

MESSAGE FROM THE PRESIDENT

I hope that your New Year is off to a safe, healthy and happy start. It's hard to believe that another year has come and gone. As we look back on 2020, many of us will think of the challenges dealt with due to the Coronavirus. The events of 2020 were unprecedented and have continued into 2021. The health and safety of the Bonland Team is our highest priority and it is important that we don't become complacent, and continue to follow the guidelines established by the CDC and communicated by our Safety Committee.

While we look back on 2020, it's important that we also recognize our accomplishments with the following being just a few examples.

Our North Jersey Shop has gone two years accident free, Pennsylvania and South Jersey Shops were accident free in 2020 and the Pennsylvania Shop is approaching a two year accident free milestone. Congratulations to our shop employees. Keep up the great work!

Our North Jersey Branch has successfully completed the largest project performed by Bonland at the American Dream. I'm happy to report that this success included working accident free. Congratulations to Ken Crowley and his team of Project Managers, Field Foremen, Sheet Metal Workers and Apprentices as well as all of the office staff, who assisted on this project.

Our Shop and Drafting departments have implemented a new CAD/CAM system. The new system was evaluated and implemented by employees from Drafting, Production, Maintenance, and Information Systems with input from all branches and members of our Peer Group. The team continues to work on enhancements to the system.

I'm inspired by and proud to be a part of such a hardworking and resilient team, who regularly proves that we are stronger by working together.

While our environment has changed, we need to continue to focus on training and development, which allows us to strengthen our skills and be a continually improving workforce. As the traditional classroom style training is not currently available, we have adjusted to virtual programs. In 2020, our team has received training in safety related topics such as OSHA 30 and Lead Abatement, Communications, Construction Management, HVAC, and Contracts to name a few. Our internal Field Foreman in Training Program has been expanded upon and our Leadership Development Program continues to be used and improved upon. Additional training programs are being identified for 2021. Please be sure to communicate any training that you feel will be beneficial to your continued development to your manager.

Congratulations to Matt Mitchell on his promotion to PA Branch Manager. Matt began his career with Bonland in 2004. I'm confident that with Matt's experience, drive and determination, the Pennsylvania branch will have success under Matt's leadership.

Thank you to John Hoffmann, who retired on December 31, 2020, for his 22 years of dedicated service. John's contributions and presence will be missed. We enjoyed working with John and wish him happiness in his retirement.

By: Linda West, President

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NNJ Branch News:

The resilience of the Bonland team has never been more apparent. We are coming up on a full year with the ongoing pandemic. We have come together as a team and along with our partners at Local 25, our customers and safety professionals we continue to ensure our safety protocols are appropriate. Every department has adjusted to find a way to maintain productivity through all of this.

I am happy to report that the NNJ branch backlog of work is still strong. We have ongoing work at: Quest Labs, Legend Biotech, Stevens Institute (Pictured on Page 3), Hackensack Hospital, Valley Hospital, Morristown Medical Center (Pictured on Page 3), Prudential, Merck, Cellularity, Celgene, Harborside, Morgan Stanley, Halsey, DLR Suites, Nokia and Miles Square.

The future outlook is a bit of a mystery. With all the talk of things slowing down, the bidding opportunities keep coming in. The sales team continues to chase the projects that are out there to bid.

With the difficult workload ahead of us, please continue to work safe and watch out for your co-workers. Remember, it is people working together and looking out for one another that creates a safe work environment.

By: Ed Willigan Vice President



SNJ Branch News:

It's absolutely mind boggling to think that we are approaching a full year of living through a pandemic. I remember last March thinking that this would be over by Easter, and our lives could return to normal, but here we are, almost a year later...

Much has changed about the way we go about our day to day lives, but throughout the entire pandemic, a lot has not changed, especially the way that the Bonland team still continues to prove that they can get the difficult jobs done.

Over the past few months, the South Jersey Branch was able to celebrate several milestones. The field went 12 months accident free, and the shop went the entire year of 2020 without an accident, which put them at a total of 14 months without an accident. Great job by everyone! As we look forward to 2021, we have several projects just getting underway. Some of them are very unique, such as the Aircraft Maintenance Hanger at McGuire Air Force Base, where Tony Viteritto and his crew will be hanging duct at 80 feet above the ground. This building will hold two aircraft, and the shape resembles that of an airplane. The long-awaited NJ Statehouse project has started, and as I mentioned in the past, parts of this building date back to 1792, and it is sure to give Mike Andrejco and his crew its fair share of challenges. The Princeton Residence project is also underway, where Chris Barneman will be leading the team as eight new multi floor dormitory buildings will be constructed over the top of a sprawling common area. In addition to these long-term projects, we will be starting some work in the Spring at the Lawrenceville Prep School, where they are building a large addition to the athletic complex and dining areas. This will include the addition of a new ice hockey rink, swimming pool, and racquet ball courts, as well as new dining areas. Speaking of hockey rinks, we also have a second project where they are adding a hockey rink to The Club at Woodbridge. With additional projects at Princeton High School, Community Middle School in Plainsboro, and the Rider University Science Building, the Spring and Summer look to be busy for us.

Please continue to work safely and consider the health of yourself and those around you.

By: John Bansley SNJ Branch Manager



PA Branch News:

After 22 years with Bonland, John Hoffmann retired on December 31st, 2020. John started the PA branch in Fairless Hills in 2009 and in 2014 he moved the branch to 1500 Bridgewater Road in Bensalem with a full shop. John's years of technical experience will be missed at Bonland. We wish him an enjoyable retirement.

I started with Bonland in 2004 and through the years I've received abundant training that has helped me prepare to take the Branch Manager position in PA. I started as a Sales Rep in SNJ working for Dan Parent. Along with sales, I was given the opportunity to run projects to help develop my operations knowledge. When the PA branch opened in 2009 I assisted John Hoffmann in helping with PA sales. This was a great opportunity to spread my time between the two branches since we were in the middle of a recession. The PA branch shared some of the same customers with SNJ but the big players were new. It took some time but over the years we developed some of the company's biggest customers. In 2016 I transferred to the PA branch full time as a Senior Sales Rep. I started taking on additional responsibilities to help prepare me for becoming Branch Manager when John retired. Bill, Andy, Linda, Dan, John along with many others have played key roles in preparing me for my new position. I'm very appreciative for the time and effort that people have spent training me.

I am grateful and look forward to this opportunity in Philadelphia. COVID has created uncertainty but we continue to adapt and look forward to a better 2021. We start the new year being busy in the shop and field with a decent amount of backlog. The good news is that bidding activity is up and there are multiple large projects in Philly that are coming out to bid. Merck and Jansenn pharmaceuticals continue to remain busy as well. The PA branch is the youngest branch at Bonland with the most room for development. I look forward to continuing and building on what John started. We have a great team in PA that is passionate about what they do and want to continually improve.

By: Matt Mitchell PA Branch Manager

Job News



Stevens Institute of Technology

Our NNJ branch has been busy working on the new Student Housing and University Center project since March of 2020. Construction of the \$256 million, 392,000-square-foot project has kept a crew of up to 30 Sheet-Metal Workers busy all spring, summer, and will continue this winter. This project will house nearly 1,000 students in two residential towers, which will be ready for occupancy in the fall of 2022. NNJ Field Foreman, Lenny Stasiak has been mentoring NNJ Foremen in Training, Bunnie McKnight, Al Smith-Stevens, and John Pachner throughout the course of this project. Logistics on this project have been a challenge, as well as, working in two towers concurrently, but we are finding ways to get it done safely. Thanks to all for a job well done.

By: Mike Rowan, NNJ Project Manager

Word Search Contest Construction

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| EMPLOYEES | INSPECTOR | BACKHOE | LUMBER |
| SHEET ROCK | BUILDING | FLOOR | MONEY |
| ELECTRICAL | PLANNING | WOOD | METAL |
| FRAME WORK | BLUE PRINT | | |

Bonland Contest

A winner will be chosen randomly from all the correct responses. Send answers to msolari@bonlandhvac.com by March 5, 2021. The winner will receive a prize.

KAHN Renovation



With Joe Liberta, NNJ Field Foreman, leading the roof work and Lance Taylor, NNJ Field Foreman, leading the ground work, along with the great work by their team they were able to successfully and safely assemble and rig 55,000lbs of 2" double wall ductwork and two 12 section AHU's on top of the Morristown Hospital roof. The duct was unloaded and assembled in the parking lot before being rigged to the roof for installation. Thank you to Joe and Lance for safely leading your team on this difficult job. An excellent job was done by all.

By: Tyler Athoe, NNJ Project Manager





Safety Corner

As we look back, 2020 was a challenging year. Our normal PPE was altered and another requirement was added, the dreaded mask. At first we hoped after a few months we'd move past this, but as we all know, this has become our new way of life. The Safety Team was challenged to see how this affected our current PPE and provided suggestions so we can safely work with this new constraint. Fog resistant safety glasses and new style hard hats were researched and recommendations made. Additionally, we took the recommendations of the Department of Health and CDC to provide information regarding COVID-19 updates.

Unfortunately we had three more injuries in 2020 than in 2019. We need to continue working together and take the necessary steps to decrease our accidents. Promoting our safety culture by stressing the need for Pre-Task Planning and the morning Stretch and Flex is a must. Educating our new hires and reinforcing the need for a safe work day will only mold us into safer workers. Every day we go home without an accident or incident is a step in the right direction.

Some contractors are now requiring safety personnel to visit each site. I've had the pleasure of speaking at Merck, walking through the Prudential site with Structure Tone and making recommendations on behalf of Bonland employees at Morristown Medical Center, all in the name of safety. It's nice to know that our contractors listen to our concerns and believe safety is top priority.

If any Bonland employee has any safety concerns please feel free to reach out to me or any one of the Safety Team members. Your safety is our primary focus. Safety first...every time.

By: Scott LaRocca, NNJ Senior Project Leader and Safety Committee Member

As part of our Safety Incentive Program, Immediate Feedback Safety Awards are given to employees for exhibiting above and beyond safety performance and displaying strong safety practices. Congratulations to the following employees, who have received safety recognitions since our last newsletter!

NNJ Foreman in Training, **Bob Burton** and his team, NNJ Journeymen, **Chris Wess**, **Justin Potocuk**, **Jason McAlarney & Curt Hamilton** were recognized for their SAFE & hard work at the Newell Building in Hoboken NJ. NNJ Project Manager, **Bill Hecht III** received an emergency phone call from SJP Properties on a Monday afternoon saying that a large existing piece of duct work blew off a curb on the roof and was stuck between the building and steel. On short notice, Bob and his team were on site Tuesday morning. They all came up with a safe and effective plan that successfully retrieved the duct work and reinstalled it in its original location. Bill would also like to recognize NNJ Production Supervisor, **Scott Richardson**, NNJ Journeyman, **Jason Jimenez**, NNJ Material Control Supervisor, **Keith Greco**, NNJ Administrative Assistant, **Brian Werr** and NNJ Maintenance Supervisor, **Chris Krumpfer** for all their help on such short notice for fabricating duct that couldn't be salvaged due to extensive damage and for providing all the tools and materials needed.



NNJ Safety Recognition

NNJ Journeyman, **Bennie Cole** (pictured left) was recognized by Structure Tone as safety person of the week while working on the Merck – Building 32 project. He was observed wearing all the proper personal protective equipment and performing the job at task in a safe and mindful matter by the project team. Bennie was awarded a \$25.00 gift card from the project team for his effort in ensuring a safe working environment for all. Congratulations Bennie for this safety achievement and recognition.

PA Safety Recognition

PA Field Foremen Mark Koppenhafer and Fred Hess along with PA Journeymen John McKenna, John Johnston and Ron Thompson were recognized by PM Robert Hoffmann for a Safety Award while working at 3701 Market Street over the weekend of October 16th.

The crew were tasked with replacing an existing AHU starting on Friday and needed to have the new AHU 100% operational by Monday morning. They worked safely removing the old AHU in sections out of the building with a crane through an existing louver space. Our customer Tracey Mechanical also complimented our crew's hard work and safety culture.









ANNIVERSARIES





Michael Andrejco 25 Years SNJ Field Foreman



Scott Richardson 25 Years NNJ Production Supervisor



John McGrath 20 Years SNJ Shop Foreman



Sue Strauss 15 Years SNJ Administrative Assistant

Kiera Waite, MS Controller
Eric Purcell, SNJ Apprentice
Steve Magliaro Jr, SNJ Project Leader
Joseph Fernandez, NNJ Journeyman



Anthony Vitterito, SNJ Field Foreman

Josh Merrill, NNJ Draftsman

Eric Valega, SNJ Sales Representative

Marie Solari, MS Purchasing/Accounting Assistant









Promotions







Matt Mitchell

Promoted from PA Assistant Branch Manager to PA Branch Manager









Dan Mullally

Promoted from PA Sales Representative In Training to PA Sales Representative





Mike Thomas

Promoted from SJ Project Manager In Training to SJ Project Manager









Robert Hoffmann

Promoted from PA Project Manager In Training to PA Project Manager







John Hoffmann, PA Branch Manager, retired on December 31, 2020. John joined Bonland in 1998 as a Project Manager in our South Jersey Branch. In 2006, John was promoted to SJ Assistant Branch Manager and in June 2009, John was again promoted to Branch Manager where he took the

Thank You







Klaus Sauers, NNJ Project Leader, drew his last piece of ductwork on December 31, 2020. After 38 years as a NNJ Sheet Metal worker Klaus decided to pack it in and retire. With 28 years at Bonland Klaus started in the field, graduated to become a foreman and then entered the drafting department. Klaus's dedication to Bonland and his job will be missed.

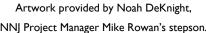
Personally Speaking





Easton Valega Born: September 12, 2020 Height: 21" Weight: 8lbs 9Oz Proud Parents: Eric Valega (SNJ Sales Representative) and wife Gina Valega









Rodger William Arnold Jr. was born on December 19, 1983 in Philadelphia PA and passed away on December 14, 2020. Rodger, a Local 19 member and PA Field Journeyman, was a valued member of our team who worked on many of our jobsites over the past 7 years. Rodger will be greatly missed.

Our deepest sympathy to Rodger's family.



Getting Active at Home



It's best to increase your activity in all three areas of fitness: flexibility, aerobic fitness, and muscle fitness. You can work on all three areas without leaving home. If you have heart problems or other health issues, or if you have not been active for a long time, check with your doctor before you start a new activity.

Flexibility and Stretching

Flexibility is the ability to move your joints and muscles through their full range of motion. Stretching is an activity that helps you to be more flexible. It's also something you can easily do at home. Exercise DVDs can teach you more about stretching various muscles.

Warm up your muscles slightly before you stretch them. Walk or do some other light aerobic exercise for a few minutes, and then start stretching.

Ease yourself into the stretch, relax, and don't push or bounce. You should feel a stretch, but not pain, in the muscle.

Exhale as you do the stretch. While you hold the stretch, inhale deeply.

Try closing your eyes while you stretch. It helps you relax.

Take a moment to enjoy the good, warm feeling that comes after a good stretch.

Aerobic Fitness (Endurance)

Aerobic fitness means increasing how well your body uses oxygen. Look for activities that make your heart beat faster and make you breathe harder. Experts suggest that you do at least $2\frac{1}{2}$ hours of moderate activity a week or at least $1\frac{1}{4}$ hours of vigorous activity a week. It's fine to do blocks of 10 minutes or more throughout your day and week.

Moderate

- Take a brisk walk
- Ride a stationary bike about 10 to 12 miles per hour
- Push a lawn mower
- Vacuum
- Sweep
- Rake Leaves or shovel snow
- Dance
- Play actively with your children

Muscle Fitness (Strength)

Muscle fitness means building stronger muscles and increasing how long you can use them. You can strengthen a muscle by doing any activity that pushes or pulls against that muscle. Experts say that you should work on strengthening your muscles at least 2 times a week. Focus on the large muscle groups in your arms, legs, back, chest, and core.

Do familiar exercises, like push-ups and leg lifts.

Use rubber tubing or stretchable bands to add resistance as your muscles work against the elastic.

Use free weights ("dumbbells") or a weight-training machine. If you don't have free weights, you can lift soup cans, water bottles, or books.

Do housework and yard work, such as scrubbing the bathtub, washing walls, tilling the garden, or pulling weeds, on a regular basis.

Strengthen your core. Pull in your belly. Imagine pulling your belly button back toward your spine. Hold this for 5 to 10 seconds, then relax. Breathe normally as you hold the muscle tight. Repeat. You can do this exercise anywhere, in any position.

Vigorous

- Jog or run
- Ride a stationary bike at least 12 miles per hour
- Play a basketball game in the driveway
- Use an aerobic dance DVD
- Jump Rope
- Use a stair-climber or skiing machine





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

Send To:





| BRANCH | PROJECT | LOCATION | CUSTOMER |
|--------|---------------------------|-------------------|------------------------|
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| NORTH | LEGEND BIOTECH SOMERSET | SOMERSET, NJ | TURNER CONSTRUCTION |
| NORTH | MERCK FORMULATION LAB | RAHWAY, NJ | BINSKY & SNYDER |
| NORTH | BMS S12 LISOCEL EXPANSION | SUMMIT, NJ | TURNER CONSTRUCTION |
| NORTH | KAHN 5TH FLOOR | MORRISTOWN, NJ | BINSKY & SNYDER |
| NORTH | MERCK B32 AHU | RAHWAY, NJ | BINSKY & SNYDER |
| NORTH | MERCK TEMP WORK | RAHWAY, NJ | LENDLEASE CONSTRUCTION |
| PA | M3 HVAC UPGRADES | MALVERN, PA | CYMA BUILDERS |
| PA | PRIMARK | PHILADELPHIA, PA | TRACEY MECHANICAL |
| PA | MINDSPACE | PHILADELPHIA, PA | ALL TRADES MECHANICAL |
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| SOUTH | 200 WOOD AVE S AMENITIES | ISELIN, NJ | SJP PROPERTIES |
| SOUTH | MIDDLESEX WATER COMPANY | ISELIN, NJ | JERSEY MECHANICAL |