

CONSTRUCTIVELY SPEAKING

Winter 2009

A QUALITY-ORIENTED DESIGN/BUILD CONTRACTOR

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The new 23,000-square-foot assisted living facility for the Evangelical Lutheran Good Samaritan Society, located in Ottumwa, Iowa.

Ottumwa, Iowa

Evangelical Lutheran Good Samaritan Society Assisted Living Facility

Frye Builders & Associates, Inc. recently began work on a new 23,000-square-foot assisted living facility for the Evangelical Lutheran Good Samaritan Society. This single-story facility, located in Ottumwa, Iowa, will feature 24 living units with a common area and dining room. The project is scheduled to be completed in November 2009.



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The recently-completed Blong Technology Center Welding Addition for Scott Community College is located in Davenport, Iowa.

Davenport, Iowa

Blong Technology Center

We recently completed construction on the Blong Technology Center Welding Addition for Scott Community College in Davenport, Iowa. The project consisted of a new facility for its welding program and will provide space for newer high-tech welding processes. The existing space in the building was renovated into a classroom, manufacturing laboratory and office space.



What To Do (And Not Do) After A Car Accident

No one ever plans to be in a car accident, but unfortunately many of us will find ourselves involved in one some day. Here's what you should do if you're in an accident, according to the Better Business Bureau:



- 1) Don't leave the scene.
- 2) If there are injuries, call for medical assistance and provide basic first aid.
- 3) Call law enforcement if needed. Once the officer arrives, when appropriate get the officer's name and police station address.
- 4) Ask for the case number, when the accident report will be filed, and how to get a copy.
- 5) Take careful note of the following:
 - Date and time of the accident
 - Street and city
 - Weather and road conditions
 - Direction and speed you and other travelers were going
 - Description of how the accident occurred
 - The numbers of the license plate, driver's license and insurance policy of each driver involved.

Also, if you're carrying a cell phone with a camera, photos of the scene and any damage could be helpful later.



Taxing Facts

Did you know that in ancient Greece the taxman was considered the noblest man in society? That's something to consider in a civilization that produced Homer and Plato.

Here are a few fun facts (yes, there are such things) about taxes, according to the Internal Revenue Service, www.irs.gov:

- The error rate for filing your taxes by paper returns is 21%. The error rate for electronic returns is 0.5%.
- In 2000, the IRS collected more than \$2 trillion in revenue and processed 226 million tax returns. It had the lowest collection rate that year since 1954, at 39 cents for every \$100 (meaning the IRS had to spend 39 cents to collect \$100).
- In the year 1913, the tax rates ranged from 1% to 7% on incomes above \$3,000. The average annual income that year was \$200.

Vacations Improve Your Work

Time to kick back, forget about the office and get some R&R. But fewer and fewer Americans are doing that, according to recent studies. Even though one in three Americans say they are chronically overworked, many employees aren't taking the paid vacations they have earned. A 2007 survey by the recruiting firm Hudson reported that 56% of employees do not use all of their vacation time. And, of those who do take their vacations, many continue working while they're away.

But when you truly get away from work—by changing your environment and shutting down for extended periods—you return to work less overwhelmed and more energized to meet your responsibilities. In fact, in a study conducted on behalf of Air New Zealand, 82% of vacationers experienced a boost in their work performance after returning from a vacation.

When A Coworker Needs An Ear

Has a coworker ever come to you steaming about something and eager to vent whatever indignity just happened, yet before he/she can get a complete sentence out, you say, "Calm down...relax"?

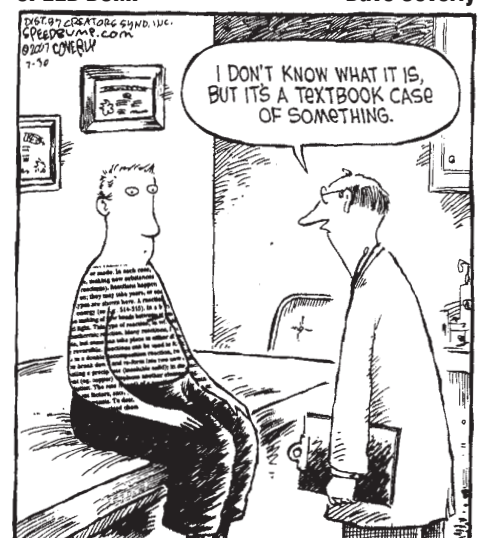
Then, did that same coworker flash you a dagger-filled look? Did you understand why?

When people are in the heat of reacting to a situation, they're not ready to shift gears into a different emotional state. They *need* to vent. And they *need* to be listened to.

So make your first response be "How do you feel about it?" rather than the perceived equivalent of "Pipe down." And then listen carefully to what your colleague says. You might learn something important. If nothing else, you'll be lending an ear when one is desperately needed.

SPEED BUMP

Dave Coverly



Esoteric Knowledge

- 1) Which of the following was not the title of a Marx Brothers film?
 - a) *Duck Soup*
 - b) *Animal Crackers*
 - c) *Alligator Shoes*
 - d) *Horse Feathers*
- 2) What color U.S. road sign is used to indicate work on a roadway?
 - a) yellow
 - b) orange
 - c) green
 - d) blue
- 3) Which sports field is the longest?
 - a) pro football field (sideline to sideline)
 - b) pro basketball court (baseline to baseline)
 - c) pro baseball field (home plate to first base)
 - d) they're all the same
- 4) Which of these animals is the fastest?
 - a) elk
 - b) elephant
 - c) squirrel
 - d) giraffe
- 5) What U.S. city has hosted a World Series game, a Super Bowl, a Stanley Cup and an NBA Finals game—all since 2003?
 - a) Miami
 - b) New York
 - c) Phoenix
 - d) Detroit

—from *mental_floss*

Answers: 1) c 2) b 3) a (It's 160 feet from sideline to sideline.) 4) a (An elk can top 45 mph.) 5) d



Rebuild Your Brain

Up until about 10 years ago, it was believed that we were born with a fixed number of brain cells that eventually died out. Now scientists know that brain cells regenerate throughout our lives. And one thing seems clear: To keep the sharpest memory you can for as long as you can, get moving. Aerobically, that is.

Recent studies have shown that people who engage in aerobic exercise perform better cognitively and show increased brain volume. In another study, participants who exercised showed lower rates of dementia. That's because exercise actually encourages neuron generation in the part of the brain that processes memories.

Setting Out For Success

Once, when Dale Carnegie was asked on a radio program to tell in three sentences the most important lesson he had ever learned, he said, "The biggest lesson I have ever learned is the stupendous importance of what we think. If I knew what you think, I would know what you are, for your thoughts make you what you are. By changing our thoughts, we change our lives."

The *will* to succeed very often determines our success.

—from *The Quick and Easy Way to Effective Speaking* by Dale Carnegie

Quiet, Please

Recent findings show that men who live in noisy areas are 50% more likely to suffer a heart attack than men who live in quiet areas. Women living in noisy areas are 300% more likely to have a heart attack than women who live in quiet areas.

Probable reason: Prolonged exposure to noise in the 65-to-75 decibel range (such as that in a city street-level apartment) causes your body to release adrenaline, which drives up blood pressure. Normal conversation levels are at about 60 decibels, so if you have to repeatedly raise your voice to be heard, you're in an unhealthy noise environment.

—from *Bottom Line/Personal*

The Times Machine

Browse 70 years of *The New York Times*, from the first issue on September 18, 1851, through December 30, 1922. Read accounts of Lincoln's assassination, the sinking of the Titanic, the end of World War I and more. Flip through virtual editions of the pages, and click to read any article of interest for free. It's all at <http://timesmachine.nytimes.com>.

Praise Is In The Details

Disillusioned or negative employees are especially hard to motivate because even praise doesn't seem to reach them. But that could be because your praise is coming off as superficial. With hard-to-reach employees, praise must be detailed and accurate. Use this three-step process to get your message across:

- 1) Show that you understand the difficulty of what they did.
- 2) Show you understand how they succeeded—their technique, their decisions.
- 3) Show you understand the value of what they did.

In other words, giving praise can be work! But like work, it's worthwhile when it accomplishes something.

Our Holiday Message

2008 has been a difficult year for many in this country, with prices rising for everything from gasoline and fuel for heating to food and other necessities, declining home values, job losses, the Wall Street mortgage mess, not to mention our ongoing military conflicts.



But, regardless of our problems, Americans have demonstrated, as they have for more than 230 years, the spirit and resolve that's made this country what it is. We recently elected new leaders following a hard-fought, yet orderly, process that reinforced our commitment to democracy. It's our fervent hope that those we have chosen can, and will, address the issues and head us back in the right direction.

Here at Frye Builders & Associates, we look ahead to the promise that the new year brings. We are grateful to have a successful business, with dedicated, hardworking employees, outstanding building team partners, supportive corporate friends and, of course, loyal clients. You are the heart and soul of our company, without whom our success would not be possible.

The entire Frye team wishes you safe and healthy holidays and a year ahead filled with happiness, opportunity and prosperity.

Surfing the Web?

Don't forget to check out our website at www.fryebuilders.com.



*United
We Stand*



Frye Builders' Current Projects

Wesley United Methodist Church - Family Life Center

Muscatine, Iowa
Scott Olson, Estimator
Brian King, Job Superintendent

Muscatine Community College - University Center Renovations

Muscatine, Iowa
Rex Danner, Estimator
James Malcom, Job Superintendent

Mercer County Nursing Home

Aledo, Illinois
Scott Olson, Estimator
Gary Swanson, Job Superintendent

Monmouth Fire Station

Monmouth, Illinois
Mike Frye, Estimator
Steve Adolphson, Job Superintendent

B&G Ventures, LLC

Monmouth, Illinois
Mike Frye, Estimator
Justin Blaser, Job Superintendent

Good Samaritan Assisted Living

Ottumwa, Iowa
Scott Olson, Estimator
Sam Olson, Job Superintendent



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