



Volume 31 – Spring 2018

Pipeline

The F.W. Webb Employee Newsletter

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Did You Know?

2.1 billion worldwide lack access to safe, readily available water at home.

See page 12 for the Water Works Division Download.



See page 18 for more WebbCam photos.

F.W. Webb Now an Official Sponsor of the New York Yankees



As an official sponsor of the Boston Red Sox for many years, we're ready to embrace one of the biggest rivalries in all of sports. We look forward to cheering from both dugouts, while having some fun, friendly competition along the way!

THE SCOOP

by Bob Mucciarone



Wow, there is a lot going on. First the new CD building is open. We are working out the bugs and expect to be really humming by June 1.

We are currently working on replacement buildings in Plymouth, MA, Albany, NY, Bangor, ME, a second building in Lebanon, NH and an updated parts counter in Hartford, CT. We are also renovating a new location in Meriden, CT, our current Malden, MA Water Works building and renovating a building in Seabrook, NH to be a new showroom. A future project on the table is Elmwood Park, NJ.

As I write this, we are just finalizing the Vellano acquisition, which we had to do through bankruptcy court. You will remember this was a water works company. The net effect of the transaction is we now will own all of their inventory and fixed assets along with the Rochester, NY and Westfield, MA locations. We will lease Latham, NY and Black River, NY. Up to now, we had operated the locations temporarily while

we worked through the Vellano bankruptcy. The NY locations will remain Water Works, while Westfield will mostly offer plumbing and heating products.

Meanwhile, we continue to pursue other opportunities. We have a deal in place to purchase North Fork Plumbing & Heating Supply in Long Island, NY. We will close that deal around June 1. We are reviewing three other opportunities and feel we will have an announcement shortly on at least one of them.

Continued on page 2



F.W. Webb Now an Official Sponsor of the New York Yankees

With the start of the 2018 baseball season, we announced our sponsorship of the New York Yankees. It names F.W. Webb the official plumbing, heating, HVAC/R and PVF distributor of the New York Yankees for the 2018 through 2021 baseball seasons. With our business footprint growing across the Northeast, we were looking to make an impact in newer markets like New York and New Jersey.

"Given the success we've had with our Red Sox sponsorship, we saw this as a great opportunity to build brand awareness in places where the F.W. Webb name may not be as well known," said Bob Mucciarone, Chief Operating Officer. "A lot of thought went into this decision. In fact, we even had conversations with the Red Sox management team who encouraged us to move forward."

The deal is similar to our Red Sox sponsorship agreement, which has been extended to 2025. As part of the Yankees sponsorship, our company logo should get plenty of play appearing on the right field wall in Yankee Stadium. We will promote our partnership through advertising, in-store signage, stadium giveaways, and of course we'll have plenty of swag for customers and employees alike.

This new sponsorship will help F.W. Webb locations connect with customers who are Yankees fans. It also means we can have some fun, friendly competition between locations. Here's to a winning season no matter who you root for!

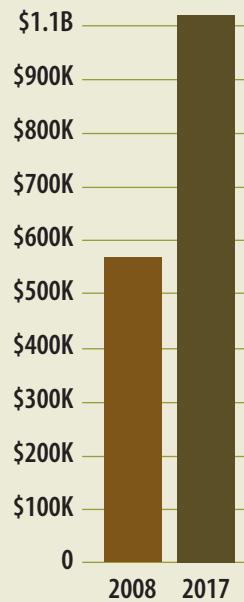


THE SCOOP

by Bob Mucciarone

Continued from page 1

F.W. Webb Sales



Finally, at a recent Stockholders/Directors meeting Jeff Pope attached a 2008 President's Report from his dad, to his own 2017 report. It was fascinating to read. The sales for Webb back in 2008 were \$583 million. Less than 10 years later we have doubled those sales. Quite remarkable for a company 152 years old, that it took us approximately 142 years to get to the \$583 million level, and less than 10 years to double that number. It's a testament to all the good things Webb is doing, but more

importantly to all the skilled, hardworking and loyal employees that are part of the F.W. Webb Company. You all should be proud.

Process Controls Adds to Valve Portfolio

Our Process Controls division now distributes Bray International valves and accessories for flow control requirements within the HVAC, chemical, power, pulp and paper, food and beverage industries. The portfolio includes a fully integrated range of valves anywhere from $\frac{1}{4}$ inch up to 120 inch in many different materials along with actuation and control products. Bray products meet the stringent requirements of today's flow control industry and are known for their compatibility, economy and quality performance.



Bray



Webb Rewards

*There's Never Been a Better Time
to be an F.W. Webb Customer*

Rewards programs are common these days for credit cards, grocery stores, airlines, you name it. And our industry is no different. Incentive programs exist through many other supply houses but like everything else, we wanted ours to be the best. Earlier this year, we introduced Webb Rewards and it has already been a huge success. Since registration opened on February 20, more than 3,000 customers have signed up. What helps set our program apart in the industry is that customers can choose from three reward options:

Escape⁷ – earn points toward a 7-night trip to Mexico

Relax⁴ – earn points toward a 4-night trip to the Bahamas

Catalog Rewards – earn points to use in the online catalog for gift cards and merchandise

Plus, it is designed to be simple; customers earn 1 point for every dollar they spend on qualifying products. The more they buy, the more they get back. This, combined with our extensive inventory, dedicated customer service and unmatched expertise, means our customers should have no reason to shop elsewhere. Registration is on-going. Customers can enroll anytime at fwwebbRewards.com.



WEBB
Rewards
★

New Hampshire NASCAR Race Moves to Las Vegas

For two decades, the New Hampshire Motor Speedway (NHMS) has hosted two of the most popular NASCAR races each year at their track in Loudon, NH. Both races are part of the Monster Energy Cup series, one occurring in July and another in September. Beginning this year, however, NASCAR will move the September race to a sister track in Las Vegas.

As many of you know, we have been involved with NHMS for years, early on with the purchase of big blocks of grand stand tickets and since 2010, as a sponsor of both the track and the Whelen Modified Tour race in September. Known to open-wheel race fans as the F.W. Webb 100, the combined strength of the Whelen race, the Monster Energy Cup race and some other enticing race events have attracted tens of thousands of fans to the track over a single September weekend each year. In recent years, thousands of F.W. Webb customers have also enjoyed exclusive hospitality events, including a big infield pre-race party on the morning of the Monster Energy Cup race.

With the departure of the Monster Energy Cup race for Vegas, the biggest draw of the September weekend, we will now bid NHMS a fond farewell. We will miss the affiliation and going to the track, but will cherish all the memories.



(L-R) Milo the Mascot, Brent Dumont (Webb Marketing Dept.), 2017 race winner Bobby Santos and his daughter, and Dave Pope (CIP, Boston)





No Place Like Home

There's a lot to look forward to with a bathroom remodel. However, the process itself can be daunting. Many people don't know where to start. Or a simple task can quickly become overwhelming with all the choices available. Considering that the average person uses a toilet over 2,500 times a year, finding the right bathroom decor and accessories is an important decision.

A spring advertising campaign from Frank Webb Home offers helpful advice for these challenges, as well as tips for picking out a new kitchen faucet or selecting the right bathroom lighting.

The campaign, called *No Place Like Home*, includes a series of 60-second HGTV-style videos sharing ideas to help consumers enhance their homes. These short videos were seen on CBS television stations throughout the Northeast in March. In addition to TV advertising, the campaign includes radio and Facebook ads, email blasts, postcards and counter cards for display in each showroom.

The *No Place Like Home* Spring campaign is one of three seasonal marketing efforts planned for 2018. The next campaign, *Made in America*, will launch in June as we head into the 4th of July holiday. It will feature beautiful products offered through Frank Webb Home showrooms that we can proudly say are made in the USA. The list of products includes: MTI, Newport Brass, Woodpro, Palmer Industries, Hubbardton Forge, Swanstone and Steamist.

No Place Like Home
A new video series sharing ideas to enhance where you live.

PRESENTED BY

Frank Webb HOME
BATH • KITCHEN • LIGHTING



View the new video series now at
frankwebb.com/dream.



Revamped Friends & Family Program

by Dan Lorenz, Showroom Director

Exciting news! We are working behind the scenes to formalize and streamline the Frank Webb Home Friends & Family program. It will offer consistent pricing across showrooms to ensure that a friend or family member who visits our Hyannis, MA location will enjoy the same savings as those who visit our Binghamton, NY location. I look forward to sharing more details in the next issue of *Pipeline*.

For now, if you have friends and family who are interested in remodeling a bathroom or kitchen this season, send them to Frank Webb Home with your name and they can still enjoy great savings on the stylish, high-quality products we are known for.



GMP RUTLAND INNOVATION HOME CONTEST
Win a brand new home!

WEST ELEVATION
SCALE: 1/4" = 1'-0"

- ASPHALT SHINGLE ROOFING SYSTEM
- VINYL SINGLE SIDING
- 4" VINYL CLAPBOARDS
- 5 1/2" VINYL CORN
- ASPHALT SHINGLE ROOFING SYSTEM
- 14 POST

Helping Put Vermont on the Map

With a large presence in Vermont, we are proud to be among the nearly 60 businesses contributing to the Green Mountain Power (GMP) Rutland Innovation Home Contest, a national contest that will award one lucky family or individual a new, fossil-free, energy efficient smart home in the heart of central Vermont.



F.W. Webb donated piping and industrial products. Outside Salesman, Jeff Grenier, designed the heating and cooling system for the house. The contest is intended to raise awareness of all that Rutland, Vermont has to offer from abundant job opportunities to great schools and world-class skiing and hiking trails. To learn more visit greenmountainpower.com.

Get Out Your Cameras!

Announcing the Spring Instagram Photo Contest

F.W. Webb and Frank Webb Home have joined the thousands of other companies around the world that are using the power of pictures to connect with customers and tell their brand stories on Instagram.

However, we need your help to tell the whole story. If your location is holding an event or just doing something cool, send us your pictures!



Our favorite picture will receive a **\$100** Visa gift card

To qualify, snap a great F.W. Webb or Frank Webb Home photo and submit it to Instagram@fwwebb.com by June 30.

In July, we will announce the winner.



Follow @fwwebb and @frankwebbhome



SHOUT OUT

Webb employees, Pete Stenzi, Outside Sales Manager, Chip Curtis, our in-house NIRON Product Manager and Patrick Coutermarsh, Inside Sales, helped NIRON cross the bridge into NYC for a new high-rise project. NIRON is a polypropylene piping system that can be installed in place of copper and steel.





PHCC Events Across the Northeast

PHCC of MA President's Dinner



(L-R) Brian MacDonald, PHCC of MA President, Jeff Pope, F.W. Webb President, Bill Leydon, former PHCC President and PHCC Awards Committee member



(L-R) Brian MacDonald, PHCC of MA President, Susan Jacobs-Marshalsea, Mike DelConte, Director of Heating

Jeff Pope Recognized with Sinnott Award

In March, the Plumbing, Heating and Cooling Contractors (PHCC) of Massachusetts held a President's dinner ahead of their annual trade show event. This was an especially memorable year because our F.W. Webb President, Jeff Pope, was presented with the PHCC's 2018 Robert J. Sinnott Award for the significant contributions he has made to the industry. During his recognition, the PHCC highlighted how Jeff and F.W. Webb have supported the industry by sponsoring events, offering meeting space for industry training events, providing training for PHCC members and donating products.

2018 Contractor of the Year Award

At the event, F.W. Webb presented the 2018 Contractor of the Year Award to master plumber, Susan Jacobs-Marshalsea. As a fifth generation master plumber, she started working at her father's business and then went on to open her own company in 2015. With a passion for encouraging adolescents, especially women, to join the trades she drives a pink work van with a female plumber pictured on the side. She also founded Ms. Fix It, which introduces Girl Scouts to the basics of plumbing and woodworking. Despite a busy work schedule, Susan always finds time to give back to the community. She discounts labor for the elderly, volunteers for many non-profits and speaks at high school career days.

Overall it was a successful event, with more than 100 plumbers, contractors and industrial businesses from across Massachusetts joining together to network and recognize accomplishments from across the industry.

Maine PHCC Expo



Taking Center Stage

Our West Bath, Maine location went to the Maine PHCC Expo ready to stand out with a 13-foot-tall centerpiece display. It was a big hit, and the team had an impressive showing at their booth. "This event was a great example of the power of teamwork. We started the day with 400 PurePro buckets, shirts and other prizes and we distributed every last one well before the end of the show," said Mike Blagdon, Store Manager.



THE POWER OF **ONE**

F.W. WEBB 2018 SALES MEETING

One Person | One Team | One Company

The New Year began with renewed energy and focus as just over 300 Outside Sales Representatives and managers descended upon the Hilton Hotel in Woburn, MA in January for the annual F.W. Webb Sales Meeting. The business meeting, centered around The Power of One theme, recognized the contribution we each make as individuals and as a team by working hard and smart every day to reach Webb's annual goals. Outside Sales Representatives helped shape the day by responding to a survey ahead of the meeting to share their thoughts on ways we can achieve even greater business results. Ideas ranged from working your book of business with a growth mindset and tips to enhance customer service, to better time management practices and the true-experience benefits that come from using Webb resources such as CRM, Phocus, VMI, etc.

It was a full day of activity, beginning with a morning general session led by VP of Sales, Tom Santer. It was fun to reflect upon the highlights of 2017, including the rise of the new CD, the 10th anniversary of TRIO and the opening of a hub in Piscataway, NJ. This came after a solemn pause to remember the life and legacy of John Pope, the visionary leader who paved our way to success.

After sharing the 2017 results, laying out the mission for 2018 (see sidebar) and introducing some strategies to help us achieve Webb's ambitious goals, Tom Santer introduced keynote speaker, Robb Best. With an inimitable style, Robb used neuroscience research to explore and share the ways people make decisions. His "sales ninja" techniques offered attendees real life strategies and tips to help them influence customers and win more business.

Following a fortifying break for lunch, afternoon breakout sessions began. Members of the sales force attended a series of 45-minute meetings with F.W. Webb discipline leaders and key manufacturers to learn about the top priorities for 2018 and new product offerings. A cocktail reception ensued and then it was onto dinner and the awards ceremony. There were results to celebrate including \$1.091B in total 2017 sales, almost \$93M over the prior year, the largest year-over-year dollar growth in Webb history.

Now over a quarter into 2018, we are seeing vendor confidence in the market and a strong sales pipeline with demand for the goods and services we provide.



Tom Santer presents award for "Sales Margin & Dollar Percentage Growth" to Thomas Pappagallo

2017 Sales Award Recipients

2017 John D. Pope Award:

Norman Fine

2017 President's Awards:

Sales Margin & Dollar Growth – Timothy Lapham

Sales Margin & Dollar Percentage Growth – Thomas Pappagallo

2017 Circle of Excellence Awards:

Plumbing – Todd Hallock

Heating – Brad Hastings

HVAC – Ed Giacchino

WaterWorks – Richard Ross

Specialties Divisions –
Mark Braatz

Industrial – Nicholas Bodlovick

F.W. Webb 2018 Mission

1. Deliver gross profit dollar target
2. Grow sales 11% to \$1.2B
3. Win large accounts, take share of small-mid accounts
4. Drive high performance
5. Rapidly build share in NJ



Jim Davis Honored with Lothar Kartanos Award

Each year, we recognize an F.W. Webb industrial salesperson who demonstrates our commitment to customer service. During January's Power of One sales meeting, the 2017 Lothar Kartanos Memorial Industrial Sales Award was presented to **Jim Davis, Account Manager, Process Controls**. Working out of Cazenovia, NY, Jim supports customers in eastern New York.

"Among Jim's attributes are his technical knowledge and passion for what he does. I cannot think of a stronger advocate for our customers. He carefully listens to their needs, then finds the best solution in the F.W. Webb tool bag," said long-time Webb colleague and previous Lothar Kartanos award recipient, Pat Zrioka.

"I'm honored to be among the great leaders who have received this prestigious award. Lothar was not only a mentor, but a friend. I'll always strive to live up to his legacy."

— **Jim Davis, Account Manager, Process Controls division**

Jim worked in a paper mill as an Instrument Technician and Electrical Supervisor for 17 years, and began working at F.W. Webb in 1998. While at the paper mill, he was accepted into the NY State Instrumentation Journeyman apprenticeship program. Shortly after graduating, Jim went back to school to get his Instrument Society of America Level three certification.

He and his wife, Angela, have five children and two grandchildren. On the weekend, you can find him playing golf, four-wheeling or spending time with his family on his boat in Lake George.

Previous Award Recipients:

- 2016: Patrick Zrioka; Winslow, ME
- 2015: Stacy Papa; Portland, ME
- 2014: Michael Volk; Elmwood Park, NJ
- 2013: Sharon Inza; Methuen, MA
- 2012: Gordon Bailey; Dover NH
- 2011: Chuck Osborne; Bangor, ME
- 2010: Brett Finemore; Queensbury, NY
- 2009: Daryl Schoellkopf; Winslow, ME
- 2008: Steve Perkins; Syracuse, NY
- 2007: Devon Craig; Williston, VT



(L-R) Jim Davis, Account Manager and Ernie Coutermash, Senior VP of Industrial Business Development



About Lothar Kartanos and the Memorial Award

Lothar Kartanos represented us in the industrial marketplace for 25 years and made a significant difference. He truly loved working with customers and was an expert at applying product solutions to each individual customer's processes. Always going the extra mile, Lothar epitomized professionalism and was held in high esteem by his customers and colleagues.

MCAA Convention



Norm Fine, Outside Sales, and Frank Lamparelli, Commercial Sales Manager, at the Mechanical Contractors Association of America (MCAA) show in San Antonio, Texas. The team left with a handful of new project leads in Cape Cod, Boston and New York.

SHOUT OUT



F.W. Webb Outside Sales Account Manager, Steve Perkins landed a big renovation project at the University of Buffalo in Upstate New York. We will provide the Georg Fischer corrosive waste piping that will be installed into the school's renovated science and research buildings, and coordinate welding training to ensure an effective, leak-free system.





Ductwork, Dinner and Dice at 2018 HVAC Dealer Meeting

Earlier this year, we hosted our fifth annual HVAC Dealer Meeting at Foxwoods Resort Casino in Connecticut. Despite the freezing rain and snowstorms across New England, more than 650 HVAC customers and vendors turned up to learn industry best-practices from top manufacturers, network, and to enjoy a full day of exciting presentations, food and fun.

The meeting opened with an inspiring keynote presentation from Alden Mills, a retired Navy SEAL Commander who holds such titles as inventor, entrepreneur and author. Mills spoke about his Navy SEAL training and how the mental toughness he developed has helped him lead a successful career. He also shared tips and strategies that attendees can apply to their own businesses.

From there, a number of informative presentations were held by York, Daikin, Honeywell and Johnson Controls representatives. Johnson Controls highlighted the value of smart thermostats, while reps from York gave comprehensive overviews of their residential and commercial equipment offerings. The meeting concluded with a lively vendor exhibit and cocktail reception with all 650 attendees followed by a dinner buffet. This still left plenty of time for everyone to enjoy all of the entertainment a large casino resort like Foxwoods has to offer.



Keynote speaker, Alden Mills, talks toughness in business



Hundreds of HVAC customers enjoy cocktails and visit over 50 vendor booths

Leonard Valve Hosts F.W. Webb Customer Training

by Jimmy Tragakis, Account Manager



Customers from St Elizabeth's Hospital, Harvard, Ritz Carlton with Rick Cota from Leonard Valve, Al Ferhm from J H Pokorny and the following F.W. Webb employees: Reed Brown, Store Manager, Tom Blades, General Manager and Jimmy Tragakis

In the tradition of continuing education for our customers and employees, our team organized a site visit to Leonard Valve Company for several engineer customers. Located in Cranston, RI, Leonard has been manufacturing thermostatic mixing valves, a device that blends hot and cold water to ensure stable, safe hot water temperatures, since 1911. The trip included a very detailed product review and in-depth technical training, followed by a factory tour. Engineers from Harvard University, The Ritz Carlton and Saint Elizabeth's Hospital took advantage of this amazing opportunity, which wouldn't have been possible without the help of JH Pokorny, Leonard's manufacturing representative. All in attendance were blown away by the detail of the training and hospitality shown by Leonard staff.



Alliance Educates Customers on Legionella Prevention

Legionella, a hot topic facing many of your institutional and facility customers, has been the focus of a number of Alliance Environmental Group (AEG) presentations across the Northeast from an Association for Facilities Engineering (AFE) event to a Rhode Island Association of Plumbing and Mechanical Inspectors luncheon.

Legionella is a bacteria that can be found on surfaces exposed to warm water within building piping systems. A Legionella outbreak can lead to Legionnaire's disease, a type of severe pneumonia, and a complete shutdown of operations.

AEG President, Felix Perriello is a Senior Scientist/Microbiologist with years of experience studying and developing treatments for preventing legionella in building water systems. To promote his team's expertise and services in this area, Perriello has been working with F.W. Webb team members across divisions to share the best practices for detection and treatment of Legionella with customers and industry partners. During the educational seminars, Perriello explains why Legionella can be difficult to prevent even with control and monitoring practices in place, and then outlines the different treatment technologies available.

"It is imperative that the limitations of each technology at each event are well-understood before facility implementation," Perriello always warns attendees. "Failure to identify the most appropriate technology for a particular facility could result in significant and unnecessary cost expenditures."

For more information, see Felix's Legionella story in Manufacturers Mart on the AEG website.



(L-R) Felix Perriello, Dennis Ford, Webb Institutional Market Manager and Vice President of chapter 140 of AFE, George Ashford, Webb Operations Manager and his wife Dee at AFE event at our Concord, NH site.

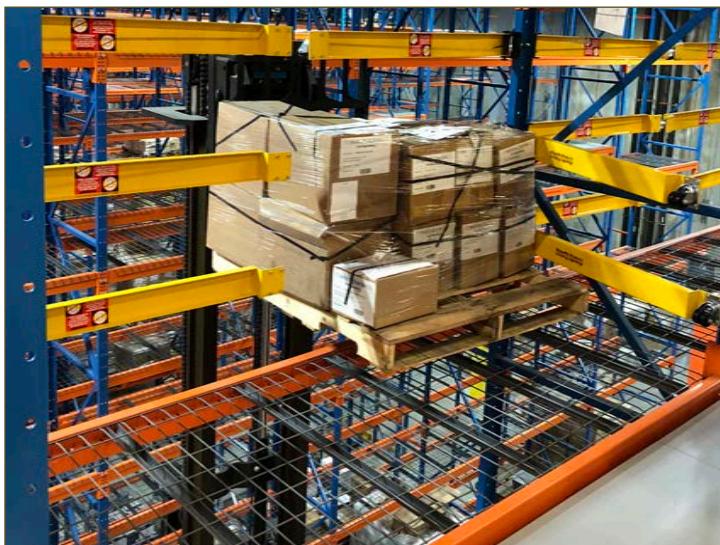


Dan Desilets, Webb Applications Specialist, Process Controls division, joined Felix at the RI Plumbing event to talk about the Center for Medicaid and Medicare Services mandate to reduce the Legionella risk, as well as intelligent hot water control solutions.

New CD is Truly a Team Effort

by Brendan Monaghan, Senior Vice President of Operations

The final stretch of the CD move certainly wasn't an easy one with the unpredictable New England weather and the massive amounts of inventory that needed to be moved and organized. I'm happy to report that we are now operating in a business-as-usual mode. None of it could have been done without the dedication and many man-hours the CD crew put in addressing everything from locations being filled properly, material located correctly and the truing up of inventory. I'd also like to thank the many volunteers from across Webb who gave up time on weekends to help complete the move, the branches for their help and understanding along the way and IT for incorporating some enhancements that will improve CD's performance.





Events Webb Cam



The Nashua, NH Frank Webb Home showroom was awarded 1st place in the Interior Products division for an exceptional display at the 51st annual NH Home Builders Show.



Things were heating up at our Williston, Vermont team's first Annual Heating Summit held in March. Vendors and customers networked at a boiler station training event at the Growler Garage in Burlington, VT.



The Frank Webb Home showroom in Exeter, NH celebrated their redesigned showroom with a grand opening event in March. "It was wonderful to see our team come together and make this a great evening," Showroom Manager, Erica Welch said. "Thanks to everyone's hard work, we were able to connect with local tradesmen and designers who will certainly be coming back and doing business with us in the near future."



Our Hartford, CT branch held a St. Patrick's Day customer event. Vendors shared product information with customers and a corned beef and cabbage lunch was served.



Daryl Schoellkopf, F.W. Webb's Energy Systems Sales Manager, conducted a Steam Training session for a customer in Bangor, ME. The captive audience included the company's furry mascot, Jack.



DIVISION DOWNLOAD

Locations

Original Sites:

Malden, MA – Fabrication Shop
Londonderry, NH

Stocking Locations:

ME: Augusta, Bangor
MA: Auburn, Malden, Springfield
NH: Londonderry, Seabrook
CT: Hartford
VT: Rutland, St. Albans
NY: Binghamton, Black River, Latham,
Rochester, Syracuse

Team

Management:

Mike Stanton, Sales Manager
Bill Hopper, Product Manager

Fabrication Shop:

Phil DeOliveria, Machine Shop Supervisor
Mike McCabe, Machinist
John Calderon, Machinist
Kristoff Gonzalez, Machinist
Dave Deandrade, Machinist

F.W. Webb Water Works Division



The Water Works division has products to support customer's sewer and drain projects.

The F.W. Webb Water Works division is one of our newer specialty businesses, formed in 2016 with the acquisition of Water Works Supply Corp. – a Massachusetts business with 60 years of industry experience. Since then it has quickly grown from two locations to 15 with more than 50 employees.

However, the water industry is not a new space for us. Our Thermoplastics division has been providing thermoplastic piping and fabricated made-to-order skids for the industry. And our Commercial and Industrial Pumps and Process Controls divisions can also service and repair pumps and valves for these customers. But, what makes Water Works different from the Water Systems division? And what sets it apart from all other divisions?

What Sets Water Works Apart?

Well, first of all, the Water Systems division is very different from Water Works. Water Systems sells water filtration and water softening systems for homes and businesses. Water Works is the only division to have underground piping. It carries a full line of underground and flanged pipe components and supplies for water distribution, sewage lines, drainage systems, pumping stations, treatment plants and power stations. The Water Works team regularly interfaces with municipal professionals, civil engineers, excavating contractors, water and sewer contractors. Their projects can range from installing culvert pipe for a highway department to supporting treatment plants at municipalities and institutions.



Representatives from the Water Works Londonderry, NH location: Chris Dirienzo, Warehouse Supervisor; Bill Alois, Store Manager; Mike Stanton, Sales Manager



F.W. WEBB COMPANY
Water Works Division

Continued on page 13



DIVISION DOWNLOAD

Key Products

- Pipe, Valves and Fittings
- Fire Hydrants
- Joint Restraints
- Valve Boxes
- Saddles
- Clamps
- Coupling
- Service Brass

Services

- Project Consultation
- Custom Fabrication
- Will call service
- 24/7 emergency services
- Job take offs
- Quoting and spec'ing
- Training
- Custom Retrofitting

Applications

- Water distribution
- Sewage lines
- Drainage systems
- Pumping stations
- Treatment plants
- Power stations

Industries

- Municipalities
 - Department of Public Works
 - Water Departments
 - Sewer Departments,
 - Highway Departments
 - Water Treatment Facilities
 - Wastewater Treatment Facilities
 - Parks Departments
- Treatment plants and facilities
- Universities
- Site Work
- Commercial Development
- Residential Development
- Municipal Development providing material to contractors that are doing site work on the following projects:
 - Schools
 - Police station
 - Fire station
 - Town hall
 - Senior center
 - Athletic fields, etc.

Our Impact

Water is an essential part of life. We need it for drinking water, to wash our hands to help prevent diseases and for sanitary purposes. Because of this, many of our Water Works customers have a huge responsibility to keep water flowing efficiently and to keep it clean and safe for the environment and the communities our customers serve.



"Infrastructure repairs and equipment degradation can interrupt their systems, cause harmful contamination and result in downtime. That's why supporting our customers' needs is such an important job."

– Mike Stanton, Water Works Sales Manager

Competitive Advantages

There are a few major competitors in the industry, but the F.W. Webb Water Works division provides a number of competitive advantages. The first, is that they stock cast iron, copper tubing, ductile iron and PVC in sizes that range from $\frac{1}{2}$ " to 48". Secondly, the division offers customers the only UL-classified fabrication shop in the area. It can retrofit old, oversized flange pipe with new pipe and fittings, regardless of size. Located in Malden, MA it features state-of-the art machinery and experienced precision machinists to ensure customers get their fabricated product within 24 hours or less.

"Our competitors also offer fabrication services, but they sub out the work to a third party. We are able to streamline the process and offer customers more competitive pricing for projects that can be turned around just as quickly," Mike explained.

Since a water main break, sewage "line leak, busted valve or processing plant malfunction can happen at any time, another important part of the business is offering customers emergency services. That's why the Water Works team is on the ready 24/7 to support customers with off-the-shelf product and repair services, especially during the cold winter months when burst pipes are more likely.



Continued on page 14



DIVISION DOWNLOAD

Cross-selling tips for Webb Sales Reps

- Ask Plumbing, Industrial or Mechanical contractors, "Do you have a need for underground piping and valves?" Let them know Webb is able to provide the products needed for those projects.
- Refer all inquiries to the local Water Works branch for prompt service and nearby technical expertise.
- Promote our Malden, MA Fabrication Shop. It can fabricate ductile iron pipe from 3" diameter to 48" diameter. Spool pieces and custom lengths available. No project is too big or too small.

Key words for cross-selling

- Underground piping
- Thermoplastic piping
- Custom pipe retrofitting
- Fabricated injection skids
- Pump repairs
- Valve automation and repair
- Instrumentation and calibration

What's next for the business?

Water Works is beginning to reach a number of exciting milestones. Over the past year, it has further expanded its presence in New York with the addition of the Rochester, Latham and Black River locations, an asset acquisition that was recently finalized. Many of the associates from these sites were also hired on due to their deep-seated industry know-how. The business opened a new location in Seabrook, New Hampshire and the Malden location is currently getting renovated with a grand re-opening slated for the summer.



There are many opportunities for cross-selling since Webb supplies everything water and pipe related for projects. For example, a treatment plant project could easily require products and services from our Fire Protection, Industrial PVF Specialties, Building Controls divisions, etc. A newer collaboration for the Water Works team that is proving to be especially beneficial is with the Alliance Environmental Group (AEG). By offering engineering and land fill capping services, many AEG projects require the products the Water Works division sells.

"Our newly added New York sites come from Vellano Corp., an established name in the industry with a long customer-base." Mike said. "Investments into the business and collaboration with the different divisions help us get closer to achieving our goal of becoming the go-to water works distributor in the industry."

Our Water Works locations are stocked with an extensive inventory of product, including:



Ductile Iron Pipe



Ductile Iron Fittings



Flanged Gate Valves

Continued on page 15



DIVISION DOWNLOAD



A boring mill that bores and threads flanges. It was manufactured around 1935, and is still used by the shop every day.



The shop fabricates ductile iron pipe from 3" diameter to 48" diameter.

Spotlight on Fabrication Shop

The 10,000-sq. ft. fabrication and machine shop in Malden, MA staffs precision machinists who are experts at making existing in-ground pipe compatible with new pipe and fittings, even when old and new are different sizes. The shop also includes a welding area and paint room. The welding shop has the capacity to produce accessories and specialty items in days versus the months it can take an outside foundry.

Additional services include:

- Reducing flanged pipe from 24" to 4", 6" or 8" with threaded nipple(s)
- Fabricating flanged pipe in sizes from 3" to 48" diameter and 3" to 20-feet in length
- Drilling, tapping and welding
- Customizing valve keys, curb keys, fittings, extension stems, flanges, spacers and bases



Phil DeOliveria has run the Fabrication Shop since 1962.



(L-R) Pete Lozzi, Inside Sales; Harry Levy, Inside Sales; Christina Donahue, Inside Sales Trainee; John Calderon, Machinist; Phil DeOliveria, Machine Shop Supervisor; Kristoff Gonzalez, Machinist; Dave Deandrade, Machinist; Mike McCabe, Machinist; Chris Dipirro, General Manager

Top Brands Carried by the Water Works Division



If you call on industrial accounts and/or have a customer who needs underground piping, custom retrofitting or repair materials, contact the division at 781-322-1238 or reach out to your nearest Water Works location.



Sharing Our Love for Maple Sugaring Season

This year, the Pine Tree Elementary School in Center Conway, NH was awarded a grant for maple production equipment by the NH Agriculture in the Classroom educational program. The grant was given so the students could learn about agriculture and participate in the state's annual maple syrup production contest, the Tucker Mountain Challenge.

Madison, NH Inside Salesman, Will Streeter, who is also a member of the NH Maple Producers Association, helped the 6th grade class tap Maple trees and collect sap. Once enough sap was collected, he taught the students how to boil it down into syrup. The class then sent a quart to the Tucker Mountain Challenge, which will be judged in May. The entry with the most votes will win a \$2,000 prize.



Fun Facts:

- For over 35 years, F.W. Webb has been supplying piping and tubing for maple farms across New England and New York.
- The Tucker Mountain Challenge is named in memory of sugar maker Eric Johnson, who was a pioneer in the industry.
- The largest producer of maple syrup in the world is from Franklin County Vermont
- A gallon of Maple Syrup weighs 11 pounds
- There are three grades of maple syrup defined by the maple industry:
A golden delicate, amber rich and dark robust.
- A Sugarbush is a managed row of maple trees for maple production



Passing on the Maple Sugaring Experience

by Jim Matthews, Industrial Plastics Product Manager

F.W. Webb customer, Terry Riggs of Laughing Stock Farms in Fletcher, Vermont is passing on his knowledge of maple syrup farming, aka sugaring, on to his son Tyler or as everyone calls him Tucker. The family farm consists of 150 acres, Terry and Tucker tap approximately 6,000 trees with about 5 miles of 1-1/2" maple tubing and around 15 miles of 5/16" maple tubing, provided by F.W. Webb. The plastic tubing is under a vacuum and meanders down the mountain to several storage tanks next to where they boil the sap to make it into maple syrup.

The farm starts the maple syrup production process in February, checking lines and preparing for the March thaw. The ideal conditions for boiling the sap are to have nights in the mid 20's and mid 40's with sunshine during the day. When ready to boil the stored sap is pumped into the boiling pans. To then turn the sap into maple syrup, it needs to be boiled at a temperature that on average is 7 degrees above the usual temperature for boiling water. To achieve those temperatures, a wood fire burns as hot as 2,400 degrees below the boiling pans. Forty gallons of sap produce one gallon of maple syrup. The sap contains two percent sugar, but once it is boiled down a gallon of maple syrup contains 68 percent natural sugar.



Terry looks on as Tucker checks the sap sheeting and viscosity for the right consistency



Tucker changes out the filter press



Family friend Mike Previs feeding the fire



Frank Lamparelli (orange hat), Commercial Sales Manager, running into the frigid water at Hampton Beach for the 2018 Special Olympics Penguin Plunge.

Plunging For a Cause

On a frosty Sunday morning in early February when many of us were still tucked into our warm beds, F.W. Webb Commercial Sales Manager, Frank Lamparelli was psyching himself up to run into the frigid 35-degree water at Hampton Beach in New Hampshire.

Frank was participating in the area's annual Penguin Plunge to support the Special Olympics, an important cause close to him and his family. Frank's oldest son is on the autism spectrum and has competed with the Special Olympics' basketball and floor hockey teams for years. His middle son also volunteers as a partner athlete allowing him to play with and support his older brother.

More than 400 locals also took the plunge, including New Hampshire governor, Gov. Chris Sununu. This was Frank's second year participating, and this year he managed to raise the second-most sponsorship donations for the event with \$8,867. Overall, the two-day event raised more than \$520,000 for Special Olympics New Hampshire.

Preparing for the plunge and raising funds was a family affair with Frank's three sons pelting him with water balloons outdoors in 20-degree weather, cheering him on down an icy slip n' slide and recording videos of him making



(L-R) James Covey, Outside Salesman, helps Frank prepare for the Penguin Plunge at Waterville Valley ski area.

snow angels in shorts and a t-shirt. Frank was even able to get some training assistance from his local fire department, which was willing to blast him with a fire hose, and James Covey, an F.W. Webb colleague and friend, helped by leading Frank up the slopes of Waterville Valley ski area to stand in front of the snow guns in the same summer setup.

Frank says he looks forward to training and plunging again next year. He hopes to break his current fundraising record with a \$10,000 donation.

Search "Frank Lamparelli Penguin Plunge" in YouTube to see the training videos.

Cradle to Crayons

Sarah Quinlan, daughter of IT's Senior Programmer Analyst, Linda Quinlan, organized a Cradles to Crayons drive as part of her service duty for Project 351, a Massachusetts-based program for youths in which an eighth-grader from each of the 351 communities in MA is chosen by their teachers to represent the community for a year of leadership development and community service.



Thanks to generous donations from our F.W. Webb Bedford office and her middle school in Burlington, MA, Sarah collected 81 bags full of clothes, shoes, books and toy for Cradles to Crayons and another 25 for her secondary charity, Heartbeat. Sarah is excited for her next activity with the program – a leadership reunion at Gillette Stadium where Robert Kraft will present. We'd like to extend a big thank you to Sarah for making a lasting impact on her community!



We once again teamed up with the Jimmy Fund and the Boston Red Sox to shut out cancer. Our Bedford, MA employees raised more than \$1,000 for the cause, which will be matched by F.W. Webb. The donations are given to the Dana-Farber Cancer Institute to help make the patient experience just a bit easier and will support new life-saving cancer research.

Thank you to everyone who participated!



Webb Cam



Police boat in front of our F.W. Webb location in Salem, MA during the March 2 Nor'easter. This is one of the original Webb buildings. Luckily, we got away with little damage despite about 2 inches of rain reaching the front steps.



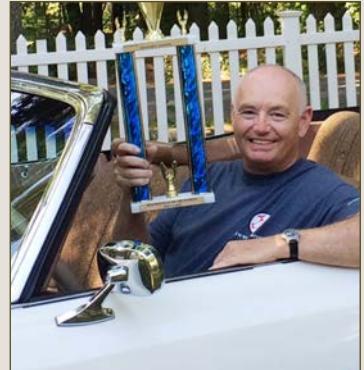
Alliance Environmental Group President, Felix Perriello, was one of many volunteers at the new CD.



The CD crew helped move more than 2,400 truckloads of inventory from the previous CD to the new one.



After seeing our VP of Industrial Business Development, Ernie Coutermarsh's Delorean in the last *Pipeline*, Dan Foley, Inside Sales, wanted to share his 75' Caprice Classic and the following stats for all those car buffs out there: factory stock 38,000 miles, 95% original, with Mr Big 454 under the hood.



Above image:
Eric Williams, Receiver, captures the peaceful calm at our new CD the morning of Mr. Pope's memorial service on January 27.

Kathy Howard, Graphic Designer, in Bedford, MA holds up her T-shirt design, which was shipped to all Webb branches.



Benefits and Wellness Check

by Stefanie Harrison, Benefits Manager, Bedford, MA

► Financial Wellness

Over the winter, the Webb Wellness team distributed resources on how to become financially fit to help relieve stress and the related health concerns.

Resources ranged from budgeting basics to dealing with debt and planning for retirement. All of the posters, handouts and tools are available on the HR Wellness intranet site. We also want to remind everyone that Consultants from the Kraematon Group are available to help with retirement planning. Contact me at stefanie@fwwebb.com for additional details.

Our Employee Assistance Programs also offers financial wellness resources, including a free consultation with a financial advisor. For more information contact 1-800-648-9557.

► Getting a Good Night's Sleep

This quarter watch for helpful tips on a very important topic, sleep. Lack of sleep can have a big effect on your overall health and wellbeing. Throughout the spring and summer months, we'll drive awareness on sleep disorders, such as snoring and sleep apnea, and share healthy sleeping habits.

Did You Know? 1 in 3 adults don't get enough sleep.



Coming Soon:



TUESDAYS

We are offering Fruity Tuesdays again starting in June! Please respond to Sam Kowalski at samm@fwwebb.com if you would like to order fruit deliveries.

Participating locations need a designated contact who will be receiving the order.

Benefits and Wellness Contacts

As many of you know, I am expecting a little girl in the middle of May. During my maternity leave, please contact Cathy Thompson at cath@fwwebb.com if you have any benefits related questions.

Sam Kowalski (samm@fwwebb.com) will be coordinating all Wellness initiatives over the next few months. Please let her know if you have any questions or concerns.

Looking Ahead to Open Enrollment

As a friendly reminder, Open Enrollment announcements and materials are sent out in August. Please remember that this is the only time you can make changes to your existing benefits or enroll in new plans.

Webb Wellness
Achieving a healthier lifestyle.



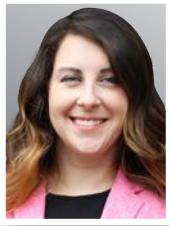
Welcome Aboard



With more than 25 years of experience in the industry, **Tom Hevner PE, LSP** is joining F.W. Webb's Alliance Environmental Group as the *Vice President of Engineering*. In this role, he'll be responsible for civil and environmental engineering, environmental science, land development and facility compliance projects. Tom received his MS in Civil and Environmental Engineering from Northeastern University and his BS in Environmental Science from Bridgewater State College. Before joining F.W. Webb, he held leadership positions in local design and permit consulting firms where he served as LSP-of-Record, Principal-In-Charge, and Engineer-of-Record for many high-profile environmental and capital improvement design projects.



Our CD has a new *General Manager*. **Bob Hill** has more than 30 years of experience in distribution and operations management. Most recently, as the GM of CVS distribution, where he oversaw an 870,000 sq.-ft. building with nine miles of conveyor belt, and then at UPS as Business Manager. He looks forward to leveraging this experience at Webb to strengthen the CD's branch support, grow the capabilities of the site and team and to exceed customer expectations. Bob has lived in seven states and he and his wife are ecstatic to now be closer to family and settle down in New England. Interestingly enough, he and his wife were high school sweethearts. They reconnected after 33 years apart and the rest is history as they say.



Kristin McGann just started as our new *Plumbing Product Manager* in April. She'll work on new product launches, product set ups and coding and will analyze existing lines and items. Before joining Webb, Kristin served in product manager roles at Symmons Industries and WB Mason. She received her BS in Business Administration at Stonehill College, an Executive education certificate in Big Data and Marketing Analytics from the University of Chicago, and completed a product management course through General Assembly. Her weekends are mostly filled with spending time with her two nieces.



As the new St. Albans, VT *Store Manager*, **Bruce Payea** wears many hats. At any given time you could find him at the counter checking out a customer or in the yard loading a customer's order into their truck. Prior to this, Bruce worked as a Site Manager at Myson and a Regional Operations Manager at The Granite Group. Aside from being an industry veteran, he has also been involved in auto racing for about 40 years. This year, he and his son are going to compete throughout New England on the American Canadian Tour hoping to capture the Rookie of The Year title.

All in the Family



Samuel Corti, son of Dan Corti, from our Lebanon, NH branch participated in his school's Career Day. Coincidentally, Samuel ended up getting placed to work with one of the branch's biggest customers, ARC Mechanical.



Congratulations to Emily Lawn, daughter of Webb IT System Analyst, Paul Lawn. She qualified for the USA Gymnastics Xcel Silver Massachusetts State Championships, which will be held in Wilmington, MA in May. Good luck Emily!



Welcome Aboard



Greg Sullivan recently joined the Industrial sales team. He looks forward to growing his Concord, NH territory and making long-term customer relationships in his new *Outside Sales* role. Greg has been working with the Webb sales team for eight years as an Account Executive at Spirax Sarco providing technical support on steam product sales. Prior to Spirax, Greg worked at Samsco Water Evaporators as a Sales Engineer and was later promoted to General Manager. He has a BS in Business Administration with a Marketing concentration from UNH.

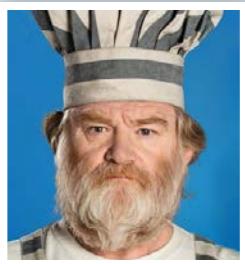


Frank Webb Home in Waterford, CT has a new showroom manager, **Lou Bisogno**. Lou comes to F.W. Webb with over 25 years of experience in the plumbing industry. He most recently worked with Green Art Plumbing in Freeport, NY. In this new role, Lou is excited to increase awareness of the showroom within the community, update product displays and make sure that his staff is trained on all the latest products. Lou holds a degree from SUNY Farmdale and is happiest when spending time with his four-year-old granddaughter and adding to his growing car collection, which includes a 1960 Chevy Apache pickup and 1987 El Camino.

F.W. WEBB CELEBRITY LOOK-ALIKE



Ed Litchfield
Warehouse Manager,
Bedford, MA



Knuckles McGinty
Character in
Paddington 2 movie

Submitted by: Brion Berghaus, Mailroom Clerk, Bedford, MA

Submit your nomination for a Webb Employee Celebrity Look-Alike.
If chosen, both of you will win a pair of AMC Theatre gift cards.

Send your nomination to pipeline@fwwebb.com for consideration in a future issue.

Webb Spotlight

Dwayne Sanger



Webb Vitals

F.W. Webb location: Dover, New Hampshire

How long at F.W. Webb: 15 years

Your role at F.W. Webb: Counter Sales

What hobby do you most enjoy?

I most enjoy hunting and fishing which I've been doing faithfully for the last 35 years.

Before working at F.W. Webb, what was the most unusual or interesting job you ever had?

Before Webb, I worked at Thompson Center Arms pouring steel and brass in the foundry.

If you won a free trip anywhere in the world, where would you go?

I would love to go to Hawaii. I've always wanted to visit Pearl Harbor as I really enjoy history.

If you could have dinner with somebody who is no longer alive, who would it be?

I would like to have dinner with my Uncle Ken. He taught me how to play baseball and helped ingrain in me a "never give up" attitude. I would enjoy telling him how I have been able to pass the game down to the kids I have coached.



New Employees: January - April 2018

Maria Batista Warehouse; Bellingham, MA	Scott Doherty Warehouse; Dedham, MA	David Jackson Driver; Binghamton, NY	Jeffrey Morris Driver; Lebanon, NH	Tyrel Smith Inside Sales; Williston, VT
Jeffrey Bechard Driver; Malden, MA	Ammon Dowling Counter; Lebanon, NH	Samantha Jones Receptionist; Portland, ME	Nicholas Murray Intern; Oakland, ME	Kimberly Solie Marketing Communications Manager; Bedford, MA
Mary Bernardini Inventory Control Clerk; Woburn, MA	Alaura DuBray Showroom Sales Representative; Rutland, VT	Bianka Kibler Showroom Sales Representative; Lewiston, ME	Patrick Nash Inside Sales; Methuen, MA	Ariel Soto Aviles Warehouse; Hartford, CT
Louis Bisogno Showroom Manager; Waterford, CT	Steve Duclos Driver; Bellingham, MA	Eric Kieffer Warehouse; Syracuse, NY	Chade Ngenga Warehouse; Williston, VT	J. Gregory Sullivan Outside Sales; Concord, NH
Dorothy Boordy Outside Sales; Syracuse, NY	Gabriella Fagundes Showroom Sales Representative; Malden, MA	Scott King Inside Sales; Bangor, ME	Kyle Norton Driver; Pittsfield, MA	Thomas Swengel Inside Sales; Lewiston, ME
Gina Brosnahan General Clerk; Canton, MA	Hailey Ferreira Intern; Brockton, MA	Trevor Knudsen Driver; Lewiston, ME	Paul Nowak Shipper; Albany, NY	Zachary Switzer Warehouse; Augusta, ME
Mark Brown Driver; West Bath, ME	Scott Flagg Counter; Fitchburg, MA	Leigh Kroll Showroom Sales Representative; Waterford, CT	Bruce Payea Store Manager; St. Albans, VT	Stanley Szczechowicz Warehouse; Methuen, MA
Jamal Buck Warehouse; Waterford, CT	Ambrosius Francisco Counter; Springfield, MA	Robert LaSalle Warehouse; Plattsburgh, NY	John Payton Warehouse; Hingham, MA	Christopher Thoman Maintenance Technician; Amherst, NH
Lorenzo Caiati Warehouse; Stamford, CT	Matthew Gamma Counter; Newburgh, NY	Troy Leavitt Driver; Windham, ME	Nicholas Peacock Counter; Bedford, MA	Jason Thompson Warehouse; Plattsburgh, NY
Jeremy Carll Counter; Pleasantville, NJ	Glenn Gerrish Driver; Concord, NH	Joseph Lewis Receiver; Albany, NY	Stephen Philip Warehouse; Seabrook, NH	Donta Tyler Warehouse; Hyannis, MA
Robert Cataldo Counter; Lowell, MA	Raymond Greenleaf Counter; St. Johnsbury, VT	Christopher Maldonado Warehouse; Hartford, CT	Marina Plooreanu Data Management Specialist; Bedford, MA	Johnathon Violette Warehouse; Winslow, ME
Jose Cepeda Warehouse; Warwick, RI	Joseph Greenwood Warehouse; St. Johnsbury, VT	Eric Marchand Warehouse; Haverhill, MA	Brenten Randall Intern; Nashua, NH	Carolyn Ward Showroom Manager; Meriden, CT
Jakob Chovan Inside Sales Associate; Albany, NY	Anthony Gugliotti Outside Sales Trainee; Hartford, CT	Bryce Markham Driver; Cranston, RI	Nicholas Renaud Counter; Mamaroneck, NY	Scott Warner Warehouse Supervisor; Rutland, VT
Timothy Coughlin Inside Sales; Woburn, MA	Jeffrey Hanlon Driver; Brockton, MA	Robert Martinez Soriano Driver; Methuen, MA	Iran Reyes Driver; Canton, MA	Brittany Wimmer Showroom Sales Representative; Mamaroneck, NY
Kyle Crean CIP Trainee; Newburgh, NY	Rebecca Haskell Showroom Sales Representative; Ellsworth, ME	George McHarg Commercial Plumbing Estimator; Ballston Spa, NY	Louis Roberts Driver; Waterbury, CT	Andrew Winter Outside Sales; Syracuse, NY
Eric DeAngelis Warehouse; Boston, MA	Ashley Hudson Showroom Sales Representative; Albany, NY	Richard McNally Inside Sales; Portland, ME	Anthony Rodriguez Inside Sales; New Haven, CT	Neal Wysocki Warehouse; Springfield, MA
Christine DeLuca Executive Assistant; Bedford, MA	Rachael Hyatt Showroom Sales Representative; Hyannis, MA	Daniel Melvin Driver; Hartford, CT	Albert Saldana Warehouse; Methuen, MA	
Kirk Dobert Driver; Albany, NY		Luis Mercado Driver; Waterford, CT	Luis Sanchez Warehouse; Portland, ME	
		John Meserve Driver; Portland, ME	Christopher Santella Warehouse; Pittsfield, MA	



On the Move



With nearly 20 years of experience in the heating industry, **Mike DelConte** is now the *Director of Heating* overseeing the sales of hydronic and radiant heating systems for residential and commercial contractor customers. Before joining Webb in 2016 as the Heating Sales Manager, Mike worked as a sales leader at Ferguson Enterprises. He is an active member of the Plumbing Heating Cooling Contractors Association (PHCC) and Oil and Energy Service Professionals (OESP). Mike holds a Bachelor's degree in Business Management and Marketing from the UMass Amherst Isenberg School of Management and a MBA from UMass Boston. When not in the office or on the road, he and wife Amanda are busy chasing after their four-year-old twins, Anthony and Sloane.



Bruce Bisson has transitioned from an Industrial Sales Leader to Webb's newest *Industrial Product Manager*. In this role, Bruce will focus on improving system-related product data and serve as a direct resource for any vendor-related concerns. Bruce started his career at Kennebec Supply after completing vocational school for welding. Since joining Webb in 1998, he has had the opportunity to work across the company's divisions. First as a Sales Project Manager in Winslow, ME and then as part of Webb's mechanical estimating group. Aside from being passionate about his job, Bruce is an avid football fan and self-described family man.



Dennis Ford is the new *Institutional Business Market Manager*. Previously an Industrial Account Manager in Concord, NH, Dennis is using his extensive experience and multidisciplinary product knowledge to help bring services and solutions to institutional and industrial customers throughout the Northeast. Starting in counter sales in Burlington, MA, Dennis has been with F.W. Webb for more than 20 years. He currently serves as the chapter 140 VP of the NH Association for Facilities Engineering. Fun fact, before getting into the industrial industry and sales, Dennis studied Criminal Justice at the University of Massachusetts.



After two years in the CIP program, **Tyler Gilcott** is the new *Operations Manager* with the Process Controls division in Winslow, ME. He prides himself on always putting the customer first and looks forward to helping grow business.

After graduating from Thomas College in Waterville, Maine with a Bachelor's Degree in Business Management, he worked as a manager for Sherwin Williams. Growing up in a military family, he is used to always being active and enjoys hunting, kayaking and white water rafting. An avid Patriots and Bruins fan, he is also always on the ready to talk about the latest game highlights.

Streamlined Leadership Team Announced

Due to synergy between the businesses and within the market, we will have one leadership team to support and oversee the High Purity Process, Industrial PVF Specialties and Commercial and Industrial Pumps divisions. Chris Sears will lead the businesses as General Manager. He will be responsible for managing the Profit & Loss, aligning vendors and markets and implementing a business plan. Previously the High Purity and Industrial PVF Specialties General Manager, this role is a natural fit for Chris, who has been with F.W. Webb for 14 years. Additionally, Brian Clark will take on the Operations Manager role and Matt Hancur will serve as the division's Sales Manager. Brian will manage inventories and oversee the pump repair shop and fabrication services, and Matt will build on the sales momentum he has had with our sanitary pump services to help grow sales across the three divisions.



Chris Sears
General Manager



Brian Clark
Operations Manager



Matt Hancur
Sales Manager



Anniversaries: March, April and May 2018

5 YEARS:

Diodunell Baquiran
Trenton, NJ

Tim Brock
Elmwood Park, NJ

Adam Brunsell
Hingham, MA

Theresa Bryden
Springfield, MA

Alice Carreira
Elmwood Park, NJ

Andres Casado
Elmwood Park, NJ

Greg Coley
Elmwood Park, NJ

Daniel DeRubeis
Elmwood Park, NJ

Jeff Domain
Waterbury, CT

Tracey Dunn
Elmwood Park, NJ

Edward Eilert
Elmwood Park, NJ

Pat Fizsimmons
Brockton, MA

Paul Flaherty
Rockland, ME

Wendy Graves
Madison, NH

Luis Guzman
Elmwood Park, NJ

Scott Hale
Madison, NH

Matthew Hedstrom
Boston, MA

Kathy Howard
Bedford, MA

Karen Hutsebaut
Elmwood Park, NJ

Danny Jerome
Springfield, MA

Michael Klim
Elmwood Park, NJ

James Kondel
Elmwood Park, NJ

James LaPorte
Elmwood Park, NJ

Thomas LaPorte
Elmwood Park, NJ

Lori Loughlin
Springfield, MA

Robert Macdonald
Nashua, NH

Connor, MAscolo
Elmwood Park, NJ

Paul Olson
Londonderry, NH

Richard Pieciak
Elmwood Park, NJ

Karen Pirog
Elmwood Park, NJ

Guillermo Quijano
Malden, MA

Michele Redner
Elmwood Park, NJ

Thomas Rich
Needham, MA

Patrick Romani
Warwick, RI

Carlos Ruiz
Elmwood Park, NJ

Julie Rush
Gilford, NH

Julie Russo
Methuen, MA

Felipe Sanchez
Elmwood Park, NJ

Bernard Santos
Elmwood Park, NJ

Tim Sheldon
Auburn, MA

Brandon Spence
Springfield, MA

Peter Stenzi
Elmwood Park, NJ

Erick Taschereau
Seabrook, NH

Luke Trudeau
Warwick, RI

Anton Vas
Elmwood Park, NJ

Chris Vasques
Londonderry, NH

Charles Vellis
Elmwood Park, NJ

Gerald Villani
Malden, MA

Charles Ward
Hartford, CT

Paul Widovic
Elmwood Park, NJ

Jennifer Unger
Elmwood Park, NJ

Anthony Zappala
Elmwood Park, NJ

Jason Bushey
Hartford, CT

Phil Chason
Portland, ME

Paul Christophersen
Londonderry, NH

Derek Curtin
Londonderry, NH

Jeff Damon
Northampton, MA

Mark Dee
Cranston, RI

Todd Ford
Springfield, VT

David Geiler
Syracuse, NY

Harold Heisler
Williston, VT

Lester Jarvis
Waterford, CT

Jason Markaverich
Londonderry, NH

Patricia Heffernan
Methuen, MA

Ricky Jamison
Syracuse, NY

Marie Lafortune
Hyannis, MA

Marie Ann Moore
Methuen, MA

Carol Morris
Bedford, MA

Eileen Murray
Bennington, VT

Sarah Penfield
Syracuse, NY

Karen Sferrazza
Woburn, MA

Corey Post
Winslow, ME

Richard Potvin
Londonderry, NH

Ken Powell
Bedford Corp

Alexandre Raposo
Warwick, RI

Nancy Sacherek
Hartford, CT

Lynn Tenant
Syracuse, NY

Kelli Truman
Binghamton, NY

Lyman Wage
Binghamton, NY

Brian Wilsey
Syracuse, NY

Brian Wojcik
Binghamton, NY

Mike Desjardins
Rutland, VT

John Everett
Methuen, MA

Brad Hastings
Auburn, MA

Sharon Inza
Methuen, MA

David Keane
Canton, MA

Keith Laflam
Northampton, MA

Chris Witti
Canton, MA

Patrick Zrioka
Winslow, ME

25 YEARS:

Linda Quinlan
Bedford, MA

Laura Somes
Bedford, MA

30 YEARS:

John Blades
Hartford, CT

Larry Hedges
Barre, VT

Fred Marchaland
Queensbury, NY

Lisa Purnell
Winslow, ME

Daryl Schoellkopf
Winslow, ME

35 YEARS:

Richard McIntyre
Biddeford, ME

Bob Mullen
Bedford, MA

Greg Reed
Albany, NY

20 YEARS:

Robert Black
Hyannis, MA

William Brobst
Lebanon, NH



Promotions

John Benner
Counter to Inventory Control; Allentown, PA

Rita Carr
General Clerk to Office Manager; Albany, NY

Mark Daly
Inside Sales to Power Specialist; Bedford, MA

Tyler Dickinson
Inside Sales to Outside Sales; Lebanon, NH

Jessica Flint
Office Manager to Store Manager; Meriden, CT

Ed Gutierrez
Asst Warehouse Super to 2nd Shift Supervisor; CD Londonderry, NH

Daniel "Chip" Hallett
Inside Sales to Regional HVAC Tech Service Rep; Fitchburg, MA

Timothy Johnson
Counter to Trade Specialist; West Bath, ME

Phil Labonte
Counter to Inside Sales; New Haven, CT

Mark Long
Inside Sales to Comm HVAC Estimator; Allentown, PA

Matt Lubas
Counter to Inside Sales; Springfield, MA

Gabriel Ramos
Warehouse to Counter; Newburgh, NY

Tyler Sandora
Counter to Inside Sales; Hartford, CT

Josh Twohig
Counter to Inside Sales; Bedford, MA

Chris Valenti
Warehouse to Counter; Piscataway, NJ

Casey Viel
Inside Sales to Outside Sales; Winslow, ME

Scott Wenger
Counter to Inside Sales; Springfield, VT

Neal West
Warehouse Supervisor to Warehouse Manager; CD Londonderry, NH

Donald Whitcher
Counter to Inside Sales; St. Johnsbury, VT

Jason Woolf
Counter to Inside Sales; Allentown, PA

Shawn Williams
Counter to Inside Sales, WaterWorks; Malden, MA

Retirees

Gordon Faucher
Auburn, MA
16 years

James Paulhus
Bedford, MA
6 years

Lorraine Salvato
Woburn, MA
21 years

Alan Senecal
Bellingham, MA
8 years

Thomas Barrett
Methuen, MA
16 years

Robert Sirois
Winslow, ME
19 years

Lee Papp
Concord, NH
17 years

Rick Lawless
Albany, NY
22 years

Ron Sweeney
Rutland, VT
29 years

Gary Zona
Springfield, VT
10 years

James Rose
Pittsfield, MA
37 years

Maureen Dockery
Bedford, MA
29 years

Mark Hamill
Boston, MA
18 years

Robert Barrows
West Bath, ME
12 years

Neil Labbe
Bangor, ME
21 years

Births

Nevaeh Ashford
February 22, 2018
Daughter of Taylor and Amanda Ashford; Manchester and Concord, NH

Lucas Bifano
March 31, 2018
Son of Mike Bifano; Albany, NY

Parker and Dominic Dineen
February 11, 2018
Sons of Anthony Dineen; Falmouth, MA

Theresa Dipirro
December 28, 2017
Daughter of Chris Dipirro; Malden, MA

Nico Oliveira
February 4, 2018
Son of Nicole Oliveira; Bedford, MA

Evelyn Osborne
February 22, 2018
Daughter of Stephen Osborne; Bangor, ME

Miles Meho
March 2, 2018
Son of Marina Meho; Bedford, MA

Mary Roper
January 17, 2018
Daughter of Dan Roper; Hyannis, MA

Austin Sedensky
March 6, 2018
Son of Chris Sedensky; Dedham, MA

Theodore Sramowicz
December 28, 2017
Son of Peter Sramowicz; Piscataway, NJ

Blaise Wicks
March 21, 2018
Son of James Wicks; Williston, VT



The Bedford office celebrates Maureen Dockery's retirement. After more than 20 years welcoming customers and visitors to the F.W. Webb Bedford headquarters, Maureen retired in March.

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