



Construction Break

Laugh a little, learn a little & take a break from the daily grind!



Above: The newly-renovated, energy-efficient Enterprise Leasing Group Administration Building. Inset: Typical interior office build-out.



New Regional Headquarters For Car Rental Agency

Enterprise Leasing Company of Indianapolis continues to grow and take steps to better serve its customers. With the acquisition of National Car Rental in 2007, Enterprise gained this West Washington Street property, which was already strategically set up for multiple operations. T&W Corporation recently renovated all the buildings at the site.



The new reception area.

The campus consists of Enterprise's Indiana administrative office and branch offices for National Car Rental, Enterprise Rent-A-Car and Enterprise Rent-A-Truck. Additionally, the site has a fleet service center for maintenance of the rental vehicles. The Group Administration facility, the largest building on the

campus at 24,210 square feet, serves the administrative needs of more than 90 rental branches in Indiana.

The decision to move its regional offices from the north side of Indianapolis to this west side location was customer centered. "The move is what is best for our customers. It gets us close to the airport, which is a large percentage of our business, and gets all our employees from several admin locations under one roof," says Enterprise's Jeff Kusz.

T&W brought the buildings up to current code requirements, including the Model Energy Code, recently adopted standards that increase a building's energy efficiency. The Group Administration renovation required the conversion of a major portion of the building once used as maintenance shop into Class A office space with high end finishes.



Additional insulation creates increased energy efficiency.

Featured Project Enterprise Group Administration Building

Owner
Enterprise Leasing Company of Indianapolis, LLC
Architect
arc Design, PC
T&W Project Manager
Andrew Huey
T&W Project Superintendent
Brad Clark

Get More Energy Throughout The Workday

Maintaining your energy level all day can feel like an insurmountable challenge. Don't ignore physical or mental fatigue, but don't surrender to it, either. Try these tactics for recharging:

- **Move around.** Take a walk, even if it's just a quick stroll around your office several times throughout the day. Getting your blood flowing speeds delivery of oxygen and nutrients to your body.
- **Take a deep breath.** Several, actually. Sit up straight to open your chest cavity and get more oxygen into your lungs. Here's an exercise: Breathe out through your mouth completely. Then inhale through your nose for four seconds. Hold it in for seven seconds, and then exhale for a count of eight seconds. Do this four times to refresh yourself.
- **Drink sufficient fluids.** Water, like air, delivers oxygen throughout your body. If you're dehydrated, you'll feel tired. Drink plenty of water or a low-calorie sports drink.
- **Get outside.** Sunshine and fresh air can have a rejuvenating effect, along with the exercise benefits of taking a short walk.



- **Learn something new.** Spend a few minutes with a book or on the Internet researching a subject that's really interesting to you. You'll stimulate your mind and make new mental connections.

Beyond "Bow-Wow"

Yeah, we all know you've got the smartest dog in the world—but scientists at Wofford College in South Carolina say they've trained a border collie to recognize the names of 1,022 objects and distinguish those names from orders to fetch them.

In one experiment, the researchers randomly combined objects with specific commands to test whether the pooch, named Chaser, would follow the right command with the right object. Chaser responded to each combination correctly right away, suggesting that she understands that nouns and commands have separate meanings.

Chaser also apparently understood the concept of categories. She was taught that the word "toy" referred to all the 1,022 objects she was allowed to play with, while keeping the individual objects straight, and was able to add a third category like "ball" or "Frisbee" to the category-name combination.

Of course, no dog is as cute as yours...

Home Work

About 2.9 million U.S. workers telecommute on a regular basis—but 50 million want to do so. That comes from a recent white paper by the Telework Research Network, which reports that from 2005 to 2009, the number of employees telecommuting on a regular basis increased by 61%. The rate of growth has been highest among federal employees (407%) and state workers (88%), although private-sector employees represent the greatest increase in raw numbers.

The white paper estimates that those 2.9 million telecommuters save 390 million gallons of gasoline each year, reducing the release of greenhouse gases into the air by 3.6 million tons. In addition, the report states that telecommuting can save employers up to \$13,000 per teleworker a year and can cut absenteeism by 25%.

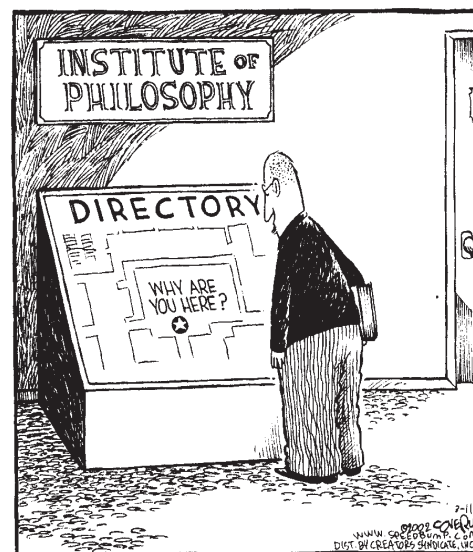
Debunking The Myths Of Ingenuity

Creativity isn't some mysterious process like sorcery or quantum physics, but many people have misconceptions that limit their ability to be creative. Don't sell yourself short. Reject these myths about creativity:

- **People are born creative.** Creativity isn't genetic or inborn. Most of us can generate creative ideas if we're open to the process.
- **Pressure stimulates creativity.** Deadlines (or rewards) can sometimes give you a nudge, but in general, pressure interferes with concentration and an open mind.
- **Creative ideas spring fully-formed from the brain.** We've all heard of people solving complex problems in a single flash of genius (the "Mozart Effect"), but most of the time creativity is the result of long hours and hard work, not a single stroke of insight.
- **Competition beats collaboration.** There's widespread belief that internal competition fosters innovation. However, studies have found that creativity takes a hit when people compete. Conversely, the sharing and debating of ideas encourages creativity.
- **Older people aren't creative.** Child prodigies and twenty-something geniuses don't have a monopoly. People can retain their creative powers throughout their lives if they keep using their brains actively.

SPEED BUMP

Dave Coverly



Create The Brand You Were Meant To Be

The concept of personal branding may have been born in 1997, with Tom Peters' article "The Brand Called You" in *Fast Company* magazine. Even if it predates Peters, it's become a legitimate career practice employed by entrepreneurs, CEOs, and even regular workers who want to distinguish themselves from the pack.

Take charge of your career—and your life—by constructing your very own personal brand. Just put these steps into action:

- **Identify your passion.** Your brand won't stand the test of time unless it's based on something you feel strongly about and want to do for the rest of your life.
- **Specialize.** Plant your banner in a niche that's narrow enough for you to stand out in. Look at what you already do better than anyone else, and concentrate on keeping your skills sharp in that area.
- **Market yourself.** Position yourself as a service provider. Let your manager and co-workers know what you're capable of and what you want to do. Think of yourself as a CEO, even though you have an employer. Your career is ultimately your responsibility, after all.
- **Keep a scorecard.** You know that setting goals is important to your career progress, right? Decide what you want your brand to accomplish, and establish some milestones—your next promotion, a new client, a completed project, etc. Track your brand's success over time.

Explain The True Value Of Employee Benefits

Do you get frustrated when members of your workforce don't understand the value of all the benefits your company provides? The real problem may be that you haven't effectively communicated that value to them.

Here are some tips for explaining benefits clearly:

- **Spell out the costs.** When you hire people, or review their salaries during the evaluation process, make sure they see in black and white just how much money benefits like insurance and pension plan contributions cost the company. Help them understand that a compensation package includes far more than a salary.
- **Keep things simple.** The financial details can get complicated, so simplify the terms you use when explaining benefits to your workers. Check with knowledgeable sources in your HR department when you're not sure what to say.
- **Provide the right benefits.** Employees won't care how much a benefit costs if they're not interested in it. Different employees have different needs. Find out which benefits your employees really want, and if possible, set up a cafeteria-style program that lets employees choose the benefits they'll use and value.

Get Better Answers From Job Candidates

When you're interviewing employee candidates, you've got to probe a little if you want to get a good idea of what makes them tick. Here are three sure-fire ways to draw more revealing answers:

- **"Can you give me another example?"** This question is good to use, whether you're dissatisfied with the first answer and need more information or you're fascinated by the answer and want to hear more.
- **"What did you learn from that experience?"** This question can give you a good handle on a job candidate's judgment and maturity. And it buys you more thinking and planning time for your next question.
- **Silence.** Don't follow up with another question right away once the candidate has finished answering. After a few moments of dead silence, most candidates will say something more just to fill the void. And what they say may reveal a lot.



Who invented the mercury thermometer?

Trivial Matters

- 1) Which of these U.S. cities never served as the nation's capital?
a) Philadelphia
b) New York
c) Boston
d) Washington
- 2) Which of these particles of matter has a negative charge?
a) proton
b) neutron
c) electron
d) neutrino
- 3) Which type of artisan commonly employs a kick wheel?
a) potter
b) carpenter
c) diamond cutter
d) glassblower
- 4) Who invented the mercury thermometer?
a) Anders Celsius
b) William Kelvin
c) Daniel Fahrenheit
d) Galileo Galilei
- 5) *Sable*, *corkscrew* and *sickle* are terms used to describe which part of a dog's body?
a) tongue
b) ears
c) hair
d) tail

—from *mental_floss*

Answers: 1) c; 2) c; 3) a; 4) c; 5) d.



*The holiday season is
once again upon us.*

Though the problems we face as individuals, families and businesses continue to challenge us, our spirit and resolve remain undiminished. Our nation has faced tough times before, and we've always risen to the occasion and emerged better and stronger—and without doubt we'll do so again.

In the meantime, let's not forget all that we have to be thankful for, and take time to appreciate our individual blessings.

As a business, we are grateful for our dedicated, hardworking employees, outstanding building team partners, supportive corporate friends and, of course, our loyal clients, who are the heart and soul of our company and the reason it exists.

On behalf of the entire T&W team, we wish you a safe and healthy holiday and a new year filled with happiness, hope and great opportunity.

T&W Receives ABC Award of Honor

At the ABC Construction Awards program held September 28th, T&W Corporation received the Award of

Honor in the Renovation – Non Historical Under \$3 Million category for the PFM Car & Truck Care Center. A design/build project


featured in the Spring 2011 issue of *Construction Break*, the article described the transformation and re-utilization of a vacant 1970s-era earth-banked building into an attractive and community-friendly retail center.



Our Customers Say It Best...

"T&W has been a great partner over the years. They are easy to work with and price their jobs competitively. We look forward to the possibility of future projects with them."

—Jeff Kusz, Group Operations Manager,
Enterprise Holdings Company

 **We're doing our part.** This newsletter is printed on environmentally-friendly paper—50% recycled, using 25% post-consumer waste, and is composed of a mixture of fibers from certified forests, post-consumer recycling processes and fibers from other controlled sources.



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