



Progress On Purpose

Spring 2018

Construction Break



With Early Phases Complete, Hampton Academy Additions and Renovations Proceed On Track

The Community of Hampton and BPS have turned the corner on the second year of additions and renovations to the Hampton Academy facilities. Working closely with team members H.L. Turner Group and Trident



Group Advisors, the early phases of the project are complete.

The historic

nature of the campus is being preserved and will include more than 50,000 square feet of new space as well as major renovations to the existing areas. New features will include a new gymnasium, laboratories, auditorium, additional classrooms as well as improved security.



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Have You Checked It Out?

We are continually updating our website at www.bpsnh.com. When you have a moment check it out, and follow us on Facebook, too. Hope to see you there. Use the QR code at left to take you to our website.



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.

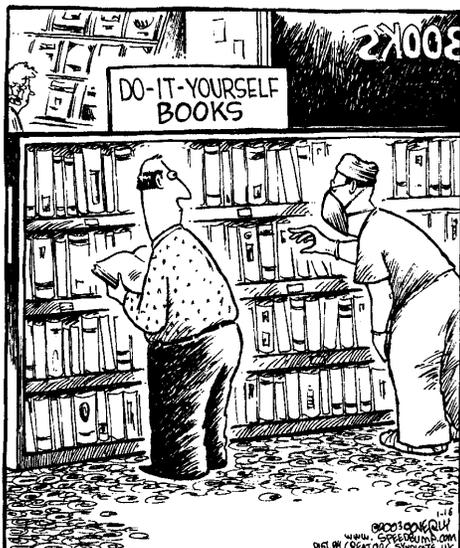
A Norwegian survey tracked exercise habits along with depression and anxiety risk among people with an average age of 45 who underwent physical exams and filled out questionnaires about their medical needs and lifestyles. The results showed that the intensity of the exercise didn't matter—an hour-long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

Updates from the BPS Residential Division

Bonnette, Page & Stone Corp. has been building in New Hampshire since 1969. During this time we have acquired the talent and systems to uniquely deliver your lake or custom home. By taking the time to listen and understand your specific dreams and needs we are able to put aside any preconceived notions and truly deliver a customized home built to your family's specific lifestyle.

Information is the lifeblood of any building effort. We have the management methods in place to track budgets, bidding, schedules, design progress and programming...all while delivering the highest quality homes.

These combined efforts create a spirit of confidence throughout the entire team and allow you to have fun while seeing your dreams come to life. We have several completed projects as well as several in various stages of construction. Give a shout to discuss your ideas or tour some of our existing sites.



BPS welcomes our new clients...

- Lake Winnepesaukee Waterfront Residence
- Harbor Homes of Nashua, Nashua, NH
- Lake Winnisquam Waterfront Residence
- Hampton Academy, Hampton, NH
- Nashua Fire Department, Nashua, NH
- Anchor Marine, Laconia, NH
- Webster at Rye Skilled Rehabilitation, Nursing Care and Assisted Living Facility, Rye, NH
- Belknap Economic Development Council
- 609 Main Street, LLC
- Colonial Theater Restoration, Laconia, NH
- Presentation of Mary Academy, Hudson, NH

- Riverbend Mill Housing Rehabilitation Project, Franklin, NH

and thanks our returning clients...

- All Metals Manufacturing, Belmont NH
- Hampstead School District, Hampstead, NH
- Cantin Chevrolet, Laconia, NH
- Gilford School District, Gilford, NH
- Coe Brown Academy, Northwood, NH
- Bank of NH / Meadowbrook Pavilion, Gilford, NH
- Winnepesaukee Playhouse, Meredith, NH

BPS provides these services...

- Feasibility Studies
- Property Searches and Evaluation
- Design, Permitting and Approvals
- Management of All Project Scheduling
- Financial Assistance
- Full Commercial and Residential Construction Services
- Owner Training For Building Maintenance and Systems Operation
- Building Envelope and Energy Use Studies
- Application of Green Technology and Earth-Friendly Products

Considering a project? Give us a call at 603.524.3411 to explore concepts, ideas and feasibility or just stop in and say hello, the coffee is on us...

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