

# Construction Break

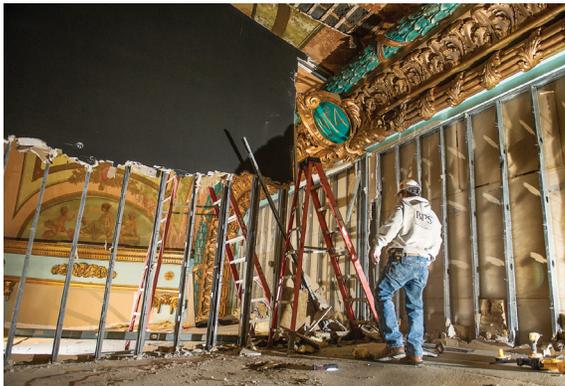
BPS CORP.  
QUARTERLY NEWS

WINTER 2023

## The Year In Review

2022 was an exciting year at Bonnette, Page & Stone Corp. We have had the privilege of working with several repeat clients and have added new friends as well. We have returned to Pelham, New Hampshire to assist them with additions and renovations to its middle school. BPS continues to work with CATCH Housing and Laconia Housing Authority on their missions to provide homes for local residence. This year, we reunited with Spaulding Academy in Northfield and are thrilled to be assisting with its mission to help youth in need.

We have been working in Nashua, assisting the Nashua Soup Kitchen with its



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Work continues on the addition of our new offices in Downtown Laconia.



to ensure that our projects provide a safe and efficient workplace for all craftspeople involved.

Bonnette, Page & Stone Corp. recently was awarded an Excellence in Construction Award from Associated Builders & Contractors for our restoration work at the Colonial Theater in Laconia, New Hampshire. We have been members of ABC for more than five decades and we appreciate their assistance and expertise.

Last, but not least, we have moved our home office from 91 Bisson Avenue to 51 Church Street. We are very excited about this as it places us in Downtown Laconia. The building will provide more adequate offices, conference rooms, and collaborative workplaces. We hope to have an open house in the Spring.

In closing, we want to thank our clients, subcontractors, suppliers, design teams, and employees for their trust and friendship, and wish you all a safe and prosperous 2023!

new shelter; Portsmouth for Seacoast Mazda's Additions and Renovations; and we continue our efforts with Paugus Properties, LLC in Lakeport, New Hampshire revitalizing this central location in Laconia, New Hampshire.

These are a few of our projects that were ongoing or completed this year. We want to thank our clients for their creativity and determination in moving forward in these strange times. With supply chain issues and labor shortages continuing, we promise to find new and creative means to keep your projects on track. Thank you to all our customers who have entrusted us to be part of their vision.

Inhouse, we have added some new staff positions including an upgrade to our safety team. We have found that with the labor shortages and subcontractor employee turnover, it is more important than ever to stay vigilant in safety. We will continue



## 2022 Was An Award-Winning Year For BPS

This year was a year of awards for our team. We were honored by CATCH Neighborhood Housing as their Business Partner of the Year; we were named Best of the Lakes Region winner for Construction Management; and, most recently, we were presented with the prestigious Excellence in Construction Award from the Associated Builders & Contractors (ABC) NH/VT Chapter for the Colonial Theatre project. We also received a Merit Award from ABC for the new Belmont Police Department project. The Excellence in Construction Awards program recognizes outstanding projects built by ABC members. It is the industry's leading competition developed to honor innovative and high-quality Merit Shop construction projects.

The N.H. Preservation Alliance also recognized the Colonial Theatre project with the 2022 Preservation Achievement Award. The award was presented to the Belknap Economic Development Corporation with support from the City of Laconia, Bonnette, Page and Stone Corp., The Land and Community Heritage Investment Program, and others. We are humbled and honored to be recognized.



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Building Pride Since 1969



## Did You Know?

The scientific term for brain freeze is *sphenopalatine ganglioneuralgia*.

The only letters that don't appear on the periodic table of elements are J and Q.

75% of the world's diet is produced from just 12 plant species and five animal species.

How much wood could a woodchuck chuck if a woodchuck could chuck wood? Turns out, it's around 700 pounds.

If you heat up a magnet, it will lose its magnetism.

There are only two countries in the world that have the color purple in their flags: Nicaragua and Dominica.

A bolt of lightning can reach 53,540 degrees Fahrenheit. That's five times hotter than the surface of the sun, which is 10,340 degrees Fahrenheit.

The quietest room in the world, located in Minnesota, is measured in negative decibels. It's so quiet that you can hear your own heartbeat and your bones moving.

Starfish don't have blood. Rather, they circulate nutrients by using seawater in their vascular system.

—from *The Fact Site*

# Millennials Take Charge Of Their Healthcare

Millennials and Gen Xers take their health seriously, but they don't rely on the same tactics their elders have used over the years. The *Forbes Magazine* website shares how this generation handles healthcare its own way:

- **They want digital access to healthcare services.** With their smartphones and tablets, millennials want to take advantage of patient portals and video chats instead of in-person visits to the doctor. They'd also like a digital app to book appointments, review their health records and manage preventive care.
- **They seek information from more than doctors.** They're more likely to seek medical advice online than to rely on doctors for all their health information. One survey found that only 41% trust physicians as the best source of medical advice.
- **They want to orchestrate their own care.** Only 67% of millennials have a primary care provider, compared with 85% of baby boomers. Instead of waiting days or weeks to see a doctor, about one-third go to retail clinics. They're also more likely to make their own medical decisions rather than depending on their doctor as their sole source of counsel.

“Leadership is the capacity to translate vision into reality.”

—Warren Bennis

## These Are The Top Qualities To Look For When Hiring

The “perfect” employee isn't one who does whatever you say, but someone who knows what to do without having to be told. It's someone who performs the job without constant prodding, someone who can manage himself or herself with a minimum of interference from you. Here's what to look for in a self-managing employee:

- **Goals.** Look for people who set their own objectives and push themselves to achieve them. Instead of accomplishing the bare minimum, they stretch to do a little bit more, or a little bit better, without anyone else telling them to.
- **Guidance.** An effective self-manager doesn't pretend to know everything. The people you want aren't afraid to ask for advice or assistance, or to seek someone else's opinion when necessary.
- **Creativity.** Pay attention to employees who are willing to suggest and try different solutions, who think about old problems in new ways and aren't afraid to risk making a mistake or two.
- **Self-improvement.** Does an employee take the initiative in learning a skill? You want employees who don't wait for you to send them to a training seminar, but who identify gaps, or things they'd like to learn, and take steps on their own to move forward.
- **Challenge.** Look at employees who seek out bigger projects, more responsibility, or a way to contribute more. The desire to grow is a valuable characteristic to nurture and reward.

## Can't Help But Grin

A father was showing a co-worker a photo of his five sons. His friend asked what they did for a living.

“The two older ones are doctors and the youngest two are lawyers.”

The friend asked about the middle son. The father said, “Oh, he's a plumber. Someone had to pay for all their education.”

# Have You Heard About The Peppa Effect?

There's an interesting phenomenon sweeping across the United States: Toddlers and young children are speaking the Queen's English. "Mom" and "dad" have been replaced by "mummy" and "daddy." Children are asking to go on holidays, referring to money in pounds, and saying that they want to do things "straight away." Sometimes there are snorts and oinks interjected in their speech. Most of this is being chronicled on Twitter under the hashtag #PeppaEffect, because it turns out a pig named Peppa is behind it all.

Peppa Pig is an animated character on an eponymous children's show from the United Kingdom. Episodes air on cable channels worldwide and are available on YouTube. Each segment features a new adventure with Peppa Pig and her animal friends. There's a website with short videos and activities, so if your kids have access and screen time, there is a good chance they will encounter Peppa and fall under her influence.

All of this is quite normal, really. (Say that with a British accent.) Research suggests that children begin to develop their accents around the age of 20 months. For fans of the show ages 2 to 5—Peppa's main demographic—their love of the character and delight in her antics inspire them to mimic her behavior and language. They don't even recognize Peppa's accent as being different from their own.

SPEED BUMP

Dave Coverly



## Set Goals That Won't Backfire

Motivational gurus and management experts alike are fond of emphasizing the importance of goals, but you have to set them carefully or they can backfire on you and your organization. Here are some common pitfalls to watch for:

- **Inflexibility.** Clear and concrete goals are good, but they shouldn't narrow your team's focus too tightly. Launching a product on July 1 may be your goal, but you don't want to rush through something that doesn't work just to meet an artificial deadline. Be willing to adapt as circumstances change.
- **Short-term obsession.** Deadlines should be ambitious but reasonable. It doesn't do much good to hit a sales target one quarter if your sales force has to make promises it can't keep in order to close deals—future sales will be more difficult later on. Learn to balance immediate needs with future prospects so today's success doesn't become tomorrow's disaster.
- **Excessive pressure.** Goals should stretch people, but not to the breaking point. Pushing workers to accomplish aggressive objectives can tempt them to cut corners or make dangerous decisions. Keep lines of communication open so no one feels compelled to risk safety.

## Try These Numbers On For Size

You think high school algebra was hard? Try wrapping your mind around these amazing numbers, courtesy of the *Cracked* website:

- To write the largest known prime number in a straight line, you would need a sheet of paper 23 miles long.
- Americans use 100,000,000,000 plastic shopping bags a year, enough to stretch end-to-end around the equator twice every day.
- A blue whale can eat up to 40 million small krill a day—about 7,900 pounds, which is more than the weight of a Hummer.
- A Rubik's Cube has 45,252,003,274,489,856,000 possible configurations.
- There are 12.1 trillion digits of Pi known right now. A piece of paper needed to write them in a straight line would stretch to the sun and back.
- LEGO manufactures 125 million bricks a day, more than the number of banknotes the U.S. prints in a day (38 million).
- Beetles represent 30% of all known animal species, with more than 300,000 species currently identified.
- People send 205 billion emails every day. If you were to print out each one on a separate sheet of office paper—which would consume 25 million trees—the stack would stretch halfway around the equator.

## Aim For The Right Target

Your organization won't grow unless you and your team are working toward goals. Setting the right goals, though—goals that will inspire and motivate—is crucial. Aim for goals that are:

- **Quantifiable.** You should be able to measure success in objective terms so everyone can see the value of your efforts.
- **Challenging.** If it's too easy, chances are your objective won't have significant impact on your organization.
- **Business focused.** Set a goal that supports your organization's agenda, not one that just makes you or your department look good.
- **Realistic.** Although challenge is important, pursuing an impossible dream will result only in a morale-crushing letdown.
- **Flexible.** Don't back yourself into a corner. Although you don't want to adjust your goal to suit your results, be willing to modify your ambitions if circumstances yank your original objective out of reach.



The 750-seat Colonial Theatre has been rehabilitated with modern technology, and accessibility upgrades. The woodwork, original gilded plaster ornaments, frescoes, high-coffered ceiling decorated with classical motifs, and a “1914” medallion centered above the stage have all been painstakingly restored.



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## Another New Face at Bonnette Page & Stone Corp.

Lily Tearno joined BPS in October as our Billing Agent and Safety Liaison. In this newly-created role, Lily is responsible for helping to prepare and distribute all billing statements as well as assist with project projections. In her Safety Liaison role, she assists our Safety Officer, Cindy Cassavaugh with jobsite inspections and safety demonstrations as we continue to improve on our safety program to our ever-evolving workforce.

Lily is a Lakes Region native, growing up in Meredith, New Hampshire. She studied at Lakes Region Community College, and will apply her skills to help expand BPS as a leader in New Hampshire’s construction industry. Lily is actively involved in the New Hampshire community and has been a part of the construction industry through her family all of her life.

“We are very excited to add Lily to our expanding team,” said Keith McBey, President of Bonnette, Page & Stone Corp. “Her ‘can-do’ attitude will help elevate BPS to the next level. We are excited to see what the future holds for her.”



Lily Tearno