



Volume 42 – Winter 2021

Pipeline

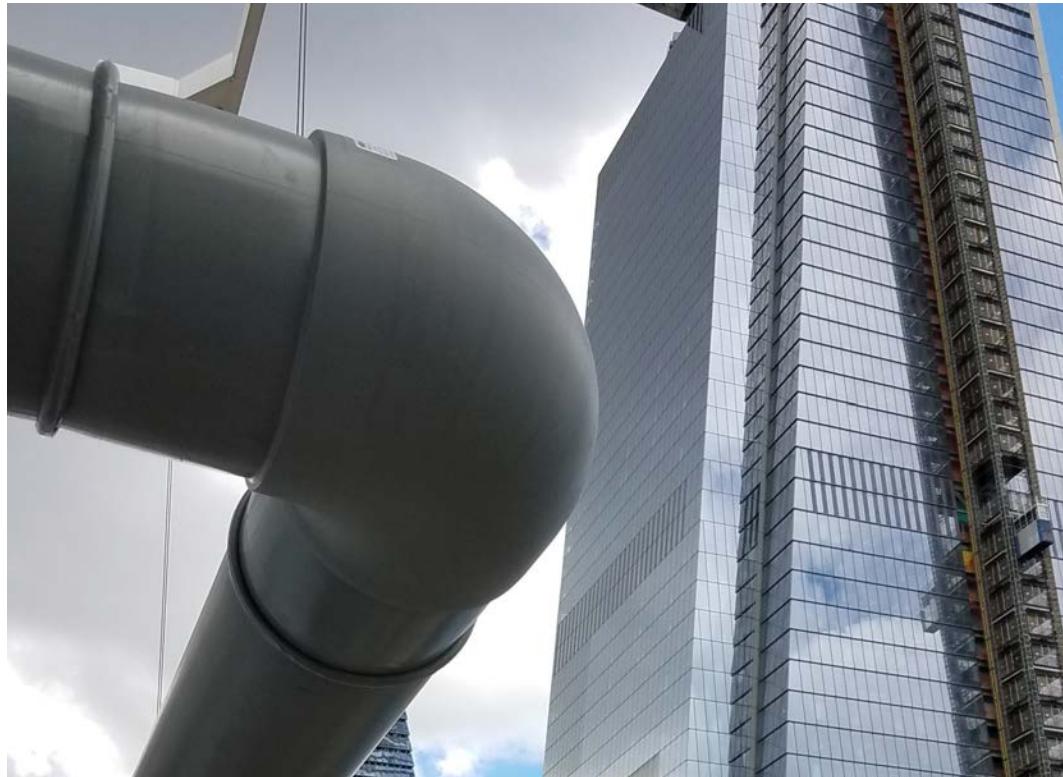
The F.W. Webb Employee Newsletter

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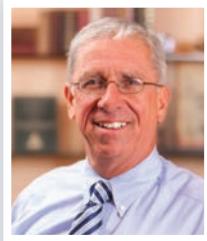
*See page 15 for more
Webb Cam photos.*



Across the Northeast, we provide products and services for new construction, remodeling and facility repair and maintenance. Here's one we did in the heart of NYC. Check it out on page 13.

THE SCOOP

by Bob Mucciarone



As I write this on February 9, I am feeling very optimistic that we are in the home stretch of the pandemic. All COVID-19 numbers are down in the last weeks, including new cases, deaths and hospitalizations. I am no doctor, but common sense tells me that it's very likely many more than the reported 27 million Americans have had COVID-19. In my opinion, it's likely north of 100 million. Add that to the fact that 42 million doses of the vaccine have been administered and good weather is on the way, my thinking is that we are very close to herd immunity and the end of all this nonsense. Couple that with the fact that approximately one million people per day will get vaccinated and that is one million more people who cannot get infected.

We have begun to open things up a bit and we will continue to do so as the numbers tell us. No promises here, but we are working very hard to make vaccinations available for the Webb family similar to flu shots. Not sure if/when this will happen, but we are trying hard.

On the business front, we will be completing the Danbury Plumbing HVAC Supply acquisition at the end of the month. Also expect our new facilities in West Babylon, NY; West Harlem, NY; Colonie, NY; Bridgewater, MA (a 100,000 sq. ft location!) and Oakland, ME Water Works to open in the first half of this year. We expect a lot of organic growth

Continued on page 2

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



Our industrial team helped the Boston branch clear space and stock the new inventory.



PVF Offering Expands

Since acquiring the Collins Pipe & Supply Co. location in Aston, PA, we have made several investments into the branch. The location now stocks Thermoplastic piping and steam specialty solutions, as well as common and specialty PVF products that were not previously offered. This includes a full line of stainless steel pipe, fittings, flanges and valves, including SVF and Apollo.

To accommodate the new inventory, the branch's warehouse has also been renovated with high bay racking and a mezzanine. In addition, the Aston team has been going through extensive product training to ensure that they can provide the technical support needed for these new offerings.

Based on customer demand, we have also increased our PVF inventory in Boston, MA. The location now stocks steam specialty solutions, pressure regulators, valves, weld fittings, flanges and other common and specialty PVF products.



The warehouse at our Aston branch has been renovated to accommodate the new inventory.

THE SCOOP

by Bob Mucciarone

Continued from page 2

with these openings. We are also opening a new standalone showroom in Salem, MA and we are excited about the potential there. Additionally, we have doubled the size of our Portsmouth, NH location and the construction will be done shortly. Finally, we are renovating our recently purchased Centereach, NY location. This facility has had substantial growth since we acquired the business.

We will continue on our planned growth trajectory and keep exploring other opportunities, both acquisitions and new facilities. As many of you know, we have picked up the Samsung line for residential and VRF applications. We expect this will become our number one line quickly in the HVAC/Split Systems arena. We also sell the Haier line of products and this will be our number two line. Together they should bring in \$100 million in sales per year in the next couple of years.

We expect that 2021 will be a great year for Webb. As of now, we are concerned about 2022. There is already huge inflation in our inventory value. Couple this with the fact that the government plans on putting stimulus checks into the economy and what you have is lots of government spending. The downside to this is the cost of money in the Federal Reserve is close to zero giving most people the belief there is nothing to worry about. I believe there is. This kind of sustained debt that the government is creating will cause higher taxes, more inflation and ultimately higher interest rates. This could all spell a slowdown in the economy, possibly full blown in 2022.

Enjoy the good year this year and we will prepare for the 2022 slow down, should it in fact occur. Let's plan on being back to normal this summer!

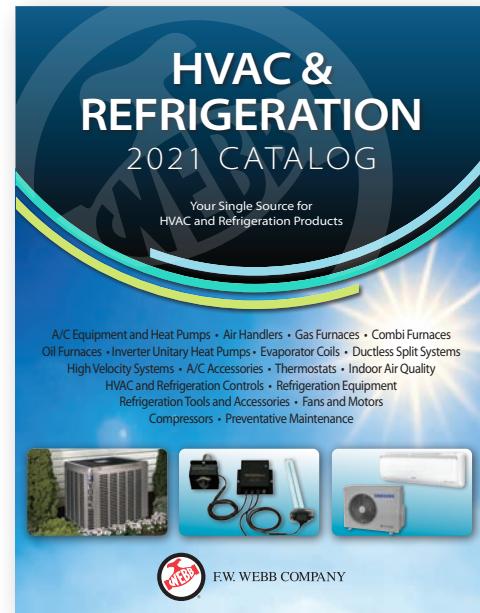


HVAC/R Dealer Meeting Topics Go Virtual

Unfortunately, we are unable to host our annual Foxwoods event this year, but we will be bringing many of the components to customers virtually in the coming weeks and months.

- HVAC Directors, Rich Boynton and Jason Halmen, will be recording a "State of HVAC" address that will be shared with customers. They'll cover what we learned in 2020 and what we have coming up in 2021.
- Laura Bassett will also record a presentation covering all our HVAC Dealer programs that include some exciting changes for the new year.
- In addition to these recordings, the HVAC team will be hosting regional live webinars with customers to cover new products and opportunities for 2021 and beyond.

Hopefully later this year we'll be able to get back to in-person trainings and collaborative events with our customers and top manufacturers.



Now Available: Samsung Residential and Light Commercial Ductless Mini Splits

In September, we signed an agreement with Samsung to sell their commercial lines of Variable Refrigerant Flow (VRF) and chiller products across our footprint. We are excited to share that we recently extended our partnership with Samsung and now offer their ductless mini splits for the residential and light commercial markets. Through this partnership, we have a full offering from a residential heat pump to a 44-ton VRF system. Just as Samsung is known for their high-quality electronic products, it is also a top brand name for HVAC contractors.

The Samsung ductless mini splits include features that allow the system to provide 100% of the heating capacity at 5°F and bring precise temperature control to ensure that desired temperatures are maintained. Most of the models include built-in Wi-Fi that is compatible with a smartphone app so users can remotely regulate temperature, adjust settings and receive real-time updates.

Through our Preferred Dealer Program, contractors can become a Samsung dealer for added benefits. For example, a Preferred Plus Dealer can get an extended warranty that includes 12 years parts and 1 year labor, a competitive advantage that many other brands don't offer.



Let your customers know that we stock single and multi-zone systems and that several models meet energy star and state rebates.

The Samsung Preferred Dealer Program is available on CRM at [Documents & Resources > HVAC Literature > Dealer Programs](#). Share it with your HVAC customers so they can explore the benefits and contact Laura Bassett with any questions.



BDR Makes Waves

Our Business Development Representative (BDR) Call Center team came on board in March of last year. Situated at CD, they now have a full staff, which includes a Spanish-speaking team member. To date, the BDR team has connected with over 20,000 inactive and house accounts. The team hit their stride in mid-June and since then their efforts have led to millions in additional sales with the potential for more growth this year. The BDR team calls on these accounts to learn more about their business and update their profiles in CRM, promote Webb offerings and connect them with a dedicated Sales Rep.



Amanda Iosua, Business Development Representative

The following are examples of BDR initiatives:

► Driving Special Projects

**OVER
110
INSTITUTIONAL
LEADS
generated**

The BDR team worked to enhance institutional sales by attempting to call 600+ MA and NH municipal entities. The intent was to make them aware that F.W. Webb is a part of the MA FAC 100 contract for plumbing and heating products and supplies. The contract provides them with cost saving benefits and a streamlined purchasing experience negotiated by the state. The team also directed them to the mass.gov website to learn more about the contract. This was the first time F.W. Webb has made a concerted effort to promote our participation in the FAC100, and it led to **over 110 leads**. It was such a success that plans are underway to call on several hundred members of the Massachusetts Higher Education Consortium (MHEC).

► Making Strong Connections

37.5%
**ACCOUNT
GROWTH**

Recently, the BDR team came across an account located in CT that was connected to our Hartford branch, but was buying from a number of different Webb locations in MA. Our Hartford, CT GM called the company immediately and learned that the bulk of their business is in MA. He got our Springfield, MA GM involved, who then assigned the account to our Westfield location. The account now speaks very highly of F.W. Webb because of the team in Westfield. There is a lot of potential for **continued growth**.

► Building Brand Awareness in New York

**Two Accounts =
MORE THAN
\$100K
each in sales**

Despite COVID being a hot spot in their area, the Mamaroneck, NY branch has managed to significantly increase sales over the last year. The team attributes a lot of their success to the BDR team sharing promising inactive account leads and promoting Webb and all of our offerings. For example, they had two inactive accounts that didn't do much business with them, but this year due to the conversations they've had with the BDR team and the follow up from the Sales Reps, both customers have done **over \$100K more in sales** than what they usually do.

The BDR Call Center is leading an important initiative to call on more customers to expand business opportunities. Sales Reps, please watch for these new leads via CRM, be prepared to follow up with the accounts quickly and provide a detailed report in CRM so the team is aware of next steps and results.



Webb Rewards Program COVID-19 Updates

Like many other things over the last year, we had to adjust and adapt our Webb Rewards program due to COVID. Typically, it runs on a 12 month cycle from January 1st – December 31st. During that time customer's earn points that they can then redeem for catalog items or a Webb trip.

Since the pandemic has likely affected many of our customer's business, we have extended the 2020 program from 12 to 18 months. It started 1/1/20 and with this change your customers will be able to earn points until 6/25/21.

As a result, trip travel dates for this new 2020/2021 program have been updated. The trips that customers earn during this qualifying period (1/1/20-6/25/21) will be held in early 2022 when hopefully it is once again safe to gather and travel.

Moving forward we will remain on an 18-month cycle. More details will be coming out in late spring regarding the 2021/2022 program.

2020/2021 Program Trips



Paradisus Los Cabos
San Jose del Cabo, Mexico
All Inclusive

New date:
January 25-31, 2022

360,000 Points*



Haven Riviera Cancun
Cancun, Mexico
All Inclusive

New dates:
March 19-23, 2022 or
March 23-27, 2022

225,000 Points*

*Qualifying period has been extended to 6/25/21



Although we couldn't travel this year with our Webb Rewards customers, we are happy that we could donate our trip giveaway bags to local schools and churches in Jamaica. Here is a picture from the Montego Bay Preparatory School.



WEBB
Rewards



All Hands On Deck

In November, our Alliance Environmental Group (AEG) was awarded one of their largest disinfecting/decontamination contracts. It was with the Massachusetts Army National Guard and required preventative services that spanned eight towns and the organization's many buildings, recruiting facilities and armories.

What makes this project even more special is that our Webb industrial team stepped in to help. Together with the AEG team they wiped down all surfaces and sprayed disinfectant throughout the facilities. All team members underwent exhaustive training and testing in accordance with OSHA regulations, including respirator fit testing.

"The addition of the industrial group team members expanded our rapid response timing and allowed us to field up to a half dozen highly qualified teams for multiple same-day events," said Felix Perriello, CHMM, CPG, "LSP, LEP, FGS, CGeol, EurGeol, CSci, President of AEG and Fellow of the Geological Society of London.

The decontamination and sanitization work was performed utilizing an EPA-registered disinfectant, known as hypochlorous acid (HOCl), in accordance with CDC, EPA, FDA and USDA regulations and protocols. These facilities were disinfected using the electrostatic spraying and fogging methodologies in accordance with the National Guard contract requirements.

This is such a large project, the work will be continuing through 2021.

AEG now offers Indoor Air Quality services, which includes air quality testing, duct cleaning and viral disinfection. Visit allianceenvironmentalgroup.com to learn about all of their COVID services and share with customers!

F.W. Webb Industrial group member and former Marine, Ken Powell, conducting disinfection work for the National Guard.



These are the cannons used every 4th of July at the Esplanade celebrations. We even disinfected them!

"This is a great example of teamwork and collaboration and shows how F.W. Webb can remain nimble and serve our customers no matter what."

– Felix Perriello, President of AEG



Taking a Creative Approach to Virtual Events

With many contractors burnt out from Zoom meetings, to help our virtual trainings stand out from the competition, our teams have been adding creative twists, taking a close look at the content to make sure it meets contractors' needs and offering giveaway incentives.

Samsung Townhall

The HVAC group wanted to virtually connect with customers and get their candid opinions on our new Samsung offering, the DVM S VRF system. To make sure it was an open discussion, Rob Kaiser, Commercial Supervisor, Augusta, ME, had the idea of hosting a small virtual event with no more than a handful of contractors. "I knew that our customers would feel more comfortable to express their opinions about the product, good or bad, and ask questions, if it was in a smaller setting." Rob said.

The event was called, The Samsung Gear and Maine Local Beer Townhall, and it was targeted toward select customers in Northern ME. Reps from Samsung joined the call, a contractor shared his experience installing the Samsung system and Webb Sales Manager, Shawn Buck, gave a brief product overview. "It was a team effort that far outreachred our local area. From Jason and Rich supporting us at corporate to the help of Ed Mattos in MA, and the backing of Justin Gelinas, our GM in Hampden. Our outside salesperson in Caribou, Bryan McNamara, also put in a lot of hard work," Rob said.

Ahead of the event, and to adhere to social distancing protocols, our Reps dropped off bags with Samsung swag and beer from a local brewery outside of attendees' place of business. The meeting was very successful with a lot of constructive feedback.

Hydronic Heating Hoppy Hour

The heating group has been hosting this series for customers. It's held on Thursdays at 4 p.m. bi-weekly and includes a 45-minute hydronic training. To add in the socialization that we have been missing with customers, it ends with a beer tasting or games like trivia, football squares, etc. It has become a popular event that our customers look forward to.

NIBCO and Apollo Plumbing Event

The Plumbing team held virtual trainings with many different manufacturers including Nibco Press Fittings and Apollo Press Fittings. "These interactive trainings are a great way for contractors to get their questions answered and learn features and benefits about the products," said Nick Snell, Director of Plumbing Sales, New England and Upstate New York.

F.W. Webb and Samsung invite you to participate in a

VIRTUAL TOWNHALL

Thursday, January 14, 2021 • 5:30PM

In September of 2020 a new partnership was formed between F.W. Webb and Samsung giving contractors like you access to this high-quality line of HVAC products.

RSVP to HVACME@fwwebb.com

This virtual event will allow you to learn more about the product from the distributor, the manufacturer and contractors.

DISTRIBUTOR F.W. Webb representatives will be available to answer questions on product availability, commercial quoting and additional technical help.	MANUFACTURER Carl Gratzer & Amal Humsi from Samsung will review the technology, points of install, design and start-up.	CONTRACTOR Chris Davison & Jon Townsend from Northstar Mechanical will discuss their experience with installation including their successes, obstacles and secrets.
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All participating contractors will receive Maine Beer and Samsung Gear!

F.W. WEBB COMPANY

HYDRONIC HEATING hoppy hour

link in description

JANUARY 28TH • 4PM EST

HOSTED BY MIKE DELCONTE
Dir. of Heating Sales - F.W. Webb

TOPICS
What's new from Navien
2021 What To Expect
Guest Host (Tom Faraldo of Navien)
Commercial Boilers & Residential
Prizes & Give Aways

GAME
NFL Playoff Squares - 1st 100 people who register with prizes & giveaways

BEER OF THE WEEK
Big Wave - Kona Brewing Co.
Kona, Hawaii

Encourage your customers to visit fwwebb.com/events for upcoming virtual events.



Now Stocking at all Locations!

Let your fuel dealer and contractor customers know that we are the exclusive master distributor in the Northeast of Cavagna products. Most of our locations now stock their LPG tank valves, regulators and natural gas metering equipment. This also includes their popular Kosan regulator line. These products can be used anywhere that gas pressure needs to be controlled such as valves on propane tanks and cylinders, regulators feeding generators and other manners of heating equipment.

The Cavagna Group is a global leader in regulators. Their products feature the latest technology and are supported by extensive R&D.

"Cavagna offers design innovations that improve quality and durability compared to what everyone else in the market is doing. Like F.W. Webb, they are family-owned and operated, easily accessible and dedicated to customer training and education," said Mike DelConte, Director of Heating and LP Gas Sales, F.W. Webb Company.

If you have a customer who is interested in learning more, follow up with Mike DelConte or Darryl Corey; refer them to our training coordinators Dave Newman or Adam Scheuritzel or have them call 866-999-1075.



One More Reason to Get Customers Online

Let your customers know that we are now offering limited-time flash sales available online only at ordering.fwwebb.com. They will be posted each week and include special pricing on heating products.

Through ordering.fwwebb.com, customers can browse over 350,000 products, get real-time product information 24/7 and have it delivered right to their jobsite. Plus, with online access they can view their account information, pay their bill online and much more. If your customer isn't online, encourage them to register their account today at fwwebb.com/onlineaccess.



Help a Neighbor Program

In partnership with Ideal USA, our Fitchburg, MA branch donated a new boiler and system components to their customer's A. Fagundes Plumbing & Heating Inc.'s annual HELP A NEIGHBOR program, which provides a complete heating system free-of-charge to a deserving neighbor. This year, the program helped a retired first grade teacher, in Merrimack, NH replace her 30+ year old faulty and leaking system.



Help Protect Webb's Data



As an employee, your actions play a big part in helping to keep our data and network safe and secure. A single employee could make a mistake by sharing sensitive company information on their

smartphone or clicking on a corrupt link – and that could lead to a company-wide data breach.

Below is a reminder of cyber security best practices.

Create strong passwords:

Choose something specific to you, but avoid pet names, children's birthdays, and other things that may be posted on your social media profiles. Add numbers and at least one special character in the middle. Also keep in mind:

- Don't use your F.W. Webb email or password on any external site
- Don't share passwords with other people
- Don't save passwords in plain text on your computer or as a sticky note on your desk

TOP 10 Worst Passwords

123456	12345678	123456789	12345	qwerty
iloveyou	password	111111	1234567	123123

Be cautious of software downloads:

Most people believe that this is safe as long as the software itself is from a trusted brand. Where a program is downloaded from is just as important as what is downloaded. The internet is full of sites that offer free versions of many recognizable paid programs. But they can contain viruses and other types of malware.

Slow down and evaluate emails carefully:

Malicious emails can appear to come from friends and colleagues. If anyone sends an email request for sensitive information like a routing number or login information, call the sender to make sure it's valid.

Webb University Required IT Security Trainings

Log into Webb U to complete the following applicable training(s). If you have any questions, please email samm@fwwebb.com.

- All new employees must complete the Written Information Security & Privacy Training
- Each year, all employees must complete the Security Awareness Training
- Employees who process credit card payments, must complete PCI training annually



Phishing Email Challenge

In the fall issue, we shared background on phishing emails and the signs to look out for. Now, it's time to put your knowledge to the test.

Below is a phishing email. Can you identify all of the reasons that make it a suspicious email?

**Send your responses to:
WebbContest@fwwebb.com.**

Those who get all four right will be entered for a chance to win a \$25 Amazon gift card.



From: "FedEx." <SHIPPING@FEDHEX.COM>

To:

Date: Monday, August 31, 2020

Dear Customer,

We could not deliver your item.

You can review and print complete details of shipping duty on your order.

See attachment.

Thanks

PDF Attachment: [update_Form.pdf](#)

If you have any questions or see anything suspicious contact IT right away at 781-272-6606 ext. 4 or ithelp@fwwebb.com.



2020 YEAR IN REVIEW

This has been an interesting year due to COVID-19, but thanks to your efforts, we've had a number of successes.

2020 HIGHLIGHTS INCLUDE:

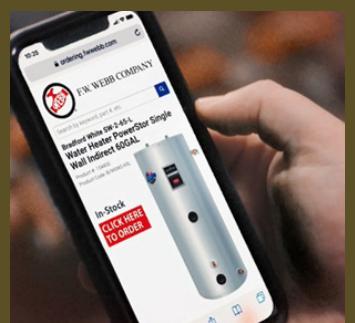
Alliance Environmental Group providing essential disinfection services

The BDR Call Center increasing new opportunities
Acquisition of Danbury Plumbing & HVAC Supply

New manufacturing partnerships like Ideal, Samsung and Cavagna

New counter stores, moves and renovations

Learning new ways to connect with our customers



SOCIAL DISTANCING.
For the safety of all,
please practice
SOCIAL DISTANCING.
Maintain a distance of 6 feet
between you and others.





Webb's Professor of Steam Passes the Torch



After 33 years at F.W. Webb, more than 10,000 steam trap surveys and countless hours trekking through the underbelly of most of the steam plants in New England, our "steam guru," Daryl Schoellkopf is transitioning into retirement.

He first entered the industry in the 1970s working for and eventually alongside his father, at US Gauge, Pilgrim Instruments, and Power Specialties. He then went on to Portland Sales, an industrial ventilation company.

Daryl is so well versed in heat transfer and steam condensate; you'd think he had years and years of formal schooling. But in actuality his vast technical knowledge comes from the above life experiences where he learned a lot from being on site at pulp and paper mills and power plants, as well as his intrinsic ability to problem solve and think critically. Combined with all of this is Daryl's tremendous work ethic, which he can credit to the more than five years he worked with his dad.

Building the Industrial Business

In the 1980s, Webb was focused on building the industrial side of the business to differentiate ourselves from the competition and to bring additional value to our customers. It began with the acquisition of Kentrol, a control valve and instrumentation company and SEVCO, which specialized in safety relief valves.

Lothar Kartanos, for whom one of our prestigious sales awards was named after, was one of the key players who helped F.W. Webb make significant strides in this area. However, he was calling on a large territory and was in need of a partner.

After Daryl's name kept popping up in customer conversations, we recruited him to work as an account manager with Lothar in 1988. Together they traveled to pulp and paper mills across the Northeast to promote our industrial capabilities.

"Lothar was my mentor. He and I shared an affinity for steam and heat transfer," Daryl said. In the early 90s, before green energy and energy rebates were even popular, they developed a steam trap and steam energy conservation program to help Webb get an audience with customers they may not have otherwise had the chance to meet. Once the relationships were established, it then allowed us to build inroads to sell even more product.

After helping Webb increase our industrial customers and sales, Daryl decided to make a career change. In 1995, he became the General Manager of the Dover, NH branch where he could hone in on his managerial skills. However, Webb was missing Daryl's technical expertise and the credibility he brought with it. After three years in Dover, he was asked to lead branch 65 in Winslow, ME. Today it is known as Process Controls, but back then it was SEVCO, and later went on to combine with Kentrol (branch 63).

While he was the Winslow, ME General Manager, Daryl acquired three companies to help round out the Process Controls solutions at that time. They included Systemation, O'Connor & Senecal and Control Equipment Corp.



Daryl worked with Lothar Kartanos for more than 20 years. In 2009 he was recognized with the Lothar Kartanos Award.

"Daryl is absolutely the best in the industry hands down! My customers all value his vast knowledge and problem-solving skills."

**Steve Perkins
Outside Sales, Syracuse, NY**

Continued on page 12



Continued from page 11

Focusing on Energy Sales and Training

After 18 years in this role, Daryl was ready for a change. In 2016, he became the Energy Systems Sales Manager where he was able to do what he loved best, focus on heat transfer and steam condensate solutions, as well as mentor other Sales Reps – just as Lothar did for him all those years ago.

As Webb's steam expert, Sales Reps across Webb would call on him for technical support with customers' industrial boilers, plant steam systems, condensate return systems and steam pressure reducing stations. "Daryl's willingness to impart his knowledge has been invaluable. With his help many of us have become a trusted advisor to our industrial customers," said Mark Yonnick, F.W. Webb Syracuse, Account Manager.

He also attended customer meetings with Sales Reps so that he could show the value Webb brings to their organizations and answer any tough questions they had. "Daryl can speak to multiple audiences. Whether he is talking to the maintenance crew, facility staff or an engineering firm, he can explain the value that applies to their world," said Francis Maheno, Heat Transfer & Steam Specialist, F.W. Webb.

To expand Sales Reps knowledge in this area, he also held internal trainings throughout the year. Overall, Daryl's technical expertise helped Webb find new sales opportunities that went beyond pulp and paper mills. We started working with breweries, hospitals and universities on steam and heat transfer solutions. These responsibilities, troubleshooting, attending customer meetings and trainings, are all things that Daryl will continue to do in his semi-retirement, but on a part time basis.

A Lasting Legacy

Just as the equipment that Daryl works on, the impact he has had on Webb might be more behind the scenes, but it has played a crucial role in Webb's day-to-day and the industrial offerings we are able to provide. The steam program he and Lothar started back in the 90s is still going strong. It has evolved over time to keep up with the latest technology and today it is known as the Four Phase Steam Program.

He also initiated conversations that eventually led to Process Controls becoming the manufacturer's representative for Armstrong International's steam, condensate, hot water, and heat transfer products in the Northeast.

"When Daryl started, Webb was offering pieces of heat transfer and steam condensate solutions. His legacy is helping to grow our thermal solutions into what it is today with its own sales and resources behind it," Francis said.

Thanks to the technical expertise he has built within the company and the manufacturing partnerships he helped garner, Webb can now troubleshoot and provide engineered solutions and expertise for an entire steam system from industrial boilers to PRV stations to heat exchangers.

"Steam and heat transfer processes are complex and loaded with opportunities to improve efficiency," said Mike Leander, Director of Industrial Sales. "Webb was lucky to have the perfect person to drive the ball down the field. Daryl's knowledge, passion and drive translated directly to sales, customer appreciation and the most technically-capable distributor sales force in the Northeast."



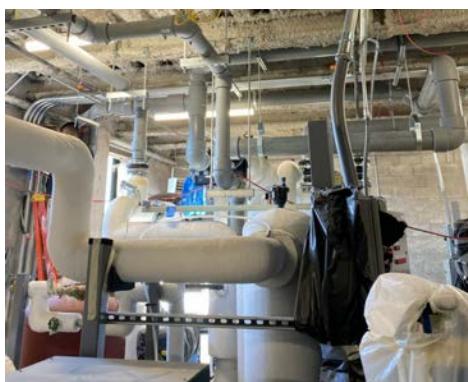
To expand Sales Reps knowledge in this area, Daryl held internal trainings throughout the year.



Daryl appeared in our 2019 F.W. Webb TV commercial.

"His impact lives on as the sales force continues to confidently engage customers with complex solutions."

**Mike Leander
Director of Industrial Sales**



NIRON Installed in New York City Hotels

With construction on a large hotel located in the center of New York City running two months behind schedule, a new contractor was brought in to help get the project back on track. Facing tight project deadlines and pressure to get the heat working, Climax HVAC Mechanical made the crucial decision to install NIRON polypropylene (PP-RCT) pipe and fittings for the building's heating water and the chilled water systems. Thermoplastics Sales Specialist, Eric Reilly, worked closely with them to supply the piping in a timely manner and offer any technical support needed.

The customer had used PP-RCT before and knew that they could install NIRON Clima PP-RCT faster than steel, iron or copper. Plus, since they were using a large diameter pipe the team was able to eliminate the welding that would have needed to be done with steel, which helped reduce manpower. The lightweight material of NIRON also meant that they didn't have to haul heavy steel pipe throughout the 15-story hotel.

Having completed the project on time and within budget, the hotel chain awarded Climax HVAC Mechanical another project, this time near New York's La Guardia airport. Impressed with what they had accomplished with NIRON, Climax HVAC decided to use the PP-RCT pipe and fittings for this project as well.

"We were excited to be involved in such high-profile projects and we look forward to doing even more business with this customer," Eric said. "Every customer who buys copper or steel from us needs to know about NIRON and all of the benefits it offers. It is truly a phenomenal product." At Webb, we are an exclusive distributor of NIRON pipe, fittings and supplies in the Northeast.



First Responders Rely on Webb

The Barre, MA Fire Rescue specializes in underwater rescues for the whole region of Central MA, NH and CT. Their rescue equipment includes dive tanks and vests, which they found were bouncing around in the back of their vehicle as they rushed to a call, creating a safety issue for those on board. Working closely with the Barre unit, our Thermoplastic Piping division fabricated a custom storage solution to help organize and safely contain the equipment.



Webb Provides Comfort to Vacation Home Dedicated to Kids Fighting Cancer

Real estate developer, Tim O'Connell, has done a number of renovations during his career. His current endeavor involves renovating and repurposing the Elm Arch Inn, a 200-year-old historic building in the heart of Falmouth, MA. It's a passion project for Tim who will be turning it into "Tommy's Place," a future vacation home for families who have children fighting



Tim O'Connell is leading the renovations efforts.



Rob Lucci and his wife are sponsoring a room.

The inn is not only rich in history, but in spirit as well. It is named after Tommy Leonard, who helped found the Falmouth Road Race and who is fondly remembered in the community for his charitable giving. The main bedroom in the house is named after Griffyn, an 8-year-old boy who sadly lost his battle with cancer in 2007. Tim had donated his rental home in Martha's Vineyard for Griffyn and his family

cancer. To help with expenses, he has been reaching out to the community for support. Jeff Pope was the first to hear about it and he asked Rich Boynton and Jason Halmen, who head HVAC, to help get a HVAC system for the inn. Rich, Jason and Rob Lucci, from our Hyannis branch, connected with Tim and walked through the construction site to see what system would work best in the space. They decided on the Samsung DVM S VRF system and worked with Samsung to get it for Tommy's Place at a fraction of the price.

Once complete, the 18-bedroom inn will be converted into an eleven-bedroom dream home complete with a large kitchen, dining area for the families to gather and a movie and game room. The goal is to have each room sponsored by a family or business who can then decorate it as they would like.

to stay for the week. While Tim had provided it anonymously, he got letters and photos of the family enjoying their vacation. This experience – and the smile on Griffyn's face – inspired Tim to create a safe haven for kids like Griffyn who could use a getaway to forget their troubles for a while.

This cause is near and dear for Rich and Rob as well who have roots in the area. Rich has run in the Falmouth Road Race the past four years to help raise funds for cancer research and he plans to participate again this year. Rob Lucci and his wife were so moved by the project they will be sponsoring Griffyn's room and are looking forward to decorating it with all of Griffyn's favorite things.



"My family and I have had our own experiences with cancer, and have lost too many loved ones to this awful disease. Even still, I cannot imagine what these families have had to go through. When I envision Tommy's Place, I think of the smiles and laughter that will fill the halls week after week, and year after year. A safe haven for families that have been dealt a tough hand and a break from the realities of doctor's appointments and cancer treatments," Rob said.

Tim hopes to have the project complete by this summer, but once done Tommy's Place will continue to need support for maintenance and up keep. To be a part of the project, donate at tommysplace.org.



Webb Cam



No matter what is going on you can always look up and see the beauty in the world. Thank you Chris Lebel, Inside Sales, Springfield, MA, for sharing!



"It is pretty amazing what goes through your head when you get the vaccine: Family, Friends, the past year, times missed, sacrifices made and even F.W. Webb! Like Bob Mucciarone has said, help is on the way and we are going to be stronger on the other side," said Brian Domanico, Inside Sales, Hartford, CT. As first responders in their community, he and his daughter recently received the COVID vaccine.

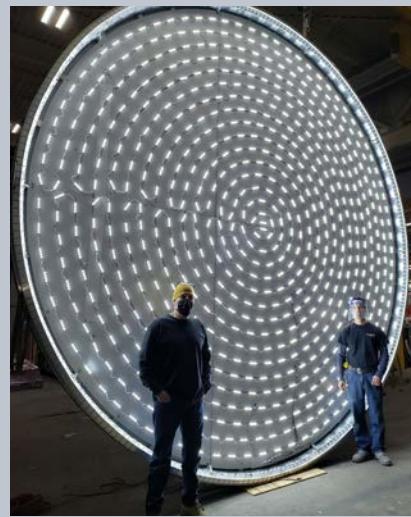


Water quality guru, Dan Paige, from our Syracuse, NY branch, checks water hardness and iron for new boiler install and start up.

Bridgewater, MA – Opening Soon



Things are looking bright for our new Bridgewater location! Here is the Webb logo that will hang outside of it. At 16' in diameter, it is the largest internally illuminated circle they have ever made. The logo features 456 GE Power Max LEDs and 90,000 total lumens.



Thanks to the Water Works sales team more iHydrants are being installed across the Northeast!



Benefits and Wellness Check

by Sara Landry, Benefits Manager, Bedford, MA

5 WAYS to Start Your Year Off Right

2020 has likely given you time to reflect and think about what you'd like to change about your lifestyle.

This is a good time to make positive life changes and strive for an overall healthier self.

Consider the following five tips to start the New Year off right:



1. Check in on your mental health

Mental health is just as important as physical health in building a healthy lifestyle. Reach out to a professional if you need help.

Don't forget about the Employee Assistance Program: KGA offers free confidential consults and referrals for stress, anxiety and any other wellness issues. Contact them at 800-648-9557 or info@kgreer.com.



2. Get regular checkups

Stay up to date on your annual physicals and necessary health tests. Screenings can help identify health issues to be addressed.

To find a list of Primary Care Providers, go to myCigna.com or contact them at 800-244-6224.

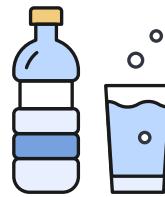
Click here for a full list of health screenings or go to the Wellness Intranet site.

Through Delta Dental you receive two free cleanings and preventive exams. Contact them for more info at 800-872-0500.



3. Be social

Isolating during the pandemic doesn't have to mean loneliness. Reconnect with others virtually or while practicing social distancing.



4. Drink more water

Consuming sugary drinks, like juice or soda, can cause liver damage, premature aging and anxiety. Avoid excessive alcohol consumption as well.



5. Count nutrients, not calories

Focus on improving the overall quality of your diet and not getting hung up on calories. Achieve this by adding more fiber, protein and probiotics to your diet.

The Cigna Coach app connects you with a personal coach who will help you reach your goals. Contact them at 800-244-6224 or learn more on myCigna.com.

Webb Wellness
Achieving a healthier lifestyle.

The Webb Wellness team is always available to come out to your location to educate employees on certain topics and bring a fitness consultant.



Benefits and Wellness Check

by Sara Landry, Benefits Manager, Bedford, MA

Reminder: COVID-19 Resources



We are continuing to waive cost-sharing for the following:

- COVID-19 diagnostic test when recommended by a healthcare professional
- Office visits related to COVID-19 testing
- COVID-19 telehealth screenings
Note: CIGNA offers tele-health services that allows you to be treated virtually by your own physicians

A 24-hour COVID-19 toll-free help line is available at 866-912-1687. You can speak with behavioral health clinicians who can provide one-on-one support.

► Early Intervention Tool to Assess COVID-19 Risk

Cigna is partnering with Buoy Health to provide a free, web-based interactive triage tool that assesses COVID-19 risk. Through this tool, you can quickly receive information regarding the severity of your symptoms and recommendations on next steps of care.

The symptom checker is available on cigna.com, myCigna.com and related myCigna mobile applications.

► Testing Site Locator

If your doctor recommends a COVID test, find the nearest testing site at cigna.com/coronavirus.

► COVID-19 KGA Resources

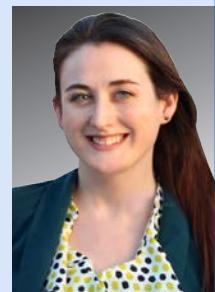
KGA offers the following resources through My.KGALifeServices.com. Access them with company code "webb."

- The Daily Break: Daily live stretch breaks (15 minutes) and meditation sessions (10 minutes).
- Videos, guides and links related to self-care and support for children and the elderly.

Introducing Sara Landry

Sara is our new Benefits Manager based out of the corporate office. Her role entails maintaining and developing benefits programs, policies and procedures, while ensuring they meet employee's needs, legal compliance and are cost effective. She comes to us from T1D Exchange, a small non-profit that focuses on Type-1 Diabetes research, where she served as the HR Director.

Sara received her undergraduate degree in psychology with a concentration in neuroscience from Emmanuel College and her master's degree from Southern New Hampshire University. She has a six sigma white belt and will be going for her Senior Professional in Human Resources (SPHR) certification this year. She is a member of a number of HR associations and her goal is to get her MBA one day. Contact her for any benefit related questions at Sara.Landry@fwwebb.com.



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Spotlight on Health

Elaine Gelineau is an office administrator for F.W. Webb in Methuen, MA. She started working at Webb a year and a half ago and currently lives in Hudson, NH. Over the past year, Elaine has made some remarkable lifestyle changes that have resulted in her improved health and some extremely impressive weight loss. After many years of diet programs and weight fluctuations, Elaine feels as though she has found the right combination of diet and physical activity that fits perfectly in her life.



Webb Wellness
Achieving a healthier lifestyle.



Nan the Nurse is wishing all Webb employees and their loved ones well during this crazy time! A great time for all to focus on healthy eating and staying active! If you have a story you'd like to share, please contact Nan by email at nan@nanthenurse.com.

Q: What were the behavior or lifestyle changes that you made?

A: Exercise always felt like a chore until my daughter convinced me to get a Peloton stationary bike. I fell in love with it right away and since I started using it, I've never dreaded my daily workouts. I also started paying more attention to what I eat and when I eat it. The key is just not to deny yourself everything you find enjoyable. If you want candy, eat a little piece to take care of the craving and then move on.

Q: Why did you decide to make this change?

A: I had a bit of a wake up call last year when my doctor told me my blood pressure was too high and I needed to adopt healthier habits to bring it back down. Around the same time, I remember looking through photos of me with my three-year-old granddaughter. I just didn't like the way that I looked in those pictures and knew that if I really wanted to be around to watch her grow up, I needed a plan that I could stick to.

Q: What positive impact did it have on your life?

A: Well since that doctors visit, I've lost 70lbs. and I've managed to keep it off! That's probably the most noticeable impact. My blood pressure is back in a healthy range. I feel better, and I'm having an easier time keeping up with my granddaughter, Elyse. The weight loss also gave me a reason for a whole new wardrobe, which is always exciting.

Q: What advice would you have for anybody else at Webb with similar goals?

A: Find what works for you. Find something that fits your life. Peloton workouts and my particular eating plan might not be for everyone, so just find something you know you can stick to. And find a way to hold yourself accountable so you don't cheat yourself. Allow yourself to make mistakes, and if you have a setback along the way, that's okay too. Don't be too hard on yourself just keep moving forward. Also, making time for yourself especially in today's world is a challenge but you need to make it happen. Make yourself a priority!



On the Move

General Managers



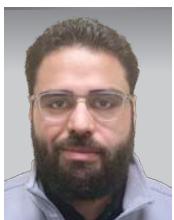
Jeff Armington has transitioned from Store Manager of our Malden, MA branch to General Manager. In addition to driving Webb's plumbing, heating and HVAC sales, he looks forward to building a foothold as a trusted name in the Water Works industry.

After graduating from the University of New Haven where he studied Fire Protection Engineering, Jeff started working for Encore Fire Protection. In March 2015, he joined F.W. Webb through our Management Training Program where he worked throughout Webb's branches in NY, NJ, CT and MA. In his spare time, Jeff enjoys golfing and spending time in the mountains camping and hiking.



Utilizing his strong leadership skills, new GM **Mark Feldman** will be leading and directing the work of a cross-functional team including IT, Marketing, Operations and Merchandising to grow sales and profitability at Riverbend Home. He became part of the Riverbend Home team

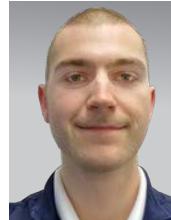
in July 2019 as a Senior Merchandise Manager where he helped introduce us into many new markets. Mark received his Bachelor of Science degree in Business Administration and Marketing at Salem State University. He and his wife, Lynne, have two kids Julia, 15, and Noah, 12. Their favorite date nights are when they can attend concerts. In fact, Mark has seen Bruce Springsteen and the E Street Band 35 times.



Allentown, PA Store Manager **William Mercado** is now General Manager of the location. He looks forward to continuing to grow the Webb name in the area by providing a high level of customer service and building strong customer relationships. After studying criminal

justice for a couple of years, he decided it wasn't for him and joined Ferguson where he worked for 16 years. He is a committed family man to his wife of 19 years Erica, and their four children – Kate, Sophia, Eva and Maverick.

Operation Managers



Aaron Hall has been promoted to Operations Manager of the Dover, NH branch. He first joined F.W. Webb as a college intern within the Data Governance group. After graduating with a Business Management degree from Saint Joseph's College, he joined our management training

program. He was in the program for nearly three years where he learned about our inventory and shipping logistics and had the opportunity to shadow Sales Reps and meet with customers in the field. A student athlete in college, he continues to stay active by playing baseball, basketball and mountain biking.



Our Allentown, PA branch has a new Operations Manager. **Jeanette Marakovits** is up for the challenge and looks forward to growing the F.W. Webb name in the area. She joined Webb in 2014 after managing her husband's small family-owned business for 12 years. She was born in NY, raised in NJ until age 6 and then moved to PA where Jeanette has been ever since. She is active in the community where she raised her three children who are now all grown. She belongs to the Allentown Area Corvette Club, is involved in many fundraising programs and active in her church. As a fun fact, Jeanette is of Cuban descent and speaks fluent Spanish.

Store Managers



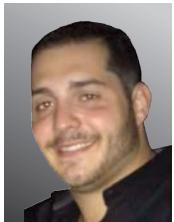
Industry veteran **Chris Darrow** is the new Store Manager of our Norwich, CT branch. He joined Webb last year after working at a plumbing supply company for 31 years. Chris' background includes radiant heat design and application, pump application and residential and commercial water heater sizing. At one time he held a J2 pump installers license. Chris lives in Lebanon, CT with his wife, Rene, and their two sons. He enjoys motorsports and owns a 1968 Camaro drag car. He is a current member and past president of the Lebanon Lions Club.

Continued on page 20



On the Move

Store Managers



As Elmwood Park's new Store Manager, **Mark Dignazio** will ensure that the day-to-day operations of the branch runs smoothly, maintain accurate inventory levels and provide the best customer service around. He brings to Webb a strong background in supply chain fundamentals and business management.

In fact, this is what he got his degree in while at Moravian College in PA. During college, Mark served in a supply chain role with The Home Depot and he recently got his Six Sigma: Green Belt Certification from Villanova University. Six sigma is a tool to help identify opportunities for efficiency in a business. He was a four-year starter for his college football team, and now his weekends consist of men's league rugby, golf, and spending time with his family and friends.



Joe Lavato has moved from counter sales to the Store Manager of our NYC branch in Manhattan. He grew up in the industry as his family owned and operated a wholesale plumbing business in Chicopee, MA. While there he worked with local contractors and managed the day-to-day operations of the business. Ready for a change he moved from western MA to NYC last year.

Joe holds his Bachelors of Science Degree in Business Management from Westfield State University. One of his bucket list items is to visit every baseball stadium in the country. So far he and his best friend have been to 14, they have 16 more to go.



As the new Store Manager of our Colonie, NY twig **Greg Welch** is looking forward to building this location from the ground up and winning against the competition. The store will officially open its doors in the spring. Positioned in a popular area, Greg sees a lot of opportunity for growth. After graduating from the University of Rochester, he enrolled into our

Management Training Program in 2012. Over the last couple of years, he has been working with the Albany inside sales team on delivering superior customer service. In his spare time, Greg enjoys cooking and traveling, and he and his wife are avid gamers.

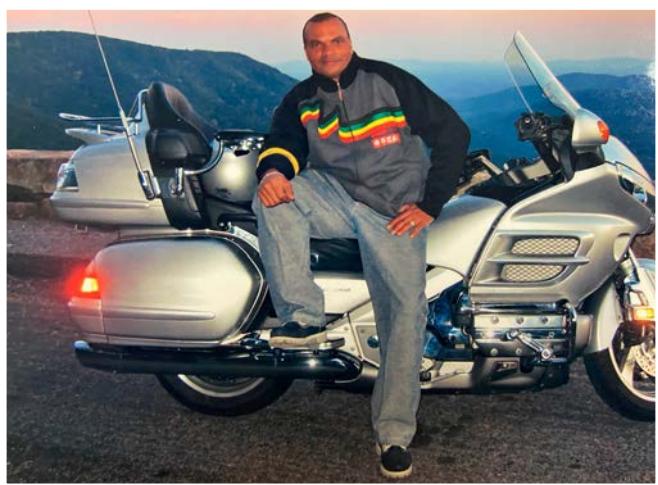
More Promotions

- **Anthony Caswell** from Counter to Comm HVAC Processor, Augusta ME
- **Tim Budgell** from Warehouse to Counter, Bellingham MA
- **Aaron Blais** from Driver to Counter, Lewiston ME
- **Ray Smith** from Inside Sales to Commercial P&H Estimator, Piscataway NJ
- **Aaron Fish** Warehouse to Boiler Board Technician, Winslow ME
- **James Johnson** from Warehouse to Warehouse Supervisor, Exeter NH
- **Eric Kieffer** from Warehouse to Inside Sales, Syracuse NY
- **Darryl Corey** from Outside Sales to Propane Sales Manager, Bedford NH
- **Zach McHale** from Store Manager to Operations Manager, Brockton MA
- **Clay Walker** form Store Manager to Operations Manager, Lebanon NH
- **Ryan Lindley** from Counter to Inside Sales, Methuen MA
- **Ryan Dunn** from Inside Sales to Commercial Quote Specialist, Londonderry NH
- **Matt Gurnon** from Warehouse to Inventory Control, Brockton MA
- **Chantheary Sok** from Accounts Receivables to Sales Tax Specialist, Bedford MA
- **Nicole Smith** from Office Admin to Showroom Sales Rep, Salem MA
- **Curt Burgess** from Ecommerce Project Manager to Operations Manager, Bedford, MA
- **Samuel Perriello** from Counter to Inside Sales, Dedham MA
- **Justin Hawkins** from Inside Sales to Outside Sales Trainee, Williston VT
- **Matt Dipirro** from Principal Scientist to Operations Manager, Warwick RI
- **Jose Cepeda** from Warehouse to Counter, Warwick RI
- **Gerald Villani** from Counter to Outside Sales, Boston MA
- **Neal Wysocki** from Warehouse to Counter, Springfield MA



Webb Spotlight

Warren White



Title: Warehouse Manager

Location: Pleasantville, NJ

Years Worked at F.W. Webb: 44*

*Formerly Taylor Supply, then Grant Supply, now F.W. Webb Company

What's the best piece of advice you have ever received?

The advice I have received is that Rome was not built in a day. Longevity pays off.

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

My parents because I miss them and their company.

What is your most prized possession and why?

My 1978 all original Cadillac. It was the last Cadillac driven and owned by Mrs. Helen Taylor, the owner of the old Taylor Supply. I bought the car in 1987 after her passing. It had 22,000 miles on it then and currently only has 103,000 miles.

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

Hawaii because I heard it is a beautiful place to see.

When you're not at work, how do you like to spend your time?

Fishing, camping, roller skating, motorcycling or just working in the yard.

Webb Outside Sales Trainee Program

Congrats to the below 2020 graduates of our Outside Sales Trainee program. It is similar to our Management Training Program (i.e. CIP), but with a focus on sales versus operation logistics. An 18 to 24-month commitment, trainees gain experience in the warehouse, at the counter, with inside sales and on the road with outside sales and Webb truck drivers. In addition, it involves product training and courses such as overcoming objections, negotiating with customers, time management and relationship building.

There are 12 trainees in the program right now. Recent college graduates or anyone who is starting their career and interested in entering the wholesale distribution market is eligible to apply as openings are posted.

"Inevitably it prepares them for the ultimate goal of outside sales. To be accepted into the program you don't need to know the difference between a furnace and boiler. You just need the right attitude and work ethic and we will teach you the rest," said Mike DelConte, Director of Heating and LP Gas Sales.



Drew Winter, Syracuse, NY



Kyle Hughes, Springfield, MA



Ryan Buniewski, Piscataway, NJ



Welcome Aboard!

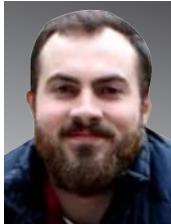


An industry veteran with over 35 years of experience, **Stanley Graser** has held a number of managerial roles and built territories, promotional programs and e-commerce initiatives from the ground up. As our Tri-State Director of Plumbing, he is focused on driving sales within the NYC, NJ and PA markets. He and his team are dedicated to providing competitive solutions and comprehensive services for builders, designers and architects. He will also develop programs to help build Webb's brand awareness across the Tri-State. Stanley is an officer in the Shore Builders Association of Central New Jersey and a member of the New Jersey Builders Association and PHCC. He is also passionate about bringing new talent into the trades and works closely with vocational schools to promote their programs.

Store Managers



The Mamaroneck, NY location has a new Store Manager. **Frank DeNome** is ready to juggle multiple roles and looks forward to applying all that he learned from our management training program to the position. Before jumping into the industry, he worked as a corporate security guard in Manhattan. He holds a bachelor's degree in Criminal Justice from Utica college. Football has been a big part of his life and instilled the work ethic and drive he brings to Webb. Frank played football for 16 years, was a three-year starter at Utica College and became Captain during his senior year.



James Stillings is the new Store Manager of our Springfield, VT branch. He joins us from Sherwin-Williams where he worked as a Market Manager. He attended Castleton University where he got his Bachelor of Business Administration Degree with a focus on Marketing. James accredits his customer-first attitude to his time spent working at Sherwin- Williams, TD Bank and even at a Christmas Tree Farm. As a fun fact, James also had a stint where he started his own vitamin supplement business. Outside of work, you can find him and his girlfriend hiking with their two Siberian husky dogs.

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

Showroom Managers



Warwick, RI's new Showroom Manager, **David Bianco**, looks forward to building the Frank Webb Home brand in the area. Customer service comes naturally to him. Before Webb, he spent more than 15 years in the restaurant industry, 10 years at Lowe's Home Improvement and six years at Bed, Bath & Beyond. At home David is surrounded by three lovely ladies: his wife, Julie, daughter, Lucianna, and their rescue dog, Lady. He makes great homemade pizza and loves a good "dad joke."



New Salem, MA Showroom Manager, **Jennifer Fitzpatrick**, has worked in the industry for 16 years. She previously worked for Webb in a Showroom Sales role from 2013-2017 in the Malden showroom. Jennifer then went to work at Wayfair as their Senior Plumbing Consultant working on large commercial and residential projects. She is excited to be in this new role and meet profit goals, help develop the team and build trade business. Jennifer attended Suffolk University where she majored in Interpersonal and Organizational Communications with a minor in Journalism. She loves to go to concerts, hike, kayak and spending time with her five kids who range in ages from 17 to 3.

F. W. WEBB CELEBRITY LOOK-ALIKE



Pam Brady
Accounts Payable
Bedford, MA



Stephanie Szostak
Actress in A Million Little Things TV show

Submitted by Douglas Drake, Credit Analyst, Bedford, MA

Submit your nomination for a Webb Employee Celebrity Look-Alike.
If chosen, both of you will win a \$20 Amazon gift card.

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



New Employees

November 2020 – January 2021

Luke Abate Warehouse Canton, MA	Mark Collins Outside Sales Boston, MA	Kyle Griffin Outside Sales Trenton, NJ	Hunter Lane Warehouse Albany, NY	Londonderry, NH
Kyle Arnold CIP Malden, MA	Jason Columbus Warehouse Londonderry, NH	Michael Grindle Warehouse Ellsworth, ME	Matthew LaPlante Inside Sales Colonie, NY	Alfredo Moreno Warehouse Elmwood Park, NJ
Dominic Baraiolo Warehouse Manager Methuen, MA	Michael Cook Driver Portland, ME	Nathan Grover Warehouse Portland, ME	Orlando Larrea Murrugarra Counter Elmwood Park, NJ	Cole Nichols Driver Rockland, ME
Sarah Jane Beatty Accounts Payable Hyannis, MA	Matthew Cordeiro Counter Manchester, NH	Arthur Guignard Driver Biddeford, ME	Amanda Leadbeater Inventory Control Clerk Londonderry, NH	Trent Olivier Warehouse Portland, ME
Noah Belanger Shipper Londonderry, NH	Richard Cote Counter Portland, ME	Dale Hansen Warehouse Supervisor Portland, ME	William Leddy Inside Sales Riverhead, NY	Paul Patnaude Driver Needham, MA
Amanda Bergstrom Showroom Sales Rep. Auburn, MA	John Crawford Counter Springfield, VT	Briana Harper Intern Belligham, MA	Stephen Lopes Piggy Back Driver Canton, MA	Derek Pavao Inside Sales Warwick, RI
Ginger Boodakian Data Analyst Bedford, MA	Timothy Crow Inside Sales Manchester, NH	Jefferey Harte CIP Rutland, VT	John Lyman CIP Concord, NH	Noah Peet Driver Ellsworth, ME
Lynn Breland Real Estate Accountant Bedford, MA	Aaron Dennison Counter Rockland, ME	David Heath Piggy Back Driver Canton, MA	Taylor Mackisey General Clerk Canton, MA	Joshua Perkins Counter Greenfield, MA
Ricky Brewster Outside Sales Rockland, ME	Brian Dort Will Call Hampden, ME	Jeffrey Hilton Warehouse Portland, ME	Zachary Mailloux Driver Auburn, MA	Sandy Philbrick Showroom Sales Rep. Needham, MA
Brendan Bruno Inside Sales Woburn, MA	Matthew Doughty Warehouse Bedford, MA	Suzanne Hudecek Showroom Expeditor Piscataway, NJ	Raquel Martinez Office Administrator Mamaroneck, NY	Samantha Pietrello Showroom Sales Rep. Methuen, MA
Neill Burcham Driver Black River, NY	Brian Dunham Piggy Back Driver Hampden, ME	David Jacques Inside Sales Portland, ME	James Marvin Warehouse Rochester, NY	James Polizotti Warehouse Concord, NH
Karen Campbell Showroom Expeditor Seabrook, NH	James Edwards Driver Lewiston, ME	Aaron Kamba Counter Windham, ME	Michael Mazongani Warehouse Canton, MA	Scott Powers Receiver Auburn, MA
Fernando Cartagena Warehouse Bellingham, MA	Jacob Fanelli Will Call Aston, PA	Timothy Keevan Counter Auburn, MA	Sarah McFee Warehouse Albany, NY	Adrian Quinones Warehouse Hartford, CT
John Cole Warehouse Methuen, MA	Theodore Farnsworth Inside Sales Williston, VT	Stephen Kelly Piggy Back Driver Methuen, MA	James McGrail Warehouse Windham, ME	Carlos Quiroga Driver Nashua, NH
Luis Collado Counter Manhattan, NY	Mark Gallo Warehouse Londonderry, NH	Michael Kobylarz Inside Sales Elmwood Park, NJ	Ramon Melendez Inside Sales Elmwood Park, NJ	Zachary Ricard Warehouse Hingham, MA
Cindy Collings Showroom Sales Rep. Hyannis, MA	Alphy Gonzalez Hernandez Intern Methuen, MA	Christopher Kowalski Outside Sales Springfield, MA	Jose Mendez Business Development Rep.	Tanya Ricard-Burrus Showroom Sales Rep. Manchester, NH

Continued on page 24



Welcome Aboard!

New Employees

November 2020 – January 2021

Continued from page 23

Donald Richard Tractor Trailer Driver Londonderry, NH	Charles Scrivines CIP Sales Bronx, NY	Justin Taylor CIP Sales Concord, NH	Michael Whiting Warehouse Bedford, MA
Christopher Riordan Outside Sales Winslow, ME	Matthew Silvernail Commercial Quote Specialist Brockton, MA	James Tedesco Regional HVAC Technical Service Hampden, ME	Jermald Wieczorek Inside Sales Albany, NY
Matthew Roberge Showroom Sales Rep. Auburn, MA	Brandon Smith Warehouse New Haven, CT	Caitlin Tee Office Administrator Salem, MA	Brian Williamson Warehouse Manager Brockton, MA
Uriah Rogers Warehouse Londonderry, NH	Mackenzie Soares Warehouse Londonderry, NH	Gregory Treadwell Driver Portland, ME	Jamie Winton Counter Williston, VT
Colby Sabutis Warehouse Springfield, VT	Kevin Spause Warehouse Methuen, MA	Scott Wancus Counter Gilford, NH	Frank Wynglarz Warehouse Springfield, MA
Scot Saucier Counter Norwich, CT	Jared St. Germain Warehouse Newburgh, NY	Jason White CIP Sales Concord, NH	
Savannah Scott Warehouse Binghamton, NY	Russell Stiles Warehouse Rutland, VT		

Births

- **Cecila Alessi**, Born 12-4-20
Daughter of Angelo Alessi,
Newburgh, NY
- **Lincoln Biron**, Born 11-11-20
Son of Chris Biron,
Londonderry, NH
- **Maya Gandia**, Born on 11-17-20
Daughter of Gilbert Gandia,
Bedford, MA
- **Jamie Loten**, Born 11-23-20
Son of Kyle Loten, Dover NH
- **Emery Ramirez**, Born 11-20-20
Daughter of Gregorio Ramirez,
Bronx, NY



In November, Gilbert Gandia and his wife welcomed their daughter, Maya.

Best Wishes

At Webb, we are proud to have many of our employees build long-lasting careers here. Thank you to Bruce and Gordon on their kind messages. We wish them the best of luck in retirement.

"It's been a great 34 years working for a great company. I would first want to thank the Pope family for a wonderful career. I had a co-worker tell me for some of us F.W. Webb Company is part of who we are. We have given blood, sweat and tears over the years so true and with that have taken pride in our jobs."

Bruce Palmateer, Commercial Plumbing Sales, Ballston Spa, NY

"I want to thank all of the dedicated professionals that I worked with these past 17 or so years. Webb employees and management have the concept of teamwork finely tuned. It is what sets Webb apart. It has been a pleasure to work for F.W. Webb."

Gordon Bailey, Process Controls Account Manager, Winslow, ME,

Retirees

- **Gordon Bailey**, Winslow, ME (18 years)
- **Wilfred Morin**, Springfield, VT (19 years)
- **Bruce Palmateer**, Ballston, Spa (34 years)
- **John Roglieri**, Piscataway NJ (5 years)
- **Leon Turner**, Rutland, VT (42 years)
- **John Ruhle**, Elmwood Park, NJ (7 years)



Anniversaries

January – March 2021

5 Years:

Idris Atwood
Rutland, VT
Mark August
Methuen, MA
Patrick Belliveau
Auburn, MA
Henry Bougor
Williston, VT
Nathan Burbank
Manchester, NH
Juan Calderon
Malden MA
Nick Cash
Londonderry, NH
Joanne Cody
Malden, MA
Chip Curtis
Bedford, MA
Michael DelConte
Bedford, MA
Phil DeOliveira
Malden, MA
Mike Dipirro
Malden, MA
Casey Faloon
Syracuse, NY
John Graves
Springfield, MA
Ryan Gilsdorf
Hyannis, MA
Frank Hart
Boston, MA
Sean Kelly
Piscataway, NJ
Doug Kirsner
Londonderry, NH
Harry Levy
Malden, MA
Manuel Lopes
Malden, MA

Peter Lozzi
Malden, MA**Edward Mattos**
Bedford, MA**Mike McCabe**
Malden, MA**Jillian Moore**
Boston, MA**Jimmy Ortiz**
Malden, MA**Judd Page**
Nashua, NH**Richard Ross**
Malden, MA**Cory Smith**
Pleasantville, NJ**Connor Stratford**
Bedford, MA**Lori Tombari**
Ballston, Spa**Kyle Viera**
New Bedford MA**Richard Walsh**
Malden, MA**Cameo Williams**
Pleasantville, NJ**Shawn Williams**
Malden, MA**Peter Williamson**
Winslow, ME**Ashley Wilson**
Warwick, RI

10 Years:

Andrew Belanger
Londonderry, NH**Walter Chamberlain**
Londonderry, NH**Jeff Claflin**
Portland, ME**Kraig Clark**
Waterbury, CT**Mike Canfield**
Binghamton NY**Mark Dekooyer**
St. Johnsbury, VT**Ashley Didonato**
Bedford, MA**Ryan Dunn**
Londonderry, NH**James Jenson**
Oakland, ME**Derek Jones**
Augusta, ME**Evan Keighley**
Cranston, RI**Shaun Leblanc**
Londonderry, NH**Paul Luchini**
Williston, VT**Kieran Roddy**
Syracuse, NY**Gerald Roy**
Northampton, MA**Josh Stumbaugh**
Albany, NY**William Werden**
Brattleboro, VT**George West**
Hampden, ME

15 Years:

Melissa Barney
Cranston, RI**Michael Bifano**
Albany, NY**Barton Charland**
Plattsburgh, NY**Bernard Croteau**
Keene, NH**Karl Hirsh**
Woburn, MA**Nicholas Pelletier**
Augusta, ME**Dana Rand**
Biddeford, ME**David Richards**
Seabrook, NH**Carol Rosinski**
Bedford, MA**William Rousome**
New Haven, CT**John Veino**
Lowell, MA**Erica Welch**
Exeter, NH

20 Years:

Chris Bennett
Lewiston, ME**Robert Guilfoyle**
Woburn, MA**Tim Marchand**
Cranston, RI**David McGlynn**
Methuen, MA**Ronald Paquin**
Manchester, NH**Ian Power**
Methuen, MA**Bill Stapinski**
Sturbridge, MA**David Vitale**
Methuen, MA**Dee Dee Whiting**
Bedford, MA

30 Years:

P. Jude Corso
Haverhill, MA**Jeff Grenier**
Rutland, VT**Steve Perkins**
Syracuse, NY

Remembering Jim LaPorte

Branch 66 in Elmwood Park, NJ used to be known as Bergen Industrial Supply until F.W. Webb purchased it from owner Jim LaPorte in 2013.

Jim, a revered leader known throughout our industry, died recently at the age of 89. He started Bergen Supply in 1965, and built it into a successful business that served all of the areas thriving pharmaceutical companies. Many of his customers and employees are still with us today, including his three sons.

We are grateful for all Jim did and look forward to keeping his legacy alive.



To thank Elmwood Park, NJ customers for their business, Jim LaPorte started an annual golf tournament that is still going strong today.

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Employee submissions – news, tips, articles and photos – are welcome and encouraged at pipeline@fwwebb.com.

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