



MUNGER

The Quarterly

Company Newsletter • Spring 2017

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MESSAGE FROM THE PRESIDENT

Succession Planning – what exactly does that mean for Munger

Construction? Not that I am planning to go anywhere any time soon but that is the question that we are processing and focusing on to position Munger Construction for the future. Throughout 2016 Pam and I met with our trusted advisors, researched options, and started transforming our passion to continue the legacy of Pat Munger Construction Company, Inc. into a reality.

Step one involved developing our Tier 1 Leadership Team, comprised of trusted senior employees, Michael Cormier, Steve Mansfield, Joe Pierandi, Roy Lambertson, Pam, and myself. The Tier 1 Team began by completing an in depth process led by our business consultant, Paul D'Andrea (Watch Hill Partnership), to clearly and concisely articulate Munger's vision, including our core values, core focus, and proven process. This Vision was rolled out to the entire company in October 2016 and every employee is entrusted with transforming vision to practice, every day, in all they do.

Step two was empowering the Tier 1 Team to take ownership of running the company in terms of discerning goals for the future, supporting growth, developing strategies, processing issues, enforcing accountability, and taking on action items both individually and as a team.

I am excited about the value they bring to the table with their varied points of view under a unified goal to strengthen the core of Munger Construction. Making solid business decisions as a team, as opposed to on my own is truly refreshing.

Step three involves initiating development of a Tier 2 Leadership Team to include the next generation of Munger leaders. Currently Dan Lambertson, Mikey Cormier, James DeMaio, and Kostas Maltezos (who is also currently part of the Tier 1 Team as our financial management component), have committed to going through a comprehensive leadership training process with the goal of empowering themselves to become the future Tier 1 Leadership Team. The Tier 2 Team often brings a totally different perspective that is unique, refreshing, and quite frankly requiring me to bring my "A-Game" to the table each time we meet.

As we navigate through this process it becomes more and more apparent that it is a multi-step process that will continue to evolve as we move forward to insure longevity beyond the tenure of David DeMaio, and uphold Pat Munger Construction Company, Inc.'s commitment to "Build the Best – Be the Best", today and always. Exciting times for sure!

David A. DeMaio, President, LEED AP
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COMPANY NEWS



Our valued employee base continues to evolve. We welcome new field employees, **Brian Robarge, Jeff Grabulis, Frank Gallipoli, José Burgos and Ed Murray**. In the office, new staff includes estimator **Mike Kirdzik**, and accounts payable, **Donna Cormier**. Munger also expanded our Business Development area to include **Jeff Lendroth** in Sales and **Sean Mahoney** in Marketing. These new employees bring a wealth of experience and motivation to our workforce and we welcome them all.

Estimator, **Shaun Dwyer** and project supervisor, **Rich Wanner** left the Munger Team to pursue career changes in South Carolina and Colorado respectively. We value the contributions they made to Munger throughout their time here and wish them all the best in their new ventures.

We are also excited to have project supervisor, **Pete Kruglik's son, Kyle** working here as an intern. Kyle is attending New England Institute of Technology in RI, to pursue a degree in Construction Management. During his breaks he works on various Munger jobsites to gain practical experience in the construction field. And ...we cannot leave out Project Supervisor,

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Joe Raccio's son, who completed his elementary school assignment, **"When I Grow Up, I Would Like to be... A construction worker for Munger."** He's even put in dibs on his Dad's truck someday. Keep those young ones coming our way. We love it!

Moving from the youth to the slightly more "seasoned," we wish to recognize **Michael Adinolfi, Tom Bellonio, and Jackie Cacace** for their 20 years of service to Munger Construction. Your dedication is commendable and we sincerely thank you for your commitment to this Company.

Not only are our people changing, our office space is too. Under the direction of Project Manager, **Michael Cormier** (who has the patience of a saint), the Munger offices have undergone a complete transformation. New office and data storage spaces have been created, people have shifted locations, and most exciting is the transformation of Shop space into a state of the art conference room. Thanks to all the Munger employees who came in after hours and worked around office staff during business hours to complete these renovations. Special thanks to **Michael and his son Mikey** (our in-house technology wonder) for countless hours spent on this project. If you're in the area, please stop in and take a look.

RECENT SUCCESS STORIES

Premier Kia – Since our last newsletter featuring **Premier Kia** as a Work in Progress, Munger completed the new **Kia Branded Gallery Facility in Connecticut at 205 N. Main St. in Branford.**

Munger renovated and modernized the original building and seamlessly blended it in with newly constructed additions, resulting in the largest Kia showroom in Connecticut. The dealership showcases a striking exterior façade enhanced by dramatic lighting and signage, and interior showroom artistry including a swoop in the mosaic tile floor, with halo tiling for featured cars, mirroring a swoop carved into the ceiling directly above it. The upgraded HVAC system, new epoxy floors, energy efficient LED lighting throughout the dealership, and bright, weather – protected drive-in service area, further enhance the beauty and efficiency of this new facility.

"We are excited that our new facility allows customers to enjoy an exceptional buying and service experience while fostering an outstanding work environment that enables us to attract and retain the highest quality employees," –Bob Alvine, Owner, Premier Kia



We thank Premier Kia for placing their trust in Munger Construction and wish them much success in their new, refreshed facility.

GR Wade, LLC – Munger and **GR Wade, LLC**, HVAC contractors located on **Overlook Drive in Hamden, CT**, have partnered together as general contractor and subcontractor on countless projects for many years. Recently, GR Wade broadened the relationship, by becoming a Munger customer for the construction of a new, 7,500 SF building with a 1,500 SF mezzanine at their Hamden location.



Munger constructed a Varco Pruden Buildings, pre-engineered steel, clear-span rigid frame system building with tapered beams and columns. The building includes a standing seam roof system and 26-gauge, factory coated KXL finish.

The first floor includes a spacious sheet metal shop for fabrication of duct work, a shop bathroom, and a large tool storage area. The second floor accommodates offices, a kitchen area, and an ADA handicap accessible lavatory. Each office space includes an efficient computer work station, pre-finished birch doors, and levered handle locksets.

As an added feature, the outside concrete stairs and sidewalk have a radiant heat system to melt snow and ice during the winter months.

Munger appreciates the multi-dimensional business relationship we have with GR Wade, LLC and look forward to continuing this relationship going forward.



GREEN UPDATE

News Flash!!

After recently holding their annual, small ZREC project lottery, United Illuminating (UI) announced that they are still accepting new applications for ZREC contracts. Contracts will be awarded on a first-come-first serve basis until 2017 funds run out.

With a small deposit to UI you can secure the ZREC contract for your project and hold it for up to 2 years before moving forward. If you decide not to move forward with your project within 2 years, there is no commitment, other than the deposit.

Why not contact Jeff Lendroth, jlendroth@mungerconstruction.com now for a no-obligation analysis and quote, before time runs out.



WORK-IN-PROGRESS

Specialty Lighting Group – For more than 25 years, **Specialty Lighting Group** has provided lighting solutions to meet construction and maintenance needs for national retail chains, restaurant chains, hotels, auto dealerships, assisted living facilities, and national corporations. Currently they are running their distribution portion of the business at **74 Pickering St. in Portland**, a long standing industrial area near the Connecticut River. Munger was contracted to complete an extensive fit-out of the existing warehouse and office spaces with the goal of relocating their corporate offices from Centerbrook to Portland.

Under the supervision of Dan Lamberton, Project Manager, and Jeff Landon, Project Supervisor, extensive abatement and demolition of everything inside the building took place. The

inside construction includes all new sheetrock partitions, jogged walls, and an aesthetically pleasing saw-toothed office hallway. An obscure angled ceiling with exposed beams highlights the main entranceway.

It is exciting to watch the complete transformation of this industrial building as we near completion of the project.



Specialty Lighting Group

Chamard Vineyards –

If you have not yet discovered **Chamard Vineyards, 115 Cow Hill Rd., Clinton**, as a favorite food and wine destination, Spring is the perfect time to check it out. This winter Munger replaced all the existing windows in the restaurant area, and now that the weather has improved are currently re-doing two exterior patio spaces.



Chamard Vineyards

Under the direction of Project Manager, Michael Cormier, the patio project began with the removal of the existing brick patio and subsurface down to the existing floor joists. The next step was to place a primary roofing membrane directly over a suitable substrate, followed by installation of a LATICRETE Plaza and Deck system over the membrane. This system provides a thin, lightweight, weather and frost resistant base for the new paver installation. The integral subsurface drainage component provides for elimination of infiltrated water and is engineered to permit maximum load transfer to the structural deck while allowing the infiltrated water to flow easily to the drains.

Why not add Chamard Vineyards, on the Connecticut Wine Trail, to your list of must-see places this summer. You'll be glad you did!

EMPLOYEE SPOTLIGHT

Dan Lamberton

Our spotlight shines on **Dan Lamberton** this issue. Following his graduation with a Bachelor's Degree from Southern Connecticut State University, Dan began working full time at Munger in October 2012. He started in the field as a construction laborer while determining which career path he wished to pursue. Lucky for us, his temporary position evolved into a passion for learning all aspects of the construction trade. Recently, Dan received his Master's degree in Construction Management from Central Connecticut State University. (Congratulations Dan – Well Done!!) He has risen through the ranks to become Munger's newest Project Manager, and valued member of the Tier 2 Leadership Team.

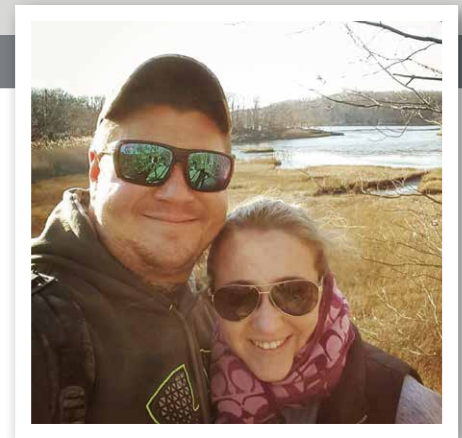
Dan aligns with Munger's core values without question. He is respectful, considerate, thoughtful, and smiles a lot! Dan is a doer. He follows through on EVERYTHING! Leading by example, Dan commands respect through collaboration with others. Comments from a respected architect; "Dan doesn't let anyone slack. He is detail-oriented and lets nothing slip through the cracks", and recent customer;

"I was surprisingly taken back by Dan's top notch attention to detail," reflect Dan's strong work ethic.

When not at Munger, Dan enjoys working on "home improvement" projects with his wife Amy at their house in Guilford. Using his knowledge of wood, Dan also crafts beautiful, unique cutting boards and drink coasters. When he FINALLY tires of construction-related work, you might catch

Dan hunting, fishing, and enjoying the great outdoors.

Taking initiative, and taking on responsibility, Dan traveled the path from laborer to leadership in less than 4 years. Bringing drive and true grit from being a lineman on the SCSU football team, to project manager on the Munger Team, Dan Lamberton shines as a key team player.



TECH TIP

Protect Your Building Siding From Lawn Mower Damage

When the exterior grading and finished floor elevation are not carefully designed, lawn areas that grow right up to the foundation create a situation for a mower to come in contact with the siding system. This results in dented and torn away siding, exposing the building to weather, bugs and rodents that may lead to additional building damage.

Here are two ideas for protecting buildings that have this problem:



Drip Strips along a building's foundation will keep mowers and power equipment away from the siding



Extended, well-draining landscape beds with weed control matting a few feet out from the building prevent a lawn from growing along the foundation.

For more information on protecting your building please visit the Tech Tips section of our website at www.mungerconstruction.com.

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**On Time
On Budget
Every Time**



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