

MUNGER

The Quarterly

Company Newsletter • Summer 2021

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MESSAGE FROM THE PRESIDENT

Building A Winning Team Environment

One of the keys to success with any group, be it in business, family, sports groups, or more, is a keen understanding of what it takes to build a “winning team environment.” A leader’s main job is to create an environment where people have the opportunity to grow and flourish, but what does that mean?

Just like our natural environment, a healthy team “environment” requires the right soil to grow, the right air to breathe, and the right climate to survive. It is important to know how this environment is presented and fostered. We feel part of a healthy team when we are mentored by others who nurture growth (soil); we maintain a healthy, focus- forward approach (air); and we are challenged to do our best in an affirming, supportive atmosphere (climate). Being out of our comfort zone and waking up excited are both indicators of growth. When we learn that failure is not our enemy, but rather a guiding force, we can begin to build confidence and experience success.

The foundation of building a winning team environment is found in the understanding of the word team.

- T-** Tolerance of each other’s weaknesses...as we all have them.
- E-** Encouragement towards each other’s successes...as we all have them.
- A-** Acknowledgment that each of us has something to offer... as we all do.
- M-** Mindfulness that we need each other...as we all do.

Building a winning team environment has always been my goal as the leader of this organization. I want others to grow and lead, confidently showcasing their respective talents and strengths. This is what guides our company through both the calm and volatile times we face. I pledge to continue to nurture this growth culture so every person on this team can embrace success however you might define it.

David A. DeMaio, President, LEED AP
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Credit: John Maxwell Leadership Podcast

COMPANY NEWS

When COVID first hit over a year ago, our Company newsletters came to a screeching halt. We regrouped and sent our modified Fall 2020 publication combining the Company News and Employee Spotlight sections. Now we are back on track and want to recognize 12 “new” (October 2019 – May 2021) members of the Munger team.

Dashon Roberson, Scott Tuttle, Alex Ferreira, and Kyle Kruglik came on board as construction workers in the field.

David Grich and **Tim Bickford** were hired to expand our concrete and masonry division. **Joe Egersheim** started as a Project Supervisor (currently serving one year of active duty in the US Army Reserves – Thank you for your service Joe). Our estimating department now includes estimator, **Ryan Lacey**, and **Pablo Hernandez** as Pre-Construction Coordinator. **Eric King** joined Munger immediately following his graduation from Keene State College as our second Safety Coordinator. Most recently, **Liz Tullo** came on board as Munger’s new Marketing Manager and **Olivia Lahner** as our Administrative Assistant to Estimating. We welcome these 12 people and their combined wealth of experience, knowledge, enthusiasm and commitment to Munger Construction.

Sadly, there were difficult times for several Munger employees as they dealt with both COVID, and non-COVID related losses of family members and loved ones. Navigating through sickness, injuries, suffering, loss and grief are difficult in “good” times, let

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alone during the strange and unsettling times of a pandemic. We wish them continued strength as they continue their individual healing journeys.

There were also some happy times celebrated. **Dan and Amy Lamberton**, welcomed the birth of their second daughter, in March 2020. Almost a year to the day later, **Alex Ferreira** and his wife welcomed the birth of their second son in March 2021. In August, 2020, **James DeMaio** and his bride, Brittney, were married in a very small, outside ceremony with their immediate family and a few close friends by their sides. Red, White and Blue Congratulations also go out to employee, **Pablo Hernandez**, as he officially became a US Citizen in April 2021.

All good wishes to these employees and their families as they remind us of all the joyful things in life, even during a pandemic.

RECENT SUCCESS STORIES



The Lee Company:

Munger Construction recently assisted long-term client, **The Lee Company**, in reinventing a building on their campus located at **2 Pettipaug Road, Westbrook, CT**. This 27,582 square foot building has now become a centrally located meeting place on campus that serves functions spanning from employee trainings, to holding staff parties with a full catering space available.

Construction on this project was directed by Project Manager, **Dan Lamberton**, and on-site Project Supervisor, **Alan Kostek**. Munger's Estimator involved in this project was **Stephen Mansfield**, VP of Estimating. Due to the nature of this job and the age of the structure itself, this already erect building was stripped down to its frame and built back up again. The completed facility now proudly boasts new Metl-Span siding, energy efficient windows, reconfigured restroom areas to accommodate higher traffic, new electrical, including stunning, theatre-grade lighting, and space for an

upcoming Lee Company Museum featuring a Spacesuit from the Apollo missions.

In addition to these upgrades, our team also installed partitions with a ceiling level track to allow the space to become multiple rooms. These additions give the building a multitude of new purposes and allows for easy accessibility by incorporating an open design concept.

Munger Construction thanks The Lee Company for this opportunity and hopes that this building creates new opportunities and memorable experiences for their staff for years to come.

WORK-IN-PROGRESS

Van Wilgen's Garden Center and Greenhouse:

Munger is currently completing a retail construction project for **Van Wilgen's Garden Center and Greenhouse** to be built at the former Cashman's Hardware store location at **58 West Main Street in Clinton, CT**. As Van Wilgen's continues to celebrate their growth, Ryan Van Wilgen stated that they're "excited to be in another Shoreline town". Munger's contracted work includes renewal of the 2,400 square foot vacant building currently at this site with new metal siding, an expansive retail space, and a 2,760 total square foot heated greenhouse on the property.

James DeMaio is working as Project Manager with **Tom Ferguson** and **Michael Cormier Sr.** as Project Supervisors and **Robb Koehler** as Architectural Designer for the construction. **Richard Greenalch** and **Gary Greenalch** are heading up the engineering for this project.

Van Wilgen's Garden Center has locations in North Branford, Guilford, Milford, and Old Saybrook. The entire construction project is expected to be completed by Fall of 2021 and will allow Van Wilgen's to attract more business and customers from this new location.



Van Wilgen's Garden Center and Greenhouse

Premier Subaru:

Premier Subaru in Middlebury, Connecticut contracted with Munger to complete a large, new construction auto dealership facility. This new state of the art facility will have an 18-car service drive lane, more than 30 service bays, 3 Express Service Lifts, a 3,300 square foot showroom, and even a museum featuring their Heritage Collection of Subaru vehicles.

The Munger team is well underway on this "from the ground up" project and currently has all walls erected and the siding has been completed. Munger also



Premier Subaru of Middlebury

installed the curtain wall glass and exterior envelope. Construction is anticipated to be completed by October 2021.

Dan Lamberton is working alongside **Bob Alvine of Premier Subaru** as Munger's Project Manager. **Jeff Landon** is the Project Supervisor and **Stephen Mansfield** is the Head Estimator.

Munger is pleased to take on a project of this magnitude and looks forward to the continued growth and success of Premier Subaru from this new location.

EMPLOYEE SPOTLIGHT

This issue of our Employee Spotlight shines on **Kim Uihlein**. Kim joined Munger in May 2015 as a field worker, with limited experience in the construction industry. What Kim lacked in experience she more than made up for in dedication, determination, work ethic and true grit. She took on any task assigned to her and eagerly began utilizing the new skill sets she was learning on each jobsite. After being exposed to a wide variety of construction areas, Kim found herself drawn to block and brick masonry work and set her sights on becoming a valued member of the Concrete and Masonry division, which is where she is today. One of Munger Construction's goals is to expand our capabilities in this division

and Kim is helping to make this become a reality.

When not working on a Munger jobsite, Kim enjoys spending time with her family, friends, and Munger family. You won't find a bigger NY Yankees fan anywhere – and a huge Giants fan too. Those of you who know Kim can attest that she is competitive and loves to play sports (especially basketball), yard games, any games at all. Enjoying the outdoors kayaking and fishing are also top on her list.

Kim is a hard-working, resilient, team player. She never hesitates to take on new tasks and responsibilities.



Kim Uihlein

We support Kim's passion to continue to grow and elevate here at Munger, and look forward to great things to come from her in the future. Thanks Kim. We do appreciate you!

SAFETY & TECH TIPS

We Joined National Safety Stand-Down to Prevent Falls!

Munger participated in the National Safety Stand-Down because we want every employee to go home safe at the end of the day. Falls are the leading cause of death in construction. Regardless of your industry, be sure to take time to talk to employees about fall hazards, protective methods and your company's safety policies, goals and expectations. Learn more about our continued dedication to safety by visiting our [website](#) and by subscribing to our YouTube channel.

Scan the QR code below with your smartphone for more info:



How Can You Protect Your Staff as Office Buildings Reopen?

As COVID-19 pandemic restrictions are lifted, office building employers, owners, managers, and operations specialists may be wondering what they can do to safely and efficiently transition people back into the workplace. There are several options to consider including building assessments, safety upgrades, maintenance and repair, and connection to outside resources for ongoing assistance and support.

If you'd like to inquire about these services or schedule an evaluation, read more here: <https://mungerconstruction.com/posts/how-you-can-protect-your-staff-as-office-buildings-reopen/> or complete the **Contact Us** form on our website today.

Build the Best – Be the Best

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