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PRESIDENT'S MESSAGE

I hope everyone's New Year is off to a great start. Each New Year brings the opportunity to look back at what we have accomplished and determine whether we are on track to reach our future goals. Many of us make a New Year's Resolution and find it difficult to keep. If you're one of those people, just remember it's never too late to start again. However, before you get going, consider evaluating what went wrong. Many years ago, I read about SMART goals and have used this goal setting process to help me with achieving my goals. While there are varying descriptions for what SMART stands for, the concepts are basically the same.

S Specific **M** Measurable **A** Achievable **R** Results Oriented **T** Time Based

Consider reading up on SMART goals. It may prove helpful to you in achieving your professional and personal goals.

As indicated in previous communications, the Peer Group visited Bonland in late September 2019. The group consisted of sixteen people from seven HVAC companies, who perform sheet metal work. The visitors had vast experience including leadership, project management, design, business development, installation, production, estimating and financial management.

The Peer Group identified many areas of strength with the highest attention being placed on our Team. They were impressed with our team's loyalty, longevity, morale, unwavering focus on being successful and having a "get it done" attitude on projects. Areas the Peer Group identified for continued improvement are our sales strategy, following standard operating procedures, training programs, re-investing in equipment and technological advancements. The Peer Group feels that as we continue to focus on our areas for development, there are also many future opportunities for us to consider. I'm happy to report that many of our team members have volunteered to work on our areas for development, which is a focus for 2020. Our team will share their progress in various ways including updates in the Bonland Bulletin.

While on the topic of our Peer Group, it's noteworthy to mention some of their recent accomplishments. Angie Simon from Western Allied Mechanical was elected SMACNA President at the October 2019 SMACNA Convention and Joseph Lansdell from Poynter Sheet Metal was named Contractor of the Year. Congratulations to Angie and Joseph!

As we move forward, there will continue to be many opportunities. In December, I was happy to report that Ed Willigan was promoted to Vice President. Ed's 30 years' experience in the HVAC industry has and continues to prove valuable and I look forward to what Ed will accomplish in the future. Please be sure to communicate your professional aspirations with your manager, along with the steps that you are taking to achieve your goals.

Our Safety Chairperson, Chuck Diou, recently reported that while we didn't reach our accident free goal in 2019, we had the least amount of accidents than in the last three years. As Chuck indicated, although this falls short of our accident free goal, it is an improvement and a hopeful indicator that we are moving in the right direction. Chuck and the Safety Committee have been updating and implementing a variety of safety programs that will help us toward achieving an accident free environment. This requires that we all support these programs and our safety culture. Remember, safety is our first priority.

By: Linda West, President



Our Branch is going through a transition. We have had some notable retirements recently. Bill Hecht Jr, Wayne Heimrich, Bill Parent, Jim O'Hanlon, Rich Flower, Dean Hauser, Don LeBlanc and Bob Grembowitz all retired in 2019. We wish all of the retirees a healthy and happy retirement. Their hundreds of years of total service for Bonland will be missed. These retirements have opened opportunities for others. Scott LaRocca has taken on the responsibility of Drafting in NNJ and Bill Hecht III has moved into to the office as a PM-in-Training. James Daniels, Joe Liberta and Chuck Giambelluca are in the Foreman Training Program. I am pleased with everyone's progress.

After a couple of years, the American Dream project is winding down. It is set to open a section of the mall portion in March. Our current workload has slowed a bit. However, we have a nice backlog of work starting in the spring through the winter. This work includes; Hackensack Hospital, Stevens Institute, Quest Diagnostics and Merck.

In discussions with Construction Managers and Engineers, there is a considerable amount of work upcoming and we are optimistic about securing some of it. Please remain alert and work safe.

By: Ed Willigan, Vice President

NNJ Branch News



SNJ Branch News



With winter upon us, some of the summer and fall work is currently wrapping up. Our long stretch of work at Bristol Myers Squibb at the Module M&N is coming to completion. Additionally, the renovation effort of Module J is close to completion as well. Thanks to the terrific teamwork in every department, I feel we went above and beyond in our efforts to satisfy every customer. We confirm this effort when customers recognize that they received a superior product by selecting Bonland.

On the horizon, we anticipate a busy spring and summer. We have been awarded a new project at Princeton University, which consists of eight new buildings that will be primarily used for student housing, as well as interconnected common areas on the lower floors. This project is currently scheduled to be completed by mid-2022 and will be directed by Lee Trombly.

In addition, we have also been awarded the NJ Executive Statehouse Renovation Project. Originally built in 1792, there have been 17 additions to the original building over the past 200+ years. Moreover, this is where the Office of the Governor is located, making this one of the most challenging and exciting projects we have ever faced due to the historic and contemporary importance of the building. Under the direction of John Wytanis we have currently begun assembling our team and are expecting to complete the project by the end of 2022. With proper planning, I am confident that this and any other project will be successful.

The 2019 year gave us many reasons to celebrate and to be delighted about. However, 2019 also brought three accidents to the South Jersey Branch. Hopefully, we can avoid these accidents in the future by taking the time to identify what is causing the accident and coming up with solutions that minimize their likelihood. Proper planning, training, and constant attentiveness are key factors to staying accident-free. In order to eliminate dangerous conditions, we must bring any unsafe worksite situations to someone's attention. Thanks to everyone for your continued efforts. Have a safe winter.

By: John Bansley, SNJ Branch Manager

The PA Branch is once again busy in all departments. The shop is operating at full capacity and working hard to stay ahead of the aggressive schedules. Drafting is working on several new projects, such as, 311 South Broad St, 2100 Hamilton, 300 Rouse, The Hamilton and Merck B17 Second Floor. Austin Cale has joined the drafting department, Austin recently transferred from Colorado to LU19. I believe that Austin will be a valuable addition to the Bonland team.

We were recently awarded another design/assist project for Merck, Building B17 Second Floor. Merck has really embraced the "Early on Board" philosophy and moving forward they would like all of their work to proceed in this manner. We are excited to be one of their partner's in consideration for this work.

I am pleased to announce that Bonland is now a certified Fire and Fire/Smoke Damper Testing Contractor. This is an exciting opportunity and will open up a new market for us. I would like to thank Matt Mitchell for his efforts in putting this together. The field is busy and getting busier, and with this brings new employees. Historically we have found that most accidents involve newer hires, so please take the time to train them in safe work practices and indoctrinate them into our safety culture.

By: John Hoffmann, PA Branch

PA Branch News





Below are excerpts from an email that **Tyler Athoe, NNJ Project Manager**, received, from Bob Steffero, Day Engineer on the Prudential project, recognizing **Joe Liberta, NNJ Field Foreman IT, and James Daniels, NNJ Field Foreman IT** and the Bonland team for their excellent work.

"I would like to take a minute and send you feedback regarding our experience with your on-site foreman. Joe Liberta is the foreman or leader on the job. He is courteous, informative, and professional and he keeps me informed of everything that is going on here on the job. James Daniels is another great guy, polite, and always up beat even if the building is falling down he will still be smiling. The whole crew will go out of their way to help me and the rest of the co-workers. Joe, JD and the Bonland crew are extremely professional and above all they are gentlemen on the job. Overall if anyone asks me who to call for ductwork, I'm always going to say hire Bonland you won't be sorry. There should be more companies modeling the way Bonland does their work. It is exceptional work, neat, and clean."

Below are excerpts from an email that **Ken Crowely, NNJ Project Manager**, received from Doug Mac Gorman, Celularity's Executive Director of Engineering and Facilities, recognizing **Lance Taylor, NNJ Foreman** and the Bonland team for their excellent work.

"The Celularity project was probably the best project of my career and it was because of contractors like Bonland. It was because of Bonland's commitment, perseverance and hard work that we were able to accomplish an almost impossible task, to design and build a facility, in less than 10 months, that will help cancer patients all over the world. I honestly believe that the facility you helped build will soon be manufacturing bio-pharmaceutical products that will improve the lives of patients and someday cure them. Your entire staff involved on this project has been exceptional but I must say that Lance Taylor is truly one of my heroes. He never got flustered with all the changes and was always willing to help redesign and make suggestions to improve the system or expedite the schedule. This project met all of its milestones and ultimately the schedule and it was because your organization was such a strong part of the "Dream Team". Thank you on behalf of Celularity, patients and myself for all your hard work.



In keeping with Bonland's safety initiative, Bonland partnered with LifeSavers in November of 2019 and held First Aid and CPR/AED trainings in our North Jersey Branch and in the South Jersey Branch, where PA employees were also in attendance. Each branch had employees that were certified or recertified in AED/First Aid and are prepared to utilize this equipment should the need arise. While CPR classes are beneficial in the workplace, the training learned goes far beyond our workplace. Bonland employees will take that knowledge to their home and carry it around everywhere they go. Thank you to all that participated.

Distracted Driving Statistics

Distracted driving is any activity that could divert your attention away from the main task of driving. It is something that is both dangerous and disturbingly common. An estimated 660,000 drivers are using electronic devices while driving during daylight hours alone. You may be surprised to learn that cell phones and texting are just part of the problem when it comes to distracted driving. "The fact is everything that occupies your mind or your vision can contribute to distraction behind the wheel."

A list of driving distractions may include Dialing or using a smartphone, Texting, Eating or Drinking, Talking to passengers, Grooming, Reading, Programming a GPS or Navigation System, Adjusting a radio or MP3 player.

Cognitive Distraction: Your brain is only capable of processing a certain amount of information at any given time. When we attempt to perform multiple tasks at the same time, we can encounter performance problems. Multiple tasks tend to compete for our brain's attention.

Visual Distraction: You have to look where you are going when driving. Driving while visually distracted can be as dangerous as driving with your eyes closed. Texting while driving is particularly dangerous because it requires manual, visual and cognitive distraction at the same time, states the National Highway Traffic Safety Administration.

Any distraction, regardless of how quick or harmless it may seem, should be avoided when you are behind the wheel. Remember to keep your eyes and brain focused on the road at all times.

Setting a Good Example

Avoid sending text messages or calling someone you know is on the road. This will help prevent them from being distracted.

By: Tony Benanti, Purchasing Manager and Safety Committee Member

Multitasking is hazardous to your health.

When you try to do two things at once, your brain is forced to shift focus.

See how the likelihood of a car accident increases while performing these common activities.

TEXTING
23X

Turn your phone off when you get into the car to avoid temptation.

REACHING
9X

Find a safe place to pull over and pick up a dropped item or something behind you.

READING
4X

Choose a voice activated GPS to avoid taking your eyes off the road.

GROOMING
3X

First arrive safely, then check your hair or makeup.

EATING
2X

Eat before you get into the car so you can focus on the road.





I'm excited to announce that Ed Willigan has been promoted to Vice President.

Ed's 30 years of experience in the HVAC industry have and continue to prove valuable to our company. Ed has a visionary approach to sales and operations, has built strong relationships with our customers and is a significant contributor toward the development of people for leadership positions.

In his new role, Ed will assist with defining our short and long term direction, developing strategies, and leading our team in achieving this direction. Amongst a variety of other responsibilities, Ed will continue to lead the North Jersey Branch.

By: Linda West, President



In January, **Anthony Benanti Jr., MS Take-Off Estimator**, recently attended and completed the "Strictly Business: Dale Carnegie Immersion-Effective Communication" 2 day seminar. This seminar focused on how to handle people more professionally, and keep pace with fast-changing workplace conditions. During the course, Anthony received two *Outstanding Achievement Awards*, one for properly demonstrating the LIONS method (Language easily understood, Illustrations, Organized thoughts, Narrow subject to key points, Summarize) and the other for successfully defending his viewpoint during a debate. This was a fast-paced condensed course that gave Anthony the chance to quickly put these new tools to use. We are proud of Anthony for representing Bonland well during this course.

By: Chris Taylor, Estimating Manager



The Sheet Metal Contractors Association of Philadelphia celebrated their 100th anniversary on November 22, 2019 at the Museum of the American Revolution, in Philadelphia.

There was a large turnout of contractors, unions, SMACNA representatives, and government officials. SMACNA National President, Angie Simon, (who is also a member of our Peer Group), SMACNA CEO,

Vince Sandusky, and several other congressmen were honored guest speakers. In attendance from Bonland was Linda West, John Hoffmann, Matt Mitchell, Larry Donoher, Robert Hoffmann and Dan Mullally.

After dinner all attendees were able to tour the museum at their leisure and the highlight of the evening was a special viewing of Washington's War Tent. (As a side note, Bonland was the sheet metal contractor for the Museum project in 2016.) The event was a memorable evening and Bonland is proud to have been part of the celebration.



By: John Hoffmann, PA Branch Manager



In November, **Linda West**, President, her partner, **Patrick Murphy**, and **John Bansley, SNJ Branch Manager**,

and his wife **Kristal Bansley**, attended the NJ Subcontractors Association Awards Dinner, where Bonland was awarded an Excellence in Safety Award. This is the 4th consecutive year that Bonland has received this 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.

By: John Bansley, SNJ Branch Manager



Chuck Diou, SNJ Production Supervisor, served in United States Marine Corps from 1993-1996 working as an Aircraft Communications Technician on CH-46 and CH-53 Helicopters.

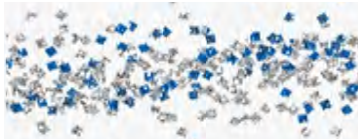
Chuck's most memorable and proud moment was having his father attend his graduation from MCRD Parris Island. Chuck's father, Chuck Sr, served as a "grunt" with the USMC 1st Division in Vietnam for 2 years; where he and his brothers made unbelievable sacrifices for their country.

Chuck Sr. lived his life as a Father and a Marine, that's what he was. Sitting in the parade deck bleachers at Parris Island, watching his son become a United States Marine, was said to be his proudest moment.

Chuck's greatest achievement as a Marine was giving this moment to his father, a true American Hero and Patriot, above any service ribbons or expert rifle badges.

By: John Bansley, SNJ Branch Manager





happy ANNIVERSARY



20 years



Jay Chan
MS Programmer/Analyst



Roy Matthews
SNJ Field Foreman

10 years



Dylan Hoffmann
SNJ Journeyman

5th Anniversary

Todd Anderson
PA Field Foreman

Mark Koppenhafer
PA Field Foreman

Robert Crossley
PA Production Supervisor

Renee Cahill
PA Journeyman

Joe Covello
MS Jr Accountant



HAPPY Retirement



Cheers

Bill Hecht Jr., NNJ Project Manager, announced his retirement after 50 faithful years of employment with Bonland. Bill plans to enjoy his time with his wife, Cathy, and their children and also golfing.



Best wishes for a Happy Retirement!



Wayne Heimrich
NNJ Project Manager
40 Years



Dean Hauser
NNJ Field Foreman
37 Years



Bill Parent
Director Of Design
35 Years



Don Le Blanc
Sheet Metal Worker
8 Years

* Not Pictured **Bob Grembowitz**, Sheet Metal Worker, 35 years *



Personally Speaking



Over the last five years, Bill Boniface and I have spent our free time volunteering for the Convention of States New Jersey team. In recognition of our commitment to the goals of the organization, and for going above and beyond their roles as volunteers, Bill and I were awarded the prestigious COS Challenge Coin award at our strategy meeting in June.

Convention of States Action (COS) is an all-grassroots organization focused on engaging, educating, and activating the American people in order to re-establish the self-governing political system originally created under the United States Constitution. Believing that the federal government has exceeded the powers originally outlined by our Founders, COS is trying to restore sovereignty to the states, and ultimately, We the People. To do this, COS has the goal of calling a convention of the states under Article V of the Constitution for the sole purpose of proposing amendments that would reduce the size and scope of the federal government, impose fiscal restraints on the federal government, and place term limits on all federal officials, members of Congress, and judges.

Over the last few years, the COS New Jersey team has grown rapidly, and is making excellent progress. 15 states have already passed the Convention of States application, and New Jersey is on its way to joining their ranks. Over 25,000 New Jersey citizens have signed the COS application, and 24 state legislators have become sponsors of the resolution filed in the Assembly and Senate.

If you're interested in learning more about Convention of States, please visit www.ConventionOfStates.com.

By: Jonathan Viaud, MS Estimator



**Our PA Holiday Luncheon
December 20, 2019**



On Friday, February 2nd the North Jersey Branch and Management Services hosted their annual Super Bowl Luncheon. As always the food contributed was plentiful and delicious.

During the Luncheon I had everyone complete a Super Bowl Game Questionnaire where the questions were based on the outcome of various plays during the game. Drafting dominated with Scott LaRocca, NNJ Senior Project Leader, coming in 1st and Josh Merrill, NNJ Draftsman IT, as the runner up (Pictured Below). They both received Bonland gear.

Thank you to those who attended the Luncheon and congratulations to Scott and Josh!

By: Kiera Waite,
Controller



WELCOME BABY

Baby Time



Erin Irene Viaud
Born: December 8, 2019
Height: 19"
Weight: 6lbs 2.4oz
Proud Parents: Jonathan (MS Estimator) and wife Sarah Viaud.



Joseph John DeMio
Born: December 1, 2019
Height: 20 1/4"
Weight: 9lbs 7oz
Proud Parents: John (NNJ Project Manager) and wife Adele DeMio.





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Send To:



NEW Projects

<u>BRANCH</u>	<u>PROJECT</u>	<u>LOCATION</u>	<u>CUSTOMER</u>
NORTH	HUMC TOWER	HACKENSACK	BLANCHARD TURNER JOINT
NORTH	STEVENS STUDENT HOUSING	HOBOKEN	F&G MECHANICAL
NORTH	PRUDENTIAL FLRS 11-14	NEWARK	STRUCTURE TONE
NORTH	HARBORSIDE PHASE 1 & 1A	JERSEY CITY	F&G MECHANICAL
NORTH	MERCK ZONE 1 PHASE 1	RAHWAY	DALDROP SBB LLC
NORTH	MERCK FORMULATION LAB	SOMERSET	DALDROP SBB LLC
NORTH	PRUDENTIAL 14TH AND 16TH FL	NEWARK	STRUCTURE TONE
PA	SORA WEST FITOUT	CONSHOHOCKEN	TRACEY MECHANICAL
PA	MERCK WP63	WEST POINT	IPS INTEGRATED PROJECT
PA	2100 HAMILTON	PHILADELPHIA	TRACEY MECHANICAL
PA	INDUSTRIOUS	PHILADELPHIA	SHOEMAKER CONSTRUCTION
PA	HORIZON HOUSE	PHILADELPHIA	TRACEY MECHANICAL
PA	HAMILTON APTS PHASE 2	PHILADELPHIA	TRACEY MECHANICAL
SOUTH	NJ EXECUTIVE STATEHOUSE	TRENTON	DANIEL J KEATING COMPANY
SOUTH	PURC	PRINCETON	FALASCA MECHANICAL
SOUTH	GENMAB RENOVATIONS	PRINCETON	TURNER CONSTRUCTION