

## HR HAPPENINGS

Welcome the following new hires to The Gallegos Corporation: James & Trapper Ewing to Division 22; Anna Goodwin, Robert Green, Ramon Pantoja and Jeff Trimm to Division 24. Kristy O'Brien is the new voice on the other end of the phone for the Denver office.

**Eric Peterson** has joined TGC as Senior Project Manager. Eric graduated with a BS in Construction Management from Colorado State University and has been with Vogelman West for the past 13 years, most recently as Operations Manager. Eric and his wife, Pam, were thrilled to welcome their baby boy, Spencer into the world in early December.

TGC is always pleased to promote from within & this month is no exception. Congratulations to **Ben Harrison**, from Assistant PM to Project Manager; **Jim Bingaman** from Sr. PM to Co-Div President; **Chris Laven** to VP of Business for Aspen Masonry. In Division 40, **Tim White** has been promoted to Project Coordinator.

**Steve Kalabany** is a "Super Star" per the Rocky Mountain Masonry Institute. Steve just recently completed the 2004 Masonry Certification Program and scored a 92.5% on his exam.

### JOB OPENINGS

Looking for a change or have a friend.....? Div 10 - Estimators, AP, AR/Job Cost Asst.

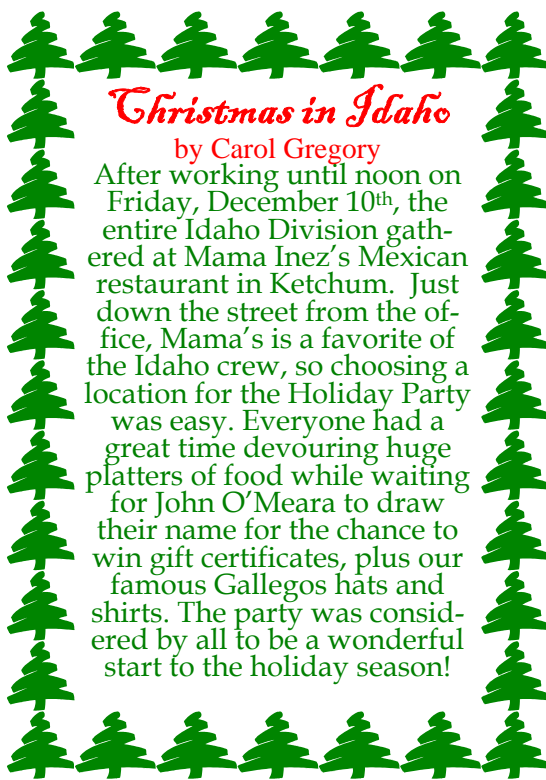
Div 20 - Masons/Laborers willing to travel through Colorado & to Big Sky, MT  
Div 21 - Masons

Div 24 - Lake Tahoe/Northstar California seeking Masons & Laborers

Div 22 & 32 - Stone Masons, Plasterers, & Laborers

Div 50 - Concrete Finishers & Laborers

Div 90 - Stone Yard Sales/Admin. Asst.



## Christmas in Idaho

by Carol Gregory

After working until noon on Friday, December 10<sup>th</sup>, the entire Idaho Division gathered at Mama Inez's Mexican restaurant in Ketchum. Just down the street from the office, Mama's is a favorite of the Idaho crew, so choosing a location for the Holiday Party was easy. Everyone had a great time devouring huge platters of food while waiting for John O'Meara to draw their name for the chance to win gift certificates, plus our famous Gallegos hats and shirts. The party was considered by all to be a wonderful start to the holiday season!

## Happy Birthday!

### January

- 1 Anna Goodwin (24), Jose Guzman (20), Walter Tovar (22)
- 4 Edmundo Coliz (20), Angel Hernandez (21), Luis Ramirez (21)
- 5 Victor Gonzalez (20), Dan Loosbrock (40)
- 7 Zacarias Quinones (22)
- 8 David Barrón (10), Ignacio Gallegos (20), Ignacio Pineda (21), José Rodríguez (20)
- 9 Randy Reid (40), Jamie Woodworth (40)
- 10 Luis López Bolanos (20), Roberto Ochoa (31)
- 11 Gary Bowker, Sr. (31)
- 13 Gerald G Gallegos (10)
- 13 Charles Kettle (31)
- 14 Sergio Pasillas (23)
- 15 Manuel Figueroa (21), Herminio Gutierrez (32)
- 16 Lucas Fisher (32)
- 17 Jose Flores (21), Jon Schuessler (22)
- 18 David Archuleta (22), Refugio Martinez (21)
- 20 Kenneth Cruz (22)
- 22 Jesús Rivera (20), Juan Vega (21), José Villalta (22)
- 24 Gary Bowker Jr. (31), Christopher Gallegos (10), Jesús DeLoera (31), Juan Ruiz (20)
- 25 Carmen Hernandez (21), Manuel Hernandez (21)
- 26 Carol Gregory (23), James Heinritz (22)
- 27 Ismael Guzman (20), Steve Kalabany (20), Angel Ocampo (21)
- 28 William McKeon (90)

### February

- 1 John O'Meara (23), Mimi Trombatore (21)
- 2 Gary Woodworth (40)
- 3 Benjamin Moreno Garcia (21)
- 4 Manuel Colis (23), José Herrera (20), Alfredo Rodriguez (32), Juan Vasquez (23)
- 5 Felipe Martinez (21)
- 6 Jose Maldonado (31)
- 9 Victor Flores (21)
- 10 Mitchell Waganer (31)
- 11 Gilbert Cordova (22), Gonzalo Flores (21), Jose Lopez V (21)
- 12 Sylvia Connely (22)
- 13 Jose Armenta (20)
- 15 Dani Ettles (10)
- 16 Acevedo Horacio (20)
- 17 Edgar Hernandez (40), Alfredo Juarez (20), Rich Passey (24)
- 18 Becerra, Mario Becerra (20), Ramón Becerra (20), Jesús Beltran (31), Jesús Iturralde-Pedraza (50)
- 22 Mark Jordan (32)
- 23 Michael Calderon (31)
- 24 Kenneth Fairchild (31), Joshua Kennedy (32), Ruben Zepeda (22)
- 26 Alberto Flores (50)
- 28 Jose Luis Luevano (20)

## Anniversaries

- 1 Year**
- Casey Kraft 10
- Israel Mireles 21
- Danny Quintana 22
- Martin Meraz 32
- Michael Hawley 40
- Berniece Fox 10
- Rodolfo Garcilazo 21
- Douglas Llyells 21
- Ignacio Pineda 21
- Abelardo López 21
- Kenneth Cruz 22
- Jesús López 31
- Victor Nungaray 32
- Dennis Hawley 40
- Olivia Muñoz 40
- 2 Years**
- Lynette Horan 10
- Jason Torgerson 20
- Dale Schiesser 21
- Jose Pinela 22
- Adrian Portillo 22
- Sean Pattin 23
- Michael Fowler 20
- Hernan Flores 21
- Bryce Lattin 23
- 3 Years**
- Francisco Rodriguez 22
- Fernando Velasco 22
- William Dermody 32
- 4 Years**
- Ruben Astorga 21
- Steven Johnson 21
- Jason Wiethoff 21
- Alvaro Avila 23
- Stephen Inverso 21
- Fernando López 31
- Eduardo Bernal 40
- 5 Years**
- Tereso Saucedo 20
- Zacarias Quiñónez 22
- Chad Woodworth 31
- 6 Years**
- Mike Haller 10
- Steve Laven 21
- Michael Hill 50
- 7 Years**
- Refugio Martinez 21
- Julio Macias 40
- Benedetto Vitale 40
- José Garcia 90
- 8 Years**
- Juan Garcia 23
- 9 Years**
- José Vega 21
- James Heinritz 22
- 11 Years**
- Baudelio Rivera 20
- 13 Years**
- Pablo Castillo 20
- 18 Years**
- Ruth White 10

Have an idea for the next newsletter? Give Heather a call!



# The Gallegos Gazette

The Newspaper for the Gallegos Community

THE Gallegos CORPORATION

Volume VIX, Issue 1  
January/February 2005

## Putting the Plan into Action

by Randy Olin

As we start the new year, I want to update everyone on our progress with the strategic planning. By now every Gallegos employee should have participated in a "roll-out" session with your division president, getting a first-hand look at our company vision, values, and mission, as well as goals for 2005 and beyond. I hope you saw an area where you would like to get involved and apply your talents.

Prospects look great for growth this year as many new construction projects take off, but competition is also fierce. It will take a strong effort from all of us to remain the leader in our trades. Implementing the strategic plan will be a critical part of managing the growth so that we're not just bigger, but we are also more profitable and organized, as well.

We're moving forward with the plan in a number of areas. Gerald Gallegos has often said, "The most important reason for the success of this company is the skill and loyalty of all our dedicated and knowledgeable employees. They make it happen." Having the best people is our most important goal. That means not only seeking and hiring the best, but making sure all of you who already work for us are excited to be here. Each division was assigned action items, which will help move the plan forward with *your* help. Current action items include evaluating pay and benefit programs to remain competitive and reward performance, increasing awareness of opportunities to advance within the company, keeping skill levels as high as possible through jobsite mentoring programs,

seminars, etc., and getting your ideas for improvements with better communication methods.

Another key component is in marketing. We have interviewed two marketing firms to help us organize our advertising and PR efforts, and also identify similarities and differences in our marketing approach for all the locations we operate in. We've been refining the types of jobs, clients, and areas that best fit our vision for the future, and reviewing how we present ourselves to the clients when we send out proposals. We want to put our best foot forward always—not just after we have started a job but in procuring jobs.

We're also working on improving our operational effectiveness in a number of ways. We have begun to implement scheduling and project management software to improve supervisors' ability to track their jobs. We're working on better ways to measure and use field production. And customer feedback is a high priority, so we can continue to do what our clients value most and identify what areas need improvement. We want to be the subcontractor that provides the best craftsmanship, is the easiest to work with and provides the customers with the best overall experience possible.

The strategic plan is a long-term undertaking, and real change won't happen overnight. But the progress to date has already helped us focus on the most important goals and make headway. Now we need YOU to join in and help take it the next step. Talk to your supervisor when you have questions, or have found a way to improve work procedures.

## The Holidays in Review

Yet another holiday season is behind us – the fast-pace and the hustle and bustle has relaxed and it's time to go back to our everyday lives. The holidays are a time when we get to see family and new friends and old, as well as take time to reflect on what we are thankful for. It is a treat to work at The Gallegos Corporation where each office gets to have their own party – where family and friends are celebrated and are truly appreciated. It's a time when you can leave the office behind and have fun with your coworkers and meet their spouses. Nothing captures the festivities like photos. So inside, enjoy reliving your office party, and see how much fun the other offices had too. And remember to keep the holiday spirit with you all year round!

## Employees of the Months

by Randy Hobbs & Mike Woods



Luke Fisher has become an integral part of Plaster Division of The Gallegos Corporation over the years. He started as a laborer in Vail in 1997 and then moved down to Denver to work with Division 32. "Luke has become an outstanding journeyman plasterer specializing in interior plaster," says

Randy Hobbs. Projects that have received Luke's special touch are tough ones including the Sie residence and the Gay residence. He is currently working on, and excelling at, the Robertson residence for Ed Diamond in Denver.

February's employee of the month is Amado Lovato, from the Marble and Granite Division. Amado has been with TGC for a little over a year and in that time has been promoted from Delivery Driver/Shop Assistant to Lead Sawman. Over the past year he has been focused on learning all facets of marble/granite fabrication and installation.

"Amado comes to work every day with a positive attitude," says Gary Woodworth, Division 40 president. "He is a good team player and enjoys the daily challenges of his job." Additionally, Amado has also helped out numerous times when other departments needed last-minute help, whether creating trophy or driving the 4<sup>th</sup> of July float. Amado and his wife have three children, two girls and a boy, and live in Leadville.



### GALLEGOS MISSION STATEMENT

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 and employees.

Continue to grow as the industry leader.

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**Montana Crews Meet Tight Deadline**  
by Jamie Woodworth & Steve Kalabany

Divisions 20 and 31 are staying busy in Colorado and points north: specifically at the Warren Miller Lodge near Bozeman, Montana. This exclusive resort lodge, a 160,000 square foot building, may only be the start of much more work in the Big Sky area.

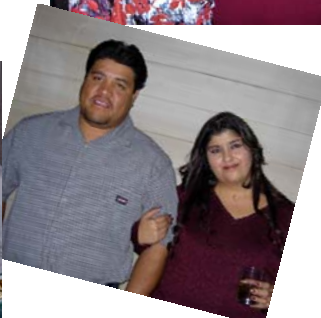
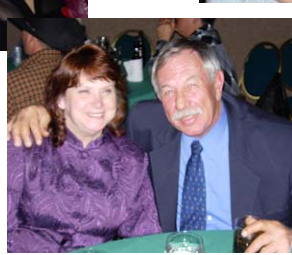


The masons moved on site the beginning of August with a 10-man crew and have installed over 10,000 sf of stone veneer at the exterior. At the same time they've installed two fireboxes and added a full masonry chase in the dining/lounge.

Masonry foreman Baudelio Rivera has been busy completing all the stone on the exterior and interior of the dining/lounge for the New Year's Eve deadline. TGC's crew of 10 plasterers completed the 10,000 square foot dining area—in just 12 days—in time for a New Year's Eve party. Come spring, the crew, headed up by Greg Matthews, will start on the 110,000 square feet of plaster throughout the rest of the resort.

After the New Year, the masonry group will complete the fireplace in the dining/lounge area and continue on the exterior. The 10-man masonry crew will stay busy until spring at which time it will increase to a 20-plus man crew. Meanwhile, the 7 to 10 member plaster crew will be busy through the spring with working on 110,000 sf of plaster, with possible custom homes in spring.

The Yellowstone Club has an anticipated completion date of more than 2 years. And when The Gallegos Corporation wraps up this job, more custom homes may be in the plans.



**Back Where it Began: Vail Employees Celebrate at the Beaver Creek Hyatt** by Lynette Horan



Festivities continued for the employees of Eagle County who celebrated at the Park Hyatt in Beaver Creek on December 17. We had an incredible turnout. Gerald Gallegos thanked the many employees for attending, and saluted those who have been with the company for years, noting new faces of today may be tomorrow's long-standing employees. Gerald then gave special recognition to Abel Ontiveros and his family who were in attendance.

In Bob's absence, Glen Gallegos took over the podium emceeing the event. He also thanked TGC's many hard-working employees who have helped make 2004 an incredible year. Finally, he gave special recognition for the following service awards:

**5-Year** - Shannon Gallegos and Mike Haller of Div. 10, Abel Rodriguez Esparza, Div. 20, Blaine Peters, Div. 31, Ariel Rodriguez, Div. 40, Mike Hill Div. 50, Shasta Peterson and Salvador Lopez Velasco of Div. 90.

**10-Year** - Dani Ettles and Randy Olin of Div. 10, Alfredo Lopez Esparza, James Hauck and Baudelio Rivera of Div. 20

**15-Year** - Dave Little, Div. 10

**25-Year** - Jake Jacobson, Div. 20. This is the first time ever a 25-year service milestone has been presented to an employee. Congrats Jake!

Employees of the Month recognition for Terri Rider, Dani Ettles, Berniece Fox, Dave Barton, and Bryan Valdez all of Div. 10

Glen then introduced the following people who spoke briefly of their departments' accomplishments: Randy Olin, Jake Jacobson, Gary Woodworth, Mike Cleveland, Frank Gutierrez, Chris Bystrom, Lynette Horan and Mike Haller.

After employee recognition, Jazzoompah played an excellent variety of music, ensuring the dance floor was filled many times over throughout the evening. Overall everyone had a holiday good time, dancing, talking, laughing and meeting all their coworkers.



**Winter a Busy Time for Division 50**

by Mike Cleveland

Division 50, and The Gallegos Corporation, are no strangers to Beaver Creek. Twenty-five years ago Mike Cleveland and his crew were busy laying the bus turn around at the covered bridge in Beaver Creek. Only there was no covered bridge, no Strawberry Park ski lift, no Beaver Creek Medical Center... Beaver Creek itself was just coming into existence. This year on a vastly different landscape, Division 50 is putting the finishing touches on the Beaver Creek Maintenance Facility and Beaver Creek snowmaking building.

The 23,000 s.f. maintenance facility will house cat bays, a mechanical area, and two stories of locker rooms and administration offices. The 16-man crew also ran curb and gutter from the old maintenance facility all the way up Dally ski way to the job site—about a half-mile of curb and gutter. The project began in August and was completed in December. Hyder Construction was the General Contractor and we enjoy working for them.

The snowmaking facility was completed in just over two

months. "The job was not too big, but it was very complicated concrete, footing and key-way system," says Mike Cleveland, Division 50 president. "Anthony Martinez, the superintendent in charge for Gallegos, and he did a wonderful job on that project."

As this division wraps up the maintenance facility in Beaver Creek, they will head east and begin work on the Vail Resorts Warehouse in Eagle Vail. This building will serve as the other half of the maintenance facility and house the on-mountain food service portion and distribution center. The old eye-sore warehouse will be torn down to make room for a luxury resort in the coming months.

Work also continues on the next resort over, Bachelor Gulch as well. In early November, Division 50 took over the concrete portion of the Hummingbird Lodge. The concrete portion of this 190,000 s.f. lodge will be completed by Joe Kleber and his 16-man crew by February 1, with a site work proposal pending for next summer.

**Holiday Revelers Celebrate at River's**

by Katherine Steele



December 10, 90 employees from the Aspen/Basalt Divisions reveled in the holiday spirit at the cozy River's Restaurant. Overlooking the Roaring Fork River in Glenwood Springs, the employees met to celebrate the holidays and 2004's achievements at the cozy River's Restaurant. Gallegos employees noshed on a scrumptious buffet offering ham,

roast beef, shrimp, chocolate covered strawberries, decadent desserts and a variety of other finger-licking delights.

Lovely Christmas decorations twinkled as Sam Johnson, Art Breda, Gary Woodworth, and Pat Dwyer congratulated and recognized employees on a successful year of hard work. **Five – Year Service Awards** were presented to Steve Laven and Rogelio Lopez of Division 21, Leonel Meraz of



Div. 31, Stephen Jessica and Daniel Loosbrock of Div. 40. The **10-Year Service Award** was presented to Juan Vega of

Div. 21. Employee of the Month Recognition went to Mimi Trombatore, Div. 21.

Special thanks to Steve Jessica who translated for the benefit of the many Spanish speaking attendees.



**Telluride's Fiesta**  
By Lynette Horan

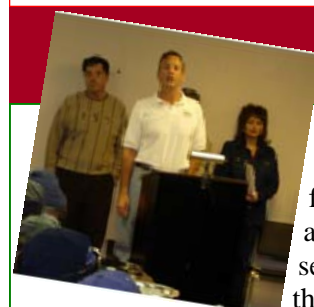


Fiestas Mexican Restaurant, located in Montrose, hosted a yummy South-of-the Border feast for the lively attendees from Division 31 on December 3. Hats off to Dan Patton and his staff for an excellent turnout. Gary Woodworth presented the **5-Year Service Award** to Dan Patton and congratulated the staff on the large amount of work accomplished over the course of the year. Dan also took the opportunity to thank employees for their hard work during 2004 and made special mention of the family members who support them in their efforts. Lynette Horan spoke on behalf of Gerald, Bob, and Glen Gallegos offering appreciation to staff for their dedication and efforts. After shutting down Fiesta's, a few of the party goers continued the celebration and dancing at the Silver Jack. A great time was had by all!



**DENVER'S CHRISTMAS LUNCHEON**

by Berniece Fox



On December 7<sup>th</sup>, 120 Denver employees quit work early and gathered for a luncheon to celebrate the holidays and long-time employees. Mike Morrissey opened up with a welcome and a big thank you for everyone's hard work and dedication. Randy Hobbs proceeded with presenting of Sylvia Luis Jose Luis Lopez, Gui-Quinones, and Dustin Hobbs, and Vic-

tor Vega all received their 5-year awards; Richard Maxson & Carlos Castillo received their 10-year awards. Next, Sylvia Connely, Tom Lazansky and Castulo Bejarano Barraza received awards for being employees of the month over the past year. Gary Woodworth closed with a thank you from Gerald, Bob, and Glen for everyone's hard work this year.



Do you have an idea for the next newsletter? Do you want to tell the rest of the company about your awesome co-worker? Did something spectacular happen on a job this month? Do you have a suggestion for the company? Tell us about it! We would like to have feedback from all of you out in the field. Fill out the portion below and drop it at your local office, or give Heather a call at 926-3737 or email at hhower@gallegoscorp.com. We appreciate all you do and want to hear from you!

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