

Historic Renovation on Janesville's Riverwalk

While in town to meet with business leaders in the Summer of 2020, Greg Hughes sat on the patio of the Cobblestone Hotel in downtown Janesville, Wisconsin, looked across the Rock River and asked about the “hole” between the buildings. The head of the local Chamber of Commerce laughed and said they'd love to see something happen. The City would give him the land if he wanted to develop it, as they had just taken the property back for tax liens and demolished the 160-year-old building that had fallen into disrepair and become an eyesore.

Hughes, a Janesville native, who owns three other bars and restaurants in town, was meeting to discuss future investments in town when he turned his attention to the adjacent building.

“That's Legends next door, right? Do you think they would sell?”

It turned out the owners of Legends were very interested in selling, as the upper floors had long been abandoned as residential units. The second floor was used only for storage and the third floor was basically useless with boarded-up windows and extension cord electricity.

Hughes reached out to local Architect Angus-Young to

discuss his plans for the renovation and his desire to get a new restaurant open by July of 2021. After getting a good sense of what Hughes wanted, Jeff Davis, Vice President and Principal Architect at Angus-Young, recommended that he contact Friede

& Associates. Davis had just completed a similar project with Friede that also involved an historic renovation of a three-story, 150-year-old building in downtown Madison. With that information in hand, Hughes met with Friede's Executive Vice President and Partner, Scott Truehl, at the end of September in Madison and toured the newly renovated cocktail lounge and brewery. After viewing the Madison project, Hughes hired Friede to handle the demolition and construction of his Janesville project.

Angus-Young would provide all the architectural, structural, and mechanical design services for the project, as well as provide interior design.

The three-story project is unique. The concept for the first-floor restaurant and wine bar features a genuine Italian brick oven

and an extensive collection of wines. The plan included removing all interior walls in the bar and exposing the original brick and stone walls of the interior. To bring an Italian street scheme feel

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Genisa features a genuine Italian brick oven and a vast collection of wines.



The third-floor luxury loft features top-of-the-line appliances and amenities.



Odd Questions

1. Where are lobsters' bladders located?
2. In 1878, Alexander Graham Bell suggested answering the telephone with which greeting?
3. At an average of 10 hours 42 minutes per week, which country's citizens spend the most time reading?
4. Which is the state dance of 24 U.S. states?
5. Which came first: alcohol or the wheel?
6. Which word is understood in all languages?
7. A team of chemists described which smell as "a combination of grassy notes with a tang of acids and a hint of vanilla over an underlying mustiness?"
8. Which is the only continent to have land in all four hemispheres?
9. *Paraskevidekatriaphobia* is the fear of what?
10. What was the first item sold on Ebay?
11. Theodore Roosevelt's daughter Alice had a pet snake. What was the snake's name?

1. In their heads. 2. "Ahoj." 3. India. 4. The Square Dance. 5. Alcohol. 6. "Huh?" 7. The smell of old laser pointer. 11. Emily Spmach.

—Mental Floss

The Power Of A Story

Author Neil Gaiman explains the power of stories with a tale on the *Books Bird* website:

"My cousin Helen, who is in her 90s now, was in the Warsaw ghetto during World War II. She and a bunch of girls in the ghetto had to do sewing each day. And if you were found with a book, it was an automatic death penalty. She had gotten hold of a copy of *Gone with the Wind*, and she would take three or four hours out of her sleeping time each night to read. And then, during the hour or so when they were sewing the next day, she would tell them all the story. These girls were risking certain death for a story. And when she told me the story herself, it actually made what I do feel more important. Because giving people stories is not a luxury. It's actually one of the things you live and die for."

"I am always doing that which I cannot do, in order that I may learn how to do it."

—Pablo Picasso

Yes, You Can Get Out Of Debt

Getting into debt is easy; getting out is hard—but not impossible. Follow these steps from the *Credit.com* website:

- **Get motivated.** Find some specific reasons for eliminating your debt—reducing stress, giving your family a better life, or planning a vacation. The more meaningful your reasons are, the more motivated you'll be to take action.
- **Assess your situation.** Take a look at how much money you owe, who you owe it to, how much you're bringing in, and how much, if any, you have in savings. This gives you a clear starting point. List your monthly expenses—rent or mortgage payments, food, health care, etc.
- **Identify poor spending habits.** Take a hard look at what you're spending money on. Maybe you order food in every other night or go on shopping sprees when you're depressed. Look for weak spots so you can cut back on wasteful spending.
- **Narrow your focus.** Don't try to pay off everything at once. Set a single goal—paying off your credit card balance, for example. Once you've done that, the sense of accomplishment will motivate you to move onto your next target.
- **Set micro-goals.** You probably won't be able to pay off all your debt at once. Try setting smaller goals for the interim, like paying 10% more on your college loan payment every single month. Sticking to that will teach you self-discipline and give you the confidence you need to keep going.
- **Tackle the right debt first.** Focus on paying down your smallest debt first, while making the minimum payment on everything else. Then move onto your next-smallest debt. This can create a snowball effect as you move into the black.
- **Set up automatic payments.** If writing checks is a stumbling block, enroll in a service that takes money from your checking account every month for payments. This frees you from having to remember to pull out your checkbook and doesn't give you any excuse for missing a payment.
- **Negotiate.** It's sometimes possible to negotiate a lower interest rate if you're in good standing. When you call, calmly and politely point out your customer history, especially if you've been making monthly payments on time. Your lender may be willing to lower your interest rate temporarily or even permanently, leaving you with more money to pay down your principal.

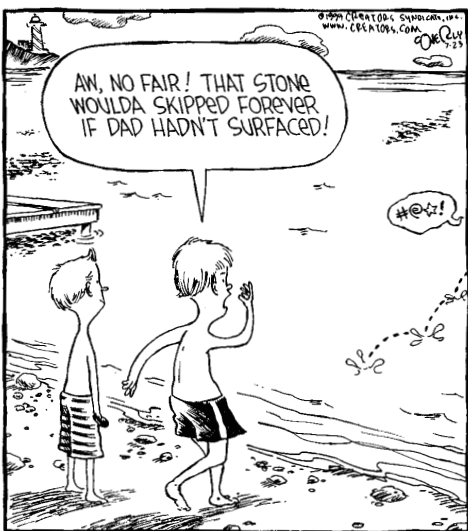
Try These Numbers On For Size

You think high school algebra was hard? Try wrapping your mind around these amazing numbers, courtesy of the *Cracked* website:

- To write the largest known prime number in a straight line, you would need a sheet of paper 23 miles long.
- Americans use 100,000,000,000 plastic shopping bags a year, enough to stretch end-to-end around the equator twice every day.
- A blue whale can eat up to 40 million small krill a day—about 7,900 pounds.
- A Rubik's Cube has 45,252,003,274,489,856,000 possible configurations.
- There are 12.1 trillion digits of pi known right now. A piece of paper needed to write them in a straight line would stretch to the sun and back.
- LEGO manufactures 125 million bricks a day, more than the number of banknotes the U.S. prints in a day (38 million).
- Beetles represent 30% of all known animal species, with more than 300,000 species currently identified.
- People send 205 billion emails every day. If you were to print out each one on a separate sheet of office paper—which would consume 25 million trees—the stack would stretch halfway around the equator.

SPEED BUMP

Dave Coverly



Master Relationships With Active Listening

Relationships are a key to success in your life and your career and building them takes time. One essential skill to master when cultivating relationships is listening. The *Healthline* website shares these tips for learning active listening:

- **Give people your full attention.** Concentrate on their words to the exclusion of everything else. Don't plan your response while they're still speaking, and don't use a pause to steer the conversation around to another topic. If you really can't focus in the moment, ask to reconnect at a time when you can fully commit to the discussion.
- **Use positive body language.** Your body communicates just as much as your words do, if not more. Make sure you're fully facing the other person. Relax your body, but lean in slightly to show interest in what they're saying. Make eye contact—not a relentless stare, but frequent gazes into their eyes. Nod to show you're listening, and you understand.
- **Don't interrupt.** You may be tempted to jump in with an idea or solution. Restrain the impulse. Instead, wait for the other person to start talking before asking questions or offering your point of view. In general, it's best to avoid cutting in, unless you get too confused and need immediate clarification to continue following the conversation.
- **Don't fear silence.** When a conversation lulls, people often have an urge to fill the silence with an immediate reply. Silence isn't necessarily a bad thing, though. You were listening, not formulating a reply, so it's perfectly understandable to need a moment or two to offer a thoughtful response. In most cases, the other person will probably appreciate your taking the time to reflect on their words and consider your thoughts, so there's usually no need to blurt out the first thing that comes to mind.

"Everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it."

—Andy Rooney

Get Your Career On The Right Path

Are you in a hurry to get your career started? Whatever you're pursuing, you can get started with this advice from *Entrepreneur* magazine:

- **Set clear goals.** A road map is essential to success. Big, specific goals help create a framework for your career so you can make smart decisions about where to go and what to do next.
- **Stick to a routine.** Once you know where you want to go, establish the habits that will lead you there. Repetition strengthens performance. You might start your day with meditation or reading up on your industry, then move to the most important tasks of the day. Whatever you decide on, stick with it until it becomes second nature.
- **Find a mentor.** Successful people in every field have mentors—senior people with the experience to guide others through the decisions they confront in their careers. You won't necessarily have a single mentor for the entirety of your career. Look for people who can help you network and also offer advice on what you should do next.
- **Simplify your life.** Streamline your day so you're not wasting time on unproductive activities. Turn down requests that don't offer opportunities to learn and advance. Delegate whatever you can so you have time to focus on essentials.
- **Learn from your mistakes.** You'll screw up from time to time. You can't avoid mistakes completely, but you can learn from them, so you don't make them over and over. Take the time to analyze what went wrong: Did you not have enough information to make a decision? Was your execution sloppy? Did you depend on the wrong people? Once you know what happened, you can move past the mistake and forward to success.

Building A Foundation for Inclusion

If we genuinely want to attract, retain, and develop the best talent for our industry and maximize the diversity of our suppliers, we must grow our industry's culture to be truly inclusive.

Therefore, Friede & Associates is participating in Construction Inclusion Week—the first annual effort to harness the collective power of general contractors, specialty contractors, subcontractors, and suppliers. The initiative officially kicks off on October 18, 2021.

Friede's Executive Vice President and Partner Scott Truehl serves on the national Associated Builders and Contractors'

Inclusion, Diversity and Equity Committee. ABC is one of the industry partners supporting Construction Inclusion Week. The goal is to build awareness of the need to improve diversity and inclusion in the construction industry by providing content and resources to company leadership, employees, subcontractors, vendors, and other industry partners.

"We recognize and understand that each of our firms may be at different places in our diversity, equity, and inclusion journeys. Our intent is that Construction Inclusion Week fosters conversations that create alignment and take us further on



this journey for our people and industry partners," says Truehl.

The week-long program will include training in creating a culture of inclusion, how to source diverse firms, fostering respectful workplaces, sustaining supportive behavior, recognizing unconscious bias and inspiring a more diverse generation of builders.



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to life, the outdoor patio and cigar deck are connected to the interior through a series of retractable glass walls. In addition, the 2,000-square-foot multi-level patio deck links Main Street with Janesville's Riverwalk.

The second-floor event space includes a two-room meeting space for up to 50 guests and also features an exterior deck built over the first-floor bathrooms.

The third floor features a luxurious and spacious two-bedroom, two-bathroom loft with an airy open kitchen/living room on the Main Street side of the building that includes top-of-the-line appliances from Sub Zero, Wolf, and Cove. The bedrooms and baths on the river side of the building feature the latest Kohler

fixtures, including rain and body sprayers in the master shower and a "smart toilet" that raises its lid thanks to motion sensors and features a heated and lighted seat. The loft is available for booking on Genisa's website www.genisawinebar.com/luxury-loft/.

Hughes' vision and the historic theme would ultimately tie both the 160-year-old building with his own Italian family history. The inspiration for the name of the restaurant and wine bar? His mother, Genisa. And the second level meeting space is named Cucchiella for her maiden name.

The Friede Team is pleased to have worked on such a challenging, yet rewarding, historic renovation project with Greg Hughes and the Architects at Angus-Young.

