



MESSAGE FROM THE PRESIDENT

I hope that you and your families had a safe, happy and healthy summer.

In 2021, our industry and company have been faced with many challenges. We've met with the continued impact of the Covid-19 pandemic, a drop in construction and a decrease in our safety rating. Therefore, we need to ask ourselves what we can do to ensure success through difficult times.

Every day begins with safety. Our company is dedicated to providing a safe work environment. This is proven by the personal protective equipment that is provided, educational materials supplied, procedures put in place to protect our employees and construction partners as well as many other items that prove our commitment to safety. However, the most important aspect of safety is having a culture that permeates throughout the company with each team member understanding that their safety and the safety of those working around them are of utmost importance and, therefore, actions are taken to ensure that no one is injured. Another impact to not working safely is an increase in our experience modification rating (EMR), which is evaluated by our customers and insurance carriers. This rating determines whether we are eligible to work on construction sites and a higher rating causes higher insurance premiums, which makes us less competitive. While our EMR remains better than the industry average, we are heading in the wrong direction. I'd like to remind you that while, you will read a lot about safety in our newsletters and other communications from management and the Safety Committee, this information is only useful if you take the time to read it and think about how you will use it on a daily basis.

Construction has slowed, which has resulted in fewer projects being awarded and at much cheaper pricing levels. With the increased cost of equipment and materials and lack of availability creating long lead times, we are careful to only take projects that we feel we can complete according to the project schedule, at the required productivity rates and ensure customer satisfaction. During these times, we lean on our team for peak performance in order to be successful on projects and keep the Bonland team working steadily. On a positive note, our market segment is picking up and owners are continuing in the direction of design assist work. This concept gets us on the team early where we have input on the design, overall cost, sequencing and constructability. Our capabilities, which include the ability to provide a 3D conceptual layout, has proven valuable and we will continue to focus on the needs of our customer with the goal of being their go-to contractor.

As mentioned in the last newsletter, our Shop and Drafting Departments implemented a new CAD/CAM system. I'm happy to report that our Estimating Department recently implemented the cost estimating software. This installation brings our Estimating, Drafting, and Shop on the same platform, which will allow us to take advantage of the many features offered. My compliments to everyone that participated in the evaluation and implementation of the software. Over the years, we've written and talked about the benefits of being part of our Peer Group. A significant part of our successful transition was our team working closely with their peers across the country that already implemented or were also in the process of implementation.

Speaking of the Peer Group, there have been a variety of virtual meetings held and in 2022 we hope to return to some in person summits where our team can get together with their peers to discuss ideas to make our eight companies even stronger than we are today.

Linda West, President

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Branch News



NNJ BRANCH NEWS:

As the summer of 2021 winds down, we continue to fight through changing markets. Pre-pandemic the market was hot and there was an abundance of projects. That changed quickly and has yet to recover. With that said, we are still fighting to bring in projects. We are teaming up with construction managers and mechanical contractors to become part of design-assist teams. This is where we become active members of the design team utilizing our multi-levels of expertise. Our estimators jump in first to provide pricing for a project with typically no drawings. Sales then spends plenty of time with our customers to ensure our scope is accurate. Then it goes to Drafting, where again typically with no engineered drawings, will develop a 3-D model to show the HVAC systems. Then we hit the ground running and build the job the Bonland way. So, I wanted to give a "shout out" to Estimating and Drafting. Without you jumping in this wouldn't be possible. Last, but certainly not least, the Sales team manages to pull all these pieces together. This approach typically means more conversation with our customers, more complex breakdowns and impossible deadlines. More direct conversations with our customers IS what it is all about.

Now let's talk about our Operations side. The Shop, Material Handling and Maintenance make duct happen. Shorter deadlines, lack of planning (hopefully external) and at times material shortages have not made it easy. But Duct Happens! Finally, in the Field we are building more complex jobs quicker under more difficult circumstances. We are also building clean rooms, not just the ductwork, but the entire clean room. Our field people have adjusted to the metric system and are building walls, ceiling and doors. The exciting part is our customer has given us strong, positive feedback.

We are seeing success because we are engaging early by offering our customers solutions rather than problems. It is every department that is working this way and it will lead to more work in the future. Thank you all for doing your part. Please continue to work safely and look out for one another.

By: Ed Willigan, Vice President

SNJ BRANCH NEWS:

As we continue to push through the COVID pandemic, it seems we have all adapted to some of the new requirements that have been placed upon us. As we would all like this to end and get back to normal, we are very fortunate that we have been able to increase the amount of work we had from a year ago. Much of the backlog work that we had to sit back and wait for is now in full swing, and the South Jersey Branch is busier right now than it has been in several years. It's also great to see our Fabrication shop at full capacity, which equates to work for the field once the ductwork leaves the building. Chuck Diou and John McGrath have done a great job keeping up with the demand and getting everything fabricated on time, as we continue to face supply chain issues that have affected our ability to get certain materials.

We have also been able to add to our future backlog with some work that will extend into 2024, with more upcoming projects that we have been awarded in Princeton. Some of these new projects that will start in the future are located at the new Princeton University Lake Campus. The Graduate Housing Project will consist of three buildings with over 330,000 square feet that will house 379 apartments, and the Central Utility Building that will serve portions of this campus as well. And after a year where the COVID slowdowns kept new apprentices from entering the trade, it's great to see that we have a handful of new apprentices that have joined Local 27 that have started working for us as well. We wish them all the best in their new careers.

As always, please continue to be aware of your surroundings, watch out for others, and work safely.

By: John Bansley, SNJ Branch Manager

PA BRANCH NEWS:

The PA Branch has remained busy over the past 6 months. We continue to feel the effects of the pandemic with increased lead times and pricing on material and equipment. As we look towards the remainder of 2021 and into 2022, the good news is that bidding activity is strong and we remain optimistic on upcoming work.

Congratulations to Bob Crossley, Renee Cahill and our entire PA shop team for reaching a 2 year accident free milestone this Spring. This couldn't have been accomplished without our teams focus on leadership and safety. In the field, James Dawkins is finishing up 2100 Hamilton which is a condo complex near the Art Museum. Joe Yerkes and Mark Koppenhafer are busy at Merck with two new projects. The renovation of the Curtis Building which is located near Independence Hall is currently underway and being led by Fred Hess. Andy Buchanan, Todd Anderson and Matt Cahill are completing the rough-in at 311 South Broad Street which is a 48 story hi-rise condo building. Tom McCarthy recently started work at Discovery Labs. Tom Tancredi just wrapped up the Penn 1st Pavilion that has been running for the past few years.

Please remember to keep safety foremost in your thoughts as increased awareness can prevent accidents.

By: Matt Mitchell, PA Branch Manager



Preventing Accidents through Pre-Task Planning

Research has shown that projects which employ pre-task planning throughout the entire construction process are having far better safety ratings. We have all heard the phrase, "Failing to plan is planning to fail." Where is this more important than planning which is designed to help reduce accidents and injuries involving co-workers? In fact, it is irresponsible not to do so.

It used to be widely accepted that construction was a dangerous job. Accidents and injuries were just part of the job description. Luckily this mentality is changing.

Pre-task plan meetings that are held just before the work is performed, in the area the work is to be performed, are like mini-training sessions. Depending on the day, job site conditions and the tasks at hand will determine the amount of pre-task plan meetings held. At times, you may just have 1 a day. Other days you may have 4 or 5. Typically, these pre-task plan meetings are held at the crew level, usually by a foreman of the group. Although, a lead person or crew member with more experience may be the best facilitator. Initially, the meeting is to review the work plan. The crew discusses the work to be done. This is done so that all workers have the same expectation of how the task will be accomplished. Knowing how the work will be distributed amongst the crew is another component of a pre-task plan meeting.

Once the general work plan has been discussed, the safety and health aspects are addressed. It is vital to identify the hazards that will likely be encountered. Workers should ask: "How might someone be injured with the planned procedure?" When answering this question, one should think about materials, tools and equipment being used, knowledge of the crew, location, conditions, and group dynamics.

After the potential hazards are identified, attempts are made to modify the work plan to eliminate the hazards. Changing the basic approach, rearranging the sequence of events, identifying necessary PPE or using different tools may all be ways to alleviate the potential danger. Not all hazards can be eliminated; in which case safeguards need to be introduced to help. Potential safeguards include: using guardrails or utilizing additional personal protective equipment. By having crew members carefully consider the work procedure, it then becomes easier to be more aware of potential pitfalls. Once the hazards are known, it is easier to address them.

Once the plan is agreed upon, the task is performed. When a new task surfaces, or jobsite conditions change, it will be necessary for the group to reconvene to do another pre-task plan meeting. A construction crew might have a single pre-task plan meeting in a work day or the crew might have several pre-task plan meetings in a single day.

Construction can be a dangerous business. It is important that safety measures are taken and that trainings occur regularly to keep a crew informed. Using pre-task planning more than perhaps any other approach, brings the workers into the decision-making process that directly impacts their own safety performances. And this makes the worksite a much safer place.

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

Travelers Risk Control Shop Tour



Pictured from left to right: Richard Motyka, Scott Richardson, Scott LaRocca, Brendon McCarthy

Scott Richardson, NNJ Shop Supervisor and **Scott LaRocca, NNJ Senior Project Leader/ Safety Committee Member** recently gave a shop tour to Richard Motyka and Brendon McCarthy from Travelers Risk Control. The objective of the visit was to evaluate Bonland's fabrication shop and identify machine safeguarding opportunities to eliminate and/or minimize the exposures throughout our shops. We have received their feedback and Bonland's Production Equipment Focus Group and Shop Supervisors are working on a plan to apply their recommendations across each Bonland Shop. Safety feedback from both internal and external sources allows Bonland to continue to keep our employees safe. We value our partnership with Travelers Insurance Company and the feedback received.

By: Kiera Athoe, MS Controller

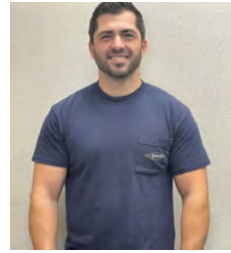


Happy Retirement!

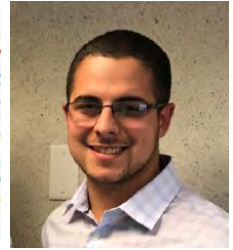


After over 25 years with Bonland, **SJ Field Foreman, Mike Andrejco** has decided to retire from the sheet metal trade. Mike started with Bonland just as we were entering the South Jersey Local 27 market, and he was instrumental in the success of the branch over his time with the company. In addition to Mike's great relationships with our clients, he was a key part in mentoring many Foreman trainees to develop into the Foreman that they are today. Mike's knowledge and insight will be missed, and we wish him the best of luck in his retirement.

PROMOTIONS



Congratulations to **Joe Covello** on his promotion from Junior Accountant to Staff Accountant!



Congratulations to **Anthony Benanti, Jr.** on his promotion from Take-Off Estimator to Estimator In Training!

ANNIVERSARIES



Bill Hecht
15 Years
NNJ PM in Training



Joe Liberta
10 Years
NNJ Field Foreman



Darryl Norman
10 Years
NNJ Sheet Metal Worker



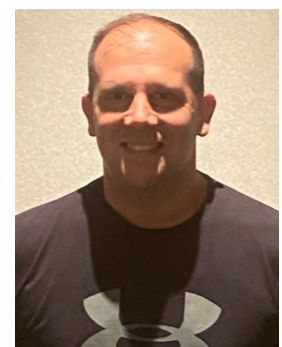
Mike Rowan
15 Years
NNJ Project Manager



Tom Tancredi
10 Years
PA Field Foreman



Peter Huss
10 Years
NNJ Sheet Metal Worker



Scott LaRocca
10 Years
NNJ Senior Project Leader

5 YEARS

* **Robert Weller** * **John Jackson** * **John McManus** *
* **Jeff Miller** * **Robert Hoffmann** * **Martin Crerand** *





Bonland Babies



Stella Avery Shea
Born: June 18, 2021
Weight: 8lbs 14oz
Proud Parents: Kevin Shea (MS Estimator) and wife Jessica!



Ava Moorea Magliaro
Born: June 12, 2021
Weight: 6lbs 8oz
Proud Parents: Steve Magliaro (SNJ Project Leader) and wife Ashley!



Charley Jayne
Born: March 15, 2021
Proud Great Aunt: Sue Strauss (SNJ Administrative Assistant)!



Aidan James Wisse
Born: February 15, 2021
Weight: 9lbs 4oz
Proud Parents: Tom Wisse (NNJ Sales Rep) and wife Lauren!



Congratulations to **Kevin Shea, MS Estimator** on receiving his Mechanical Engineering Degree!
Fun Fact: Kevin and his wife have skied 25 mountains in 7 states since they met 10 years ago!

Congratulations to Brittney Taylor, daughter of **NNJ Foreman Lance Taylor**, for receiving SMACNA's Ernest R. Menold Scholarship for \$5,000!! Congratulations Brittney and we wish you well in your college endeavors!



Congratulations to **Michael Benanti, MS Estimator** who made his girlfriend of 6+ years an "Offer She Couldn't Refuse" when he proposed to her on August 27th, 2021. We hope your love grows even stronger and that you create wonderful traditions to share with your families.



Annual Fishing Trip

The annual fishing trip returned this year! Congratulations to **Kiera Athoe, MS Contoller** for catching the biggest fish at 21 inches long and 3.5 lbs! Thank you to **Scott LaRocca, NNJ Senior Project Leader** for organizing the event! A great time was had by all!



FAC UPDATE



The Foreman Advisory Committee (FAC) would like to welcome its newest members to the team. Also, at the end of the year, Bill Hecht III will become the new Chairperson of the Committee. Please remember that the ultimate goal of the FAC is to promote a safer and more efficient field workforce. This committee is the voice of our Field Foreman, and it allows your suggestions to be heard, tested, and potentially implemented.

Our current team is made up of the following members: **John Bansley**- Outgoing Chairperson- SNJ Branch Manager; **Bill Hecht III**- Incoming Chairperson- NNJ Project Manager; **Larry Donoher**- PA Project Manager; **Lance Taylor**- NNJ Field Foreman; **Chris Barneman**- SNJ Field Foreman; **Tom McCarthy** - 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.



Bonland Contest

1 Get it Get it Get it Get it	2 Jack	3 Somewhere 	4 DOOR
5 <u>READ</u>	6 Blood Water	7 Beeeee	8 CANCELLED
9 once 	10 Egg Egg HAM	11 Try Stand 2	12 TOWN
13 N bump GHT	14 Aid ← Aid Aid	15 Million	16 3.14
17 ice ³	18 R O G N C K	19 Think 	20 GROUND feet feet feet feet
21 1 KNOWS	22 Big Big ignore ignore	23 RAKEN	24 KNEE light light

Identify all the well known sayings in this puzzle for your chance to win a prize! A winner will be chosen randomly from all the correct responses. Send answers to RGarciaHR@bonlandhvac.com by Friday, October 27, 2021.



As a reminder, if you are an active employee at Bonland, and you refer someone for a position, you could be eligible for monetary recognition!

We currently have the following open positions at our **Wayne, NJ** facility:

- Material Handler**
- Vehicle Maintenance Mechanic**

If you know someone who you think would be an awesome fit, please forward their resume to hr@bonlandhvac.com, and if hired, you could be eligible for a referral bonus up to \$1500!!



For more details about the employee referral program, please contact Rasheda Garcia, HR Manager at RGarciaHR@bonlandhvac.com. Also, don't forget to check our careers page on Bonland's website regularly for new openings.



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

Send To:



Projects

BRANCH	PROJECT	LOCATION	CUSTOMER
NORTH	140 CENTRAL AVENUE CORP.	KEARNY, NJ	RIVER TERMINAL
NORTH	HUMC AMBULATORY	HACKENSACK, NJ	GILBANE
NORTH	MERCK B32 FLOORS 1-3, 6, 7	RAHWAY, NJ	BINSKY MECHANICAL
NORTH	NBI LOBBY	NEWARK, NJ	W.J. POST
NORTH	EISAI PHARMA BP 2	NUTLEY, NJ	SJP PROPERTIES
NORTH	McCARTER & ENGLISH FL 11-14	NEWARK, NJ	SJP PROPERTIES
PA	MERCK B51 COLD VAULT	WEST POINT, PA	IPS INTEGRATED PROJECT SERVICES
PA	CURTIS SPEC LAB	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	12TH & SANSOM	PHILADELPHIA, PA	DWD MECHANICAL
PA	SORA WEST HOTEL	CONSHOHOCKEN, PA	TRACEY MECHANICAL
PA	EEW PAULSBORO WAREHOUSE	PAULSBORO, PA	FALASCA MECHANICAL
PA	DISCOVERY LABS B26	KING OF PRUSSIA, PA	HERMAN GOLDNER
SOUTH	BMS CAFETERIA RENO	LAWRENCEVILLE, NJ	LENLEASE
SOUTH	HARRAH'S ATRIUM TOWER	ATLANTIC CITY, NJ	FALASCA MECHANICAL
SOUTH	PRINCETON GRADUATE HOUSING	PRINCETON, NJ	ALL TRADES DISTRIBUTION
SOUTH	PRINCETON UNIVERSITY	PRINCETON, NJ	DWD MECHANICAL
SOUTH	MMC MOB FITOUT	EATONTOWN, NJ	THE BARHAM GROUP
SOUTH	JSUMC-ECM (N)	NEPTUNE CITY, NJ	THE BARHAM GROUP