

Birthdays, Anniversaries, Company Updates

Birthdays February

- 1 Mimi Trombatore (21)
- 2 Gary Woodworth (10)
- 4 Paula Kurtz (10)
- 5 Floyd Young (60)
- 6 Juan Astorga (60)
- 6 Fernando Bujanda Villalobos (20)
- 11 Hector Manuel Martinez (20)
- 12 Sylvia Connely (60)
- 17 Sergio Arreguin Vallejo (60)
- 18 Mario Becerra (20)
- 18 Ramon Becerra (20)
- 18 Daniel Maxson (60)
- 19 Felipe Godinez (60)
- 24 Kenneth Fairchild (20)
- 28 Oscar Garcia (40)

March

- 1 Rosendo Hernandez (60)
- 2 Darccamus Piazza (60)
- 2 Sergio Villasenor (60)
- 5 Miguel Angel Jimenez (20)
- 6 Jason Ingles (60)
- 6 Elisse Kelley (10)
- 6 Angela Vincent-Suntken (10)
- 8 Jose Pinela (60)
- 8 Juan Rodriguez (60)
- 9 Jose Chairez (40)
- 11 Israel Martinez (21)
- 13 Jack Batinich (60)
- 17 Marcette Gordon (90)
- 21 Roberto Andrade (60)
- 21 Ramiro Florres (60)
- 21 Oscar Ramirez-Almaraz (20)
- 23 Gabriel Pereida (20)
- 23 Leonardo Perez (60)
- 24 Mario Delara (20)
- 24 Gary Herr (94)
- 24 Abigail Sedbrook (60)
- 25 Lisa Dodd (10)
- 27 Arturo Bujanda Villalobos (20)
- 28 Mauricio Macias (60)
- 28 Victor Vega (60)
- 30 Luis Estrada (20)
- 30 Michael Hill (20)

Congratulations to Frank Gutierrez
Frank and Berniece Gutierrez welcomed their new additions to the family. Brielle Rose Gutierrez was 5 lbs 12.8 oz 18 1/4" long and 5 minutes later little sister Brooklynn Rae Gutierrez came in at 5 lbs 1.6 oz and 18" long. Their parents are Jason and Amanda.



New Pay Periods for 2016

Effective February 1, 2016 The Gallegos Corporation will be going to bi-weekly pay periods. Appropriate deduction periods are Flex- 26 Pay Periods, 401k—26 Pay Periods, Reimbursement—26 Pay Periods and all pay changes will be at the beginning of the Pay Cycle.

Pay dates for 2016:

January 7, January 22, February 5, February 19, March 4, March 18, April 1, April 15, April 29, May 13, May 27, June 10, June 24, July 8, July 22, August 5, August 19, September 2, September 16, September 30, October 14, October 28, November 11, November 25, December 9, and December 23.

Anniversaries

One Year

- Gary Hernandez (60)
- Luis Macias (20)
- Will Kearney (10)
- Blaine Peters (20),
- Eugene Randolph (60)
- Carlos Chairez Moreno (20)

Two Years

- Floyd Young (60)
- Juan Vazquez (60)
- Jerry Friesen (10)

Five Years

- Teressa Danzoll (10)
- Courtney Armitage (10)

Six Years

- Juan Bautista (20)
- Enrique Najera (20)

Eight Years

- Max Sedbrook (60)
- Sheryl Gallegos (10)

Nine Years

- Jeremiah Paris (60)

Eleven Years

- Travis Carpenter (21)
- Jose Chairez Moreno (20)

Twelve Years

- Dennis Hawley (40)
- Joaquin Martinez (21)

Thirteen Years

- Erasmio Morales (21)

Fourteen Years

- Mario Becerra (20)
- Hector Herrera (60)

Fifteen Years

- Rosie Landeros (10)

Nineteen Years

- Ignacio Gallegos (20)

Twenty Years

- Jim Heinritz (60)

Twenty-One Years

- Jose Angel Garcia (90)

Twenty-Three Years

- Mike Morrissey (60)

Twenty-Nine Years

- Ruth White (10)

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Productivity Builder Update by Gary Woodworth

With 2015 behind us it was time once again to meet with the Process Champions and review the success and challenges within each of the processes. In general it was stated that we are doing well with **PreJob** and **Post Job** but not as well with the processes in between during the 4th Quarter. This is both from the field and office side, Huddles, SIP, Exit strategies are failing in timeliness and many PM's are not getting Bird report and cost info. back to the field consistently. The simple process of planning is where we will find the value, whether in the Daily Huddle, Short Interval or Exit Strategy. The ability to have a plan, communicate and execute it is how we manage the outcome and succeed!

Our scores are as shown below and are less important than the value obtained from each process:

PreJob Planning - 96% Safety will be emphasized more in the plan with Mike Haller working with you to review your Job Hazard Analysis specific to the project. Part of raising the quality here is to insure the PJR's are being used in the planning process by Foreman and PM's.

Bird Report Knowledge - 96% (although only 83% in Dec.) Jon reports as noted above that many Foreman are not seeing the Bird Reports on a weekly basis as mandated. Additionally, it has been noted that many Foreman are asking to review the complete BTA for their project a couple times per month. This has been determined to be a best practice and will be discussed with all at the upcoming forum and all PM's required to do this twice monthly. Keys will take over Measurement, Tacking and Feedback as we move forward, welcome Kris!

Daily Huddle - 79% Fidel continues to train and monitor this with mixed results as the scoring demonstrates. Keep in mind a plan each day is required to communicate to your crew, and equally important asking questions of them to determine how we adjust for success daily while keeping Safety at the forefront of our decisions. Quality work, Safety and challenges are all equally important to a stated goal in the huddle! White board usage is improving to note the goal for the day, if you need a board please call Fidel.

Short Interval - 96% Use of the SIP continues with high scores, but lesser quality. Foreman are relying on a phone call to convey their needs in many instances rather than the SIP. As stated above it is the process of planning that pays off. Changes will happen daily or weekly, but if you have a plan you can adjust if needed, including pulling off the job. If the shop knows your equipment needs 2 weeks out they can be ready and have it on your site. Erasmo is available for support on this or re-training if needed. Control your project, your outcome and your PM with a good plan each week, If no one is following through on it make some noise, we are here to support you in the field!!!

Exit Strategy - 91% A good plan will assist in knowing what it will take to complete our work, punchlist and project requirements. Work with your PM and use the Burn rate calc to set and communicate a goal for hours needed to finish. We will get T-shirts to reward for beating the burn rate on your project with proper expectations. JC reports quality appears questionable on many of those being completed, let's prove differently in 2016!

Archive - 98% Michael is reporting good results in getting caught up and maintaining success with Archiving thanks to efforts by all. The goal this year will be to drive life on the Network daily to more effectively compile all pertinent info at project completion. Rather than wait for a file to be archived Michael will work with you to verify information being collected midstream through a project. Keep up the good work!

Post Job Review - 100% Chris reports that the Post Job Review process has been received very well and that there is a treasure trove of information that is being gained. Last year, many more people have been through the process and next year Chris expects to add even more.

Plan, Communicate, Execute, Closeout! As simple as it sounds this is similar to safety and requires all of us to maintain our focus on Productivity Builder daily to keep it strong and valuable. Keep the inverted pyramid in mind.....we are all here to support the success of the field and projects through proper implementation of this. If we each continue to do our part we can get best value and success! Thanks to the process Champions and their deputies for the added work they do to keep training and promoting Productivity Builder! Thanks to all the Foreman for rising to the challenge in driving your projects to succeed!

Gallegos

Building Solutions
for Distinctive Projects

**The Gallegos
Corporation's
Mission**

Lead our industry by
creating value for our
customers, employees,
and communities through
safe, quality construction
of the highest
professional standard.



Winner for November



Ruth White (10) is the recipient of the G3 Award for November. Ruth was nominated by Chris Bystrom and Michael Jaques. Ruth has been with The Gallegos Corporation for 28 years. During her tenure, Ruth has been the quintessential professional. Her main duties are to assist the Estimating Department; however, everyone knows that her skill set extends far beyond that. Chris Bystrom said "I would like to thank Ruth for her commitment, collaboration skills and flawless work." Thank you Ruth for your hard work, and congratulations!



Winner for December

Congratulations to Chris Edwards (10). Chris is a Senior Estimator and has been with The Gallegos Corporation since 2007. JC Slocum (60) nominated Chris saying "Chris always goes above and beyond when it comes to what is asked of him. Whether it is working late nights or weekends to complete estimates or assisting project managers with changes, he is always willing to help." Chris's efficiency and accuracy are outstanding. His estimates are always clear, concise and accurate, which is impressive considering the large quantity he is able to provide. Thank you Chris, we appreciate your hard work and dedication to Gallegos.



Holiday Party and End of Year Giving Recap

The Gallegos Corporation celebrated the holiday season by hosting holiday parties for all employees and their families. It was a great to see everyone outside of work and having fun. The Denver party was held at their warehouse, as in previous years, and continued the tradition of giving away amazing prizes. The Vail office and Aspen Office had a joint bowling party at the Back Bowl. Everyone that attended had a fun time.

The holiday season is also about giving to others; and The Gallegos Corporation honored their commitment to community service by making donations to Lift -Up in Aspen, The Salvation Army in Vail, and Food Bank of the Rockies in Denver. The food banks were also recipients of very generous donations from our employees through the canned food drives. Thank you to all that contributed this season. Gallegos also participated in Colorado Gives Day on December 8, which raised a total of \$28.4 million for non-profits throughout Colorado.

Welcome to Gallegos



Welcome to Scott Forcum. Scott has been hired in the Aspen Region Marble & Granite Department. He joins us with 30+ years of experience working as a Journeyman Marble Mason. We are excited to have him on our team!

The Denver office also has a new employee named Scott. Scott McCleney recently started as an Estimator in the Denver Region. Scott moved to Colorado from New Orleans and has lived here for 8 years.



Apprentice Update by Elisse Kelley

Each semester Gallegos provides up to 17 employees an opportunity to enroll in the Gallegos Corporation Apprenticeship Program. What that means is that you are mentored in the field while you take classes to learn the basics and beyond. This program gives you industry-recognized credentials that designate you as a trained and highly skilled craftsperson. What you learn at Gallegos can translate to any construction site in the country. Two years have passed since Gallegos has initiated The Apprenticeship Program.

All apprentice begin their training with the Core Program, which covers an introduction to multiple trades. Once you have completed the core classes you can take specialized classes in Masonry, including stone and brick (3 year course), or Concrete including form work, placing, and finishing concrete (3-4 year course).

Now at the beginning of a new semester we are excited to provide a new round of students with the opportunity to specialize and master their skills in the classroom as well as in the field. This semester we have 7 students enrolled in the program and with room for more! If you are interested in participating in the apprenticeship we encourage you to talk the Human Resource Department to get more information about enrolling in the program.

The success of the Apprentice Program is due to the apprentices' dedication and hard work, as well as the teachers who run the programs. Thank you to everyone involved in the programs. If you have not checked out the Gallegos Apprenticeship video I encourage you to do so. It is available on YouTube, just search for *Gallegos Apprenticeship*.

Upcoming Supervisor Forum

We are looking forward to bringing all Project Managers and Foremen together for an all division forum. This is an opportunity for open dialogue, communication and training. The forum will be held at the Eagle—Vail Pavilion on February 26 beginning at 8:00 am.

Safety Committee Update

The Safety Committee is pleased to report that over the past 12 months, Gallegos safety rating continues to improve as a direct result of our field employees' awareness of safety practices and attention to following safety guidelines. Our Experience Modification Rating (EMR) was recently calculated for 2016 and has improved from .89 to .77. Thank you to everyone for your continued efforts in completing your daily work in a safe manner! Lowering our EMR helps the bottom line of all our projects and demonstrates to our clients yet another way that we are leaders in our industry.

If you would like to have more information on last year's injuries, OSHA's form 300A (summary of Work-Related Injuries and Illnesses) will be posted in all Gallegos Office locations from February 1 through April 30.

The Safety Committee members will continue to complete safety audits of jobsites to ensure the safety of our employees. If you have an interest and would like to be involved with the Gallegos Safety Committee there will be open seats in May of 2016. Please contact Mike Haller if you have any questions or would like to join the Safety Committee.