

F.W. Webb Enters Water Works Business *15th Area of Expertise Added*



**It's official and it's exciting:
F.W. Webb has acquired
Water Works Supply Corp.
(WWSC) – and with it
comes a new area of
expertise, our 15th.**



The recently formed F.W. Webb Water Works Division is selling water works products and services for the installation, construction, maintenance, and repair of underground water mains, sewer lines, and drainage pipes. Our offering also includes flanged PVE, valves, joints and pumps for water processing facilities, waste treatment plants, and pumping stations.

“As a longstanding regional leader across numerous core and specialty markets, offering water works products and services is an exciting development for the company and our customers,” said President Jeff Pope. “We are expanding our expertise, products, and services to a new set of customers for essential upgrades and repair of municipal infrastructure.”

Chris DiPirro, a 33-year veteran of F.W. Webb, is the General Manager of the new Water Works Division based in Malden, MA and Londonderry, NH – two new locations that came with the acquisition. A majority of the original employees of WWSC have joined F.W. Webb and we welcome them warmly. (See list of new Water Works colleagues on page 2).

Continued on page 2

THE SCOOP by Bob Mucciarone



With all the changes announced over the last number of weeks, I hope you all get a sense of the direction we are trying to take the company as we continue to grow.

It was always imperative that we have a solid operation.

It was always important that

we maintain robust infrastructure and a strong operation to handle a large volume of sales and provide outstanding customer service. We've had these systems in place for a while.

The next step forward was to build a great sales leadership team here in Bedford to help develop an effective sales organization throughout our footprint. The recent promotions and the new sales leadership hires are the harbingers of the sales push we will be endeavoring to undertake over the next few months. There will be a couple more hires in the coming weeks, but essentially we are ready to roll.

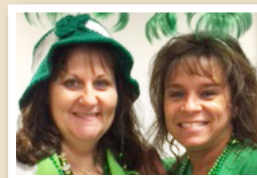
We continue to look for acquisition opportunities. The State Line Supply (Seabrook, NH) acquisition will be completed in early April. In addition, we have entered into a purchase and sales agreement with Lincoln Supply in Trenton, NJ, which should be completed by early summer.

Even as things settle down a bit, we will continue looking for opportunities to grow market share by acquisition. As we explore opportunities, we will only strike if the opportunity is the right one for F.W. Webb.

This year we expect a very good sales year, with light to moderate inflation.

Did You Know?

*The company
was founded on
April 11, 1866.*



See page 15-16
for more Webb Cam.

Continued from page 1

15th Area of Expertise Added

“Since we supply everything water- and pipe-related for buildings, having water works products and services is a natural extension of our business,” said COO Bob Mucciarone. “Customers can count on us as their reliable one-stop partner for all their residential, commercial and industrial projects, large or small, from underground to rooftop.”

“The genius of our fabrication shop is the ability to accurately retrofit old oversized flange pipe with new pipe and fittings. It is also the only UL-classified shop for flanged ductile iron pipe in the area.”

— **Chris DiPirro**, General Manager
F.W. Webb Water Works Division

A special feature of the water works business is a UL-classified (Underwriter’s Laboratory) fabrication shop. It is known for high-quality flanged pipe and other services, such as retrofitting pipe and welding custom pieces.

“F.W. Webb is maintaining the renowned fabrication shop with experienced machinists from Water Works Supply and bringing this unique and valuable service to new customers across the region,” Chris said.

There is more information about our new Water Works Division under “**Our Expertise**” on fwwebb.com.



GM Chris DiPirro with Water Works mascots
(L) Flangeman and (R) Miss Vicky



Fabrication Shop Supervisor
Phil DeOliveira

F.W. Webb Welcomes the New Water Works Employees:

Malden

- **Juan “Johnny” Calderon**, Machine Shop
- **Joanne Cody**, Purchasing Expeditor
- **William Condry**, Outside Sales
- **Philip DeOliveira**, Machine Shop Supervisor
- **Christina Donahue**, Receptionist
- **James Duplease**, Welder
- **Harry Levy**, Inside Sales
- **Manuel Lopes**, Outside Sales
- **Peter Lozzi**, Inside Sales Manager
- **Michael McCabe**, Machine Operator
- **Jimmy Ortiz**, Driver
- **Richard Ross**, Outside Sales
- **Shawn Williams**, Counter

Londonderry

- **James Johnston**, Store Manager
- **Douglas Kirsner**, Driver
- **Adam Towle**, Outside Sales



F.W. WEBB COMPANY
Water Works Division



(L-R): Steve Essman, Fabrication Manager and Wayne Bennett, Outside Sales Representative for Instrumentation and Pumps.

Wasting no time in the industry, F.W. Webb made its debut appearance at the New England Water Works Association (NEWWA) show on March 30-31 at the DCU Center in Worcester, MA. Sharing the F.W. Webb booth were staff from our new Water Works Division and Thermoplastic Piping Division’s Custom Skid Systems team (see Oct. 2015 issue, page 7 for details on the skid team’s offerings). The NEWWA spring conference draws more than 3000 water works professionals and over 200 exhibitors.

Legacy of Leadership Corner

Ancestor #3: Frank W. Webb

Our Namesake

Next issue: Herbert Thorndike



Frank W. Webb
(1848 – 1912)

Industry Authority

It's no surprise the 40-year-old Frank Webb was chosen to lead McShane's new plumbing supply business. Frank was well steeped in both the plumbing and foundry industries. He had learned the plumbing business firsthand in Baltimore from his father Henry W. Webb and from working in the family business, H.W. Webb & Sons. He also knew the brass and foundry business from Henry McShane.

As GM and Vice President, Frank ran the Boston branch for 11 years, including 10 under the owner of Henry McShane's sons after Henry died unexpectedly a year after purchasing Stults & Mansur. Frank and others then purchased the Boston branch in 1899 and renamed it the F.W. Webb Manufacturing Co. a year later.

Baltimore to Boston

Frank was born and raised in Baltimore and was the eldest child of Henry Webb and Anna Worley. He had two brothers and three sisters. He married Rosa Denny and had a daughter, Marie. After Frank's father died, his brothers Herbert and Dudley kept the family business going in Baltimore, while Frank moved north to manage McShane's new Boston branch in 1888.

In Boston, Frank and his family lived in a home he had built on Beacon Street in 1901. Appropriately, it featured a state-of-the-art bathroom. No doubt to escape the city from time-to-time, he and his family retreated to their 112-acre property in Danvers, MA, called "Maplewood."

An F.W. Webb "private brand" drain cover



The F.W. Webb Mfg. Co. had a few fits and starts in the early days, but by 1909 was on an upturn. "We are, today, we believe, the leaders in our line of business east of New York City, and our reputation is still growing," Frank wrote in his President's Report that year.

Frank ran the company up until the day before he died at his home on March 3, 1912. It was a month before Fenway Park opened its gates, right down the street from his Beacon Street home. Perhaps some of the plumbing products from the F.W. Webb Mfg. Co. went into the original Fenway Park. It certainly would be delightful to know Frank Webb's reaction to the unveiling of the F.W. Webb 150th logo on the Green Monster this season.

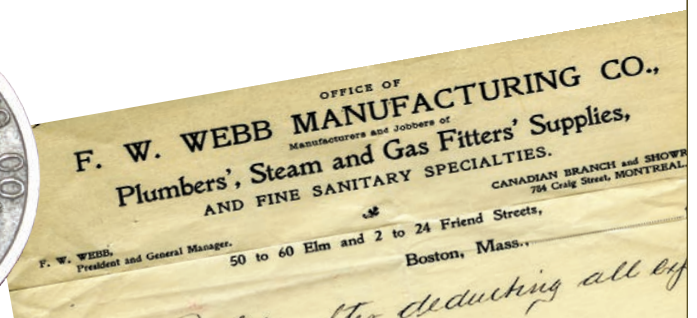
Man of Great Character

By all accounts, Frank W. Webb was a big man with a big heart and generous soul. An announcement issued by the company after his death praises his character in all his walks of life, from company leader to family man. The full text of the original announcement is reprinted on page 8.

Unsolved Mystery

While researching Frank's life, one mystery remains – his middle name. It was customary in the time period to use a first and middle initial instead of a full name. There are no documents, including his will, marriage, death or stock certificates, that display Frank's middle name. Perhaps it was Wooten, Wharton or Worley (after his mother) as some suggest. Or perhaps it was Walker, his father's middle name.

Curious mystery aside, the F.W. Webb Company is indebted to Frank Webb's leadership, fine character, legacy, and indelible fingerprint. He remains an inspirational figurehead, a leader to emulate. We are what we are today, in large part, thanks to him.



For Every Action There's A Reaction

Putting the Profit in Profit Sharing

by Jeff Pope, F.W. Webb President



At this point in the year, everyone who's eligible to participate in the company's Profit Sharing Program has received their earnings. For many employees, the extra money received in Q1 helps fund a nice vacation or pay a loan or child's tuition. Long-term, the Profit Sharing Program can be an important supplement for retirement savings.

Here at the F. W. Webb Company, we are pleased to offer a Profit Sharing Program to employees across every corner of our operating region. It is your individual and collective efforts that make our company a robust distributor in the Northeast and an invaluable resource for our customers. Each and every one of you can have a positive impact on our reputation, our customer service, and our profit sharing numbers.

"A nickel in the pot"

As you know from reading the cover story in the February 2016 *Pipeline*, we reached out to many local branches during the developmental phase of planning our new TV ads – the ones featuring real-life examples of exceptional customer service. During one of the sessions, a manager reflected on the personal responsibility he felt to meet the needs of customers. He remarked: "We've all got a nickel in the pot."

He was 100 percent right. This is exactly how the Profit Sharing Program succeeds and precisely the attitude I encourage each and every employee to embrace wholeheartedly and without reserve. Our Profit Sharing Program is enhanced each year when we provide exceptional service to every customer every day. This is our differentiator. Our customers can buy stuff from a number of different sources but we can keep them coming back to F.W. Webb when our reputation for service and expertise is exceptional.

Your efforts matter

As F.W. Webb continues to expand throughout the Northeast, profitable opportunities become abundant and it's incumbent on all of us to jump on them. We also need to understand that our prices are fair and competitive in the markets we serve, given all the products we carry, services we provide, and depth of our expertise. The new TV ads highlight instances where we provided 24/7 emergency service – even on holidays. They also tell the story of our massive distribution operation, the 80+ convenient locations, and millions of dollars of inventory – all to better service customers.

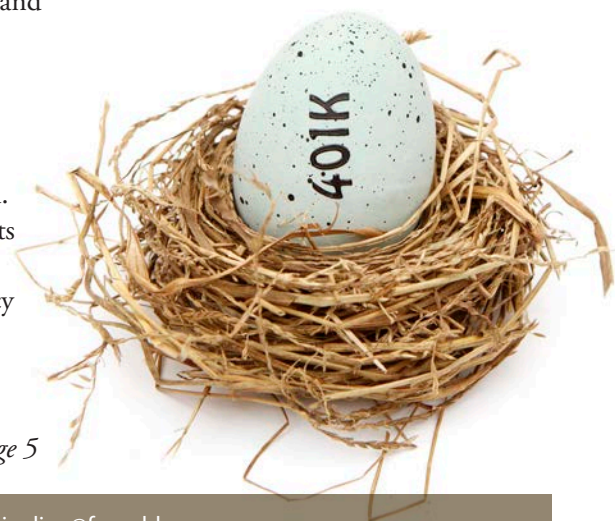
Continued on page 5

If you were eligible in 1987 and are still here now, you have been paid for 32 years while working for just 29.

Profit Sharing Details

A component of the 401(k) is the **Profit Sharing Plan**. This is a discretionary contribution by the owners of the company into the Plan based on the net profit of the F.W. Webb Company. Generally the contribution to the Plan will be a pre-determined percentage of the net profit of the company based on the annual results. The contribution will then be allocated to all eligible participants.

In addition to being 401k eligible, employees have to be employed for a full calendar year (January 1 – December 31) to be eligible for profit sharing.



Continued from page 4

Your Efforts Impact Profits

By cutting a price on a product to meet a competitor, F.W. Webb is saying that we're no better than the competition. When we defend the price, we're saying the opposite and adding to the Profit Sharing Program at the same time. Selling more of our excellent private label products, such as PurePro and Deriva, is another way to grow profits.

Everyone should be looking for ways to cross-sell into new and existing accounts by working across divisions to bring more products and service to customers and more business to F.W. Webb. All your actions matter. We all have a role and we all have a stake in the company's success. Tap your colleagues' areas of expertise. Leave no stone of opportunity unturned.



An important factor in helping us become more profitable is teamwork.

How Profit Sharing started

The F.W. Webb Profit Sharing Program began in 1987 as part of Continuous Improvement and ISO Certification efforts. Both initiatives stress the need for teamwork and for all of us to do our jobs with a continuing eye for improvement.

With everyone who is eligible sharing in the profits annually, we are all part of a collective force that benefits from giving our customers the best products and service every day.

Since 1987, 166 weeks of pay have been given out to the employees. So, if you were eligible then and are still here now, you have been paid for 32 years while working for just 29 years. Ten weeks of pay has been the most Profit Sharing we've given so far and that's been done three times. There is no ceiling either in this program, which means the sky's the limit!

Adding more nickels to the pot

The annual Profit Sharing announcement of the number of weeks of payout makes everyone happy. The more we can maintain this feeling, the more focused we'll remain on our individual and team efforts to continuously improve every customer's experience, sell more stuff, and be the best we can be.

Ten weeks of pay and beyond are definitely reachable targets with everything you and the company have to offer customers. Keep this in mind as you go about your daily business and we'll certainly be putting a lot more nickels in the pot going forward.

Thank you for all you do. It is greatly appreciated!

New Product Prevents and Suppresses Fires

At the sales meetings at the Corporate office, March 29-April 1, attendees received a demonstration of a new product we'll be offering our customers to avoid construction fires. Sudbury, MA Firefighter Mike Matros was on-hand each day to demonstrate a fire retardant and extinguisher product from FireIce Solutions. It can be used by contractors and industrial professionals on any type of material or equipment to provide immediate, short-term protection from heat, sparks or flames. A welder, for instance, may use it to spray and shield a nearby wall before welding pipe. As a retardant, FireIce needs to be reapplied every half hour. FireIce is also an effective extinguisher and contains the same chemicals as professional grade extinguishing systems used by professional firefighters. Firefighter Mike Matros works for FireIce as a Fire Prevention and Protection Specialist. For more info on the product, visit fireicesolutions.com.



Stacy Papa Earns Lothar Kartanos Award

The F.W. Webb 2015 Lothar Kartanos Memorial Sales Award was presented to Stacy Papa of the South Portland, Maine location. Each year we recognize an F.W. Webb industrial salesperson who excels in demonstrating the real value we offer our industrial and institutional customers, and has earned the respect of customers and colleagues alike. The award is given annually in honor of the late Lothar Kartanos, a beloved employee of F.W. Webb who graced the industry with high standards of excellence, expertise and professionalism. Stacy always goes above and beyond for her customers and works collaboratively across all F.W. Webb divisions to bring her customers the best products and solutions. She is the 8th recipient of the Lothar Kartanos award. *Congratulations Stacy!*



(L-R): Greg Thompson, General Manager, South Portland, ME; Stacy Papa, Account Manager; Ernie Coutermarsh, Senior VP of Industrial Business Development

Previous winners

- Mike Volk, Elmwood Park, NJ
- Sharon Inza, Methuen, MA
- Gordon Bailey, Dover, NH
- Chuck Osborne, Bangor, ME
- Daryl Schoellkopf, Winslow, ME
- Steve Perkins, Syracuse, NY
- Devon Craig, Williston, VT

Sharon Inza on Women in the Industry



Industrial Account Manager Sharon Inza recently was asked by *Supply House Times* magazine to answer a few questions to inspire women to join the industry. Sharon is a 22-year veteran of F.W. Webb and a past recipient of the coveted Lothar Kartanos Memorial Sales Award.

Here are the questions and her answers.

What do you like about working at the company?

F.W. Webb is a leader in the industry and we have great support and resources to service our customers' needs. F.W. Webb treats its customers exceedingly well and is a great place to work.

What made you get involved in the industry?

I love solving problems. The best thing about my job is I never get bored. I am always learning new things and derive great satisfaction when we provide solutions for our customers' industrial needs.

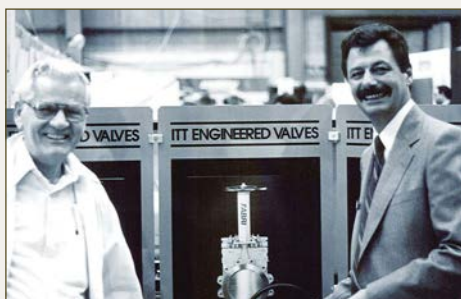
What would your sales pitch be to a young woman who might be considering joining the industry?

If you are detail-oriented, sales in general is an ideal career choice. You don't need to be overly technical, but you do need to always 'dot your I's and cross your T's.' Follow-up is key to succeeding. Never overstate what you can do but deliver on what you promise and you will win loyal customers every time.

SUPPLYHOUSE
TIMES

Who is Lothar Kartanos?

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. Lothar always went the extra mile and was renowned for looking for areas of opportunity that would benefit both F.W. Webb and our industrial customers. He epitomized professionalism and was held in high esteem by his customers and colleagues.



Lothar (right) at the Maine Industrial Show with Del Hogan, a legendary paper mill customer

"It's so nice for our family to see, that as time goes on, he is not just remembered by us."

— Stephanie LeBlanc, Lothar Kartanos' daughter

February Kicks off the 2016 Trade Show Season

Turnout was high for the 3rd annual **HVAC/R Dealer Meeting** for F.W. Webb HVAC contractor customers on February 11 at the Foxwood Resort in CT. Approximately 500 customers, employees and vendors attended the show, which featured 15 educational seminars, an exhibit floor, and keynote speaker. Seminars were led by York, Daikin, Honeywell, Honeywell Genetron, Johnson Controls, Sporlan, and Heatcraft. Packed with enthusiastic customers, the exhibit floor was a happening place. Taking center stage was a 2016 Ford F-150 pickup truck – like the one a customer can win in our 150th WIN BIG Prize Giveaway promotion. Also drawing a crowd was an autograph-signing appearance by Boston Bruins alums: Terry O'Reilly and Tom Songin (who happen to be brothers-in-law; Terry is married to Tom's sister).

Turnout was also good at the annual **PHCC (Plumbing Heating Cooling Contractors)** show on March 5 in Marlboro, MA. Once again, our large booth was the first one attendees saw as they entered the Royal Plaza Trade Center. The booth featured many of our products and divisions, including plumbing, heating, HVAC/R, PVE, Propane Gas, Water Systems, Duct Works, and the Frank Webb's Bath Center showrooms. The attention-getting Ford F-150 pickup truck was on display. Miniscule by comparison, but equally popular, F.W. Webb raffled a battery-operated toy version of the Ford F-150.

Three F.W. Webb sales representatives braved the balmy weather and headed south to set up and staff an F.W. Webb booth at the **MCAA (Mechanical Contractors Assoc. of America)** annual meeting at Orlando Grande Lakes in Florida, March 20-22. Norman Fine, Frank Lamparelli and Dave Prunier saw many of our mechanical contractor customers in attendance - and met many prospects, too. On display in our booth were samples and information on the new NIRON pipe and fitting system as well as our extensive line of Georg Fischer engineered pipe solutions. Our reps reported lots of interest in what Webb has to offer as a full-line distributor.

HVAC/R Dealer Meeting



PHCC Show



▲
Dave DiPirro, Outside Sales, Salem, MA, hawking Webb 150th tee shirts to show attendees off the back of the Ford F-150 Pickup.

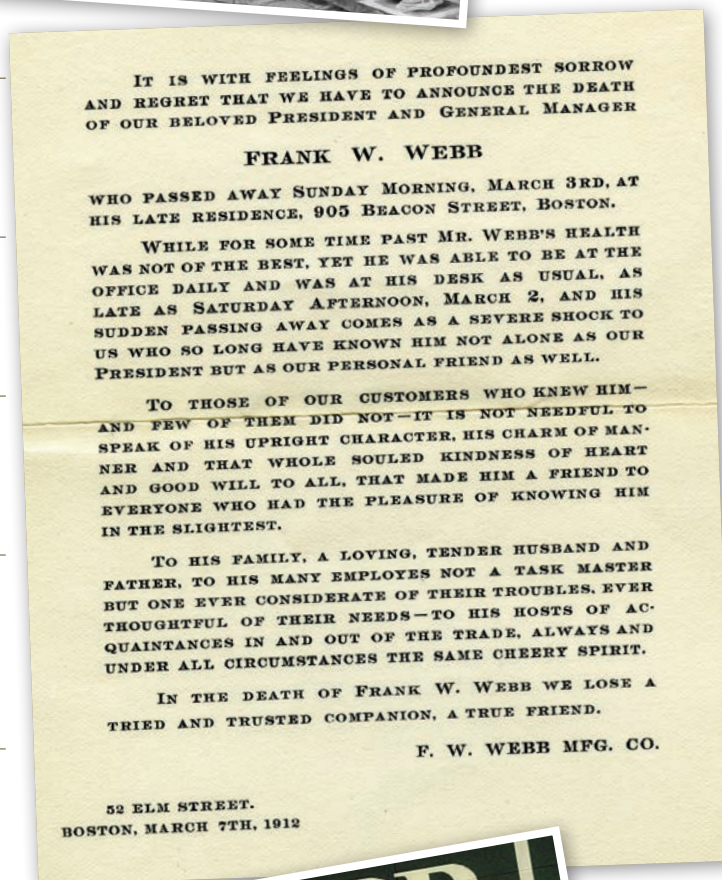
Standing (L-R): Plumbing Student Tia Messeck and her mother Kim Wade won the toy truck; also pictured Chuck Fiorino, (then) Director of Trade Sales, and, seated, a friend of Tia's.



(L-R): At MCAA, Dave Prunier, Outside Sales, Thermoplastic Piping Division; Frank Lamparelli, Commercial Sales Manager; and Norm Fine, Outside Sales, Methuen, MA

Celebrating F.W. Webb's 150th Anniversary on April 11, 2016 with these Fun Facts:

- 1** F.W. Webb traces its roots to 1866, the year after the Civil War ended, when most Americans used outhouses and chamber pots for their daily business.
- 2** F.W. Webb began as the second plumbing supply house in Boston, at the start of the fledgling plumbing industry, when rudimentary plumbing was reserved for society's elite.
- 3** You won't find the location of the original headquarters of F.W. Webb on a current map of Boston; Elm Street doesn't exist anymore but appears to have been somewhere between Government Center and the TD Garden, in the vicinity of Faneuil Hall.
- 4** Two streets in Belmont, MA are named for our founding father – Stults Road and Van Ness Road – after John Van Ness Stults, who owned a 21-acre property there. In Boston, there's also a Van Ness St. that runs past Fenway Park and intersects Yawkey Way!
- 5** In its early days, as the McShane Manufacturing Co., F.W. Webb made cast iron plumbing fixtures and acoustically remarkable church bells. The McShane Bell Company, headquartered in Baltimore, is still in operation today (although no longer owned by the McShane family).
- 6** Frank W. Webb, a big, kind-hearted "southern gentleman" from Baltimore, Maryland, has been affiliated with the F.W. Webb Company since 1888. He was the 2nd leader of the company when it was McShane & Sons Manufacturing; followed by owner of the F.W. Webb Manufacturing Co.; and today as its namesake and inspiration.
- 7** Frank W. Webb, whose middle name remains a mystery, lived on Beacon Street in a house he had built with a (not surprisingly) state-of-the-art bathroom. His home was down the street from Fenway Park, which opened a month after he died on March 3, 1912.
- 8** You may think the plumbing industry isn't particularly glamorous but at its start it was a high-brow industry catering to the rich – those early adopters who wanted the latest conveniences and could afford them!
- 9** Plumbing helped civilize the world or at least cleaned and helped it smell better. Before indoor plumbing, many city dwellers emptied their chamber pots out of the windows of their apartments to the street or sidewalk below. Maybe that's why hats were so in vogue in that time period!
- 10** F.W. Webb sprang from the ashes of the Civil War and has endured two World Wars and the Great Depression. It's a remarkable success story considering the tremendous societal changes and technological advances of the past 150 years, including the automobile, telephone and electricity, followed by air travel, the Internet and mobile communications.



**Here's to 150 More!
Happy Anniversary F.W. Webb!**



Boston Showroom Displays New W2 Bath Innovations



A new line of luxuriously-designed tubs, sinks and cabinetry for smaller bathroom spaces is on display at the Frank Webb's Bath & Lighting Center in Boston. The W2 line combines elegance and quality in a timeless transitional design. Manufactured by WETSTYLE, a Canadian brand known

for its hand-crafted premium-quality bath furnishings, the W2 line is being offered at a more modest price point to reach a broader audience.

Choice of Three Tub Styles

In the recently opened W2 by WETSTYLE display room, two of three styles of W2 freestanding soaking tubs are featured: the Cloud Tub and the Straight Tub. Shown with these tubs is the Puravida Freestanding Tub Filler from Hansgrohe. Not on display but available through the Frank Webb's showroom is the Wave Tub.

Real Wood in Two Finishes

W2 by WETSTYLE cabinetry is handcrafted with real wood, responsibly sourced from renewable forestry. Components include uplift mirrored cabinet, linen cabinet with mirrored door, and vanities in four different lengths (24", 30", 39", 60"). Featuring flat and rift cut oak, hand-stained finish options are Mocha or Charcoal Grey. These stunningly uncomplicated yet highly functional pieces meet the highest rating for moisture, stain and damage resistance.

Green Innovation

All tubs and washbasins are made from an innovative eco-friendly, code-compliant material from WETSTYLE, called WETMAR BiO™. A first of its kind in the industry, WETMAR BiO is made from a mixture containing soy, vegetable extracts, and mineral stone. These natural ingredients are used in place of the more commonly used petrochemical-based resins in the industry. WETMAR BiO is non-porous, slip resistant, and exceptionally strong and durable.

Upcoming Trade Shows and Events:

April 6, 2016

– *NPGA Southeastern Convention & International Propane Expo*
Nashville, TN

April 11, 2016

– *F.W. Webb 150th Anniversary*
On April 11, 1866 the company was established in Boston, MA

April 11, 2016

– *Red Sox Home Opener*
Activities and Lunch at many F.W. Webb New England locations; Celebration of Baseball Season at other locations

April 12, 2016

– *ISA (Instrumentation Society of America) Niagara Frontier Tech Expo*
Buffalo Marriott, Amherst, NY

April 21-22, 2016

– *PHCC Trade show for NJ and PA*
Harrah's Resort, Atlantic City, NJ

April 27-29, 2016

– *ASA Women in Industry Conference*
Fairmont Chicago Millennium Park, Chicago, IL

April 28, 2016

– *State of MA MassBuys Expo*
Gillette Stadium, Foxboro, MA

May 12, 2016

– *F.W. Webb Southern VT Trade Show*
Spartan Arena, Rutland, VT

May 17-18, 2016

– *NYS Purchasing Forum*
Empire State Plaza, Albany, NY

May 22-26, 2016

– *Eastern Energy Expo*
Foxwoods Resort and Casino, Mashantucket, CT

June 15, 2016

– *Northern VT Trade Show*
F.W. Webb, Williston, VT

June 29-30, 2016

– *Northeast Buildings & Facilities Management Show*
Boston Convention Center, Boston, MA

Webb Spotlight



David Cockinos

Webb Vitals

How long at F.W. Webb:
8 years

Role at F.W. Webb:
Truck Driver

F.W. Webb location:
Williston, VT

What is your most prized possession?

I have been collecting music for over 30 years, so it would have to be my record collection. I have about 1000 albums and 2500 CDs and growing. In this day and age of downloading music I still prefer to buy music and search out that rare Sam Rivers or Jackie McLean album.

The best advice I've ever received is...

Keep your mouth shut and listen. Not sure who said it but, in many situations, it is the best advice. When I started at F.W. Webb, the Operations Manager said do not take anything personal when making deliveries. That advice also has held up well.

How do you spend your time outside of work?

For the past two years, I have hosted a Jazz program on WUVM radio station on Sunday mornings, 8:00 a.m. to noon. I have been part of the station for 11 years. It is a whole lot of fun and I hope to continue this for a few more years. I have made some great friends and have been exposed to an amazing amount of music that I may not been otherwise. I also enjoy hiking and biking.

What is the most unusual or interesting job you've ever had?

Prior to moving to Vermont I worked at Port Newark (NJ) as a longshoreman, tying down cargo on container ships and car ships. It was an eye-opening experience working on those big ships and all the heavy activity that occurs at a shipping terminal.

If you could have dinner with someone no longer alive, who would that be?

My father, Nick the Greek, passed away in 2013, so it would be nice to have a big dinner with him. Like most sons, I gave my pops hell for many years. When I finally wised up, our relationship was great and we had some wonderful times.



Full-court Press on St Patrick's Day

by Jim O'Connor, Operations Manager, Auburn, MA

F.W. Webb Auburn left no blarney stone unturned on St. Patrick's Day when it came to reaching our customers. We held not one but two events. The first was our annual St. Patrick's Day customer appreciation luncheon with over 100 customers (more than 150 steaks and 30 pieces of fish were served). Also in attendance and offering tool specials were reps from Milwaukee and Ridgid. DGI was also here pitching Navian condensing tankless gas water heaters and condensing combi boilers, along with TOTO bathroom products. The weather was nice for the overflow crowd spilling outside.

Our second event followed – a dinner meeting with Viega at Wachusett Country Club in West Boylston, MA. About 50 customers had the opportunity to learn more about Viega PEX and Radiant Heat systems, while enjoying a traditional corned beef and cabbage dinner.



Viega Customer Dinner

Game 3 F.W. WEBB

Trivia Game

[Click here to play Game 3](#) ▶

Game 3: Deadline April 29, 2016

Name: _____

Branch #: _____



*An outdoor
draw-off cock*

Game 2 Winners

Congratulations to the five winners of the F.W. Webb Trivia Contest from *Pipeline*, February 2016. Each received a \$50 Visa Gift Card.

Chris Buchinsky

Commercial HVAC Sales,
Springfield, MA

Sharon Budge

Receptionist, Bangor, ME

Ben Cassavaugh

Inventory Control, Pittsfield, MA

Suzette Morell

Inside Sales, Hartford, CT

Linda Ouellette

Inside Sales, Lewiston, ME

They were randomly selected from the batch of correct entries.

How to participate:

Preview the multiple choice trivia questions presented on this page.

Online: Click “Game 3” to take the survey online. Respond by the deadline.

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

Employees are allowed one entry per game. *Good Luck!*

Where did Frank Webb work before he started the F.W. Webb Manufacturing Co.?

- A** H.W. Webb & Sons **B** Henry McShane Manufacturing Co. **C** Stults & Mansur

Where was Frank Webb born?

- A** Baltimore, MD **B** Tixall, England **C** Boston, MA

What was Frank W. Webb’s middle name?

- A** Worley **B** Wooten **C** Unknown

What year did F.W. Webb relocate its original Boston headquarters to Columbus Ave. in Roxbury?

- A** 1930 **B** 1932 **C** 1933

What are the names of the Water Works Division mascots?

- A** Flangeman and Flangewoman **B** Flangeman and Miss Vicky **C** Damon and Danielle

Game 2 (February Pipeline) Questions and Correct Answers:

1. Where was Henry McShane born? **Dundalk, Ireland**
2. What relation was Frank Webb to Henry McShane? **Brother-in-law**
3. What type of brass item did McShane Manufacturing Co. NOT manufacture? **Trumpets**
4. What new location mentioned in the last Pipeline issue will Webb be opening in Malden? **Water Works**
5. What year did Henry McShane purchase Stults & Mansur? **1888**

Going Green on Wheels, F.W. Webb St. Paddy's Style

Two F.W. Webb floats were in a St. Patrick's Day parade. Both somewhat rivaling an earlier one captured in time from 1907 (see photo).

The Auburn branch entered its float in the St. Patrick's Day parade in Worcester, MA – and won an award, while the Boston branch participated with its float in the nation's oldest city parade in "Southie."

According to Jim O'Connor (and with that Irish pedigree, he should know!), "Worcester has the second largest St. Patrick's Day parade in Massachusetts after Boston's. We decided to enter a float using our new rack truck to promote the Frank Webb's Bath Center along with the 150th anniversary. On a wicked nice day (Sunday, March 13) an estimated crowd of over 100,000 turned out to witness the pageantry and awesomeness of the F.W. Webb float."

The Auburn float featured an Irish bar with a cop, priest, and other assorted hooligans and their wee lads and lassies. For all their efforts, they were presented the "distinguished" Wexford award.

In South Boston on the following Sunday, our Boston branch entered a float inspired by our turn-of-the-century version – with not one but two bathtubs and a host of green-clad employees, friends and family members of the F.W. Webb Company.



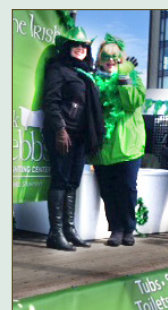
"Old Home Day Parade" in Northampton, MA, 1907



"St Patrick Day Parade" in Worcester, MA, 2016



"St Patrick Day Parade" in Boston, MA, 2016



Watertown Supply Becomes Full-Fledge Webb Location

The F.W. Webb location in Watertown, MA is now a full-service open-concept store under the F.W. Webb brand. Watertown Supply signage has been replaced with F.W. Webb signage. Following our acquisition of Watertown Supply in 2014, we remodeled the building and upgraded the wholesale store from strictly counter service to the open-concept. The newly renamed Watertown location offers plumbing, heating, HVAC, PVE, ductwork and other products and supplies for contractors in the Boston area. Watertown Supply was renowned for its repair and replacement parts. The Watertown location will remain the go-to source for genuine manufacturer replacement parts. Contact Store Manager Reed Brown with any questions or replacement part needs.

Only You Can Prevent Electronics Fires

by Cara Dunn, Technical Support Analyst, IT Dept., Bedford, MA



A circuit board in a computer at a Webb location was fried from fire caused by dust in the CPU tower.



Dust-caked exhaust fans on phone server equipment from one of the branches.

Dust – it's everywhere, even on the moon. So, it may seem benign, but dust can cause a slew of serious problems. In the office and at home, computer equipment can overheat when it becomes caked and clogged with dust. Overheating can lead to short circuiting, fried equipment, and, worse, fires.

The threat of electronic fire and damaged computers and servers can be mitigated by keeping all electronic equipment dust free. IT recommends checking and cleaning all sides of your hardware once a quarter – see checklist.

Use softbrush vacuum to remove dust from delicate equipment. A few minutes spent eliminating dust and other dangers can prevent a tragic fire.

View more IT tips here ▶

webbdoc.fwwebbcorp.fwwebb.com
click on "Tips of the Day."

Safety Checklist

Update your safety checklist with these safety steps, many of which are applicable to the home as well:

- Carefully inspect the data room/data closets and all computer equipment throughout your location for fire hazards.
- No flammable materials are allowed in the data room/data closets. This includes paper, boxes, foam, packing material, cleaning supplies, etc. These are not storage areas and should be kept clean and clutter free.
- Keep the data room/closets dust free. Dust buildup can suffocate the equipment's fans and air vents, causing the equipment to overheat. Use a vacuum with a soft brush attachment to remove dust from equipment.
- Do not block the equipment's fan and air vents. Do not pile paper, boxes, etc. on top of computer towers. This can cause the equipment to overheat and start a fire.
- All wires should be tangle free. Bends and knots from tangled wires can cause the wires to fray and expose wires, creating a potential fire hazard.
- Closely examine all electrical cords and immediately replace any showing damage, frays or exposed wires. If damaged, unplug the cord immediately and call IT to replace it.
- Keep liquids away from computer equipment. Spilled liquids can cause the equipment to short out and create a fire.
- Do not leave your laptop plugged in and atop a combustible surface, such as a couch, bed, carpet, or paper-cluttered desk, etc.
- In case of an electrical fire, call 911. And note, only trained personnel may use a fire extinguisher at F.W. Webb.
Do not use water on an electrical fire!



(L-R): Alan Taddei, warehouse; Scott Trudeau, OM; Brian O'Keefe, Inside Sales; Mike Costa, Inside Sales; Brian Clark, GM Commercial and Industrial Pumps Division; and Ken Brown, driver.

Bowling for a Cure

For the 7th year in a row, a team of Webb bowlers from our two Rhode Island locations participated in a "Bowling for a Cure" fundraiser for the American Cancer Society. "This year was one of our best," said Cranston Operations Manager Scott Trudeau. A hefty \$7000 was raised.



Eileen Wears Red – For Good Reason

Eileen Murray, Office Manager, Bennington, VT, never would have guessed what was happening to her. She awoke in the middle of the night to the cry of her newborn daughter Brianna, just 5 days old. Eileen went to the bassinet and picked up the baby for her 1:00 a.m. feeding. It was just then, she felt a stabbing pain in her back.



Brianna and Eileen Murray wear red to raise awareness of heart attack symptoms in women.

“It was so intense, I worried I was going to drop her,” Eileen said, now 14 years later. She set Brianna down on the bed as the pain moved around her shoulder to her chest. She felt cold and clammy, then dizzy and nauseated, then hot and short of breath.

She was just 33 years old and she was having a heart attack.

Eileen’s husband Larry called her OB/GYN, who directed Eileen straight to the Emergency Department at Southwestern Vermont Medical Center. Eileen’s mother was called to watch Brianna while Larry drove Eileen to the hospital for the second time that week.

“The symptoms had started to subside and I felt a little silly as they hooked me up to all the machines,” Eileen said. “Larry and I were shocked when we were told I might be having a heart attack. That was the last thing on our minds.”

Eileen was being monitored when the second wave of heart attack symptoms took hold. She stopped breathing and lost consciousness.

Cardiologist Dr. Scott Rogge could see from the EKG and echocardiogram that Eileen’s heart had developed a fast, chaotic pattern called ventricular tachycardia. It occasionally occurs when the heart isn’t getting enough blood. Dr. Rogge knew Eileen would die without a shock from a defibrillator.

“Eileen’s daughter is the same age as my kids. In that moment, I was thinking of how terrible it would be to lose this young mother,” Dr. Rogge recalled.

Thirty seconds passed as the team shocked Eileen’s heart and tried to revive her. Eileen remembers waking to a nurse yelling, “Eileen, can you hear me?”

“The nurse was so relieved when I answered; I thought she was going to cry,” Eileen said.

Eileen was hospitalized for almost a week of tests and monitoring. Doctors determined a blood clot had barreled through her heart, and although it had broken up without the need for surgery, it had caused a lot of damage.

After being released from the hospital, Eileen attended a Cardiac Rehabilitation Program and today still takes cardiac medication. She also has blood tests once a month and visits Dr. Rogge once a year for an echocardiogram.

“Over the years, Eileen has brought Brianna with her to medical appointments and we’ve watched Brianna grow up,” Dr. Rogge said. “It’s a happy occasion to see they are both doing so well.”

“The public has been well educated to recognize that pressure in the chest and pain in the left arm are associated with heart attacks in men. Often, however, women don’t get those symptoms,” Dr. Rogge said. “Don’t ignore jaw pain, nausea, sweating, and symptoms like those Eileen experienced. They can be heart attack symptoms and getting help in time can be lifesaving.”

Eileen is thankful to her daughter, the Emergency Department nurses, and Dr. Rogge. “Those nurses and Dr. Rogge are my angels,” Eileen says. “And I tell my daughter all the time that she saved my life. If she hadn’t woken me that night, I could have died.”

“I tell my story often with the goal of informing people about the symptoms of heart attack and the need to call 911 immediately.”

– Eileen Murray,
F.W. Webb employee and
heart attack survivor



The American Heart Association is an excellent resource for more information: heart.org.

Webb Goes Green



Shout out to Outside Sales Reps. Mark Berry and Pat Devine, Hyannis, MA, for cooking a St. Pat's lunch for their customers!



Boston, MA

(L-R): Showroom Sales Associate Doreen Scanlon and Showroom Manager Deb Dumel ▼



(L-R): Amy Blades, wife of ▲ Boston GM Tom Blades, and Carmen Pope, wife of Jeff Pope

Bedford, MA

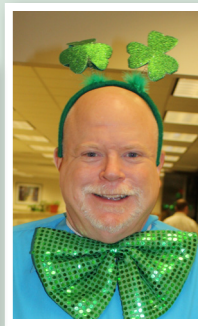


(L-R): Phyllis Laorenza, Marketing; Brion Berghaus, Mailroom



(L-R): Alex Tate, Warehouse; John Chillemi, Inside Sales; Jonathan Bagley, Warehouse

Amanda Garner, HR Department ▼



Rich Larkin, ▲ Accounting

Bergen, NJ



Back Row (L-R): Karen Pirog, Danielle Bohm, Karen Hutsebaut, Jackie Philbin

Bottom Row (L-R): Tracey Dunn, Jennifer Unger, Michele Redner, Alice Carriena

Ballston Spa, NY



Denise Sieber, Showroom Sales and Kirk Radley, Commercial HVAC Estimator

CD Embraces Healthy Living

by Chris Fuery, Operations Manager, CD

With a focus on healthy living, CD held its bi-annual Wellness Day for staff members on Feb. 24. All shifts were represented and everyone who participated enjoyed a fun day. Preventive wellness is a complete lifestyle, both at work and home. Engagement, motivation, support and strategy are keys to a successful wellness program. Nan the Nurse provides all of this and more. She has built great rapport with us over the past five years and her health screenings are now part of the fabric at CD.



CD GM Greg Bodlovick (standing) and Cathleen Thompson from HR (background) observe the side-planks.

Pushups can be done anywhere!



Webb Cam

PHCC-MA Show on March 5

David Housman, Counter Sales, Auburn, MA, tries his hand at the mechanical bull ride.



No job is too small for GM Chris Witt (Fitchburg, MA) as he masterfully drives the F.W. Webb toy truck to the loading dock at the show's conclusion.



Taking refuge from the winter chill, Jodi Langella (IT Dept.) ducks into a 48' pipe at the new Water Works Division in Malden, MA.



Tinman mascot from the Duct Works Fabrication Shop in Haverhill, MA at the HVAC Dealers Meeting.

Bedford Super Bowl Party and Wings Competition

Jeff Pope serving; Josh Michaud enjoying; and Donna Longo and Amanda Mantey tasting!





A New Way to Enjoy Wine – One Glass at a Time

by Laurie Willis, Copywriter, Riverbendhome.com



Employee Discounts:

25% off

Coravin Wine
Preservation Systems

10% off

Coravin
Accessories

Call Customer Service at
1-855-438-8585
to order.

If you're like most people, you probably enjoy a great glass of wine. Whether consumed during a meal, or as a celebratory toast for reaching a milestone 150th anniversary, a good vintage is best appreciated as a sensory experience involving both taste and aroma.

Once the cork is removed from the bottle, however, the wine's exposure to the air begins to change the beverage's aroma, texture and flavor. Too much aeration will cause a wine to "fade" as it loses its character and flavor intensity due to the oxidation process.

Although this isn't an issue when the entire bottle is quickly consumed after opening, oxidation is a problem if a bottle is only partially used and the rest must be stored for any length of time. Sure, you can just pop the cork back in or reseal the bottle with a wine stopper and refrigerate the remainder of the bottle until you can finish it off later. This option is less than ideal for any wine, but for rare vintages or that expensive bottle of cabernet sauvignon, this option is inconceivable for preserving the wine's richness and flavor.

Great tasting wine from first glass to last

Love to sample from a selection of bottles? Prefer to drink only a single glass or two at a time? Want to savor the bottle over a period of time? Now you can pour without popping the cork to ensure every glass tastes as great as the first with the Coravin wine preservation system.

The Coravin wine access system uses a medical-grade needle and a capsule of inert argon gas to access the wine and pour the wine through the cork. The Coravin unit allows you to insert a hollow, stainless steel needle through the cork, press a push-button trigger to pressurize the bottle with the gas, then release the trigger to pour the wine. The argon gas replaces air in the bottle to prevent oxidation and increase a wine's longevity. When you are finished pouring, the needle is removed from the cork, which naturally reseals to protect the wine, and thereby maintains the remaining amount of wine at its best.



Enjoy by the glass

Stop saving that special bottle for only the weekend or when important guests come to call. The easy-to-use, portable Coravin wine system lets you enjoy the wine you want whenever you want, one glass at a time. Get the freedom to enjoy a glass of white while you cook, a glass of red with the main course, or have a taste of desert wine to finish off a great meal. Cheers!

Check out our complete line of [Coravin](http://RiverbendHome.com) products at RiverbendHome.com.

 **RiverbendHome**
RiverbendHome.com

St Patrick Day Counter Day Events

An F.W. Webb tradition anticipated by employees and customers alike, the green and the corned beef and cabbage were plentiful at March 17th Counter Days across the region. In addition to lunch and vendor displays, we distributed St. Patrick's Day-inspired tee shirts with a big emphasis on our 150th anniversary. May the road rise up to greet us for another 150 years!



Rosemarie Bartchak from Boyertown Furnace Company discusses the TRIO and Advantage Boiler lines with Salem, MA customers.



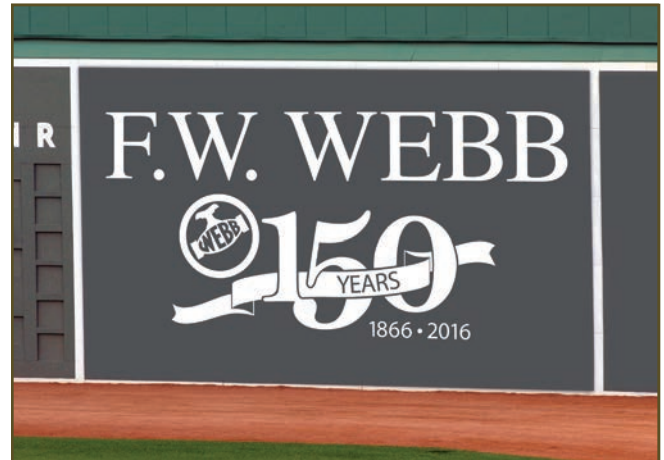
Watertown, MA packs in its customers.



(L-R): Chris DiRienzo, Counter Sales, and Marty Cook, Store Manager, Bedford, MA



Appearing to perform an Irish jig, Les Houston of Granite State Trade School was on hand in Exeter, NH to promote gas licensure and continuing ed. The location prepared 60 pounds of corned beef, cabbage and veggies – with no leftovers!



The Green Monster at Fenway Park will sport a new F.W. Webb logo this season, celebrating our 150th anniversary. It will be unveiled officially at the Red Sox home opener on April 11. The image above is a facsimile.

Play Ball

As shouts of “Play Ball” are heard throughout the region, we know that spring and summer can’t be far behind (even as April snow falls outside the window as we prepare to publish). Whoever you root for, enjoy the game!

And, remember to send photos to *Pipeline* from your baseball-themed and/or 150th anniversary Counter Days. We’ll run a montage in the June issue (when we know it will be warmer for sure!).



Chuck Fiorino (right) presents the PHCC of Massachusetts “Contractor of the Year” award to John Cersosimo of Central Plumbing & Heating Co. Each year for the past 43, the F.W. Webb Co. has sponsored the annual award, whose winners are selected by the PHCC of Massachusetts Executive Board.

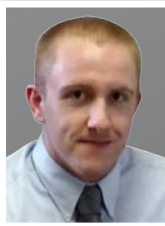
People On The Move



Mark Bryan Jr. is the new *Store Manager* in Ballston Spa, NY. Mark has been with F.W. Webb for more than 11 years. He started in the Albany, NY warehouse, learned many roles, and then settled into Inside Sales there for five years. On his 10th anniversary, Mark transferred to Ballston Spa as the only inside sales person, helping establish a customer base there. His reputation is centered around customer service and he will continue building on this in his new role. A recent newlywed, Mark plans to return to college to finish course work toward his Bachelor's in Business Administration. Meantime, he plans to employ CIP ideals to further relationships with customers and increase sales.



Chris Cordero has been promoted from the CIP program to *Store Manager* of Stamford, CT. Originally from Cornwall, NY, Chris holds a Bachelor's degree in Finance from Baruch College in Manhattan. He joined the company two years ago and spent almost the entire time in the CIP program out of Bergen, NJ. Chris has worked in many branches in NY and NJ, and was a key member of the acquisition and transition team for the Grant Supply acquisition in 2015. Chris is ready and up for the challenge of store management.



Jacob (Jake) Viel is the new *Store Manager* in Keene, NH. Jake has spent the past two-and-a-half years in the CIP program in South Portland, ME. A native of Maine, Jake joined F.W. Webb in 2013, six months after receiving his Bachelor's degree from Salve Regina University, where he double majored in Economics and Financial Management. Jake is an avid outdoorsman – always in search for a great fishing spot. As Store Manager, he hopes to enhance the overall customer experience by working with his new team to improve operations and build lasting relationships with the customers.



Joe Ruggiero has moved into a new role as *Plumbing and Heating Products Manager*. An employee since 2001, Joe previously served as Heating Product Manager. Joe has 35 years in the industry, specializing in hydronic heating, water heaters, HVAC, and gas/oil furnaces. He led the launch of the PurePro® private-label line, which includes TRIO® and Advantage® boilers, along with hundreds of plumbing and heating products, parts, supplies and accessories. In his new role, Joe will also be responsible for the Deriva® Line of faucets, bath accessories, and a new smart thermostat. A graduate of the New England Institute of Industrial Technology, Joe began his career as an HVAC installer.

Thermoplastic Division Honored with Two Awards

Georg Fischer (GF) recently recognized F.W. Webb as the number three distributor of GF engineered piping systems in the U.S. As a full-line distributor for GF in the Northeast, F.W. Webb offers customers more product and comprehensive expertise than any other distributor in the region.



(L-R): John Dodge, Division Manager; Jim Matthews, Industrial Plastics Product Manager, proudly display the new award.

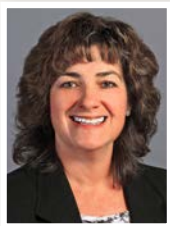
+GF+
Top 10 Distributor
Award 2015

Chemtrol-NIBCO presented F.W. Webb with its **Preferred Distributor Award for 2015**, the second year running.



Front Row (L-R): John Dodge, Division Manager, and Craig Miller, Chemtrol-NIBCO Manufacturer's Rep
Back Row (L-R): Inside Sales team: Ian Power, John O'Brien, Dave McGlynn, and Patrick Coutermarsh

People On The Move



Ruth Martin has been promoted to *Senior Vice President of Human Resources (HR)*. On behalf of F.W. Webb employees, Ruth has made many enhancements to the company's benefits package. In particular, she is lauded for our top-notch medical, dental and life insurance plans. She initiated a wellness component of the medical insurance benefit that has trimmed costs and helped employees become more proactive with their health. Ruth adeptly oversees the 401k benefit and compliance needs, as well as day-to-day HR activities, such as recruiting, safety, compliance, employee relations, and payroll. She has a key role in the acquisition of new companies and subsequent new hires.



Mike Michaud has been promoted to *Senior Vice President of IT*. Mike oversees all IT operations and has been proactive in upgrading our IT capabilities across every area of the company. He has impacted both our day-to-day business, such as inventory and selling, and provided extraordinary support for special projects, for instance, recent acquisitions and the revamping of our new website. Our e-commerce initiatives, both branded and non-branded, have his stamp on them. With a clear vision for the future, Mike sets IT goals to push us well ahead of the competition.



Brendan Monaghan has been promoted to *Senior Vice President of Operations*. Brendan is recognized for developing the CIP program, where many of our GMs, OM's, and Store Managers have been groomed for leadership. He also helped structure and improve CD operations, and revamp the company matrix, thereby enhancing the company's bottom line. With thorough knowledge of our paperwork flow and operations, Brendan serves as an invaluable point man during all phases of acquisitions, leading his CIP team through inventory assessment and training before and after the deal closes.



Chuck Fiorino is now serving F.W. Webb as *Director of Business Development*. He was previously the Director of Trade Sales and the Refrigeration Products Sales Manager. Chuck will continue directing Commercial Refrigeration Sales while assuming a new set of responsibilities, with the ultimate goal of helping customers and generating more business. Chuck will maintain his active travel schedule on

behalf of the company, visiting customers and vendors, and stimulating cross-selling opportunities to encompass all F.W. Webb products and areas of expertise. Working closely with GMs, Product Managers and the Sales organization, he will continue inspiring a team effort around the common goal of satisfying customers. A 25-year industry professional, Chuck joined F.W. Webb in 2002.

New Employees

- **Edward Aguirre** – Warehouse, Auburn, MA
- **Idris Atwood** – Inside Sales, Rutland, VT
- **Jonathan Beadle** – Custodian, Amherst, NH
- **Patrick Belliveau** – Inside Sales, Auburn, MA
- **Henry Bougor** – Warehouse, Williston, VT
- **Shane Brickley** – Driver, Fitchburg, MA
- **Nathan Burbank** – Warehouse, Concord, NH
- **Nicholas Cash** – Tractor Trailer Driver, Methuen, MA
- **Matthew Entekin** – Warehouse, Nashua, NH
- **Casey Faloon** – Inside Sales, Syracuse, NY
- **Kathryn Feely** – Showroom Sales Associate, Lewiston, ME
- **James Gallagher** – Call Center Representative, Amherst, NH
- **Shawn Gardner** – Driver, Bennington, VT
- **Ryan Gilsdorf** – Warehouse, Hyannis, MA
- **Christopher Gokey** – Selector, Amherst, NH
- **Frank Hart** – Counter, Boston, MA
- **Chad Horne** – Counter, Nashua, NH
- **William Hurley** – Outside Sales, Lebanon, NH
- **Diana Kennedy** – Showroom Sales Associate, Bedford, MA
- **Joyce Kohn** – Showroom Sales Associate, Bellingham, MA
- **Travis Lebrun** – Inside Sales, South Portland, ME
- **Edward Mattos** – Outside Sales, Brockton, MA
- **Erin McKim** – Showroom Sales Associate, Binghamton, NY
- **Judd Pape** – Outside Sales, Allentown, PA
- **Ruth Pappas** – Showroom Sales Associate, Needham, MA
- **Joshua Perry** – Outside Sales, Rutland, VT
- **Heidi Pruzynski** – Showroom Sales Associate, Springfield, MA
- **Daniel Ramos** – Counter, Fitchburg, MA
- **Ashley Reis** – General Clerk, Warwick, RI
- **Connor Stratford** – Customer Solutions Specialist, Bedford, MA
- **Alexander Thibault** – Warehouse, St. Albans, VT
- **Keith Truman** – Selector, Amherst, NH
- **Cameo Williams** – Showroom Sales Associate, Pleasantville, NJ
- **Peter Williamson** – Counter, Lewiston, ME

Round Two at SolarCity Project

As *Pipeline* reported in the February issue, F.W. Webb is supplying five distinct lines of Georg Fischer (GF) thermoplastic pipe for the one-million-square-foot SolarCity construction project in Buffalo, NY. We're pleased to update the story with additional good news. F.W. Webb is now supplying specialty control valves and instrumentation.

The Process Controls Division is readying the following products for shipment: GE Masoneilan control valves, Badger Research control valves, high-performance Pratt automated butterfly valves, and Endress+Hauser instrumentation.

These process controls products will be used for temperature control of the HVAC system throughout the entire SolarCity facility, which is expected to manufacture 10,000 solar panels a day when the plant reaches full capacity sometime next year.

F.W. Webb SolarCity Team

Process Controls:

Account Sales: John Kowalczyk,
Jeff Cannizzo

Inside Sales: Jonathan McDonald,
Scott Varney

Division GM: Daryl Schoellkopf

GF Engineered Piping Solutions:

**Industrial Plastics Project
Manager:** Jim Matthews

Inside Sales: Jessica Garvey

Outside Sales: Steve Perkins

Syracuse GM: Ed Robicheau



GE Masoneilan control valves packed for shipment to SolarCity.



Buying a Home? There's a Benefit for That!

The Century 21 "Compliments of Commonwealth" Real Estate Benefits program has been customized to offer real estate benefits to F.W. Webb employees. Program benefits are available to all active employees who are buying or selling residences in communities serviced by Century 21 Commonwealth. Not only can you get exclusive access to an experienced real estate professional, you can also receive other real estate assistance in the form of financing, moving, storage, and more. This benefit is directly from Century 21; F.W. Webb does not have a partnership with Century 21. If you are interested in this new benefit, contact the F.W. Webb Human Resources department for an informational packet about the program.

WEBB CELEBRITY LOOK-ALIKE



Joe Foti
CD Sales Supervisor
Amherst, NH



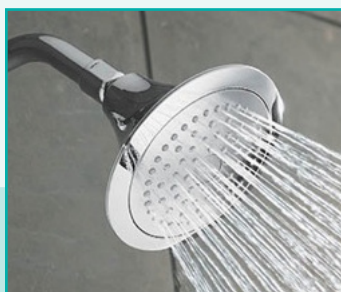
Mark Strong
British Film and
Television Actor

Submitted by Matt Gray, CD Sales, Amherst, NH.

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 by May 13 for the June Celebrity Look-Alike Contest.

April is
**Earth
month**



Here's a no-investment way to help the Earth and all us Earthlings by saving water – take shorter showers.

The average shower head uses about 2.5 gallons per minute. By shaving off just 4 minutes of your daily shower time, you can save over 3,600 gallons annually! And, you'll also be gaining more than 24 hours of extra time a year!

Click here for more easy and great tips to help conserve one of our most precious natural resources.

February 2016 & March 2016

Work Anniversaries

5 Years

Mark Anderson, Rockland, ME
Christopher Arsenault, Hartford, CT
Vernon Bond, Ellsworth, ME
Shawn Buck, Augusta, ME
Nick Clark, Exeter, NH
Jack Cohn, Binghamton, NY
Jeff Cortland, Elmwood Park, NJ
Justin Cudworth, Amherst, NH
Tammy Deary, South Portland, ME
William Errico, Boston, MA
Mark Fabian, Amherst, NH
Kevin Grigg, Ballston Spa, NY
Charles Haskell, Windham, ME
Stephen Jones, Woburn, MA
Patrick Miller, Amherst, NH
George Murdoch, Hartford, CT
Scott Pardy, Bangor, ME
Roy Patton, Warwick, RI
James Pfannenstiel, Amherst, NH
Edward Schmidt, Canton, MA
Robert Sholes, Waterford, CT
Joseph Tesauro, Hingham, MA
James Turbide, Hartford, CT
Robert Wheaton, Bellingham, MA

10 Years

Dennis Chadwick, Queensbury, NY
Tina Clermont, Amherst, NH
Guy Couturier, Nashua, NH
Amy Edwards, Rutland, VT
Dale Hansen, South Portland, ME
Joseph Horne, Lowell, MA
Darren Juan, Hartford, CT
James Matthews, Bedford, MA
Carl Newton, Amherst, NH
Marsha Oakes, Waterbury, CT
Feliberto Rodriguez, Amherst, NH
Jeff Sprague, South Portland, ME

15 Years

Gordon Faucher, Auburn, MA
James Foster, Brockton, MA
Daniel Rondeau, Waterford, CT
Joseph Ruggiero, Bedford, MA
Michael R. Smith, Albany, NY

20 Years

Frank Angeloro, Cranston, RI
Andrew Davis, South Portland, ME

25 Years

Michael Doyle, Salem, MA
Mark Lemieux, Williston, VT

30 Years

Paul Grantz, South Portland, ME
Donald Joyal, Auburn, MA



*Dover, NH's little leprechaun:
Declan O'Leary, son of
Dover OM Brian O'Leary*

Stay Tuned! New Sales Leadership

Pipeline welcomes three new executives to the corporate office. We will publish their photos and discuss their new roles in the June issue.

Pipeline is an internal publication for F.W. Webb employees only.

Promotions

- **Katrina Arsenault**, Counter to Inside Sales, Haverhill, MA
- **Michael Crow**, Counter to Inside Sales, Methuen, MA
- **Matt Hancur**, Inside Sales Product Manager to Sanitary Pump Product Manager, Cranston, RI
- **Nolan Johnston**, Driver to Counter, West Bath, ME
- **David Labore**, Warehouse to Inside Sales, Concord, NH
- **Bruce Pal**, Warehouse to Counter, Methuen, MA
- **Eric Rowley**, Counter to Inside Sales, Lewiston, ME
- **Chris Vasques**, Receiver to Call Center Rep, Amherst, NH

Retirees

- **Dick Black**, Counter, St. Johnsbury, VT after 37 years
- **Phil Clifford**, Outside Sales, Bangor, ME after 35 years
- **Norman Guertin**, Inside Sales, Fitchburg, MA after 15 years
- **Denise Polizzano**, Inside Sales, Bergen, NJ after 3 years

Births

- **Jamison Parrott**, born February 10. Son of Bryan and Jackie Parrott, Hartford, CT
- **Saylor Sentino**, born February 5. Daughter of Andrew and Vanessa Sentino, Hartford, CT

- **Tom Santer**, Vice President of Sales
- **Gregg Leighton**, Director of Trade Sales
- **Michael DelConte**, Manager of Heating Sales