

WINTER 2013

# J&F Construction & Development, Inc.

GENERAL CONTRACTORS | DESIGN BUILD | BUILD/LEASE

COMMERCIAL | INDUSTRIAL | RETAIL | INSTITUTIONAL  
RELIGIOUS | MEDICAL | RENOVATIONS

## Looking Back, Building Forward

With the start of a new year, it is perhaps the best time to take a few minutes and reflect upon the history of J & F Construction & Development, Inc. and to share this with our readers. J & F Construction started in 1977 when two friends, Jim Mayes and Fred Fawley, began in residential construction. Jim had already been in business for several years doing small residential jobs and decided it was time to grow a little. Residential construction, along with agricultural buildings, became a mainstay for a few years in their rural community. One of Jim's first experiences in construction was for the Ehmann family, a local farming family. This relationship in a few years led to J & F's first office manager, Mary Ehmann. Mary was hired to manage, be the receptionist, secretary and numerous job descriptions in a simple two office building with the restroom located several miles down the road in Mary's home. Mary retired after 25 years of service in 2006.

Thirty-six years later, what once was a small two-man residential / agricultural operation has grown into a 30 associate strong Commercial / Design-Build General Contractor with operating revenue of \$10-12 Million annually. J & F Construction conducts business throughout the State of Ohio, who is licensed in the State of West Virginia, and who is now housed in a newly-renovated 10,000 sq ft building holding numerous offices, a carpenter's shop, a metal fabrication shop and a mechanic's repair facility.

Perhaps the question then becomes, how in numerous downturns in the economy over the years can this success be possible? And the answer is simply put—Building Relationships! Here at J & F Construction & Development Inc., we pride ourselves on not only putting our best foot forward in providing our customers with good, quality built facilities, but in actually building relationships with our customers from both a business and personal standpoint. We believe in putting in an honest day's work, just like our original founders did as they struggled to build a business and to support their families, and in providing our customers with the best possible solutions in helping them to grow their business by providing them with facilities that fit both their current and future needs.

As associate changes at J & F Construction & Development, Inc. occurred and we find some of our "family" members are no longer with us, we strive to continue to build the relationships with our associates and our customers and are proud to state that **J**im & **F**amily will carry on with business as usual in helping to fulfill the dreams of our customers and in providing a livelihood for our associates. We want to thank the many past and present clients who have made this success possible. We thank you for the confidence and encouragement you have placed and put in J & F Construction in allowing us to repeatedly build and design for you, and we also thank those of you who are new to our "family" in allowing us the opportunity to design and bid for you. Have a great 2013!

**BUILDING FOR TOMORROW... TODAY!**

2141 State Route 19, Bucyrus, Ohio 44820 | PH: 419.562.6662 | FX: 419.562.9167 | TF: 1-800-819-1088 | [www.jfconstruction.com](http://www.jfconstruction.com)

# Ohio Day-Trips

## Seneca Caverns

15248 East Township Road 178  
Bellevue, OH  
senecacaverns@hmltd.net

Open Saturday & Sunday Only  
10:00 am to 5:00 pm.

### Admission Rates

Adults: \$14.00 (ages 18 to 61)  
Seniors: \$12.00 (age 62 and older)  
Junior: \$12.00 (ages 13 to 17)  
Child: \$8.00 (ages 5 to 12)  
Child under 5 years: No charge

The one hour guided walking tour takes you 110 feet underground through seven rooms or levels. The largest room is 250 feet in length.

At the lowest level, which is 110 feet below the surface, visitors will view "Ole' Mist'ry River," the crystal clear flowing stream which is part of the vast groundwater system which underlies the surrounding region.

The caverns are electrically lighted and tours are conducted by a knowledgeable and competent guide/interpreter staff. During the summer months, the tours depart approximately every 20 minutes with the last tour departing one hour before close. A light jacket is recommended as the caverns temperature is a constant refreshing 54 degrees Fahrenheit. It is also suggested that comfortable shoes be worn for the tour.

*Seneca Caverns is one of Ohio's largest underground caverns, and one of America's most fascinating geological wonders.*



In July 2012, a semi-tractor trailer crashed into several downtown Bucyrus, Ohio, buildings which housed the Voice of Hope, MicroMedix Computer, and the Armed Forces Recruiting Center. J & F Construction & Development Inc. was contracted to repair and renovate the buildings following the crash. Pictures above depict the crash site and the repair status to date.

**For more information  
on J&F Construction &  
Development, Inc.  
and to visit our website,  
[www.jfconstruction.com](http://www.jfconstruction.com)  
please scan code:**



## How Do You Stay Motivated At Work?

Many organizations struggle with finding ways to sustain a high level of motivation among its employees and there are varying human resource practices that support beliefs about what truly motivates. Some feel that the number one way to motivate employees is money. However, money is only one of many factors. Though employees share some of the responsibility to motivate and empower themselves, managers and supervisors, can aim to create an environment where this self motivation is facilitated.

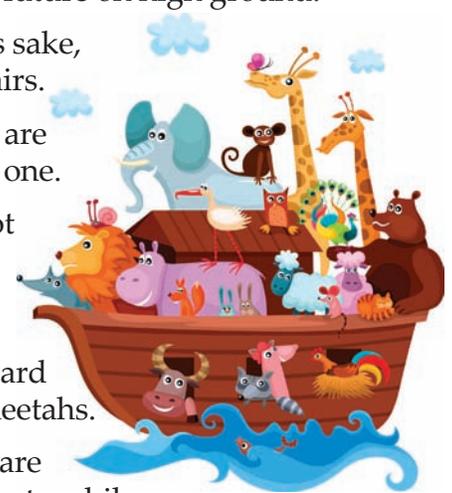
Some experts suggest employee motivation is recognition, praise, and the opportunity to learn. Human resource surveys indicate that wages are not even among the top five factors for an employee. In fact these surveys show that one of the highest motivating factors for workers is being recognized for their contribution. Many of the things managers can do to recognize employees' contribution do not cost a penny. One person suggests that a word or two to congratulate employees one by one for their efforts goes a long way. This simple way of showing recognition is often easily overlooked.

There is formal and informal recognition. Formal recognition is given at a set time. Awards are distributed based on criteria. Varying industries will have different kinds of awards. For many organizations, formal recognition is merged with end of year activities and holiday celebrations. Generally this is often focused on the top performers. However, managers should not wait for set periods to praise their employees; opportunities to give informal praise should not be overlooked. Motivation and recognition experts advise managers to make daily recognition part of their job; *this should be on their daily to-do list*. Yes, employees welcome immediate feedback on a job well done. So supervisors pull out those thank you cards, create some congratulatory emails. Your employees will be happy to receive those expressions of appreciation all through the year.



## All I Really Need to Know I Learned from Noah's Ark

- 1) Don't miss the boat.
- 2) Don't forget, we are all in the same boat.
- 3) Plan ahead. It wasn't raining when Noah built the Ark.
- 4) Stay fit. When you are 600 years old, someone might ask you to do something really big.
- 5) Don't listen to critics; just get on with what has to be done.
- 6) Build your future on high ground.
- 7) For safety's sake, travel in pairs.
- 8) Two heads are better than one.
- 9) Speed is not always an advantage; the snails were on board with the cheetahs.
- 10) When you are stressed, float awhile.
- 11) Remember, the Ark was built by amateurs, the Titanic was built by professionals.
- 12) Remember that the woodpeckers inside are a larger threat than the storm outside.
- 13) No matter the storm, when you are with God, there's a rainbow waiting.



## Learn the Magic on NonAttachment

excerpt from *Don't Worry, Make Money* By Richard Carlson, PH.D.

### LEARN THE MAGIC OF NONATTACHMENT

Without realizing it, many of us confuse nonattachment with not caring. In actuality, the two are completely different. Not caring suggests apathy: "I couldn't care less. It doesn't matter to me." Nonattachment, on the other hand, means: "I'll do everything possible, I'll put the odds in my favor, I'll work hard and concentrate. I'll do my best to succeed. But, if I don't, that's okay, too."

Being attached to an outcome, holding on, takes an enormous amount of energy, not only during an effort but often after

an effort is complete, after you've failed, or been let down, or were dealt a bad hand.

Being nonattached, however, creates emotional freedom. It means holding on tightly but letting go lightly. It suggests trying hard, really caring, but at the same time being completely willing to let go of the outcome.



## What's Happening. . .

### *Major Projects Under Construction and/or Recently Completed*

**Akbar Properties LLC**

*New Urgent Care & Retail Facility*  
Ashland, Ohio

**Bucyrus First Church of the Nazarene, Inc**

*New Worship Facility*  
Bucyrus, Ohio

**Eitle Farms**

*AG Building*  
Attica, Ohio

**Excel Health – Urgent Care**

*X-Ray Rooms Addition*  
Bowling Green & Mansfield, Ohio

**Fresenius Medical Care**

*Kidney Dialysis Treatment Facility*  
Trotwood, Ohio

**Fresenius Medical Care**

*Kidney Dialysis Treatment Facility*  
Dublin, Ohio

**J & F Real Estate Investments LLC**

*Retail Office Building Renovation*  
Bucyrus, Ohio

**Milliron Industries Inc**

*New Building - Recycling Facility*  
Mansfield, Ohio

**Next Generation Films**

*New Manufacturing Building Addition & Renovations*  
Lexington, Ohio

**Surfside Motors Inc**

**Craig Smith Auto Group**  
*GM Expansion & Renovations*  
Galion, Ohio