

19th Annual Fishing Trip!

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NEW PROJECTS:

LT Priority Repairs- 1.6M for G
 Poletti Noise Reduction- 1.5M for G
 TDx Coler Hospital- 11M for G, 6M for E
 Verizon - 2.8M (37th) 3.2M (38th) for E
 5 Comfort Stations - 15M

The PAIR, or Performance Analysis Information Report. Our overall company score is at about 70%. We did not make the goal that we set. We improved in some areas and continued to fall short in others. We need to remember to plan diligently and early, and to also ask for goals to be revised when issues beyond our control (BOC) pop up. Our new goal is 80% by 12-31-16. We need to all work together to get there.

UPCOMING EVENTS:

Training Sessions

PM Systems I 11-16-16

PM Systems II 12-15-16

Social Events

Spartan Race 11-12-16

Holiday Party 12-2-16

Employee Transfers/Promotions

Mina Min moved from our Acquisitions Department to PEX Team Toscano to work as Jr. Project Manager on our Brooklyn Bridge Park Project.

Anthoanete Guzman moved from our Project Management Team to work as Jr. Designer on our Drafting & Design Team.

Julie Novalle, PEX Team Vulcano, has been promoted from Project Engineer to Project Manager working on RK-75.

Mike Bastone formally of PEX Team Duraes is transitioning to PEX Team Vulcano working on our RFK Bridge Project as Jr. Project Manager.

Please welcome our recent hires:

Nancy Searlesbay, Admin. Asst.- PEX Team Duraes
Nancy Toribio, Asst. Project Manager - PEX Team Duraes
Krista Vartabedin, Jr. Estimator/ Jr. PM- Acquisitions
Harsh Mehta, Project Manager - PEX Team Duraes
Michael Dalton, Superintendent- PEX Team Vulcano
Sofia Tancredi, Estimator - Acquisitions Department
Frank Bua, Estimator - Acquisitions Department



Project Team Updates:

PEX Team Toscano has completed the JFK Bollard Project better than promised. The project had been 18 months behind & had no direction until we came in & knocked it out. BPCA & other jobs are gearing up as well.

PEX Team Vulcano is wrapping up our Henry Hudson projects and is gearing up our RFK Bridge and Parks projects.

PEX Team Duraes is wrapping up a few JFK Projects, has our GCT Ericsson work going strong and is getting into Coler Hospital & Verizon

OPEN

POSITIONS:

Civil Superintendent
Civil Project Manager
Asst. Procurement Manager
Draftsperson

Please contact **Lynn Nixon** at lnixon@ipjs.com
or (914) 623-9200 x 510 with any
referrals

**WINTER INTERNS START IN
DECEMBER**

Safety: Safety is infused in everything we do. It's about everyone going home at night safely. Justin Wigley recently wrapped up training a bunch of PJS employees in OSHA 10 & 30 hour safety classes at PJS Group Headquarters.

Staff Contributions:

Corporate Culture by Paul Scariano

What is our corporate culture? A culture is “the **beliefs, customs, arts**, etc., of a particular society, group, place, or time.” A corporate culture could be defined by what others “see” or “think” when they interact with employees with the situation we are involved in.

If you looked at our facilities and finished projects you would only see what we “do.” Many organizations can build as well and as nicely as we do, but the question is; how do they get there? You would really need to understand our policies, our ways of dealing with things, our relationships, and how we conduct ourselves on a day to day basis to understand our culture.

We **believe** in doing a great job while looking out for people... all people, our people, our customers' people, and the people that our customers serve. It is our **custom** to be honest, open, and to partner with our customers to get a project done right. Our **art** is what we build; not the finished product itself, but how we build things and how we deal with things that go wrong.

We engage, speak plainly, and we stand up for what is right, regardless if that means we lose out on something ourselves. We are upbeat and treat others with respect and we demand (politely) that respect be returned. When we make a mistake, we admit it openly and hold ourselves accountable, and then work to clear it up as quickly as possible. When others make a mistake, we hold them accountable, as well, to help make sure that mistake is not repeated, and then we help get it fixed. We do not stoop down to the someone else's occasional lower level. We never make ethics a “factor” in our decisions. We don't get to the pros and cons of a decision until the ethical test is passed by a broad margin. We like to sleep at night, and since we have consciences, the only way to do that is to have nothing that nags at yours.

That is our corporate culture and we think the more influence we have within our industry, the more our culture will begin to pervade other firms and situations, and the better off we will all be for it.

Have any suggestions for making this Newsletter better or want to be our next staff contributor, please email naquino@ipjs.com.