

CONNESTON CHRONICLES

VOLUME II, 2020

Russell Elementary School Progress

By: Jon Healey

In late March of 2020 as much of the country was shutting down due to COVID-19, CCI mobilized and broke ground on the work associated with the Russell Elementary School Additions and Renovations. This project had been on the radar for the Town of Rumney and the Russell School community for the better part of five years with hopes that one day, the work would get underway. With the design guidance of Stewart Associates Architects, TF Moran, Inc. and CPB and Associates this day finally arrived.

With all construction projects there are obstacles and hurdles to get past. COVID-19 had the potential to become a major problem. Material vendors and subcontractors were all feeling the effects of uncertainty in the supply chain as well as potential staffing problems. Keeping all workers safe from illness became a major priority. With the school shutting its doors to students and staff due to illness concerns it allowed more access to the entire existing facility and turned a negative situation into a positive one. Instead of worrying about the “what-ifs” CCI, the Russell Elementary School and SAU #48 staff took on the challenge of adjusting the scope of work initially planned, and made accommodations for subcontractors to get more done than was thought possible in our first phase of the project. By pre-buying materials needed early in the project, it allowed CCI and its strong team of contractors to keep moving forward. We

are thankful for all our contractors and their flexibility.

The Phase I project consists of code and structural upgrades to the existing 20,232 square foot facility, which is comprised of multiple, connected structures built as the school grew over the past 40-plus years. Also, the addition of two new east and west wings totaling 14,306 square feet, allowed the school classroom space to be completely on one level that has been so desperately desired. Once completed in December 2020, the new spaces will take the place of the classrooms and offices currently housed in the 1957 wing. Phase II of the project, slated for January 2021 will be the renovations to three existing classroom spaces, including new mechanical, sprinkler, electrical work as well as new finishes throughout. Phase III, currently scheduled to be performed over the summer of 2021, involves the demolition and removal of the two story 1957 wing and construction of a new main entry and office spaces.

Stay tuned for future updates! 



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CCI Director's Trust Scholarship Awards

In July, the outside directors of CCI announced the awards for their annual scholarships. Scholarships are awarded to eligible family members of CCI employees based on the application submitted, academic performance, and expected financial requirements.

After reviewing applications received, the director's awarded scholarships to Nick and Taylor Healey, son and daughter of CCI Project Manager, Jon Healey. This is Nick's second CCI Director's scholarship award. Both Nick and Taylor are attending Plymouth State University this fall.

Congratulations to both recipients and good luck in furthering your education! 

Safety Update

By: Jon Healey

The second quarter has come to an end, and CCI is well into the third quarter at the time of this publication. Given all that has been going on in the world with the added distractions outside of our control, we are pleased to report that we are continuing to maintain our primary goals of "Zero Lost Time Injuries" and "No OSHA Violations." Great job by all. On June 25th, CCI held their 2nd quarter safety meeting for the entire company on the New Hampton School campus which provided ample space to spread out. Thank you to New Hampton School for providing us the space to meet. The topic for this meeting was "Electrical Safety" covering various aspects dealt with during most construction projects. Safety bonuses for the first and second quarters were distributed to all in attendance as a reward for continued safe work practices. 

From the President's Desk

Essential Workers

By: Jeff Downing

In my career in the construction industry, I have been through several major recessions and the way the economy was cooking in 2019, I was expecting to see another one before I retired. In preparation, CCI was holding cash, had a strong balance sheet and

had no debt, pretty much the same policies that we started with back in 1992. I thought we were ready for anything.

I did not count on a global pandemic and could not predict the havoc COVID-19 would cause. Starting in March, we got the weekly news updates, made new policies quickly and communicated our understanding of what was happening to our workforce and clients. Our goal at CCI was first to keep our people safe and second to keep our job sites rolling to fulfill our commitments to our clients.

Much of the credit for this must go to my business partner, CFO, Laura Larson. Laura really took charge of a difficult situation, got a handle on what the state was mandating us to do, developed the written policies and communicated the details to our company. I became more visible to our field crews, visiting most job sites in the company on a weekly basis, checking in with our people and answering questions in person.

Since we were classified as essential workers, our people kept working, but with face masks, social distancing and more paperwork adding to their already sometimes stressful jobs.

At Laura's suggestion, the CCI Board of Directors supported a two dollar per hour bonus for hours worked during two months in the height of the pandemic. This amounted to over \$16,000.00 going out to CCI workers right when it was needed.

Another thing that I am very proud of is that we had our

largest profit-sharing distribution in the history of the company in April, when over \$100,000.00 in accrued bonuses went out to key employees, again just at the right moment. This bonus distribution could have been deferred by CCI, but again, the people at the top of the organization felt the timing was important given the economic uncertainty, and we were in a position to issue this distribution due to conservative cash flow planning.

In March of 2019, CCI secured \$4.8 million dollars in new contracts. In March of 2020, in the uncertainty of the pandemic, CCI sold \$0.00 in new contracts. We were fortunate enough to have a strong, profitable backlog and a financially stable group of clients who paid their bills in a timely fashion.

Fiscal year 2020 will not be historically the best year for CCI financially, but we will be profitable and be here for 2021 and beyond. We also did it on our own without any government assistance. Let the government help those who need it, but we are proud to be able to help ourselves thanks to conservative long-term planning.

I never doubted we were essential workers and the performance of our field and office staff have lived up to the title. There is no working remotely on a construction site, so you need to work safely, something CCI has a great track record doing.

One of my field guys gave me a quote from an unknown author that said "**Being positive in a negative situation is not naïve. It's leadership.**" He said it reminded him of how the CCI leadership team was acting through the pandemic.

It is easy to be good in a strong economy. Only the best companies perform well in times of crisis. I am very proud of the performance of CCI and all our people as we continue to work our way through the new normal of the pandemic.

Stay healthy and stay safe. 

Navigating through COVID-19 at CCI

By: Laura Larson

I have not crammed for anything since my college years. I have not seen so many acronyms since studying for the CPA exam. And, I never could have imagined overseeing Human Resources at CCI would include instructing employees on hand hygiene, reminding them not to touch their face and letting them know they can no longer sit in the job trailer and eat lunch together. But how can you prepare for the unexpected? You can't, you just have to dive in headfirst.

Even before Governor Sununu issued the Stay at Home Order for the State of NH, we were communicating with our employees about how to best stay safe on our jobsites and communicating our support of our employees and their families. We had already secured some hand washing stations for sites without running water, managed the news that porta-john rentals would now include a \$100 per month surcharge for hand sanitizer and an employee's wife, Brenda Marceau, began making face coverings for our employees. Then, on March 26th, when the Governor announced at a press conference that all non-essential busi-

nesses were to close, things really went into overdrive. Were WE essential? How was I to know, I had just watched the press conference myself, and further information had not yet been posted to nh.gov. Later that evening, it was confirmed, yes, we were essential. Another memo went out to our employees the next day, instructing them on how to remain vigilant on their jobsites to stay healthy, following guidelines from the CDC.

Universal Guidelines wouldn't be issued from the State of NH until May 1st, so we had to figure out how to navigate working through a pandemic on our own. I was now cramming. I was viewing any webinar available, reading any e-mail that would previously been considered "junk" that included guidance, and hitting every website that contained pertinent information. Fortunately, Massachusetts had immediately issued guidance for construction sites that were deemed essential. By April 2nd, the Massachusetts guidance was distributed to the field as a best-practices tool. By the time the Universal Guidelines were issued in NH we were

already following all of them with the exception of temperature checks, so we were well ahead of the curve.

In addition to the health and safety implications of the pandemic, Congress was also busy passing new legislation. FFCRA, CARES and PPP were buzz words in my newfound vocabulary. More research and notices to employees. The enactment of these acts resulted in the pleasure of reviewing 93 FAQ's on dol.gov, 67 FAQ's on irs.gov and scouring through numerous publications to determine how these would affect us.

But more important than educating myself on the laws and rules that needed to be followed was the health and safety of our employees and their families. After all, CCI is a family. With a pandemic raging, there came a whole lot of worry and anxiety about getting that phone call that someone from CCI or a loved one was sick. It has become clearer now just how important the words "be safe" and "stay healthy" really are. 

Subcontractor Spotlight

Hard Surface Solutions

By: Jason Briand, Owner, Hard Surface Solutions

Hard Surface Solutions was founded in November 2016 starting in hard surface cleaning and maintenance for both residential clients and the hospitality industry, primarily focusing on hotels. We quickly discovered that other areas needed to be added to our list of services provided to address the growing number of client inquiries and related needs for their existing concrete surfaces. Whether it was garages, businesses flooring and concrete, or industrial needs, the problems were difficulty maintaining the surfaces from salt damage, crack repairs, or simply making the surfaces easier to clean and maintain. We started offering resinous floor solutions at the end of 2017 to better serve our clients' needs, allowing for different epoxy flooring solutions that

were extremely durable, easy to maintain and aesthetically pleasing. Today Hard Surface Solutions continues to provide cleaning of hard surfaces, and the installation of resinous floor solutions for both residential clients, and businesses that demand durability, and ease of maintenance. Plans for continued growth in the near future include storage solutions and interior/exterior decorative cementitious concrete refinishing options, using polymer modified products, to create custom flooring solutions that are not impacted by water, salt, and other chemicals.

We recently had the pleasure of working alongside CCI on a project of refurbishing an existing kennel located in central NH. Our role was to remove years of old, failing floor coatings and to install new long-lasting resinous flooring solutions for the entire building, along with creating custom epoxy coves in the ken-

nel areas for ease of cleaning and wall protection. Working with CCI was a terrific experience. It's not often you schedule a project months' in advance, and it stays on track for a subcontractor's schedule. We were able to start the project on time, without worry of cross contamination, and were able to keep the project moving along with minimal work stoppage. Their planning was excellent, communication was great, and were very supportive when we needed it. I would highly recommend CCI for any project from renovation to new construction. 



Winnepesaukee Lake House Finished

By: Jeff Downing

In the spring of 2019, CCI was invited by Samyn-D'Elia Architects (SDA) to interview as construction manager for a 6,500 square foot lake house located in Wolfeboro, New Hampshire for a remote client who lives in Seattle. The client had made a deposit with a local, high-end residential builder but was looking to change course given a two-year waiting time to begin the project.

The client wanted to start the house in early September and have the home finished for late June 2020. A ten-month construction period is aggressive for this sort of project, where quality means everything. Most high-end residential builders spend several years building a home of this size. And it turned out, the house grew from 6,500 to 7,300 square feet in the process!

Although the clients would be in New Hampshire from time to time to make key decisions and check progress, detailed communication over a distance would be critical for success on this project.

Since the scope of the project involved the demolition and removal of an existing house and boathouse within the lake shore protection area, the clients wanted a builder with a strong resume of similar projects, working on a tight site, close to the water. Another important criterion was a builder with exceptional project management, budgeting, and communication skills.

Although several firms were interviewed, CCI was selected based on past experience and the feeling that the chemistry was right. The clients had confidence that CCI would get the job done and the choice was made. Now the CCI team had to earn the client's trust and respect.

Provided with schematic drawings, CCI project manager, Mark Bolstridge, worked with the clients and SDA to compile a detailed budget and schedule. The first pass did not meet the clients targeted budget, so the project scope was reduced in a joint effort with the entire construction team.

By the summer, the construction documents were finalized, the job bid with select subcontractors and this time, the budget total was acceptable to the clients. A contract was signed, subcontracts released, and the shop drawing process began. By late August, permits were in place and field work began with the demolition of the existing structures.

By late December, the project was shelled and weather-tight. Over the winter, interior rough-in continued fol-



lowed by finishes, while outside, carpenters worked for months on a very detailed exterior.

In March of 2020, the global pandemic hit the United States hard, adding a new, unforeseen challenge to the project. CCI crews were deemed essential workers and field work continued, but with limitations about staffing levels and social distancing.

Instead of slowing down, the project seemed to pick up speed as it entered the last three months of construction into the spring and early summer. Working around weekly remote job meetings held each Thursday afternoon and thanks to endless amounts of photographs and video sent, CCI worked closely with the clients to fine tune details as the house neared the late June deadline for completion.

After a successful Certificate of Occupancy inspection in late June, the clients traveled from Seattle and got their first visit to their new home after almost five months of watching the construction remotely. Although they had some fine tuning to do on a few items, they were pleased with the quality of the workmanship and got to spend the Fourth of July holiday at the lake, which was the original goal.

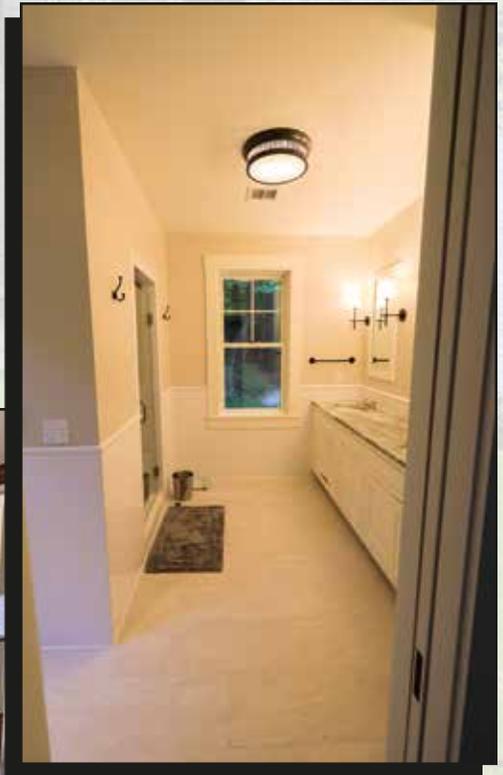
From the clients... "We couldn't be more thankful to Jeff, Mark, Damien, and the entire CCI crew. They did a fantastic job, under truly unforeseeable circumstances with the global pandemic. The work product is important, but trust and partnership made the project and we couldn't be happier."

Although the house is impressive, what is most impressive was the speed at which the project was completed, and the effort made by CCI to get the details right. CCI superintendent, Damien Patten, could be found most Saturdays working on the site, with even a few Sundays thrown in for good measure.

Time and material billings were on the mark with the estimated costs and weekly accounting on changes allowed the clients to make critical decisions based on timely cost data.

CCI president Jeff Downing was there at the initial interview and stayed with the project personally all the way through the construction effort, helping the clients make key decisions based on his extensive experience with similar jobs.

The clients were real professionals, who made timely decisions and gave the many trades people who worked on the job the respect they deserved. CCI is proud of this project and wish the clients the best in their new home. 



Project Profile

Dunbarton Town Hall – Structural Renovation

By: Bryant Lehr

CCI was low bidder on the structural renovations to the former Dunbarton Town Hall. The Town Hall was built in 1909 with, as the story goes, locally sourced lumber. The main frame is made up of timber posts and beams and a timber roof structure constructed with sawn roof rafters. Currently, the first floor of the Town Hall serves as the Town Library; the second floor includes a stage and large meeting room.

Due to the unusual design of the structure the frame was showing sign of distress.

Structural engineer, Jeff Trexler, of Trexler Engineering, was hired to design modifications that would help restore the integrity of the structure with minimal impact to the second-floor meeting room and stage. This was the second attempt by the town to upgrade the structure, the first attempt ended when the contractor hired to do the work left without finishing the work.

CCI's crew headed up by Brandon L'Heureux, spent three hot weeks this summer in the even hotter attic of the Town Hall. The structural upgrades included diagonal bracing, collar ties, custom fabricated metal brackets at the timber post and truss intersection and tension brackets used to keep the walls from splaying outwards, as often happens with older buildings. CCI's crew started the work by creating a small hole in the ceiling, allowing material

to be hoisted into the attic. Once the work in the attic was complete, CCI installed the metal brackets in the meeting room by selectively removing plaster, lathe and dry-wall at the exterior wall and ceiling so the bracket could be placed against the existing timber posts and timber trusses. Once completed the finishes were restored.

The structural engineer, Jeff Trexler, also happens to be a resident of Dunbarton. Jeff attended the project meetings and provided valuable weekly feedback that allowed CCI to keep on schedule. CCI would like to thank the Town of Dunbarton for their trust in CCI to complete the project, something that may have been hard to do after the contractor for the original upgrade left them with an incomplete project. 

Client Profile

Eastern Analytical, Inc.

By: Michael Swett, President, Eastern Analytical, Inc

Eastern Analytical, Inc. (EAI) was incorporated in December 1980 and commenced business operations in February 1981. An employee owned small business located in Concord, NH, EAI is a professional environmental laboratory offering the following technical services: chemical and physical analysis of environmental and industrial samples, sample collection, technical consultation, field services, drilling services, equipment rental and data management services. EAI analyzes water (drinking water, wastewater, groundwater, surface water, storm water), soil, sludge, oil and other matrices for potentially harmful environmental contaminants. Eastern Analytical, Inc. develops long-standing relationships with their professional clients/partners, combining talents and technology with them to help create a cleaner, safer environment.

EAI has differentiated itself through a superior level of customer service and value-added services. Primary attributes for this level of service include the quality of data, timely results, reliability, flexibility, constant communication, technical expertise, and the professional treatment of customers. EAI firmly believes that the quality of its data and sustainability of its business is a direct result of the commitment to excellence by its employees, its most valued asset. An excellent working environment coupled with direct involvement with company business decisions has translated to employee loyalty which has led to consistent and reliable service to its customers.

Nearly forty years of high-quality environmental laboratory analysis and drilling services has positioned EAI to find a new place to call home. Coincidence would have it; their new home is about one mile away from EAI's current laboratory to be located at 51 Antrim Avenue within the Airport Industrial Park! This is where Conneston

Construction, Inc. (CCI) comes into the picture. CCI has been selected to serve as the construction manager on the new 15,000 square foot state of the art laboratory scheduled to break ground this fall. Designed by Lavallee Brensinger Architects of Manchester, New Hampshire, this building will be energy and environmentally designed and will include the latest technologies. Eastern Analytical, Inc.'s innovative facility was planned utilizing leading-edge programs such as REVIT which allows for details to be drawn down to the specific location of EAI's high-tech instruments in order to maximize the lab space. Eastern Analytical, Inc.'s new laboratory is proposed for completion in the Fall of 2021. EAI is excited to work with CCI on this build and looks forward to moving into their new home to better serve their valued clients/partners. 



Summer Projects at New Hampton School

By: Ben Downing

Through plenty of hard work, and with some luck, I graduated from New Hampton School (NHS) in May of 2019, alongside my friend and co-worker JW Cantwell. Although we loved the time that we spent at New Hampton, we were more than ready to begin college in the fall. Sadly, both our freshmen years were cut short in the middle of March due to the coronavirus, and we began part-time work for CCI as we finished our classes online. At the time, New Hampton had just begun extensive renovations on several buildings on campus, and the construction of a new, three-bedroom faculty residence. Not less than a year after we had graduated, we found ourselves back in high school, wearing tool belts instead of a backpacks, and studying architectural plans instead of Calculus or Physics. One step forward and two steps back, as the saying goes.

Over the course of the summer, we worked alongside a great group of carpenters to complete several capital projects for New Hampton School. Most notable of these projects was the construction of a new Wellness Center on the far side of the field house, or lower gym. This 12,000 square-foot renovation and addition, designed by Marinace Architects of New Hampton, NH, consists of a two-story facility dedicated to serving New Hampton's varsity athletic teams. The first floor houses a fitness center, which features partial turf-field flooring to allow for indoor conditioning and practice. The second floor is divided into two large rooms, one being a cardio center, and the other a dance/yoga studio. A catwalk was also added, which extends off the existing mezzanine that overlooks the lower gym. This project proved to be challenging from a carpenter's point of view, mainly because the framing in this



addition was all done using metal studs, as opposed to traditional wood framing. Although similar methods apply to both styles of framing, metal stud work pushed us out of our comfort zone for a little while, but we pulled through and completed the task on schedule.

While the Wellness Center was being built, CCI was also working to renovate the 8,000 square foot Gordon-Nash Library, which is a historic building locat-



ed on Main Street in New Hampton and was recently acquired by the school. The original building, which sits on the U.S. National Register of Historic Places, was constructed in 1887, and has had several renovations and additions throughout its lifetime. The Library's most recent renovation, designed by Rick Jones Architecture of Salem, MA, consisted of newly finished walls and wooden trim, flooring, lighting and ceilings, as well as a new plumbing and heating system amongst other changes. In addition to becoming NHS's main library building, the Gordon-Nash Library also has classroom and tutoring spaces, and a room dedicated to preserving the historical significance of the building itself. Thanks to a joint effort by the NHS Facilities team and CCI, the Gordon-Nash Library was completed on time and is now open both to students, as well as residents of the town of New Hampton as a public library.

On top of these two projects, CCI also began construction on a faculty residence across campus, as well as last minute renovations to NHS's Health Center, also designed by Marinace Architects. The faculty residence is a simple three-bedroom house, which was framed and sided by TurnKey Construction, and finished by



CCI's carpenters. Just as this project was beginning to wrap up, the school decided to begin renovations on their Health Center, to comply with new state regulations regarding the coronavirus and student housing. This renovation involved adding a second egress stair addition from the second floor, as well as moving some walls and bathrooms to create an additional bedroom and private bathrooms, totaling 1,200 square feet of renovated space. CCI jumped right in alongside the NHS Facilities team and began demolition on the first and second floor of the Health Center, while site work began outside for the egress addition. The framing for the new egress stair went up quickly, as demolition continued inside the building. New walls were framed in, electrical and plumbing work was completed, then covered by



sheetrock. In just eight weeks, the Health Center had been renovated and was ready to receive students arriving in late August, along with the three other projects.

CCI would like to thank the NHS Facilities team for the time and work that they put into all four of these summer projects. We look forward to busy summers at NHS in the future. 

Employee Profile

Mark Bolstridge

By: James Robinson



Mark Bolstridge is one of the project managers at CCI and a member of the safety committee. Mark started in the trades at the age of 15. His first job was carrying concrete forms and performing

laborer duties. By Mark's senior year of high school, he was working full-time in construction. He graduated from Belmont high school in 1987 and is still a Belmont resident today. Mark has been married to his lovely wife Kelley for 27 years. They

have three children, Megan, Kris, and Kevin.

Bolstridge started at Conneston Construction in 1996 as a carpenter. As time went on, he worked his way up to superintendent, running large commercial construction jobs for CCI. Mark has worked at CCI for over twenty years, with a brief hiatus of three years. Currently Mark spends his time in the office as a project manager while making weekly job site visits.

Mark truly loves spending time with his family, especially with his six grandchildren. He also enjoys watching football and the occasional craft beer ("sipping beer"). Mr. Mark Bolstridge is a man of many nicknames, most fondly of those include "Bold" and "Scratchy." 

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CCI Updates Office Space to "Stop the Spread"



If you have ever visited the CCI office in Laconia, you know that while our project managers have their own private workspaces, the reception area is nice and open with natural lighting and a large workspace. While this is inviting to guests and allows

for collaboration among the office staff, it is not conducive to stopping the spread of coronavirus.

After careful consideration of design, our skilled finish carpenters, Mark Marceau and Dan Laughy, headed to the CCI office garage space to start framing up what would become new separators that would provide protection to the front office staff while maintaining an open feel. Once the partitions were assembled and installed, Allan Perkins Painting applied a coat of lacquer readying the area for Pemi Glass to install the fixed and sliding glass. Giguere Electric provided the finishing touches by relocating and installing new light fixtures to work with the new configuration.

So, while the reception area may look a bit different at CCI, it was designed so you can still be greeted with a smile. 

*Questions? Comments?
Need More Information?*

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PROJECTS CURRENTLY UNDERWAY

Project	Client	Superintendent	Completion Date
Crossroads Academy New School Building	Crossroads Academy	Dan Baggaley	Spring 2021
Mt. View Grand Resort Energy Upgrades & Renovations	Mt. View Grand Resort & Spa	Ron Downes	Winter 2020
Russell Elementary School Additions & Renovations	SAU #48 – Rumney School District	Ray Breton	Summer 2021
Fieldhouse Addition & Renovations	Loon Center	Damien Patten	Winter 2020
New Infirmary	Camp Onaway	Jason Hand	Spring 2021
Lumber Storage Building	Middleton Building Supply	Ron Downes	Fall 2020
Irwin Marine Renovations	Irwin Marine	TBD	Winter 2020
Lobby Renovations	Rivergreen Resort	Bob Corliss	Fall 2020
New Lab Facility	Eastern Analytical	Mark Marceau	Fall 2021