

MUNGER

The Quarterly

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MESSAGE FROM THE PRESIDENT

"What is Teamwork?"

"Effective teams consist of individuals who work together to achieve a common goal or purpose and who hold themselves accountable for team output and results."

"Team Members have:

- A common purpose and clear goals.
- The necessary skills and resources.
- A common approach to work.
- The willingness to share information.
- Trust and support in each other.
- The ability to work through conflict.
- The willingness to take responsibility for team actions."

(Excerpts from "Practical Management Skills," In-Tuition.)

In today's fast moving, competitive, and ever-changing business environment, creating and consistently reinforcing the concept of teamwork for a common goal is paramount. This simple word, "teamwork," put into measurable action items, produces mutually beneficial outcomes including an enjoyable work environment, new friendships, improved profitability, opportunities for career advancement, improved company image, and improved individual self-worth.

My renewed mission as the leader of Munger Construction is to support all members of the Munger team, encouraging and guiding them to hold steadfast to the seven attributes listed above. Clearly, focusing on teamwork will reflect positively on our company and will be one of our most enduring competitive advantages in our marketplace and beyond.

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COMPANY NEWS

Munger is excited about our recent investment in a Total Station Layout System, a high level survey and layout tool for foundations and anchor bolts. Valued employee, David Cacace, brought this tool to our attention for consideration to insure precise and accurate foundation and anchor bolt layouts. Charged with the task of researching it further, David returned with detailed information and Munger moved forward with implementation. We thank David for his contribution to improve the accuracy and efficiency of Munger's field crew... another example of our exceptional workforce!



Total Station Layout System training session

And speaking of our exceptional workforce.... we are pleased to welcome four new field employees, Kim Uihlein, Chris Candee, Brian Dostie, and Brian Roche. Their energy and enthusiasm is contagious and we are proud to have them as part of our Munger Team.

Finally, it is bittersweet that our administrative assistant in the estimating department (and social media expert!), Serena Pierandi, will be leaving us in August to continue her college education at East Carolina University, in beautiful North Carolina. Serena has been a HUGE asset to our office and she will surely be missed. Best of luck and all good wishes Serena! Keep us posted on facebook!

NEWSFLASH –

Check out our new website at www.mungerconstruction.com

Our goal is to provide a dynamic resource, keeping you up-to-date and informed. We are excited to launch this new version and are committed to continually refining and enhancing it as we move forward. Please take a look and let us know how we can make it even better!!!



RECENT SUCCESS STORIES

These past several months we have been busy with a variety of municipal projects for local towns. Recently Munger Construction assisted the **Madison Police Department** in upgrading their dispatch area to allow for better 911 service directly into their building located at **9 Campus Dr., Madison, CT**. Following the design created by architect, John A. Matthews, Munger took the existing space, expanded it slightly, and adapted it to accommodate for the major equipment upgrades. Dispatch area upgrades included a total bathroom renovation, creation of a more efficient layout, installation of

mechanicals were incorporated for ventilation and exhaust. A precise safety alarm/detection system for carbon monoxide was installed.

These two projects are yet another example of a mutually beneficial partnership between a town and a design/build contractor.



Madison PD Dispatch Room – Dispatch area upgrades “refreshed” existing space.



North Haven Firehouse – Firehouses feature two new truck bays and optimized interior meeting space.

ergonomic work stations, and cosmetic updates to “re-fresh” and “re-new” the existing space. Project Manager Roy Lamberton, and project foreman, Scott Croteau coordinated with Madison PD to insure a smooth transition before, during, and after the renovation project. We thank the Town of Madison for their continued confidence in Munger Construction.

The **Town of North Haven** contracted with Munger Construction for the construction of **two new additions to firehouse facilities at 1331 Ridge Road, and 366 Washington Ave.** Using the ezIQC job order contracting program through the Gordian Group, Munger was able to provide value engineering for both projects on time and well within the town’s budget. Both firehouses were completed simultaneously under the direction of Munger’s two Joes, (project manager, Joe Pierandi, and project supervisor, Joe Raccio)

Each of the two projects involved adding two new bays and then closing in the existing garage doors to optimize space for future community rooms and meeting space. Our exceptional steel erectors met the construction challenge of adapting metal building features to the gambrel style roof system. Multiple brick samples were carefully examined to select one to match the existing buildings. State-of-the Art interior

GREEN UPDATE

As we geared up for another busy solar season Munger proactively provided in-house, “Best Practice” solar training for Munger field employees and project supervisors/managers. Our solar partner, Independence Solar, presented the training with the goal of refining our skills surrounding proper “best practices” for solar panel installation and wire management related to PV solar systems.

Solar in Connecticut remains an excellent investment and provides the opportunity to hedge against rising utility costs, while reducing your carbon footprint and protecting the environment.

Why not give Munger a call today to schedule a consultation with our Sustainable Energy Consultant, Jeff Lendroth? We’re here for all your PV Solar needs.



WORK-IN-PROGRESS

Continuing our 15 year business relationship, Munger is working closely with life care retirement community, **Evergreen Woods, 88 Notch Hill Rd., North Branford**, to take on some of their in-house workload so their staff can better serve the day-to-day needs of the residents. Project manager, Roy Lamberton and Estimator, Shawn Ladd are currently coordinating full apartment turns for multiple units.

Work includes gutting parts of the apartments back to the sheetrock walls and removing old kitchen appliances and floor coverings. Apartments are then upgraded to a new, single standard, with modern white kitchens, stainless steel appliances, granite countertops, new sinks, faucets, and garbage disposals.

Additional upgrades in the units include upgraded lighting, ceramic tile in the bathrooms and kitchen, new carpeting, window treatments and paint. New washer/dryer units are also added to each apartment. The end result is a total apartment "refresh," with easy accessibility for the senior population residing there.

FAQ – "What's the story behind the hoop-like thing you're building at Bethany airport?" So since you asked...

The existing, historic structure on that site was condemned, semi-collapsed, and needed to be replaced. The solution was to replace the Quonset style hangar with a similar building, built to modern structural standards. Project Manager Roy Lamberton, estimator Shaun Dwyer, and Project Supervisor, John Lushinks, work closely together to move the project forward.

Currently the structure is being erected in hoop-like segments. Each hoop is comprised of 10 separate segments bolted together as they go along. The total structure includes 50 of these segments. This multi-phase project continually evolves as funding is approved, with the ultimate goal of turning the new Quonset style building into a Community Center.



EMPLOYEE SPOTLIGHT

Retired teacher, **Alfred (Jay) Lushinks**, was originally hired full time for his excellent carpentry skills, and "seasoned" life skills. Not one to take retirement lying down, Jay continues to be a valuable asset to the Munger Team today. Currently working part-time, Jay supports our project managers and field employees by material and tool/equipment procurement to and from job sites. His knowledge and competence increases efficiency and productivity by eliminating the need for employees to expend valuable time and energy sourcing materials.

When not at Munger, Jay enjoys spending time in his Vermont home, and loves working in his gardens there.

An avid golfer, Jay plays with all kinds of interesting people (and sometimes in all kinds of "interesting" weather). You might just find Jay out salt water fishing with his son John (who also works at Munger), or traveling the Caribbean islands or the western United States with his wife. As we said, Jay is NOT one to take retirement lying down!!!

Jay is the go-to guy for anything at all related to accurate and efficient procurement of goods and services. Keeping himself active in retirement and keeping Munger well supplied and efficient is a win-win relationship for all. Many thanks Jay!!



Jay sharing golf-tips with his grandchildren

TECH TIP

Value Your Building By Maintaining Its Top Notch Condition

Building Maintenance includes preventive maintenance, normal repairs, replacement of structural components and other work that enable facilities to consistently serve and achieve their expected life.



Deferred Maintenance includes work that is delayed to some future time in order to save costs, meet budget levels, or realign available dollars.

The Problem is that a growing backlog of postponed projects, neglected repair and ignored preventive maintenance results in costly, complex issues. Research shows that acting only when a crisis occurs, results in building owners paying three to four times more than if they were consistent in their building management practices.

Positive Results occur when planned preventive maintenance enables smart management of the repair backlog and eliminates the extra costs associated with deferred repairs.

Want more information on maintaining the value of your building? Check out the *Tech Tips-Interesting Topics* section of our website for details.

How can we help you? Give us a call for planning preventive maintenance, and assistance in solving all your deferred maintenance obstacles.

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**On Time
On Budget
Every Time**



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