



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

WellSpan Heart & Vascular Center Completed

The steel shell for the new WellSpan Heart & Vascular Center at the Apple Hill Campus was underway in March of 2020 when the country came to a halt due to COVID-19. Thankfully, the project was not on hold for very long and the James CRAFT & Son team was prepared and ready to get back to work installing hangers.

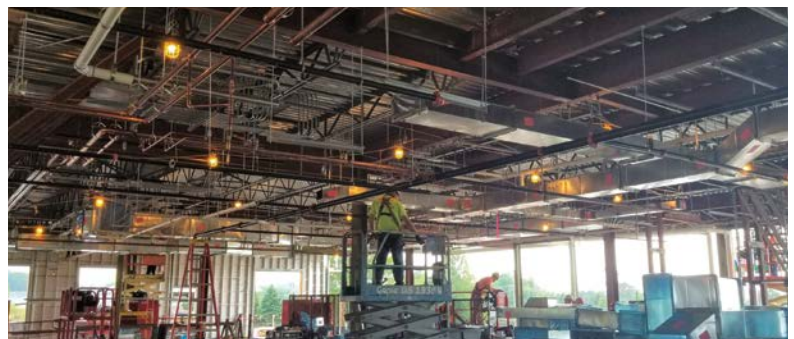
Using the technology of our CAD layout and Trimble point locating system, we were able to install hangers and sleeve for the first floor also. After the building was primarily dried in, pipe and duct rough-ins began overhead, while at the same time we installed the underground sanitary, storm drainage and incoming water service. With a familiar fast-paced, multi-phased, multi-trade project added the new challenge of social distancing, cleaning, and contact tracing measures due to the pandemic.

As with most of our projects, BIM coordination was strongly utilized for all duct and pipe routings throughout the building, which led to very few field coordination issues. The upfront coordination was a great assistance in installing the approximately 20,000 feet of pipe, 100,000 pounds of ductwork, two rooftop units, three boilers, two base-mounted pumps, three domestic water heaters, 103 VAV boxes, 570 grilles, registers, and diffusers, and 160 plumbing fixtures.

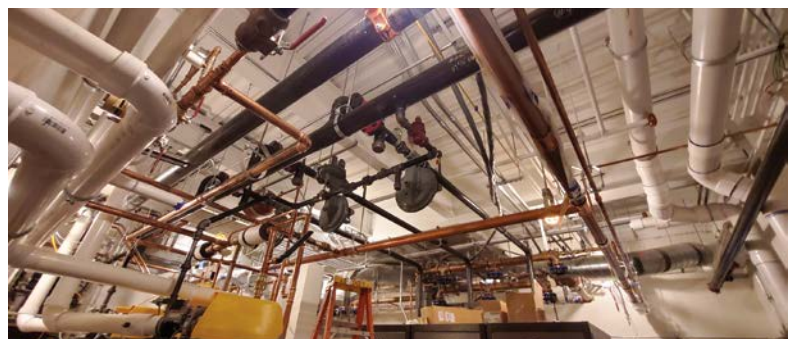
Even after the lengthy and tedious start-up and commissioning process, WellSpan's Heart & Vascular Center was a successful project for James CRAFT & Son, as well as the general contractor and owner. This project met the goals of schedule, safety, owner satisfaction, and profitability. The building has many appealing and alluring aspects, such as the warm entry area, wood ceiling in the café, open ceiling concept of the gym area, and an outdoor green roof area. Making this aesthetically pleasing structure functional, as well as completely automated, was a great accomplishment for the whole project team.



WellSpan Heart & Vascular Center



Second floor duct installation



Mechanical room piping and boilers





Riddle Me This

1. You bought me for dinner but never eat me. What am I?
2. What kind of room has no windows or doors?
3. I'm tall when I'm young, and I'm short when I'm old. What am I?
4. Which month of the year has 28 days?
5. What has to be broken before you can use it?
6. I have branches but no fruit, trunk, or leaves. What am I?
7. What has many keys but can never open a lock?
8. What can you hold in your left hand but not in your right?
9. It belongs to you but others use it more than you do. What is it?
10. If two's a company and three's a crowd, what are four and five?
11. You see me once in June, twice in November, and not at all in May. What am I?
12. I have hands but I can't clap. What am I?

1. Silverware. 2. A mushroom. 3. A candle. 4. All of them. 5. An egg. 6. A bank. 7. A piano. 8. Your right elbow. 9. Your name. 10. Nine. 11. The letter "e." 12. A clock.

—Thought Catalog

Prepare For Uncertainty When Planning Your Career

You may love your job today, but you can't assume it will be around tomorrow. These days job security is uncertain, and smart people are prepared for changes in their career path at a moment's notice. Follow this advice for staying on track no matter who or what proves to be an obstacle in your career path:

- **Analyze your career documents.** Is your résumé current? Does it spell out what you've done to add measurable value, instead of just listing your various job titles over the years? Be sure that your references are up-to-date and that you have some good stories to tell about how your work has contributed to your organization's success.
- **Network.** Devote some time every week to making connections within your industry. The more people who know what you're capable of, the better positioned you are for any sudden transitions. This can be done both digitally and in-person. Connect with your peers on social media networks like LinkedIn or consider joining a local professionals group.
- **Become active.** Join relevant professional and trade associations, and take a leadership role wherever you can: Serve on committees, help with marketing efforts, etc. Don't just show up for meetings and sit there.
- **Market your expertise.** Write articles for trade websites to get your name around. Volunteer to speak to trade associations, as well as schools or local community groups about your profession and industry. The more visibility you have, the better your long-term prospects.
- **Develop new skills.** Sign up for online or in-person courses and seminars on any skills that might help you do your job better and advance in your career. A commitment to improvement appeals to potential employers who like to see initiative.
- **Contribute more.** Look for ways to help your organization, your co-workers and fellow managers, and your networking contacts. A reputation for pitching-in wherever you're needed will reap benefits throughout your career.

"I have always felt that laughter in the face of reality is probably the finest sound there is and will last until the day when the game is called on account of darkness. In this world, a good time to laugh is any time you can."

—Linda Ellerbee

Lost Dog?

An old, tired dog ambled into a man's backyard one afternoon. He was obviously well fed, and wore a collar, showing that he had a home and was well taken care of.

The man patted the dog on the head for a few minutes. Then the dog laid down and went to sleep. An hour later, he woke up and walked away.

The dog came back the next day, and the day after that, until soon he was coming every single day. The man didn't mind, but he was curious, so one day he pinned a note to the dog's collar:

"Your wonderful, sweet dog comes to visit me every day for head pats and then a long nap. I just wanted you to know that we enjoy his visits."

The next day the dog arrived with a note in response:

"Thank you! He lives in a house with five children, two under the age of three, so he's trying to catch up on his sleep. Can I come with him tomorrow?"

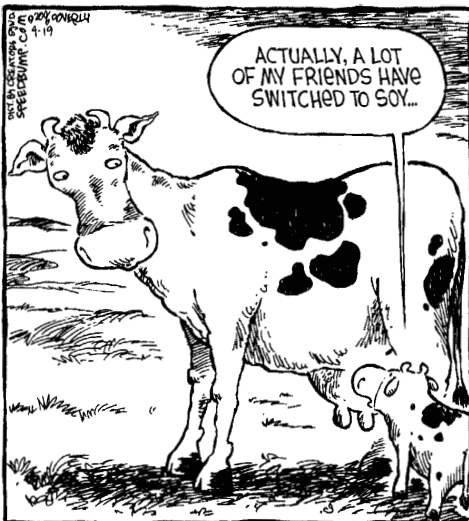
Overcome Failure With A Success Mindset

Nobody wins all the time. Coming back from defeat takes the right attitude, but you can rise again if you keep this advice in mind when you're down:

- **Pause and reflect.** You might be tempted after a major failure to immediately forge ahead on a new project. Hold off for a while. Think about what happened—why you failed, what you could have done differently, and most important, how you feel about the experience. If you're angry or depressed, you may not be ready to give your next project your best effort. Wait until you feel prepared to work hard again with a positive spirit and go-getter mindset.
- **Keep your perspective.** Remember that every successful person has failed along the way. Learn what they did to come back stronger. Talk to people who can give you advice and support you without dragging you down. Focus on the future instead of the past.
- **Be persistent.** "Never give up" isn't always easy advice to take, but it's the only way you'll ever achieve your goals. Remember that you're responsible for your own success—no one else—and refuse to give up that power to people or circumstances beyond your control. Once you're ready, get started again and don't quit.

SPEED BUMP

Dave Coverly



Remember These Tips To Succeed At Work

Excelling at your job calls for more than just showing up on time and doing what your boss tells you. If you want to build a reputation as someone your organization can depend on, put these essential tactics to work:

- **Go beyond the bare minimum.** Find out your organization's goals, and devote yourself to supporting them with hard work and continuous development.
- **Act like a professional.** No matter what your job is—janitor, CEO, or any position in between—take it seriously and do your best to succeed. Treat everyone with respect, whatever his or her job title. Put your organization's goals at the top of your list. Being seen as a professional is a sure route to responsibility and advancement.
- **Show some initiative.** Don't wait for the boss to tell you do something. If you see a problem, fix it, or at least tell your manager what you're planning to do. Suggest ideas for improvement, and volunteer for committees and task forces that will help your organization grow.
- **Get to know your manager.** Find out what your boss's goals are. Talk about how you can help him or her achieve their objectives. Pay attention to his or her management style so you can work together without effort.
- **Accept feedback respectfully.** When a manager or co-worker criticizes your performance, take the feedback as a sign that he or she wants to help you improve. Don't get mad and don't ignore what you don't want to hear. Accepting criticism gracefully shows that you're committed to improvement and that you want to learn how to do your job better.

Yikes! Electric Eels Hunt In Packs

Imagine fleeing from an electric eel. Pretty scary, right? Now imagine trying to escape a pack of them. *The New York Times* reports that scientists have discovered that eels, long considered to be loners of the deep, actually congregate in packs to hunt. The behavior was first observed in 2013, when a Brazilian diver exploring an Amazon waterway came upon a "writhing mass" of 100 or more eels ganging up to prey on a group of tetra fish. The eels nudged them into tight balls and then hit them with a series of synchronized shocks.

The eels have been identified as the Volta electric eel, which can grow to eight feet long and deliver a shock of 860 volts. Ten of them working together can produce enough electricity to power 100 light bulbs. Researchers speculate that they coordinate their attacks by communicating with low-voltage discharges.

Can You Achieve Creativity On A Deadline?

You can't always wait for great ideas to find you. When you're on a deadline, you've got to engage your creativity whether you feel inspired or not. Here are some tips for seeking out creative ideas and solutions when your time is tight:

- **Limit or eliminate distractions.** Some interruptions are unavoidable, but when you need to solve a problem quickly, eliminate the possibility of irrelevant distractions. Put your phone on Airplane Mode, turn off your wi-fi, shut your door, work from home—do anything that helps you stay focused on your objective.
- **Take breaks.** This may seem to contradict the advice above, but from time to time, take a few minutes to clear your head with some other activity. Go for a short walk, read something unrelated to your problem, or chat with a friend—whatever takes you away from the situation briefly. You'll get some mental rest, which can help your mind come up with a solution when you return to work.
- **Put sound in the background.** Studies show that a low level of noise is conducive to creative thought. Put on some low music or go to a quiet coffee shop. Avoid anything too loud or distracting, but give your mind some background noise to help you feel less isolated and more connected to the world around you.



Quality CRAFTsmanship In Every Job

2780 York Haven Road
Manchester, PA 17345

ADDRESS SERVICE REQUESTED

PRSTD STD
US POSTAGE
PAID
YORK, PA
PERMIT NO. 245



Congratulations Graduates!

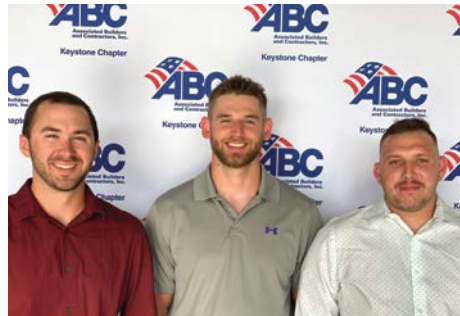
On May 20th, 2021, James CRAFT & Son celebrated the graduation of seven of its fourth-year apprentices. Raymond Mattei-Torres and Charles Smith graduated from the HVAC Technician Program; Matthew Tressler, Seth Heidlebaugh and Ivan Maletin graduated from the Plumbing Program; and Philip Gregg and Matthew Price graduated from the Sheet Metal Program. In addition, Matthew Tressler and Philip Gregg both graduated at the top of their classes and were recognized

individually for their outstanding performance.

The James CRAFT & Son Apprenticeship Program is a federally regulated program that encompasses both classroom theory instruction and on-the-job training. Each program requires 8,000 hours of on-the-job training and 480 hours of classroom theory. The completion of the James CRAFT & Son Apprenticeship Program is no small feat and we are incredibly proud of our graduates!



HVAC Grads (L to R) Raymond Mattei-Torres and Charles Smith



Plumbing Grads (L to R) Matthew Tressler, Seth Heidlebaugh and Ivan Maletin



Sheet Metal Grads (L to R) Philip Gregg, Instructor Jerry Brown and Matthew Price

Connect With Us...www.jamesCRAFTson.com

And, find us on Facebook and LinkedIn!

