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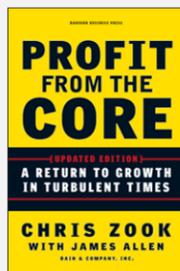
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Recommended Reading



Profit From the Core

By: Chris Zook
& James Allen

Review By: James Monahan

Profit from the Core, written by Chris Zook and James Allen, is an easy read about how to achieve continued growth and success. Bain Capital assisted with providing the research necessary to write this book. Over two thousand companies were analyzed over a ten year period. The results conclude that the companies experiencing sustained growth and success comes from profiting from their core, investing in their bread and butter so to speak. Too many companies try to expand and experience growth by diversifying into other business models that do not reinforce their core. Instead, companies should continue to invest and grow their core, what they know and do well, and search to find adjacent spaces to grow in. The book demonstrates its three key principles by using company's specific strategies. Those three principles include reaching full potential in the core business, expanding into logical adjacent business surrounding that core, and preemptively redefining the core business in response to market turbulence. This is a logical read for any business leader trying to implement those same principles.

Recommended Restaurant



February 2016 Newsletter

Greetings!

The following is the latest edition of the Sullivan Engineering newsletter. This newsletter is being provided as a courtesy, based on our professional relationship. As always, your feedback and suggestions regarding this newsletter as well as requests for future topics are appreciated. Please feel free to email us at newsletter@sullivanengineeringllc.com.

Quote of the Month

"Success is not final; failure is not fatal: It is the courage to continue that counts."

- Winston S. Churchill

Introducing: James Monahan & Ali Hameed

By: Donna Rama

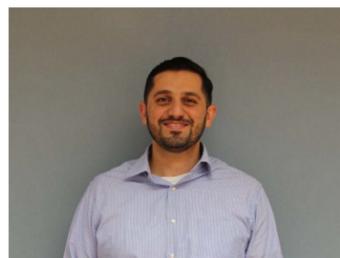
We are pleased to welcome and introduce Sullivan Engineering's newest Building Envelope Consultant, James Monahan and CAD Technician, Ali Hameed.



Jimmy's experience primarily focuses on structural steel/concrete/masonry inspections and design in the commercial, residential, industrial, nuclear, and power related industries. Most recently he designed ballistic walls to protect the transformers at both the Buchanan and Pleasantville substations in Westchester County, and redesigned the structural system for Ontario Power Generation's Tritium Removal Facility. He also designed a concrete residential mid-rise apartment building in Brooklyn.

We look forward to fully utilizing Jim's skills and harnessing his passion for the built environment. We welcome and encourage his perspective and input to tackle future challenges, and we envision his important contributions to our company's mission.

Jimmy spends much of his spare time at the movies. He loves cinema and plans on writing a screenplay. He also enjoys reading, playing golf, and is a bit of a gym rat. In the summer, he loves to spend time with his family at the Jersey shore.



As a CAD technician for Sullivan Engineering, Ali spends many hours using CAD and Autodesk software. As part of his coursework at the University of Arizona, he has redrafted and designed additions for existing buildings. As part of our CAD team, Ali creates drawings and details based on the field inspections our project managers perform.

Ali is a huge sports enthusiast and especially loves playing and watching basketball. He supports the Phoenix Suns, and since he's a huge LeBron James fan, the Cleveland Cavaliers too. Ali enjoys hiking and exploring nature, and his favorite destination is Havasu Falls in the Grand Canyon.

Fiberglass Cornice Replacement

By: Kevin Duffy

Stella 34 Trattoria

www.patinagroup.com

151 W 34th St., NY, NY

Review By: Rebecca Reilly

Located in the landmarked Macy's building in Herald Square, Stella 34 is a great midtown dining option serving brunch, lunch and dinner. This trattoria serves traditional and elegant Italian fare in an open contemporary setting. I started with the bruschetta di frutti di mare, which consisted of shrimp, mussels and clams over a saffron chickpea puree on a toasted baguette. The chickpea puree adds a refreshing twist on the classic bruschetta dish. For my main entree, I had the Ravioli di Taleggio. The taleggio cheese inside the hazelnut pasta complimented the brown butter sauce. For dessert, I ordered the chocolate gelato. Stella 34 imports its gelato from Florence. This authentic treat was delicious and complimented my meal with just the right amount of sweetness. In addition to the wonderful menu choices, the restaurant offers panoramic views of Herald Square and a great view of the Empire State Building.

Recommended Application



Digit

Review By: James Monahan

Digit is an innovative method to help you save money effortlessly. Digit is a web/text-based app that analyzes a user's bills and spending habits. It uses a specialized algorithm to determine what small sum of money will not be noticed or missed, and periodically transfers these small sums into a separate low interest savings account. By simply texting some easy commands to the digit number, you can increase or decrease your savings, save a small sum at any given time, stop saving altogether, or withdraw all your savings. In the event you want to cash out, Digit will even transfer your money to your primary bank account in one business day. Digit's algorithm is backed by an overdraft money back guarantee that will refund any incurred overdraft fees. Digit takes a small percentage of the interest your money incurs in the account. While it is not a free app, it is an easy way to save for a vacation, start building a nest egg or put money away for a rainy day. I personally have been using it over six months and do not plan on stopping. If



If you walk through the streets of New York City, cornices are some of the most prevalent architectural features you will see. They come in a variety of shapes and sizes. They can be made of sheet metal, wood, terra cotta, or architectural pre-cast concrete. Some cornices are made of fiber reinforced polymer (FRP), which is also referred to as glass fiber reinforced polymer (GFRP), or more commonly Fiberglass. Due to the relatively labor intensive installation process, very few wood or sheet metal cornices are currently being installed or repaired.

For years terra cotta was the most prevalent cornice material; however, fiberglass is now becoming a more popular option in the exterior restoration business for several reasons. Terra cotta is notoriously difficult to inspect and preserve due to its hollow nature and complex construction process. It's often difficult to determine whether water, which could cause spalling during the next freeze thaw cycle, might be trapped inside. It is also difficult to determine if the steel structures supporting the terra cotta are corroded. A fiberglass cornice system is much easier to inspect since the fiberglass itself rarely deteriorates. Any system fails is usually at the sealant joints between the fiberglass pieces, which is easily repaired...[Read More](#)

Maintenance of Balcony Railings

By: Rebecca Reilly



Balcony railings are very vulnerable given their exposure to weather cycles. If periodic inspections and preventive repairs are not performed, railing can deteriorate and become unsafe.

Balcony railings can be constructed of a variety of different materials including, aluminum, steel, cast iron and glass. Glass railings must be periodically inspected for cracks. According to NYC's Facade Inspection Safety Program (FISP), a cracked glass railing is always considered an unsafe condition. To ensure that the metal is properly protected, steel and cast iron railings should be scraped, primed and painted every few years. Although coating the steel or cast iron is a constant maintenance item, it is significantly less costly than replacing rusted railings.

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Building managers should monitor the transition between railing materials. When dissimilar metals come into contact, a galvanic reaction may occur, causing the metals to corrode. For example, an aluminum railing that is anchored directly to structural steel will likely deteriorate when exposed to air and moisture...[Read more](#)

2016 Planning Retreat

By: Donna Rama



On Thursday, February 18th, Sullivan Engineering held its annual planning retreat. While preparation for this event demands considerable time, energy and expense, our team members eagerly look forward to the retreat every year. Common themes such as our company's history, our visions for the future, and our employee culture are always discussed at our retreats. This year we delved more deeply into the organization, strategies, policies, procedures, commitment and recruitment necessary to attain the goals associated with what we refer to as our one year plan, our three year picture and our ten year target. With the usual transparency, our leadership team presented and reviewed the current picture and the company's mission. They detailed their expectations of our present team and future recruits. Questions and comments were welcomed. Open discussion was encouraged. The retreat was vibrant and dynamic. Everyone who participated accessed their minds and hearts in order to create a collective vision of success for the firm. Once again, not only was momentum and good will generated, and better communication, mutual trust and appreciation for each other enhanced, but we were able to truly understand the paths to move our work forward in powerful ways.



We have found that the positive organizational reverberations of participating in a successful retreat stay with us long after we return to our daily routines. Our annual retreat reminds each of us that we are part of a team that shares a strong work ethic, and that everything we do

is grounded in the principles of honesty and integrity. We believe in being humbly confident and forward thinking. There is no better motivation to get up and go to work every day than the realization that your coworkers share your core values, along with your core focus or passion, and that company leaders believe in empowering their people and consistently putting the team first. To quote our newest team member "As a newcomer to the company this was truly an eye opening and exciting event to be a part of. What was remarkable about this event, was not only the content but the authenticity and the professionalism in which it was presented and delivered. Walking in you would think that Sullivan Engineering had 5000

employees. Many companies have "weekly meetings" twice a year, so was motivating to hear about the upcoming shifts to the business structure. All aspects of the business were covered from marketing to operations. If I have learned anything since I started it's that there is no other company or people like the team at Sullivan Engineering."...[Read More](#)

Photo of the Month

Taken by: James Monahan



Looking West at 1 World Plaza from Vesey Street

If you have any questions regarding this newsletter or any other topics that we have discussed please feel free to contact us at 973-706-8584 or via email at engineering@sullivanengineeringllc.com

Sincerely,

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