

The



An Employee-Owned Company

FALL 2024

Bulletin

MESSAGE FROM THE PRESIDENT

As most everyone is aware, effective May 1, 2024 I have taken on the role of President at Bonland. Looking back at our company's history, I certainly have big shoes to fill. What I have learned at my time here at Bonland is that success is not achieved by any one individual. It is teamwork that drives success. So, I need to take a quick moment to express my gratitude to those that have assisted, guided or offered a helping hand to my career ultimately placing me in my current role.

Let's take a look at some of the team's recent successes:

- The PA shop has gone five years accident free. Incredible achievement
- The SJ shop has gone one year accident free
- The PA field has gone one year accident free
- NNJ Maintenance is fast approaching four years accident free
- Signature Safety has been auditing our shops and jobsites and I am thrilled to hear the Foremen and Journeymen are embracing the feedback and implementing changes to make our work areas safer.

Our focus on safe work practices and teamwork are the absolute top priority.

Our Sales / Estimating teams have had a successful run and we are blessed to have a great backlog of work in each branch. The team is not resting as there are a number of large projects on the horizon that we are aggressively pursuing.

Our NNJ shop is cranking out "best in class" spiral ductwork and with our new Gore-Lock machine we are producing our own elbows as well. We can now control the complete flow of ductwork to our projects.

What's next?

Open Communication: I believe in the power of open dialogue. I encourage you to share your ideas, concerns, and suggestions. Your voice matters, and I am here to listen and support our collective vision.

Embracing Change: Change is on the horizon! We are exploring new technologies that will enhance our efficiency and simplify the flow of information between departments. We will be encouraging more inter-department collaboration to make us limber to react quicker to the compressed project schedules.

Professional Development: We will be reviewing and enhancing our training programs to ensure you have the tools and skills needed to thrive in your roles. We are in the beginning stages working with SMACNA and SMART developing training programs for the future.

Future Shop Equipment: We are planning for the future of our three shops. This planning includes our current needs and plans to modernize/improve equipment in the future. With the needs of three shops, this is certainly a heavy lift. Thank you to everyone involved. As the plan evolves, we will share more information.

I am looking forward to the exciting opportunities that lie ahead and am confident that together we will continue the Bonland success story. Let's build our future stronger than ever!

Ed Willigan, President

What's Inside

Message From The President - 1

Branch News - 2

ESOP News / Bonland Projects - 3

Bonland Projects Continued. - 4

Peer Group PM Summit / FAC Corner - 5

Safety Corner - 6

Awards & Recognitions - 6 & 7

Anniversaries - 8

2024 Toy Drive / It's Game Time! - 9

New Projects - 10



Bonland's Branch News



NNJ Branch News:

Our foremen continue to lead the way safely completing projects on-time with quality workmanship. Our customers notice and they do keep track. I have had several meetings where our customers are requesting foremen by name. This is a testament to the work you are doing.

Tom Wisse has recently been promoted to Senior Sales Representative for NNJ. He is responsible for NNJ Sales and will be assisting other branches, as needed, with conceptual budgets and clean room quotes. Mike Rowan has also recently been promoted to NNJ Operations Manager. Mike is responsible for the NNJ Shop, Field, PM, Maintenance and Material Control. I have no doubt that they will both be successful in their new roles.

Our future work is getting closer. This work includes Hudson County Community College, Union County Government Complex and Merck MACS just to name a few.

Please continue to prioritize safe work habits and look out for your crews.

By: Ed Willigan - President

SNJ Branch News:

As we anticipated, the SJ Branch is operating at full throttle, with all our scheduled projects well underway. This year, we're confident that winter won't slow us down, as we're gearing up for a busy season ahead. The Helix project is progressing smoothly, with manpower coming from Local 27 and several surrounding locals. Enzene is in full swing, and we're also making strides on the long-overdue Hovione project. Additionally, we're expanding our reach as far south as Cape May where we're working on the campus of Cape May Technical School.

While it's fantastic to have a healthy workload, we're also actively securing new projects set to kick off in 2025. Among these upcoming ventures are exciting opportunities at Bristol Myers Squibb in New Brunswick and a new Municipal Complex in Hamilton Township.

I'd also like to extend my heartfelt congratulations to the SJ production team for achieving twelve months accident-free this past September. It's inspiring to see a commitment to safety becoming the norm in a challenging environment. I encourage everyone to continue planning their work thoughtfully, considering potential hazards and the methods necessary to minimize those risks.

Let's keep up the great work and prioritize safety as we move forward!

By: John Bansley - SNJ Branch Manager

PA Branch News:

The PA Branch is thriving across all departments, and based on market forecasts, we expect to remain busy for the foreseeable future. Over the past year, we've been steadily building our backlog, with a significant portion of our current work focused on fabrication, while installation is underway on several projects. The positive news is that there is no shortage of opportunities to bid on in the PA market, and we are confident that we will secure projects to meet our upcoming drafting and fabrication needs.

I am pleased to announce that we have achieved two important safety milestones in the PA branch. Congratulations to **PA Production Supervisor, Renee Cahill, PA Production Foreman, Rob Mawson**, and our entire PA shop for working five years without an accident; an outstanding achievement that underscores their commitment to safety. Additionally, I'd like to commend our entire field team for reaching one year without an accident. This milestone highlights the dedication of our project managers and foremen in making safety Bonland's top priority.

As our workload in the field continues to grow, we will be hiring new employees. It's important to note that most accidents involve newer hires, so please take the time to mentor them in our safe work practices.

Thank you for your continued hard work and dedication!

By: Matt Mitchell - PA Branch Manager

ESOP NEWS

As we celebrate our significant milestone of our one-year anniversary, as an employee-owned company on November 30, 2024, we want to share some information about Employee Stock Ownership Plans (ESOPs).

ESOPs have been gaining momentum with roughly 6,500 ESOPs in the United States covering over 14 million employee-owners holding over \$2.1 trillion in assets. Private construction and manufacturing companies represent almost 40% of the companies. This growing trend shows that many companies are adopting employee ownership to foster a stronger sense of investment and commitment among their employees.

Research shows that ESOP companies often experience higher growth and profitability. This can lead to better financial performance, which benefits all employees. ESOP companies tend to be more resilient during economic downturns often having lower layoff rates and greater job stability. The ownership culture created by an ESOP can enhance teamwork and morale across the company. This can lead to a more collaborative, motivated and engaged workforce, which also benefits everyone.

While not all Bonland employees are ESOP participants, understanding the benefits of an ESOP can shed light on how this ownership model positively impacts our entire company and team.

This anniversary is a testament to your dedication and hard work. Let's continue to make the most of this incredible opportunity and keep moving forward as a team.



Bonland Projects



The **Essex County Family Court** project is rounding third and heading into the home stretch, and we couldn't be more excited! Last June, Bonland was honored to be awarded the opportunity to spearhead the coordination, and furnish and install the ductwork and equipment for this impressive new 267,000 sq. ft. building, which boasts 22 state-of-the-art courtrooms right in the heart of Newark, New Jersey.

As of now, we have successfully completed the installation of over 400,000 pounds of ductwork, accumulating more than 30,000 hours of dedicated, accident-free work! This achievement not only reflects our technical expertise but also showcases the incredible strength and synergy of the Bonland team. Our unwavering commitment to safety remains at the forefront of our efforts, and we are steadfast in our goal to complete this entire project without any incidents.

I have complete confidence that we will turn this goal into a reality. A heartfelt thank you goes out to everyone involved from our Office and Drafting teams to the Shop, Shipping, and Maintenance crews, and especially to the outstanding field team led by Foreman Joe Wichart. Your hard work and dedication truly embody the spirit of Bonland, and together, we are building something remarkable. Let's keep pushing toward the finish line!

By: Tyler Athoe, NNJ Project Manager

Project Update: 1701 Market Street

1701 Market St. is an 18-story office building, featuring ground-floor retail, four levels of parking, and 13 levels of office space. Sold in 2023, the building is currently undergoing renovations to convert it into a luxury apartment complex, reflecting a growing trend in the Philadelphia area.

Renovation work commenced in late February 2024, with project completion anticipated in mid-summer 2025. **PA Foreman, Brian Buchanan** is leading the project, with support from **PA Foreman, Tom McCarthy**. Their teamwork has allowed the project to progress efficiently. Currently, the risers have been installed through level 18, and we are awaiting the delivery of fire-rated Conquest Duct to complete the risers up to the penthouse and roof. Fan Coil Units have been installed through level 14, and we are coordinating with other trades to keep momentum.

In addition to 1701 Market St., **PA Foreman, Tom McCarthy** has moved on to oversee the conversion of Three Parkway (1600 Cherry St.), just a few blocks away. This ongoing trend of converting existing office buildings into luxury apartments is generating significant work opportunities in the Philadelphia area and for our PA Branch.



By: Larry Donoher, PA Project Manager

Enzene Building 21, located in Hopewell, NJ, is a 48,000 square foot pharmaceutical manufacturing facility operated by Enzene Biosciences from India. In collaboration with Genesis Construction, **SNJ Foreman, Chris Barneman** and his crew are meticulously installing ductwork and equipment within cleanroom spaces, as well as rooftop duct systems.

This project involves multiple crane lifts to position air handler units, fans, and duct containers. The Enzene team has excelled in ensuring that the rooftop ductwork is securely tied down and lagged, effectively mitigating safety risks.

Additionally, Chuck Diou and John McGrath have consistently provided timely support, ensuring that the field is supplied with necessary materials, equipment, and tools to maintain the momentum of this fast-paced project.



By: Mike Thomas, SNJ Project Manager

Peer Group Summit

In October, Bonland sent four (4) Project Managers, **NNJ Ops. Manager, Mike Rowan, NNJ Project Manager, Bill Hecht III, SNJ Project Manager, Lee Trombly & PA Project Manager, Rob Hoffmann**, to attend a Project Management Summit with our Peer Group. For those who do not know, Bonland has participated in one of the highest performing HVAC industry peer groups since 1989. Our peer group consists of nine (9) top performing Sheetmetal and Mechanical Contractors covering major regions across North America:

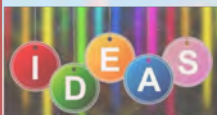
COMPANY	TOPIC
Hermanson Co. (Washington)	Jobsite safety, OCIP & EMR
Western Allied Mechanical (California)	Automation & labor tracking
Miller Bonded, Inc. (New Mexico)	Project turnover process/running effective meetings
Poynter Sheet Metal (Indiana)	Document management
Dee Cramer (Michigan)	Productivity – pushing the job
Heating, Plumbing Engineers, Inc. (Colorado)	Project closeout & finishing the job (internal & external)
R.F. Knox Co. (Georgia)	Billings, cashflow & collection
McCusker-Gill (Massachusetts)	Logistics management & prefabrication
Bonland Industries (NJ & PA)	Job costing, forecasting & resource allocations

At this summit, the goal was for each company to present on a topic they believe, they do well. Bonland chose to present on our job costing, forecasting & resource allocation methods. Our topic drew a lot of questions and interests on our mechanical breakdowns, time tracking and the numerous phases we utilize. While learning about the other companies' strengths, we realized that there are still a lot of opportunities for Bonland to grow and improve on. For example: Poynter presented on document management in which they're unparalleled. Their slogan is "communication without speaking" and their mission's objective is to grant their team easy access to project information with the tools they have on hand (phones and computers). This is accomplished through the use of various software programs, which allows them to review project submittals, drawings, BIM models and miscellaneous documents. It also provides them with ability to rent tools and/or scissor lifts with the click of a button, eliminating the need to involve various departments.

We feel that Bonland would benefit with more technological advancements. With this perspective in mind, we are striving to raise Bonland standards in all aspects of our business and look forward to improving. In order to accomplish our goal, we encourage you to please share your recommendations and ideas on any topic by reaching out to your manager.

By: Robert Hoffmann, PA Project Manager

FAC CORNER



We're thrilled to announce that the **Foreman Advisory Committee** has recognized the outstanding contributions of **NNJ Foremen, Tyrone Seymore, Robert Hecht and NNJ SMW, Christophur Thomas!** In a celebration of innovation and teamwork, they were each recognized for their invaluable suggestions, which have been successfully implemented to enhance both the efficiency and safety of our jobsites.

Tyrone and Robbie's dedication to improving our work environment reflects their commitment to excellence and their ability to think outside the box. Their proactive approach not only benefits our teams but also sets a shining example for all of us to follow.

Congratulations, Tyrone and Robbie! Your hard work and ingenuity are truly inspiring! Keep up the great work!



FAC@Bonlandhvac.com

Christophur Thomas

Tyrone Seymore

Robbie Hecht

By: NJ Committee: Carolyn Coar, Admin. Asst., Bill Hecht III, Project Manager and Marianna Costanza, Admin. Coordinator



Congratulations to the SNJ Production Department for achieving an incredible milestone: one year accident-free as of September 2024!

A special shout-out goes to SNJ Production Supervisor Chuck Diou and SNJ Shop Foreman John McGrath for their outstanding leadership in fostering a genuine “Safety First” culture within both the shop and material handling areas. Here, prioritizing safety isn’t just an expectation; it’s simply “what we do.”

From kicking off each day with the Safety Huddle Stretch to ensuring that every task begins with a comprehensive safe working plan, every employee embraces personal responsibility for making safety their top priority in all aspects of their work.

This achievement is a testament to your hard work and dedication. Let’s keep up the excellent momentum! Maintaining a robust safety culture in the workplace requires just as much effort as building one, and your commitment does not go unnoticed.

Thank you for your continued diligence and teamwork; your efforts are greatly appreciated!

By: John Bansley, SNJ Branch Manager - LEED AP

PA Safety Recognition

PA branch recognized, **PA Foreman, Tom McCarthy, Joe Yerkes, PA Foreman, Blake Sabourin & Apprentice, Ray Nixon**, for their exceptional efforts of skillfully and safely removing a substantial amount of ductwork from tight and challenging spaces, all while working efficiently within a tight timeframe and coordinating with several other trades. Their outstanding performance and teamwork were instrumental to the success of the project.

Thank you guys, your efforts are greatly appreciated!

By: Alex Nikulin, PA Project Management Assistant



In an effort to improve safety and advance safety awareness on our projects, Bonland has enlisted Signature Safety to assist in reinforcing our safety initiative and help us attain our “Zero Accidents” goal. Organized by their lead executive health and safety consultant, Diego Tolosa, Signature Safety has become an invaluable resource in making our onsite employees, project managers, and subcontractors aware of potential hazards—many of which could easily be overlooked.

While performing site audits on projects such as Enzene, Helix, Sanofi, and Sentinel Data Center, Diego has provided reports detailing jobsite hazards, tools in need of repair, harness and lifeline inspections, and evaluations of first aid kits, identifying expired or missing contents. Signature Safety also assists with Job Hazard Analyses (JSAs) and Pre-Task Planning (PTPs), helping to identify hazards and determine actions to mitigate potential risks.

According to OSHA, construction is one of the most dangerous occupations, recording a significant number of injuries and fatalities each year. Safety in construction is not just about compliance with guidelines and regulations; it is about safeguarding the lives of workers and promoting a culture of safety within the industry. Implementing and enforcing effective safety measures not only protects workers but also enhances productivity, reduces costs associated with accidents and injuries, and fosters a positive work environment.

Signature Safety is a specialized provider with expertise in industry safety, and by partnering with them to advance Bonland’s safety initiatives, we take a significant step forward toward achieving our goal of “Zero Accidents.”

If anyone has questions, would like to review reports, or would like to schedule Signature Safety to perform a site audit at your project, please reach out to any member of the Safety Committee.

By: Mike Thomas, SNJ Project Manager/Safety Committee Member

AWARDS & RECOGNITIONS

SNJ Safety Recognition

SNJ Project Manager, Mike Thomas and the SNJ branch acknowledged the crew, **SNJ Foreman, Chris Barneman, Mike Shedlock, SNJ Foreman, SNJ Apprentice, Anthony Rusignuolo & Jake Marchesani** at the Beigene Pharmaceutical projects 57036 & 57040.

Bonland was recognized by DPR Construction for being the ONLY company to go accident free throughout these projects. They also scored 100% positive on every weekly safety audit! For their efforts DPR awarded the team with a safety lunch and they will also be awarded Bonland safety T-shirts.

Unbelievable job guys and thank you for making safety our #1 priority!

By: Mike Thomas, SNJ Project Manager



The PA branch and **PA Foreman, Joe Yerkes** recognized **PA Journeyman, Andrew Yueng** for stepping up and taking the Lull certification course for the Almac NAHQ Expansion project. Andy has never driven a Lull before but has done an excellent job over the past few weeks safely and efficiently operating the Lull. He has loaded duct, hardware, tools, scissor lifts, and even all of the insulators material.

Andrew has been awarded with a Bonland Safety T-shirt in recognition of his efforts.



By: Alex Nikulin, PA Project Management Assistant



The NNJ Branch recognized the entire team involved in Project 34133, Sanofi Phase 2 Morristown, for safely completing several duct and equipment crane picks on Friday, 9/27.

The drafting team collaborated effectively with both the field and shop to accurately design the duct and necessary manifolding. The shop successfully manifolded multiple pieces of welded stainless-steel duct into three larger lines, allowing us to rig and set them into place efficiently. This approach minimized both the number of field welds and individual crane picks. The field crew expertly rigged and set approximately 30 pieces of duct in just three picks.

Additionally, the material handling department worked diligently to ensure the manifolded duct and equipment were loaded into containers in a manner that allowed for seamless rigging directly from the container to the roof, in the correct installation order.

I would like to extend my gratitude to everyone involved in this process—from drafting to the shop, material handling, and the field. Your efforts were well thought out, carefully planned, and executed safely.

As a token of appreciation, all team members involved received a safety T-shirt in recognition of their contributions.

Join me in congratulating the following team members for a job well done!

NNJ Shop

Michael Cardona, Thomas Carter, Zachary Cline, Chris Graglia, Peter Huss, Jason Jimenez, Limary Montijo, Scott Richardson, Joseph Sauers, Michael Schreck, Rocco Timoldi, Brian Werr, Daniel White, Frederick Williams, Martin Yodice

NNJ Field

Steve Kinney, Bunnie McKnight, Tom Capko, Marcin Skibniewski, Dave Manning, Erich Frie, Anthony Ujhazy, Anthony Caldaro

Material Handling

Victor Torsiello, Jabari Thompson and Juan Santos

Drafting

Aaron Menendez

By: Mike Rowan, NNJ Operations Manager

Bonland recognized **NNJ Field Foreman Lance Taylor** and his crew **NNJ Journeymen Chris Wess, NNJ Field Foreman Teddy Steihler, NNJ Field Foreman Matt Yodice, NNJ Apprentices Cole Hamilton, Jason Josaphat, Matt Dias, and NNJ Draftsman Carlos Denizac**, for their outstanding job in working safely and effectively during the demolition of all three floors at the Unilever Hoboken Project. This was particularly commendable on the 7th floor, where demolition had to be carried out in tight spaces while navigating around live sprinklers.

Everyone involved in the demolition received Bonland T-shirts.

Thank you all for your hard work and commitment to safety!

By: Bill Hecht, NNJ Project Manager

ANNIVERSARIES

25 YEARS!



Oscar Hernandez
NNJ Project Leader
25 Years



Chuck Diou
SNJ Production Supervisor
25 Years



Joe Merker
SNJ Foreman
25 Years



John Bansley
SNJ Branch Manager
25 Years



Jay Chan
NNJ Programmer/Analyst
25 Years

15 Years



Dylan Hoffmann
SNJ SMW
15 Years

20 YEARS!



John Wytanis
SNJ Project
Manager
20 Years



Lance Taylor
NNJ Foreman
20 Years

10 Years



Mark Koppenhafer
PA Foreman
10 Years

5 years

Robert Burton
NNJ Foreman

Robert Blair
MS Estimator IT

Shawn Menasion
NNJ Apprentice

Nicholas Harris
PA Foreman

Peter Meluso
SNJ SMW

Brian Buchanan
PA Foreman

Kevin Purcell
SNJ Draftsman



The holiday season is just around the corner, and we're excited to announce that Bonland's annual toy drive will kick off on November 18th! Every year, we come together to spread joy by collecting toys for local children in need, particularly those at the children's hospital.

This year, let's make an even bigger impact! There will be a festive drop-off box at each of our branches, ready to receive your generous donations. Your contributions don't just bring smiles—they help brighten the lives of young patients during a time when they need it most.



Join us in spreading the magic of the season. Together, we can make a difference! Thank you for your kindness and support!

Welcome to the "ESOP Fact or Fiction" game!

Test your knowledge of our Employee Stock Ownership Plan (ESOP) right from the comfort of your home or workspace.

How to Play:

1. **Read the Statements:** We'll provide a series of statements about our ESOP. For each statement, determine if it's **fact** or **fiction**.
2. **Decide: Respond:** e-mail your answers to hr@bonlandhvac.com. A winner will be randomly chosen from all the correct responses.
3. **Submit:** Send your completed answers back to us by **December 20, 2024**.

Instructions: Read each statement carefully. Decide if it's a **fact** or **fiction**.

1. **Statement:** All eligible team members participate in the ESOP at no cost.
Answer:
2. **Statement:** As an employee owner, you are personally responsible for the company's debts.
Answer:
3. **Statement:** The ESOP holds Bonland's stock, giving participants a stake in the company's success.
Answer:
4. **Statement:** ESOP participants tend to have less retirement savings than employees in non-ESOP companies.
Answer:
5. **Statement:** The ESOP is only beneficial for participants who plan to stay with the company long-term.
Answer:
6. **Statement:** The ESOP helps maintain the company's culture and values.
Answer:
7. **Statement:** Employees in ESOP companies have no impact on the company's stock value.
Answer:
8. **Statement:** The ESOP is regulated by the IRS and the U.S. Department of Labor.
Answer:
9. **Statement:** If you leave the company before 100% vesting, you keep all your ESOP value.
Answer:
10. **Statement:** The ESOP provides an additional opportunity for wealth building.
Answer:



An Employee-Owned Company

Bonland Industries, Inc.

PO Box 200

Wayne, NJ 07474



BRANCH	PROJECT	LOCATION	CUSTOMER
NORTH	HCC Mixed Use	Jersey City, NJ	Mechanical Associates
NORTH	Sanofi Phase 2	Bridgewater, NJ	SJP Properties
NORTH	Sears Jersey City	Jersey City, NJ	F & G Mechanical
NORTH	Unilever Hoboken	Hoboken, NJ	SJP Properties
NORTH	L&M NJPAC Newark High Rise	Newark, NJ	Turner Construction
NORTH	L&M NJPAC Newark Mid Rise	Newark, NJ	Turner Construction
PA	UPENN Stuart Weitzman Hall	Philadelphia, PA	West Chester Mechanical
PA	Kenvue Solids Packaging	Fort Washington, PA	DHH Construction, Inc.
PA	DSM Seprafilm Fitout	Wayne, PA	CYMA Builders
PA	Comcast Four Seasons	Philadelphia, PA	Tracey Mechanical
PA	Three Parkway	Philadelphia, PA	DWD Mechanical Contract
PA	Amy James Martin	Philadelphia, PA	All Trades Mechanical
SOUTH	SYNEOS Health	Princeton, NJ	Southland Industries
SOUTH	Renaissance Line 35	Ocean Township	CYMA Builders
SOUTH	Manasquan HS & ES	Manasquan, NJ	H&S Construction & MEC
SOUTH	Washington Crossing Center	Manasquan, NJ	McCloskey Mechanical C
SOUTH	CTE Additions Phase 2	Middle Township, NJ	John C. Kohler CO.
SOUTH	BMS Lyophilization Lab	Princeton, NJ	All Trades Distribution
SOUTH	Renaissance Line 35	Ocean Township, NJ	CYMA Builders
SOUTH	Ocean County Landfill	Manchester Township, NJ	Riggs Distler
SOUTH	BMS BLDG 48 KILO LAB	New Brunswick, NJ	Lendlease
SOUTH	Hamilton Municipal Complex	Hamilton Township, NJ	The Barham Group