

New Goals Set for 2009

By Lisa Ponder

Over sixty of Gallegos' managers came together in February for two days to set new goals, acquire additional skills and share best practices. Gerald, Bob and Gary welcomed everyone and participated in the activities. One of the best parts of these retreats is that everyone participates, voices their opinions and is genuinely engaged.

The group started off with leadership training from the nationally respected construction industry consultants, FMI. Tom Alafat of FMI shared ideas on setting direction, aligning resources and motivating and inspiring those you work with. Bill Ponder presented a set of key performance indicators for our project managers and then everyone had a chance to give their ideas as well. Mike Haller reported on the impressive safety year the company had in 2008. Gallegos won many awards for our excellent low injury rate. Dave Little, Sam Johnson and Dacia Woodworth gave everyone great ideas on how to market our services in this challenging economy. Marvin Franklin brought back a favorite seminar that helps everyone use their technology more efficiently. Randy Olin finished off the two days with an update on The Gallegos Corporation strategic plan for 2009. Even JC Slocum showed up on time for the second day's events thanks to Chris Lavin.

The two days of training are an important part of Gallegos' commitment to the professional development of its people and everyone enjoys getting together at least once a year. Thank you to all those who presented and participated, the event was a success because of your efforts.



Marvin Franklin brought back



Architects Benefit from Continuing Education Program

The skilled craftsmen at Gallegos understand the importance of using proper application techniques and building with the correct materials in Colorado's harsh climate—now it's time to help provide this information to architects. To this end, the Building Stone Institute and The Gallegos Corporation are teaming up to provide an AIA Continuing Education program on stone installation systems for the extreme environmental forces in our regions.

Sam Johnson, Business Development Director, will be bringing the one-hour seminar to architects within our markets. "I am really excited to be part of this new program. I think there is a real need out there to educate people in our

trade so everyone can have the best finished product possible," Sam said. He added that Gallegos continues to be the industry leader and this is just one of the ways to get the message out to the design profession.

During the presentation, Sam will explain IBC and IRC code requirements for installation of anchored rubble veneer and dimensional stone cladding including the integration of flashing elements for the assemblies. He will also discuss the application of adhered stone veneer and conclude with details for exterior paving installations.

Sam expects to do one or more of these educational presentations each week.

Masonry Showcased to the World During Special Olympics

by Marian Edwards

The masonry work of Division 23 was prominently on display at the Dollar Mountain Lodge and Sun Valley's Golf/Nordic Center during the 2009 Special Olympics World Winter Games. Members of the media, athletes and visitors from all over the world attended the sporting event that recently concluded in mid-February.

Idaho hosted the Special Olympics World Winter Games. Sun Valley's Golf/Nordic Center and Dollar Mountain Lodge served as the event sites for cross-country skiing and snow-

boarding, respectively.

Division 23 provided all masonry services at the Nordic Center, which was completed late last year. Foreman Sean Latin stepped into the onsite supervisory role and led a crew of 37 workers in installing 24 thousand square feet of stone veneer in less than five months.

Dollar Mountain Lodge was completed by Division 23 masons several years ago.



Recently completed Golf/Nordic Center.



Team India Snowboarders in front of the Dollar Lodge.

Employees of the Months

The payroll department has gone above and beyond in the past few months, which is why they are being awarded employee of the month for March. "I think they all have handled the extra work and stress well and they don't get much recognition for such," Lisa Ponder, HR Director, said. She added that the entire department, made up of Dani Ettles, Rosalie Marquez and Rosie Landeros, works to make sure everyone gets paid on time, regularly putting in extra hours and working overtime during Christmas. Beyond getting us all money in our pockets every two weeks (and who doesn't like that!?), they have to verify or find



addresses for employees, get checks out and work out complicated unemployment issues.

Next time you are in the office stop by and say thanks to everyone in payroll who gets us paid accurately on time.

The Denver office is proud to nominate Sylvia Connelly for April's Employee of the month.

Sylvia is a tireless and dedicated office manager who has been taking care of the 2 divisions in Denver by herself. She has been putting in 10 hour days trying to keep up with all of the front-end work, proposals, HR issues, timecard, payroll, along with the added joy of tolerating all of our cheery personalities. Sylvia has been providing outstanding customer and internal service for almost a decade, and we thank her for her dedication, patience, and sense of humor.

"She is absolutely the best we could ask for, and definitely the backbone of the Denver office," Kevin Hughey, VP Div. 32 said. "Sylvia definitely keeps this office running smoothly for both divisions, and keeps us all in line and on top of things. Sylvia is a great asset to this office, and The Gallegos Corporation."



New Shop to be Unveiled

By Bill Ponder

In early May, The Gallegos Corporation will unveil its new shop that will be home to the marble shop, mechanics, stone yard office and divisional storage areas. Planning for the 27,000 square foot building has been in the works for a few years but now the building is coming to fruition, allowing TGC to be more productive and efficient.

Not only is the space desperately needed, but the new digs for the marble shop will significantly boost efficiency and productivity, Bill Ponder (Div. 10), said. The company will be able to tackle larger jobs and have a faster turn around thanks to the space and state-of-the-art technology. He added that the marble shop will feature CNC (Computer Numerical Controlled) Machine and overhead crane, advanced water filtration recycling system and covered exterior slab storage.

"All of this is a commitment to reduced costs and increased efficiencies," Bill said. "We will be faster, safer, less expensive and more competitive."

The entire operation will be more streamlined and cohesive for better overall management. The auto shop will have added bays and a four-post lift. The stone yard will have permanent office space with an integrated phone system and faster internet connections.

"This has not been a hasty decision," Gerald Gallegos, CEO, said. "This is an exciting time for us: to have a superior space for marble and granite fabrication, and to have the various offices under one roof."

Once the building is up and running, feel free to stop by and see all the advances. It is located at the stone yard on Spring Creek Road in Gypsum.



Safety is Job One

By Mike Haller

Safety is more than just a thought at The Gallegos Corporation. Our company puts this into action everyday and it shows. For 2008, TGC was recognized for its efforts in being free from injury for 500,000 to 1 million man hours worked.

The American Subcontractors Association of Colorado (ASAC) presented the company with an award on January 15. "Nothing short of wow describes the commitment to excellence in all aspects of performance," the ASAC said. "[TGC's] mission statement is the action that directs their operations to finish each job completely with the highest quality and with safety the first time."

Mike Haller, Safety Director, agrees. "Everyone is really dedicated to remaining safe on the job. It's a team effort to work so many hours without injuries—everyone deserves to be commended," he said.

The last time Gallegos received this award was in 2006, and hopefully we will be able to three-peat this year. Good job to everyone who stays focused on safety. Mike challenges every division to six months of a "none-loss time injury" starting February 1 through July 31.

MARK YOUR CALENDARS!!

The annual highway clean up will take place

**SATURDAY
APRIL 25**

More information to come in next month's paycheck.

For immediate questions, please contact Berniece.

Happy Birthday!

March

- 1 Ben Vitale (40)
- 2 Sergio Villasenor (22)
- 5 Miguel Jimenez (40)
- 6 Angie Vincent-Suntken (10); Jason Ingles (32)
- 7 Caroline Gallegos (10); Melanie Maxson (22)
- 8 Juan De Parr Lisarod (20)
- 9 Jose Chairez (20)
- 13 Jim Medina (50)
- 15 Steve Moreno (21)
- 17 Marcette Gordon (20)
- 18 David Johnson (40)
- 20 Manuel Diaz (21)
- 21 Oscar Ramirez-Almaraz (20); Efren Castaneda (23)
- 24 Mario Delara (20)
- 26 Jon Lest (22)
- 27 Idolina Giordano (10)
- 28 Jason Bozzuto (23); Geoff Soelter (31); Victor Vega (32)
- 29 Anthony Martinez (50); Amado Lovato, Jr. (40)
- 30 Matthew Steiner (22); Michael Hill (50)
- 31 Cole Allison (40)

April

- 2 Michael Jaques (10)
- 6 Salvador DeLoera (20); William Dermody (31)
- 9 Aurelio Almaras (20); Sergio Irazoque (22)
- 10 Max Sedbrook (32); Ponpeyo Amador (23)
- 11 JC Slocum (22)
- 12 Marin Cano Campos (40)
- 13 Joe Kleber (50)
- 14 Gary Clifford (22); Mike Gifford (31)
- 15 Raul Munoz, Jr., (20)
- 16 Francisoc Torres (23)
- 17 Dean Barney (23)
- 19 Jaime Hurtado (21); Raul Acuna (22)
- 21 Alejandro Vazquez (23)
- 23 Leonel Meraz (31)
- 26 Alfredo Esparza (20); Mike Morrissey (22)
- 27 Jim Bingaman (21); Daryl Woodworth (40)
- 28 Juan Rodriguez-Moran (20); John Trujillo (20); Dakota Combs (22); Roberto Perez (23)
- 30 Miguel Bacio (31)

HEALTH INSURANCE RE-MINDER!

PRESCRIPTIONS – effective January 1, 2009 a \$100 calendar year deductible has been added for all **BRAND Name Prescriptions**. This means that the first \$100 deductible will be the participant's responsibility if you are getting a brand name rather than a generic drug, after that the applicable brand co-pays will apply.

WELCOME TO THE WORLD, SANTIAGO GALLEGOS!

On January 27, Gabby and Shannon Gallegos (Div. 20, PM), welcomed their first child, Santiago. He was just shy of nine pounds at 8 lbs, 15 ounces and was 22 inches long. He is doing great and has captured hearts. Congratulations to the latest Gallegos arrival!



Sierra Gutierrez, daughter of Frank Gutierrez, Division 94 President, was the 1st Runner Up in Eagle County's Spelling Bee!! Way to spell, Sierra!

Keep your fingers crossed! Our marketing department submitted two outstanding projects for this year's Prism Awards (a Stone and Tile Awards Program for 2009 Coverings Convention). The Arrabelle at Vail Square was submitted into the Commercial category, and the Highlands Pond Residence was submitted to the Residential Category. This is Gallegos' first time entering the contest. Both submittals are world-class projects that should compete well in this program. We will keep you posted, as winners are announced.

ANNIVERSARIES!

- 1 Year**
Chad Crick (23); Miguel Loera (20); Armando Huerta Ramirez (24); Tommy Lee Myers, Jr. (20); Alberto Martinez (21); Agapito Martinez Vargas (21); Peter Schil-laci (90); Caleb Smith (21); James Jacobsen (31); Ricardo Flores (22); Sheryl Gallegos (10)
- 2 Years**
Fred Verdugo (50); Jeremiah Paris (50); Jarod Fox (50); Sergios Gallardo (50); Christopher Sullivan (50); Jesus Rivera (20); Victor Escarcega (31); Rigoberto Cas-taneda Vega (23); Francisco Torres (23); Jesus Martinez (32); Ponpeyo Amador (23)
- 3 Years**
Melanie Maxson (22); Adrian Betancourt (21); Ignacio Ledezma Sandoval (21); Mat-thew Steiner (22)
- 4 Years**
Sam Evancho (31); Jon Lest (22); Juan Rod-riiguez-Moran (20)
- 5 Years**
Manuel Diaz (21); Heather Hower (10); Joaquin Martinez (21); Benito Chavez (23); Anthony Martinez (50); Gabriel Fairroth (22)
- 6 Years**
Erasm Morales (21); Manuel Serna (20)
- 7 Years**
Mario Becerra (20); Hector Herrera (32); Mimi Trombatore (21)
- 8 Years**
Benjamin Pereida (50); Ignacio Herrera (32); Fidel Dominguez (20); Caroline Gallegos (10); Hillary Gallegos (10)
- 9 Years**
Miguel Ramirez (20); Ismael Guzman (20)
- 10 Years**
Salvador Velasco (90); Ariel Rodriguez (40); Leonel Meraz (31)
- 11 Years**
Mario Delara (20); Jose Rodriguez (20); Jose Monje Rodriguez (20)
- 12 Years**
Ignacio Gallegos (20)
- 13 Years**
Luis Gomez (21); Kenny Fairchild (31)
- 14 Years**
John O'Meara (23)
- 15 Years**
Randy Olin (10); Juan Vega (21); Richard Maxson (22)
- 16 Years**
Mike Morrissey (22); Floyd Andreatta (21); Joe Kleber (50)
- 18 Years**

The Gallegos Gazette

Gallegos

Building Solutions
for Distinctive Projects

MARCH / APRIL 2009

The Newspaper for the Gallegos Community

2009's Outlook

A Note from Gerald Gallegos, Bob Gallegos and Gary Woodworth

Dear Gallegos Employees:

We wanted to update everyone on our outlook for 2009—keeping in mind the future is hard to predict. 2009 is shaping up to be a year with many challenges globally as well as within our own company. Tight credit markets have affected many of our current jobs as well as delayed other projects scheduled to begin this year. This will equate to less work in 2009 and require us to be much more efficient on the projects we are doing. Historically however we have proven to always rise to these challenges and succeed.

To begin we continue to put great emphasis on bidding new work. All divisions are working very hard to obtain all work possible for this year and beyond. The estimating department in Wolcott along with each of our other offices have been working diligently week after week and have submitted over 260 bids so far in 2009. As in years past we will look at all market areas and types of work to support us during these times as well as provide a base for future growth.

Secondly, all divisions have had to make adjustments to work force and overhead expenditures throughout the winter. This has been done with great care and consideration in keeping our company strong and best suited to move forward. It has been quite impressive to see how the divisions have worked together to keep valued employees working by sharing resources and manpower. To remain strong we will have to keep focused on the changing economy and adjust as required moving forward. In order to keep our share of the market we must plan and execute our work with the utmost in high productivity, quality and efficiency.

As we move into April, work will begin to pick up for most divisions allowing us to get many of our employees working full time and bring others back to work. It will be a welcome change for all to be able to focus on building and applying the talent we have into constructing projects. To do this most effectively we must continue to work together with all divisions at all levels. Historically the success of this company can easily be tracked to the contributions of all of us during good markets or bad.

The Gallegos Corporation is a strong company financially with little debt to service. While the recent change has caused us to react we have done so in order to remain strong and a leader within our industry. With the experience, knowledge and efforts of all we will weather this storm as we have in the past and become a stronger company as a result.

We continue on our commitment to our company's values and goals.

1. Caring about our people and their families.
2. Community involvement.
3. Integrity.
4. Extraordinary work ethic.
5. Passion for our work.

God bless and let's remain strong in mind and body through this period that tests us all.

The Gallegos Corporation's Mission

To finish each job completely with the highest quality and with safety "the first time."

Provide construction and construction management services of the highest professional standard.

Generate profit from these services while adding value to our customers & employees.

Continue to grow as the industry leader.

The Gallegos Corporation is still committed to helping our employees through tight financial times. Gerald spear-headed the food and money donations back in December—and all of our employees stepped up—with the intent of helping those who need it now. Please contact Human Resources for confidential assistance.

Have you noticed one of your coworkers going above and beyond? Doing an exceptional job? Nominate him or her for employee of the month! Email hr@gallegoscorp.com OR submit this form.

Employee _____ Division _____

Your name _____

Why is this employee a good employee of the month? _____

Gallegos

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Perhaps you've noticed our new logo? It will be on all company trucks, our web site and new sales collateral. It's a fresher, cleaner logo that still embodies our culture.