



Useful tips, news and information from James CRAFT & Son, Inc.



Condensing units.



Air handlers and ductwork.



50-gallon water heater.

## New Office Building for R.L. Livingston

R.L. Livingston Excavation & Paving recently relocated their office facilities from the Dillsburg, Pennsylvania area to the Manchester/York Haven area. James CRAFT & Son was proud to be part of the project by providing all the plumbing & HVAC systems.

CRAFT supplied and installed all of the domestic water piping, the sanitary drains, and the steel natural gas piping from the gas meter to all appliances in the new facility. We also furnished and installed all PVC flue piping from the appliances up through the roof, and also the PVC condensate piping from appliances to floor drains. A 50 gallon gas water heater was

installed, along with clothes washer connections, stainless steel kitchen sink and a shower. Rounding out the plumbing portion of the job we installed all plumbing fixtures and drains.

CRAFT fabricated and installed low pressure galvanized sheet metal supply and return ductwork for the building's five HVAC systems. We also furnished and installed all ceiling and duct mounted supply air diffusers and return air grilles to properly distribute the conditioned air within the spaces. Eight ceiling mounted exhaust fans we provided as well as four electric wall heaters for the restrooms. Also a gas fired unit heater for a storage unit and a mini split system for their data room.

## Sharing, Learning and Building with the Construction Industry's Top Talent

We all need mentors and others to look up to. Fortunately, for James CRAFT & Son, we have an entire network of mentors. In January, Bill Craft attended the Construction Leadership Network (CLN) conference in Tampa, Florida to practice win-win sharing. The CLN membership is comprised of a diverse group of entrepreneurs, commercial contractors, and construction industry providers from throughout the U.S. and Canada. Bill has been a big contributor over the years and he recently led a focus group on *Finding and Developing the Next Generation of Leadership*. We are already looking forward to next year's network meeting where we will have the opportunity to connect with friends and mentors who share the same values and out-of-the-box thinking that we enjoy.



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Can you guess how many rivets were used in the construction of the Eiffel Tower?

## Construction Trivia

- 1) How many rivets were used in the construction of the Eiffel Tower?
  - a) 25 million
  - b) 2.5 million
  - c) 250 million
  - d) 250,000
- 2) Which U.S. state boasts the highest bridge?
  - a) Texas
  - b) Pennsylvania
  - c) Colorado
  - d) Oregon
- 3) When was the first fully-enclosed shopping mall built?
  - a) 1925
  - b) 1937
  - c) 1964
  - d) 1956
- 4) What is the smallest skyscraper in the world?
  - a) The Torch
  - b) U.S. Bank Tower
  - c) Pearl River Tower
  - d) Newby-McMahon Building
- 5) Bull floats and darbies are used for what type of construction?
  - a) Pre-engineered steel buildings
  - b) Concrete finishing
  - c) Covered bridge construction
  - d) Building wooden trusses

**Answers:** 1) b; 2) c; 3) d; 4) d (It stands at only 40 feet); 5) b

## Take These Steps Toward A Safe Workplace

A safe environment is essential for a productive workplace. Employees should neither be afraid of getting hurt at work nor fear being punished if they are hurt. Here are some ways to prevent such fears and to show your concern for your staff's well-being.

- Hold regular safety meetings to emphasize the importance of safety and to reinforce safe behaviors. Discuss everything from ergonomics and parking lot safety to operating machinery and driving company cars.
- Make sure any safety equipment required for a job, such as goggles or wrist braces, is on site and being used.
- Don't overwork your employees. Fatigue makes people more prone to accidents.
- If someone is injured on the job, review the guidelines and consider instituting new ones to prevent a similar accident from happening again.
- Encourage staff members to suggest safety improvements. Create a suggestion program just for this purpose.



## Trust Your Own Instincts...

“Your mistakes might as well be your own, instead of someone else's.”

—Billy Wilder

## Tell The Right Stories During Interviews

An essential part of a successful career is finding the right job—one that uses your strengths and allows you to advance and grow professionally. But first you have to land that job, and to do that you have to be good in your job interview. Remember that facts and figures, useful as they may be, aren't as compelling as good stories. Be ready to tell these types of stories the next time you're searching for a job:

- **Solving a problem.** Have one or two examples ready that show how you've solved problems for your employers over the years. This highlights your ability to identify issues, prioritize them, think creatively, and follow through.
- **Making a mistake.** Nobody's perfect, so don't pretend to be. In fact, you'll gain credibility by openly discussing mistakes you've made and how you corrected them. You'll show you're able to learn from errors and aren't afraid of saying, “I was wrong.”
- **Working with a team.** Most employers want people who can collaborate and support a team's goals instead of their own individual agenda. Talk about times you and a team achieved something significant together. Remember to include the contributions of other team members, not just what you did on your own.
- **Taking a leadership role.** Organizations are always on the lookout for new hires with the potential to become leaders. Share a story of how you managed a special project or work group: Who else was on the team and how you chose them, what the assignment was, how you set priorities and overcame challenges, and what the end result looked like. Show that you're ready to take responsibility for the work of others, not just yourself.

# One Hour Of Exercise May Stem Depression

Feeling depressed? Get moving. As the *Medline Plus* website reports, a survey of some 34,000 adults found that people who exercise just one hour a week have a 44% lower risk of depression over 10 years than those who don't exercise at all.

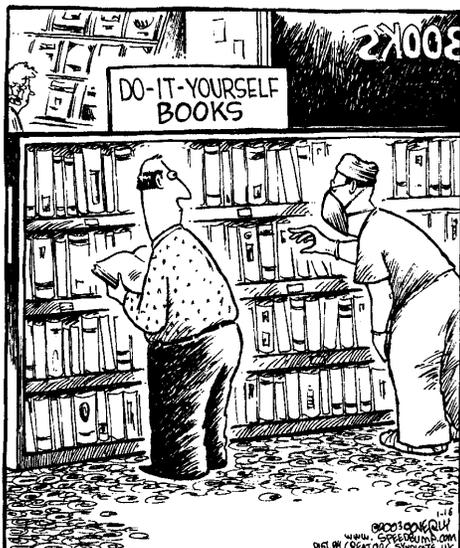
A Norwegian survey tracked exercise habits along with depression and anxiety risk among people with an average age of 45 who underwent physical exams and filled out questionnaires about their medical needs and lifestyles. The results showed that the intensity of the exercise didn't matter—an hour-long walk provided just as much relief as a high-impact workout.

Exercise didn't appear to have any effect on anxiety risk, but the researchers found that regular exercise for at least one hour per week was connected to a lower risk of depression, regardless of gender or activity intensity.

However, more than an hour's exercise didn't appear to further decrease the risk of depression substantially. Also, the scientists have noted that they haven't proven a direct cause-and-effect relationship between exercise and depression. Still, it sounds like another good reason to get off the couch and start up a modest exercise routine.

**SPEED BUMP**

**Dave Coverly**



# Don't Make Retirement Saving Mistakes

Too many people wait too long to start thinking about how much money they will need to finance their retirement. Retirement seems far away when you're in your 20s and 30s, and it's easy to think you'll have plenty of time to worry about saving later. That's one mistake. Here are three more, offered by Chris Heerlein, partner at REAP Financial and author of *Money Won't Buy Happiness—But Time to Find It*:

- **Not participating in a 401(k).** Many employers don't offer a 401(k) or similar retirement plan, but if yours does, you should participate. This savings opportunity can reap great rewards, especially if you start when you're in your 20s and faithfully contribute for decades.

- **Saving only in a 401(k).** Although contributing to a 401(k) is great, that shouldn't be your only vehicle for saving.

If you are a younger saver, you are putting all your money into a bucket you can't touch for 20 or 30 years. When you do withdraw it in retirement, you'll pay taxes because the taxes were deferred. Put some balance in your portfolio with a Roth IRA, a Roth 401(k) or a health savings account. Withdrawing from those Roth funds in retirement won't result in taxes because the taxes were already paid when the money went in the account. HSA money isn't taxed if you withdraw it for qualified medical expenses. After you turn 65, you can withdraw it for any purpose, though you will pay taxes on that withdrawal if not used for a qualified expense.

- **Failing to embrace risk.** When the 2008 financial crisis hit, plenty of investors lost a substantial portion of their savings. The memory of what happened to them—or to their parents—is still having repercussions. Some people younger than 50 are too conservative with their investments, so their money doesn't grow as it could if they took more risks. If you're between the ages of 20 and 50, though, don't panic. Time is on your side. If you suffer a loss, you more than likely have plenty of years to recover before you retire.



# Employee Benefits On The Upswing

Employers seem more generous with their benefits offerings these days. A survey by the Society for Human Resource Management (SHRM) showed that close to one-third of organizations increased their overall benefits offerings in the past 12 months. Twenty-two percent increased health care coverage, and 24 percent offered additional wellness benefits.

Spouse and domestic partner benefits have increased over the last four years, although they now appear to be leveling off, SHRM reports. As of 2017, 95 percent of employers offered health coverage for opposite-sex spouses, and 85 percent did the same for same-sex spouses. Slightly more than 50% provided coverage for domestic partners regardless of gender.

# Try The '70% Rule' When Delegating

If you're like many managers, you have a hard time deciding which tasks to delegate and which to keep to yourself. If you want to develop your employees' skills and responsibilities through delegation, though, try this rule: If someone else can do the task at least 70 percent as well as you can, delegate the task to that person. This will help you lose the "If you want it done right, do it yourself" attitude, and provide employees with challenges they might not otherwise get a chance to attempt.



# The Lodge at Homewood at Willow Ponds

**J**ames CRAFT & Son, Inc. was hired by Wagman Construction to perform the plumbing and HVAC installations for the new independent living community for The Lodge at Homewood at Willow Ponds in Frederick, Maryland.

The original contract value was set at \$7.8 million, but increased to approximately \$8.65 million over the course of the project. Along with the increased scope came the increased project duration from 18 months to 23 months. Of the work contracted to James CRAFT & Son, 93% was self-performed.

This new 278,000-square-foot structure was built to serve the 55-and-older community while providing a unique living option as compared to more typical condos or patio style homes. The 85 luxury apartment units of varying sizes are equipped with large windows and a spacious balcony allowing for spectacular views of the Catocin Mountains and the Homewood campus.

At the heart of the complex lies the community building, which features a multitude of dining and shopping options for the residents as well as a spa, pool, fitness center and salon. The entire building sits atop an indoor parking garage for the tenants.

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