



MUNGER

The Quarterly

Company Newsletter • Fall 2015

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MESSAGE FROM THE PRESIDENT

When updating our website recently I took some time to evaluate Munger's "culture" – what we offer our customers and what we

pride ourselves on. At the very heart of our culture is our exceptional workforce and our on-going mission to empower our employees to achieve beyond boundaries. From the field workers through the office staff, Munger employees readily accept the challenge to "Perform Like A Champion," meeting performance expectations that raise us above the competition. Each employee is a valued and integral part of the Munger team.

A recurring comment from longtime, repeat customers is that they truly appreciate seeing the same faces consistently on their projects. Almost 9 years ago my President's message focused on employee longevity and although our workforce has nearly doubled in size, that longevity continues to hold true today. Here are some interesting statistics about the Munger Team:

- 5-10 years with Munger Construction: 5 Employees
- 11-15 years with Munger Construction: 9 Employees
- 16-20 years with Munger Construction: 5 Employees
- 20+ years with Munger Construction: 4 Employees

Those are some statistics that make me proud of our exceptional workforce for sure! Longevity of company employees insures a well-grounded operation. Employees know the routines, immerse themselves in our culture, and support our mission to provide unequalled customer service on every project. Furthermore, you can tell from our quarterly "Company News" sections that we continue to bring new employees onto our Munger team. Their new energy and enthusiasm, coupled with the enduring strength and experience of longevity result in a truly dynamic and EXCEPTIONAL workforce!

David A. DeMaio, President, LEED AP

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COMPANY NEWS

We have lots of exciting Munger News this issue. Spearheaded by **Steve Mansfield**, we have been having great success with our **new drone**. The drone provides the unique opportunity to photograph buildings and projects from all angles. Take for example a field call to a customer who is concerned about their roof. Without ever leaving the ground we send up the drone, photograph the entire roof, and show the customer real-time footage right on a mobile phone. Keep a lookout for new drone videos on our website coming soon.

Our estimating department has also been busy setting up and utilizing **ProCore** as our new construction management software program. Estimator, **Shawn Ladd** was instrumental in researching and implementing this new program that streamlines the project management process and greatly increases project efficiency.

The Munger Team keeps growing and growing. We welcome two new field employees; **Mark Dostie** and **Michael Peterson**, one new estimator; **Mario DiNoto**, and one new Administrative Assistant for our Estimating/Project Management departments; **Nicole Watson**. These 4 new employees bring construction experience, estimating knowledge, technology expertise, organizational skills, dedication and enthusiasm. Welcome to all. We're so glad you're here!

Congratulations go out to **Chris Candee** and his wife on the birth of their second son this August. Best wishes to **Shawn Ladd** and his new bride as they joined in marriage this September. Such exciting times for our Munger family.

And finally, Congratulations to **Shawn Ladd** for successfully completing the 30 hours of coursework required to update his **LEED credentials** through the US Green Building Council. (Shawn has been VERY busy this Fall) Nice job Shawn!



On Time • On Budget • Every Time

RECENT SUCCESS STORIES

A previous Munger Quarterly Work-in-Progress section featured the construction of a new 27,500 SF facility for **American Polyfilm Inc., in Branford, CT.** Founded in 1998, this family owned and operated corporation produces made-to-order, blown polyurethane films (TPU films) for medical applications, performance textiles, protective garments, food processing products and the petroleum industry. Construction is now complete, showcasing architectural elements including window placements, single slope roof elements, canopies, and utilization of galvalume siding to create an aeronautical appearance. The 54 ft. high x 30 ft. wide x 100 ft. long landmark production tower now rises through the roof. Check out the Success Story section of our website to read the complete story. We wish owner, Victor Casella all the best in his new building.



This past summer and fall we have been very busy with a variety of solar projects including the recently completed installation of a 324 kw roof mounted, photo voltaic (PV) solar system for **The Lee Company, Building 82, in Westbrook, CT.** In 2013 Munger completed construction of Building 82, an 88,450 SF manufacturing and office space facility. We are excited to have had the opportunity to offer a sustainable building solution for this new manufacturing facility. Munger partnered with Independence Solar, combining Munger's experience in layout and installation with Independence Solar's management and design services. The completed system will significantly reduce operating costs and increase proficiency. Munger values the long standing business relationship we have developed with The Lee Company and are proud to provide renewable energy options for the buildings we construct.



In September Munger completed construction of a new **Department of Public Works storage building for the City of Danbury, located in Tarrywile Park.** Utilizing the eZIQC construction procurement program through the Gordian Group, the City of Danbury contracted with Munger Construction to design and construct this new facility. Tarrywile Park was originally a working dairy farm, established in the 1920's. The new pole barn style facility satisfies Danbury DPW's storage requirements while blending seamlessly into the rural Tarrywile Park surroundings. The pole barn includes a 3-bay garage area with overhead doors for easy equipment access. The aesthetically pleasing, red siding and cupola create a classic, barn-like appearance. This is just one of several construction projects recently completed for the City of Danbury and we thank them for their continued confidence in Munger Construction.

GREEN UPDATE

GREEN ALERT!!!

The 30% Federal Tax Credit on PV solar installations is scheduled to expire on **December 31, 2016.**

If you are at all interested in taking advantage of this program please contact us **NOW** to start the application process and get on our project schedule before it's too late.



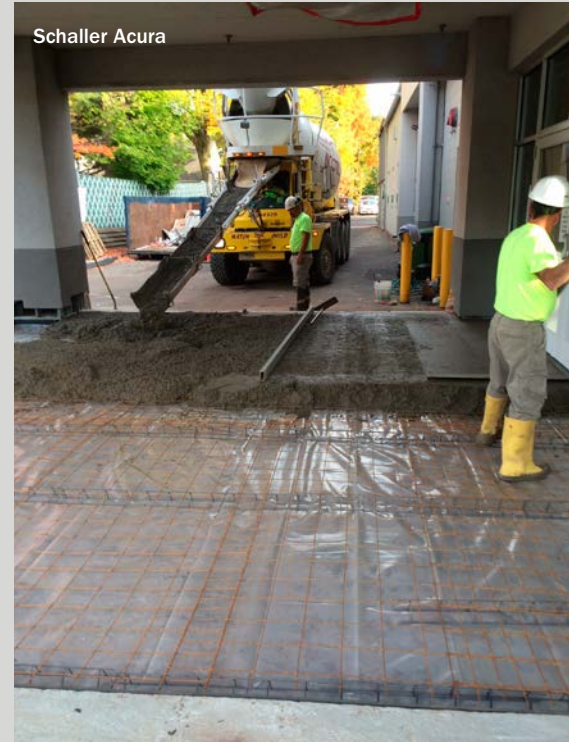
WORK-IN-PROGRESS

Munger launched several exciting construction projects this fall including contracting with new customer, **Schaller Acura** for comprehensive building modifications and renovations to their existing car dealership in **Manchester, CT**. The scope of work includes enclosing the existing canopy area for use as a new car delivery area, raising the showroom ceiling, and incorporating new walls, floor tile, and ceiling lighting layout per Acura recommendations. Office renovations include creating 5 new consultation offices, adding approximately 1,000 SF of second floor offices on the original building roof deck, adding windows to the existing cashier office and connecting the existing sales lounge and new lounge areas. We are excited about this new opportunity to satisfy customer needs and establish a professional relationship with Schaller Acura.



Work is also well underway on the building shell only construction of a medical office building for **Par One Development Company, LLC, in Stratford, CT**. The 10,240 SF building scope of work includes foundation, framing, parapet and cornice framing

sheathed with ½" cement board, doors/windows, and high density fiberglass insulation with vinyl reinforced foil vapor barrier to provide resistance to heat loss. The Varco Pruden, pre-engineered steel building features a standing seam roof system and aluminum sun shade



on the façade of the building. Munger welcomes the opportunity to add Par One Development Company, LLC to our list of valued customers.

EMPLOYEE SPOTLIGHT

Jim Gallagher arrived at Munger Construction on May 21, 2012 ready to work! With a strong background and valuable experience as a skilled carpenter he seamlessly transitioned into the Munger Team from day one. Jim exemplifies what it means to be a team player with a "Get It Done" attitude. Perhaps this comes from his 8 years of service as a member of the US Naval Construction Forces, (Seabee) whose simple motto is, "We build, We fight." Jim is solution-oriented and willing to do whatever is necessary to get the job done. No matter how difficult or "unpleasant" the task may be, Jim always jumps in and never complains. His positive attitude and total dedication are unfaltering.

When not at Munger, Jim resides with his wife in Guilford. He enjoys reading "all kinds of books" ... fiction, non-fiction, biographies, to thrillers. He also enjoys "all kinds of music" ... classical to rock. Or you might find Jim diligently working in his wood shop crafting shaker-style furniture.

"Since his first week here, Jim stops into my office before work every Friday morning, shakes my hand, and thanks me for the opportunity to work for Munger Construction. He NEVER misses and I have come to look forward to that handshake every week." (David DeMaio, President)

Not sure who is more appreciative of the opportunity to work together... Jim or David... but regardless, Jim Gallagher is truly an asset to our Munger Team! Thanks Jim!!!



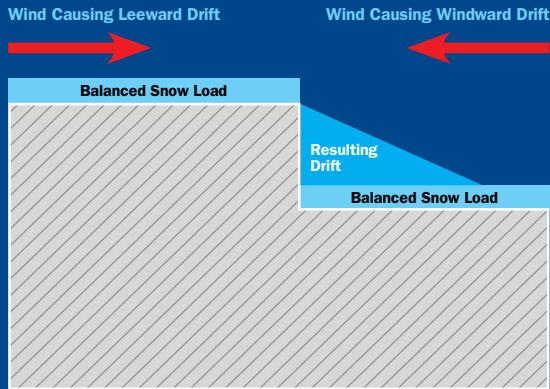
Jim Gallagher

TECH TIP

Avoid Water and Structural Damage from Rooftop Drifting Snow

Business Problem

When wind blows snow from one roof area to another, snow drifts can form on a lower roof in the wind shadow of a higher roof, creating an unbalanced load. Snow melt ponding adds to the load and may also cause water damage and leaks at the intersection.



Sloped Retrofit Metal Roofing Solution For Lower Roof

Abrasive roofing materials [asphalt shingles or aggregate surface build-up membranes] do not shed snow as well as slippery surfaced standing seam metal roofing. A sloped metal roof system can be installed directly over the lower flat roof, minimizing business disruption. The cost differential of adding a sloped metal roof system over an existing flat roof vs. removing and disposing of the old roofing materials and replacing it with a built-up or modified bitumen roof can be recovered in a few years. If properly maintained, the sloped metal roof system will last up to 50 years. Head to the *Tech Tips* section of our website now to read about all the added benefits.

www.mungerconstruction.com

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