

*Ideas & Information You Can Build On*

# Breaking Ground



*This new 57,000-square-foot VA Outpatient Clinic in Missoula, Montana was recently completed despite Covid 19-related challenges.*

## New VA Outpatient Clinic Completed

**H**amstra Builders' storied history of working with the Department of Veterans Affairs grew another chapter deeper recently with the conclusion of the twelfth

Outpatient Clinic completed by the company this fall in Missoula, Montana. Since our first VA clinic project in 1987, we have steadily participated in the construction of these facilities across the United States.

Our most recent project in Missoula was the culmination of a joint venture effort with Juliet Development, a Service-Disabled Veteran-Owned Small Business. Working together with Chad Suitonu, CEO of Juliet, we were able to bring this new 57,000 square foot clinic to life for the Veterans of the Missoula region.

The facility will provide a multitude of services for Veterans including integration of the Patient-Aligned Care Team (PACT) service model which allows Veterans visiting to see multiple

doctors to remain in one exam room while those doctors come to the patient. Additional services available include an on-site lab, radiology/ultrasound suite, tele-health exam services, mental

health consultation, audiology, and physical therapy facilities. Groundbreaking kicked off in June of 2020 during the start of the wave of construction material shortages related to the Covid 19 Pandemic.

In a proactive move to get in front of such issues the decision was made to deliver contracts



to subs immediately and call for purchase of materials from the beginning of the project.

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## Test Your Knowledge

1. How fast was the first person to be pulled over for speeding traveling?
2. Which are the only animals to blush?
3. What do the "M's" stand for in M&Ms?
4. Which American band has the most No. 2 *Billboard* hits, without ever reaching No. 1?
5. What is the dot over a lowercase "i" or "j" called?
6. What is the national animal of Scotland?
7. Humans are just one of how many estimated species on Earth?
8. Playing the accordion was once required of all teachers in which country?
9. Which animal kills more Americans than sharks each year?
10. How many three-point baskets did Shaquille O'Neal make in his career?
11. Which is the only U.S. state to border only one other state?
12. What is the Twitter bird's official name?

1. Eight miles per hour. 2. Humans. 3. "Mars" and "Muriel." 4. Creedence Clearwater Revival. 5. A little. 6. The unicorn. 7. 8.7 million. 8. North Korea. 9. Cows. 10. One. 11. Maine. 12. Larry.

—Mental Floss

## Want To Get Ahead At Work? Try This

Success on the job doesn't happen by itself. Getting ahead at work takes, well, work. Follow these back-to-basics tips from the *BioSpace* website:

- **Always keep learning.** You'll never get to the point where you know everything you need to know. The more you learn, the more you grow, and the easier you can adapt to new technologies, trends, and developments in your industry.
- **Set goals for yourself.** Have a road map of where you want to go in your organization and career. Volunteer for assignments that align with your objectives. Fulfill your managers' and co-workers' expectations so you can earn the chance to move in the direction you want.
- **Get organized.** Learn to manage your time effectively. Use a personal organizer to plan your day and guide your efforts. You'll be more productive, and people will notice, giving you access to more opportunities to shine.
- **Be a team player.** People want to work with someone they can depend on. Whatever you're doing, support your team's goals first. This marks you as reliable and professional, and you'll earn respect from your peers and your managers.
- **Speak up.** Don't keep your ideas to yourself. Challenge yourself to share them with others, and also support good ideas around you. If you show confidence, people will listen to you. It shows that you care about your organization and community.
- **Listen to feedback.** Solicit feedback on your performance—your strengths and your gaps—from everyone around you. Use this to decide where to put your energy. You'll find out where you excel and what more you need to learn.
- **Be reliable.** Reliability goes hand-in-hand with honesty. A reliable person gets the job done with minimal supervision and does it accurately. Displaying reliability will help you become a trustworthy team member.

*"Fight for the things that you care about, but do it in a way that will lead others to join you."*

—Ruth Bader Ginsburg

## A Steady Flight

An Airbus 380 was on its way across the Atlantic. It was flying at 30,000 feet, when suddenly a fighter jet appeared.

The pilot of the fighter jet slowed down, flew alongside the Airbus, and greeted the pilot of the passenger plane by radio: "Hello, Airbus! Boring flight, isn't it? Have a look here!"

He rolled his jet on its back, accelerated, broke through the sound barrier, rose rapidly to a dizzying height, then swooped down almost to sea level in a breathtaking dive. He looped back next to the Airbus and asked, "Well, what do you think of that?"

The Airbus pilot answered, "Very impressive! Now you look!" The jet pilot watched the Airbus, but nothing happened. It continued to fly in a stubbornly straight line at the same speed.

After 15 minutes, the Airbus pilot radioed, "Well, how was that?"

Confused, the fighter pilot asked, "What did you do?"

The Airbus pilot laughed and said, "I got up, stretched my legs, walked to the back of the aircraft to use the washroom, then got a cup of coffee and a chocolate fudge pastry."

The moral of the story: Speed and adrenaline may seem great, but sometimes stability and peace are more important.



# This Tiny Space Mountain Is Still Tough To Climb

You might think a mountain just a millimeter tall would be easy to climb, but you'd be wrong if you encountered one on the surface of a neutron star. Scientists, however, have discovered that neutron stars may actually have "mountains" like that, according to the *EurekAlert* website.

Neutron stars are the dead cores of once-huge stars that collapsed in on themselves. They are the densest objects in the Universe aside from black holes. They're called neutron stars because their gravity is so intense that the electrons in their atoms collapse into the protons, forming neutrons.

Neutron stars have about as much mass as our sun, but they're only about six miles in diameter. That means their gravitational pull is enormous—a billion times stronger than gravity on Earth.

Computer modeling shows that, instead of being a perfect sphere, neutron stars can have surface deformations or "mountains," some of them millimeters or even centimeters high. Because of their intense gravitation, spinning neutron stars with even slight deformations can produce gravitational waves—ripples in the fabric of space time. These waves haven't been observed yet, but scientists hope that future advances in detection may let us probe them further.

## SPEED BUMP

Dave Coverly



# Plan Your Interview Process To Support Diversity

The route to a more diverse and equitable workplace starts with recruiting the right people. The *Harvard Business School* website shares this advice for structuring your interview process to attract a wide range of candidates to hire:

- **Use inclusive language in job descriptions.** Remove any kind of gendered language when preparing job descriptions, as well as jargon or idiomatic expressions that make people feel excluded. Explicitly state your organization's commitment to diversity in your post.
- **Counter recruiters' bias.** Many hiring managers have an unconscious bias toward hiring people who look and act just the way they do. They may screen out qualified candidates who don't fit their preconceptions. Remind everyone how diversity makes your organization stronger. Tell recruiters to be proactive in seeking out and attracting a more diverse pool of candidates.
- **Don't judge on Zoom backgrounds.** If you're conducting interviews via video, remember that many candidates are interviewing from their homes. Their surroundings may seem informal, but don't assume they're not capable of being professional. Be tolerant of background noises, pictures and posters on walls, and other personal items, and don't hold minor problems against candidates.
- **Conduct standardized interviews.** Make sure every candidate has the same interview experience. Design questions that target experience, qualifications, and motivation. Ask the same questions in the same order to everyone. This reduces the possibility of bias in evaluating candidates. Have different people conduct interviews, or sit in on interviews, for a wider perspective on candidates.
- **Ask the right questions.** When selecting questions for standardized interviews, make sure they address actual skills and performance—what the candidate has achieved and is capable of doing on the job. Focusing too much on past jobs and formal education can filter out people who have taken a different path to the same point.

# Top Tips For Career Advancement

You're ambitious and want to advance in your job. It won't happen overnight—you have to take active steps to move up in your career. Follow this advice from the *BioSpace* website to get ahead:

- **Always keep learning.** Knowledge is crucial to career success. You'll never get to the point where you know everything necessary for the future. Keep your mind open to new facts and opportunities to master new skills.
- **Set goals that matter.** To achieve what you want, you have to map it out in detail. Decide what's important to you and focus on that. Set goals daily and for the long term to keep yourself motivated.
- **Get organized.** Learn to manage your time effectively. Keep your workspace clear of distractions. Eliminate redundant or pointless tasks. This will help you concentrate on accomplishing what's most important.
- **Support your team.** Don't be selfish. Helping your team achieve its goals positions you as a reliable worker—someone others will support in turn. You'll earn respect and help build a strong network that will help you advance.
- **Take care of your health.** Get enough sleep, exercise regularly, cut back on junk food, and relax as needed. You need the energy that only a healthy lifestyle can provide to stay productive for the long haul.

# VA Outpatient Clinic... *continued from page 1*

Storage units were provided on-site for subcontractors to store material that arrived before it was needed to ensure it was here and available when the time came for installation. This action netted a jump on materials before they became unavailable with costly lead times. As a result of these proactive steps we were able to realize our goal three weeks ahead of schedule and below budget.

Other forward-thinking solutions were used to save time during construction. Utilizing 3D CAD technology, we were able to pre-construct our below-grade plumbing runs in the shop while foundations were still being constructed. Full sections were then shipped to the site with final

assembly in the trenches, allowing for a compressed installation time. Similar techniques were used for the HVAC system, allowing framed openings to be constructed in the wall, which resulted in pre-determined duct run locations that could be assembled and installed without realigning metal stud framing.

Innovative uses of Rulan wood slatting systems and 3Form decorative panels added the final touches to the lobby areas and critical patient touchpoints throughout the facility to create an immersive environment bringing

natural elements of the Montana landscape inside of this modern medical facility.

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*Wishing you a very Merry Christmas and a Happy New Year!*

Andy Lamendola, Lease Contracting Officer and Senior Resident Engineer for the VA applauded the efforts of our team in delivering another stunning facility for the Veterans of our Armed Services.

“Working with the team at Hamstra has been a pleasure from the beginning. Proactive decision-making and attention to providing the right solution—not just the easy solution—to field problems leaves everyone at the VA assured this facility is equipped to properly meet the needs of our Veterans,” said Lamendola.

Scott Hazlett, Project Manager, and Dan Doege, Superintendent, worked closely with the architectural team at LEO A DALY and the prime contractor,

Quality Construction, to ensure cost savings opportunities were realized during the design phase, and that practical, constructable solutions were formulated during the construction phase of the project. The result was a close-knit, solutions-based team.



With this project drawing to a close The Hamstra Group is currently in pursuit of the next opportunity to serve our Veterans seeking projects in both Texas and Michigan. Eric Carlson, Hamstra’s Executive Director of VA Development commented, “For over 30 years we have prided ourselves on the willingness

to travel where needed to build a team to meet the needs of Veterans. It’s a mission we will continue to pursue.”