



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



Ductwork loaded and ready to ship.



Insulated ductwork installed on the roof.



Insulated ductwork tie-ins.

New Energy Recovery Unit & Insulated Ductwork

Five truck loads of materials and insulated ductwork were loaded, staged and readied for a 10-story crane lift at Kennedy Wilson building, which shut down Walnut Street in downtown Harrisburg, Pennsylvania for several hours one chilly Saturday morning in April. The large ductwork was fabricated in our shop and wrapped by an insulating contractor to withstand the elements. These sections will reside on the

building's rooftop connected to a large Energy Recovery Unit (ERU). Led by Todd Mundy & Jason Glatfelter, the project was a success due to their thorough layout and investigative work, which enabled us to completely demolish the old supply duct and exhaust fan, then set the new ERU and ductwork to connect the building's existing system.

Employee Spotlight: Angie Temple



You may hear her voice on the phone, receive an email from her with important project documentation or hear her name referred to in a meeting, but like many customers, you might not have met Angie Temple, our Assistant Project Manager.

Angie began working at James CRAFT & Son in May of 2016 as a part-time receptionist. Her professionalism, attention to detail and "wizardry" with desktop publishing quickly earned her a spot as a full-time Assistant Project Manager. Angie assists our project managers with job coordination, updating profiles, bid and project presentations, and digitizing important forms. Angie has also taken advantage of several courses offered through the Keystone ABC Chapter such as *An Introduction to Construction* and *Basic Blueprint Reading*.

Angie loves working in the Project Management Department because of the great team environment and variety of duties she performs. Her favorite thing about her job is that no project is ever the same.





Which of these high-level computer programming languages is the oldest?

Trivial Trivia

- 1) How many 180° bends are in a common paper clip?
 - a) two
 - b) three
 - c) four
 - d) five
- 2) Hershey's Mr. Goodbar candy bars come in what color wrapper?
 - a) red
 - b) brown
 - c) orange
 - d) yellow
- 3) Which of these high-level computer programming languages is the oldest?
 - a) FORTRAN
 - b) BASIC
 - c) COBOL
 - d) LISP
- 4) Which of these common battery types is the tallest?
 - a) AAA
 - b) AA
 - c) C
 - d) D
- 5) Sales of what fruit plummeted in 1989 amid false rumors about a cancer-causing chemical known as Alar?
 - a) grapes
 - b) apples
 - c) pears
 - d) bananas

Answers: 1) b 2) d 3) a (FORTRAN was developed by IBM in 1954.) 4) d (D batteries are the tallest of the four, followed by A, C and AAA.) 5) b

Learning By Doing: Cost/Benefit Analysis

Balancing the costs and benefits of any decision, large or small, is an important responsibility for any leader. Do it right by following these rules:

- **Explore options widely.** Don't be in a hurry. It's tempting to commit to the first reasonable solution to a problem, but don't make any final decisions before examining the situation thoroughly and confirming that you're solving the right problem.
- **Think long-term.** Take a cradle-to-grave approach: How long will the entire process take? What happens when you're finished? What costs are associated with getting things started (supplies, training, and so forth)? This gives you a better view of your full investment in the solution.
- **Consider doing nothing.** Does the problem really have to be solved? For example, it may not be worth your while to repair or replace a piece of obsolete equipment if it still functions.
- **Think beyond dollars and cents.** A cost/benefit analysis should offer options, not dictate solutions based on financial considerations alone. View the results with an eye toward your strategic objectives so you pick the one that makes the most sense, not just the one that's cheapest.
- **Review the results.** After you've made and implemented a decision based on your analysis, take some time to evaluate the outcome. Did the project cost more than you anticipated? Did you realize the benefits you expected? What could you have done differently? Use the lessons you learn to guide your next analysis.



A Tablespoon of Hard Work, Plus...

"I do not know anyone who has got to the top without hard work. That is the recipe. It will not always get you to the top, but it should get you pretty near."

—Margaret Thatcher

Start Creating Tomorrow's Leaders Today

Employee development is a top concern, one that requires constant attention. Ask these questions to create a healthy development plan for your workforce:

- **Where is your organization headed?** Look forward to the next five years. Anticipate the changes your organization will face so you can decide what skills you'll need from employees in the future.
- **What strengths do employees already have?** Measure what your employees do well so you can concentrate on taking advantage of their current competencies—by shifting them into positions that use their strengths better, for instance.
- **What weaknesses must you address?** Look for gaps and obstacles that might prevent employees from helping you reach your long-term objectives. Provide training and experiences that target the growth you need.

Master These Communication Skills To Succeed

Getting along in the workplace depends to a large extent on your communication skills. Doing your job is important, but letting people know what you're doing—along with understanding what they want from you—is essential to your success. Here are some top communication skills to cultivate:

- **Listening.** Expressing yourself is vital, but understanding what others are telling you allows you to make your arguments more persuasive.
- **Body language.** Nonverbal communication sends a powerful message. Be aware of your hand gestures, eye contact, stance, and tone of voice so you don't undercut what you're trying to say.
- **Brevity.** Going on and on, even when you're right, turns people off. Learn to make your points clearly and concisely, then shut up to let others respond.
- **Friendliness.** You don't have to be best friends with your managers and co-workers, but you should make an effort to get to know them. Smile, be polite, and show interest in their lives.
- **Empathy.** Show your understanding of other people's words and ideas, even if you disagree with them. A little empathy goes a long way.

SPEED BUMP

Dave Coverly



Sleep? There's An App For That!

We use the apps on our smartphones for all sorts of things. One of them is tracking sleep patterns. In a survey of 934 mobile phone users by the NYU School of Medicine, 28 percent of participants reported that they use a health app to monitor how long they sleep, what time they go to bed, and whether they wake in the middle of the night, as well as



whether they snore, have breathing problems while asleep or change positions. Thirty-five percent of men and 20 percent of women reported tracking their sleep, and the average age of sleep trackers was 34. The most popular apps (of 24 named in the survey) were Fitbit (10 percent), Lose It (3.5 percent), and Apple Health (2.6 percent).

New Filter Makes Dirty Water Safe To Drink With Just One Step

The lack of potable water could reach crisis levels in this century, but a team of scientists in Australia may have an answer, according to the *Science Alert* website.

They're using a type of graphene called Graphair to filter safe water from seawater in just one step. Graphene is an ultra-strong carbon material only one atom thick. It's expensive to produce, but Graphair is cheaper and simple to make. A grapheme film with microscopic nanochannels allows water to filter through, but stops larger pollutants.

On its own, it becomes contaminated quickly. When Graphair is added, the film screens out 99 percent of pollutants, and still works even when covered with contaminants. Scientists hope that the process could eventually be used for filtration in households and town water supplies, and for treating seawater and industrial wastewater.

So Many Worries

A recent MBA grad interviewed for a job running a small, family-owned business. "I'm looking for someone with your skills and education who can take on all of the worries that comes with this place," the owner said.

"Worries?" the grad questioned.

"Yes, worries," the owner replied. "I worry about this and I worry about that. I have so many worries I barely have time to keep this place running. If you want the job, I can pay you \$100,000 plus benefits. What do you say?"

"That sound great, but I'm curious," the grad replied. "How can a small business such as yours afford to offer such a competitive salary?"

"That," the man replied, "would be your first worry."

"I'd rather be a failure at something I love than a success at something I hate."

—George Burns



The old chiller was lifted out.



The new chiller was lowered in.



The new chiller in place.

Out With the Old, In With the New at Eurofins Lancaster Laboratories Environmental

James CRAFT & Son is pleased to once again work with this great customer to replace their old chiller. This quick turnaround project required a relocation of the chilled water pumps, resulting in the demolition of more than twice the amount of piping that we replaced.

Utilizing the efficiencies of our Kris Jordan and the fabrication

shop team, all the piping and pipe stands were manufactured accurately—and in advance—despite a short lead time. After Todd Mundy, Tory Anderson and their on-site team completed the piping and set the new chiller, the finishing touches of heat trace were applied by our in-house electricians. The result was a customer well-pleased with the outcome!

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2780 York Haven Road
Manchester, PA 17345

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