

MUNGER

The Quarterly

Company Newsletter • Spring 2018

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MESSAGE FROM THE PRESIDENT

Spring seemed to take its' time coming this year but it has officially

arrived and life in the construction world here at Munger is in high gear. With a full schedule of projects and a rapidly growing To-Do List this is the perfect time to highlight Munger's third Core Value – **“Uncompromising Attention to Detail.”** Let's take apart this Core Value for a minute:

- **“Uncompromising” – Not making “dishonorable” concessions.**
- **“Attention to Detail” – Awareness of and concentration on small sections of a larger structure or whole.**

This Core Value resonates throughout our entire company, from the office to the field. Attention to detail is reflected in our Proven Process that outlines the way we do business, from the pre-estimate stage to post project completion. It is evidenced in our accurate, comprehensive construction proposals. It is reinforced by our project managers and supervisors holding the highest standards and upholding construction schedules throughout the project. It is evidenced through our field workforce in their superior level of craftsmanship. It drives our hiring practices insuring we have

adequate manpower. It influences the standard operating procedures observed by the office support staff, finance department, and human relations processes. It is imbedded in our targeted marketing and business development plans. It is reinforced in our comprehensive safety program. It is everywhere...in all we do.

We pride ourselves on this Core Value but once again, the real question is how does this core value benefit you? Whether you are a customer, subcontractor, partner, related services individual, or community member, you ask questions...Munger provides detailed answers. You present challenges...Munger provides detailed solutions. We address every small detail that makes up the whole. No matter how busy we get we will not make concessions just to get the job done. Our uncompromising attention to detail insures you always know exactly what you're getting and always get exactly what you ask for.

David A. DeMaio, President, LEED AP
daviddemaio@mungerconstruction.com | 203-483-3645

COMPANY NEWS

This quarter our Munger Team grew in a rather unique manner. On March 12, 2018 we hired 3 new people...all named Mike. 1.) **Mike Buydos** came on as a skilled carpenter, 2.) **Mike Kozy** came on as a Project Supervisor, and 3.) **Mike Salvo** came on as our new Shop Manager. All 3 Mike's bring excellent skill sets and are proving to be a great asset to the Munger team.

This summer we will also be participating in the internship programs for 3 college undergrads. **Austin Hoag, Ethan Cost** (Wentworth Institute of Technology) and **Tom Kostek** (Central CT State University) will be learning the ins and outs of a commercial construction company and gaining hands-on experience here at Munger Construction. We are excited to learn, share and elevate together (Munger Core Value #2) this summer.

Congratulations to **Steve Mansfield** on the birth of his first grandchild, **Herbie**. Although Herbie lives in Chicago, frequent cell phone photos and video “Herbie Updates” keep the Munger office smiling for sure.



Joe Pierandi and Mike Salvo, with their families, helping out at Columbus House.

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Since 2001, **John McDonald** has consistently demonstrated his ability to work through the “not-so-run-of-the-mill” tasks presented to him in the field of construction and most recently as our Shop Manager. It is bittersweet that we bid John good bye on March 30 as he began his well-deserved retirement. He is leaving a huge hole behind him and will surely be missed. However, we are truly happy for John and his wife as they begin this exciting new chapter of their lives. Looking forward to getting postcards and hearing stories of their RV travels around the country in the days ahead. Travel safe John and enjoy every minute!!!

And finally, moving outside the company but not wavering from our Core Value of “It’s Not Just Business – It’s People,” Project Manager **Joe Pierandi**, Shop Manager **Mike Salvo**, and their families unselfishly spent their Easter holiday cooking and serving meals for others at Columbus House homeless shelter in New Haven. We applaud their dedication to helping make the lives of others just a bit brighter.

SOLAR UPDATE

It’s time again for the annual **Connecticut Utilities ZREC Solar Project Incentive Lottery for “Small – 100KW” Projects, as well as the “auction” for the larger Solar Projects.** This may likely be the last year for Companies to qualify for “Net- Metering” for these projects as the Utilities lobbied hard to change the current law in Connecticut. Now is the time to take advantage of the current, very favorable economic conditions and set the stage for Capacitive/Battery Storage for Demand Charge Reductions for your business.

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

RECENT SUCCESS STORIES

Chamard Vineyards – Chamard Vineyards, located at 115 Cow Hill Road in Clinton, is a long-term customer of Munger Construction. After many long winters, the siding on the exterior of the building became worn down. Munger was contracted to completely re-side the structure and install a new pedestrian doorway.

The team began the project by first stripping away all of the old siding shingles and installing new building wrap to protect the structure from moisture. Next, the new siding shingles were installed, along with new trim on the bottom of the wall. Copper flashings were added below the shingles and trim for additional protection from rain

and moisture. Lastly, a new doorway entrance was added to the front patio to allow visitors to enter and exit more smoothly when the vineyard becomes busy. Munger Construction is grateful for the continued confidence Chamard Vineyards places in our team to keep their winery beautiful!



Chamard Vineyards

Atlantic Outboard – Atlantic Outboard, located at 475 Boston Post Road in Westbrook, has provided clients with the finest fishing boats, cruising boats and marine services for over 30 years. Munger recently completed a 4,000 SF, Varco Pruden, steel structure building that will act as Atlantic Outboard’s new service shop. The project was headed up by Michael Cormier Sr., Project Manager, and Michael Cormier Jr., Project Supervisor.

Construction began with routine site work and installation of new site drainage to accommodate for the new structure on the property. Once complete, the footings and foundation were poured and the steel was erected. The service shop includes an attachment to the existing structure on the property, 3 large bay doors, and a runway crane to move engines efficiently. Munger Construction thanks Atlantic Outboard for the opportunity to help them grow their business and enhance their productivity!



Atlantic Outboard

WORK-IN-PROGRESS

Quality Subaru – Munger Construction is well underway to completing a four step Renovation/New Construction project for **Quality Subaru, located at 711 North Colony Road in Wallingford.** Quality Subaru serves the local area, and are well known for an incredible selection of new and used cars at competitive prices.



Heading up the project is Joe Pierandi, Project Manager, and John DeSarbo, on-site Project Supervisor. The project began with a two-story addition inside the existing structure, and consists of conference rooms

and offices for Quality Subaru employees. Munger then began renovations to the service area, adding a drive through area for customer drop offs and 8 new service bays for mechanical work. Currently, the team is in the process of an interior demolition in an old section of the building. Once this demolition is complete, the entire section of the building will be taken down in order to erect a new structure to be connected to the existing dealership.

Munger is working with the dealership to allow them to stay open throughout the entire construction process, enabling Quality Subaru to maintain their excellence in customer service. The construction is anticipated to be complete by July of 2018. The entire Munger team thanks Quality Subaru for the trust they have placed in us to execute this project while they continue serving their customers!

The Lee Company – Longtime customer, **The Lee Company, located at 82 Pequot Park Road in Westbrook,** has hired Munger to construct a large addition to an existing building. Under the guidance of Mike Cormier, Project Manager, and Dan Lamberton, Project Supervisor, the team recently broke ground on the project. Once completed, the addition will feature a roughly 100,000 SF, Varco Pruden, steel structure building, with a 40,000 SF mezzanine.

Munger recently began pouring concrete for the footings of the building and is continuing to work on routine site work. As the foundation is completed, plumbing and electrical work will begin on the project. Steel erection is anticipated to begin by the end of June and the estimated completion date for the entire project is September 2019. Munger truly values our longtime relationship with The Lee Company and is excited to watch this project come to life! Keep your eyes peeled for future updates on this exciting construction project.



EMPLOYEE SPOTLIGHT

Konstantino Maltezos (best known as **Kostas...** or **K**) came to Munger Construction in April 2014, with a Bachelor's Degree in Accounting & Finance from the University of Piraeus in Greece and a Master's Degree in Business Administration from Quinnipiac University in Hamden, CT. His skill sets in the areas of accounting and finance were strong, his references were excellent, his core values and work ethic were solid...his construction experience was zero.

Throughout the past 4 years Kostas totally immersed himself in learning the unique challenges of managing all financial aspects of a busy, multi-faceted construction company. Internally he elevated to the position of financial manager, externally he completed coursework to become a Certified Management Accountant, and literally he donned a hard hat and safety glasses and

went out to the job sites to gain first-hand knowledge in the world of construction.

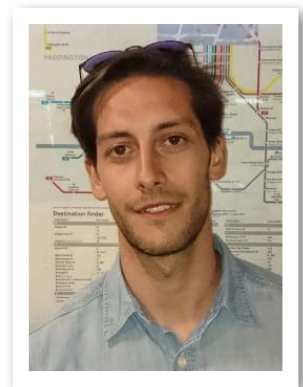
Today Kostas can answer your finance AND construction questions...or at least direct you to the person who can. His insightful thinking, ability to look at the total picture, and willingness to address the difficult questions earned him a seat on our Leadership Team. Kostas's quiet sense of humor and positive attitude are contagious, making him well liked and well respected by all who come in contact with him.

In the evenings after work Kostas burns off any pent up energy as a mid-fielder in the CT Football Club Arena (CFC), co-ed, indoor soccer league. On weekends he enjoys hanging out with his friends, catching a movie, grabbing a coffee...or cocktail, and road trips to New York City. Traveling and family are very important

to Kostas as he combines the two, spending time with his brother in England and family in Greece. There's nothing better than the beach... especially the beach in Greece.

Although he is incredibly modest, Kostas exhibits the professional and personal values we are looking for in Munger's next generation of leaders. The future of Munger looks bright for sure! Look how far you've come, Kostas. Thanks for all you do. You're the BEST!

Kostas Maltezos



TECH TIP

Now is the Time to Schedule a Roof Inspection for Your Commercial Property

With the long-anticipated arrival of Spring comes the opportunity to schedule a roof inspection of your commercial building! Winters in the Northeast can become major threats for flat roof systems such as high winds, ice and snow and countless freeze/thaw cycles. Spring is the perfect time to identify any winter damage that may have occurred, as well as perform general maintenance/repairs to ensure a long lifespan for your commercial roof system!



For more information about roofing, please visit the Tech Tips section of our website at www.mungerconstruction.com.

PAT MUNGER CONSTRUCTION COMPANY, INC.

750 East Main Street, Suite One • Branford, Connecticut 06405
T: 203-483-3645 | F: 203-483-3650 | www.mungerconstruction.com

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750 East Main Street, Suite One
Branford, Connecticut 06405

