



HEADQUARTERS

2495 Brunswick Pike, Suite 10
Lawrenceville, NJ

COOPER PEST SOLUTIONS
WHAT MAKES OUR
HOME SPECIAL



A guide to our WOW headquarters

Welcome to the Cooper Pest Solutions corporate headquarters. We hope you enjoy the building as much as we do, and take the time to learn about each space as parts of the whole. Phil's vision for the building's objective was twofold: to create a multi-generational space and to fulfill the WOW mission:

WOW our clients WOW our teammates WOW our service partners WOW our community

We believe we have achieved all of our goals. This guide will give you some background about each of the areas of the building so as you walk around our new home you will have some insight into what we have created through collaboration. As you tour the building, please refer to the color coded map on the back of this booklet. To make your tour easier, each section will refer to a specific color which corresponds to the map. Thank you for joining us today and we hope you come and visit again.

Phil Cooper

This brochure was written and created by Lauren Eddy with contributions from Phil Cooper.

Lauren Eddy is the Marketing Specialist at Cooper Pest Solutions, where she manages social channels, creates web assets and blog content, manages advertising and email campaigns, and more.

Lauren has worked in digital marketing and project management roles within a variety of industries including business to business technology services, residential utilities, digital agency start-up services, and business support services.

In her spare time, Lauren is part of a regional professional choir under the direction of Rowan University music professors and accompanists.

Cooper Buildings: 1972-Current



Originally purchased in 1972 by founder Theodore Cooper, the first Cooper offices resided in a two story home for 30 years. After decades of hard work, the company outgrew the small house. A decision was then made to break ground on a new building attached to the house to meet the needs of the evolving and booming pest control industry. The transformation at 351 Lawrence Station Road was carefully designed to ensure that the WOW mission could be carried out efficiently and effectively in 2003.



This headquarters successfully housed over 30 in-house employees as well as over 100 technicians and their materials, making the building fully functional and multi-purpose. In 2008 it received national recognition by the Building Owners and Management Association International (BOMA International), in their Office Building of the Year competition, reaching the national finals.

In 2017 the decision was made by CEO Phil Cooper that a new, upgraded, larger, and unique headquarters was necessary for the continued success and growth of the company. The search for Cooper's next home brought up new challenges and required careful forethought and a creative vision. The first building that Phil toured was a closed down Retro Fitness®, and now our new home. Upon

seeing the building for the first time, he immediately rejected it because he felt it was too small for the company's needs long-term. He was seeking an at least 20,000 sq. ft. facility and this location was only 13,000 sq. ft. It was clear that the search needed to continue. After two months of visiting 30 buildings, something drew Phil back to the first building he had brushed aside. Just as he entered the building for the second time, his vision for a revolutionary new office space clicked in vivid color. It was with that revelation that he knew he had to pursue this opportunity for a long-term Cooper home.

With his initial concept, Phil immediately knew what existing features he wanted to keep intact and which would be made new. Elements such as the Cooper Café counter, checkerboard flooring, diamond plate (which was kept in some areas and repurposed in others), the sound system, and the wood flooring of the Technician Room were kept. However, some features were removed to fit the mold of Phil's ideas such as the mirrors covering the large windows in Butterfly Lane. The overall goal was to make things more efficient and better, which we believe we have now accomplished.

The Jemal family, owners of JJ Operating Inc. (a third generation company) who owns the shopping center provided him with a very attractive offer and they were willing to work with us as a member of the shopping center, which was something that was a struggle to find as a pest control company. And so the final choice was made to settle in at 2495 Brunswick Pike, Suite 10 in the Lawrence Shopping Center.

Phil visited one of our service partners, WorkWave who had just finished their new amazing headquarters in Bell Works in Holmdel. Borrowing concepts and engaging their architect Michael Savarese of Michael Savarese Associates Architects, the vision went to paper.



2495 Brunswick Pike History

This free-standing building has been both an Eric Movie Theater®, a Romp Around® and a Retro Fitness® before Cooper moved in. Phil grew up in Yardley, PA, just minutes away from our new headquarters. He remembers back when the Eric Movie Theater® was the most popular hangout on a Saturday night, and taking dates there as a teenager. “If you told me when I was 16 years old, that this office would be one of the best in the country and Cooper’s home, I’d tell you there’s no chance,” Phil said.



Phil's Broad Vision

Since renovations began in December of 2017, this abandoned gym was transformed into the ground breaking, efficient, and technologically advanced building standing before you. We aim to continue to be a staple of Lawrenceville commerce as a new part of the Lawrence Shopping Center.

The details that molded Phil's vision for a revolutionary and environmentally conscious office space changed several times due to the contribution of the staff's ideas that were brought up at every walkthrough and paint party. The Cooper headquarters is truly a combination of all of the ideas from the Cooper team as a whole.

The two biggest alterations that were made to the building were the changes to the ceiling color and the moving and new construction of the Accounting Office. Thanks to the suggestions from Louise Cooper and Martha Curren, we were able to swiftly make these changes that fit our needs and Phil's vision.

Our new parent company Terminix is embracing our culture and viewing our headquarters as an extension of their vision and part of our family. We believe it will be an integral part of their long-term vision and future. The building will also contribute in matching our values and goals.

This project could not have been possible without the support of the Jemal family that saw our same vision for the building with the revitalization of shopping centers across and out region, and our lead architect Michael Savarese of Michael Savarese Associates Architects and his team put their amazing talents to work, adapting all our changing concepts and plans.

The Cooper Pest Solutions headquarters was created with sustainability in mind. Where ever possible, we utilized and repurposed many of elements that you see in this facility. As of our first move in spring of 2018, we doubled space and incredibly reduced operating expenses by \$40,000 per year over our previous 6,600 sq. ft. building. A lot of smart planning went into every detail that makes this building fantastic. Reducing electricity usage and costs was considered a major area of focus. To reduce our use of electricity, the lighting in our main area was change from metal halide to LED bulbs, saving us a large some of costs. The large windows along Butterfly Lane were covered by mirrors in the gym. Once we exposed the windows, tons of natural light came flooding in, illuminating Butterfly Lane, The Solutions Center, the Regional Manager desks, and the Customer Service Management area. We also inherited the sound system from Retro Fitness® that we use to play music throughout the building every day. Having this technology already installed also allowed us to hook up an A/V system for microphone use at internal staff meetings.

Flow was very important to Phil and this can be seen most dramatically in the "S" curve design of Cooper Café to The Hive to Butterfly Lane. All three areas highlight the use of shared and open space. A specific color palette was chosen to add to the feel of the space with gray carpeting in shared space and green carpeting in designated space, which you can see throughout every room in the main section of the building.

Generational Space

Phil is a big fan of melding all generations into a cohesive group. So many companies are creating “Millennial” space designed to attract Millennials. Phil was adamant to create a space that appealed to all generations, Matures, Baby Boomers, Xers, Millennials, and the rising Z Generation.

As you continue through this guide we will highlight each area and show how the design matched up with the generations in mind.

Generational Overview

Matures- Born before 1946. Traditional. Hard working. Reserved. Strong values. Respectful.

Baby Boomers- Born 1946-1964. Structured. Responsible. Sticks to traditions.

Generation X- Born 1965-1980. Efficient. Family-oriented. Gets to the point. Confident.

Millennials- Born 1981-2001. Collaborative. Cause-oriented. Hands-on. Open to new ideas.

Generation Z- Born after 2001. There is not much know about this generation yet. What we do know is that they prefer to work alone and keep to themselves.

The Building: Area by Area



The Foyer

Overview

When you enter the building, the foyer welcomes you in, filled with natural light and a warm smile from our Director of First Impressions. The doors automatically unlock during operating hours to let our staff and community in. During closed hours, assigned staff members can enter through card access.

The functionality of this space not only serves the purpose of performing the duties of the Director of First Impressions, but also to welcome the community with an inviting feel. The area is decorated with thriving plants and pieces of Cooper history including a retro company logo and an old technician patch in a frame.

Generational Impacts

The foyer appeals to all generations. A major common theme between all generational preferences is the need to feel important and welcomed. This area achieves that goal through design and natural atmosphere.

Sustainability

The amount of natural light that enters the building from the floor to ceiling windows allows us to cut down on heating expenses. We are still working out ultimate climate control through different seasons, but our goal is to use as little energy as possible and still have a comfortable experience for guests and the Director of First Impressions. The furniture in this space has been brought over from our previous location to cut down on the waste of throwing out additional large items.



Cooper Café

Overview

The Cooper Café serves as a space where our team can come together, no matter what their role in the company may be. With a fully functional kitchen space, high top tables, and barstool seating, there is plenty of room for eating lunch, working remotely, and casually meeting with visitors. A large flat screen television in the eating area is available for staff to enjoy their break and relax, knowing they feel at home while they're at work. Another flat screen television is mounted high above the Human Resources and Payroll offices so that anyone who passes through the space into The Hive can view updated statistics within the marketing and sales departments, team member birthdays, work anniversaries, and more. An additional television is mounted above the refrigerators that displays our call center statistics.

Generational Impacts

Above the bar area, several museum pieces from pest control history are displayed including empty aerosols and an empty little pesticide pump sprayer. You'll even find a label from the 1960's "Phil Kill." This pesticide was mixed by founder Ted Cooper back before we had the EPA. This product was named after Phil, exclusively sold by Cooper Pest Solutions throughout Mercer County. These pieces appeal to all generations, whether you have lived through their use such as the Baby Boomers or are curious about their history like the Millennials.

The retro flooring and furniture appeal to the Mature Generation who have lived through its initial popularity and the Millennials who thrive on creativity and visual stimuli.

Sustainability

The Cooper Café holds the most reclaimed elements in the building. The bar area and checkerboard floors are an homage to the Romp Around® and Retro Fitness®, all of which have been kept through the building's transformation. A mix of old and new high top tables and bar stools complete the upgraded yet vintage look of the room. The entire room is intact with the addition of a dishwasher and televisions. The microwave and one of the refrigerators have been brought over from our old building in great working condition.



Human Resources & Payroll Offices

Overview

Cooper's Human Resources and Payroll offices are located within the Cooper Café. These two spaces were specifically selected to have easy access for all employees in a comfortable and open area. Both offices are equipped with internal windows so that even if the doors are closed, it's known that they are welcoming departments and spaces for everyone. We felt it was very important for our Chief Talent Scout to be where people entered the building. Green carpet was introduced to designate private space.

Generational Impacts

All of the generations can appreciate the location of the Human Resources and Payroll offices. It's easy for a Baby Boomer to hold a meeting, an X and Z to come in, get to the point, and go on with their day, and Millennials who prefer to meet and ask questions.

Sustainability

The Human Resources office was transformed from the gym's daycare by bringing along furniture from our previous building and repainting the walls. The room has a functional bathroom which we kept. The Payroll office was once another office space, which we filled with furniture with the 351 Lawrence Station Road building furniture.

The Hive

Overview



The Hive is the main hub of the building, where everything intersects and everyone gathers together. Ping pong, shuffleboard, and corn hole are all available to play at any time by anyone, including visitors. The games were specifically selected by Phil Cooper with the consideration of all levels of competitive play and physical activity. Someone who wants to relax can play shuffleboard while another who wants to be more active can play corn hole or ping pong, and probably lose to Phil (**we believe this was his goal when selecting the games!**) The main function of The Hive is to make the staff more productive and more at ease. Instead of getting mentally stuck for the day, anyone can jump over to shuffleboard to let off some steam and reset before coming back to work with a clear mind. This wide open space connects Cooper Café and naturally flows into Butterfly Lane. The Hive is also the main area of the building where you can find all of our smaller meeting rooms and the BedBug Central headquarters. Gray carpet was introduced to designate shared space.

Generational Impacts

The Hive mostly appeals to Millennials. They see games as a way to reset focus rather than an excuse to ignore tasks. Generation Z and X are not as inclined to play games on the clock. They are more focused on getting their job done and getting home. Baby Boomers usually think that playing shuffleboard during the day is distracting, encourages laziness, and breaks “the rules” that they live by.

All generations enjoy the games during lunch breaks when they can play without feeling like they’re breaking work rules.

Sustainability

The corn hole set is on loan from BedBug Central, who owns it for various external activities. To compensate for the lack of office storage that a gym had, we brought over our own large units that were previously located in our old executive wing. Along with the storage units, individual staff mailboxes, printers, paper supplies, and seating were migrated from our old building to The Hive.

Meeting Rooms Within The Hive

Overview

All of our 6 meeting rooms branch off of The Hive. Each serves a different purpose and can be used for different types of meetings.

The first rooms you will come across are the Ant Room and Bed Bug Room. Each of these two meeting room comfortably hold 4-6 people and are typically used for departmental meetings. The Paper Wasp Room and Cricket Rooms are smaller meeting rooms that hold 4 or less people. These two rooms are used for one-on-one meetings, small training sessions, or private conference calls. When there are over 6 people, meetings move into Ted Cooper Hall aka C.B.I (Central Bug Intelligence) which you will find in the back of the building by The Solutions Center. Two additional spaces, the Cicada Killer Room and the Carpenter Bee Room, are secluded behind the BedBug Central headquarters. These rooms hold one person in each for utilizing in a quiet, private space to focus or drop in and work after being on the road. Each room is unique in its furniture and function. All of the meeting rooms have closed ceilings and solid wood doors so that the users have the option for a quieter space. The Cricket Room is designed so you can hear a cricket. We broadcast webinars and podcasts from this room needing studio quality sound. Gray carpet was introduced to designate shared space.

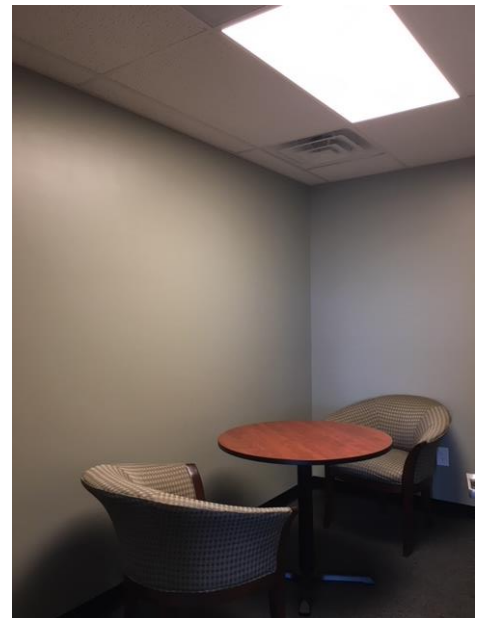


Generational Impacts

The rooms were put in place so Boomers and Xers had places to go for quiet meetings. The majority of the building is not private so these rooms become very important. In our old building, there was a constant battle for meeting space and this problem is now eliminated. The Ant Room and Bed Bug Room hold the largest amount of people for departmental meetings that Baby Boomers love. X and Z prefer to work alone in the Cicada Killer Room and Carpenter Bee Room where there is space for one. Like the Baby Boomers, Millennials would rather have meetings with several attendees, but for a different reason. Millennials don't prefer structured meetings. Instead, they prefer collaboration with others and impromptu problem solving sessions that the larger meeting rooms accommodate.

Sustainability

Each of the rooms are equipped with glass panels with markers to write on in replace of large, mounted paper that would be written on and thrown away. A rolling stand with a mounted television and HDMI hook-up allows presentations to be displayed instead of printing out slides and wasting paper. When they are not in use, all lights are turned off to reduce the amount of electricity we consume.



BedBug Central Headquarters

Overview

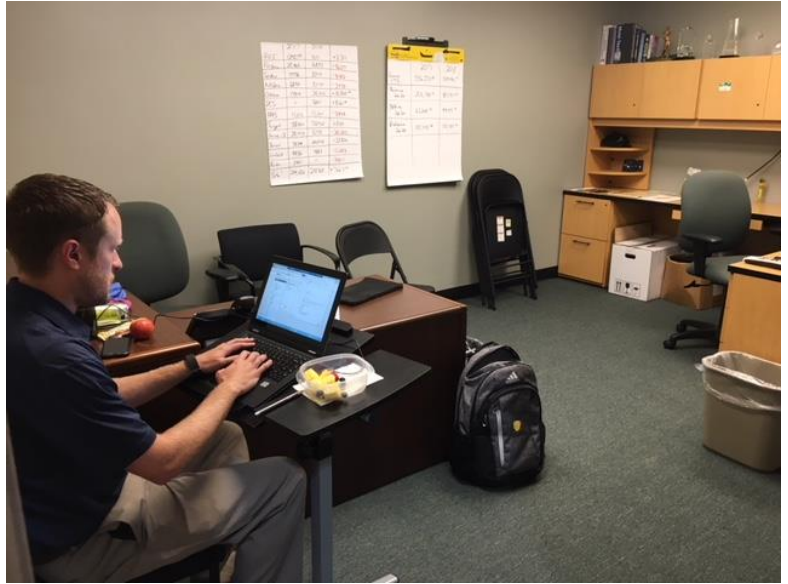
Cooper Pest Solutions' sister company BedBug Central also resides in the Cooper headquarters in a private office off of The Hive. Their large office houses areas for the team to touch down and work in a quiet, dedicated space where they are welcome. The office is completely enclosed with a drop ceiling and solid wood door. Green carpet was introduced to designate private space.

Generational Impacts

There are no generational impacts to this area. Although it might seem like this room was left out, it was purposely left to be multifunctional. The staff does not frequently stop by our main headquarters so there is typically one BedBug Central team member working at a time.

Sustainability

Desks that would otherwise be thrown away were taken from the old office and repurposed within this space. The BedBug Central headquarters comfortably fits three staff members and includes a mounted flat screen television along with glass panels to write on.





Butterfly Lane

Overview

Butterfly Lane is one of the most pivotal areas of the building. This space connects The Hive to The Solutions Center with a natural flow. Large windows let in natural light while butterflies decorate the walls. Varied seating from couches to a high top table and restaurant booths allows for comfort no matter what you are doing or who you are meeting with. Butterfly Lane is made to seat staff members working on laptops and tablets or small, impromptu meetings. This connective space allows staff to sit wherever they want and move from their normal workstations on a daily basis. Gray carpet was introduced to designate shared space.

Generational Impacts

Butterfly Lane appeals mostly to Millennials, but surprisingly, all generations seem to flock to the really cool space. The ability to change workspaces at any time and also have room for collaboration is exactly what they need to succeed. A variation of seating and working surfaces allows Millennials to select whether they'd like to work with a laptop on their lap, use the rolling desks, or spread out across tables with restaurant seating. Less structured meetings also take place in Butterfly Lane where collaboration is encouraged.

Sustainability

Butterfly Lane takes in large amount of natural light, lined with 6 sets of windows that were originally covered up with mirrors by the gym. Live plants flourish along the window sills that include small tropical foliage and large potted plants from various sources including Willis Greenhouses garden center in Lawrenceville.

Executive Offices



Overview

The executive offices are located in the very center and this was very important to Phil. In our old building the “executive” offices were located away from most of the action. Phil wanted his leadership close and accessible to the majority of the inside staff. Eavesdropping on conversations was also key in Phil’s vision, thus the open ceilings in each executive office. If they need a private conversation it is time to use a shared office in The Hive. The designated spaces are for Cooper’s Director of Marketing, Director of Support, CEO, Director of Operations, Director of Sales and Dr. Richard Cooper. As you walk through The Hive, the Executive Offices are welcoming with the Executive Assistant to the CEO and the BedBug Central Admin in an open area. The President and Director of Operations both have large windows, facing internally to provide a more personal connection to the BedBug Central Admin and customer

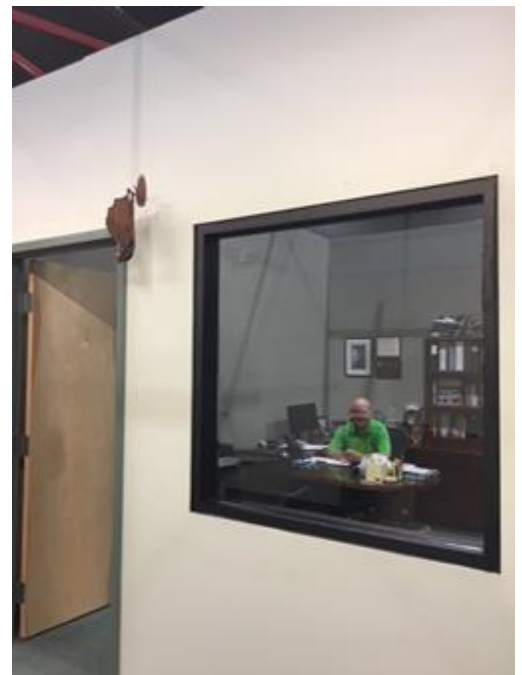
service staff. Green carpet was introduced to designate private space.

Generational Impacts

Open ceilings allow the Baby Boomer and Xers in the leadership team to be connected to the staff rather than being completely closed off and inaccessible. This is something that the Millennial staff desire in order to be more engaged with management, making this feature mutually beneficial. At the same time, all of the offices have solid wood doors that can be closed for more private meetings or conference calls. The open-air desks for our Executive Assistant and BedBug Central Admin position them as easily accessible, aiding their highly social jobs.

Sustainability

Brainstorming and small meetings can be drawn out on glass panels mounted to walls in each of the Executive Offices to avoid wasting paper. The Executive Assistant and BedBug Central Admin have rising desks that give them the choice to stand up or sit down while working. All of the Executive Offices have reused furniture from our previous building which reduces unnecessary waste.



The Solutions Center & Customer Service Managers

Overview

The Solutions Center is the central hub for Cooper's WOW customer service. There are 12 individual stations for 10 customer service representatives and 2 business development representatives, equipped with state of the art computers, dual monitors raised off the desks, phones, and headsets for maximum efficiency. VOIP has been installed so



anyone can take a call anywhere in the building. Any time you call into Cooper, you are going to speak with one of our customer service representatives, ready to help and deliver a consistent, WOW experience.

The designated business development stations are for shared use, while the representatives spend time on the road and in the office different days every week. All new client inquiries and programs are funneled through our internal business development team. The Customer Service Management area is located directly behind The Solutions Center. This configuration encourages teamwork and provides the Customer Service Manager with the ability to keep engaged with the staff. The Customer Service Management area includes several open spaces for mobility, providing the choice for designated or shared spaces for other positions. Green carpet was introduced to designate private space.

Generational Impacts

The two areas appeal to all generations. In the creation of this space, it was taken into consideration the option for mobilization. On a daily basis, every employee has the choice to roam or create a home.

Generation Z, X and Baby Boomers prefer assigned seating and their own workspace. On the other hand, Millennials prefer a shared working space and a collaborative environment. The Solutions Center and Customer Service Manager's area offers both options to satisfy all generations. One of the interesting things we've found since the initial move-in was that generations do not always fit the mold. Several of our Millennials created a home, which just as many roam. This can also be said for Baby Boomers in the Solutions Center.

Sustainability

Offering shared space eliminates the need for additional designated spaces. Instead, the staff can choose to set up for the day and then move to another station the next. This especially applies to the business development staff members that spend most of their time on the road and drop in to work from time. Behind each seat in the Solutions Center and Customer Service Manager's area is counter space with rolling storage pods to further encourage using as less storage area as possible.

In our effort to promote healthy lifestyles, each staff member is provided the option for a Veridesk, which allows them to raise and lower their workspace to work standing or seated depending on their needs. We repurposed the existing knee walls and diamond plate, which was the area where Retro Fitness® had their treadmills and other StairMasters. Instead of bringing in furniture, we simply made a long counter and repainted the area.

Regional Managers

Overview

The designated space for Regional Managers (our Service Managers) is located directly behind the customer service manager's area, mimicking their setup.

Generational Impacts

The Regional Managers all have the option of designated or shared workspace. Baby Boomers prefer to have their own space which was offered when the area was built. Xers and Millennials have the option to change work stations on a daily basis. Green carpet was introduced to designate private space.

Sustainability

Instead of additional counter space and storage pods behind the row of desks, the Regional Managers elected to use filing cabinets instead. These filing cabinets were brought over from our previous office to avoid throwing out heavy items and purchasing more. The filing system that they have allows us to reduce clutter and space in other areas where technician paperwork is stored in the Technician Room. The option for Veridesks is open to all designated spaces which allows staff the option to stand or sit while working. We repurposed the existing knee walls and diamond plate, which was the area where Retro Fitness® had their treadmills and other StairMasters. Instead of bringing in furniture, we simply made a long counter and repainted the area.





Ted Cooper Hall aka C.B.I. (Central Bug Intelligence)

Overview

Ted Cooper Hall aka C.B.I. is a large, enclosed space that is completely multifunctional. The main use of Ted Cooper Hall is for Dr. Richard Cooper to provide training for new technicians and ongoing training for all technician staff. When it's not in use as a training space, Ted Cooper Hall is also used for an area to hold seminars, larger presentations, Cooper's leadership program classes, and fun events such as yoga classes. In order to accommodate for group learning, there are 40 stackable chairs with desks and flip tables. Gray carpet was introduced to designate shared space.

Generational Impacts

The space caters to all generations. Ted Cooper Hall provides seating for 40 in a classroom setting and 60 with table setups, so that Baby Boomers can hold their beloved structured meetings. Xers and Zs can focus on one task at a time to accomplish their goals. Millennials can use the space for collaborative gatherings and social events such as yoga.

Sustainability

The room was used by Retro Fitness® as a theater room. This was perfect to be converted to its current use. Ted Cooper Hall is equipped with high-level technology to use the least amount of electricity and resources while providing exceptional experiences for any event. A large screen is mounted on the left wall where the chairs and desks face. Our inherited HDMI connectivity and projector allow presenters to easily cast onto the large screen. A podium wired with a mic hook-up also provides ease of use for any function that may occur in Ted Cooper Hall for ultimate focus and engagement.

Locker Rooms / Uniform Storage

Overview

The locker room is a unisex area where technicians drop off used uniforms and receive clean uniforms from our vendor Unifirst. This safety precaution is necessary due to the nature of the materials we work with and the wellbeing of our technicians. Gray carpet was introduced to designate shared space.



Generational Impacts

The locker room appeals to all generations. As a necessary function of the job, all groups strive to excel in their careers and fulfill our Cooper values.

Sustainability

At our previous headquarters, we rented lockers for about \$4,000 per year. Retro Fitness® had men's and women's locker rooms which provided space and lockers for our new unisex uniform area. We sealed off the locker room from the woman's rest room, added a new set of lockers taken from the men's locker room, and freshened it up with paint, and grey carpet. Voila! A new and excited space was created.

The Accounting Office

Overview

The Accounting Office was designed with the specific needs of the accounting staff in mind. A large, quiet room equipped with doors on either side allows for selective volume control. The space is far removed from Butterfly Lane and The Solutions Center, which are the areas with the most vocal collaboration and tasks. Our business development admin is also housed in the accounting office for higher levels of focus.

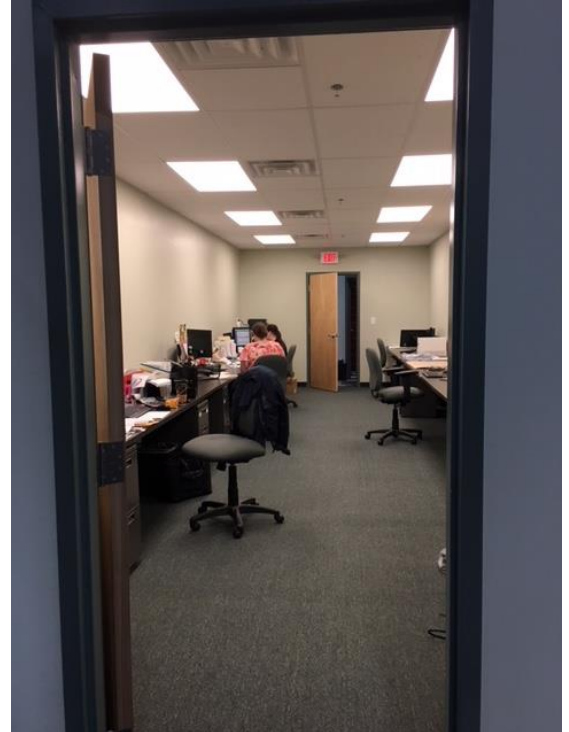
Originally, the accounting staff was planned to be where The Hive currently sits, in the open center of the building. During one of Phil's walkthroughs with Vistage Chair Martha Curren, a lightbulb went off and everything was rearranged with her suggestion. "Phil, I have an idea for you," she said. "Could you swap the two places?" This suggestion during the walkthrough that took place on a Friday afternoon spurred new construction the following Monday. Two weeks later, a completely new room was erected and fully functional. Green carpet was introduced to designate private space.

Generational Impacts

There are three staff members with dedicated space in the accounting room: a Baby Boomer, an Xer, and a Millennial. The room appeals to all three because there is room for both dedicated and shared space. If the Millennial wants to work somewhere else in the building or change spaces within the Accounting Office, she can. Baby Boomers and Xers prefer dedicated space so we have provided have that option.

Sustainability

The chairs, individual corkboards, and personal storage units both above the desks and below were taken from the older building. Using the perfectly functional office equipment promoted sustainability through recycling and saving furniture that would have otherwise been discarded and repurchased.



Accounting Manager & Sybil Cooper's Offices

Overview

Both our Accounting Manager and Sybil Cooper have individual offices located outside of the Accounting Office, in the hallway connecting The Hive to The Technician Room. Sybil Cooper, our Director of Stuff, is one of the founders of Cooper Pest Solutions along with her husband Ted Cooper. Green carpet was introduced to designate private space.



Generational Impacts

These small, private offices are not built with generational consideration, but instead with the consideration of the Accounting Manager's role and Sybil Cooper's needs. The Accounting Manager is seated directly outside of the Accounting Office so they can easily meet and collaborate as a team without walking across the building. Their office is small, simple, and private which is perfect for working through reports and running numbers. Sybil Cooper does not need to work, but chooses to do so because she wants to. With this in mind, and also the history of her family, she has a small, cozy space to call her own.

Sustainability

The original function of the rooms were not offices. Although we kept the walls, the solid metal doors that came with the building were removed and replaced with doors that included glass panels from other rooms in the building. By repurposing doors, we turned small, cold spaces into homey, private offices. Office furniture that was already in use by the gym were taken from administrative areas on the second floor and moved into these spaces.

Technician Room

Overview

Our new Technician Room was created to meet the needs of a typical technician's interactions with the Cooper headquarters. Several local area technicians will come into the office each morning before they begin their day to drop off and pick up paperwork to prepare for all of their assigned stops. Two designated computers are also stationed in the technician room for their own use before they start their day. The Technician Room also includes two bathrooms and has a separate entrance and exit with card access.

Generational Impacts

The Technician Room does not have generational impacts. Like other rooms, there is more of a focus on functionality. Technicians do not spend more than one hour per day in this room so there was no need to customize beyond providing them with what they tangibly need.

Sustainability

The Technician Room used to be a group fitness class room in the gym. The wood flooring was reclaimed for a fresh, sleek look. The newly constructed Chemical Room is attached to The Technician Room for easy access to all of the technician's tools and supplies that allow them to do their job effectively. The Technician Room is also a multifunctional space that can be used as a meeting room for up to 20 people if teams of technicians and their managers need to come together. It can also be used for overflow if all of the larger meeting rooms are already in use.

Chemical Room

Overview

The Chemical Room is attached to the technician room for easy access to the pesticides and tools that technicians use on a regular basis. There is an exterior door for receiving so that materials do not need to be carried throughout the building to get to proper storage areas, and is big enough for pallet jack to move through. For safety purposes, the room is fire resistant and fire rated for one hour and includes separate air handling. Our new chemical room inventory is tracked by an electronic system for ultimate organization.

Generational Impacts

Like the Technician Room, the Chemical Room does not cater to any specific generation because its functionality is most important. All generations focus on doing their job to the best of their ability, so this space allows them to do so quickly and efficiently.

Sustainability

The current chemical room did not exist before our renovations. Walls were constructed to take away some of the space from The Technician Room and encompass the entire men's locker room. The displaced lockers were then moved into the unisex locker room. By creating this space, we are able to store 4 times as much material as in our old chemical room.



Big Ass Fan

One of our fan favorites is the Big-Ass Fan. This enormous fan came with the gym and we couldn't help but keep it. As of our spring move-in date, the fan has had some big-ass problems. There have been recent issues with its mechanics but we are actively working to get it back into shape.

In place of the Big-Ass Fan, we installed smaller fans above The Solutions Center to push heat down and circulate the air to keep it more comfortable.

Our Really Cool Ceiling

The ceiling over the entire main office area was originally set to be cleaned up and painted white. With 48 hours left until the painters were scheduled to come in, Louise Cooper, Rick Cooper's wife, was walking through the building with Phil. She suggested that the ceiling should be black, and that was the end of it. Phil immediately agreed and knew this would be an integral part of his vision. 48 hours later, the painters came in with black paint and completed the sleek new look that pulls the entire building together.

Our Special Sauce:

Painting the Building Ourselves



Our staff is our secret sauce. It's as simple as that! At Cooper, we work together as a family and everyone is more than happy to pitch in and volunteer to get things accomplished as a team. As construction was coming to a conclusion at the new headquarters, 30% of the Cooper staff volunteered several hours during the weekends of March 3rd and March 10th 2018 to paint every room in the building. Additional painting was contributed by Cooper technicians during the week as well. From Cooper Café to Ted Cooper Hall and everything in between, the team put in their best effort, even those with little to no painting experience. Everyone had fun and we saved \$20,000 in the process. Of course there were some imperfections, but the most important part of the process was building comradery and having pride that something was accomplished. In the end, 66% of the building was painted and we needed to bring in professionals to complete what the staff couldn't do on their own. Cooper team members, their spouses, siblings, friends, and our vendor from Target, Bill Best, pitched in.

A big thank you goes out to all of the people who made this building truly special and an overwhelming success.

Paint Party Participants

Eric Andrews	James Haidacher
Stacy Andrews	Giselle Harris
Bill Best	Maree Hoeun
Tony Bolger	Ken Jolly
Dave Burgess	Siyonia Kelley
Dawson Burgess	Jonathan Mauriello
Louise Cooper	John Metts
Phil Cooper	Lyndsay Metts
Rick Cooper	Jim Miceli
Sybil Cooper	Lisa Montgomery
Manny Corti	Ray Navarro
Lauren Eddy	Victoria Solomon
Paige Eddy	Lee Tockman
Gina Frey	Robin Zambrowski
Ron Geherty	Shawn Zambrowski
Crystal Giberson	
Tim Giberson	

JJ Operating Inc.

JJ Operating Inc. is a family owned real estate investment and management company based in New York, NY. The Jemal Family has been in the real estate business for over 50 years and is active in the pursuit of real estate assets that present a significant opportunity to add immediate value. To date, JJ Operating Inc. and its sister corporations have accumulated real estate assets consisting of approximately 9 million square feet of space. This includes shopping centers, office buildings, data centers, strip malls and taxpayers. JJ Operating prides itself on its reputation, which has been built on over the years through successful relationships with various corporate tenants, financial institutions, investors, and vendors.

Michael Savarese Associates Architects

Michael Savarese, R.A., established the Architectural Design Firm of Michael Savarese Associates Architects in 1989. He pursued his formal architectural degree from The City University of New York where he not only graduated Magna Cum Laude but also received a number of scholarships and accolades for his various achievements. Mr. Savarese earned his Bachelor of Architecture in 1983 & his formal state license to practice Architecture in 1989.

Michael goes above and beyond to ensure that every project receives both his personal involvement and the direct attention of a carefully selected project manager. From program inception to the completion of construction, a personal approach has enabled MSA; to consistently provide each project, regardless of size, with the highest level of attention to detail.

Contractors

Michael Savarese Associates Architects

Fennely & Associates

Lucash-Montgomery

*A special thanks to William Mayer, Tim Spedding,
Larry Willburn, Matt Montgomery, Paul Gallagher,
and the rest of the Lucash-Montgomery gang*

WorkWave

Leigh Imaging

Thompson Networks

J.A. Smith Heating and Air Conditioning & Princeton Air

Planned Companies

Kershner Office Furniture

JMS Electrical Contracting LLC

DiStefano Plumbing

J.G. Nasile Painting Company, Inc.

S&L Glass Works, Norman Glass

Budget Blinds

Titan Rack and Shelving

Omega

Staples

L&J Transportation Company

Architect

Broker

General Contractor & General Construction

Vision

Signage

Network Wiring

HVAC

Cleaning

Furniture

Electrical

Plumbing

Painting& Flooring

Glass

Blinds

Racking Systems

Security

Coffee Service

Movers