



MESSAGE FROM THE PRESIDENT

Over the past couple of years, we have all been impacted by the pandemic. Some of the professional challenges include labor shortages, supply chain difficulties, material price volatility, and a down market to name a few. And, I know many have been personally impacted. While we have been faced with these challenges, there are reasons for optimism. Industry analysts that forecast the construction market are projecting a construction increase for our region. While the region lost approximately 11% market in 2020 and 2021, forecasts reflect a 3% gain in 2022 and 7% gain in 2023. Going into 2024, we will have regained the market prior to the pandemic and current forecasts are positive for 2024 and 2025.

Our bidding activity in January and February 2022 was significantly higher than this time in 2020 and 2021, which is a positive sign and supports the prediction that the construction market will improve in 2022. Also, the amount and quality of projects that our Sales Departments have identified as future opportunities has improved compared to this time in the last several years. As we have proven in the past, the Bonland Team will pull together and complete jobs that are complex, have aggressive schedules, or special requirements. This allows our Sales Representatives more flexibility when booking work as they can count on our Team to construct a quality job according to schedule.

Our industry continues to be impacted by the labor shortage. Joining the trade has often been through word of mouth and this continues today. The sheet metal trade is a great career opportunity and we don't want it to be the best kept secret. SMART, Local Unions, and SMACNA continue their efforts to ensure that they get the word out about the opportunities and value of joining our trade. We all need to do our part to ensure the continued success of union construction by helping to spread the word about the value of the apprenticeship program and opportunities in the trade as people are our most important resource.

On the topic of people, I'd like to take this opportunity to point out the importance of diversity and inclusion. It is not only our moral and ethical obligation to treat people fairly, building and maintaining a diverse workforce makes good business sense. A diverse team brings new perspectives, expands creativity and problem-solving, can lead to more innovation, increases the talent pool, and increases productivity just to name a few benefits. Inclusion revolves around the day-to-day interactions between employees, managers, leaders, teams and peers with the entire workforce having a responsibility for respecting, embracing and building on people's differences. An inclusive workforce has higher job satisfaction, lower turnover, higher productivity and higher employee morale.

In closing, I'd like to recognize our team for working together and achieving four months accident free. While there was a recent injury, we have begun this year better than the past two years. Let's keep our continued focus on working safely and be accident free for the remainder of the year.

Linda West, President

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Bonland's Branch News



NNJ Branch News:

As spring approaches we are beginning to see a change in the upcoming work outlook. To say the last two years have been difficult is, as we all know, an understatement. However, the Sales and Estimating teams have been working together to bid an increasing number of projects. With the ever-changing landscape of material pricing and equipment availability, this is a tall task. Not only are we seeing more projects to bid but the size of the projects is increasing as well. These are all good signs for us. The style in which projects are being completed is changing. Historically we have been involved in plan and spec type work where the owner has an engineer design the HVAC systems and then we build them. Now we are involved in more design-assist type projects. This is where we now assist the engineer with the design and they “approve” our drawings. This is a more efficient means of building a job; one where we are able to utilize our tremendous knowledge and experience to design and build it the right way. We have the talent to excel with this type of work.

It has been incredible to see the Bonland team come together to overcome all sorts of obstacles over the last couple of years. The work has been difficult, the conditions at times even more difficult, but everyone has rallied to help each other out. This team mentality will prove to make us successful with whatever comes next.

Please remain alert and work safe.

By Ed Willigan—Vice President

SNJ Branch News:

As Spring approaches, I hope that the Pandemic is far enough behind us so that disruptions are kept to a minimum. I think its safe to say that we have learned how to adapt to the ever-changing world around us. When the Pandemic first hit us, we struggled and didn't know what to expect, and our workload suffered, but as we became more accustomed to the new normal, we are able to brush things off, and continue to work safely.

As we have certainly taken our lumps with some difficult and challenging projects in the past year, we should look back at the challenges and learn from them, and use the struggles to make us better. Many of our repeat customers come to us when they have a difficult project, because they trust that we can find ways to get them done, and we are successful the majority of the time.

As the remainder of this year looks to be busy for South Jersey, with that will come more challenges and obstacles. We can only be successful facing the challenges head on and working as a team to resolve the issues we will face. This is what has set us apart in the past, and it is what continues to give us the most opportunities moving into the future.

I would also like to recognize the South Jersey Field for going accident free for the entire year of 2021. As we were quite busy for most of the year, this is a great achievement that everyone should be proud of. As we acknowledge this achievement, it is important to remain vigilant, and continue to work safely.

By: John Bansley—SNJ Branch Manager



PA Branch News:

After a very busy start to 2021, our workload levelled off during the second half of the year. We have a few projects that are nearing completion including 311 South Broad Street (Arthaus) which was featured in SMCA's Winter 2021-2022 Magazine. As we move into 2022, there are still many challenges present including aggressive pricing levels, material and equipment price increases and extended lead times. The good news is that the bidding level has remained strong and new work is starting to get awarded. The residential, pharmaceutical and tech science markets are all growing in our marketplace.

We were recently awarded 12th and Sansom St. in Philadelphia, a high rise residential property as well as UPENN Sansom East which is a renovation of an existing high rise dorm for the University of Pennsylvania. We've also been brought on as a design-assist partner for a new building at the Merck West Point campus. Tim Miller is the lead coordinator for Bonland and is working in REVIT alongside our design-assist trade partners. Once the design has reached a certain percent complete and with the help of multiple departments within Bonland, we will be able to put an accurate budget together which will lead into the construction phase of the project.

In drafting we added Tim Johnston. He is an apprentice and has been sharing his time between the field and shop. Tim is excited about the opportunity he has in the drafting department and is learning very quickly. I'm confident that Tim will be successful. There are many key projects that are currently out for bid or will be bidding in the near future. We are optimistic about these opportunities and look forward to a busy 2022.

By: Matt Mitchell—PA Branch Manager



Safety Corner



This past year has proved to be a challenging, yet rewarding, year for Bonland. Our EMR (Experience Modification Rating) went up slightly this year across all branches, but each branch is still doing better than the industry average. We had one less injury, less lost workdays and less light duty workdays in 2021 than in 2020. To be exact, in 2021 we had 72 days that were missed compared to 411 days in 2020. We finished the year with 2 consecutive accident-free months and 12 accidents in total. That is one less accident than 2020, while working over 87,000 more hours.

We need to continue to work together in 2022 to identify why, or how, we get injured and take the necessary steps to prevent these injuries from occurring. The majority of accidents can be attributed to a lack of proper safety planning or as a result of a lapse in safety awareness, particularly in regards to site specific and ever-changing field conditions. The safety huddle stretch and pre-task plans are excellent tools that we have at our disposal, as are the quarterly observation tours and PM field safety reports. Increasing our awareness, and our involvement, is essential as we progress toward our goal of zero accidents.

This past year was not without grounds for celebration. Our NNJ branch is a Merck nominee for the Contractor Safety of the Year Award, and are now over 20,000 hours accident free. The SJ branch is recognized for achieving 1 year accident free in the field, which is no small feat! In PA, the shop was recently recognized for achieving 2 years accident free and the branch won the SMCA 2021 John Connolly Safety Award for Lowest EMR over 50,001 Man Hours Worked.

We are off to a great start in 2022 with January being our third consecutive month accident free. However, as we are all well aware, there is no room for complacency when it comes to safety. Our safety culture is continually evolving with new means and methods explored regularly. As we celebrate our accomplishments over the past year, let us not forget the pitfalls as we continue to adapt and learn with each new project. As a wise man once said: Safety is no accident! By: **Alex Nikulin PA PM Assistant and Safety Committee Member**

NNJ Safety Recognition

NNJ Field Personnel at Merck were recognized for an Immediate Feedback Safety Award by **NNJ PM Mike Marker**. Both Merck and Lendlease noticed the teamwork Bonland puts in to actively improve their safety program! Congratulations to **NNJ Foremen Frank Caponetto, Dave Fredricksen, Tyrone Seymore, and NNJ Field Journeymen Jerry Yodice, John Jeklinski, Muhammad Heyward, Chris Williams, Eddie Sanchez, Greg Lang, Jose Pontoriero, Allan Edmond, Richard Parma, Jim Jankowski, Matthew Yodice, Bill Rader, Chuck Crerand, Anthony Zerillo, Tyree Seymore, and Aaron Menendez!**

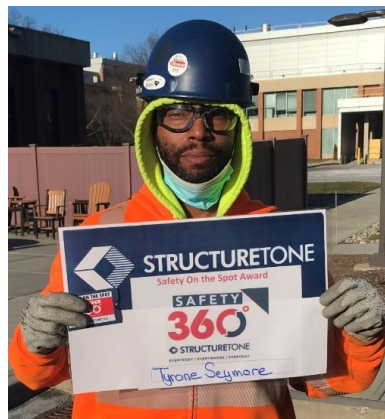
SNJ Safety Recognition

Foreman Bernie Janas was recognized for an Immediate Feedback Safety Award by **SNJ PM Mike Thomas** while working at Ocean Medical Center for wearing proper eye protection and being aware of his surroundings! **Congratulations Bernie!**

NNJ Safety Recognition

NNJ Field Foreman Tyrone Seymore (pictured below) was recognized for an Immediate Feedback Safety Award by **NNJ PM Mike Marker**.

Tyrone was chosen to be the winner of the "Safety On The Spot" Structuretone's Employee of the week! **Congratulations Tyrone!**



NNJ Safety Recognition

NNJ Branch HUMC Project has worked over 18,000 hours Accident Free! Congratulations to **Foremen Joe Wichart, Lance Taylor and Field Journeymen Joe Fernandez, Anthony Codella, Al Smith Stevens and all others** who have worked to make this achievement possible!



SNJ Safety Recognition

Foreman Tony Viteritto was recognized by **SNJ PM Mike Thomas** for an Immediate Safety Award while working on the McGuire AFB Hanger Project. Tony was observed utilizing proper fall protection at all times, and coordinating with other trades to insure he had a proper work space. He was awarded a Bonland T-Shirt! **Great job Tony!**

NNJ Safety Recognition

Various NNJ personnel safely assisted and installed 3 new RTU's at the Wayne, NJ office! Great job by **NNJ PM Ken Crowley, NNJ Foreman Lance Taylor, NNJ Field Journeyman Joe Fernandez, NNJ Shop Journeyman Chris Graglia and Apprentice Brian Werr, NNJ Maintenance Supervisor Chris Krumpfer and NNJ Maintenance Mechanic Glen Smith!**



SNJ Safety Recognition Field Foremen **Kevin Mankow and Mark Martin** along with Field Journeymen **Jake Marchesani, Bud Weller, Chris Brown, Ralph Guenther and Willy Marseille** were recognized for their commitment to safety while working on the Ocean Casino Resort project. The crew used proper fall protection, and safely installed 50 risers in wide open shafts. **Great Job By All!**



PA Safety Recognitions

PA Field Foreman **Mark Koppenhafer** along with PA Journeymen **John McKenna, Ron Thompson, and Chris Tartaglia** were recognized by **PM Robert Hoffmann** for their safe efforts at MS HVAC upgrade project. Our customer has been impressed with the crews positive mentality and great safety culture!

They were awarded a Bonland Safety Shirt! Great job!



PA Field Foreman **Russ Williams** along with PA Journeymen **Sean Broadhurst, Ron Thompson and John McKenna** were recognized for a Safety Award for working safely at the EEW Warehouse Project. The crew was awarded Safety T-Shirts and Lunch! Congratulations!

Field Foreman **Russ Williams** along with PA Journeymen **Sean Broadhurst and Noel Dean** were recognized for a Safety Award for safely hanging 32" spiral ductwork 36' from the ground! The crew was awarded with safety T-Shirts! Great Job!

Apprentice **Mark Wheeler** was recognized by Foreman **Mark Koppenhafer** with an Immediate Feedback Safety Award while working at Merck B-51's project. Mark identified that Bonland's circular metal cutting saws guard was damaged and needed to be replaced. Great Job Mark!

Field Journeyman **Angelo Rullo** was recognized by Field Foreman **Joe Yerkes** for his safe efforts at the Merck B-17 2nd Floor Compliance project. Angelo came across an active sprinkler head thought to be inactive, and informed management who handled the situation. Angelo was awarded with a Bonland Safety Shirt! Great Job!

Field Foreman **Fred Hess** and Journeyman **Ron Thompson** were recognized by **PM Robert Hoffmann** for their safe efforts at the Curtis Labs Project. The crew installed stainless steel welded round ductwork to fume hoods in five lab areas of the project safely. They were awarded with a Bonland Safety Shirt! Congratulations Fred and Ron!

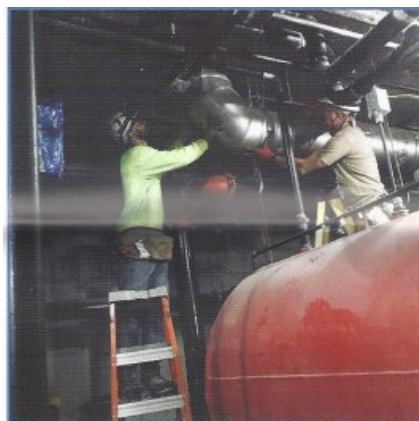
PA Journeyman **Ed Huber** is being recognized for a Safety Award! Ed took extra steps to identify an unsafe area in the PA Shop and was awarded a T-Shirt for his efforts! Great Job Ed!

FEATURED PROJECT

Bonland and the Dranoff Properties and Arthaus Condominiums were recently featured by **Greg Wharton, Safety Professional/Program Director**, in the **SMCA Bulletin**. The 47 story, 530-foot structure is at the corner of **Broad and Spruce Street** in Philadelphia. Greg walked the jobsite with our foreman, **Andy Buchanan**, and marveled about the amount of sheet metal that was installed from the ground floors of the parking garage and cellar all the way up to the 47th floor.



Street view of the immaculate condominium structure on Broad Street.



Brian Buchanan (left) and Matt Cahill (right) are in the pump room area connecting an elbow duct piece.



Continuous plenums with cable operating dampers (COD) around the pool area.

ANNIVERSARIES



Dave Fredricksen
10 Years
NNJ Field Foreman



Raul Garcia
10 Years
NNJ Draftsman



James Dawkins
10 Years
PA Field Foreman



Frank Caponetto
10 Years
NNJ Field Foreman



Tom McCarthy
10 Years
PA Field Foreman



Ron Wohltman
10 Years
NNJ Shop Foreman

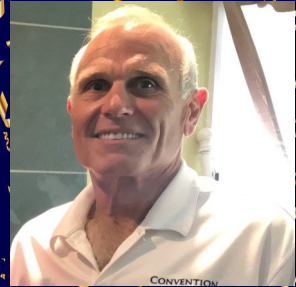


Sean Gitter
15 Years
MS System Administrator



Michael Benanti, NNJ Sales Rep IT
Charles Crerand, NNJ Foreman IT
Erica Hoffmann, PA Admin Assistant
Michael Shedlock, SNJ Foreman IT
Chris Barneman, SNJ Field Foreman
Joseph Rodaligo, SNJ Apprentice
Edward Sanchez, NNJ Journeyman
Bunnie McKnight, NNJ Foreman IT

50 Year Anniversary



Bill Boniface
Chairman of the Board

RETIREMENTS



Keith Greco-NNJ Material Control Supervisor retired in October. Keith joined Bonland in 1984 and worked diligently until his retirement day! Best wishes to Keith on his retirement and new life in Maryland!



Tom Tedeschi-NNJ Sales Manager retired in January after 34 years of service at Bonland. Tom plans to enjoy more time with his family at his new home in Pennsylvania. We wish him well in his retirement!



Lenny Stasiak-NNJ Field Foreman retired in December after 23 dedicated years with Bonland. Lenny gave 100% until his last day, and will be missed! We wish him well on his retirement!

GENERAL FOREMAN MEETINGS

Bonland held General Foreman Meetings at all Branches this past Fall. Informative demonstrations took place regarding fall protection, which is a very important safety topic, and the Foremen had a chance to interact and share ideas!



Graduations



John Bansley

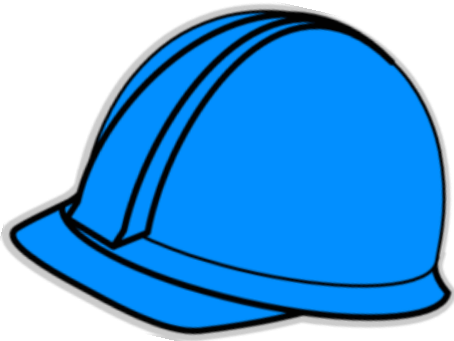
Congratulations to John Bansley, SNJ Branch Manager on receiving his Bachelor's Degree in Construction Management from Rowan University! After receiving his AA in Civil Engineering in 1999 and working for Bonland for 20 years John can now add receiving his degree to his list of accomplishments! Congratulations John! We are proud to have you on the Bonland Team!



Kevin Shea

Congratulations to Kevin Shea, MS Estimating who recently passed the *Fundamentals of Engineering Exam (FE)*, earning him a *Professional Engineer in Training (EIT)* license. Having received his Degree in Mechanical Engineering Summer 2021 qualified Kevin to take this test. Kevin's goal is to become a Professional Engineer and receive his NJ HVAC license. We're proud to have Kevin on the Bonland Team!

IT'S GAME TIME



Just for FUN !!

Let us know how many hard hats are hidden in this newsletter (not counting the sample to the left).

A winner will be chosen at random from all the correct responses. Send answers to rgarciahr@bonlandhvac.com by April 23rd. The winner will receive a prize!

WANTED: Newsletter Articles

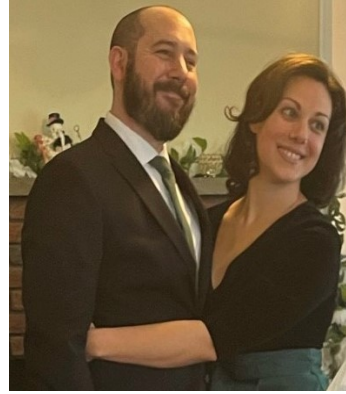
Have you recently gotten married? Is there a new baby in your family? Have you recently reached a professional accomplishment? If so, we want to hear from you and see your pictures. Send all supporting photos/articles/etc. to be featured in the next newsletter to RGarciaHR@bonlandhvac.com



PERSONALLY SPEAKING



Congratulations to **Mike Thomas, SNJ PM** and his beautiful wife **Jessica** who were married on 11/19/21 in Forked River, NJ. We wish them a lifetime of love and happiness!



Congratulations to **Sean Gitter MS System Administrator** and his lovely wife **Melissa** who were married in October! Wishing them a lifetime of love and fond memories!

Award News



On November 20th, **Linda West, President**, and her partner **Patrick Murphy**, and **Chuck Diou, SJ Production Supervisor and Safety Chairperson**, and his wife, **Susan**, attended the NJ Subcontractors Association Awards Dinner where Bonland was awarded an **Excellence in Safety Award!** This award is given to contractors for making outstanding contributions to the construction industry by achieving high levels of safety and providing a safe environment for their employees and construction partners.

Congratulations to Gilbane Building Company, Lendlease, Torcon, Inc. and Turner Construction Company, who were recognized with a Pandemic Performance Excellence Award. We're proud to be associated with these leaders in the industry.

MILITARY NEWS



PA Foreman, Russ Williams (SFC) recently returned from a 10 month deployment to Africa as the First Sergeant for the 404th Civil Affairs Battalion. Upon his return home he was selected for promotion to the rank of Master Sergeant! He will be attending the Battle Staff and Jump Master Courses this year as he continues towards completing 20 years of service!

Bonland Salutes You For Your Service Russ!



Send To:

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



Projects

BRANCH	PROJECT	LOCATION	CUSTOMER
NORTH	PARTY CITY HQ	ROCKAWAY, NJ	SJP PROPERTIES
NORTH	MINARIS	ALLENDALE, NJ	GENESIS ENGINEERS
NORTH	FISERV	BERKELEY HEIGHTS, NJ	F&G MECHANICAL
NORTH	SHU CENTER	SOUTH ORANGE, NJ	YETKA
NORTH	QUALCOMM	BRIDGEWATER, NJ	SJP PROPERTIES
NORTH	MERCK 80R	RAHWAY,, NJ	BINSKY MECHANICAL
NORTH	SBMC PATHOLOGY	LIVINGSTON, NJ	W.J. POST
NORTH	QUALCOMM 4TH FLOOR	BRIDGEWATER, NJ	SJP PROPERTIES
NORTH	MERCK BIOLOGICS	RAHWAY, NJ	BINSKY MECHANICAL
NORTH	MERCK BUILDING 80	RAHWAY, NJ	STRUCTURE TONE
NORTH	NBI CCU	NEWARK, NJ	W.J. POST
NORTH	MERCK 80BX	RAHWAY, NJ	BINSKY MECHHANCICAL
NORTH	ASPEN JC	JERSEY CITY, NJ	F&G MECHANICAL
NORTH	JCMC CARDIOVASCULAR	JERSEY CITY, NJ	W.J. POST
NORTH	MERCK FCU POD	RAHWAY, NJ	G-CON MANUFACTURING
PA	UPENN SANSOM EAST	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	ARO BIOTHERAPEUTICS	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	CAMDEN PREP	CAMDEN, NJ	DWD MECHANICAL
PA	UPHS SPECIAL PHARMACY	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	PDC MACHINES	SOUDERTON, PA	EAGLE MECHANICAL
PA	ADAPTIMMUNE PHASE 2	PHILADELPHIA, PA	HERMAN GOLDNER CO.
PA	ETHOS PHASE 2	ALLENTOWN, PA	TRACEY MECHANICAL
PA	DISCOVERY LABS	KING OF PRUSSIA, PA	HERMAN GOLDNER CO.
PA	MERCK KAMINO	WEST POINT, PA	IPS INTEGRATED PROJECT
PA	MERCK B17 WATER BOOSTER	WEST POINT, PA	CD & ASSOCIATES
SOUTH	PU RAQUET CENTER	PRINCETON, NJ	ALL TRADES DISTRIBUTION
SOUTH	AMBULATORY CARE CENTER	TOMS RIVER, NJ	STRUCTORE TONE LLC
SOUTH	RENAISSANCE SPRAY LAB	LAKESWOOD ,NJ	CYMA BUILDERS
SOUTH	PLUM II	NEW BRUNSWICK, NJ	F&G MECHANICAL
SOUTH	INTEGRA MEDICAL SUITE	PRINCETON, NJ	GENESIS ARCHITECTS ENG.
SOUTH	SCOTIA BANK PRE PURCHASE	ISELIN, NJ	SJP PROPERTIES
SOUTH	INTERMEDIATE NORTH	TOMS RIVER, NJ	JERSEY MECHANICAL CONT.
SOUTH	NORTH DOVER ES	DOVER, NJ	JERSEY MECHANICAL CONT.
SOUTH	HAVIONE TWIN RIVERS DA	EAST WINDSOR, NJ	BINSKY MECHANICAL
SOUTH	PU SOFTBALL FIELD	PRINCETON, NJ	ALL TRADES DISTRIBUTIOIN