

LINCOLN

Lagniappe

Giving you a "little something extra"

THE POWER OF INTEGRITY



The Affinity Project Team: (left to right) Lincoln's Clint Graham, Ayres Bradford, Jerry Brasler and Rich Nadler; CDFL's Mike Reese; VHP's Michael and Christie Echols, Mrs. Sissie and Dr. Gary Jones; and CDFL's Colby Dearman.

Vantage Health Plan Selects Lincoln Builders for Major Monroe Expansion

Lincoln Builders is pleased to announce the ground-breaking of construction on the new 93,233-square-foot Affinity Specialty Clinics facility in Monroe, Louisiana. Having been selected by the owner, Vantage Health Plan, Inc. (VHP), Lincoln worked with architectural firm Cooke Douglass Farr Lemons (CDFL) to provide budgeting and constructability input early in the project design.

This new medical campus is located adjacent to VHP's Monroe Surgical Hospital in the business district of Monroe. The campus addition includes a three-story facility divided into 15 separate clinics, each with one or two physicians as well as administrative and conference room spaces. Approximately 100 medical professionals will work in the new addition. Services in the specialty clinics will include Cardiology, Otolaryngology (ENT), General

Surgery, Orthopedics, and a Diagnostics Center. Construction is expected to be completed in 12-18 months.

On another Vantage project, Lincoln was also selected by VHP to work with Michael L. Walpole, Architect on additions and renovations to the 100,000-square-foot Old State Office Building in downtown Monroe. This building, originally built in 1925 as the Virginia Hotel, was completely renovated by Lincoln in 1969 and purchased in 2013 by VHP for office space. The work includes restoration and preservation of historic architectural elements on both the interior and exterior of the building.

Lincoln Builders is honored to have been selected for this work and appreciates the confidence placed in us by Vantage Health Plan, Inc. to provide construction management services on these two very important projects. It is our pleasure to be working with consulting architect Christie Echols, VHP president Dr. Gary Jones and VHP business development director Michael Echols, as well as members of their staff.





What did late-19th century astronomers claim to have seen on Mars?

Five Questions

- 1) What did late-19th century astronomers claim to have seen on Mars?
 - a) Roads
 - b) Windmills
 - c) Canals
 - d) Crosses
- 2) Frank Sinatra paid a waiter \$50 to give what to Dominick Dunne?
 - a) A stern lecture
 - b) Flowers
 - c) A birthday card
 - d) A punch in the face
- 3) What is a fool's gold loaf?
 - a) A large deposit of the mineral pyrite
 - b) A loaf of French bread filled with peanut butter, jelly and a pound of bacon
 - c) A deep-fried loaf of cinnamon raisin bread
 - d) Food buried by bears
- 4) A photo album of which Bush administration official was found in Gadhafi's compound in 2011?
 - a) Condoleezza Rice
 - b) Donald Rumsfeld
 - c) Dick Cheney
 - d) Colin Powell
- 5) When the prison at Alcatraz closed in 1963, what was proposed to take its place?
 - a) Missile silo
 - b) Statue of Justice
 - c) Baseball stadium
 - d) Ghirardelli chocolate factory

—from *mental_floss*

Answers: 1) c 2) d 3) b (Elvis loved it!) 4) a 5) b (Other suggestions included a space tower and a casino.)

Answer These Six Questions Before Launching Into Training

Training is as important to your employees' professional and personal development as it is to your organization's mission. But to be effective in both areas, you have to do some homework before you start. Here's a checklist of questions to ask:

- **Have you identified the specific training your employees need?** "Internet training," for example, is vague; "training in website design" is more concrete.
- **Does everyone know what to expect?** Employees need to know what they're going to learn and how it's going to be taught. Both employees and supervisors need to understand what's going to happen in the training sessions.
- **Do you and other managers understand your role?** When employees return from



the training, you'll need to find ways to let them exercise their new skills. Look for opportunities to help employees sharpen and stretch their knowledge.

- **Do workers know why the training is important?** If they see it as just "nice to know," they won't be strongly motivated to put their new skills to work. If they understand how their increased knowledge will advance both the company's goals and their own career prospects, they'll be more committed to mastering the lessons.

- **Do you know how you'll measure the results of the training?** You'll have a much easier time getting support for your training programs if you can show how they'll affect the bottom line. Work with trainers as well as your employees to match

their new skills with specific objectives like "X percent increase in widgets produced per quarter," or "Y percent more customers served per hour." Also, look for training that provides certifications if successfully completed.

- **Does the rest of the organization know about the training?** If your training benefits only your own department, you've lost a valuable opportunity. Send memos, emails or other types of messages up and down the hierarchy to let the organization know what your employees have learned and how their new skills can help others in the company.

Exercise And Sleep—Any Time Is Good

If you're not getting enough sleep, your work will suffer the next day. If it becomes an ongoing problem, you could find yourself out of the running for promotions and opportunities that will go instead to more energetic (and well-rested) colleagues.

One solution: Work out a little every day. The National Sleep Foundation recently reported on a study which found that people who exercise for as little as 10 minutes per day tend to sleep better and wake up feeling more rested than those who don't exercise at all.

The belief that working out before bedtime is harmful to good sleep wasn't borne out by another study, this one from the University of South Carolina. Researchers found that young males in good physical condition reported no sleep problems after riding stationary bikes for up to three hours before going to bed. Exercise—at any time of the day or night—appears to be vital to getting the rest you need.

Common Problem?

A common name can ruin your credit if you're not careful. Mix-ups happen all the time, and one fiscally irresponsible John Smith or Jane Brown can ruin it for everyone who shares their name. Take these precautions for protecting your credit—and your good name:

- **Include your full first name and middle initial on credit applications.**

The more complete your name, the better your chances of not getting mixed up with someone else. Be sure to use the Jr. or Sr. designation, or "II" or "III," if appropriate.

- **Be consistent.** All your credit cards should have the same exact name. If one has Bill Davis, another has Bill J. Davis, and another William Davis, mistakes can easily creep into your credit history.
- **Write clearly on all credit applications.** If you don't, your "J" initial may be mistaken for an "I" by a busy application processor.
- **Check your credit report regularly.** You never know if your Social Security number got copied incorrectly somewhere along the line, or if the credit reporting agencies have mistakenly added information from someone with a similar name.
- **Correct errors right away.** Contact creditors directly and quickly. Be persistent. The last thing you want to do is argue with a collection agency over a bill that isn't yours.



All employees need to be onboard if workplace safety is to be successful.

Workplace Safety Efforts Need Everyone

Smart employees and their managers don't depend on luck to ensure safety in the workplace. An ongoing team effort is essential. To check the effectiveness of your organization's safety guidelines and programs, you and your supervisors should ask these questions on a regular basis:

- Does everyone in your organization (employees, managers, top-level executives, etc.) understand his or her role and responsibilities in your safety and health efforts?
- Do employees feel a personal sense of responsibility for their own safety and the safety of their co-workers?
- Do employees and supervisors alike actively support safety measures?
- Can employees give examples of how managers support workplace safety?
- Does management show it values workers' safety as much as other priorities, like quality or profits?
- Do employees and managers alike follow safety procedures without exception?
- Can employees get answers to their safety questions promptly?
- Can employees get damaged equipment and tools repaired or replaced quickly?
- Are facilities and equipment upgraded as often as necessary to provide a safe working environment?
- Are staffing levels sufficient to allow employees enough break time, and assistance in workplace duties like heavy lifting?

SPEED BUMP

Dave Coverly



Stay In Balance All Life Long

Staying in shape is important as you grow older, and one area that's sometimes overlooked is balance. You don't want to injure yourself by falling over at any age, but as you grow older, your risk of a broken or fractured bone becomes greater, with more serious consequences. Start working on maintaining your balance with these simple exercises:

- **Stand on one foot.** Holding on to a chair or nearby wall if necessary, stand on one foot for 10 seconds. Then switch to the other foot. Do this 10 times.
- **Walk heel to toe.** Stride in a straight line for 20 steps, heel to toe, as if you're taking a sobriety test.
- **Swing your legs.** Standing with your arms at your sides, lift one leg to about 45 degrees in front of you and then slowly swing it back. Try this 10 times, then switch to your other leg.

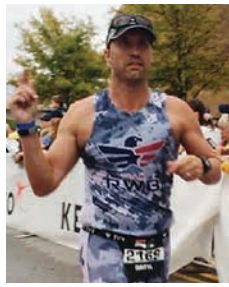
Important: Check with your doctor if you find that your balance is severely impaired. It could be the result of an ear infection or some other medical condition.



Ashlyn Christine Foley



Emileigh Claire Smith



Ironman Daryl Williams



Nick Poland, 24 years



Roger Dark, 32 years



Junot Dixon, 32 years

Lincoln Family News

Congratulations to Lincoln Builders superintendent **Courtland Foley** and wife Laura on the birth of their daughter, Ashlyn Christine, who joins big brother Caden. Congratulations also go to Lincoln Builders controller **Laura Amye Smith** and husband, Rob, on the birth of their firstborn daughter, Emileigh Claire. Kudos also to Lincoln's Baton Rouge vice president and senior estimator **Daryl Williams** for finishing his sixth Ironman competition! And, best wishes for a happy retirement to Lincoln Builders' employees **Nick Poland**, **Roger Dark** and **Junot Dixon**. Your loyal, dedicated service to our company is very much appreciated.



The new year is traditionally a time of reflection, when we look back at what we've accomplished and ahead with hope and promise to the future. It's also an opportunity to appreciate our own blessings and share some of what we have with those less fortunate.

As a business, we have a lot for which to be grateful...our dedicated, hardworking employees, our outstanding building team partners, our supportive corporate friends and, of course, our loyal clients, without whom we would not exist.

On behalf of the entire Lincoln Builders staff, we hope you had a safe and happy holiday season and wish you a healthy and prosperous 2015.

Happy New Year!

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