

THE F&G PIPELINE

Full Service Mechanical & Fire Protection Contractors

An Emcor Company

F&G Mechanical Corporation
Meadowlands Fire Protection

Spring 2017 Edition

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Protect Yourself. Get Screened Today.



F&G Mechanical
An EMCOR Company



Meadowlands
Fire Protection
An EMCOR Company



NEWPORT



From the President's Desk

On Thursday, December 1st, the F&G/MFP Office and Warehouse employees gathered at the Stony Hill Inn for a Company Team Meeting. Prior to the meeting, employees completed surveys and provided feedback on a variety of areas regarding their experiences with our company.

Our motivational speaker, Santo “Sandy” Sorce, kicked off the evening by sharing stories of F&G’s journey from its humble beginnings here in New Jersey. Sandy, a real estate developer for over 40 years, has a long list of accolades as well as causes that he financially supports and is actively involved with. Sandy is more than just family to us and F&G Mechanical, he is the reason we are here! In 1974, when our fathers, Pat Fichera and Teddy Giardina were running the company in Brooklyn and working for the city of New York, they fell on hard times when subcontractors were not being paid. Sandy approached us with the idea of coming to New Jersey and working with some of the developers that he had established relationships with. He introduced us to the people at Hartz Mountain and this was the initiative that launched F&G in New Jersey.



Sal Fichera

As leaders of our company for over 40 years, we have seen peaks, valleys and everything in between in our industry. The heart of our company has always been the quality of our employees. Having a talented, engaged and high-performing workforce makes all the difference. From the warehouse assistants to the accounting department, operations, administrative assistants, IT, HR, and all of the employees in the field... each specific role is uniquely valuable and important to the success and well-being of F&G/MFP.

In the surveys, many employees commented on the overall positive morale of the company and recognize our efforts to continue to build our team. The economy is certainly a factor in how busy we are, and right now we are doing well. Company and team building events are a way to not only show our appreciation but to also have employees gather together outside of the divisions they work in and see that they are a part of one greater team – F&G/MFP.

There are a variety of training programs in place and we fully support and encourage employees to seek out these educational opportunities. Webinars and courses are available through the Learning Management System (LMS) that all employees have access too. F&G also provides non-degree related Educational Assistance and EMCOR provides tuition reimbursement for employees taking courses leading to a degree.

Many additional benefits are reviewed when you begin as a new employee and emails are sent out throughout the year. If you are interested in learning more about any of them, you can talk with Human Resources.

Every company is a constant work in progress, always trying to improve. We appreciate the feedback from our employees and our doors are always open. Overall, we could not be more proud of where we are today and look forward to continued success with our very talented team!



Butch Giardina

-Butch Giardina & Sal Fichera

Plumbing, HVAC & Meadowlands Fire Protection

100 Park, Fort Lee, NJ – AJD Construction
Verizon BR Benching, Basking Ridge, NJ – Tishman Construction
Morgan Stanley DCI Pod 6, Somerset, NJ – Structure Tone, Inc.
Bank of America, 14th Floor, Jersey City, NJ – Clune Construction
Ellipse, Jersey City, NJ – LeFrak Organization

HVAC and Plumbing

Provost II, Jersey City, NJ – Toll Brothers City Living
JP Morgan Chase Phase 2A, Jersey City, NJ – Henegan Construction

Plumbing and Meadowlands Fire Protection

90 Columbus, Jersey City, NJ – AJD Construction
Hudson Exchange West, Jersey City, NJ – G&S/Forest City/Suffolk Construction Co., Inc./
Noble Construction Group, LLC
33 Park Ave., Jersey City, NJ – ADJ Construction Co., Inc.

HVAC

Z-Colo, Newark, NJ – Rubicon Professional Services, LLC
Allergan, Madison, NJ – Structure Tone, Inc.
Picatiny Arsenal, Dover, NJ – Perini Management Services

Meadowlands Fire Protection

79 County Ave, Secaucus, NJ – Hartz Mountain
8 Englehard Ave, Avenel, NJ – Avison Young
Project M, Bridgewater, NJ – SJP Properties

Plumbing

99 Hudson Street, Jersey City, NJ – Plaza Construction
Seton Hall University HUMC, Nutley, NJ – TORCON
75 Park Lane, Jersey City, NJ – Plaza Construction
2 Shore Lane, Jersey City, NJ – Plaza Construction
Rector Street, Newark, NJ – Gilbane

MAJOR PROJECTS AWARDED

One Company

One Team

One Vision

2016 SAFETY STAND DOWN



On November 3, 2016 F&G Mechanical and Meadowlands Fire Protection held the 3rd Annual "Safety Stand Down". Like the previous Stand Downs, Sal Fichera and Butch Giardina, along with members of Senior Management, Project Managers, Superintendents and representatives from Emcor's SQM team, were assigned to a particular jobsite. At 9:00am all F&G and MFP workers gathered together, on their respective job sites, to hear a safety message that stressed the value you have to your family and to the company you work with. The main focus of this Stand Down's message is a commitment to safety. In the past we have talked about the company's commitment to safety, but this time the focus was on the employee's commitment to safety. At F&G and MFP, the company's commitment to safety is clearly demonstrated through the continued efforts to provide the best safety equipment and tools so our people can do their jobs safely and productively. At the Safety Stand Down all members of Senior management called upon all F&G and MFP employees to commit to carrying out their daily tasks in a safe manner. This commitment was demonstrated by everyone reading the company's Commitment to Safety. All attendees signed a poster that is displayed at all job sites as a reminder of our pledge to work safely and go home at the end of the day uninjured.

Commitment to Safety

I recognize that I am fortunate to work for a company that is an industry leader, especially when it comes to safety; and I am committed to that value and goal. I will do everything in my power to help this company continue its efforts towards Zero accidents, because it is important to me, my family and those I work with. In an effort to reach Zero Accidents I commit to safety through these actions:

- I am responsible for my safety and the safety of others in my crew.
- I am committed to an incident and injury free workplace.
- I will not perform or permit an unsafe act.
- I will encourage and reinforce the safe behavior of others.
- I will make these commitments part of my everyday life at work and at home.



Hudson Exchange



Shop & Service



100 Park



Mondelez



33 Park



SOHO West Towers 1&2



Hudson Tea Building E



Wiley



101 Hudson



NJ Turnpike



Ellipse



Bloomberg Orangeburg



Port Imperial Site 7 & Hotel



Journal Squared



North Bergen Shop



WHILE YOU WORK INJURIES LURK



BE THERE FOR LIFE. ZERO INJURY PROGRAM.



On Thursday, September 29th, 2016, F&G Mechanical/Meadowlands Fire Protection worked together with Newport Associates Development Company to host New Jersey's second "Human Pink Ribbon" at Newport Green Park in Jersey City, NJ.

Representatives from Newport Associates Development and its newest building, The Ellipse, as well as community leaders from Jersey City, Hudson County, the Hudson County Building Trades, Hackensack University Medical Center, F&G/MFP's vendors, colleagues and employees joined in forming EMCOR's signature giant human Pink Hard Hat Ribbon in a "Call to Action" to launch EMCOR's 8th Annual "Protect Yourself. Get Screened Today." campaign.

F&G's CEO, Sal Fichera, and President, Butch Giardina, led us through the event and were proudly joined by guest speakers Jamie LeFrak, Principal & Vice Chairman, LeFrak; Steven Fulop,

PINKHARDHAT2016

Newport Green Park-Jersey City, NJ

Mayor of Jersey City; Jim McGreevey, former NJ Governor and current Executive Director at Jersey City Employment and Training Program; Bill O'Dea, Hudson County Freeholder; Pat Kelleher, President of the Hudson County Building Trades and Plumbers Local 24 Business Agent; Rosemary Sorce, First Vice Chair of the Board of Governors at HUMC; Dr. Deena M. Atieh Graham, board certified in medical oncology and hematology as well as internal medicine; and Dr. Stanley Waintraub, Co-Chief of the John Theurer Cancer Center's Division of Breast Oncology and the Chief of The Division of Hematology at HUMC.

Dave Sondermeyer, a Local #696 Sprinkler fitter and Foreman for Meadowlands Fire Protection, bravely shared his heartfelt and recent experience of losing his sister, Laurie, to Breast Cancer less than a month before the event. He emphasized not only the importance of wearing the color pink for awareness in the month of October but also the importance of raising funds.

We partnered with the John Theurer Cancer Center Breast Oncology



Sal Fichera and Butch Giardina presented Dr. Stanley Waintraub and Dr. Deena M. Atieh Graham with a 100,000 donation

Division at Hackensack University Medical Center to once again raise \$100,000 for the largest breast oncology program in New Jersey. We are thankful for all of the generous donations from employees, colleagues and vendors to help us reach this goal.

Butch and Sal presented the \$100,000 check to Dr. Deena M. Atieh Graham and Dr. Stanley Waintraub.

Along with our appreciation of all of the leaders who spoke at the event, the tradesmen and women who participated and those who generously donated, we would also like to thank Courtney Scavo, Anthony Scavo, Jr., Lori Wissemann, Mark Kobner and the Newport Associates Development Team; F&G Mechanical's Project Manager, Justin Turso; the Hudson County Building Trades; Eric Boyce and the apprentices of Plumbers Local 24; Nancy Kennedy at the John Theurer Cancer Center; the Market Basket of Franklin Lakes; Prestige Party Rental of Prospect Park, NJ; EMCOR's Marketing and Communications Team and F&G's Marketing Team (Donna DiPietro Leanza, Jennifer Ehrentraut, Tara Salvatore, Dan Roberts,



Chris Fabijanczuk, Colleen Antonucci & Jeff Petro).

A special thanks to our Safety Team and field personnel who raised \$3,784.00 by collecting "Coins for the Cure" at each of our job sites and from all of the building trades on site.

This event was once again a success because of the contributions and generosity of so many of our colleagues and friends. Despite windy weather along the riverfront and the tragic Hoboken train crash less than half of a mile away that morning, we are thankful for everyone who made it to the event and the for the support from those who contributed and were unable to attend.

F&G is also proud to have connected with St. Lucy's Emergency Shelter in Jersey City. We were able to generously donate a van full of food and beverages from the event to local homeless men and women who receive services from this emergency homeless shelter operated by the Catholic Charities of the Archdiocese of Newark.



Left: Freeholder Bill O'Dea, Sal Fichera, Butch Giardina, Former Gov. James McGreevey, Kevin Belew
Below: Kim Caesar, Donna DiPietro, Rosemary Sorce, Jennifer Ehrentraut



Above Left: Dave Sondermeyer and family

Above Center: Sal Fichera, Butch Giardina, Anthony Scavo Sr.

Above Right: The Ellipse, Jersey City, NJ

Right: Peter Stassi, Pat Kelleher

Below Left: Jamie LeFrak

Below Right: Mava Heffler



For more pictures and EMCOR's 2016 highlight video, please visit <http://www.emcorgroup.com/pinkhardhat>

EMPLOYEE NEWS

We would like to welcome the following new employees who joined our Office and Warehouse Team during the months of May 2016—Present.

- William Allen**
Shop Assistant - Warehouse
- Stacy Appelt**
Administrative Assistant - Sprinkler Service
- Tyler Becker**
Staff Accountant - Accounting
- Matthew Beckett**
Operations Assistant - Plumbing/Office
- Timothy Kwaak**
Jr. Fire Protection CAD Detailer - Sprinkler
- Robert McDonald**
Jr. PM / Estimator - Plumbing
- Anthony Zecco**
Shop Assistant - Warehouse

We would also like to congratulate Justin Turso on being one of the photo contest winners on Emcor Nation. He submitted this photo of the Ellipse building and was featured on their site.



GETTING TO KNOW...



George Decker

Congratulations to the following F&G/MFP employees who celebrated their milestone anniversaries from May 2016—Present.

5 YEARS	Alexis Reyes	Network Administrator
	Hakeem Jeffress	Plumbing Journeyman
	Jason Giantonio	5th Year Plumbing Apprentice
	Jean Cohen Moreira	3rd Year Plumbing Apprentice
	Jon DeBaro	Plumbing Service Manager
10 YEARS	Russell Law	HVAC Project Manager
	Robert Hammond	Plumbing Journeyman
	Steven Cataldo	Sheet Metal Foreman
	Antonio Cruz	Plumbing Journeyman
	Eric Vargas	Plumbing Journeyman
15 YEARS	Michael Maloney	Plumbing General Foreman
	Paul Marranzino	Plumbing Journeyman
	William Dobbs	Steamfitters General Foreman
	Chris Musto	Sprinklerfitter Journeyman
	John Brzezowski	Plumbing Journeyman
20 YEARS	Chris Carisi	Plumbing Foreman
	Peter Sceusa	Plumbing Project Manager
	Paul Aubry	Sprinkler Project Manager/Chief Estimator
	Jeff Petro	Senior IT Manager
	Raymond Dombrowski	Sprinklerfitter Journeyman
25 YEARS	Dave Tempio	Plumbing Foreman
	Dennis Boos	Plumbing Foreman
	Kevin Cummins	Plumbing Field Supervisor
	Frane Kalebota	Plumbing Estimator / Project Manager
	Martin Fleck	Sheet Metal Foreman
35 YEARS	Martin Connolly	HVAC Service Technician
	Paul Bertolini	General Super / Safety Director
	Donna DiPietro Leanza	VP of HR & Administration
45 YEARS	Butch Giardina	President

George Decker is the Assistant Purchasing Agent in our Plumbing Division. He originally worked in the IT field (over 15 years of experience) and was our Help Desk Administrator several years ago. He left F&G for another position and less than two years later returned and has been in his current position for the last 3 years.

George's father was a Plumber and George became very familiar with the industry after working in the field for years when he was first out of high school. His plumbing background helps him in his role at F&G because of his knowledge of terms, fittings, material, etc. When the position first opened up, Pat Hettel, Purchasing Manager, remembered that George has previous plumbing experience and hired him as his assistant.

George is a family man, who spends most his time with his son and daughter. He loves history, is an avid reader and collects books. He originally wanted to become a chef, has taken cooking classes and is famous in his church community for his award-winning chili (where he beat two chefs amongst other contestants).

PART OF OUR TEAM

PLUMBING/HVAC SERVICE DEPT.

In 2016, our Plumbing & HVAC Service Departments merged with their respective divisions. Our team members provide reliable, responsive maintenance and preventative services 24-hours a day.

Plumbing Service is now under the supervision of Peter Stassi, Executive Vice-President of Plumbing. Joseph Ventura is our Senior Service Manager and Jon DeBaro is our Plumbing Service Manager. They are responsible for job estimates, scheduling projects and selling preventive maintenance contracts.

Our Plumbing Service Technicians provide general plumbing/drain cleaning services to commercial properties and completes small construction/installation jobs.

HVAC Service is now under the supervision of Rob Anen, Executive Vice-President of HVAC. Michael Apricena is the new HVAC Service Manager and Lee Kantrowitz is the Assistant Service Manager for the division.

Pamela Johnson is our Senior Service Administrator, providing administrative support to management and service techs while working to maintain customer satisfaction and ensures the smooth running of the department. She prepares contracts, proposals and billing; manages scheduling and is a contact point for customers.

Our team of HVAC Service Technicians install, maintain and repair heating, ventilation and cooling units for commercial customers. They also diagnose and repair electronic, mechanical and electrical components of these systems.



Jon DeBaro, Joe Ventura, Pamela Johnson, Lee Kantrowitz and Michael Apricena

EMPLOYEE ANNOUNCEMENTS

IT'S A BOY

Congratulations to the Giardina family on the birth of CJ Giardina. He was born on March 5, 2017 to Eleonora and Christopher Giardina, weighing 7lbs. 10oz. and 20.5".



IT'S A BOY

Congratulations to Sean Kerr on the birth of his grandson, Liam Ryan Kerr, born on January 18, 2016, weighing 7lbs. 8oz. and 20".



Congratulations to Pamela Johnson, Sr. Service Administrator, who was honored and received the following awards:

Mayor Steven Fulop & the city of JC with the Woman of Action Award

Senator Sandra B. Cunningham and Assemblywoman Angela V. McKnight for a successful Unity Walk in Jersey City

She also received her Masters in Public Administration from St. Peter's University in May of 2016.



Congratulations Shannon Kattowski, Dave Kattowski's daughter who graduated cum laude from NYU Tandon School of Engineering (formerly Polytech) in 2016. After gradating, she began employment with Langan Engineering

MARINER III - SUMMER KICK OFF CRUISE

On Thursday, June 9th, 2016, approximately 75 of our office and warehouse employees boarded the Mariner III to enjoy a beautiful evening cruising the Hudson River.

The Mariner III is a private 122 foot classic motor yacht, which was built in 1926 with the sophistication of America's 1920s. We left from the Weehawken, NJ Port (which is directly across from Manhattan's mid-town) and cruised north towards the George Washington Bridge. The views of the NY/NJ Skyline were incredible. Employees were amazed to see that the NJ skyline is starting to look similar to the NY downtown views. Butch and Sal were proud to announce that most of the NJ/Hudson River waterfront buildings, which are mainly Hotels, Office Buildings and High-Rise Apartments, are F&G/MFP projects.

The night was a great success and everyone had a wonderful time! We would like to thank our Employees for their loyalty, dedication and for being an incredible "TEAM"! Their strong work ethic and continued support has helped to make F&G/MFP a great success!! Without our people, we would not be where or who we are today!



Sandro Quagliariello,
Nadine Rivas



Pamela Johnson, Pat Hettel,
Cynthia Thatcher



Jennifer Ehrentraut,
Donna DiPietro



Butch Giardina, Peter Stassi,
Sal Fichera



Mike Buttermark,
Donna DiPietro



Stephanie Gerleit, Tara Salvatore,
Carmela Zoccali, Vanessa Crespo,
Heather Mahoney, Pamela
Belcaro, Annmarie Montes

HOLIDAY CHEER

Each year we host our Annual F&G/MFP Christmas Party in our warehouse, inviting all employees to join us for lunch to celebrate the holidays. Santa makes a special appearance at the office to visit with our employee's children. This year nearly 400 employees attended and everyone had a great time.

During the holidays, we ask employees to bring in gifts for the children and families supported by the Paterson PAL. Years ago, we would exchange gifts with employees in the office but over the past several years, we've decided that it was much more valuable to donate to a local charity where they were needed. We are thankful for the continued generosity of our employees in donating dozens of gifts to make a difference for other's Christmas season!

In the days leading up to Christmas we had a Festive Sweater Contest and our annual Holiday Cookie Contest. Our Festive Sweater Winners were: Victoria Ramirez, Carmela Zoccali, Tara Salvatore and Zack Boyce. Our Cookie Contest Winners were: Gary Hippe (see his recipe on the next page), Pamela Belcaro and Tim Manning.



Top Left: Holiday party; Middle Left: Story time with Santa; Middle Center: Gina Caggiano, Jen Ehrentraut, Vanessa Crespo; Right: Toys for Tots Drive



Victoria Ramirez, Mike Maltabes, Carmela Zoccali, Annmarie Montes, Tara Salvatore, Stephanie Gerleit, Zack Boyce, John Carnemolla, Chris Frees, Tim Frees, Tyler Becker

ICECREAM SOCIAL



Executive VP, Peter Stassi, serving icecream



Donna DiPietro, Jennifer Ehrentraut

In the spirit of summer, we held our second Ice Cream Social, hosted by Ben & Jerry's. One of their ice cream trucks visited our facility filled with a variety of flavors and topping. Our office and warehouse employees enjoyed their sundaes and spending a few minutes outside together.

Health & Wellness

The Extra-Virgin Olive Oil Hoax

-from Bottom Line Inc.

The “extra-virgin olive oil” in your kitchen is probably not extra virgin at all. To qualify as extra-virgin, olive oil is supposed to be subjected to minimal processing and be made exclusively from fresh, high quality olives. But a highly publicized research report from the Olive Center at the University of California, Davis, found that 69% of the olive oil sold as “extra-virgin” in the US does not meet those standards. The flavor of these fakes typically falls well short of the real thing. Also, a diluted or heavily processed olive oil might not provide the cancer and heart disease fighting benefits of a true extra-virgin olive oil.

Producers get away with selling fake extra-virgin olive oil because the US government does little to enforce olive oil standards and because most Americans have never tasted a true high-quality extra-virgin olive oil-making it difficult to spot the fakes.

What to do: Buy from trust worthy brands, such as California Olive Ranch (from \$12.59 for a 500 ml bottle, CaliforniaOliveRanch.com), Cobram Estate (from \$12.99 for a 375 ml bottle, CobramEstate.com), Whole Foods 365 Everyday Value brand (from \$6.99 for a 500 ml bottle) and Oro Bailén (often \$20 or more for a 500 ml bottle, OroBailen.com). You can also buy from an importer or a distributor of high-quality olive oils, such as Oliviers & Co. (OliviersandCo.com) and Zingermans (Zingermans.com). Alternately, you could



Congratulations to Gary Hippe on being the winner of our 2016 cookie contest! Here is the recipe for his award winning cookies.



Lintzer Cookies

Ingredients

3/4 c. unsalted butter
1/2 c. sugar
zest from 1 lemon or 1 tsp. cinnamon
1 large egg yolk
1 tsp. vanilla extract
1 c. all-purpose flour
3/4 c. almond flour
1/4 tsp fine sea salt
raspberry jam for filling
confectioners sugar for dusting

Wine Portion Control

-from Bottom Line Inc.

To keep from drinking more than you should for your health, pour five ounces of wine (one standard drink) into a measuring cup, then transfer it into each type of wine glass you have, noting the level reached. Some glasses look nearly empty when holding a full drink!

join the Fresh-Pressed Olive Oil Club and receive 3 bottles of stellar olive oil, four times a year (\$99 per quarter for 3-250 ml bottles, FreshPressedOliveOil.com).

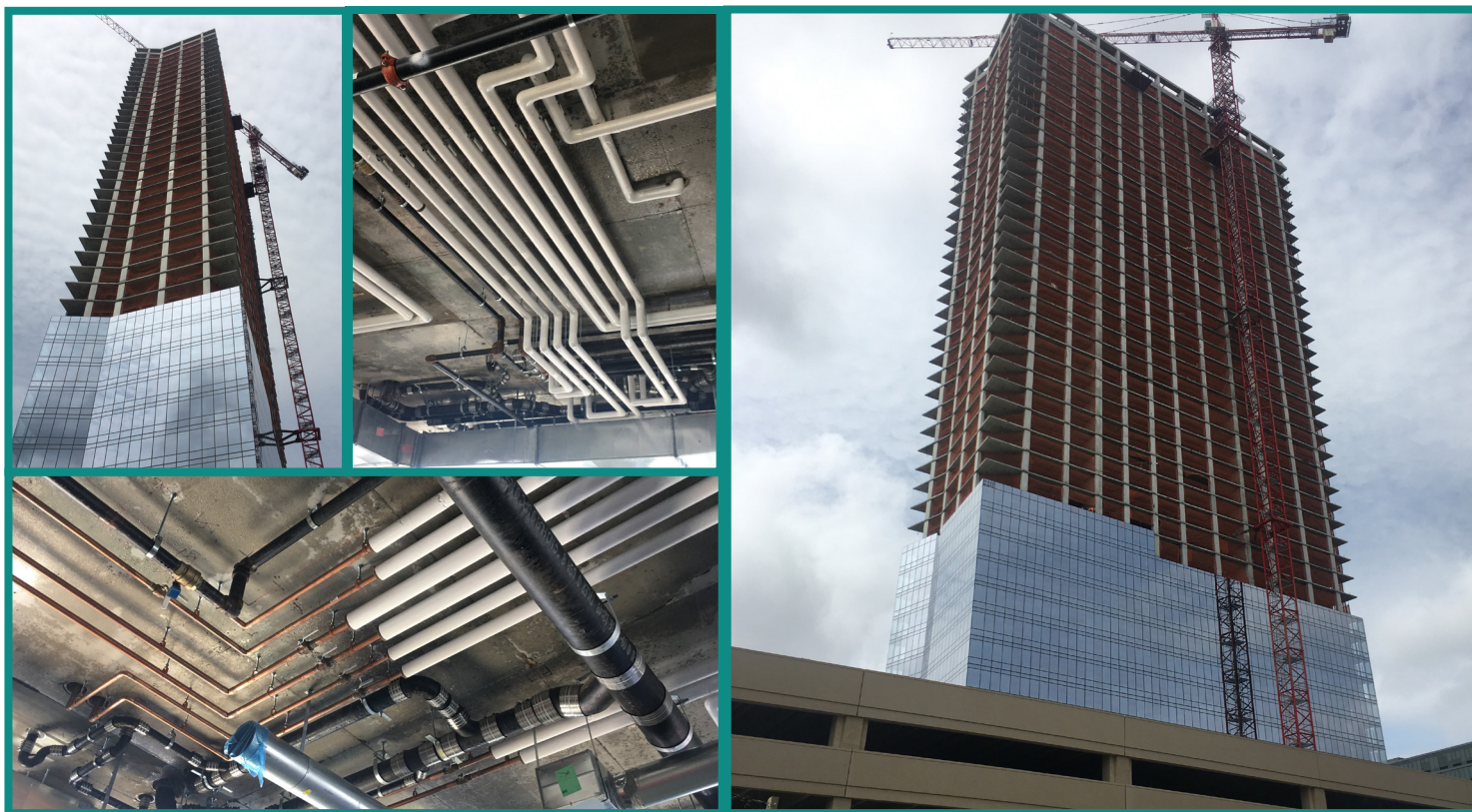
Another safe bets include and US produced olive oil that has the “COOC” seal of the California Olive Oil Council on its label and any Italian olive oil listed as “100% Qualità Italiana”. EVOO produced in Australia is a reasonable choice as well because Australia enforces the world's most strict extra-virgin olive oil standards.

Note: for the University of California, Davis research results visit OliveCenter.UCDavis.edu

- To make the dough: Beat the butter, sugar and zest until fluffy. Add the yolk and vanilla then beat until combined.
- Whisk together both flours and salt. Add the flour mixture to the egg mixture and mix until just combined.
- Divide dough in half and pat each half into a disc. Wrap in plastic and refridgerate until firm-about 1 hour.
- To assemble: On lightly floured surface, roll out one disc to about 1/4” -thickness. Using 2 1/2” round cookie cutter, cut out cookies and transfer rounds to parchment lined baking sheet. Refrigerate for 30 minutes.
- Preheat oven to 350°F
- While the first half of the cookies are chilling, cut rounds from the remaining douch. Once you’ve tranfered these cookies to a baking sheet, using your smallest cookie cutter, make a peek-a-boo cut out in the center of each. Refrigerate for 30 minutes to chill.
- Bake all cookies 8-10 minutes, or until edges begin to turn golden brown.
- Once cookies have completely cooled, place cookies with holes in them on a cookie sheet and sift confectioners sugar on top. Turn remaining cookies flat side up and spoon 1/2 tsp jam on the center. Top with the sugar-dusted cookie.

FEATURED PROJECT

100 PARK



Just south of the George Washington Bridge is The Modern, the second tower of the rental development located at 100 Park Avenue in Ft Lee. 100 Park, twin to the existing tower at 800 Park Ave, is a 47 story glass tower that stands at 496 feet and houses 451 units. Apartments range from studio to three bedrooms and the structure features outdoor amenities such as pools, volleyball and basketball courts, outdoor movie presentations, individual and community barbeques, covered dog walks, a pet spa, a children's play area and a two acre public park with water features and walking paths. Indoor amenities include a fitness center, spa, screening room, golf simulator, gaming room and internet lounge. The addition of this tower compliments the 800 Park tower, as well as the Hudson Lights project, both previously completed by F&G. Owned by SJP Properties and built by AJD Construction, F&G Mechanical is responsible for the Plumbing as well as the HVAC. Meadowlands Fire Protection is handling the fire protection systems. Fabrication was utilized by all three divisions to provide the most productive and cost effective product delivered on this high-end project.

Newsletter Committee Members include Donna DiPietro Leanza, Jennifer Ehrentraut, John Duffy, Jeff Petro and Colleen Antonucci

We would like to thank Sal Fichera, Butch Giardina, Joe Ventura, Pam Johnson and Dave Verna for contributing information to help us complete this edition.

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