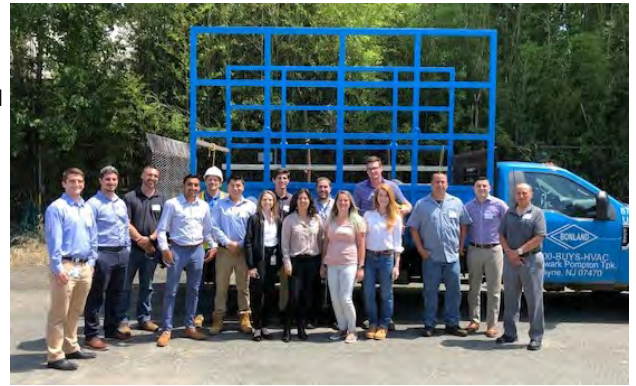
On June 12, Gilbane Building Company visited our North Jersey Branch. In attendance were various employees from their Construction, Purchasing, and Estimating departments including some interns. A PowerPoint presentation highlighting Bonland’s facilities and capabilities was given, demonstrating to Gilbane how Bonland utilizes BIM, CAD/CAM and the laser scanner to deliver a superior product to our customers. We discussed Bonland’s three branch locations including drafting and shop capabilities, and provided an overview of our Estimating, Sales, and Project Management departments, as well as how we bid and perform our work. A shop tour was given to show how ductwork is fabricated and delivered on time to our projects. Overall, we feel this tour was extremely successful and exceeded Gilbane’s expectations of Bonland.

We asked each person who attended to complete a survey after the tour and below are some of the remarks we received:

- “As an owner’s rep, I feel comfortable recommending Bonland in the future.”
- “We will now hold competitors to a higher standard.”
- “There are several more components to HVAC that I will take into account.”
- “Would like to get Bonland involved earlier in the process.”

We certainly look forward to working with Gilbane again in the near future.

**By: Mike Rowan, NNJ Project Manager**



**Pictured above is the roof duct at our IFF Creative Center job in Holmdel, NJ, led by Foreman, Joe Merker.**

### SNJ BRANCH NEWS:

With summer passing, we await the start of several projects that will carry us into the winter. This fall, we have projects at Rutgers University, Mercer County Community College, Hunterdon County Medical Center, as well as several others that have been recently awarded to us. As we finish work at Modules M & N at the Bristol-Myers Squibb Complex in Lawrenceville, we are also starting a new project at Module J, where they will be renovating the entire building. We were awarded this new project in July and we are on schedule to complete it by January. As the schedule was aggressive, our team, led by John Wytanis, was able to start drawings, coordinate with other trades, and have duct on site in just over two weeks after we were awarded the project.

As of this writing, we have had two accidents at the SJ Branch in the last two months. That is two for the entire year, and two more than we had for a stretch of 14 consecutive months. While the streak is over, it is an opportunity to start a new, and longer, accident free streak. We have seen that we can do it, and I am confident that we will do it again. After every accident, it is important for all of us to understand how the accident happened and learn from it so that it does not happen again, as every accident is unintentional, but avoidable. Thank you all for your continued efforts.

**By: John Bansley, SNJ Branch Manager**



### PA BRANCH NEWS:

The construction market in Philadelphia is currently still strong and we do not anticipate a slowdown in the near future. We were recently awarded 311 South Broad Street, a 45 story residential complex, Merck Project P, which is a design/assist project with IPS and several other smaller Merck projects. The Merck West Point, PA campus has a building program, worth approximately 5 billion dollars, over the next several years. We will focus on this program, as much of the work will be design/assist.

Matt Mitchell is now overseeing the Project Management and Field operations of the branch; I am confident that Matt will be successful with his new responsibilities. We recently improved the efficiency of the shop by paving the back lot. This will help with loading and unloading, keeping the facility cleaner, and making the yard a safer place to work.

Safety at the branch has improved but still not where we want it to be, zero accidents. Zero accidents is an achievable goal with daily diligence from all and always keeping safety foremost on our minds.

**By: John Hoffmann, PA Branch Manager**



On June 11, we had our PA Foreman’s Meeting. The topics covered included, Total Station, duct carts and prespooling, safety, and tool tracking. We thank everyone who attended and appreciate all of their input. Tom McCarthy, the general foreman at our Penn First Project, recently received his NCCCO Certification for Rigging and Signaling for tower cranes. This certificate is not easily earned, evident by the fact that most who take the course do not pass. Congratulations to Tom on this accomplishment.



# Letters of Recognition

**Ken Crowley, NNJ Project Manager**, received the below letter of recognition, from Bill Patullo, HSE Manager from PCL Construction, recognizing Bonland's employees safe work practices on the American Dream Project

"We are very happy to inform you, that Bonland, with your supervisors, foremen, and work staff, have been performing all phases of your contract safely. The entire crew is courteous and respectful, and when at their work station, they set up a control zone, have a designated spotter, and each crew member wearing the appropriate PPE. These procedures that are implemented prior to starting work make the difference. Your continuous dedication to safety is reflected by your employees on this project. On behalf of PCL and the HSE team on site, I wanted to thank you and your frontline supervision for their professionalism and completion of safe work activities."

**Larry Donoher, PA Project Manager**, received the below letter of recognition, from Vince Fitzgerald, Superintendent of U of P Ringe Squash Courts project, regarding **Mark Koppenhafer, PA Field Foreman**.

"I wanted to take a minute to send you a quick note regarding our experience with your on-site foreman, Mark Koppenhafer. I rarely send praises prior to project completion, if at all, but Mark's dedication to safety, professionalism and knowledge of the "Penn standard" have put this project in a position to succeed. His relationship with the mechanical engineer played a crucial role in resolving on-site coordination and design issues. Usually subcontractors only hear from the construction manager when there are issues that need to be resolved, but I wanted to let you know Mark's commitment was greatly appreciated."



## NEWS AND ANNOUNCEMENTS



### Leadership Development Committee Update

As you may recall, we established the Leadership Development Program (LDP) with the goal of developing and strengthening the leadership skills of Bonland employees who show initiative and drive for potential forthcoming leadership positions, as well as employees who presently hold leadership positions. We officially launched the LDP in 2018, after some beta testing and feedback from those currently involved in an effort to fine-tune the program.

With that said, after serving as the LDP committee chairman for the past year, I am pleased to announce that Jonathan Viaud (MS Estimator IT) has officially taken over the responsibility of chairing the LDP committee. I have no doubt that Jonathan will do a great job in his new role on the committee while continuing to improve the program as we progress and grow.

**By: Chris Taylor, MS Estimating Manager**



**Unscramble the words above and win a prize!**

A winner will be chosen randomly from all the correct responses. Send answers to [mmorell@bonlandhvac.com](mailto:mmorell@bonlandhvac.com) by September 27, 2019. The winner will receive a prize. (Winner of the Spring 2019 News-letter was Robert Hoffmann, PA PM In-Training, by finding the 14 hidden tulips)

### Autumn / Fall Word Scramble

- LAFB
- KERA
- NGAOR
- VAHRETS
- PKPIOMN
- VLAEEŞ
- CSRARECOW
- PPLAE
- WEYLOL
- GNORAE



Bonland is converting to Milwaukee drills number 261 and we have already purchased a set of 20. We will be phasing out the Dewalt drills as they go bad. Please keep in mind that some of the Milwaukee tools are nearing the end of 5 year warranty. If you have any tools that need repairing return them as soon as possible for free repairs. Also, be sure to return tools that are no longer needed on job sites, as well as broken tools.

**By: Chris Krumpfer, Maintenance Manager**



# NEWS AND ANNOUNCEMENTS

# Continued



**Larry Donoher** (PA Project Manager), received the “Human Relations” award, as well as “Outstanding Performance” award, in the training program **Dale Carnegie Course Skills for Success**. Congratulations to Larry on this fine accomplishment!



## Bonland Annual Fishing Trip

**Biggest Fish Caught:** **Klaus Sauers**, NNJ Drafting Project Leader at 19.5 inches long and 3.5lbs

**Most Fish Caught:** **Tony Benanti**, MS Purchasing Manager caught 7 fish which included 2 sharks

Thank you to **Scott LaRocca** for organizing the fishing trip! A good time was had by all!



## Region's Annual Apprentice Contest

Sheet Metal Locals from the Mid-Atlantic States came together May 2-4, 2019, at Local 27 in Farmingdale, New Jersey, to share camaraderie and competition during the region's annual apprentice contest. This year, Locals 22, 25 and 27 shared hosting duties even though the event was held at the Local 27 training center.

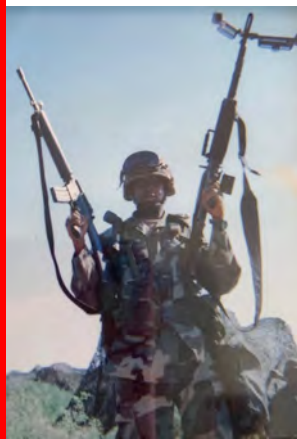
The areas of the contest were; Written Exam, which covered all facets of our industry, Drafting, Blue Print Reading, Plans and Specifications, Shop Fabrication Project, Welding and Group Project.

Bonland had an apprentice from North Jersey, representing Local 25 and South Jersey, representing Local 27. South Jersey's, 2<sup>nd</sup> year Apprentice, **Joe Rodaligo**, finished 4<sup>th</sup>, missing 3<sup>rd</sup> by 2 /10<sup>th</sup>s of a point. North Jersey's, 3<sup>rd</sup> year apprentice, **Josh Merrill**, finished 5<sup>th</sup> in the competition.

Congratulations Joe and Josh!

**By: John Bansley, SNJ Branch Manager**

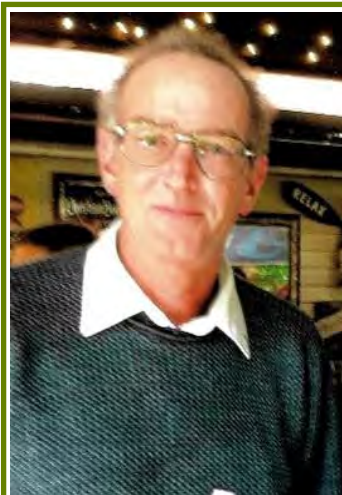
## THANK YOU FOR YOUR SERVICE



Daniel Muse, currently a Foreman in the SNJ Shop, served in the United States Army from 1998-2001 as a 92A Automated Logistical Specialist. While serving in the US Army, Dan's greatest achievements were being selected for the Quick Reactionary Force, being a combat lifesaver, qualifying in several weapons, and becoming an expert at the range. Dan is most proud of representing his platoon in the physical training competition while he was just in basic training. One of Dan's most memorable moments was being stationed in Southwest Asia for a six month deployment.

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

**By: John Bansley, SNJ Branch Manager**



## In Memoriam



### John M. Rockwood

On September 2, 2019, John M. Rockwood passed away at the age of 53, in his home in Collegeville, PA. John, a Local 19 member, was a PA Field Foreman who joined Bonland in 2011 and was a valued member of our team. John was a past active member of the Skippack Fire Co. where he served as Chief Engineer. John enjoyed hanging with his friends.

Our deepest sympathy to the Rockwood Family.

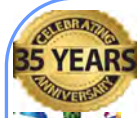
# Celebrations & Milestones



**Andy Boniface**  
CEO



**Wayne Heimrich**  
NNJ Project Manager



**Keith Greco**  
NNJ Material Control Supervisor



**John Bansley**  
SNJ Branch Manager



**Oscar Hernandez**  
NNJ Drafting Project Leader



**Chuck Diou**  
SNJ Production Supervisor



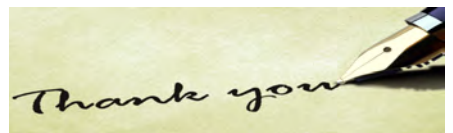
**Joe Merker**  
SNJ Field Foreman



**John Wytanis**  
SNJ Project Manager



**Lance Taylor**  
NNJ Field Foreman



**Kevin Mankow**  
SNJ Field Foreman



## Career Moves

Congratulations to **Matt Mitchell** who has taken responsibility for the PA Project Management and Installation Departments!

Congratulations to **Steve Magliaro** on his promotion from Drafting Project Leader In-Training to Drafting Project Leader!

Congratulations to **Anthony Zerillo** on completing his apprenticeship and becoming a journeyman!



EXCITING NEWS!

# Personally Speaking

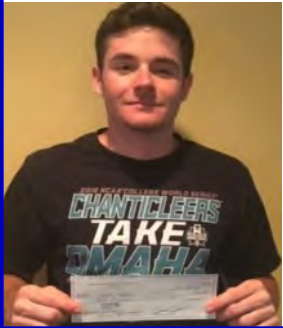


## CONGRATULATIONS



**Kevin Hughes** (pictured top left), son of **John** and **Laurie Hughes** (NNJ Administrative Manager), on graduating from Coastal Carolina University in May with a Bachelor of Arts in Intelligence and National Security Studies with a minor in Political Science. He will be working for the State of South Carolina as a Criminal Intelligence Analyst for the Division of Police Services.

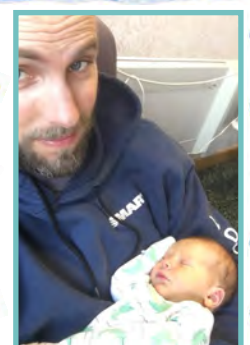
**Ryan Hughes** (pictured bottom left), Laurie's younger son, received the Gordon Johnson Memorial Scholarship in memory of Gordon Johnson, who was a long-time employee of Bonland. He is a student at Coastal Carolina University studying Intelligence & National Security Studies with a minor in International Business. Congratulations and good luck to both of you from us at Bonland.



## Class of

In May of 2019 **Brittany Benanti**, daughter of **Christine** and **Tony Benanti** (MS Purchasing Manager) and sister of **Michael** (MS Estimator in Training) and **Anthony Jr.** (MS Take-Off Estimator) graduated with honors from East Stroudsburg University. She received her Bachelor's Degree in Exercise Science and Interdisciplinary Studies. Brittany is currently working for a Lasik Eye Surgical Center as a Sales Associate/Administrator. Congratulations Brittany and best of luck from your friends at Bonland.

## It's a Boy!



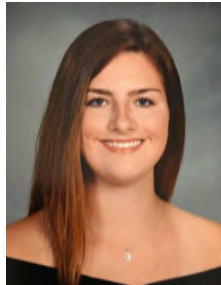
**Jude Lawrence Boniface Kayne**  
 Born: July 11, 2019  
 Weight: 8lb, 6oz  
 Height: 21"  
 Proud Parents: **Meredith Boniface Kayne** and husband **Josh Kayne**  
 Proud Grandparents: **Bill** and **Debbie Boniface**.

**Joshua Paul Graglia**  
 Born: July 31, 2019  
 Weight: 7lb, 9oz  
 Height: 21"  
 Proud Parents: **Chris Graglia** (NNJ Shop Apprentice) and wife **Michele Graglia**.



## SCHOLARSHIPS

Congratulations to **Emily Willigan** (pictured top right), and **Katie Willigan** (pictured bottom right), daughters of **Christina** and **Ed Willigan** (NNJ Branch Manager) who were awarded scholarships! Emily was awarded the New Jersey Subcontractors Association Scholarship. SMACNA's College of Fellows awarded the Ernest R. Menold Philadelphia Endowed Scholarship to Katie. Emily and Katie recently graduated from North Hunterdon High School. Emily is attending Virginia Tech University and Katie East Carolina University. Both sisters will be majoring in Biology. Good luck to the both of you from all of us at Bonland!



Congratulations to **Kelly Heimrich**, daughter of **Wendy** and **Wayne Heimrich** (NNJ Project Manager), on two amazing achievements. In June, 2018 Kelly trekked to the top of Montana Machupicchu in Peru at an elevation of 10,300 above sea level. In June, 2019 she successfully trekked to the top of Kilimanjaro Africa 35-40 mile hike about 19,500 foot above sea level. We are very proud of your accomplishments Kelly!





**Bonland Industries, Inc.**

**PO Box 200**

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**Send To:**



## **New** **Projects**

<u>BRANCH</u>	<u>PROJECT</u>	<u>LOCATION</u>	<u>CUSTOMER</u>
NORTH	QUEST DIAGNOSTICS	CLIFTON	GILBANE
NORTH	CELULARITY FITOUT	FLORHAM PARK	TURNER CONTRUCTION
NORTH	PRUDENTIAL 15-18 RESTACK	NEWARK	STRUCTURE TONE
NORTH	RALPH LAUREN	NUTLEY	F&G MECHANICAL
NORTH	MERCK RY80BX 1ST & 2ND FL	RAHWAY	BINSKY MECHANICAL
NORTH	MORGAN STANLEY POD 4 & 7	SOMERSET	F&G MECHANICAL
PA	311 SOUTH BROAD STREET	PHILADELPHIA	TRACEY MECHANICAL
PA	3737 MARKET-SPARK	PHILADELPHIA	HERMAN GOLDNER CO.
PA	ROUND 1 ENTERTAINMENT	PHILADELPHIA	EAGLE MECHANICAL
PA	JEFFERSON TORRESDALE	PHILADELPHIA	CHADWICK SERVICE
PA	MERCK B16	WEST POINT	CD & ACCOCIATES
SOUTH	BMS MODULE J	LAWERENCEVILLE	LENDLEASE
SOUTH	RU RODKIN CENTER	PISCATAWAY	DESESA ENGINEERING
SOUTH	HUNTERSON 4 WEST FITOUT	FLEMINGTON	W.J. POST
SOUTH	MCC UNIVERSITY CENTER	WEST WINDSOR TWP	DESESA ENGINEERING
SOUTH	PTS BROWN HALL	PRINCETON	J.B. REDDING & SON