

**Building Value For 67 Years**

# THE Raymond Report

Fall 2019



Before



After

## Project Team

Owner: Living Spaces Furniture, LLC  
La Mirada, California

Architect: Studio 8 Architects  
San Antonio, Texas

Project Manager: Doug Hayes  
Raymond Construction

Assistant Project Manager: Matt Wiskur  
Raymond Construction

Senior Site Manager: Leland Frantz  
Raymond Construction

Project Superintendent: Thomas Papke  
Raymond Construction

## Featured Project

# From Vacant To Repurposed

Living Spaces Furniture, LLC  
1303 West Pioneer Parkway  
Grand Prairie, Texas

Living Spaces is a furniture and home décor company headquartered in California. Raymond Construction was selected to partner with the owner and the design team to repurpose a vacant industrial facility into their new showroom. This project marks Living Spaces' entry into the Dallas market.

This project included:

- 858,500-square-foot renovation of warehouse and office space
- 210,000-square-foot new retail showroom and interior facility finish out
- 648,500-square-foot warehouse space
- Partial removal of existing second floor mezzanine



## Did You Know?

When shuffling a deck of cards, the number of possible arrangements is approximately  $8 \times 10^{67}$ . That's more than the number of stars in the observable universe.

The full name of the famous *Chuck E. Cheese* mouse is Charles Entertainment Cheese.

The British Pound is the world's oldest currency and is still in use 1,200 years later.

When we're born, the only innate fears we have are the fear of falling and the fear of loud sounds. All other fears are learned.

Berries are simple fruits stemming from one flower. This means that pineapples, bananas, watermelon, pumpkins and avocados are berries.

All the paint on the Eiffel Tower weighs the same as ten elephants. It gets repainted every seven years without closing to the public.

J.K. Rowling's original *Harry Potter* pitch was rejected by 12 publishers before finally being accepted.

There are more than 6,000 known species of grass.

Canada eats more macaroni and cheese than any other nation in the world.

—from *The Fact Site*

## Smooth The Integration Of New Hires

New hires represent an investment of time, money and resources that you can't afford to squander. That means planning their transition from new hire to employee with lots of care. Set up (and review) your onboarding process with the right objectives in mind:

- **Your organization.** What do new employees have to know about your organization, its history and your industry?
- **First impressions.** What do you want new employees to say about your organization at the end of their first day? Boring them with forms and videos won't get them excited about working for you.
- **Policies.** It will take time for new employees to get familiar with all your rules and procedures. But what do you want them to know on Day One? That will tell them a lot about your organization's priorities.
- **Supervisors.** What role should the employee's direct supervisor play in the orientation process? Managers are busy with daily activities, but their involvement can help the new hire grow comfortable with your organization, and his or her job, more quickly.
- **Goals.** What do you want the employee to be able to do at the end of the first day? The first week? The first 30–90 days?

## Can You Hear Me Now?

Convinced that his elderly mother was losing her hearing, a man took her to see a specialist. "I'm really worried," the man said to the doctor. "She never responds when I call out to her, and other times I can be seated next to her and I swear she hasn't heard a thing I've said."

"We'll run a few tests and figure out what's going on," the doctor said. "Why don't you go to the cafeteria and grab a cup of coffee while you wait?"

The man returned a short time later to find his mother engaged in a lively conversation with the doctor and the nurse.

"I have good news, and I have not-so-good news for you," the doctor said. "The good news is there's nothing wrong with your mother's hearing. The not-so-good news is she just doesn't listen to you."

## Keep Your Older Workers Safe

Millennials may be taking more and more jobs, but you've probably still got a significant segment of your workforce that's on in years. Keeping them safe as they advance in years is a manager's responsibility. The *Safety + Health* website offers this advice for watching out for older workers:

- **Discuss the issue.** Without being condescending or patronizing, talk to your older employees about their challenges and concerns. Ask them about problems, and discuss solutions that will let them feel safe on the job.
- **Promote fitness.** A wellness program can help employees stay in shape. Set the example by exercising, watching your diet, and talk about how maintaining good health overall will help older employees avoid injuries, knee and back pain, and other health issues.
- **Limit physical demands.** Find out what your older workers do every day, looking for activities that may cause undue strain. Ask them about their limitations. Assign heavy work to younger employees who can perform it with less risk.
- **Create a safe workplace.** Look for—and take care of—anything that might make work difficult and unsafe for older employees (tripping hazards, for example). Issue the right protective gear so they feel safe and can do their jobs without fear of injury.

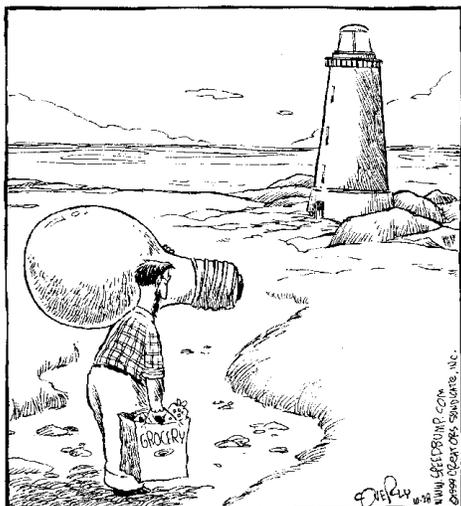
# Enhance Your Career With Networking

You're good at your job, but you know it takes more than talent to rise in your industry. As they say, it's not what you know, but who you know. With that in mind, check out these networking tips from the *Kangan Institute* website:

- **Start with people you already know.** Ask your friends and co-workers to introduce you to new people. Don't be nakedly opportunistic, but do be honest: "Hey, I'd like to get to know some more people in the industry. Anybody you could connect me with?"
- **Use social media.** Don't just post vacation pictures or display what you ate for lunch. Use your social media profile to highlight your skills and potential. Search for and connect with people in your industry who may have something to offer—and who you can help in return. Keep your profiles updated so people always see what's new in your career.
- **Be concise.** Whether you're at a cocktail party or emailing new contacts, don't take up too much time. Introduce yourself, mention some shared interests, offer some useful information, then suggest keeping in touch.
- **Don't talk—listen.** Learn to ask questions and then shut up. Showing genuine interest in the other person is the best way to build rapport and forge a connection.

## SPEED BUMP

Dave Coverly



## Don't Fall For These Safety Mistakes

If you're a manager, you know your workers' safety is a top priority. Still, many managers fall prey to misconceptions about workplace safety—and pay a steep price if someone gets injured, disabled, or worse. Watch out for these myths, as described on the *OSHA Education Center* website:

- **Investing in safety training is too expensive.** The expense may seem high, but the costs related to workplace injuries can be even steeper, especially if a lawsuit is filed.
- **Accidents will happen despite precautions.** Don't duck your responsibility to eliminate hazards. Safety is a never-ending effort.
- **All my employees take proper safety precautions.** Are you sure? Don't take safety for granted. Make sure your workforce is trained thoroughly, and check to make sure they're taking care of themselves.
- **Offices don't have safety hazards.** People can trip and fall in an office as easily as they can in a manufacturing facility. Ergonomic issues are also present in a typical office workspace.

## Responding To Adversity

Once upon a time, a daughter complained to her father that her life was miserable. She was tired of fighting and struggling all the time. It seemed that just as one problem was solved, another soon followed.

Her father, a chef, took her to the kitchen. He filled three pots with water and placed each on a high fire. Once the three pots began to boil, he placed a potato in one pot, an egg in the second pot, and some ground coffee beans in the third pot.

After 20 minutes he turned off the burners. He took the potato out of the pot and placed it in a bowl. He pulled the boiled egg out and placed it in a second bowl. Then he ladled the coffee out and placed it in a cup.

"What do you see?" he asked.

"A potato, an egg, and some coffee," she replied.

"Look closer," he said, "and touch the potato." She did and noted that it was very soft. He then asked her to take the egg and break it. After pulling off the shell, she observed the hard-boiled egg. Finally, he asked her to sip the coffee. Its rich aroma brought a smile to her face.

"But what does this mean?" she asked.

"The potato, the egg, and the coffee beans all faced the same adversity—boiling water," her father explained. "But each one reacted differently. The potato went in strong and hard, but in the boiling water, it became soft and weak. The egg was fragile, with its thin outer shell protecting its interior. In the boiling water, the inside of the egg became hard.

"However, the ground coffee beans were unique. After they were exposed to the boiling water, they changed the water and created something new.

"Which are you?" he asked his daughter. "When adversity knocks on your door, how do you respond? Are you a potato, an egg, or a coffee bean?"

In life, things happen to us, but the only thing that truly matters is how we respond.

"There are no secrets to success. It is the result of preparation, hard work, and learning from failure."

—Colin Powell



Living Spaces Furniture, LLC  
 1303 West Pioneer Parkway  
 Grand Prairie, Texas

Stop by Living Spaces' new  
 210,000-square-foot showroom  
 or visit their website  
 at [www.livingspaces.com](http://www.livingspaces.com).

## RAYMOND CONSTRUCTION INC

**DALLAS • AUSTIN**

4407 North Beltwood Pkwy., Suite 106

Dallas, TX 75244

[www.raymondconstruction.com](http://www.raymondconstruction.com)



Thank you for letting us share  
**The Raymond Report** with you.

## Questions?

Are you considering new construction or renovation?  
 Give us a call. We can help you navigate the process.  
 Visit us online at [www.raymondconstruction.com](http://www.raymondconstruction.com) or call our  
 Dallas location at 972-980-4404 and our Austin location at  
 512-335-1130.



Charles Raymond



David Schlimme



Justin Deming

