

Project Spotlight: Seacoast Mazda Renovation

The BPS team is no stranger to automotive dealership projects. Each one we've completed over the past 53 years has been both exciting and unique. Our latest dealership project is Seacoast Mazda, located at 180 Spaulding Turnpike in Portsmouth, New Hampshire.

In Spring 2021, BPS was hired by Seacoast Mazda owner Tim Ackerman to act as the project's Construction Manager. Since then, we've worked closely with Architect Kelly Davis of Port One Architects to get this exciting project off the ground.

Construction began in December 2021, with the demolition and removal of the dealership's previous showroom. Seacoast Mazda's new state-of-the-art facility will be a 7,900-square-foot addition to the existing service building. It will include a "jewel box" vehicle display with a 7,000-pound, 12-foot-high super-lift. The jewel box will be used to showcase featured vehicles at a higher elevation with strategically placed lighting and will be visible from the highway. An anticipated completion date for this striking project is set for Fall 2022.

Project Superintendent Kevin Lorden has been looking forward to working on this project for many reasons. After spending the previous year up in Franconia, New Hampshire managing the new Mittersill Performance Center project, the ability to work in a milder climate over the winter months was high on his list.

Lorden says, "The new Mazda Evolution design will make many heads turn! With its timeless interior design and its jewel box showcasing Mazda's newest vehicles, this build is as exciting as any for BPS. Collaborating with Port One Architects and working with Mazda's corporate design team has been a great success. Completing construction on a fully operational dealership brings unknown challenges on a daily basis, but the owner and his family have been very accommodating. I know that they will enjoy this building for many years to come."

An obstacle our team has faced since the start of the pandemic has been the need to work through escalation and limited availability of certain materials while delivering a project on time



Seacoast Mazda's innovative new "jewel box" showroom will highlight the dealership's newest models.

and on budget. In other industries, if materials are not readily available, we can explore a wider variety of product options as alternative solutions. This is particularly challenging when constructing an auto dealership as each one has very specific product and design requirements that come from their parent corporation. This gives our team an opportunity to be creative with options that work for the entire project team and owners.

"It is always enjoyable teaming up with Port One Architects on projects, as well as spending time in the booming Seacoast region. We are happy to provide Tim and his team the additional space needed to sell their new vehicles well into the future," says BPS Project Manager Barrett Ryan Salta. The entire BPS team is excited to be working with Seacoast Mazda as they continue their growth in the region.

BPS Named CATCH Business Partner Of The Year

Members of the BPS team spent the evening at CATCH Neighborhood Housing's second Masquerade Gala fundraiser event this past March. More than 130 guests attended this glamorous party with many donning masques,

gowns, and black-tie attire. In between dancing and networking,

BPS was recognized as one of CATCH's housing heroes. We were honored to be named as CATCH Neighborhood Housing's 2022 Business Partner of the Year!

CATCH describes our relationship as working with "one of our most trusted business partners whose expertise, attention to detail, creativity, and problem solving contributed to completing Rosemary's Way in December 2021 on time and on budget during the COVID-19

pandemic. The BPS team of construction managers has gone above and beyond for us in so many ways and we want to thank them for their tremendous efforts over the last few years."

We are honored to have worked with CATCH Housing on their Rosemary Way project in Penacook, New Hampshire. The BPS team looks forward to fostering CATCH's growth well into the future!

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The Mouth-Watering History Of The Lobster

Does the thought of lobster make you salivate? Lobsters have been an important menu item in fine restaurants for years. But the pricey crustacean wasn't always so upper-crust.

Up until the 1800s, lobster was chiefly consumed by the lower classes—poor, indentured servants, and people in prisons and institutions. In colonial America, there were even laws against feeding lobster to inmates more than once a week, and employment agreements often specified that servants would not have to eat lobster more than twice a week.

One reason was probably because lobsters were so abundant on the East Coast. The Plymouth pilgrims, according to some stories, could wade into the water and capture more than they wanted by hand. After great storms, so many lobsters washed ashore that they were pulverized and used as fertilizer.

It wasn't until the 19th century that New Yorkers and Bostonians developed a taste for lobsters. Commercial lobster fisheries flourished only after the development of the lobster smack, a boat with a large open holding well on deck that allowed live lobsters to be transported.

The largest lobster ever caught, by the way, was found off Nova Scotia. It was 3.5 feet long from the tip of its tail to the end of its crusher claw, and weighed 44 pounds, 6 ounces.

SPEED BUMP

Dave Coverly



Take Charge Of Your Own Professional Development

Your employer may offer some job-specific training, but in the long run, you're responsible for your own professional development. To keep your career skills sharp, follow this advice:

- **Read widely.** Look for books and articles (online and in print) with fresh points of view that will open your mind to new professional techniques and innovative ways of looking at the world.
- **Join up.** Look for professional organizations that relate to your job, your industry, and where you want to go in the future. Attend their meetings, volunteer to help with their events, and actively participate.
- **Network.** Joining professional organizations is one way to expand your network. Look for other ways to make meaningful contacts inside your industry and beyond. Listen to their ideas and advice.
- **Embrace technology.** Don't be a Luddite. Invest in a smartphone and other tools that the rest of the workforce is already using. Getting comfortable with the latest tech will help your mind grow more adaptable and increase your efficiency.
- **Challenge yourself.** Look for opportunities to get out of your comfort zone. Take on a stretch assignment or speak at a conference. You'll learn and grow by doing something different.

"All of my successes have been built on my failures."

—Benjamin Disraeli

How To Deliver Results On A Deadline

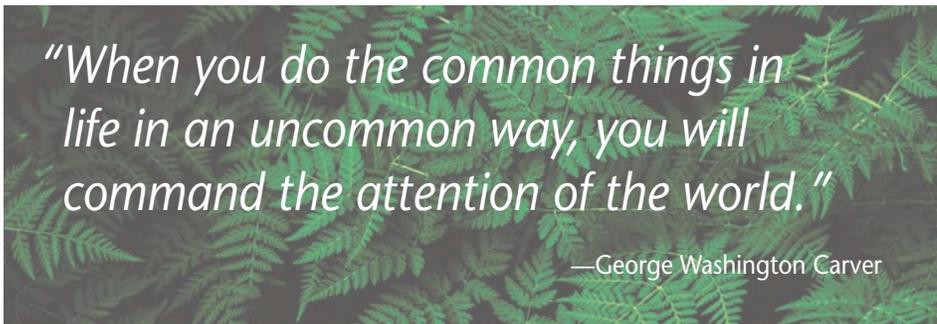
Meeting deadlines shows that you take your work seriously and that you value other people's time. Even outside of work, the ability to keep your promises on time shows your commitment to doing the right thing. Here are some important tips for hitting your deadlines (without driving yourself to exhaustion):

- **Start with specifics.** What exactly is the deadline? Clarify whether "end of the week" means 5 p.m. Friday or first thing Friday morning. And hammer down the results: What does your boss want? How will he or she measure your effectiveness?
- **Negotiate.** Is the deadline realistic? Try not to accept an assignment you can't complete on time. Suggest alternative dates or work out what other tasks you should put on hold in order to give the deadline the attention it deserves.
- **Break the task down.** Take a look at what's involved and identify the individual steps you need to take in order to achieve your goal. Lay them out on a calendar in step-by-step form so you know what you've got to achieve and you can monitor your progress.
- **Get started.** Don't procrastinate on step one. Focus on beginning without getting overwhelmed by the number of steps or the magnitude of the task ahead of you.
- **Build in a buffer.** As you schedule your work, give yourself a cushion of time—mark the due date a few days ahead of the actual deadline, for example. This will help you deal with changes or last-minute emergencies.
- **Stay in contact.** Let your boss, or whomever you're accountable to, know where you are on the project. He or she will feel more confident about your abilities and you'll be able to alert the powers that be about potential roadblocks before they become full-blown crises threatening the deadline.
- **Enlist assistance.** Don't be afraid to ask for help. Your boss, a friend, or a co-worker will probably be willing to pitch in if you explain the circumstances and the stakes honestly.

Want To Get Ahead? Don't Wait To Be Offered That Promotion

Most people don't want to spend their entire career in the same job, for the same pay, with the same level of responsibility. But getting promoted isn't automatic. You've got to show that you want it and that you deserve it. Here's how to prepare and position yourself for advancement:

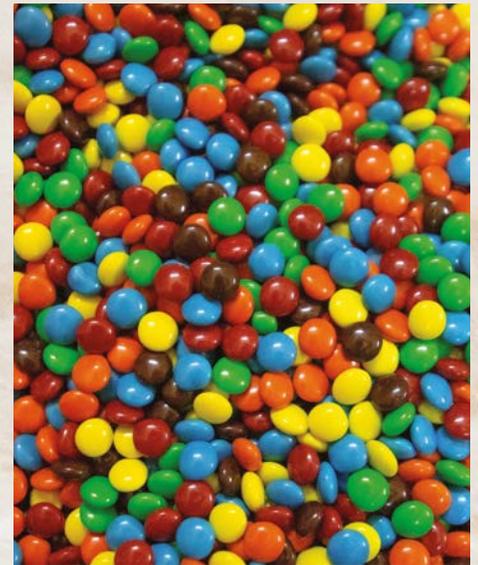
- **Decide on what you want.** "A promotion" is nebulous. You've got to target the specific job you want so you can start working toward it. Be realistic; if you work in the mail room, you're not likely to immediately win a VP's job.
- **Do a stellar job.** The bare minimum isn't enough. You'll get noticed if you make a practice of going above and beyond your job description. Work harder than anyone else, take some initiative, and get results.
- **Be a team player.** Support your co-workers, your manager, and your organization. You've got to show that you're ready for the responsibility of leading other people, and you can't do that if you get a reputation as a lone wolf.
- **Invest in your own development.** Don't wait around for your boss to send you to a training seminar. Find out what skills you need in order to do the job your eye is on. Then go ahead and learn them. You'll show your commitment to improvement and you'll get the benefit of increasing your knowledge no matter what happens.
- **Talk to your manager.** Let your boss know that you're interested in advancement. Don't be pushy or demanding, but send the message that you're ready for more responsibility and ask what you can do to be considered for promotion.
- **Solve problems.** The best way to get noticed is to solve problems for your organization quickly and creatively. Be on the lookout for situations where you can help your colleagues and the organization with ideas and knowhow. The ability to provide useful solutions will help you stand out.



The Internet By The Numbers

The information superhighway (as the Internet was dubbed in the 1990s) is packed, but most of us are headed for the same few off-ramps. Here are some numbers associated with biggest, busiest destinations on the World Wide Web, from the internet data firm *Alexa*:

- **Wikipedia.** The online encyclopedia ranks sixth in U.S. traffic, and seventh globally. The average visitor spends about five minutes on the site, and about 52 percent of those visits are "bounces" (users view just one page before leaving).
- **Amazon.** Online since 1992, Amazon's users are more often female than male (55 percent versus 45 percent); about 19 percent of its visitors are referred to it by search engines. The average load time for an Amazon page is 1.783 seconds.
- **YouTube.** The second biggest search engine on the internet has three billion searches per month. Only 22 percent of YouTube visitors come from the United States.
- **Twitter.** Visitors to the 280-character posting site view an average of 3.5 unique pages per day. They spend about seven minutes on the site, with 51 seconds per page view. Around 62 percent of visitors are women.
- **Facebook.** With more than 2.9 billion monthly users, the social network is ranked second in U.S. traffic. The highest percentage of users (30 percent) are in the 45–54 age range, and 57 percent of them are female.



Test Your Knowledge

1. What were the first modern Olympic pole vaulters' poles made of?
 - a. Plastic
 - b. Bamboo
 - c. Birch
 - d. Sugar cane
2. What is December's birthstone?
 - a. Garnet
 - b. Pearl
 - c. Sapphire
 - d. Turquoise
3. Before it was called the Big Mac, McDonald's signature sandwich went by what name?
 - a. The King
 - b. The Duke
 - c. The Aristocrat
 - d. The Royal
4. What color M&Ms did not exist from 1976 to 1987?
 - a. Red
 - b. Blue
 - c. Green
 - d. Yellow
5. Which country released the world's first Christmas postage stamp?
 - a. The United States
 - b. France
 - c. Canada
 - d. England

ANSWERS: 1. b; 2. d; 3. c; 4. a; 5. c

—Random Trivia Generator

BPS' Management Team Infiltrates Downtown Portsmouth

After a two-year hiatus due to the pandemic, we were happy to bring back our annual Management Team retreat weekend this past April. It is important for our company culture to be able to bring the management team together at least once a year. It is especially important to gather our Project Superintendents together where they can slow down and have face-to-face conversations with their peers, have the ability to share project updates, and get advice and feedback in a setting without interruptions.

This year's event took place in beautiful downtown Portsmouth with many of our Project Superintendents, Project Managers, Estimators, office team members, and spouses in attendance. BPS team members gathered at the Hilton Garden Downtown Hotel with the objective to reset, recharge, and collaborate while connecting with colleagues in a casual setting



outside of our traditional office environment. Guests enjoyed a fantastic dinner Friday evening at the River House Restaurant overlooking Portsmouth Harbor, followed by a productive meeting Saturday morning that was packed with thought provoking presenters and round-table discussions. We were even treated to a rainbow outside our window!

"Being able to offer these types of events to our management team and have so many team members excited about participating during their precious weekend time is something I'm proud of. Spending time with our company leaders and getting to know their spouses is important to me.

Recognizing their quality work and commitment is priceless. Building relationships will always be a solid foundation for BPS," says BPS President Keith McBey. With a successful weekend in the books, we're looking forward to next year's retreat!



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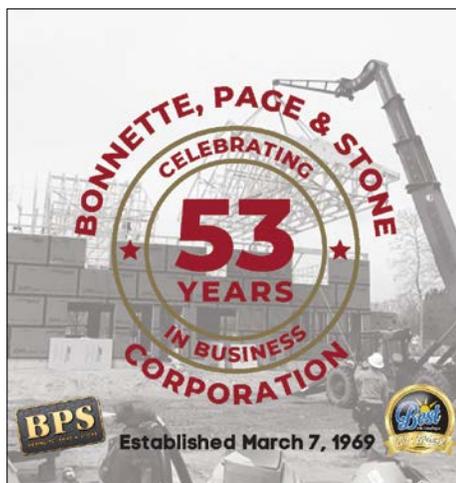


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BPS Celebrates 53 Years in 2022! CATCH... *continued from page 1*

On March 7, 1969, the United States President was Richard Nixon, Pope St. Paul VI was leading the Catholic Church, people were listening to *Everyday People* by Sly & The Family Stone on their radios, and three friends from Keene, New Hampshire came together and founded Bonnette, Page & Stone, Corp.

Ken, Carl and Doug, we are forever grateful for what you started 53 years ago. We look forward to continuing your legacy through many more years of great partnerships and projects throughout the state.



Pictured from left: BPS President Keith McBey, BPS VP of Field Ops Kevin Goupil, CATCH President Tom Furtado, and BPS VP Barry Salta.