



MUNGER

The Quarterly

Company Newsletter • Winter 2018

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MESSAGE FROM THE PRESIDENT

Building on our previous newsletter addressing Munger's Core Value #1 ("Do the Right Thing – ALWAYS"), our second Core Value is "**Learn**

– **Share** – **Elevate Together.**" This core value is truly in the forefront these days as we continue to hire new individuals and train current employees to support our managed growth plan.

If you visit the "Our Culture" tab on our website <https://mungerconstruction.com/our-culture/> you will see that a crucial element of Munger's success is our exceptional workforce. Every employee's position is important and we value the contributions each person makes, every day, in all we do. Although it is definitely a positive action, adapting to company growth can present unique challenges. Learning, sharing, and elevating is necessary and exciting...and something we are committed to doing TOGETHER. Opportunities for growth and change abound in our company right now and our goal is to embrace this throughout Munger Construction.

Although this is a continual team effort I wish to recognize senior Project Manager, Michael Cormier, for his passion and dedication as our key point person in the training of both new and seasoned employees. There is no better mentor than Michael and his "lead by example" style is both solid and inspiring. Balancing hiring and training with current job responsibilities is a difficult task and Michael's commitment to success is unwavering.

So again, how does this core value affect you? Our internal commitment to learn, share and elevate together directly translates into providing you, our customers, partners, business associates and friends, with unequalled service and the best Munger-related experience possible. Each day presents a new opportunity for learning and we strive to keep that in our sights at all times. We ALL have the capacity to learn and elevate ourselves...and we are committed to doing just that...TOGETHER!

David A. DeMaio, President, LEED AP
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COMPANY NEWS

Growth is challenging but growth is GOOD! We welcome the following new employees to Munger Construction: **Doug Melvin** began as a seasonal employee and was quickly elevated to a full time carpenter. **Neal Macmillen** and **Doug Capaubo** also came on board as experienced carpenters. **Mark Morrissey** joined our team as a skilled mason. **Meg Leahey** stepped into the newly created (and much needed) position of Administrative Assistant to the Project Managers. We are excited to welcome these new people to Munger as positive additions to our Company.

It is bittersweet to bid goodbye to field employee, **Ed Murray** as he begins his new career opportunity in the CT State Police Academy. We are sad to lose a dedicated, hard-working employee but are excited for Ed as he realizes his goal of a future in law enforcement. Best wishes Ed. BE SAFE!

Life is good...especially brand NEW life. Congratulations go out to **Dan Lambertson** and his wife Amy on the birth of their first child, Molly Jade, born on January 17, 2018. This is truly a family affair as the proud grandparent (**Roy**) and uncle (**Stew**) all work at Munger. Best wishes to all and welcome to the world Molly Jade. We're so glad you're here!

And what's been going on outside of our Munger business??? On Saturday, December 16, 2017 Munger took part in the annual **Fill-The-Truck Food Drive** with the Guilford Vet to support the Guilford Food Bank. This is the 12th year we have participated and once again the turnout and support was amazing. Both the Munger box truck, and a second truck donated by Bishop's Orchards and Farm Market were filled to capacity by generous citizens in our community. We are humbled and honored to be a part of this each year and we thank all Munger employees who gave their time, treasures, and food items to support this community event.



Fill-The-Truck Food Drive

RECENT SUCCESS STORIES

Madison Strong Field – Munger recently finished a project to improve the Town of Madison’s public athletic facility, located at **87 Surf Club Road in Madison**. The Madison Strong Field complex includes a synthetic surfaced multi-purpose field, playing field lighting and a 2,000-person capacity grandstand seating structure. Munger was contracted to build two identical 1,380 SF wood and steel framed structures, which act as field houses, restrooms, storage areas and a concession stand. Construction for the field houses was orchestrated by Michael Cormier, Project Manager. Jeff Landon and Alan Kostek teamed up as Project Supervisors throughout the construction. Munger collaborated with local Madison Architect, **Duo Dickinson**, for the design of the structures.



Madison Strong Field

The team began the project by pouring the slab onto the already existing foundation for the field houses. The wood and steel framing were then

erected and cupolas were installed on the roofing for venting purposes. All interior work was then performed including interior wall framing, siding, door/window installation, trimming and painting. Munger’s subcontractors performed all of the plumbing work for the restrooms, as well as fixture and bathroom partition installation. Electrical work for the two buildings was also completed by Munger subs, and lastly, epoxy coating was applied to all the interior flooring.

Munger Construction greatly appreciates the Town of Madison for the opportunity to contribute to such an impressive public sporting campus!

Specialty Lighting Group – For more than a quarter century, Specialty Lighting Group has provided quality lighting products and design services for a variety of clients nationwide. The company came to Munger with the need to restore an old manufacturing building, located at **74 Pickering Street in Portland**. The goal of the project was to move their current office location to the manufacturing building in order to get all areas of the business under one roof. **Design Two Architects** of Guilford designed the new facility.

Dan Lamberton acted as Project Manager and Jeff Landon executed Project Supervisor duties. A significant component of the job consisted of an extensive

interior demolition, most notably, the removal of a large concrete vault in the middle of the building. After the demolition was complete, an entire interior fit-out was performed in order to create spaces for the office staff. Due to the age of the building, Munger was presented with the challenge of adhering to the outdated design techniques of the structure. The finalized fit-out included the addition of a new shop bathroom, a breakroom and new offices. Lastly, the main façade on the exterior of the building was renewed to give the building a more modern look.

It was a pleasure for the Munger team to help bring all employees of Specialty Lighting Group together under one roof!



Specialty Lighting Group

GREEN UPDATE

Bishop’s Ground Mount Solar:

Munger Construction recently completed Bishop’s Orchard’s second solar project this year. The new 360 kW installation was performed in collaboration with Munger’s sustainable energy partner, **Independence Solar**. The latest project, combined with the 120-kW rooftop array installed in August 2017, will satisfy 80% of Bishop’s annual energy consumption.

Commercial Solar PV, otherwise known as **“Renewable Energy, Class I Distributed Generation”** holds some significant Federal and Connecticut Tax benefits for both small and large companies. If your business has high utility bill costs, and you have roof space or land space for a Solar PV generator, you should investigate this as a means to reduce bottom-line expenses.

Contact Jeff Lendroth, jlendroth@mungerconstruction.com now for a no-obligation analysis and quote on your commercial property.

“Thank you for all the efforts to make this project happen, ‘on time, on budget,’ and ready to have us energizing today!”
– Keith Bishop, Co-owner and Co-CEO



Bishops Orchard’s ground mount solar array

WORK-IN-PROGRESS

Branford Veterinary Hospital –

Munger Construction was recently contracted to build a new approximately 5,818 SF two story wood framed building at **125 North Branford Road in Branford** to house the Branford Veterinary Hospital. The new site will replace the current facility, which has been the home for Branford Veterinary Hospital since its opening in 1937.

This ground-up project is driven by Michael Cormier, Project Manager, and James DeMaio, Project Supervisor. The new hospital is designed as a “Colonial Salt Box” reproduction, in order to match the pre-existing farmhouse that was located on the property. Four exam rooms, cat and dog waiting areas, a radiology room, glass enclosed medical wards, an indoor exercise area and three doctor’s offices will be included in order to help Branford Vet perform their wide array of veterinary services.

The project is anticipated to be completed in May 2018. Munger Construction is



Branford Veterinary Hospital

proud to help with the expansion of a business with such an impressive history and local reputation!



WILDWOOD PEDIATRICS & Adolescent Medicine

Wildwood Pediatrics & Adolescent Medicine

Medical Center in Essex, provides comprehensive medical care for infants, children and adolescents. Munger was tasked with a full interior fit-up of the 2nd floor pediatric office, as well as a partial fit-up of 3 offices on the 1st floor.

Under the guidance of Michael Cormier, Project Manager, and Chris DeMartin, Project Supervisor, the project began with demolition of the existing 2nd floor framing. This was followed by a floor to ceiling fit-up performed on the majority of the office floor. New drywall and insulation were installed on the framing, as well as wall paneling to match the existing floor landing. A large component of this project consisted of the new cabinetry replacement and additions to rooms on both floors.

Munger anticipates having this fit-up completed by the end of February and are honored by the confidence Wildwood Pediatrics has in our team!



Land Rover

Land Rover – Long-term customer Land Rover Guilford, is making the move from their current location in Guilford to a brand new facility, located at **525 Washington Avenue in North Haven**. The new Land Rover North Haven has contracted with Munger Construction to build their 38,000 SF dealership.

Heading up the project is Joe Pierandi, Project Manager, and Joe Raccio, Project Supervisor. The state-of-the-art dealership will include a vehicle showroom, 14-bay service area, lounge room, offices and an on-site carwash. The building is comprised of Varco Pruden structural steel, corrugated siding and aluminum composite panels.

All site work has been completed, including underground drainage, catch basins, foundation and slab work. Currently erection of the structural steel is in progress and masonry block work is well underway. Due to low winter temperatures, heated tent enclosures were set up to control the environment at 60 degrees Fahrenheit to allow the masonry and cement to cure effectively. The project is anticipated to be completed by late summer of 2018. The Munger team values the long-term relationship we have with Land Rover.

EMPLOYEE SPOTLIGHT

Our featured employee this issue is **Michael J. Cormier** (or **Mikey** as he is known around Munger...and yes, he really is ok with being called “Mikey”). Mikey first came to Munger as part of the internship program for his Construction Management degree at Wentworth Institute of Technology in Boston, MA. Upon his graduation in 2014, he was hired as a full time Munger employee.

Mikey continues to elevate himself, moving from a laborer, to competent, well respected project supervisor, to Munger’s newest Project Manager. With his college background he also brings a wealth of expertise in the technology area and is our go-to, in-house tech genius for anything technology related both in the field and office. Mikey is currently a member of our next generation of Munger leadership as

part of the Tier II Leadership Team. *“As the mentor to the Tier II Leadership Team I am always impressed with Mike’s thoughtful and honest comments. He exhibits our Core Values without fail and is a fine representative of Pat Munger Construction Company, Inc.”* – David DeMaio, President

Mikey’s passion for construction can also be seen on the home front. On any given weekend you might find Mikey working on a project with “Pops”, like building a new garage for instance. When not immersed in the construction world, Mikey enjoys working on (and of course driving) cars, including a 1965 Ford Mustang and 1981 Chevy Pick Up. In the warmer weather you can catch Mikey out touring with Pops and his brother Brian on their motorcycles (with Mom on the back of Pops’ bike as

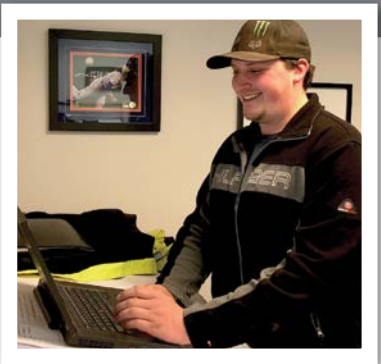
Mikey Cormier

well). A real family event.

Recently Mikey was the on-site supervisor

for Owner Michael DesRosiers’ new construction project. This quote tells all: *“How a man of his considerable youth can be so responsible...so alert to each and every detail of the construction process...so able to comport himself so beautifully in each and every situation absolutely astounds me!!!”* – Michael DesRosiers, Valued Customer

Thanks for all you do Mikey. You’re the BEST!!



TECH TIP



Avoid Damage from High Snow Drifts on Your Low Slope Roof

Heavy and/or repeated snow storms can create such a high amount of packed snow and ice that only a few feet of depth may weigh 50 pounds per square foot or more, imposing excessive loads on any building structure. Blowing and drifting snow can easily double these loads and rain on snow can also cause significant load increases. Extreme accumulation of snow can cause a building to be loaded beyond design capacity creating a risk of building damage or even collapse. Most snow related losses occur at stepped elevations where blowing

snow is carried from the roof of a higher building onto the roof of a lower building. Such drifting normally occurs where the buildings are attached.

For more information on winter weather protection, please read our **Tech Tip: Avoid Damage from High Snow Drifts on Your Low Slope Roof** found in 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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