



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

Custom Steel & Sheet Metal Fabrication For Every Need

Custom Steel Fabrication - Prefabrication

Our in-house team of custom steel fabricators are extremely skilled at providing the absolute best in fabricated steel piping, support frames, and many other custom fabricated steel products. Almost every project, especially new construction, requires some sort of custom steel requirements. You can trust that our team knows how to produce

Pre-Fab Shop Team (l to r) Shawn, Jason, Mike, Kris, and Marc.

those custom products. We have one of the most knowledgeable teams in the industry that are well-versed in serving the most demanding of projects.

- Engineered Prefabricated Piping
- Custom Fabrication & Racks
- Equipment Enclosures & Support Frames

Sheet Metal

With the latest computerized fabricating equipment, CRAFT's sheet metal shop is able to offer a variety of options and flexibility in designing a system to meet your needs. Our process of fabricating, shipping, and installing high-quality duct systems has earned us a reputation which is second to none in our industry.

- Rectangular Ductwork & Specialty Fabrication
- Boiler Flues & Stacks
- Exhaust Hoods & Collection Systems



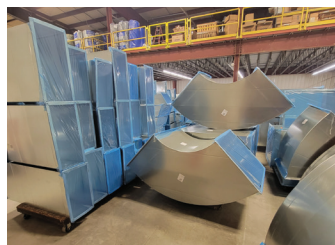
Sheet Metal Shop Team (l to r) Logan, Austin, Charles, Allen, Jerry, Teddy, and Griffin.



Mike preps a weld with a positioner.



Jason welding a large elbow.



A shipment of duct ready to be sent to the job.



Shawn tacks angle iron together for a frame.



Stainless ductwork and vents.



Truck duct and drops installed.



Shaft ducts installed.



Can You Guess?

1. In the early stage version of The Wizard of Oz, Dorothy's faithful companion Toto was replaced by what?
 - a) a chicken named Lucy
 - b) a cow named Imogene
 - c) a cat named Fluffy
 - d) a goat named George
2. What is it that horses cannot do?
 - a) cough
 - b) blink
 - c) vomit
 - d) swallow
3. Dr. Ruth was trained as a what by the Israeli military?
 - a) sniper
 - b) intelligence officer
 - c) typist
 - d) cook
4. What was the original name for the computer "mouse?"
 - a) X-Y position indicator for a display system
 - b) point-o-matic
 - c) clickometer
 - d) gyro pointer
5. That thing you use to dot your lowercase "i" is called a...
 - a) ixiom
 - b) tittle
 - c) beeny
 - d) topper
6. What candy bar was originally split into three pieces with three different flavors: vanilla, chocolate and strawberry?
 - a) KitKat
 - b) Twix
 - c) Milky Way
 - d) 3 Musketeers

4 Tips For Women In The Hybrid Workplace

As many companies have shifted to a hybrid work model due to the pandemic, this presents unique challenges for women who may be balancing caregiving responsibilities and managing work-life balance. According to *Forbes*, these challenges make women leave their companies more than ever; they are doing it at the highest rate in years, based on the Women in The Workplace 2022 report. The report also states that working remotely is especially important to women. Only 1 in 10 women want to work primarily onsite, and many women point to remote and hybrid work options as one of their top reasons for joining or staying with an organization.

- 1. Speak up to gain visibility** - Use calls and meetings to express your thoughts. Working from home doesn't mean you are less involved or have fewer opportunities to decide. Being intentional about your visibility is more critical in a hybrid setting.
- 2. Establish boundaries** - Many women struggle to set boundaries at work because they don't want to be perceived as too focused on their family and not ready for a promotion. Create boundaries like not scheduling meetings after 5, or not answering emails outside work hours unless it is exceptionally urgent. Communicate these boundaries to your team and peers and respect them.
- 3. Use technology to stay connected** - List the meetings you had last week and analyze if it would make sense to reduce/eliminate some of them. Instead use emails, Slack, task trackers or videos to communicate ideas and progress to avoid long project status sessions. Propose designating specific timeframes or days for meetings so you and your team can have more focus time.
- 4. Build a supportive network** - Talk to your co-workers. You will realize you are not the only one with challenges and you will gain the opportunity to learn practical tools from others. Joining a group coaching for women can also be advantageous.

"Courage is not simply one of the virtues, but the form of every virtue at the testing point."

—C.S. Lewis

I Call Shotgun!

We are all familiar with the widely-understood declaration to place a claim on the front passenger seat. But, according to *Mental Floss*, if you think the slang term has its roots in the Old West, you're only half-right.

When stagecoaches were common in the 1880s, the driver would typically assign his adjoining seat to a weapon-toting colleague whose job it was to ward off thieves or plunderers encountered along the way. They often carried shotguns, since a roaring blast from one would make it easier to hit one or more assailants from a jostling carriage. It's natural to assume the seat grew to be known as "shotgun" for this reason alone. And it did—just not in the Old West.

It wasn't until the media became preoccupied with Western tales that the phrase began to work its way into the American vernacular, with television writers using the term "riding shotgun" to describe the presence of a buckshot-spitting comrade. One of the earliest mentions came in a 1921 short story, "The Fighting Fool," by Dane Coolidge, where a character is said to be "ridin' shotgun for Wells Fargo." The phrase was also used in the 1939 John Wayne film *Stagecoach*. It's likely these modern references led to the phrase becoming commonplace in the middle of the 20th century, particularly as the new medium of television began to grow with primetime Westerns.

Although rules vary from region to region, it's commonly accepted that calling shotgun only counts when it's called outside, and in view, of a car—and you have to say the word at least loud enough to be heard by one other person riding in the car.

Workplace Workshop

Yes, you can say no. When you're feeling pulled in too many directions at once, one obvious solution is to stop saying "yes" to every request you receive. But it can be tough, especially if you've built your reputation on being a "can-do" sort of worker. Here's how to break the cycle without compromising your career prospects:

- **Examine your attitude.** What are you afraid of when you say no? The answer will help you understand what drives you: the approval of others, the desire to prove yourself, the need for control, or whatever. Once that's clear in your mind, you'll be able to set priorities more effectively.
- **Discipline yourself.** As with any other habit, resisting the urge to say yes calls for self-discipline and control. Teach yourself to pause before answering a request. Remember that you have other responsibilities. Think through the implications of a positive response before committing yourself.
- **Offer an alternative.** Instead of saying no outright, make some kind of counteroffer: "I can't lead that task force, but I'd be happy to look at the final report before you submit it." This lets you contribute without tying your hands.
- **Negotiate.** See whether you can delegate or eliminate something from your to-do list in exchange for saying yes. You'll free up some time, and the other person will realize just how much you've got on your plate.

SPEED BUMP Dave Coverly



The 10 Hardest Words To Spell

Objectively, the hardest word to spell might be the unabridged chemical name for a human protein commonly known as titin. With a total of 189,819 letters, the term would take you upwards of three hours just to say aloud.

According to *Mental Floss*, the list of tough-to-spell scientific terms is endless. But they don't give people much trouble for one very simple reason—not many of us are trying to spell them. Following that line of thinking, you could argue that the hardest word to spell is the one that people Google how to spell more than any other word. And by that metric, *restaurant* is the biggest doozy of all.

This data comes from *unscrambled-words.com*, a site that identifies all the words you can make with a certain group of letters. It's a handy tool for Scrabble and other word games. The site's data crunchers researched Google search volumes from the past year and found that *restaurant* pulls an estimated 95,000 spelling-related queries per month. It's no mystery why the word is such a stumper: Based on pronunciation alone, you'd think the word would end in -aunt, not -ant.

Tricky vowel combinations are a strong trend throughout the Top 10, especially i's and e's. As the saying goes: i before e, except after c, or when sounding like ay, as in neighbor and weigh. Although there are plenty of exceptions to that rule, the two relevant examples from these findings don't deviate from it: niece and receipt.

Here are the Top 10:

WORD	MONTHLY SEARCH VOLUME
Restaurant	95,000
Pneumonia	13,000
Appreciate	11,000
Receipt	9,700
Beautiful	9,400
Niece	9,200
Maintenance	8,500
Bougie	8,300
Diarrhea	8,200
Congratulations	7,100

How to Improve Your Cognitive Function

Stress can impact a lot of different things in your body, including your appetite, energy levels, and physical health, according to the CDC, making this important to get under control, if you can. Of course, lowering your stress levels often involves more than just hoping they'll get better.

The CDC recommends taking these steps to de-stress, if possible:

- Take a break from news stories and social media.
- Try to exercise for 2.5 hours a week.
- Eat fruits and vegetables, lean protein, whole grains, and low-fat or no-fat dairy, while limiting foods with unhealthy fats, salt, and added sugars.
- Aim to get seven or more hours of sleep a night.
- Limit your alcohol intake.
- Avoid using illegal or prescription drugs in a way other than they're intended to be used.
- Don't smoke, vape, or use other tobacco products.
- Make time to unwind.
- Talk to people you trust about your feelings.
- Connect with community-based or faith-based organizations.



Quality CRAFTsmanship In Every Job

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Allison Marino, Project Coordinator

HR Highlight

Introducing Allison Marino, Our Newest Project Coordinator

James CRAFT & Son is pleased to announce Allison Marino has joined the Project Management Department as a Project Coordinator. Allison has a Bachelor's degree in Business Management from Strayer University and brings with her several years of sales and coordination experience.

Allison enjoys kayaking, gardening, cooking, and especially loves smoking meats in her Traeger Smoker. Allison resides in York Haven, Pennsylvania with her husband and their dog.

Welcome aboard, Allison!

Quality CRAFTsmanship in Every Job

James CRAFT & Son, Inc. is a family owned and managed company with a proud heritage, whose mission is to be the leading provider of superior mechanical systems and services, through quality CRAFTsmanship, committed customer service and professional solutions.

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