



## MUNGER

# The Quarterly

Company Newsletter • Fall 2018

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## MESSAGE FROM THE PRESIDENT

As summer nears the end it is time for me to wrap up the discussion on our Core Values and highlight the final **Core Value #4** – **“It’s Not Just Business – It’s People.”** This Core Value crosses

the entire spectrum, from in-house employees to outside customers, partners, vendors, subcontractors, and the wider community.

At times it seems I am so immersed **“IN”** my business that I forget to work **“ON”** my business. This Core Value brings me back, serving as a constant reminder that the business is nothing without people. When I say we value all the people we connect with and the unique contributions they bring to insure the continued success of Munger Construction it’s not just lip service.

Here is a sampling of working **“ON”** the business by focusing on the people:

- Celebrating employee longevity – 21 people have been here more than 10 years. (more on that in our next newsletter)
- Holding one-on-one meetings with individual employees every Tuesday from 4-5 pm.
- Supporting the employee-initiated Sick Bank available for employees with serious health issues.
- Celebrating personal milestones in our employees’ lives – births, graduations, marriages.
- Offering internships for college students.
- Building lifetime relationships with our customers.
- Incorporating honest customer feedback to improve company processes.
- Developing mutually beneficial relationships with trusted subcontractors, vendors and partners.
- Conducting ongoing weekly food collections for local food banks.
- Supporting community events with time, talent and treasure.

The longer I think about the “people” aspects of our business, the longer the list grows so I’ll stop here at a perfect 10 for now. Thank you to all the “People” who form the foundation of our business. We would not be where we are today without you.

**David A. DeMaio, President, LEED AP**  
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## COMPANY NEWS

This quarter we welcomed 3 new and 1 returning employee to our Munger Team. After working on Munger jobs through a temporary agency, **Tyler Silvis** became an official Munger field employee in June.

**Gianna Pierandi** returned again this summer as part of the office support staff, following her high school graduation in North Carolina. **(Congratulations Gianna!!)** Lucky for us, Gianna will continue to work part time as she begins attending Gateway College in New Haven this Fall. **Mike Sarro** joined our estimating department, and **Emma Wall** is our newest field employee. All 4 new employees bring energy and enthusiasm to our team and we’re excited to have them here.

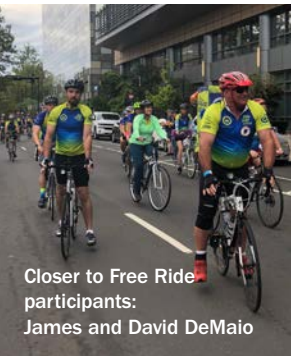
Thanks to the dedicated efforts of our in-house Marketing Coordinator, **Luke Carpenter**, and outside videographer, **Ryan Keckler**, our Munger website now includes an informative video (with some really great photography) on our homepage. To check it out, click on our website link [www.mungerconstruction.com](http://www.mungerconstruction.com) now. And...for those of you receiving this newsletter in a hard copy format, please click on the link in our recent email to sign up to receive our newsletter electronically in the future. This is a great way to help the environment by saving paper, and connect to a wealth of information now available just a “click” away.

Special congratulations go out to several Munger employees this quarter. **Kyle Kruglik** received his Associates Degree in Construction Management from New England Institute of Technology in RI and is continuing on to pursue his Bachelors degree.

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**Jeff Grabulis** and his wife proudly celebrated the birth of their second son, Ryan in May. Possibly the next generation of Munger Construction in the making.

On Saturday, September 8, **Mike Salvo, David, and James DeMaio** rode in the **2018 Closer To Free Bike Ride** to support cancer research and patient care at **Smilow Cancer Hospital in New Haven**. Thanks to all who supported them. There's still time left to donate throughout September by clicking [www.rideclosertofree.org](http://www.rideclosertofree.org) now.



Closer to Free Ride participants: James and David DeMaio



Mike Salvo

## RECENT SUCCESS STORIES

**Branford Veterinary Hospital** – Since 1937, **Branford Veterinary Hospital (BVH)** has been committed to providing the highest quality veterinary care. They have also been in the same building since the inception of the business in 1937. After considerable business growth over the last decade, BVH selected a new location that would allow for considerably more space. Munger was hired to construct the approximately 5,818 SF two story, wood framed building, conveniently located down the street, at **125 North Branford Road in Branford**. The new facility features four exam rooms, cat and dog waiting areas, a radiology room, glass enclosed medical wards, an indoor exercise area and three doctor's offices in order to allow BVH to perform their wide array of veterinary services.

**Michael Cormier** headed up the project as Project Manager and **James DeMaio** executed Project Supervisor duties. This project incorporated a unique, "Colonial Salt Box", farmhouse design. As BVH owner **Scott Gavaletz, D.V.M.** explained, "The old farm property has been a landmark in town for over one hundred years. We wanted to continue the legacy, so we modeled the hospital after the original farmhouse." The facility incorporates farmhouse themes, ranging from wood beamed ceilings to a farm-style design waiting room. The Munger team found it particularly exciting to merge all the amenities of a state-of-the-art vet hospital into a rustically aesthetic Colonial Salt Box farmhouse.



Munger Construction is proud to partner with Branford Veterinary Hospital on this unique project and wish them luck for many more years to come!

**Lee Residence** – **Robert and Linda Lee** came to Munger Construction with the desire to construct a residential home in **Clinton, CT**. **Michael Cormier**, Project Manager, and **Alan Kostek**, Project Supervisor coordinated all phases of construction from concept to completion. The design of the home was developed by Noyes Vogt Architects and GNCB Consulting Engineers.



This project, which started in August of 2017, features a three-floor home, with an elevator system and a rooftop patio that looks out over Long Island Sound. The residence is a combination of wood-framing, structural steel, and structural wood support columns/beams. The exterior boasts a rubber membrane roof with drainage systems on all levels, standing seam metal roofing, and Hardi Plank Siding to withstand coastal winds and salt erosion. Interior features include

high-end cabinetry, wood trims, hickory floors, high-impact windows/doors, and three full kitchens with top-of-the-line appliances. A geothermal well system was installed 350 feet below the property, which functions to heat and cool the home by transferring heat to and from the ground.

The Munger team is often met with jobsite challenges and the Lee Residence proved to be no exception. When framing the home special attention was required to incorporate the unique combination of wood beams and structural steel. Executing the project during winter sub-zero temperatures and coastal wind made for exceptionally cold working conditions. The Munger team met these challenges head on and the end result is a spectacular waterfront home. We are grateful for this opportunity and wish Linda and Robert good health and happiness in their new home.

## SOLAR UPDATE

**Deadline Set: December 31st, 2018**

If you have considered Solar in the past, or are open to looking at it now, this would be a great time to visit or revisit. Your business's Energy Costs and Demand Charges can be reduced and controlled. The ZREC slots are available for roof areas of 10,000 SF and above.

1. Investment returns are historically high for projects today (12-15% return before financing).
2. Key incentives are set to expire or phase down in 2019 (Net Metering, 30% tax credit, ZREC bonus payments).
3. Last chance to be "grand-fathered" into Net Metering, a VERY Lucrative Utility Program.

End of year 2018 is the application deadline for Eversource & UI's solar bonus payment program "ZREC". There is no cost or obligation to apply. Please reach out to Jeff Lendroth, [jlendroth@mungerconstruction.com](mailto:jlendroth@mungerconstruction.com), if you are interested in learning more!

# WORK-IN-PROGRESS

**Premier Subaru** – Construction for the brand new Premier Subaru facility, located at **155 North Main Street in Branford**, is well underway. The 33,000 SF, state-of-the-art dealership will showcase the very latest in what Premier Subaru has to offer in regards to functionality and design.

**Michael Cormier** and **Jeff Landon** are acting as Project Manager and Project Supervisor, respectively. Demolition of the pre-existing structures on the property, all necessary site work, and the footings and foundation work is complete. Structural steel for the Varco Pruden building was delivered and the steel erection will begin by mid-September.

The dealership, scheduled for completion in summer of 2019, will feature all Subaru design/layout branding

requirements. Highlights of the facility include an 8-car showroom with a coffee bar, fireplace and antique Subaru car display. The 30-bay service area includes 18 Drive-Thru Service lanes, 3 Express Service lifts and 2 computer alignment stations. Customers will enjoy a 50-seat waiting area that will allow them to view the work performed on their vehicles through a glass partition.

This marks the second major construction project Munger has been selected for by Premier Auto Group and President, Bob Alvine. “Munger’s long-term relationship with Mr. Alvine is what means the most to us”, said David DeMaio, Munger president. “We are honored to once again have the opportunity to showcase Munger Services and Core Values through this prestigious and noteworthy project.”



**Goldfish Swim School** – **Goldfish Swim School**, located at **112 Main Street in Norwalk**, will provide a top of the line swimming facility, dedicated to indoor swim classes for children. Munger was contracted to complete the interior fit-out of an existing 9,000 SF building. The project involves the excavation for, and installation of a 30 x 70-foot heated pool, installation of an observation area for parents, and construction of a “Caribbean Themed” changing area.

Project Manger, **Joe Pierandi**, and Project Supervisor, **Geoffrey Benbow**, oversee this project. The Munger team is currently installing tile, painting, and constructing “changing huts” on the dry side of the pool facility. The excavation for the pool is complete and the foundation and pool construction is in progress.

Goldfish Swim School marks the first indoor swimming pool construction project for Munger. We are excited to be working on this facility and to have the opportunity to add pool installation to our repertoire!



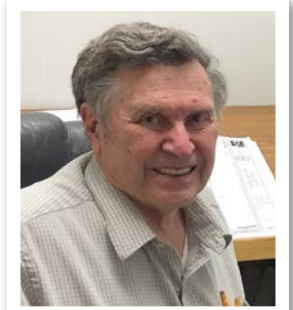
## EMPLOYEE SPOTLIGHT

**Richard (Dick) Greenalch** is a licensed Professional Engineer. He began his time here at Munger Construction in September of 2014. Dick came to us with 40+ years of prior experience in design- build companies and has been responsible for overseeing more than \$100 million dollars of commercial and industrial building projects throughout New York, Connecticut, Massachusetts, and Rhode Island. In addition to his extensive Engineering experience, Dick’s educational background includes a Bachelor’s degree in Civil Engineering from Rensselaer Polytechnic Institute, and a Doctor of Law degree from Fordham University.

Dick and his wife Kathleen reside in Branford with their 2 beloved poodles. Dick

is an active member of the Pine Orchard Yacht Club, where he enjoys golfing and going out to dinner. Dick’s 4 children and 7 grandchildren are his pride and joy and he loves to share stories of their lives and accomplishments. Throughout his lifetime Dick has traveled the entire country and all over the world, first with business and then for pleasure. He and Kathleen have taken a dozen cruises to a dozen magnificent places. And...just in case his work and social activities don’t fill up enough time...Dick is a member of the Branford Inland Wetlands Agency, a member of the Building Committee for the Blackstone Library, sits on the executive committee for the Pine Orchard

Dick Greenalch



Association, and is active in St. Theresa’s church.

Dick is extremely knowledgeable about EVERYTHING, has a great sense of humor, and finds the positive in every day. He is dependable: a real “doer.” When he says he will get something done – he does. His work ethic is rock solid and he faces any challenge head on. Dick truly exemplifies the unique value senior members bring to a company. Thanks Dick. You are an inspiration to us all.

# TECH TIP

## Hurricane Preparedness Will Safeguard Your Commercial Property

Hurricane season is here to stay until November 30th. While most commercial and industrial facilities are built to withstand the threats of major storms, building owners can take a number of steps to prevent damage to their properties. Your commercial builder can also assist you with challenging tasks to minimize costly damage.

Across are some tips for protecting your building.



- Clean drains, gutters and downspouts to facilitate water flow.
- Prevent broken glass and façade damage by trimming tree limbs and removing loose objects that could become projectiles in a high wind.
- Routinely test backup generators and have sufficient fuel for extended power outages.
- Check for leaking roof sealants and roof penetrations such as stacks, skylights, chimneys, and make repairs as needed.
- Reinforce glass doors and storefronts.
- Install additional door hinges and dead-bolt locks to prevent doors from flying open during hurricane winds.

For more information and tips on prepping for hurricanes, please read our **Tech Tip: Hurricane Preparedness**, found in the Resources section of our website.

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On Budget  
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