

Construction Break

BPS CORP.
QUARTERLY NEWS

SUMMER 2021

Thank You Pelham School District & Residents!

Photos courtesy of Harriman Architecture, Engineering & Planning



BPS is proud to return to the Pelham School District as the Construction Manager for the Pelham Memorial School Improvements Project. Inset: BPS completed extensive renovations at Pelham High School in 2016 including 29 new classrooms and improved site infrastructure.

We are excited to share the news that BPS has been hired as the Construction Manager for the Pelham Memorial School Improvements Project, continuing our on-going relationship with the community of Pelham, New Hampshire.

BPS is no stranger to Pelham. We have been delivering construction management services to the Pelham School District for various projects over the past decade.

In 2014, our relationship began as work commenced on the large project at the high school. This included substantial site infrastructure enhancements, 29 new classrooms, an upgraded administration and support space, and a systematic renovation of the existing school facility totaling approximately 124,000 square feet. BPS and the team of Lavallee Brensinger Architects of Manchester, Owner's Project Manager Trident Project Advantage Group of Salem, and the Pelham School District worked together to meet all phasing goals for this occupied building project which was completed on time and on budget in the Fall of 2016.

Upon completion of the high school project, BPS embarked on a variety of other projects for the Pelham School District including secured entry improvements at the middle and elementary schools and sprinkler system upgrades. These wrapped up during the 2017/2018 school year.

With a positive town bond vote this past March, BPS is being welcomed back to Pelham not only by the school district, but also by the community. This is a true testament to our passion, loyalty, and

commitment to our customers, partners, and subcontractors. It is a true honor. We will be working with Owner's Project Manager Trident Project Advantage Group and the architectural design team from Harriman.

Both the groundbreaking and construction will commence this summer. Improvements to existing spaces and a new addition will total approximately 102,000 square feet and will include COVID-19 mechanical upgrades, administrative and guidance space, new classrooms, gymnasium, kitchen, entry, and a music, art and science area. Construction will take place while school is both in and out of session over the next two-and-a-half years. The anticipated completion date for the project is December 2023.

"We couldn't be more excited to return to the community of Pelham," says Keith McBey, President of BPS. "BPS is always honored and humbled to go back into a community we have previously completed work in. To be chosen for another project for the Pelham School District means a lot. We appreciate the trust placed in us and look forward to working with them again."

It is with sincere gratitude to all our customers when we say "thank you" for entrusting BPS over the years. Deeply ingrained in the BPS culture is our passion and commitment to our customers and partners. We know you have choices when it comes to selecting a Construction Manager for your project. Our success is built upon the foundation of the long-lasting friendships and partnerships we have formed since 1969. We are thankful to the community of Pelham, New Hampshire, and grateful for all our customers, projects, and relationships developed over the years throughout the state.



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Building Pride Since 1969



A Missing Cow

A big city lawyer was called in on a case between a farmer and a large railroad company. The farmer's prize cow had gone missing from his field through which the railroad passed. He filed suit against the railroad company for the value of the cow.

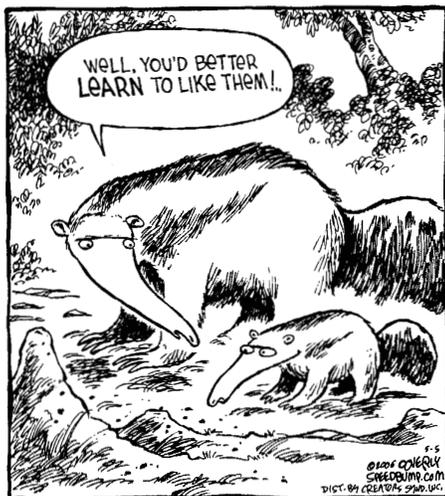
The railroad's attorney went to the farmer and tried to settle out of court. The lawyer was very persuasive, and the farmer finally agreed to take half of what he was asking to settle the case.

After the farmer signed the release and took the check, the young lawyer felt a little bad. He said to the farmer, "You know, I hate to tell you this, but I couldn't have won the case. The engineer was asleep and the fireman was in the caboose when the train went through your farm that morning. I didn't have one witness to put on the stand."

The old farmer nodded. "Well, I'll tell you, young fellow, I was a little worried about winning that case myself, because that darned cow came home this morning."

SPEED BUMP

Dave Coverly



Get Off To The Right Start With Your New Remote Job

These days, your new job may very well be a remote position. Even as workplaces open up, many employers are seeing the benefits of a work-from-home staff. How can you make your mark, though, when you don't have regular personal contact with your boss or your co-workers? The *Make It* website tells you how:

- **Set up your space.** Take a look around the room where you do your work. What does it say about you? People who see you in virtual meetings will notice the pictures on your wall, the books on your shelves, the clutter on your desk, and more. Clean up your work area to ensure you make a neat, professional first impression.
- **Communicate with your manager.** Make a point of communicating with your manager often. Don't bug him or her, but talk in depth about your role, your manager's expectations, how you'll be evaluated, and other crucial elements of doing your job well. Learn his or her priorities and get a solid idea of the organization's big-picture goals.
- **Learn how to communicate with everyone.** You can't peek over a cubicle or stroll down the hall to talk with a co-worker or manager, so you have to know how best to contact them. Does your boss prefer phone calls or emails? Are team meetings held via Zoom? How quickly do people expect responses to emails or texts? Figure out the best way to communicate with each person on your team to avoid misunderstandings.
- **Get to know people.** Your boss probably won't take you to lunch with the team so you can all get to know each other, so you've got to take a different approach. Reach out to team members one by one to introduce yourself and find out what makes them tick.
- **Understand the pandemic's impact on your organization.** Chances are your employer has been through some big changes in the past year—layoffs, new products, shifting priorities, adjusting to remote work, and many other issues. As you talk to people, find out what's changed and what has stayed intact. This will give you a good idea of the organization's values and priorities.

"Don't give up trying to do what you really want to do. Where there is love and inspiration, I don't think you can go wrong."

—Ella Fitzgerald

Jump Start Your Mind In The Morning

Whether you're working from home or you're back in the office, you have to be mentally sharp to do your job well. The *Ladders* website offers this advice for helping you do your best work every day:

- **Activate your brain.** Drink a glass of water for hydration. Go for a walk or do some light exercise to get your blood pumping through your body and into your brain. Read something engaging and inspirational, or listen to a podcast. Try to eat a healthy breakfast.
- **Avoid tedium.** Don't start your day with a mindless routine. Instead of going on social media or answering emails that could be saved for later, start on a challenging project right away. Your mind will get going faster, and you'll accomplish more.
- **Review your priorities.** Don't obsess over your daily to-do list. Develop a short list of your top priorities—customers, employees, vendors, etc.—and plan your day around tasks that support those objectives. Be disciplined about sticking to them. Say no to requests that don't address them. You'll have to be flexible, but a firm focus will help you accomplish what you need to that day.

Get To The Root Of Your Problem

When you can't solve a seemingly impossible problem, do you just throw your hands high in frustration and walk away? Most of the time that's not an option. Try reframing the problem with these suggestions from Tina Seeling, author of *Inside Out: Get Ideas Out of Your Head and Into the World* (HarperOne):

- **Revise your question.** Turn the problem around by re-examining your real goal. Instead of "What new product will make lots of money?" ask, "What do our customers buy and what do they avoid?" or "How can we offer more of what already works?"
- **Look for bad ideas.** You can unleash your creativity by flipping the process. Try to identify what doesn't work, what's failed in the past, or what would completely capsize any solution. You may be able to adapt a seemingly impractical solution or eliminate a factor that's holding you back.
- **Question your assumptions.** Many of us fall into the trap of assuming that the answer we're seeking will look like solutions that have always worked. Take a close look at the problem, your organization, or your industry and identify practices that have never been questioned. Ask, "Why are we doing it this way?" You'll often find a new approach by going against the conventional wisdom.

"Money can buy you a fine dog, but only love can make him wag his tail."

—Kinky Friedman

Don't Forget Age In Your Company's Diversity Strategy

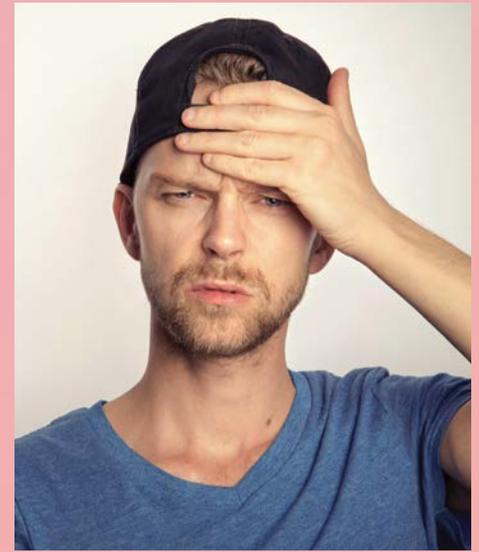
Diversity is about more than race and gender. It also includes ageism—you don't want to exclude people based on how old they are. AARP offers this advice on making sure age is part of your diversity and inclusion efforts:

- **Target age as part of D&I.** Make sure to specifically mention age in your official statements on diversity. Review your hiring and management policies to ensure they address language and issues related to ageism.
- **Include ageism in anti-bias training.** If your organization educates employees on bias, include age issues in the training. Remove labels like "boomer" or "millennial" that may reinforce stereotypes. Acknowledge that people can be discriminated against whether they're too old or too young. Address myths, like the belief that older people can't learn new technology.
- **Review your hiring process.** Check job descriptions for coded language, like "high-energy individual" or "digital native," that could screen out older candidates. Use your employer branding to reflect a mix of ages on careers pages, employee profiles, and the like. Don't require birthdates or college graduation dates of candidates unless you have a clear business need for them.
- **Help employees collaborate.** Create teams with a mix of younger and older employees. Encourage mentorship in both directions so all generations have the opportunity to learn from each other.

Music...For Houseplants?

How much do you love your houseplants? Enough to play music for them? A British survey reported by *The Herald* found that almost 50% of plant owners play music for their leafy friends in a variety of genres, from folk to rock to classical and everything in between.

The most popular artist choice? Scottish pop singer Lewis Capaldi was shared by 62% of the survey's 1,150 respondents. The Korean pop band BTS came in second, with 55%, followed by America's Taylor Swift, at 51%. Elton John, David Bowie, and Fleetwood Mac also ranked in the Top 10.



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

Paugus Properties Breaks Ground



Pictured left to right: Barry Salta, Barrett R. Salta, Archer the BPS Dog, Jack Lyman, Scott Everett, Keith McBey, Kristin O'Brien, Mike Lokken, and May Stewart

the construction management firm for the project which is expected to be completed by Summer 2022.

Paugus Properties, LLC recently broke ground on their next project, a mixed-use building located at 51 Elm Street in Lakeport, New Hampshire. This will be a 50,000-square-foot mixed-use building with retail space, apartments and high-end condominium units, as well as a parking garage.

At the groundbreaking event, owner and developer Scott Everett was present along with Owner's Project Manager Mike Lokken, BPS team members, excavation company John H. Lyman & Sons, and project architectural firm Stewart Associates. BPS has been hired as

BPS is Growing!

BPS is pleased to welcome Jake Bordeau and Jamie Stewart to its growing team. Jake Bordeau has been hired as Project Manager. Jake has a great level of organization skills, management skills, and leadership capability. In his role, Jake will oversee projects, leading the charge with scheduling, submittals, owner interactions, and subcontractor coordination.

"I look forward to working at BPS for many reasons. I am most excited to join a strong team of motivated people that have become leaders in the construction field over the last 50 years," says Jake.

Jamie Stewart has been hired as

continued below



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Jake Bordeau

Project Superintendent. Jamie began his career 13 years ago in residential construction as a carpenter. He then transitioned into commercial construction as a Project Superintendent, a position he has kept for the past six years. In his role at BPS, Jamie will oversee site safety, coordinate subcontractors into the site schedule, take the lead on quality control, and communicate daily with building administrators.

"I'm excited to join the BPS team because I feel like I have a lot of experience and knowledge to offer an already great company with a great reputation in the building industry," says Jamie.

"We are excited to have Jake and Jamie as the newest members of the BPS family. Since their start, they've both jumped right in and are committed to learning about and focusing on each project and each client. We are thrilled to continue to see our team grow," states Keith McBey, BPS President.

Both Jake and Jamie are New Hampshire natives and will help continue to build and strengthen Bonnette, Page & Stone's commitment to clients throughout the state. Please join us in welcoming them to the BPS team.



Jamie Stewart