

HR Updates

Job Openings

Accounts Receivable Clerk - Wolcott
Masons - all locations
Concrete Finishers & Formsetters - CO

Welcome Our New Employees

Julia Finkler is our new AP Clerk. With a background of customer service skills, a strong work ethic, and dedication to continue college courses in accounting, this makes her a great addition to the Accounts Payable department.

Laura Hernandez is the Vail office's new receptionist. She comes to us with an extensive background in administration, customer service and possesses bilingual skills. We are glad to have her as part of the team!



Chad Woodworth (Div. 31) and Marcette Gordon (Div. 20,40) are the proud parents of **Kyle**, born **January 26**. Congratulations to the newest family member!

Cindy and Taylor Serson (Div. 21) welcomed **Hollis Louise** on Friday, February 23 at 9:58 p.m. She weighed 7lbs 10oz, and was 20-inches long. Big brother Gabe is also excited about the new arrival!



Remember to Spring Forward on
March 11—six weeks earlier this
year!

Happy Birthday

MARCH

- 1 Issac Trujillo (50); Benedetto vitale (40)
- 2 Joseph Porter (24)
- 4 Joe Cervantes (32); Manuel Perez (50)
- 5 Miguel Jimenez (40); Christopher Ricks (32)
- 6 Jason Ingles (32); Sam Withrow (20)
- 7 Caroline Gallegos (10); Melanie Maxson (22)
- 8 Juan Lisardo (20); Jose Pinela (24)
- 9 Jose Chairez (40)
- 10 Daniel Word (20)
- 11 Osvalod Garcia (50)
- 13 Jim Medina (50)
- 16 Raul Collaso (24); Phillip Gallegos (40); Gabriel Luna (24); Jesus Quinones, Jr. (32)
- 17 Marcette Gordon (20)
- 20 Manuel Diaz (21)
- 21 Efren Casteneda (23); Dale Schiesser (21)
- 22 Pablo Castillo (20)
- 23 Pedro Duran (20)
- 24 Mario Delara (20); Enrique Nevarez (24)
- 26 Jon Lest (22)
- 28 Jason Bozzuto (23); Kristian Larese (23); Geoffrey Soelter (31); Victor Vega (32)
- 29 Amado Lovato, Jr. (40); Anthony Martinez (50)
- 30 Michael Hill (50); Matthew Steiner (22); Juan Soto Nevarez (24)
- 31 Cole Allison (40); Anthony Logan (22)

APRIL

- 1 Fernando Maya (24)
- 2 Michael Jaques (10)
- 4 Gonsalo Cedja (24); Salvador Colin (40); Carmel Gonzalez (10)
- 6 Salvador DeLoera (20); Bill Dermody (32)
- 8 Gary Baca (32); Lori Howard (31)
- 9 Aurelio Almaras (20); Sergio Irazoque (20); Danielle Mondlak (10)
- 10 Dean Clifford (20); Fabian Escalante (21)
- 11 Lerverne Malean (32); JC Slocum (22)
- 12 Martin Cano Campos (40)
- 13 Joe Kleber (50)
- 14 Gary J. Clifford (20); Gary John Clifford (20); Mike Gifford (31)
- 16 Gerald Parly (50)
- 19 Jaime Hurtado (23)
- 20 Gary Hernandez (32)
- 21 Alejandro Vazquez (23); Jeffery White (23)
- 23 Juan Garcia (23); Leonel Meraz (31); Gary Watts (50)
- 24 Alejandro Lizardo (20)
- 26 Alfredo Esparza (20); Mike Morrissey (22); Joseph Quintana (32)
- 27 Jim Binaman (21); Daryl Woodworth (10)
- 28 Jose Castillo (23); Juan Moran (20)
- 30 Miguel Bacio (31); Linda Cereceres (10)

Anniversaries!

One Year

Luis Lopez Bolanos (20); Matthew Steiner (22); Keith Simmons (23); Ignacio Ledezma Sandoval (21); Adrian Betancourt (21); Melanie Maxson (22); Gerardo Guardian (22); Koni Lauder (10); Salvador Colin (40); Gustavo Trinidad (24)

Two Years

Juan Moran (20); Estanislao Ramirez (20); Jon Lest (22); Sam Evancho (31); Guillermo Rea (23)

Three Years

Jeff White (23); Gabriel Fairorth (22); Anthony Martinez (50); Jose Armenta (20); Benito Chavez (23); Joaquin Martinez (21); Heather Hower (10); Armando Ramirez (24); John Raps (32); Joe Kehrer (32); Zenon Contrera (32); Manuel Diaz (21)

Four Years

Manuel Serna (20); Rafael Diaz (21); Alvaro Gonzalez (21); Erasmo Morales (21)

Five Years

Mimi Trombatore (21); Hector Herrera (32); Mario Becerra (20)

Six Years

Fidel Dominguez (20); Ignacio Herrera (32); Benjamin Pereida (50)

Seven Years

Ramon Villalobos (21); Ismael Guzman (20); Miguel Ramirez (20); Sergio Pasillas (23)

Eight Years

Leonel Meraz (31); Blaine Peters (31); Ariel Rodriguez (40); Salvador Velasco (90);

Nine Years

Jose Rodriguez (20); John Nelson (94); Mario Delara (20)

Ten Years

Lucas Fisher (32); Ignacio Gallegos (20); Benjamin Gallegos (22)

Eleven Years

Kenny Fairchild (31); Luis Gomez (21)

Twelve Years

John O'Meara (23)

Thirteen Years

Richard Maxson (22); Juan Vega (21); Randy Olin (10)

Fourteen Years

Joe Kleber (50); Floyd Andreatta (21); Mike Morrissey (22)

Sixteen Years

Sam Johnson (21)

Seventeen Years

Patrick Klusmire (21)

Twenty Years

Mike Cleveland (50)

Twenty one Years

John Trujillo

Twenty five Years

Robert M. Gallegos, Jr.

The Gallegos Gazette

The Newspaper for the Gallegos Community
VOLUME VII, ISSUE 2

MARCH / APRIL 2007

Strategic Planning Moves Ahead

The Gallegos Corporation hosted its annual retreat on Feb 15th and 16th at the Riverwalk Hotel in Edwards. Sixty leaders from Project Managers, Vice Presidents of Operation, Division Presidents, Site Superintendents, Heads Of Estimating, Stoneyard, Business Development and Marketing were present from the various divisions and offices that constitute The Gallegos Corporation. We again worked with FMI, and Ken Roper who facilitated our agenda and discussion. Our purposes for the retreat were as follows:

- Bring Gallegos leaders together at the start of the year for sharing and goal setting.
- Assess progress by division on productivity and the four-year old strategic plan, and update the strategic plan.

The 15th began with a message from both Gerald and Bob Gallegos thanking everyone for their hard work and for the success that Gallegos has had over the past 35 years. Gerald, in recalling how he started his company 35 years ago, said that he never imagined where it would be today. "From the day I started my company in 1972, I knew it had to be a company that would do quality work, better than my competitors, with quality people who could work with clients and coworkers, establish relationships and be an asset to the company and their community," Gerald said. The key to this company's success has always been hiring and trusting people to do the best job they could possibly do. That is certainly obvious in seeing the quality of people that work in the field but also in the support services like payroll, accounts payable, human resources, etc. He also said he was glad to see the faces of people who have been with Gallegos since the start, including Jake, Andy, John T. Gary, Mike C. Dave and Bob,

and he welcomed the new faces and challenged them to reach for the stars and to take the company to the next level. Gerald stated that what he expects to see today from his people are the same qualities that he built his company on 35 years ago: honesty, integrity, relationships with clients, quality work, standing behind our work and making the client happy.

"In our success, people have been the greatest asset," Gerald said. "I count on my employees to establish relationships with your coworkers, architects, GCs and clients. If you take the time to develop relationships, it will ultimately spell our success." Funny how the important things do not change.

Bob assured everyone of the health of the company and of our commitment towards new markets, products, equipment and the things needed for divisions to get the job done. In addition, he made it clear that both Bob and Gerald are still involved in the day-to-day workings of the company and would continue to be in the future. Bob also complimented the talented people and their dedication and commitment to the company. He, too, feels that the strength of this company and its success are due to people.

The two days were structured to be participatory and each division presented a 20 minute PowerPoint discussing their divisions' work with the strategic plan and gains made in productivity from last year to now. These presentations showcased our divisions and their work. An unexpected result from these presentations was the interest generated in learning what other divisions were doing. Some great discussion and ideas were exchanged as a result. The strategic plan that was written four years ago was reviewed and updated. This was done in small-group and large-group sessions. The results were

great from the standpoint that we had 60 people involved in this strategic plan rather than 8 to 10. This means we will have a better rate for success because this plan will be taken deeper into the organization with everyone more knowledgeable about the direction of the company. We will be working hard on four goals. These are:

1. Position Gallegos as our clients first choice for their projects.
2. Hire & retain the best people.
3. Provide exceptional customer service.
4. Master operational effectiveness.

With each of these goals, we have at least three strategies with a different person in charge. Our goal will be to ensure that from year to year we make gains on each strategy. To do this every employee from field to office must be aware of the goal and every day our actions are geared to establish each goal.

Because we are a premier company we want to ensure that we bring expertise and value to our projects. When clients hire us they should be assured we have a work force that is legal and well trained, and that we will do quality work within budget and timelines with high quality.

"We treat our people like we treat our clients which creates a winning formula," Gerald said. "If you treat your staff with respect and trust, they will prove themselves many times over."

We want to bring better quality and expertise and impeccable customer service to our customers and their projects. To do this takes people and with there being a shortage in the labor market, we'll need to work hard to hire the best people and retain them. We don't see that being a quality company happens without good people and with training. Finally, based on evaluations from all participants the retreat was a success.



Our 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.

Table of Contents

A New Stucco Approach	2
Employees Receive Training	2
Saving for Your Future	2
Employees of the Month	3
Marketing's Big Plan	3
Vail's Renaissance	3
HR Updates/Birthdays/Anniversaries	4

Division 32 Tackles New Approach to Stucco

By Scott Christensen

Division 32 is nearing completion on the St Francis Hospital in Colorado Springs. This challenging project with GE Johnson represents a new approach to commercial stucco installation, as the entire exterior envelope was built on the ground in 550 individual panels, and then flown into place with a crane. The fast pace of the stucco installation and the limited cure times allowed by the schedule made us look to new materials which could meet the requirements.

Omega's PM basecoat and integral mesh system gave us the high early strength necessary to withstand the stress of being lifted by a crane just three days after basecoat installation. The material becomes so hard that even when we tried, we could not make

the material crack. All of this high performance comes with a high price, but cost was less important to the owner than speed. Division 32 was able to meet GE Johnson's 7-month schedule goal by installing stucco on 40 panels per week, or an average of 10,000 SF

per week! The crew was comprised of 40 plasterers, and was led by Bill Dermody on site, with Kevin Hughey overseeing the entire project. Through the hard work and dedication of our plasterers, tent foremen, and supervisors, we were able to meet the challenge of this very difficult project and place The Gallegos Corporation at the leading edge of our industry in respect to problem solving and innovation. Excellent work!



Training a Key to Gallegos' Success

By Lisa Ponder

Employees don't leave their job - they leave their supervisor. At The Gallegos Corporation, we know this statement to be true so we take the job of training our supervisors very seriously.

"I started working as a hod carrier, learning the masonry trade from the ground up," says Gerald Gallegos. "This was followed by a 2-year apprenticeship program where I learned the technical aspects of the masonry trade. This training opened many doors for me and that is why I believe so strongly that training is not only possible but necessary for everyone at Gallegos."

Last year all of the new supervisors were trained - approximately 60 foremen/new managers in both English and Spanish. "We did new manager training, which included what it means to be a manager, what is expected of a manager and how to be a good one," says Lisa Ponder. "We go over basic Gallegos policies and procedures and good time management." HR will be back in 2007 with part two of their training.

We have also begun our companywide advanced supervisor training for those who have been in supervisory positions for some time—from Project Managers all the way up to Division Presidents. In this class we cover establishing credibility as a supervisor, dealing with unwanted employee behavior, coaching employees for better performance, contemporaneous documentation and having those "difficult conversations."

This training also includes self-evaluations and goal setting with HR to encourage our leaders to grow in their roles as supervisors. We have completed this training with 30 employees in the Vail area and look forward to meeting with many more of you in other locations as the year progresses.

"If you have staff members who want to take classes or further their training, encourage them," Gerald adds.

Spanish and English classes are being held in Vail as our pilot programs. Spanish is being taken by PMs, Safety Director, HR Director, Payroll Supervisor and Division Presidents. English is offered for foremen level managers in the Vail area. If the classes go well we will continue them and find instructors for our other locations.

RETIREMENT SAVINGS 101

BY LISA PONDER



Although retirement might be decades away, it is never too soon (or too late) to start putting money aside for that time. And with a good 401(k) plan, like the one The Gallegos Corporation offers, you might even give yourself a raise in the process of saving for the future.

The Gallegos Corporation's 401(k) program is available to employees who have worked for the company for over one year and who worked more than 1000 hours in that first year. The company "matches" employee contributions at the rate of 50 percent of the first 6 percent of your average annual salary. For example, if you make \$40,000 per year, 6 percent of your salary is \$2400. If you contribute that \$2400 over a year, Gallegos will contribute an additional \$1200 - so you end up saving \$3600 in your 401(k). In short, you get a \$1200 raise by contributing to your retirement. Additionally, your 401(k) contribution is tax exempt, so the entire \$2400 goes into your account with no taxes taken out. In addition, your taxable income is reduced by \$2400, so you pay less taxes each paycheck.

Throughout the year the HR Department will be holding educational meetings on several 401(k) related topics. Our first meeting will be for those employees who are already participating, but who are not taking full advantage of the employer match. Another meeting will cover questions on the individual funds and performance. We will bring in a financial planner or two for this discussion and they will be able to answer some of your general questions.



EMPLOYEES OF THE MONTHS



Miguel Martinez is March's Employee of the Month, and was an integral part of the team on the St. Francis Hospital.

Miguel has been working for The Gallegos Corporation since July of 2004. He is our head lather, and is currently running the lath operation at St. Francis Hospital. He has been a

huge asset to Division 32, and to the St. Francis project. Miguel has been able to solve many problems in the field for us and for GE Johnson, to have a good working relationship to complete this project on time. Division 32 is very proud of the job Miguel does for The Gallegos Corporation!

Division 24's Raul Callaso, Enrique Nevarez and Armando Huerta (not in picture) are April employees of the months. These three worked on interior fireplaces at 8050 in January, working nine to 11 hour days, 6 to 7 days a week, to complete special projects including 22 fireplaces and spa coping projects.

Thanks to their dedication, The Gallegos Corporation was able to meet the interior fireplace deadlines. Their work quantity and quality was, and still is, above the norm.

The fireplace pictured is in the Lobby of Building D of the North Star Village. This particular fireplace had to be done in two days due to the Contractor's push to finish it on time after several days of delays due to framing, pipes and wood trim issues.

Armando, Raul and Enrique have been top performers in Division 24. Thanks for your hardwork!



Big Plans for the Marketing Team

by Dacia Belisle

The Marketing Team has lofty goals for 2007. In 2006, the team was built, including Gerald Gallegos, Dave Little, Sam Johnson, Dacia Belisle, and Heather Hower. The company collateral (Letterhead, Logos, Brochures, Mailers, etc) was completed and implemented. Now that we have consistency in message and print design, it is time to take the refreshed Gallegos image, to the decision makers in the construction industry. The team has a goal of a 5% increase in negotiated work per year, and it is going to take a committed effort from the marketing team and the entire company to reach that result.

Sam Johnson and Dacia Belisle have developed a PowerPoint presentation called STONE SOLUTIONS (left). The subject of this presentation is the impact of our moun-

tain freeze-thaw environment on stone masonry and potential solutions. It addresses moisture management for both veneer and paving stone, installation procedures for paving stones in different applications, and the changing stone material and quarry conditions that are impacting our building industry. Dacia follows Sam's technical presentation with a discussion of

trends for interior and exterior stone, interior plaster and Art Rock.

The presentation has been well received at over 12 architectural firms in Vail, Aspen, and Denver. The schedule is currently accommodating about four firms per month. Hansen Construction requested our presentation on the recommendation of an Aspen architect that viewed it. In the next few months, the presentation will be adapted and taken to our other offices and regions.

In March, Dacia and Sam will have a presentation engineered for general contractors. Interior Designers will be visited starting in June, with a presentation tailored for their discipline. The team is currently searching for the right Client Relations Management (CRM) tool to manage contacts and leads that are being created in the process.

In addition to the presentations, we have committed to two print publications for advertising this year, Luxe Magazine, and Building Stone Magazine. Both are quarterly publications, and we are especially excited about the stunning full-page ads in Luxe. Within the next two months, all offices will have regional and trade specific portfolios in their offices. Handsome, custom made leather portfolio binders will hold 8"x10" glossy photographs showcasing our craftsmanship.

We are scanning and posting any press or media coverage that we find to the Wolcott network drive. This will include featured projects, advertisements for oth-

ers that contain images of work that we completed, and awards that are received for projects we constructed.

Art Rock and Stone Sales exhibited at the ProGreen Expo, a regional landscaping trade show. Blaine Peters, Division 31, and Frank Gutierrez, President of the Retail Stone Sales Division, met with architects, contractors, municipality officials, and zoo keepers.



In addition, Dacia is working toward LEED accreditation. Dave is chasing the large scale commercial work. Sam is leading the charge with the Aspen Valley. Heather is creating stunning print advertisements and coordinating the photography that will be crucial to our ongoing visual exposure. And, Gerald is in the director's seat guiding us on our path. The Gallegos Marketing Team is poised for a year of relationship building, exciting new challenges, and the ambitious goal of increased negotiated work.

Vail's Renaissance in Full Swing

by Dave Little

With the "Renaissance in Vail" in full swing, TGC has once again proven itself invaluable to general contractors, architects and owners developing these large projects. We are currently working or have had crews on Vail Plaza (formerly the Vail Village Inn), Vail's Front Door (Vista Bahn area), Arrabelle at Vail (Lionshead Core Redevelopment), Gore Creek Townhomes, Sonnenalp Phase 3 Expansion, P3 & J parking structure, Lodge Tower, Westhaven Condos, Beaver Creek Landing and the Westin Resort in Avon. We have also been involved in numerous facelifts and remodels in Vail.

Many of these projects have been actively pursued since 2001-2002 and have recently started or are just now beginning construction. It is our corporate commitment to work with contractors on pre-construction that allows us to remain in front of the decision makers when it comes to awarding contracts. Most of these projects were seen by the estimating department 3 or 4

times, each time requiring a new estimate and pricing session. Many of our top clients will get us involved in a project at the schematic design stage when documents can be nothing more than sketches. They know we will take a practical approach, that we have the technical knowledge to know what is required and that we are not afraid to make assumptions on what the designer has in mind and will provide them with an accurate estimate of the work.

A large part of the reason we are working on these high-end projects can be attributed to our field and project management. We have a 100% project completion record, a nationally recognized safety program and are renowned for our ability to push project schedules. All of these help us to develop strong business relationships which in turn, allow us to work on the most visible projects in our regions.