

Pipeline

THE F.W. WEBB EMPLOYEE NEWSLETTER



Volume 19 – December 2015

It's almost 2016 and the wait is nearly over as the company's 150th anniversary year draws near.

Excitement is building as we prepare to roll out a series of events and activities to celebrate our great company.

150 Years STRONG!



We kicked off the celebration last month (November) with the 2016 F.W. Webb commemorative calendar (see page 8).

In this issue of *Pipeline*, we're introducing a yearlong Trivia Contest based on company facts and history (see page 9). Hope you'll join the fun and win a prize! Also in this issue, meet our founding father in a new feature called "Legacy of Leadership" (page 2) and get to know the succeeding leaders of the company in profiles throughout 2016.

In researching our history, we discovered the company was founded on April 11, 1866. The stars aligned for April 11, 2016 – the date of the Red Sox home opener.

Barring a rainout, we'll be unveiling our new F.W. Webb 150th logo on the Green Monster on the company's birthday.

Thank you Webb gods and baseball gods!

Other activities include a big anniversary customer promotion and birthday counter day.

We'll be announcing details in future issues of *Pipeline*.

Happy 150th!

Please submit news items and photos with captions to pipeline@fwwebb.com.

THE SCOOP

by Bob Mucciarone



As you may have heard, we are in the process of making another acquisition, which should be formally consummated in late February 2016. We have wanted to get into the waterworks business and the acquisition of Water Works Supply Corp., with locations in Malden, MA and Londonderry, NH, provides us a perfect entry. Once again we believe F.W. Webb's reputation in the industry facilitated this opportunity.

Ironically, as I write this column, we have an agreement in principle with another company, which came to a final agreement this morning. While the company sells much of our core products, we think it will work well and enhance the Water Works acquisition. As we move this agreement forward, we will have a formal announcement in the coming weeks.

As you can see, we are active and seeking opportunities that will help us grow our business. We will review every opportunity to determine if it makes sense for our growth. As we do, we want to be sure all our vendors are true partners. We may have to reevaluate our relationship with those who do not share our vision.

As we approach our 150th anniversary in 2016, we can't help reflect upon how we got to where we are today, and where and how we will grow. Our plans include attracting the best and most skillful industry people as we grow, both through acquisitions and organically. Anticipate new locations, building additions, new product lines and, as mentioned, acquisitions.

Lastly, the most important part of the 150th anniversary is our best asset – YOU the employees – every member of the F.W. Webb team who helped us get to this point and who is helping us be 'THE BEST IN THE INDUSTRY!' No matter what position you hold, it's important and appreciated.

Thank you and Happy Holidays!

Did You Know?

Thomas Crapper did not invent the first flushing toilet.



See pages 16-17 for more Halloween Webb Cam.

Legacy of Leadership Corner

Ancestor #1: John V.N. Stults, Founding Father

Even Companies Have Ancestors

by Lisa Mooradian, Executive Assistant, Bedford, MA

As we celebrate the 150th anniversary of the F.W. Webb Company, it's important to acknowledge the individuals who forged the path for the company's success today. Starting with this issue of *Pipeline* and during the coming year, we will be highlighting leaders from the past and their contributions to the company that eventually came to be known as F.W. Webb.

Stults & Company

It is hard to imagine what life was like in April of 1866 when John Van Ness Stults opened Stults & Company, the second plumbing supply house in the Boston area – the taproot of the F.W. Webb Company. America was in the midst of recovering from the aftermath of the Civil War. There were no cars, trucks or planes moving people, goods and supplies; trains and horse-and-buggy were the primary transportation modes around the country. Public sewerage had not yet reached homes, however, people were eager to have a water closet-style commode instead of an outhouse and indoor chamber pot.

So what was a 29-year-old guy from East Brunswick, NJ doing in Boston opening a plumbing supply house? John Stults was an entrepreneur who appeared to be a risk taker. With a huge population boom underway in major metropolitan centers throughout the country, John envisioned where the industry was going and built in that direction. He was an accomplished plumber and inventor with a patent on a noiseless tank valve for flushing tanks and water closets.

Stults & Mansur

In 1873, John formed a partnership with Henry W. Mansur, also an inventor and plumber. The name of the original company changed to Stults & Mansur. The business and partnership seemed to be going well until Henry died of pneumonia at the age 47. After struggling for a year-and-a-half without Henry, John sold

Stults & Mansur in 1888 to Henry McShane of Baltimore. After 22 years in the plumbing supply industry, he decided to set his sights on other ventures.

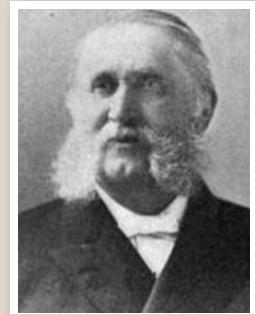
Stults the Man

John bought and sold real estate in Massachusetts and was also involved in horse racing. He was president of the Metropolitan Driving Club of Boston, which at the time was a horse-and-buggy racing club that held races at the Charles River Speedway and other tracks.

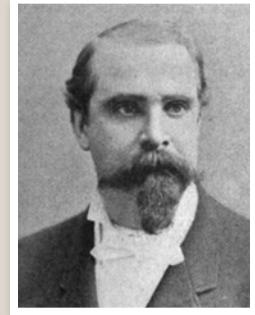
John owned a beautiful 21-acre property in Belmont, MA complete with horse stables and farm. There he raised his three children, Grace, Mabel and John after he and his wife Mabel divorced. John was said to have been a millionaire and prominent figure in the Belmont/Boston area. John remained in the greater Boston area until his death in 1919 at age 82. After his property was sold to make new housing developments, two new local streets in Belmont were named in his honor – Stults Road and Van Ness Road.

Documents that surfaced when researching John Stults showed he always used his middle initials "V.N." when signing documents. Where did he get the name Van Ness and why was he so proud of it? As a teenager in New Jersey, he lived for a short time with his uncle John Van Ness. It is probable he was named after this gentleman.

What would John Stults say about "his company" still selling plumbing supplies 150 years later and with a location in North Brunswick, NJ near his birthplace? The best guess is he would be amazed and impressed, and likely to admit all his hard work was worth it.

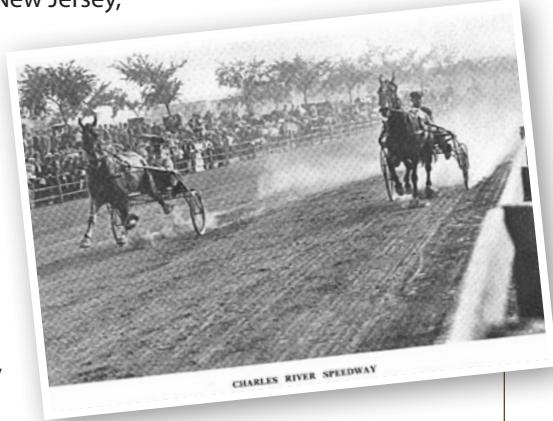


John Van Ness Stults
(1837 – 1919)



Henry Ware Mansur
(1839 – 1886)

John Stults & Henry Mansur
photo's courtesy of *Domestic Engineering*, Vol. 27, 1909

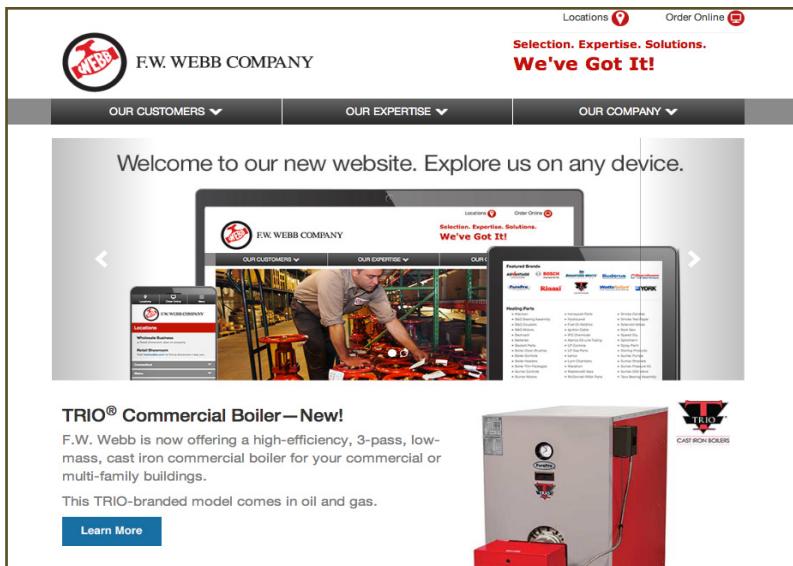


Charles River Speedway photo courtesy of
The Driving Clubs of Greater Boston, 1904-1914

Next Issue: Henry McShane

Coming Soon – A Fresh, New fwwebb.com

by Alicia Criniti, Director of Marketing, Bedford, MA



With over 435,000 unique visitors to fwwebb.com each year, the company website is arguable one of the most important touchpoints a customer, prospect, employee, and manufacturer will have with F.W. Webb. In anticipation of the company's 150th anniversary, a cross-functional team has worked throughout the year to conceptualize and create a new website for F.W. Webb.

As we began the challenge of developing a brand-new web site, we were driven by these two main goals:

1. Provide a place to learn

Who is F.W. Webb? What do we do? What do we have to offer our wide range of customers and prospective customers?

These are some of the questions we needed to answer as simply as possible to tell our story and present ourselves as one company capable of providing a vast array of solutions on any given project.

2. Facilitate sales in all channels

Historically, visits to the locations page and online ordering page have accounted for 1/3 of all page views. As such, our new site seeks to optimize location information to boost bricks-and-mortar foot traffic and call volume, and more seamlessly integrate the online ordering option.

*Watch your email for an announcement of the new site launch.
It will be any day now!*

Additional site redesign objectives were to:

- Provide a great experience on any device. Our new site has been designed in a responsive manner. This means it will provide optimal viewing across a wide range of devices, from desktop computers to tablets to smartphones.
- Deliver fast, simple, easy navigation to get site visitors to the information they are seeking as quickly as possible.
- Present more relevant, high-impact company and product information that can be regularly refreshed.
- Integrate individual specialty division sites into the overall site.
- Enhance site analytics capabilities.
- Adhere to the latest SEO best practices (search engine optimization) to help our site be found more often through organic searches.
- Present a clean, branded design representative of modern offline efforts.



The new site will have an active Events and Training page for our customers.

If your location is hosting a customer event be sure to get it posted through your location's website administrator.

If you need assistance, contact Chip Slattery, Online Marketing Manager, at cps@fwwebb.com.

Webb Hosts Technicians from Mexico

by Anisa Meigs, Inside Sales, Process Controls Division

F.W. Webb Cazenovia, NY welcomed a group of seven Mexican valve technicians for an intensive three days of hands-on training at the end of October. Employed by our customer Praxair, the group came to us to learn more about our custom-engineered switching valve assemblies. F.W. Webb valve technicians Jody Avery and Mike Ryan, based in Cazenovia, provided the training. The Mexican techs, some of whom speak no English and one on his first trip to the States, were accompanied by Mike Rizzo of Praxair in NY.

Praxair is one of the largest industrial gases company in the world. Our valves are used by the customer to produce and distribute atmospheric, process and specialty gases, along with high-performance surface coatings.



Kneeling (L-R): Israel Martinez, Jody Avery (Process Controls Division)

Standing (L-R): David Mendoza, Mike Rizzo (Praxair in NY), Fortino Malagon, Mike Ryan (Process Controls Division), Julio Cesar Hernandez, Jimmy Perez, Ernesto Miron, Alejandro Flores



Employee Discount Available on Electric Fireplaces

by Karen Rand, Sales Consultant
Frank Webb's Hearth & Home, Haverhill, MA



Your F.W. Webb Showroom

With the holiday season and winter upon us, what an ideal time to warm up your family room or recreation space with a new electric fireplace from Frank Webb's Hearth and Home. Our electric fireplaces and inserts are technologically state-of-the-art and cost only pennies per hour to run.

With their realistic flame and quality construction, these heat-generating fireplaces will add charm, character and ambiance to all your home gatherings or cozy evenings for many years to come.



The Dimplex BLF50 Synergy Linear fireplace features a large 50-inch wide viewing area, sleek black finish, patented flame technology, and beautiful glass ember bed. It is sure to be the most attention-grabbing piece in any room.

We have many live electric flame displays on view in our Haverhill, MA showroom from the quality brands, Dimplex and Modern Flame. Linear fireplaces are 'hot' sellers this season and we want you to have one. One of our top models is the Dimplex BLF50 Synergy Linear wall mount fireplace, pictured here. We'll apply your employee discount to the price and offer you free shipping to your Webb location or home.

If you're in the area, stop in for a look at our displays. But even if you don't live close by, we can take your order by phone and ship to you. For pickup in Haverhill, most units are available within one day of ordering.

Now is the time to add more coziness and warmth to your living space. Call Karen Rand at Frank Webb's Hearth and Home Showroom at 978-373-7222.

Collaboration Across Webb Disciplines Leads to Happy Customer

by Phyllis Laorenza, Marketing Department, Bedford, MA



Customer Bill Lovely (left) looks on with his daughter Jennifer as his granddaughter Dakota cuts the ribbon at his new meat processing plant.

With nearly 30 years in the construction industry in Maine, Bill Lovely, owner of ABJ General Contractor of Gardiner, readily admits he's hard on suppliers and not easy to please. "I ask a lot of my suppliers but I've never had a supplier who supports me 100 percent like F.W. Webb," Bill said.

A longstanding Webb customer, Bill is especially vested in his latest project – a meat, poultry and food processing operation in Gardiner, where he is the builder, property owner, and part-owner of one of the businesses in the new space.

Team Collaboration

Stacy Papa, Outside Sales, South Portland has established a solid working relationship with Bill Lovely over the years. He entrusts her with his project plans and needs. Before these new meat processing plants were barely sketches on paper, Stacy began a collaboration with John Lewis, Account Manager for HVAC/R, Bangor. John is an expert in commercial refrigeration, which constitutes the bulk of Bill's needs in his new facility.

Stacy and John broadened the cross-discipline team with two additional colleagues from Maine – Shawn Buck, Account Manager for HVAC, Augusta, and Mike Flewelling,



Refrigeration products sold by F.W. Webb work to keep the processing rooms cooled.

Technical Sales Rep for Commercial and Industrial Pumps, Winslow. Throughout the project, the team has pooled their individual areas of expertise to present a unified solution and extraordinary value to the customer.

Service Elements

With these essentials service elements, the collaborative F.W. Webb sales team in Maine is bringing value to ABJ General Contractor's processing plant project:

- Building a relationship
- Establishing trust
- Being available and responding immediately
- Understanding the need
- Offering solutions and training
- Providing products on demand
- Exceeding expectations
- Making it easy to do business with F.W. Webb
- Caring about the project

"My hat is off to Stacy, John and the entire team for reminding us that Webb collaboration and outstanding customer service allow us to stand apart from other distributors."

*– Ernie Coutermarsh,
Senior Vice President,
Industrial Business
Development*

Continued on Page 6

Continued from Page 5



A meat processing room in the new facility.

Products aren't the only deliverable. After reviewing site plans for the poultry operation, John Lewis made recommendations that doubled production volume. Victor Soto, Inside Sales, South Portland, provided training to the plant personnel responsible for maintaining chill rooms at a safe meat processing temperature. Both these efforts enhanced the poultry processing operations, pleasing Bill Lovely and his tenant, the Maine-ly Poultry company.



(L-R): Jennifer Wade and Alpha Williams of ABJ General Contractors; John Lewis, HVAC/R Account Manager, Bangor, ME; Senior VP Ernie Coutermarsh; Augusta, ME General Manager Nick Pelletier; Shawn Buck, HVAC Account Manager, Augusta; Mike Flewellings, Technical Sales Rep, Pumps, Winslow, ME; Stacy Papa, Outside Sales, South Portland, ME

"The Webb team went above and beyond the call of duty," Bill said. "They cared about the project and delivered what we needed on time, even filling last-minute overnight delivery requests. We couldn't have made it over the project hurdles without F.W. Webb."

"Whenever it will serve the customer and enhance the sale, I always invite in colleagues," Stacy Papa said. "I rely on other Webb experts to supplement my primary focus area (plumbing) to deliver the best products, service and solutions to the customer to achieve a win-win."

Of her colleagues, Stacy said they are "the best HVAC, refrigeration, and pump experts in Maine." She knew they could meet Bill's demands and tight deadlines and credits their work. "The entire effort was executed seamlessly and represented F.W. Webb well," she said.

"This is an excellent example of the value we achieve for our customers and our company when our sales associates from different Webb disciplines meld as a cohesive team," said Ernie Coutermarsh, Senior V.P., Industrial Business Development.

"When we all dig a bit deeper into every job, we are bound to find cross-selling opportunities to bring in our Webb colleagues to enhance the offering for our customers.

F.W. Webb-Supplied Products

F.W. Webb supplied these products to ABJ for the meat and poultry processing facility. Other projects with ABJ are in the works.

- Chandler refrigeration equipment, a Heatcraft brand for walk-in coolers
- Lokring solder-free refrigeration tube connection system
- Rinnai boiler for heating
- Dixel Controls to control and monitor temperature of walk-ins
- York and Life breath air handlers to circulate fresh air
- Fantech exhaust equipment
- PCM Moineau-Progressing Cavity Pump
- JWC Environmental "Muffin Monster" Sewage Grinder

Scope of the Project

In a business diversification approach inspired by the national eat-local movement, Bill Lovely decided to both build and own the meat and poultry processing facility in Gardiner. He leases space to Maine-ly Poultry and co-owns the other processing business, Central Maine Meat. His new building also houses a value-added kitchen. Plans are in the works for a smoke kitchen and flash freeze operation. All meat is sourced from animals raised by Maine farmers and sold to local markets and restaurants.



*JWC Environmental "Muffin Monster" Sewage Grinder:
A grinder and a pump used
to remove waste products
from the facility for recycling.*

Bangor Hosts Annual Customer Tailgate Party

by Kevin Hewes, Operations Manager, Bangor, ME

On October 24th, the Bangor, ME location hosted a pregame and half-time customer tailgate gathering at the University of Maine vs. Stoney Brook football game. We distributed 100 complimentary tickets to customers based on their purchase of qualifying priority lines of boilers, indirects and heat pumps between Sept. 1 to Oct. 15. Our customers looked forward to the “Football Fever” promotion this year and it was bigger and better than last year. The weather and food were excellent, everyone had a great time, and the Black Bears were victorious!



Paul Dumont, Outside Sales, and Russ Richards, Inside Sales; both from Bangor



Center (L-R) Russ Richards and Steve Cote, both Inside Sales, Bangor, flanked by mechanical contractor customers

3rd Annual Breast Cancer Awareness Day



Supporting the Cause

by Ruth Martin, VP of Human Resources

On Breast Cancer Awareness Day, October 16, the Bedford, MA location held a Jeans and Chicken event to raise money for the American Cancer Society. Wearing jeans was permitted and wearing pink was encouraged – all in the name of raising awareness and funding. A total of \$814 was collected. The company matched it dollar-for-dollar and sent a total donation of \$1,628 to the Society’s Breast Cancer Unit. The locally famous Augusta Chicken Truck provided a delicious lunch for Bedford staff.



Kayla Gelineau, HR Assistant, and Ruth Martin, VP of Human Resources



Thanks for your support!



Serving up PurePro with a Side of Surf-n-Turf

by Justin Bednarz, General Manager, Waterford, CT

The Waterford, CT branch hosted a successful training event on the PurePro® hydronic line for more than 50 contractors from Eastern Connecticut. The Sept. 30th event enhanced awareness of the features and benefits of our exclusive private-labeled boilers, indirects and heating system controls. Our intent was to educate customers, help them prepare for the heating season, and create demand for PurePro heating products and accessories.

Dan Davis Sales presented the PurePro TRIO®, Plug-n-Go® and Energy Manager Plus; U.S. Boiler, meanwhile, presented the Advantage® Oil and Gas Boilers. In addition to the valuable training, customers in attendance received exclusive special pricing.

Following the training sessions, customers were treated to a delicious steak and lobster dinner prepared by the Waterford team. Branch management and Counter Salesperson Rob Sholes worked the grill and steamed lobsters that were hand carried by Dan Davis Sales directly from Maine. I personally hand cut and trimmed the New York Strip Steaks from a butcher-sized strip and seasoned them with care.

As dinner was ending, customers were already expressing interest in ordering PurePro boilers.



*Chris Grenier,
Operations
Manager,
Waterford, CT*



The idea for this training event sprung from a Vendor Advisory Meeting with branch management and representatives from Corporate. We met with key manufacturer's representatives to see how we could make the Waterford branch more successful. Once the idea was accepted, our Marketing Team developed promotional materials and the sales force set to work.

All members of the branch rallied to make the event a success. Waterford inside sales, counter sales, outside sales and management team participated. The warehouse team, office staff, and showroom sales team provided assistance before, during and after the event. Everyone worked to promote the event and ensured our guests were informed, comfortable and well fed!

"Best one ever!" is the common refrain about the 2016 F.W. Webb commemorative calendar, since distribution to all employees last month. Thanks to everyone who contacted Marketing with feedback.

Credit goes to **Lisa Mooradian**, Executive Administrative Assistant, and **Carol Rosinski**, Designer, Marketing Dept. (both in Bedford, MA).

Lisa, our own in-house genealogist, has been invaluable in digging up information on the company's previous leaders and capturing a more thorough and nuanced understanding of our rich history.

If you did not receive a 2016 calendar, check with your local manager or contact Lisa at lisam@fwwebb.com.



Play the Company History Trivia Game: Win a \$50 Gift Card!

One of the fun ways we are celebrating the F.W. Webb Company's sesquicentennial throughout the next year is with a History Trivia Game for employees. The questions will test your knowledge on historical facts about the company. Clues to help you find the answers may be found in *Pipeline* issues (starting with this one), the 2016 Commemorative Calendar, the company Intranet and on fwwebb.com.

After each game, five entries with all questions answered correctly will be randomly selected. Each of the five winners per game will receive a \$50 Visa gift card.



*Old Home Day Parade featuring tub, sink and toilet from F.W. Webb Manufacturing Co.
— Northampton, MA, 1907*

Let the Games Begin.

The F.W. Webb Trivia Game begins right now. A new set of questions will appear in the next six issues of *Pipeline* throughout 2016.



F.W. Webb History Trivia

Game 1: Deadline December 31, 2015

How to participate:

Preview the multiple choice trivia questions presented on this page.

Online

Click "Game 1" to take the survey online. Respond by the deadline.

By Mail

If you don't have computer access, make a copy of these questions, fill in your name and branch #, circle your answers, and send by the deadline to: Lisa Mooradian, Corporate Office, Bedford, MA.

Employees are allowed one entry per game.

Good Luck!

Game

[Click here to play Game 1](#)

Name: _____ Branch #: _____

Who was the original founder of the company in 1866?

- A Frank W. Webb
- B John V.N. Stults
- C Henry McShane

What street in Boston was the first F.W. Webb building located?

- A Elm Street
- B Beacon Street
- C Columbus Avenue

What was the name of the company when it first opened?

- A Henry McShane Manufacturing Co.
- B Stults & Co.
- C Stults & Mansur

What type of bathroom facilities did most people have in their home in America in the early 1860's?

- A Outhouse
- B Water Closet
- C Porcelain toilet

What is the most recent location that F.W. Webb purchased?

- A North Brunswick, NJ
- B Watertown, MA
- C Allentown, PA

Cover of Catalog (1901)



Winners will be notified and listed in the next issue of *Pipeline*, along with the answers and the next set of questions.

How to Deck the Halls Any Time of Year

by Laurie Willis, E-Commerce Copywriter, RiverbendHome.com

For many of us, 'tis the season for festive gatherings of family and friends. It's also a time of year when people want to freshen up their home before guests arrive. For the holidays or any time of year, you can make a dramatic impact on your décor with accessories. They provide a perfect finishing touch and give rooms a 'pulled together' look and feel. Accessorizing is easier than you may think. Here are a few tips:

Gather ideas and make a plan

Look for what inspires you in magazines, books, Pinterest, or elsewhere online. Take note of what you like in home design and décor and start collecting ideas and photos. You'll be pleasantly surprised to see your preferences following a pattern or theme. This is your starting point.

Start small

You don't need to replace everything in a room to make a big impact. Pick one or two things you really want to change and start there. The fastest way to freshen a room is to paint the walls, change the curtains, add some new throw pillows, or a few decorative accent pieces. A new lamp, chair, mirror, rug, or wall décor, such as clocks or plaques, can give a room a quick easy update.

Get personal

Enhance your home's heart and soul with personalized touches from accessories that reflect your interests. Create a vignette of keepsakes, framed photos and mementos, grouped on a table or shelf. Choose items you really love and your home will reflect the real you. Remember to vary the height of tabletop accessories to add balance and visual interest to your presentations.

Dress up walls

The walls of your home are a blank slate to fill with artwork and other accessories that inspire you. Match your art to the room's surroundings to create a unified look and position each piece at eye level. For a formal look, arrange art in symmetrical groupings. For an informal look, go with asymmetrical.

Easy 60-30-10 color

For color schemes, designers typically divide a room into percentages of 60-30-10. In general, this translates to 60% of the room's color is its walls, 30% is from furnishings such as rugs, upholstery and window treatments, and 10% is from accessories and accent pieces. Make the most of that 10% with bold, bright and visually appealing accents to enliven your interior spaces and stylize your home.

Need more design inspirations?

Shop the Décor Section at Riverbend Home for a wide selection of accessories and furnishings: RiverbendHome.com.



For a formal look,
arrange art in
symmetrical groupings.
For an informal look,
go with asymmetrical.



 **RiverbendHome**

Indoor Golf League Builds Camaraderie

by Brian Bradley, General Manager, Rutland, VT



The Rutland, VT location piloted an indoor golf simulator league for employees in November. We began with 16 employee players. The idea behind the league is to try something fun outside of work hours to build team spirit. I'm always looking

for ways to bring together people from different areas of our building to get to know each other better, build positive relationships, and enhance communications.

We had four teams of four players. Each Monday evening for three weeks, two team members were paired with two team members of an opposing team to collect points, which tallied at the end of the league for a grand prize. After only the first week, the league was the talk of the branch. The people who don't play golf had a great time, inspiring one employee to say: "I'm terrible at golf but that was really fun and I'm looking into buying clubs." Meanwhile, the avid golfers were impressed with the accuracy of the simulator technology.

During the three weeks of initial play, experienced players reached out to help other employees and it was a great interactive experience for learning, teaching and communicating across the board and without regard to anyone's position or rank. I certainly believe the league did exactly what I had envisioned when setting it up, and probably more! As a result, we are already talking about starting up the league again in the spring to last closer to 8 weeks and with 20 employee players.

What is Indoor Golf?

Indoor golf simulators utilize 17-feet, high-definition widescreens and realistic 3-D graphics to give the user a golf experience extremely close to the actual game of

golf. The player stands on a platform, called a swing pad, in front of a high-definition projector screen. The swing pad has fake grass and a tee to simulate real-world conditions. At the same time, the screen displays a high-definition image of a golf course, complete with grass, skies, wind and wildlife to immerse the player. The player steps up, swings, and hits the ball, just as they would on a real golf course. Once the golfer starts his or her swing, sensors track every element of the club and ball (speed, shot angle, distance, spin and trajectory). High-speed, 3-D cameras gather images of the ball and the club at up to 2300 frames per second. When the ball is hit, a virtual ball is projected on the screen and accurately shows the flight of the ball.



Ryan Taylor, Warehouse, Rutland, VT

shot angle, distance, spin and trajectory). High-speed, 3-D cameras gather images of the ball and the club at up to 2300 frames per second. When the ball is hit, a virtual ball is projected on the screen and accurately shows the flight of the ball.

- Courtesy of Stonehedge Golf, Rutland, VT



Mark Bryant, Sr., Counter Sales, beat out 12 colleagues in Albany, NY to win that location's inaugural Chili Cook-off Competition on Oct. 30th. His name is the first added to the new plaque!



Zachary Checchi, 21-month-old son of John Checchi, Data Management Specialist, Bedford, MA is yet to become a big fan of Santa Claus!

But he's still incredibly cute.



PRODUCT Focus



TRIO Line adds Commercial Boiler with 3-Pass Design



CAST IRON BOILERS

Adding to its growing line of cast iron boilers, F.W. Webb has introduced a new commercial-grade boiler under the acclaimed TRIO® brand name. The new boiler has the same high-efficient, 3-pass European design as the residential boilers in the TRIO line. The low mass European design with AFUE ratings up to 87% is what makes the TRIO commercial boiler a standout in its class. The GG20 cast-iron block with its 58 PSI rating provides exceptional durability for years of trouble-free operation. With seven oil or gas models to choose from, the new TRIO commercial boiler is an excellent choice for commercial or multi-family buildings.



NASCAR "Race to Daytona" Winner Crowned

by Chip Slattery, Online Marketing Manager, Bedford, MA

For the 2015 NASCAR Sprint Cup Series season, we put our own spin on fantasy racing and offered customers a chance to win a trip to the 2016 Daytona 500 at Daytona International Speedway in Daytona, FL. This all-expense paid trip includes airfare, three nights' accommodations at the Plaza Ocean Club Hotel, tickets to both the Xfinity and Sprint Cup races, and VIP hospitality and amenities throughout the weekend.

More than 500 customers registered for the Race to Daytona challenge, and when the smoke cleared after ten months and 36 races, Louis Daddona of Daddona Bros. Mechanical, Plymouth, CT captured the grand prize!! Daddona Bros. is a customer of our Waterbury, CT location.

Congratulations to Louis and a huge thank-you to all the customers and F.W. Webb employees who supported this promotion and made it a success!



Buffalo Bound

Phyllis Laorenza from the Marketing Department is decked in safety gear before visiting the site of a huge construction project in Buffalo, NY. Pictured with Phyllis are two employees of F.W. Webb customer, Mollenberg-Betz Mechanical Contractors.

In the February issue we'll feature an article on this project and Webb's foray into the Buffalo market.

Bedford Showroom Hosts NKBA

The Frank Webb's Bath Center Showroom in Bedford, MA hosted the November meeting of the *Northern New England Chapter of the National Kitchen and Bath Association (NKBA)*. Seventy of the group's members attended. At the conclusion of their business meeting, they enjoyed appetizers in our elegant showroom with vendors from Moen, TOTO, Elkay, MTI, Symmons and others on hand.



NKBA members enjoy the Bedford showroom



Kristen Gould, Showroom Manager at Symmons, staffs her tabletop booth



FWBC Sponsors and Attends Design Gala

Representatives of Frank Webb's Bath Center attended the annual *New England Design Hall of Fame Induction and Gala Event* on Nov. 12 in Boston. The event honors architects, interior designers and landscape architects from New England whose residential design is the best of the best. FWBC was the evening's official Décor Sponsor.



Seated (L-R): FWBC Showrooms Manager Suzanne Brady; Boston Showroom Manager Deb Dumel; Doreen Scanlon, Boston Showroom Sales; Brenda Ingersoll, Asst. Showroom Manager, Bedford; Jenifer Dunn-Coen, Bedford Showroom Sales

Standing: Tablemates from Tile Showcase

ABX Show Booth



Frank Webb's Bath Center had an elegant booth at the ABX show in Boston, Nov. 17-19. ABX is produced by the Boston Society of Architects for the building industry. Products featured in the booth included the MTI "Juliet" solid surface tub and the Robern "AIO" medicine cabinet with built-in audio.

Frank
Webb's
BATH CENTER

Your F.W. Webb Showroom

A New Lift on Business

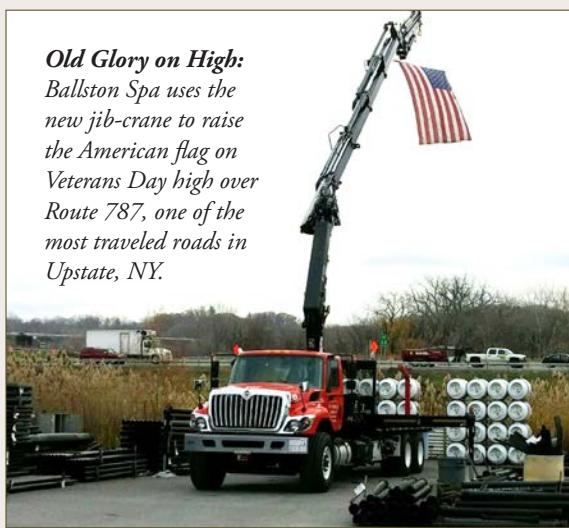
Three jib-crane trucks are on the road now for F.W. Webb. The retractable crane on each of these new vehicles lifts heavy rooftop equipment, such as HVAC units, and can be operated remotely. Based in Albany, NY, Elmwood Park, NJ (Bergen) and Woburn, MA, the trucks have been serving the entire footprint since September.



F.W. Webb Driver and Crane Operator, Carl Mason (on the ground closest to the truck), uses a hand-held remote to lift a York HVAC unit to the roof of the Vernon Arena ice rink in Saratoga Springs, NY. A 1000-gallon propane tank, meanwhile, awaits delivery to another customer.



Old Glory on High:
Ballston Spa uses the new jib-crane to raise the American flag on Veterans Day high over Route 787, one of the most traveled roads in Upstate, NY.



F. W. WEBB CELEBRITY LOOK-ALIKE



Sam the Snowman

From "Rudolph the Red-Nosed Reindeer"



John Furneaux

Counter Sales
Haverhill, MA

Submitted by: Katrina Arsenault, Counter Sales, Haverhill, MA

Submit your nomination for a Webb Employee Celebrity Look-Alike. If chosen, both of you will win a pair of Loew's movie tickets.

Send your nomination to pipeline@fwwebb.com by January 15, 2016 for the February Celebrity Look-Alike Contest.

Industrial Trade Event

F.W. Webb, Armstrong International and manufacturers rep RL Stone participated in a successful trade event in Chicopee, MA on Fri. evening, Nov. 13. The invitation-only Vendors Show was well-attended and produced some significant leads. The event is sponsored by the International Maintenance Institute (IMI) Pioneer Valley Chapter and Association for Facilities Engineering (AFE) Chapter 85.



(L-R): RL Stone President Chris Bove, Springfield, MA General Manager Michael Kennedy, Industrial PVF Product Manager Gary Rose, F.W. Webb Regional Sales Manager Frank Angeloro, F.W. Webb Account Manager Kurt Warner, Springfield; and Armstrong Northeast Director Mike Calogero

Optional Life Enrollment

by Samantha Verratti, Benefits Manager, Bedford, MA



As announced during our annual benefit open enrollment in September, the F.W. Webb Company has moved its life and disability benefits from MetLife to Sun Life effective October 1, 2015. Coverage levels for company-paid benefits have not changed.

Eligible employees receive the following coverage amounts:

- Basic Life – two times annual salary up to \$500K*
- Accidental Death & Dismemberment – two times annual salary up to \$500K*
- Long-term Disability – 60% of earnings up to \$5,000/month

Optional Life Insurance

Optional Life can be elected in increments of \$10K up to five times annual salary (not to exceed \$500K). The Guarantee issue amount for employee optional life is \$200K.**

Spousal life can be elected in increments of \$5K up to \$100K, if employee optional life is elected, but cannot exceed 50% of the employee's optional life amount. The Guarantee issue amount for spousal life is \$50K. **

Child life can be elected if employee election is at least \$20K. Child life coverage is \$10K for each child who is 6-months to 19-years-old (or up to 23 if full-time student); coverage is \$250 for a child who is between 14-days and 6-months-old.

We are pleased to announce optional life premiums have not increased. They continue to be based on age and smoking status. Carefully review Section 3 of your personalized enrollment form to indicate the coverage amount you want in the appropriate smoking status box. There are four boxes of sample premiums: "Life Insurance for You" (smoking and non-smoking) and "Life Insurance for Your Spouse" (smoking and non-smoking).

Remember to designate life insurance beneficiaries. Find the Sun Life beneficiary designation form on the company Intranet, along with other Sun Life materials for life and disability benefits. If you have any questions about our current Optional Life open enrollment, please contact the HR Department at hrdept@fwwebb.com.

* Reduces to 65% at age 65 and to 50% at age 70

**An evidence of insurability form must be completed if electing coverage over the Guarantee issue amount; Sun Life will review to determine whether coverage is approved.

Reminder

We are currently holding an open enrollment for optional life benefits. Optional life is a voluntary benefit you can elect to supplement your company-paid life insurance. Because it's open enrollment, you do not need to have a qualifying event to enroll. We are excited to announce we've increased voluntary life coverage maximums. Packets have been mailed to eligible employees' homes with information about optional life benefits. This includes a personalized enrollment form, rates and an evidence of insurability form (refer to guarantee issue amounts on the left).

All current optional life participants must turn in a form to either re-enroll or opt out by December 14, 2015.

Any eligible employee interested in enrolling in optional life, must submit an enrollment to the HR department by December 14th.



Halloween Webb Cam



Kyle Manni, Inside Sales, Hyannis, buys a snack.



Logo carved by Devin Pascoe, IT Dept.

To supplement her Office Admin salary, Melissa Powers moonlighted on Halloween at the Hyannis, MA location as a vending machine. Her cardboard costume, which took three hours to construct, dispensed goodies for coins. Melissa said the Corn Nuts, Twinkies, Whoppers and Ding Dongs were a big hit with staff and at the counter, too!

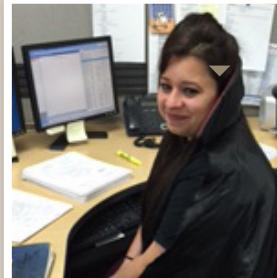


Chris Souza, Counter Sales, Hyannis, MA, with Kyle Manni, the Giant Kosher Dill Pickle

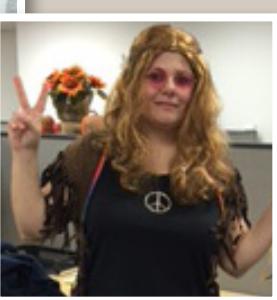


The "Motley Crew" from Springfield, MA

Albany, New York



▲ Tori Carrk vamps it up



▲ Tracy Hudspeth is groovy



▼ Laura Naughton & Maria Schmitz



▲ Rick Lawless is comic book antihero, "Deadpool."



▲ Duane Adams – German Beermeister, costume winner

Halloween Webb Cam



Bedford, MA location celebrates Halloween



Lenetta Ruggiero,
Accounts Payable



Linda Quinlan
and Laura Somes,
twin sisters,
IT Dept.



Izzy and Harper McBride



Abigail Somes



Christopher Hagar



Evan and Chloe Michaud



Alicia Criniti, Chelsea Albers
and Marianne Tragakis,
Marketing Department



Mike Blagdon, Store Manager, West Bath, ME – aka,
Pumpkin Carver Extraordinaire, carved these fish.



F.W. Webb would like to thank all of our employees who have served our country:

Connecticut

- **Justin Bednarz** – Army, Waterford
- **Leonard Capone** – Marine Corps, Waterbury
- **Ken Hutchinson** – Army, Hartford
- **Darren Juan** – Army, Hartford
- **Ray Kallas** – Army, New Haven
- **Tom Kowalcky** – Air Force, Hartford
- **David Lapointe** – Air Force, Hartford
- **Dave Monahan** – Army, Waterbury
- **George Murdoch** – Air Force, Hartford
- **Carroll Quesnel** – Army, New Haven
- **Bob Westbrook** – Navy, New Haven

Maine

- **Jeff Cook** – Army, Navy & Airforce, Windham
- **John Dwyer** – Coast Guard, Portland
- **Art Freeman** – Air Force & Air Guard, Winslow
- **Dale Hansen** – Navy, Portland
- **Matt Hebert** – Marine Corps, Winslow
- **Kendall Hill** – Army, Augusta
- **Gary Jackson** – Army, Winslow
- **Bruce Jordan** – Army National Guard, Portland
- **Dick McIntyre** – Navy, Biddeford
- **John Mills** – Navy, Portland
- **Mike Rogers** – Air Force, Portland
- **Tom Rucevice** – Air Force, Rockland
- **Kathleen Santos** – Navy, Portland
- **Larry Santos** – Navy & Air Guard, Windham
- **Alan Senecal** – Army, Winslow

Massachusetts

- **Tom Barrett** – Navy, Methuen
- **Mark Beaulieu** – Navy, Auburn
- **Shane Bennett** – Air Force, Hyannis
- **Brion Berghaus** – Coast Guard, Bedford
- **Paul Bruno** – Marine Corps, Woburn
- **Jim (Caino) Cain** – Army, Watertown
- **Roger Claypool** – Navy, Canton
- **Joe Coffey** – Army & National Guard, Methuen
- **Peter Collins** – Marine Corps, Bedford
- **Brandon Comeau** – Marine Corps, Bedford
- **Andrew Cordicso** – Marine Corps, Watertown
- **Ernie Coutermarsh** – Marine Corps, Bedford
- **Jason Cox** – Marine Corps, Brockton
- **Stephen Davis** – Army, Bellingham
- **Dave DiPirro** – Army Reserve, Salem
- **Maximino (Cisco) Fernandez** – Navy, Boston
- **Winston Greene** – Army, Woburn
- **Norm Guertin** – Air Force, Fitchburg
- **Joe Horne** – Navy, Lowell

- **Norm Israelson** – Army, Auburn
- **Keith Laing** – Army, Greenfield
- **Mike Leander** – Army & National Guard, Bedford
- **Frank Levoy** – Army, Woburn
- **Lawrence MacCall** – Navy, Bedford
- **Barry Meuse** – Navy, Malden
- **Mike Nastek** – Army, Woburn
- **Mike Norton** – Army, Woburn
- **Lou Ottino** – Marine Corps, Plymouth
- **John Pope** – Navy, Bedford
- **Steve Ranslow** – Army National Guard, Auburn
- **Jim Rose** – Navy, Pittsfield
- **Tom Sanders** – Army, Woburn
- **Scott Smith** – Air Force, Bedford
- **Dave Tetreault** – Air Force, Auburn
- **Joe Tesauro** – Navy, Hingham
- **Jim Tragakis** – Navy, Boston
- **Ken Tufts** – Navy, Woburn
- **John Veino** – Air Force, Lowell
- **Ed Welch** – Army, Bedford
- **Chris Wilson** – Army Corps of Engineers, Watertown

New Hampshire

- **Wayne Andeen** – Air Force, Dover
- **Dennis Barry** – Marine Corps, CD
- **Don Bergeron** – Air Force, Concord
- **Jarid Bond** – Army, Concord
- **Derwin Brown** – Army, Lebanon
- **Ryan (Christopher) Fuller** – Army, CD
- **Matt Gray** – Army, CD
- **Mike Lewis** – Navy, CD
- **Jody Luciw** – Navy, Lebanon
- **Doug Machain** – Air Force, CD
- **Keith McNutt** – Marine Corps, Gilford
- **Ron Paquin** – Army National Guard, Manchester
- **Chuck Savage** – Army, CD
- **Jeff Tevis** – Air Force, Lebanon
- **Al Wagoner** – Army, CD

New Jersey

- **James Laporte, Sr.** – Army, Bergen
- **Frank Janicek** – Navy, Bergen
- **Jim Yates** – Air Force, Pleasantville
- **Timothy Dilliplane** – Army Special Forces Green Beret, Pleasantville

New York

- **Rich Ahern** – Navy, Ballston Spa
- **Harry Barker** – Navy, Queensbury

- **John Barth** – Army, Albany
- **Dan Blair** – Army National Guard, Binghamton
- **Darin Cook** – Air Force, Albany
- **Andy Debell** – Marine Corps & Army, Albany
- **Dave Diviesti** – Air Force, Newburgh
- **Chris Doyle** – Air Force, Newburgh
- **Jeff Eames** – Air Force, Albany
- **Dave Eynon** – Army, Binghamton
- **Paul Frontera** – Marine Corps, Binghamton
- **Howard Geisel** – Navy, Albany
- **Tom Gorcesky** – Air Force, Albany
- **Keith Hanchett** – Navy, Queensbury
- **Jake Kuss** – Navy, Syracuse
- **Tom Lane** – Navy, Albany
- **Marty Mann** – Air Force, Syracuse
- **Fred Marchaland** – Marine Corps, Queensbury
- **Sean McAvoy** – Marine Corps, Binghamton
- **Mike Morales** – Air Force, Syracuse
- **Dennis Moulton** – Air Force, Binghamton
- **David O'Brien** – Marine Corps, Pittsford
- **Ken Powell** – Marine Corps, Ballston Spa
- **Alfred Quicketon** – Army, Albany
- **Lynne Rawson** – Navy, Queensbury
- **John Ruhle** – Navy, Newburgh
- **Jason Smith** – Navy & Army Guard, Newburgh
- **Sam Stepanovich** – Army & Army Reserves, Pittsford
- **Steve Sweetland** – Air Force, Binghamton
- **Fred Vivenzio** – Air Force, Syracuse

Pennsylvania

- **Jim Martin** – Army, Allentown
- **Jim Tobiassen** – Army, Allentown

Rhode Island

- **Charlie Bursey** – Navy, Warwick
- **Gary Dame** – Air Force, Cranston
- **Jim Stevens** – Navy, Warwick

Vermont

- **Terry Cota** – Army, St. Johnsbury
- **Jim Harrington** – Army, Rutland
- **Nathan Luther** – Marine Corps, St. Johnsbury
- **Wil Morin** – Army, Springfield
- **Dave Paquette** – Army National Guard, Williston
- **Fred Perry** – Navy, Rutland
- **Leo Pollander** – Marine Corps, St. Johnsbury
- **Scott Ryan** – Navy, Rutland
- **Mark Safford** – Navy, Barre
- **Rick Snow** – Coast Guard, Brattleboro
- **Randy Swan** – Marine Corps, Barre

Please submit news items and photos with captions to pipeline@fwwebb.com.

If you are a veteran and not listed, please send an email to hrdept@fwwebb.com



Timmy Largay Jr., Showroom Associate, and Russ Richards, Inside Heating Sales, Bangor ME



Customers enjoyed a hearty "hunter's" breakfast of bacon, eggs and sides.

Hunting-Themed Counter Day

By Kevin Hewes, Operations Manager, Bangor, ME

With the popularity of deer hunting in our area, the Bangor, ME location held its first ever hunting-themed counter day on November 6th. We provided a hearty breakfast buffet to well over 100 customers. Employees dressed in camouflage and hunter orange. The Milwaukee Tool representative was here and we had a great event that is certain to become an annual one for us.

People On The Move



Brian Bradley has been promoted to General Manager of Rutland, VT. Brian had been the Operations Manager in Rutland for close to three years. Prior to becoming OM, he spent five years in the F.W. Webb CIP Program, based in Rutland. Brian hails from Middlebury, VT and joined the company in 2008 upon graduating from college. He holds an MBA from Southern NH University and a Bachelor's degree

from Castleton University in Castleton, VT. As GM, he said he is “looking to expand our business and our customer base through exceptional customer service, training, promotion and core product expertise, while continuing to improve our operational and sales process through our CIP program.”



Adam Reece is the new Operations Manager of our Fire Protection and Fabrication facility in Canton, MA. After graduating from Endicott College with a degree in Sports Management, Adam worked as a warehouse assistant manager at Focal Upright Furniture, a company that manufactures and distributes ergonomic furniture. He then worked construction for a couple years before joining F.W. Webb's

CIP program, spending a year in both Nashua and Boston. Adam is eager to use his previous work experience to improve operations and help grow the Fire Protection and Fabrication business.

SHOUT OUT

**About Patrick Devine,
Outside Sales, Hyannis, MA,
from F.W. Webb customer**

"It's 8:45 p.m. and he is still on the job! So am I, but that's because I have to be. Pat is THE BEST!!! More committed and on his game than any other sales person I have ever dealt with in all my 36 years. He gets it done!"

– **Harold Whelden,**
Harold R. Whelden Heating
& Refrigeration, Inc.,
Nantucket, MA

Upcoming Trade Shows and Events:

December 10, 2015

– **F.W. Webb Annual 12 Days of Christmas Customer Event,**
West Bath, ME location

January 19-20, 2016

– **Empire State Water Well Drillers Association (ESWWDA) Annual Meeting,**
Beeches Inn and Conference Center,
Rome, NY

January 24-27, 2016

– **New England Water Environment Association (NEWEA) Annual Conference,** Boston Marriott Hotel,
Copley Plaza, Boston, MA

February 8-10, 2016

– **Maine Water Utilities Association (MWUA) Annual Meeting,** Holiday Inn by the Bay, Portland, ME

February 11-12, 2016

– **F.W. Webb 3rd Annual HVAC/R & Controls Dealer Meeting,** Foxwoods Resort & Casino, Mashantucket, CT



F.W. Webb Welcomes the Following New Employees

- **Emmanuel Avila** – Technical Support Analyst, Bedford, MA
- **Jonathan Bagley** – Warehouse, Bedford, MA
- **Francis Barry** – Fabrication Manager, Canton, MA
- **Joseph Botto** – Counter, Pittsfield, MA
- **John Bowman** – Counter, Allentown, PA
- **Ryan Burke** – Counter, Stamford, CT
- **Edward Cassady** – Tractor Trailer Driver, Canton, MA
- **Anthony Caswell** – Warehouse, Lewiston, ME
- **Mark Cavallaro** – Inside Sales, Allentown, PA
- **Scott Cohen** – Outside Sales, Pleasantville, NJ
- **Michael Coleman** – Driver, Fitchburg, MA
- **Christopher Collins** – Valve Maintenance Mechanic, Winslow, ME
- **Daniel Consiglio** – Outside Sales, Cranston, RI
- **Bradley Czarnecki** – Warehouse, Rutland, VT
- **Douglas Denequolo** – Inside Sales, Elmwood Park, NJ
- **Erick Diaz-Bastardo** – Warehouse, Methuen, MA
- **Patrick Flynn** – Driver, Portland, ME
- **Matthew Fraser** – Counter, Gloucester, MA
- **John Griffin** – Tractor Trailer Driver, Amherst, NH
- **Jennifer Hagar** – Accounts Payable Manager, Bedford, MA
- **Jeffrey Haringa** – Selector, Cranston, RI
- **Paul Ivatts** – Inside Sales, Hingham, MA
- **Terrence Ivery** – Receiver, Amherst, NH
- **Robert Kaiser** – Inside Sales, Augusta, ME
- **Gail Kapala** – Data Analyst, Bedford, MA
- **Benjamin Keach** – Warehouse, Exeter, NH
- **Ronald Lapointe** – Inside Sales, New Bedford, MA
- **Ricky Lehoux** – Tractor Trailer Driver, Amherst, NH
- **Michael Lyons** – Outside Sales, Methuen, MA
- **Christopher MacMichael** – Valve Maintenance Mechanic, Winslow, ME
- **Brandon Mason** – Warehouse, St. Albans, VT
- **Justin Medeiros** – Warehouse, New Bedford, MA
- **Joseph Misterka** – Counter, Springfield, MA
- **Joshua Morgan** – Receiver, Amherst, NH
- **Scott Pelletier** – Warehouse, Albany, NY
- **Peter Polito** – Tractor Trailer Driver, Amherst, NH
- **Anthony Ruggiero** – Counter, Bedford, MA
- **Cesar Salazar** – Warehouse, Watertown, MA
- **Jose Salvatierra** – Inside Sales, North Brunswick, NJ
- **Joseph Sayah** – Warehouse Manager, Portland, ME
- **John Sears** – Driver, Cranston, RI
- **Caleb Seward** – Warehouse, Rutland, VT
- **Robert Shippie** – Driver, Woburn, MA
- **Eric Soehner** – Sheet Metal Mechanic, Haverhill, MA
- **Anthony Trello** – Outside Sales, Queensbury, NY
- **Scott Ward** – Driver, Syracuse, NY
- **Taylor Weaver** – Warehouse, Queensbury, NY
- **Michael Zalkin** – Outside Sales, Canton, MA

Webb Spotlight

Richard Larkin



Webb Vitals

How long you've worked
at F.W. Webb:
21 years

Your role at F.W. Webb:
Accountant: I keep track of the money,
among other things

Your F.W. Webb location:
Corporate office in Bedford, MA

If you could have dinner with two
people who are no longer alive,
who would they be?

Winston Churchill and
Marilyn Monroe

What is your most prized
possession?

Memories of my mother

Where is the most interesting place
you have visited?

Rio de Janeiro

The best TV show of all time is:
Seinfeld

What is the best book you've read?
The Grapes of Wrath by John Steinbeck

October & November 2015

Work Anniversaries

5 Years

- Mark Dekoeyer, St. Johnsbury, VT
- Ashley Didonato, Bedford, MA
- Ryan Dunn, Methuen, MA
- Chris Fuery, Amherst, NH
- Steven Lopez, Waterbury, CT
- Paul Luchini, Williston, VT
- Darlene Reinig, Newburgh, NY
- Gerald Roy, Northampton, MA
- Nicole Tinsley, Auburn, MA
- George West, Exeter, NH

10 Years

- Donald Bergeron, Concord, NH
- William Carr, Syracuse, NY
- Maria Chavira, Amherst, NH
- Bernard Croteau, Keene, NH
- William Davis, Lebanon, NH
- Karl Hirsh, Woburn, MA
- Sohrab Omidbakhsh, Winslow, ME
- William Rousome, New Haven, CT
- J. Paul Stein, Syracuse, NY
- Mark Taylor, Woburn, MA
- Kimberly Thurber, Albany, NY
- John Veino, Lowell, MA

- Matthew Viger, Concord, NH
- Lisa Ward, Lewiston, ME

15 Years

- David Adams, Warwick, RI
- Norman Guertin, Fitchburg, MA
- Matt Hough, Brockton, MA
- Mark Lowder, Cranston, RI
- Michelle Perkins, Winslow, ME
- Allen Slavin, Boston, MA
- David Vitale, Methuen, MA

20 Years

- Trent Batalogianis, Woburn, MA
- Scott Hynes, Woburn, MA
- Matt Lacross, Queensbury, NY
- Jean Parrish, Woburn, MA
- Mike Perry, Fitchburg, MA
- Brian Phillips, Woburn, MA
- Lorraine Salvato, Woburn, MA
- Paul Sferrazza, Woburn, MA

25 Years

- Jeff Grenier, Rutland, VT
- Steven Kincaid, Syracuse, NY
- Don Rondeau, Methuen, MA

Births

- **Ryan Grant** born September 28, 2015, son of Jacob and Paula Grant, Bangor, ME
- **Sophie Cunningham** born October 5, 2015, daughter of Stephanie and Joe Cunningham, Bedford, MA
- **Ashton Bennett** born October 14, 2015, son of Tim and Laura Bennett, Queensbury, NY
- **Casey Costello** born November 6, 2015 son of Justin and Jenny Costello, Nashua, NH.

Promotions

- **Cynthia Carman**, Receptionist to Accounting Clerk, Boston, MA
- **Chris Cohn**, Counter to Inside Sales Stamford, CT
- **Peter Collins**, Counter to Data Management Specialist, Bedford, MA
- **Brandon Comeau**, Driver to Tech Support Analyst, Bedford, MA
- **Peter Covell**, Warehouse to Counter, Rutland, VT
- **Mike Desjardins**, Inventory Control to Inside Sales, Rutland, VT
- **Amy Edwards**, Counter to Inventory Control, Rutland, VT
- **Sam Fox**, Warehouse Supervisor to Inside Sales, Williston, VT
- **Kevin Grigg**, Counter to Inside Sales, Ballston Spa, NY
- **Jason Howland**, Driver to Counter, Rutland, VT
- **Nikki LaFountaine**, Showroom Sales Rep to Tech Support Analyst, Bedford, MA
- **Mike Metaxopoulos**, Counter to Inside Sales, Methuen, MA
- **William Richards**, Warehouse to Counter, Portland, ME
- **Bryan Schmidt**, Warehouse to Inside Sales, Rutland, VT
- **James Sheafe**, Warehouse to Counter, Newburgh, NY
- **Ethan Turner**, Counter to Inside Sales, Rutland, VT
- **Brian Wojcik**, Counter to Inside Sales, Binghamton, NY

Retirees

- **Doug Chapman**, Inside Sales, Pittsfield, MA after 19 years
- **Mike O'Brien**, Inside Sales, Williston, VT after 32 years
- **Steven Silverman**, Shipper, Auburn, MA after 19 years
- **Mark Steinfeld**, Outside Sales, Propane Gas Division, Hartford, CT after 17 years

Pipeline is published bimonthly in February, April, June, August, October and December by the F.W. Webb Marketing Department. We welcome your feedback and contributions at pipeline@fwwebb.com. The latest version is always found at <https://pipeline.fwwebb.com> or in your local breakroom. Archived versions dating back to the inaugural issue (Dec. 2012) are accessible on the company Intranet. Thanks for reading *Pipeline*!



You don't have to go far to find stocking stuffers. Plus enjoy an employee discount to boot. Here are a few suggestions from your local F.W. Webb store (with thanks in part to Bedford Store Manager Marty Cook):



New TV Ad in the Works – Featuring Webb Employees!

by Alicia Criniti, Director of Marketing, Bedford, MA

Action! Production is underway on two new F.W. Webb television ads to air in 2016. The ad concepts are based on true stories depicting the effort to which Webb employees will go to help customers solve problems during times of dire need.



A sunny day turns rainy with special effects on the set at our Dover, NH location. Bob "Mav" Matvichuk (with red cap), Salem, MA Store Manager, with a customer actor in desperate need of a pump. Soaked employees acting as customers in the background include, from left to right, Brian O'Leary, Richard Drouin, Steve Head, and Armand Fournier.



Stacy Papa, Outside Sales, South Portland, ME, is coached by the director on the set during filming.



Pipeline extends a warm greeting of holiday cheer to all our readers.

We wish you happy celebrations and good times with family, friends and colleagues.

Send your pictures of office holiday gatherings and decorations (etc.) to

pipeline@fwwebb.com.



Merry Christmas, Happy Hanukkah, Happy Kwanzaa, and best wishes for 2016 – our company's 150th anniversary!