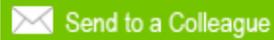


January 2017 Newsletter

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.

 Send to a Colleague

[Visit Our Website](#)

Quote of the Month

"Your level of success will seldom exceed your level of personal development, because success is something you attract by the person that you become"

- Jim Rohn



Sullivan Engineering Places on SmartCEO Future 50 List!

For the second year running, Sullivan Engineering is featured in the SmartCEO Future 50 List. Based on a three year average of employee and revenue growth, Future 50 recognizes the top fifty New Jersey companies. We are honored to receive this award, and will strive for continued growth and success in our industry.

[Read More](#)



Introducing: Nicole Barrows

Sullivan Engineering is excited to introduce our newest team member, Nicole Barrows. After several years working in sales, Nicole served as an Ambassador at Teterboro Airport. During her 2 year tenure there, she greeted countless celebrities, dignitaries, U.S. presidents and corporate bigwigs. Following the birth of her 3rd child, Nicole returned to work at Teterboro Airport as a customer service representative. She handled incoming flights, service requests and billing, as well as all internal and external correspondence. With her exceptional people skills, administrative background and client/customer satisfaction experience, we are thrilled that Nicole has joined our team as an executive assistant.

Nicole spends most of her spare time with her husband, 2 sons and daughter. She loves to stay active by running, especially with her family around her local lake community.

Looking Back at 2016

By: *Brian Sullivan*

This is a time when many of us enjoy briefly looking back at the past year to track our accomplishments and learn some worthy lessons, before turning our attention to the new year ahead.

The Construction Industry

Construction spending in the US continued to increase this past year; however, many throughout the country were disappointed in the slow pace of the recovery. Locally, construction was booming throughout [NYC, and reportedly hit an all time high](#), up over 25% from 2015. It only took a quick walk outside this summer to see the evidence of the surge in construction, and it was very obvious to those of us in the industry by the near constant buzz of activity.

As correctly predicted by many experts, [M&A activity in 2016 remained elevated](#) however, it was reportedly lower than previous years. Our friends at the Zweig Group recently offered some lessons learned from the recent flurry of [M&A activity](#). It should be very interesting to watch the predicted transition from more conventional sales transactions to auctions unfold.

Building Envelope Restoration

The building envelope industry continued to be very busy, particularly in the NYC market. The pending end of sub-cycle 8A of FISP (formerly Local Law 11\98) contributed to the industry's continued growth. Fortunately, a very dry summer resulted in fewer days lost to inclement weather, and near-constant construction progress. To date, the transition from the DOB BIS to the DOB:NOW e-filing program has seemed to go smoothly, in no small part to the many [outreach efforts](#) made by the DOB's FISP team.

The Metro NY chapter of RCI was launched, with a large turnout for our [inaugural event](#). RCI is the industry's premier organization for building envelope consultants throughout the country. Our team is excited to continue as active members of the Metro NY and Delaware Valley chapters.

Sullivan Engineering

I apologize in advance for the following Sullivan Engineering focused commentary, it's our once a year departure from not using this platform as a direct marketing effort, I hope you'll forgive us.

2016 was an incredible year for Sullivan Engineering. Our entire team's continued dedication, hard work and forward thinking has resulted in outstanding results:

- We added six new professionals: [Jimmy Monahan](#), [Joe Czaszynski](#), Conor Rafferty, [Ashlan McHugh](#), [Liz Toomey](#) and [Paul Perrina](#). All of which have helped to enhance our already solid team.
- We also saw Adam McManus, one of our first team members and key leaders, leave Sullivan Engineering to fulfill a longterm goal of relocating his family back down South. Adam will undoubtedly remain a lifelong friend to many of us, and while we will miss him, we can't help but be happy and excited for the McManus family.
- Through the help and guidance of [Mark O'Donnell](#), we completed our first full year implementing the Entrepreneurial Operating System (EOS) described in Gino Wickman's book, [Traction](#). The results have been amazing. Prior to starting the process, we were a good team that regularly tackled our objectives and goals. However, we now find we are much more efficient, proficient and poised for significant continued growth and success. Thank you Mark.
- We have observed many great outcomes from the EOS process; one of the biggest has been the identification of our [six core values](#). We used these values to evaluate potential new team members, resulting in the six great additions mentioned above. We also continue to use these values to hold each other accountable, as well as identify the clients and contractors that we want to work with.
- From 2015 to 2016, our year-over-year revenue increased by 40%, dampened only by the fact that our goal was 57%. While we dedicated a significant amount of time planning and preparing for our growth; we took our foot off the gas on the sales side. Due to the new management structure that the EOS process helped us put in place however, we were able to diagnose this issue that resulted in a weak 2nd quarter and exceed our goals for the 3rd and 4th quarters.
- For the second consecutive year, we received the Future50 award from SmartCEO magazine for being one of the fastest growing mid-size companies in New Jersey.
- We had the pleasure of working with great new clients and contractors while maintaining relationships with most of our existing ones.
- Our third annual [planning retreat](#) was a huge hit and a solid improvement over the previous two.
- We opened our [Manhattan office](#) this year. Located in heart of Times Square, it allows us to better serve our NYC clients, as well as recruit great talent (more on this later).
- Collectively as an organization, as well as individually, we've continued to support the education of several students at [L'Ecole De Choix](#) in Haiti, a cause near and dear to many of us.
- On a final note, we would like to share some personal accomplishments as well. One of our team members moved into a new home, one completed a Masters Degree in Engineering. Two of our team members got engaged (not to each other) to wonderful fiancées, and of course, we're always looking forward to more rug rats at our future Bring Your Kids to Work Days.

We thank all of our loyal friends and clients for your continued support throughout 2016, and look forward to another great year ahead....

Looking Forward to 2017

By: Brian Sullivan

The Construction Industry

As per ENR, 2017 should be another good year for the [construction industry](#). Apparently there was a presidential election last year (I hadn't heard). The predictions for the impact of that election on the construction industry are mixed depending on which side of the aisle analysts prefer. However, most agree that 2017 is too soon to feel any effects either way.

Construction industry experts are predicting continued growth through 2017; however, they continue to be concerned about the slow rate of growth (see page 40 of [Engineering Inc's Marketwatch](#))

M&A activity is likely to remain elevated as expressed by the Engineering & Construction industry experts at [PriceWaterhouseCoopers](#) who "remain optimistic that deal activity in the E&C sector will continue at a brisk pace."

As per several real estate professionals, the NYC real estate market ([StreetEasy](#) and [Brownstoner](#)) will continue to grow, but perhaps at a less aggressive pace as compared to 2015.

Building Envelope Restoration

Once again, we anticipate continued growth in the building envelope restoration industry as the economy continues to improve, and as deferred maintenance becomes a larger priority. In New York City, the pending end of sub-cycle B and the start of sub-cycle C of the FISP (formerly Local Law 11/98) 8th cycle inspections will lead to significant activity in facade restoration, which often incorporates the restoration of other components of the building envelope.

Sadly, we continue to see a rise in building envelope restoration of newer structures due to inferior workmanship and materials used during the real estate/construction boom at the start of this century.

Sullivan Engineering

Kevin Duffy, Mike Frech and I recently completed a two day planning retreat with our EOS implementor [Mark O'Donnell](#). During that time, we revisited and recommitted to the 10 year target and 3 year vision that we established approximately 1 year ago. We clearly identified the objectives that must be met and the new processes that must be implemented in order to realize this target and vision:

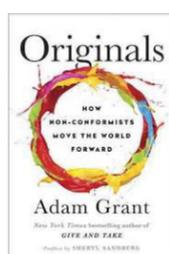
- We are targeting a 55% revenue growth for 2017, and based on our current backlog we're on track to exceed that goal.
- We've already added two new team members, Nicole Barrows (link to article in this newsletter) and Remy Philipossian, and very soon two more superstars will be joining our team. Our philosophy is to always try to have the right people in the right seats before they are really even needed. This ensures that there is enough time for these individuals to properly develop in order to handle the roles and responsibilities required of them. We will be looking to [add a few more team members](#) during the course of the year.
- We have already expanded our space in the Manhattan office building to accommodate this additional growth.
- Two of our team members are getting married this year (again, not to each other) and starting the next phase of their lives. We all adore their wonderful future spouses and are really looking forward to the weddings. We also hope for more exciting news and new milestones reached from other team members (e.g. engagements, pregnancies, etc.)
- So far in 2017, an accolade has been bestowed on a member of our team. Kevin Duffy was identified in the IrishEcho's 40 under 40 list, an acknowledgement that's well deserved and of no surprise to any of us who work with him. No doubt, some of our other young stars will shine this year as well.

If you have any feedback on how we can continue to improve please share it with us; we would love to hear your thoughts.

Buckle Up.....it's going to be an exciting year!

Recommendations from Our Sullivan Team

Recommended Reading



Originals: How Non-Conformists Move the World

By: Adam Grant

Review By: Donna Rama

In *Originals*, Grant looks at creative and courageous nonconformists who buck the status quo and follow their own paths in life. He refers to these extraordinary people as "originals," and explains that they can be inventors, political leaders, artists, authors, entrepreneurs, etc. They are not always famous; some might be relatively unknown. To illustrate his points, Grant

not only offers many examples of great accomplishments, but also analyzes how they were achieved.

Procrastinators will love the section in which Grant explains that when the human brain processes something as long as possible, the most productive and creative results often follow. On the same note, the author disparages the first mover advantage, which is based on the premise that being the first to enter a new market is a great advantage over actual competition or potential rivals. In fact, sometimes the pioneer's exuberance leads to mistakes and misjudgments that successors overcome.

While some of the author's theories may seem somewhat reaching or counterintuitive, they are still compelling and thought-provoking. The extent of Grant's research is evident, and the book offers a myriad of examples and studies to substantiate his concepts.

Recommended Restaurant

Pier A

22 Battery Park Pl

Review By: Elizabeth Toomey

The Pier A Harbor House in Battery Park is located in a beautiful Victorian New York Landmark building on a pier over the Hudson River. Originally, Pier A was built in 1886 to serve the New York City Department of Docks and Harbor Police. After many restoration and renovations projects, it opened to the public in November of 2014. This historic building is the perfect spot to enjoy spectacular views of the Statue of Liberty, boat traffic on the river, and One World Trade Center. The expansive interior can accommodate large parties, and multiple bars serve up solid cocktails and an excellent selection of craft beers. Happy Hour is very popular here, especially among Wall Street professionals. The menu offers upscale pub fare, small plate options, classic seafood dishes, and fresh oysters from the raw bar. The warm NY style pretzel, and the grilled tuna burger with garlic aioli are popular favorites. While Pier A is a fun destination year-round, sitting at a table on the dock, watching the ferries and tall ships go by, enjoying the breeze off the water, marveling at the sunset view of the harbor, all while enjoying some good food and drink, makes Pier A the ultimate warm weather destination.



Recommended Application



Open Table

Review By: Rebecca Reilly

The OpenTable app is a quick and easy way to make restaurant reservations. The app allows you to search for restaurants by type, location and price range. If you want to eat at a specific date and time, the app will indicate nearby restaurants that can accommodate you. Once you create an OpenTable account, you can earn points every time you dine out. When enough points are accrued, OpenTable will issue a gift card to a restaurant of your choice. The reviews section is another helpful feature of the app, which allows you to read restaurant reviews before booking a table. Additionally, OpenTable posts information on dress code and parking to make your experience more enjoyable.

Photo of the Month



View of One World Trade Center

[Join Our Mailing List!](#)

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

STAY CONNECTED:



Brian Sullivan | Sullivan Engineering | 973-706-8684 |
bsullivan@sullivanengineeringllc.com www.sullivanengineeringllc.com