



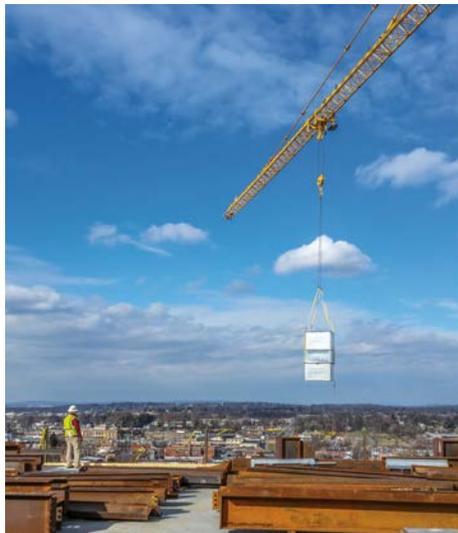
Useful tips, news and information from James CRAFT & Son, Inc.



*Lancaster General Hospital before*



*Lancaster General Hospital after*



*Central duct shaft crane lift*



*Rooftop duct run*



*Rooftop exhaust fan and duct*

## Project Profile: Stauffer Overbuild Project at Lancaster General Hospital

**B**ack in September of 2016, the James CRAFT & Son team began this six-story expansion project for the Lancaster General Hospital. We added a new patient tower, which contained 60 new private inpatient rooms and enough space for an additional 80 rooms in the future. Converting shared rooms into single-patient rooms has become

the standard for the healthcare industry throughout the United States.

Overall, this was a nine-story overbuild of an existing hospital wing, including a new helipad on the roof, which James CRAFT & Son was proud to be involved with to provide all the HVAC mechanical piping and ductwork.



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## Take These Steps To Plan Your Budget

A budget is an essential tool for your financial stability. If you don't have one, the *U.S. News and World Report* website offers these basic steps for getting started on your budget plan:

- **Review the previous year.** Take a look at your cash flow to see where problems arose. Go through your checkbook and credit card bills in detail to find out where your money went and where you could cut back spending.
- **Look ahead.** Think about the coming months and next year. What expenses can you predict? Will your income change? Are you planning a vacation or a major purchase?
- **Set some goals.** If you want to buy a house, decide how much you need for a down payment and start saving. You might set up a savings account for each major goal.
- **Plan your spending.** With your income, expenses and goals laid out in black and white, is your budget realistic? If not, look for areas where you can trim spending or increase your income. Be prepared to adjust goals to meet reality.
- **Prepare for contingencies.** Unexpected expenses can hit at any time. Be sure you have enough money set aside for emergencies, changes in the tax code, or other unpredictable events.

**SPEED BUMP**

**Dave Coverly**



## A Once-In-A Billion-Year Spin

Galaxies rotate, just as Earth and other planets do. However, their spin is remarkably consistent, regardless of size. *The Discover Magazine* website reports that scientists have determined that all galaxies rotate approximately once every billion years, whether they're massive spiral galaxies or small irregular dwarfs.

Researchers measured the velocities of hydrogen in the outer discs of a variety of galaxies differing in size. The measurements allowed them to calculate the rotation period of each galaxy. "Discovering such regularity in galaxies really helps us to better understand the mechanics that make them tick," one scientist says.

"If you want to achieve excellence, you can get there today. As of this second, quit doing less than excellent work."

—Thomas J. Watson

## Learn Assertiveness To Get Ahead

Assertiveness will help you build positive relationships at work. Like most constructive traits, it can be learned. Here's what to do:

- **Target your goal.** Take a moment to identify what you want from an interaction with a co-worker or manager. Our desire to please others can get in the way of what we really need. Think about your own objectives and constraints before agreeing to requests for help.

- **Be specific.** The fewer mixed messages you send to people, the more likely you'll get what you want from them. For example, instead of saying, "I need that sometime today, if possible," specify when you need something from a colleague.

- **Ask for more information.** You need information to make good decisions for yourself. If you think a boss is making an unreasonable request, ask for clarification. That way you can understand the request more fully, and you'll have the confidence to say "yes" or "no."

- **Take ownership of your message.**

Use "I" phrases instead of trying to pawn off responsibility. Say, for example, "I need that report on my desk by the end of the day," instead of "They want the report today."

- **Say "no" when you have to.** In an attempt to seem cooperative or nice, many of us don't know how to say "no." When you must turn down a request, provide a short reason why you can't do it. Don't be overly apologetic—just be firm and polite.



"Curiosity about life in all of its aspects, I think, is still the secret of great creative people."

—Leo Burnett

# Employee Spotlight: Andrew Stickler and Ryan Kelly



*Andrew Strickler*



*Ryan Kelly*

We are proud to welcome two recent hires to our estimating and service departments:

**Andrew Stickler** is a mechanical estimator with 10 years of previous experience in plumbing and estimating. Andrew is an avid outdoorsman. This Lancaster County native also enjoys going on adventures and spending time with his wife and their young son.

**Ryan Kelly** is an HVAC service salesman and has pervious mechanical construction and real estate experience. Originally from Nebraska, Ryan now resides in Mechanicsburg with his wife and their two children.

Please help us welcome Andrew and Ryan!

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